



Pride Alliance Booklet



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Message from the CEO

As the Executive Sponsor of the KD Pride Alliance, I am delighted to witness the incredible work being done to unite our LGBTQIA+ employees and allies. Our aim is to create a network at Keolis Downer that ensures everyone feels 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 workplace 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 solidifies our commitment to the LGBTQIA+ community.

Thank you to the KD Pride Alliance for their dedication, passion, and time. Your efforts are vital in driving our mission forward. I look forward to supporting this important initiative and working together towards a more inclusive workplace.

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 Keolis Downer 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, being advocates for our LGBTQIA+ colleagues, encouraging and being 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 are the key actions for the KD Pride Alliance?

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

- Increase the visibility of the KD Pride Alliance consistently across Keolis Downer.
- Empower our people to create positive change for LGBTQIA+ inclusion across Keolis Downer.
- Embed LGBTQIA+ inclusion in all Keolis Downer operations.
- Improve Keolis Downer's external engagement to contribute to developing LGBTQIA+ inclusive communities.

From all members of the KD Pride Alliance working group, thank you for coming on this journey with us, for a more inclusive work place, cementing our commitment to the LGBTQIA+ community.

If you have any questions or thoughts please contact: communications@keolisdowner.com.au



Yarra Trams Pride Alliance at Midsumma Carnival 2023



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