



Pride Alliance

Launch Booklet
February 2023



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Message from the CEO

As the Executive Sponsor of the KD Pride Alliance, it is my pleasure to see this initiative come to life, bringing together our LGBTQIA+ employees and allies to create a network at Keolis Downer that makes our people feel connected, safe and confident to bring their whole selves to work.

For us to be a truly diverse and inclusive organisation, it is essential that we design a work place where all of us can achieve our full potential, feel that our contributions are valued, and work effectively and cohesively together.

The work of the KD Pride Alliance is an integral part of our Diversity and Inclusion Strategy which cements our commitment to the LGBTQIA+ community.

I thank the KD Pride Alliance for their dedication, passion and time, and look forward to supporting this important initiative as we begin our journey for a more inclusive work place.

Julien Dehornoy
 Chief Executive Officer
 Keolis Downer



ACKNOWLEDGEMENT OF COUNTRY

Keolis Downer acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.

What is the KD Pride Alliance?

The KD Pride Alliance is a committee that encourages an open corporate culture that values the diversity of all employees, makes the most of their talents and creates a working environment free from discrimination. Representing 'Our People' pillar of the KD Way, we recognise and welcome Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA+) people who contribute to the success of our organisation and celebrate our achievements as one team.

The KD Pride Alliance: Vision and Mission

Our vision

The KD Pride Alliance has a vision of a shared sense of community within Keolis Downer, where our LGBTQIA+ employees can be their true selves and contribute to their fullest potential.

Our mission

The KD Pride Alliance will achieve this vision by:

- Building a safe and inclusive culture at Keolis Downer, with a focus on LGBTQIA+ people and issues
- Providing an internal support and advocacy network for LGBTQIA+ employees at Keolis Downer
- Celebrating LGBTQIA+ diversity and the work of our LGBTQIA+ employees
- Promoting work place policy that supports LGBTQIA+ equality



Image L to R: Adele McCarthy, Frock Hudson & Josh Bull (The Parliamentary Secretary for Transport) at the #AllAboard Pride Tram launch at Brunswick Tram Depot



Keolis Downer Northern Beaches celebrating local organisation Fusion Pride 'kick-off' event with James Griffin MP, Member for Manly.

The KD Pride Alliance Values



Our Values

WHO WE ARE

The vision, mission and work of the KD Pride Alliance work hand in hand with the Keolis Downer Values:

WE CARE: For our people and passengers from the LGBTQIA+ communities by supporting and advocating for them.

WE IMAGINE: With creative engagement and participation that leads us toward a culture that embraces diversity.

WE COMMIT: By embracing our diversity, be advocates for our LGBTQIA+ colleagues, encourage change and be accountable for our actions.

ZERO HARM: By taking action to prevent physical, mental and emotional harm in all its forms that are the result of intolerance, hatred, bigotry, or lack of understanding in and out of the work place.

THINK LIKE A PASSENGER: By creating a better experience for our LGBTQIA+ passengers who will see themselves represented in our operations in a visible and valued way.

What's next for the KD Pride Alliance?

Over the next few weeks the KD Pride Alliance will send out a request for members to join, with the aim to have representation from all subsidiaries. This will then form the KD Pride Alliance working group.

The KD Pride Alliance working group will then set out an action plan with priorities under the following areas:

- Connecting LGBTQIA+ employees and allies for advocacy and support.
- Increasing visibility of LGBTQIA+ community at Keolis Downer.
- Establishing best practice frameworks to support an inclusive work place.

To celebrate the launch of our KD Pride Alliance in conjunction with World Pride 2023 in Sydney, Keolis Downer will feature our new Pride logo across all communication channels from **Friday 17 February until Sunday 5 March 2023**.

In the meantime, if you have any questions or thoughts please contact: communications@keolisdowner.com.au

Yarra Trams Pride Alliance at
Midsumma Carnival 2023





Keolis Downer

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