



Winning Attitudes Recruitment PTY LTD

Submission to the inquiry on the Marriage Equality Amendment Bill 2010

Date of Submission: 2<sup>nd</sup> of April, 2012

Attention:

Committee Secretary  
Senate Legal and Constitutional Committee  
PO Box 6100  
Parliament House  
Canberra ACT 2600  
Australia  
Email: [legcon.sen@aph.gov.au](mailto:legcon.sen@aph.gov.au)

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Dear Committee Secretary,

Winning Attitudes is an Australian Recruitment and Human Resources Consulting Firm. To follow please find our submission in favour of the Marriage Equality Amendment Bill 2010

Yours truly,

Alex Greenwich & Carolyn Greenwich

Managing Directors, Winning Attitudes Recruitment



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2<sup>nd</sup> of April, 2012

Dear Committee Secretary,

In association with Australian Marriage Equality, Winning Attitudes Recruitment has worked with some of Australia's largest employers to help them develop policies to recognise staff in same-sex marriages and afford those staff with equal benefits.

The list of employers that recognise employees in same-sex marriages includes the following organisations.

Australia and New Zealand Banking Group Ltd  
City of Sydney  
Commonwealth Bank of Australia  
David Jones  
Discount Veterinary Wholesale  
IBM Australia Ltd  
Image Blue  
ING Australia Ltd  
ING DIRECT  
[itravelbooks.com.au](http://itravelbooks.com.au)  
Kogarah Council (NSW)  
Player-Wright Events  
Qantas Airways Ltd  
Salt Clinic  
Scenario Seven  
Seek Ltd  
St George Bank Ltd  
Telstra Corporation Ltd  
Westpac Banking Corporation  
Winning Attitudes Recruitment

These employers have found that by recognising and supporting same-sex marriage, they strengthen their diversity policies and also make their organisations more attractive to employees, especially the many talented Australian Ex-pats who work overseas in provinces where same-sex marriage is legal.

To further illustrate this point we have included with our submission a study from the Williams Institute on how marriage equality promotes skilled immigration.

Winning Attitudes Recruitment supports the proposed bill as it is time the Government catches up with corporate Australia on this important reform.

Australia will also benefit by being a more appealing destination for skilled migration, especially from the creative class as outlined in the attached report.

Yours truly,

Alex Greenwich & Carolyn Greenwich

Managing Directors, Winning Attitudes Recruitment