



## Our Mission

Our mission is to be a visible support network that inspires and drives positive social change for our LGBTQIA+ team members, customers and communities

## Our Values

Trust	Inclusivity	Empowerment	Safety
Do the right thing	Respect everyone	Find a way	Be safe and well
T	I	E	S



## Our Strategic Goals



### An inclusive workplace culture

- > Build a strong PostPride network
- > Share team members' stories
- > Strengthen engagement across Deliveries/Post Office Network
- > Improve LGBTQIA+ inclusive policies and practices
- > Support key dates of significance
- > Rainbow Peer Support Program



### Productive partnerships and an engaged community

- > Increase regional reach
- > Leverage current partnership and sponsorship arrangements to explore new opportunities
- > Collaborate across Industry through Inter-Retail



### Learning and development opportunities

- > Ally training
- > Inclusive leadership training
- > PostPride mentor program

## How We Will Achieve Our Goals



### Governance Framework



### Capability uplift



### Annual Workplan



### New policies and practices



### Leadership (incl. Executive sponsorship)



### Clear and coordinated communications

## How We Will Measure Success



### Australian Workplace Equality Index (AWEI) score



### Uptake in training and event opportunities



### LGBTQIA+ engagement score (based on Say2Action survey)



### Engagement across our Post Pride communications



### PostPride membership