

Result Summary

Abbreviation	Ranking	Definition
NA	Not Achieved	Lack of supporting evidence
PA	Partially Achieved	Either the organisation does this work but in an ad-hoc manner with no records or policies, or there are policies and procedures in place but no evidence of them being utilised
FA	Fully Achieved	Significant and obvious evidence of compliance
FACI	Fully Achieved with Continuous Improvement	FACI will only apply to organisations after their first audit as they continue to improve their work in this area

Some elements have been agreed to not be relevant to the usual practices of the organisation and left blank and marked “Not Applicable”. Where an item that was purple in the previous year is marked green this year it simply means no change from the last improvement. It should not be viewed as a backward step.

1. Strategy and Policy	2014/ 15	2015/16	2016/1 7	2017/1 8
1. Is Rainbow Diversity & Inclusion explicitly mentioned in any documents outlining the organisation’s purpose or planning? (e.g. Strategic Plan, Values Statement)	FA	FA	FA	FA
2. Is Rainbow Diversity & Inclusion specifically mentioned in documents setting out any policies or procedures (e.g. Non-discrimination policy, complaints process, meeting minutes)	FA	FA	FA	FA
3. Do the leaders of the organisation receive Rainbow- specific Diversity & Inclusion training?	PA	FA	FA	FA
4. Is there a Diversity & Inclusion council or sub- committee at governance or senior management level or does the brief of any other committee include Diversity & Inclusion?	FA	FA	FA	FA
5. Are there any measures or indicators that are reviewed and reported on by this committee?	FA	FA	NA	NA

6. Is Rainbow Diversity & Inclusion a line item in Board or senior management reporting?				
2. Staff Engagement and Organisational Support	2014/15	2015/16	2016/17	2017/18
1. Is the organisation's stance on Rainbow Diversity & Inclusion routinely raised in recruitment interviews or noted on application forms?				
2. Does the organisation encourage and support staff to set up Rainbow networks internally and/or to link with external ones?				
3. Does the organisation encourage staff to mark occasions of relevance to Rainbow communities such as Pride festivals or Red Ribbon Day?				
4. Does the organisation have processes and resources in place for staff who transition gender? (e.g. A support plan for staff who transition, access to unisex toilets for those who need it)				
5. Does the organisation use the preferred name, title, and pronouns of people who have transitioned gender? (e.g. If gender on documents is incongruent with current gender identity)				
6. Are there visible Rainbow Allies at all levels of the organisation?				
3. External Engagement	2014/15	2015/16	2016/17	2017/18
1. Does your website or publicity material specifically mention Rainbow Diversity & Inclusion anywhere? (e.g. under its "About Us" or "Values" section)				
2. As part of your commitment to corporate social responsibility, have you informed your customers and other stakeholders, e.g. your supply chain, clients, or contractors, that you are committed to being a fair workplace in line with the Rainbow Tick principles?	Not Applicable (Old Item)	Not Applicable (Old item)		
3. Does your organisation publically sponsor or support any Rainbow community events or organisations? (e.g.				

pro bono work for a Rainbow NGO, a banner and stand at a Rainbow festival)				
4. Do Board members or senior staff routinely attend any such events?				
5. Does the organisation use imagery that reflects Rainbow communities?				
6. Does the organisation publically demonstrate engagement with the Rainbow Tick process?				

4. Organisational Development	2014/ 15	2015/16	2016/ 17	2017/1 8
1. Is Rainbow Diversity & Inclusion training offered as a separate and specific training?				
2. Is Rainbow Diversity and Inclusion training routinely included in orientation or induction training?				
3. Is Rainbow Diversity & Inclusion training routinely included in training for leadership development?				
4. Is attendance and completion of Rainbow Diversity & Inclusion training monitored?				
5. Is training offered so as to capture all levels and aspects of the organisation?				
6. Is training evaluated, not only in terms of attendance, participant satisfaction but also in terms of demonstrated impact in the work-place?				
5. Monitoring	2014/ 15	2015/16	2016/ 17	2017/1 8
1. Does your organisation regularly carry out internal surveys that measure employee perceptions of safety, dignity and inclusiveness at work?				
2. Are staff and/or customers given the opportunity of voluntarily recording their sexuality or gender identity				

as an optional data point in surveys or other forms of data-collection?				
3. Does HR track self-identified Rainbow staff to see if their career is progressing in line with their peers?	Not Applicable			
4. Is the topic of Rainbow Diversity & Inclusion routinely raised in exit interviews to help determine factors affecting staff retention?	Not Applicable	Not Applicable		
5. Are incidents of harassment or discrimination against Rainbow community staff and/or customers monitored and causes addressed? (e.g. bullying, inappropriate comments or jokes)				
6. Are all relevant measures and indicators (for example, cross-team ratings of safety, dignity and inclusiveness) reported to senior management?				

Comments

The shift in colour to purple in so many areas that we evaluate represents progress in these areas. This indicates to us that positive moves within the AUT culture with regard to Rainbow community workplace inclusion have been growing and continuing.

As with any of our clients that have workforces distributed across a range of physical sites, we are concerned as to how well and how consistently the ethos that sits behind the Rainbow Tick penetrates the organisation. We are confident it has been well-received and built on in the City Campus, but we are less sure this can be said of the other sites. We would like to work with you over this year to explore ways that this can be achieved.

Recommendation

That you direct people from different parts of the University to take part in the Rainbow Tick workshops rather than relying on people to self-select and volunteer themselves.

