



Helping organisations build an inclusive workplace where diversity is recognised and respected





ORIGINS OF LGBTI JOBS

lgbtijobs.com.au

LGBTI Jobs officially launched in May 2016 on IDAHOT day.

LGBTI Jobs is an Australian-first job board designed to assist all graduates and jobseekers to connect with organisations who are actively engaged in LGBTI inclusion initiatives.

Leadership Team - LGBTI Jobs was created by a team who are heavily involved in the LGBTI movement; the site was designed through a collaboration of experience and knowledge of the community and the web industry.

- Simon is Vice President of the **Purple Bombers** – started in 2014
- Michelle has been recently nominated **LGBTI Radio Presenter of the year** for her work on **Joy FM**



LEADERSHIP TEAM

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Simon Ginsberg
Director / Founder



Michelle Sheppard
Consultant / Founder



Jared Telling
Internet Services Manager



Nicolas Le Berre
Senior Web Developer



GLOBE COMMUNITY AWARD

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LGBTI Jobs has been presented with the ANZ Excellence in Business Award at the recent Globe Community Awards, which recognises businesses demonstrating considerable innovation and impact within the LGBTI community.



INCLUSIVITY COMPLIANCE ASSESSMENT

This assessment brings together the findings of our experience helping employers embed LGBTI diversity and inclusion throughout their organisations.

Feedback - Designed to match the opportunities, concerns and issues raised by lesbian, gay and bisexual respondents with appropriate actions on behalf of employers and colleagues.

- **Developed in consultation with Maddocks Lawyers**
- **We work with you to provide tailored training to suit your needs**
- **Happy to sign non-disclosure or confidentiality agreements**



- \$500 (minimum charge) for 2 hour session.
- Each session usually goes for around 1.5 hrs and allows 30 mins for question time and a break in the middle.
- Any subsequent hours will be billed at \$150 per hour.
- Sessions are designed for 10-15 people – any more may require an additional session.

TOPICS

- **Gender & Sexuality**
- **LGBTI Leadership**
- **LGBTI Allies**
- **Transgender transition in the workplace**
- **Workplace behaviour relating to transphobia and homophobia**

*Customised training packages also available



BENEFITS OF A MORE DIVERSE WORKPLACE

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- Avoid “group think” - hire the same types, act the same, agree a lot
- Get staff out of their comfort zone and be challenged
- Diverse teams create better results – more innovative, creative, open to new ideas and perspectives
- Ensure your company culture reflects that of your customer base

BOTTOM LINE

Diverse teams in an inclusive environment is good for business!



LGBTI JOBS OFFER

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Demonstrate to the LGBTI and wider community that your organisation is a truly inclusive and safe workplace for all employees

Independent Voice – Job seekers feel comfortable knowing companies have been assessed prior to posting jobs and that they are joining an organisation that is truly a safe workplace for all.

Branding - Our experienced Web Development and Design team are ready to integrate your brand via microsites and individual case studies to help raise your company profile as a diversity employer of choice.

Culture – Show internal staff that you are serious about connecting with the LGBTI community

New Jobs Seekers – Attract talent from a new talent pool. Many organisations are trying to increase the number of applications from people who identify as LGBTI+, or who desire to work in a more inclusive workplace and we believe our website is the best platform to provide this growth.

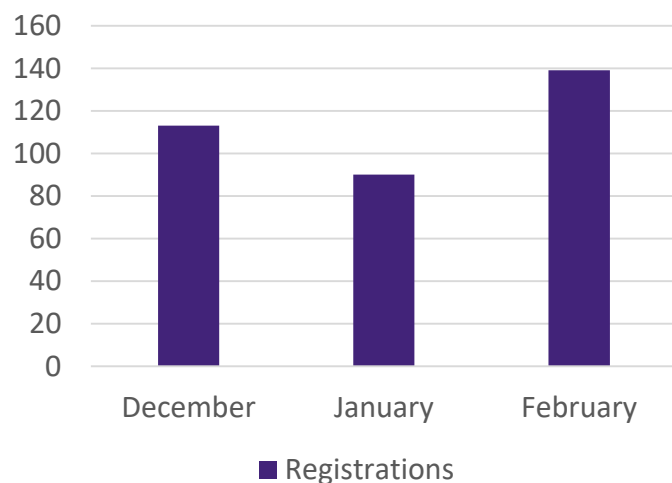


STATISTICS & TRAFFIC

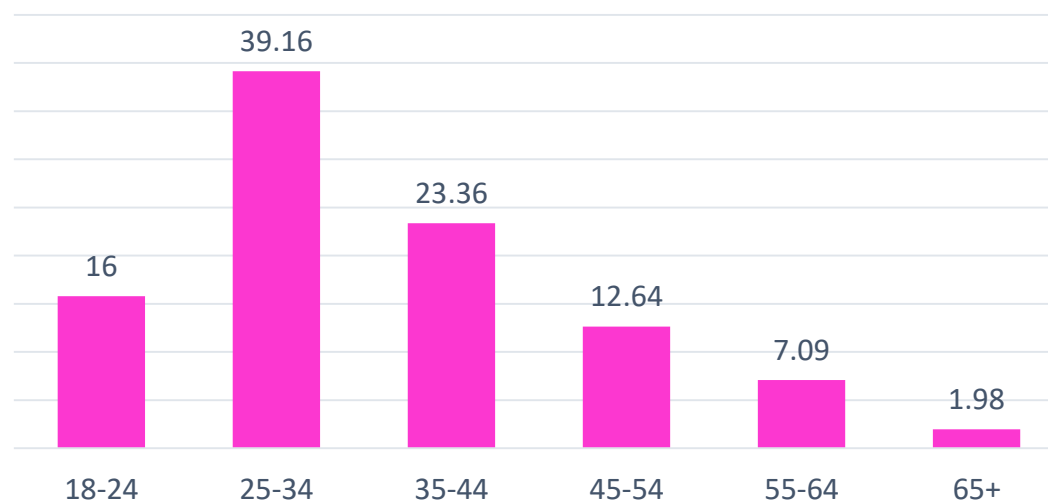
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- Massive awareness since winning the ANZ Globe Community Award
- 3,000 + unique visitors per month -
- Female 51.7 % - Male 48.3 %
- 100+ new candidate registrations every month

Registrations



Age Breakdown





STATISTICS & TRAFFIC

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- All new jobs are promoted online via Facebook, Twitter, LinkedIn (growing subscriber base)
- Community networking via JOY FM, colleagues and friends
- All jobs are promoted via online distribution partners

Swinburne University

Lecturer/Senior Lecturer (Chemistry)	1372 views – 27 apps
Executive Assistant	758 views – 15 apps
Student Progress Officer	361 views – 9 apps
Snr Bus Insights & Reporting Analyst	350 views – 13 apps
Postdoctoral Research Fellow	634 views – 14 apps
Academic Support Officer	257 views – 8 apps
PhD Scholarships Bioengineering	191 views – 5 apps
Lecturer / Senior Lecturer (App Maths)	834 views – 25 apps
Senior Research Engineers	381 views – 13 apps

SMS Technology

Network Engineer	320 views – 19 apps
Project /Change Manager	759 views – 23 apps
Apigee Developer	180 views – 4 apps

GetUp! – Software Engineer 415 views – 15 apps

Minus18 - Head of Communications 2074 views – 9 apps

Project Rokit - Program Presenters 1211 views – 7 apps



STANDARD PRICING

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Single Post	\$149	
3 Pack	\$420	SAVE \$9 per ad / \$27 total
5 Pack	\$650	SAVE \$19 PER ad / \$95 total
10 Pack	\$1200	SAVE \$29 per ad / \$290 total

All jobs & Job packs are valid for 1 month
Packages can be tailored to suit

ADD-ONS

Micro-site (company information + logo + contact details)
Homepage featured employee (logo + link to micro-site)



**Diversity is what comes through your doors,
inclusion is what you do after that.**

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