



2019 - the year in review

This year we've seen some outstanding activity within our GLOBE and GLOBE Allies communities at Deloitte. Our GLOBE Partner Sponsor, Robbie Robertson and GLOBE Network Chairperson, Adrian Letilovic share their favourite moments here.



Robbie Robertson
Partner - GLOBE Network Leader



Adrian Letilovic
Manager - GLOBE Network Chair

There's so much work put in by GLOBE Network members and allies, from all around the country, that helps cement our inclusive culture at Deloitte and so this report is all about acknowledging those efforts from our people.

In 2019 we implemented a formal governance structure for our regional offices and kicked this off with a Roadshow which saw our GLOBE Leadership visit every office in every state and territory around the country.

We were absolutely thrilled and very humbled by the warm reception we received in all offices - which subsequently led to the first InterFirm events for some cities: Darwin and Hobart.

The roadshow was just one of many initiatives organised by our local GLOBE teams around the country. This report shines a light on the amazing work that has been completed and also serves as a formal measure of activity completed against our national GLOBE strategy for 2019.

So again, a huge thank you to all who have contributed in every way, large and small. We look forward to a bigger and better 2020 and very excitingly our third Outstanding 50 LGBTI Leaders publication.

Warm Regards,
Robbie and Adrian



Our 2019 focus

2019/20 Actions

Themes	Focus Area
Increase engagement and reputation of LGBTI Inclusion at Deloitte	Expand and engage the ally network and executive sponsor
	Develop working group with a focus on increase female representation in GLOBE
	Engage in graduate recruitment events partnering with Pride in Diversity and Graduate Recruitment team
	Participate in key conferences and speaking events
Give back to the LGBTI community	Launch internal mentor program
	Rainbow Families
	Impact Day
Celebrate key LGBTI significant days/events	Wear it Purple
	IDAHOBIT
	Host inter-firm events
Maintain key partnerships	Pride In Diversity
	Out for Australia
Maintain strong governance, accountability and reporting	Report quarterly to internal Inclusion, Diversity and Wellbeing Council
	AWEI submission

How we brought it to life

2019

March | Inter-Firm Events Celebrate & Acknowledge

In May we co-hosted Sydney Interfirm networking event with QBE which included a presentation and panel featuring Sydney OMP, Nicki Alcorn (she/her), A&A Partner, Greg Haskins (he/him) and Deloitte Digital manager and GLOBE Chair, Adrian Letilovic (he/him).

The panel explored the Diversity Council of Australia's Out at Work report which we sponsored in 2018.

May | IDAHOBIT Day Celebrate & Acknowledge

We acknowledged IDAHOBIT day on 17 May by launching our GLOBE Mentoring Program.

Robbie Robertson, the National Lead Sponsor for GLOBE, said at the time, "IDAHOBIT is a day to celebrate and champion our LGBTI+ community and what better way to do that than with the launch of our GLOBE mentoring program. Through our program, we will continue to support our LGBTI+ community and demonstrate our inclusive culture. We want to ensure our LGBTI+ community has the opportunity to openly discuss, support and celebrate each other's stories – which is what IDAHOBIT is all about. I encourage any LGBTI+ identifying staff to get involved in our program."

July | LGBTI STEMM event Engagement & Networks

Brendan Devers (he/him) (Partner, Deloitte Digital) and Daniel Zoccali (he/him) (Graduate, Analytics & Cognitive) delivered a keynote about the ongoing importance of LGBTI inclusion in the workplace at the LGBT STEMM Day Symposium in Melbourne organised by QueersInScience.

July - November | GLOBE Mentoring Program Giving back

We launched our internal LGBTI mentoring program in July with 40 mentors and mentees taking part from across all roles and locations. We had great feedback and plans are in place for a 2020 program.

August | GLOBAL Ally Network Engagement & Networks

Helping us lead the way are our six GLOBE Partner Champions in each market plus our first National GLOBE Ally Lead! We are delighted to have the following team – including our new champions in Perth and SANTAS: Kate Grimley (she/her) – Brisbane Jacqui Peachey (she/her) – Perth Helena Hamilton (she/her) – Melbourne David Winters (he/him) – Canberra Denise Lucero (she/her) – Sydney John O'Brien (he/him) – SANTAS Nicki Hutley (she/her) – National GLOBE Ally Lead

August | Sapphire Event - Brisbane Engagement & Networks

We partnered with Pride in Diversity's Sapphire Initiative and Out for Australia to host 'Lead & Influence: LGBTIQ+ Women Paving the Way'. We were privileged to host shared with the audience.

August | Wear It Purple Celebrate & Acknowledge

Wear it Purple Day (30 August) brought to life a wonderful sense of collaboration, creativity and conversation across Deloitte and was the culmination of our 12 Days of GLOBE celebration. Across the country, we had a dedicated team of Deloitte volunteers who helped to organise activities on this day in their respective offices. From morning teas to afternoon gatherings, panel presentations to live



entertainment, we brought a strong voice to diversity and inclusion.

September | MFA 5+ event Engagement & Networks

Our National GLOBE Lead, Robbie Robertson (he/him) presented at the Media Federation of Australia session on How leaders can create a high performing team through diversity, sharing his experiences of being part of GLOBE.

October | WorldPride 2023 Giving back

We worked with Sydney Gay and Lesbian Mardi Gras on the winning bid to host the international Pride event, WorldPride 2023!

October | Out and Loud Choral Festival Giving back

We were a major sponsor of the Out and Loud Choral Festival in Canberra, which brings together LGBTI+ choirs from Australia and New Zealand. It was an

amazing opportunity to celebrate and draw inspiration from the LGBTI+ community through music.

November | Global Workplace Pride Engagement & Networks

Our global firm was recognised as a leading Workplace Pride Advocate in the 2019 Workplace Pride Global Benchmark – the highest rank possible! We also topped the list as the most improved organisation, scoring 34 points more than the previous year.

November | Rainbow Families Engagement & Networks

We provide ongoing support to Rainbow Families, including providing space for them to hold events and also an Impact Day event to help create a social media and communication strategy.

November | SpringOUT Festival Giving Back

We were a proud rainbow sponsor for a second time of SpringOUT Pride Festival in Canberra. We also held a stall at the Community Picnic during the festival where we met lots of people from across the community.



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