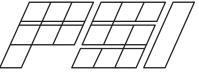
Proudly sponsored by Goldman Sachs **AUSTRALIA'S LARGEST ANNUAL** LGBTQ INCLUSION DATA SET National Survey Data

2020





PRIDE IN SPORT INDEX

pridein pridein sport diversity



Goldman Sachs is committed to LGBTI inclusion We are focused on the recruitment, development and engagement of diverse talent

At Goldman Sachs, we're committed to fostering diversity and inclusion in our own industry and beyond, and we're proud to support Pride in Diversity and their mission of acceptance without exception.



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WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS DIRECTOR

DAWN HOUGH

Director

ACON's Pride Inclusion Programs
Pride in Diversity, Pride in Sport, Pride in Health + Wellbeing

On behalf of ACON and our Pride Inclusion Programs team, it gives me great pleasure to present the 2020 Australian Workplace Equality Index and 2020 Pride in Sport national survey results.

This year, we have pulled the results of three surveys into one publication providing added value and benefit to members across all our programs.

Within this document you will find:

- Survey results of the full AWEI Employee Survey
- Extracted survey results for Small Employers
- Survey results of the Pride in Sport Index

Participation in the annual index surveys is critical if you wish to:

- Review or analyse the impact of your workplace inclusion initiatives on LGBTQ employees
- Understand the views / perceptions and experiences of all employees in areas that impact LGBTQ workplace inclusion
- Benchmark attitudes and behaviours against the national dataset

While participating in AWEI and Sport Indices will provide both significant feedback and a national benchmark for your LGBTQ inclusion work, participating in the survey balances the feedback on policies and processes with both the attitudes, beliefs and lived experience of all your employees (not just those who identify as LGBTQ) in relation to your work in this area.

Both Pride in Diversity and Pride in Sport are now regularly analysing the results of this significant dataset to provide you with Australian data that will inform your work and practice.

I encourage you to not only participate in the survey annually but to join us in the conversations, data analysis and review sessions communicated via our AWEI Practice Points and Pride in Sport mailing lists.

I trust that this information will provide you with both insight into the impact of inclusion work across Australia and allow you to benchmark your survey results against the 2020 data set.

With thanks to Goldman Sachs for their ongoing sponsorship of the AWEI publication since its launch in 2010 and to all members of our team who have worked tirelessly on the work of inclusion throughout the year. A special shout out to Finlay Long and Kosaku Makino for their significant contribution to the design and layout of this publication 2020.



Chief Executive Officer
Goldman Sachs Australia & New Zealand

Goldman Sachs is honoured to sponsor the Australian Workplace Equality Index (AWEI) annual benchmarking and survey publication for the tenth consecutive year. We would like to extend our congratulations to all the organisations and their Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) networks who took part in the 2020 AWEI.

As a founding member of Pride in Diversity (PID), we hope this publication provides support and guidance to further advance the work on LGBTQ Inclusion across Australia in the same way it did for Goldman Sachs.

Our commitment to diversity and inclusion is essential to our mission as a firm: it lets us remain at the edge of innovation, respond to the needs of our clients, and ensure that our people bring their authentic selves to work. At Goldman Sachs, we're proud of our efforts to foster diversity and inclusion both in our own workplace and in the communities where we live and work.

We are delighted to see continued progress for LGBTQ inclusion being made across Australia, and are especially heartened reflecting on the progress that has been made over the past year, both within other member organisations and across the country more broadly. We look forward to building on our success with PID and our fellow supporters of the national benchmark for LGBTO inclusion.

FOREWORD BY OUR AWEI SURVEY ACADEMIC ADVISOR



School of Social Science
The University of Queensland

Our ability to devise successful strategies to ensure that everyone can bring their whole self to work is contingent on having detailed and reliable information on the processes surrounding workplace diversity and inclusion. Over the years, the Australian Workplace Equality Index (AWEI) Survey has become the most authoritative Australian source of information on these matters.

Questions such as 'what are the barriers and enablers to the inclusion of people of diverse sexuality and/ or gender at work?' or 'are inclusion initiatives really working?' are timelier now than ever. Without the AWEI Survey, our answers to these questions would be a disappointing "we don't know". Fortunately, and thanks to the responses that you kindly provide each year, the AWEI Survey offers a unique window into employees' lived experiences of diversity and inclusion within Australian workplaces.

For this reason, it is an absolute pleasure to support Dawn and her team at Pride in Diversity in the development and analysis of this year's AWEI Survey. It is particularly exciting to see the 2020 instrument significantly raise the bar over its predecessors, with important methodological improvements – such as new and better questions, more nuanced response options, and a timely revision of its terminology.

As a result, the 2020 AWEI Survey constitutes a unique resource for those interested in diversity and inclusion in Australian workplaces. Its large sample enables robust and detailed analyses, and its comprehensive questions on gender and sexual orientation allow us to examine 'diversity within diversity'. Further, the 2020 Survey provides employers with an unprecedented ability to assess the impact that their inclusion initiatives have on their staff, and to benchmark them against best practice in their sector and across the nation.

In my role as academic advisor, I look forward to continue contributing to the outstanding work that Pride in Diversity does in this space.

THERE IS A WAY TO MEASURE HOW EFFECTIVE YOUR LGBTQ **INCLUSION INITIATIVES ARE!** AUSTRALIAN WORKPLACE EQUALITY INDEX

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Participate in the 2021 AWEI Employee Survey



Participating in the AWEI is critical for benchmarking, assessment against current best practice, and guiding strategy work in LGBTQ inclusion. It's all about measuring what you are doing, showing progress and staying ahead of the game ... but it doesn't give you insight into the lived experience of your employees, inform you on the overall impact of your inclusion initiatives, or give you a gauge as to how your LGBTQ inclusion programs are viewed.

By participating in the AWEI, you have access to the optional employee survey. Not only will you get additional points for participating, but you will receive a high level analysis of all survey responses (all anonymous) alongside access to the de-identified raw data to allow you to incorporate your results into your own analytics. You will also be able to use your survey results to benchmark against the published survey results annually.

Participation in the AWEI and the optional employee survey will provide you with a holistic approach to measuring both the progress and impact of your work in LGBTQ inclusion.

The Survey will open 1 November 2020 and close 12 March 2021. All participating employers will be allocated unique URL's.

For more information, call (02) 9206 2139 or visit: www.pid-awei.com.au/submission-documents



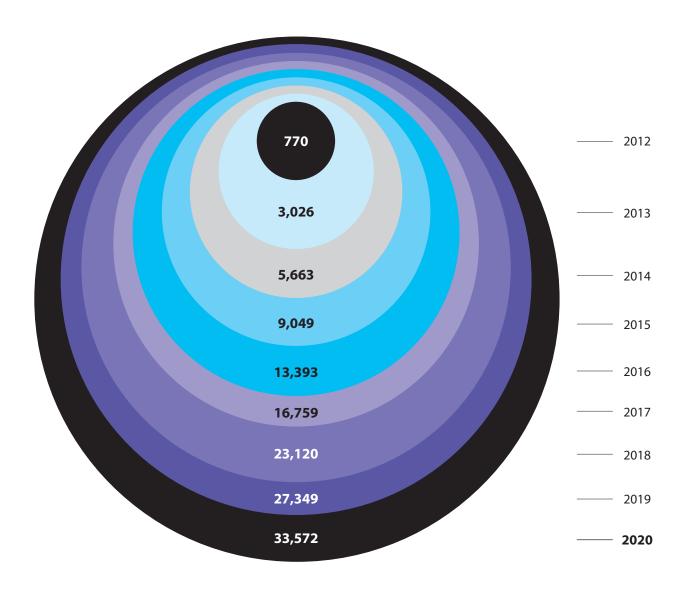




RESPONDENT OVERVIEW

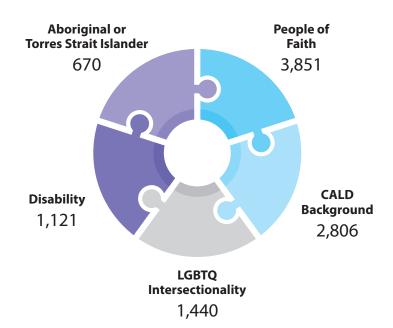
Survey Growth

The AWEI Employee Survey has continued to grow year on year and this year we collected 33,572 responses from 170 organisations across Australia. The first part of this document reviews all responses, followed by an extract that focuses on Small Employers (<500 employees) only, allowing small employers to compare their responses to similar sized organisations.



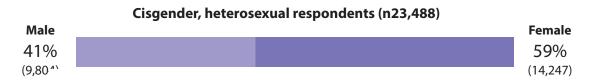
Dimensions of Diversity

This year we collected new information from people living with a disability and those of faith in addition to our standard collection of data from those identifying with a CALD background and those who are Aboriginal or Torres Strait Islander. The purpose for the additional diversity demographics being incorporated within the 2020 survey was to explore the impacts of the intersectionality of multiple diversities. While combined with LGBTQ data, we were able to explore the challenges and impact of the work we do in this space. What people felt was more accepted, stigmatised, more challenged.



Gender

This year, we asked the gender question a little differently. If you did not identify as someone of diverse sexuality or gender, we asked if you were male or female. This information is useful as it allows us to respond to such questions as "are women more likely to be allies?" or "are women more likely to participate in the survey?" – questions we get frequently asked, for which we need the data to respond.



If you did identify as someone of diverse sexuality and/or gender, we asked you the gender you most identified with providing the options outlined below. We then asked if respondents had a trans history or experience. This change brought us the largest number of respondents received to date for those who identified as someone of diverse gender or with a trans history or experience.

LGBTQ Respondent Gender (n6,787)

	Count	Percentage
Different gender identity	65	0.98%
Agender	34	0.5%
Non binary	235	3.48%
Woman	2993	44.29%
Man	3368	49.84%

Of all LGBTQ respondents, 396 (5.87%) stated that they had a trans history or experience.

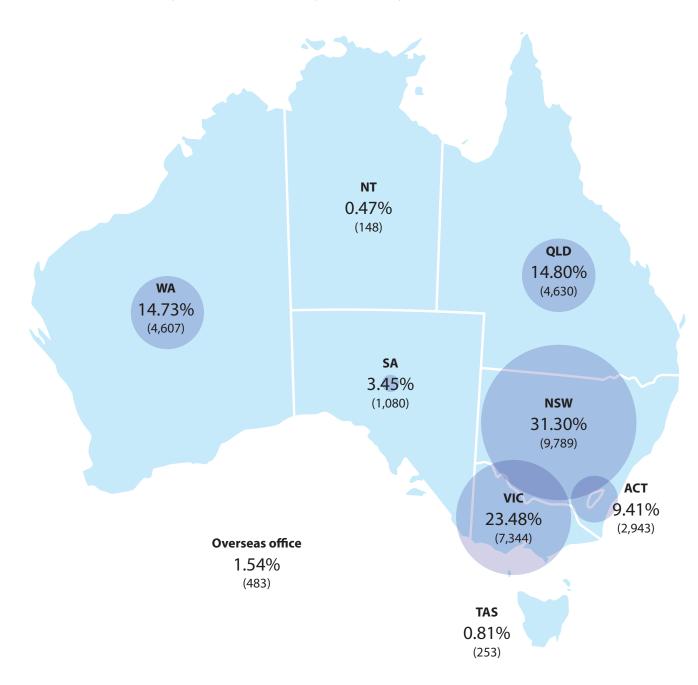
Sexual Orientation

	Count	Percentage
Different orientation	91	1.6%
Asexual	118	2.07%
Queer	269	4.72%
Pansexual	321	5.63%
Bisexual	1160	20.36%
Gay, Lesbian	3490	61.26%
Heterosexual	137	2.4%

5,413 LGBTQ people responded to the question in regard to sexual orientation.

RESPONDENT DEMOGRAPHICS

Which state or territory would be the primary location of your work?

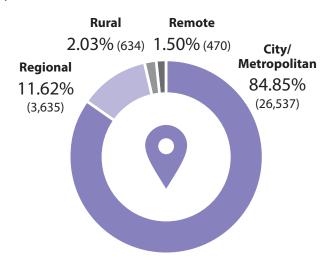


Geography

The map to the left shows the number of respondents from each state. In addition to these numbers, 482 responses were collected from overseas employees employed within Australian organisations. For this group, a separate set of questions were provided so as not to confuse the Australian data.

Within the above Australian numbers, 14.5% (n4,739) came from regional/rural/remote areas.

How would you best describe the location that you work in?



What sector do you work in?

	Count	Percentage
Federal Government	7,095	22.69%
State Government	4,474	14.31%
Local Government	1,151	3.68%
Higher Education	2,747	8.78%
NFP / Community / NGO / Charity	608	1.94%
Private Sector	15,200	48.60%
Total	31,275	

Which industry is MOST APPLICABLE to your core business/service?

Aged Care 266 0.85% Automotive: Wholesale and Retail 40 0.13% Banking & Financial Services 2,782 8.90% Community Services 1,024 3.27% Computer Software 258 0.82% Construction 530 1.69% Education 2,143 6.85% Energy / Utilities 1,627 5.20% Health & Wellbeing 729 2.33% Hospitality 634 2.03% Insurance 1,273 4.07% Law Enforcement 2,789 8.92% Legal 1,994 6.38% Manufacturing 71 0.23% Media & Entertainment 679 2.17% Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Researc		Count	Percentage
and Retail 40 0.13% Banking & Financial Services 2,782 8.90% Community Services 1,024 3.27% Computer Software 258 0.82% Construction 530 1.69% Education 2,143 6.85% Energy / Utilities 1,627 5.20% Health & Wellbeing 729 2.33% Hospitality 634 2.03% Insurance 1,273 4.07% Law Enforcement 2,789 8.92% Legal 1,994 6.38% Manufacturing 71 0.23% Media & Entertainment 679 2.17% Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 1,760 5.63% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco	Aged Care	266	0.85%
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Construction 530 1.69% Education 2,143 6.85% Energy / Utilities 1,627 5.20% Health & Wellbeing 729 2.33% Hospitality 634 2.03% Insurance 1,273 4.07% Law Enforcement 2,789 8.92% Legal 1,994 6.38% Manufacturing 71 0.23% Media & Entertainment 679 2.17% Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843	Community Services	1,024	3.27%
Education 2,143 6.85% Energy / Utilities 1,627 5.20% Health & Wellbeing 729 2.33% Hospitality 634 2.03% Insurance 1,273 4.07% Law Enforcement 2,789 8.92% Legal 1,994 6.38% Manufacturing 71 0.23% Media & Entertainment 679 2.17% Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Computer Software	258	0.82%
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Health & Wellbeing 729 2.33% Hospitality 634 2.03% Insurance 1,273 4.07% Law Enforcement 2,789 8.92% Legal 1,994 6.38% Manufacturing 71 0.23% Media & Entertainment 679 2.17% Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Education	2,143	6.85%
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Insurance 1,273 4.07% Law Enforcement 2,789 8.92% Legal 1,994 6.38% Manufacturing 71 0.23% Media & Entertainment 679 2.17% Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Health & Wellbeing	729	2.33%
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Legal 1,994 6.38% Manufacturing 71 0.23% Media & Entertainment 679 2.17% Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Insurance	1,273	4.07%
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Media & Entertainment 679 2.17% Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Legal	1,994	6.38%
Mining 1,435 4.59% Pharmaceuticals 347 1.11% Professional Services / Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Manufacturing	71	0.23%
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Professional Services / Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Mining	1,435	4.59%
Consulting 1,760 5.63% Public Service 5,190 16.60% Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Pharmaceuticals	347	1.11%
Property 681 2.18% Rail & Logistics 145 0.46% Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%		1,760	5.63%
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Recruitment 247 0.79% Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Property	681	2.18%
Research & Development 592 1.89% Retail 1,246 3.98% Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Rail & Logistics	145	0.46%
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Technology / Telco 993 3.18% Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Research & Development	592	1.89%
Tourism / Gaming 471 1.51% Transport 484 1.55% None of the above 843 2.70%	Retail	1,246	3.98%
Transport 484 1.55% None of the above 843 2.70%	Technology / Telco	993	3.18%
None of the above 843 2.70%	Tourism / Gaming	471	1.51%
	Transport	484	1.55%
Total 31,273	None of the above	843	2.70%
	Total	31,273	

Workforce Composition

The number of Executives and CEO's responding to the survey was particularly pleasing this year. A total of 966 Exceutives and CEO's responded (91 CEO's or equivalent, 875 Senior Executive reporting to the CEO). This enables us to explore the views and influence of those within leadership positions.

Which of the following would best describe your role?

	Count	Percentage
CEO or Equivalent	91	0.29%
Executive or Senior Leadership Team (reports to CEO or equiv)	875	2.80%
Senior Manager	2,603	8.32%
Middle Management	3,945	12.62%
Project Manager	1,455	4.65%
Team Leader/Supervisor	3,782	12.09%
Team Member	12,104	38.71%
Graduate/Intern	772	2.47%
Consultant (Internal or external)	1,227	3.92%
Contractor	539	1.72%
Academic	759	2.43%
Support Staff	2,467	7.89%
Non-office / outdoor role	93	0.30%
None of the above	560	1.79%
Total	31,272	

What age bracket do you fall within?

	Count	Percentage
Under 18	9	0.03%
18-24	1,750	5.60%
25-34	8,491	27.15%
35-44	9,064	28.98%
45-54	7,704	24.64%
55-64	3,614	11.56%
65+	289	0.92%
Prefer not to respond	351	1.12%
Total	31,272	

What is the highest level of education that you have completed?

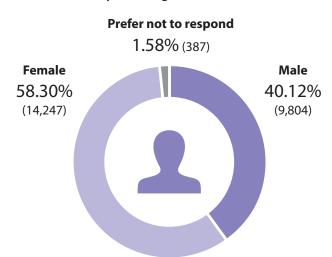
	Count	Percentage
Primary Education	114	0.36%
Secondary Education	3,347	10.70%
Certificate Level	3,221	10.30%
Diploma or Advanced Diploma	3,845	12.30%
Bachelor Degree	10,390	33.22%
Graduate Certificate or Diploma	3,080	9.85%
Postgraduate Degree or Higher	6,996	22.37%
Other	279	0.89%
Total	31,272	

Which of the following would best describe your gender identity?

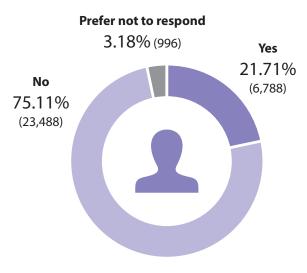
	Count	Percentage
Man	3,368	49.84%
Woman	2,993	44.29%
Non-binary	235	3.48%
Agender	34	0.50%
Different gender identity	66	0.98%
Prefer not to respond	62	0.92%
Total	6,758	

Are you:

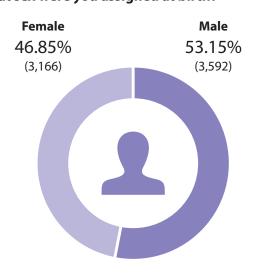
(only asked of respondents who said No to being of diverse sexuality and/or gender)



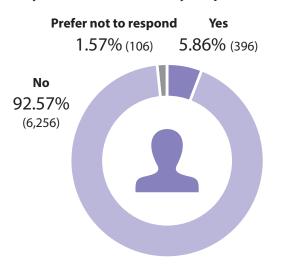
Are you someone of diverse sexuality, trans experience or diverse gender?



What sex were you assigned at birth?



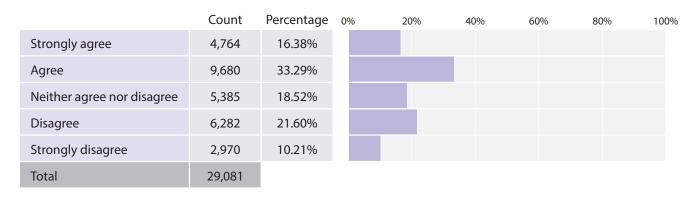
Do you have a trans history / experience?



PERSONAL BELIEFS AND VIEWS ON INCLUSION (All Respondents)

Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted



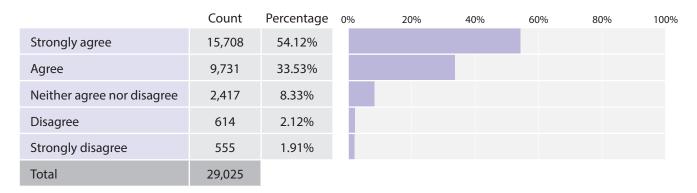
Romantic relationships between people of diverse sexuality and/or gender are just like any other

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	17,687	60.85%						
Agree	7,654	26.33%						
Neither agree nor disagree	1,820	6.26%						
Disagree	1,056	3.63%						
Strongly disagree	851	2.93%						
Total	29,068							

I believe there are more than two genders (male / female)

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	7,817	26.96%						
Agree	7,443	25.67%						
Neither agree nor disagree	6,837	23.58%						
Disagree	3,896	13.44%						
Strongly disagree	3,005	10.36%						
Total	28,998							

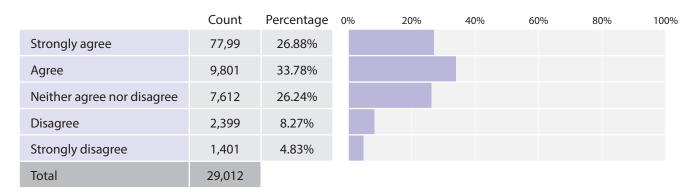
I support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender



I believe my organisation should put more effort into this aspect of diversity & inclusion

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	4,432	15.27%						
Agree	7,704	26.55%						
Neither agree nor disagree	10,541	36.32%						
Disagree	4,777	16.46%						
Strongly disagree	1,568	5.40%						
Total	29,022							

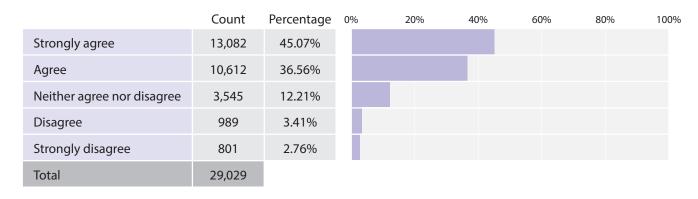
An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation



I think it is important that employers be active in this area of diversity & inclusion

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	12,560	43.24%						
Agree	11,360	39.10%						
Neither agree nor disagree	3,373	11.61%						
Disagree	936	3.22%						
Strongly disagree	821	2.83%						
Total	29,050							

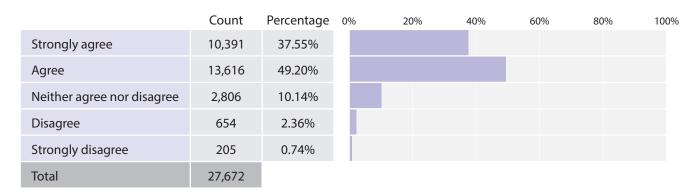
Work in this aspect of diversity & inclusion has a positive influence on workplace culture



AWARENESS & VISIBILITY OF INCLUSION (All Respondents)

Thinking about your current employer's support for the inclusion of sexuality and gender diverse employees, please indicate your level of agreement with the following statements:

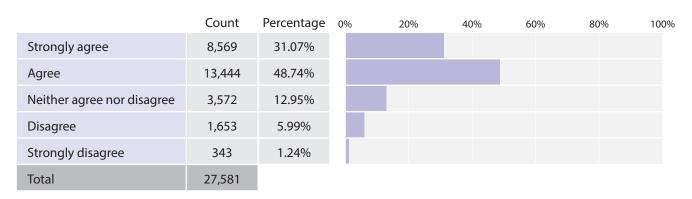
My organisation is genuinely committed to this aspect of diversity & inclusion



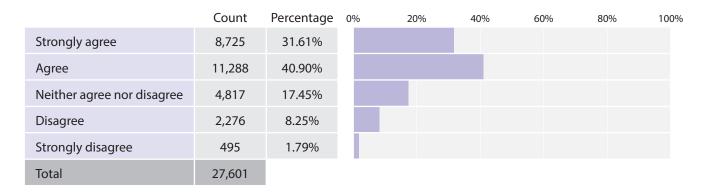
I understand why my organisation puts effort into this aspect of diversity & inclusion

	Count	Percentage	0%	20	% 4	10%	609	% 8	80%	100%
Strongly agree	11,717	42.36%								
Agree	13,175	47.63%								
Neither agree nor disagree	1,939	7.01%								
Disagree	540	1.95%								
Strongly disagree	292	1.06%								
Total	27,663									

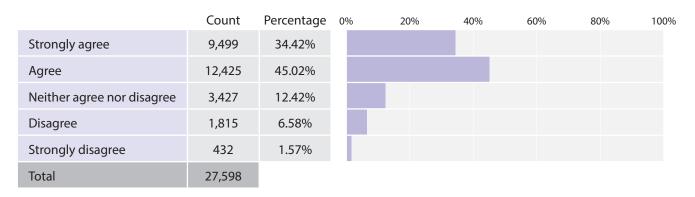
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year



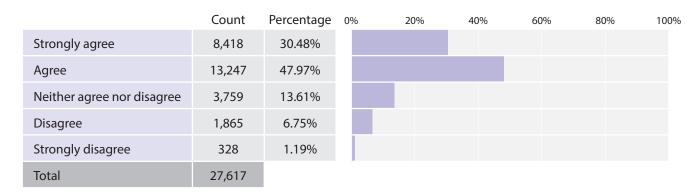
I have heard our executive leaders speak positively about this aspect of diversity & inclusion



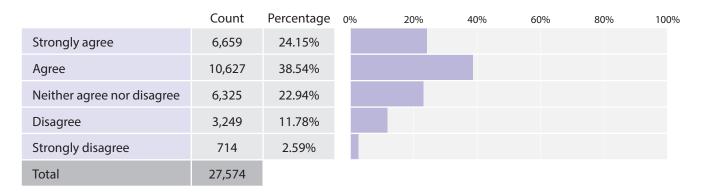
There are visible signs of the organisation's support for employees of diverse sexualities and genders within the location that I work



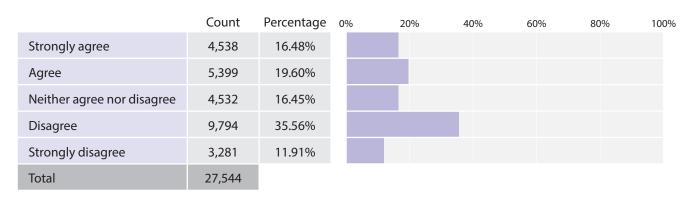
I know where to find more information on this aspect of diversity & inclusion



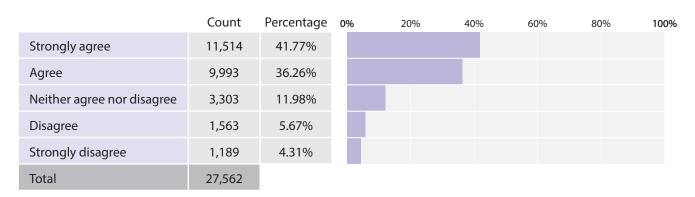
Awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year



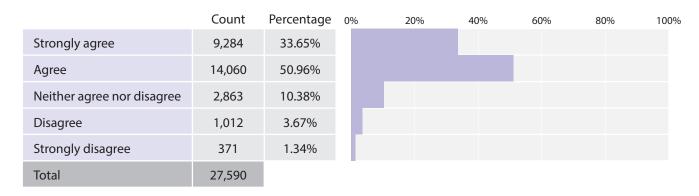
I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year



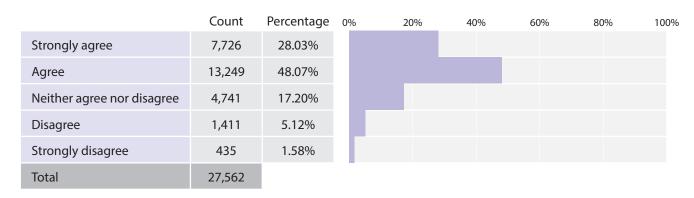
I believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people



I understand some of the unique challenges that people of diverse sexualities and genders face in the workplace



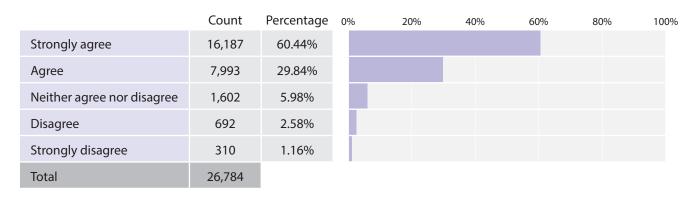
It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work



WORKING WITH DIVERSE COLLEAGUES (All Respondents)

Please indicate your level of agreement with the following statements:

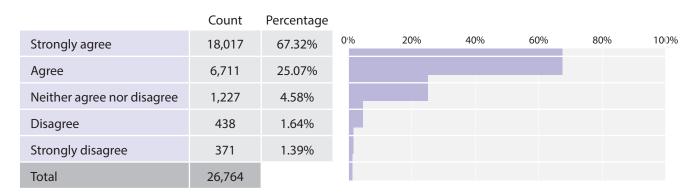
Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any workplace



Jokes/innuendo targeting people of diverse sexualities and genders are quickly called out / addressed within my workplace

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	5,003	18.73%						
Agree	9,872	36.96%						
Neither agree nor disagree	8,518	31.89%						
Disagree	2,701	10.11%						
Strongly disagree	617	2.31%						
Total	26,711							

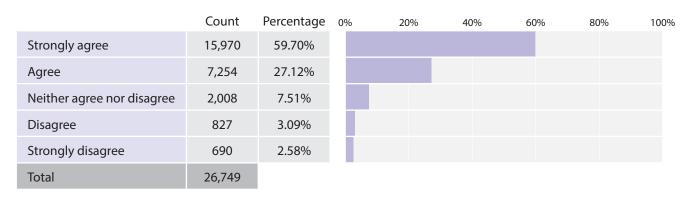
I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work



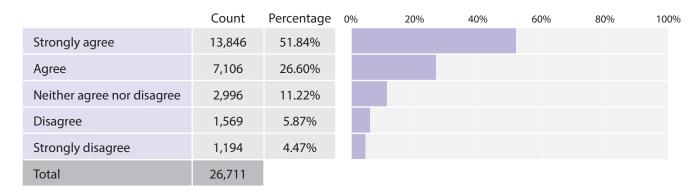
I would be comfortable with people of diverse sexualities and genders bringing their partners to work related events

	Count	Percentage	0%	20%	40%	60%	6 80%	100%
Strongly agree	19,225	71.82%						
Agree	6,213	23.21%						
Neither agree nor disagree	948	3.54%						
Disagree	170	0.64%						
Strongly disagree	213	0.80%						
Total	26,769							

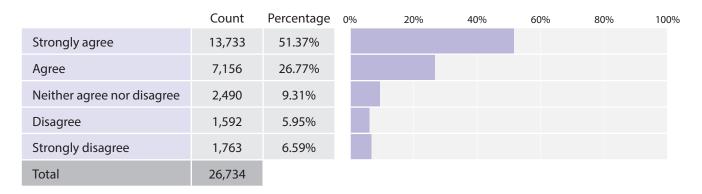
I would be comfortable referring to a colleague by a different name or personal pronouns if they were affirming their gender (transitioning) at work



I would be comfortable using they/their/them personal pronouns for a non-binary person at work



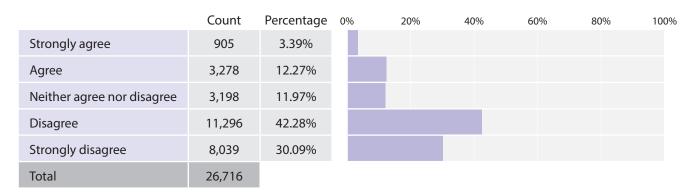
I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)



I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	7,642	28.59%						
Agree	4,655	17.41%						
Neither agree nor disagree	3,849	14.40%						
Disagree	6,101	22.82%						
Strongly disagree	4,487	16.78%						
Total	26,734							

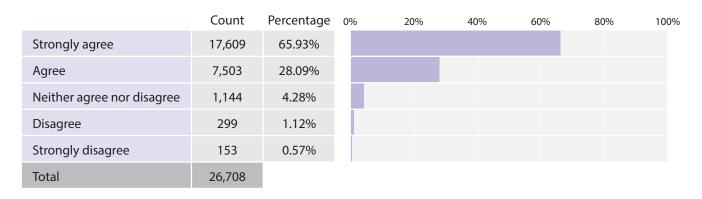
I have witnessed negative behaviours / mild harassment targeting people of diverse sexualities and genders at work



I have witnessed more serious bullying targeting people of diverse sexualities and genders at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	566	2.12%						
Agree	978	3.66%						
Neither agree nor disagree	2,405	9.00%						
Disagree	11,065	41.42%						
Strongly disagree	11,702	43.80%						
Total	26,716							

A person of diverse sexuality would be welcome in my team and treated no differently to anyone else



A gender diverse person would be welcome in my team and treated no differently to anyone else

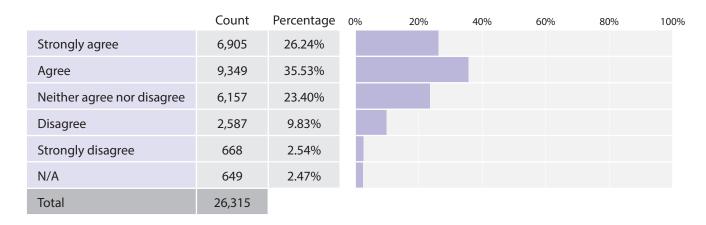
	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	16,708	62.47%						
Agree	7,806	29.19%						
Neither agree nor disagree	1,610	6.02%						
Disagree	432	1.62%						
Strongly disagree	190	0.71%						
Total	26,746							

If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	14,545	54.40%						
Agree	8,493	31.77%						
Neither agree nor disagree	2,920	10.92%						
Disagree	558	2.09%						
Strongly disagree	219	0.82%						
Total	26,735							

ALLIES & CHAMPIONS

In defining an active ally as someone who actively (not passively) supports an inclusive workplace culture for employees of diverse sexualities and genders, would you consider yourself an active ally?



Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

I know of active allies within my immediate work area

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	7,330	27.91%						
Agree	8,598	32.73%						
Neither agree nor disagree	4,313	16.42%						
Disagree	4,796	18.26%						
Strongly disagree	1,229	4.68%						
Total	26,266							

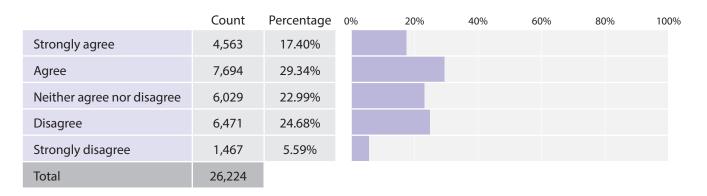
I understand why active allies are important

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	11,172	42.56%						
Agree	11,252	42.86%						
Neither agree nor disagree	2,553	9.72%						
Disagree	837	3.19%						
Strongly disagree	439	1.67%						
Total	26,253							

I could list several behaviours that would be expected of an active ally

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	7,201	27.46%						
Agree	10,825	41.28%						
Neither agree nor disagree	5,320	20.29%						
Disagree	2,367	9.03%						
Strongly disagree	508	1.94%						
Total	26,221							

I know of workplace material or training available that would show me how to be an active ally

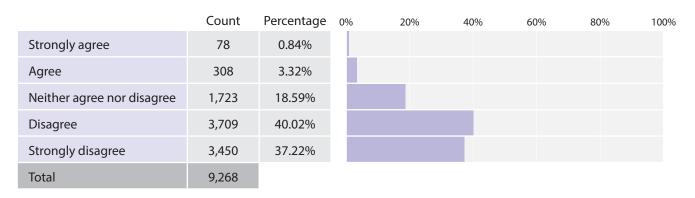


I know of active executive allies or sponsor/s within my organisation

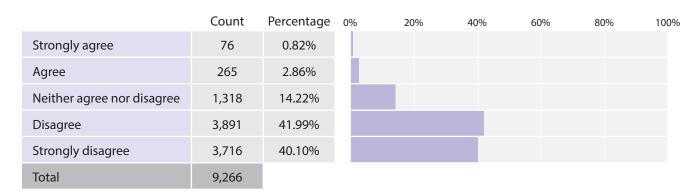
	Count	Percentage	0%	20%	40%	60%	809	% 100%
Strongly agree	6,604	25.22%						
Agree	8,251	31.51%						
Neither agree nor disagree	4,519	17.26%						
Disagree	5,203	19.87%						
Strongly disagree	1,612	6.16%						
Total	26,189							

Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

People thinking that I am of diverse sexuality and/or gender stops me from being an active ally



Being ridiculed or the target of jokes stops me from being an active ally



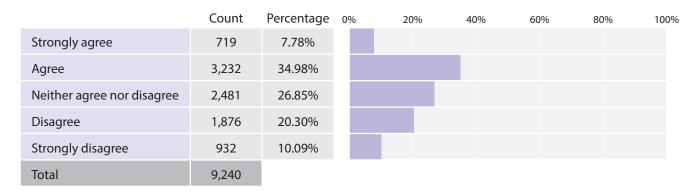
Being an active ally would be in conflict with my personal beliefs or values

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	709	7.67%						
Agree	748	8.09%						
Neither agree nor disagree	1,471	15.90%						
Disagree	3,028	32.74%						
Strongly disagree	3,293	35.60%						
Total	9,249							

I don't know enough about WHY I should be an active ally

	Count	Percentage	0%	20%	ó 40	% 60	0% 80)% 1	100%
Strongly agree	453	4.90%							
Agree	2,750	29.72%							
Neither agree nor disagree	2,644	28.58%							
Disagree	2,136	23.09%							
Strongly disagree	1,269	13.72%							
Total	9,252								

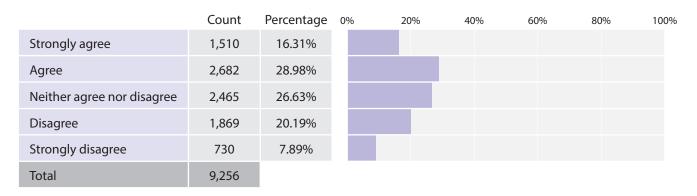
I don't know HOW to be an active ally



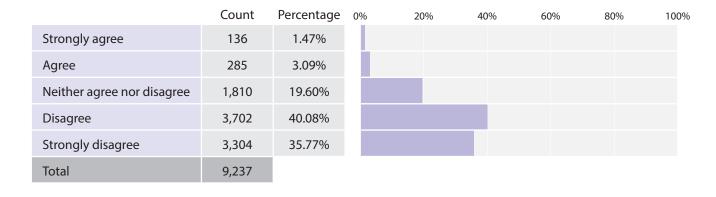
I am too busy to be engaged in additional activities

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1,141	12.33%						
Agree	3,441	37.19%						
Neither agree nor disagree	2,709	29.28%						
Disagree	1,392	15.04%						
Strongly disagree	570	6.16%						
Total	9,253							

I don't have any personal interest in this



Being an active ally would be frowned upon by someone/people with influence over my career



I am happy to support passively but do not consider myself active in this area

	Count	Percentage	0%	200	% 4	0%	60%	ю́ 8	0%	100%
Strongly agree	1,923	20.76%								
Agree	4,377	47.25%								
Neither agree nor disagree	2,045	22.07%								
Disagree	537	5.80%								
Strongly disagree	382	4.12%								
Total	9,264									

LGBTQ EMPLOYEES: EXPERIENCE OF WORKPLACE CULTURE

As someone of diverse sexuality and/or gender, how has your employer met your expectations concerning the following workplace practices? (please select N/A for any statements that are not applicable to you)

Communication of inclusion initiatives for sexuality and/or gender diverse employees during the recruitment process

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	712	12.77%						
Met expectations	2,156	38.68%						
Did not meet expectations	1,154	20.70%						
No expectations	1,552	27.84%						
Total	5,574							

My experience of inclusion within my immediate work area

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	1,621	28.99%						
Met expectations	2,824	50.50%						
Did not meet expectations	576	10.30%						
No expectations	571	10.21%						
Total	5,592							

Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	1,265	22.64%						
Met expectations	2,687	48.09%						
Did not meet expectations	1,023	18.31%						
No expectations	612	10.95%						
Total	5,587							

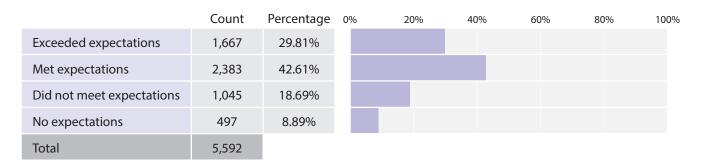
Overall organisational commitment to people of diverse sexualities and genders

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	1,600	28.61%						
Met expectations	2,790	49.88%						
Did not meet expectations	798	14.27%						
No expectations	405	7.24%						
Total	5,593							

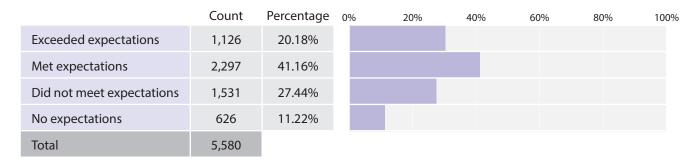
The level of executive endorsement of sexuality and gender diverse inclusion initiatives

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	1,545	27.63%						
Met expectations	2,411	43.12%						
Did not meet expectations	1,117	19.97%						
No expectations	519	9.28%						
Total	5,592							

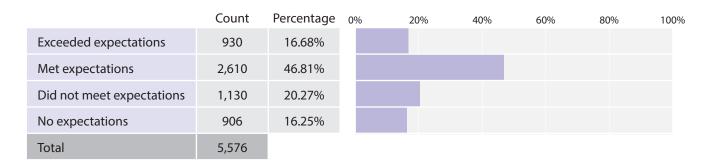
Visibility and promotion of an internal employee network for sexuality and/or gender diverse employees and allies



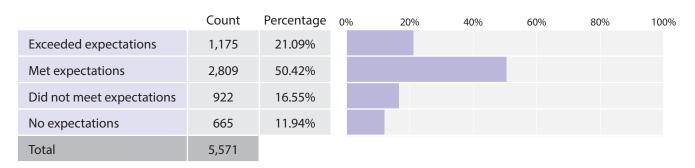
Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity



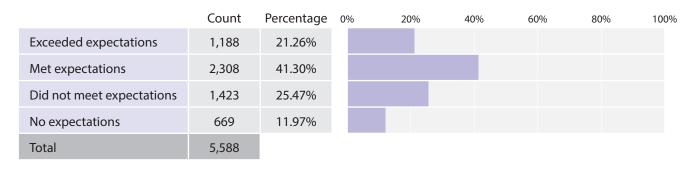
Willingness of managers to address negative commentary/jokes that target people of diverse sexualities and genders



Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or gender



Visibility of active allies



LGBTQ EMPLOYEES: HEALTH & WELLBEING AT WORK

In terms of your personal health and wellbeing within YOUR CURRENT WORKPLACE, within the last year, please indicate your level of agreement with the following statements (please select N/A for any statements that are not applicable to you).

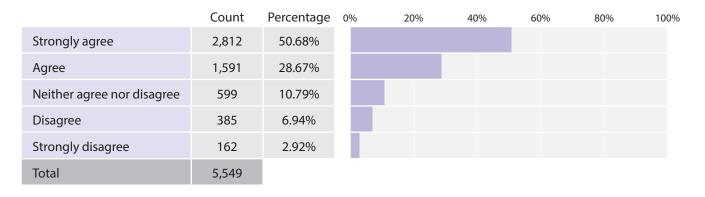
I feel safe and included within my immediate team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	3,084	55.50%						
Agree	1,884	33.90%						
Neither agree nor disagree	326	5.87%						
Disagree	199	3.58%						
Strongly disagree	64	1.15%						
Total	5,557							

I feel accepted for who I am

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2,927	52.71%						
Agree	1,766	31.80%						
Neither agree nor disagree	519	9.35%						
Disagree	269	4.84%						
Strongly disagree	72	1.30%						
Total	5,553							

I would feel comfortable bringing a partner to work-related events



I feel mentally well at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2,109	37.99%						
Agree	2,061	37.13%						
Neither agree nor disagree	714	12.86%						
Disagree	499	8.99%						
Strongly disagree	168	3.03%						
Total	5,551							

I feel I can be myself at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2,369	42.72%						
Agree	1,835	33.09%						
Neither agree nor disagree	662	11.94%						
Disagree	533	9.61%						
Strongly disagree	147	2.65%						
Total	5,546							

I expend time editing conversations or hiding who I am at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	553	9.97%						
Agree	1,180	21.27%						
Neither agree nor disagree	826	14.89%						
Disagree	1,664	30.00%						
Strongly disagree	1,324	23.87%						
Total	5,547							

I feel productive at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2,296	41.44%						
Agree	2,625	47.37%						
Neither agree nor disagree	386	6.97%						
Disagree	183	3.30%						
Strongly disagree	51	0.92%						
Total	5,541							

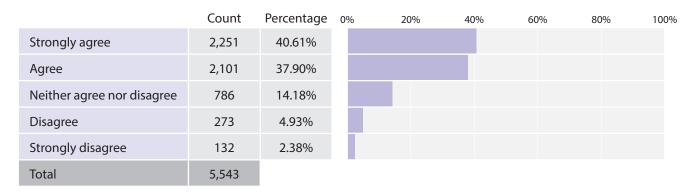
I feel engaged with the organisation and my work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2,107	37.96%						
Agree	2,370	42.70%						
Neither agree nor disagree	616	11.10%						
Disagree	353	6.36%						
Strongly disagree	104	1.87%						
Total	5,550							

I feel a sense of belonging here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1,998	36.02%						
Agree	2,131	38.42%						
Neither agree nor disagree	857	15.45%						
Disagree	420	7.57%						
Strongly disagree	141	2.54%						
Total	5,547							

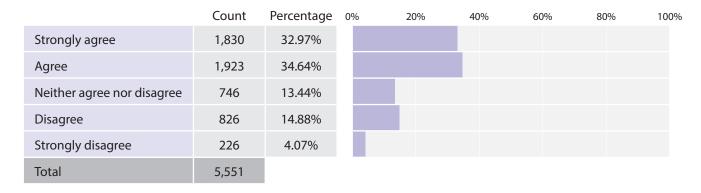
I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity



I don't hear jokes/innuendo targeting people of diverse sexualities here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1,835	33.09%						
Agree	2,001	36.09%						
Neither agree nor disagree	683	12.32%						
Disagree	804	14.50%						
Strongly disagree	222	4.00%						
Total	5,545							

I don't hear jokes/innuendo targeting people of diverse genders here



Any jokes/innuendo targeting people of diverse sexualities and genders are acted upon quickly here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1,119	20.25%						
Agree	1,588	28.74%						
Neither agree nor disagree	1,952	35.32%						
Disagree	624	11.29%						
Strongly disagree	243	4.40%						
Total	5,526							

Active allies have positively impacted my sense of inclusion here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1,382	24.95%						
Agree	1,559	28.14%						
Neither agree nor disagree	1,653	29.84%						
Disagree	646	11.66%						
Strongly disagree	300	5.42%						
Total	5,540							

EMPLOYEES OF DIVERSE SEXUALITY

How would you best describe your sexual orientation?

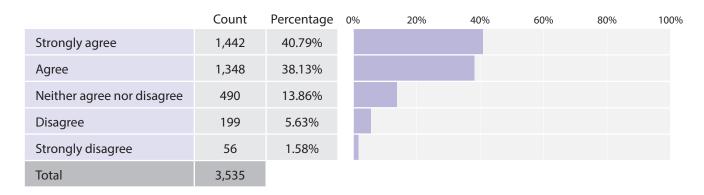
	Count	Percentage	0%	20)% 4	10%	60%	80%	100%
Straight (Heterosexual)	137	2.40%							
Gay, Lesbian (Homosexual)	3,490	61.26%							
Bisexual	1,160	20.36%							
Pansexual	321	5.63%							
Queer	269	4.72%							
Asexual	118	2.07%							
Different orientation	91	1.60%							
Prefer not to respond (you will be asked no further questions on sexual orientation)	111	1.95%							
Total	5,697								

In regard to your sexual orientation, please indicate to what degree you are out at work

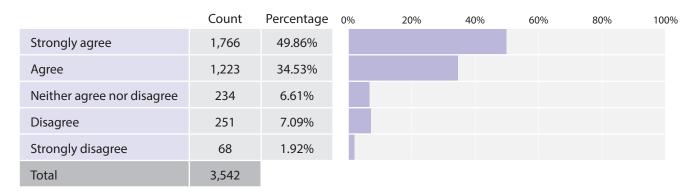
	Count	Percentage	0%	20%	40%	60%	80%	100%
Out to everyone	2,339	43.86%						
Most I work with	1,225	22.97%						
Selected few only	1,017	19.07%						
Not at all	665	12.47%						
Prefer not to respond	87	1.63%						
Total	5,333							

Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:

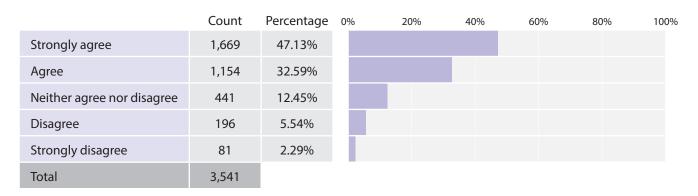
I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise



I have not encountered any exclusion based on my sexuality within this workplace



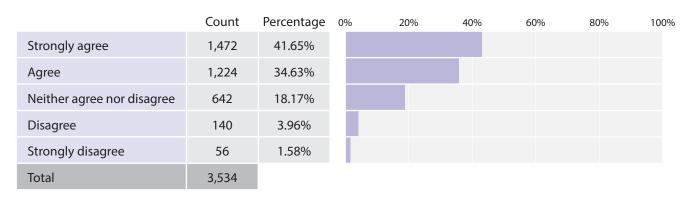
My sexuality would NOT have any impact on my career progression here



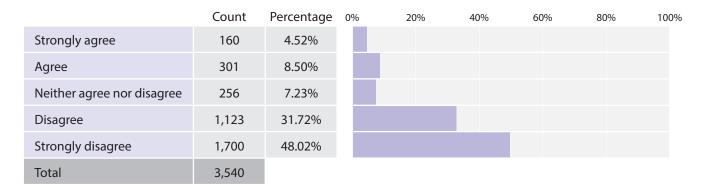
I feel my performance is positively impacted by being out at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1,384	39.14%						
Agree	1,023	28.93%						
Neither agree nor disagree	863	24.41%						
Disagree	190	5.37%						
Strongly disagree	76	2.15%						
Total	3,536							

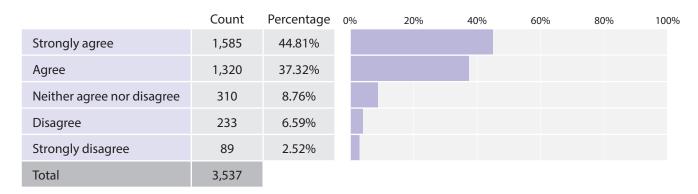
I feel my overall engagement is positively impacted by being out at work



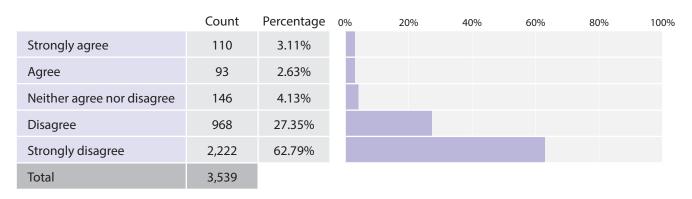
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year



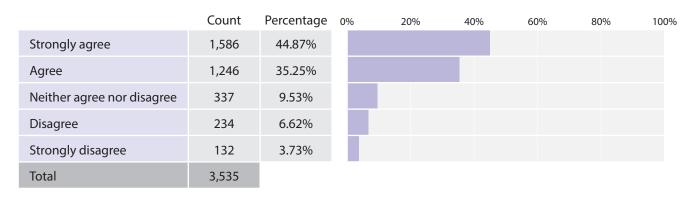
I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to my manager



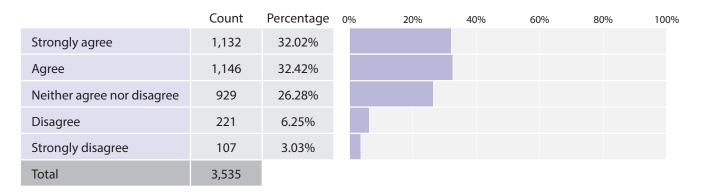
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year



I would feel safe and supported reporting more serious bullying/sexual harassment targeting my sexuality to HR (or grievance officers)



Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

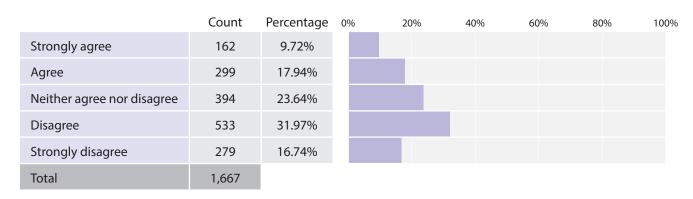


Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

I feel it would be detrimental to my workplace experience



I feel it would negatively impact my career progression



I do not feel I would be accepted by some members of my team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	216	12.96%						
Agree	489	29.33%						
Neither agree nor disagree	309	18.54%						
Disagree	406	24.36%						
Strongly disagree	247	14.82%						
Total	1,667							

I avoid inclusion initiatives for fear of people thinking I'm gay/bisexual

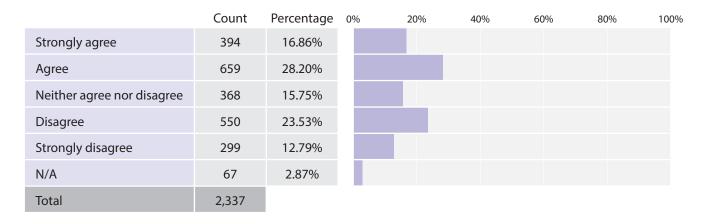
	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	101	6.07%						
Agree	252	15.14%						
Neither agree nor disagree	313	18.81%						
Disagree	569	34.19%						
Strongly disagree	429	25.78%						
Total	1,664							

I am not comfortable enough within myself to be out at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	192	11.51%						
Agree	426	25.54%						
Neither agree nor disagree	318	19.06%						
Disagree	424	25.42%						
Strongly disagree	308	18.47%						
Total	1,668							

Thinking about your experience as a woman of diverse sexualities and genders within your current workplace, please indicate your level of agreement with the following statements:

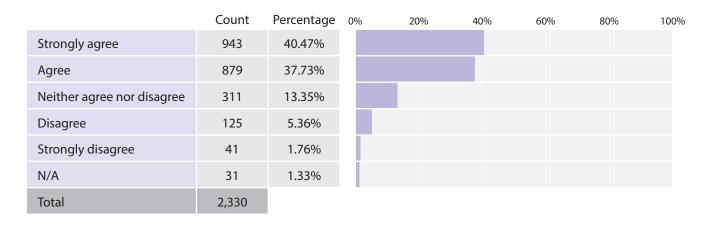
There are women of similar, or the same, identity as me who are visible out role models within my workplace



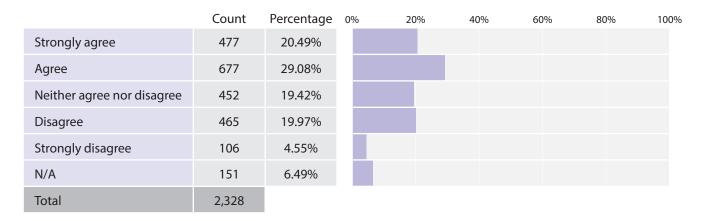
There are women of similar, or the same, identity as me who are out within senior leadership or executive positions

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	281	12.04%						
Agree	399	17.10%						
Neither agree nor disagree	443	18.98%						
Disagree	685	29.35%						
Strongly disagree	431	18.47%						
N/A	95	4.07%						
Total	2,334							

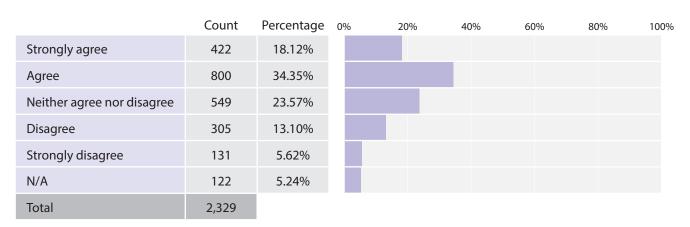
Having visible out women as role models of the same or similar identity is important to me



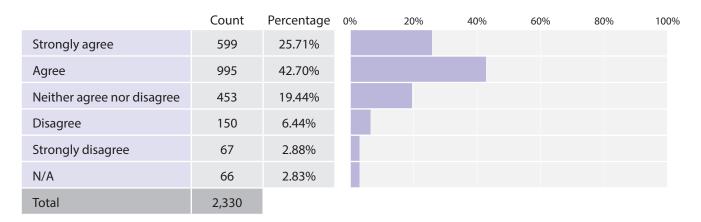
I involve myself in the activities put on by our employee network for people of diverse sexualities, genders and allies



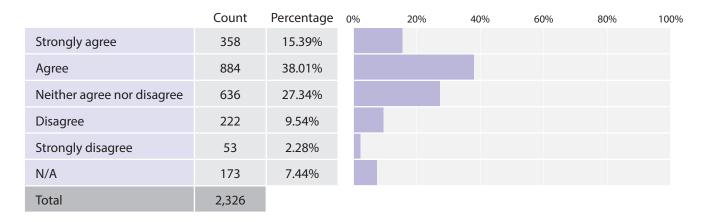
There are women of similar, or the same, identity as me active within the employee network here



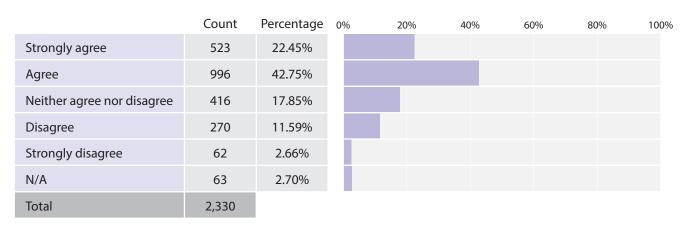
Our employee network feels inclusive of women of diverse sexualities and genders



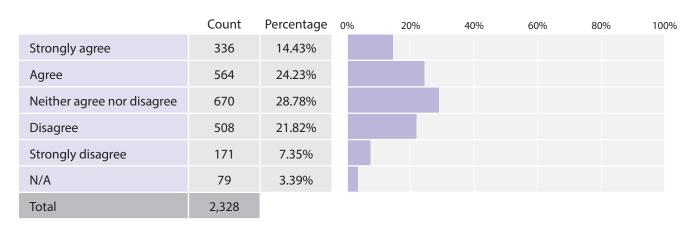
Women of diverse sexualities, women with trans histories and women who identify with a diverse gender but are perceived by colleagues as a women (or feminine) share common challenges within the workplace



I can easily separate the unique challenges of being a woman in the workplace and those of being of diverse sexuality and/or gender



The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman



EMPLOYEES OF DIVERSE GENDER OR TRANS EXPERIENCE

Thinking about your gender identity, or where applicable, your trans experience, please indicate the degree to which your current organisation has met your expectations in regard to your organisation's POLICIES or WORK PRACTICES:

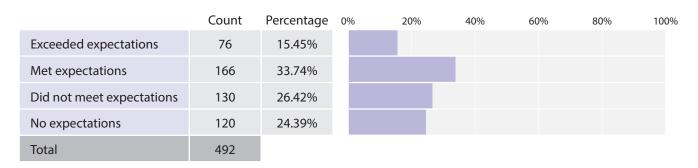
Support for gender diverse job applications throughout the recruitment process

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	60	12.35%						
Met expectations	145	29.84%						
Did not meet expectations	129	26.54%						
No expectations	152	31.28%						
Total	486							

Visibility of organisational inclusion for gender diverse employees

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	84	17.14%						
Met expectations	180	36.73%						
Did not meet expectations	145	29.59%						
No expectations	81	16.53%						
Total	490							

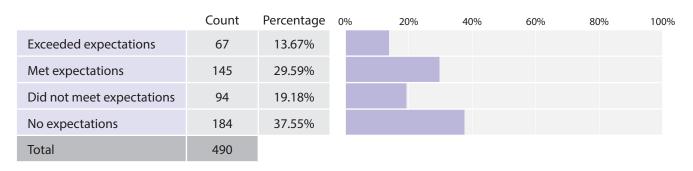
Freedom to use toilets of choice



Availability of non-gendered or all gender toilets

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	37	7.57%						
Met expectations	122	24.95%						
Did not meet expectations	217	44.38%						
No expectations	113	23.11%						
Total	489							

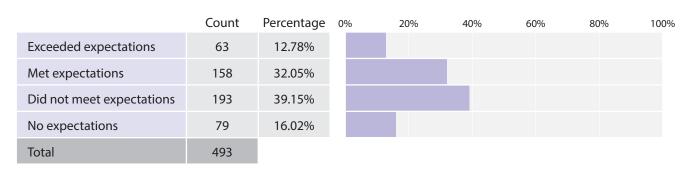
Alternatives to gendered uniforms or dress codes



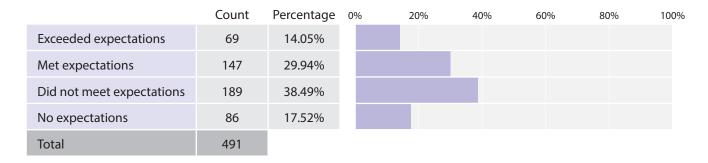
Well communicated policies to support those affirming their gender

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	81	16.53%						
Met expectations	158	32.24%						
Did not meet expectations	179	36.53%						
No expectations	72	14.69%						
Total	490							

Acknowledgement of gender diversity beyond male/female

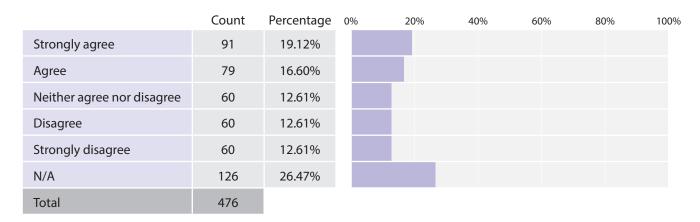


Acknowledgement of gender diversity beyond male/female and those with a trans experience

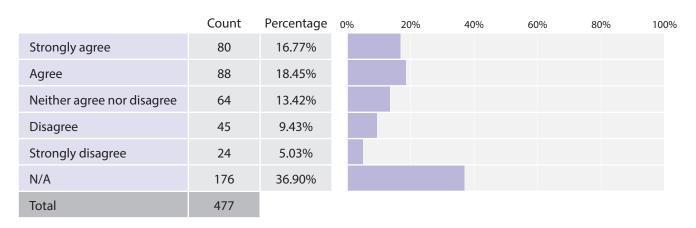


Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

I can freely use gendered toilets of choice without opposition here



People make an effort to use my personal pronouns



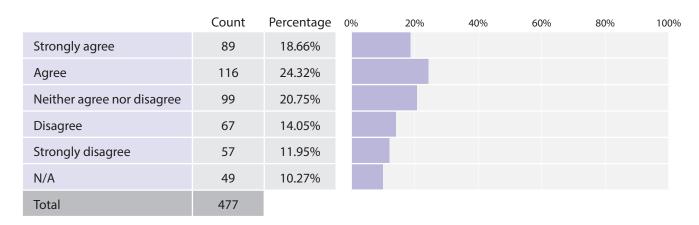
I have been deliberately misgendered within the last year

	Count	Percentage	0%	20)%	40%	60%	80%	100%
Strongly agree	35	7.37%							
Agree	38	8.00%							
Neither agree nor disagree	53	11.16%							
Disagree	87	18.32%							
Strongly disagree	98	20.63%							
N/A	164	34.53%							
Total	475								

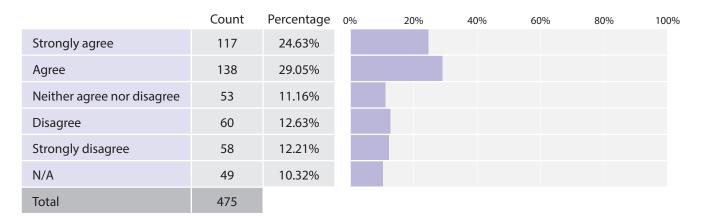
I have not experienced any exclusion based on my gender diversity within this workplace

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	99	20.97%						
Agree	122	25.85%						
Neither agree nor disagree	69	14.62%						
Disagree	49	10.38%						
Strongly disagree	31	6.57%						
N/A	102	21.61%						
Total	472							

My gender identity would NOT have any impact on my career progression here



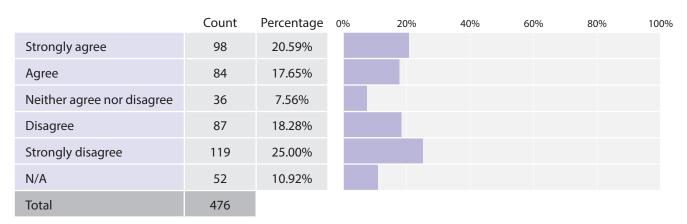
I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager



I feel fully supported by my team in terms of my gender identity

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	117	24.58%						
Agree	97	20.38%						
Neither agree nor disagree	92	19.33%						
Disagree	46	9.66%						
Strongly disagree	36	7.56%						
N/A	88	18.49%						
Total	476							

Most people I work with are aware of my gender diversity



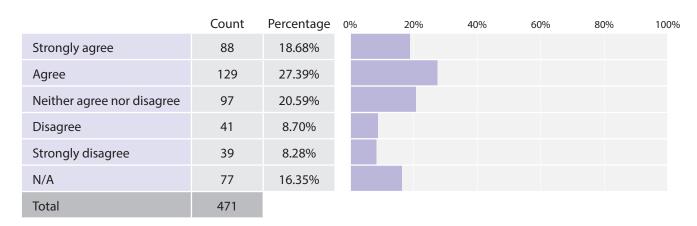
I feel that our Employee Network Group is fully inclusive of gender diverse employees and those with a trans experience

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	97	20.64%						
Agree	117	24.89%						
Neither agree nor disagree	100	21.28%						
Disagree	43	9.15%						
Strongly disagree	51	10.85%						
N/A	62	13.19%						
Total	470							

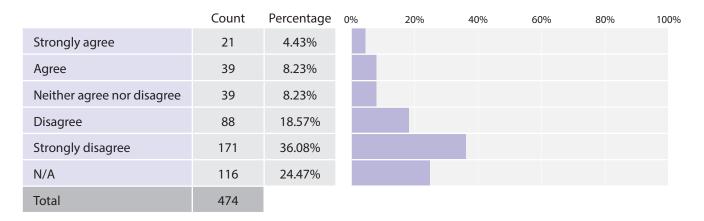
I am happy with any gender affirmation process that I have undertaken here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	77	16.24%						
Agree	77	16.24%						
Neither agree nor disagree	77	16.24%						
Disagree	29	6.12%						
Strongly disagree	33	6.96%						
N/A	181	38.19%						
Total	474							

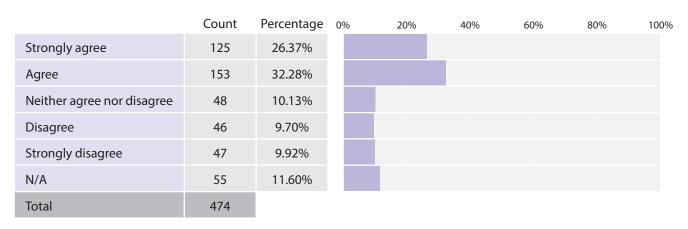
There are people within the organisation that have the same, or similar, gender diversity as me



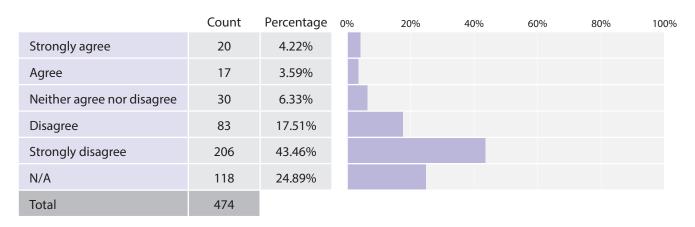
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year



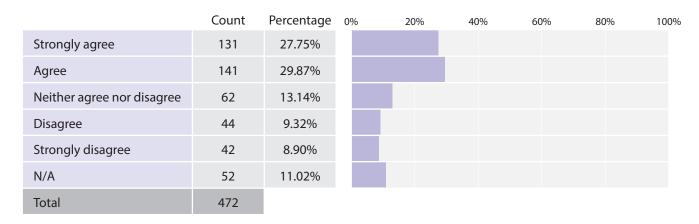
I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager



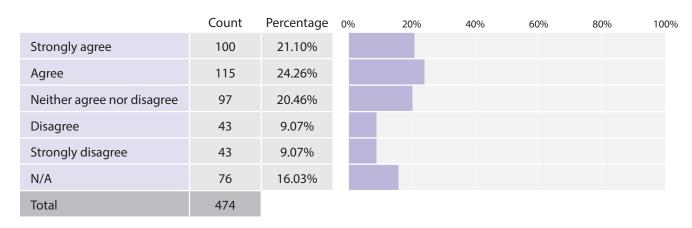
I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year



I would feel safe and supported reporting more serious bullying/sexual harassment targeting my gender diversity to HR (or grievance officers)

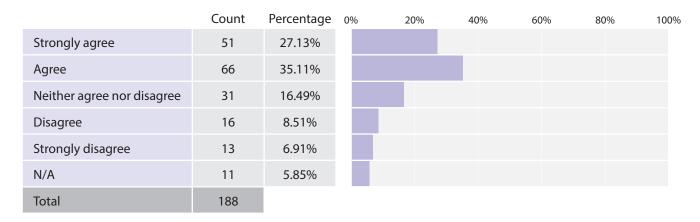


Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

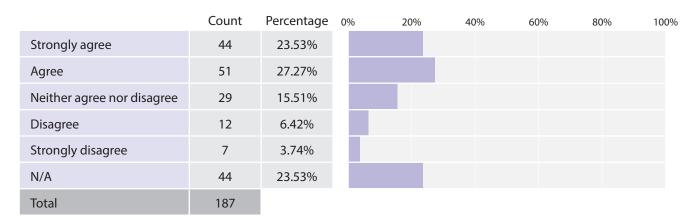


Pride in Diversity has an initiative called SAPPHIRE that brings together both women of diverse sexualities and women with trans histories to tackle the dual challenges of being a woman and someone of diverse sexuality and/or gender in the workforce. As someone who identifies as non-binary, please indicate your level of agreement with the following statements:

A non-binary person who is perceived by colleagues as female or feminine regardless of their gender identity would face the same challenges as women of diverse sexuality or gender within the workplace



If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)



REGIONAL EMPLOYEES (ALL)

As a regional/rural employee, please consider the way in which city based initiatives have carried through to the regions by indicating your level of agreement with the following statements:

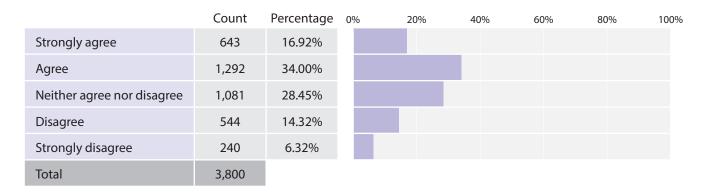
The organisation's diversity initiatives for the inclusion of people of diverse sexualities and genders have been adequately communicated within our site/office

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	755	19.79%						
Agree	1,696	44.44%						
Neither agree nor disagree	797	20.89%						
Disagree	450	11.79%						
Strongly disagree	118	3.09%						
Total	3,816							

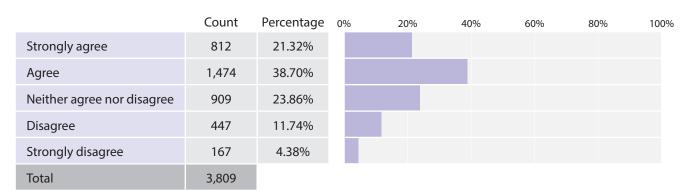
Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion work

	Count	Percentage	0%	2	0%	40%	60%	80%	100%
Strongly agree	707	18.56%							
Agree	1,338	35.13%							
Neither agree nor disagree	825	21.66%							
Disagree	716	18.80%							
Strongly disagree	223	5.85%							
Total	3,809								

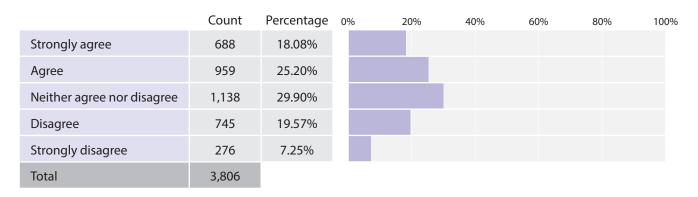
We are able to easily connect into head office activities for this area of diversity and inclusion work/information



Our local management/leadership has communicated support for people of diverse sexualities and genders; or work in this area

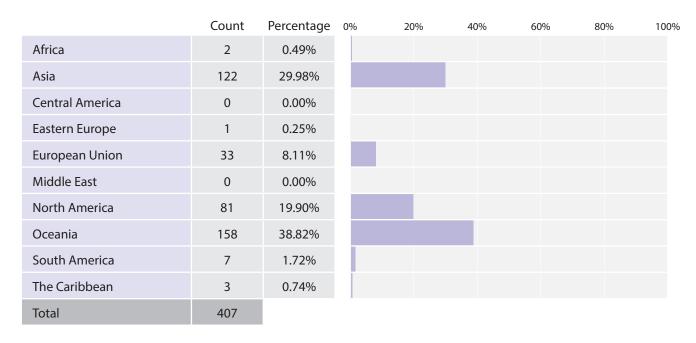


We have a local person/champion to help drive sexuality and gender diversity & inclusion initiatives here



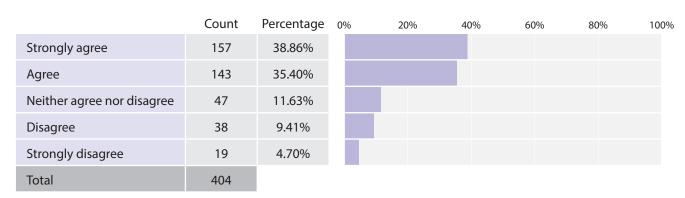
INTERNATIONAL EMPLOYEES (OVERSEAS OFFICES)

Please select the region you currently work within (based on United Nations Country Grouping)

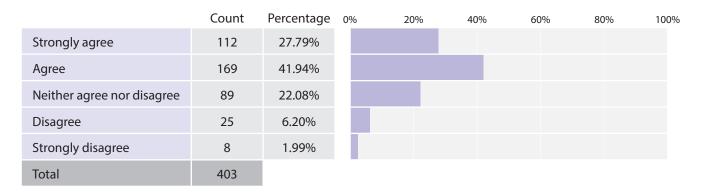


As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

I work in a country where it is acceptable to support people of diverse sexualities and genders



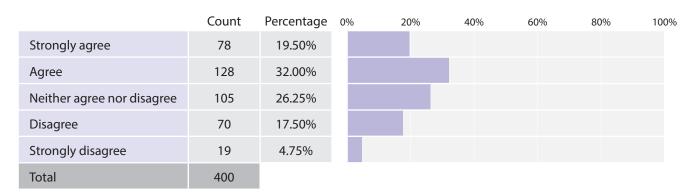
The inclusion work that our Australian office does in support of people of diverse diverse sexualities and genders filters through to this office



Employees are encouraged to become allies for people of diverse sexualities and genders here

	Count	Percentage	0%	20	%	40%	6	0%	809	%	100%
Strongly agree	138	34.33%									
Agree	159	39.55%									
Neither agree nor disagree	74	18.41%									
Disagree	21	5.22%									
Strongly disagree	10	2.49%									
Total	402										

We have been provided with training and/or information on how to be an active ally for people of diverse sexualities and genders



There is a person leading inclusion initiatives for people of diverse sexualities and genders here

	Count	Percentage	0%	6 20)%	40%	60%	80%	100%
Strongly agree	124	31.08%							
Agree	135	33.83%							
Neither agree nor disagree	70	17.54%							
Disagree	50	12.53%							
Strongly disagree	20	5.01%							
Total	399								

There are visible senior champions for people of diverse sexualities and genders here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	103	25.62%						
Agree	118	29.35%						
Neither agree nor disagree	88	21.89%						
Disagree	68	16.92%						
Strongly disagree	25	6.22%						
Total	402							

I personally support the work my organisation does in this area of diversity & inclusion

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	200	50.13%						
Agree	135	33.83%						
Neither agree nor disagree	42	10.53%						
Disagree	9	2.26%						
Strongly disagree	13	3.26%						
Total	399							

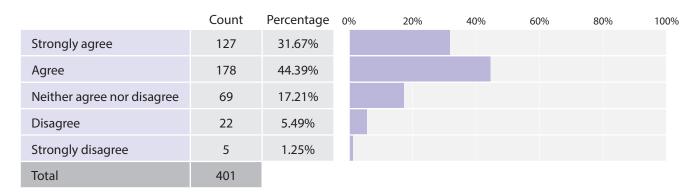
I consider myself an active ally for people of diverse sexualities and genders

	Count	Percentage	09	%	20%	40%	60%	80%	100%
Strongly agree	159	39.65%							
Agree	138	34.41%							
Neither agree nor disagree	78	19.45%							
Disagree	18	4.49%							
Strongly disagree	8	2.00%							
Total	401								

People of diverse sexualities and genders would feel safe working here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	131	32.83%						
Agree	189	47.37%						
Neither agree nor disagree	62	15.54%						
Disagree	12	3.01%						
Strongly disagree	5	1.25%						
Total	399							

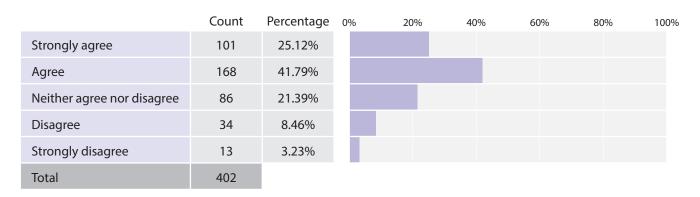
People of diverse sexualities and genders would feel supported here



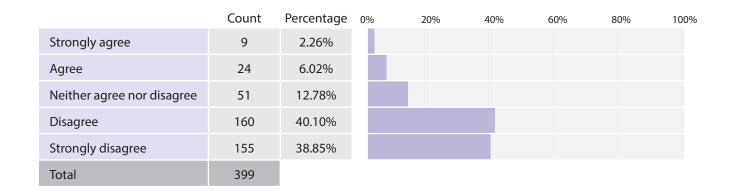
I am aware of negative commentary targeting people of diverse sexualities and genders here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	34	8.52%						
Agree	67	16.79%						
Neither agree nor disagree	75	18.80%						
Disagree	142	35.59%						
Strongly disagree	81	20.30%						
Total	399							

Negative commentary/jokes targeting people of diverse sexualities and genders would be quickly addressed here



I am aware of more serious bullying/harassment targeting diverse sexualities and genders here



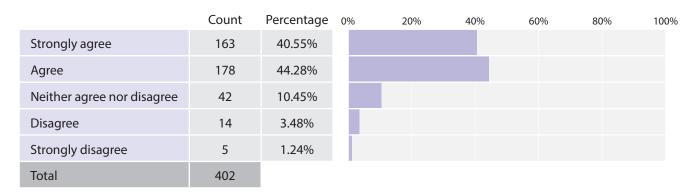
There are visible signs of inclusion for diverse sexualities and genders here

	Count	Percentage	0%	20%	6 40°	% 60	% 80)%	100%
Strongly agree	93	23.13%							
Agree	169	42.04%							
Neither agree nor disagree	92	22.89%							
Disagree	35	8.71%							
Strongly disagree	13	3.23%							
Total	402								

My immediate team would be inclusive of diverse sexualities and genders

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	184	46.00%						
Agree	149	37.25%						
Neither agree nor disagree	43	10.75%						
Disagree	13	3.25%						
Strongly disagree	11	2.75%						
Total	400							

I feel that the leadership here would be inclusive of diverse sexualities and genders



I feel we need more support from our Australian office for this aspect of diversity & inclusion

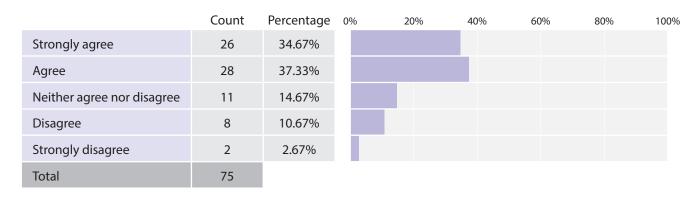
	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	45	11.25%						
Agree	86	21.50%						
Neither agree nor disagree	146	36.50%						
Disagree	81	20.25%						
Strongly disagree	42	10.50%						
Total	400							

As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:

Most people I work with know of my diverse sexuality and/or gender

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	28	37.33%						
Agree	14	18.67%						
Neither agree nor disagree	10	13.33%						
Disagree	13	17.33%						
Strongly disagree	10	13.33%						
Total	75							

I feel comfortable being myself here



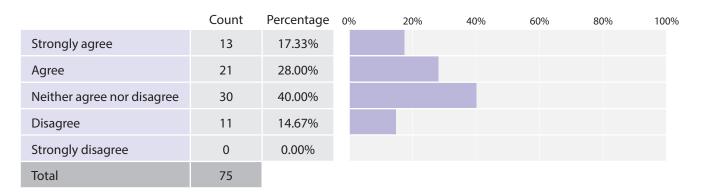
I expend energy hiding aspects of myself here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	4	5.33%						
Agree	9	12.00%						
Neither agree nor disagree	14	18.67%						
Disagree	27	36.00%						
Strongly disagree	21	28.00%						
Total	75							

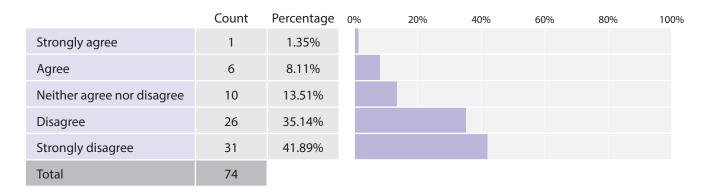
Jokes/innuendo targeting people of diverse sexualities and genders are common here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1	1.33%						
Agree	9	12.00%						
Neither agree nor disagree	9	12.00%						
Disagree	35	46.67%						
Strongly disagree	21	28.00%						
Total	75							

Jokes/innuendo targeting diverse sexualities and genders are addressed quickly here



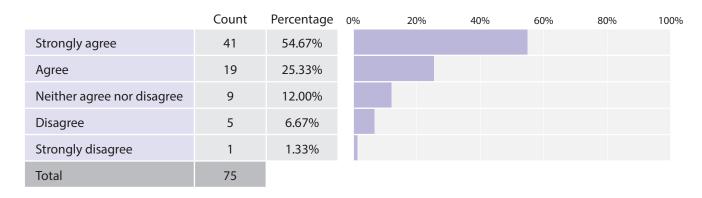
I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here



I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2	2.67%						
Agree	2	2.67%						
Neither agree nor disagree	6	8.00%						
Disagree	21	28.00%						
Strongly disagree	44	58.67%						
Total	75							

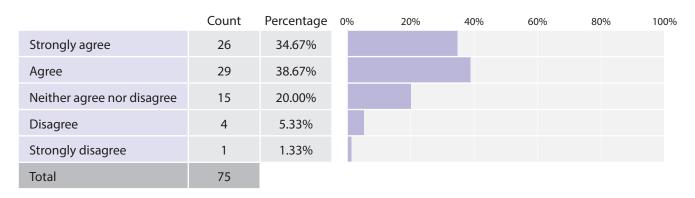
I would feel safe and supported by my manager if I encountered issues regarding my diverse sexuality and/or gender here



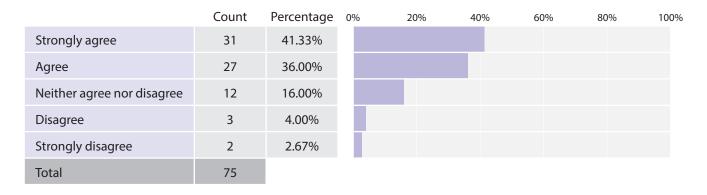
I feel safe here

	Count	Percentage	0%	20	0%	40%	60%	80%	100%
Strongly agree	34	45.33%							
Agree	27	36.00%							
Neither agree nor disagree	13	17.33%							
Disagree	0	0.00%							
Strongly disagree	1	1.33%							
Total	75								

I feel that people of diverse sexualities and genders would feel supported here

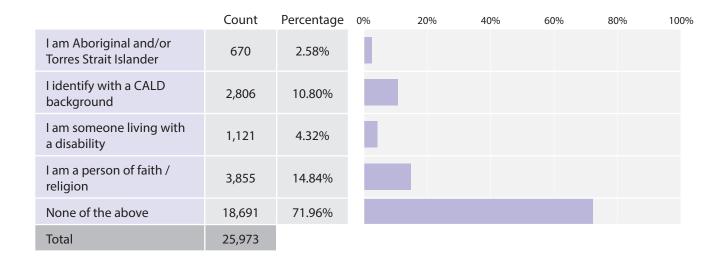


I would recommend this office/site as an inclusive place to work for people of diverse sexualities and genders



INTERSECTIONALITY: LGBTQ DIVERSITY +

To help provide us with an understanding of the mutli-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you.



You have been taken to this question because you have either indicated that you are a person of diverse sexuality and/or gender; or you have selected one of the diversity options within the previous question.

Please take a moment to think about the various aspects of your diversity and your workplace experience, please select the statements and the diversities that apply to you, ignoring the remainder.

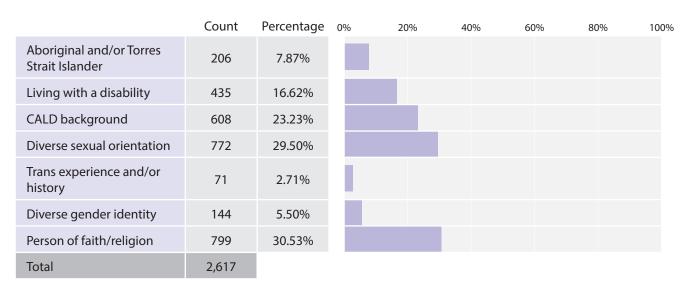
I feel valued for the following aspects of my diversity:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	465	9.00%						
Living with a disability	411	7.95%						
CALD background	1,585	30.67%						
Diverse sexual orientation	1,965	38.02%						
Trans experience and/or history	120	2.32%						
Diverse gender identity	226	4.37%						
Person of faith/religion	1,355	26.22%						
Total	5,168							

I have experienced stigma in regard to the following aspects of my diversity:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	336	8.80%						
Living with a disability	554	14.51%						
CALD background	872	22.83%						
Diverse sexual orientation	1,185	31.03%						
Trans experience and/or history	95	2.49%						
Diverse gender identity	200	5.24%						
Person of faith/religion	1,235	32.34%						
Total	3,819							

I have experienced exclusion in regard to the following aspects of my diversity



I feel the most accepted aspect of my diversity is:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	323	7.58%						
Living with a disability	332	7.80%						
CALD background	1,186	27.85%						
Diverse sexual orientation	1,820	42.73%						
Trans experience and/or history	85	2.00%						
Diverse gender identity	154	3.62%						
Person of faith/religion	749	17.59%						
Total	4,259							

I feel the least accepted aspect of my diversity is:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	181	6.69%						
Living with a disability	410	15.15%						
CALD background	354	13.08%						
Diverse sexual orientation	715	26.41%						
Trans experience and/or history	99	3.66%						
Diverse gender identity	201	7.43%						
Person of faith/religion	964	35.61%						
Total	2,707							

I would happily identify the following diversities as applying to me on an internal HR system

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	581	10.28%						
Living with a disability	669	11.84%						
CALD background	1,745	30.88%						
Diverse sexual orientation	2,336	41.35%						
Trans experience and/or history	190	3.36%						
Diverse gender identity	320	5.66%						
Person of faith/religion	1,550	27.43%						
Total	5,650							

I see people of the following diversities within my organisation:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	4,165	56.23%						
Living with a disability	4,094	55.27%						
CALD background	4,614	62.29%						
Diverse sexual orientation	5,567	75.16%						
Trans experience and/or history	1,982	26.76%						
Diverse gender identity	2,297	31.01%						
Person of faith/religion	4,842	65.37%						
Total	7,407							

I see the following diversity reflected within our Senior Leadership and Executive

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	1,282	28.50%						
Living with a disability	717	15.94%						
CALD background	2,031	45.15%						
Diverse sexual orientation	2,468	54.87%						
Trans experience and/or history	289	6.43%						
Diverse gender identity	505	11.23%						
Person of faith/religion	1,756	39.04%						
Total	4,498							

I feel the following aspects of my diversity would be valued in career progression here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	748	26.27%						
Living with a disability	421	14.79%						
CALD background	986	34.63%						
Diverse sexual orientation	1,263	44.36%						
Trans experience and/or history	299	10.50%						
Diverse gender identity	378	13.28%						
Person of faith/religion	664	23.32%						
Total	2,847							

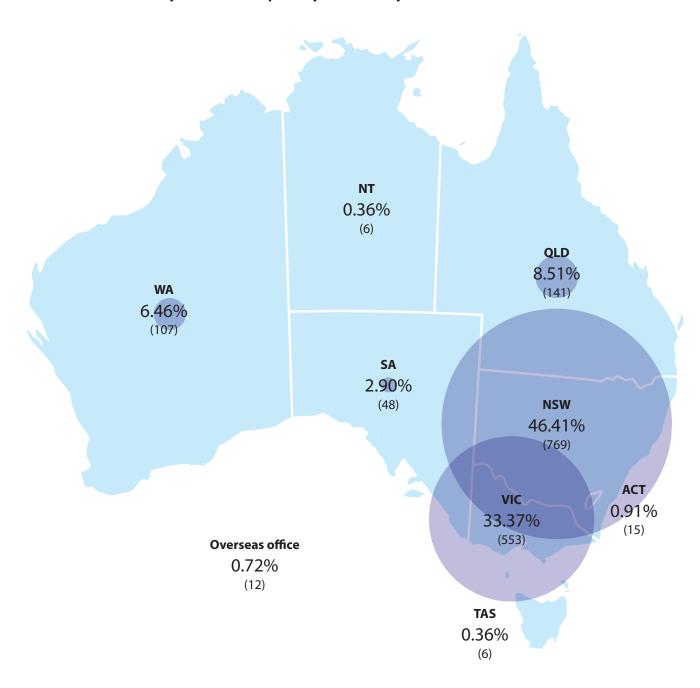




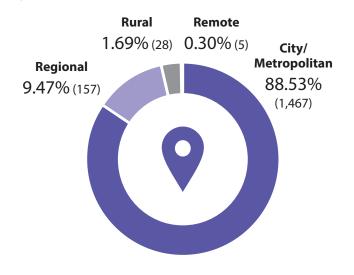


RESPONDENT DEMOGRAPHICS

Which state or territory would be the primary location of your work?



How would you best describe the location that you work in?



What sector do you work in?

	Count	Percentage
Federal Government	3	0.18%
State Government	64	3.86%
Local Government	1	0.06%
Higher Education	54	3.26%
NFP / Community / NGO / Charity	141	8.51%
Private Sector	1,394	84.13%
Total	1,657	

What age bracket do you fall within?

	Count	Percentage
Under 18	0	0.00%
18-24	117	7.06%
25-34	625	37.72%
35-44	488	29.45%
45-54	292	17.62%
55-64	107	6.46%
65+	12	0.72%
Prefer not to respond	16	0.97%
Total	1,657	

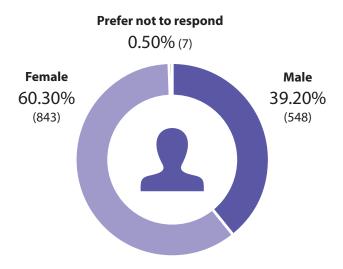
Which industry is MOST APPLICABLE to your core business/service?

	Count	Percentage
Aged Care	36	2.17%
Automotive: Wholesale and Retail	0	0.00%
Banking & Financial Services	247	14.91%
Community Services	79	4.77%
Computer Software	26	1.57%
Construction	6	0.36%
Education	55	3.32%
Energy / Utilities	4	0.24%
Health & Wellbeing	58	3.50%
Hospitality	27	1.63%
Insurance	0	0.00%
Law Enforcement	3	0.18%
Legal	388	23.42%
Manufacturing	5	0.30%
Media & Entertainment	0	0.00%
Mining	4	0.24%
Pharmaceuticals	59	3.56%
Professional Services / Consulting	121	7.30%
Public Service	11	0.66%
Property	114	6.88%
Rail & Logistics	1	0.06%
Recruitment	124	7.48%
Research & Development	4	0.24%
Retail	13	0.78%
Technology / Telco	198	11.95%
Tourism / Gaming	47	2.84%
Transport	1	0.06%
None of the above	26	1.57%
Total	1,657	

Which of the following would best describe your role?

	Count	Percentage
CEO or Equivalent	18	1.09%
Executive or Senior Leadership Team (reports to CEO or equiv)	124	7.48%
Senior Manager	171	10.32%
Middle Management	216	13.04%
Project Manager	75	4.53%
Team Leader/Supervisor	116	7.00%
Team Member	533	32.17%
Graduate/Intern	43	2.60%
Consultant (Internal or external)	121	7.30%
Contractor	7	0.42%
Academic	19	1.15%
Support Staff	176	10.62%
Non-office / outdoor role	7	0.42%
None of the above	31	1.87%
Total	1,657	

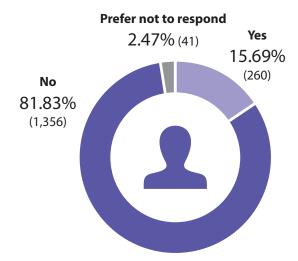
Are you:



What is the highest level of education that you have completed?

	Count	Percentage
Primary Education	7	0.42%
Secondary Education	133	8.03%
Certificate Level	114	6.88%
Diploma or Advanced Diploma	171	10.32%
Bachelor Degree	667	40.25%
Graduate Certificate or Diploma	147	8.87%
Postgraduate Degree or Higher	405	24.44%
Other	13	0.78%
Total	1,657	

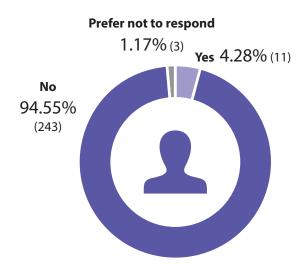
Are you someone of diverse sexuality, trans experience or diverse gender?



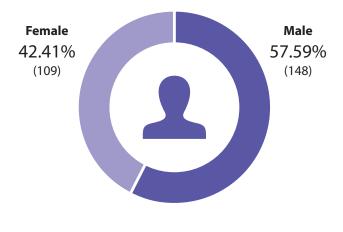
Which of the following would best describe your gender identity?

	Count	Percentage
Man	139	54.09%
Woman	108	42.02%
Non-binary	5	1.95%
Agender	1	0.39%
Different gender identity	0	0.00%
Prefer not to respond	4	1.56%
Total	257	

Do you have a trans history / experience?



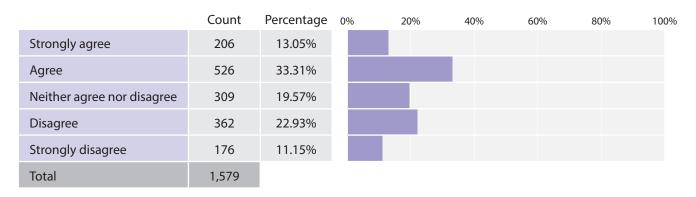
What sex were you assigned at birth?



PERSONAL BELIEFS AND VIEWS ON INCLUSION (All Respondents)

Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted



Romantic relationships between people of diverse sexualities and genders are just like any other

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1,026	65.02%						
Agree	422	26.74%						
Neither agree nor disagree	83	5.26%						
Disagree	29	1.84%						
Strongly disagree	18	1.14%						
Total	1,578							

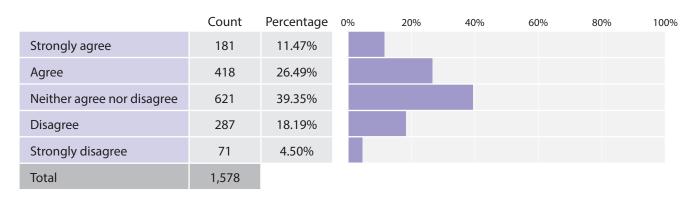
I believe there are more than two genders (male/female)

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	451	28.62%						
Agree	456	28.93%						
Neither agree nor disagree	412	26.14%						
Disagree	173	10.98%						
Strongly disagree	84	5.33%						
Total	1,576							

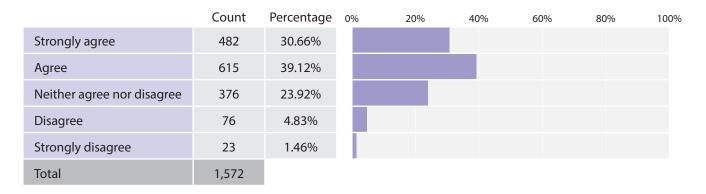
I support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender

	Count	Percentage	0%	6 2	.0%	40%	60%	80%	100%
Strongly agree	1,052	66.75%							
Agree	457	29.00%							
Neither agree nor disagree	51	3.24%							
Disagree	10	0.63%							
Strongly disagree	6	0.38%							
Total	1,576								

I believe my organisation should put more effort into this aspect of diversity & inclusion



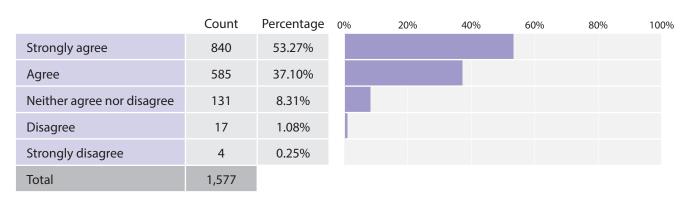
An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation



I think it is important that employers be active in this area of diversity & inclusion

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	798	50.60%						
Agree	620	39.32%						
Neither agree nor disagree	134	8.50%						
Disagree	20	1.27%						
Strongly disagree	5	0.32%						
Total	1,577							

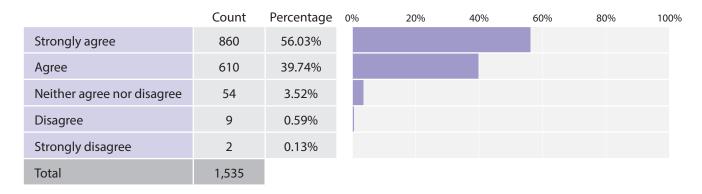
Work in this aspect of diversity & inclusion has a positive influence on workplace culture



AWARENESS & VISIBILITY OF INCLUSION (All Respondents)

Thinking about your current employer's support for the inclusion of sexuality and gender diverse employees, please indicate your level of agreement with the following statements:

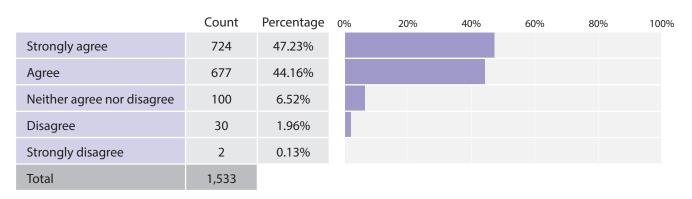
My organisation is genuinely committed to this aspect of diversity & inclusion



I understand why my organisation puts effort into this aspect of diversity & inclusion

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	857	55.83%						
Agree	628	40.91%						
Neither agree nor disagree	41	2.67%						
Disagree	8	0.52%						
Strongly disagree	1	0.07%						
Total	1,535							

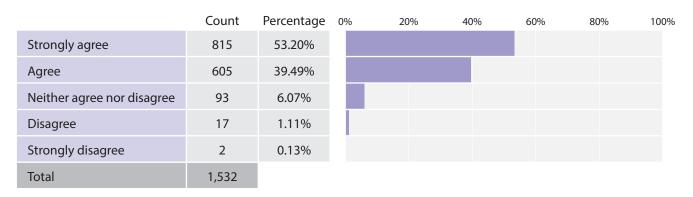
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year



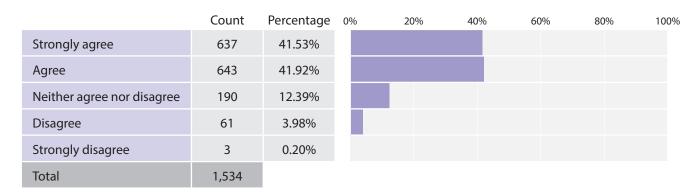
I have heard our executive leaders speak positively about this aspect of diversity & inclusion

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	759	49.54%						
Agree	567	37.01%						
Neither agree nor disagree	150	9.79%						
Disagree	53	3.46%						
Strongly disagree	3	0.20%						
Total	1,532							

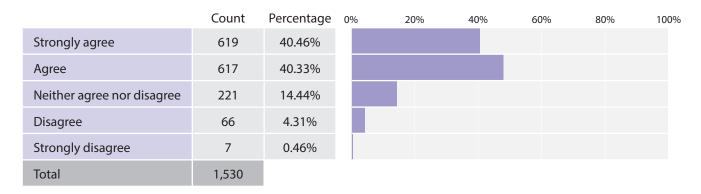
There are visible signs of the organisation's support for employees of diverse sexualities and genders within the location that I work



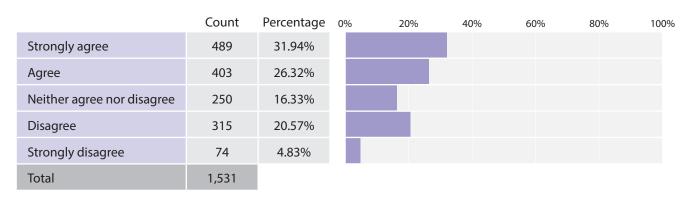
I know where to find more information on this aspect of diversity & inclusion



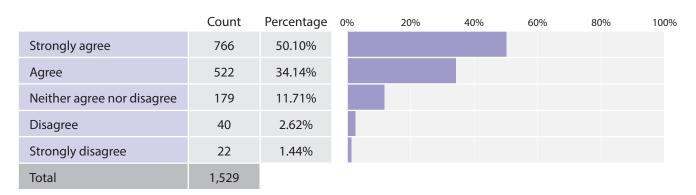
Awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year



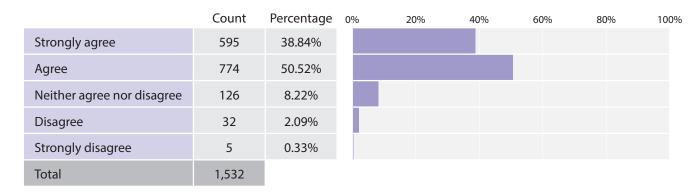
I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year



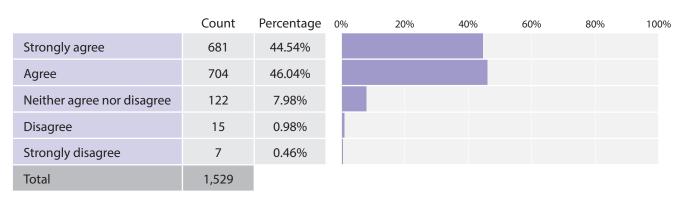
I believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people



I understand some of the unique challenges that people of diverse sexualities and genders face in the workplace



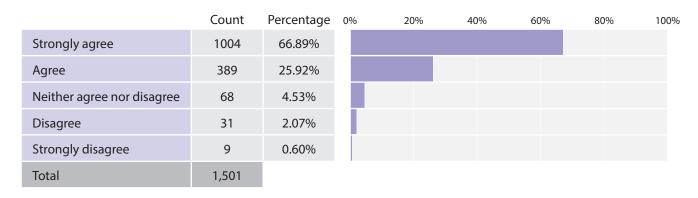
It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work



WORKING WITH DIVERSE COLLEAGUES (All Respondents)

Please indicate your level of agreement with the following statements:

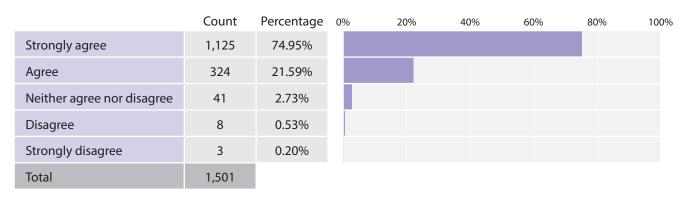
Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any workplace



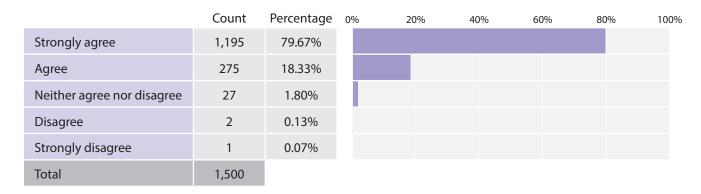
Jokes/innuendo targeting people of diverse sexualities and genders are quickly called out/addressed within my workplace

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	420	28.07%						
Agree	588	39.30%						
Neither agree nor disagree	399	26.67%						
Disagree	79	5.28%						
Strongly disagree	10	0.67%						
Total	1,496							

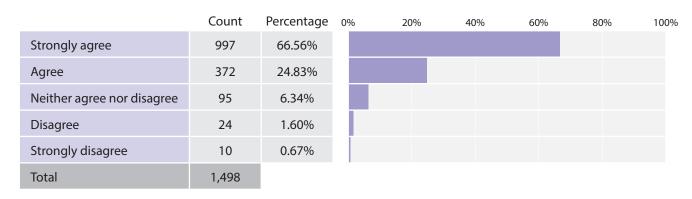
I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work



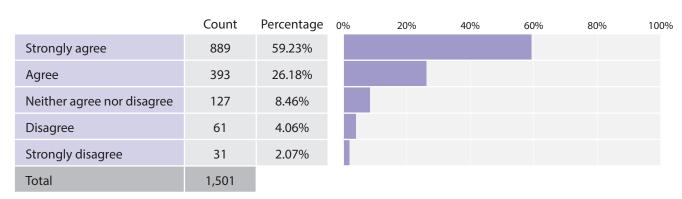
I would be comfortable with people of diverse sexualities and genders bringing their partners to work related events



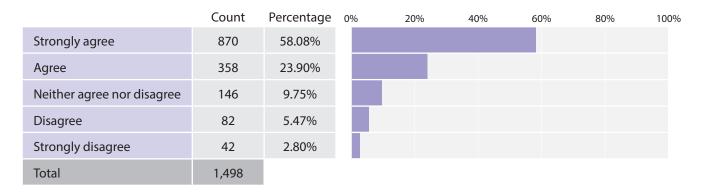
I would be comfortable referring to a colleague by a different name or personal pronouns if they were affirming their gender (transitioning) at work



I would be comfortable using they/their/them personal pronouns for a non-binary person at work



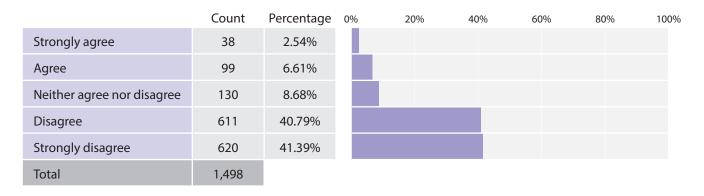
I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)



I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor

	Count	Percentage	0%	20	0%	40%	60%	80%	100%
Strongly agree	485	32.40%							
Agree	250	16.70%							
Neither agree nor disagree	241	16.10%							
Disagree	354	23.65%							
Strongly disagree	167	11.16%							
Total	1,497								

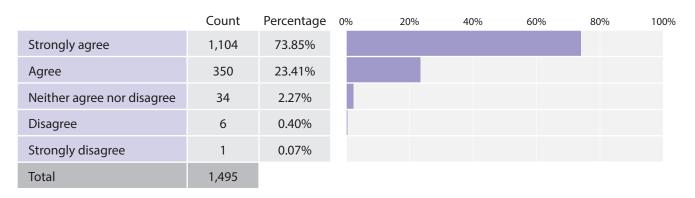
I have witnessed negative behaviours/mild harassment targeting people of diverse sexualities and genders at work



I have witnessed more serious bullying targeting people of diverse sexualities and genders at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	23	1.53%						
Agree	28	1.87%						
Neither agree nor disagree	101	6.73%						
Disagree	523	34.87%						
Strongly disagree	825	55.00%						
Total	1,500							

A person of diverse sexuality would be welcome in my team and treated no differently to anyone else



A gender diverse person would be welcome in my team and treated no differently to anyone else

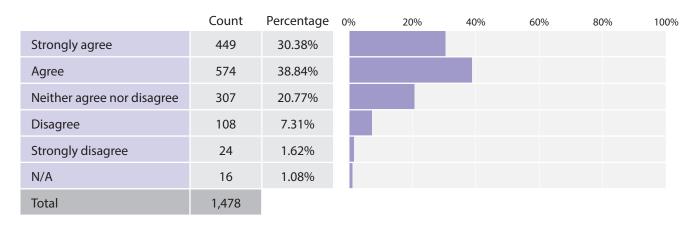
	Count	Percentage	0%	ó	20%	40	%	60%	80)%	100%
Strongly agree	1,061	70.92%									
Agree	370	24.73%									
Neither agree nor disagree	57	3.81%									
Disagree	5	0.33%									
Strongly disagree	3	0.20%									
Total	1,496										

If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	989	65.93%						
Agree	395	26.33%						
Neither agree nor disagree	102	6.80%						
Disagree	13	0.87%						
Strongly disagree	1	0.07%						
Total	1,500							

ALLIES & CHAMPIONS

In defining an active ally as someone who actively (not passively) supports an inclusive workplace culture for employees of diverse sexualities and genders, would you consider yourself an active ally?



Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

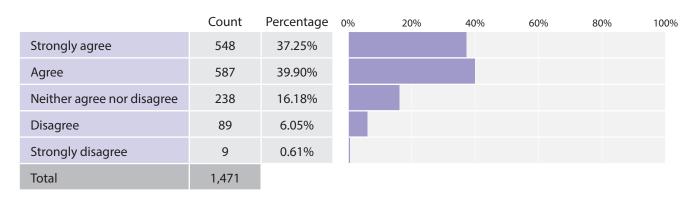
I know of active allies within my immediate work area

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	699	47.39%						
Agree	536	36.34%						
Neither agree nor disagree	148	10.03%						
Disagree	84	5.69%						
Strongly disagree	8	0.54%						
Total	1,475							

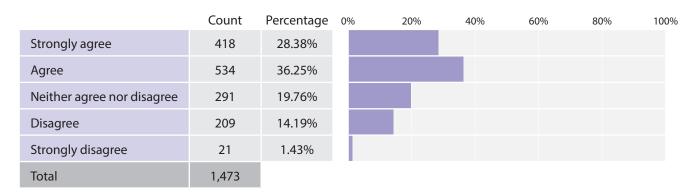
I understand why active allies are important

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	810	54.99%						
Agree	569	38.63%						
Neither agree nor disagree	76	5.16%						
Disagree	12	0.81%						
Strongly disagree	6	0.41%						
Total	1,473							

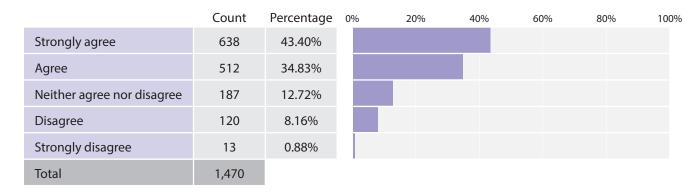
I could list several behaviours that would be expected of an active ally



I know of workplace material or training available that would show me how to be an active ally

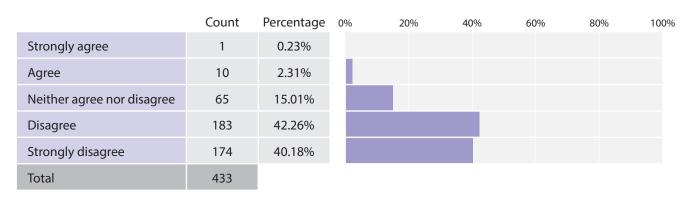


I know of active executive allies or sponsor/s within my organisation

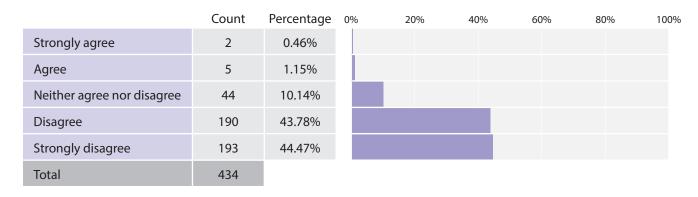


Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

People thinking that I am of diverse sexuality and/or gender stops me from being an active ally



Being ridiculed or the target of jokes stops me from being an active ally



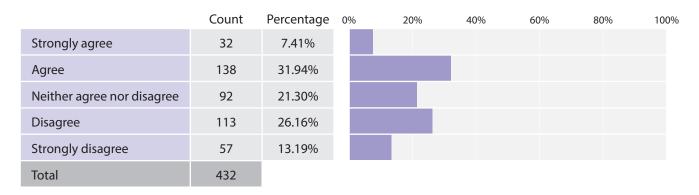
Being an active ally would be in conflict with my personal beliefs or values

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	17	3.92%						
Agree	25	5.76%						
Neither agree nor disagree	52	11.98%						
Disagree	150	34.56%						
Strongly disagree	190	43.78%						
Total	434							

I don't know enough about WHY I should be an active ally

	Count	Percentage	0%	20	0%	40%	60%	809	% 100%
Strongly agree	14	3.25%							
Agree	110	25.52%							
Neither agree nor disagree	118	27.38%							
Disagree	114	26.45%							
Strongly disagree	75	17.40%							
Total	431								

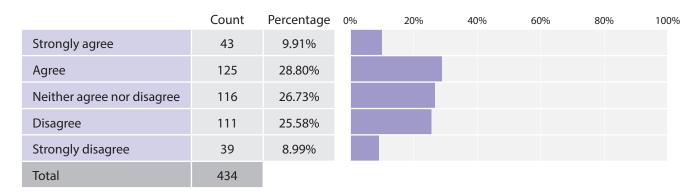
I don't know HOW to be an active ally



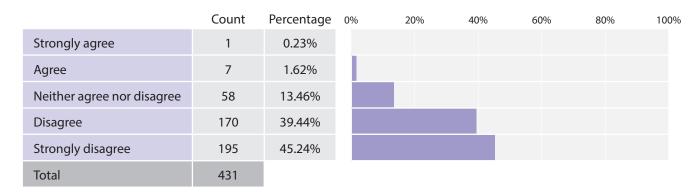
I am too busy to be engaged in additional activities

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	41	9.49%						
Agree	185	42.82%						
Neither agree nor disagree	109	25.23%						
Disagree	70	16.20%						
Strongly disagree	27	6.25%						
Total	432							

I don't have any personal interest in this



Being an active ally would be frowned upon by someone/people with influence over my career



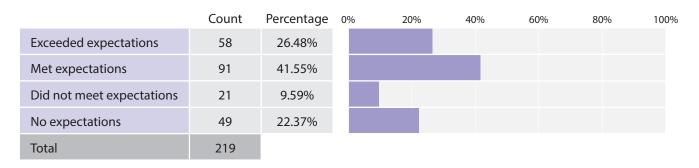
I am happy to support passively but do not consider myself active in this area

	Count	Percentage	0%	6	20%	40%	60%	80%	100%
Strongly agree	109	25.12%							
Agree	226	52.07%							
Neither agree nor disagree	70	16.13%							
Disagree	20	4.61%							
Strongly disagree	9	2.07%							
Total	434								

LGBTQ EMPLOYEES: EXPERIENCE OF WORKPLACE CULTURE

As someone of diverse sexuality and/or gender, how has your employer met your expectations concerning the following workplace practices? (please select N/A for any statements that are not applicable to you)

Communication of inclusion initiatives for sexuality and gender diverse employees during the recruitment process



My experience of inclusion within my immediate work area

	Count	Percentage	0%	20%	6	40%	60%	80%	100%
Exceeded expectations	113	51.60%							
Met expectations	79	36.07%							
Did not meet expectations	9	4.11%							
No expectations	18	8.22%							
Total	219								

Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	0%	20%	40%	609	% 80%	6 100%
Exceeded expectations	107	48.42%						
Met expectations	90	40.72%						
Did not meet expectations	12	5.43%						
No expectations	12	5.43%						
Total	221							

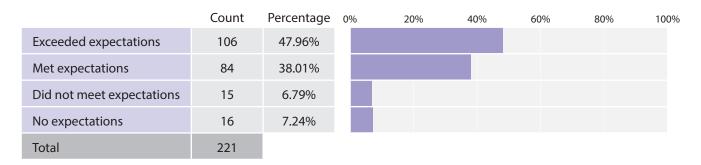
Overall organisational commitment to people of diverse sexualities and genders

	Count	Percentage	0%	20%	6 4	0%	60%	80%	6 100%
Exceeded expectations	115	52.04%							
Met expectations	83	37.56%							
Did not meet expectations	12	5.43%							
No expectations	11	4.98%							
Total	221								

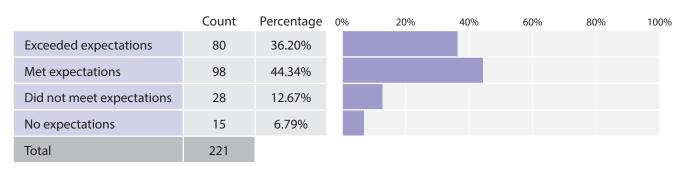
The level of executive endorsement of sexuality and gender diverse inclusion initiatives

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	108	48.87%						
Met expectations	72	32.58%						
Did not meet expectations	28	12.67%						
No expectations	13	5.88%						
Total	221							

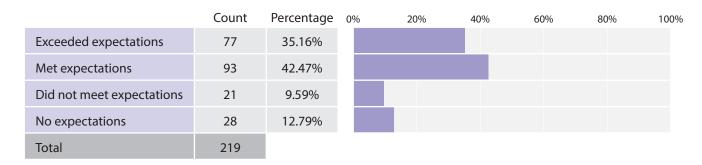
Visibility and promotion of an internal employee network for sexuality and gender diverse employees and allies



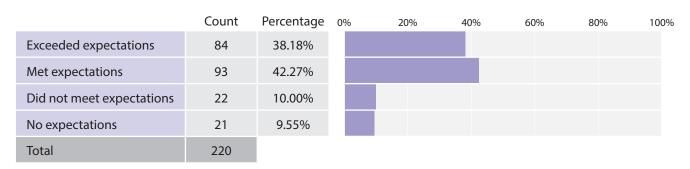
Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity



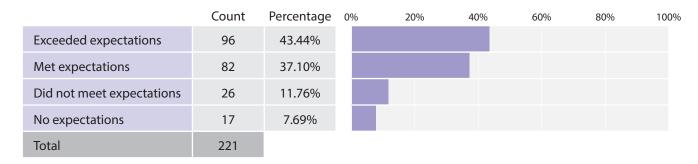
Willingness of managers to address negative commentary/jokes that target people of diverse sexualities and genders



Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or diverse gender



Visibility of active allies



LGBTQ EMPLOYEES: HEALTH & WELLBEING AT WORK

In terms of your personal health and wellbeing within YOUR CURRENT WORKPLACE, within the last year, please indicate your level of agreement with the following statements (please select N/A for any statements that are not applicable to you).

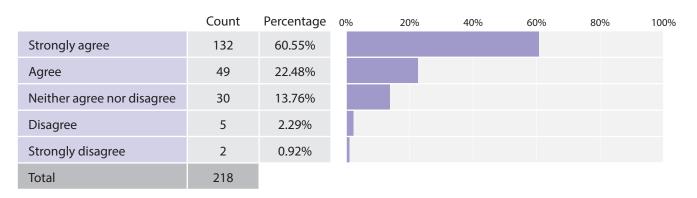
I feel safe and included within my immediate team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	146	67.28%						
Agree	56	25.81%						
Neither agree nor disagree	10	4.61%						
Disagree	4	1.84%						
Strongly disagree	1	0.46%						
Total	217							

I feel accepted for who I am

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	145	66.51%						
Agree	57	26.15%						
Neither agree nor disagree	8	3.67%						
Disagree	7	3.21%						
Strongly disagree	1	0.46%						
Total	218							

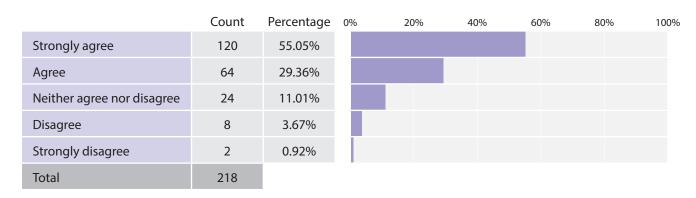
I would feel comfortable bringing a partner to work-related events



I feel mentally well at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	115	52.75%						
Agree	70	32.11%						
Neither agree nor disagree	20	9.17%						
Disagree	11	5.05%						
Strongly disagree	2	0.92%						
Total	218							

I feel I can be myself at work



I expend time editing conversations or hiding who I am at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	23	10.55%						
Agree	39	17.89%						
Neither agree nor disagree	33	15.14%						
Disagree	56	25.69%						
Strongly disagree	67	30.73%						
Total	218							

I feel productive at work

	Count	Percentage	0%	20%	6 4	0%	60%	80%	100%
Strongly agree	113	51.83%							
Agree	85	38.99%							
Neither agree nor disagree	15	6.88%							
Disagree	5	2.29%							
Strongly disagree	0	0.00%							
Total	218								

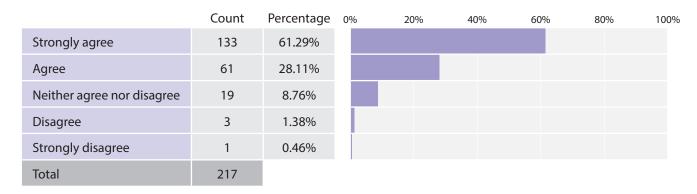
I feel engaged with the organisation and my work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	118	54.38%						
Agree	75	34.56%						
Neither agree nor disagree	16	7.37%						
Disagree	5	2.30%						
Strongly disagree	3	1.38%						
Total	217							

I feel a sense of belonging here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	120	55.05%						
Agree	67	30.73%						
Neither agree nor disagree	18	8.26%						
Disagree	10	4.59%						
Strongly disagree	3	1.38%						
Total	218							

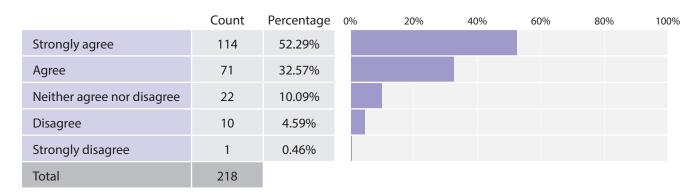
I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity



I don't hear jokes/innuendo targeting people of diverse sexuality here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	115	53.00%						
Agree	69	31.80%						
Neither agree nor disagree	22	10.14%						
Disagree	10	4.61%						
Strongly disagree	1	0.46%						
Total	217							

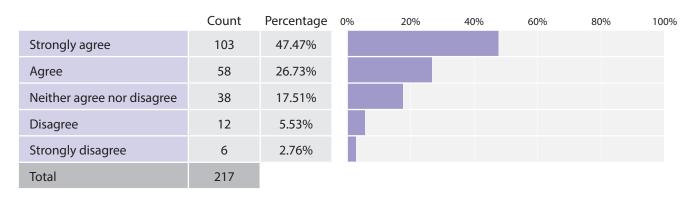
I don't hear jokes/innuendo targeting people of diverse genders here



Any jokes/innuendo targeting people of diverse sexualities and genders are acted upon quickly here

	Count	Percentage	09	% 2	20%	40%	60%	80%	100%
Strongly agree	79	36.57%							
Agree	71	32.87%							
Neither agree nor disagree	62	28.70%							
Disagree	2	0.93%							
Strongly disagree	2	0.93%							
Total	216								

Active allies have positively impacted my sense of inclusion here



EMPLOYEES OF DIVERSE SEXUALITY

How would you best describe your sexual orientation?

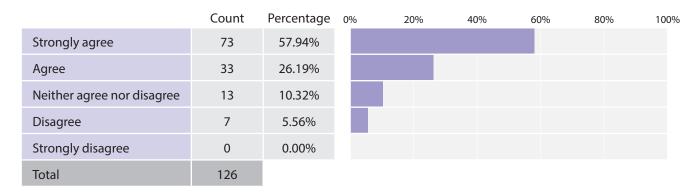
	Count	Percentage	0%	20%	40%	60%	80%	100%
Straight (Heterosexual)	14	6.39%						
Gay, Lesbian (Homosexual)	124	56.62%						
Bisexual	53	24.20%						
Pansexual	7	3.20%						
Queer	11	5.02%						
Asexual	1	0.46%						
Different orientation	4	1.83%						
Prefer not to respond (you will be asked no further questions on sexual orientation)	5	2.28%	ı					
Total	219							

In regard to your sexual orientation, please indicate to what degree you are out at work

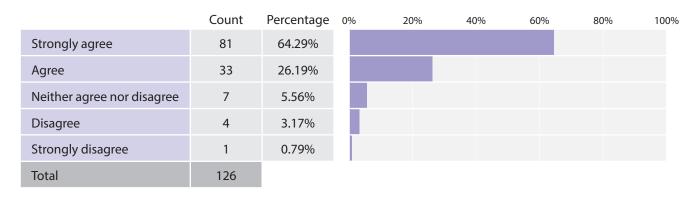
	Count	Percentage	0%	20%	40%	60%	80%	100%
Out to everyone	91	45.50%						
Most I work with	35	17.50%						
Selected few only	45	22.50%						
Not at all	25	12.50%						
Prefer not to respond	4	2.00%						
Total	200							

Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:

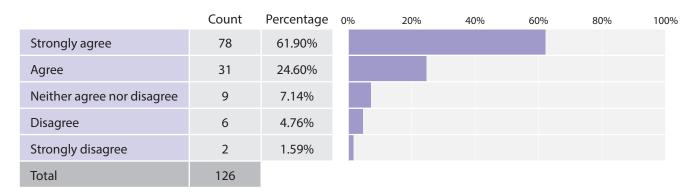
I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise



I have not encountered any exclusion based on my sexuality within this workplace



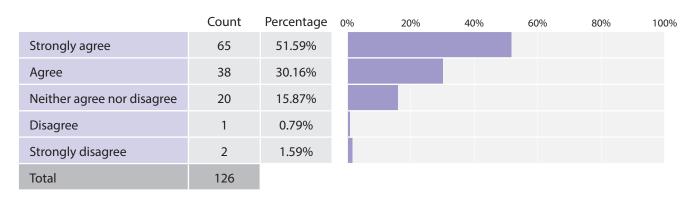
My sexuality would NOT have any impact on my career progression here



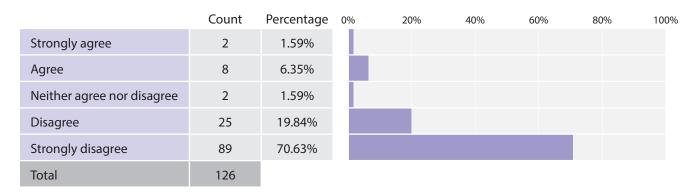
I feel my performance is positively impacted by being out at work

	Count	Percentage	0%	%	20%	40%	6	60%	80%	100%
Strongly agree	58	46.03%								
Agree	30	23.81%								
Neither agree nor disagree	32	25.40%								
Disagree	2	1.59%								
Strongly disagree	4	3.17%								
Total	126									

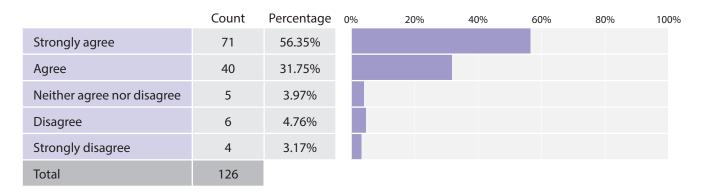
I feel my overall engagement is positively impacted by being out at work



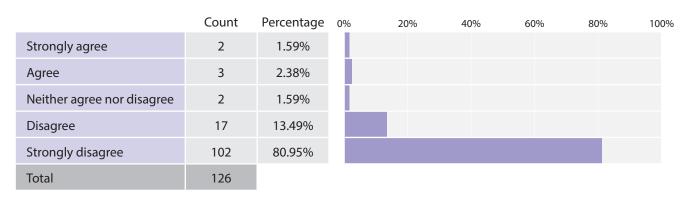
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year



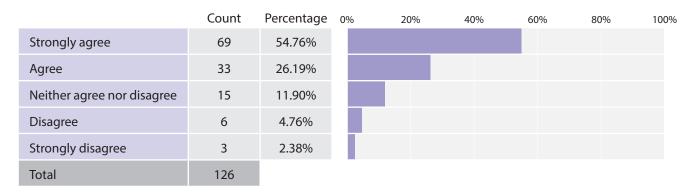
I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to my manager



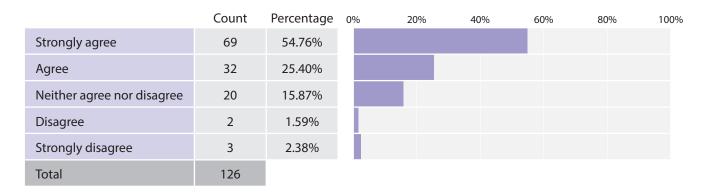
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year



I would feel safe and supported reporting more serious bullying/sexual harassment targeting my sexuality to HR (or grievance officers)

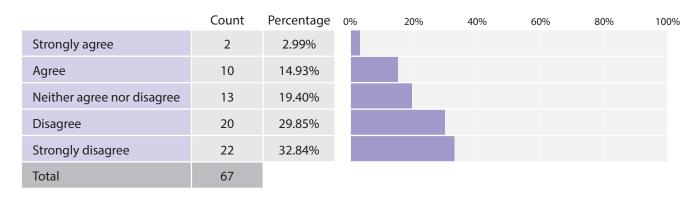


Workplace inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

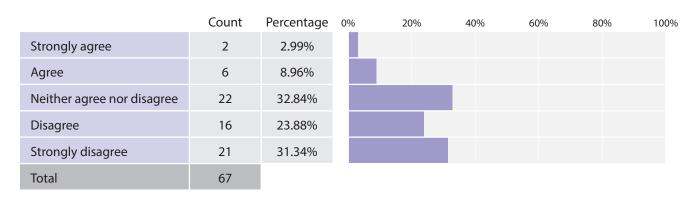


Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

I feel it would be detrimental to my workplace experience



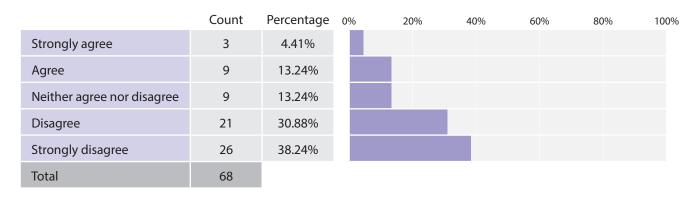
I feel it would negatively impact my career progression



I do not feel I would be accepted by some members of my team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	4	5.97%						
Agree	13	19.40%						
Neither agree nor disagree	11	16.42%						
Disagree	19	28.36%						
Strongly disagree	20	29.85%						
Total	67							

I avoid inclusion initiatives for fear of people thinking I'm gay/bisexual

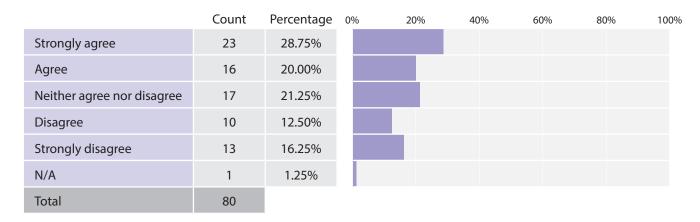


I am not comfortable enough within myself to be out at work

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	9	13.24%						
Agree	18	26.47%						
Neither agree nor disagree	8	11.76%						
Disagree	14	20.59%						
Strongly disagree	19	27.94%						
Total	68							

Thinking about your experience as a woman of diverse sexuality and/or gender within your current workplace, please indicate your level of agreement with the following statements:

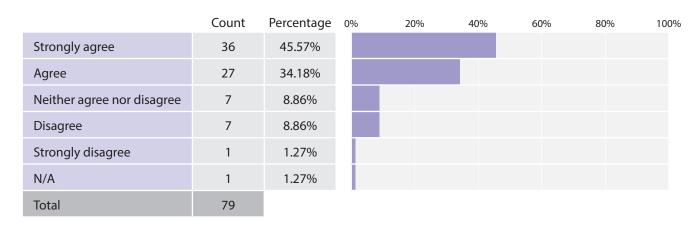
There are women of similar, or the same, identity as me who are visible out role models within my workplace



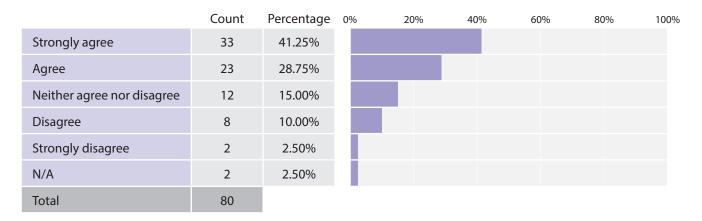
There are women of similar, or the same, identity as me who are out within senior leadership or executive positions

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	19	23.75%						
Agree	9	11.25%						
Neither agree nor disagree	10	12.50%						
Disagree	20	25.00%						
Strongly disagree	18	22.50%						
N/A	4	5.00%						
Total	80							

Having visible out women as role models of the same or similar identity is important to me



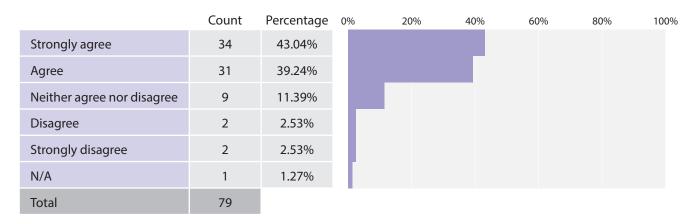
I involve myself in the activities put on by our employee network for people of diverse sexualities, genders and allies



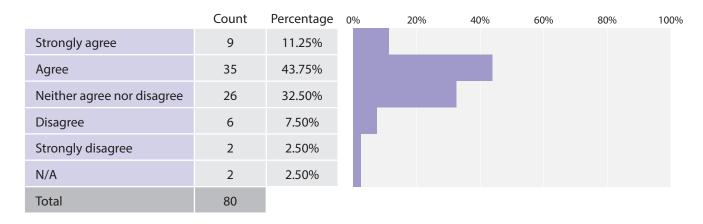
There are women of similar, or the same, identity as me active within the employee network here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	22	27.85%						
Agree	19	24.05%						
Neither agree nor disagree	22	27.85%						
Disagree	7	8.86%						
Strongly disagree	8	10.13%						
N/A	1	1.27%						
Total	79							

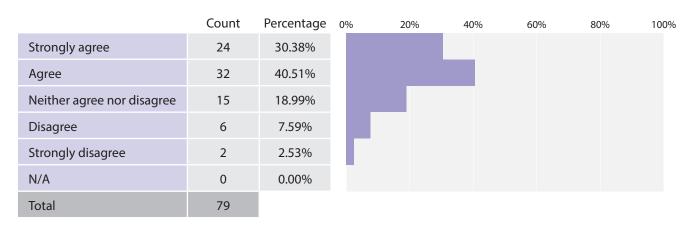
Our employee network feels inclusive of women of diverse sexualities and genders



Women of diverse sexualities, women with trans histories and women who identify with a diverse gender but are perceived by colleagues as a women (or feminine) share common challenges within the workplace



I can easily separate the unique challenges of being a woman in the workplace and those of diverse sexuality and/or gender



The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	11	13.92%						
Agree	20	25.32%						
Neither agree nor disagree	25	31.65%						
Disagree	17	21.52%						
Strongly disagree	4	5.06%						
N/A	2	2.53%						
Total	79							

EMPLOYEES OF DIVERSE GENDER OR TRANS EXPERIENCE

Thinking about your gender identity, or where applicable, your trans experience, please indicate the degree to which your current organisation has met your expectations in regard to your organisation's POLICIES or WORK PRACTICES:

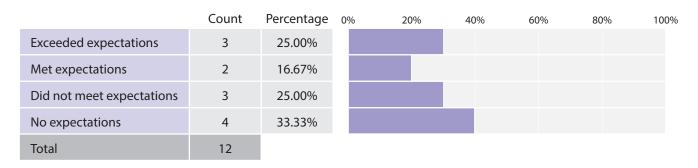
Support for gender diverse job applications throughout the recruitment process

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	3	25.00%						
Met expectations	4	33.33%						
Did not meet expectations	1	8.33%						
No expectations	4	33.33%						
Total	12							

Visibility of organisational inclusion for gender diverse employees

	Count	Percentage	0%	20%	4	0% 6	0% 8	80%	100%
Exceeded expectations	4	30.77%							
Met expectations	3	23.08%							
Did not meet expectations	3	23.08%							
No expectations	3	23.08%							
Total	13								

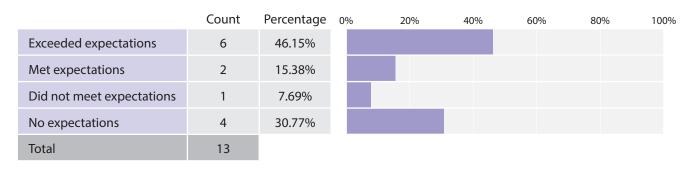
Freedom to use toilets of choice



Availability of non-gendered or all gender toilets

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	0	0.00%						
Met expectations	2	16.67%						
Did not meet expectations	6	50.00%						
No expectations	4	33.33%						
Total	12							

Alternatives to gendered uniforms or dress codes



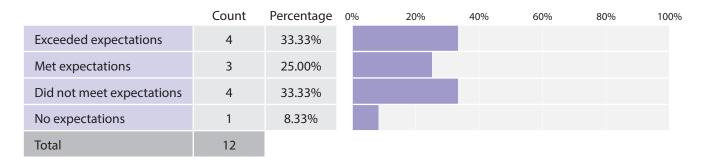
Well communicated policies to support those affirming their gender

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	3	25.00%						
Met expectations	3	25.00%						
Did not meet expectations	3	25.00%						
No expectations	3	25.00%						
Total	12							

Acknowledgement of gender diversity beyond male/female

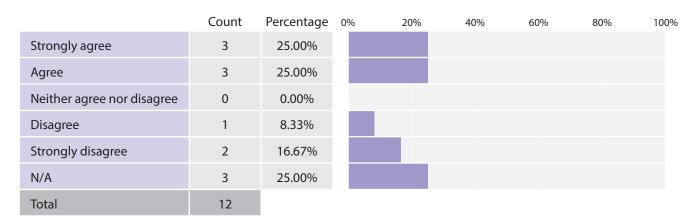
	Count	Percentage	0%	, D	20%	40%	60)%	80%	100%
Exceeded expectations	4	30.77%								
Met expectations	4	30.77%								
Did not meet expectations	4	30.77%								
No expectations	1	7.69%								
Total	13									

Acknowledgement of gender diversity beyond male/female and those with a trans experience

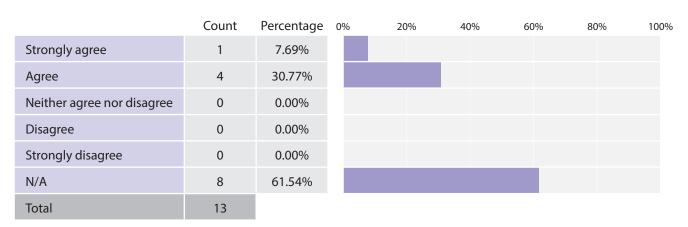


Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

I can freely use gendered toilets of choice without opposition here



People make an effort to use my personal pronouns



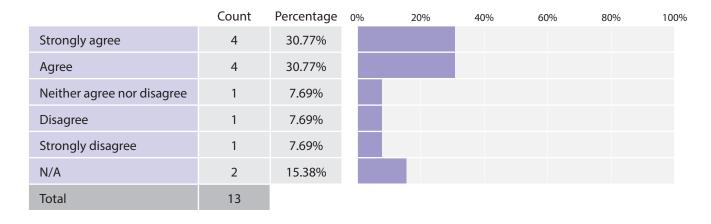
I have been deliberately misgendered within the last year

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1	7.69%						
Agree	0	0.00%						
Neither agree nor disagree	0	0.00%						
Disagree	2	15.38%						
Strongly disagree	4	30.77%						
N/A	6	46.15%						
Total	13							

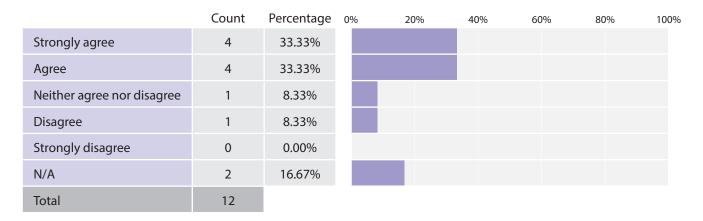
I have not experienced any exclusion based on my gender diversity within this workplace

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	5	41.67%						
Agree	1	8.33%						
Neither agree nor disagree	0	0.00%						
Disagree	2	16.67%						
Strongly disagree	0	0.00%						
N/A	4	33.33%						
Total	12							

My gender identity would NOT have any impact on my career progression here



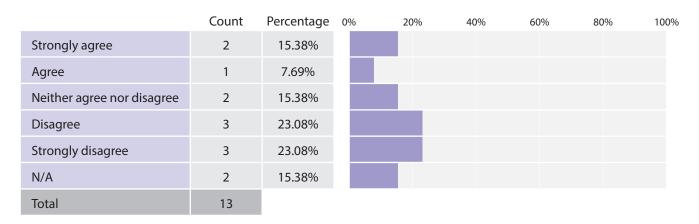
I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager



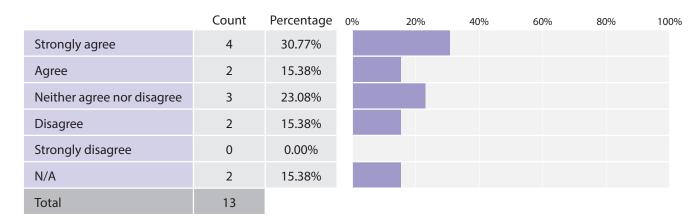
I feel fully supported by my team in terms of my gender identity

	Count	Percentage	0%	20	%	40%	60)% 8	30%	100%
Strongly agree	4	30.77%								
Agree	3	23.08%								
Neither agree nor disagree	0	0.00%								
Disagree	0	0.00%								
Strongly disagree	0	0.00%								
N/A	6	46.15%								
Total	13									

Most people I work with are aware of my gender diversity



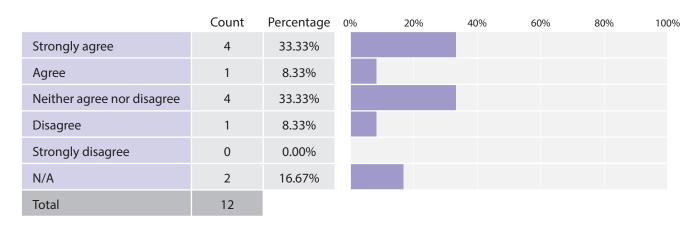
I feel that our Employee Network Group is fully inclusive of gender diverse employees and those with a trans experience



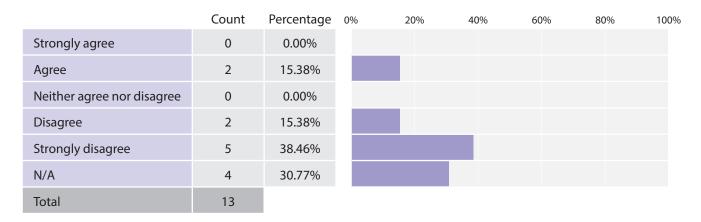
I am happy with any gender affirmation process that I have undertaken here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	3	25.00%						
Agree	1	8.33%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
N/A	8	66.67%						
Total	12							

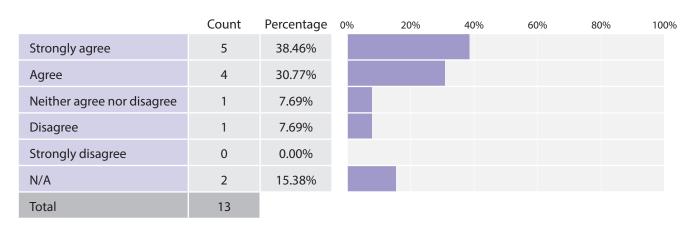
There are people within the organisation that have the same, or similar, gender diversity as me



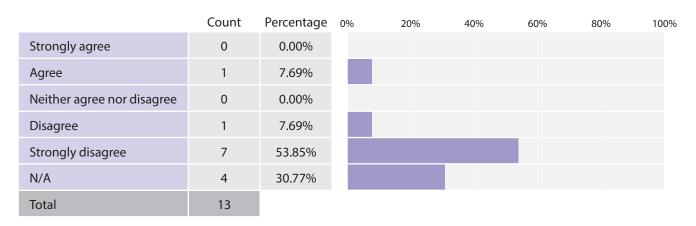
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year



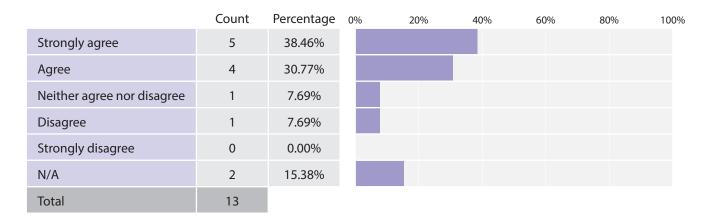
I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager



I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year



I would feel safe and supported reporting more serious bullying/sexual harassment targeting my gender diversity to HR (or grievance officers)

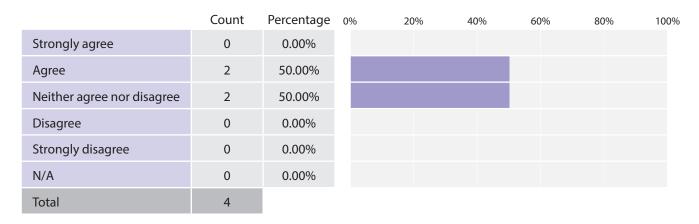


Workplace inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

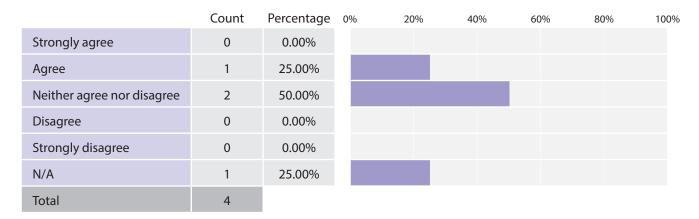
	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	4	30.77%						
Agree	6	46.15%						
Neither agree nor disagree	0	0.00%						
Disagree	1	7.69%						
Strongly disagree	0	0.00%						
N/A	2	15.38%						
Total	13							

Pride in Diversity has an initiative called SAPPHIRE that brings together both women of diverse sexuality and women with a trans history to tackle the dual challenges of being a woman and someone of diverse sexuality and/or gender in the workforce. As someone who identified as non-binary, please indicate your level of agreement with the following statements:

A non-binary person who is perceived by colleagues as female or feminine regardless of their gender identity would face the same challenges as women of diverse sexualities and genders within the workplace



If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)



REGIONAL EMPLOYEES (ALL)

As a regional/rural employee, please consider the way in which city based initiatives have carried through to the regions by indicating your level of agreement with the following statements:

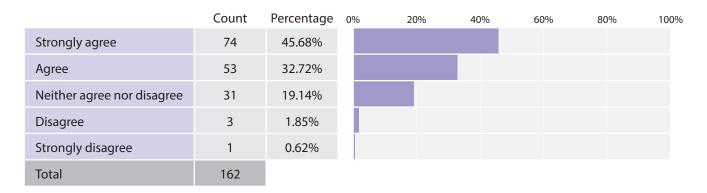
The organisation's diversity initiatives for the inclusion of people of diverse sexualities or genders have been adequately communicated within our site/office

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	83	51.55%						
Agree	60	37.27%						
Neither agree nor disagree	12	7.45%						
Disagree	6	3.73%						
Strongly disagree	0	0.00%						
Total	161							

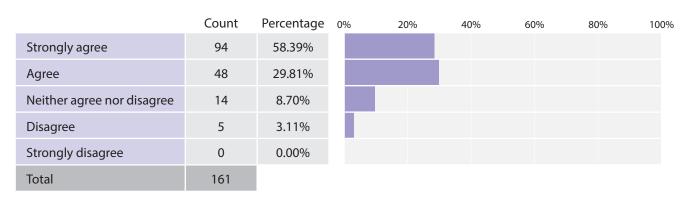
Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion work

	Count	Percentage	0%	20%	40%	60	0%	80%	100%
Strongly agree	79	49.07%							
Agree	49	30.43%							
Neither agree nor disagree	25	15.53%							
Disagree	7	4.35%							
Strongly disagree	1	0.62%							
Total	161								

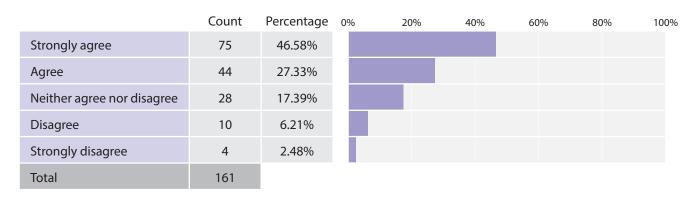
We are able to easily connect into head office activities for this area of diversity & inclusion work/information



Our local management/leadership has communicated support for people of diverse sexualities and genders; or work in this area

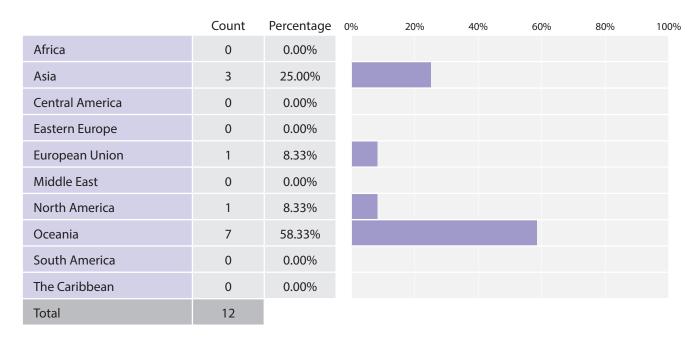


We have a local person/champion to help drive sexuality and gender diversity & inclusion initiatives here



INTERNATIONAL EMPLOYEES (OVERSEAS OFFICES)

Please select the region you currently work within (based on United Nations Country Grouping)

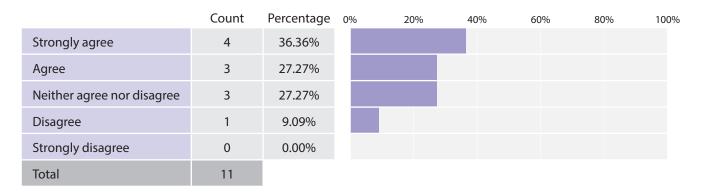


As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

I work in a country where it is acceptable to support people of diverse sexualities and genders

	Count	Percentage	0%	20)%	40%	60%	809	% 100%
Strongly agree	7	58.33%							
Agree	4	33.33%							
Neither agree nor disagree	1	8.33%							
Disagree	0	0.00%							
Strongly disagree	0	0.00%							
Total	12								

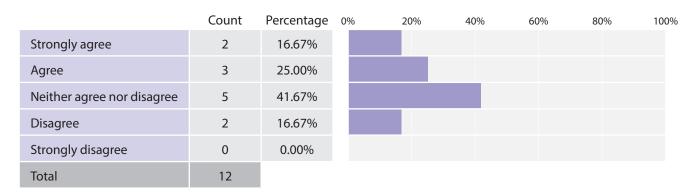
The inclusion work that our Australian office does in support of people of diverse sexualities and genders filters through to this office



Employees are encouraged to become allies for people of diverse sexualities and genders here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	4	33.33%						
Agree	7	58.33%						
Neither agree nor disagree	1	8.33%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	12							

We have been provided with training and/or information on how to be an active ally for people of diverse sexualities and genders



There is a person leading inclusion initiatives for people of diverse sexualities and genders here

	Count	Percentage	0%	20%	40%	60%	80%	6 100%
Strongly agree	3	25.00%						
Agree	5	41.67%						
Neither agree nor disagree	1	8.33%						
Disagree	3	25.00%						
Strongly disagree	0	0.00%						
Total	12							

There are visible senior champions for people of diverse sexualities and genders here

	Count	Percentage	0%	20%	40	0%	60%	80)%	100%
Strongly agree	3	25.00%								
Agree	3	25.00%								
Neither agree nor disagree	3	25.00%								
Disagree	3	25.00%								
Strongly disagree	0	0.00%								
Total	12									

I personally support the work my organisation does in this area of diversity & inclusion

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	5	45.45%						
Agree	5	45.45%						
Neither agree nor disagree	1	9.09%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	11							

I consider myself an active ally for people of diverse sexualities and genders

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	3	27.27%						
Agree	5	45.45%						
Neither agree nor disagree	3	27.27%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	11							

People of diverse diverse sexualities and genders would feel safe working here

	Count	Percentage	0%	200	% 40	%	60%	80%	100%
Strongly agree	5	45.45%							
Agree	5	45.45%							
Neither agree nor disagree	1	9.09%							
Disagree	0	0.00%							
Strongly disagree	0	0.00%							
Total	11								

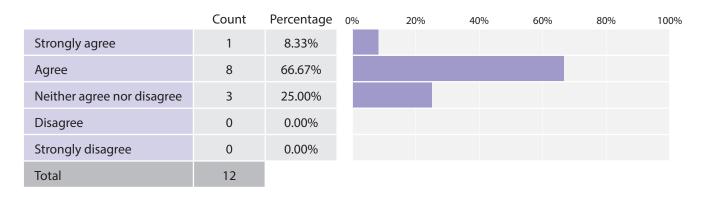
People of diverse sexualities and genders would feel supported here

	Count	Percentage	0%	20%	40%	60%	6 80	% 100%
Strongly agree	5	45.45%						
Agree	4	36.36%						
Neither agree nor disagree	2	18.18%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	11							

I am aware of negative commentary targeting diverse sexualities and genders here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	1	9.09%						
Neither agree nor disagree	3	27.27%						
Disagree	3	27.27%						
Strongly disagree	4	36.36%						
Total	11							

Negative commentary/jokes targeting people of diverse sexualities and genders would be quickly addressed here



I am aware of more serious bullying/harassment targeting people of diverse sexualities and genders here



There are visible signs of inclusion for people of diverse sexualities and genders here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1	8.33%						
Agree	7	58.33%						
Neither agree nor disagree	3	25.00%						
Disagree	1	8.33%						
Strongly disagree	0	0.00%						
Total	12							

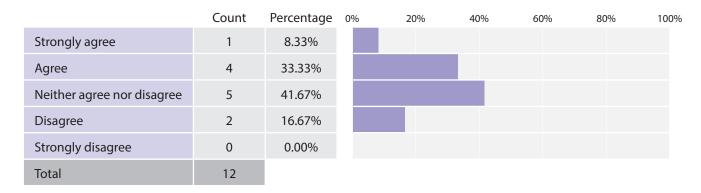
My immediate team would be inclusive of people of diverse sexualities and genders

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	5	41.67%						
Agree	6	50.00%						
Neither agree nor disagree	1	8.33%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	12							

I feel that the leadership here would be inclusive of people of diverse sexualities and genders

	Count	Percentage	0%	20%	40	% 6	0%	80%	100%
Strongly agree	5	41.67%							
Agree	5	41.67%							
Neither agree nor disagree	2	16.67%							
Disagree	0	0.00%							
Strongly disagree	0	0.00%							
Total	12								

I feel we need more support from our Australian office for this aspect of diversity & inclusion



As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:

Most people I work with know of my diverse sexuality and/or gender

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	0	0.00%						
Neither agree nor disagree	1	100.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

I feel comfortable being myself here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	1	100.00%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

I expend energy hiding aspects of myself here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1	100.00%						
Agree	0	0.00%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

Jokes/innuendo targeting people of diverse sexualities and genders are common here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	1	100.00%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

Jokes/innuendo targeting people of diverse sexualities and genders are addressed quickly here

	Count	Percentage	0%	20)% 4	10%	60	% 8	30%	100%
Strongly agree	0	0.00%								
Agree	0	0.00%								
Neither agree nor disagree	0	0.00%								
Disagree	1	100.00%								
Strongly disagree	0	0.00%								
Total	1									

I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	1	100.00%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	0	0.00%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	1	100.00%						
Total	1							

I would feel safe and supported by my manager if I encountered issues regarding my diverse sexuality and/or gender here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	1	100.00%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

I feel safe here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	1	100.00%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

I feel that people of diverse sexualities and genders would feel supported here

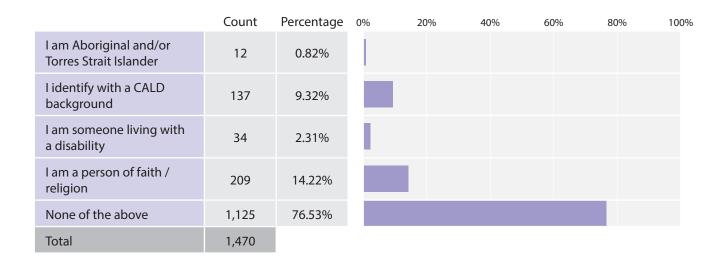
	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	0	0.00%						
Neither agree nor disagree	1	100.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

I would recommend this office/site as an inclusive place to work for diverse sexualities and genders

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	1	100.00%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
Total	1							

INTERSECTIONALITY: LGBTQ DIVERSITY +

To help provide us with an understanding of the multi-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you.



You have been taken to this question because you have either indicated that you are a person of diverse sexualities and genders; or you have selected one of the diversity options within the previous question.

Please take a moment to think about the various aspects of your diversity and your workplace experience, please select the statements and the diversities that apply to you, ignoring the remainder.

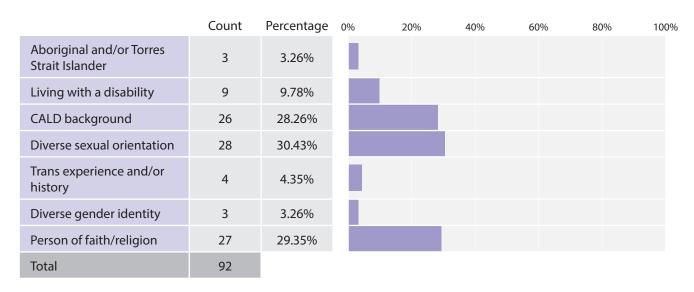
I feel valued for the following aspects of my diversity:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	12	4.55%						
Living with a disability	12	4.55%						
CALD background	80	30.30%						
Diverse sexual orientation	87	32.95%						
Trans experience and/or history	2	0.76%						
Diverse gender identity	9	3.41%						
Person of faith/religion	81	30.68%						
Total	264							

I have experienced stigma in regard to the following aspects of my diversity:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	3	2.08%						
Living with a disability	15	10.42%						
CALD background	44	30.56%						
Diverse sexual orientation	28	19.44%						
Trans experience and/or history	3	2.08%						
Diverse gender identity	5	3.47%						
Person of faith/religion	59	40.97%						
Total	144							

I have experienced exclusion in regard to the following aspects of my diversity:



I feel the most accepted aspect of my diversity is:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	9	4.50%						
Living with a disability	10	5.00%						
CALD background	61	30.50%						
Diverse sexual orientation	82	41.00%						
Trans experience and/or history	2	1.00%						
Diverse gender identity	6	3.00%						
Person of faith/religion	41	20.50%						
Total	200							

I feel the least accepted aspect of my diversity is:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	5	5.49%						
Living with a disability	12	13.19%						
CALD background	15	16.48%						
Diverse sexual orientation	19	20.88%						
Trans experience and/or history	2	2.20%						
Diverse gender identity	5	5.49%						
Person of faith/religion	40	43.96%						
Total	91							

I would happily identify the following diversities as applying to me on an internal HR system

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	14	5.19%						
Living with a disability	22	8.15%						
CALD background	89	32.96%						
Diverse sexual orientation	94	34.81%						
Trans experience and/or history	5	1.85%						
Diverse gender identity	11	4.07%						
Person of faith/religion	88	32.59%						
Total	270							

I see people of the following diversities within my organisation:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	95	28.02%						
Living with a disability	123	36.28%						
CALD background	185	54.57%						
Diverse sexual orientation	247	72.86%						
Trans experience and/or history	63	18.58%						
Diverse gender identity	93	27.43%						
Person of faith/religion	213	62.83%						
Total	339							

I see the following diversity reflected within our Senior Leadership and Executive

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	13	6.22%						
Living with a disability	31	14.83%						
CALD background	73	34.93%						
Diverse sexual orientation	108	51.67%						
Trans experience and/or history	9	4.31%						
Diverse gender identity	23	11.00%						
Person of faith/religion	103	49.28%						
Total	209							

I feel the following aspects of my diversity would be valued in career progression here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	29	20.42%						
Living with a disability	20	14.08%						
CALD background	49	34.51%						
Diverse sexual orientation	73	51.41%						
Trans experience and/or history	17	11.97%						
Diverse gender identity	25	17.61%						
Person of faith/religion	50	35.21%						
Total	142							

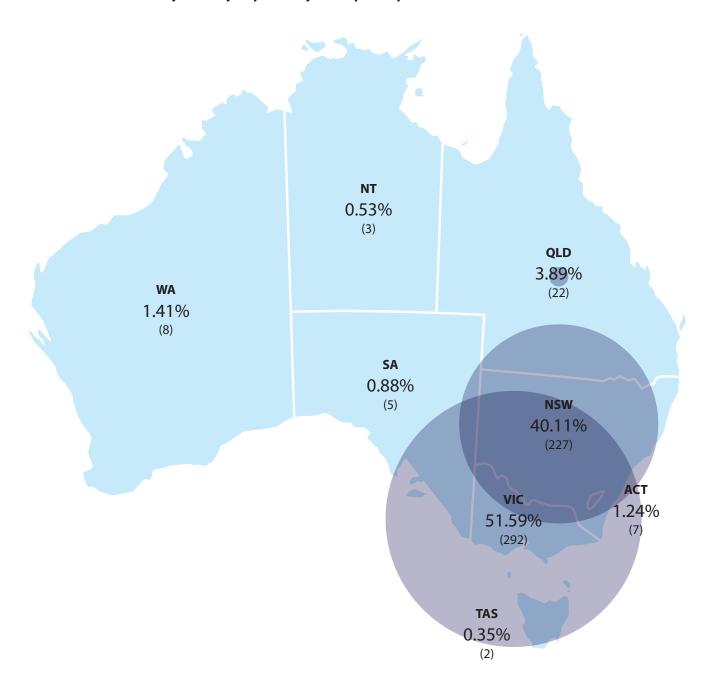


PSI 2020 ALL RESPONDENTS SLIPVEY DATA

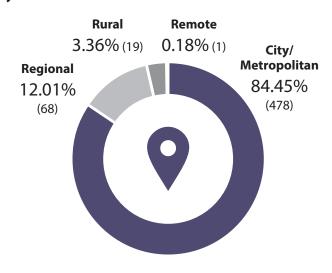


RESPONDENT DEMOGRAPHICS

Which state or territory would you primarily work/participate/volunteer?



How would you best describe the location that you work in?



Which of the following would best describe your role?

	Count	Percentage
Participant/Athlete	151	26.68%
Coaching Staff	39	6.89%
Committee Member/Volunteer	41	7.24%
Official/Referee/Umpire/ Judge	13	2.30%
Board Member	14	2.47%
CEO or Equivalent	9	1.59%
Executive or SLT (reports to CEO or equiv)	34	6.01%
Senior Manager	42	7.42%
Middle Management	73	12.90%
Team Leader/Supervisor	29	5.12%
Team Member	73	12.90%
Graduate/Intern	1	0.18%
Consultant (Internal/external)	4	0.71%
Contractor	1	0.18%
Academic	0	0.00%
Support Staff	24	4.24%
None of the above	18	3.18%
Total	566	

What is the highest level of education that you have completed?

	Count	Percentage
Primary Education	4	0.71%
Secondary Education	91	16.08%
Certificate Level	34	6.01%
Diploma or Advanced Diploma	39	6.89%
Bachelor Degree	236	41.70%
Graduate Certificate or Diploma	46	8.13%
Postgraduate Degree or Higher	112	19.79%
Other	4	0.71%
Total	566	

What age bracket do you fall within?

	Count	Percentage
Under 18	19	3.36%
18-24	112	19.79%
25-34	190	33.57%
35-44	126	22.26%
45-54	85	15.02%
55-64	29	5.12%
65+	2	0.35%
Prefer not to respond	3	0.53%
Total	566	

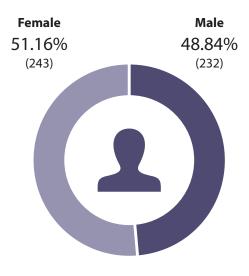
What is your primary sporting code?

	Count	Percentage
Air Sports	1	0.18%
Athletics	1	0.18%
Basketball	31	5.48%
Cricket	122	21.55%
Cycling	1	0.18%
Dancing	3	0.53%
Dragon Boating	1	0.18%
Equestrian	2	0.35%
Fencing	2	0.35%
Flying Disc	2	0.35%
Football – AFL	20	3.53%
Football – Rugby League	20	3.53%
Football – Rugby Union	76	13.43%
Football – Soccer	11	1.94%
Football – Touch	72	12.72%
Gymnastics	1	0.18%
Hockey	79	13.96%
Ice Hockey	1	0.18%

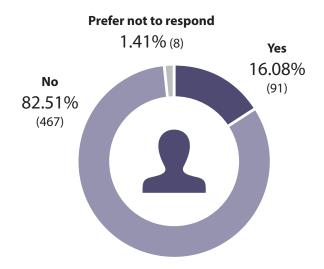
	Count	Percentage
Kendo	1	0.18%
Lawn Bowls	3	0.53%
Motorcycling	1	0.18%
Netball	19	3.36%
Paddle	1	0.18%
Rock Climbing	2	0.35%
Rowing	1	0.18%
Surf Life Saving	1	0.18%
Swimming	9	1.59%
Table Tennis	3	0.53%
Tennis	6	1.06%
Tenpin Bowling	1	0.18%
Volleyball	1	0.18%
Water Polo	11	1.94%
Weightlifting	2	0.35%
OTHER	56	9.89%
Total	566	

Are you:

(only asked of respondents who said No to being of diverse sexuality and/or gender)



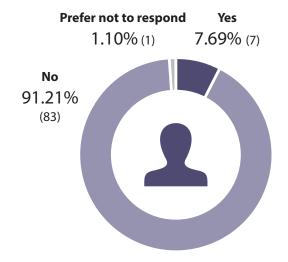
Are you someone of diverse sexuality, trans experience or diverse gender?



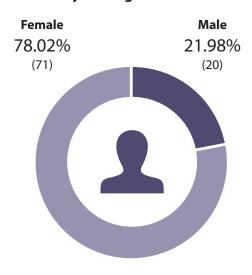
Which of the following would best describe your gender identity?

	Count	Percentage
Man	21	23.08%
Woman	64	70.33%
Non-binary	6	6.59%
Agender	0	0.00%
Different gender identity	0	0.00%
Prefer not to respond	0	0.00%
Total	91	

Do you have a trans history/experience?



What sex were you assigned at birth?



PERSONAL VIEWS ON LGBTQ INCLUSION

Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	55	10.52%						
Agree	158	30.21%						
Neither agree nor disagree	112	21.41%						
Disagree	122	23.33%						
Strongly disagree	76	14.53%						
Total	523							

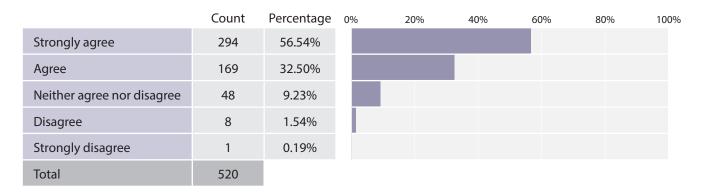
Romantic relationships between people of diverse sexualities and genders are just like any other

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	309	59.08%						
Agree	150	28.68%						
Neither agree nor disagree	46	8.80%						
Disagree	11	2.10%						
Strongly disagree	7	1.34%						
Total	523							

I believe there are more than two genders (male / female)

	Count	Percentage	0%	2	20%	40	%	60%	80	0%	100%
Strongly agree	118	22.65%									
Agree	140	26.87%									
Neither agree nor disagree	135	25.91%									
Disagree	85	16.31%									
Strongly disagree	43	8.25%									
Total	521										

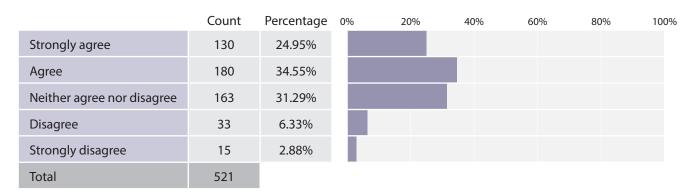
I support the work my sport does for the inclusion of employees, participants and volunteers of diverse sexualities and genders



I believe my sport should put more effort into this aspect of diversity & inclusion

	Count	Percentage	0%	209	%	40%	60%	8	0%	100%
Strongly agree	107	20.50%								
Agree	193	36.97%								
Neither agree nor disagree	171	32.76%								
Disagree	45	8.62%								
Strongly disagree	6	1.15%								
Total	522									

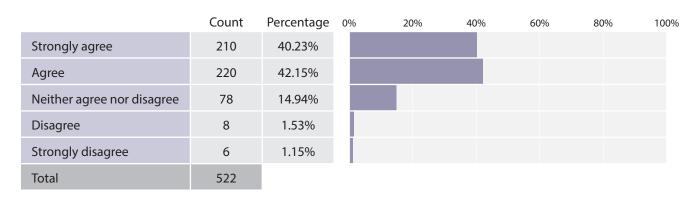
A sporting organisation's positive track record in this aspect of inclusion would positively influence me to join that sport



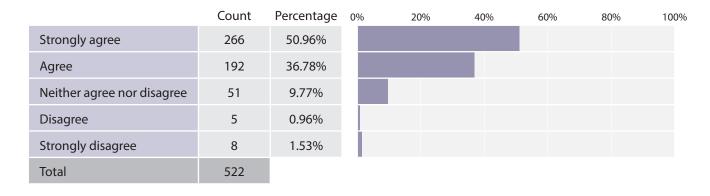
I think it is important that sporting employers be active in this area of diversity & inclusion

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	248	47.51%						
Agree	199	38.12%						
Neither agree nor disagree	64	12.26%						
Disagree	5	0.96%						
Strongly disagree	6	1.15%						
Total	522							

I think it is important that sporting volunteers be active in this area of diversity & inclusion



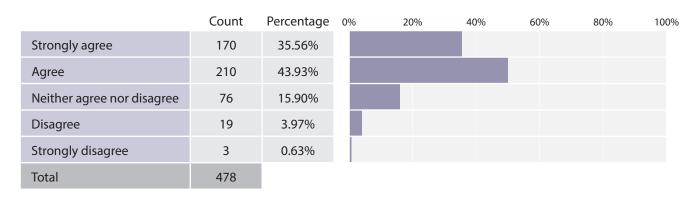
Work in this aspect of diversity & inclusion has a positive influence on sporting culture



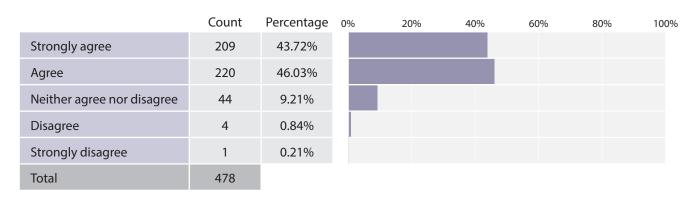
VISIBILITY OF INCLUSION WITHIN YOUR SPORT

Thinking about your current sport's support for the inclusion of sexuality and gender diverse employees, volunteers, participants, officials and spectators, please indicate your level of agreement with the following statements:

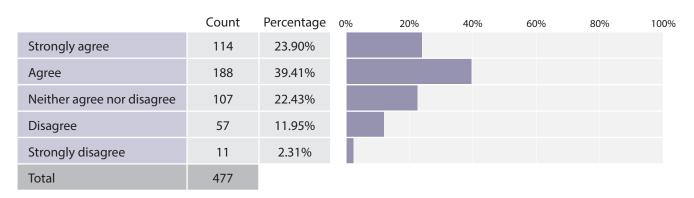
My sport is genuinely committed to this aspect of diversity & inclusion



I understand why my sport puts effort into this aspect of diversity & inclusion



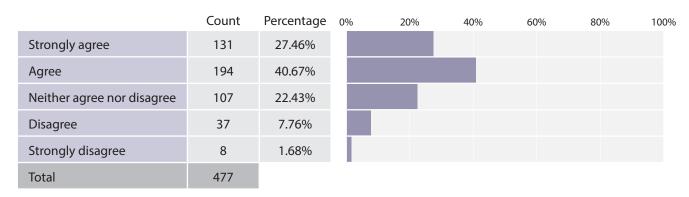
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year



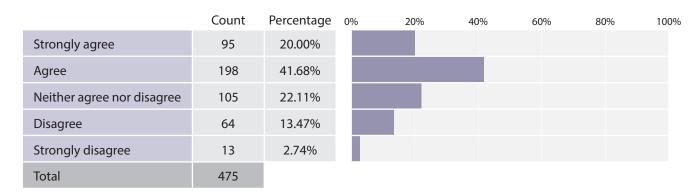
I have heard our executive leaders speak positively about this aspect of diversity & inclusion

	Count	Percentage	0%	209	%	40%	60%	80%	100%
Strongly agree	158	33.05%							
Agree	188	39.33%							
Neither agree nor disagree	80	16.74%							
Disagree	44	9.21%							
Strongly disagree	8	1.67%							
Total	478								

There are visible signs of your sport's support for employees, volunteers, participants, officials and spectators of diverse sexualities and genders within the location that I work/participate

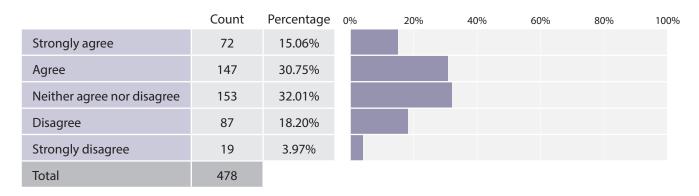


I know where to find more information on this aspect of diversity & inclusion



LGBTQ RESPONDENTS: EXPERIENCE OF ORGANISATIONAL CULTURE

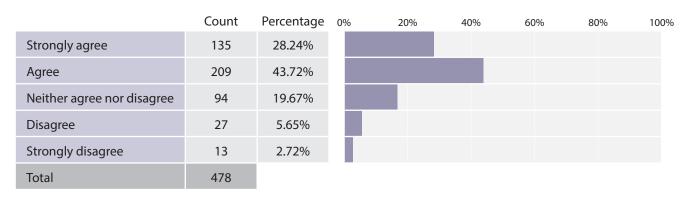
Awareness or Ally training for this aspect of diversity & inclusion has been made available throughout the year



I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	78	16.35%						
Agree	104	21.80%						
Neither agree nor disagree	75	15.72%						
Disagree	172	36.06%						
Strongly disagree	48	10.06%						
Total	477							

I believe training in this aspect of diversity and inclusion should be mandatory for our sports managers, supervisors, executive volunteers and coaching staff



WORKING TOGETHER

I understand some of the unique challenges that people of diverse sexualities and genders face in sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	152	31.80%						
Agree	261	54.60%						
Neither agree nor disagree	51	10.67%						
Disagree	14	2.93%						
Strongly disagree	0	0.00%						
Total	478							

It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work

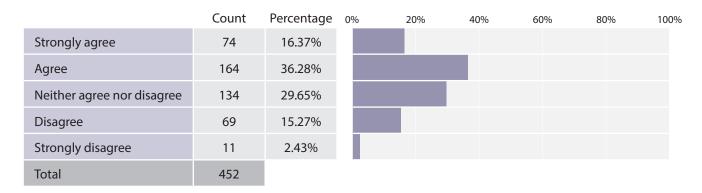
	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	134	28.03%						
Agree	212	44.35%						
Neither agree nor disagree	102	21.34%						
Disagree	23	4.81%						
Strongly disagree	7	1.46%						
Total	478							

Please indicate your level of agreement with the following statements:

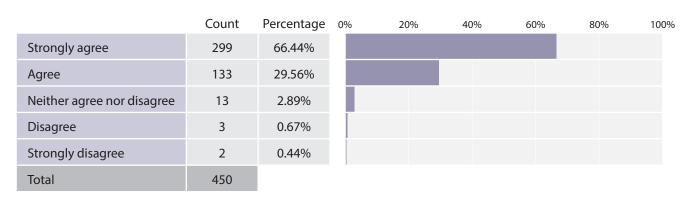
Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any sport

	Count	Percentage	0%	209	% 4	0% 6	50%	80%	100%
Strongly agree	281	62.03%							
Agree	137	30.24%							
Neither agree nor disagree	25	5.52%							
Disagree	7	1.55%							
Strongly disagree	3	0.66%							
Total	453								

Jokes/innuendo targeting people of diverse sexualities and genders are quickly called out / addressed within my sport



I would be comfortable with colleagues/team mates/committee talking about their same-sex or gender diverse partners at sport/work



I would be comfortable with people of diverse sexualities and genders bringing their partners to sport related events

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	334	73.73%						
Agree	112	24.72%						
Neither agree nor disagree	6	1.32%						
Disagree	0	0.00%						
Strongly disagree	1	0.22%						
Total	453							

DIVERSITY OF GENDER

I would be comfortable referring to a colleague/team mate by a different name or personal pronouns if they were affirming their gender (transitioning) at work/sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	264	58.41%						
Agree	132	29.20%						
Neither agree nor disagree	47	10.40%						
Disagree	7	1.55%						
Strongly disagree	2	0.44%						
Total	452							

I would be comfortable using they/their/them personal pronouns for a non-binary person at work/sport

	Count	Percentage	0%	209	%	40%	60%	80%	100%
Strongly agree	237	52.55%							
Agree	129	28.60%							
Neither agree nor disagree	57	12.64%							
Disagree	17	3.77%							
Strongly disagree	11	2.44%							
Total	451								

I would be comfortable having "all gender" or "gender neutral" toilets at our workplace/sports venue (assume male/female toilets are still available)

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	254	56.07%						
Agree	130	28.70%						
Neither agree nor disagree	32	7.06%						
Disagree	24	5.30%						
Strongly disagree	13	2.87%						
Total	453							

I would be comfortable if all toilets were changed to "all gender" or "gender neutral" at our workplace/sports venue

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	140	30.91%						
Agree	98	21.63%						
Neither agree nor disagree	59	13.02%						
Disagree	105	23.18%						
Strongly disagree	51	11.26%						
Total	453							

BULLYING/HARASSMENT

I have witnessed negative behaviours / mild harassment targeting people of diverse sexualities and genders at work/sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	34	7.52%						
Agree	117	25.88%						
Neither agree nor disagree	73	16.15%						
Disagree	163	36.06%						
Strongly disagree	65	14.38%						
Total	452							

I have witnessed more serious bullying targeting people of diverse sexualities and genders at work/sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	15	3.32%						
Agree	45	9.96%						
Neither agree nor disagree	72	15.93%						
Disagree	208	46.02%						
Strongly disagree	112	24.78%						
Total	452							

TEAM INCLUSION

A person of diverse sexuality would be welcome in my team and treated no differently to anyone else

	Count	Percentage	0%	20%	40	% 6	0%	80%	100%
Strongly agree	298	65.93%							
Agree	126	27.88%							
Neither agree nor disagree	15	3.32%							
Disagree	7	1.55%							
Strongly disagree	6	1.33%							
Total	452								

A gender diverse person would be welcome in my team and treated no differently to anyone else

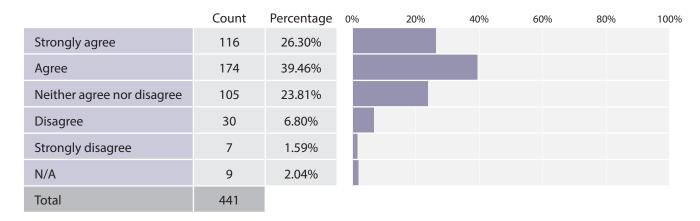
	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	271	59.82%						
Agree	132	29.14%						
Neither agree nor disagree	27	5.96%						
Disagree	16	3.53%						
Strongly disagree	7	1.55%						
Total	453							

If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	226	49.89%						
Agree	163	35.98%						
Neither agree nor disagree	46	10.15%						
Disagree	10	2.21%						
Strongly disagree	8	1.77%						
Total	453							

INCLUSION ALLIES AND CHAMPIONS

In defining an active ally as someone who actively (not passively) supports an inclusive workplace/ sporting culture for employees, volunteers, athletes, officials and spectators of diverse sexualities and genders, would you consider yourself an active ally?



Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace/sport; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

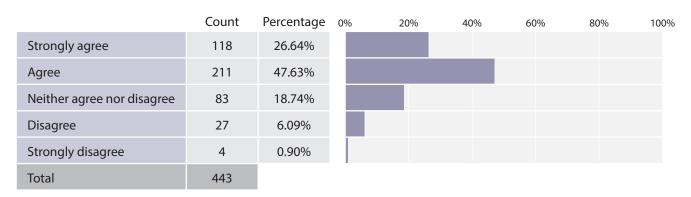
I know of active allies within my immediate work/sporting team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	129	29.19%						
Agree	165	37.33%						
Neither agree nor disagree	93	21.04%						
Disagree	47	10.63%						
Strongly disagree	8	1.81%						
Total	442							

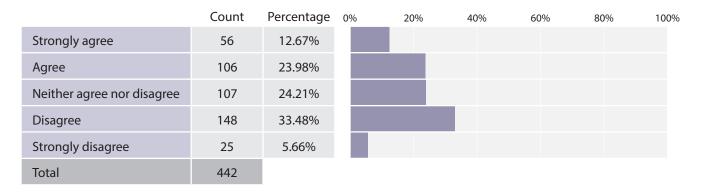
I understand why active allies are important

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	196	44.24%						
Agree	202	45.60%						
Neither agree nor disagree	37	8.35%						
Disagree	8	1.81%						
Strongly disagree	0	0.00%						
Total	443							

I could list several behaviours that would be expected of an active ally



I know of workplace material or training available that would show me how to be an active ally

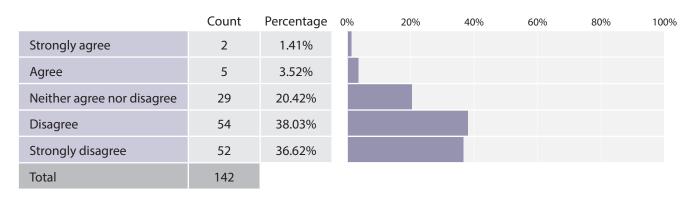


I know of active executive allies within my sport

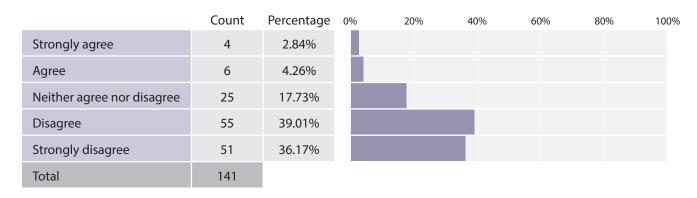
	Count	Percentage	0%	5 20	0%	40%	60%	80%	100%
Strongly agree	90	20.45%							
Agree	152	34.55%							
Neither agree nor disagree	87	19.77%							
Disagree	94	21.36%							
Strongly disagree	17	3.86%							
Total	440								

Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

People thinking that I am of diverse sexuality and/or gender stops me from being an active ally



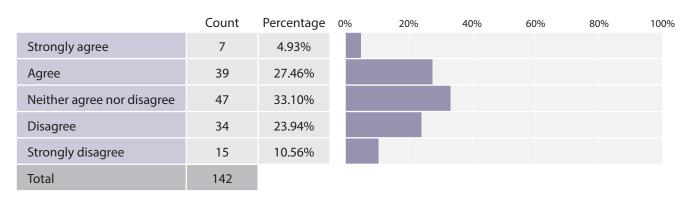
Being ridiculed or the target of jokes stops me from being an active ally



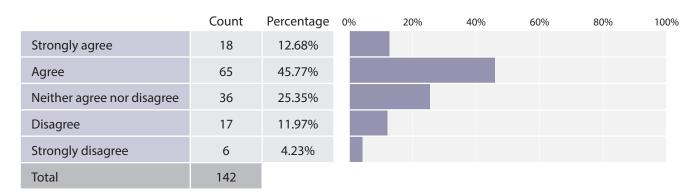
Being an active ally would be in conflict with my personal beliefs or values

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	8	5.63%						
Agree	5	3.52%						
Neither agree nor disagree	23	16.20%						
Disagree	54	38.03%						
Strongly disagree	52	36.62%						
Total	142							

I don't know enough about WHY I should be an active ally



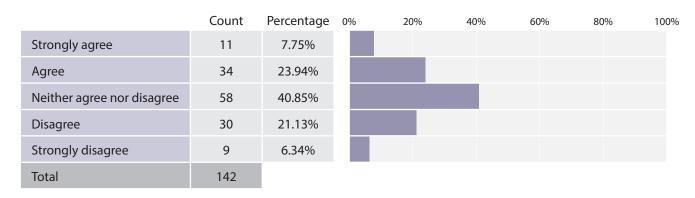
I don't know HOW to be an active ally



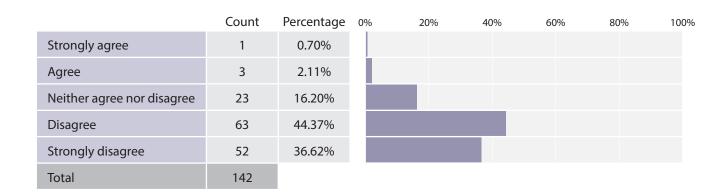
I am too busy to be engaged in additional activities

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	11	7.75%						
Agree	47	33.10%						
Neither agree nor disagree	49	34.51%						
Disagree	31	21.83%						
Strongly disagree	4	2.82%						
Total	142							

I don't have any personal interest in this



Being an active ally would be frowned upon by someone/people with influence over my career



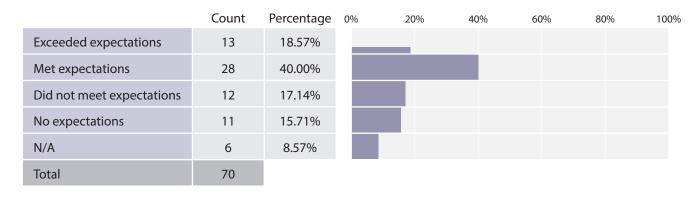
I am happy to support passively but do not consider myself active in this area

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	26	18.31%						
Agree	68	47.89%						
Neither agree nor disagree	37	26.06%						
Disagree	8	5.63%						
Strongly disagree	3	2.11%						
Total	142							

LIVED EXPERIENCE: ALL RESPONDENTS WITH A DIVERSE SEXUALITY OR GENDER

As someone of diverse sexuality and/or gender, how has your sport met your expectations concerning the following practices? (please select N/A for any statements that are not applicable to you)

Communication of inclusion initiatives for sexuality & gender diverse people during the recruitment process



Communication of inclusion initiatives for sexuality and gender diverse people during sporting participation promotions

	Count	Percentage	0%	20%	, ,	40%	60%	80%	100%
Exceeded expectations	17	24.29%							
Met expectations	26	37.14%							
Did not meet expectations	15	21.43%							
No expectations	7	10.00%		_					
N/A	5	7.14%							
Total	70								

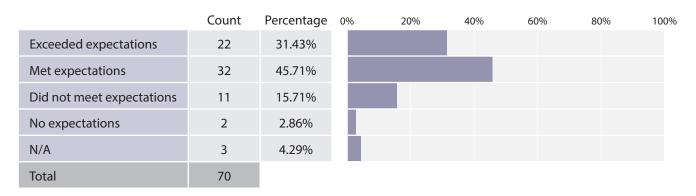
My experience of inclusion within my immediate focus area (i.e. staff, volunteer, participant, official)

	Count	Percentage	09	%	20%	40%	6	50%	80	%	100%
Exceeded expectations	22	31.43%									
Met expectations	33	47.14%									
Did not meet expectations	8	11.43%									
No expectations	3	4.29%									
N/A	4	5.71%									
Total	70										

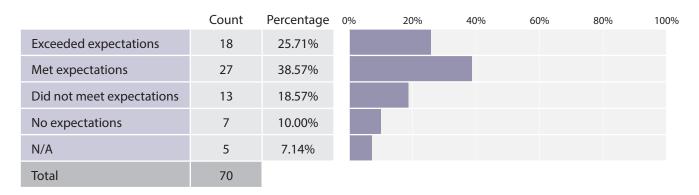
Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	17	24.29%						
Met expectations	33	47.14%						
Did not meet expectations	14	20.00%						
No expectations	3	4.29%						
N/A	3	4.29%						
Total	70							

Overall organisational commitment to people of diverse sexualities and genders



The level of executive endorsement of sexuality and gender diverse inclusion initiatives



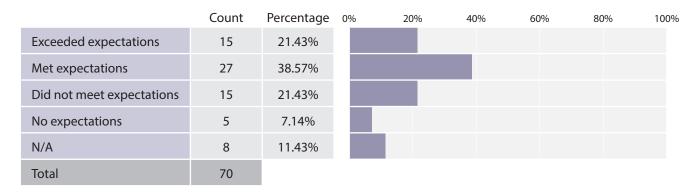
Visibility and promotion of an internal network for sexuality and gender diverse employees and allies

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	15	21.43%						
Met expectations	18	25.71%						
Did not meet expectations	18	25.71%						
No expectations	10	14.29%						
N/A	9	12.86%						
Total	70							

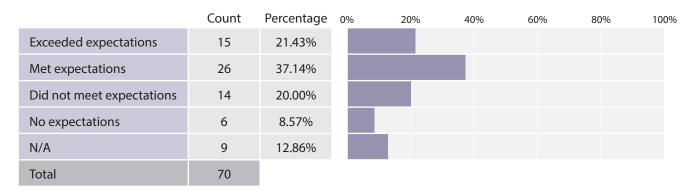
Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	12	17.14%						
Met expectations	20	28.57%						
Did not meet expectations	20	28.57%						
No expectations	11	15.71%						
N/A	7	10.00%						
Total	70							

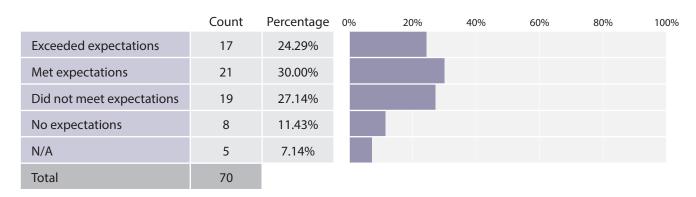
Willingness of managers/leaders to address negative commentary/jokes that target people of diverse sexualities and genders



Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or gender

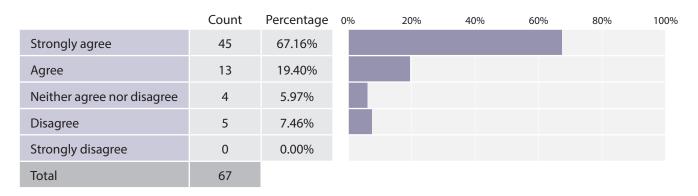


Visibility of active allies



In terms of your personal health and wellbeing within YOUR CURRENT/PRIMARY SPORT, within the last year, please indicate your level of agreement with the following statements.

I feel safe and included within my immediate team



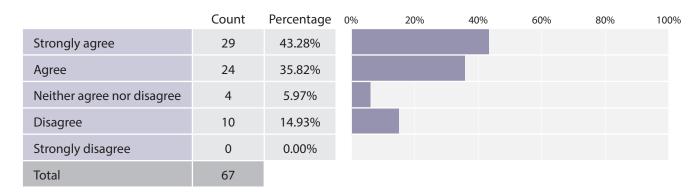
I feel accepted for who I am

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	37	55.22%						
Agree	19	28.36%						
Neither agree nor disagree	6	8.96%						
Disagree	5	7.46%						
Strongly disagree	0	0.00%						
Total	67							

I would feel comfortable bringing a partner to sport-related events

	Count	Percentage	0%	20%	409	%	60%	80	0%	100%
Strongly agree	39	58.21%								
Agree	16	23.88%								
Neither agree nor disagree	8	11.94%								
Disagree	4	5.97%								
Strongly disagree	0	0.00%								
Total	67									

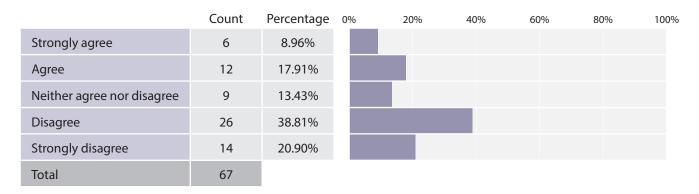
I feel mentally well



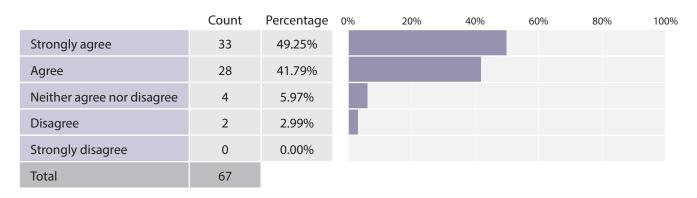
I feel I can be myself

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	34	50.75%						
Agree	22	32.84%						
Neither agree nor disagree	6	8.96%						
Disagree	5	7.46%						
Strongly disagree	0	0.00%						
Total	67							

I expend time editing conversations or hiding who I am



I feel productive



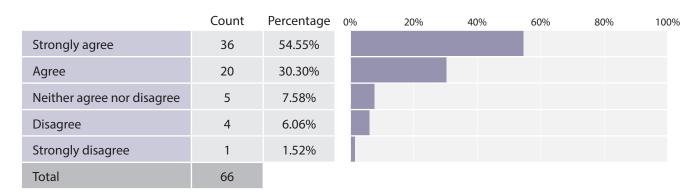
I feel engaged with the organisation and my sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	37	55.22%						
Agree	21	31.34%						
Neither agree nor disagree	6	8.96%						
Disagree	2	2.99%						
Strongly disagree	1	1.49%						
Total	67							

I feel a sense of belonging here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	38	56.72%						
Agree	17	25.37%						
Neither agree nor disagree	7	10.45%						
Disagree	4	5.97%						
Strongly disagree	1	1.49%						
Total	67							

I would recommend this sport as an inclusive place to be involved for people of the same, or similar, sexual orientation and/or gender diversity



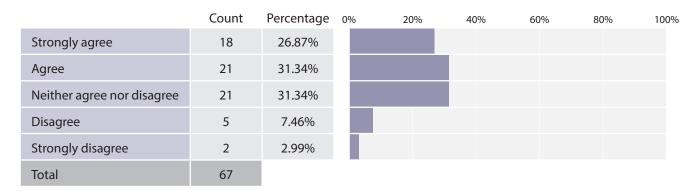
I don't hear jokes/innuendo targeting people of diverse sexuality here

	Count	Percentage	0%	20	%	40%	60%	80%	100%
Strongly agree	23	34.33%							
Agree	24	35.82%							
Neither agree nor disagree	6	8.96%							
Disagree	10	14.93%							
Strongly disagree	4	5.97%							
Total	67								

I don't hear jokes/innuendo targeting people of diverse genders here

	Count	Percentage	0%	209	%	40%	60%	ó 80	0%	100%
Strongly agree	22	32.84%								
Agree	22	32.84%								
Neither agree nor disagree	8	11.94%								
Disagree	11	16.42%								
Strongly disagree	4	5.97%								
Total	67									

Any jokes/innuendo targeting people of diverse sexualities and genders are acted upon quickly here

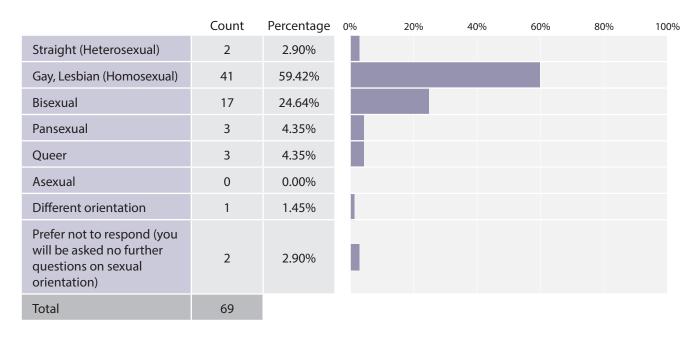


Active allies have positively impacted my sense of inclusion here

	Count	Percentage	0%	6 20%	409	% 6	0% 80	0%	100%
Strongly agree	18	26.87%							
Agree	16	23.88%							
Neither agree nor disagree	26	38.81%							
Disagree	5	7.46%							
Strongly disagree	2	2.99%							
Total	67								

FOCUSING ON NON-HETEROSEXUAL RESPONDENTS

How would you best describe your sexual orientation?



In regard to your sexual orientation, please indicate to what degree you are out, in sport

	Count	Percentage	0%	209	% 4	10%	609	% 8	0%	100%
Out to everyone	32	49.23%								
Most I work with	12	18.46%								
Selected few only	16	24.62%								
Not at all	5	7.69%								
Prefer not to respond	0	0.00%								
Total	65									

Thinking about your experience of being out in a sporting environment, please indicate your level of agreement with the following statements:

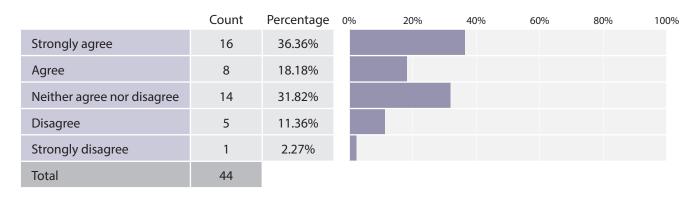
I have not encountered any exclusion based on my sexuality within this sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	22	50.00%						
Agree	12	27.27%						
Neither agree nor disagree	2	4.55%						
Disagree	8	18.18%						
Strongly disagree	0	0.00%						
Total	44							

My sexuality would NOT have any impact on my career/sporting progression here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	23	53.49%						
Agree	7	16.28%						
Neither agree nor disagree	6	13.95%						
Disagree	7	16.28%						
Strongly disagree	0	0.00%						
Total	43							

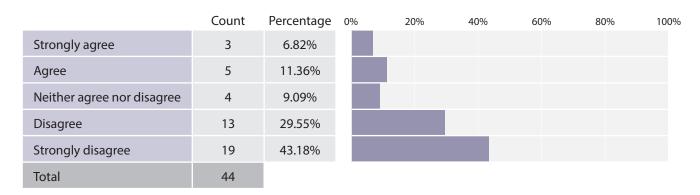
I feel my performance is positively impacted by being out



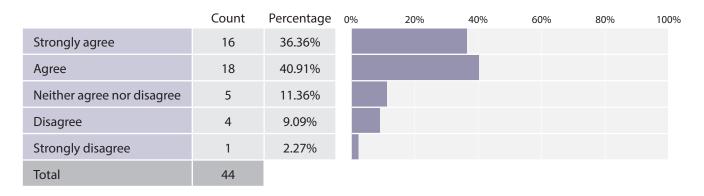
I feel my overall engagement is positively impacted by being out

	Count	Percentage	0%	ъ :	20%	40%	6	0%	80%	100%
Strongly agree	19	43.18%								
Agree	13	29.55%								
Neither agree nor disagree	9	20.45%								
Disagree	3	6.82%								
Strongly disagree	0	0.00%								
Total	44									

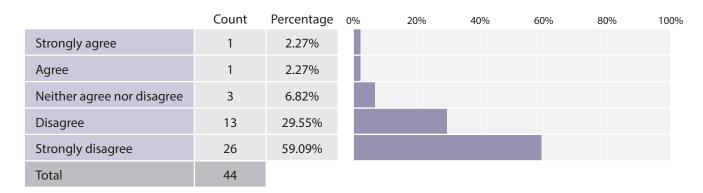
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year



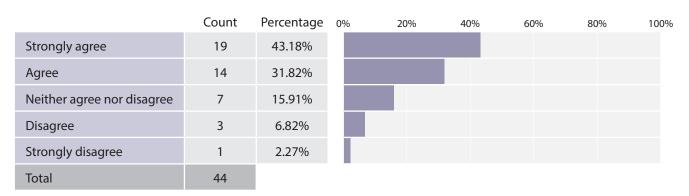
I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to leaders in my sport



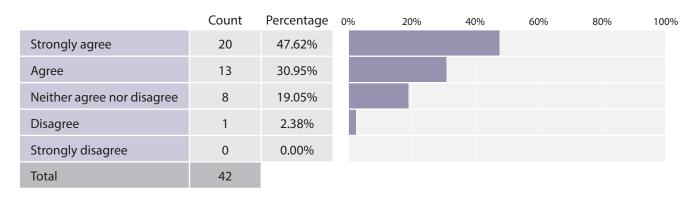
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year



I would feel safe and supported reporting more serious bullying/sexual harassment targeting my sexuality to my sports HR staff (or grievance officers)



Sporting Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

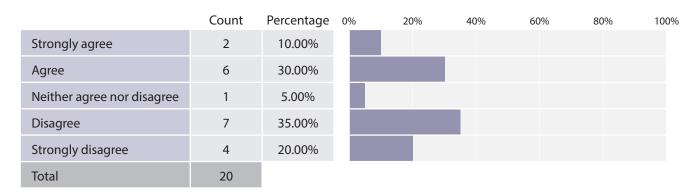


Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

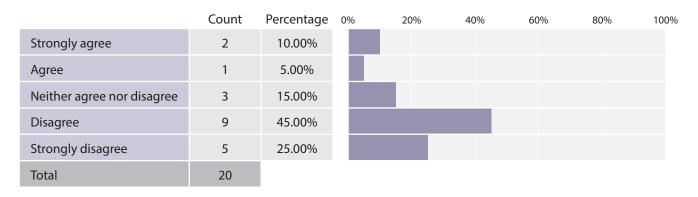
I feel it would be detrimental to my workplace/sporting experience

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1	5.00%						
Agree	2	10.00%						
Neither agree nor disagree	6	30.00%						
Disagree	9	45.00%						
Strongly disagree	2	10.00%						
Total	20							

I fear being the personal target of homophobia



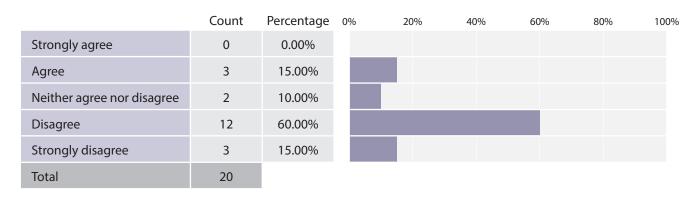
I feel it would negatively impact my performance



I do not feel I would be accepted by some members of my team

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2	10.00%						
Agree	4	20.00%						
Neither agree nor disagree	1	5.00%						
Disagree	10	50.00%						
Strongly disagree	3	15.00%						
Total	20							

I avoid inclusion initiatives for fear of people thinking I'm gay/bisexual



I am not comfortable enough within myself to be out in the sporting environment

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	9	45.00%						
Neither agree nor disagree	2	10.00%						
Disagree	5	25.00%						
Strongly disagree	4	20.00%						
Total	20							

FOCUSING ON GENDER DIVERSE RESPONDENTS OR THOSE WITH A TRANS EXPERIENCE

Thinking about your gender identity, or where applicable, your trans experience, please indicate the degree to which your current sport has met your expectations in regard to your sport's POLICIES or MEMBER PROTECTION:

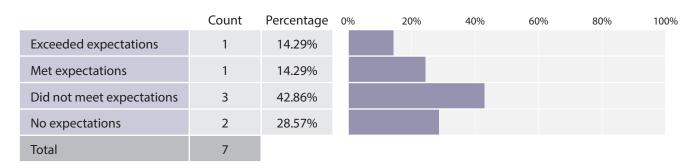
Support for gender diverse job applications and/or participant registrations

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	2	28.57%						
Met expectations	2	28.57%						
Did not meet expectations	2	28.57%						
No expectations	1	14.29%						
Total	7							

Visibility of organisational inclusion for gender diverse people

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	1	14.29%						
Met expectations	2	28.57%						
Did not meet expectations	3	42.86%						
No expectations	1	14.29%						
Total	7							

Freedom to use toilets of choice



Availability of non-gendered or all gender toilets

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	0	0.00%						
Met expectations	2	28.57%						
Did not meet expectations	3	42.86%						
No expectations	2	28.57%						
Total	7							

Alternatives to gendered uniforms or dress codes

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	0	0.00%						
Met expectations	2	28.57%						
Did not meet expectations	3	42.86%						
No expectations	2	28.57%						
Total	7							

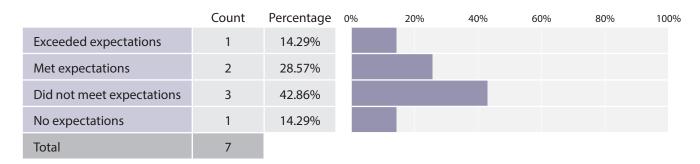
Well communicated policies to support those affirming their gender

	Count	Percentage	0%	20%	40%	60%	80%	100%
Exceeded expectations	1	14.29%						
Met expectations	2	28.57%						
Did not meet expectations	3	42.86%						
No expectations	1	14.29%						
Total	7							

Acknowledgement of gender diversity beyond male/female

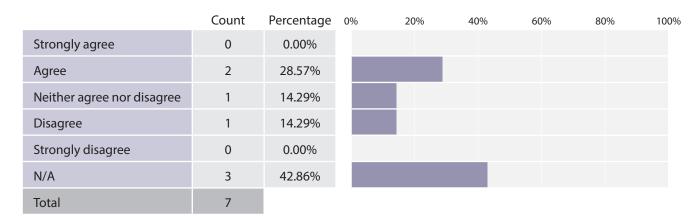
	Count	Percentage	0%	20	%	40%	60%	80%	100%
Exceeded expectations	1	14.29%							
Met expectations	2	28.57%							
Did not meet expectations	3	42.86%							
No expectations	1	14.29%							
Total	7								

Acknowledgement of gender diversity beyond male/female and those with a trans experience

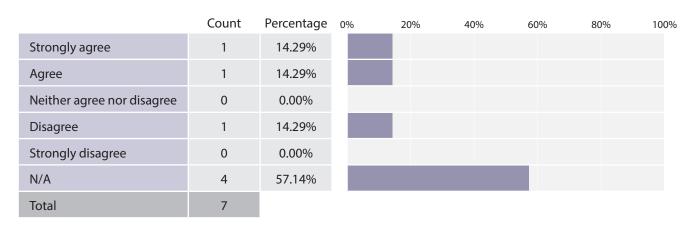


Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

I can freely use gendered toilets of choice without opposition here



People make an effort to use my personal pronouns



I have been deliberately mis-gendered within the last year

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	0	0.00%						
Neither agree nor disagree	0	0.00%						
Disagree	1	14.29%						
Strongly disagree	3	42.86%						
N/A	3	42.86%						
Total	7							

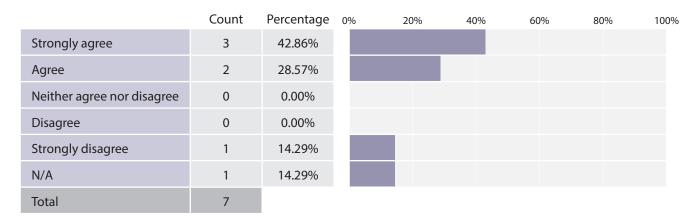
I have not experienced any exclusion based on my gender diversity within this sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	1	14.29%						
Neither agree nor disagree	0	0.00%						
Disagree	3	42.86%						
Strongly disagree	0	0.00%						
N/A	3	42.86%						
Total	7							

My gender identity would NOT have any impact on my career progression/performance here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	3	42.86%						
Agree	0	0.00%						
Neither agree nor disagree	1	14.29%						
Disagree	1	14.29%						
Strongly disagree	1	14.29%						
N/A	1	14.29%						
Total	7							

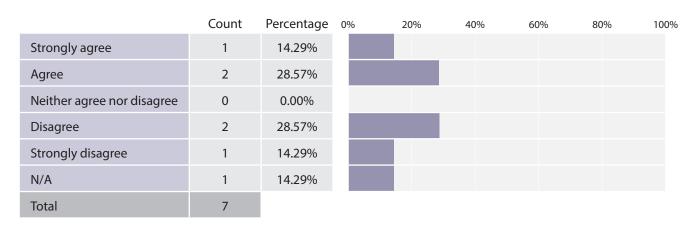
I would feel comfortable and safe addressing sporting issues related to my gender identity with my manager



I feel fully supported by my team in terms of my gender identity

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2	28.57%						
Agree	4	57.14%						
Neither agree nor disagree	1	14.29%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
N/A	0	0.00%						
Total	7							

Most people I work/participate with are aware of my gender diversity



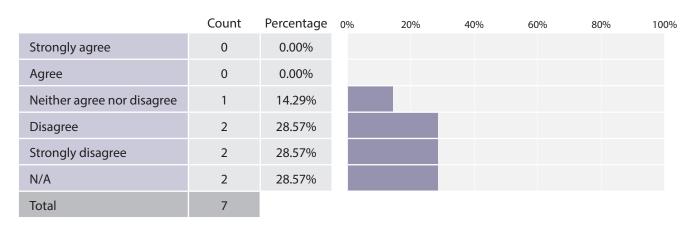
I am happy with any gender affirmation process that I have undertaken here

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1	14.29%						
Agree	4	57.14%						
Neither agree nor disagree	0	0.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
N/A	2	28.57%						
Total	7							

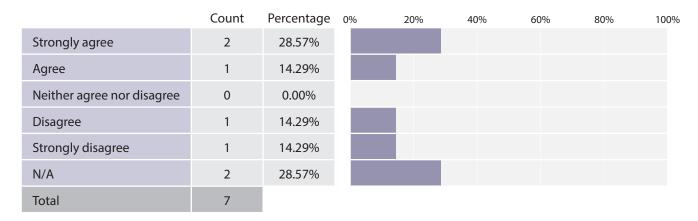
There are people within the sport that have the same, or similar, gender diversity as me

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	3	42.86%						
Neither agree nor disagree	0	0.00%						
Disagree	2	28.57%						
Strongly disagree	1	14.29%						
N/A	1	14.29%						
Total	7							

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year



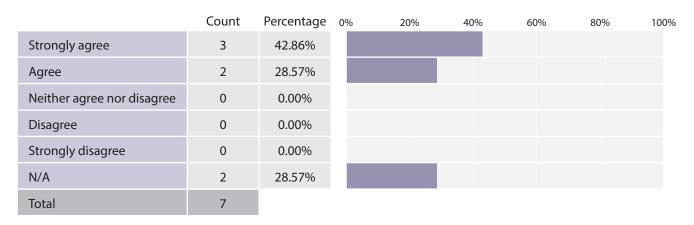
I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager/leaders



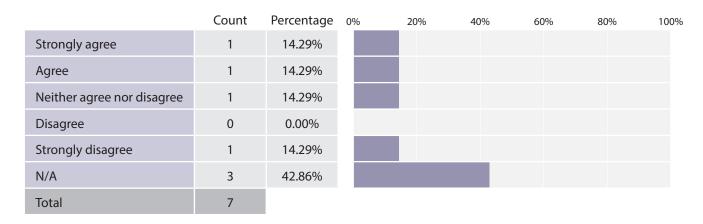
I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	0	0.00%						
Neither agree nor disagree	0	0.00%						
Disagree	2	28.57%						
Strongly disagree	3	42.86%						
N/A	2	28.57%						
Total	7							

I would feel safe and supported reporting more serious bullying/sexual harassment targeting my gender diversity to my sports HR staff (or grievance officers)



Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity



As someone who identified as non-binary, please indicate your level of agreement with the following statements:

A non-binary person who is perceived by others as female or feminine regardless of their gender identity would face the same challenges as women of diverse sexualities and genders within sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	2	50.00%						
Agree	0	0.00%						
Neither agree nor disagree	2	50.00%						
Disagree	0	0.00%						
Strongly disagree	0	0.00%						
N/A	0	0.00%						
Total	4							

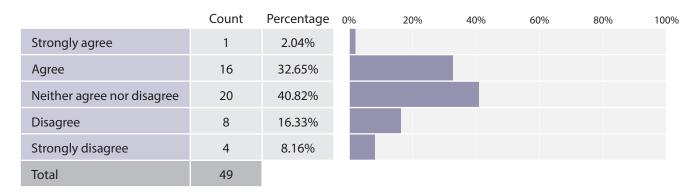
A non-binary person who is perceived by others as male or masculine regardless of their gender identity would face the same challenges as men of diverse sexualities and genders within sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	1	25.00%						
Agree	0	0.00%						
Neither agree nor disagree	2	50.00%						
Disagree	0	0.00%						
Strongly disagree	1	25.00%						
N/A	0	0.00%						
Total	4							

FOCUS ON REGIONAL/RURAL RESPONDENTS (ALL)

As someone who is involved within my sport in a primarily regional/rural location, please consider the way in which city based initiatives have carried through to the regions by indicating your level of agreement with the following statements:

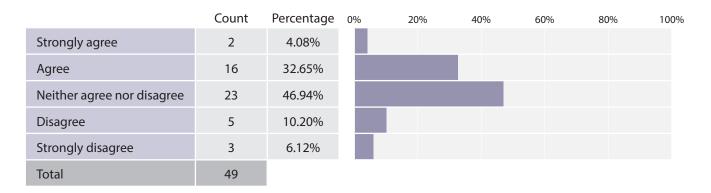
The sport's diversity initiatives for the inclusion of people of diverse sexualities and genders has been adequately communicated within our sport



Our sport has held inclusion related activities or events to reinforce this area of diversity & inclusion work in regional/rural locations

	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	0	0.00%						
Agree	11	22.92%						
Neither agree nor disagree	14	29.17%						
Disagree	18	37.50%						
Strongly disagree	5	10.42%						
Total	48							

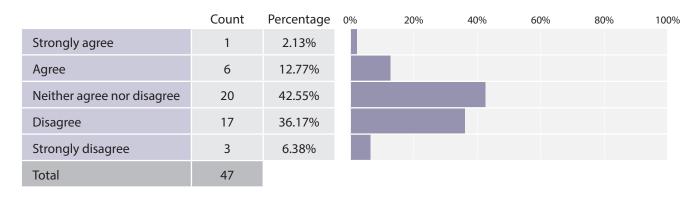
We are able to easily connect into national or state office activities for this area of diversity & inclusion work / information



Our local leadership has communicated support for people of diverse sexualities and genders; or work in this area

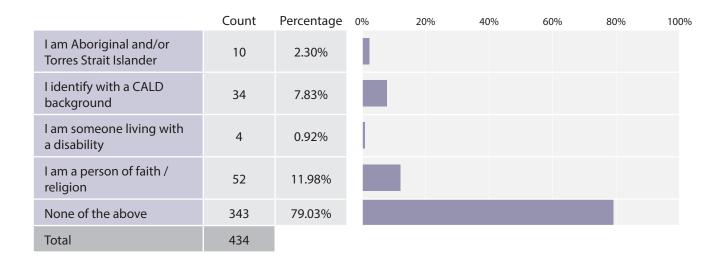
	Count	Percentage	0%	20%	40%	60%	80%	100%
Strongly agree	4	8.33%						
Agree	15	31.25%						
Neither agree nor disagree	20	41.67%						
Disagree	6	12.50%						
Strongly disagree	3	6.25%						
Total	48							

We have a local person/champion to help drive sexuality and gender diversity & inclusion initiatives here



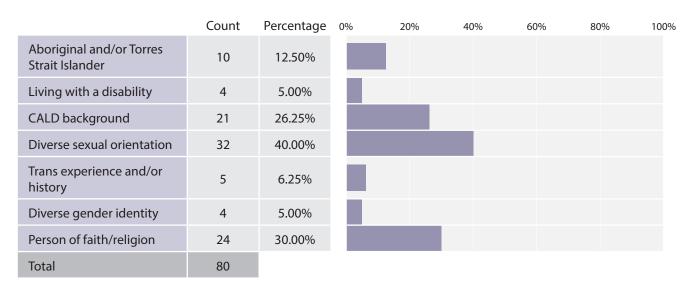
DYNAMIC OF MULTIPLE DIVERSITIES

To help provide us with an understanding of the multi-faceted aspects of diversity experience within your sport, please select which of the following dimensions of diversity apply to you.



Please take a moment to think about the various aspects of your diversity and your sporting experience. Please select the statements and the diversities that apply to you, ignoring the remainder.

I feel valued for the following aspects of my diversity:



I feel the following aspects of my diversity would be valued in this sport

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	13	17.81%						
Living with a disability	5	6.85%						
CALD background	22	30.14%						
Diverse sexual orientation	32	43.84%						
Trans experience and/or history	7	9.59%						
Diverse gender identity	8	10.96%						
Person of faith/religion	20	27.40%						
Total	73							

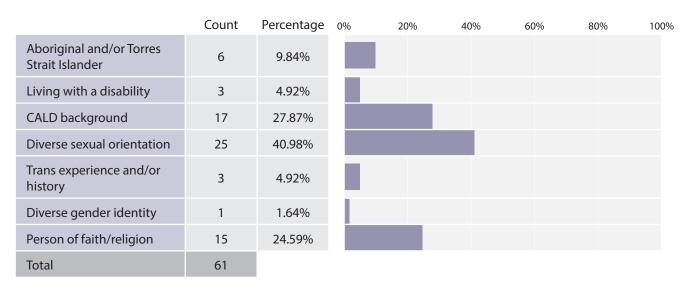
I have experienced stigma in regard to the following aspects of my diversity:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	6	13.33%						
Living with a disability	1	2.22%						
CALD background	7	15.56%						
Diverse sexual orientation	20	44.44%						
Trans experience and/or history	3	6.67%						
Diverse gender identity	3	6.67%						
Person of faith/religion	10	22.22%						
Total	45							

I have experienced exclusion in regard to the following aspects of my diversity:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	4	11.76%						
Living with a disability	0	0.00%						
CALD background	6	17.65%						
Diverse sexual orientation	12	35.29%						
Trans experience and/or history	3	8.82%						
Diverse gender identity	2	5.88%						
Person of faith/religion	11	32.35%						
Total	34							

I feel the most accepted aspect of my diversity is:



I feel the least accepted aspect of my diversity is:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	5	14.29%						
Living with a disability	1	2.86%						
CALD background	1	2.86%						
Diverse sexual orientation	14	40.00%						
Trans experience and/or history	3	8.57%						
Diverse gender identity	6	17.14%						
Person of faith/religion	9	25.71%						
Total	35							

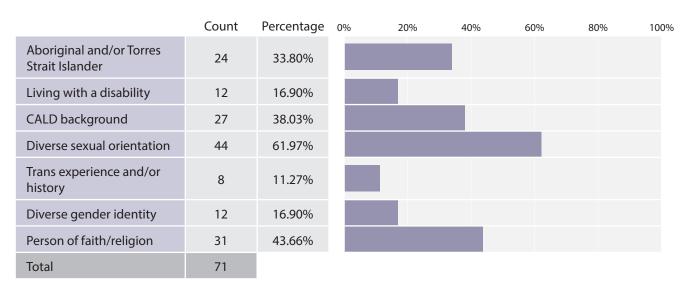
I would happily identify the following diversities as applying to me on an internal HR/registration system

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	9	11.25%						
Living with a disability	2	2.50%						
CALD background	23	28.75%						
Diverse sexual orientation	33	41.25%						
Trans experience and/or history	4	5.00%						
Diverse gender identity	4	5.00%						
Person of faith/religion	21	26.25%						
Total	80							

I see people of the following diversities within my sport:

	Count	Percentage	0%	20%	40%	60%	80%	100%
Aboriginal and/or Torres Strait Islander	59	58.42%						
Living with a disability	51	50.50%						
CALD background	51	50.50%						
Diverse sexual orientation	70	69.31%						
Trans experience and/or history	29	28.71%			ı			
Diverse gender identity	31	30.69%						
Person of faith/religion	56	55.45%						
Total	101							

I see the following diversity reflected within our sports Senior Leadership and Executive





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For more information about ACON's Pride Inclusion Programs and LGBTQ Inclusion within Australian workplaces, health service provision or sport, visit: www.prideinclusionprograms.com.au

Key contributors: Dawn Hough, Kosaku Makino, Finlay Long and Will Reilly.

ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their cultures, languages, experiences and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the lands and waters. We honour and pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people.

