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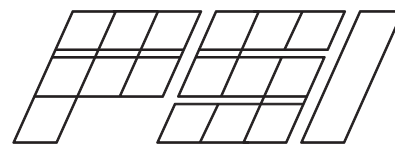
**AUSTRALIA'S
LARGEST ANNUAL
LGBTQ INCLUSION
DATA SET**

National Survey Data

2020



AUSTRALIAN WORKPLACE EQUALITY INDEX



PRIDE IN SPORT INDEX

pridein
sport

pridein
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.

WELCOME FROM OUR 2020 PUBLICATION SPONSOR



SIMON ROTHERY

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 LGBTQ inclusion.

FOREWORD BY OUR AWEI SURVEY ACADEMIC ADVISOR



FRANCISCO (PACO) PERALES

Associate Professor

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!



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Participate in the 2021 AWEI Employee Survey

Understand your
results **and** the
impact of your
LGBTQ inclusion
work on your
people!



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

2020



AUSTRALIAN WORKPLACE EQUALITY INDEX

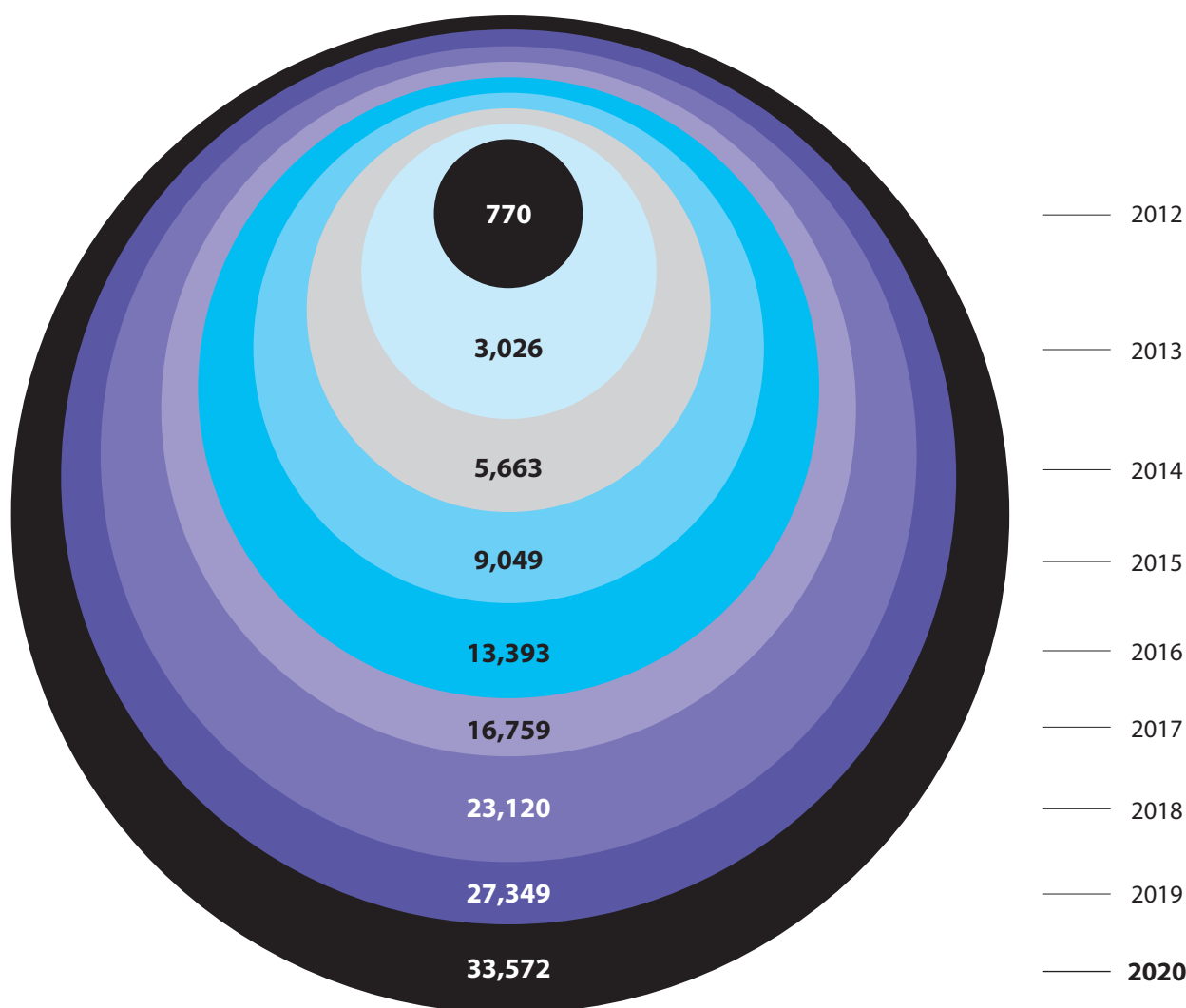
AWEI 2020
ALL EMPLOYERS
SURVEY DATA



RESPONDENT OVERVIEW

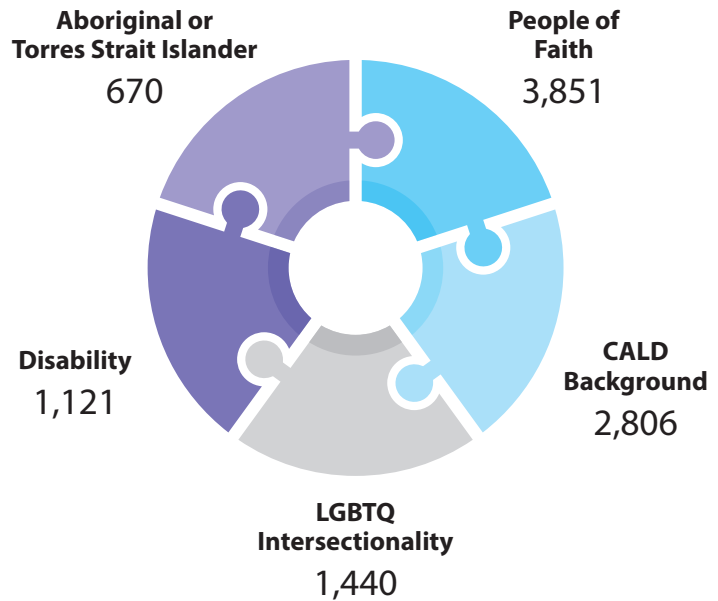
Survey Growth

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.



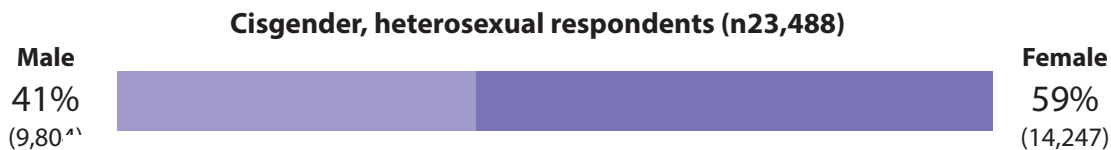
Dimensions of Diversity

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.

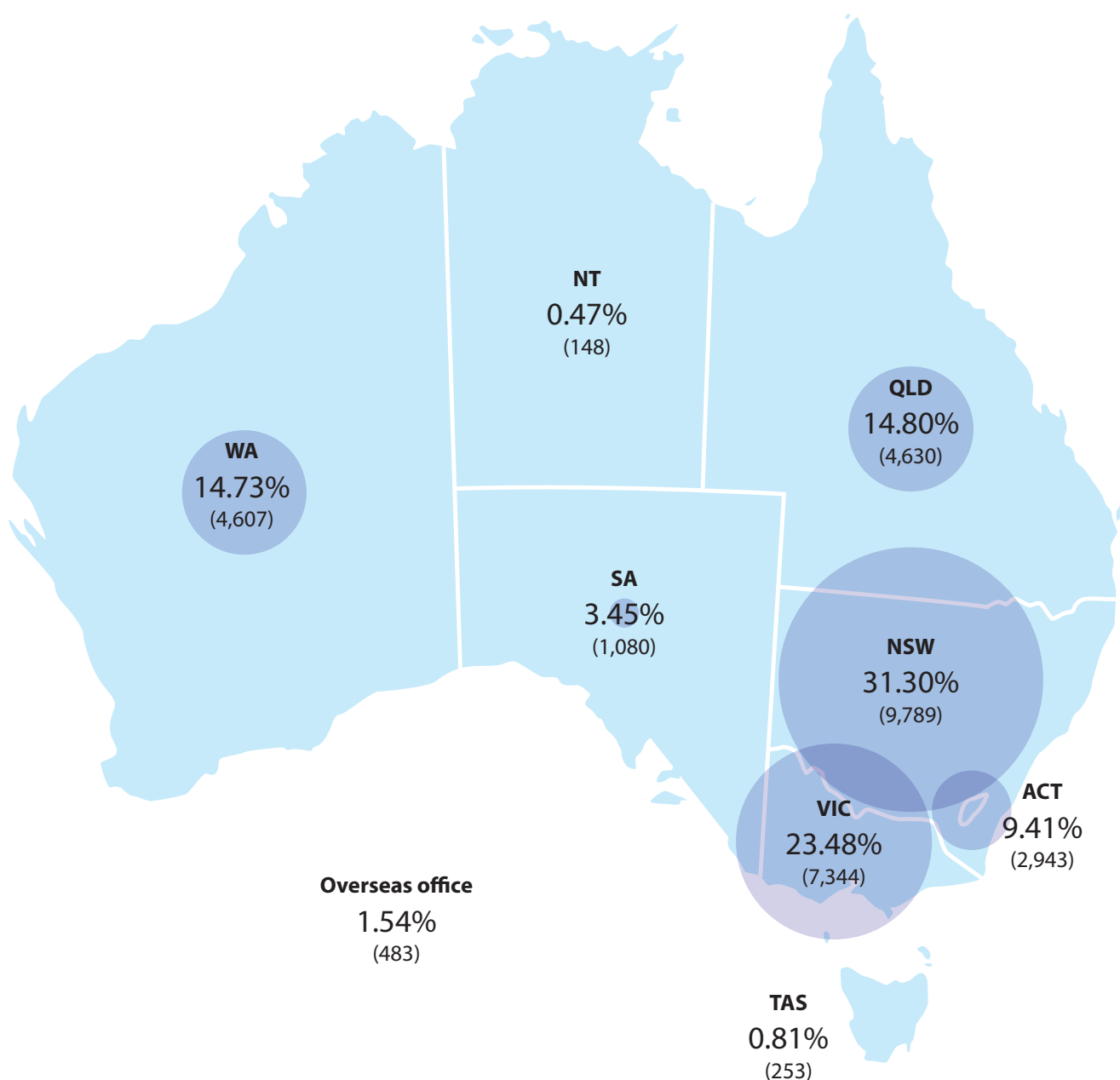
Sexual Orientation

	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?

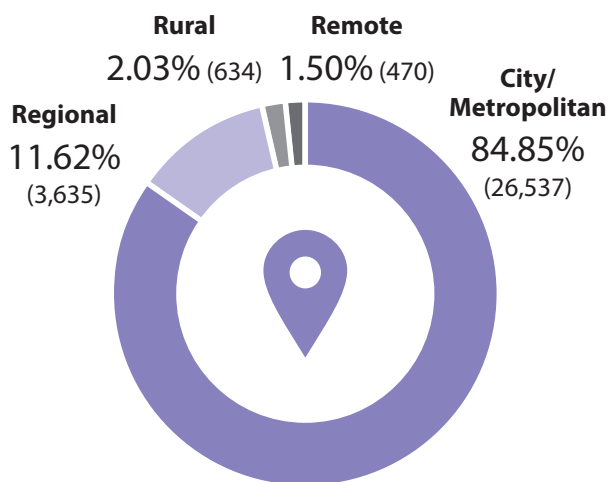


Geography

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?

	Count	Percentage
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%
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%
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 Executives 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?

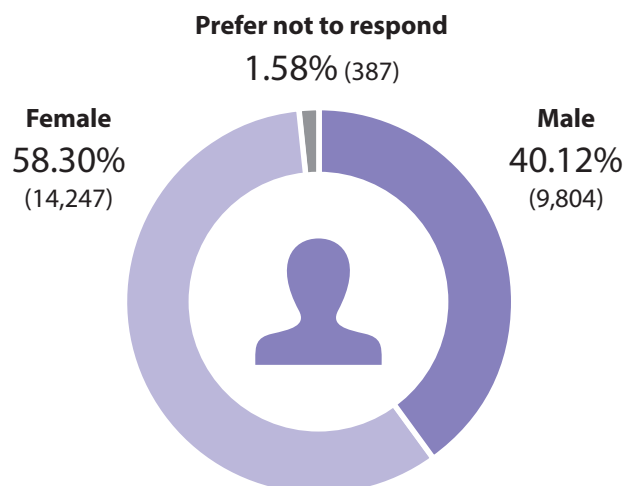
	Count	Percentage
Primary Education	114	0.36%
Secondary Education	3,347	10.70%
Certificate Level	3,221	10.30%
Diploma or Advanced Diploma	3,845	12.30%
Bachelor Degree	10,390	33.22%
Graduate Certificate or Diploma	3,080	9.85%
Postgraduate Degree or Higher	6,996	22.37%
Other	279	0.89%
Total	31,272	

Which of the following would best describe your gender identity?

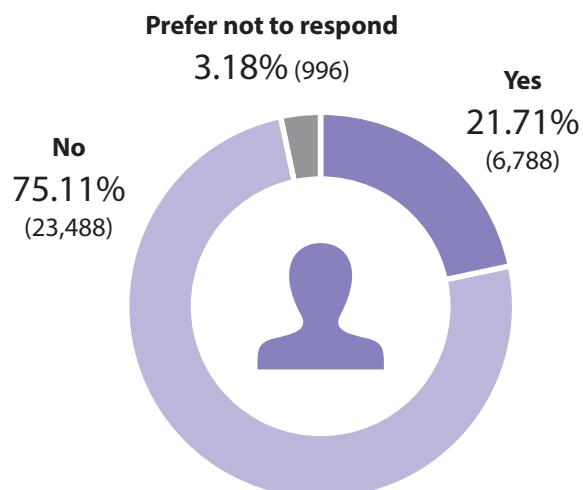
	Count	Percentage
Man	3,368	49.84%
Woman	2,993	44.29%
Non-binary	235	3.48%
Agender	34	0.50%
Different gender identity	66	0.98%
Prefer not to respond	62	0.92%
Total	6,758	

Are you:

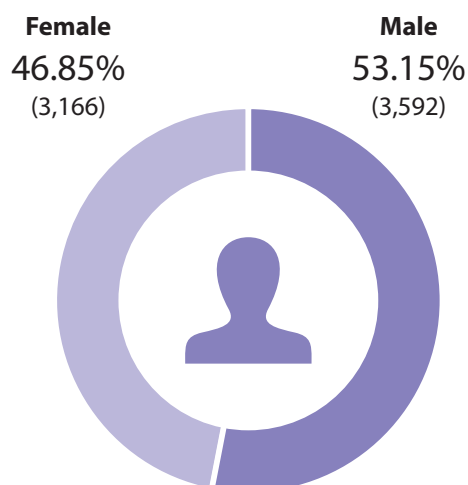
(only asked of respondents who said No to being of diverse sexuality and/or gender)



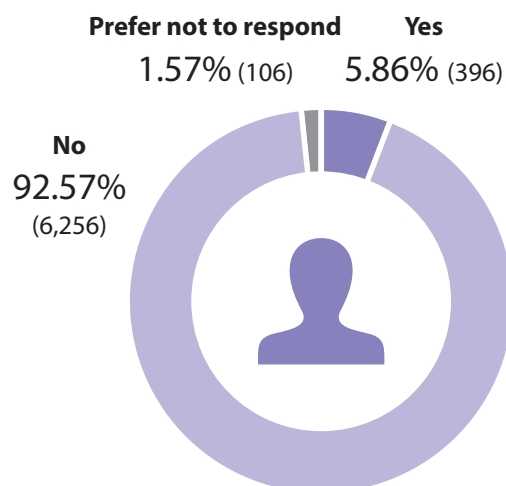
Are you someone of diverse sexuality, trans experience or diverse gender?



What sex were you assigned at birth?



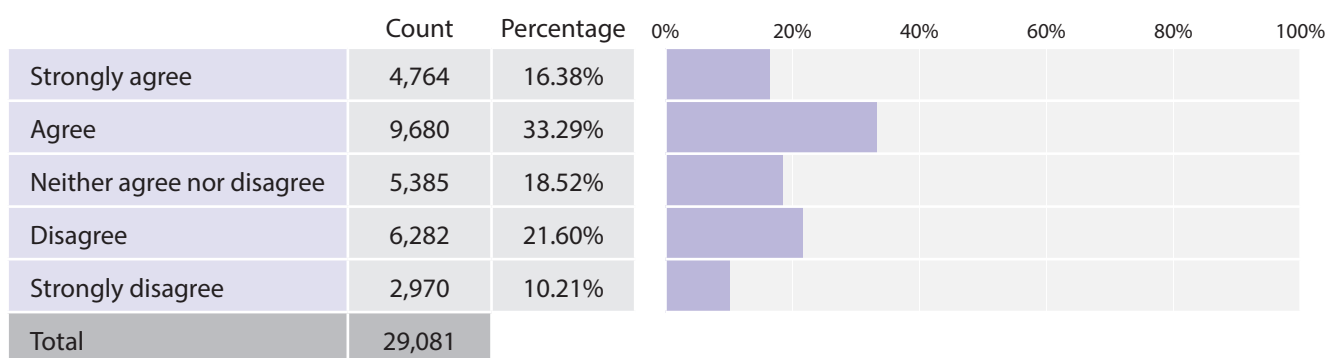
Do you have a trans history / experience?



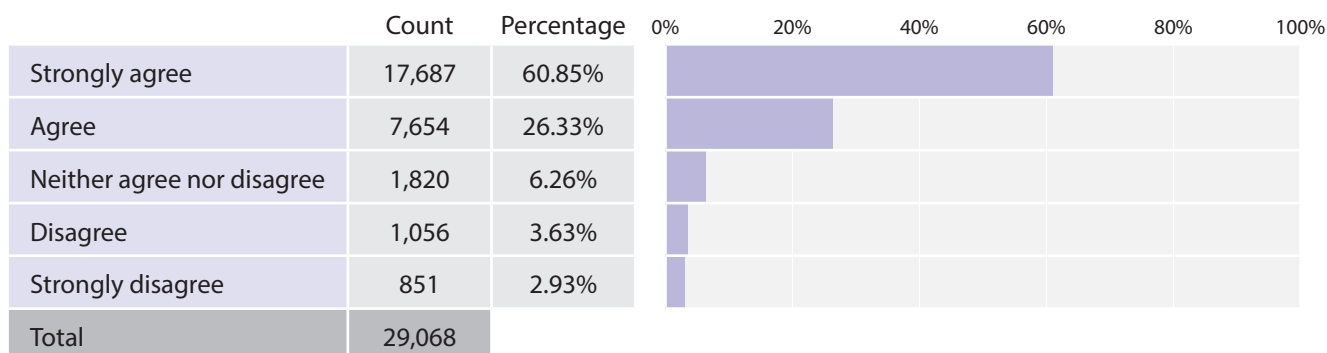
PERSONAL BELIEFS AND VIEWS ON INCLUSION (All Respondents)

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

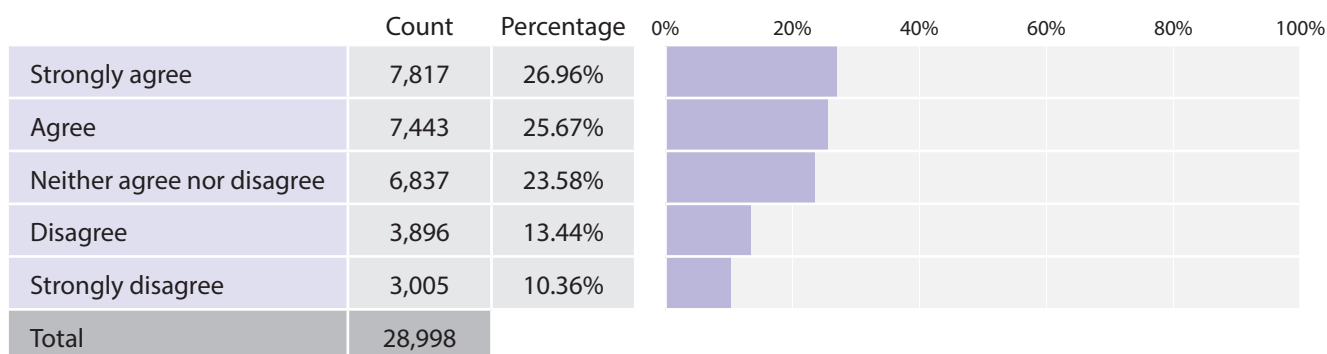
I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted



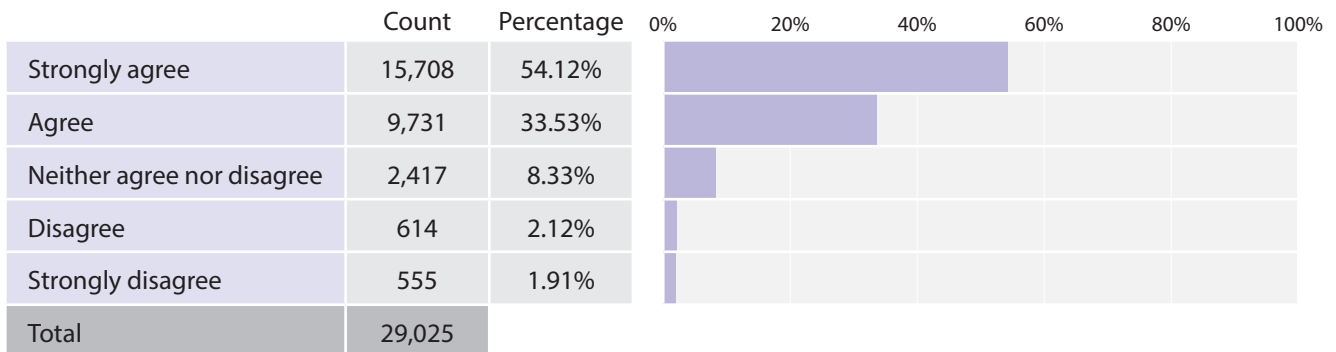
Romantic relationships between people of diverse sexuality and/or gender are just like any other



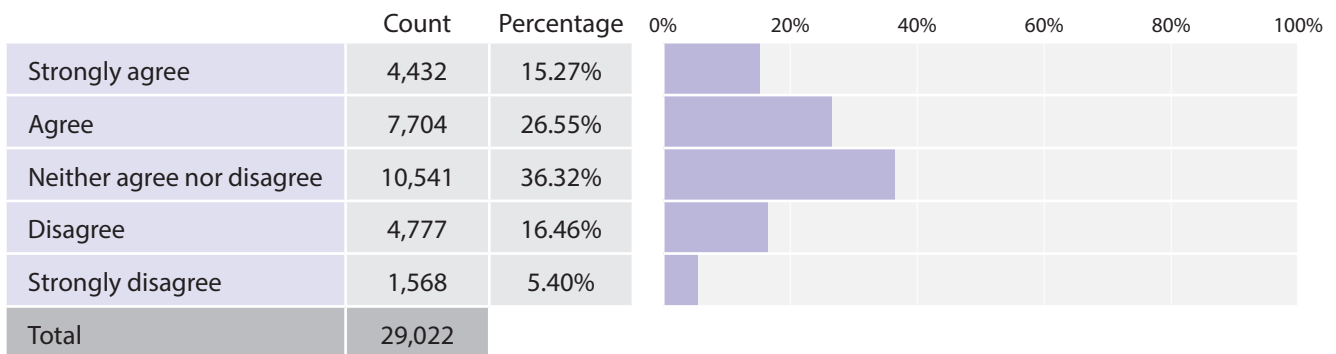
I believe there are more than two genders (male / female)



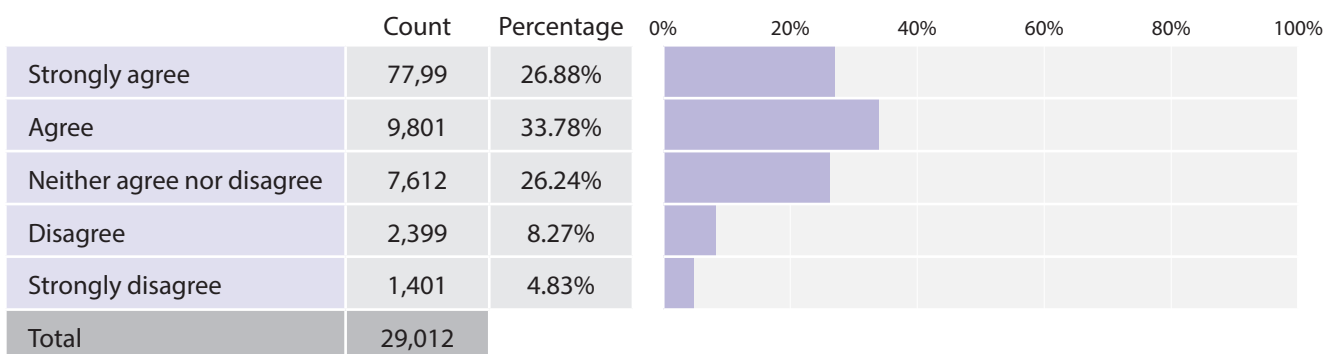
I support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender



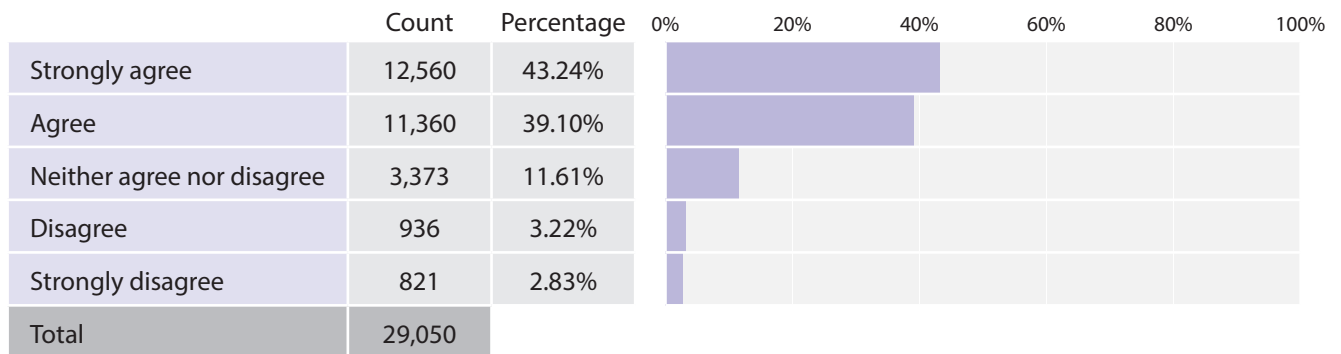
I believe my organisation should put more effort into this aspect of diversity & inclusion



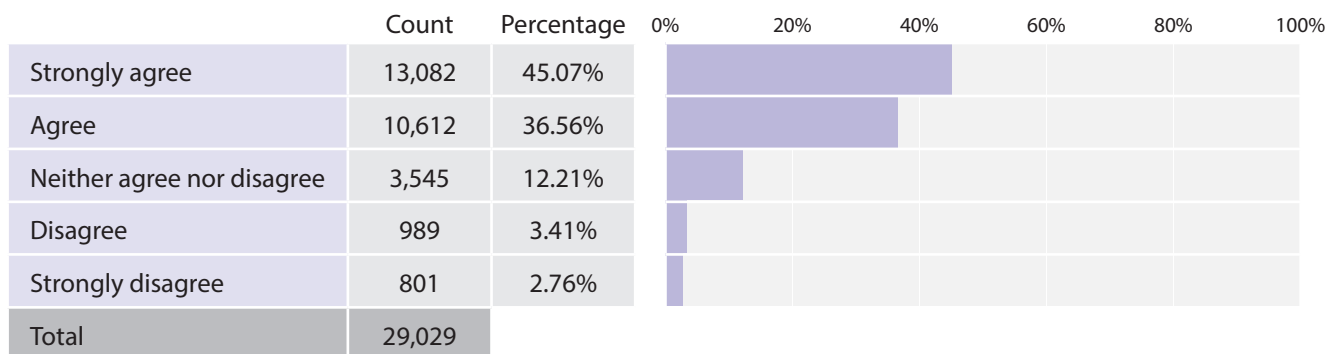
An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation



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



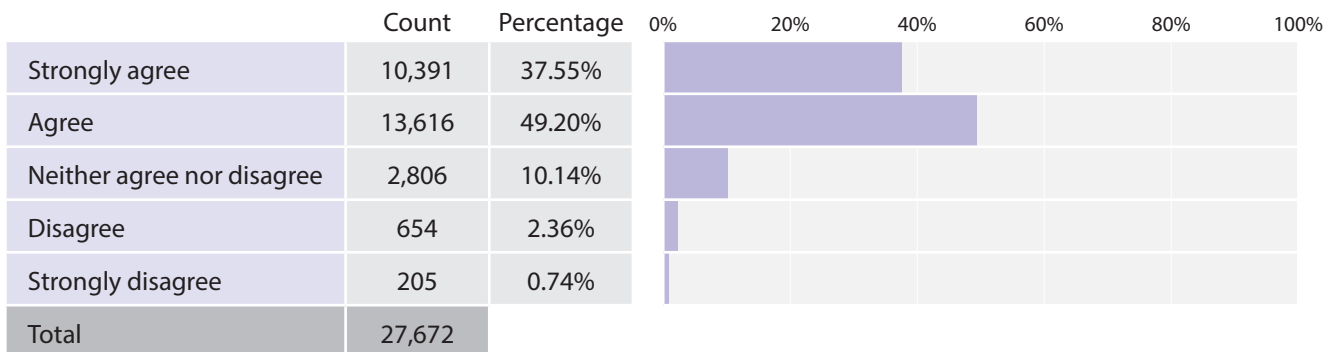
Work in this aspect of diversity & inclusion has a positive influence on workplace culture



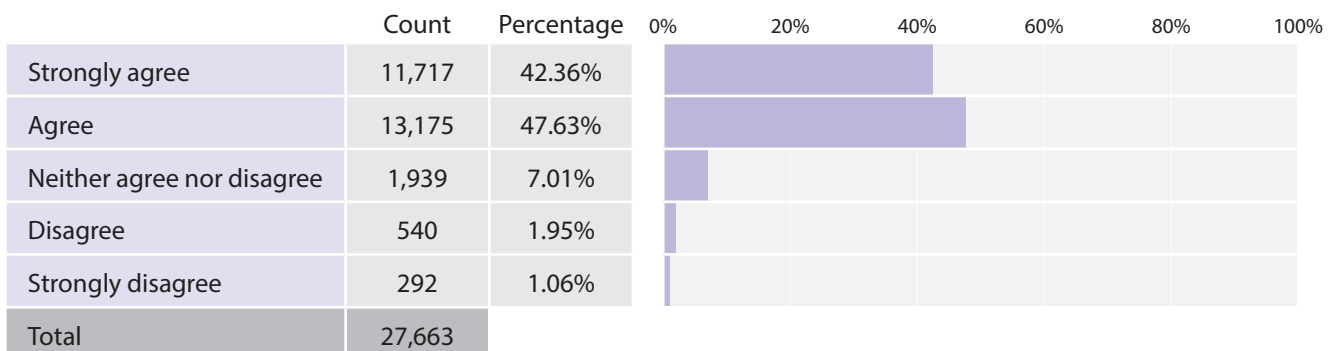
AWARENESS & VISIBILITY OF INCLUSION (All Respondents)

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:

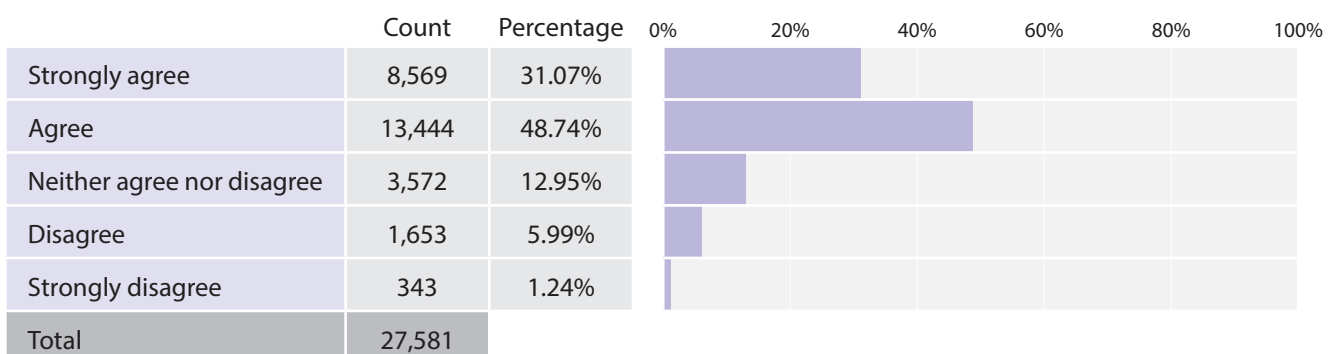
My organisation is genuinely committed to this aspect of diversity & inclusion



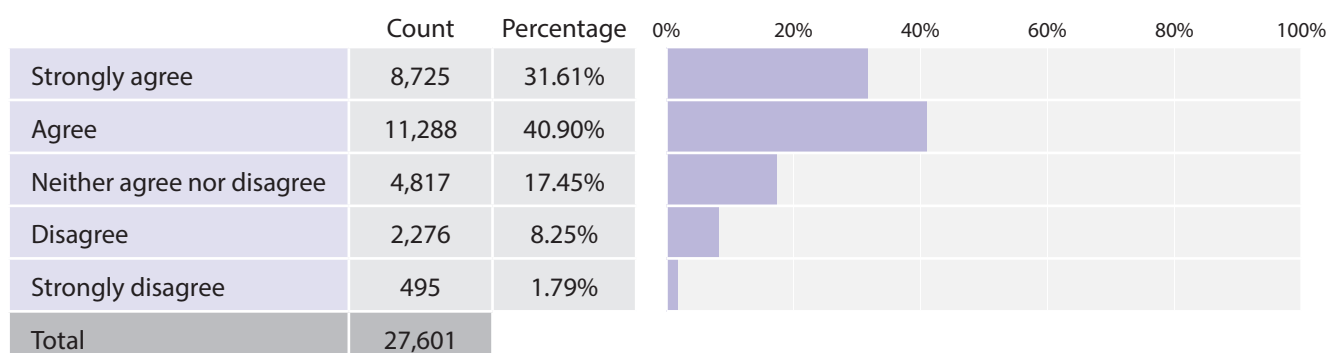
I understand why my organisation puts effort into this aspect of diversity & inclusion



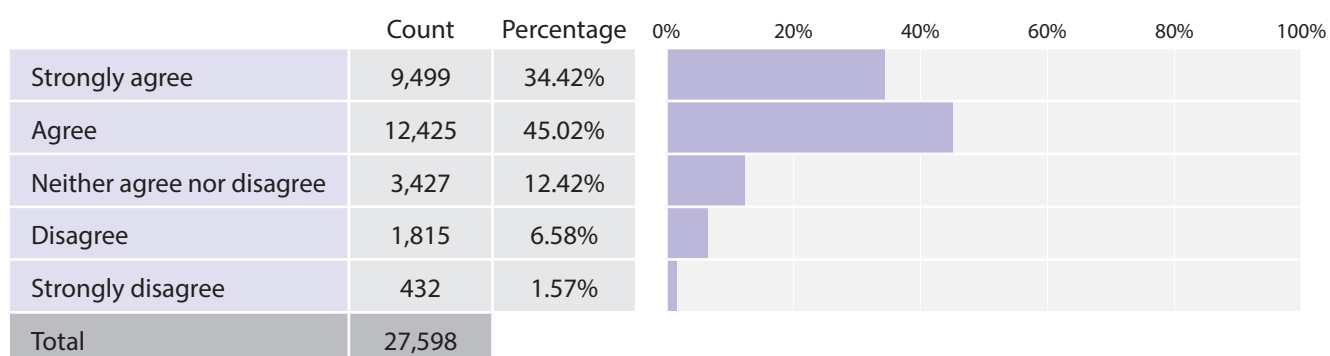
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year



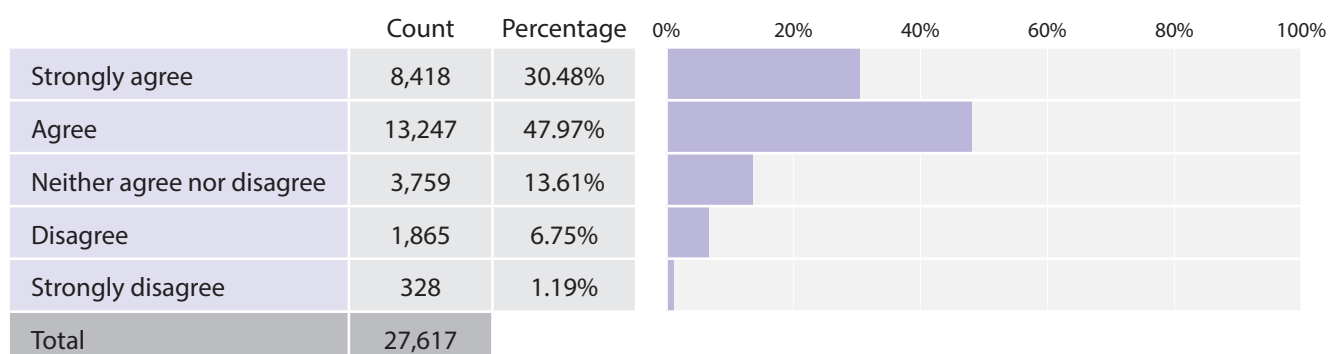
I have heard our executive leaders speak positively about this aspect of diversity & inclusion



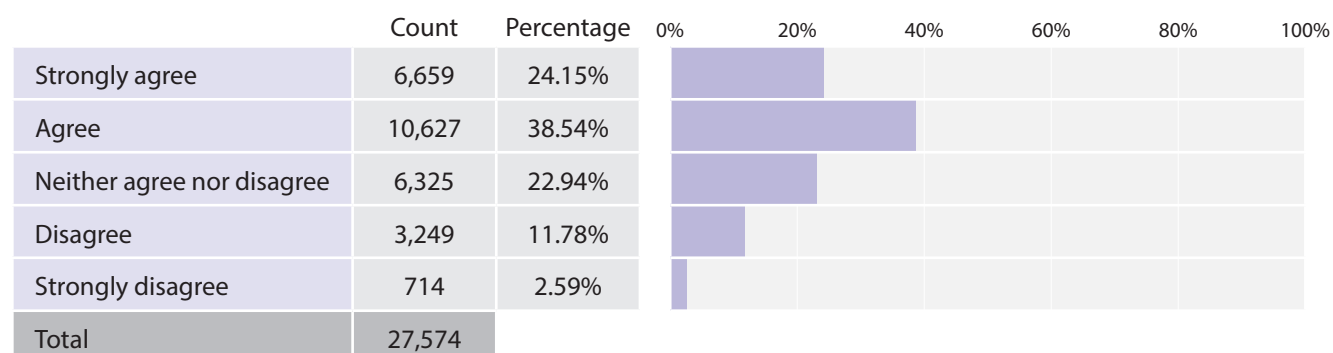
There are visible signs of the organisation's support for employees of diverse sexualities and genders within the location that I work



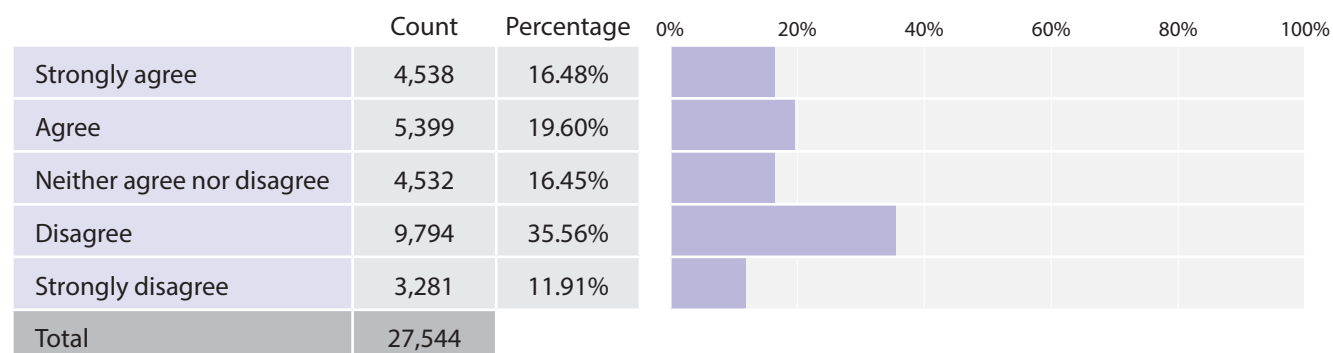
I know where to find more information on this aspect of diversity & inclusion



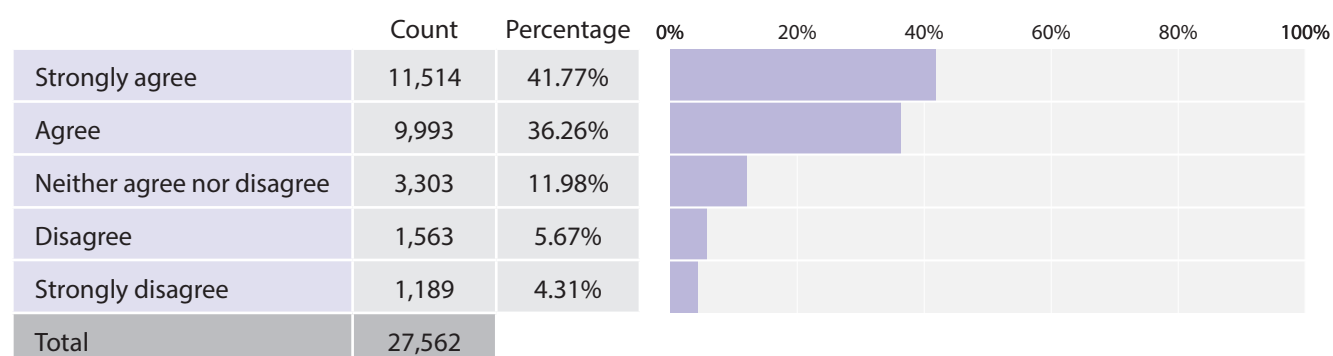
Awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year



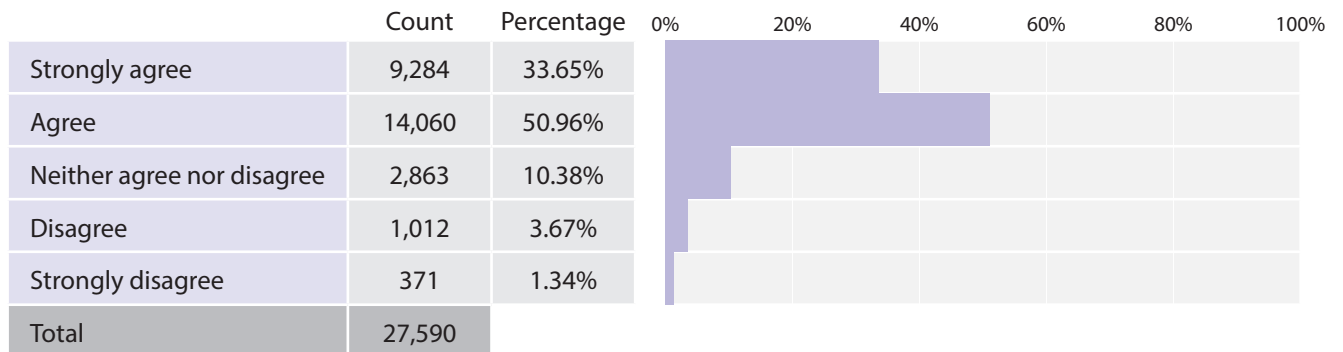
I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year



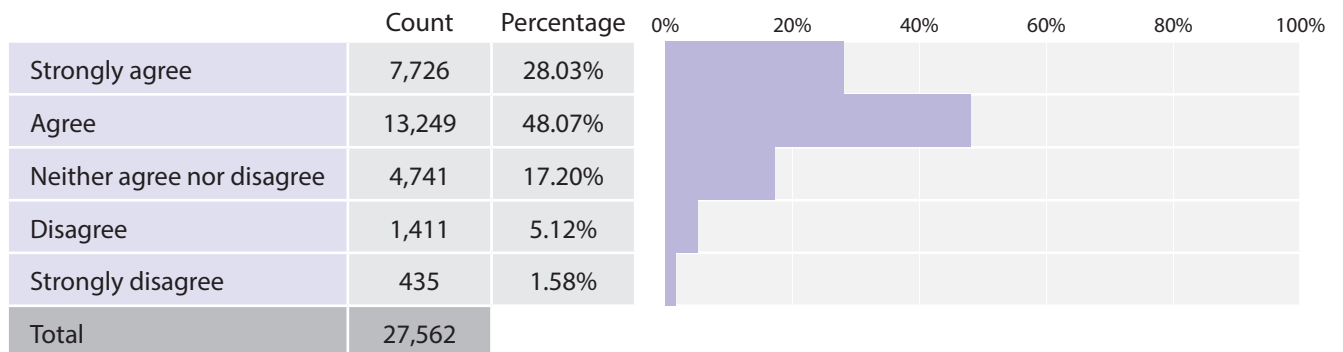
I believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people



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



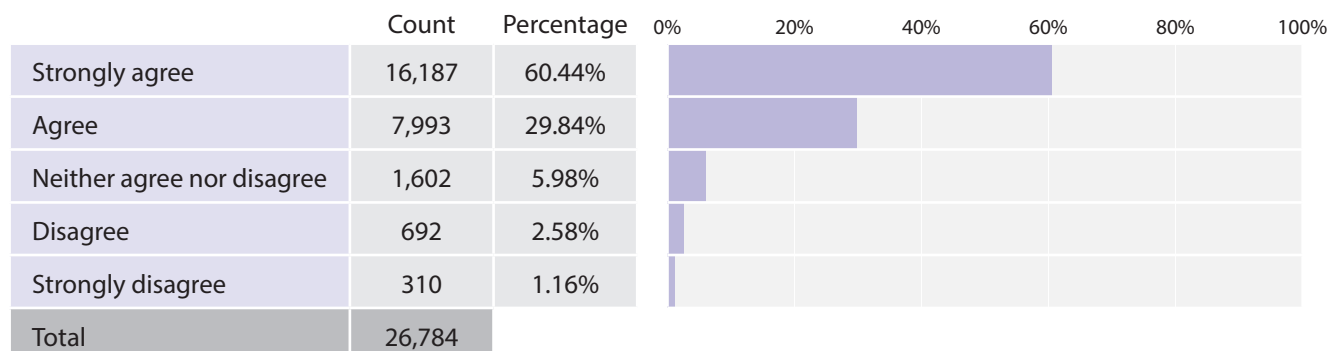
It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work



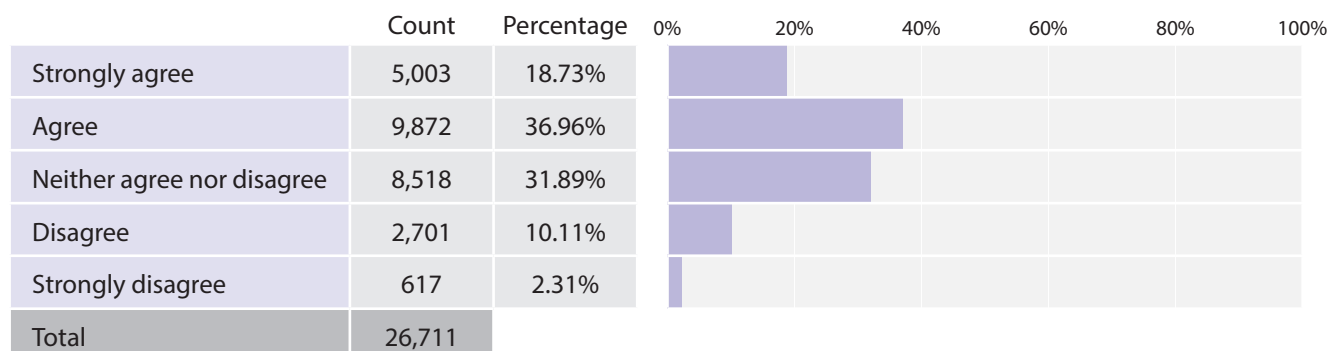
WORKING WITH DIVERSE COLLEAGUES (All Respondents)

Please indicate your level of agreement with the following statements:

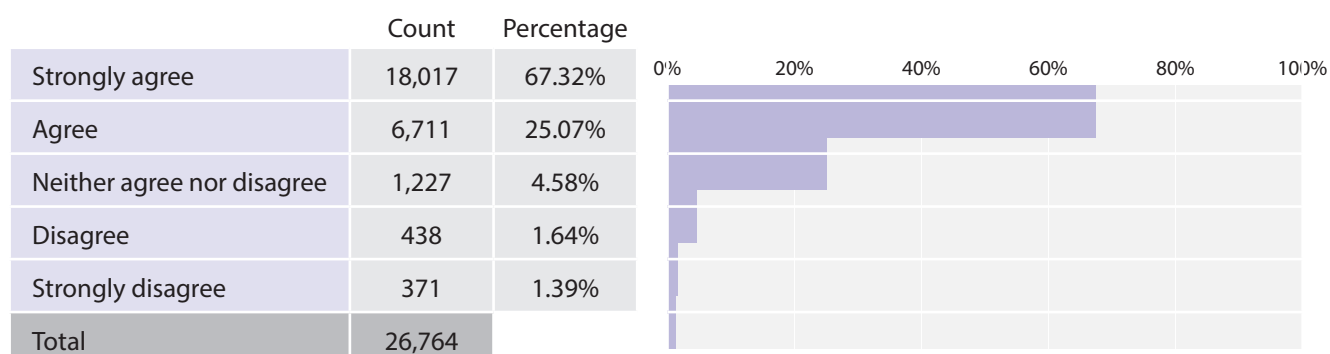
Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any workplace



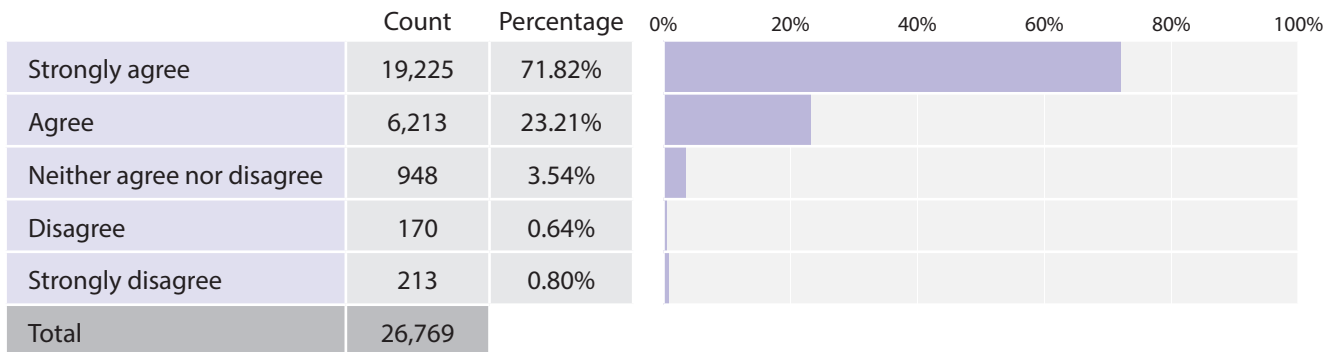
Jokes/innuendo targeting people of diverse sexualities and genders are quickly called out / addressed within my workplace



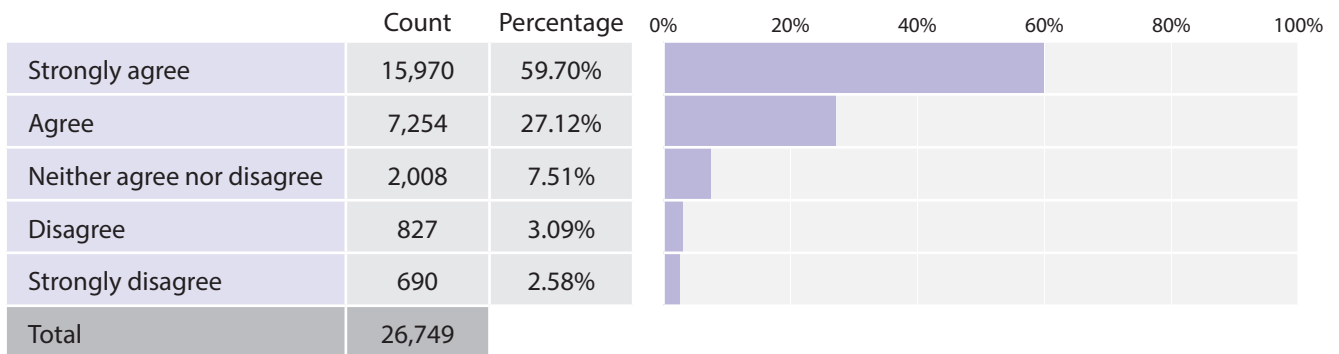
I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work



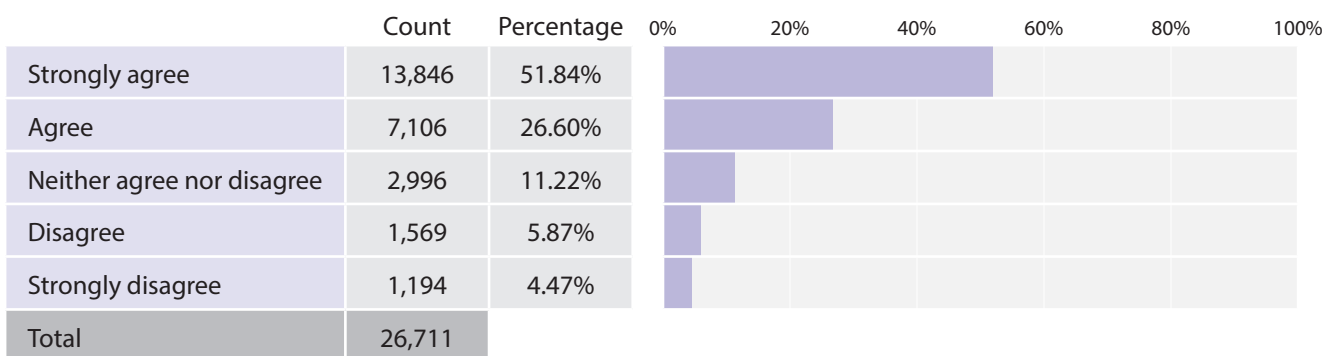
I would be comfortable with people of diverse sexualities and genders bringing their partners to work related events



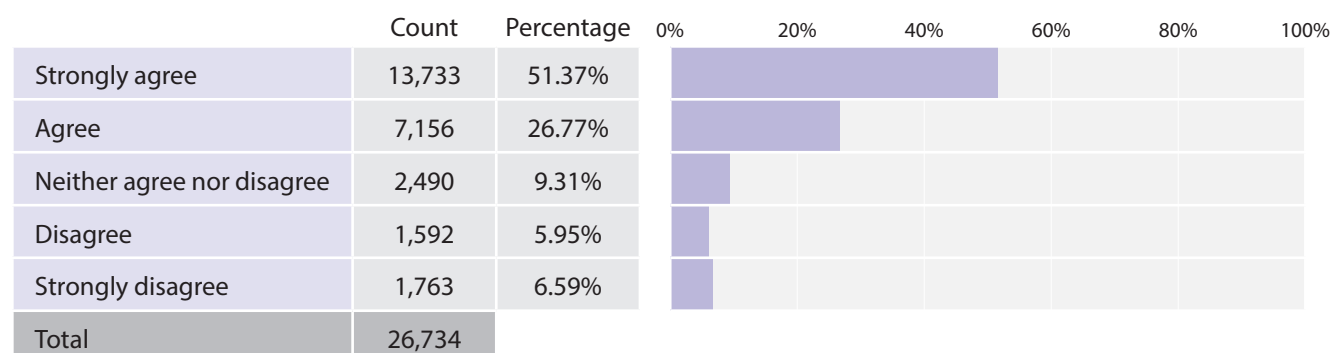
I would be comfortable referring to a colleague by a different name or personal pronouns if they were affirming their gender (transitioning) at work



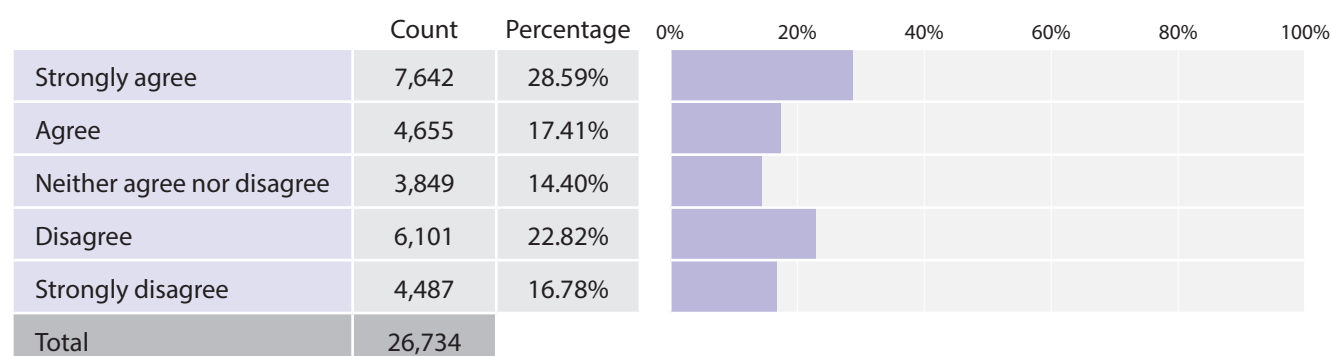
I would be comfortable using they/their/them personal pronouns for a non-binary person at work



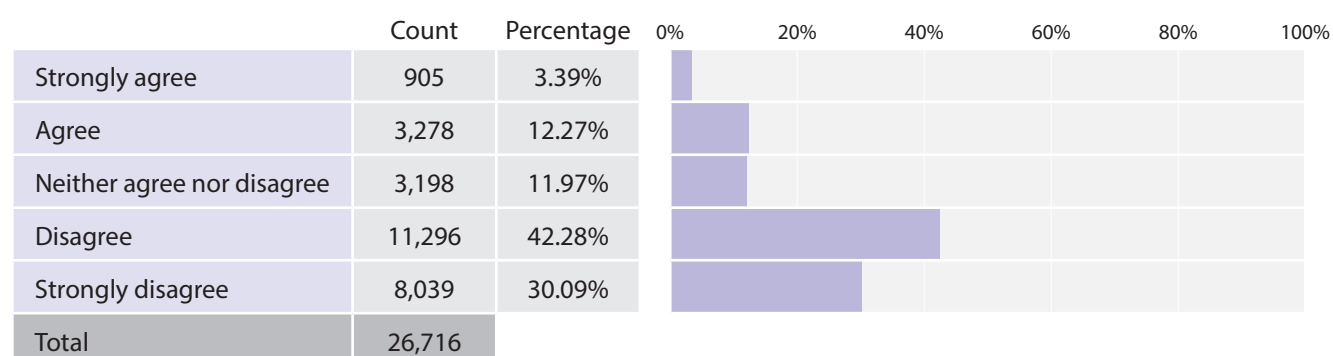
I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)



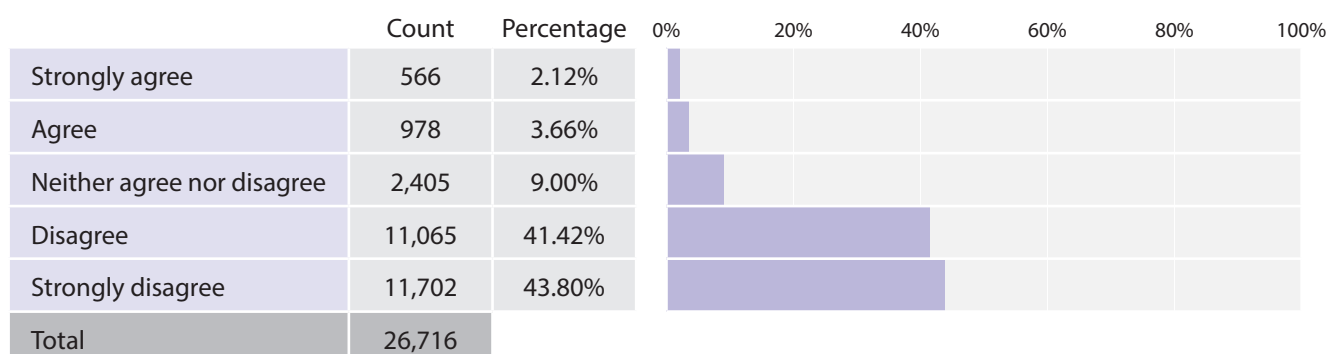
I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor



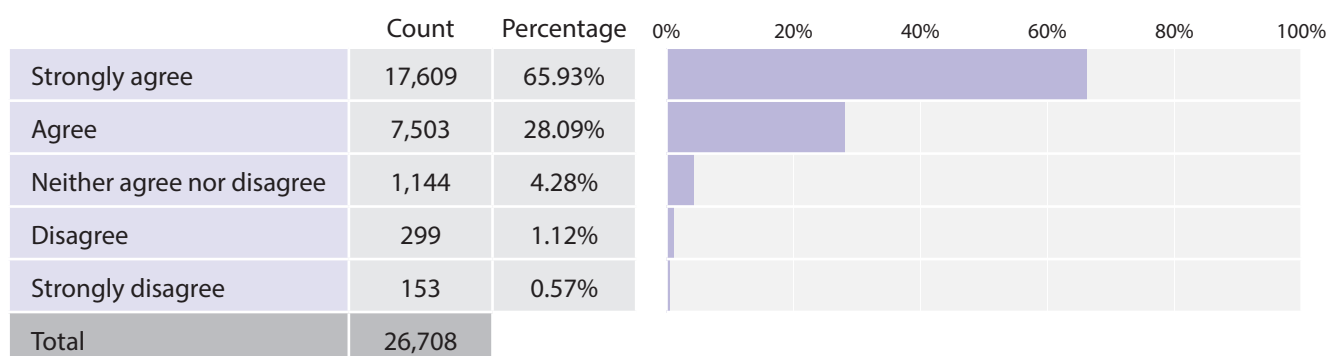
I have witnessed negative behaviours / mild harassment targeting people of diverse sexualities and genders at work



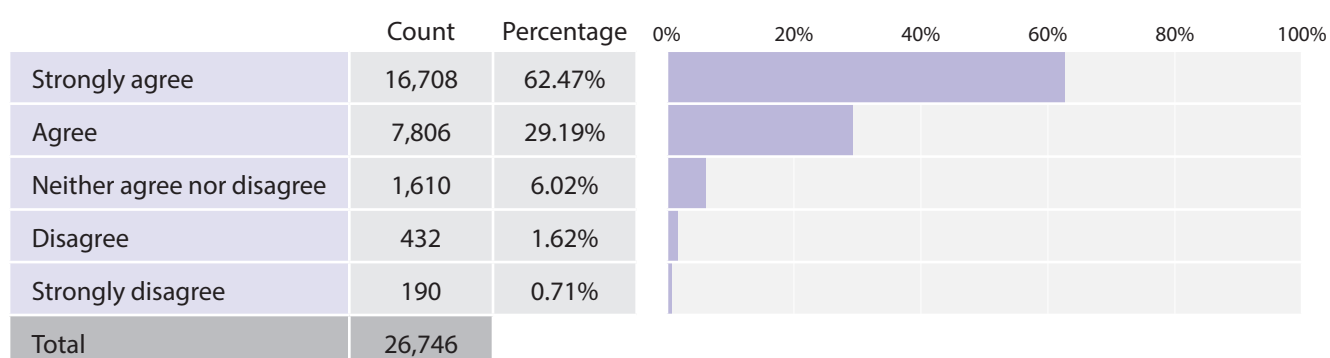
I have witnessed more serious bullying targeting people of diverse sexualities and genders at work



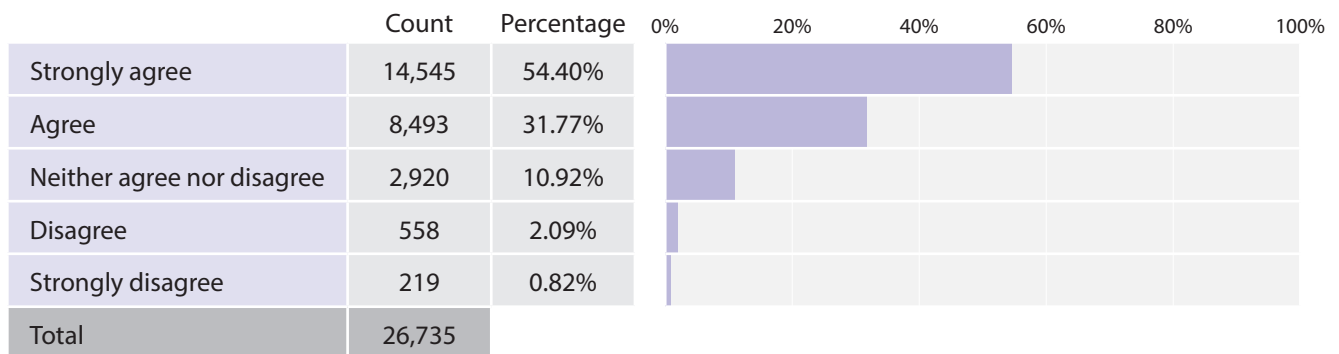
A person of diverse sexuality would be welcome in my team and treated no differently to anyone else



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

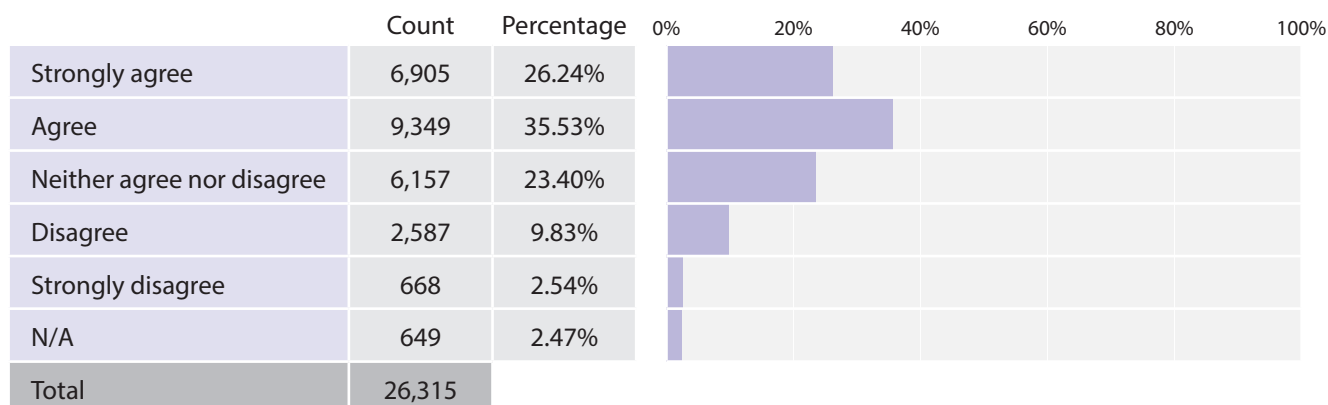


If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team



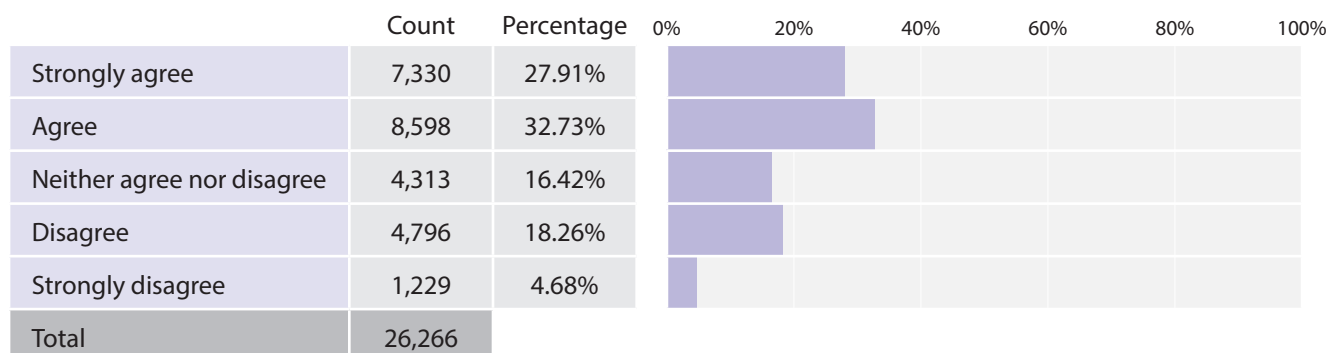
ALLIES & CHAMPIONS

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?

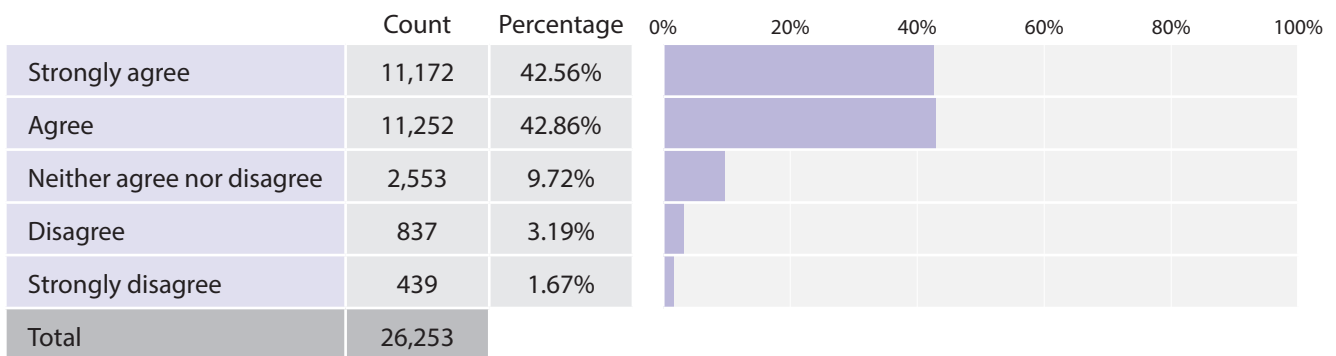


Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

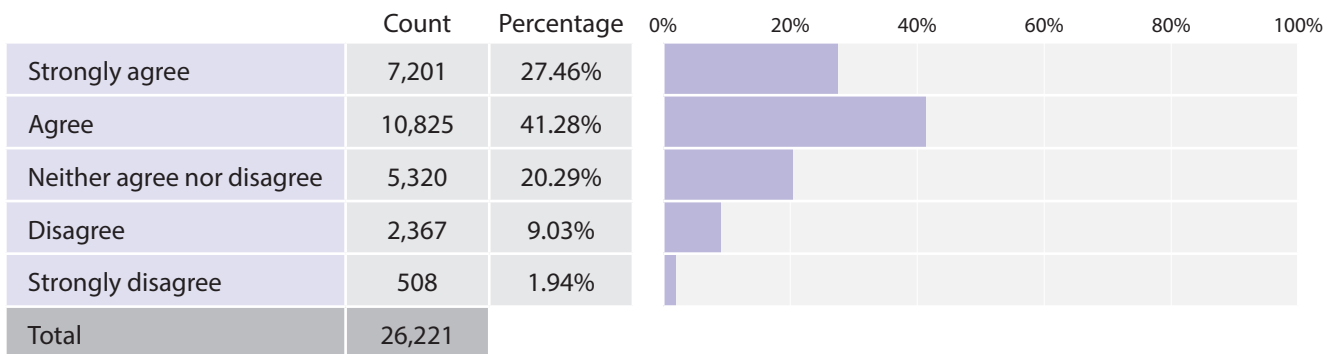
I know of active allies within my immediate work area



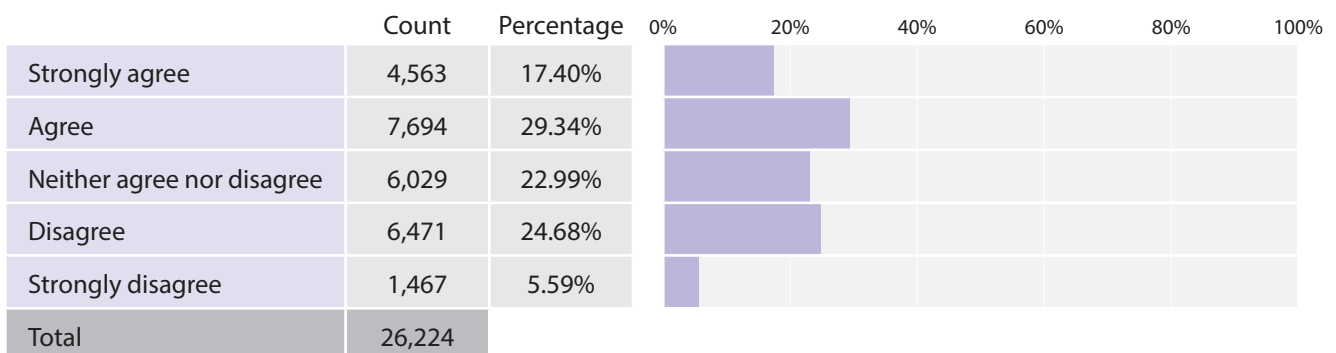
I understand why active allies are important



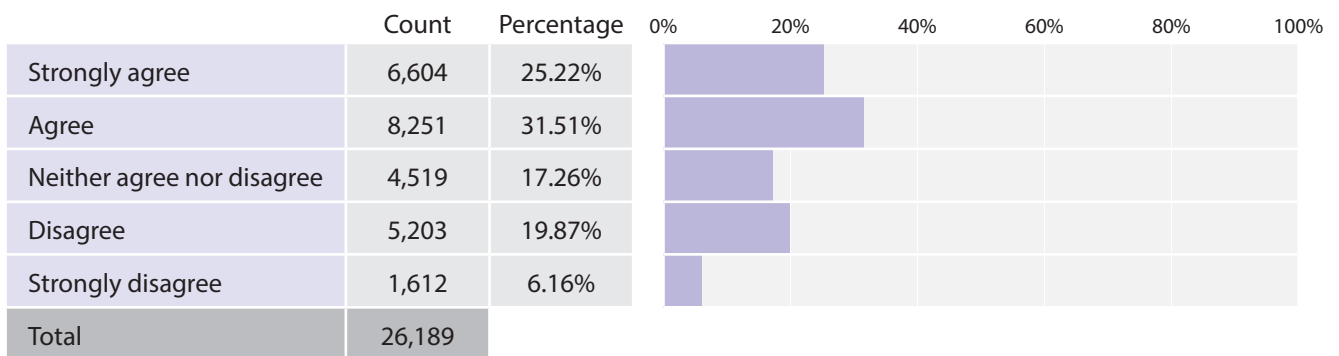
I could list several behaviours that would be expected of an active ally



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

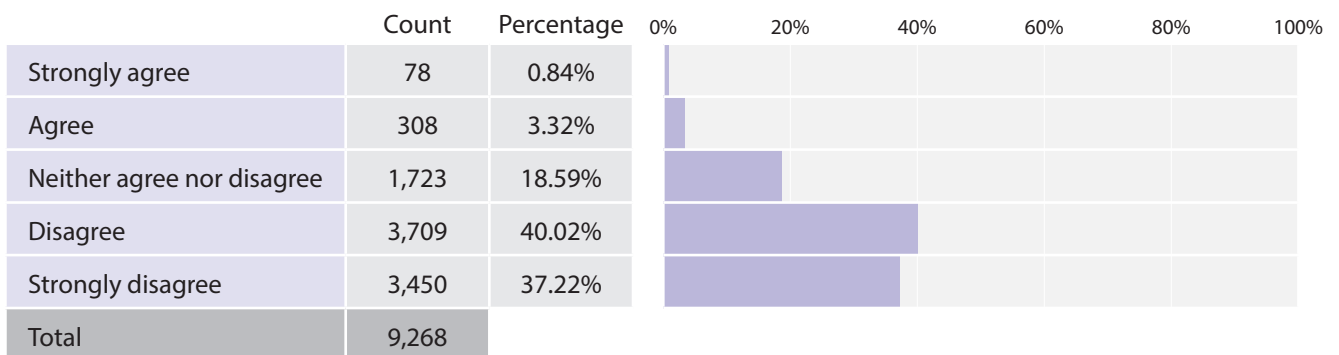


I know of active executive allies or sponsor/s within my organisation

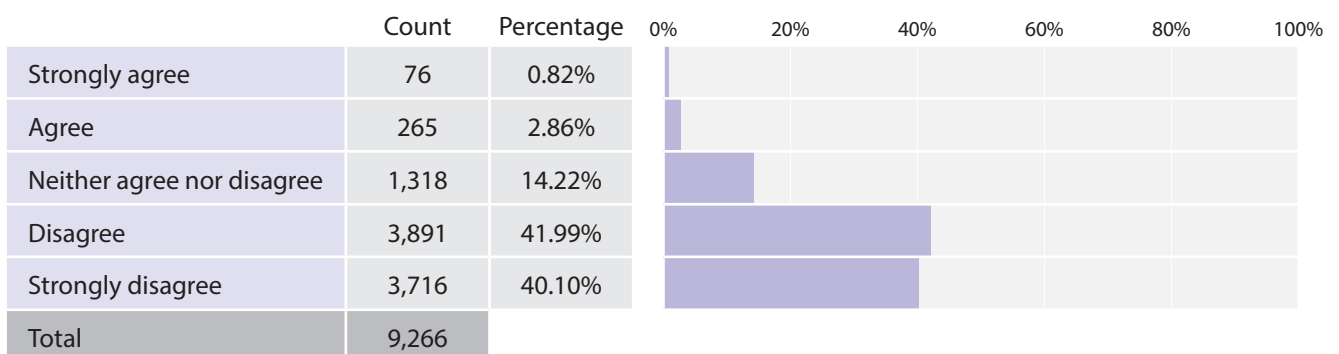


Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

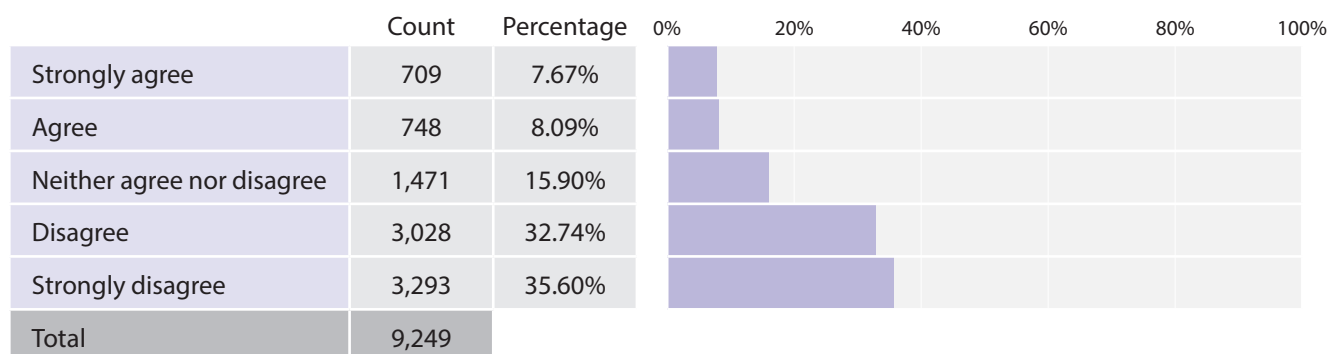
People thinking that I am of diverse sexuality and/or gender stops me from being an active ally



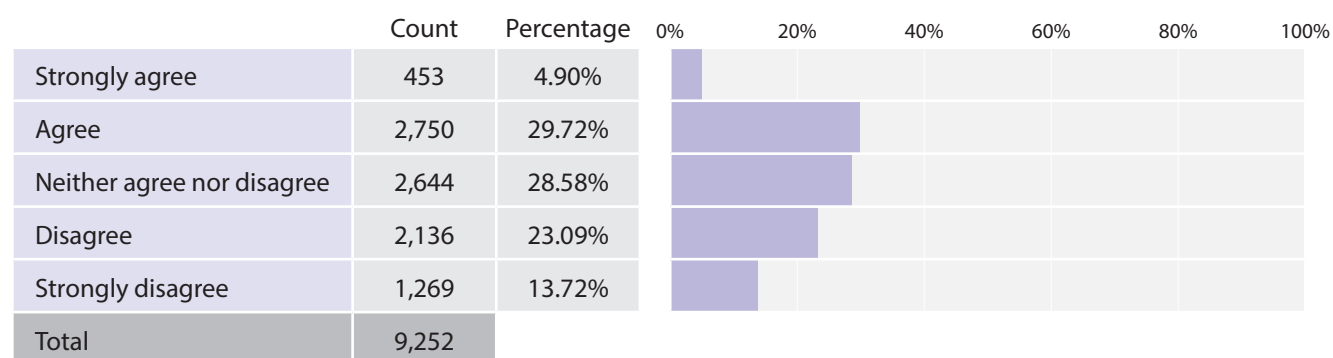
Being ridiculed or the target of jokes stops me from being an active ally



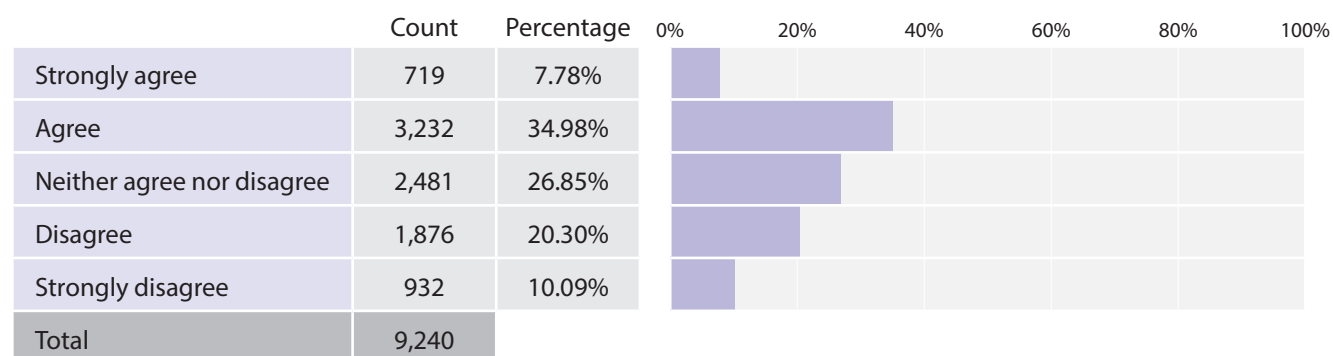
Being an active ally would be in conflict with my personal beliefs or values



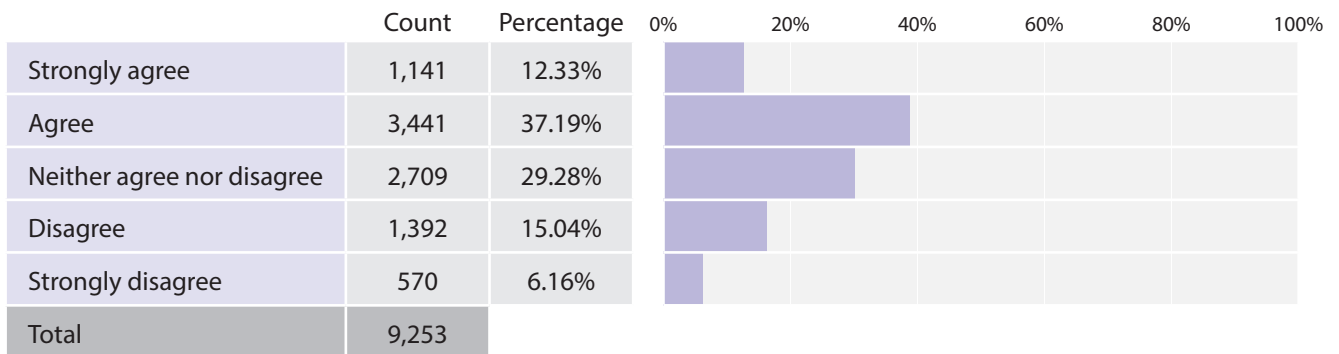
I don't know enough about WHY I should be an active ally



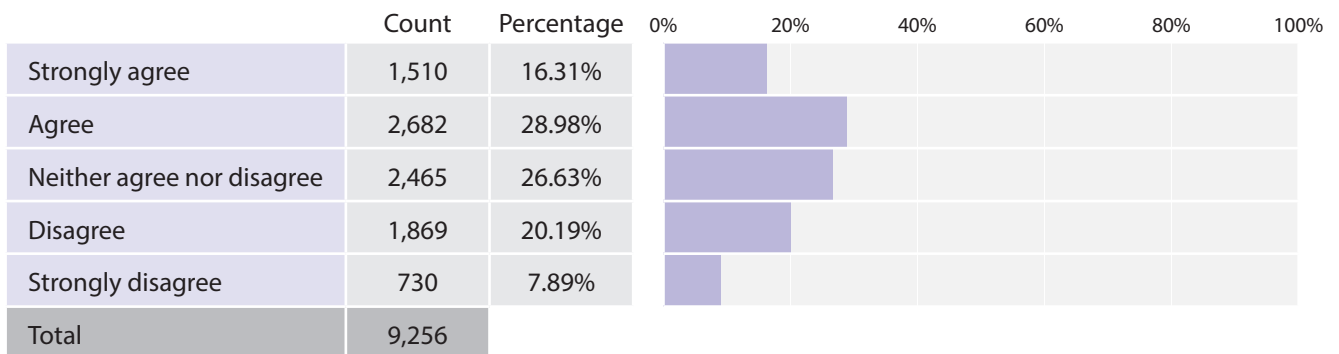
I don't know HOW to be an active ally



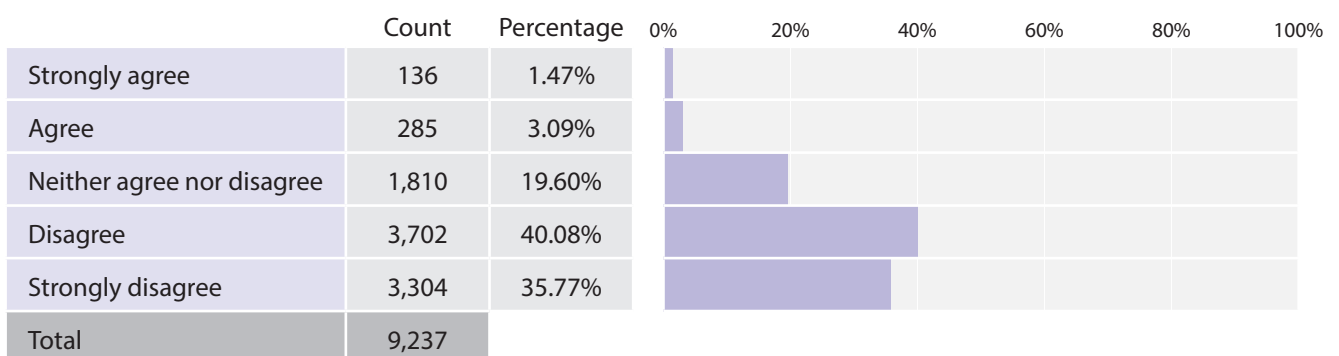
I am too busy to be engaged in additional activities



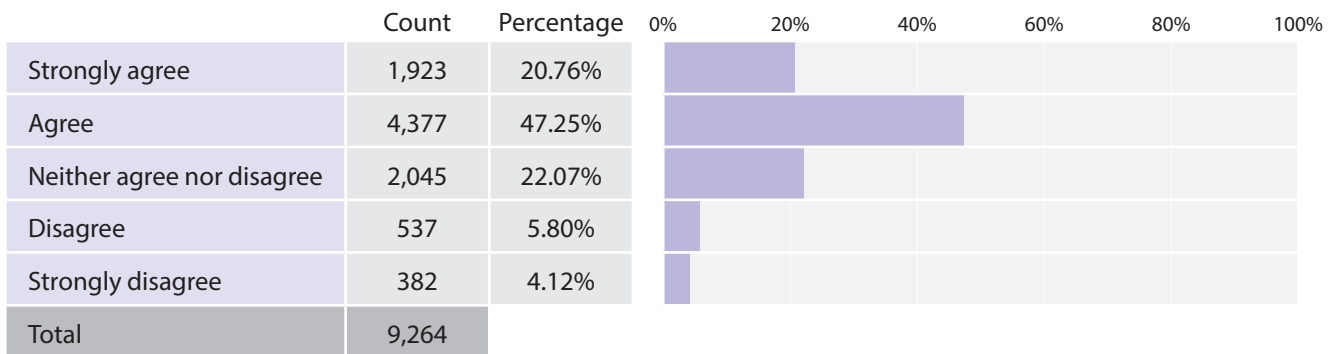
I don't have any personal interest in this



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



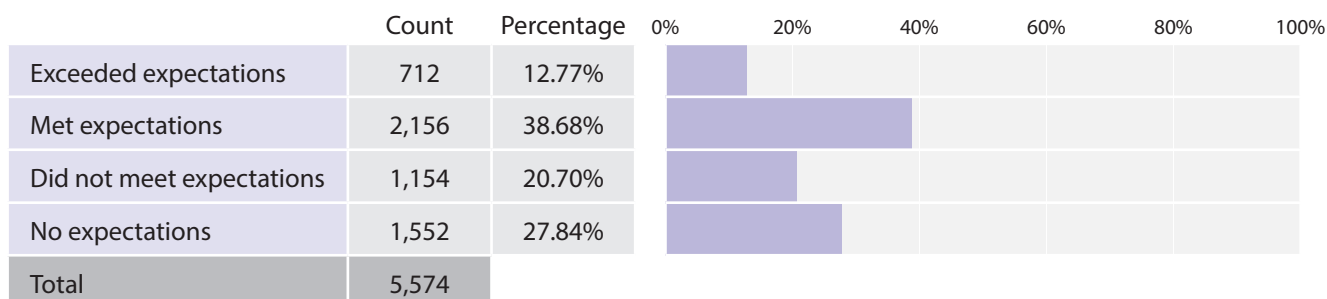
I am happy to support passively but do not consider myself active in this area



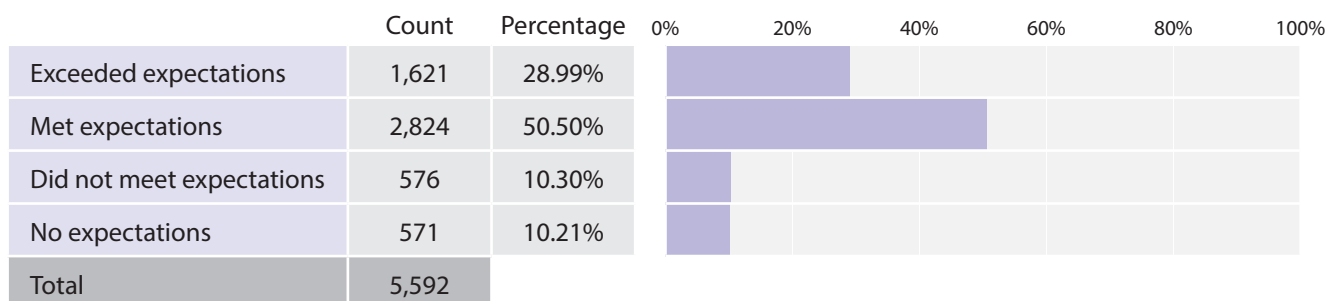
LGBTQ EMPLOYEES: EXPERIENCE OF WORKPLACE CULTURE

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)

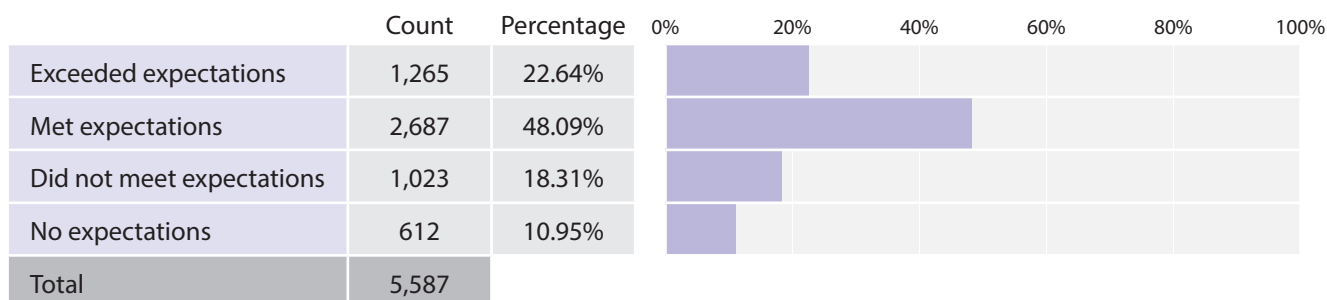
Communication of inclusion initiatives for sexuality and/or gender diverse employees during the recruitment process



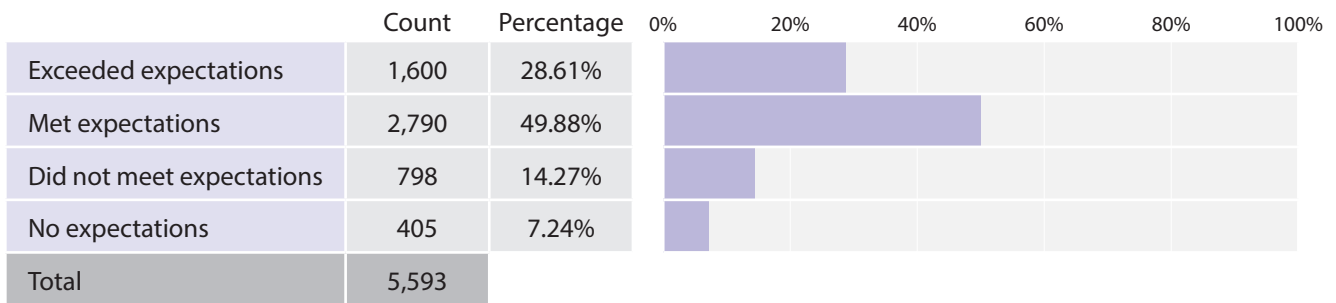
My experience of inclusion within my immediate work area



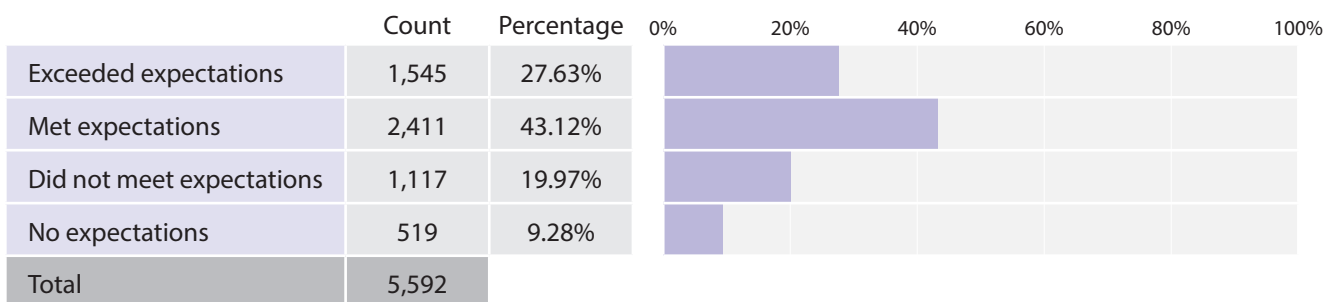
Communication of sexuality and gender diverse inclusion throughout the year



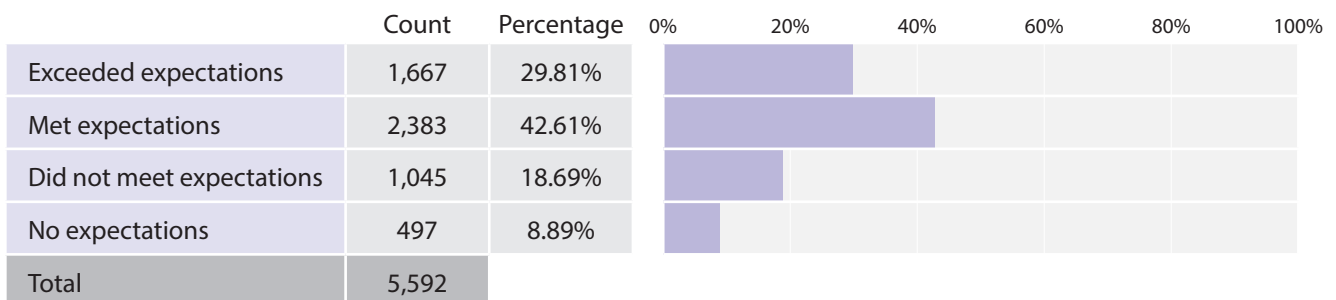
Overall organisational commitment to people of diverse sexualities and genders



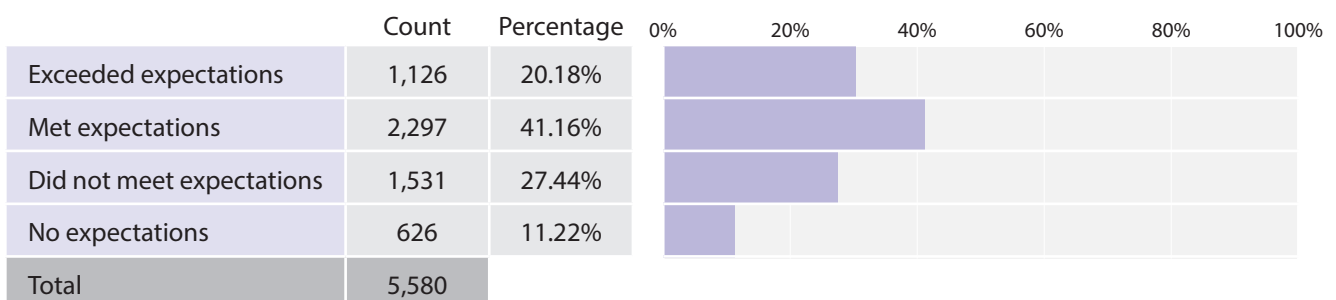
The level of executive endorsement of sexuality and gender diverse inclusion initiatives



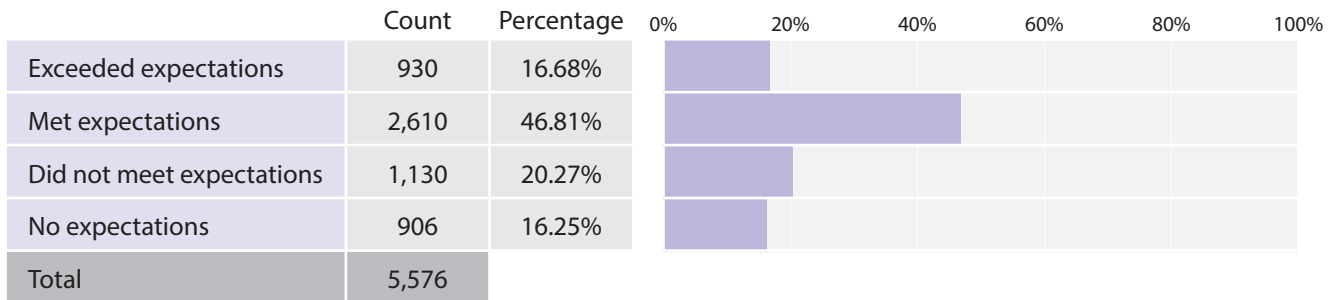
Visibility and promotion of an internal employee network for sexuality and/or gender diverse employees and allies



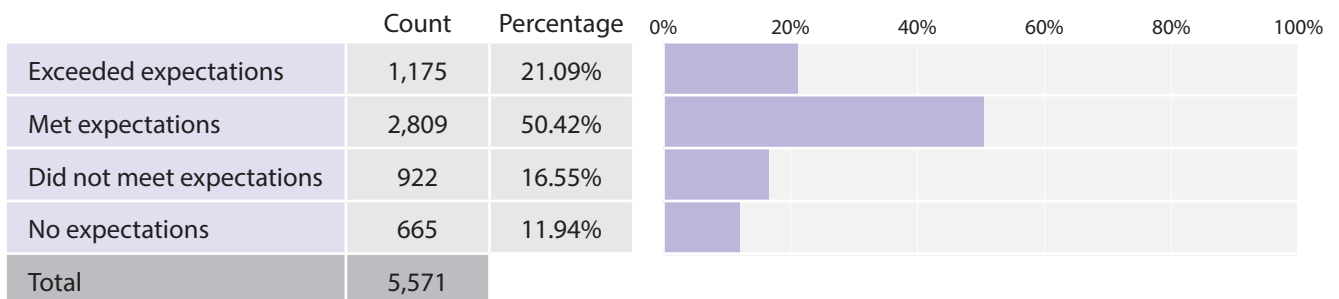
Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity



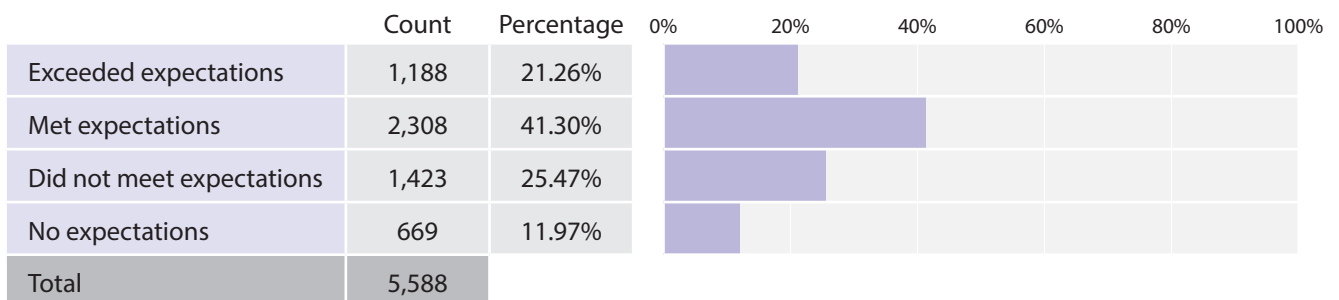
Willingness of managers to address negative commentary/jokes that target people of diverse sexualities and genders



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



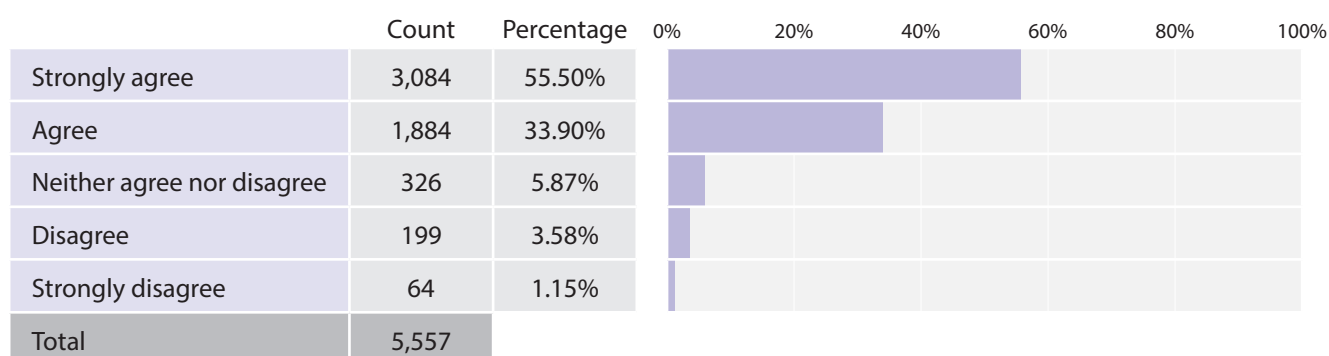
Visibility of active allies



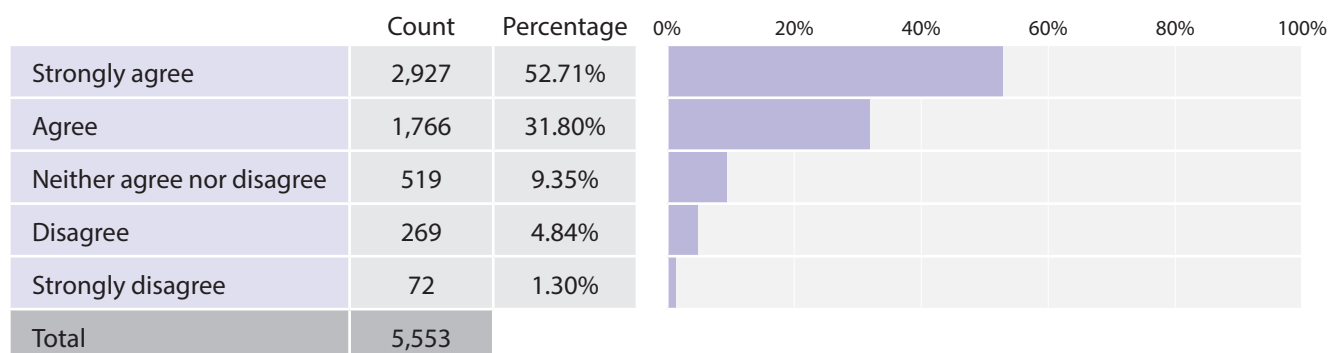
LGBTQ EMPLOYEES: HEALTH & WELLBEING AT WORK

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).

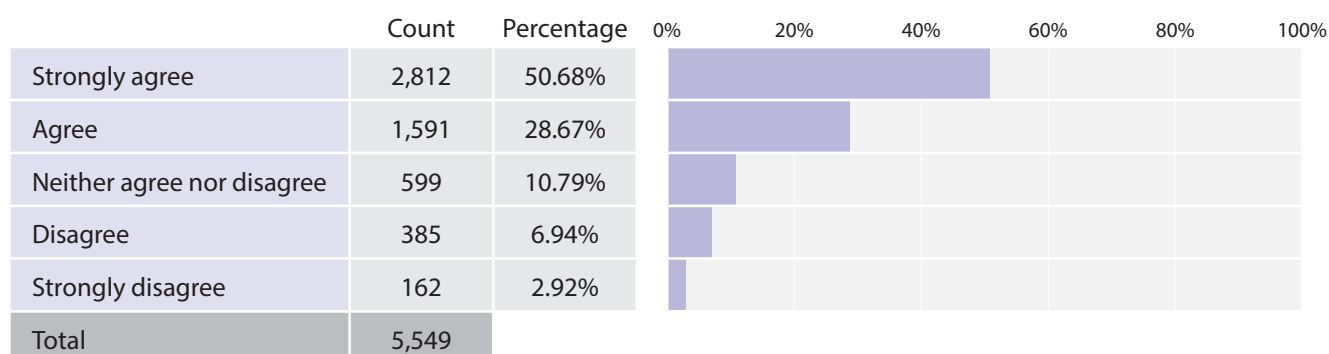
I feel safe and included within my immediate team



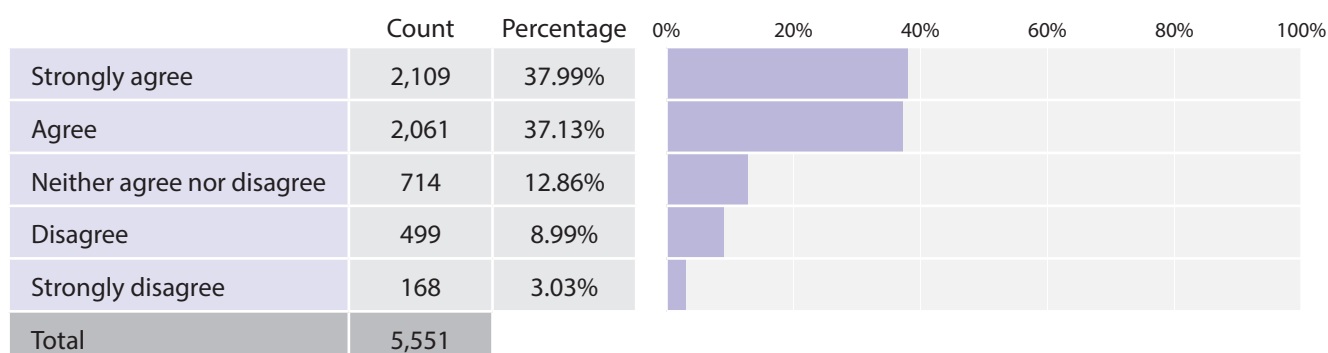
I feel accepted for who I am



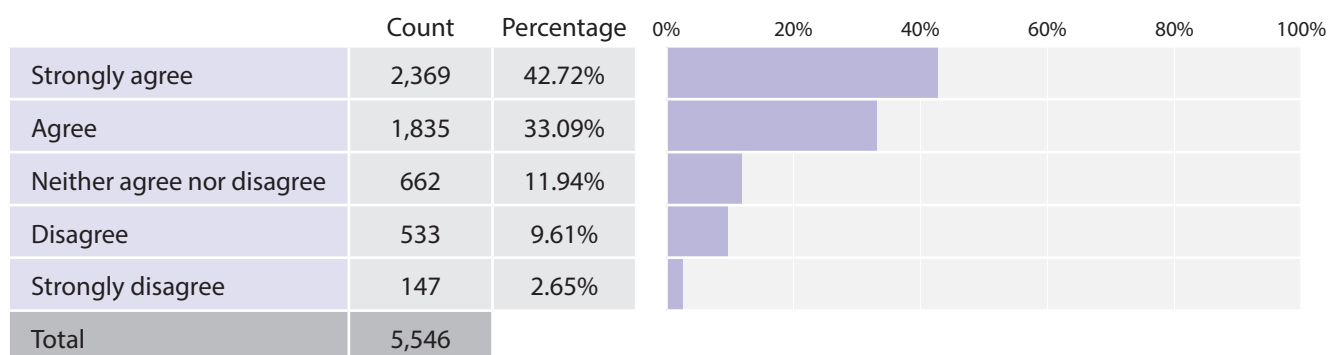
I would feel comfortable bringing a partner to work-related events



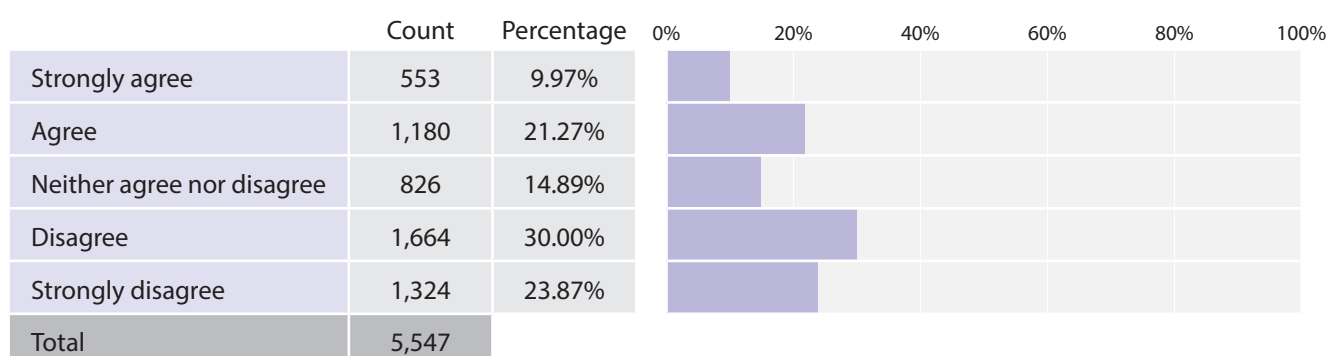
I feel mentally well at work



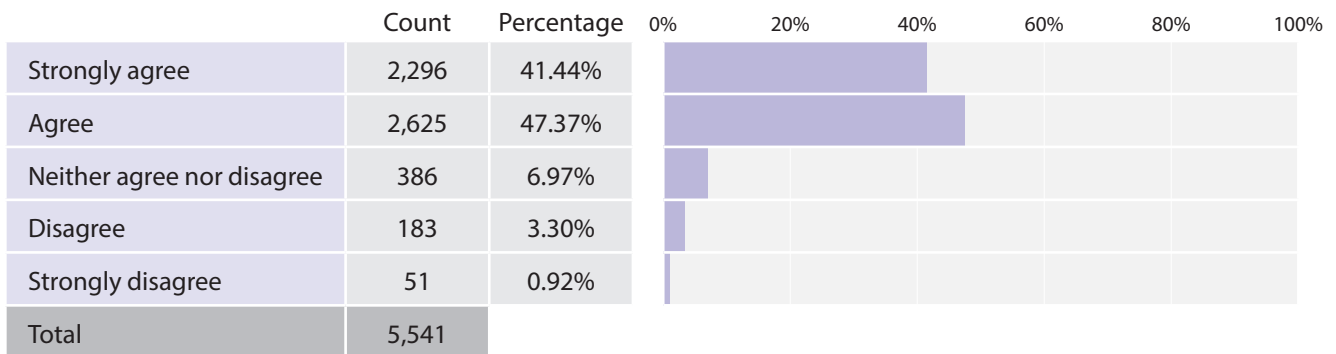
I feel I can be myself at work



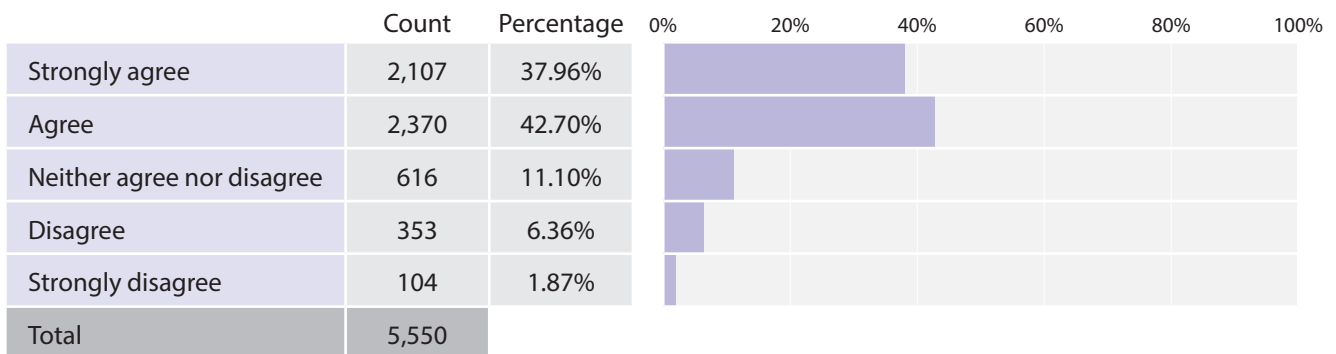
I expend time editing conversations or hiding who I am at work



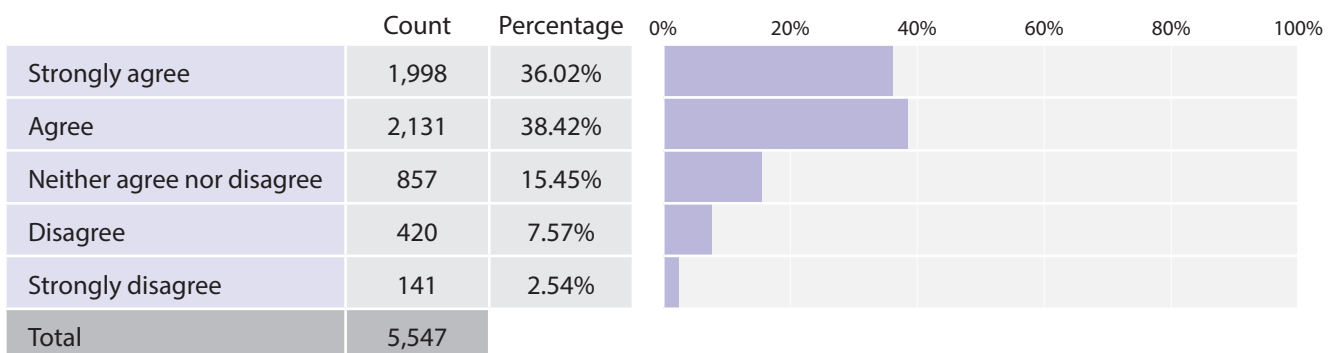
I feel productive at work



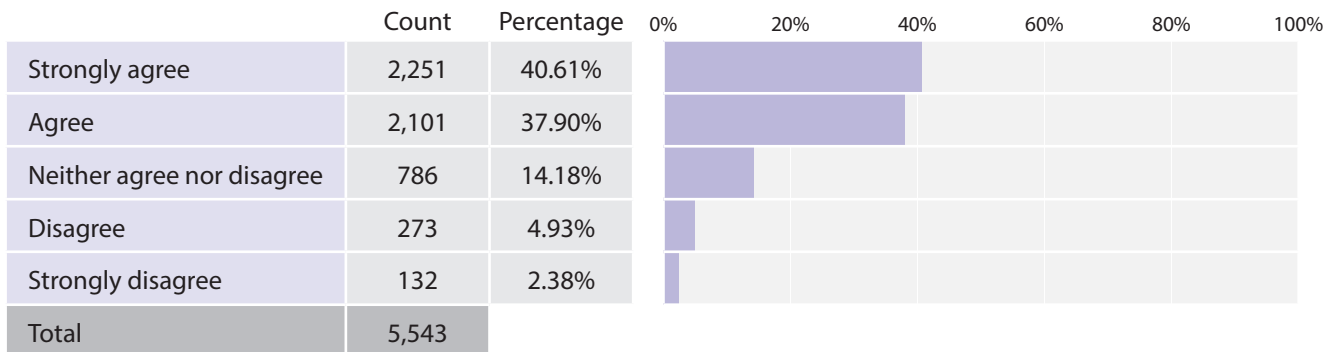
I feel engaged with the organisation and my work



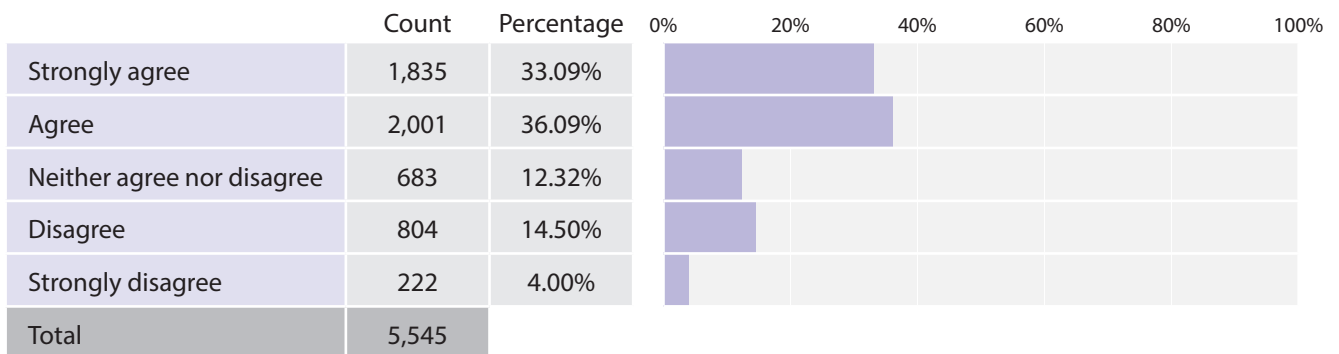
I feel a sense of belonging here



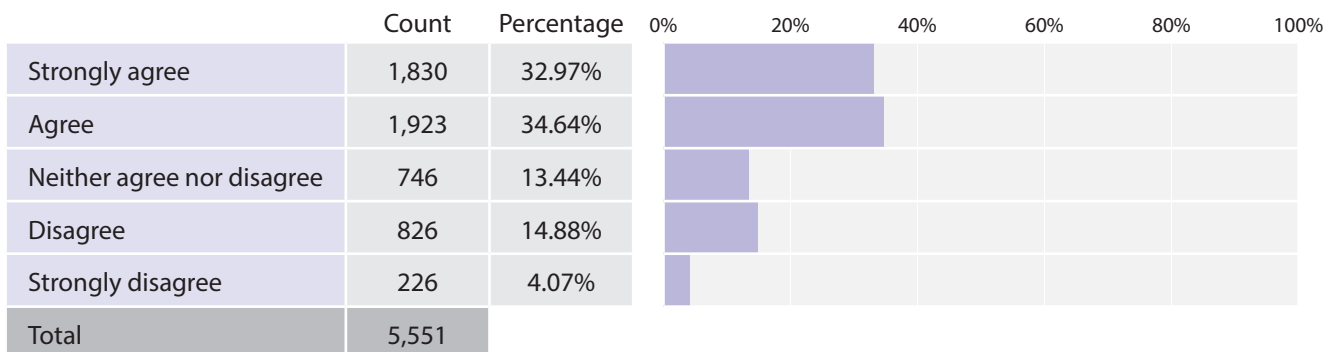
I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity



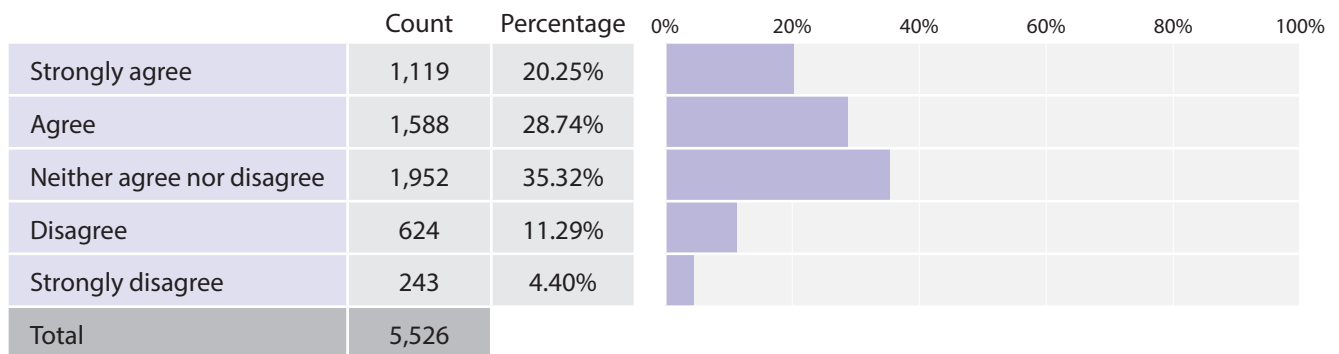
I don't hear jokes/innuendo targeting people of diverse sexualities here



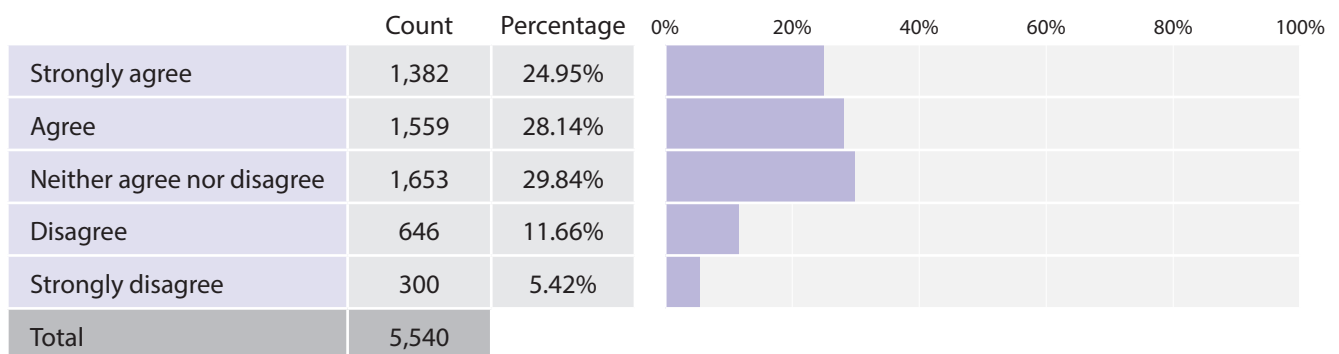
I don't hear jokes/innuendo targeting people of diverse genders here



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

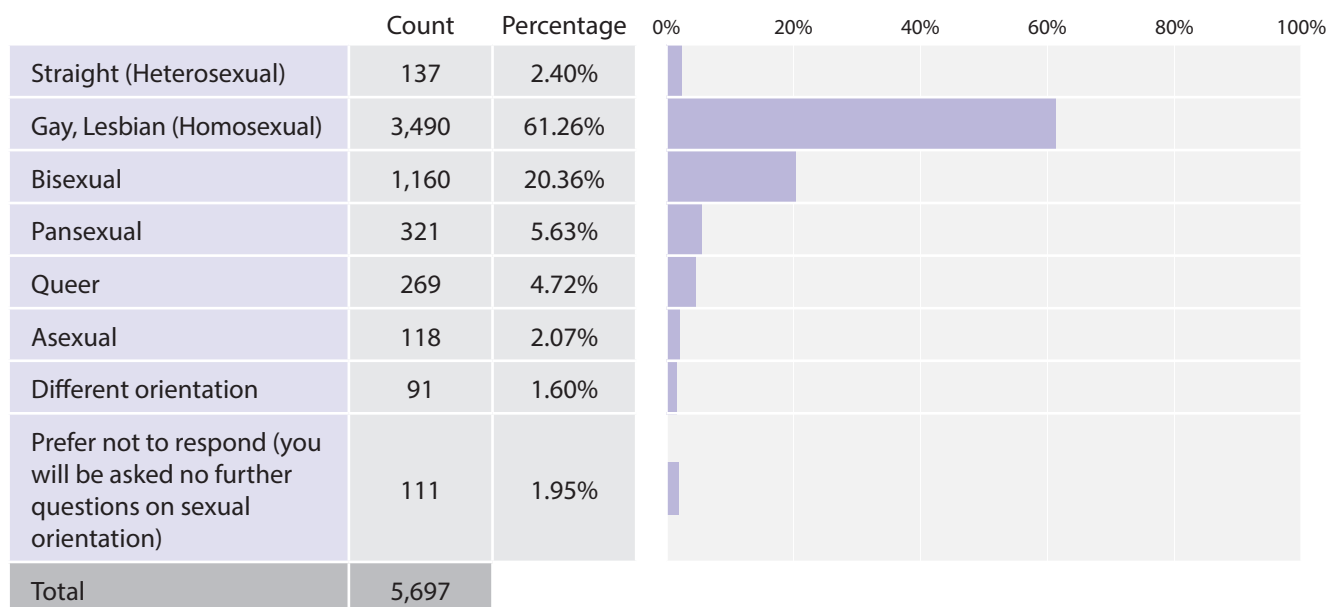


Active allies have positively impacted my sense of inclusion here

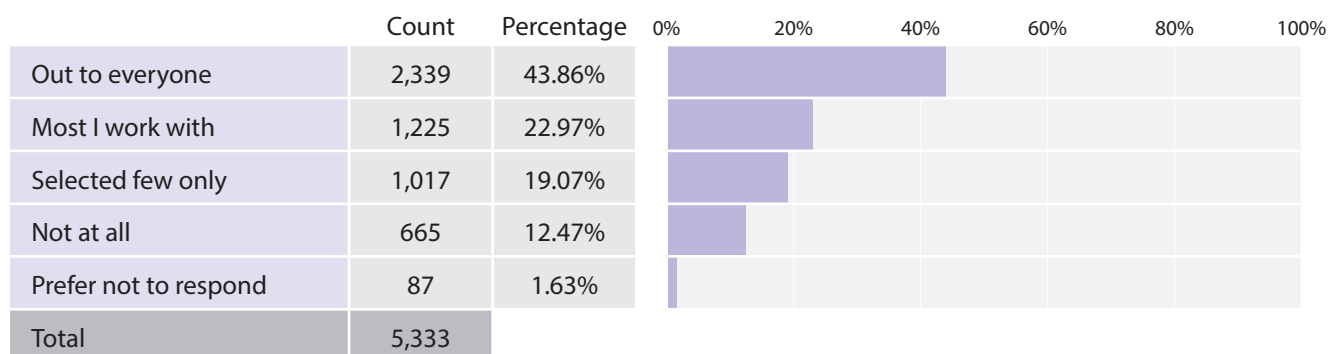


EMPLOYEES OF DIVERSE SEXUALITY

How would you best describe your sexual orientation?

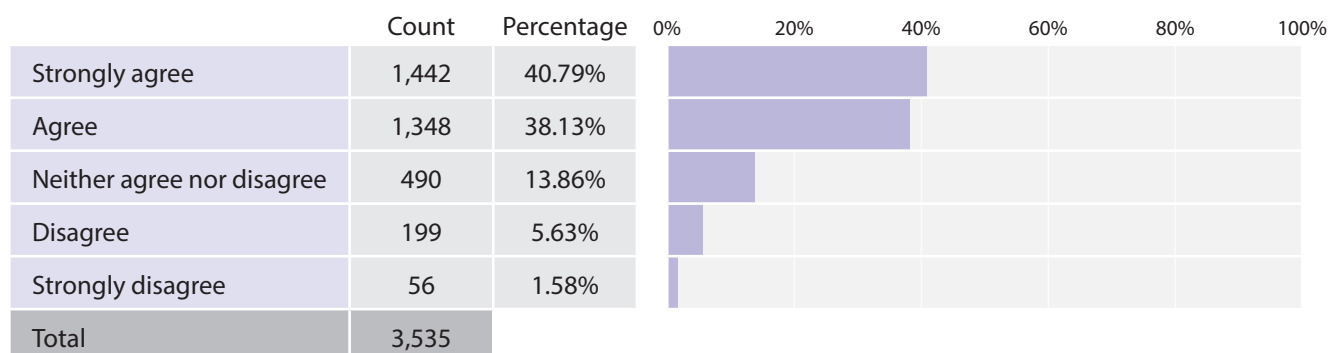


In regard to your sexual orientation, please indicate to what degree you are out at work

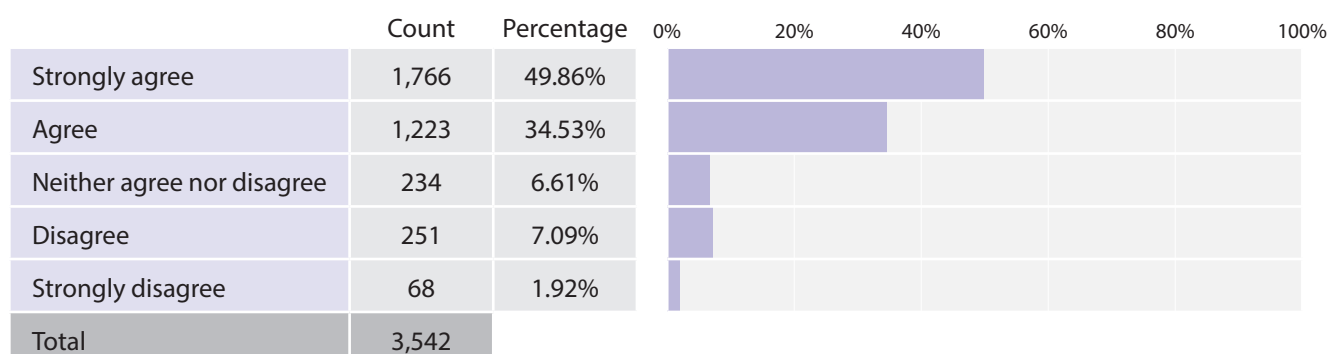


Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:

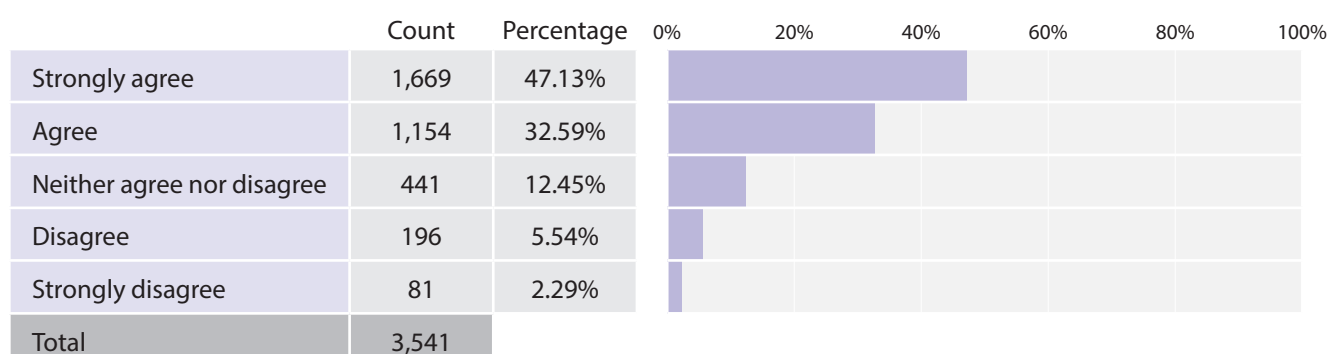
I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise



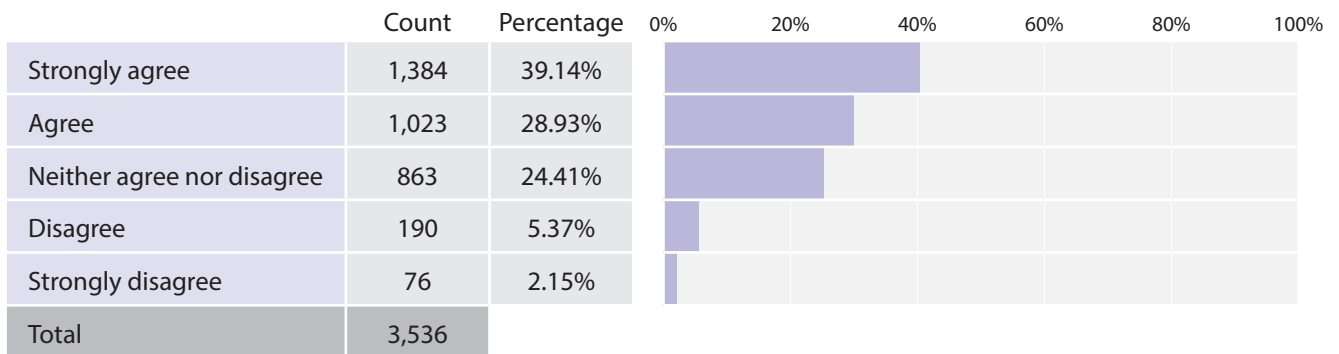
I have not encountered any exclusion based on my sexuality within this workplace



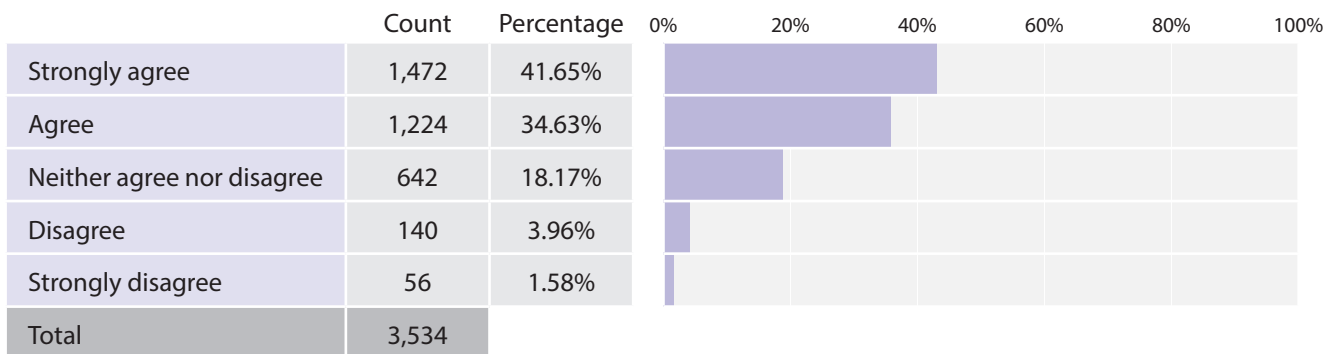
My sexuality would NOT have any impact on my career progression here



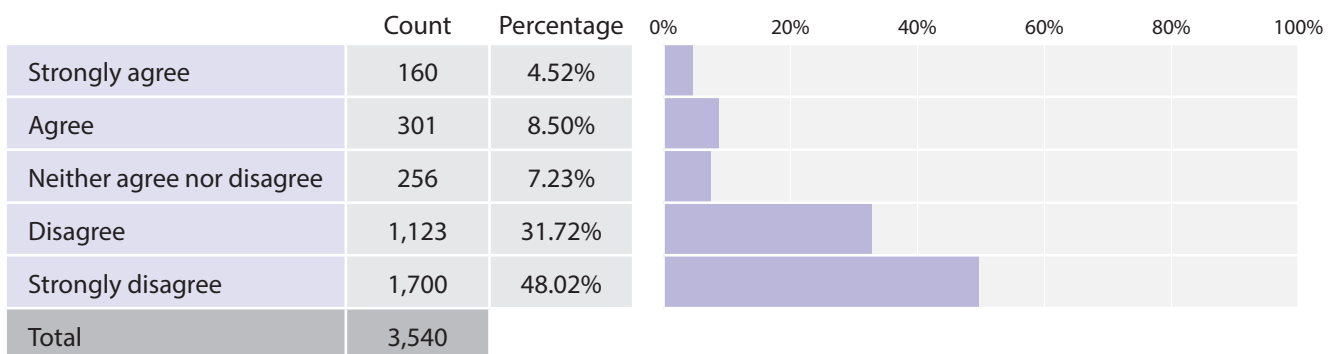
I feel my performance is positively impacted by being out at work



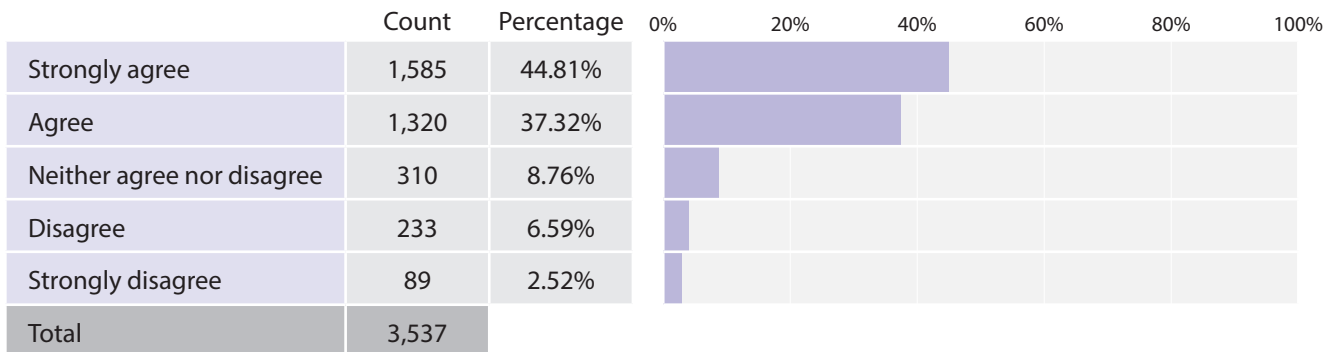
I feel my overall engagement is positively impacted by being out at work



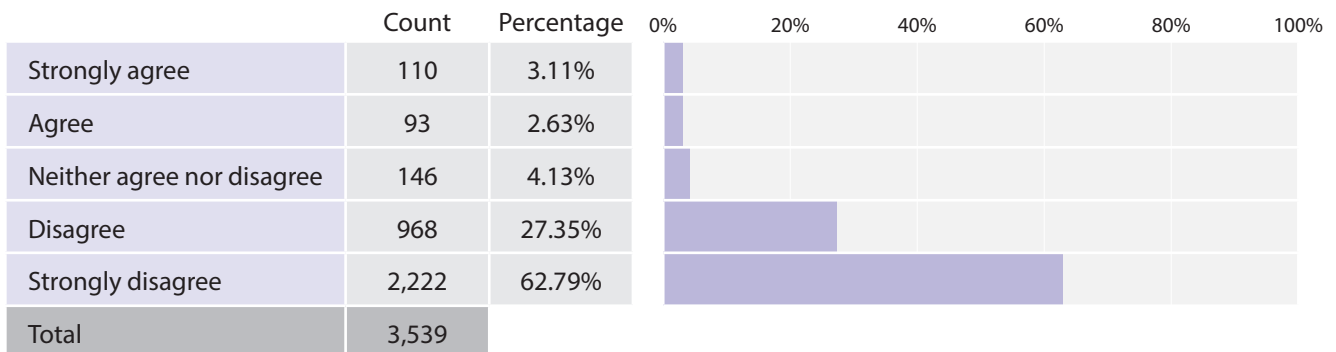
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year



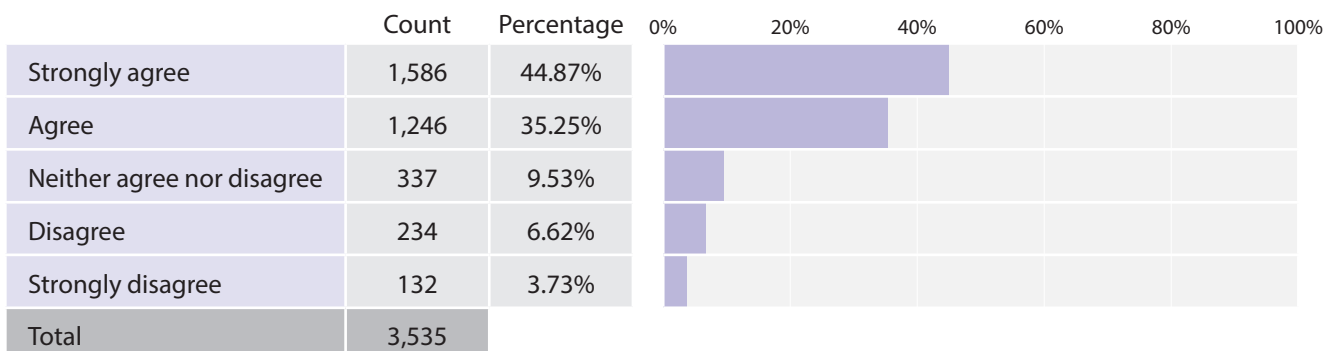
I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to my manager



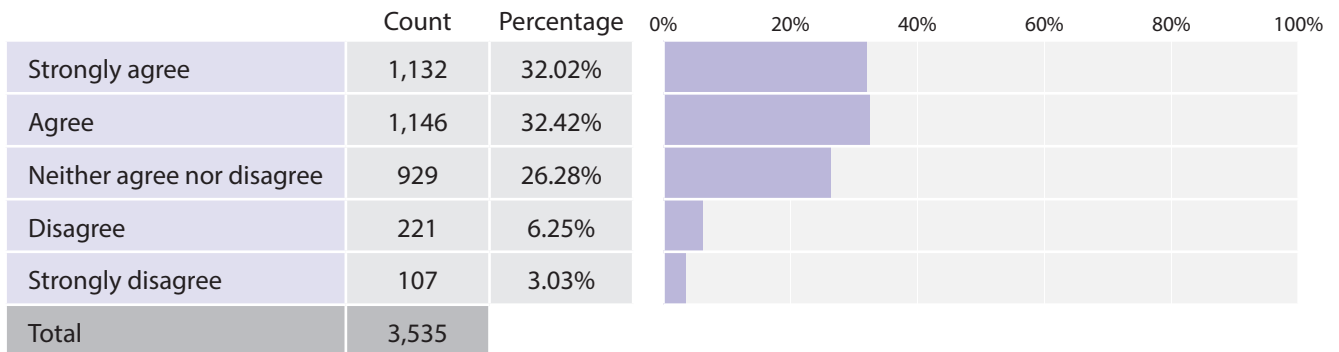
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year



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

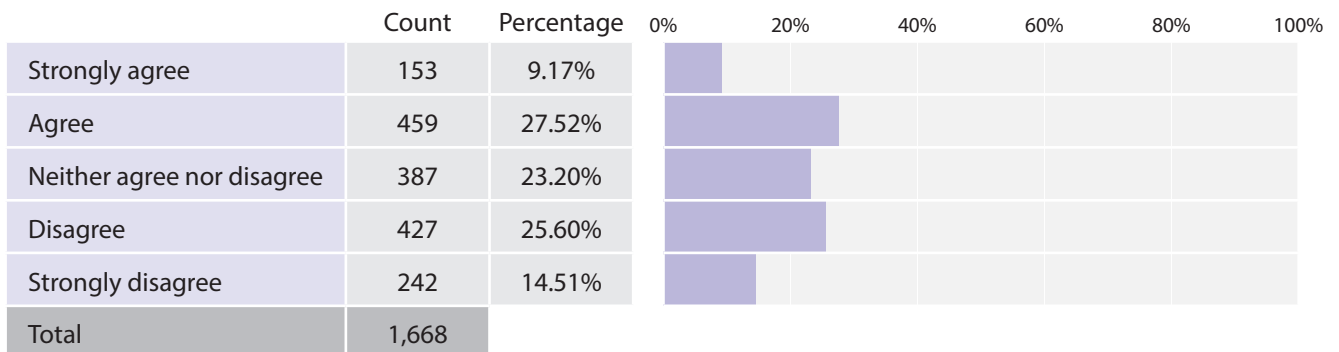


Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

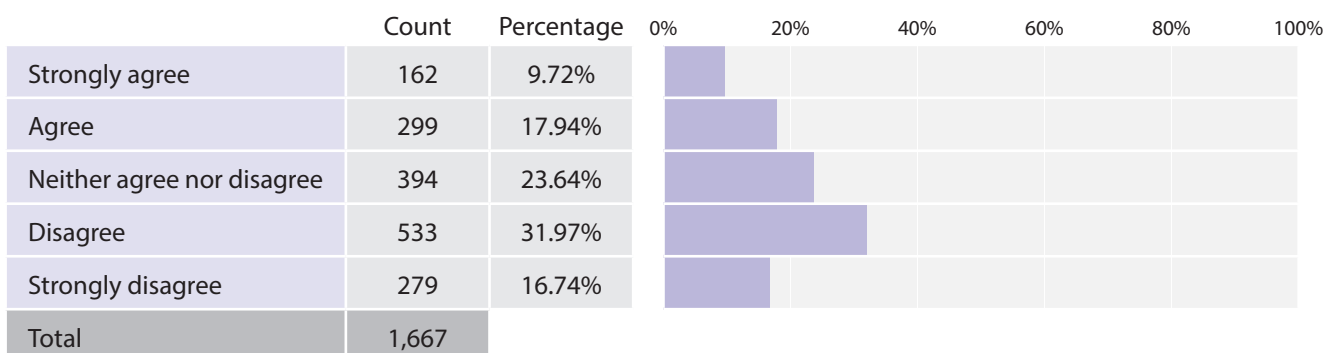


Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

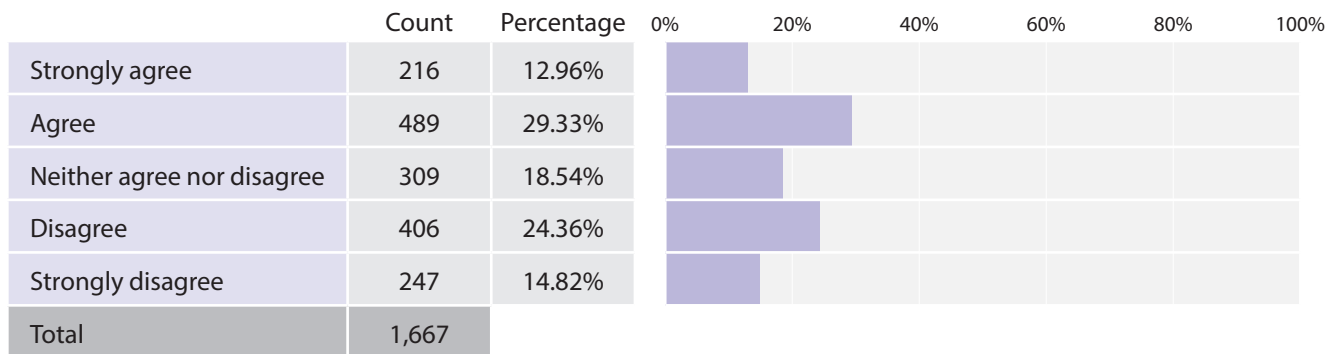
I feel it would be detrimental to my workplace experience



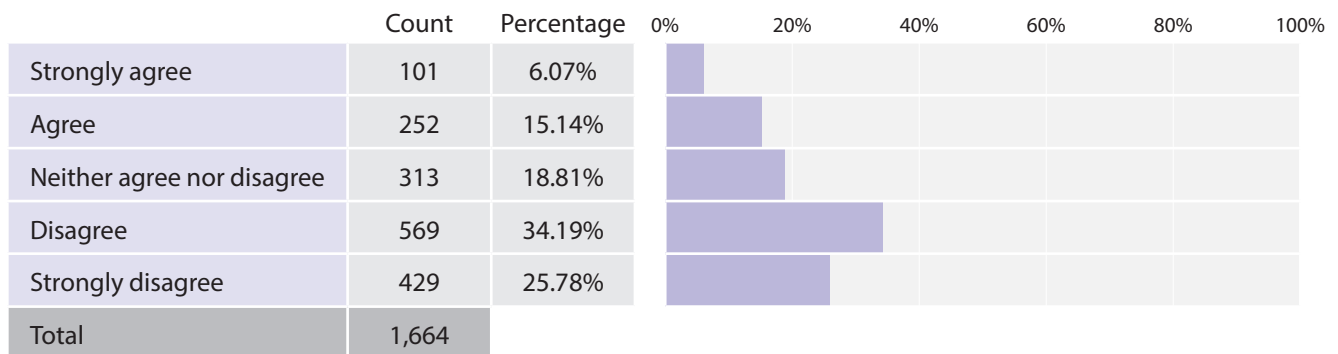
I feel it would negatively impact my career progression



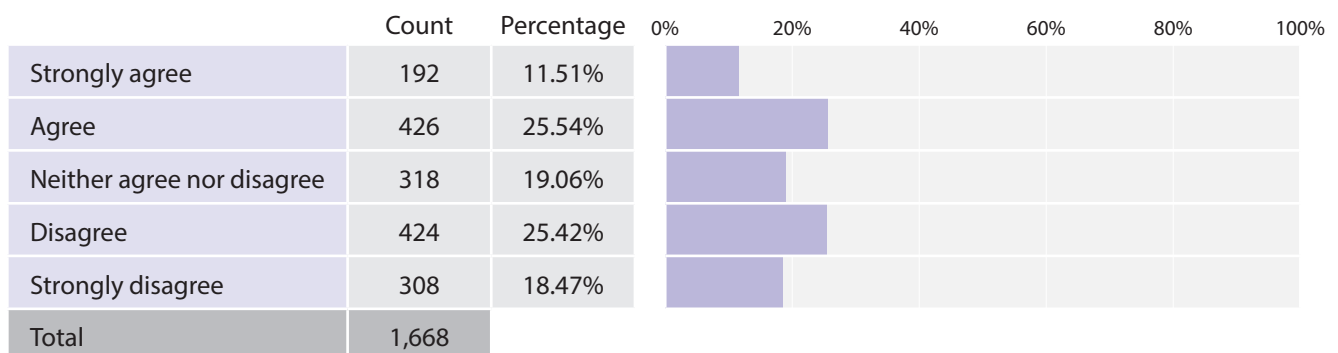
I do not feel I would be accepted by some members of my team



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

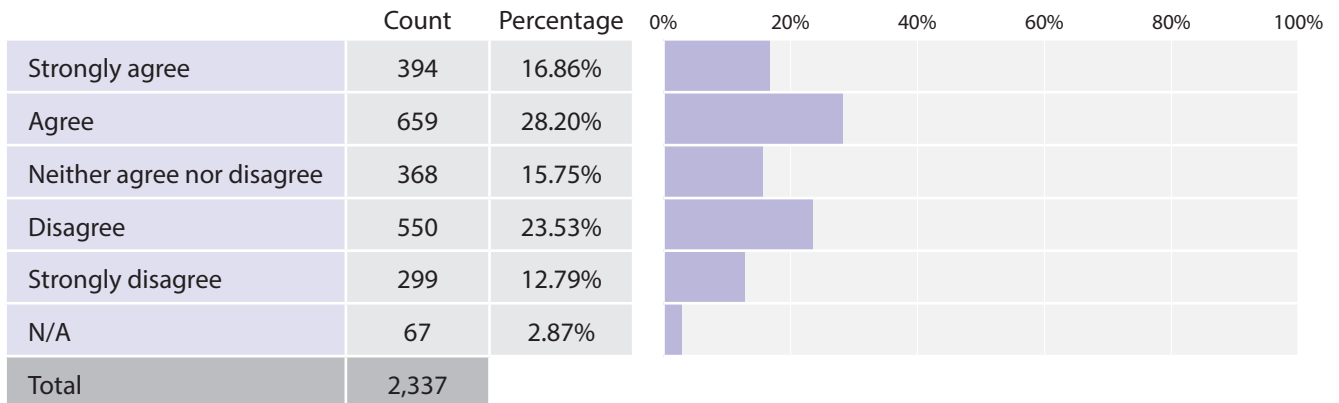


I am not comfortable enough within myself to be out at work

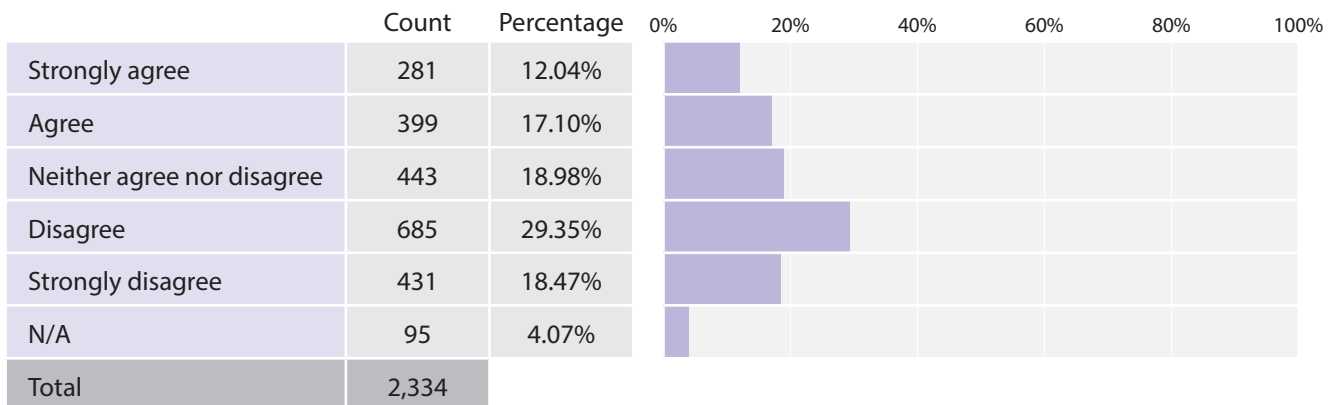


Thinking about your experience as a woman of diverse sexualities and genders within your current workplace, please indicate your level of agreement with the following statements:

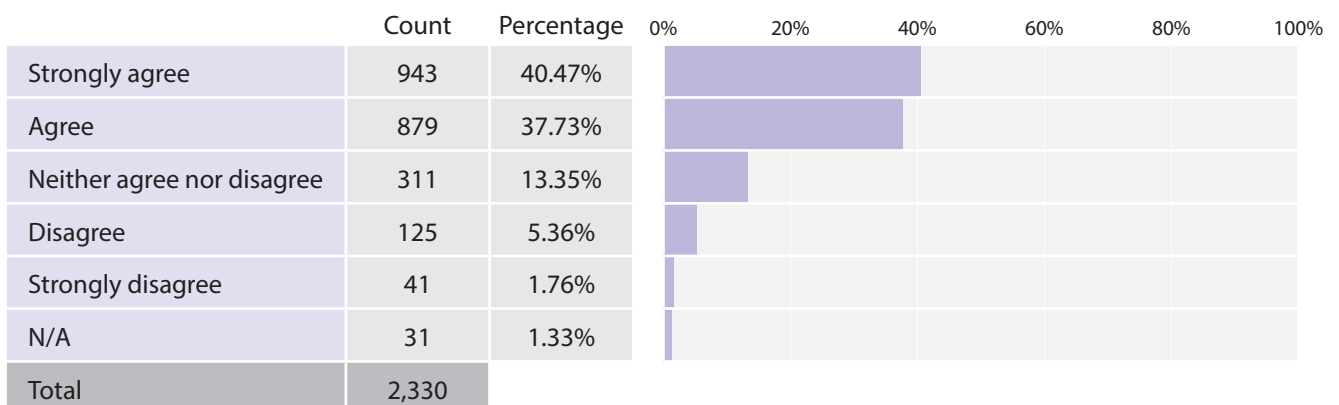
There are women of similar, or the same, identity as me who are visible out role models within my workplace



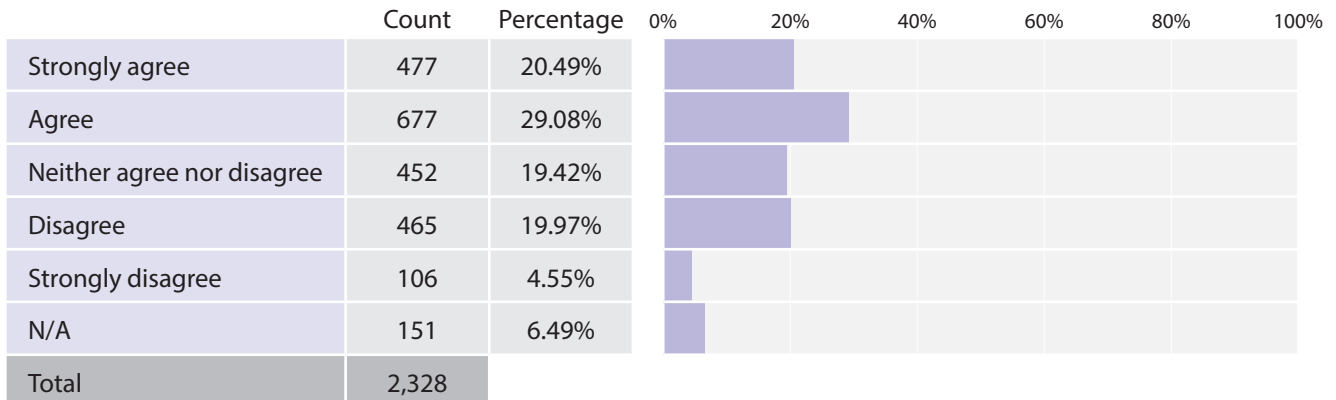
There are women of similar, or the same, identity as me who are out within senior leadership or executive positions



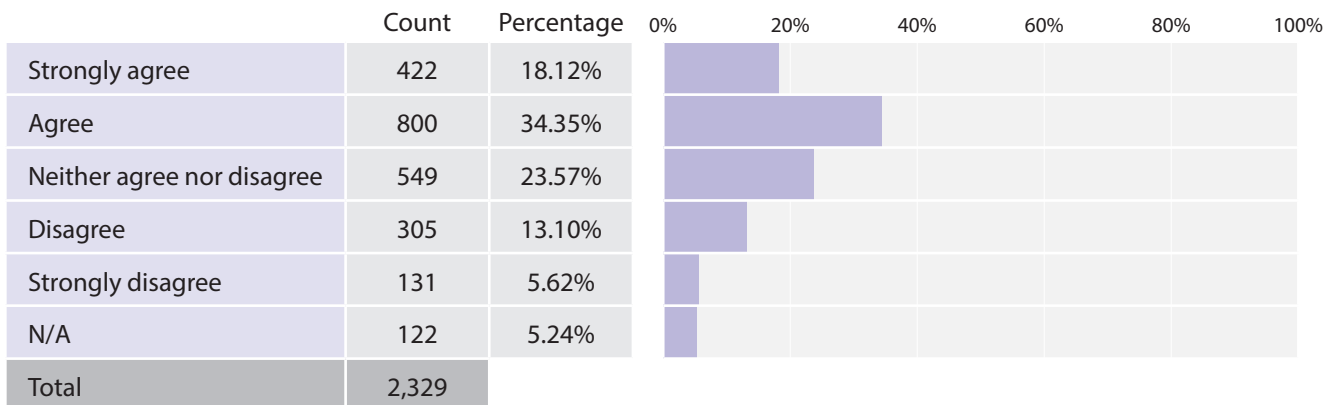
Having visible out women as role models of the same or similar identity is important to me



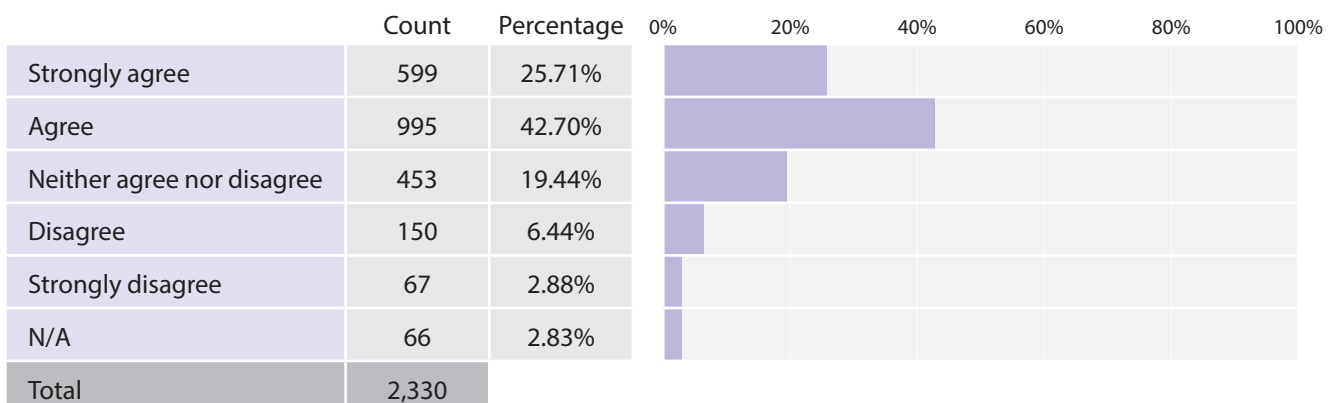
I involve myself in the activities put on by our employee network for people of diverse sexualities, genders and allies



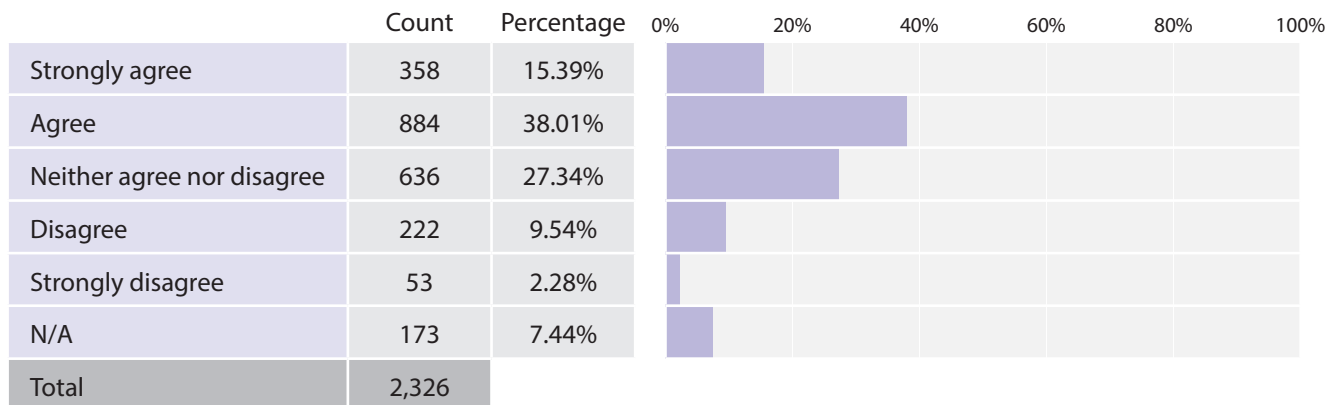
There are women of similar, or the same, identity as me active within the employee network here



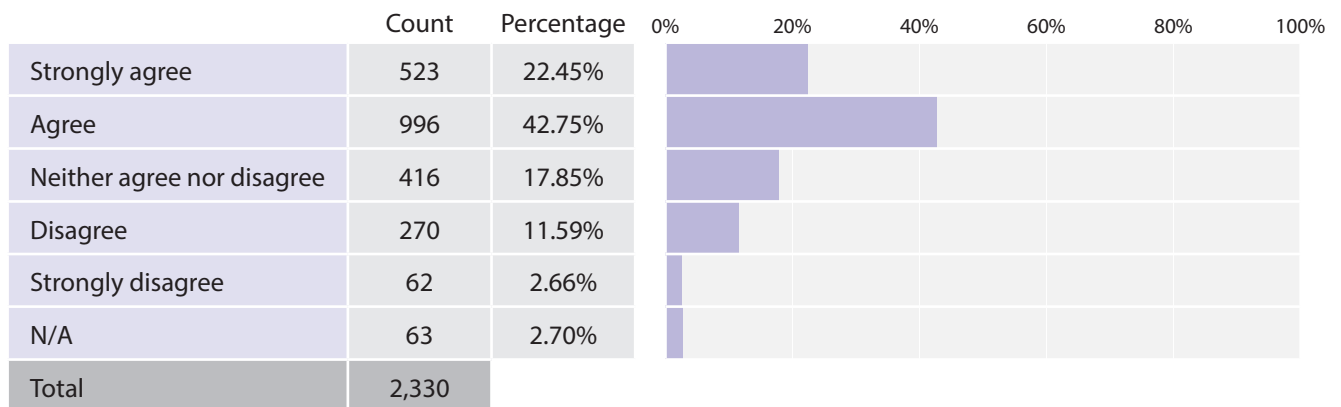
Our employee network feels inclusive of women of diverse sexualities and genders



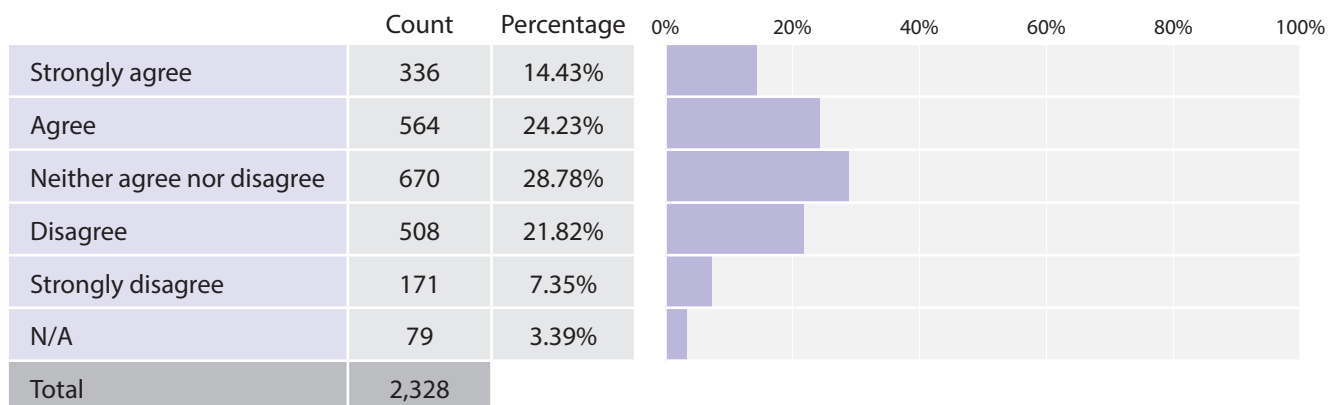
Women of diverse sexualities, women with trans histories and women who identify with a diverse gender but are perceived by colleagues as a women (or feminine) share common challenges within the workplace



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



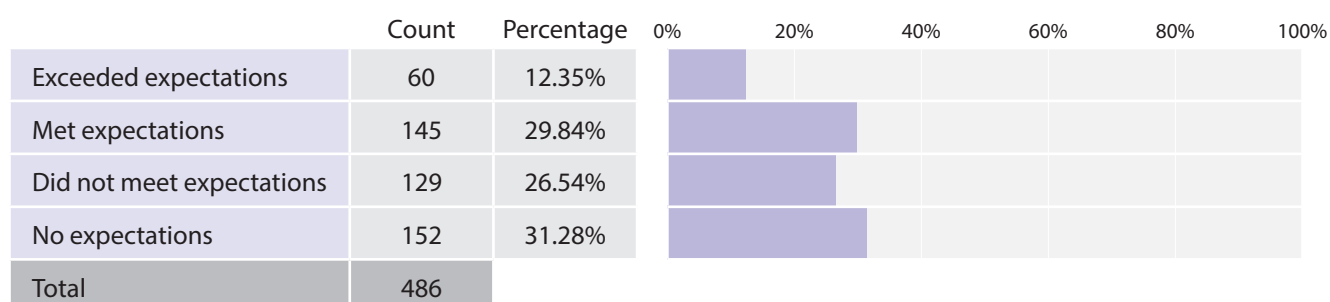
The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman



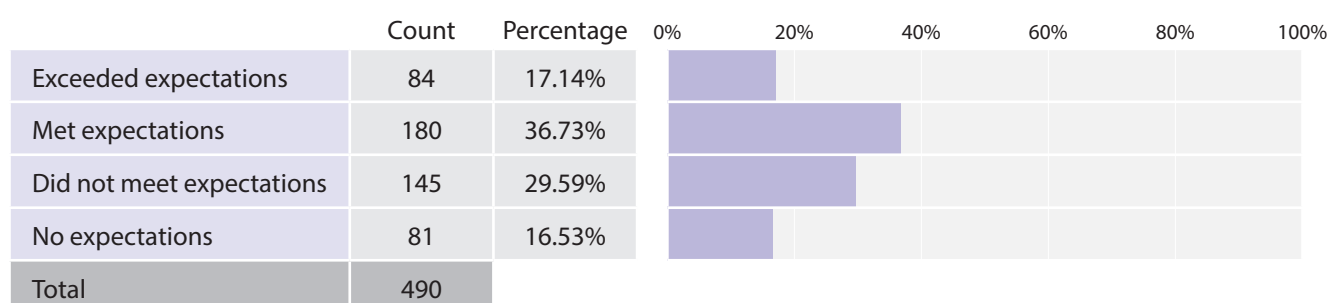
EMPLOYEES OF DIVERSE GENDER OR TRANS EXPERIENCE

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:

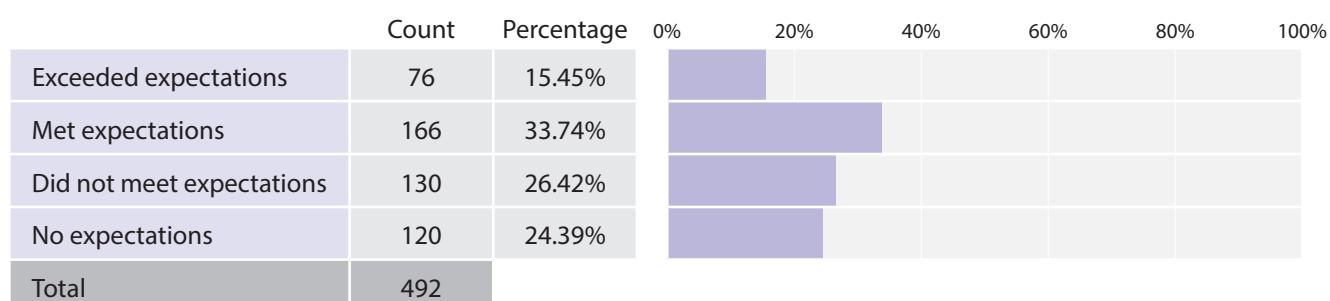
Support for gender diverse job applications throughout the recruitment process



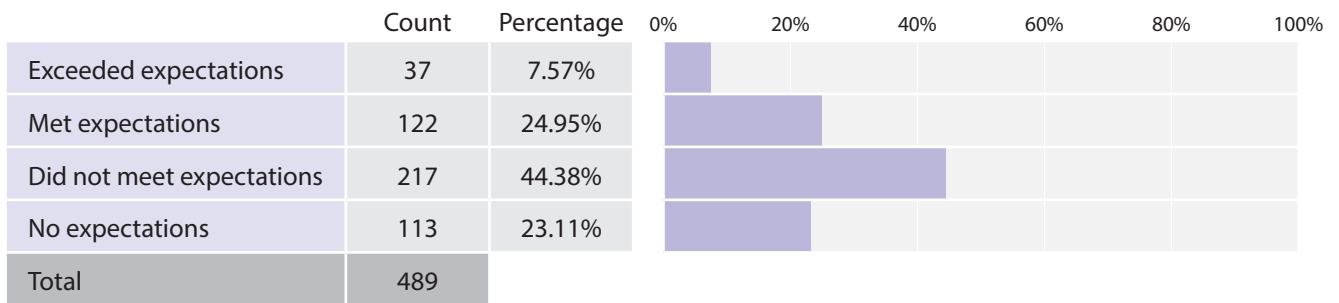
Visibility of organisational inclusion for gender diverse employees



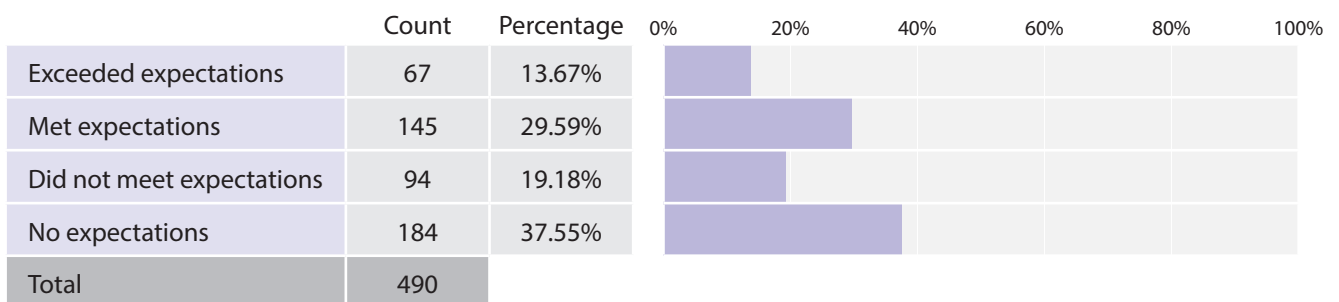
Freedom to use toilets of choice



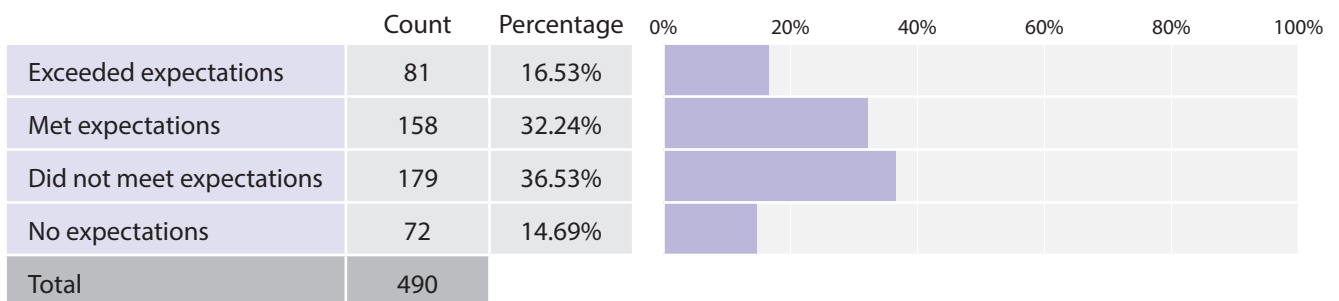
Availability of non-gendered or all gender toilets



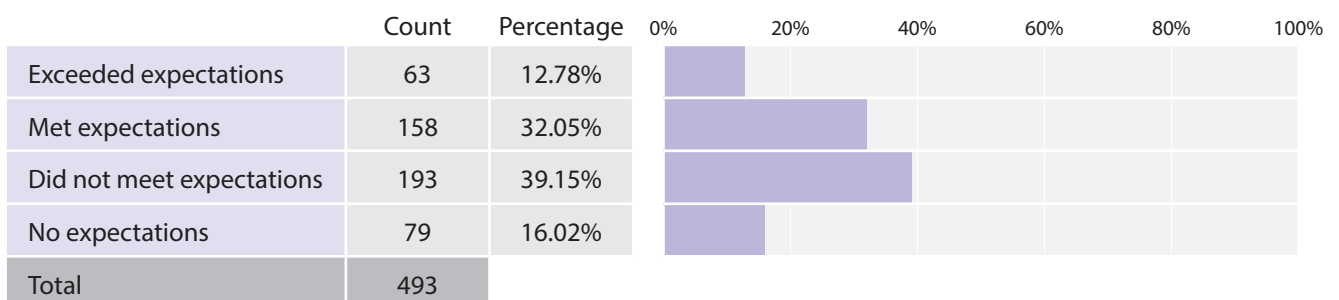
Alternatives to gendered uniforms or dress codes



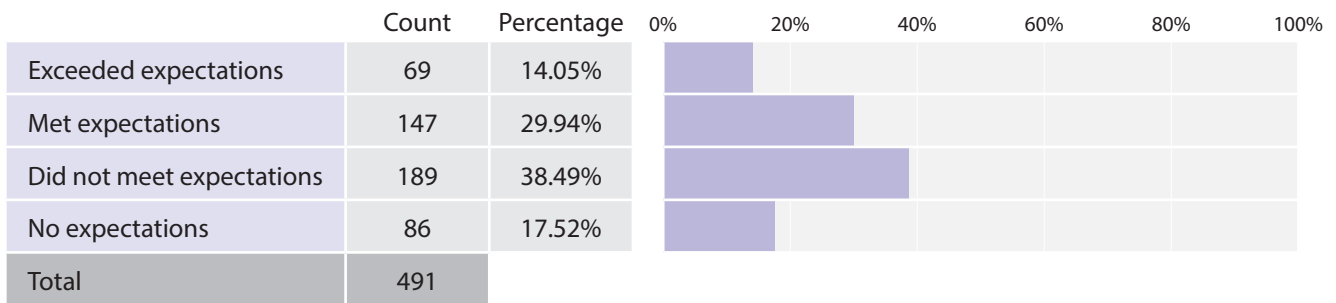
Well communicated policies to support those affirming their gender



Acknowledgement of gender diversity beyond male/female

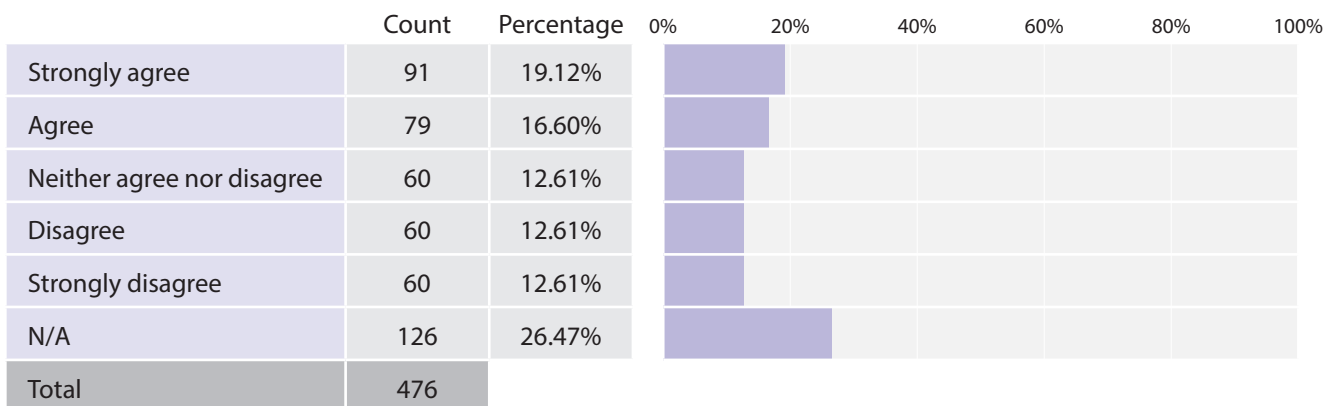


Acknowledgement of gender diversity beyond male/female and those with a trans experience

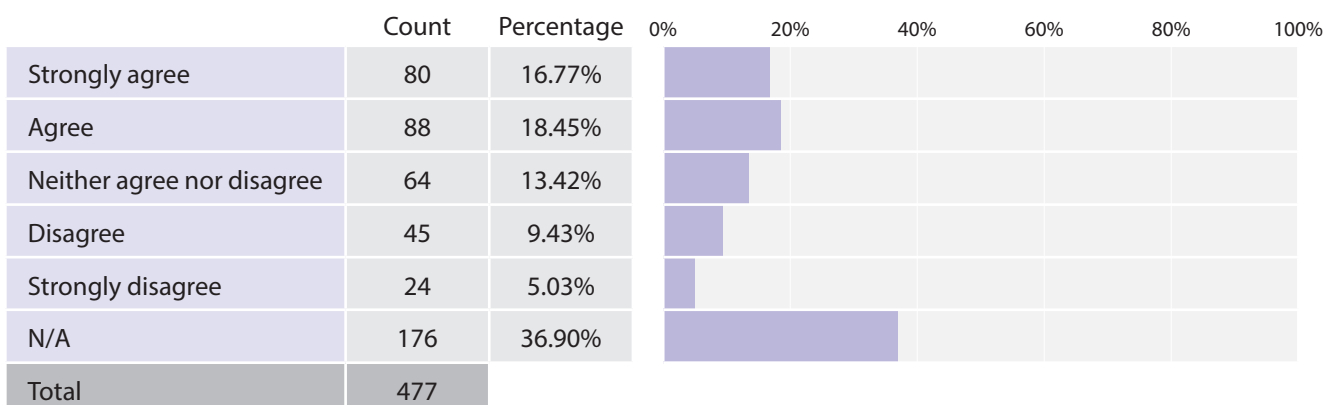


Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

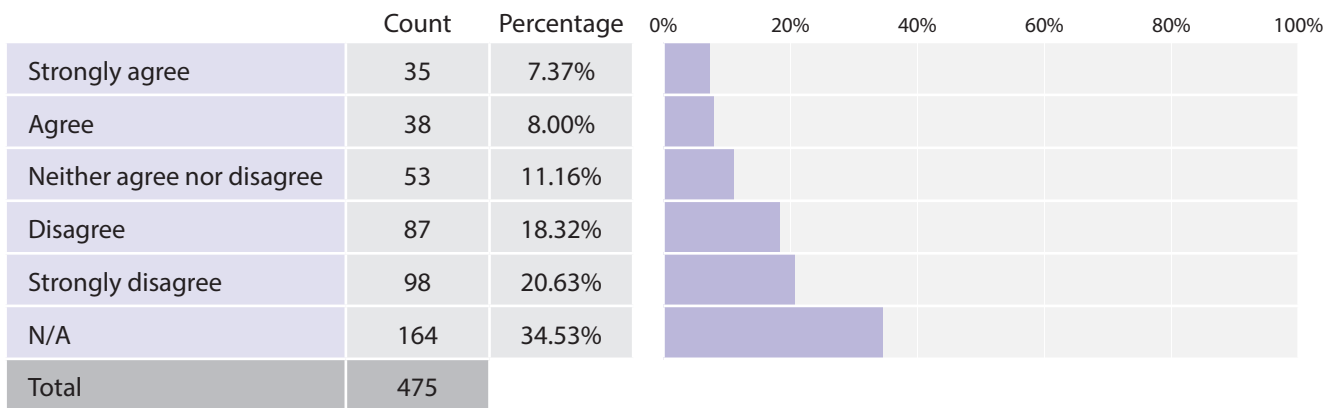
I can freely use gendered toilets of choice without opposition here



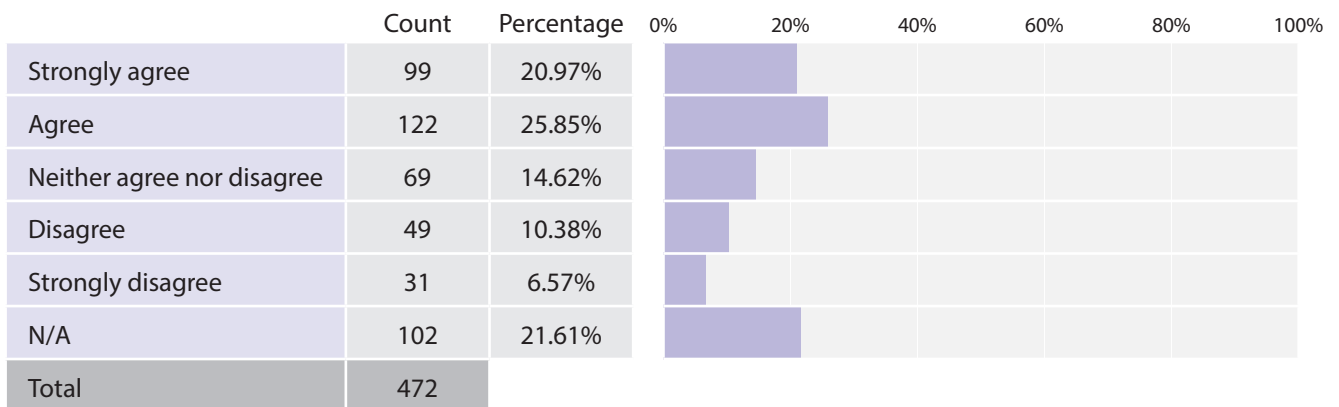
People make an effort to use my personal pronouns



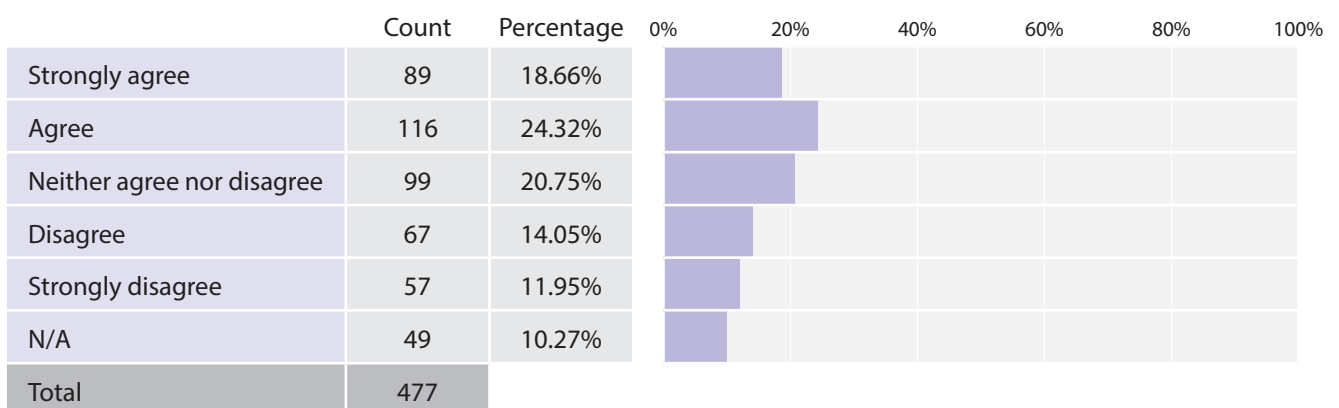
I have been deliberately misgendered within the last year



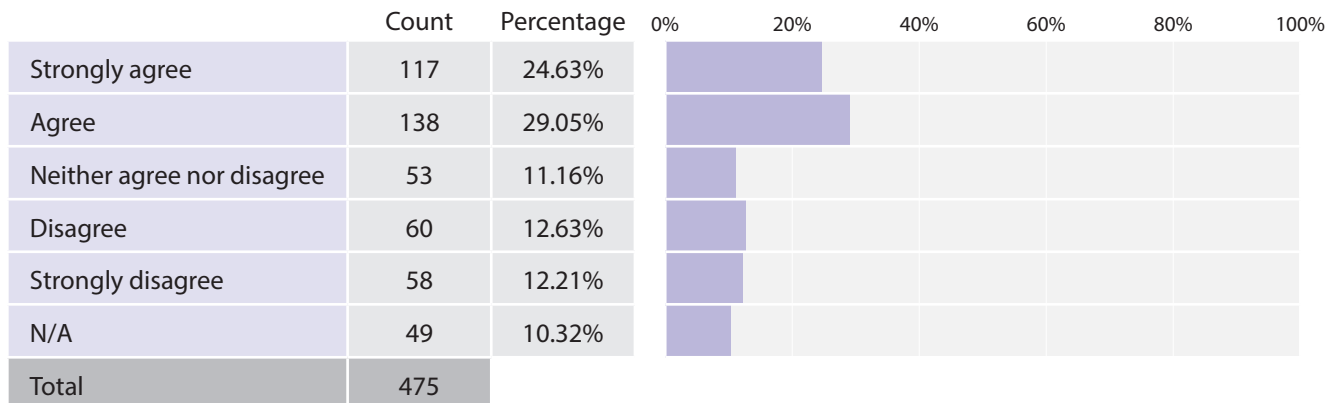
I have not experienced any exclusion based on my gender diversity within this workplace



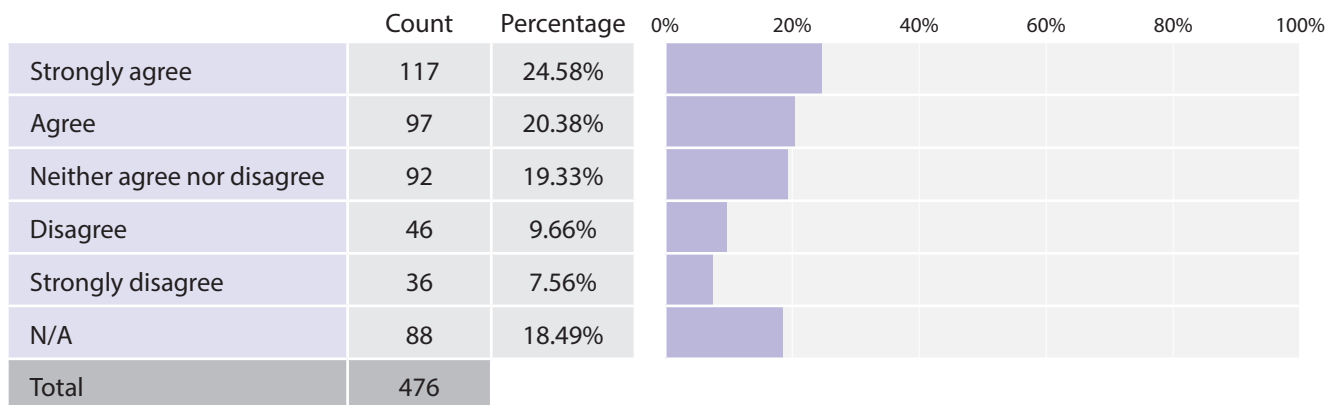
My gender identity would NOT have any impact on my career progression here



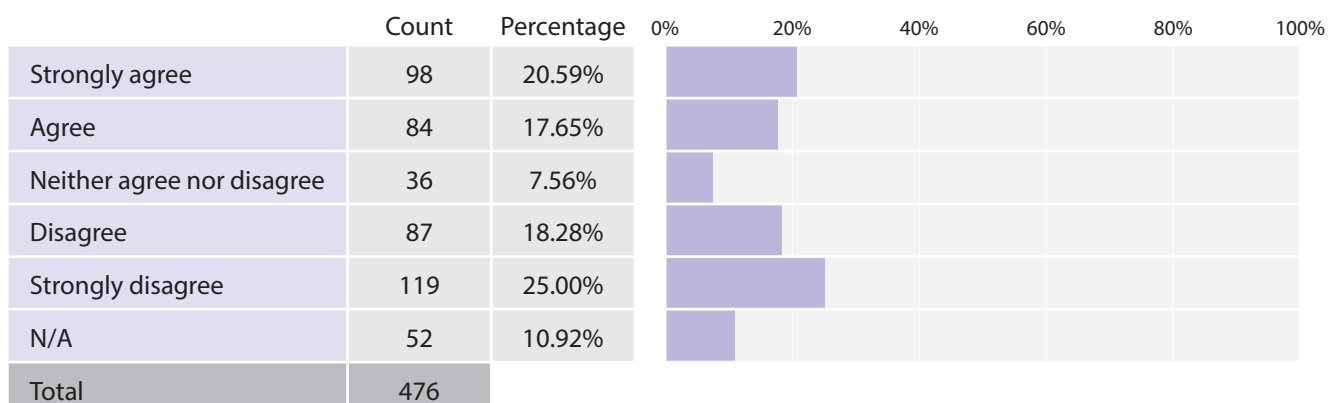
I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager



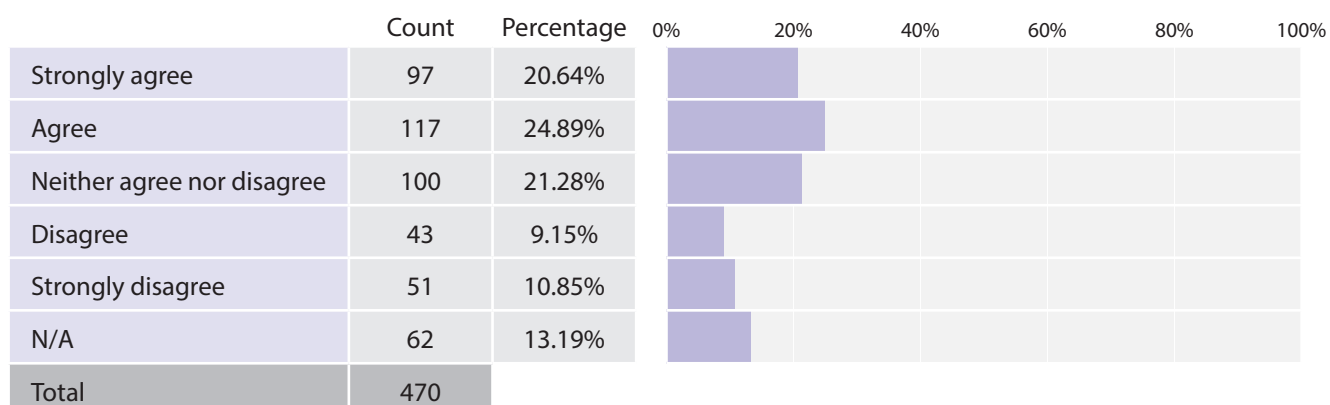
I feel fully supported by my team in terms of my gender identity



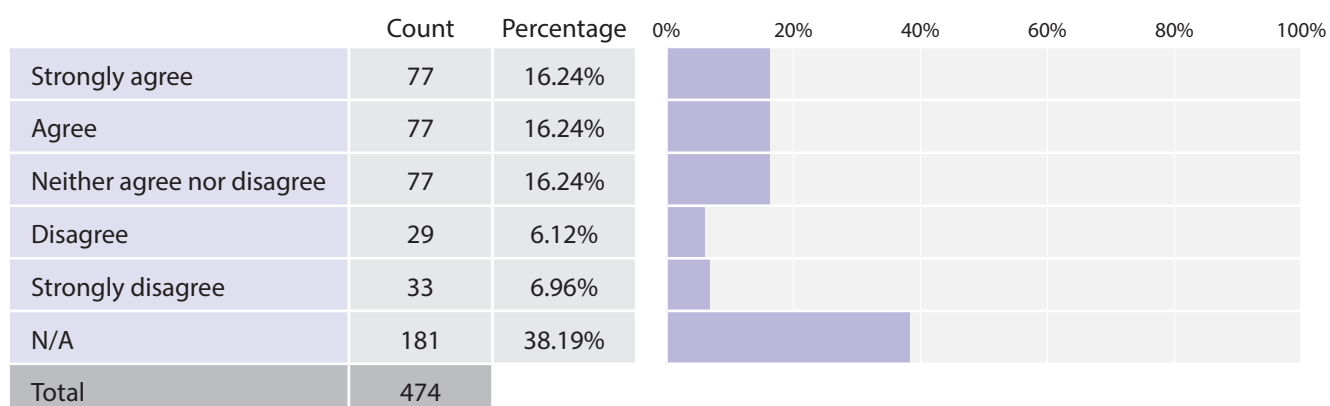
Most people I work with are aware of my gender diversity



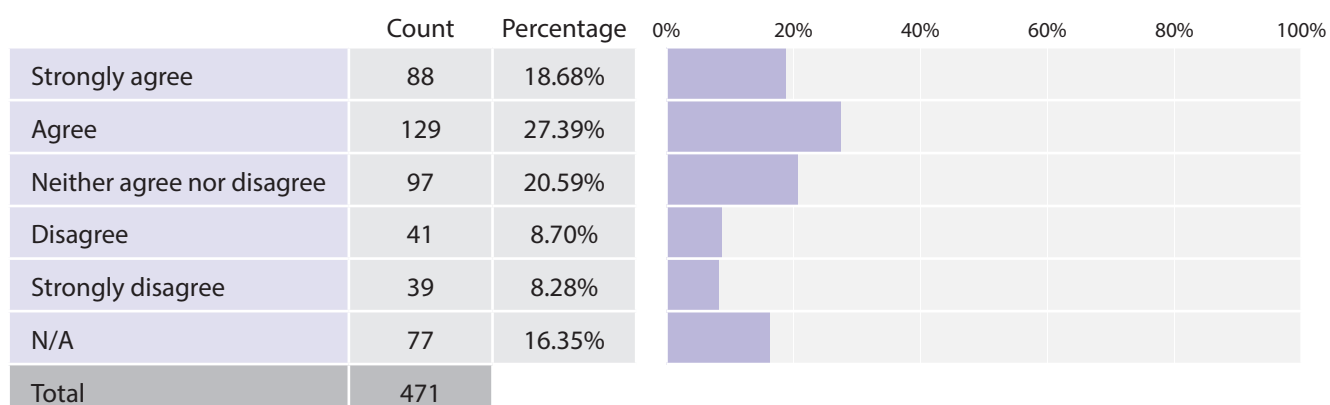
I feel that our Employee Network Group is fully inclusive of gender diverse employees and those with a trans experience



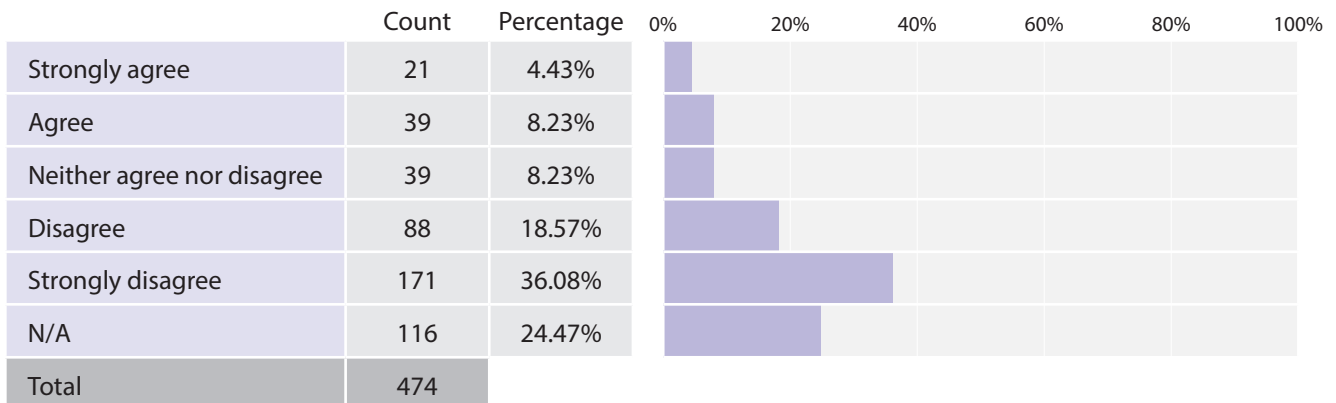
I am happy with any gender affirmation process that I have undertaken here



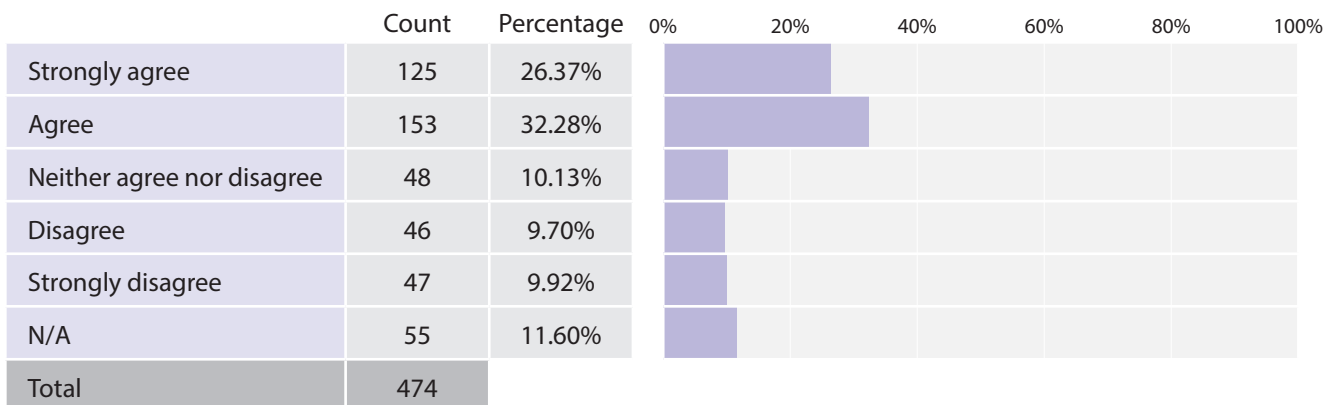
There are people within the organisation that have the same, or similar, gender diversity as me



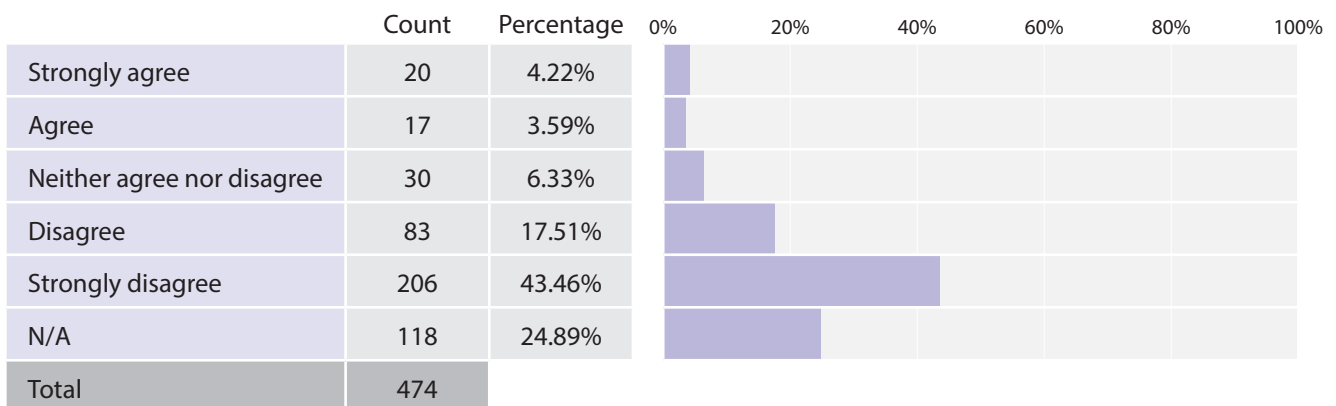
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year



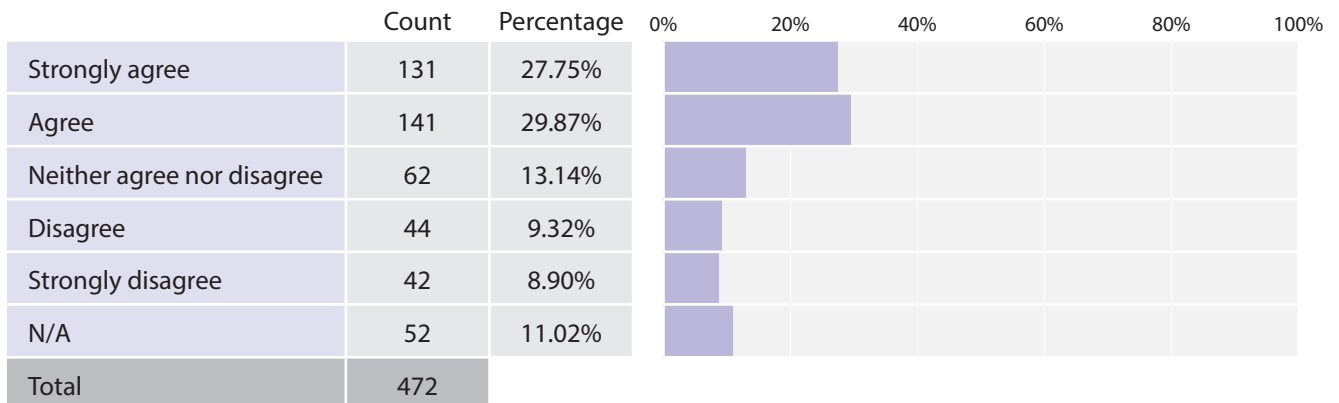
I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager



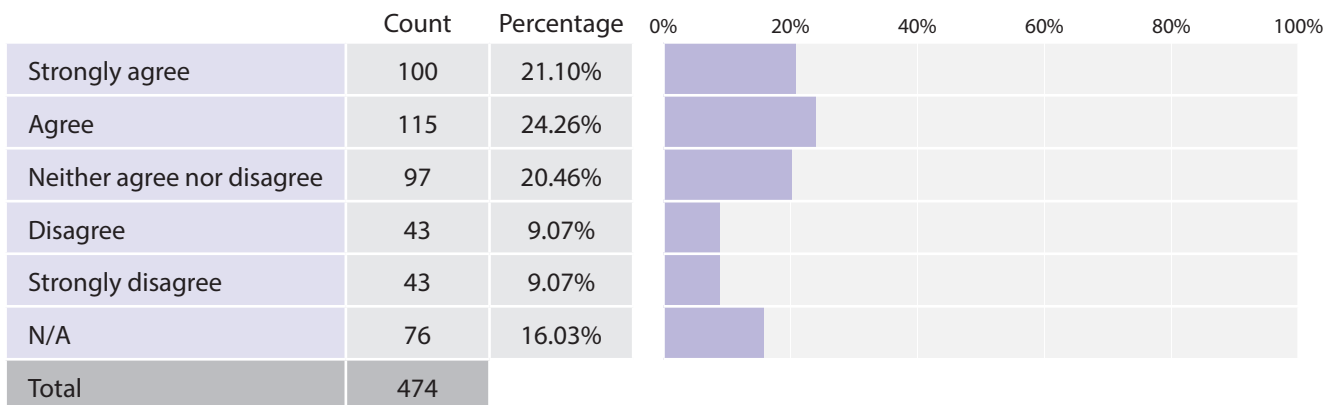
I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year



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

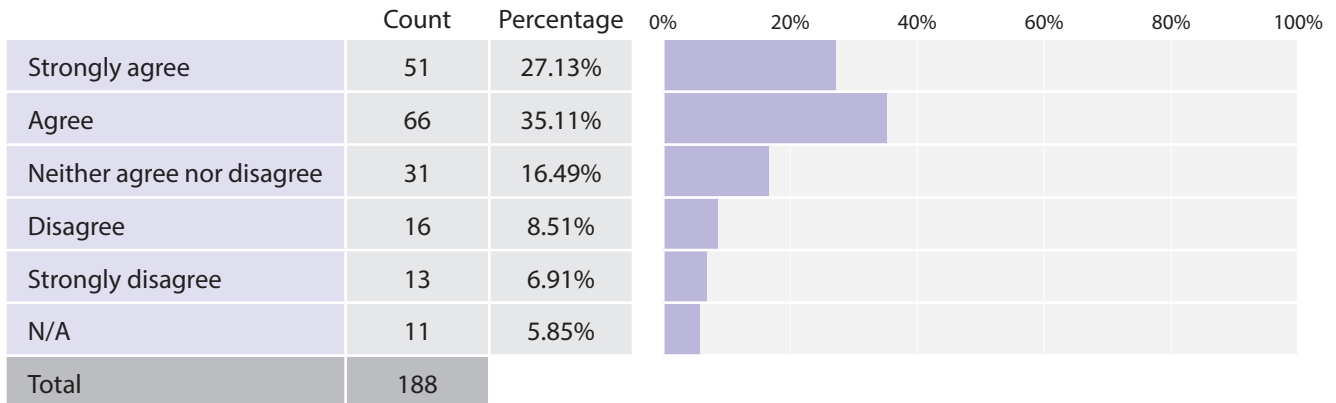


Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

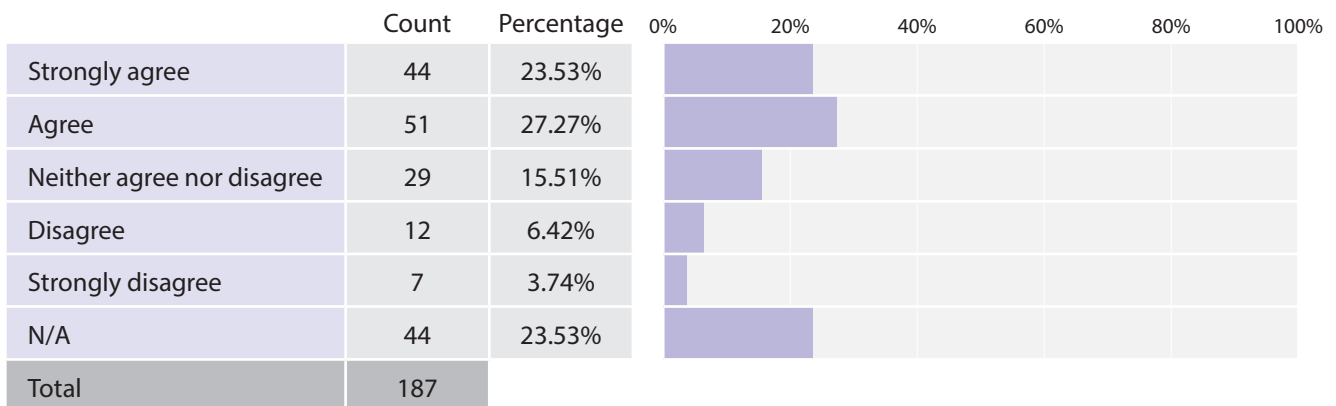


Pride in Diversity has an initiative called SAPPHIRE that brings together both women of diverse sexualities and women with trans histories to tackle the dual challenges of being a woman and someone of diverse sexuality and/or gender in the workforce. As someone who identifies as non-binary, please indicate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



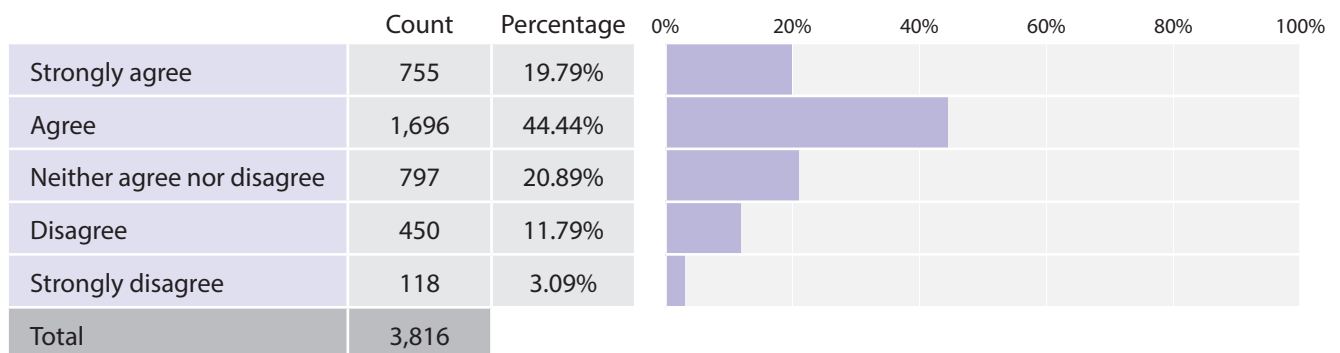
If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)



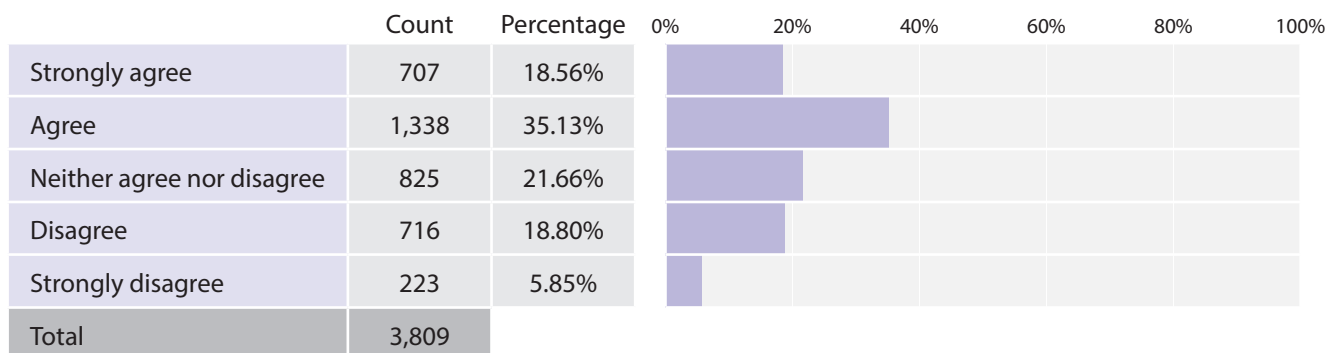
REGIONAL EMPLOYEES (ALL)

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:

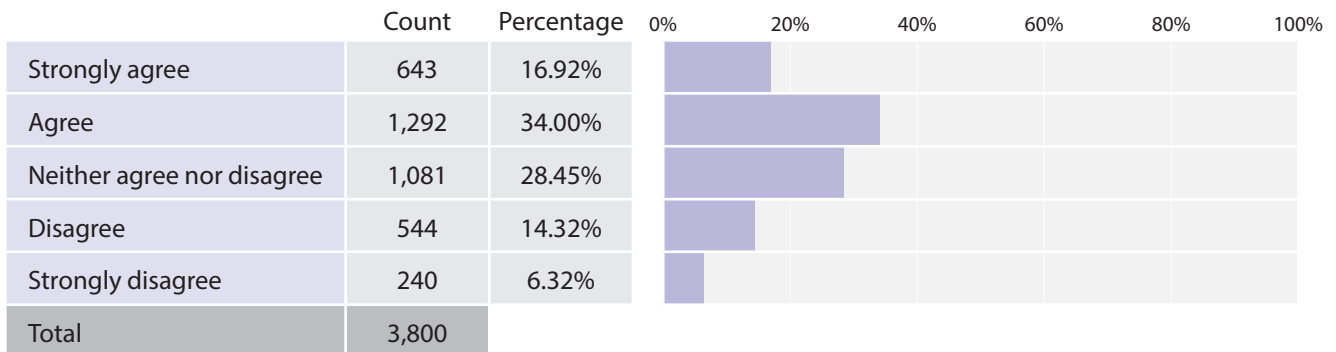
The organisation's diversity initiatives for the inclusion of people of diverse sexualities and genders have been adequately communicated within our site/office



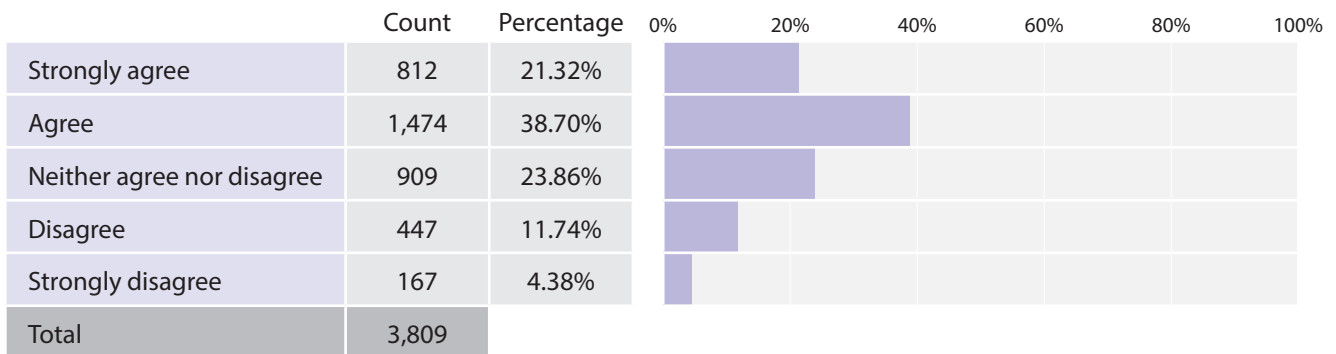
Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion work



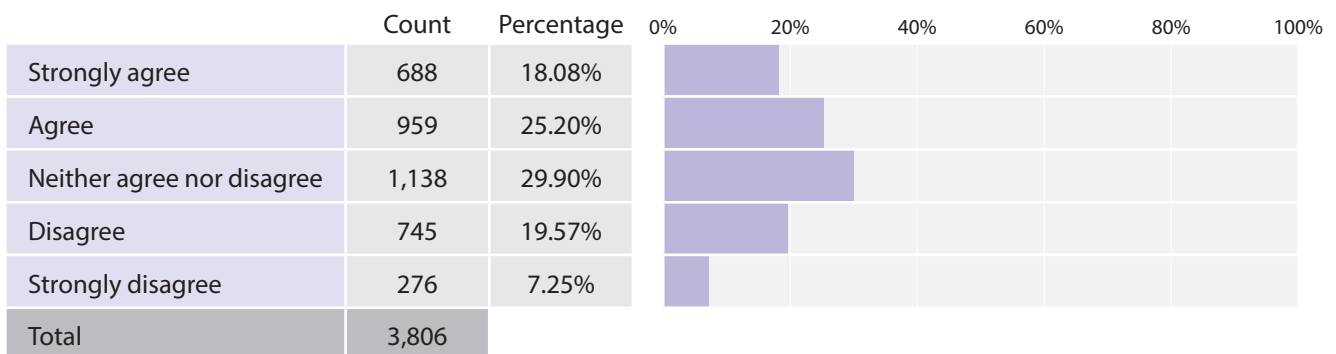
We are able to easily connect into head office activities for this area of diversity and inclusion work/information



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

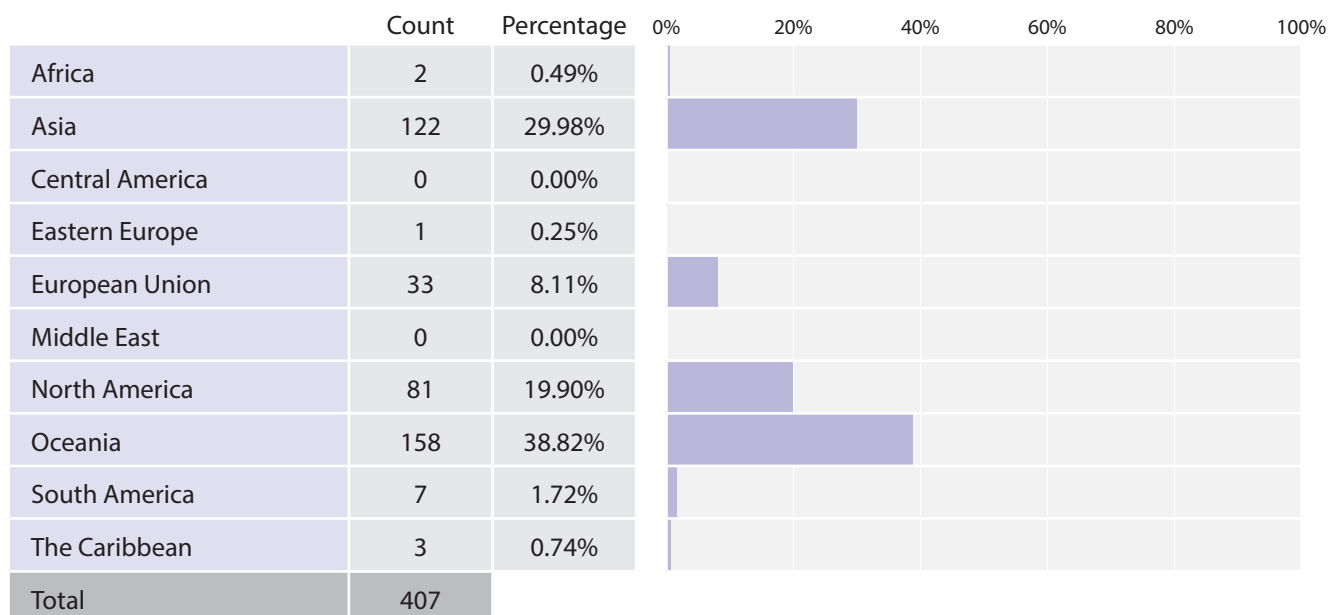


We have a local person/champion to help drive sexuality and gender diversity & inclusion initiatives here



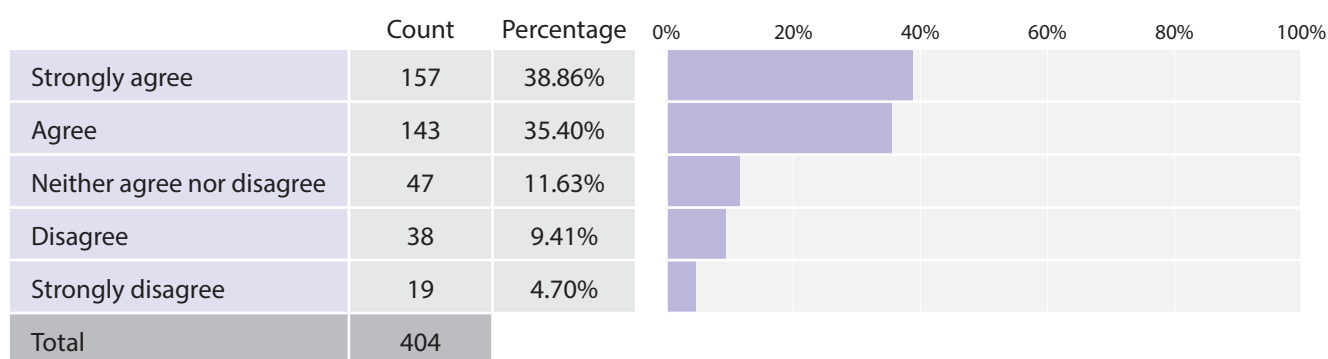
INTERNATIONAL EMPLOYEES (OVERSEAS OFFICES)

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

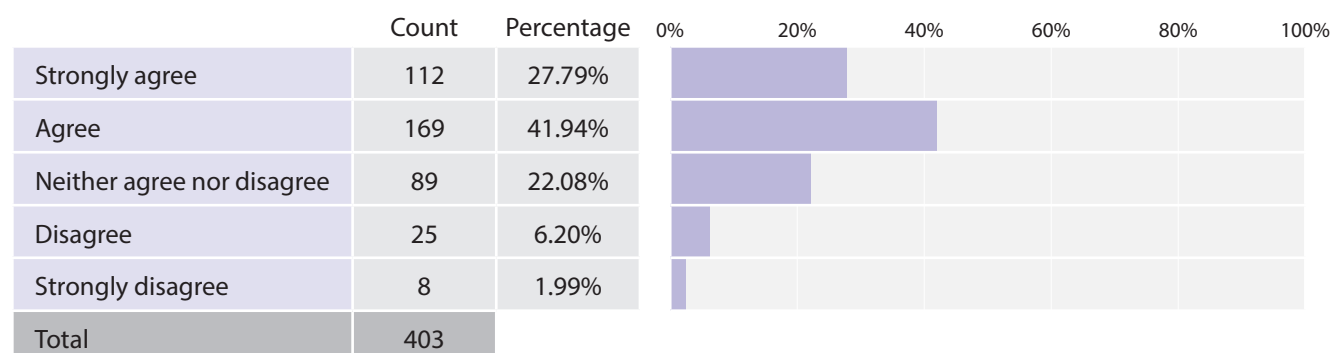


As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

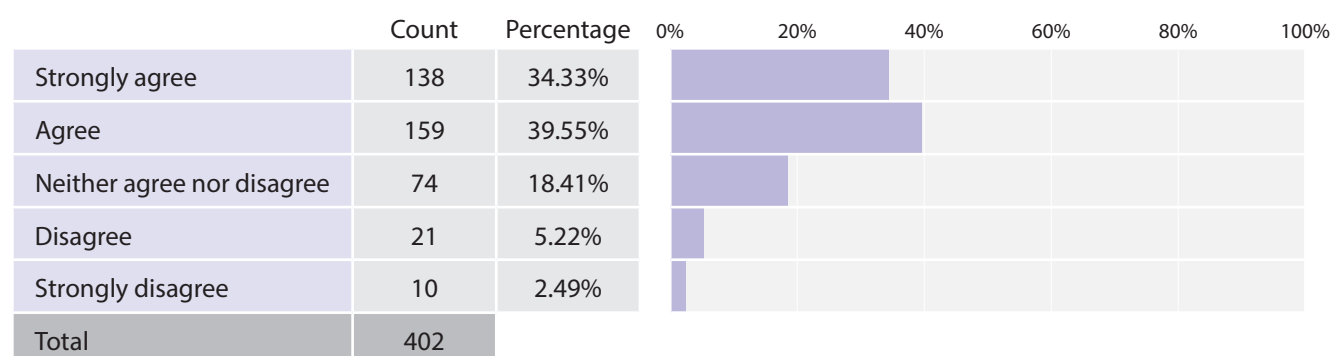
I work in a country where it is acceptable to support people of diverse sexualities and genders



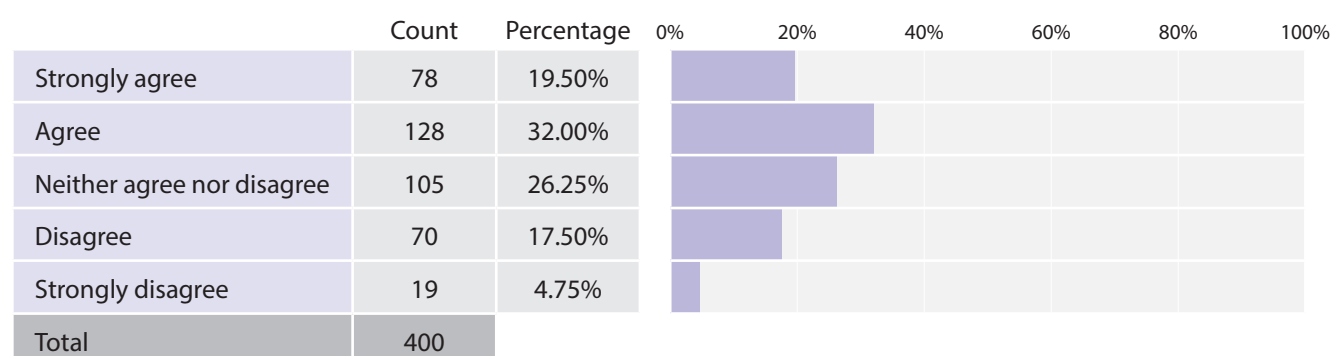
The inclusion work that our Australian office does in support of people of diverse sexualities and genders filters through to this office



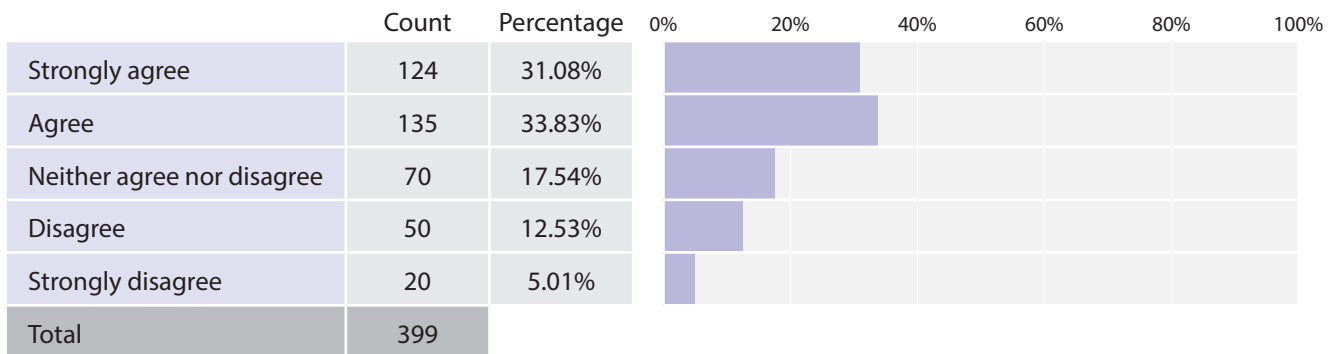
Employees are encouraged to become allies for people of diverse sexualities and genders here



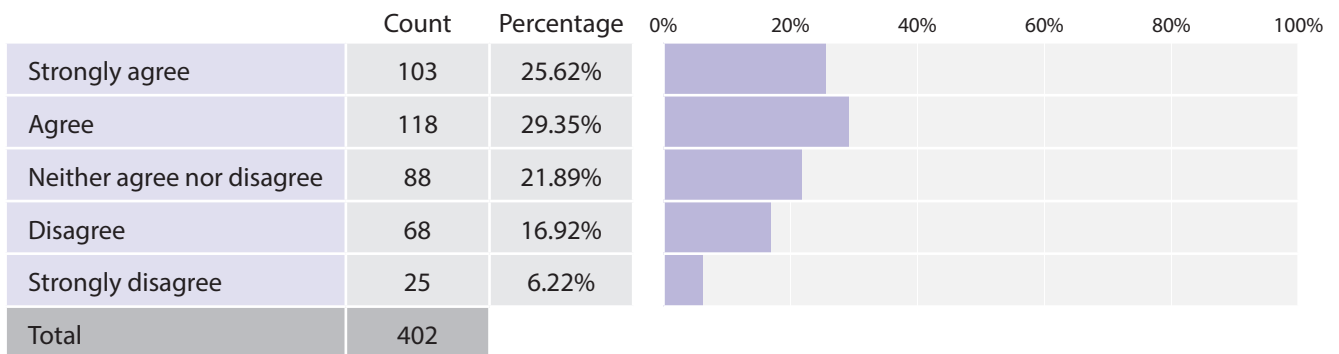
We have been provided with training and/or information on how to be an active ally for people of diverse sexualities and genders



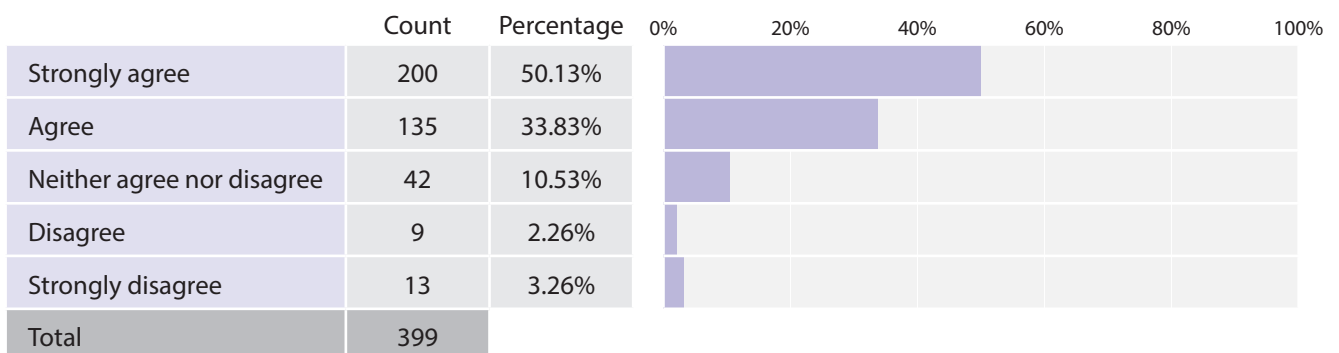
There is a person leading inclusion initiatives for people of diverse sexualities and genders here



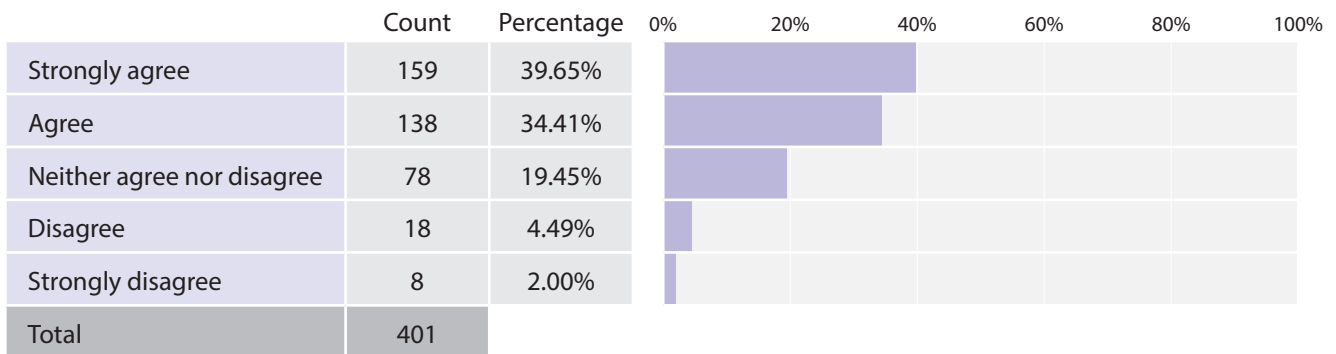
There are visible senior champions for people of diverse sexualities and genders here



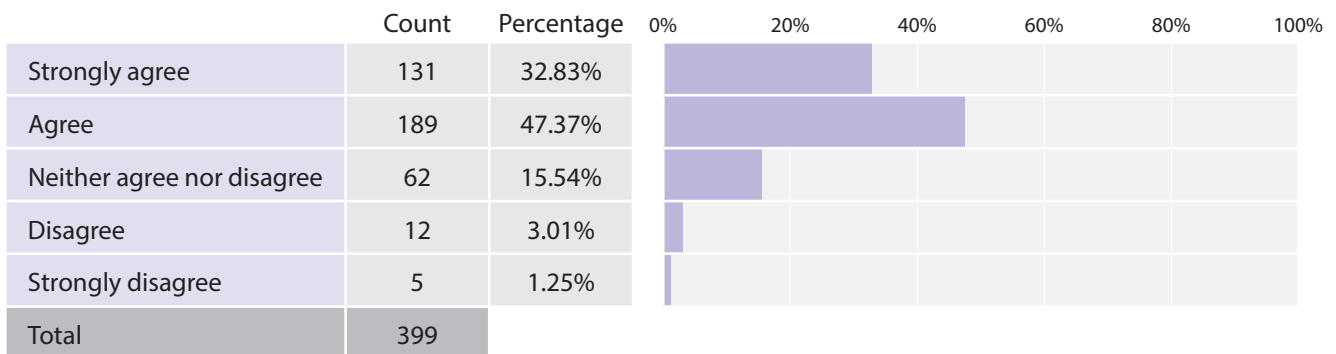
I personally support the work my organisation does in this area of diversity & inclusion



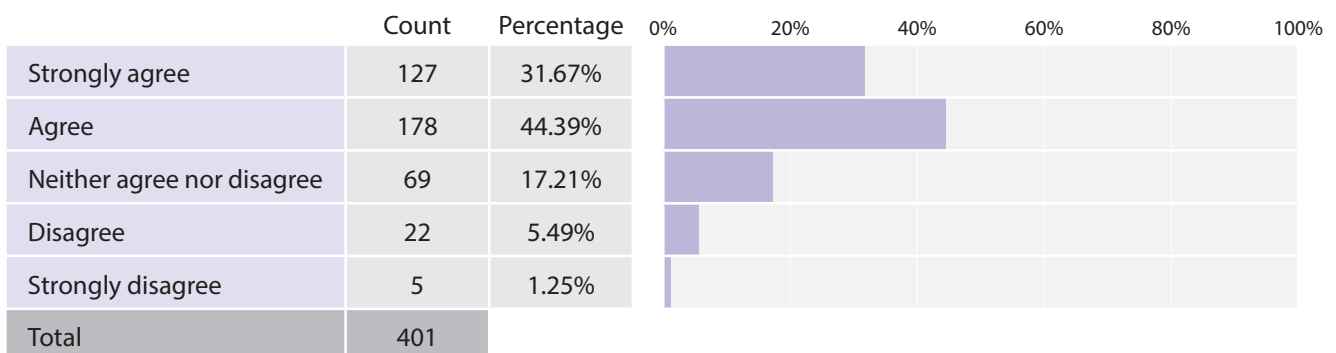
I consider myself an active ally for people of diverse sexualities and genders



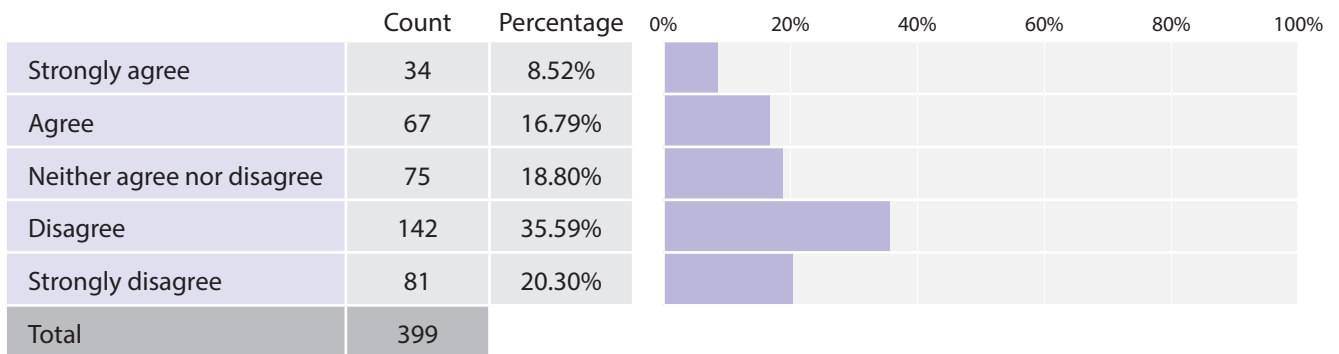
People of diverse sexualities and genders would feel safe working here



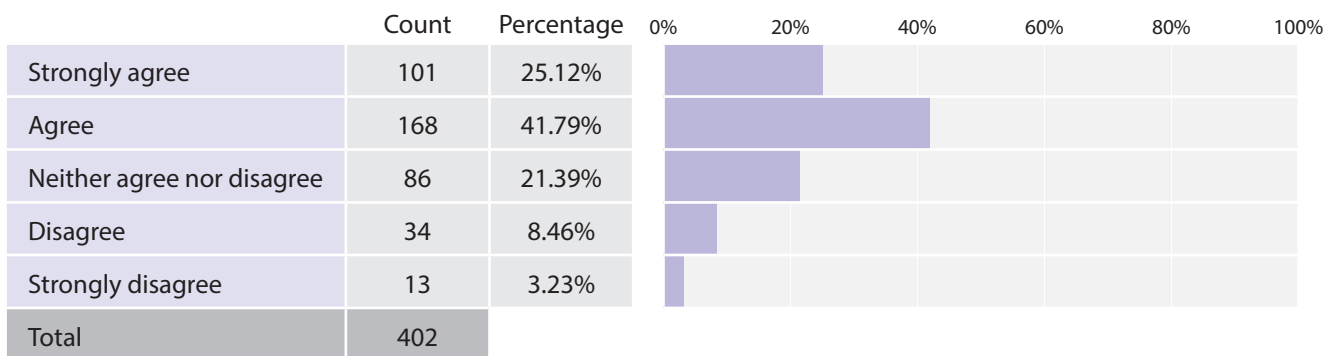
People of diverse sexualities and genders would feel supported here



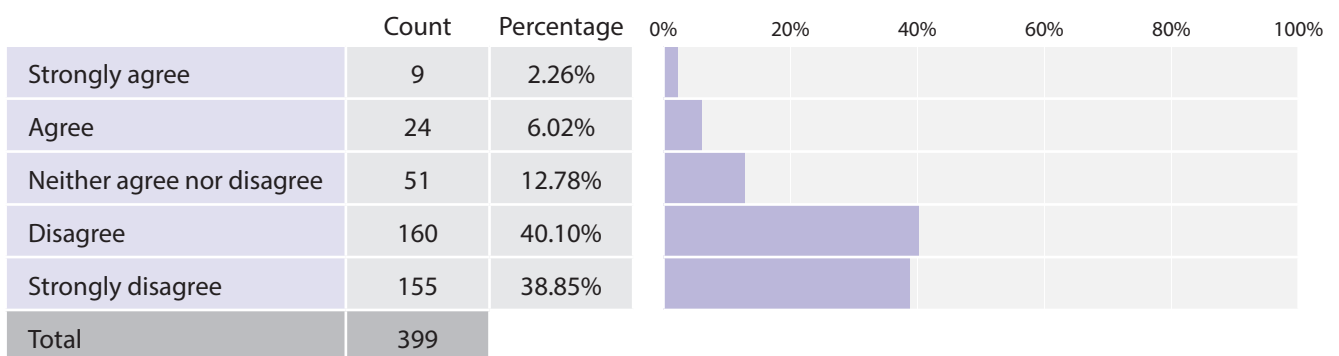
I am aware of negative commentary targeting people of diverse sexualities and genders here



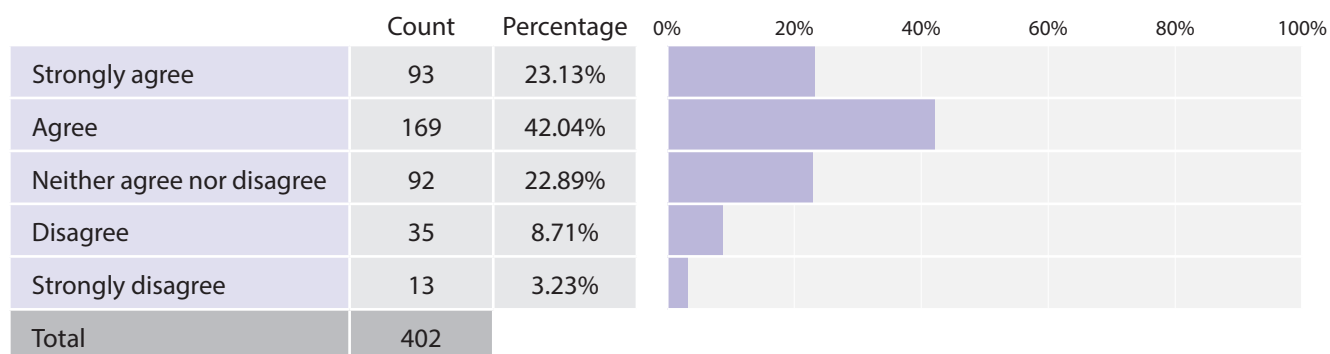
Negative commentary/jokes targeting people of diverse sexualities and genders would be quickly addressed here



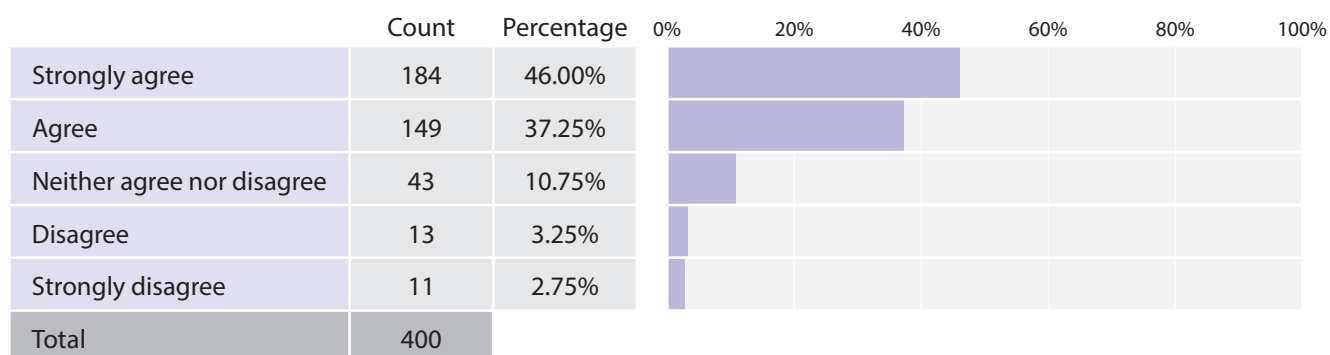
I am aware of more serious bullying/harassment targeting diverse sexualities and genders here



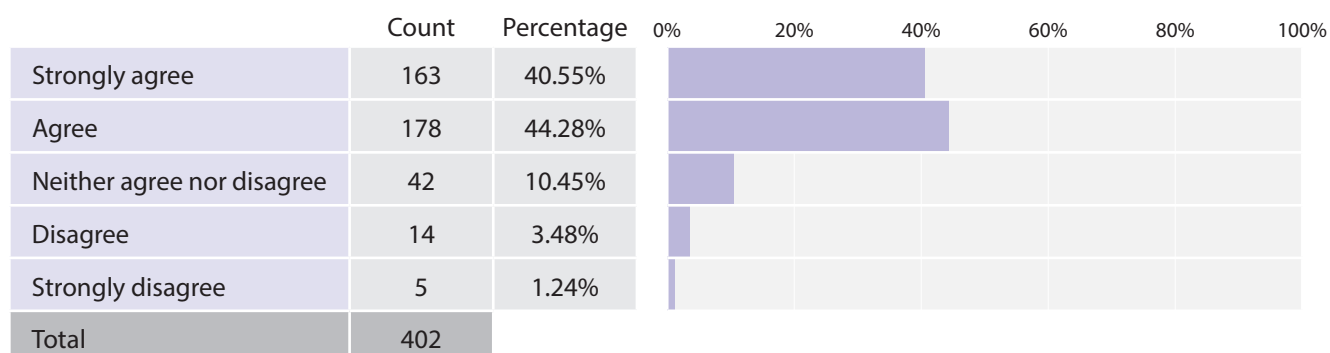
There are visible signs of inclusion for diverse sexualities and genders here



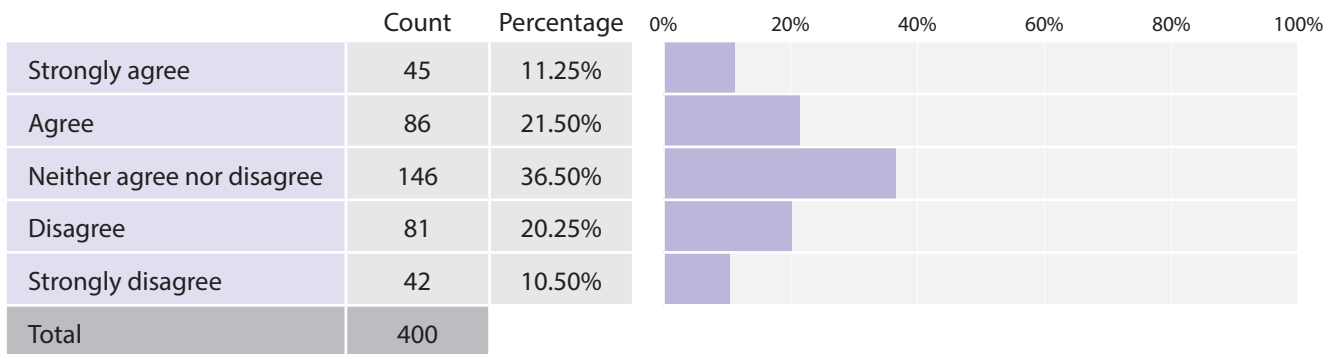
My immediate team would be inclusive of diverse sexualities and genders



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

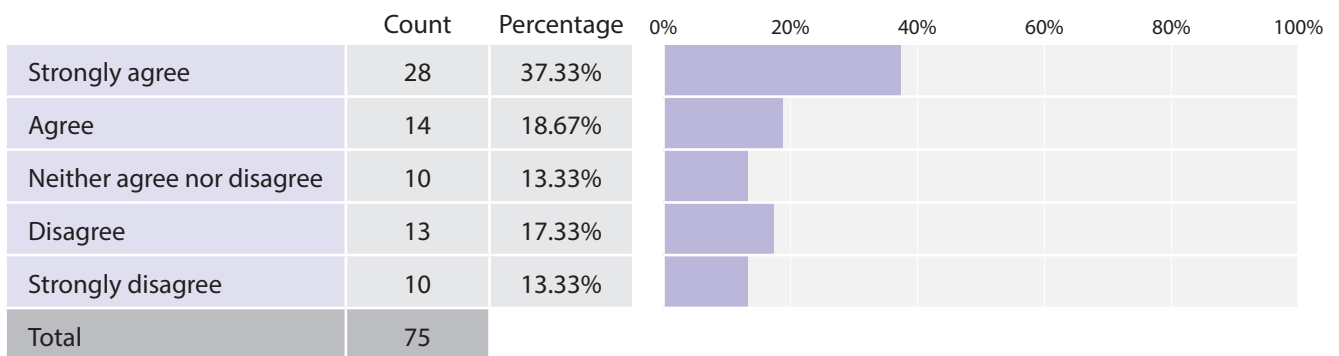


I feel we need more support from our Australian office for this aspect of diversity & inclusion

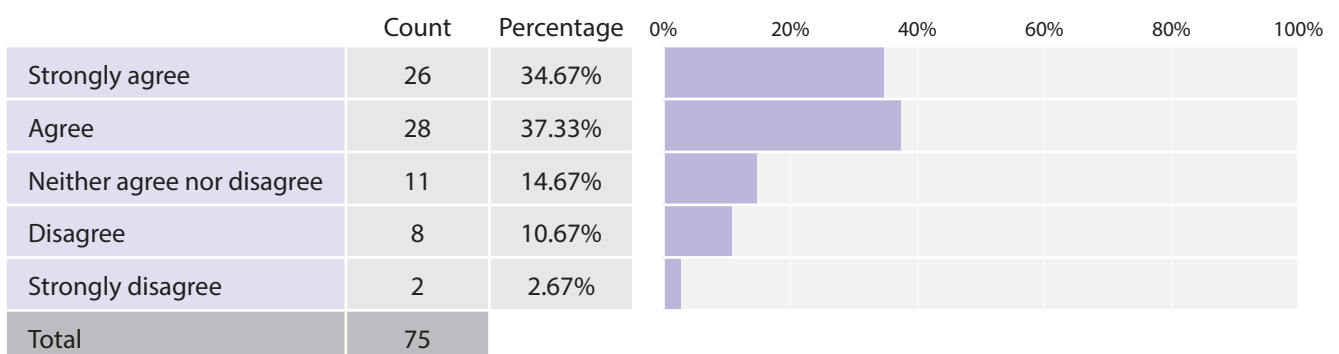


As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:

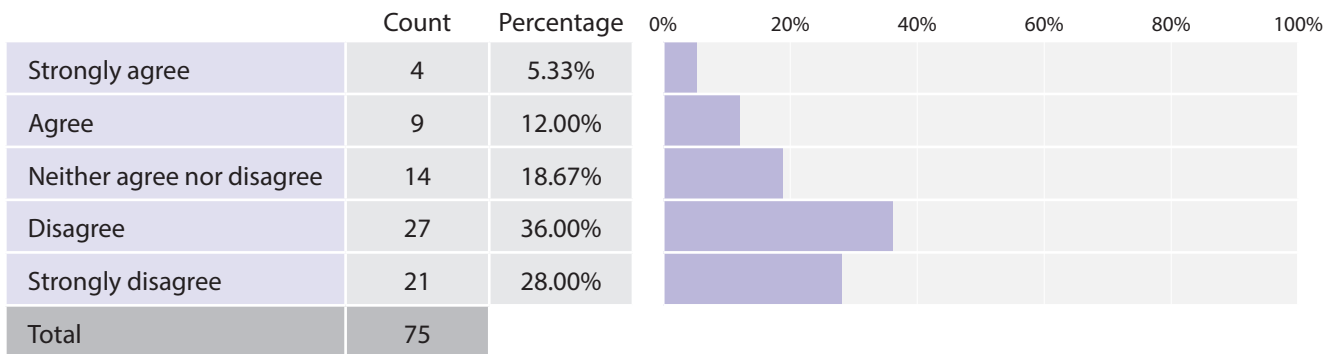
Most people I work with know of my diverse sexuality and/or gender



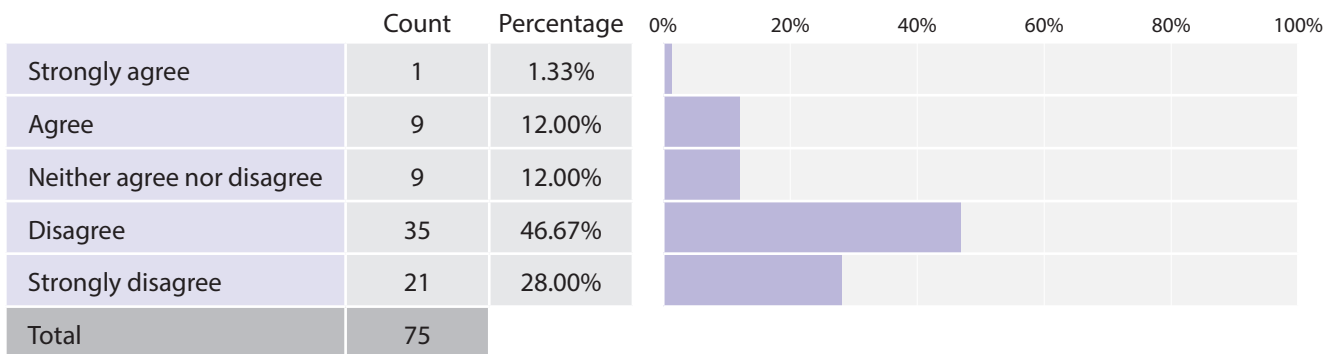
I feel comfortable being myself here



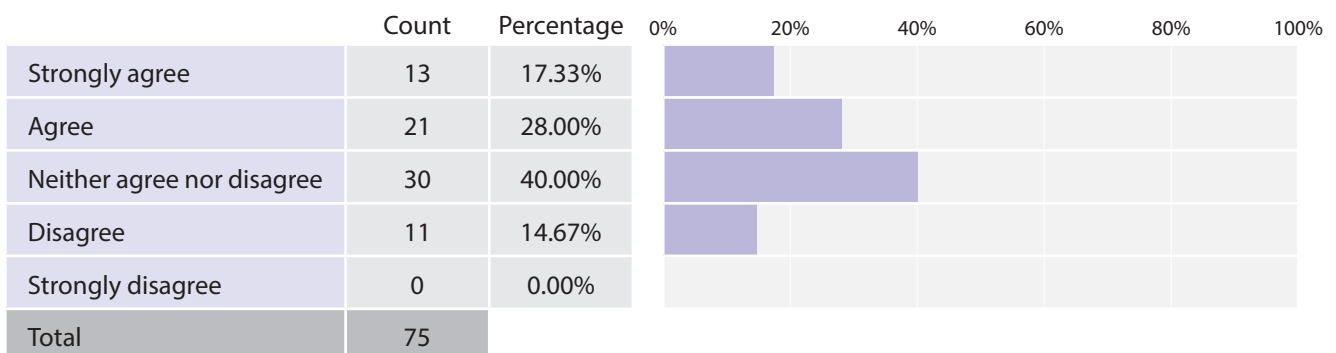
I expend energy hiding aspects of myself here



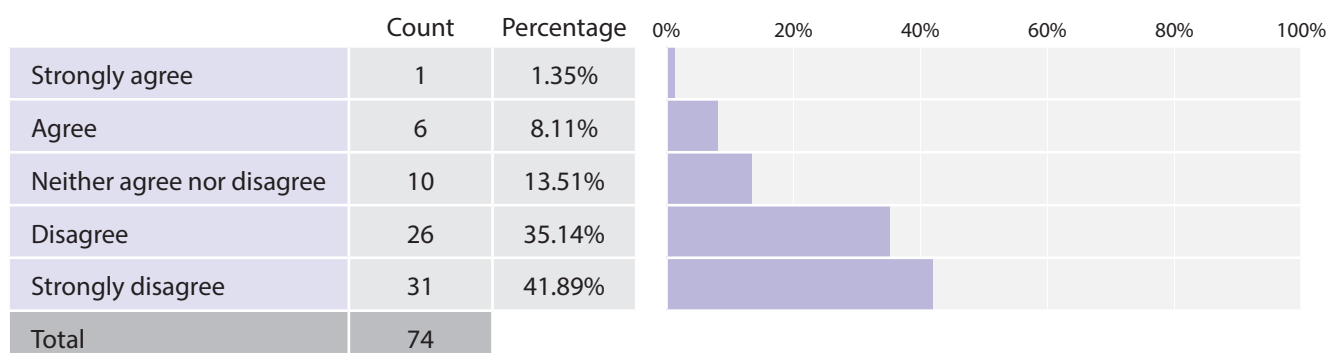
Jokes/innuendo targeting people of diverse sexualities and genders are common here



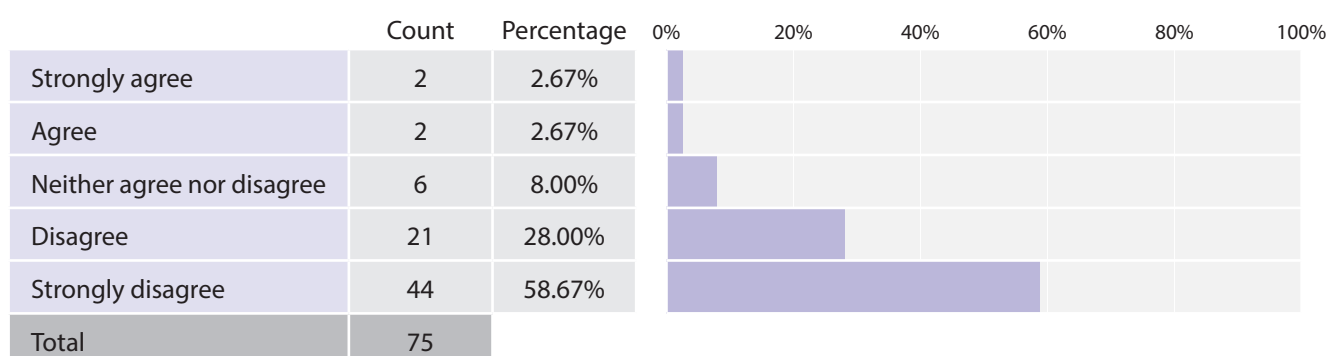
Jokes/innuendo targeting diverse sexualities and genders are addressed quickly here



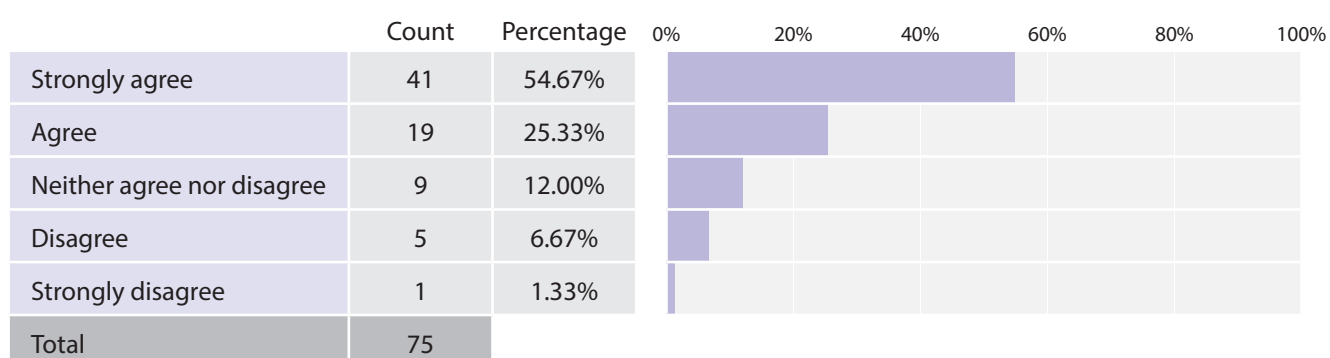
I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here



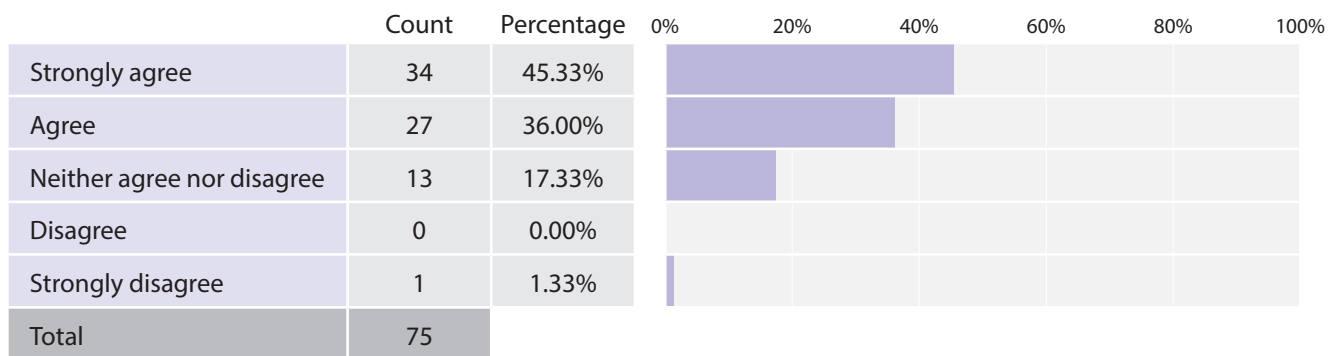
I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here



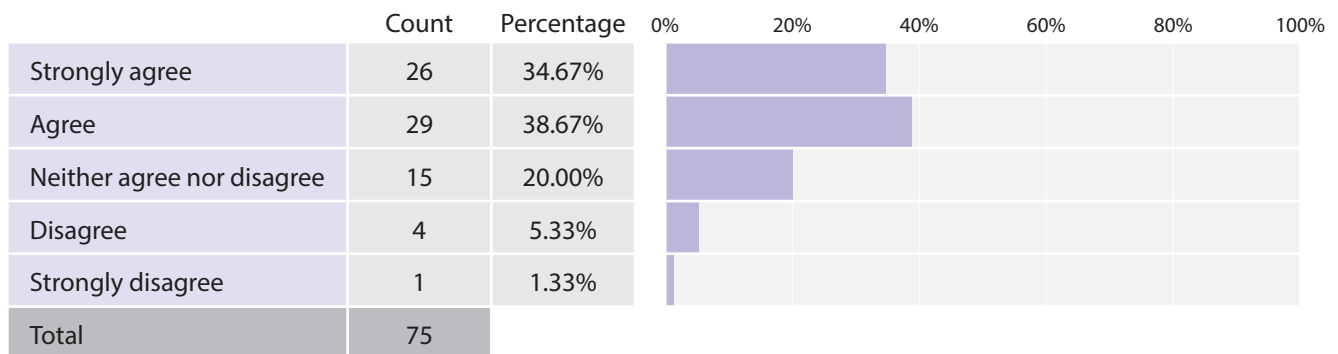
I would feel safe and supported by my manager if I encountered issues regarding my diverse sexuality and/or gender here



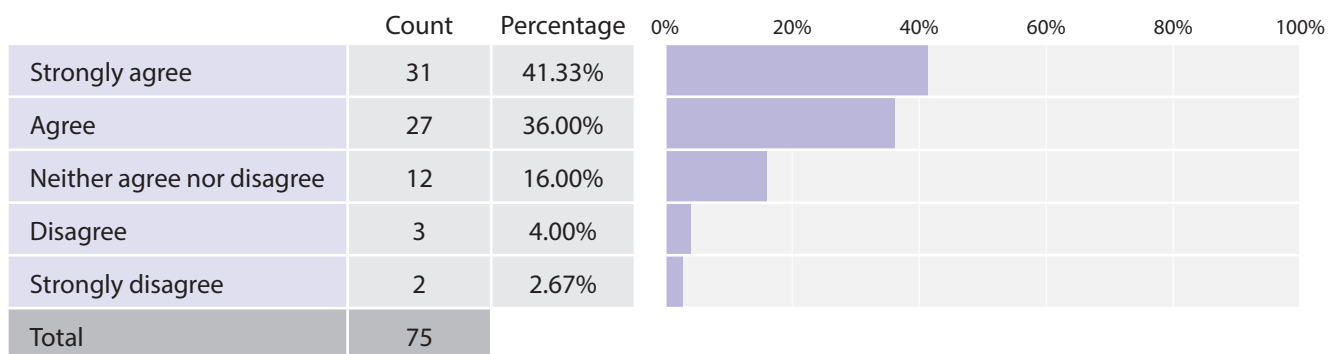
I feel safe here



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

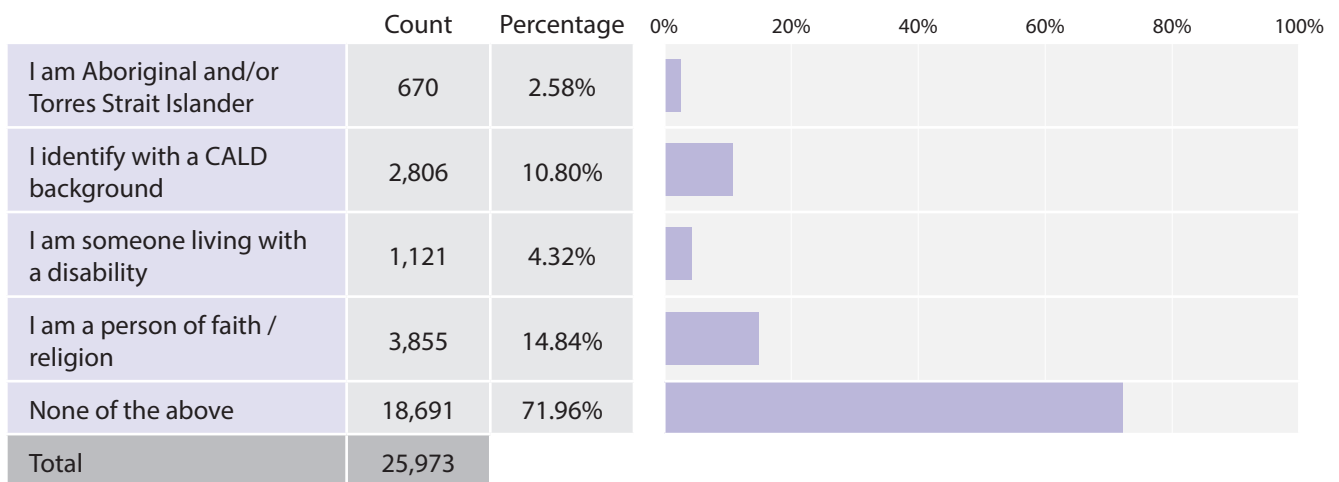


I would recommend this office/site as an inclusive place to work for people of diverse sexualities and genders



INTERSECTIONALITY: LGBTQ DIVERSITY +

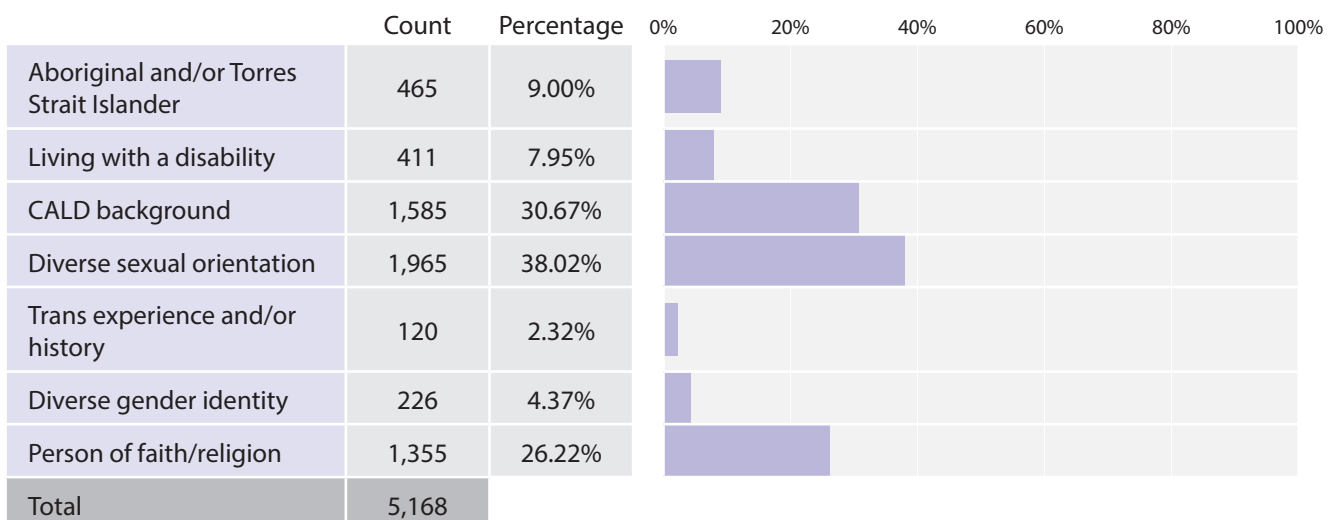
To help provide us with an understanding of the multi-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you.



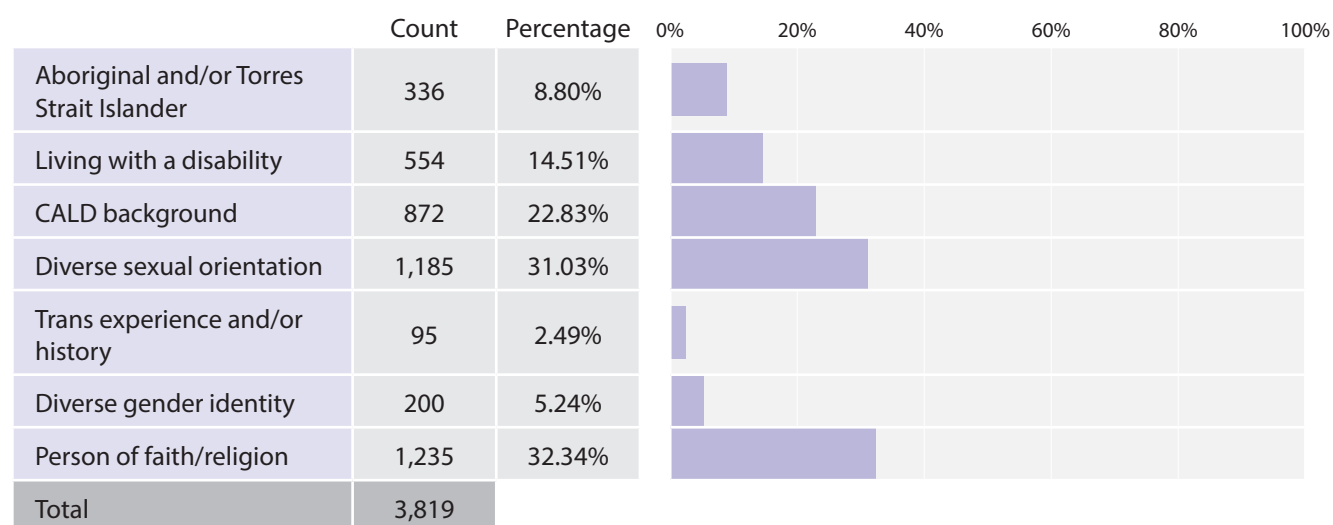
You have been taken to this question because you have either indicated that you are a person of diverse sexuality and/or gender; or you have selected one of the diversity options within the previous question.

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.

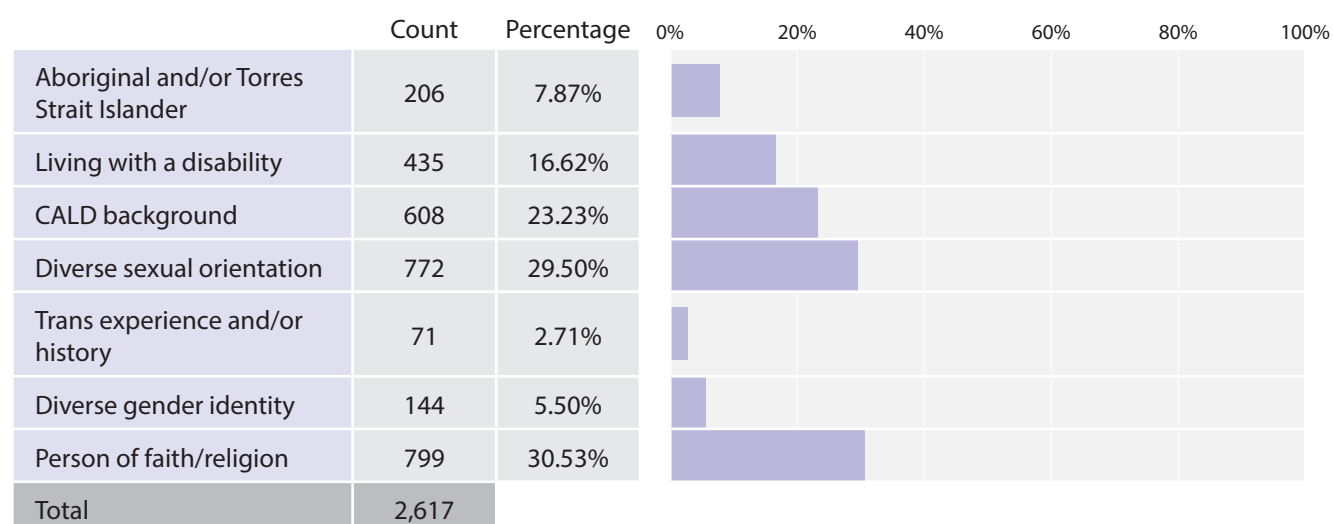
I feel valued for the following aspects of my diversity:



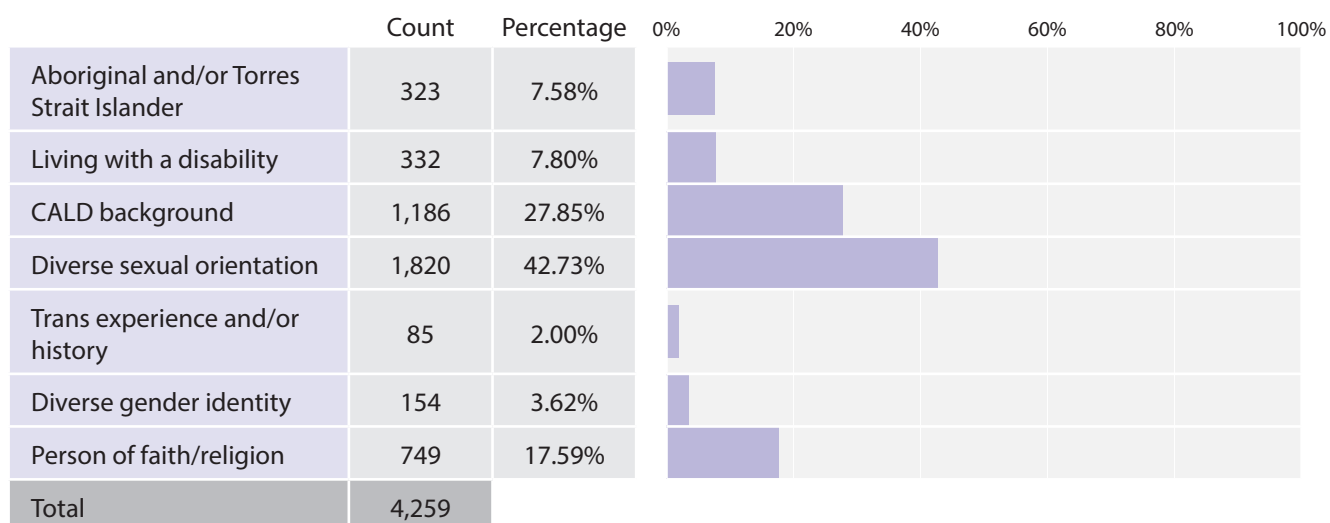
I have experienced stigma in regard to the following aspects of my diversity:



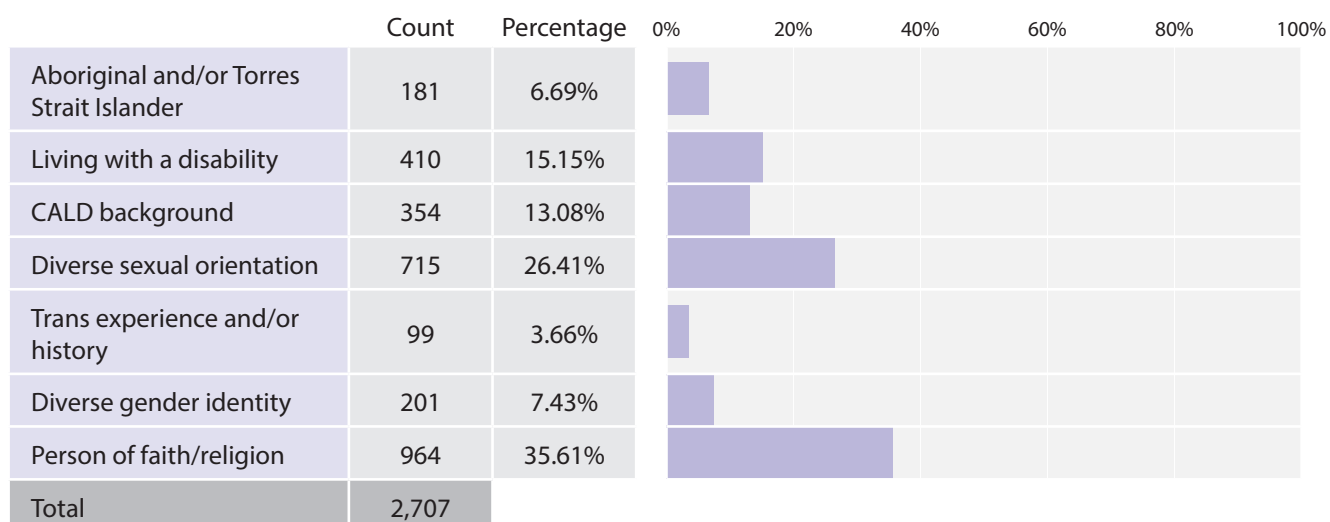
I have experienced exclusion in regard to the following aspects of my diversity



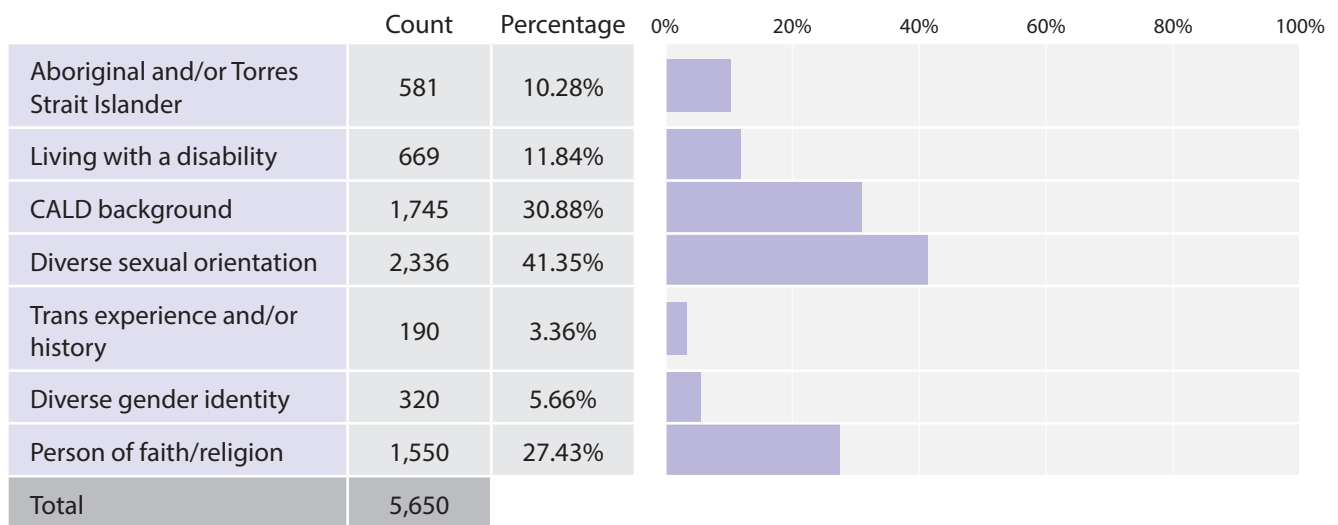
I feel the most accepted aspect of my diversity is:



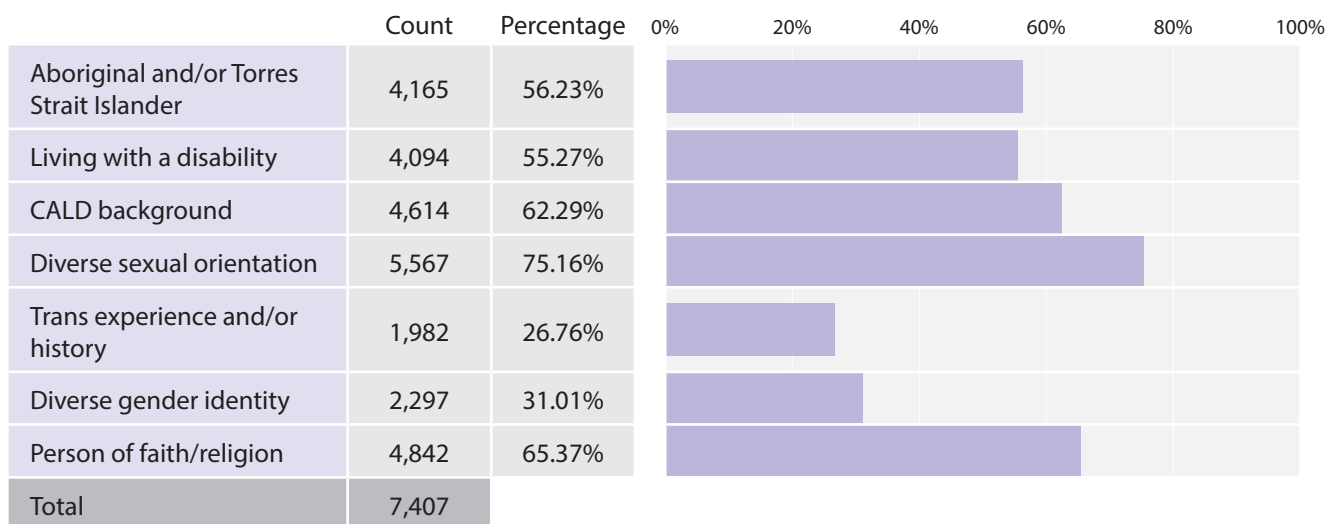
I feel the least accepted aspect of my diversity is:



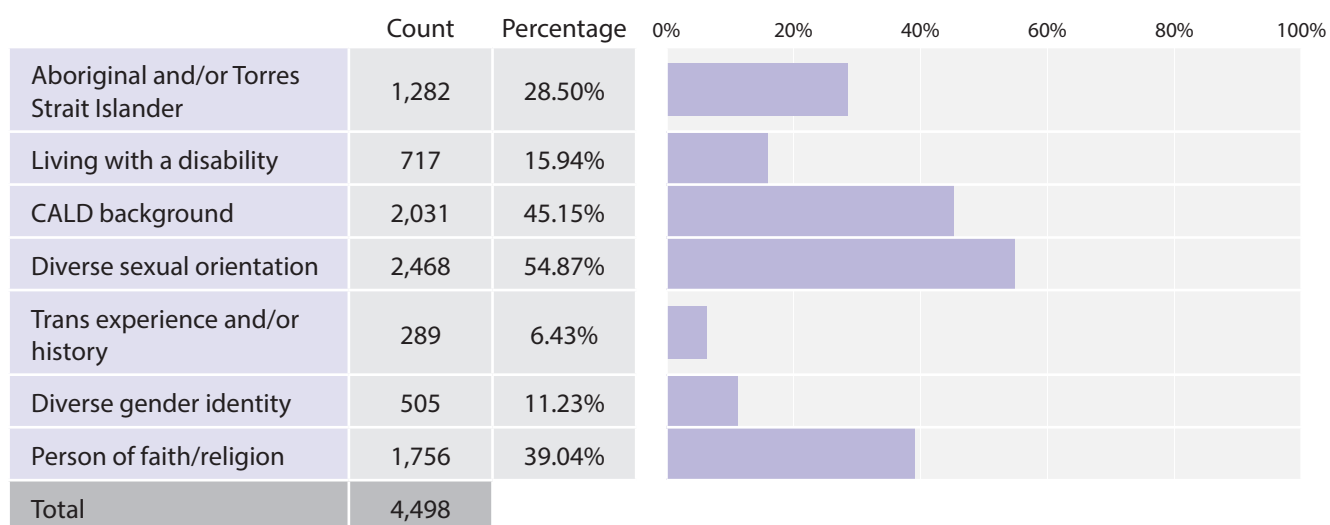
I would happily identify the following diversities as applying to me on an internal HR system



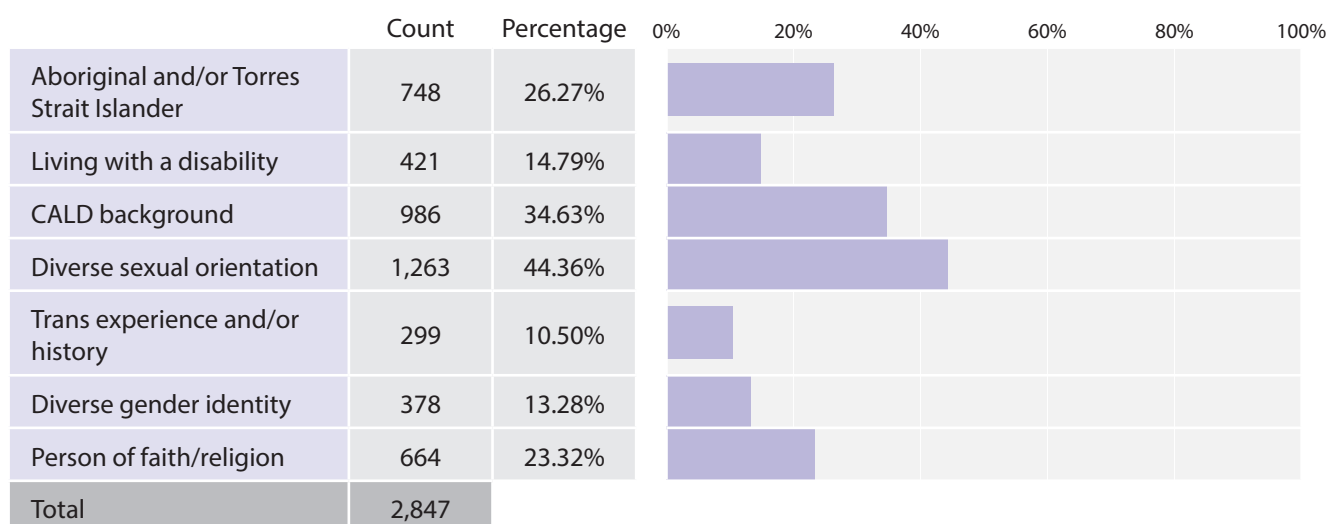
I see people of the following diversities within my organisation:



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



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



2020



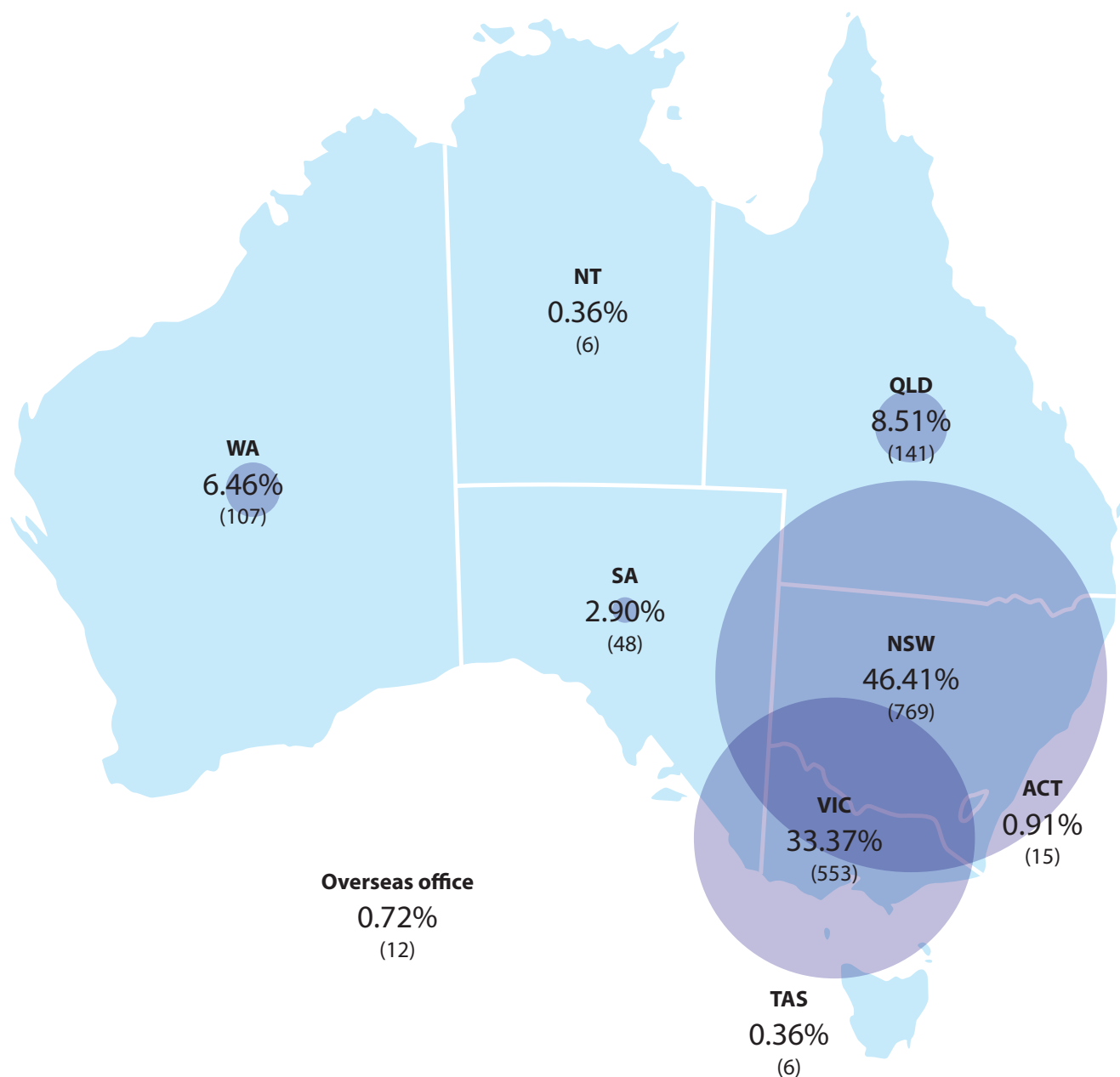
AUSTRALIAN WORKPLACE EQUALITY INDEX

AWEI 2020
SMALL EMPLOYERS
SURVEY DATA

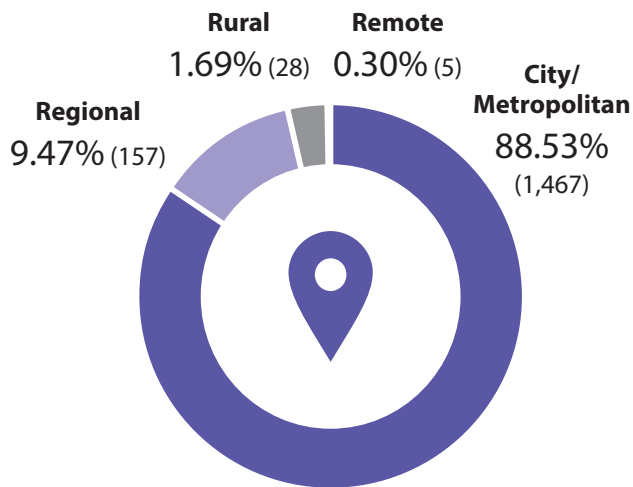


RESPONDENT DEMOGRAPHICS

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	

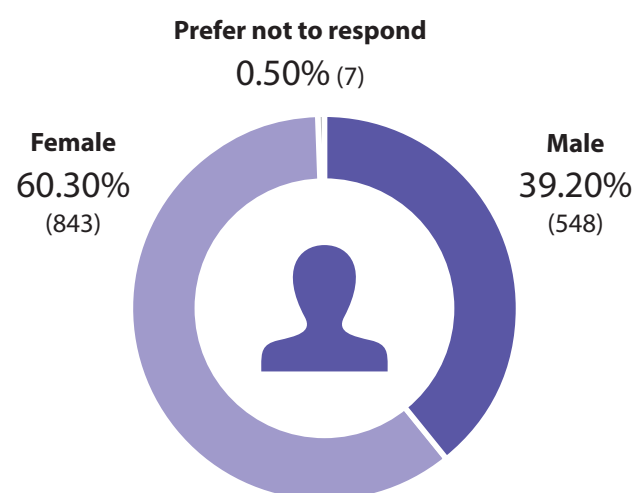
Which industry is MOST APPLICABLE to your core business/service?

	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	

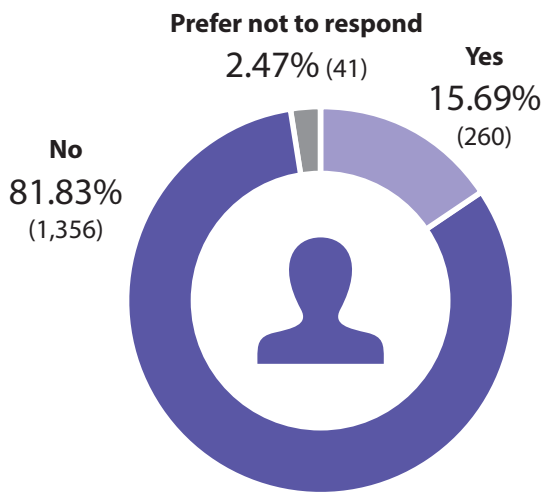
Are you:



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	

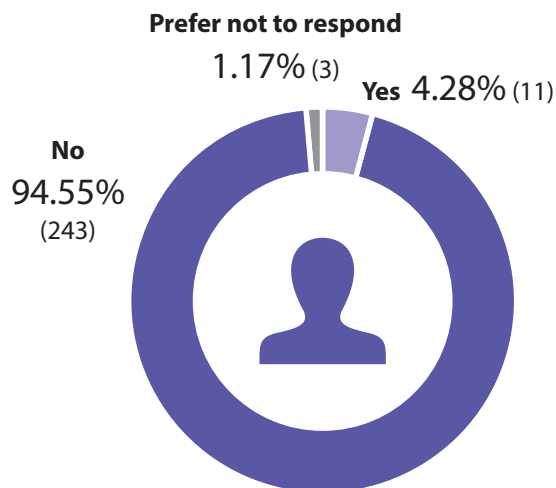
Are you someone of diverse sexuality, trans experience or diverse gender?



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?



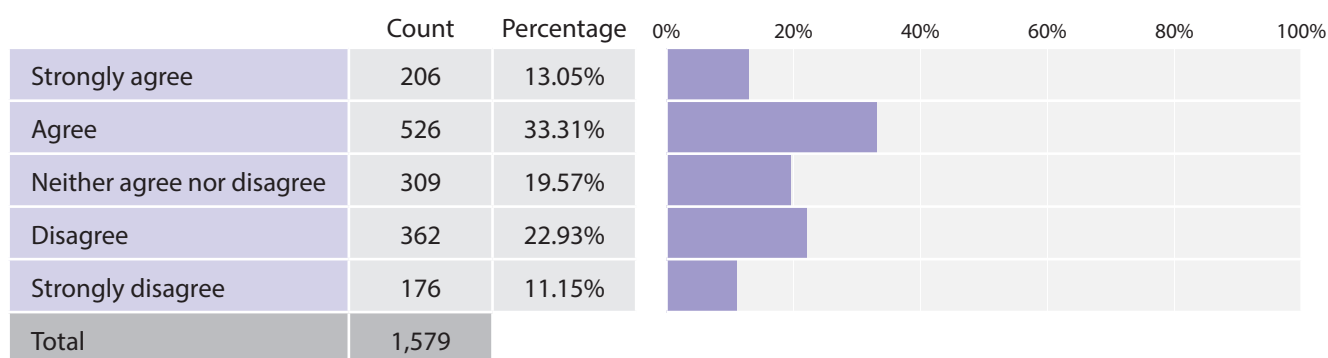
What sex were you assigned at birth?



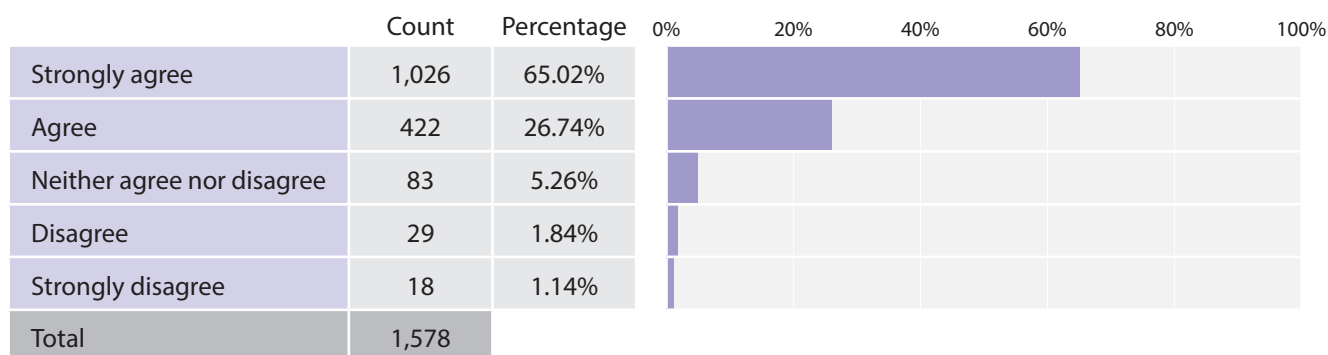
PERSONAL BELIEFS AND VIEWS ON INCLUSION (All Respondents)

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

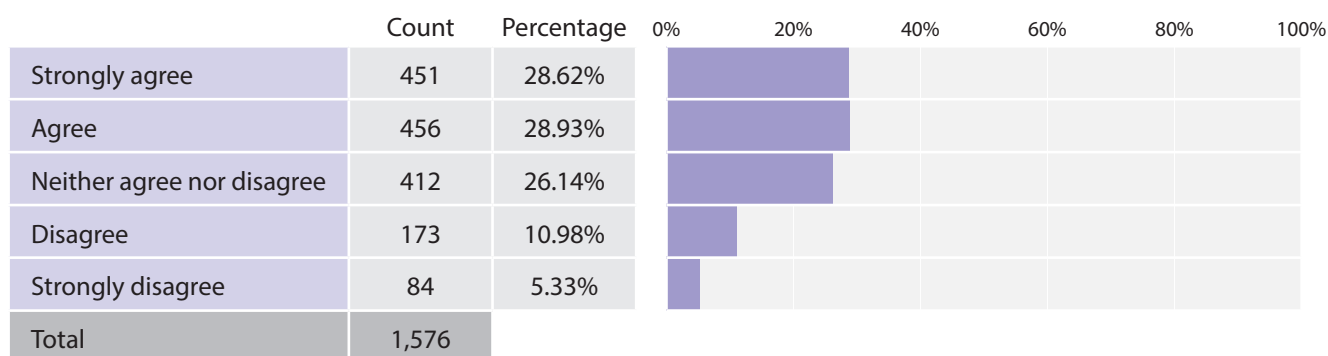
I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted



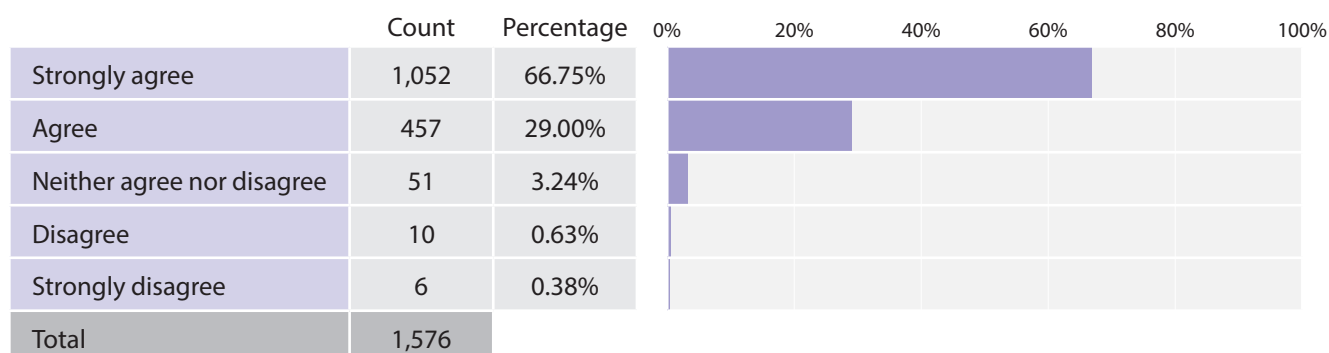
Romantic relationships between people of diverse sexualities and genders are just like any other



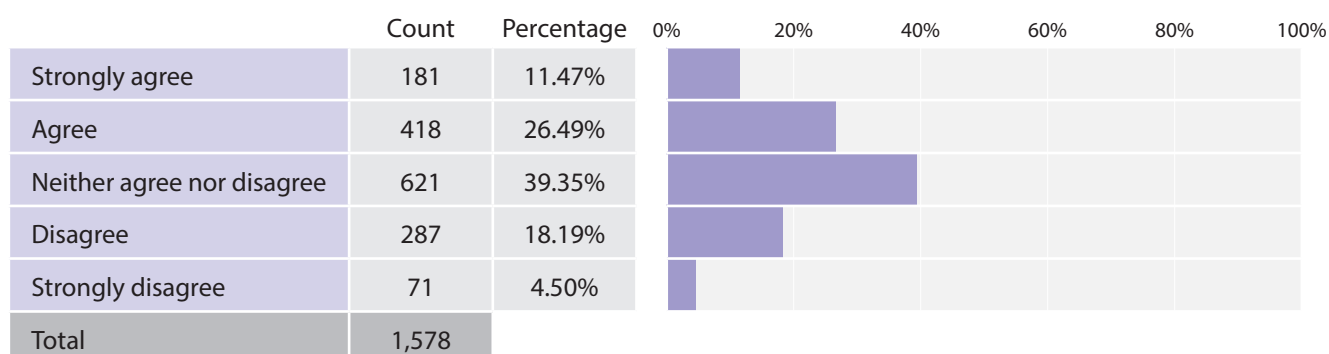
I believe there are more than two genders (male/female)



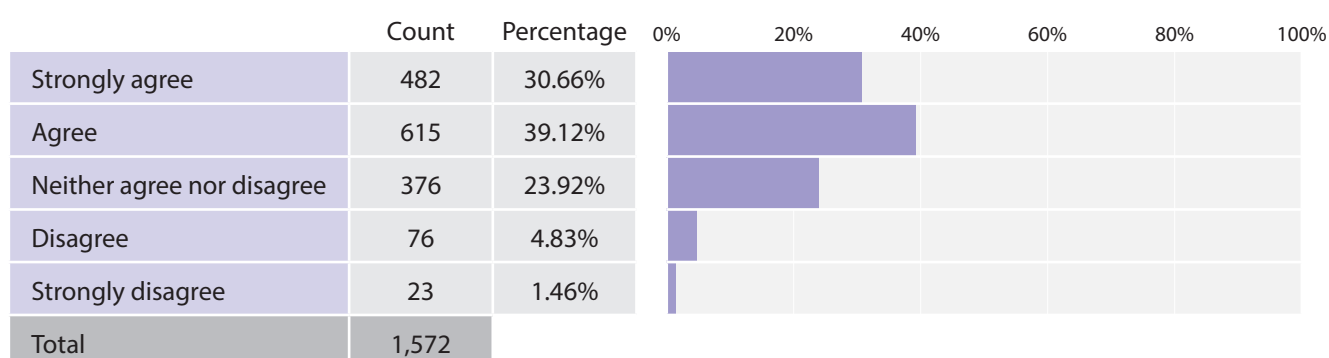
I support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender



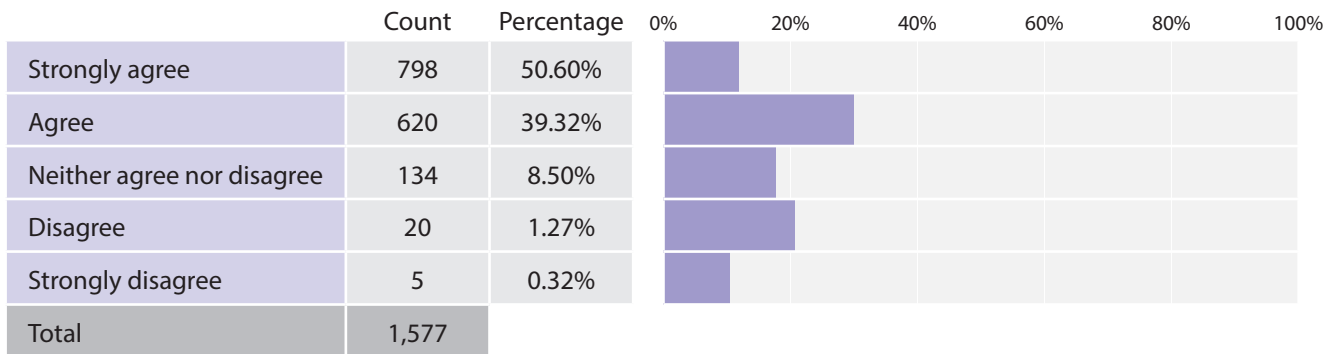
I believe my organisation should put more effort into this aspect of diversity & inclusion



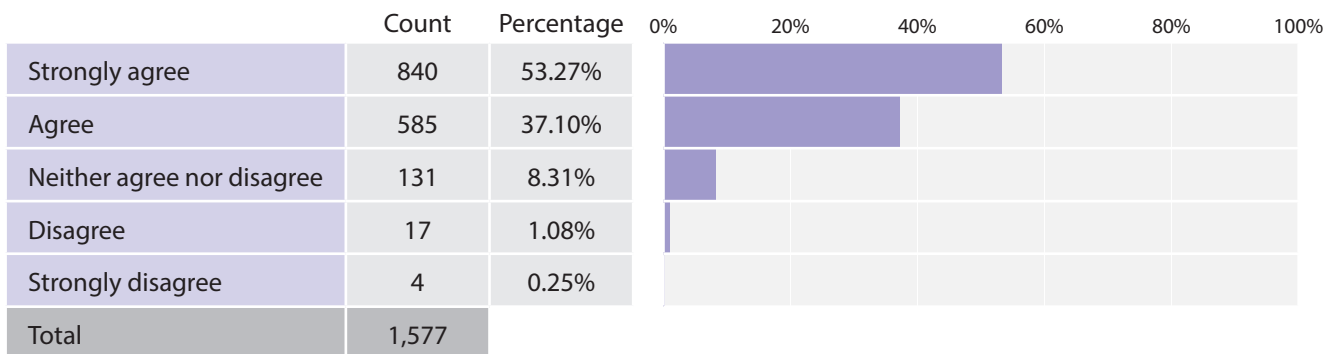
An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation



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



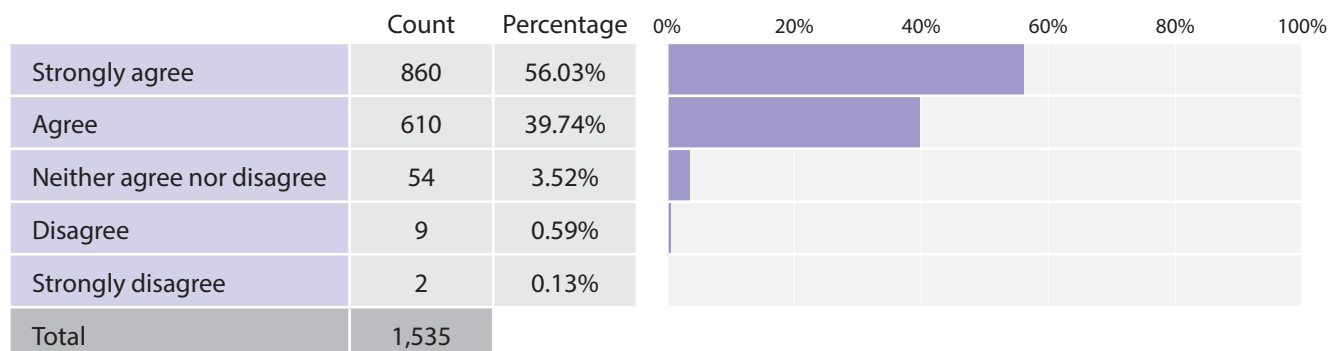
Work in this aspect of diversity & inclusion has a positive influence on workplace culture



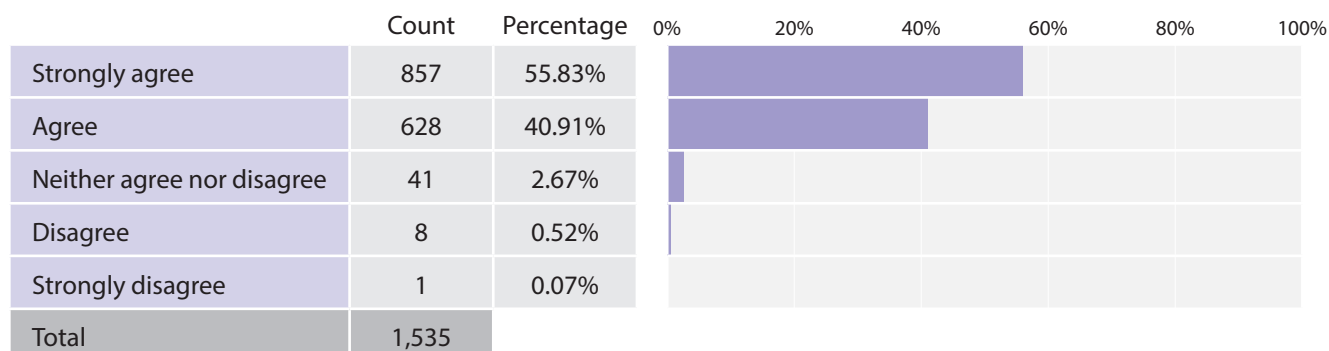
AWARENESS & VISIBILITY OF INCLUSION (All Respondents)

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:

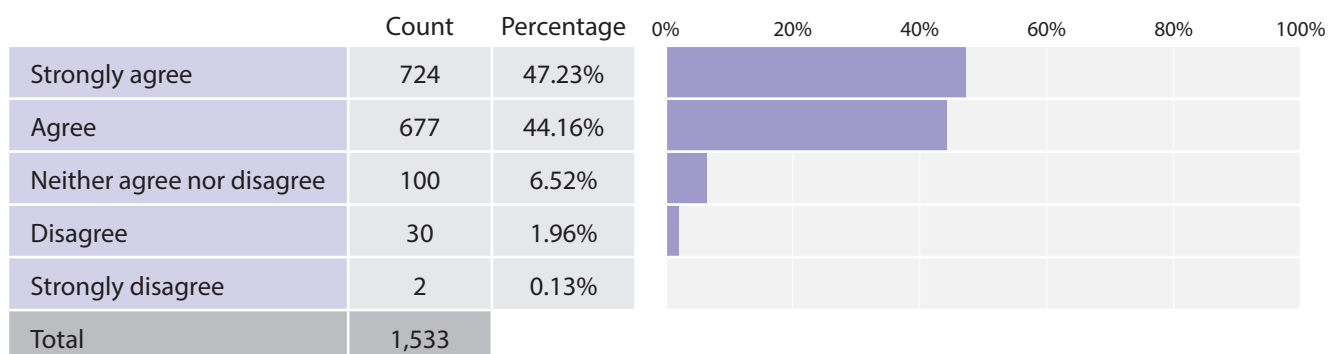
My organisation is genuinely committed to this aspect of diversity & inclusion



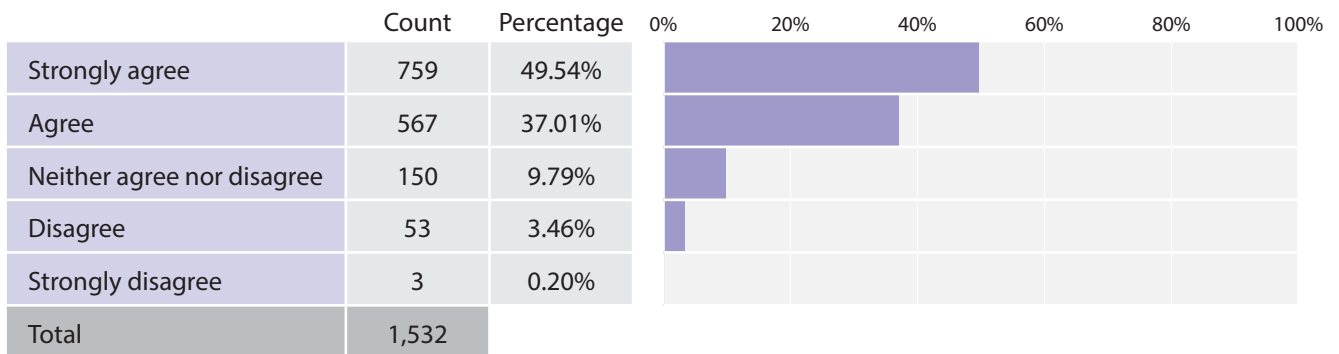
I understand why my organisation puts effort into this aspect of diversity & inclusion



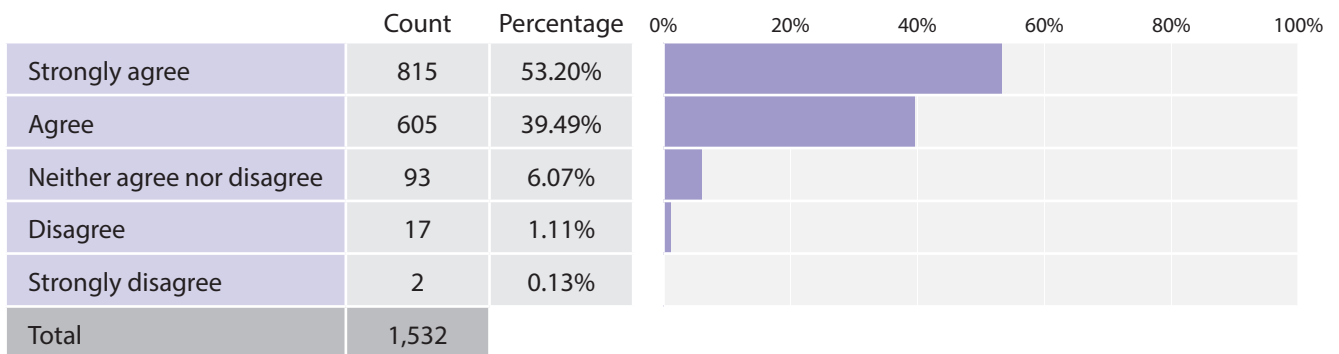
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year



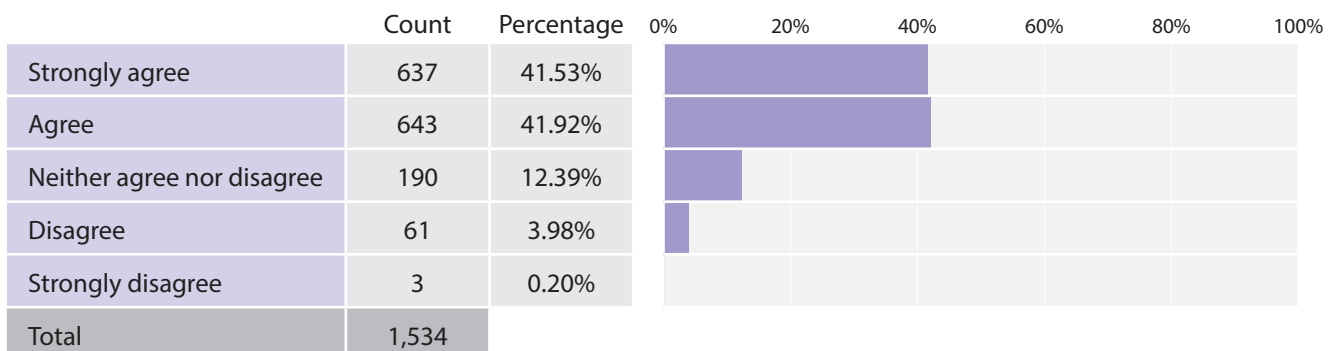
I have heard our executive leaders speak positively about this aspect of diversity & inclusion



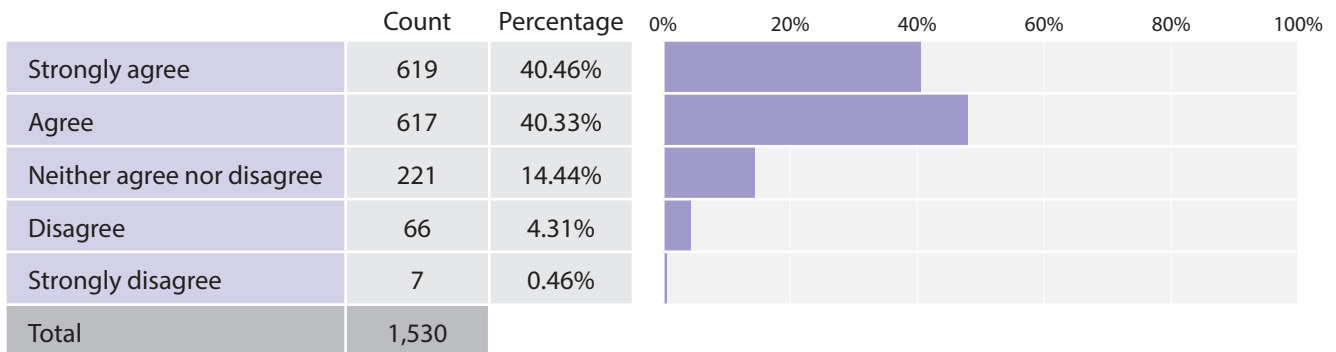
There are visible signs of the organisation's support for employees of diverse sexualities and genders within the location that I work



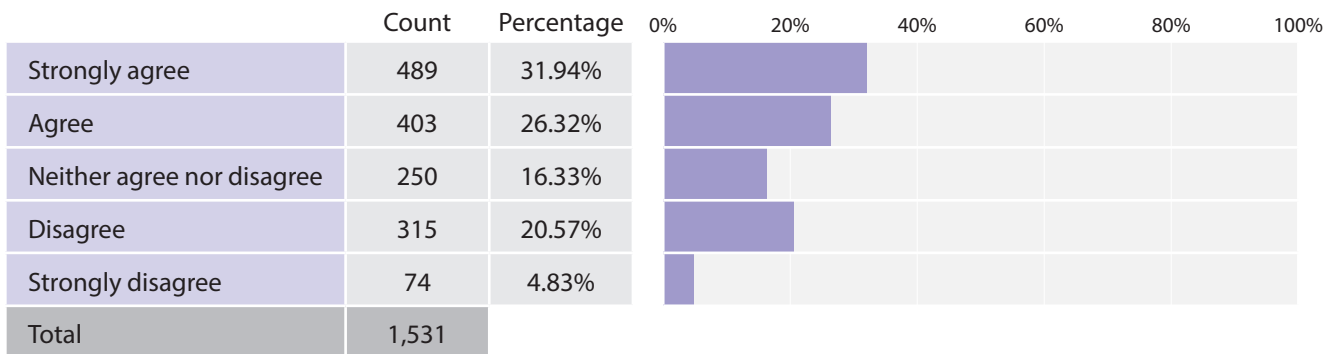
I know where to find more information on this aspect of diversity & inclusion



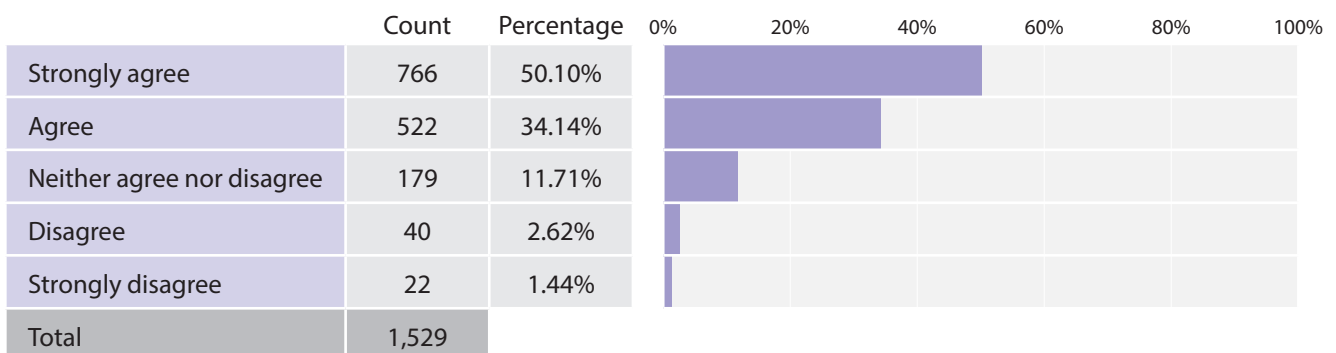
Awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year



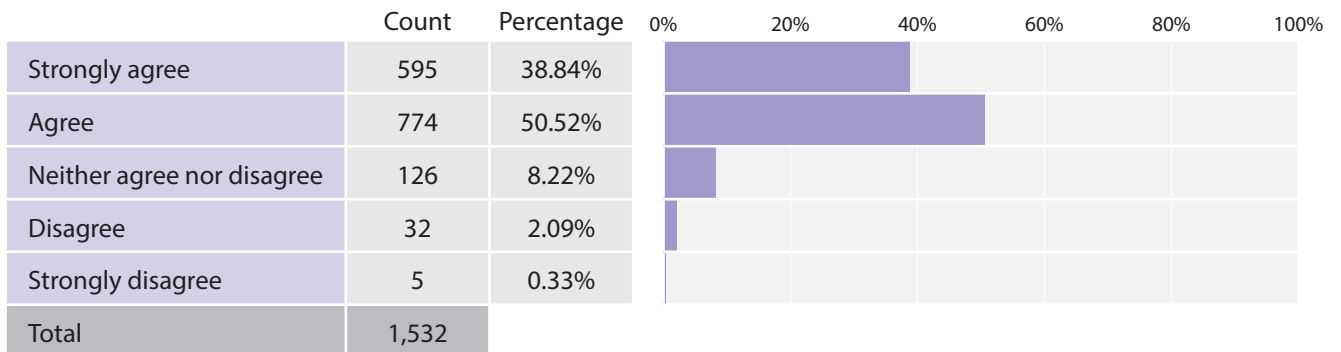
I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year



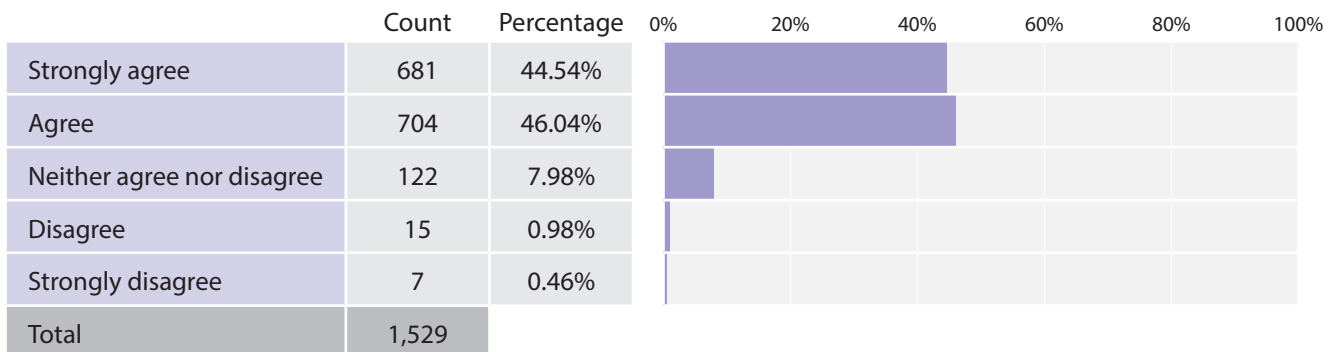
I believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people



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



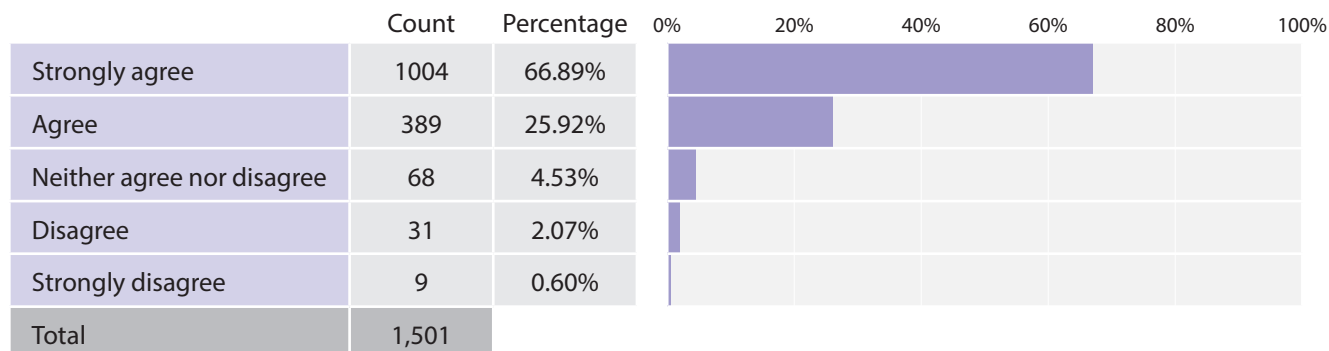
It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work



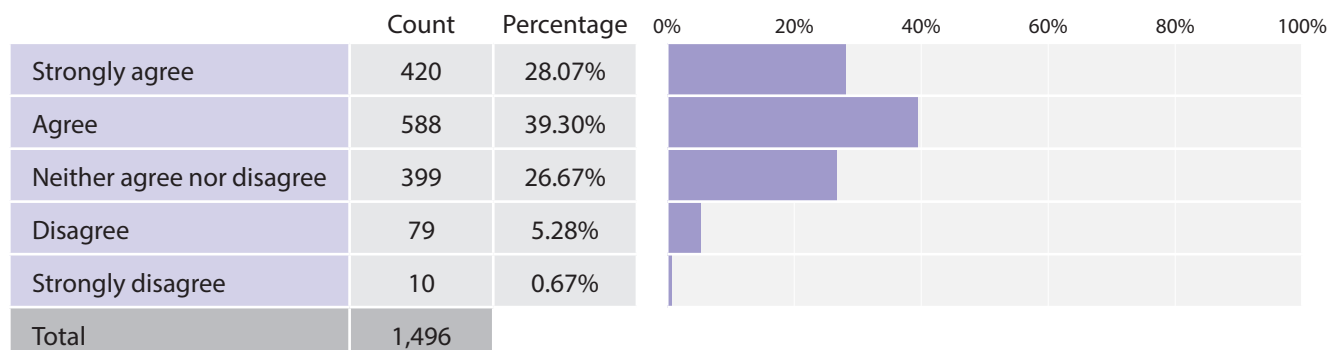
WORKING WITH DIVERSE COLLEAGUES (All Respondents)

Please indicate your level of agreement with the following statements:

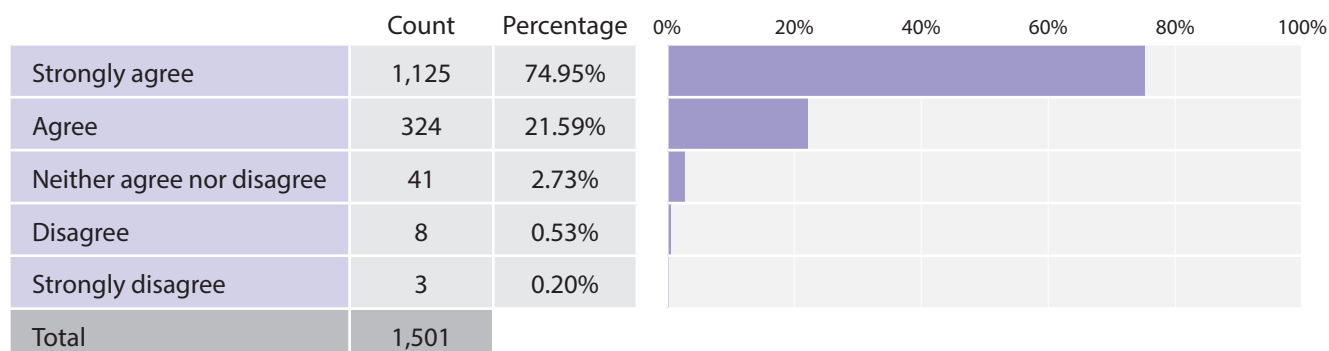
Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any workplace



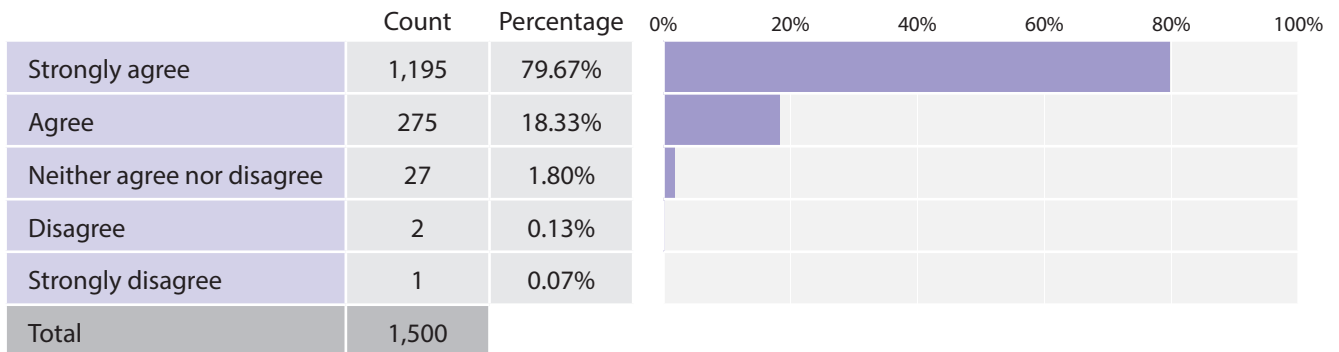
Jokes/innuendo targeting people of diverse sexualities and genders are quickly called out/addressed within my workplace



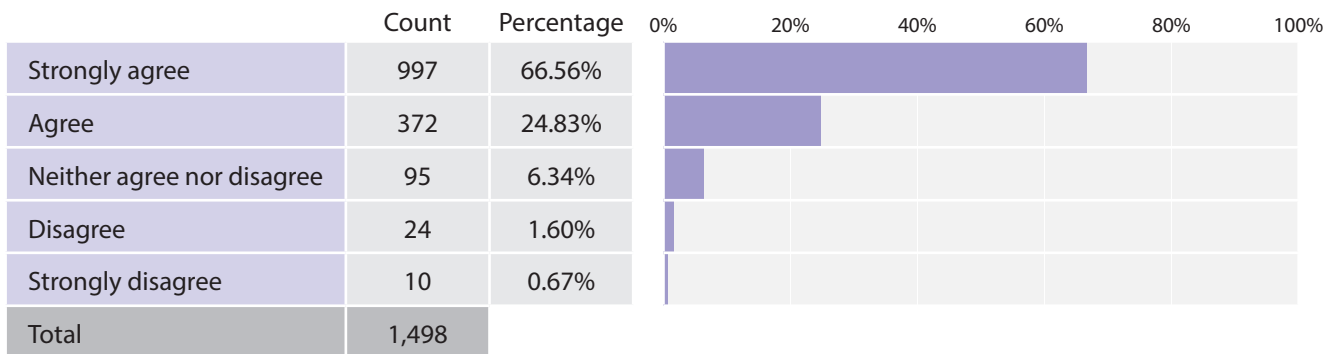
I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work



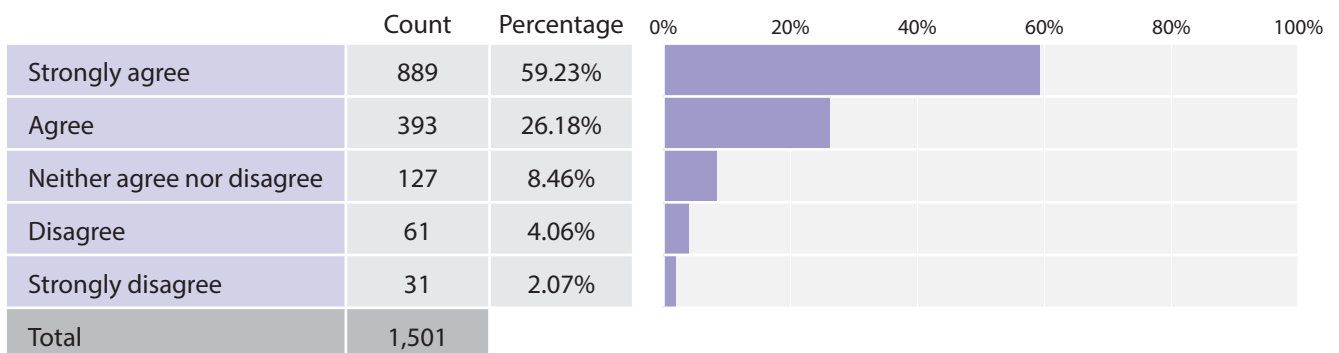
I would be comfortable with people of diverse sexualities and genders bringing their partners to work related events



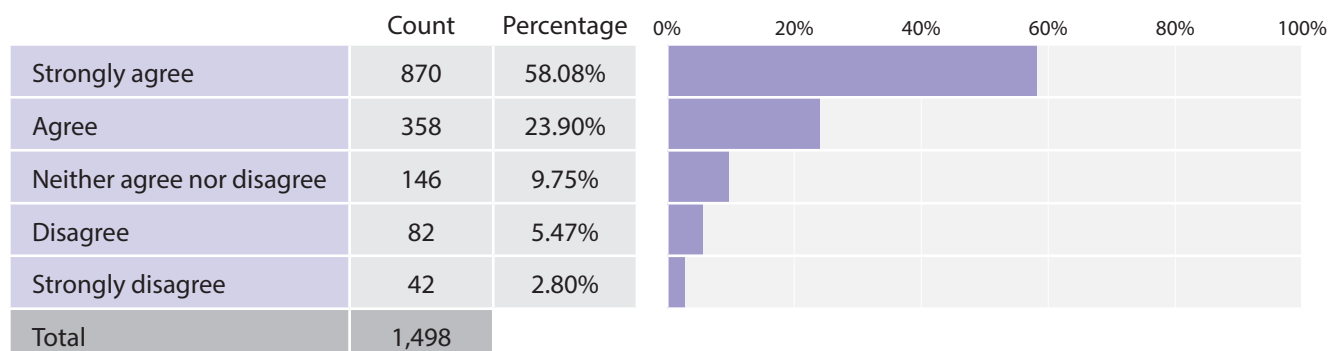
I would be comfortable referring to a colleague by a different name or personal pronouns if they were affirming their gender (transitioning) at work



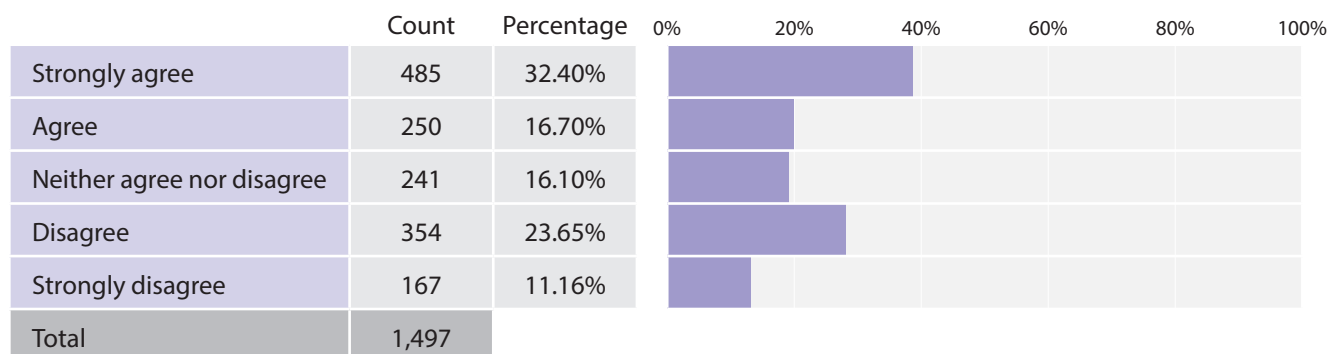
I would be comfortable using they/their/them personal pronouns for a non-binary person at work



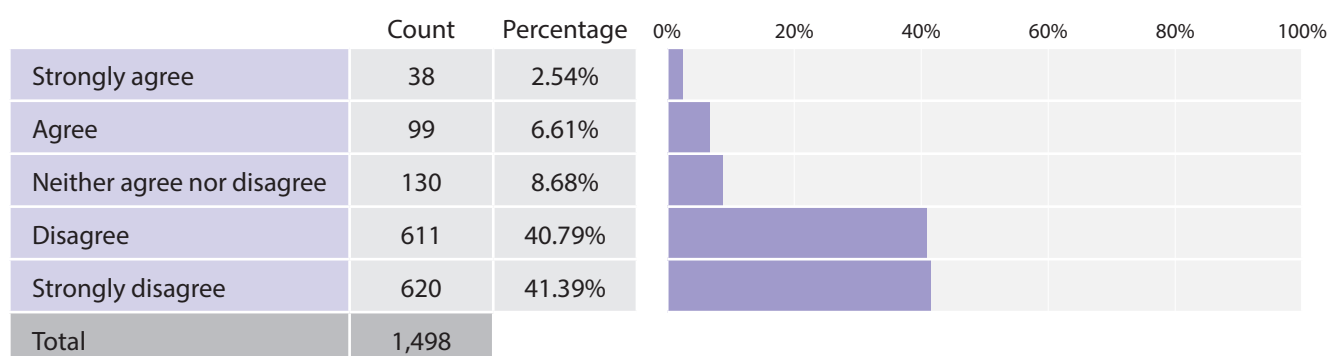
I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)



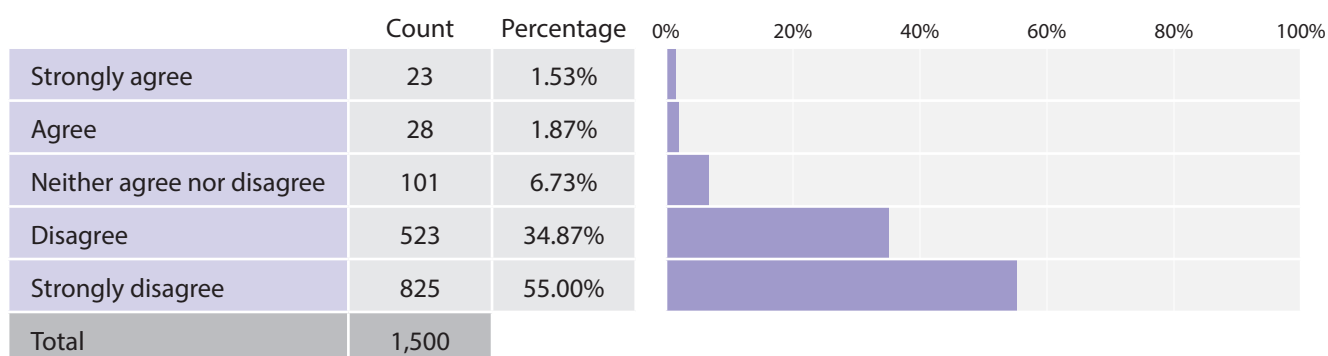
I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor



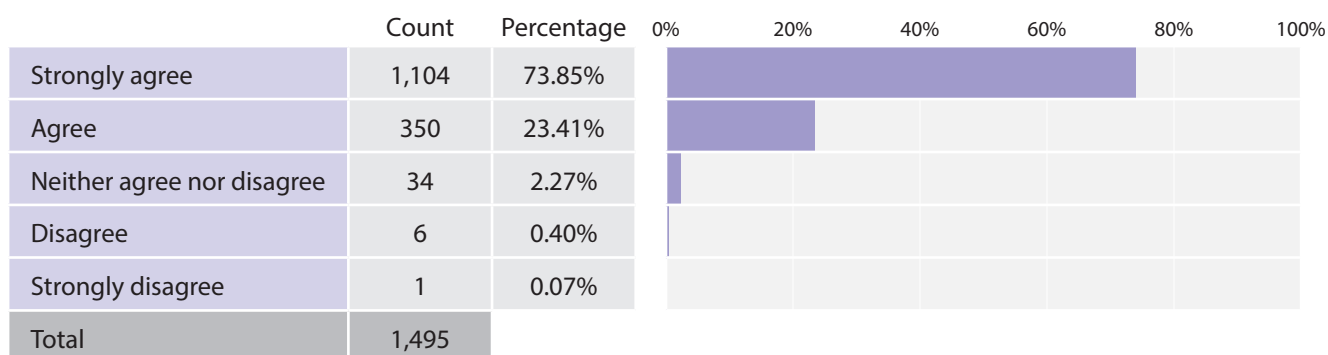
I have witnessed negative behaviours/mild harassment targeting people of diverse sexualities and genders at work



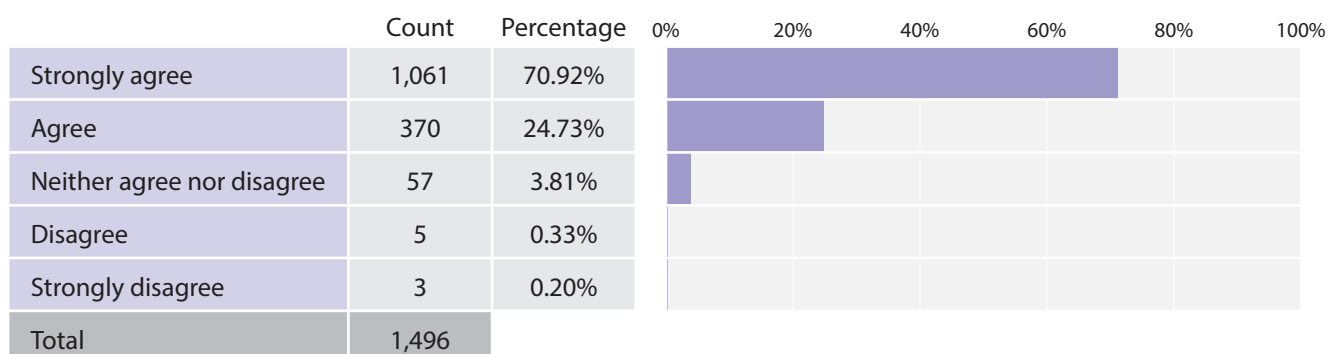
I have witnessed more serious bullying targeting people of diverse sexualities and genders at work



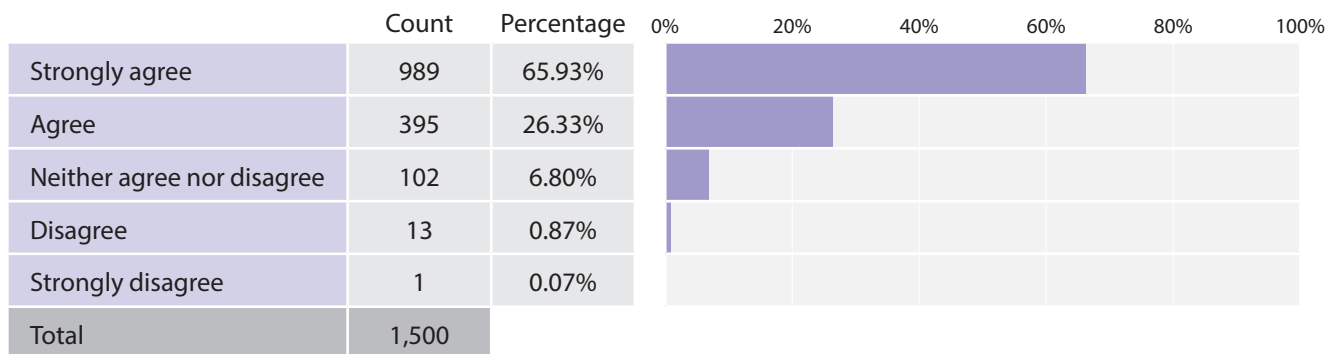
A person of diverse sexuality would be welcome in my team and treated no differently to anyone else



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

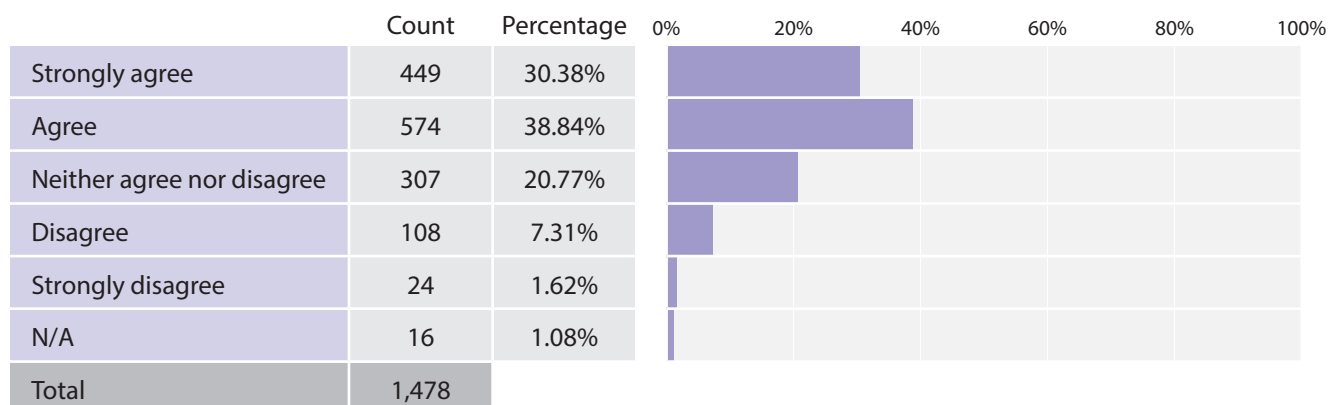


If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team



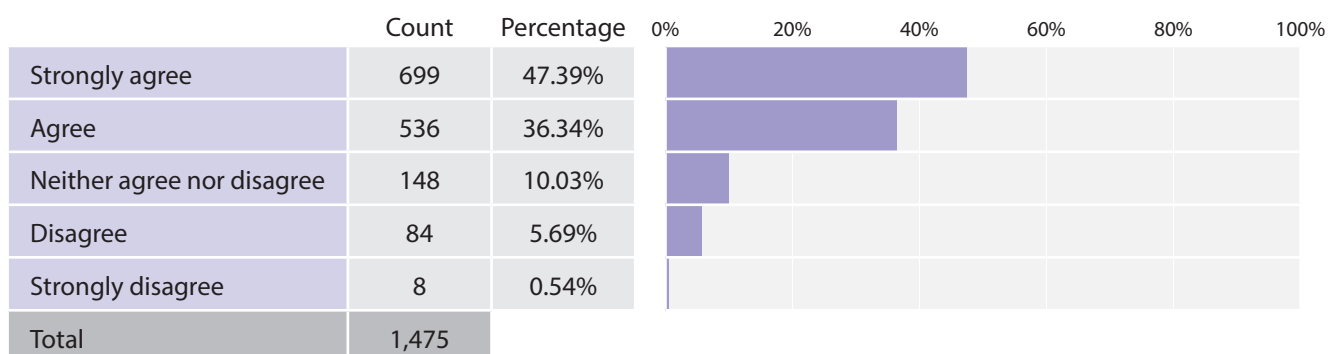
ALLIES & CHAMPIONS

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?

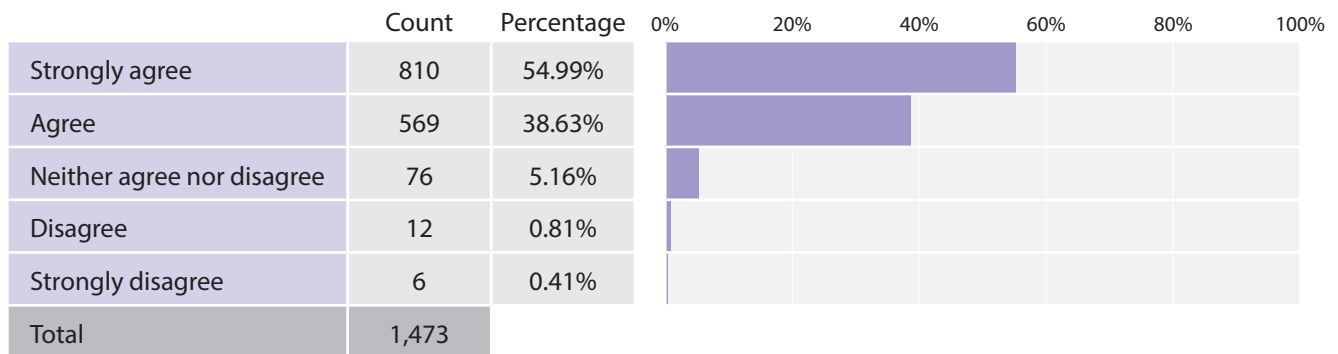


Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

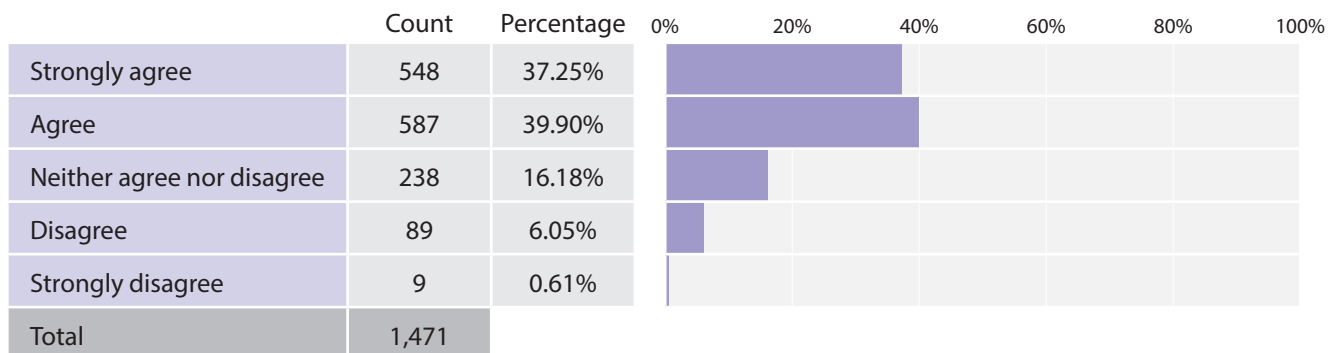
I know of active allies within my immediate work area



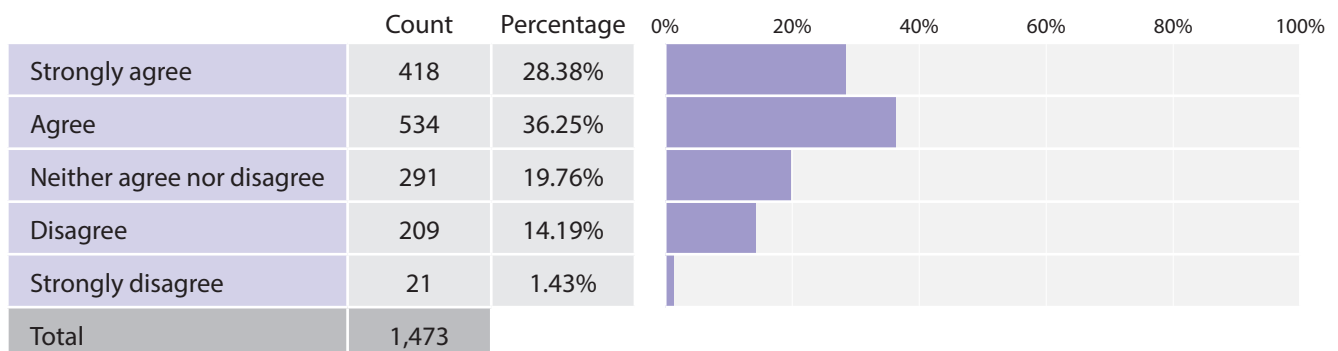
I understand why active allies are important



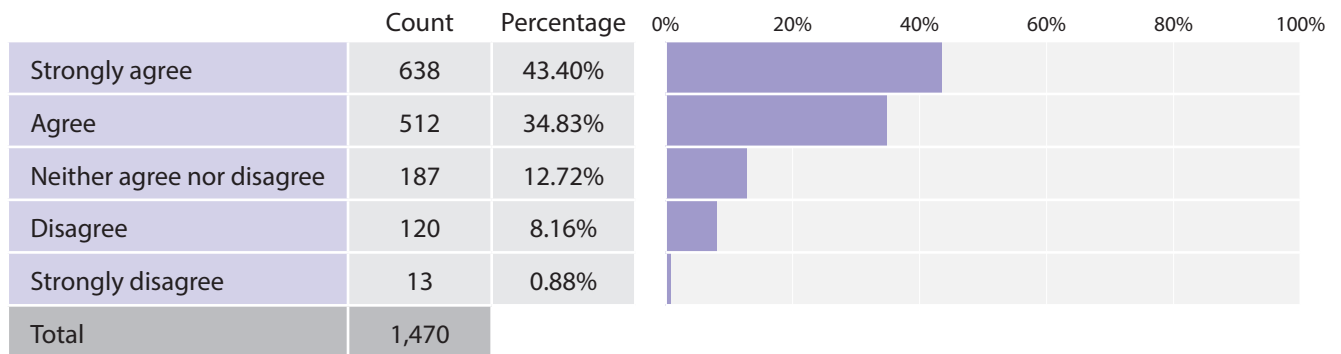
I could list several behaviours that would be expected of an active ally



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

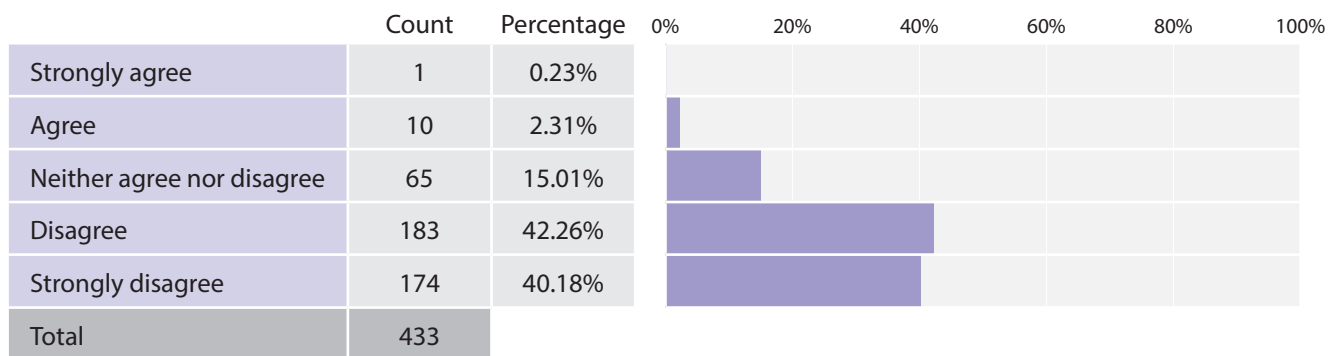


I know of active executive allies or sponsor/s within my organisation

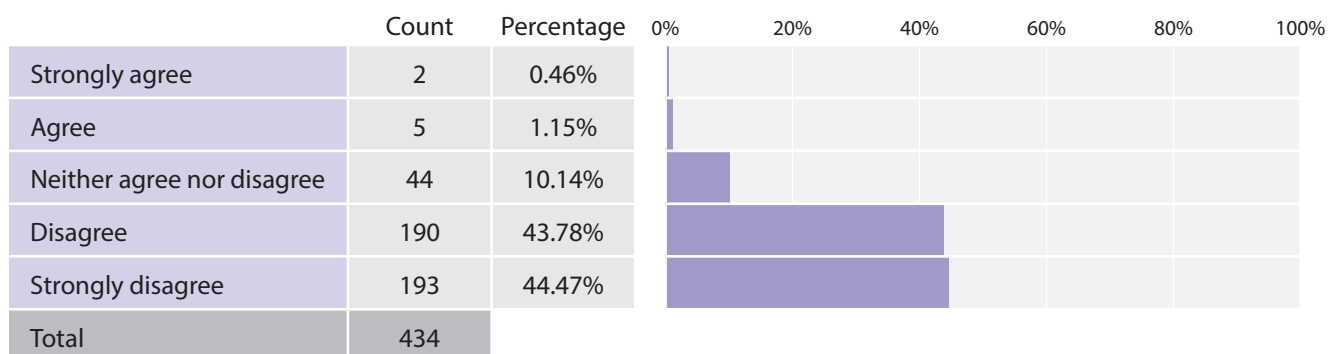


Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

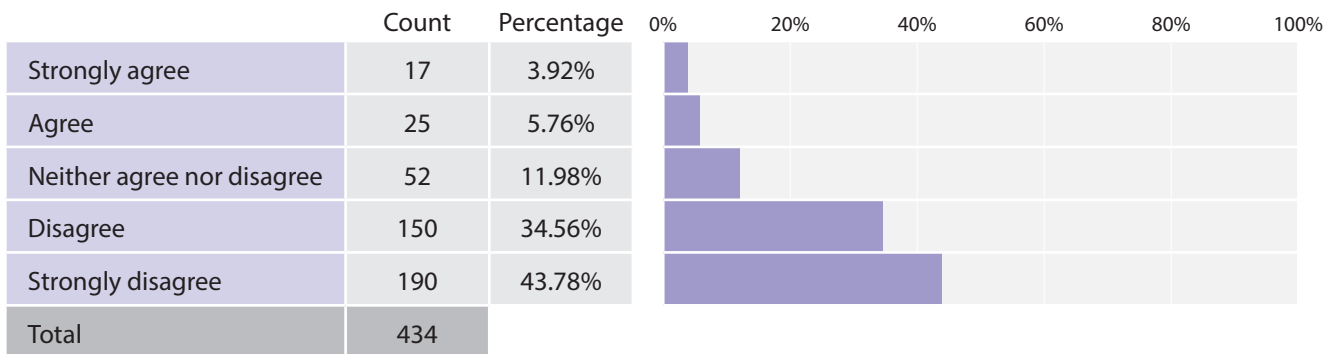
People thinking that I am of diverse sexuality and/or gender stops me from being an active ally



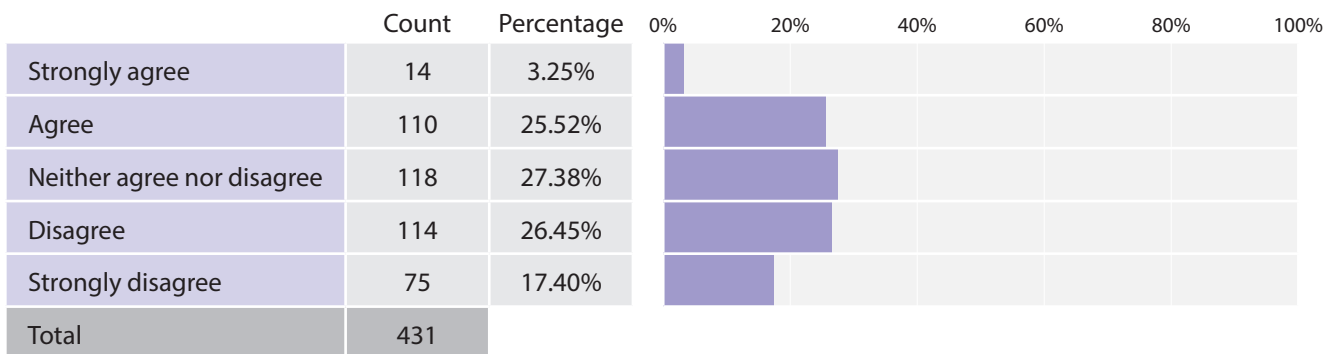
Being ridiculed or the target of jokes stops me from being an active ally



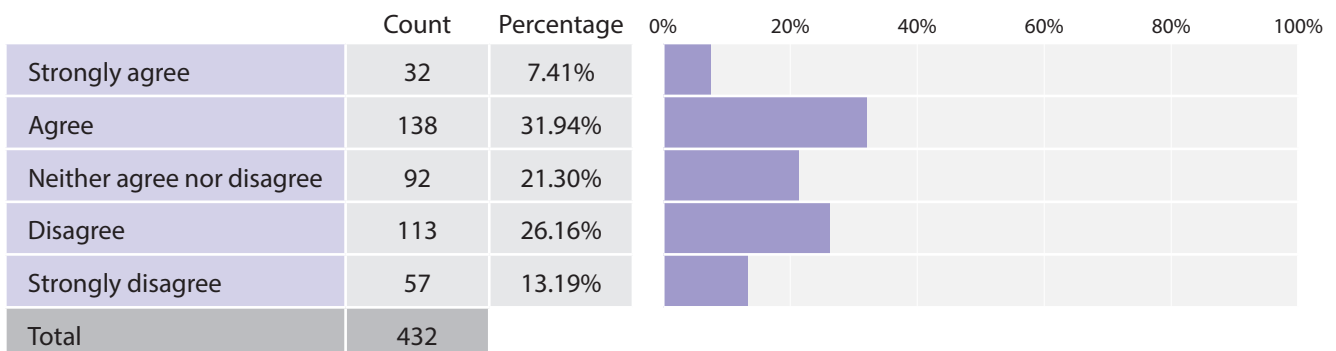
Being an active ally would be in conflict with my personal beliefs or values



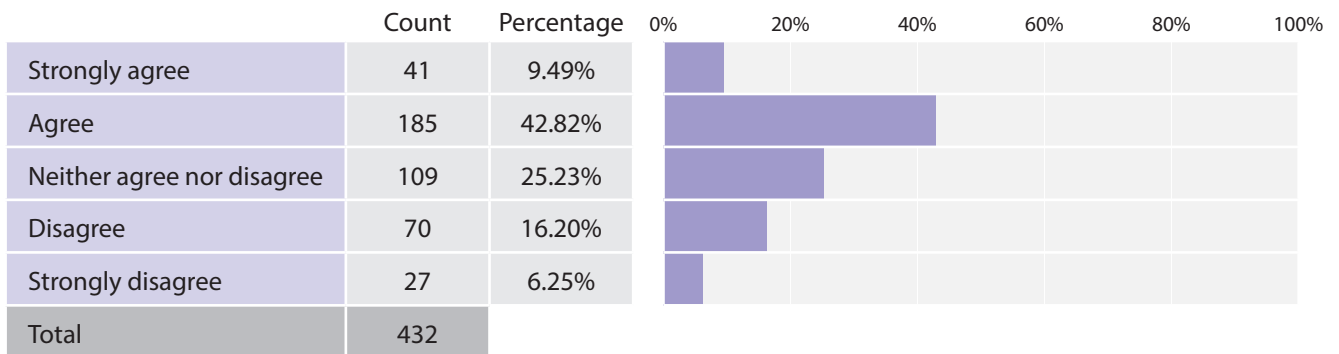
I don't know enough about WHY I should be an active ally



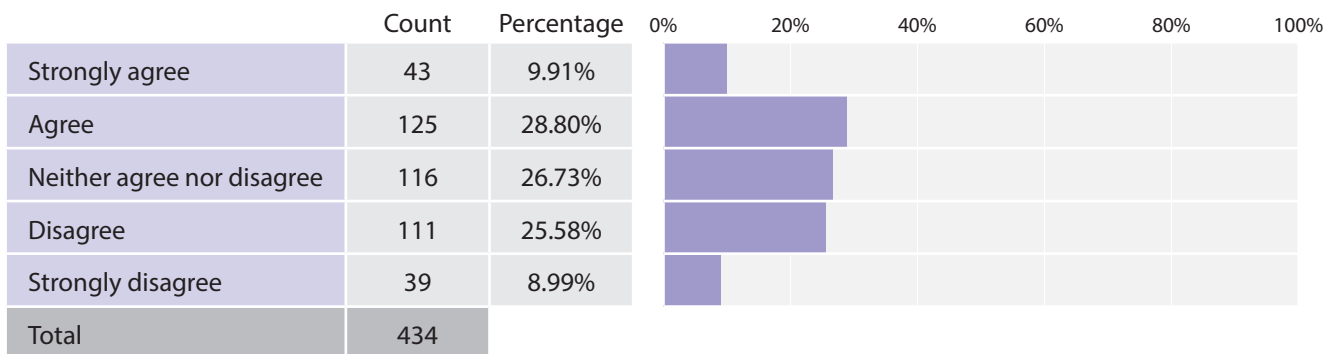
I don't know HOW to be an active ally



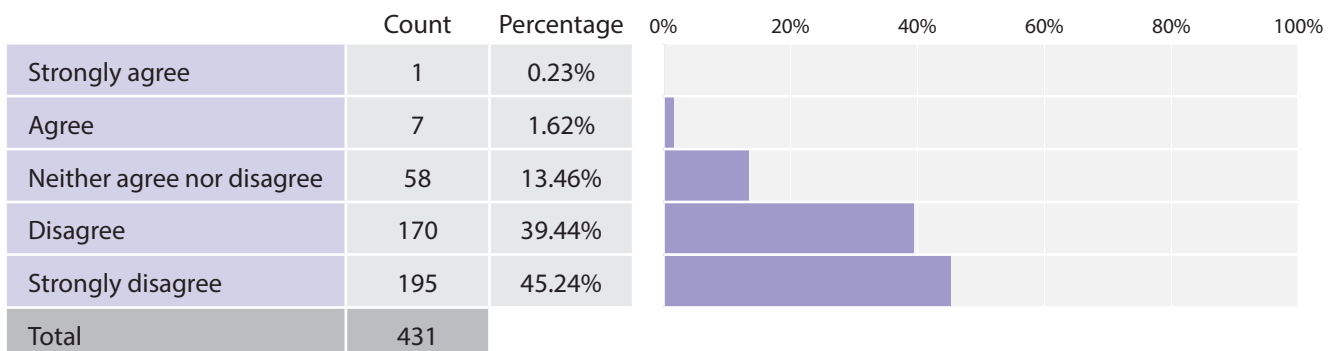
I am too busy to be engaged in additional activities



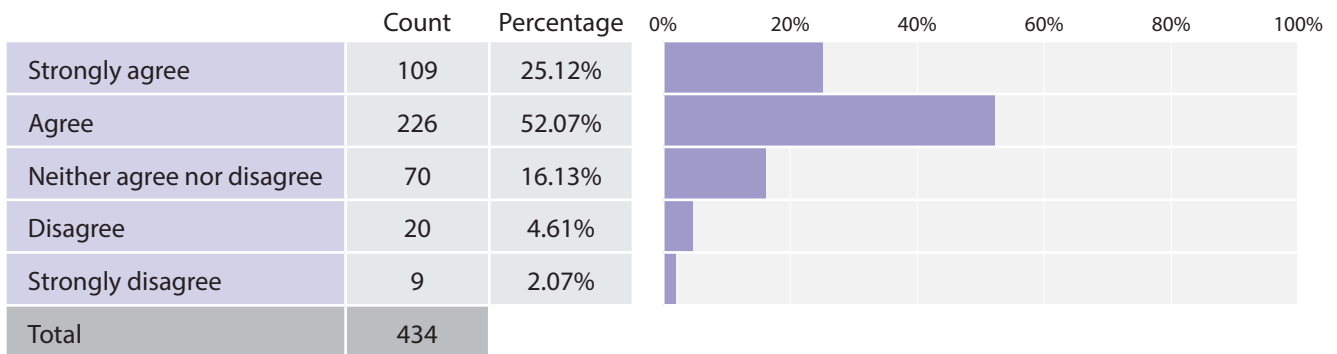
I don't have any personal interest in this



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



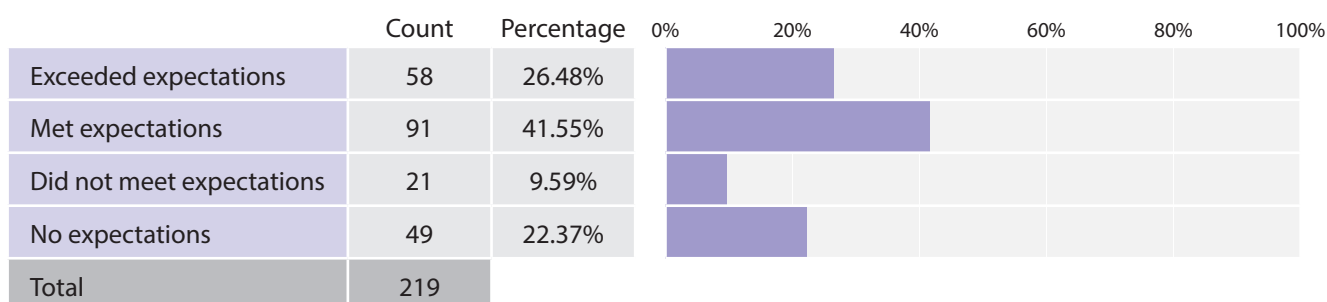
I am happy to support passively but do not consider myself active in this area



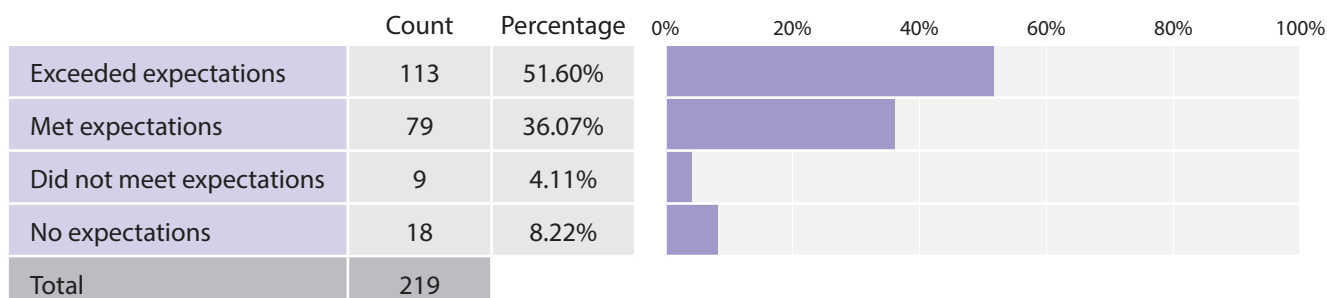
LGBTQ EMPLOYEES: EXPERIENCE OF WORKPLACE CULTURE

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)

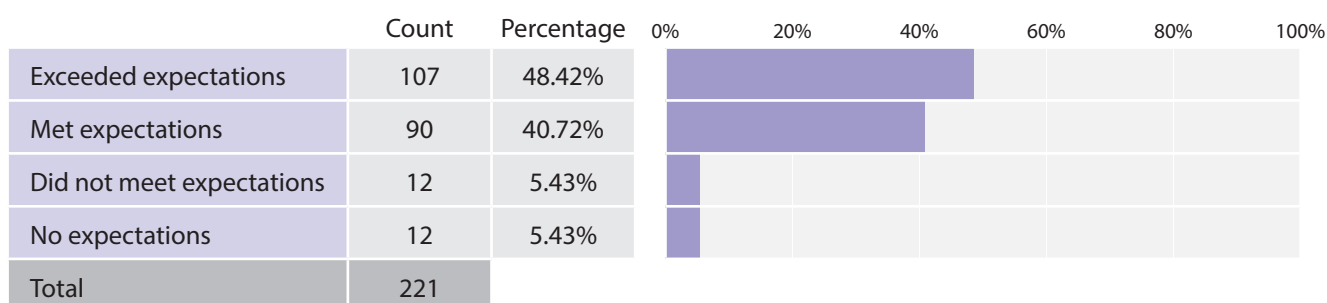
Communication of inclusion initiatives for sexuality and gender diverse employees during the recruitment process



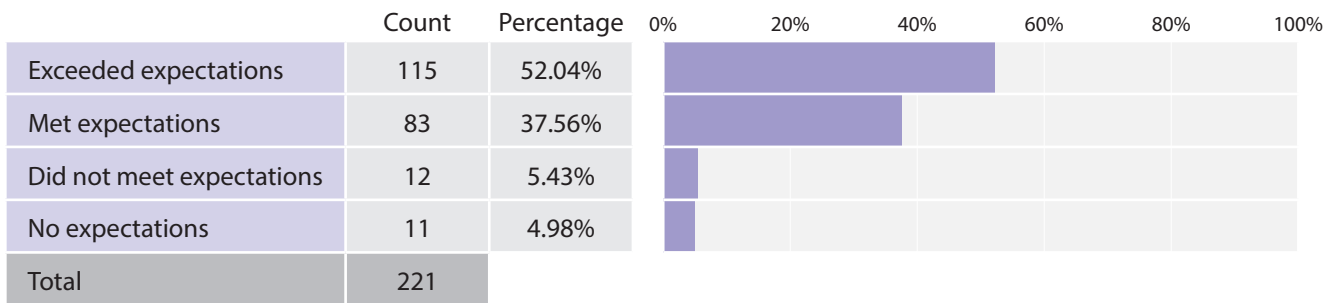
My experience of inclusion within my immediate work area



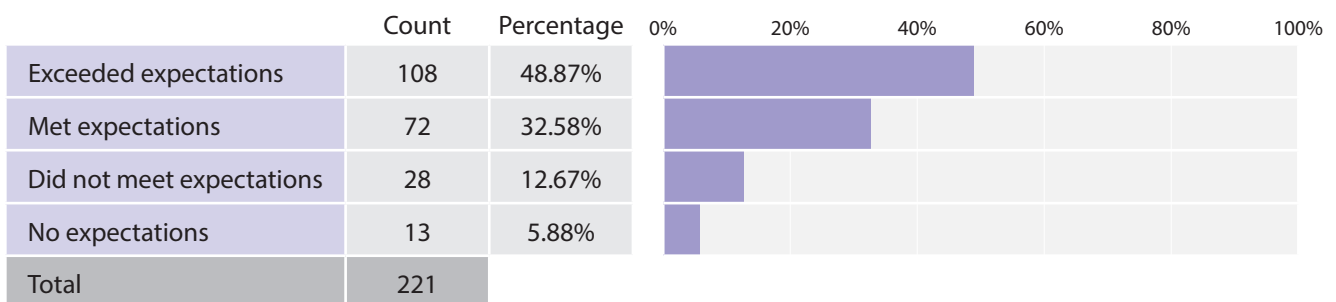
Communication of sexuality and gender diverse inclusion throughout the year



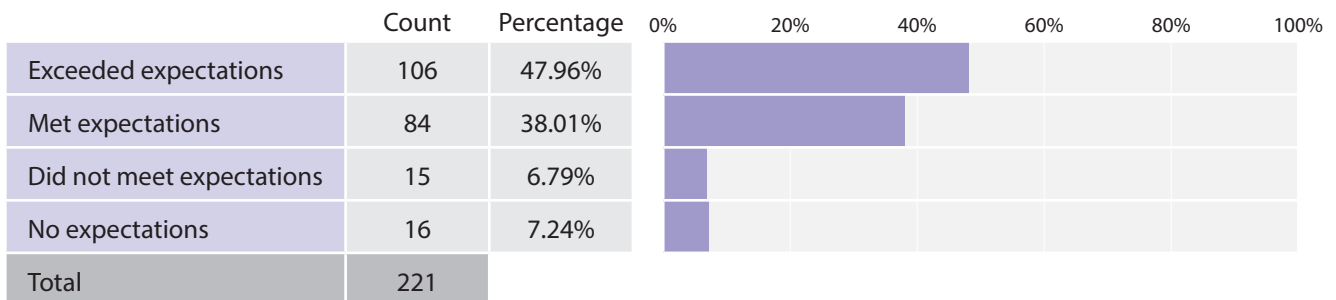
Overall organisational commitment to people of diverse sexualities and genders



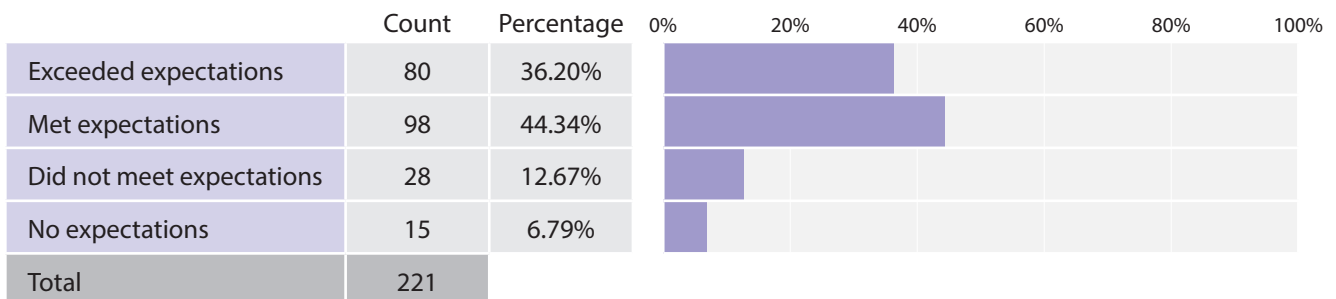
The level of executive endorsement of sexuality and gender diverse inclusion initiatives



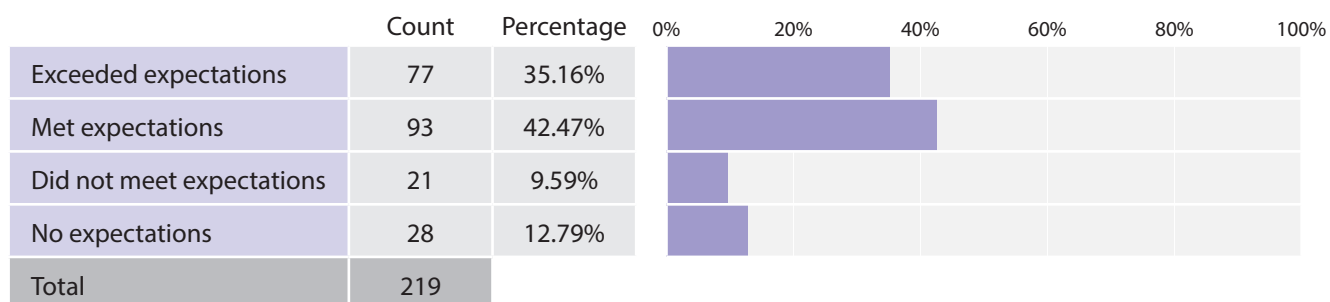
Visibility and promotion of an internal employee network for sexuality and gender diverse employees and allies



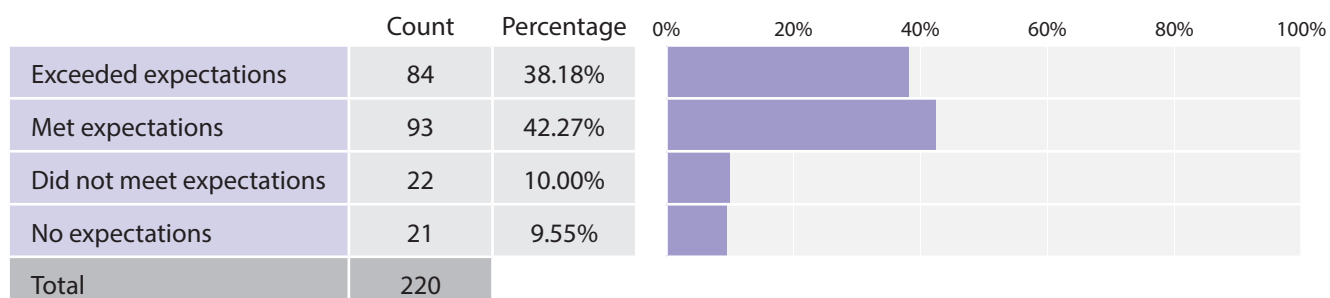
Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity



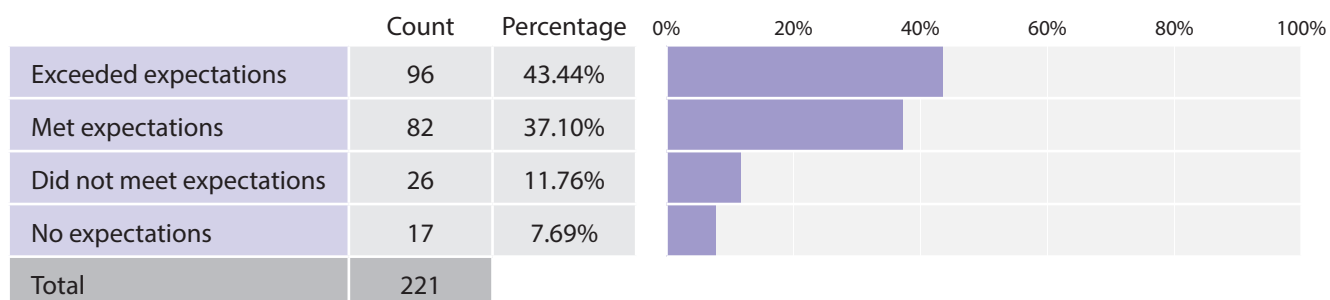
Willingness of managers to address negative commentary/jokes that target people of diverse sexualities and genders



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



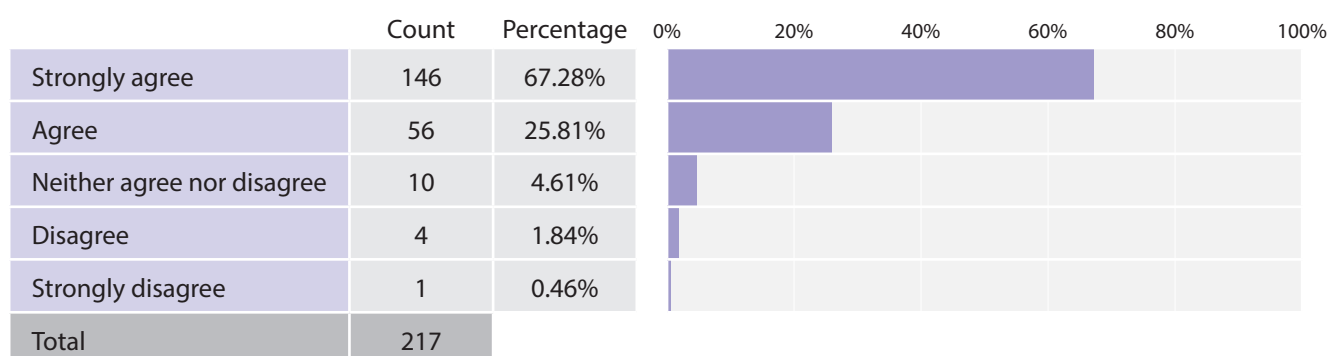
Visibility of active allies



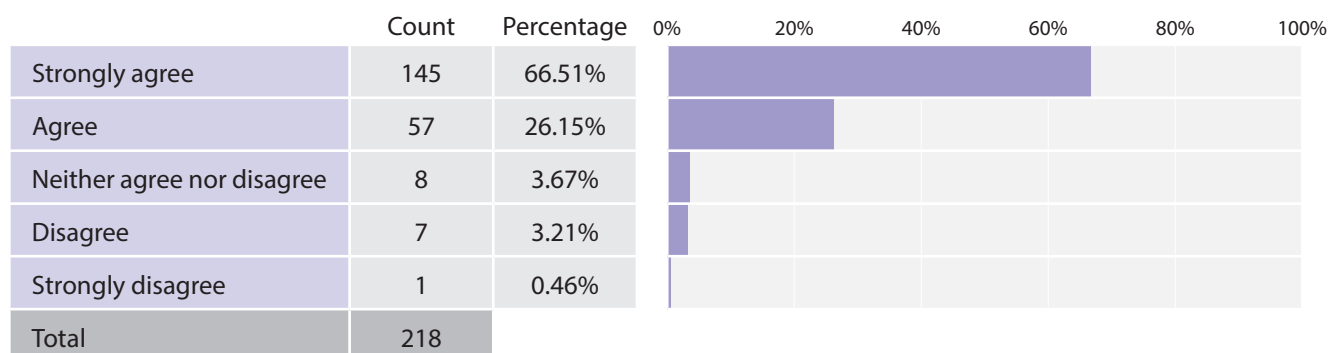
LGBTQ EMPLOYEES: HEALTH & WELLBEING AT WORK

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).

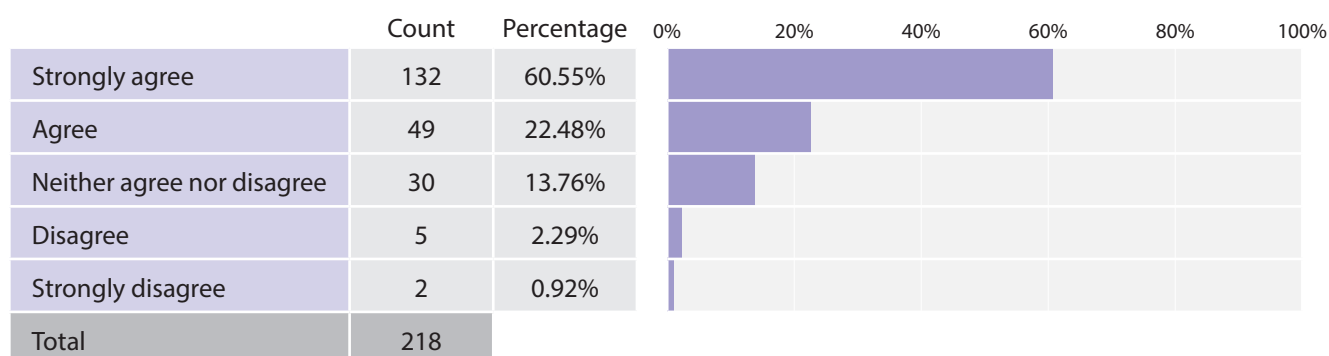
I feel safe and included within my immediate team



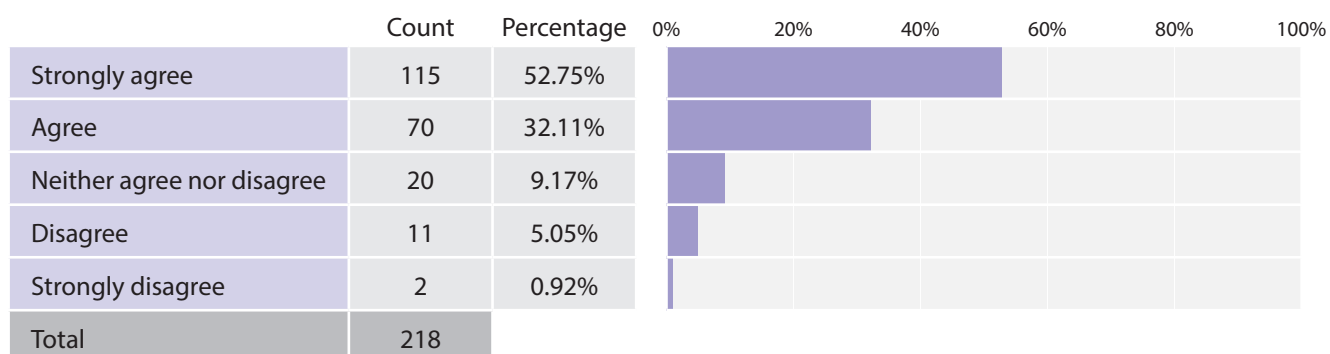
I feel accepted for who I am



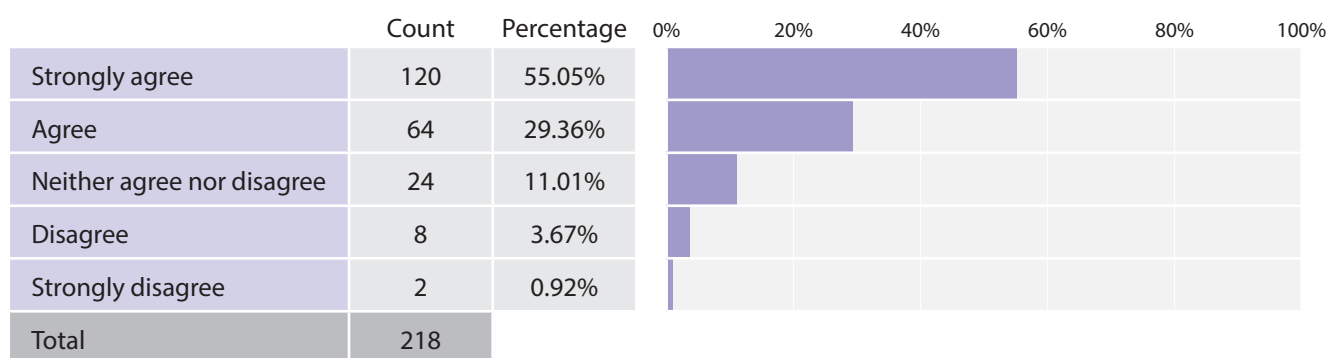
I would feel comfortable bringing a partner to work-related events



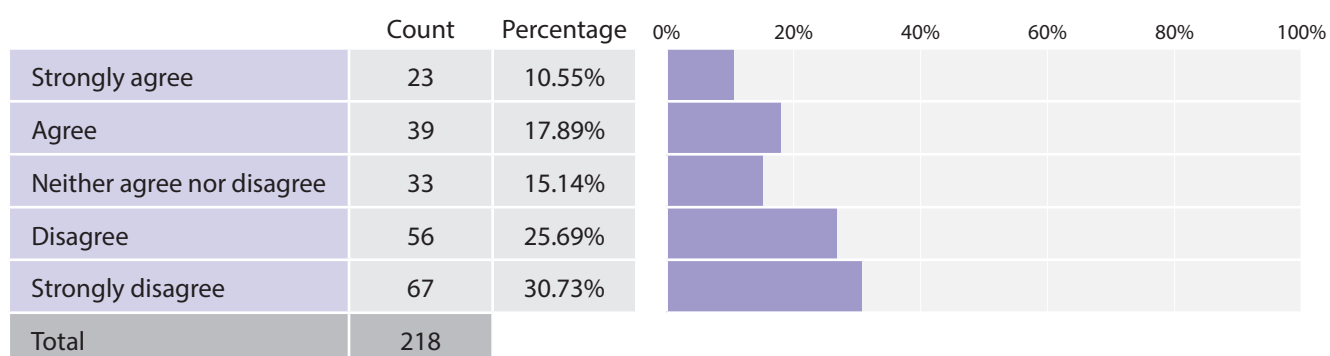
I feel mentally well at work



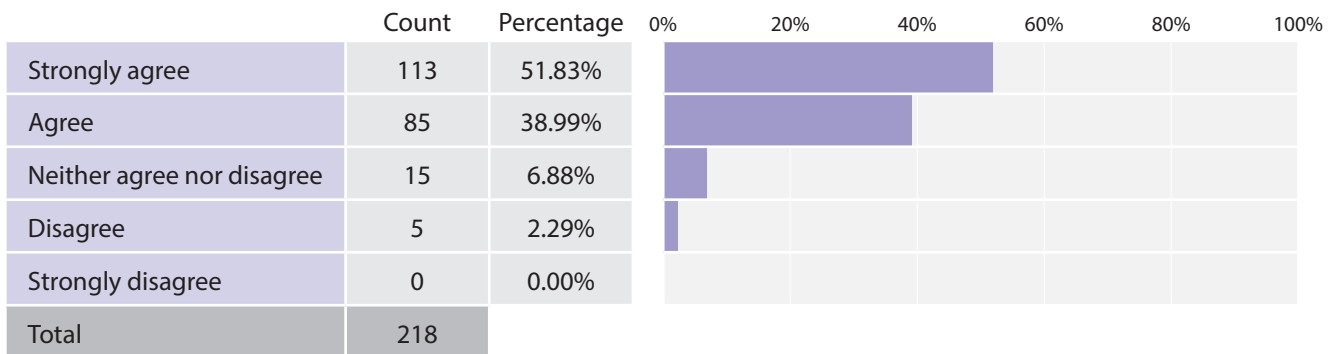
I feel I can be myself at work



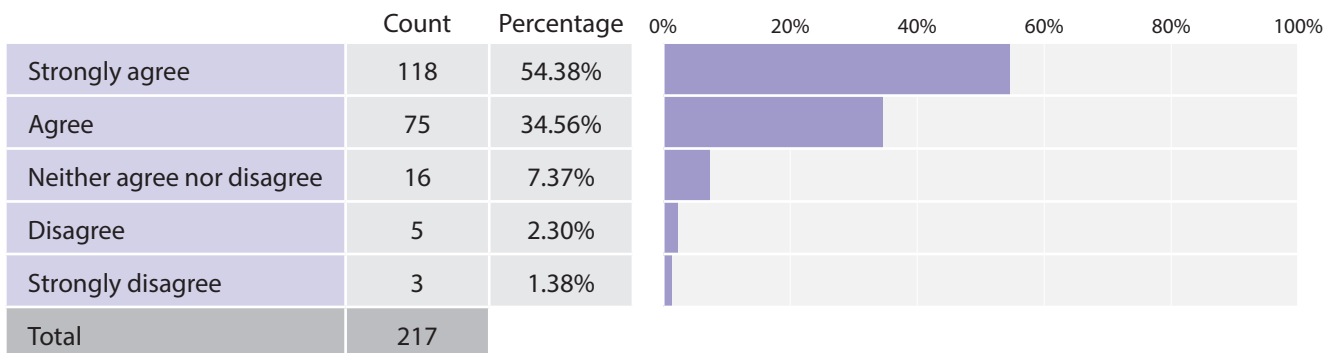
I expend time editing conversations or hiding who I am at work



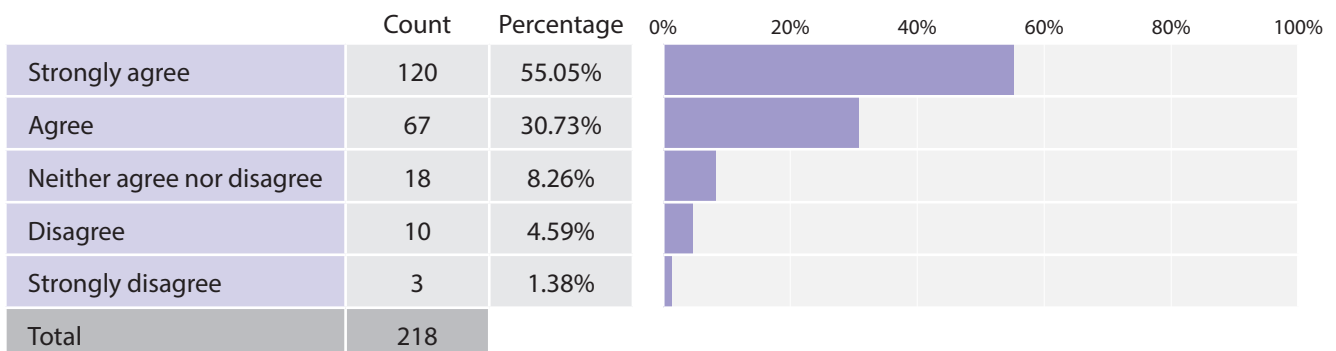
I feel productive at work



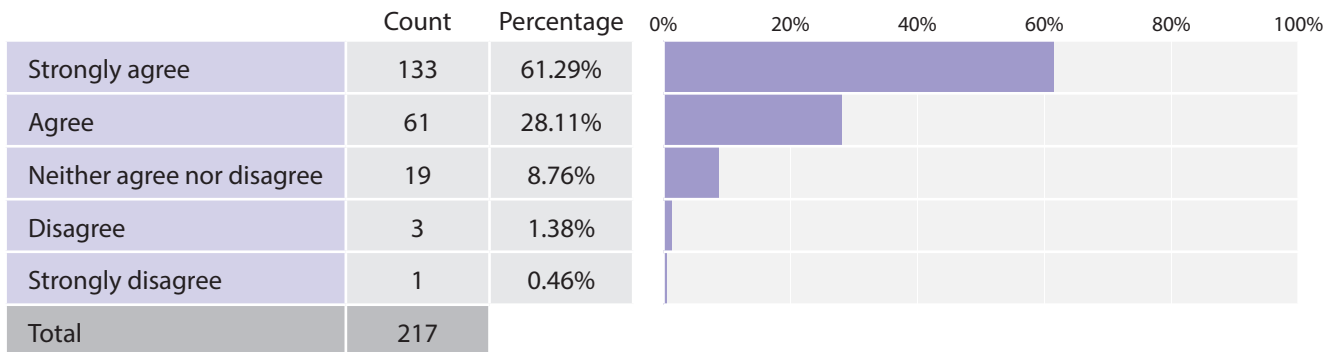
I feel engaged with the organisation and my work



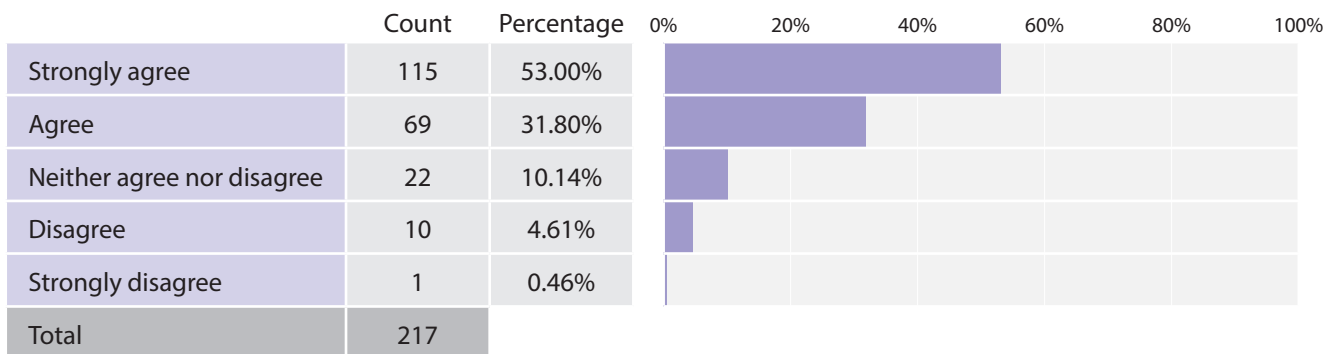
I feel a sense of belonging here



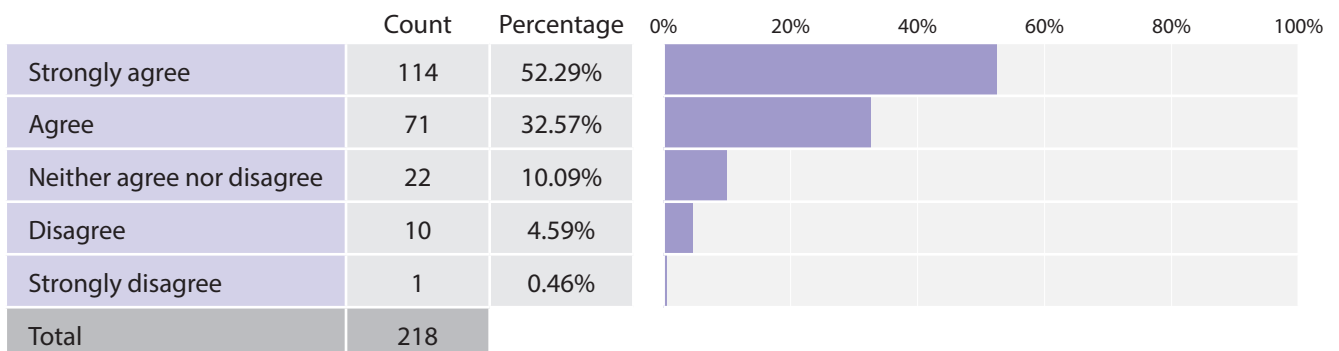
I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity



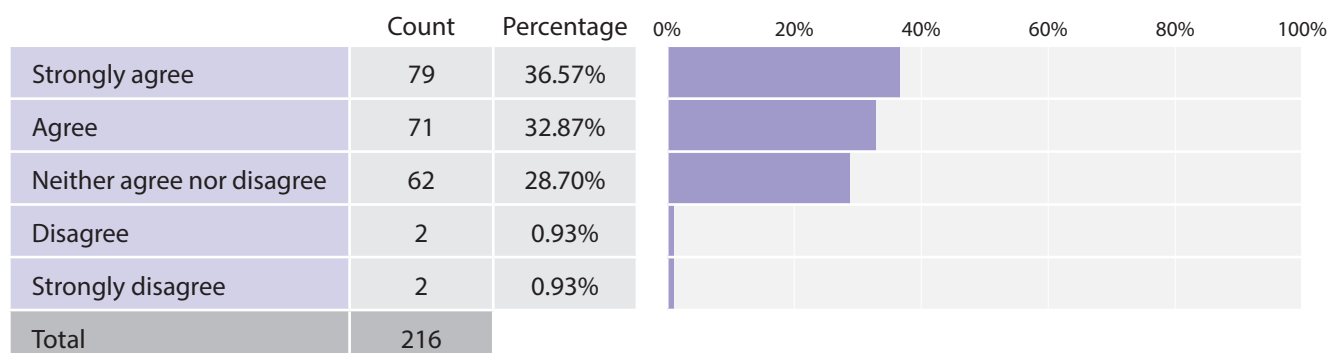
I don't hear jokes/innuendo targeting people of diverse sexuality here



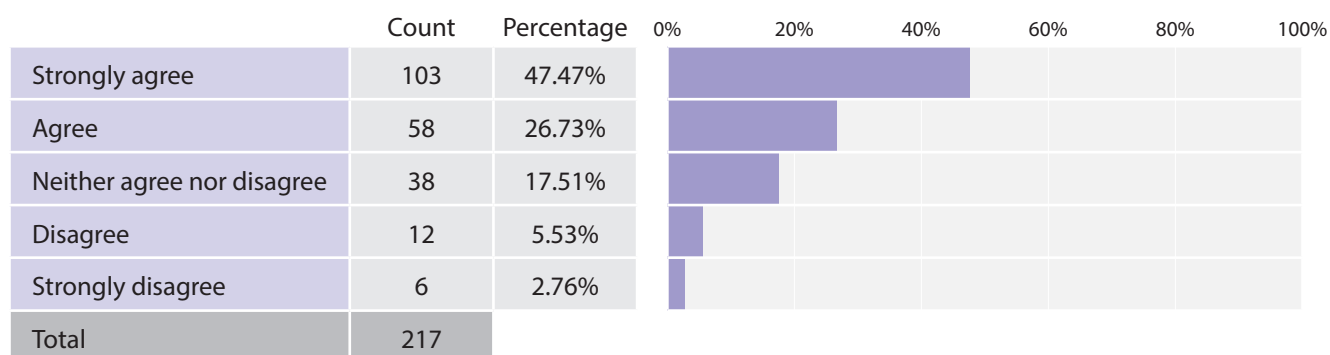
I don't hear jokes/innuendo targeting people of diverse genders here



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

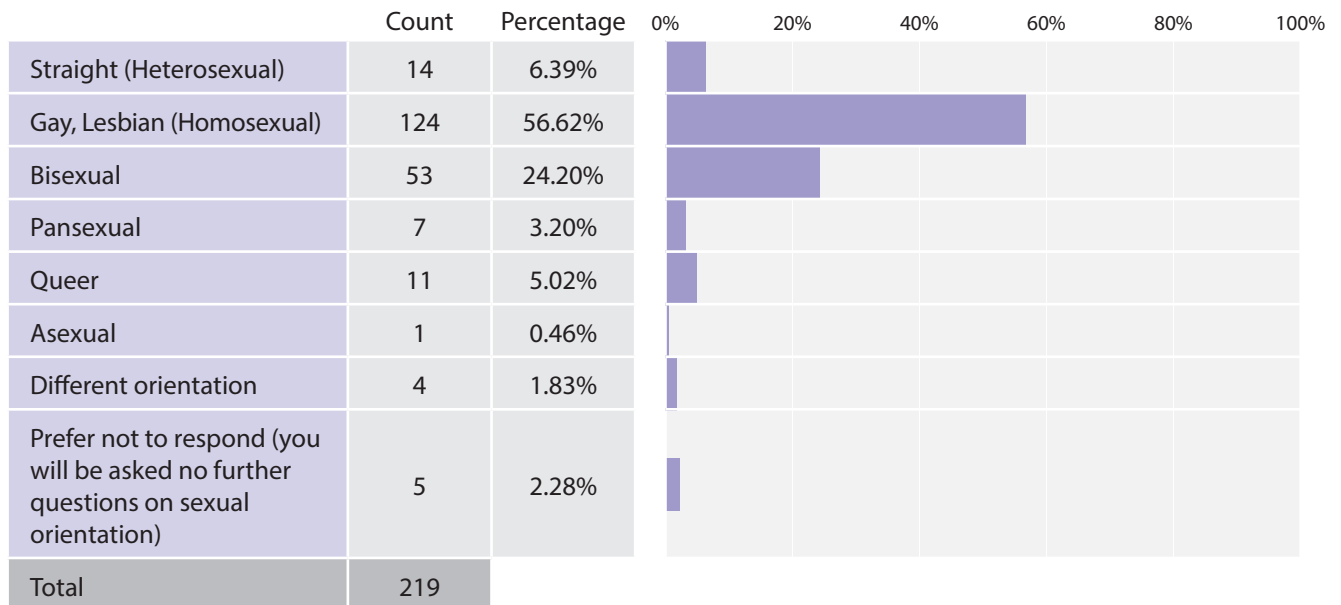


Active allies have positively impacted my sense of inclusion here

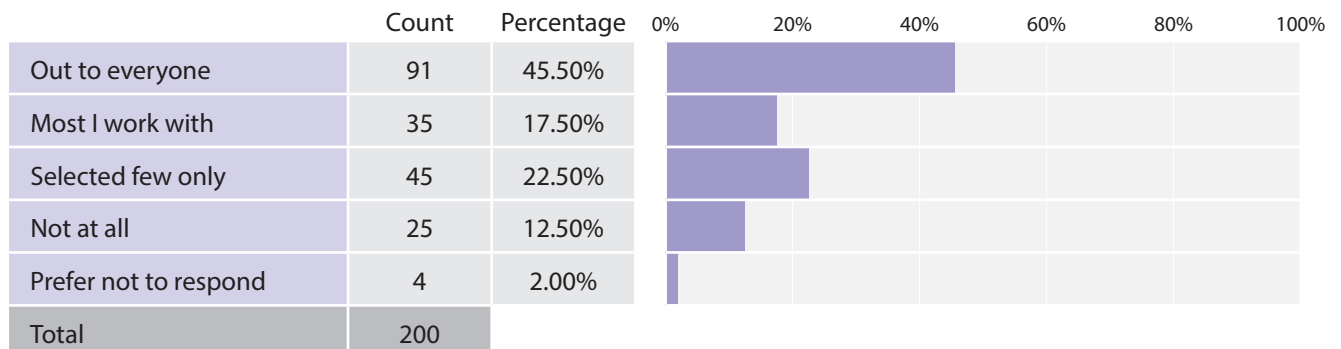


EMPLOYEES OF DIVERSE SEXUALITY

How would you best describe your sexual orientation?

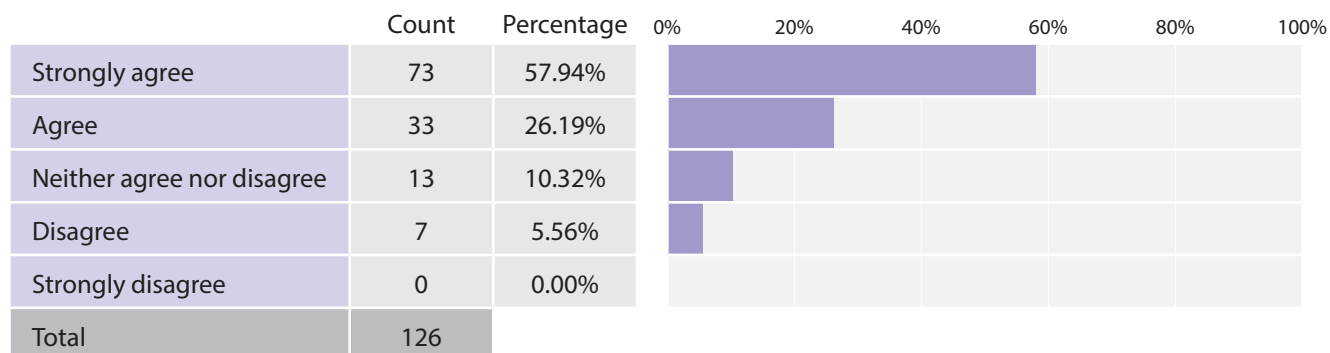


In regard to your sexual orientation, please indicate to what degree you are out at work

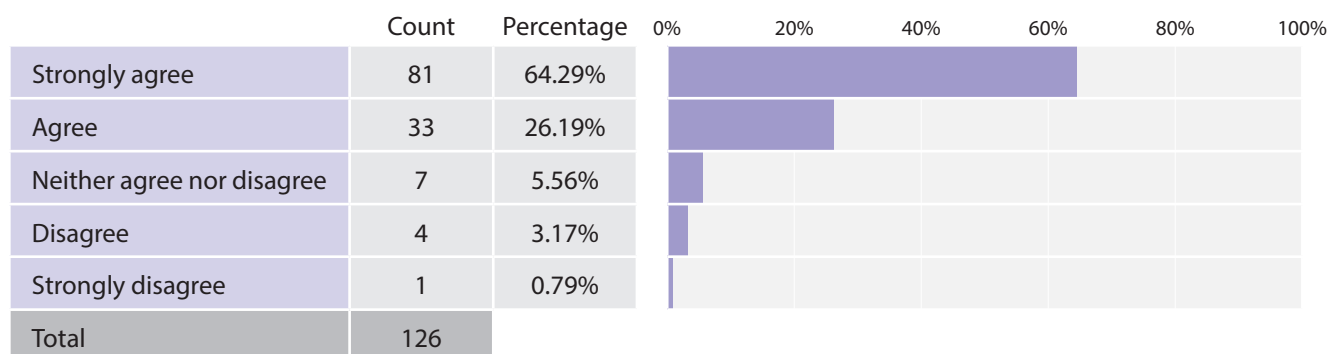


Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:

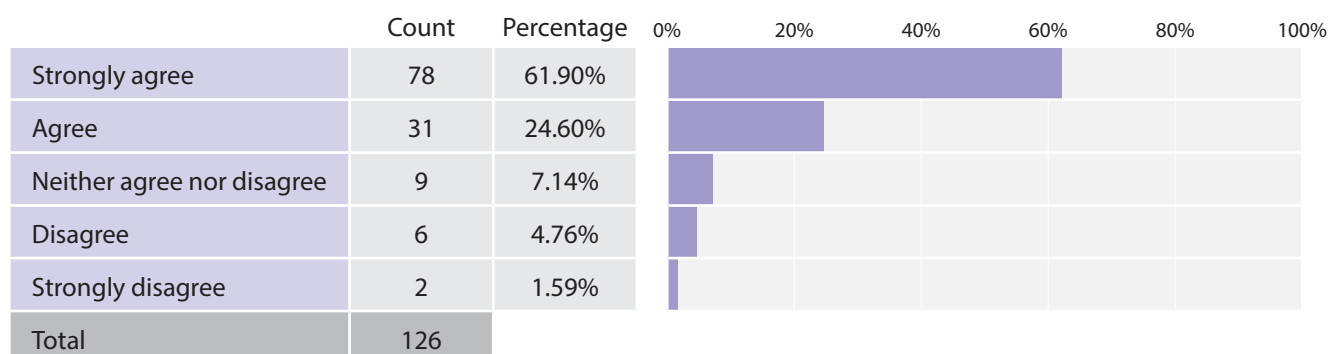
I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise



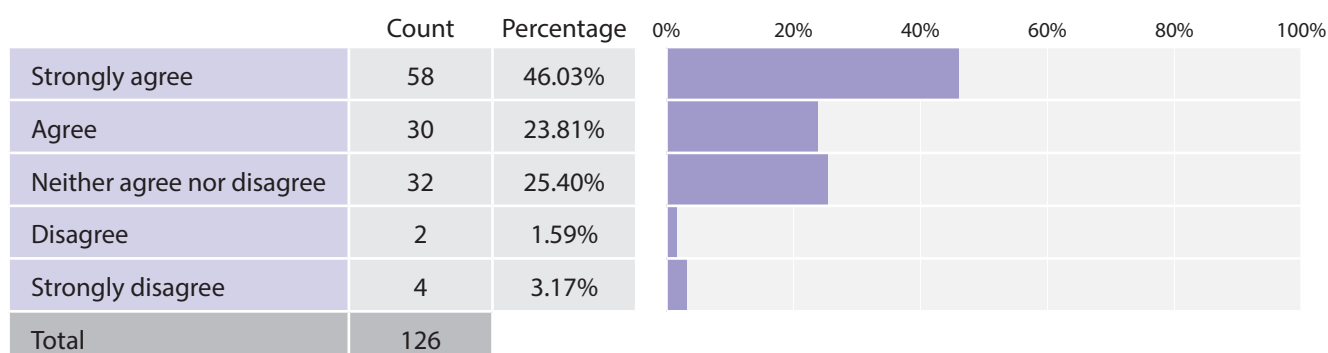
I have not encountered any exclusion based on my sexuality within this workplace



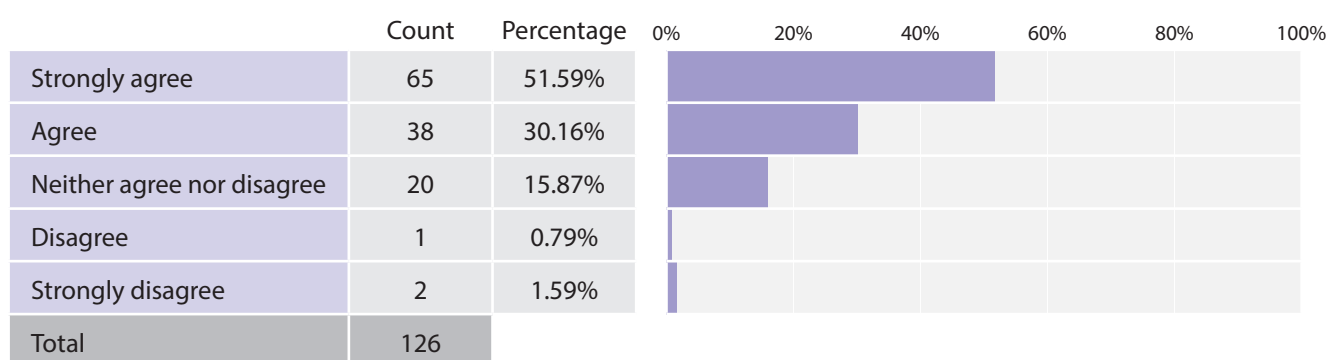
My sexuality would NOT have any impact on my career progression here



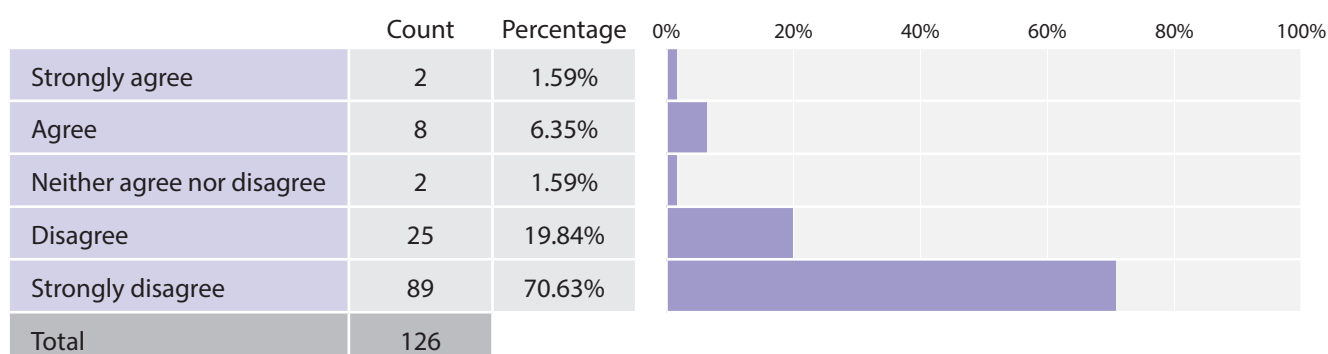
I feel my performance is positively impacted by being out at work



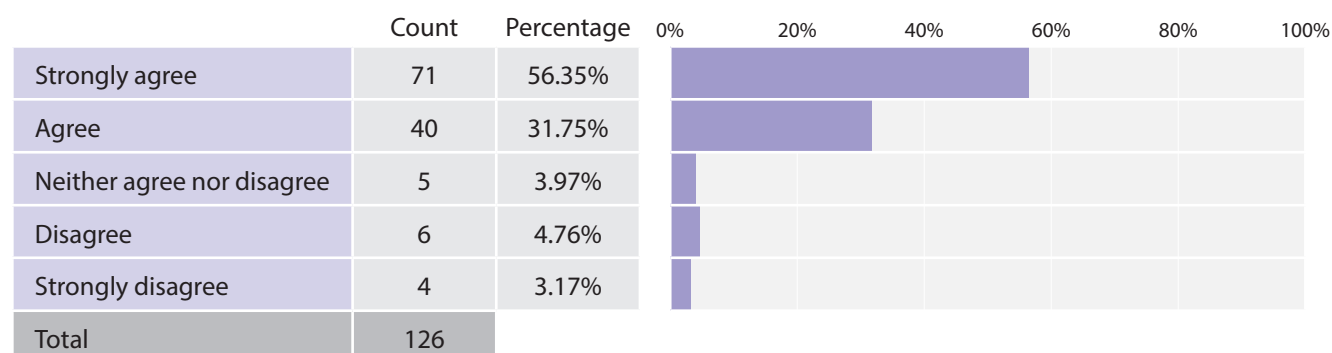
I feel my overall engagement is positively impacted by being out at work



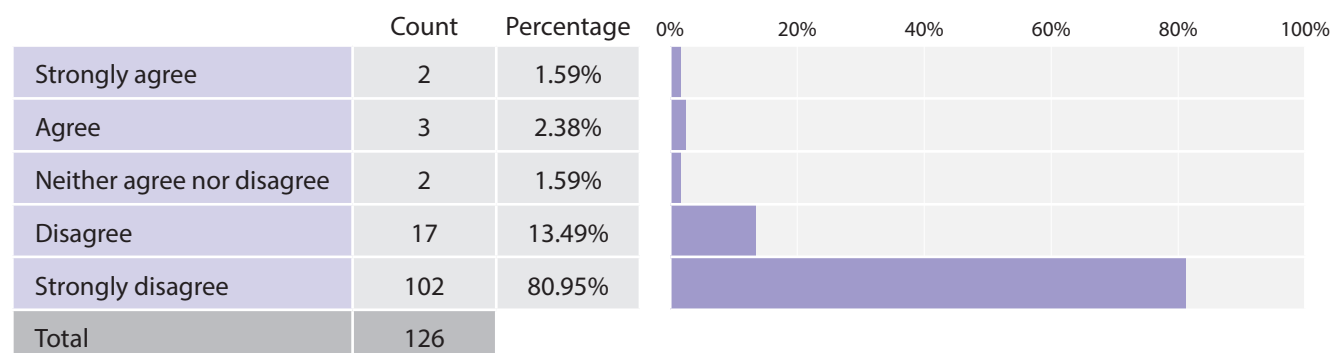
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year



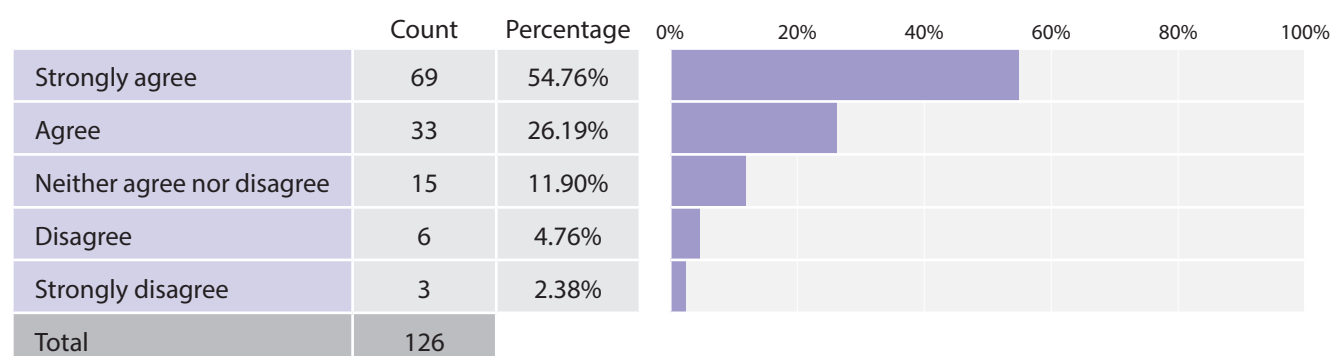
I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to my manager



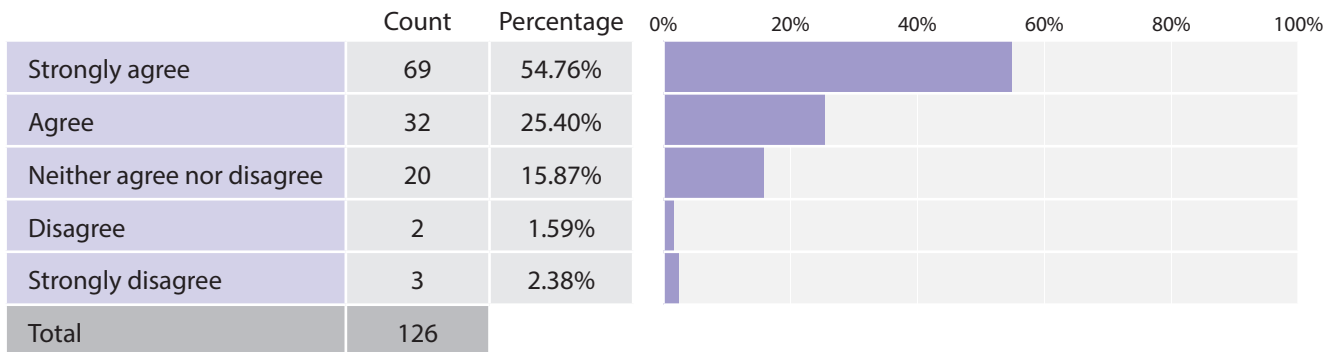
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year



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

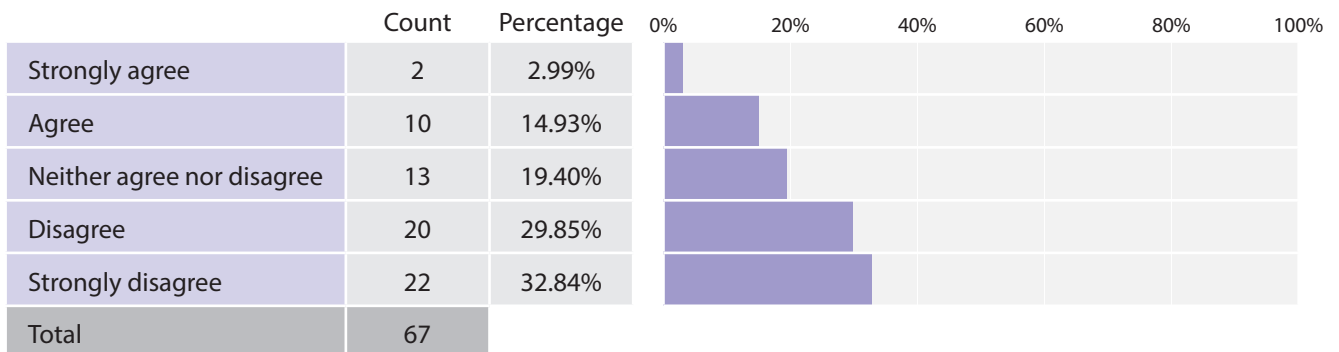


Workplace inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

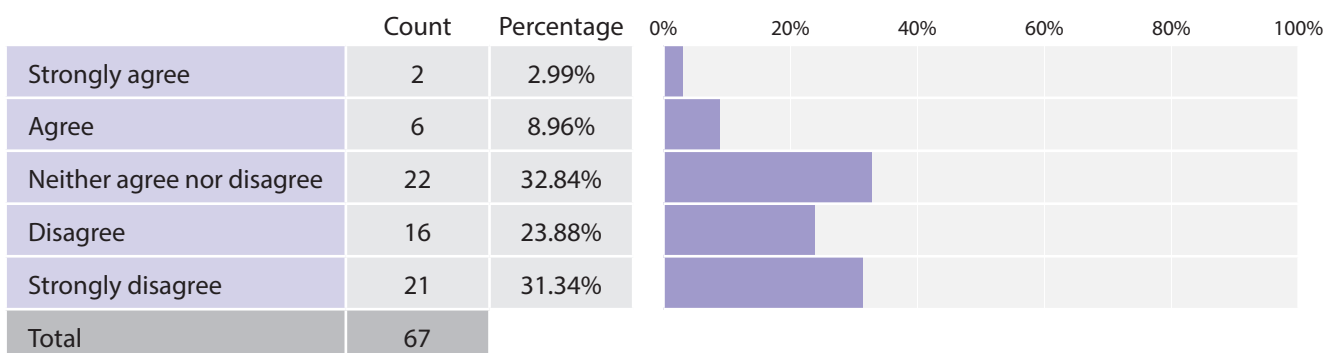


Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

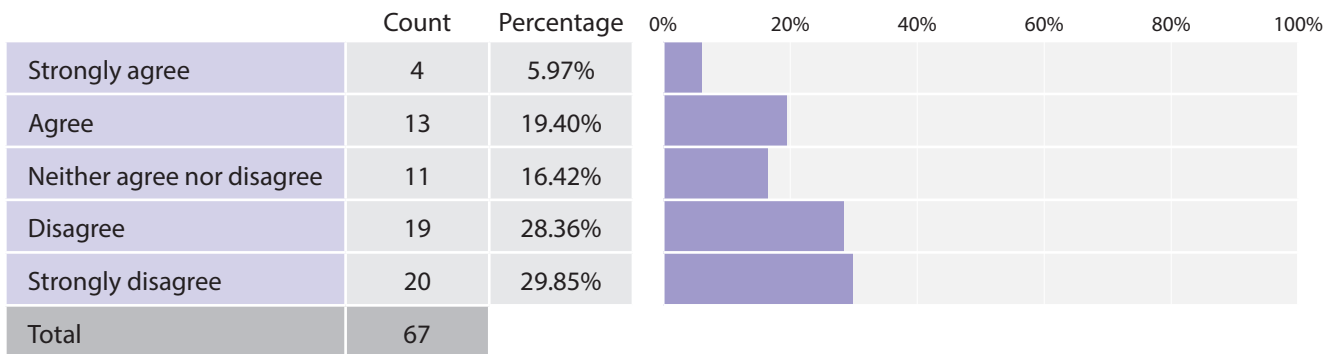
I feel it would be detrimental to my workplace experience



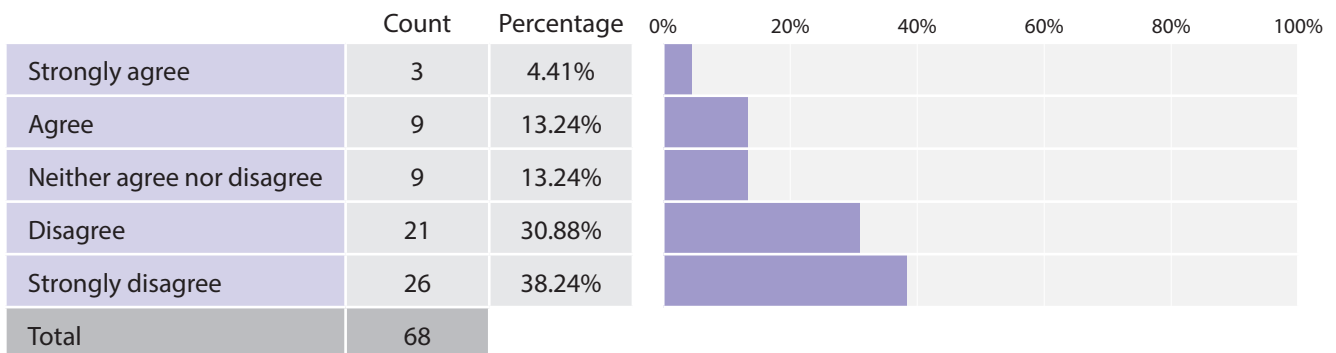
I feel it would negatively impact my career progression



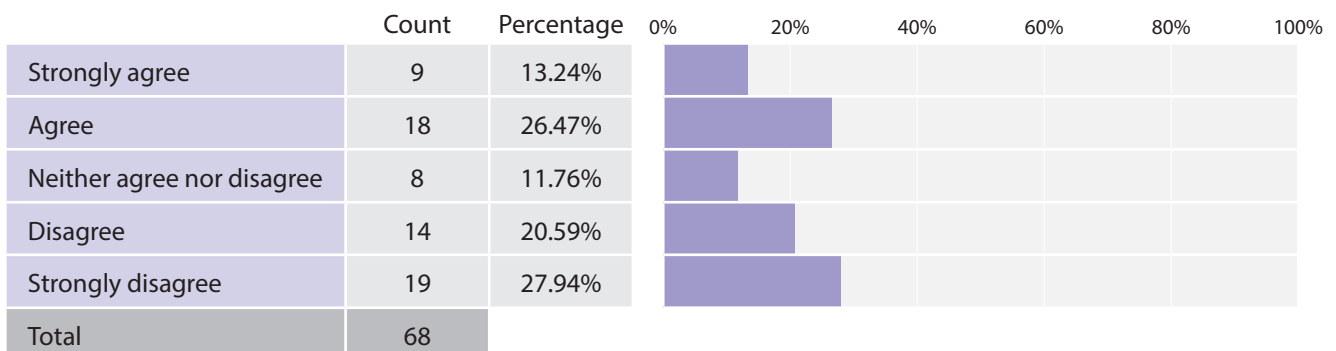
I do not feel I would be accepted by some members of my team



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

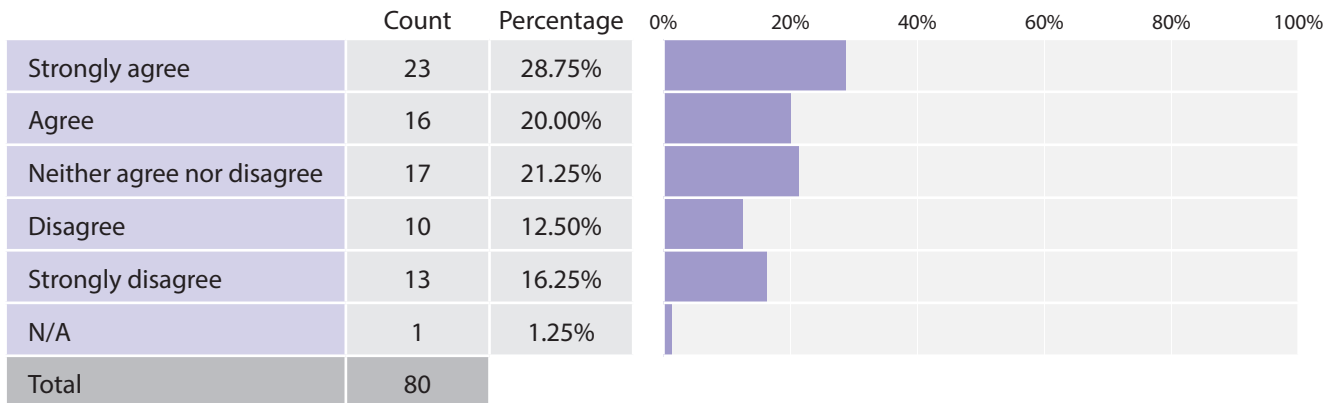


I am not comfortable enough within myself to be out at work

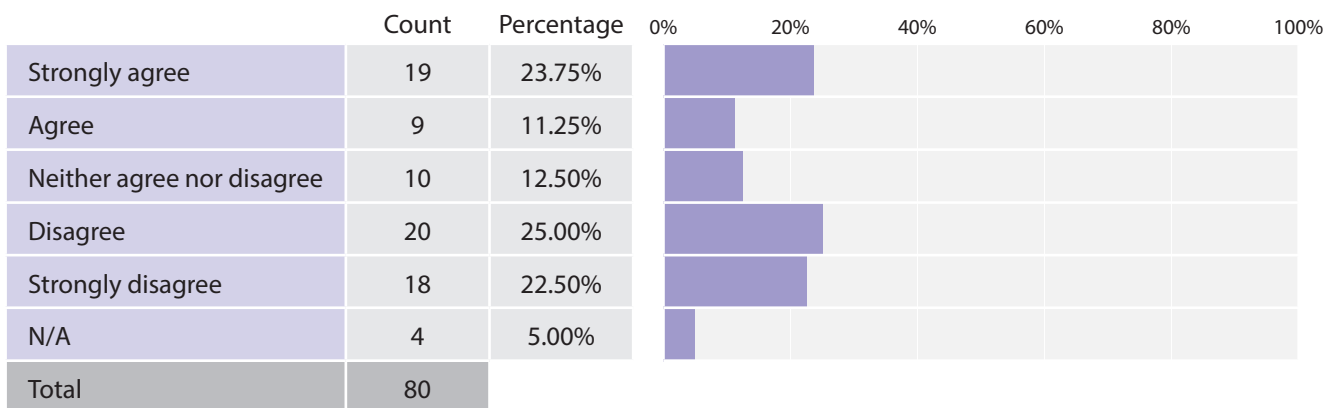


Thinking about your experience as a woman of diverse sexuality and/or gender within your current workplace, please indicate your level of agreement with the following statements:

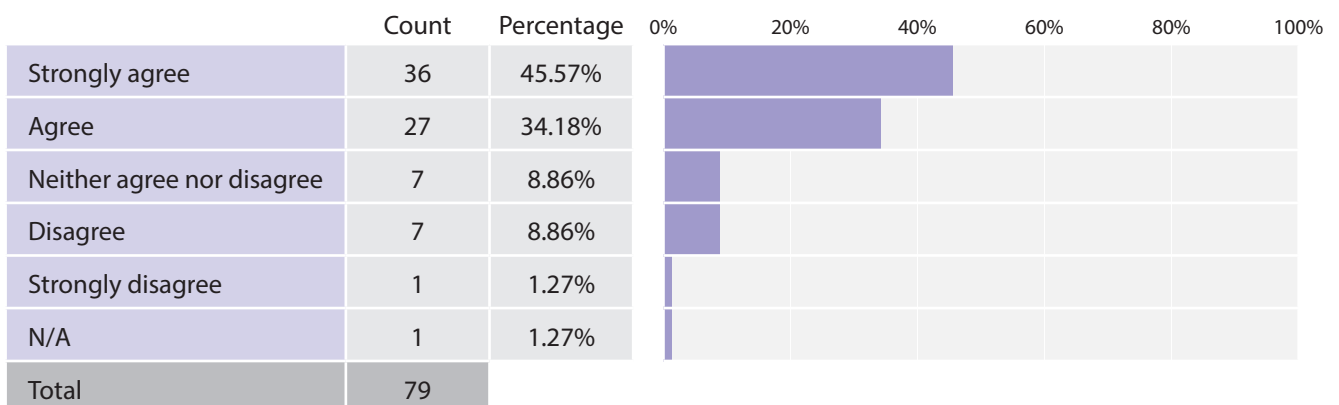
There are women of similar, or the same, identity as me who are visible out role models within my workplace



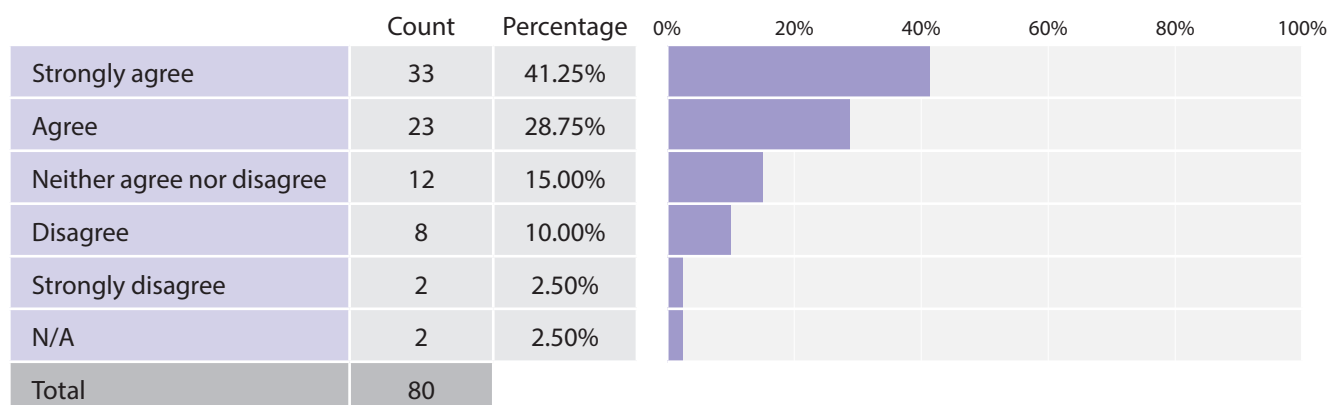
There are women of similar, or the same, identity as me who are out within senior leadership or executive positions



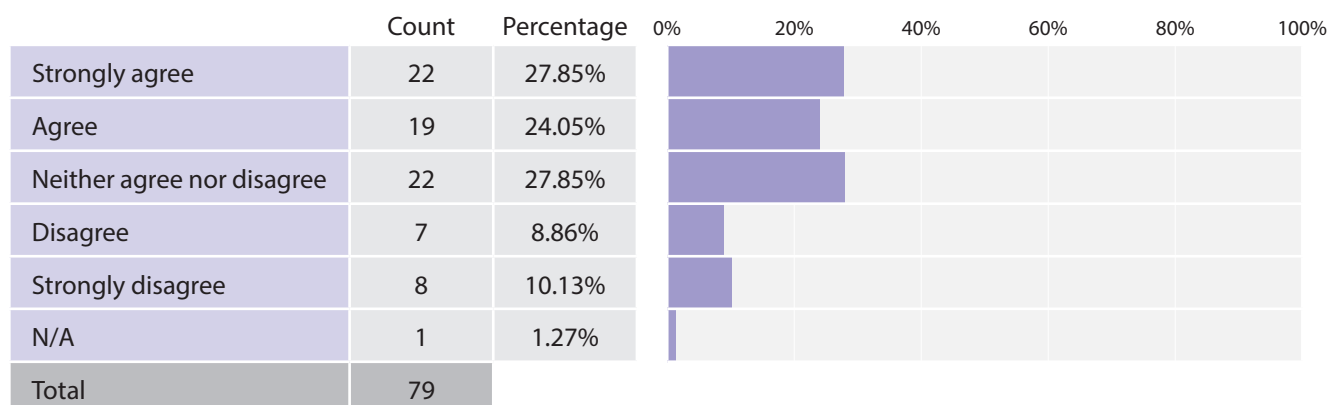
Having visible out women as role models of the same or similar identity is important to me



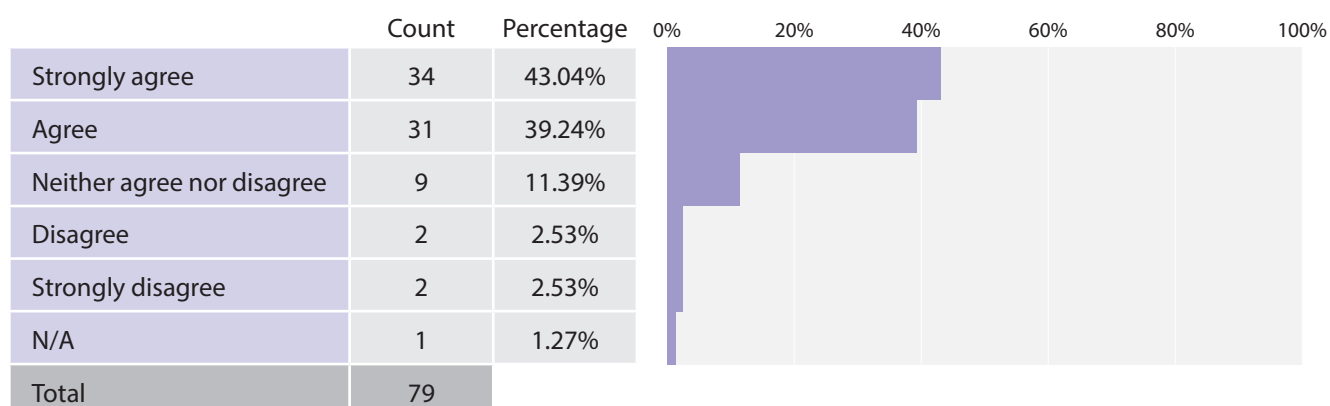
I involve myself in the activities put on by our employee network for people of diverse sexualities, genders and allies



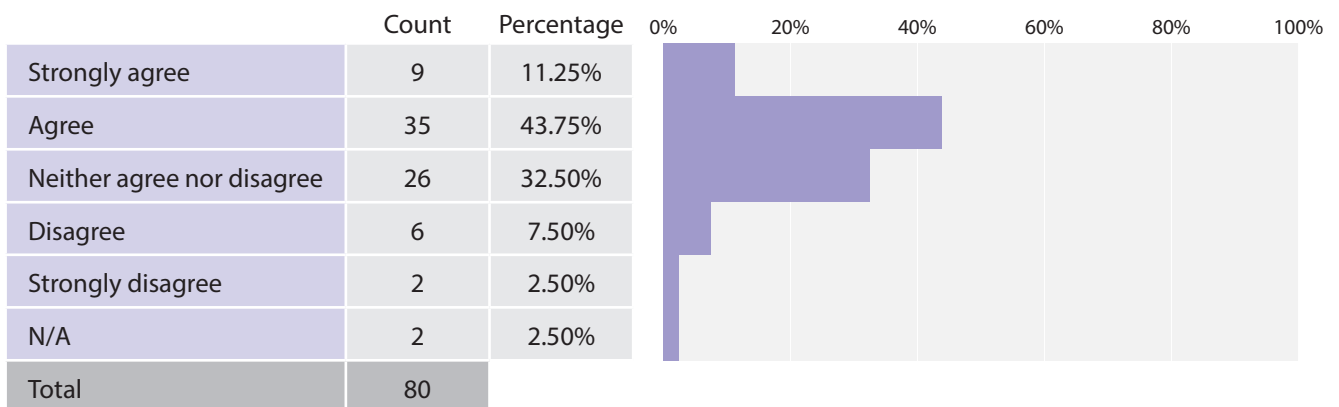
There are women of similar, or the same, identity as me active within the employee network here



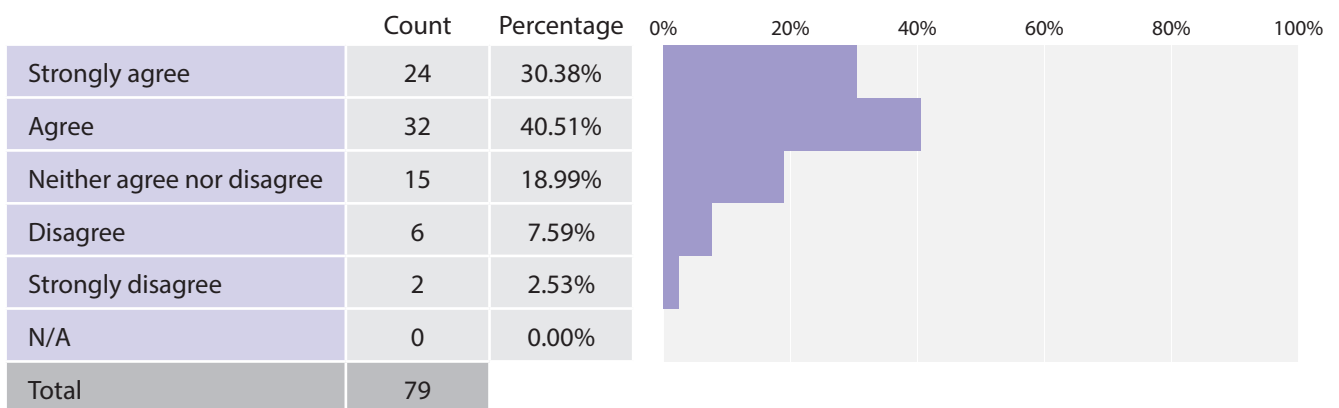
Our employee network feels inclusive of women of diverse sexualities and genders



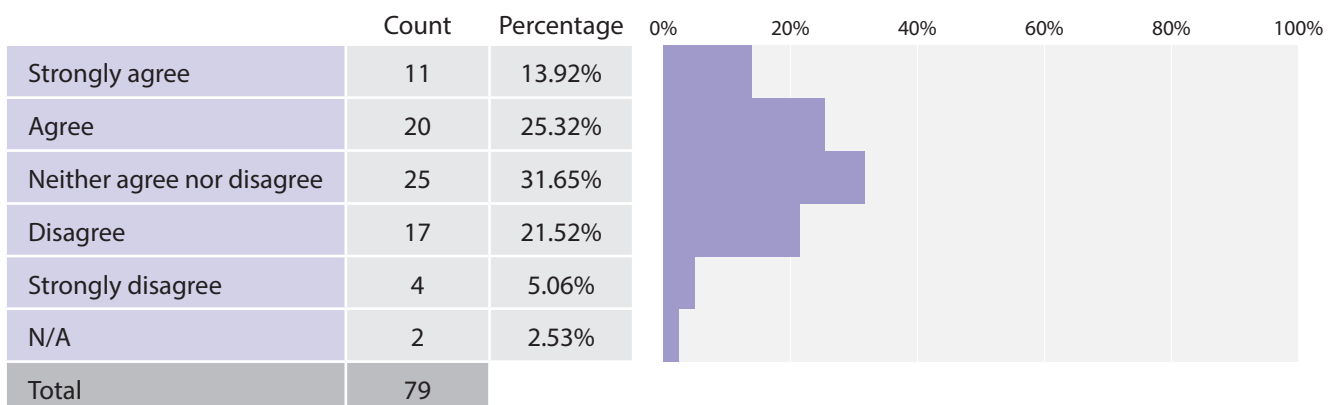
Women of diverse sexualities, women with trans histories and women who identify with a diverse gender but are perceived by colleagues as a women (or feminine) share common challenges within the workplace



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



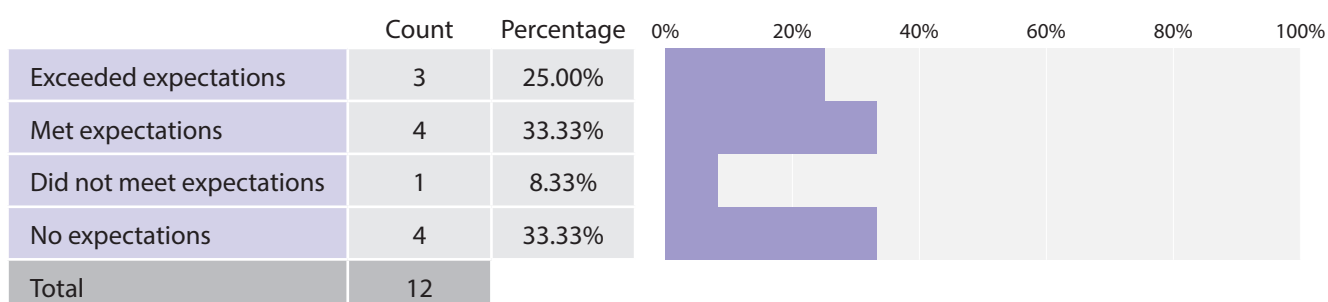
The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman



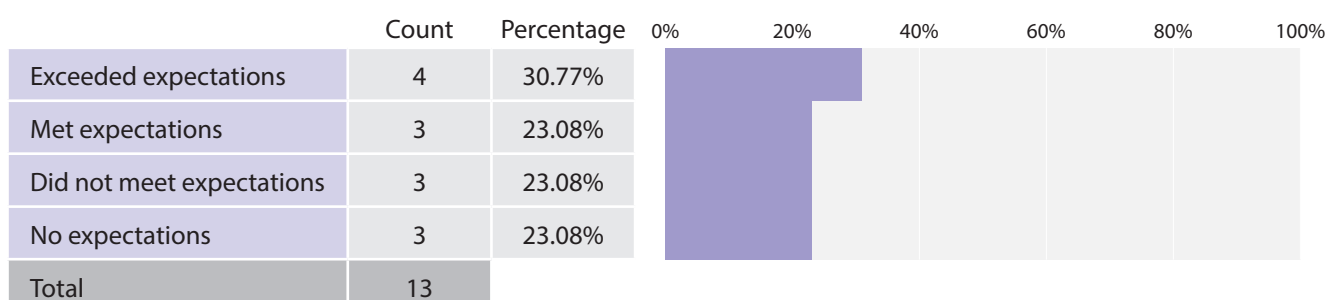
EMPLOYEES OF DIVERSE GENDER OR TRANS EXPERIENCE

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:

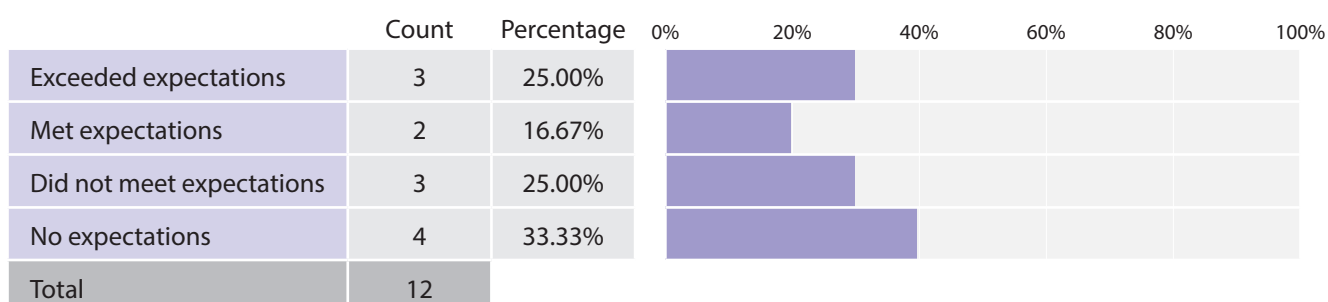
Support for gender diverse job applications throughout the recruitment process



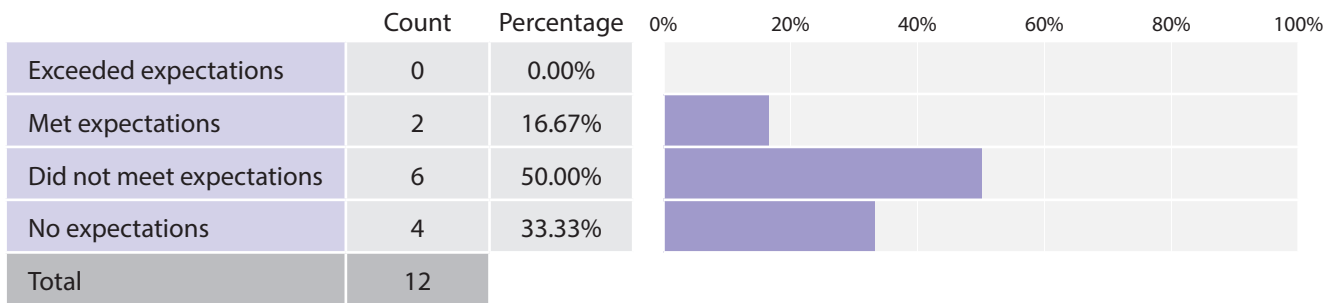
Visibility of organisational inclusion for gender diverse employees



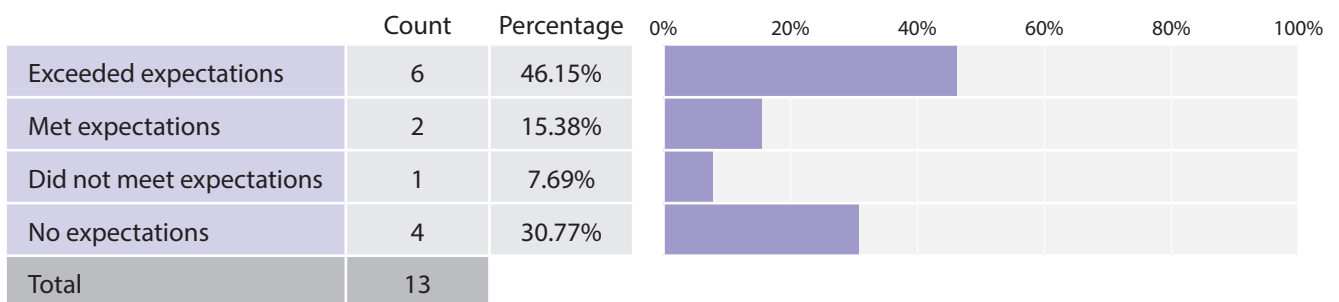
Freedom to use toilets of choice



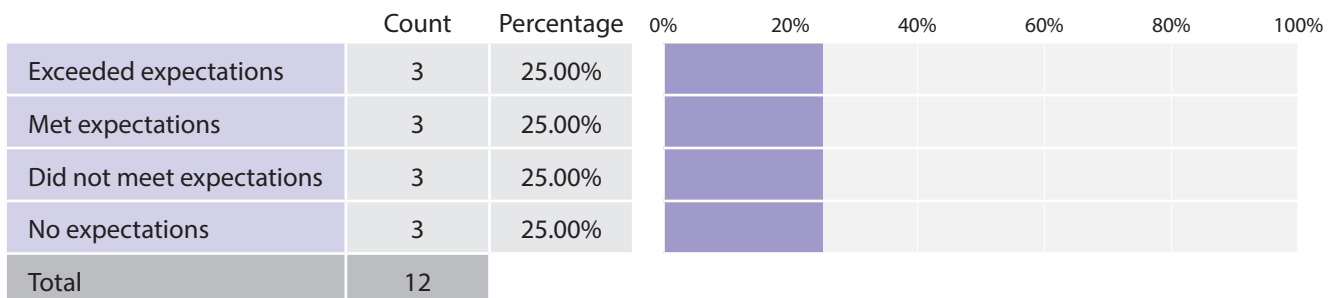
Availability of non-gendered or all gender toilets



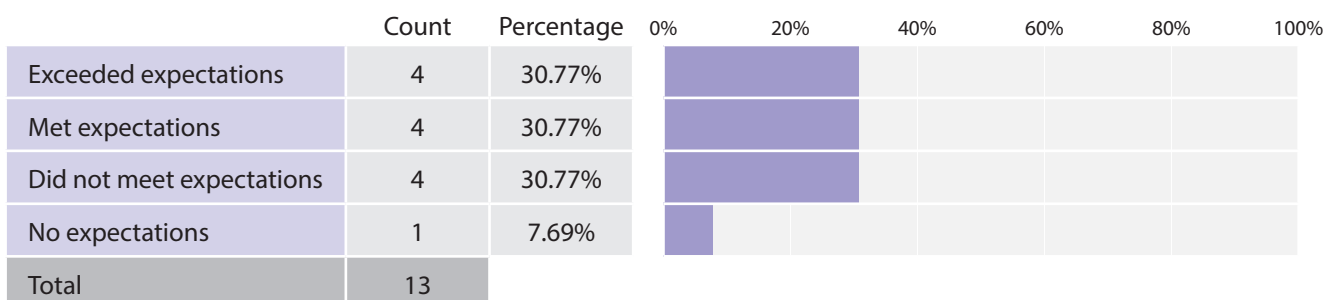
Alternatives to gendered uniforms or dress codes



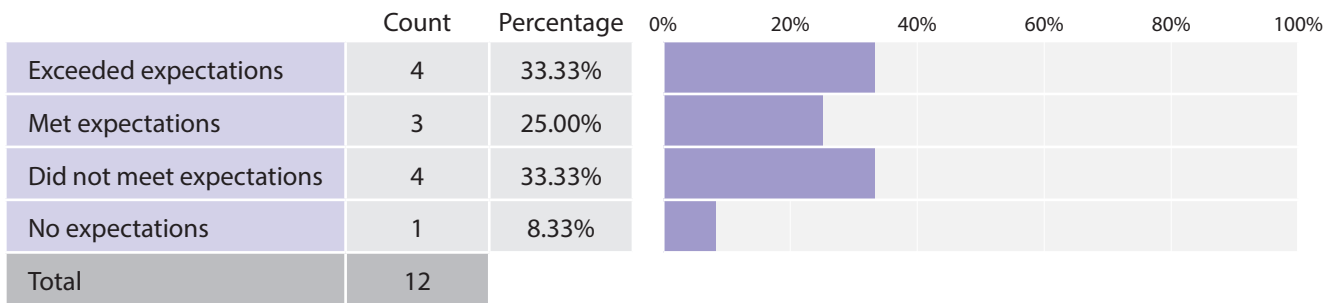
Well communicated policies to support those affirming their gender



Acknowledgement of gender diversity beyond male/female

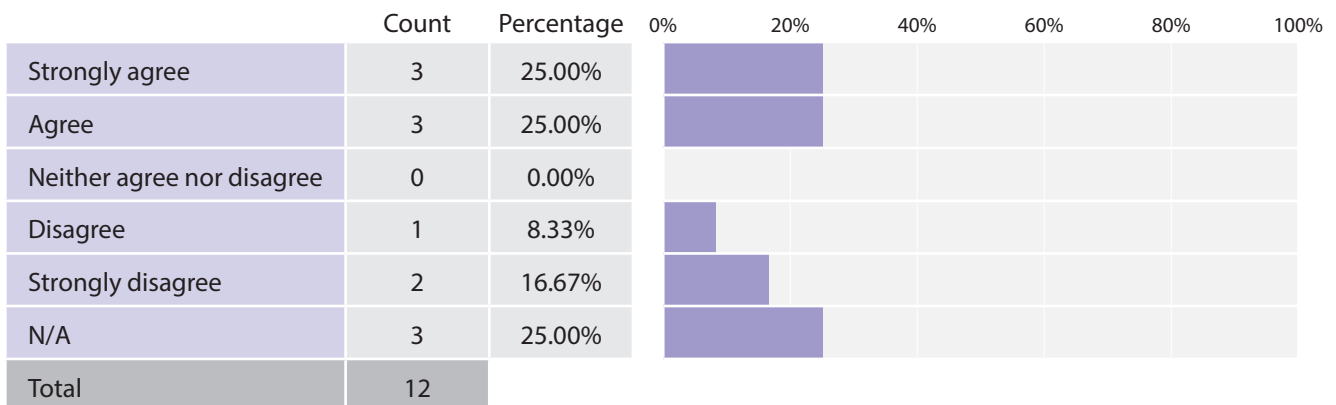


Acknowledgement of gender diversity beyond male/female and those with a trans experience

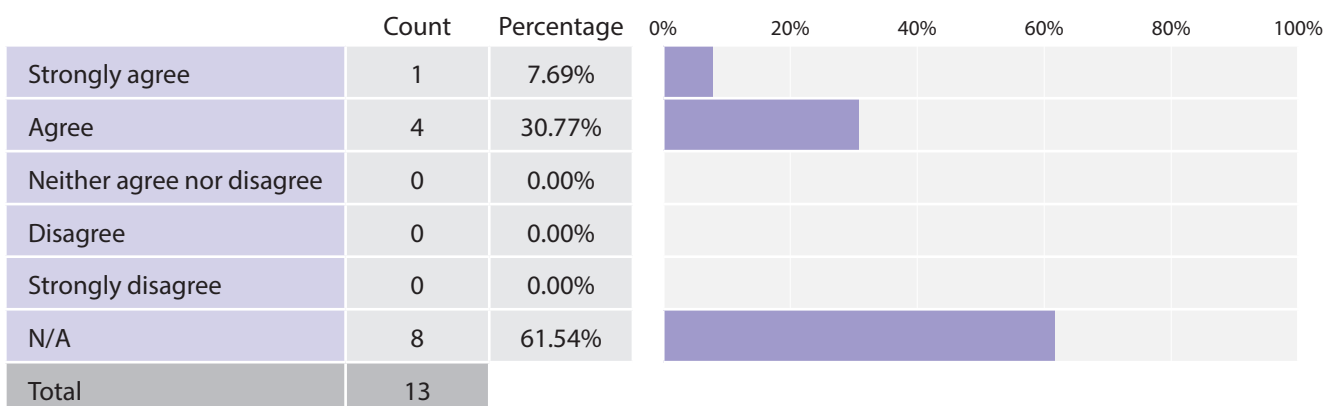


Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

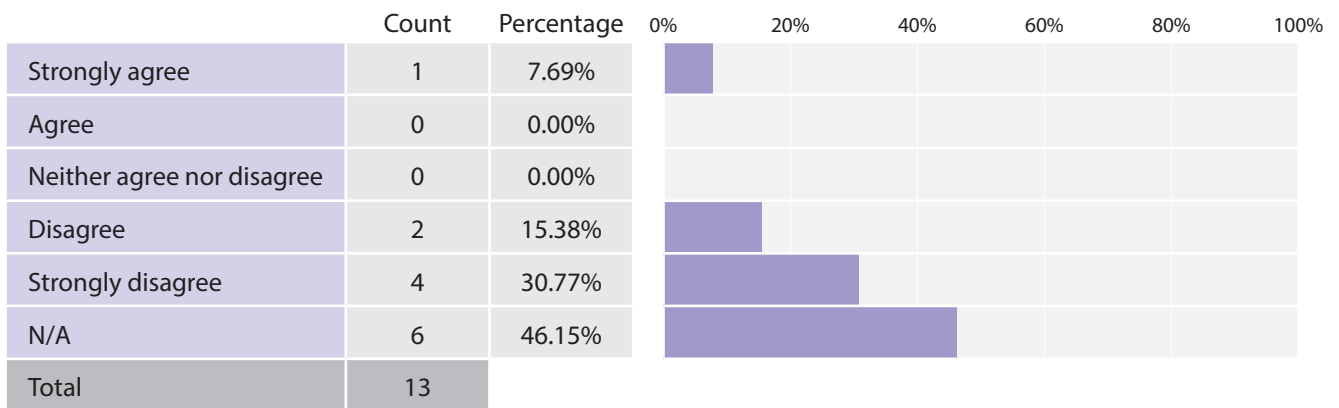
I can freely use gendered toilets of choice without opposition here



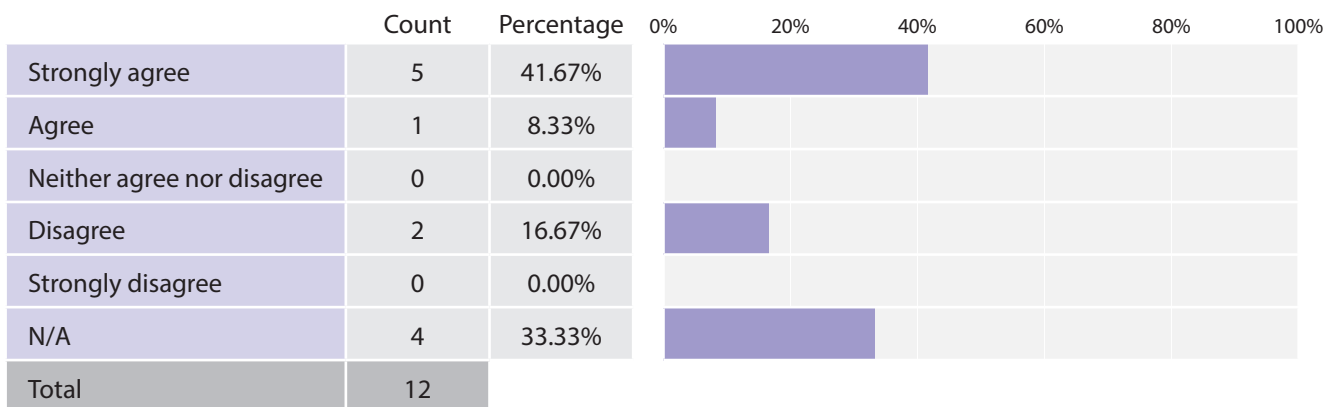
People make an effort to use my personal pronouns



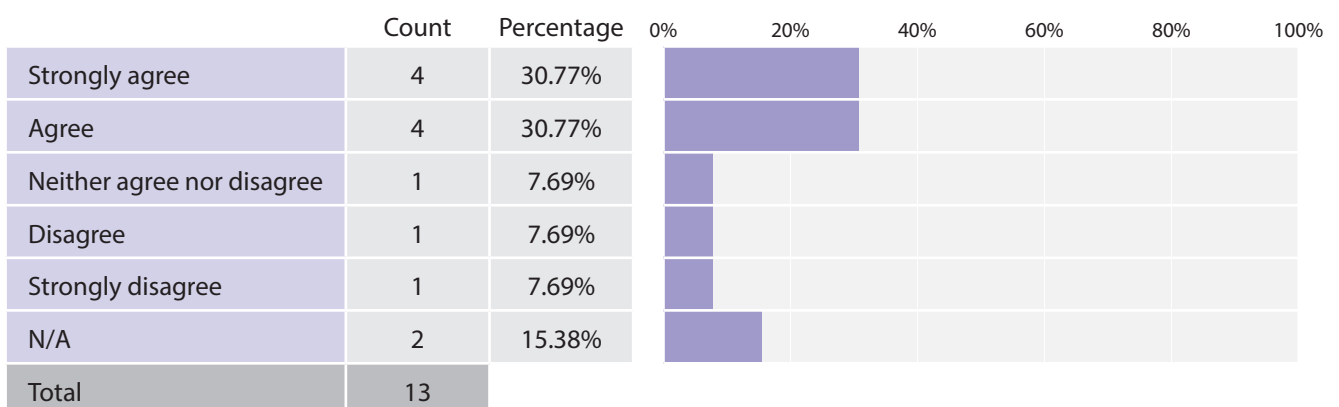
I have been deliberately misgendered within the last year



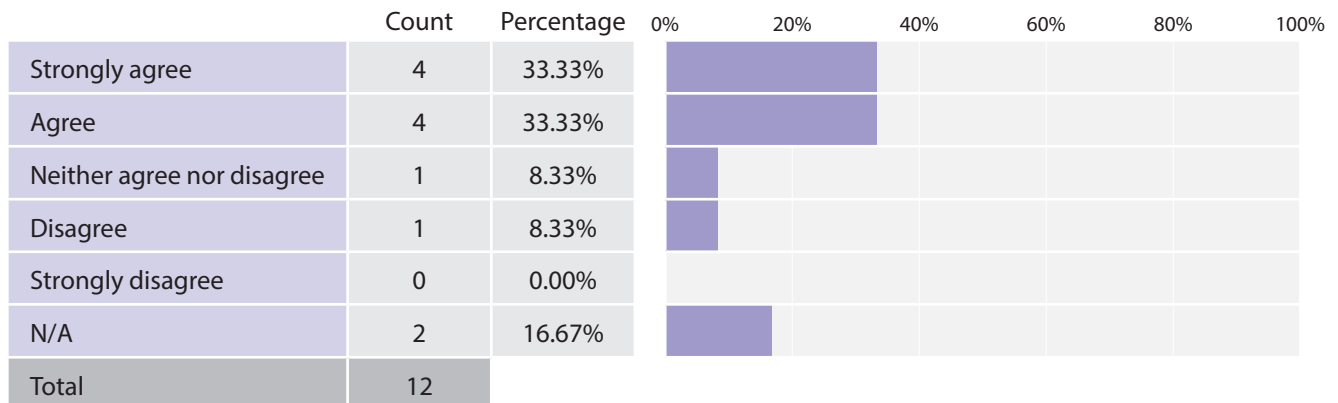
I have not experienced any exclusion based on my gender diversity within this workplace



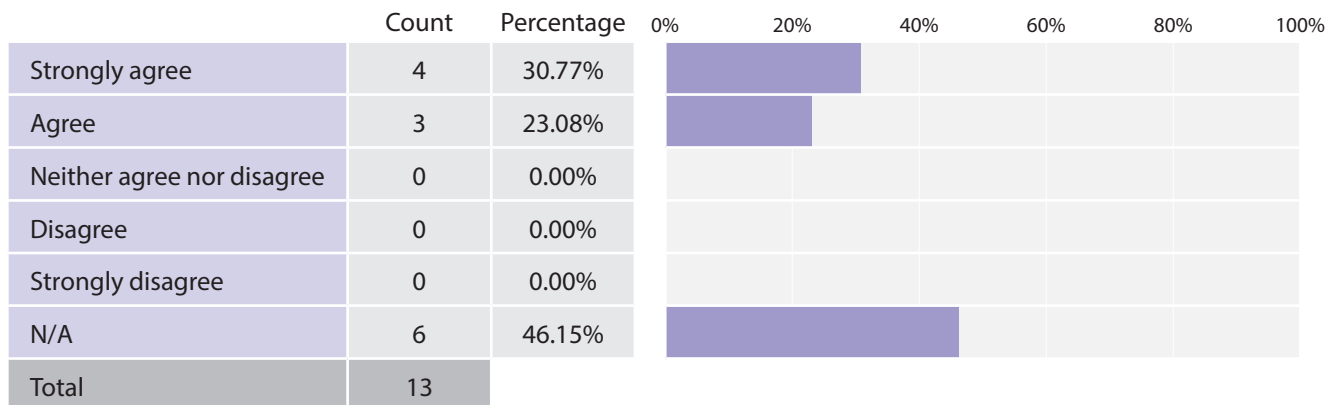
My gender identity would NOT have any impact on my career progression here



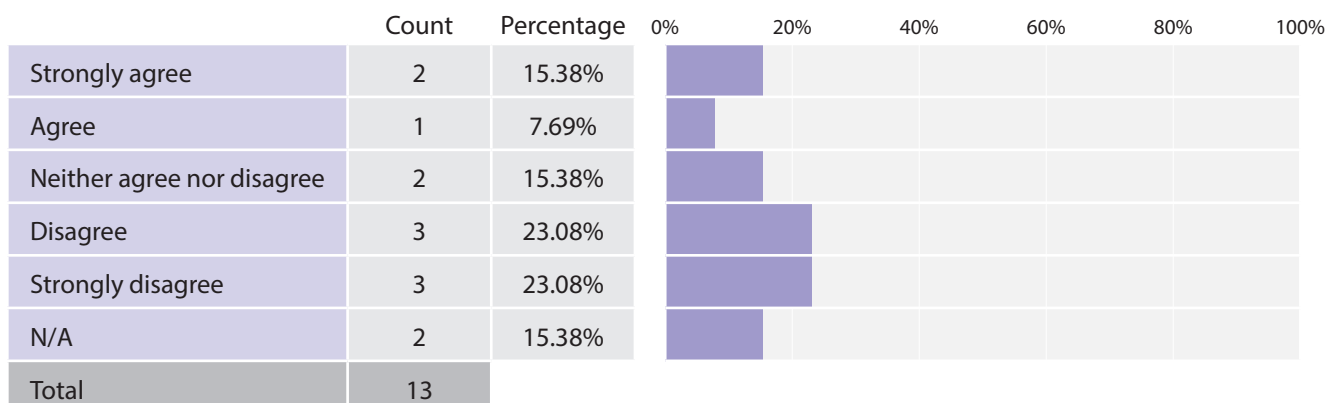
I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager



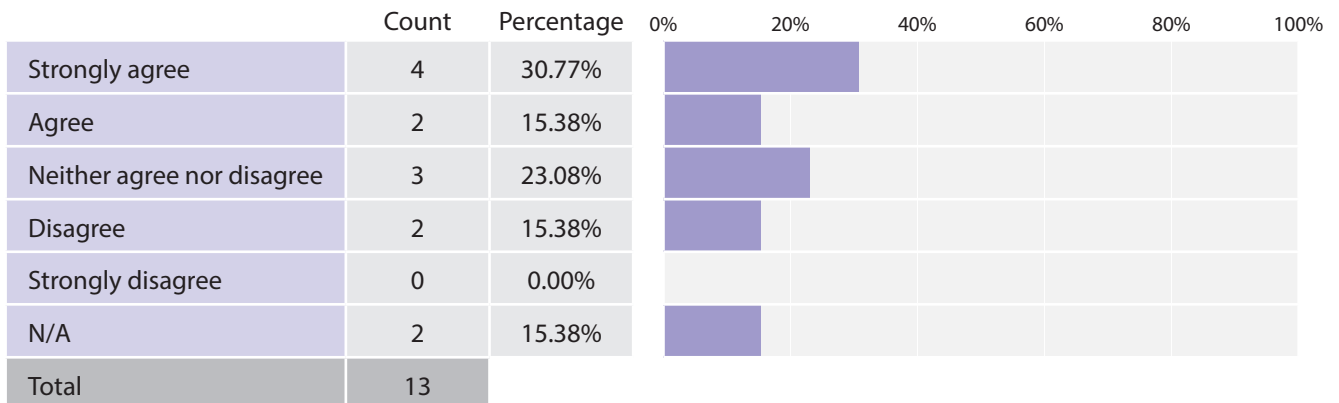
I feel fully supported by my team in terms of my gender identity



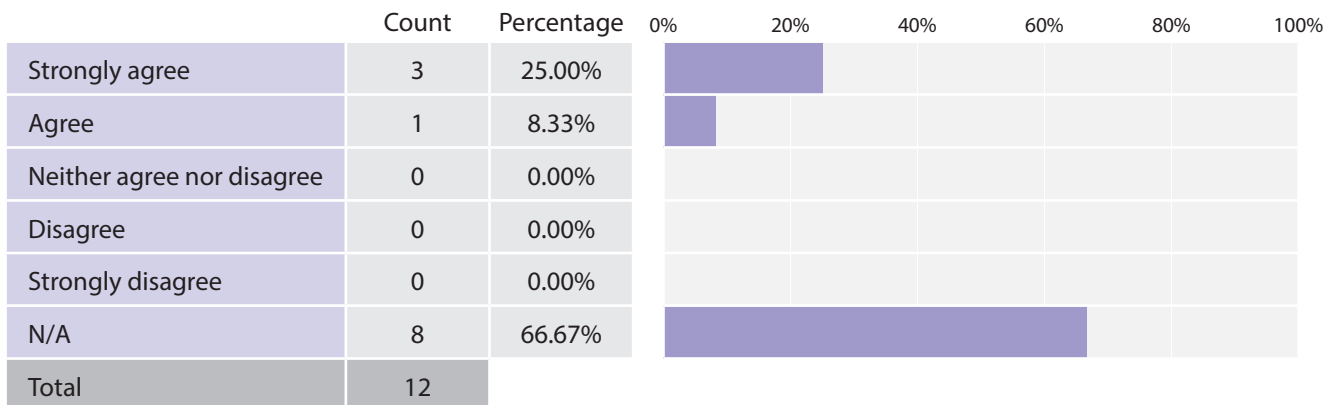
Most people I work with are aware of my gender diversity



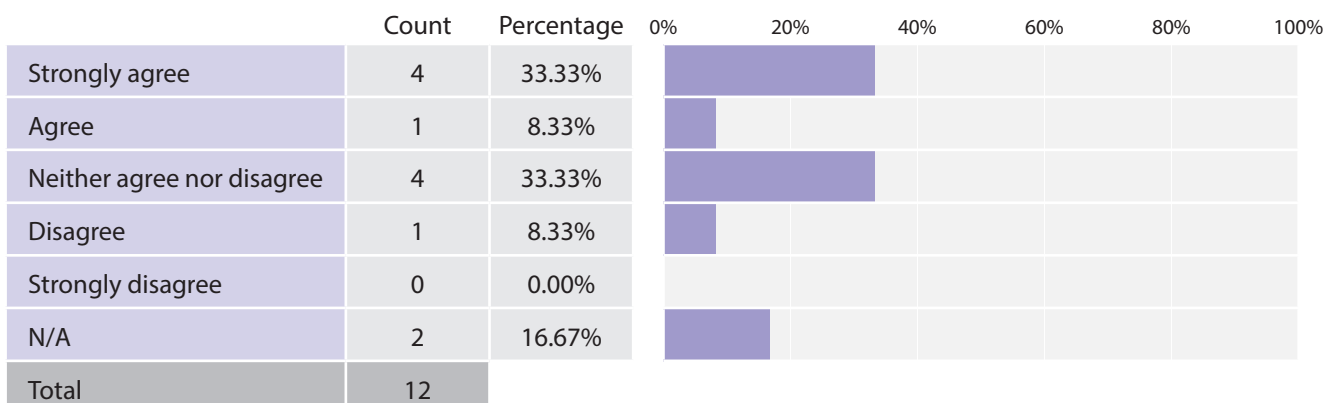
I feel that our Employee Network Group is fully inclusive of gender diverse employees and those with a trans experience



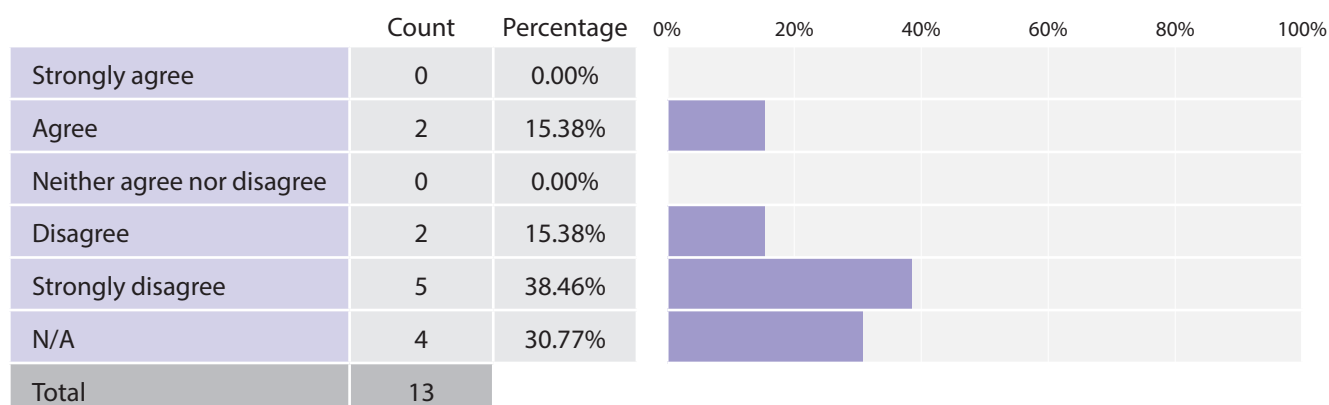
I am happy with any gender affirmation process that I have undertaken here



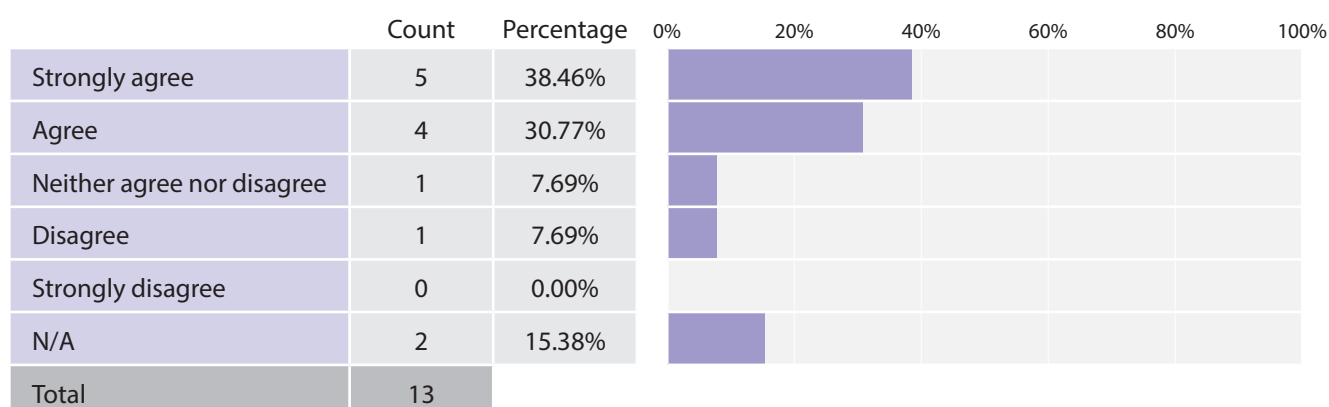
There are people within the organisation that have the same, or similar, gender diversity as me



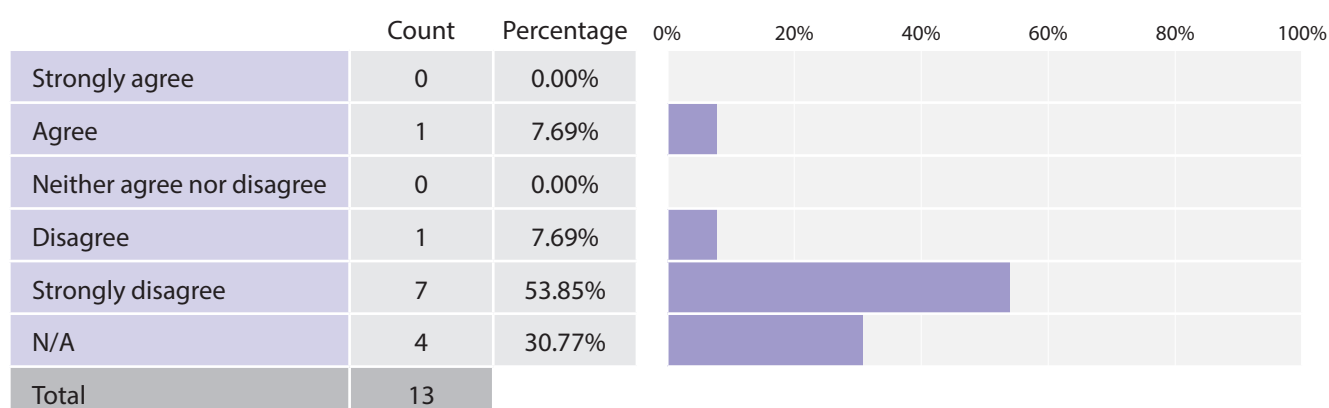
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year



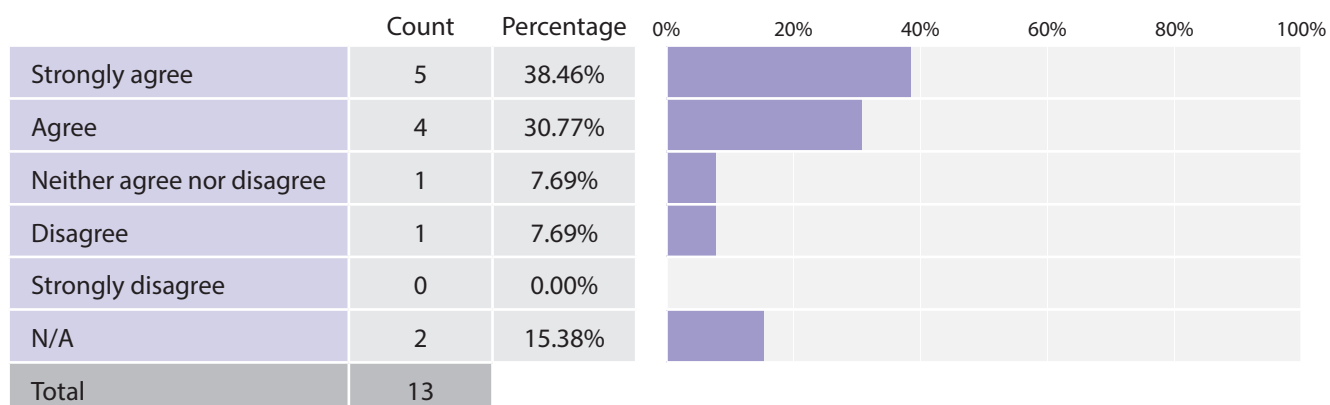
I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager



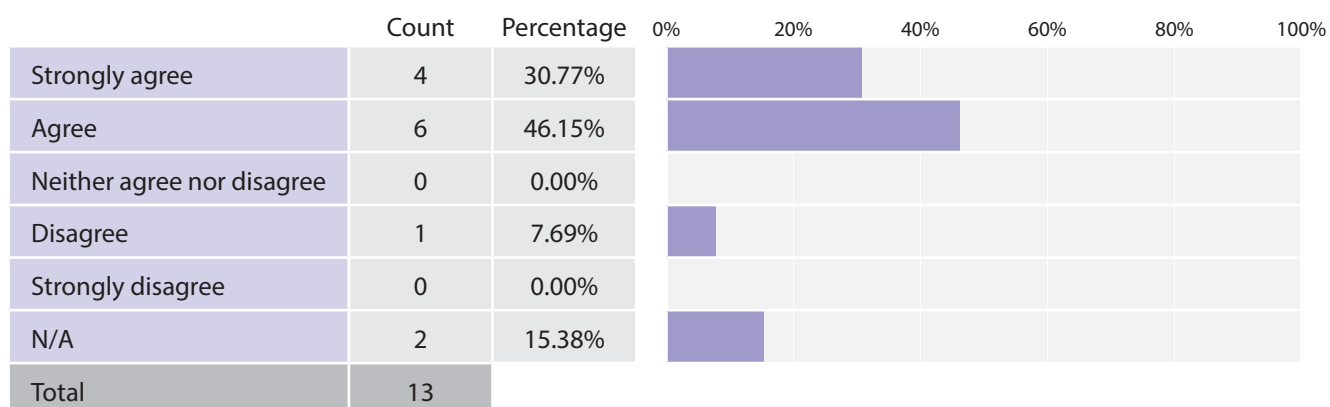
I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year



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

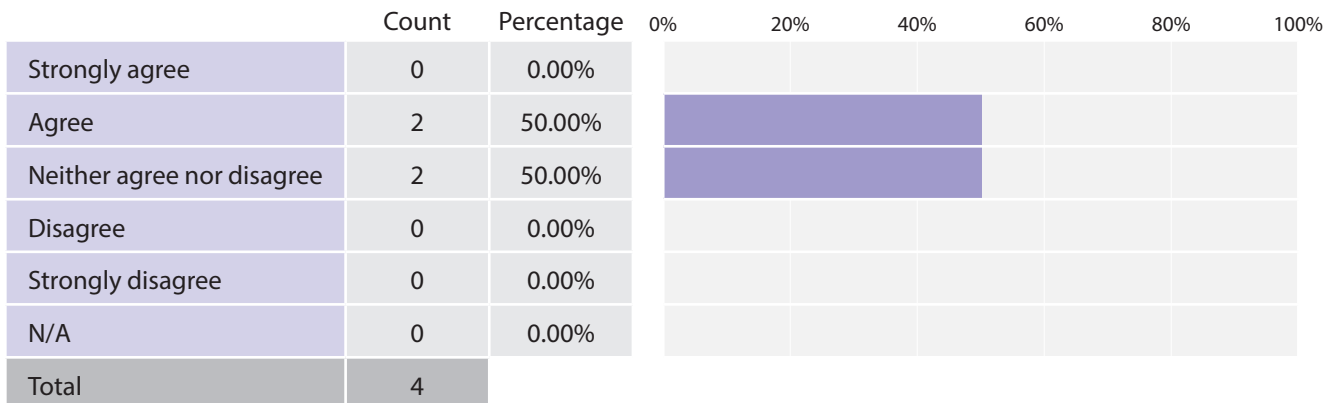


Workplace inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

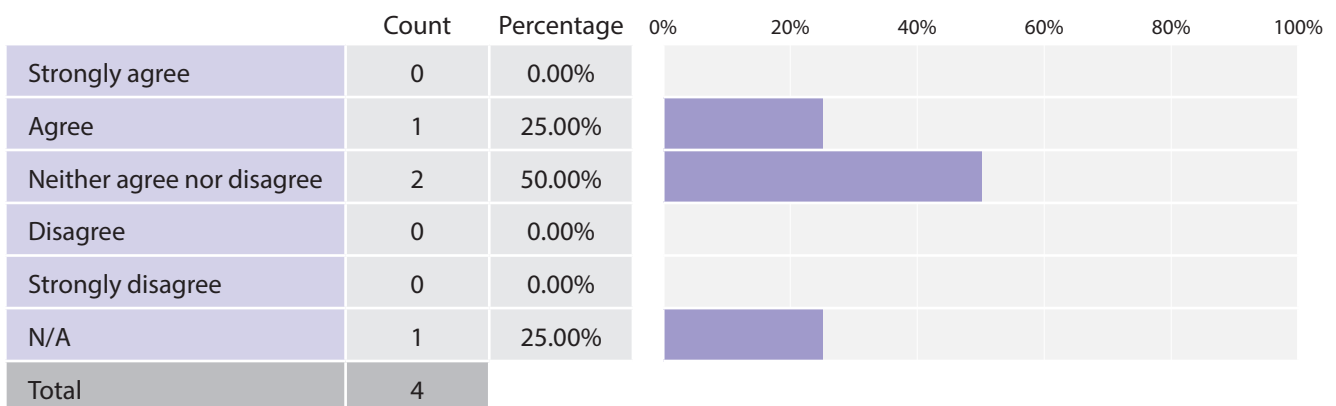


Pride in Diversity has an initiative called SAPPHIRE that brings together both women of diverse sexuality and women with a trans history to tackle the dual challenges of being a woman and someone of diverse sexuality and/or gender in the workforce. As someone who identified as non-binary, please indicate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



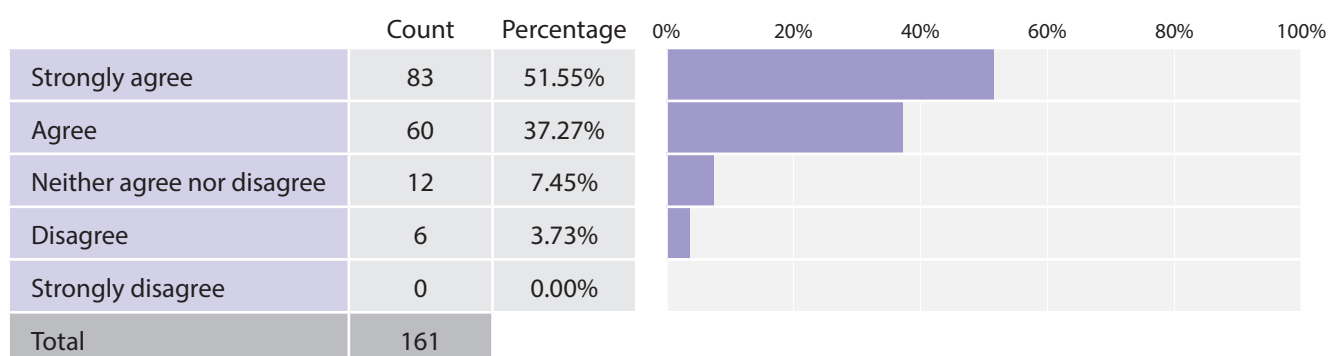
If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)



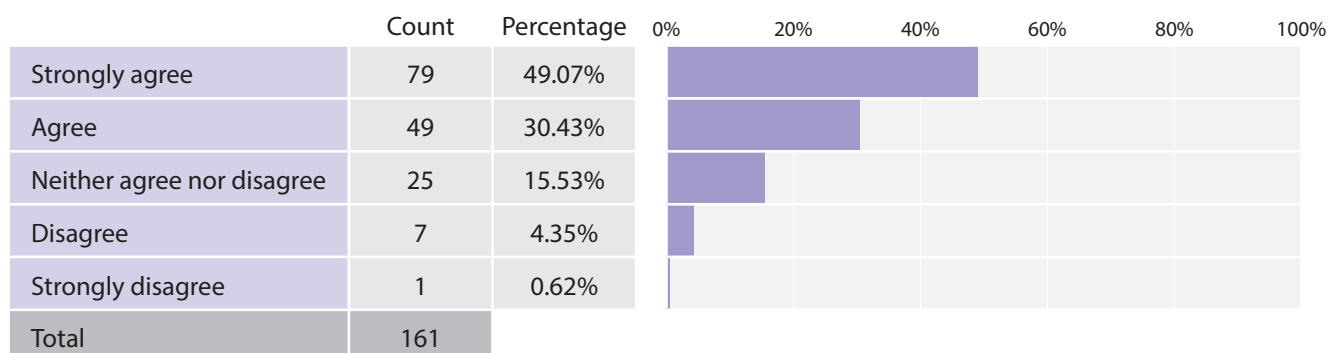
REGIONAL EMPLOYEES (ALL)

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:

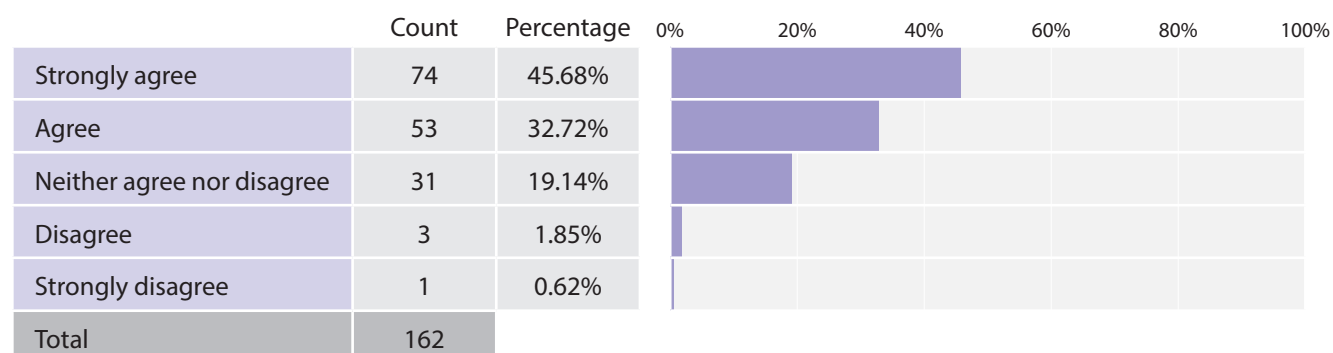
The organisation's diversity initiatives for the inclusion of people of diverse sexualities or genders have been adequately communicated within our site/office



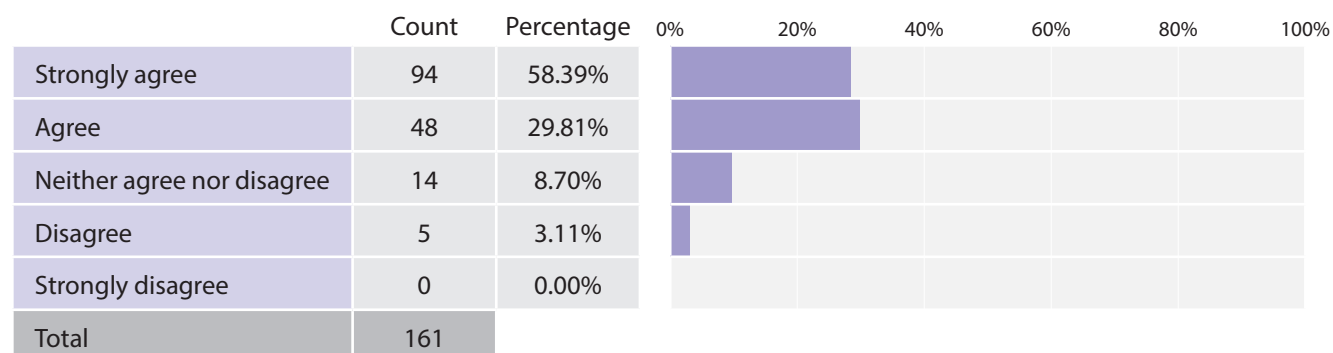
Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion work



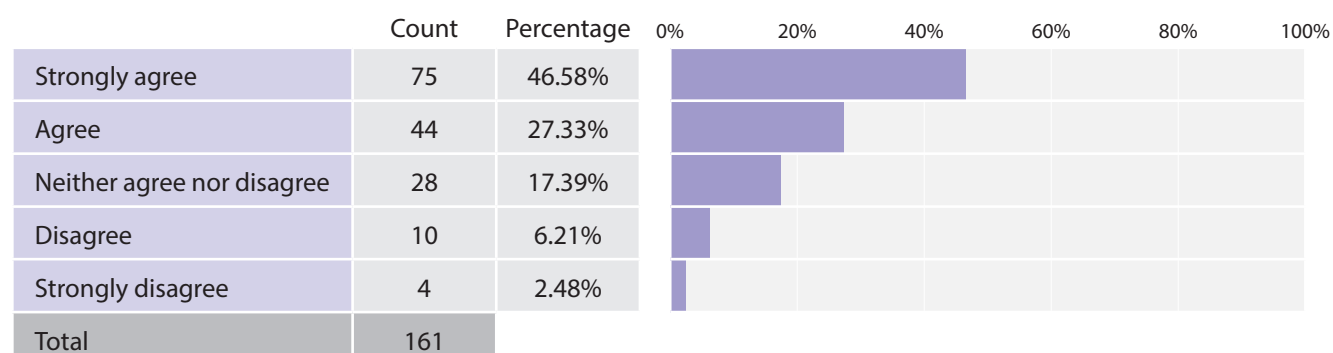
We are able to easily connect into head office activities for this area of diversity & inclusion work/information



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

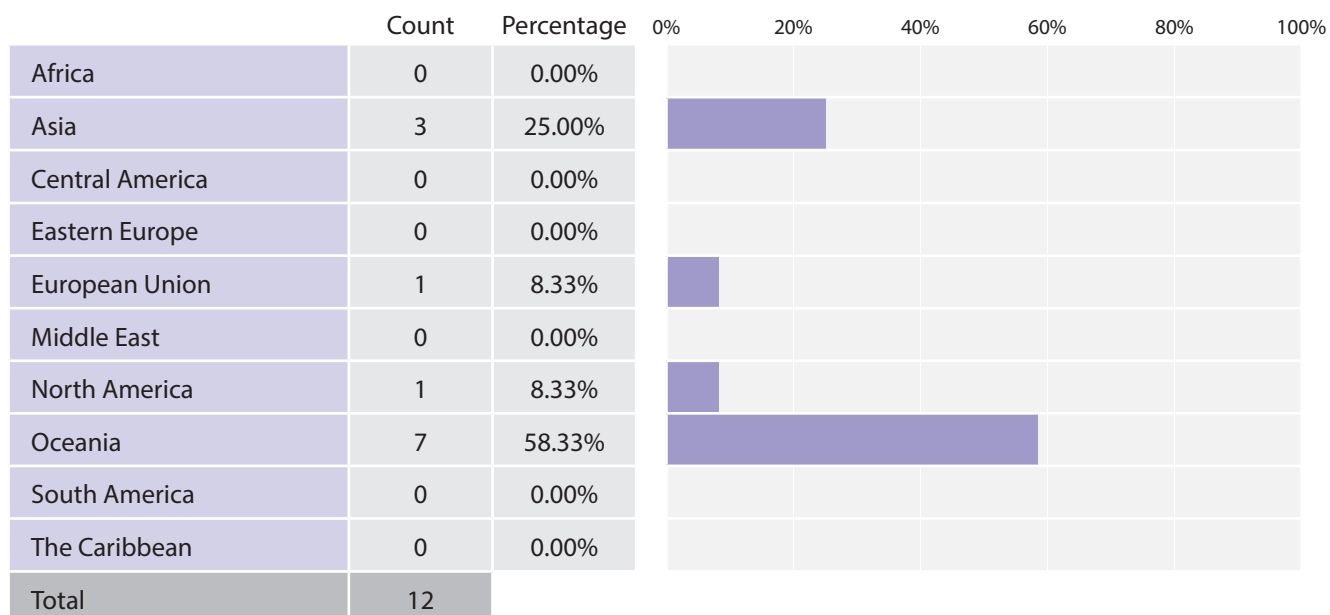


We have a local person/champion to help drive sexuality and gender diversity & inclusion initiatives here



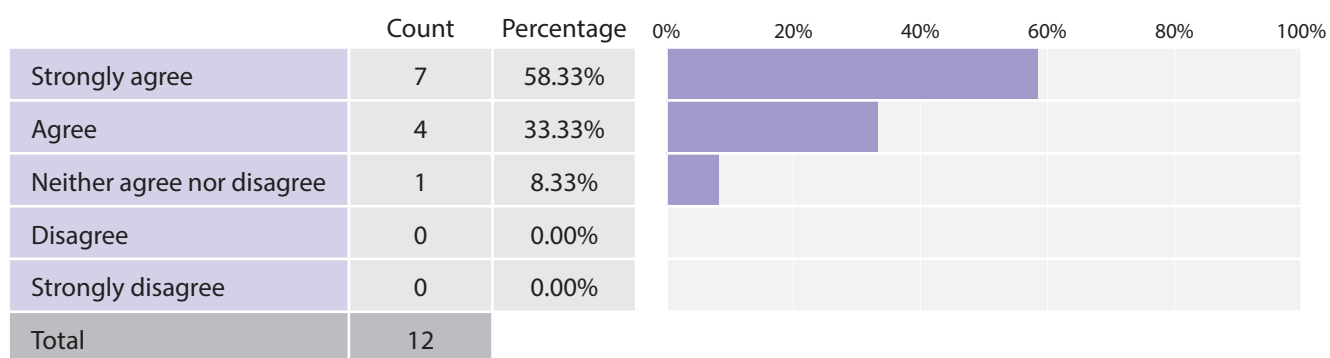
INTERNATIONAL EMPLOYEES (OVERSEAS OFFICES)

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

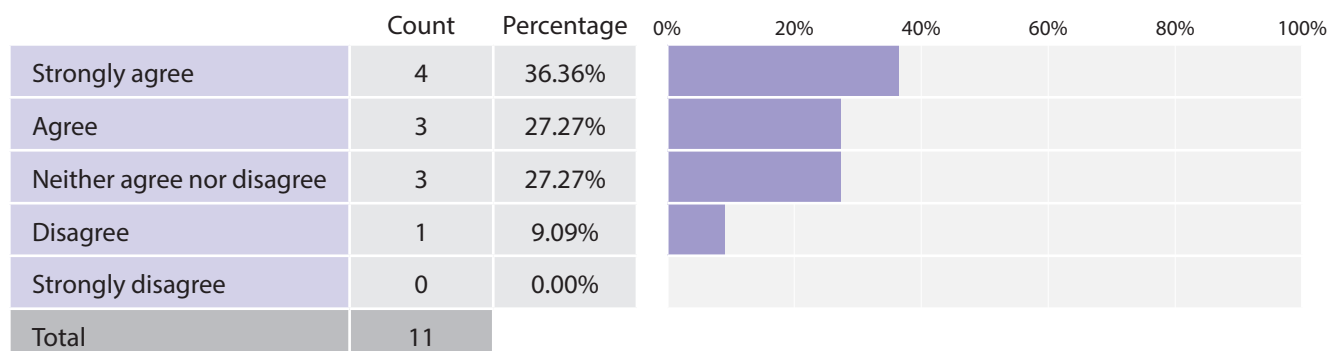


As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

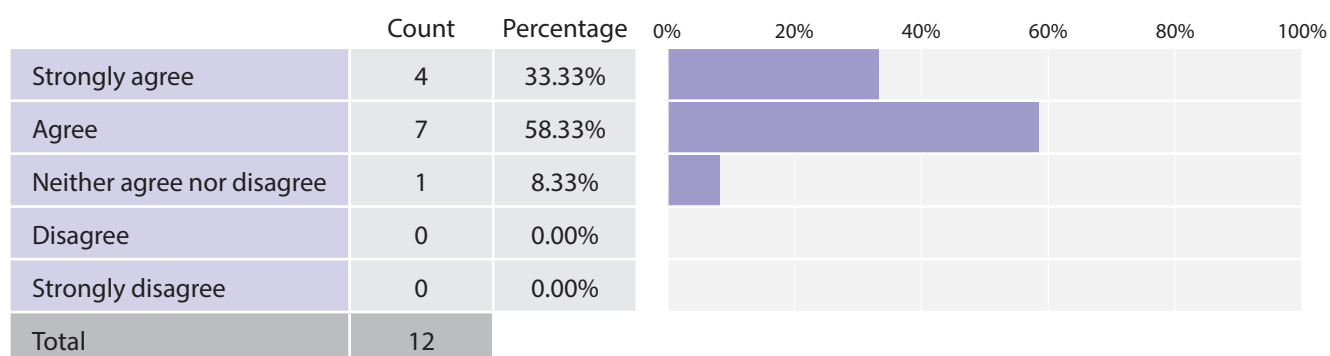
I work in a country where it is acceptable to support people of diverse sexualities and genders



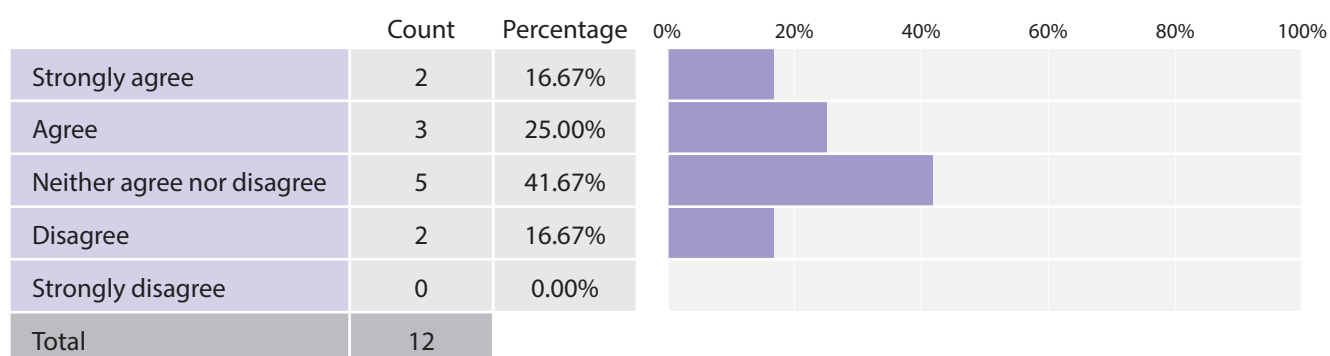
The inclusion work that our Australian office does in support of people of diverse sexualities and genders filters through to this office



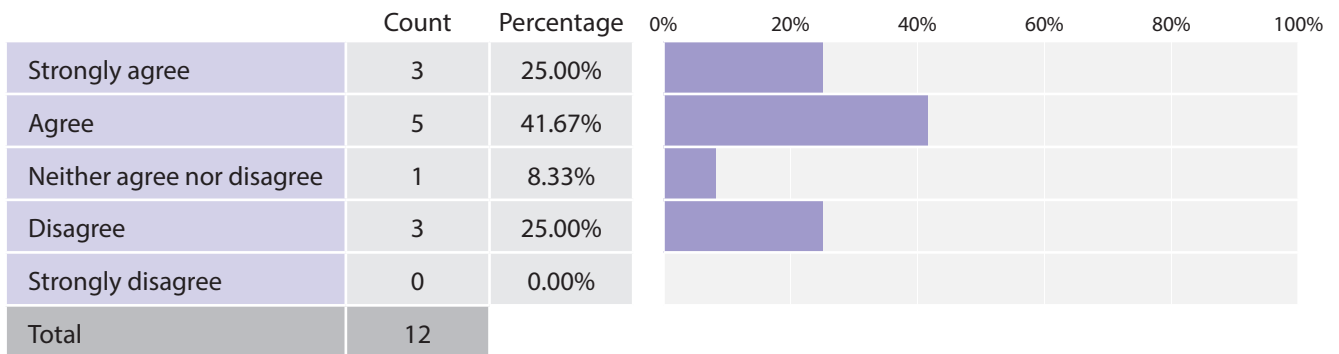
Employees are encouraged to become allies for people of diverse sexualities and genders here



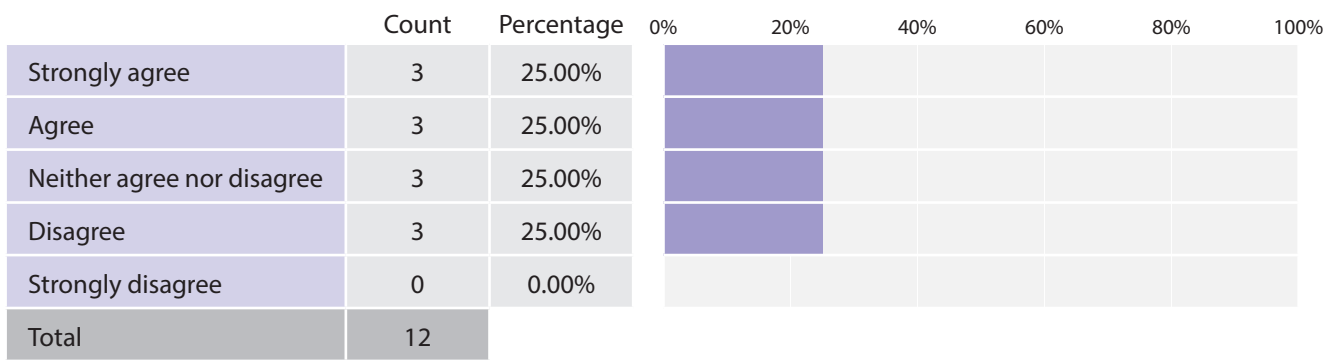
We have been provided with training and/or information on how to be an active ally for people of diverse sexualities and genders



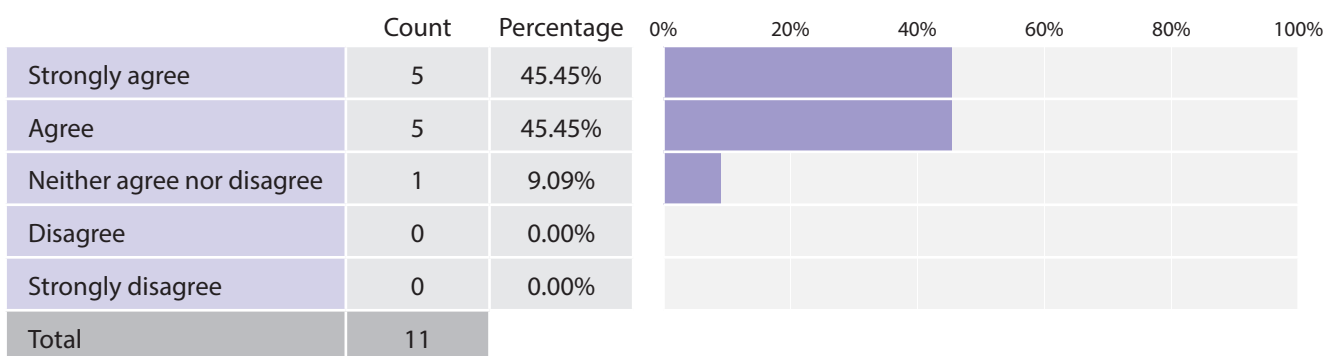
There is a person leading inclusion initiatives for people of diverse sexualities and genders here



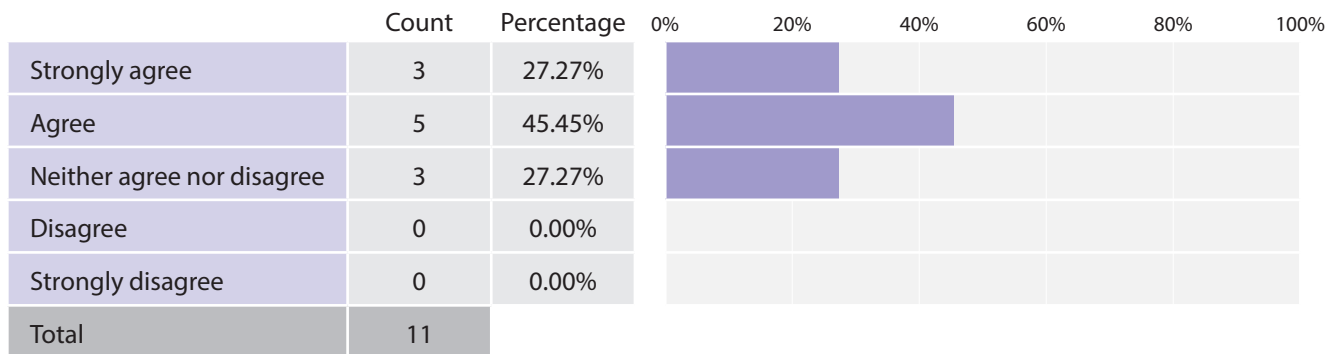
There are visible senior champions for people of diverse sexualities and genders here



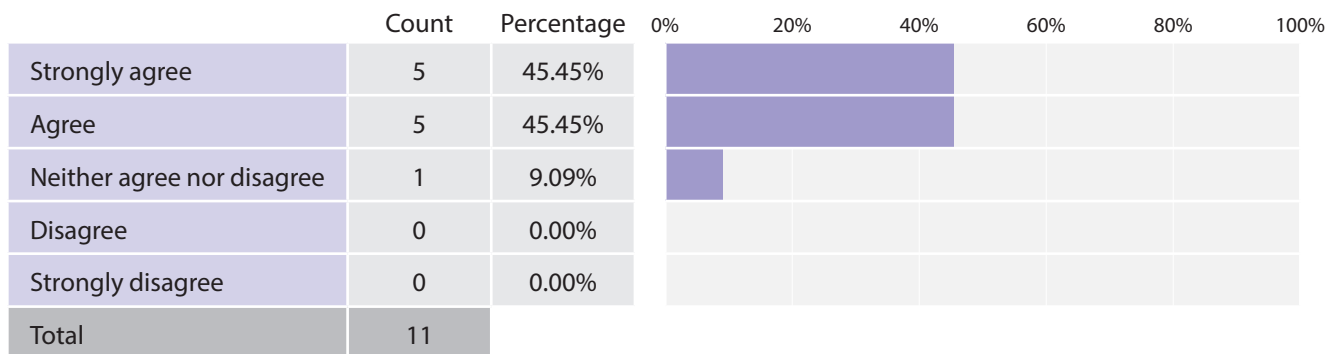
I personally support the work my organisation does in this area of diversity & inclusion



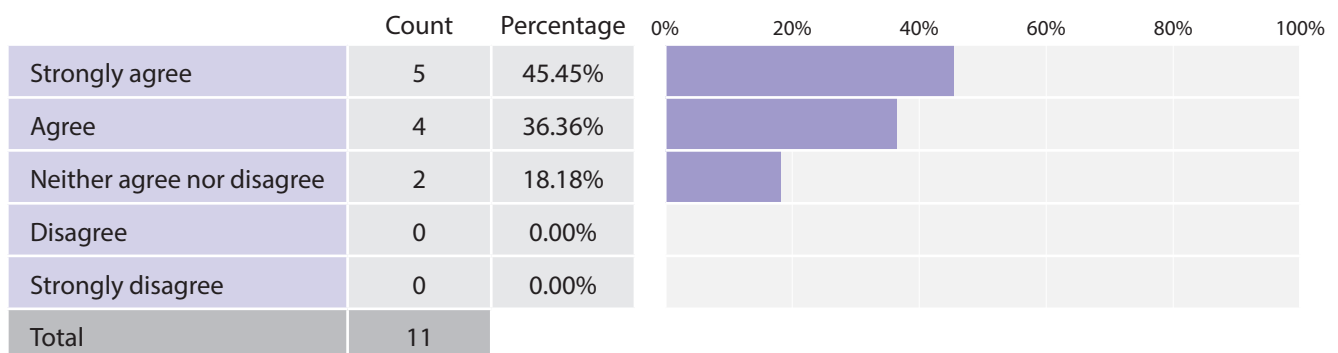
I consider myself an active ally for people of diverse sexualities and genders



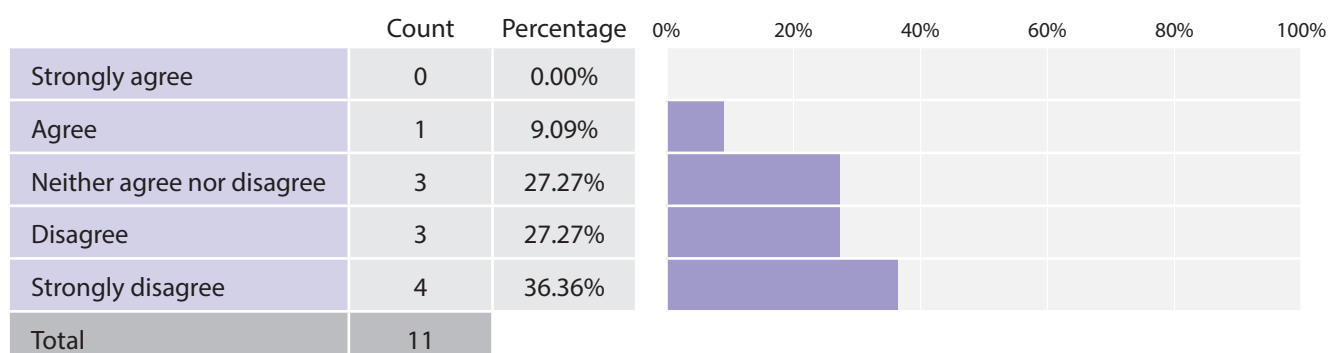
People of diverse sexualities and genders would feel safe working here



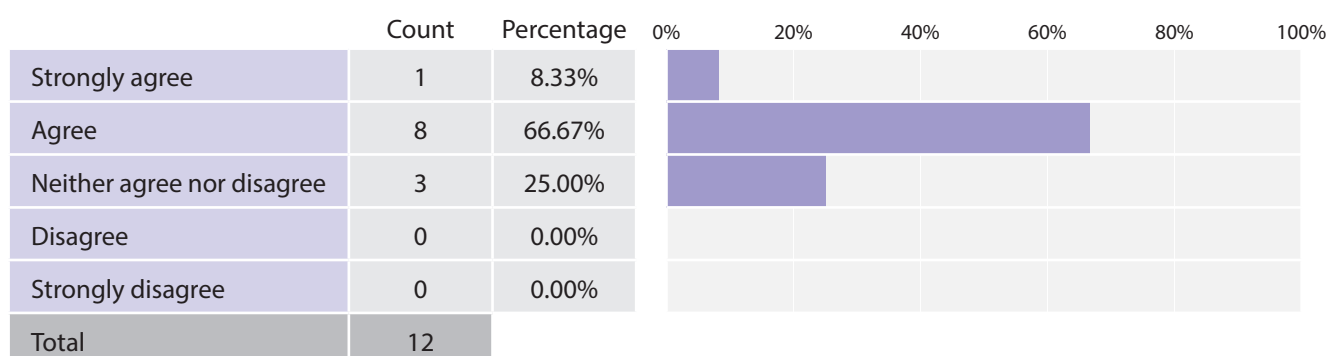
People of diverse sexualities and genders would feel supported here



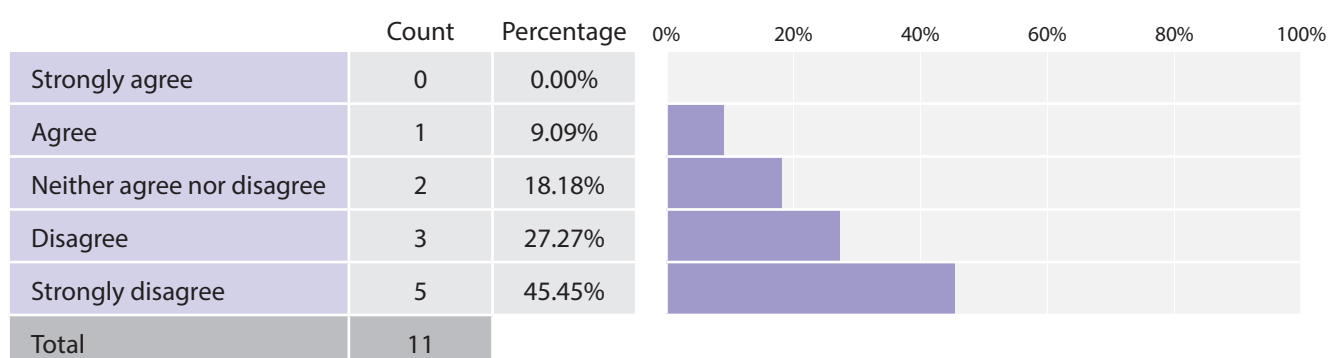
I am aware of negative commentary targeting diverse sexualities and genders here



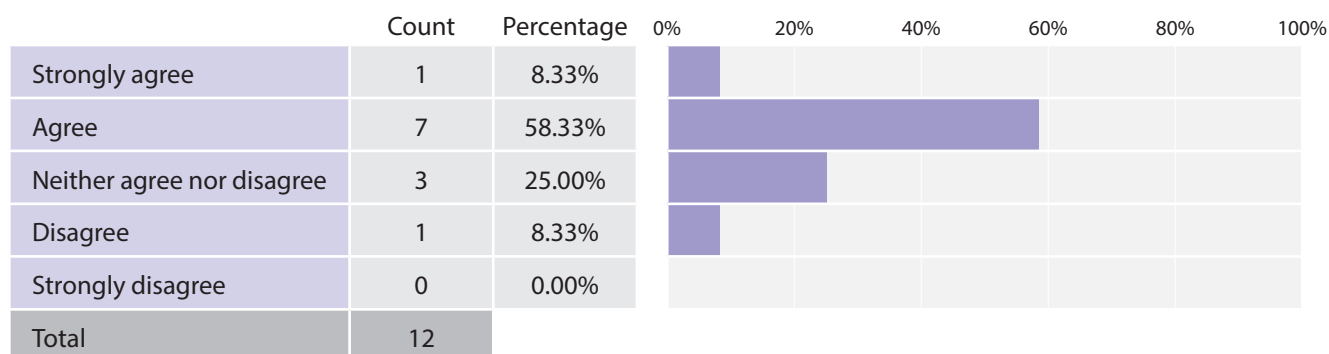
Negative commentary/jokes targeting people of diverse sexualities and genders would be quickly addressed here



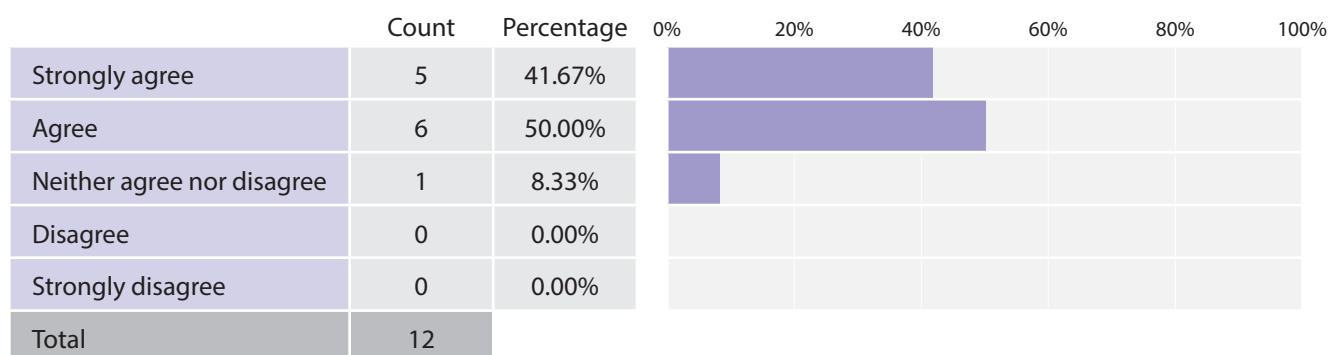
I am aware of more serious bullying/harassment targeting people of diverse sexualities and genders here



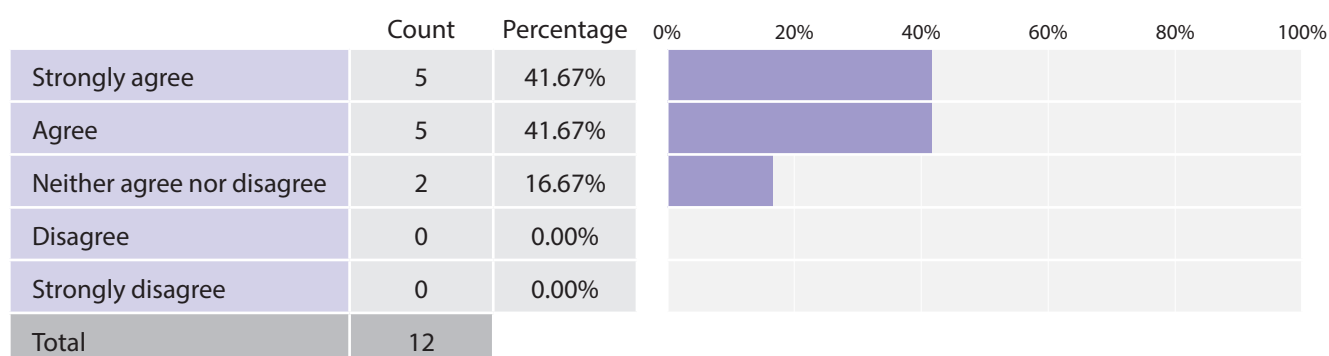
There are visible signs of inclusion for people of diverse sexualities and genders here



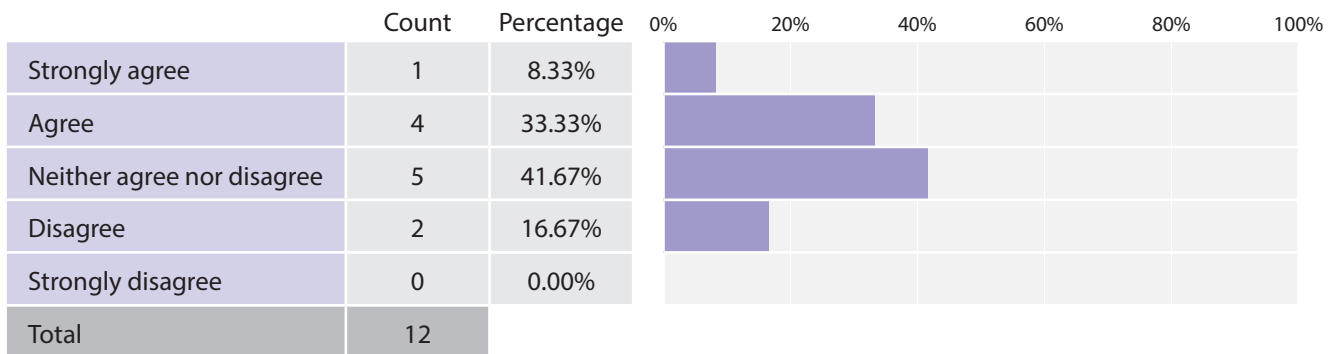
My immediate team would be inclusive of people of diverse sexualities and genders



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

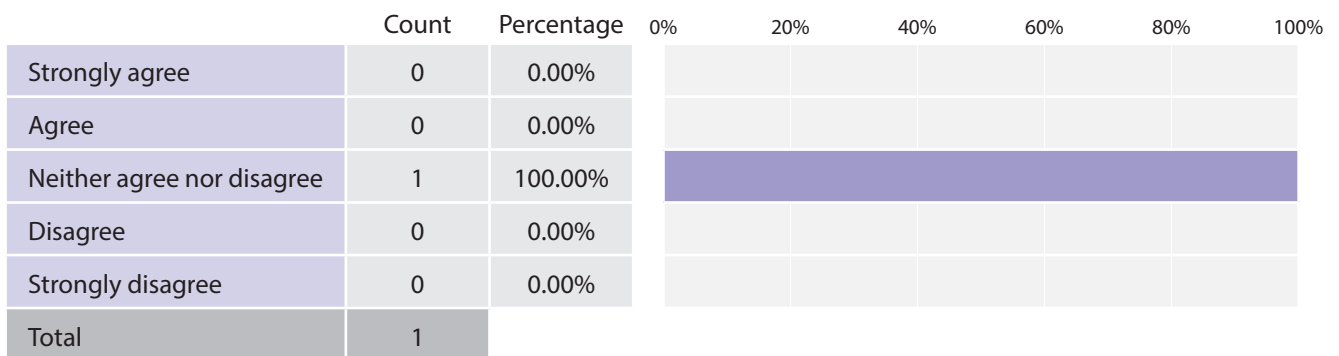


I feel we need more support from our Australian office for this aspect of diversity & inclusion

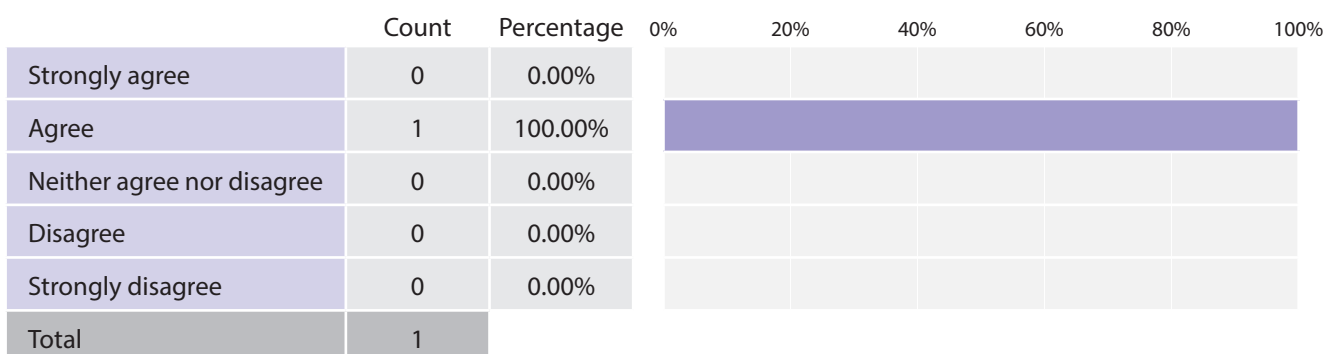


As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:

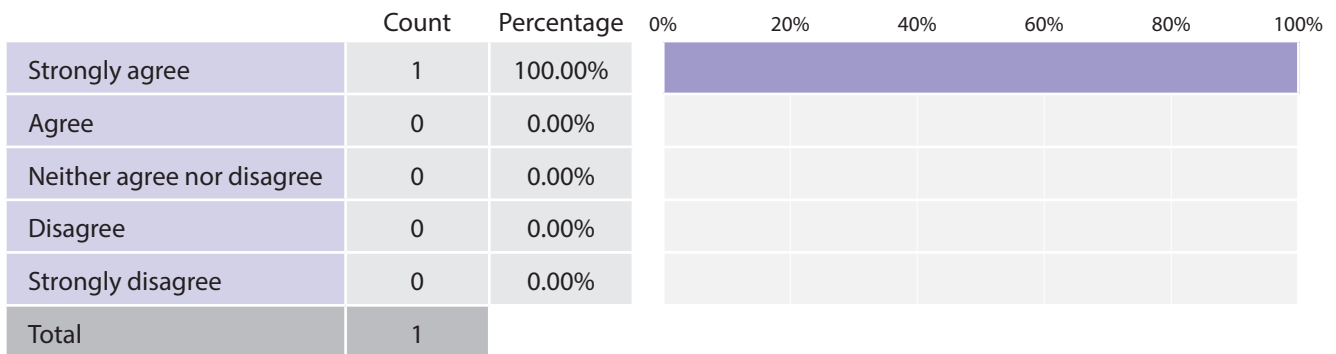
Most people I work with know of my diverse sexuality and/or gender



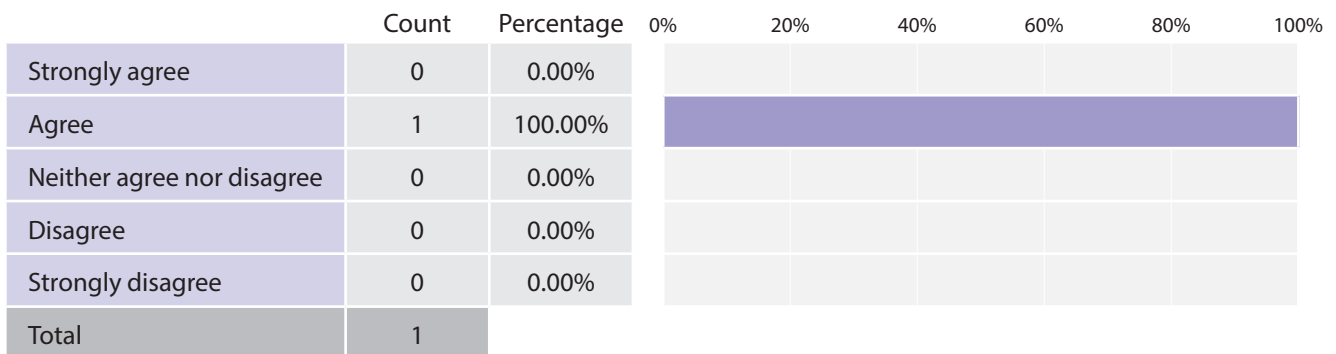
I feel comfortable being myself here



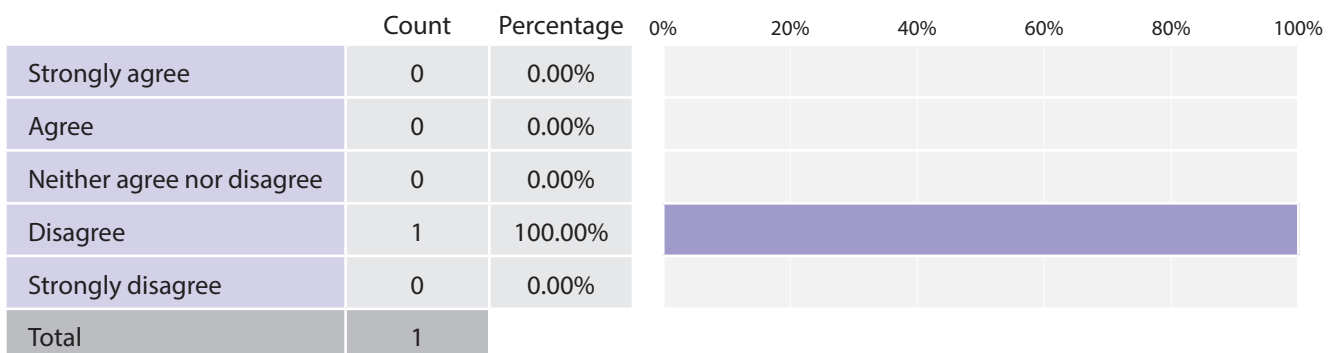
I expend energy hiding aspects of myself here



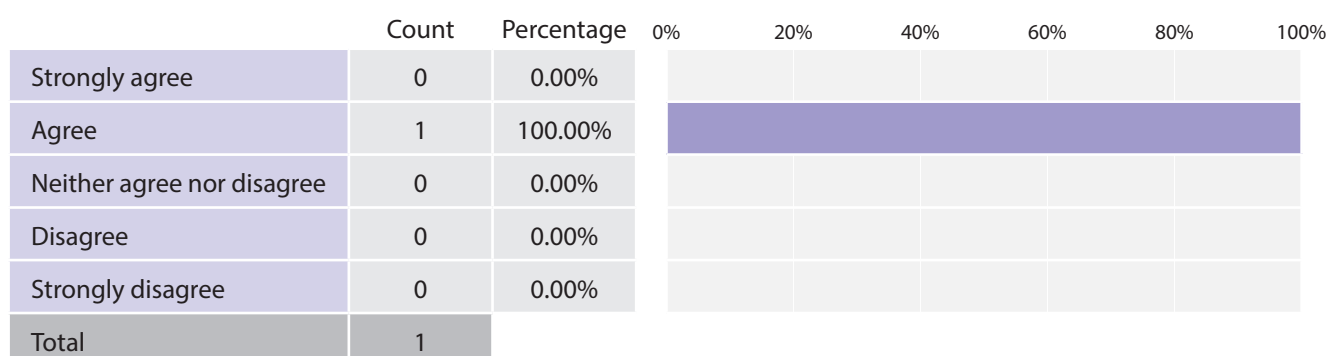
Jokes/innuendo targeting people of diverse sexualities and genders are common here



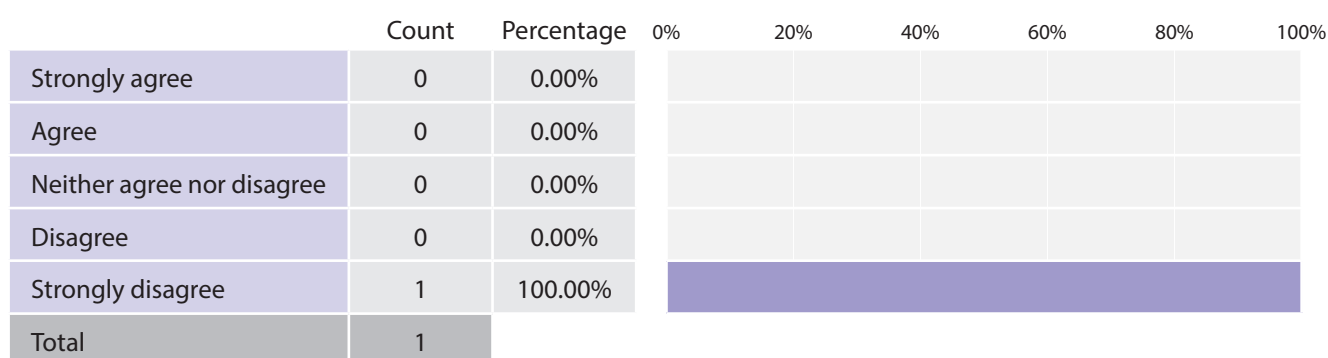
Jokes/innuendo targeting people of diverse sexualities and genders are addressed quickly here



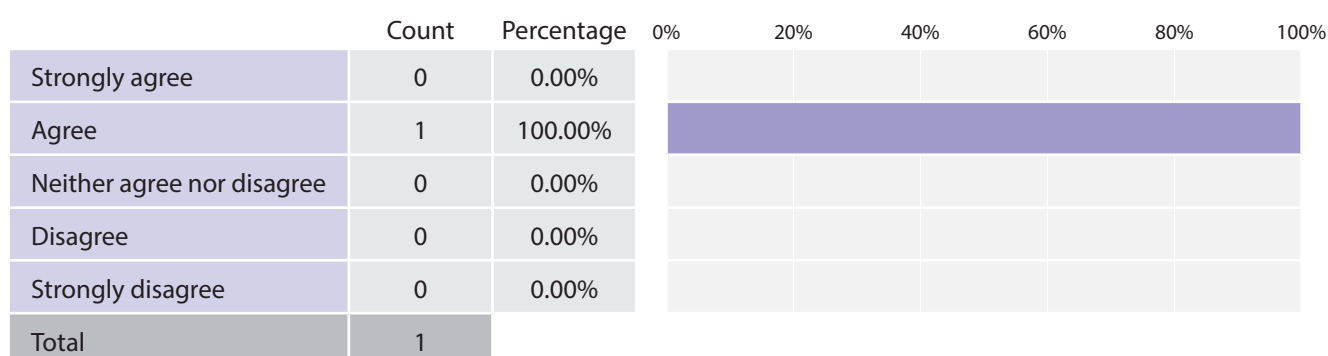
I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here



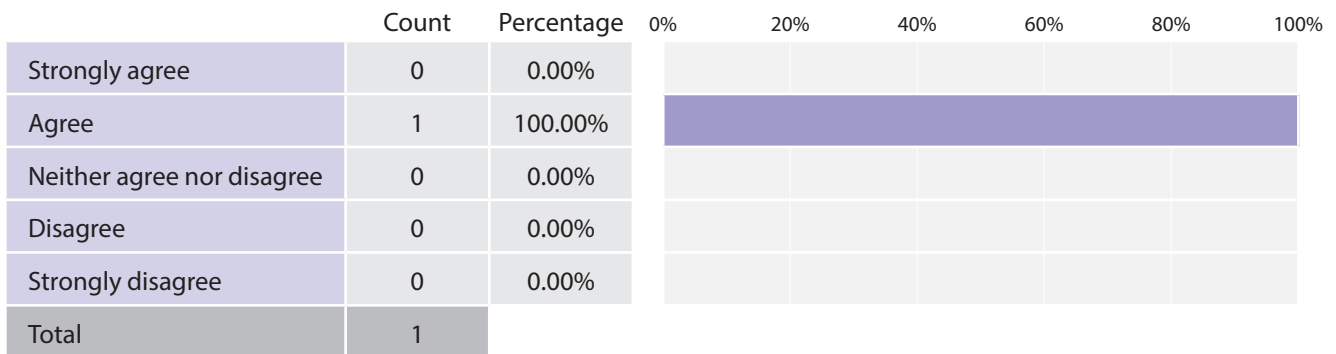
I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here



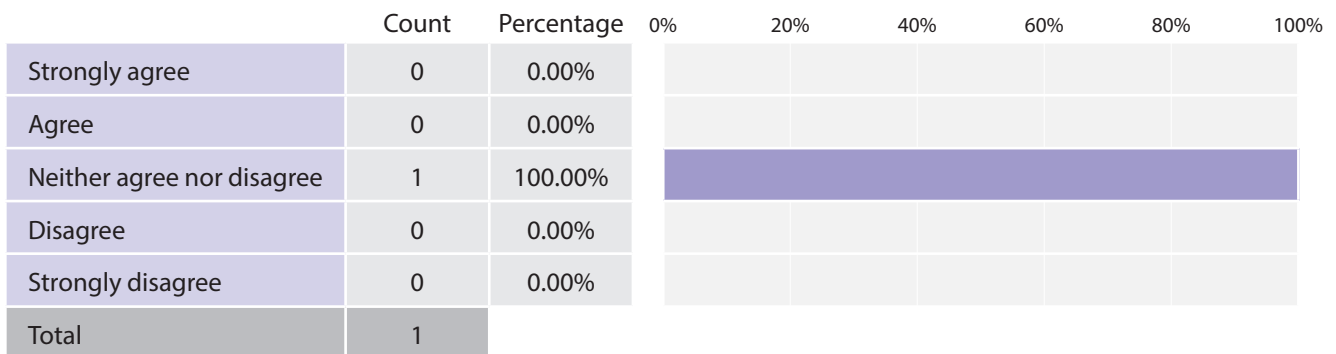
I would feel safe and supported by my manager if I encountered issues regarding my diverse sexuality and/or gender here



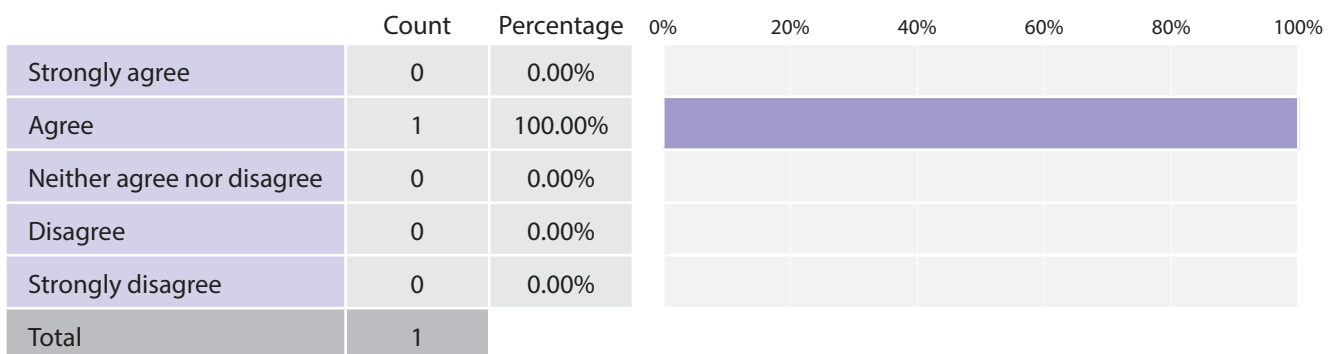
I feel safe here



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

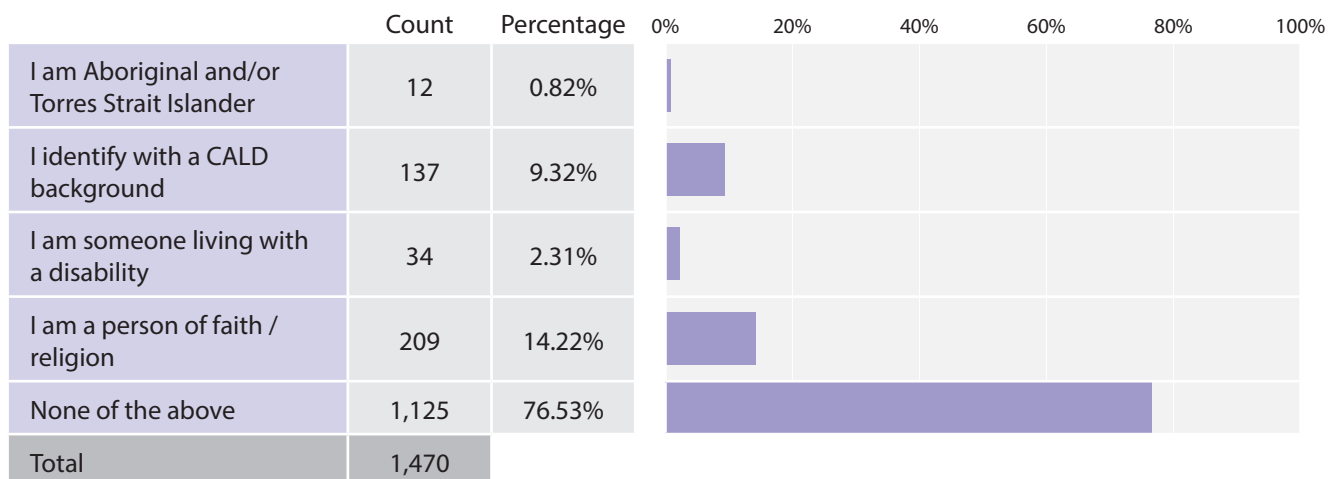


I would recommend this office/site as an inclusive place to work for diverse sexualities and genders



INTERSECTIONALITY: LGBTQ DIVERSITY +

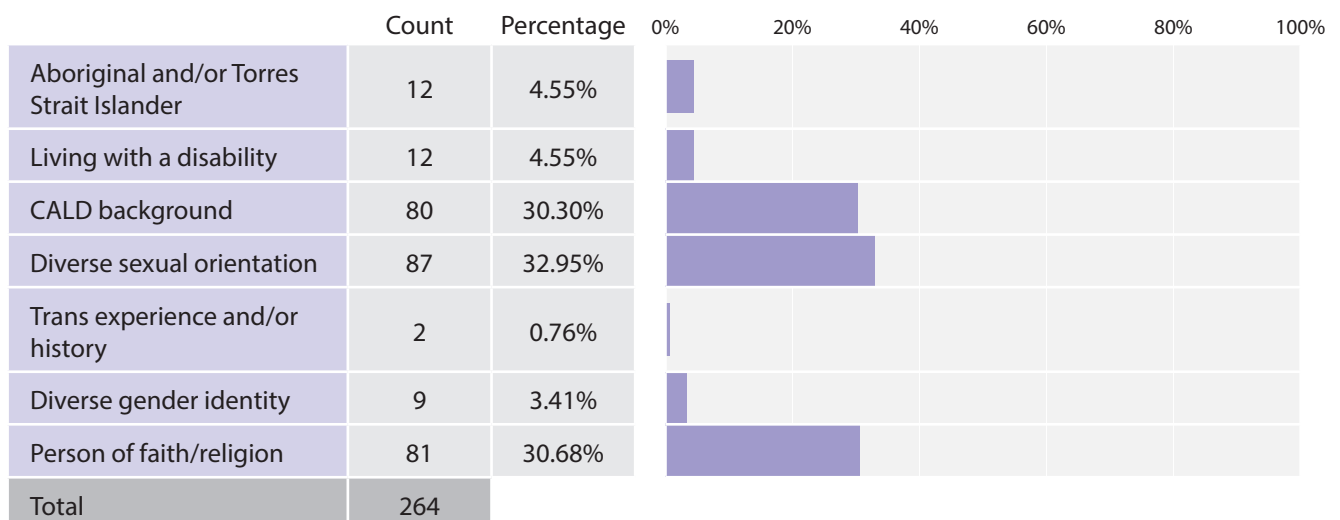
To help provide us with an understanding of the multi-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you.



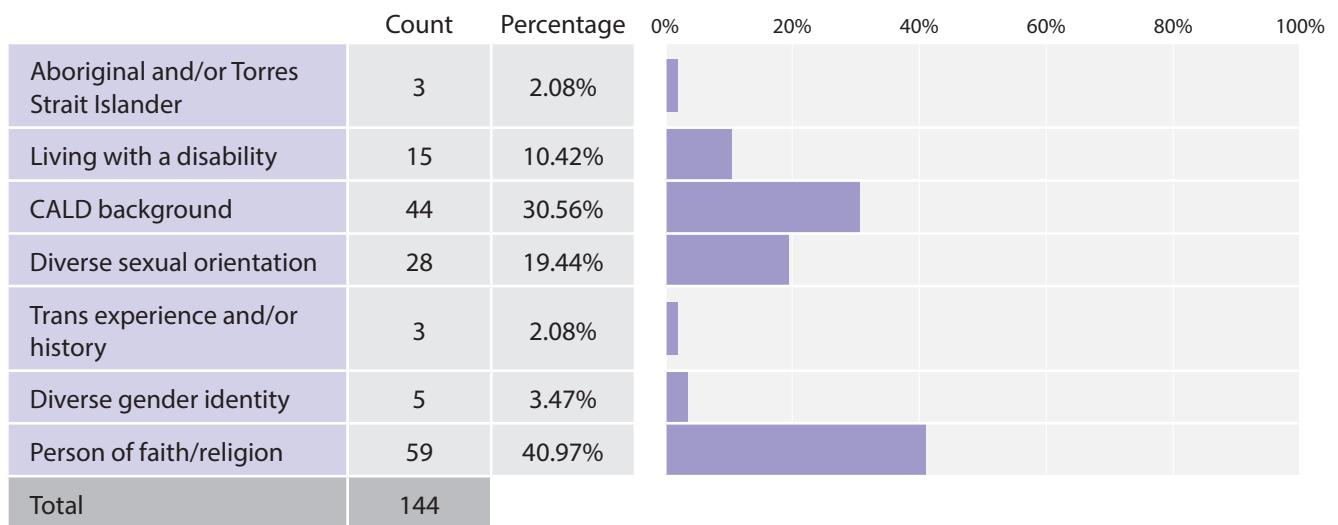
You have been taken to this question because you have either indicated that you are a person of diverse sexualities and genders; or you have selected one of the diversity options within the previous question.

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.

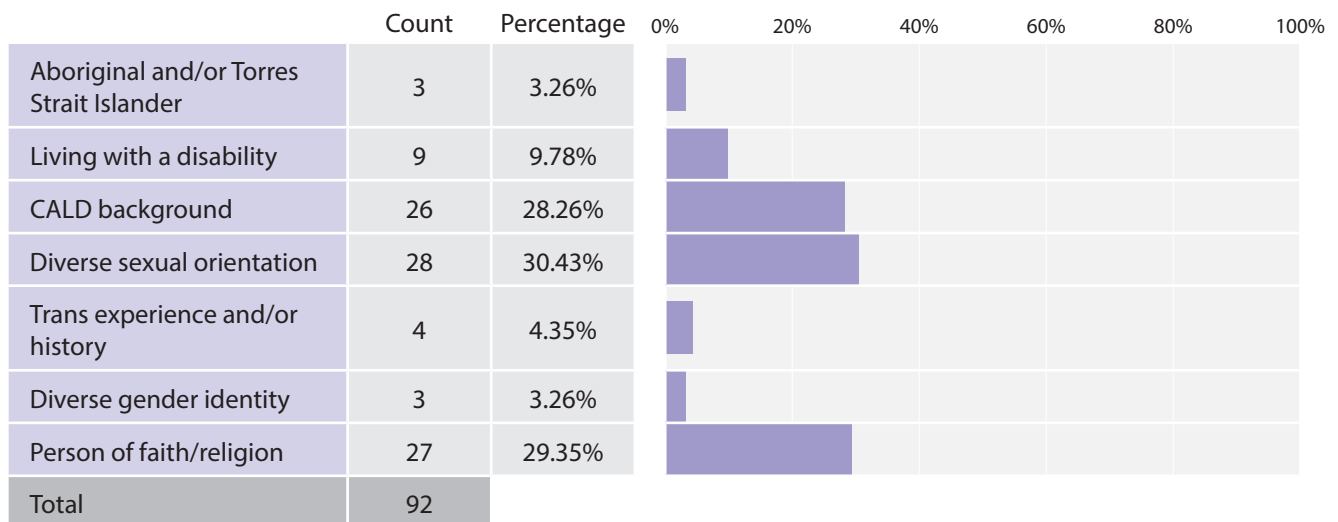
I feel valued for the following aspects of my diversity:



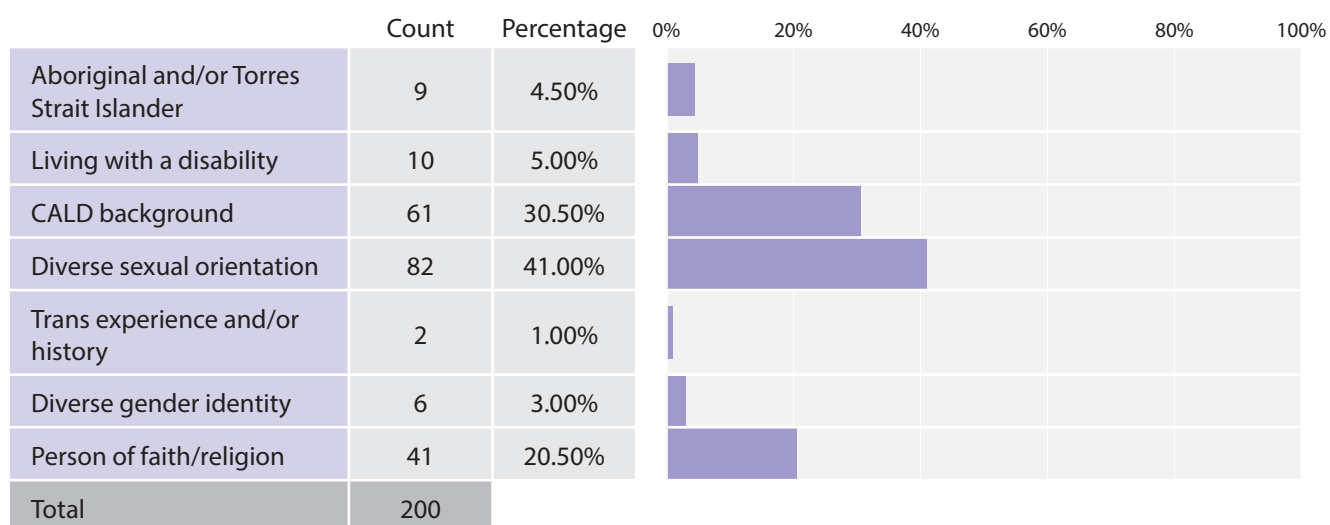
I have experienced stigma in regard to the following aspects of my diversity:



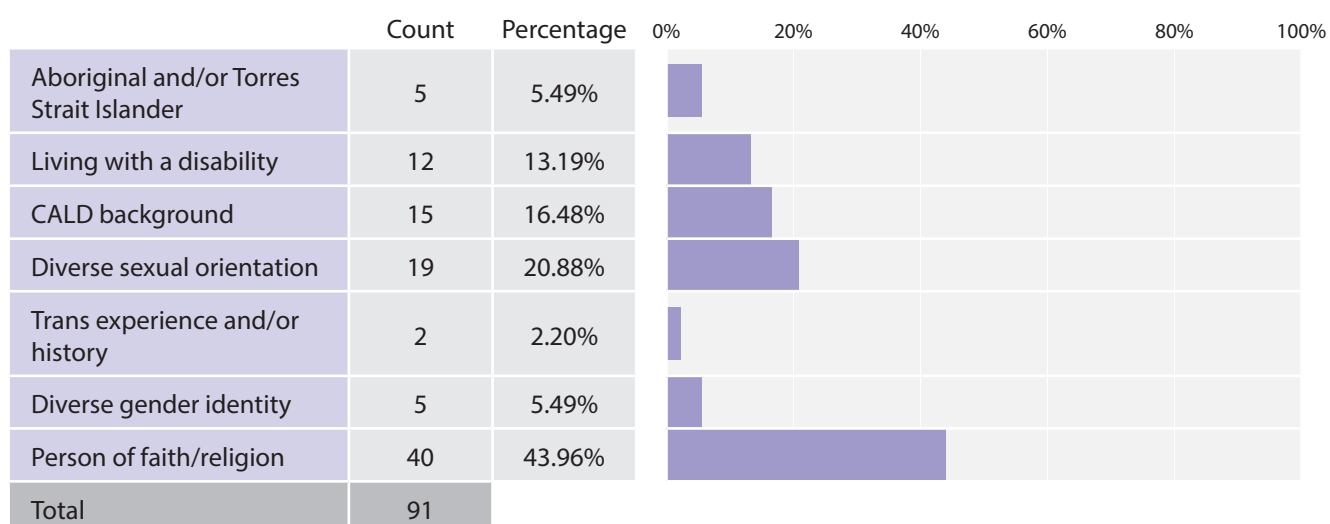
I have experienced exclusion in regard to the following aspects of my diversity:



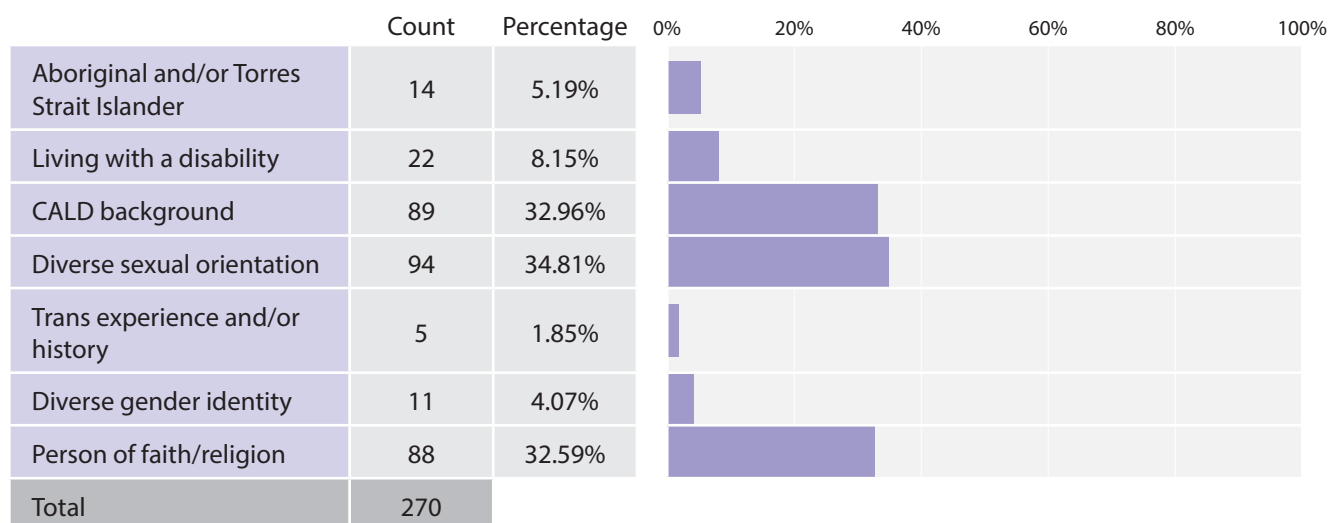
I feel the most accepted aspect of my diversity is:



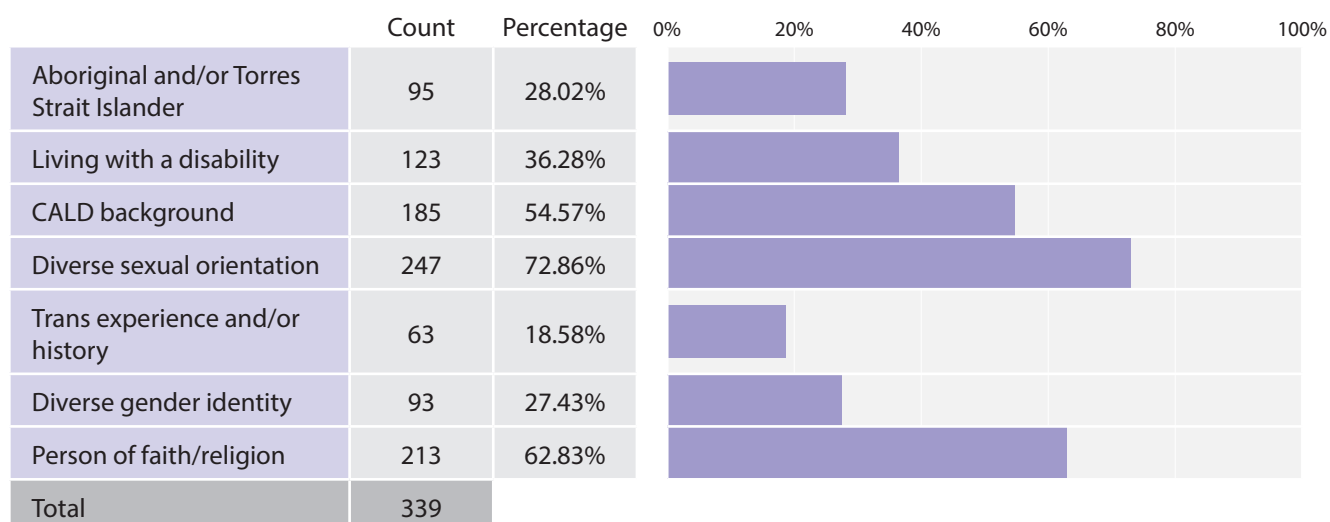
I feel the least accepted aspect of my diversity is:



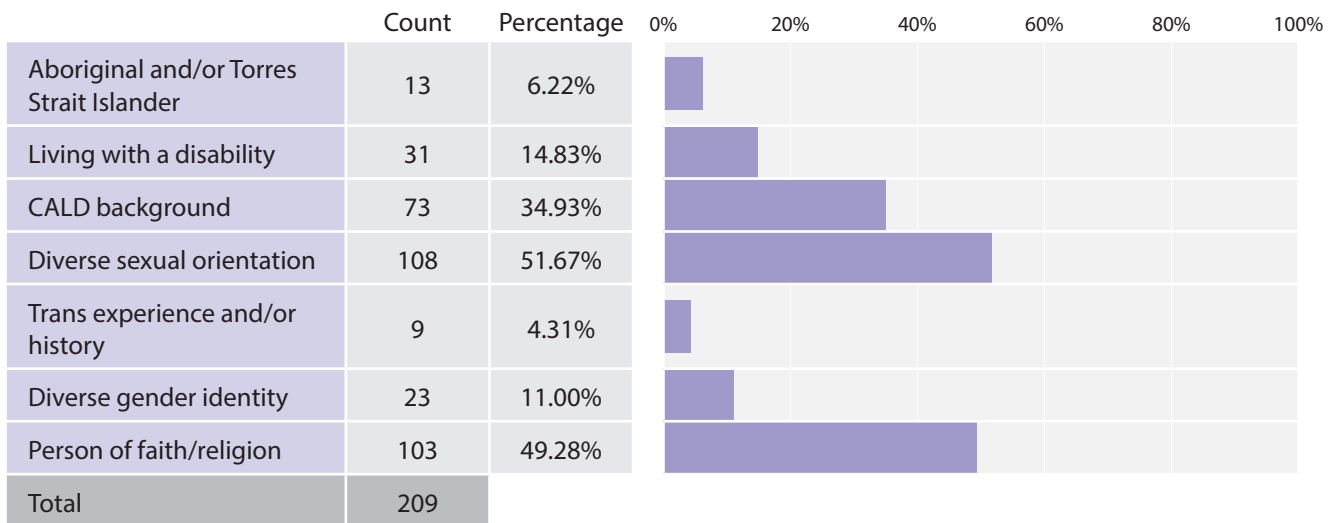
I would happily identify the following diversities as applying to me on an internal HR system



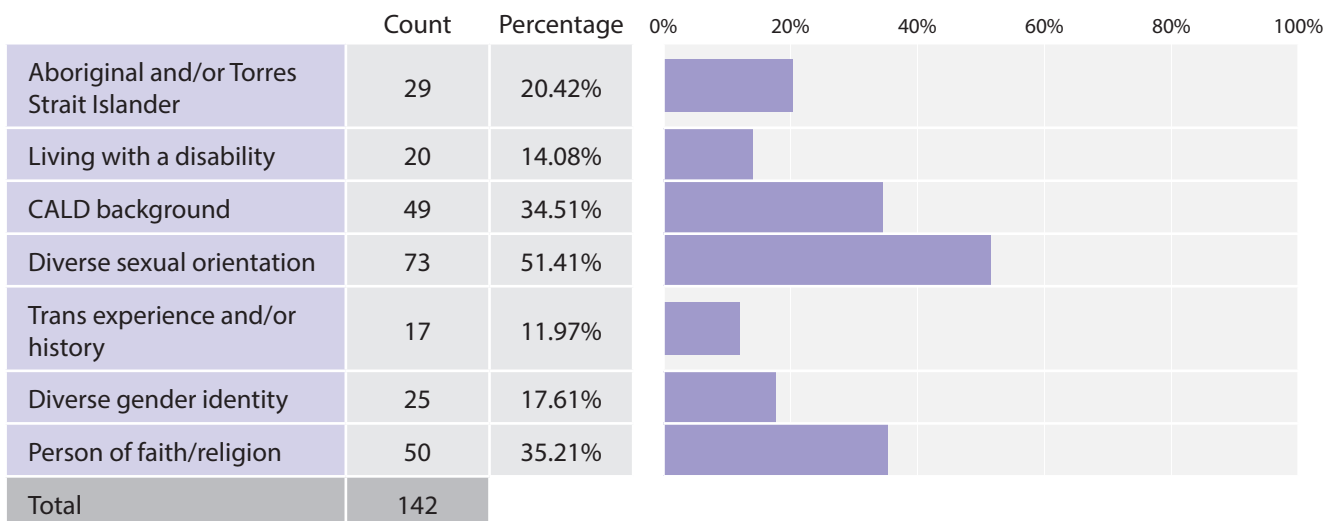
I see people of the following diversities within my organisation:



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



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



2020



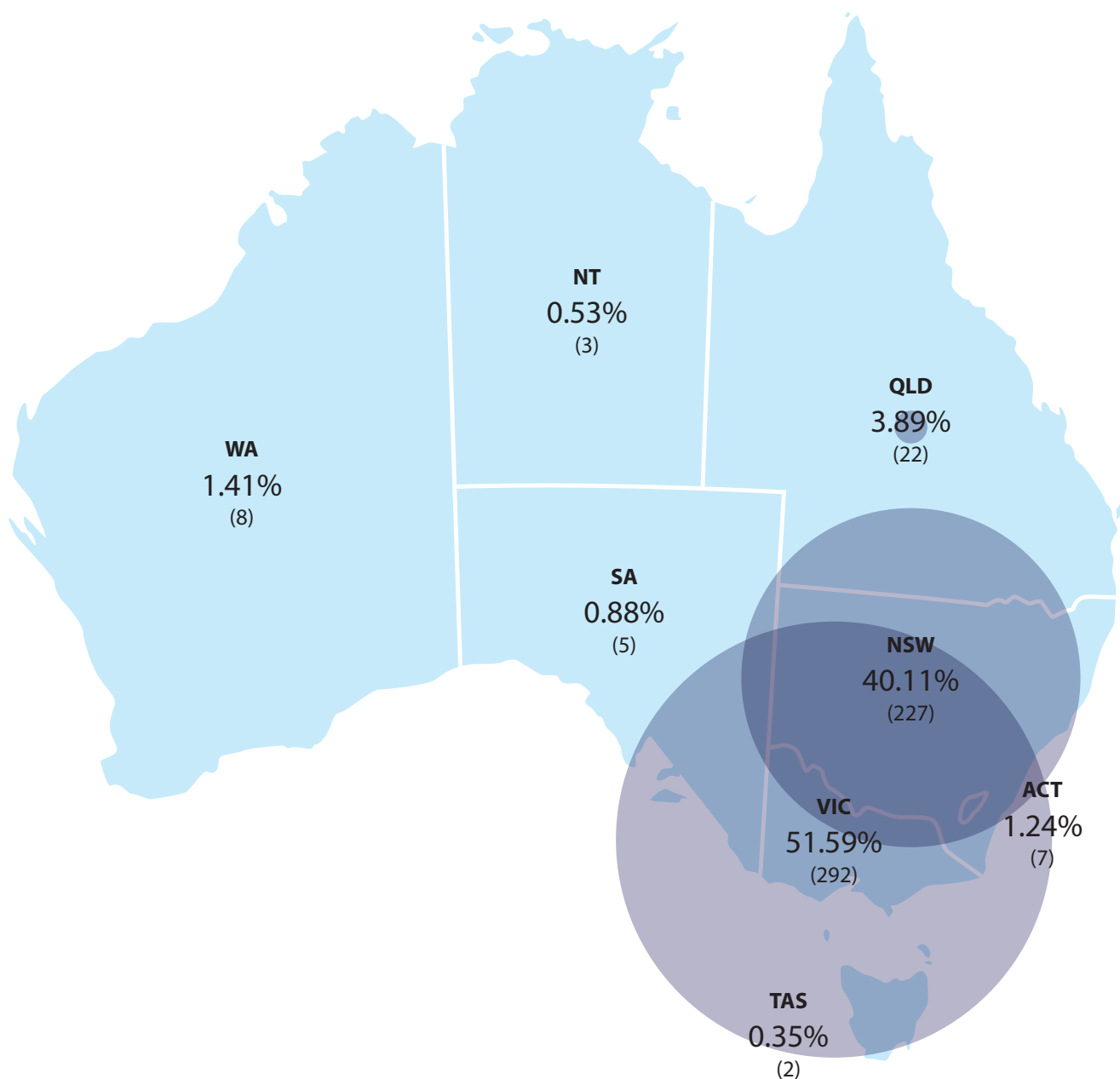
PRIDE IN SPORT INDEX

PSI 2020
ALL RESPONDENTS
SURVEY DATA

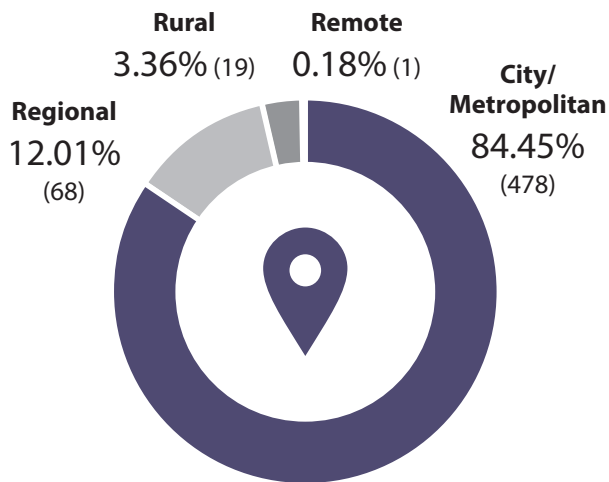


RESPONDENT DEMOGRAPHICS

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	

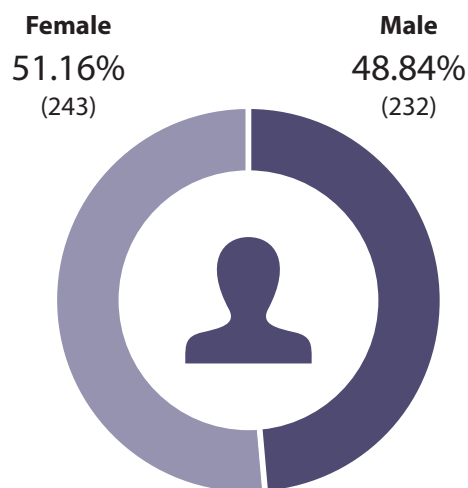
What is your primary sporting code?

	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%

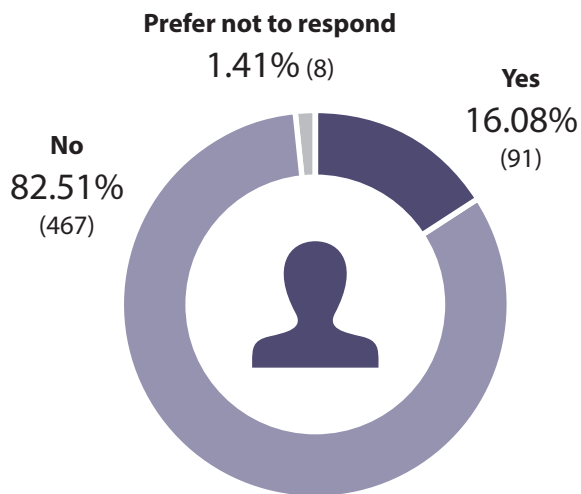
	Count	Percentage
Kendo	1	0.18%
Lawn Bowls	3	0.53%
Motorcycling	1	0.18%
Netball	19	3.36%
Paddle	1	0.18%
Rock Climbing	2	0.35%
Rowing	1	0.18%
Surf Life Saving	1	0.18%
Swimming	9	1.59%
Table Tennis	3	0.53%
Tennis	6	1.06%
Tenpin Bowling	1	0.18%
Volleyball	1	0.18%
Water Polo	11	1.94%
Weightlifting	2	0.35%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

Are you:

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



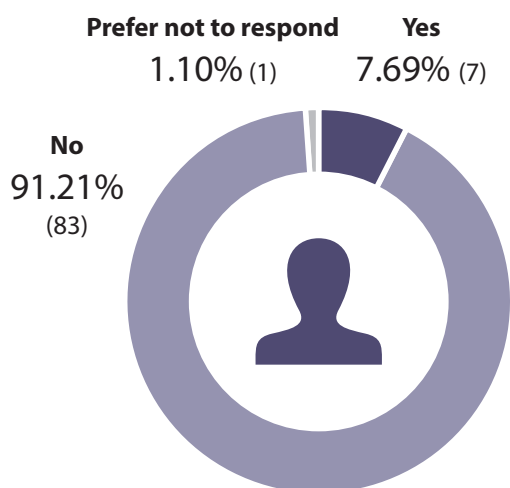
Are you someone of diverse sexuality, trans experience or diverse gender?



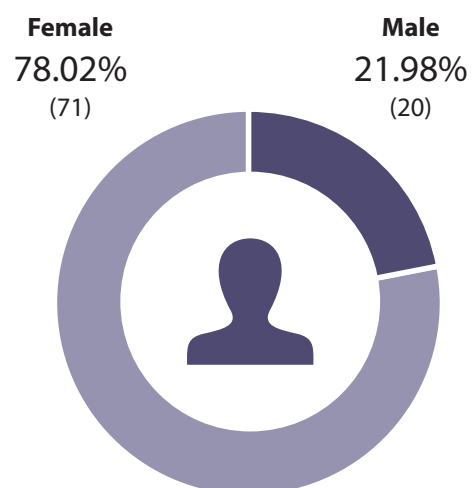
Which of the following would best describe your gender identity?

	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?



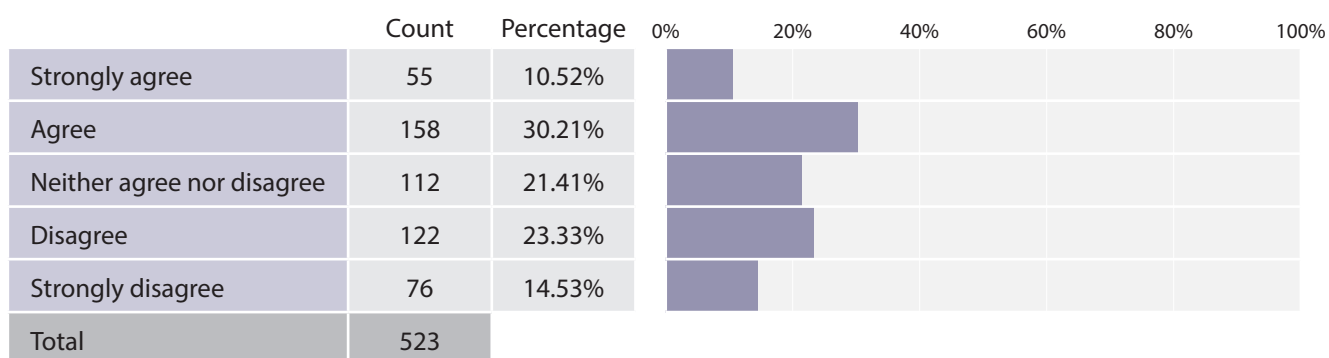
What sex were you assigned at birth?



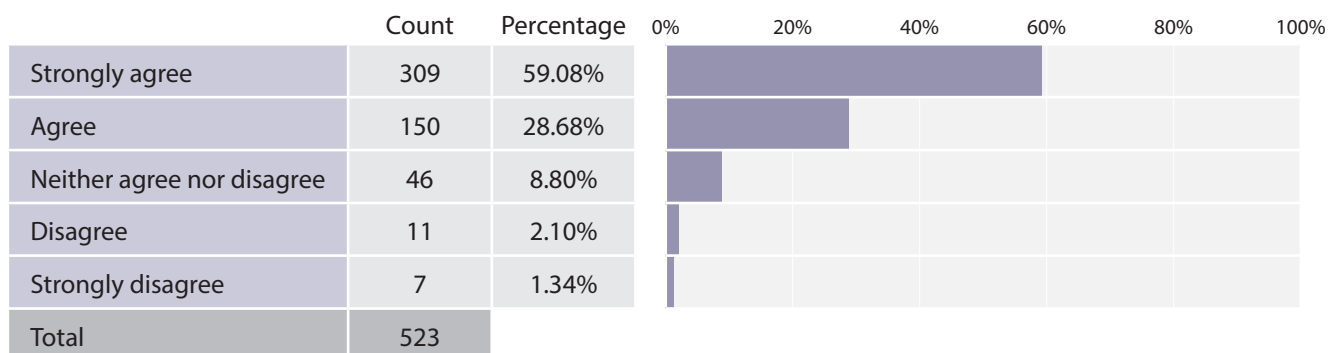
PERSONAL VIEWS ON LGBTQ INCLUSION

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

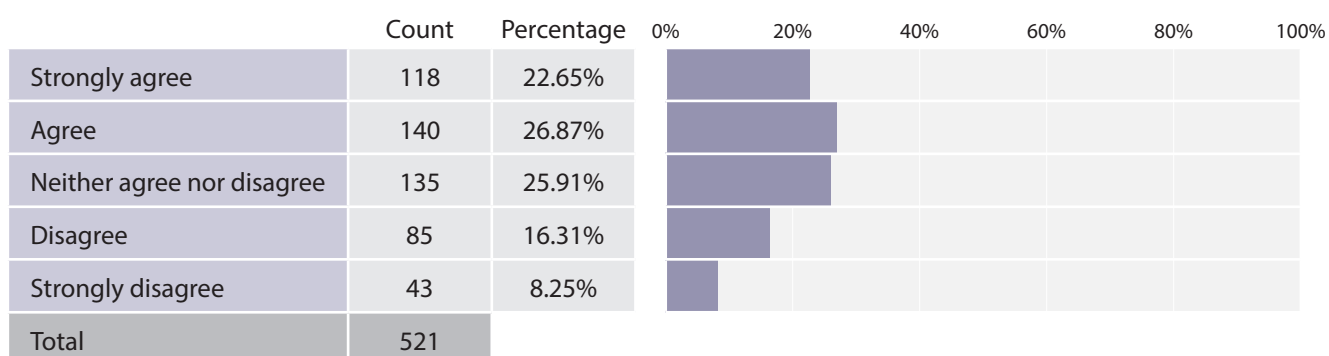
I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted



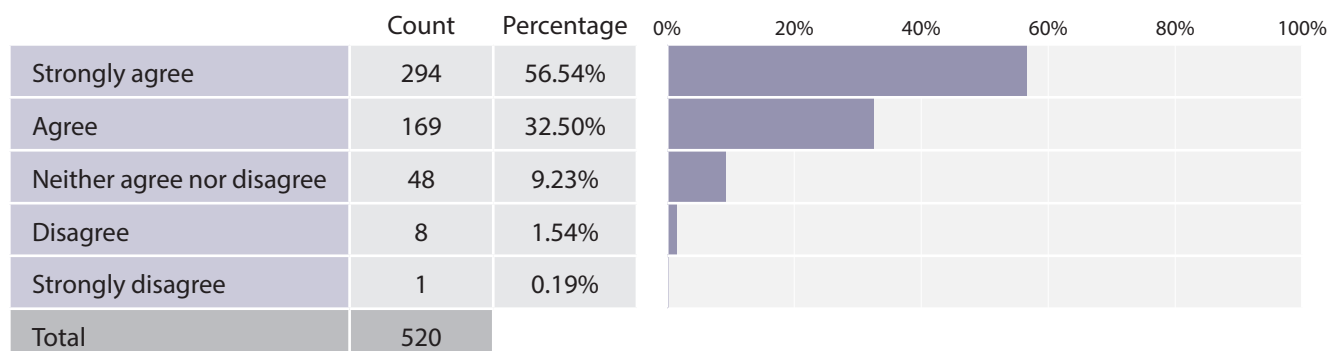
Romantic relationships between people of diverse sexualities and genders are just like any other



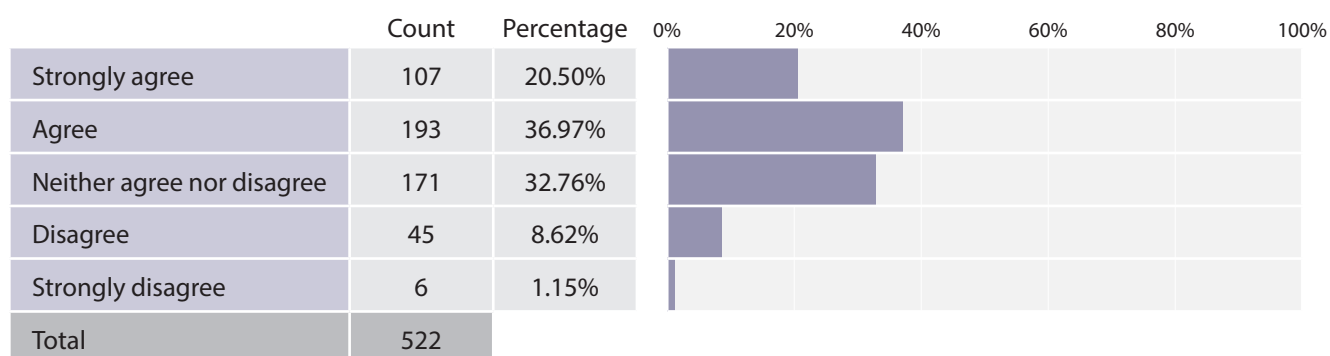
I believe there are more than two genders (male / female)



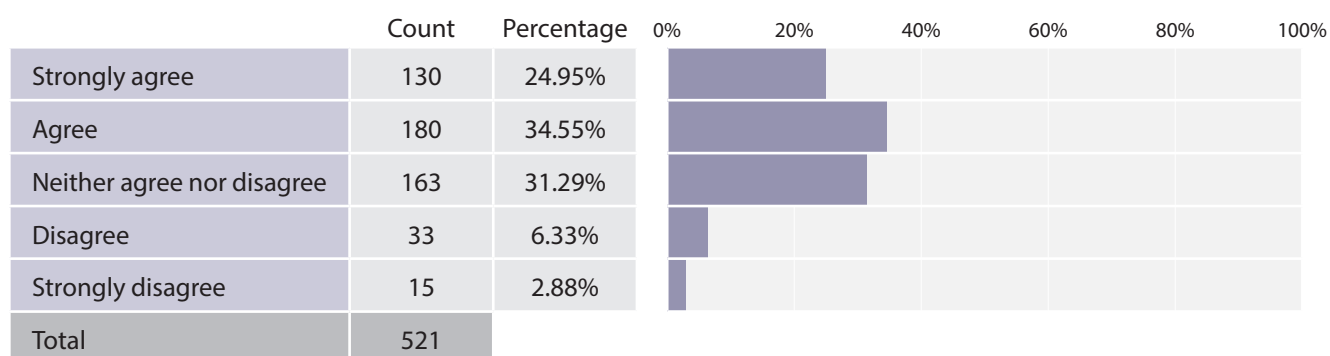
I support the work my sport does for the inclusion of employees, participants and volunteers of diverse sexualities and genders



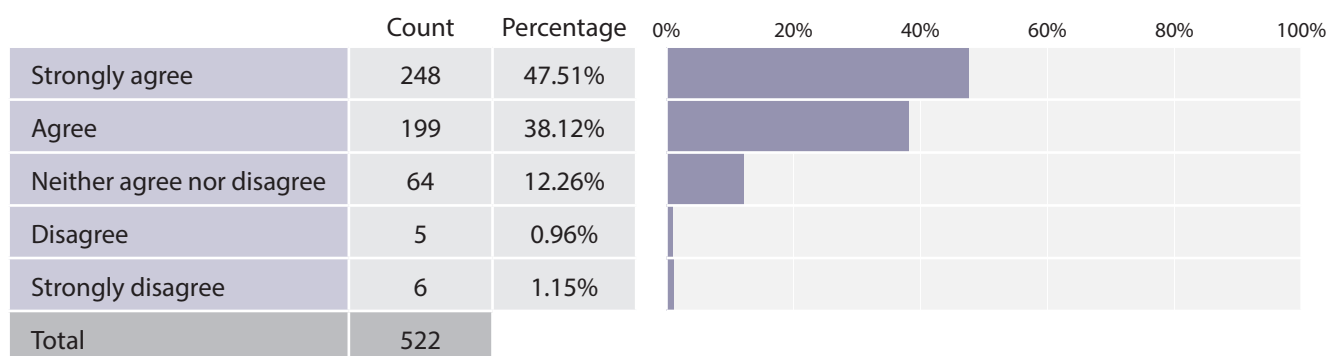
I believe my sport should put more effort into this aspect of diversity & inclusion



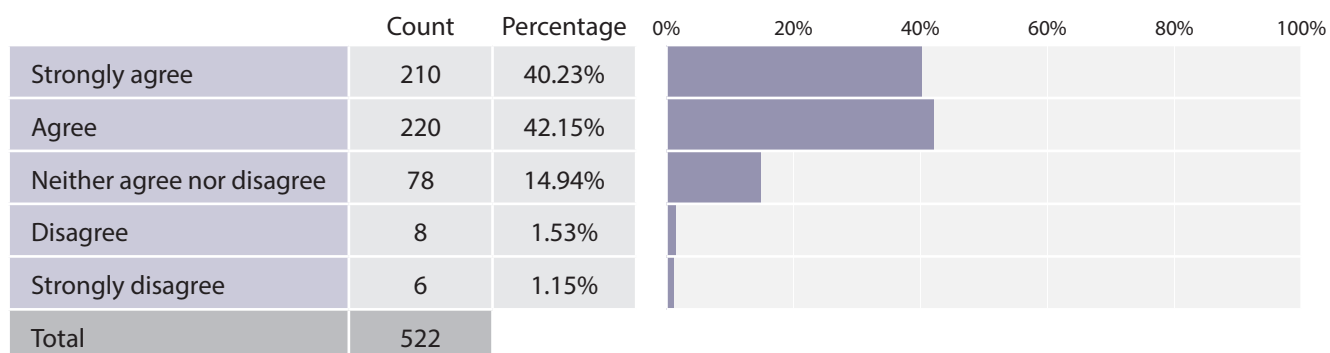
A sporting organisation's positive track record in this aspect of inclusion would positively influence me to join that sport



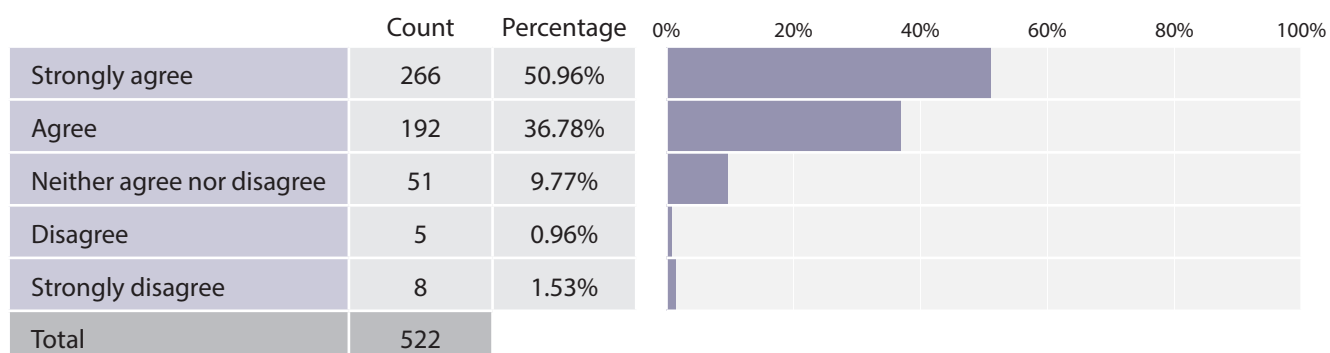
I think it is important that sporting employers be active in this area of diversity & inclusion



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



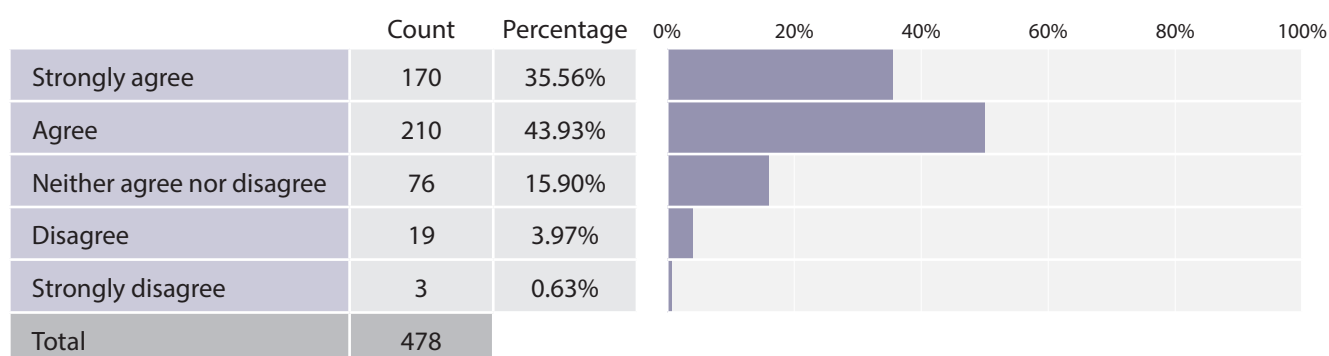
Work in this aspect of diversity & inclusion has a positive influence on sporting culture



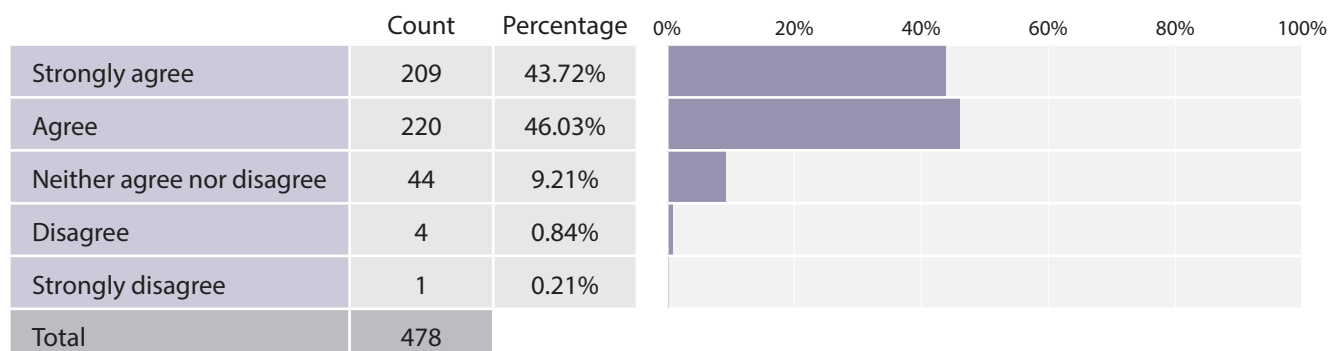
VISIBILITY OF INCLUSION WITHIN YOUR SPORT

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:

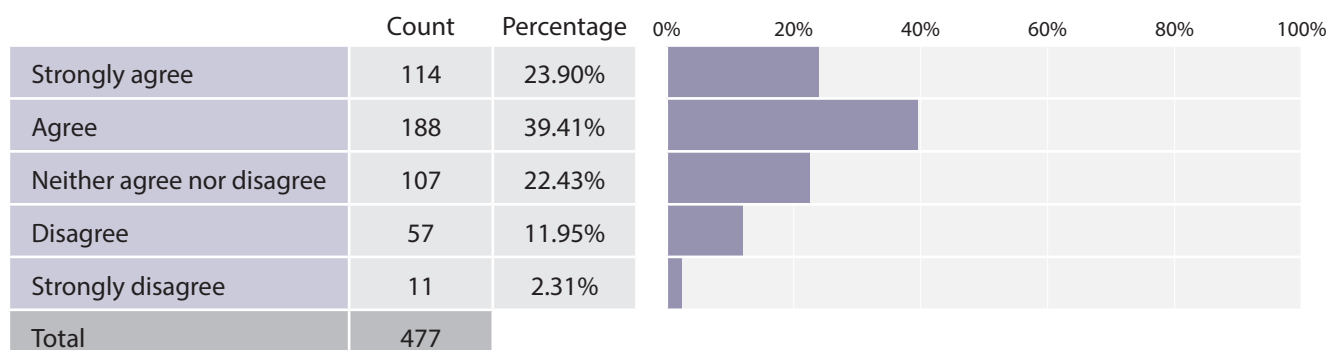
My sport is genuinely committed to this aspect of diversity & inclusion



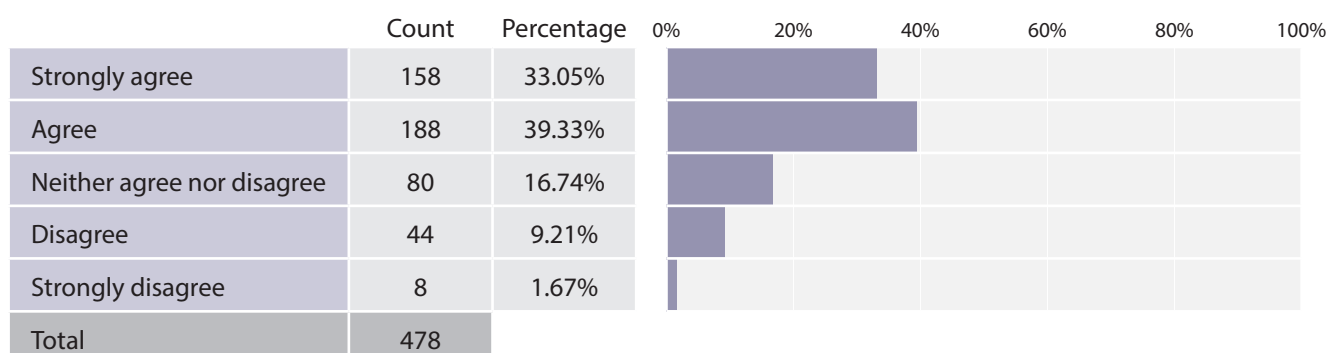
I understand why my sport puts effort into this aspect of diversity & inclusion



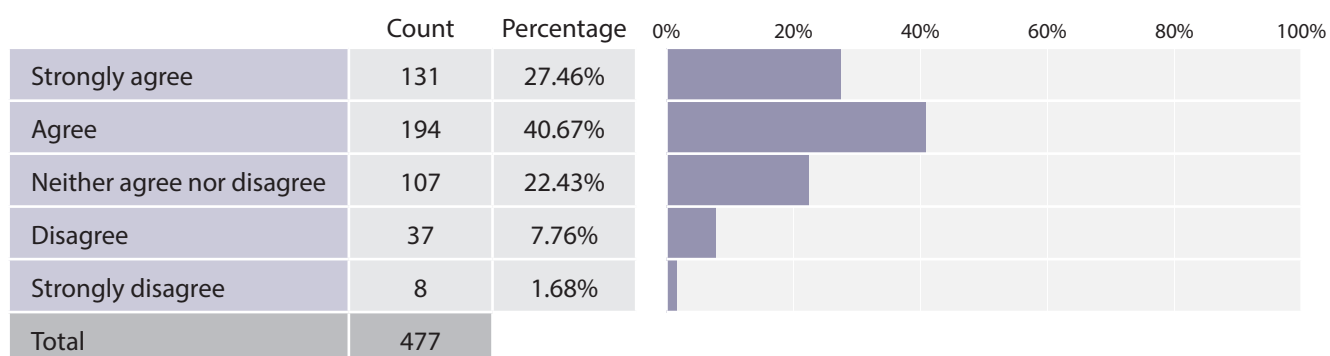
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year



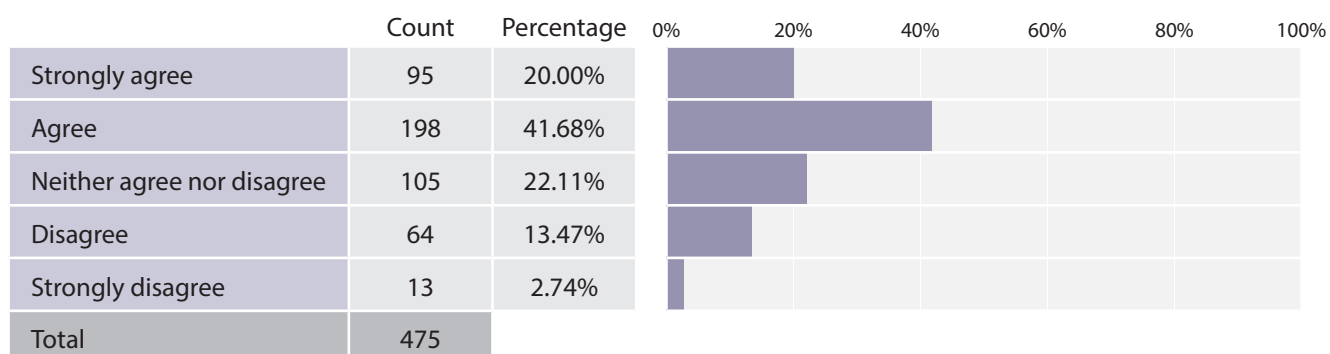
I have heard our executive leaders speak positively about this aspect of diversity & inclusion



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

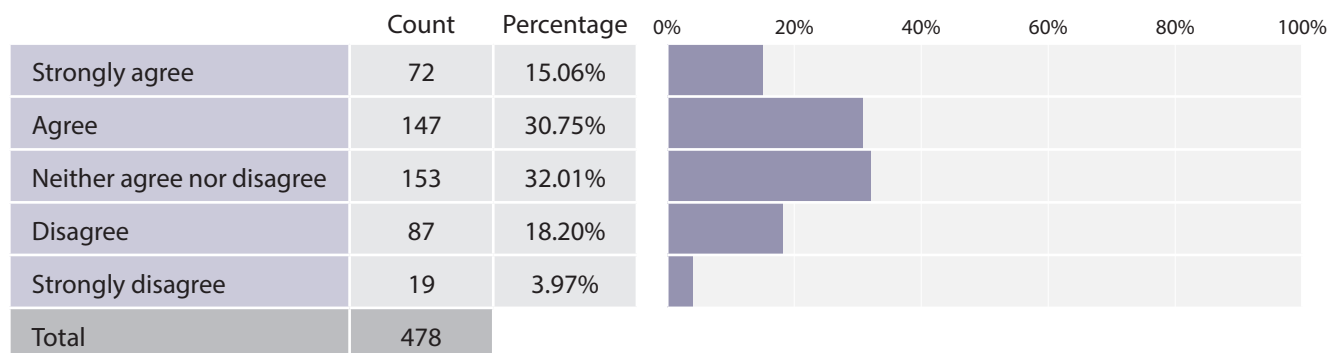


I know where to find more information on this aspect of diversity & inclusion

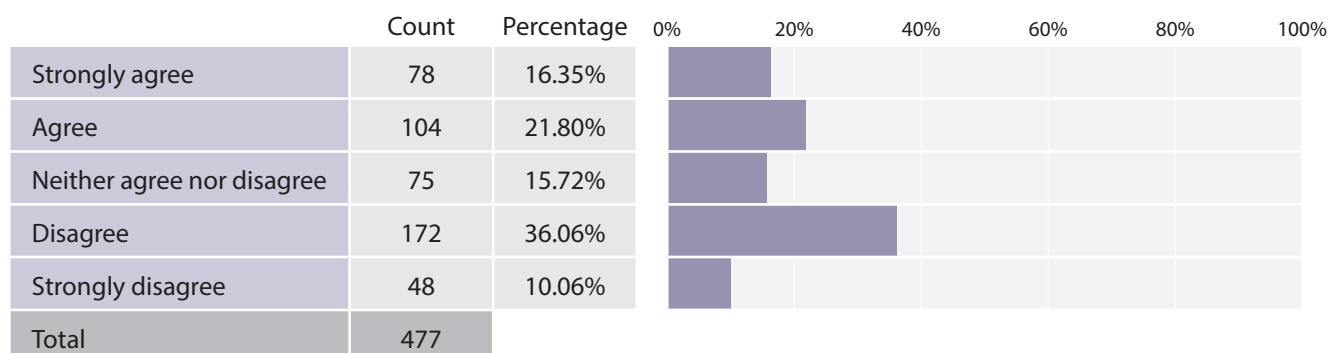


LGBTQ RESPONDENTS: EXPERIENCE OF ORGANISATIONAL CULTURE

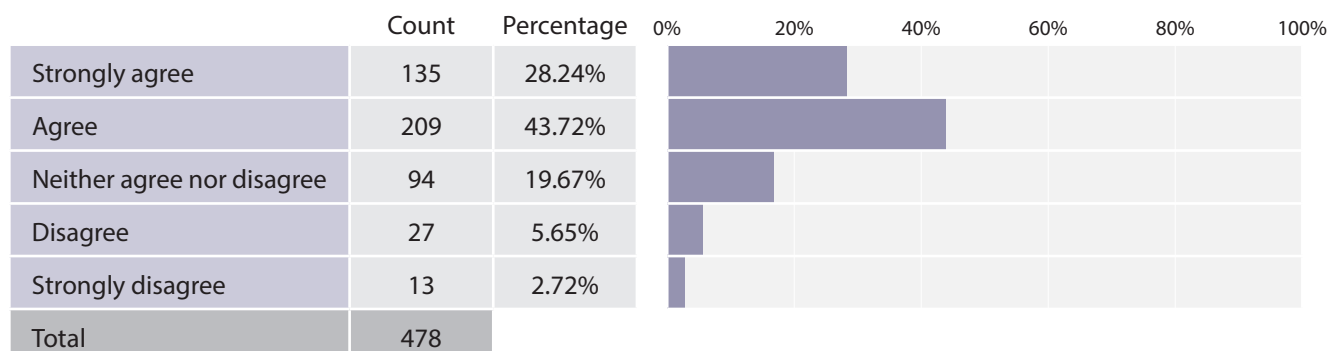
Awareness or Ally training for this aspect of diversity & inclusion has been made available throughout the year



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

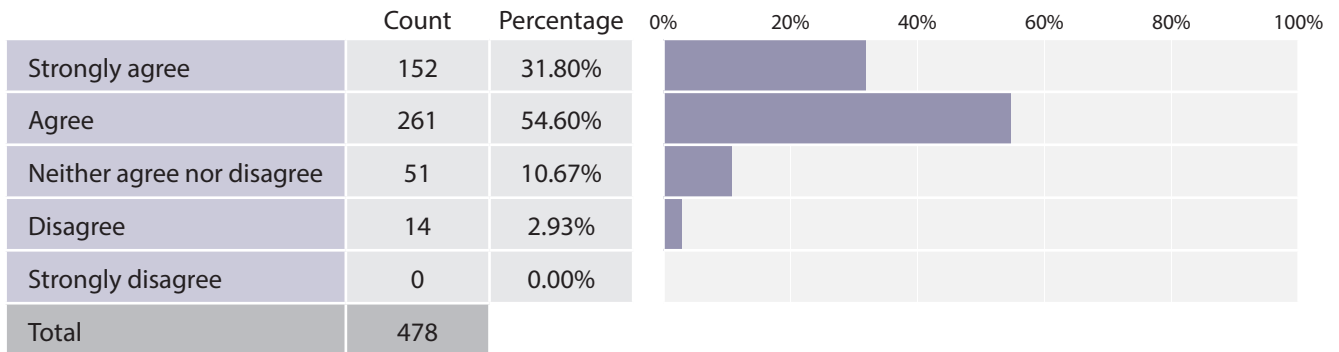


I believe training in this aspect of diversity and inclusion should be mandatory for our sports managers, supervisors, executive volunteers and coaching staff

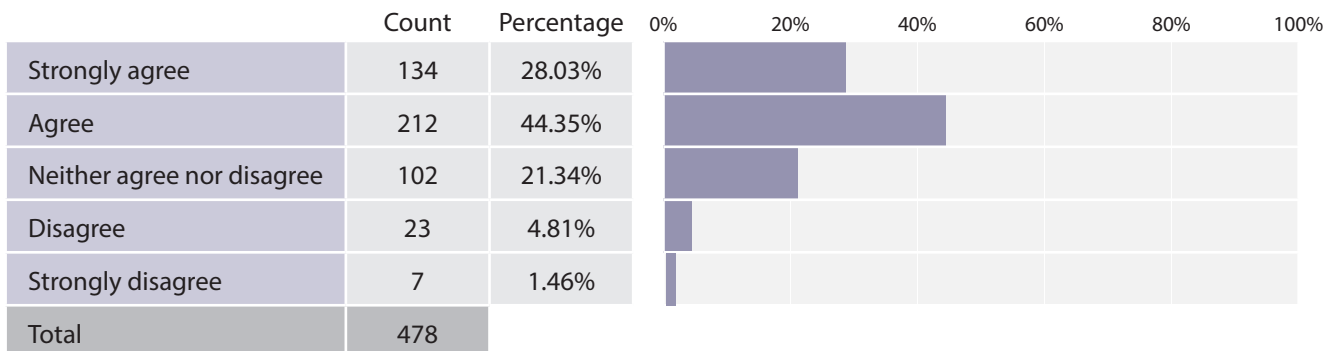


WORKING TOGETHER

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

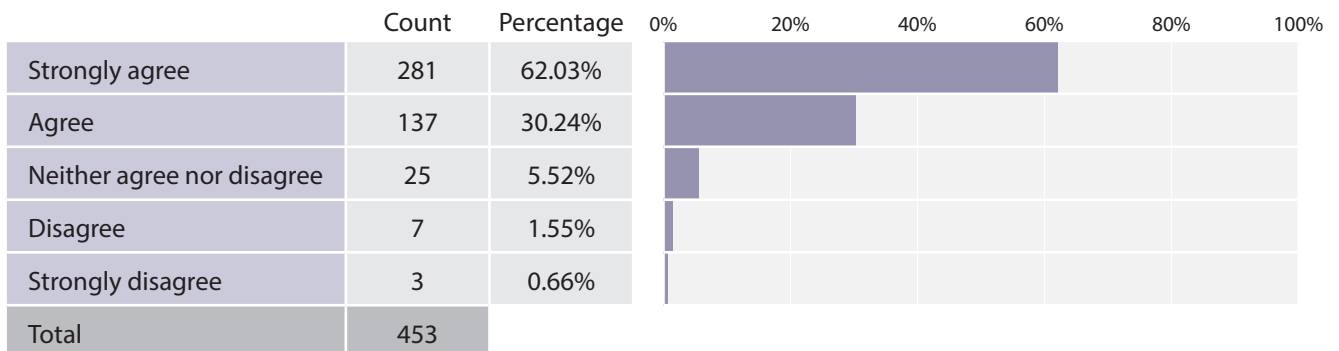


It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work

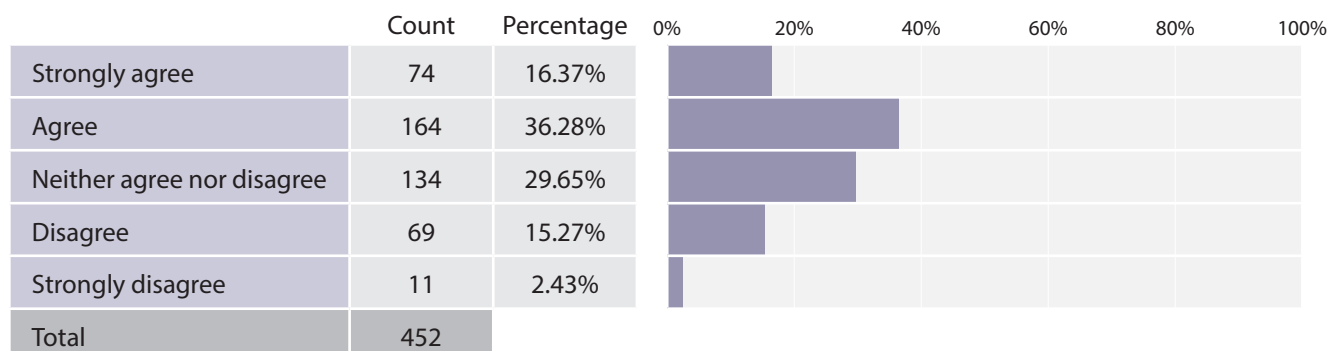


Please indicate your level of agreement with the following statements:

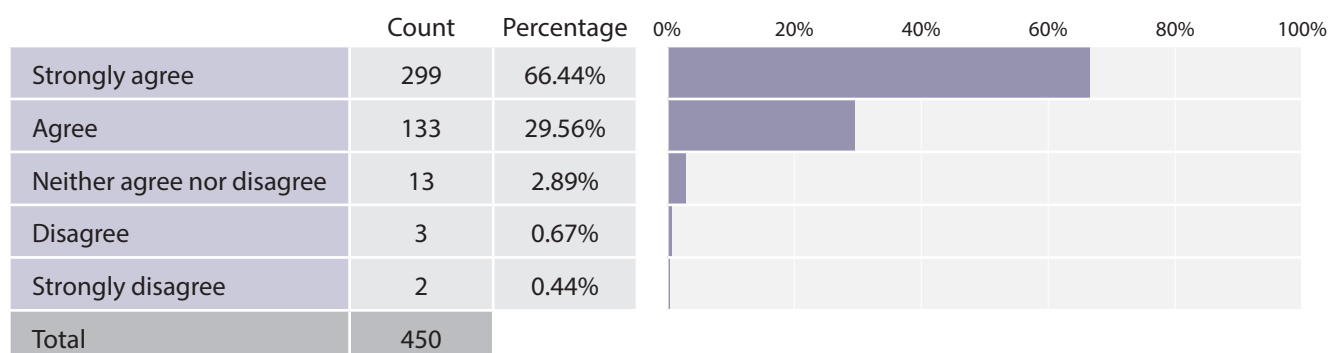
Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any sport



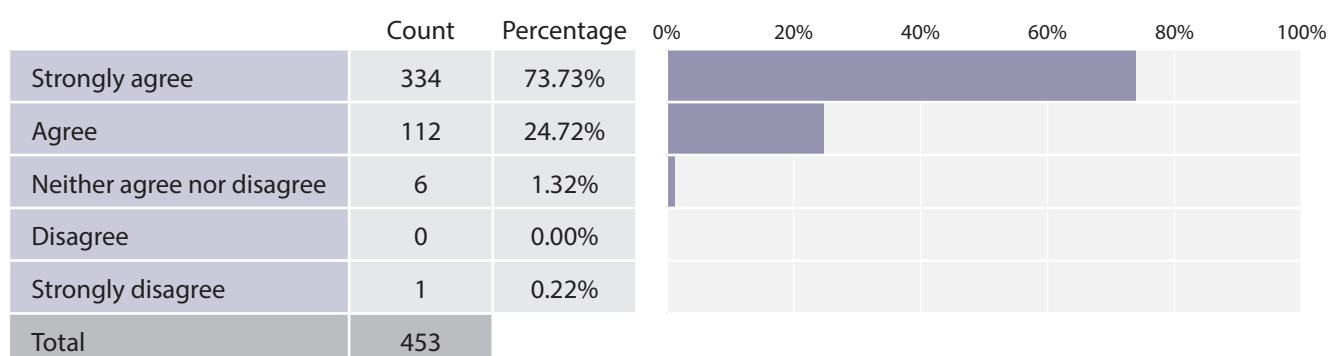
**Jokes/innuendo targeting people of diverse sexualities and genders
are quickly called out / addressed within my sport**



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

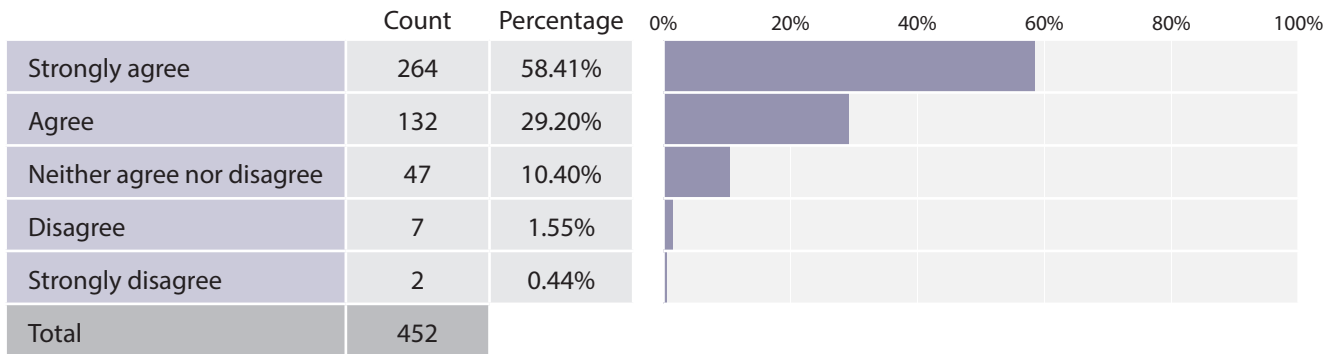


**I would be comfortable with people of diverse sexualities and genders bringing their
partners to sport related events**

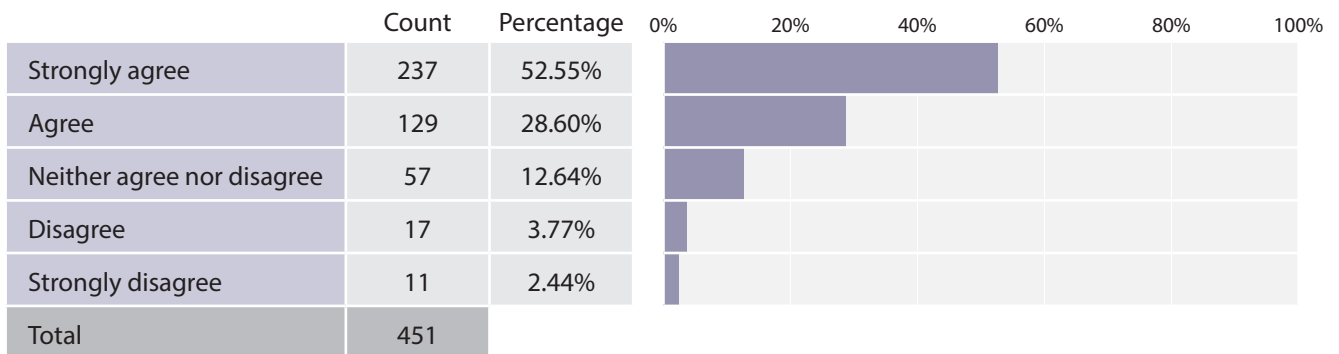


DIVERSITY OF GENDER

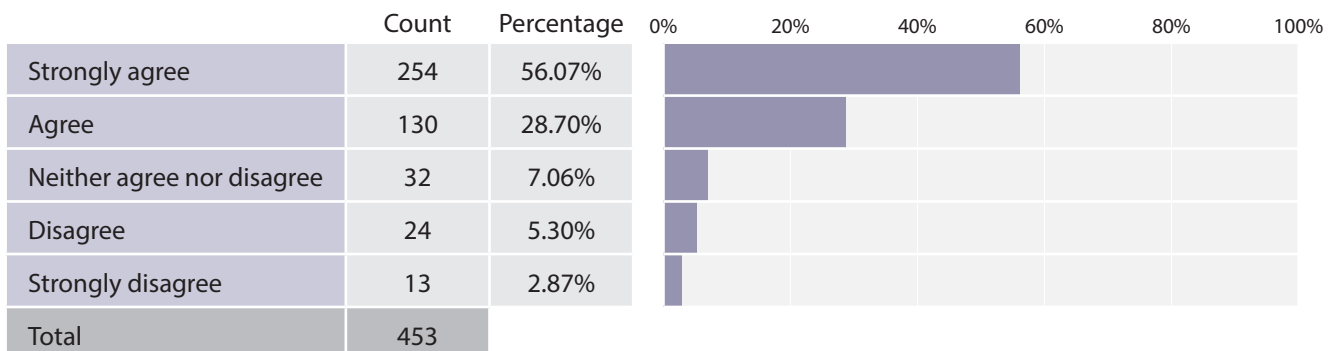
I would be comfortable referring to a colleague/team mate by a different name or personal pronouns if they were affirming their gender (transitioning) at work/sport



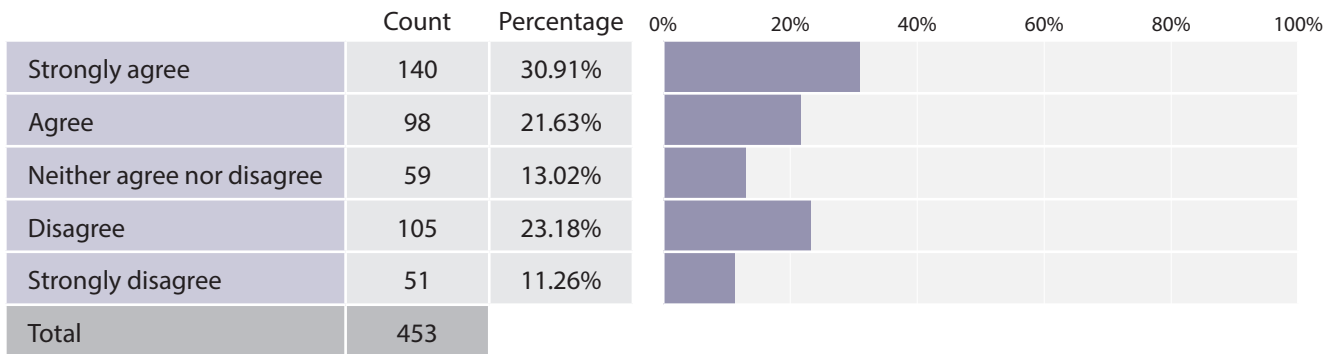
I would be comfortable using they/their/them personal pronouns for a non-binary person at work/sport



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

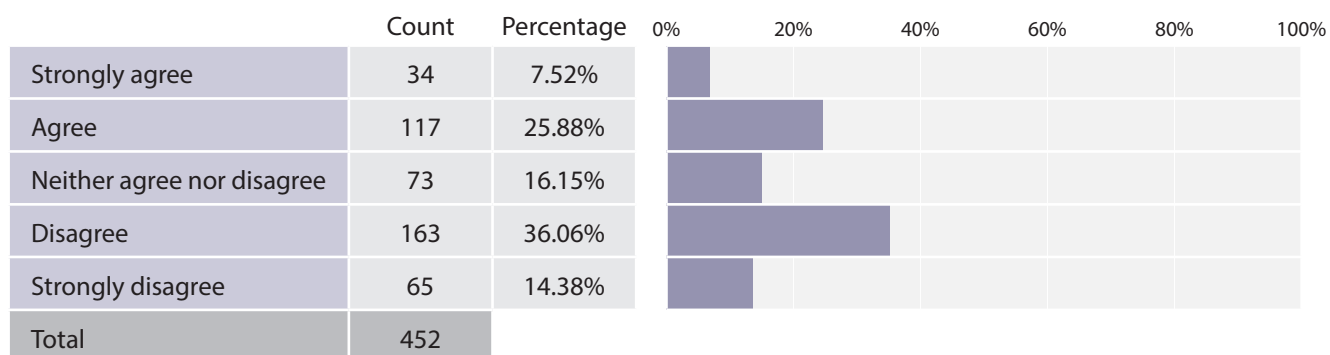


I would be comfortable if all toilets were changed to "all gender" or "gender neutral" at our workplace/sports venue

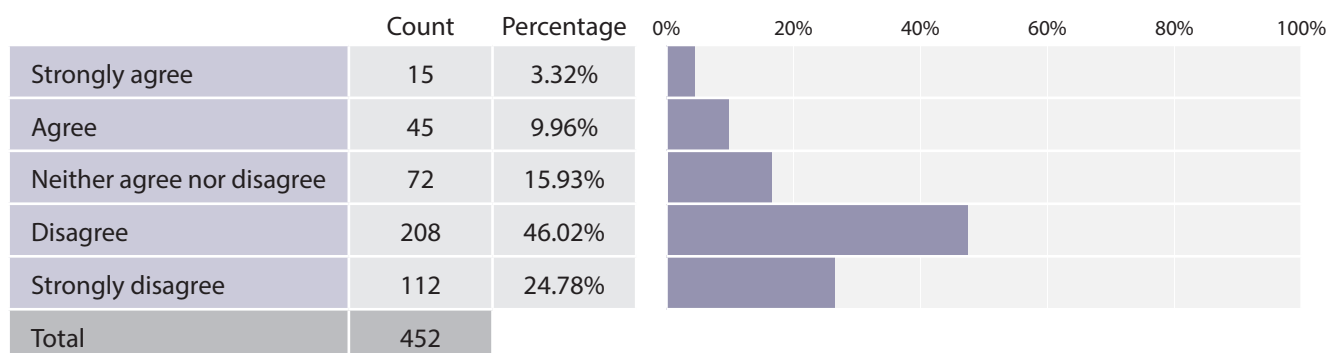


BULLYING/HARASSMENT

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

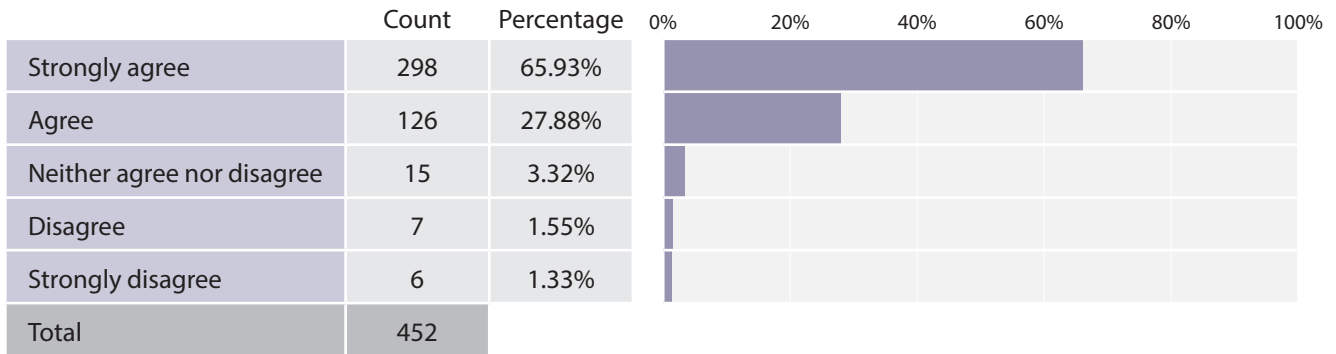


I have witnessed more serious bullying targeting people of diverse sexualities and genders at work/sport

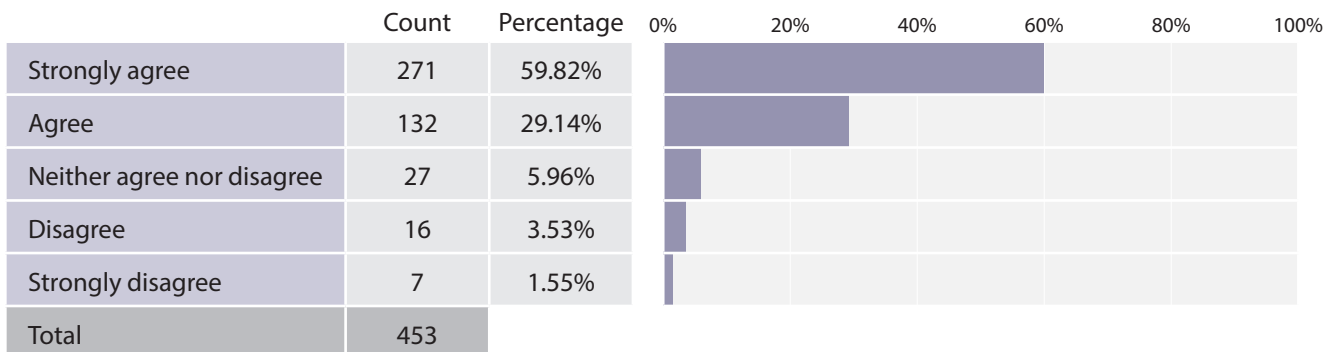


TEAM INCLUSION

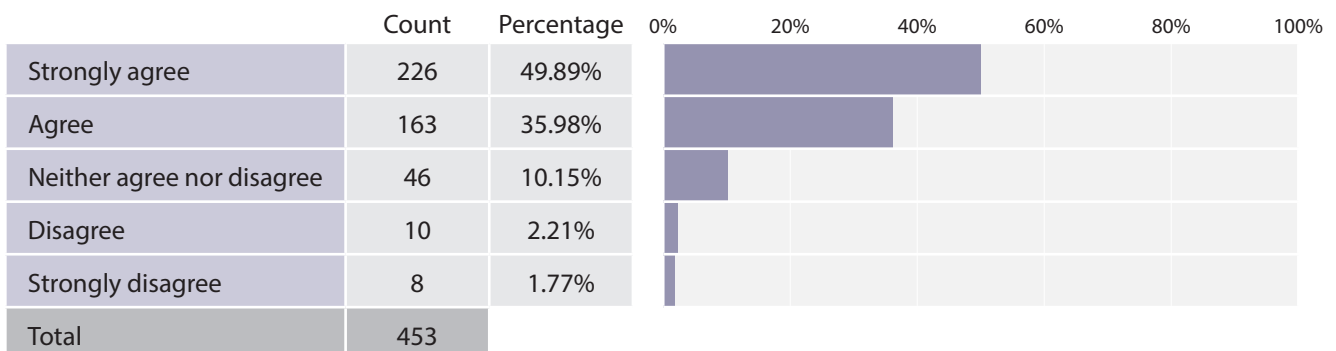
A person of diverse sexuality would be welcome in my team and treated no differently to anyone else



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

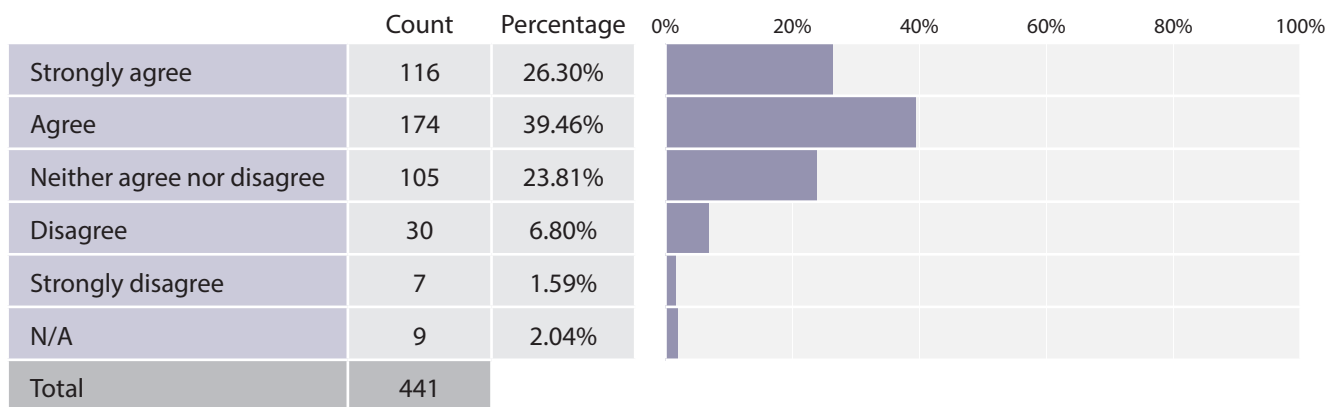


If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team



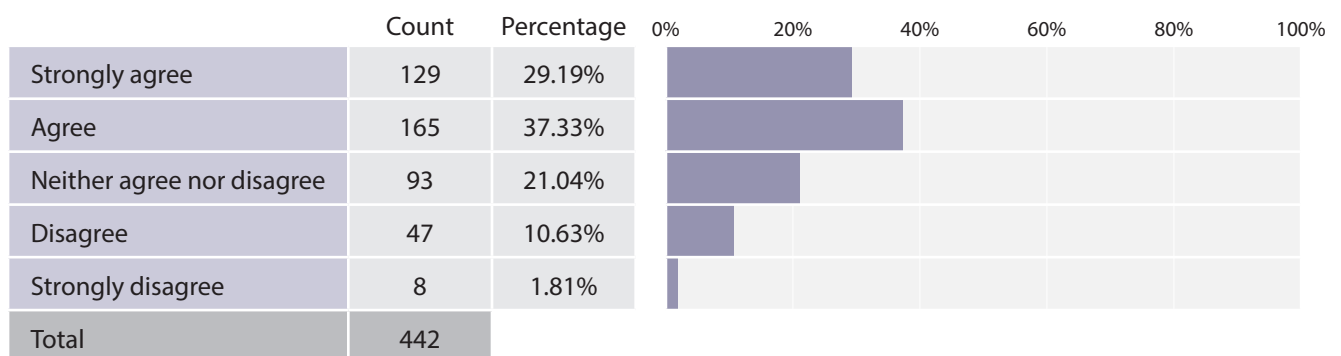
INCLUSION ALLIES AND CHAMPIONS

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?

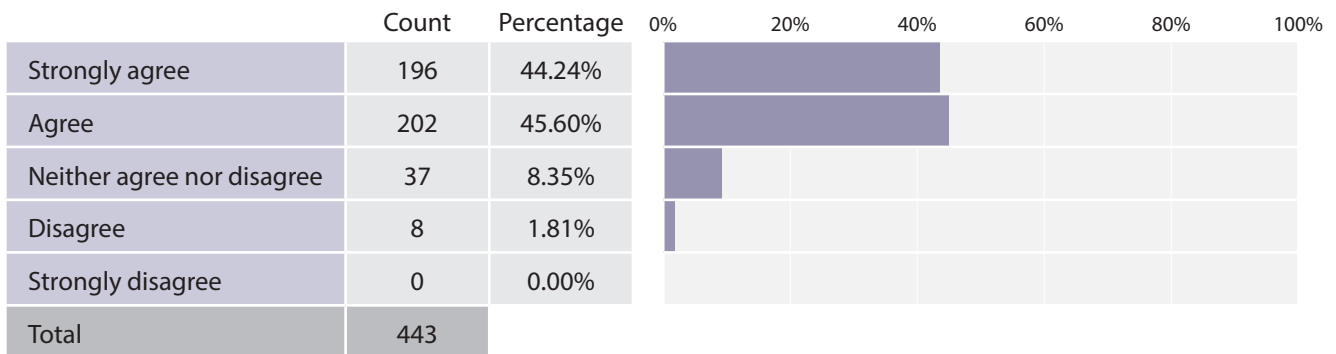


Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace/sport; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

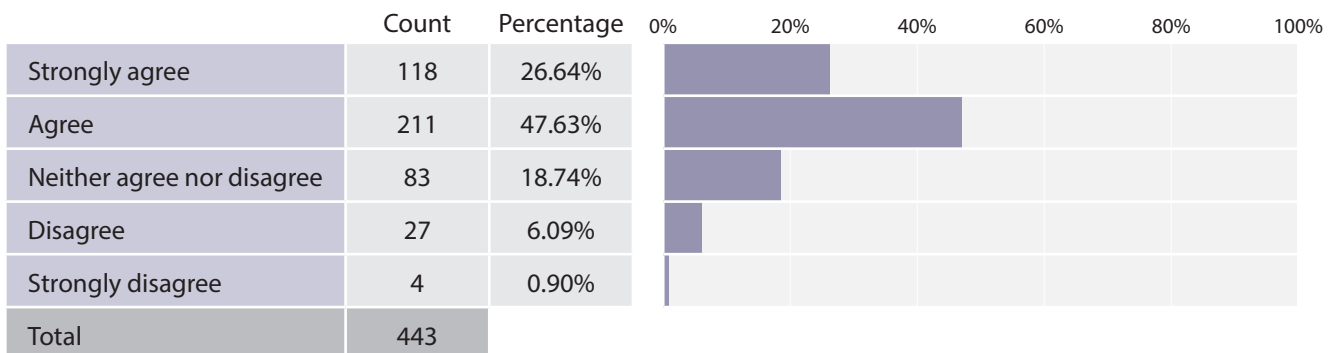
I know of active allies within my immediate work/sporting team



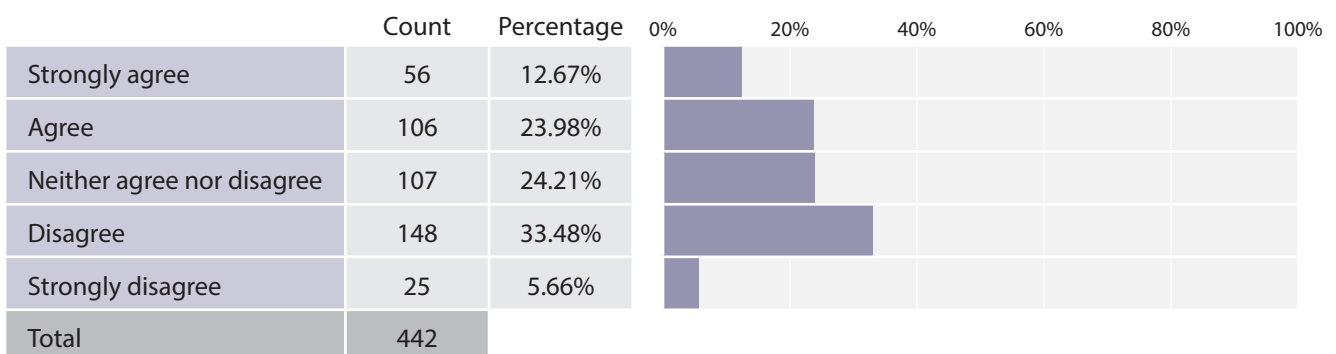
I understand why active allies are important



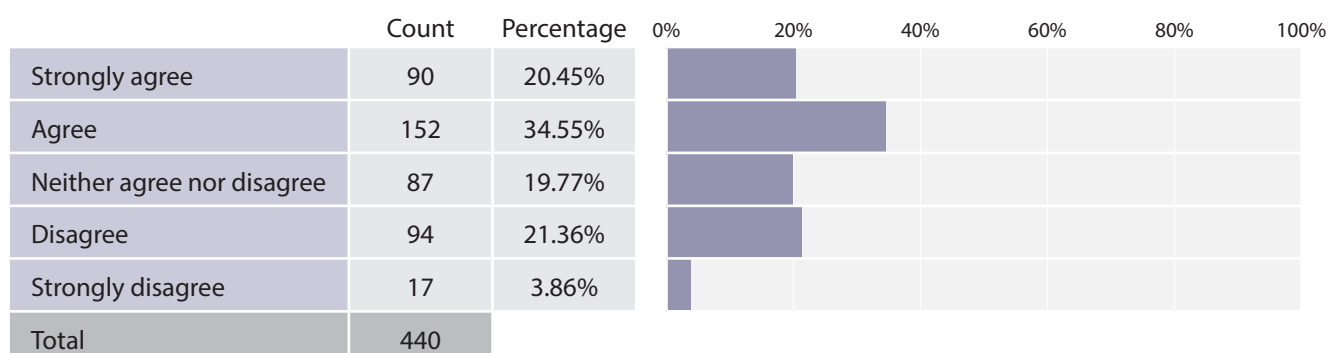
I could list several behaviours that would be expected of an active ally



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

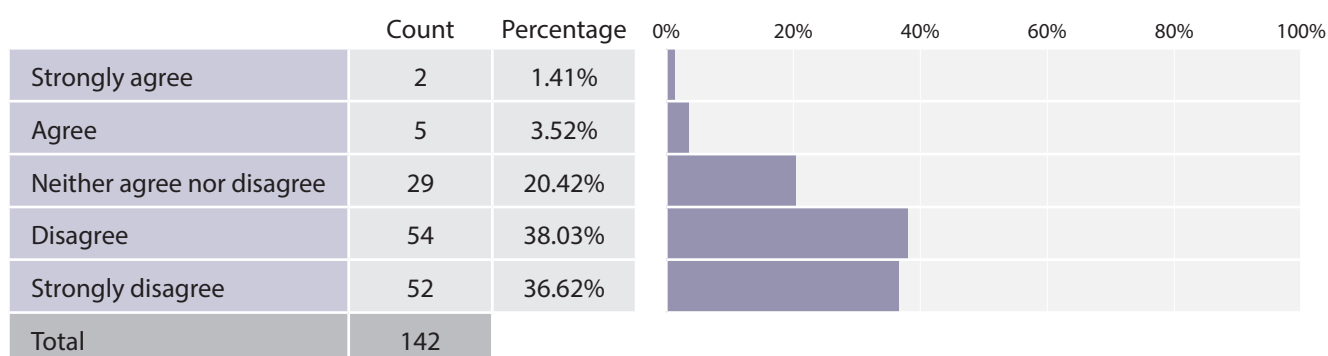


I know of active executive allies within my sport

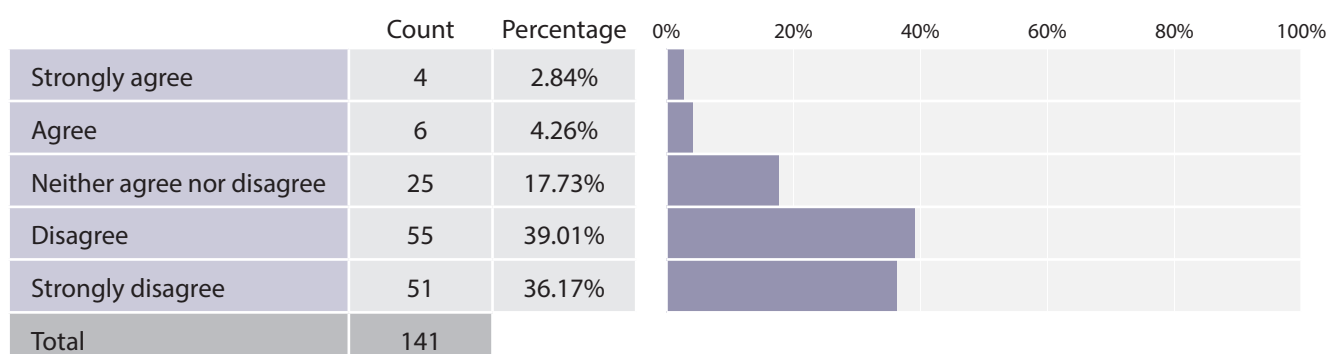


Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

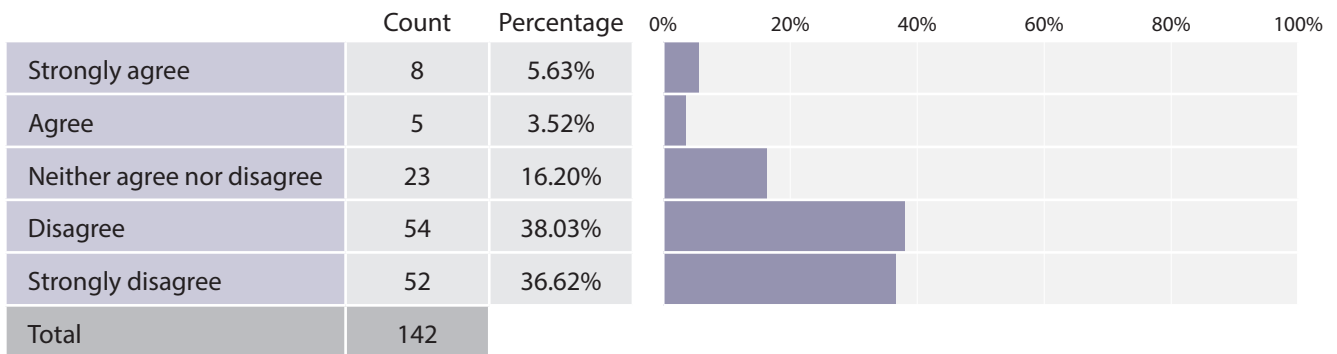
People thinking that I am of diverse sexuality and/or gender stops me from being an active ally



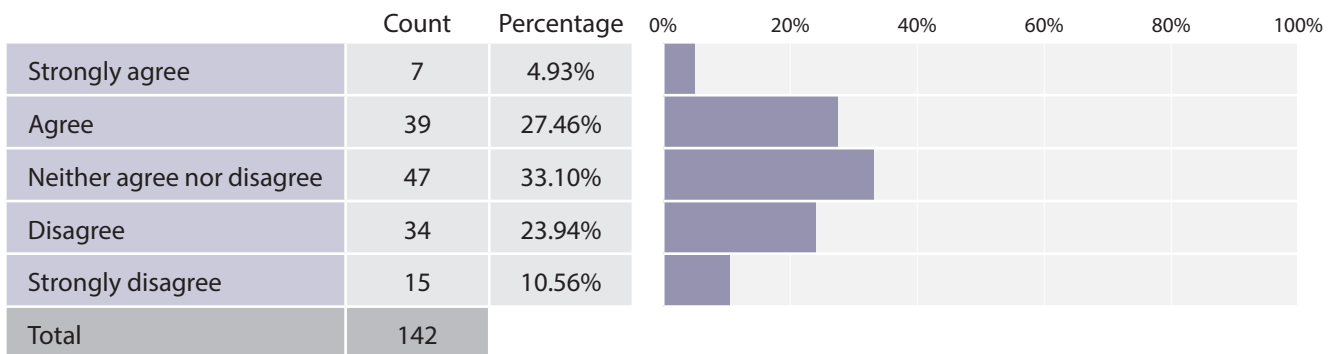
Being ridiculed or the target of jokes stops me from being an active ally



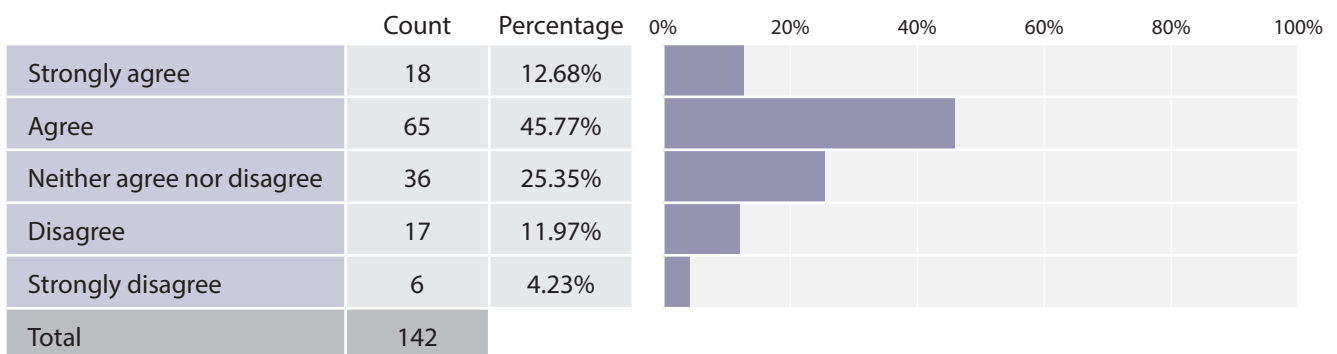
Being an active ally would be in conflict with my personal beliefs or values



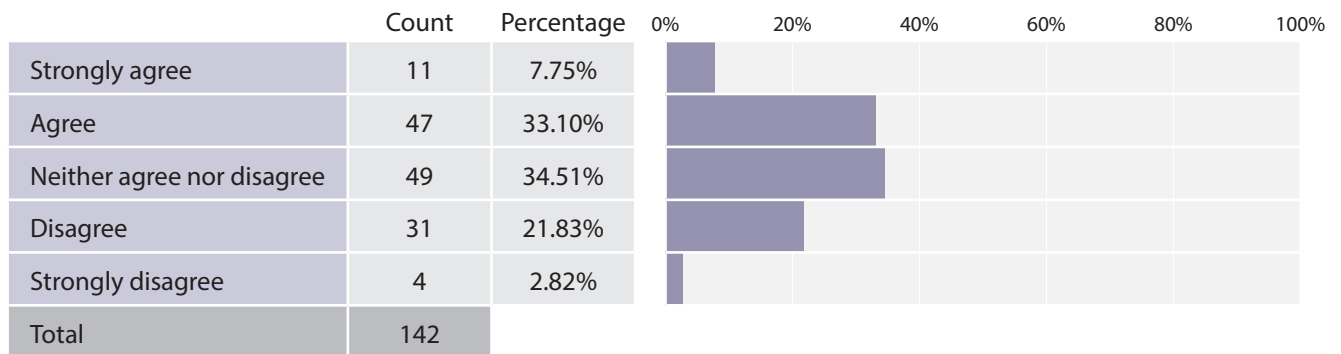
I don't know enough about WHY I should be an active ally



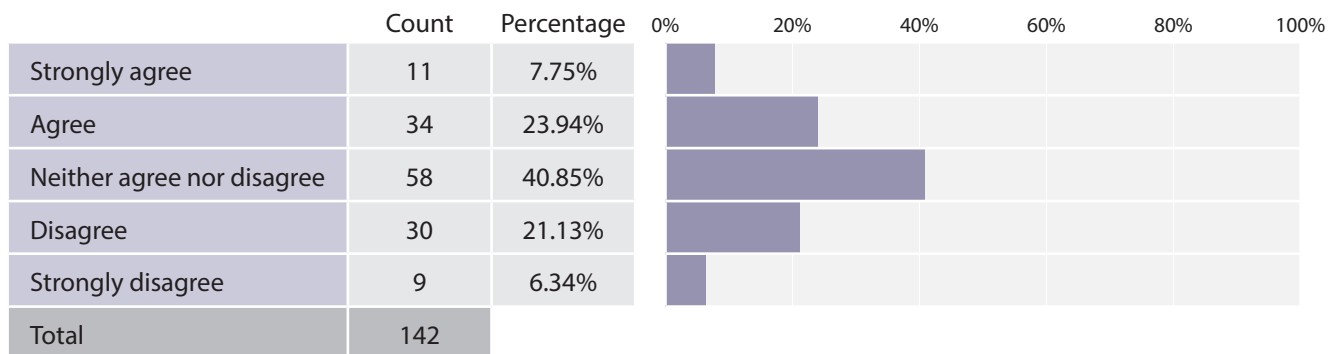
I don't know HOW to be an active ally



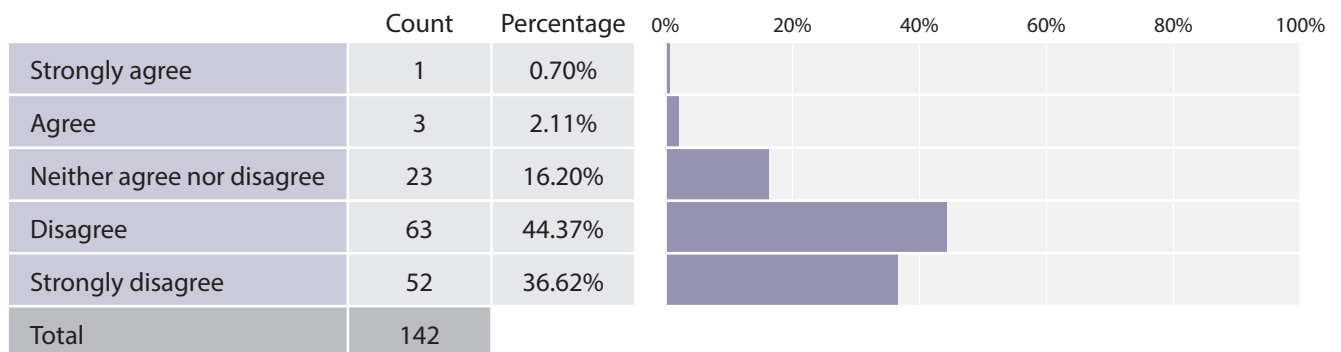
I am too busy to be engaged in additional activities



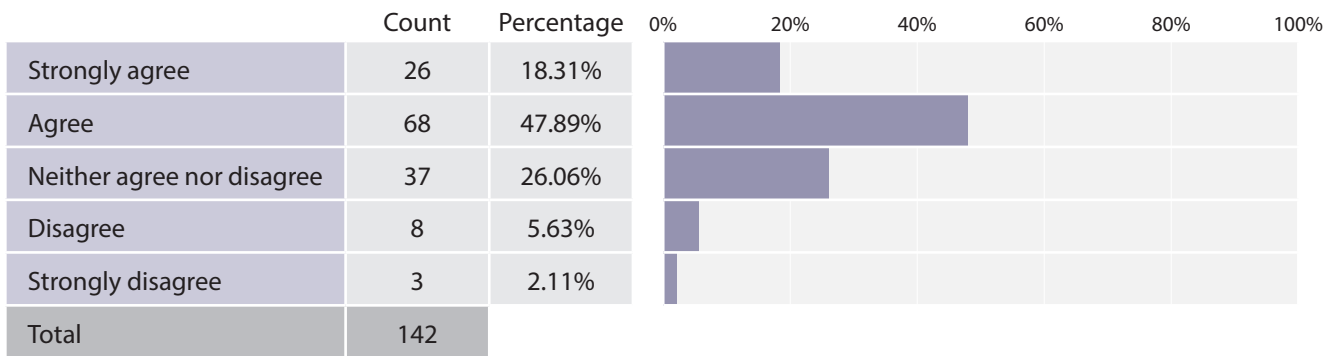
I don't have any personal interest in this



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



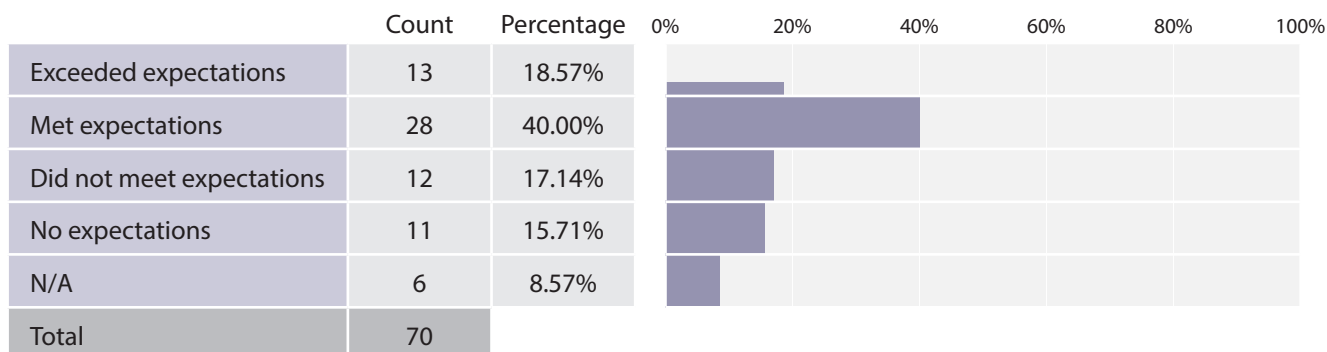
I am happy to support passively but do not consider myself active in this area



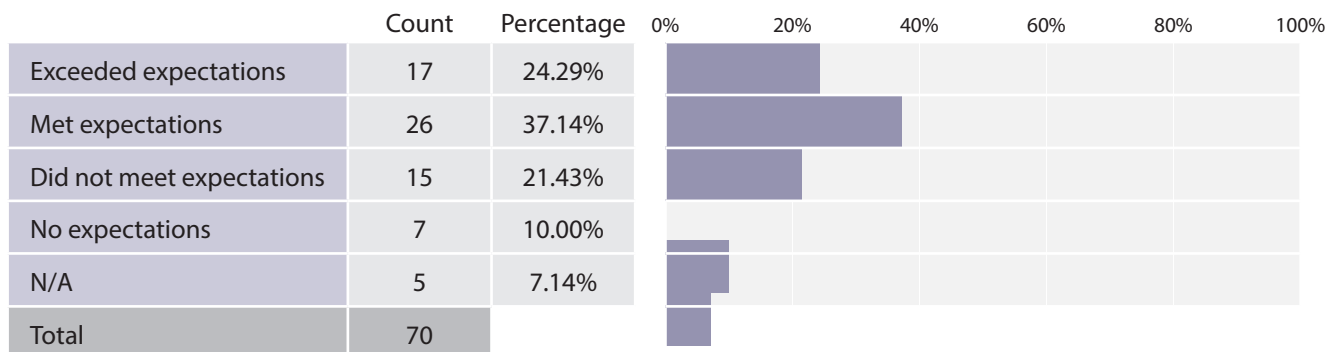
LIVED EXPERIENCE: ALL RESPONDENTS WITH A DIVERSE SEXUALITY OR GENDER

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)

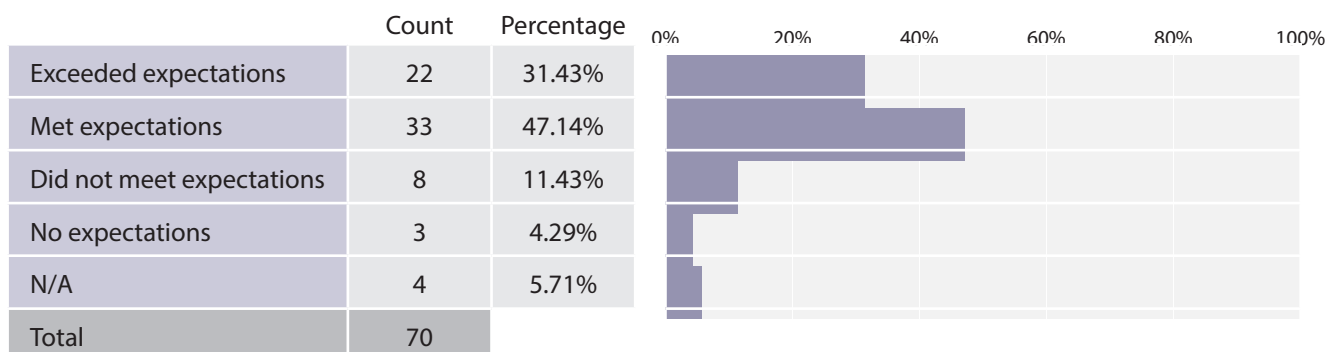
Communication of inclusion initiatives for sexuality & gender diverse people during the recruitment process



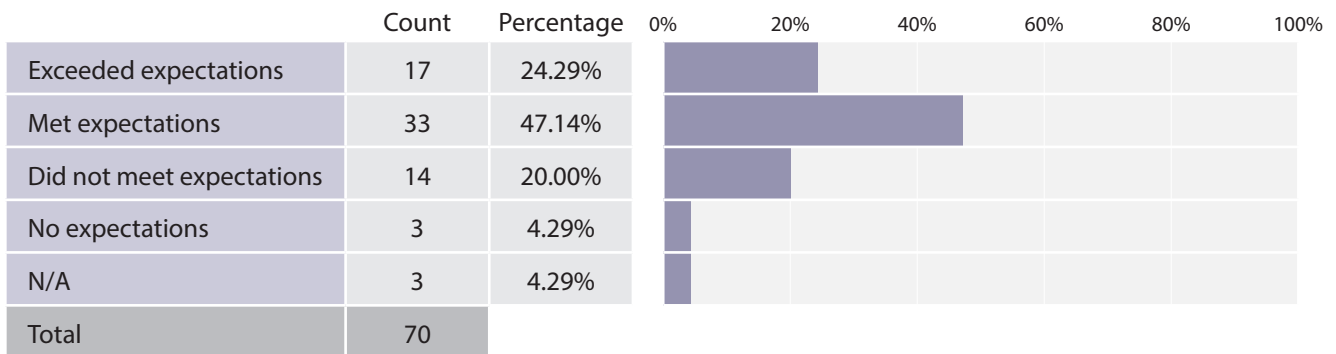
Communication of inclusion initiatives for sexuality and gender diverse people during sporting participation promotions



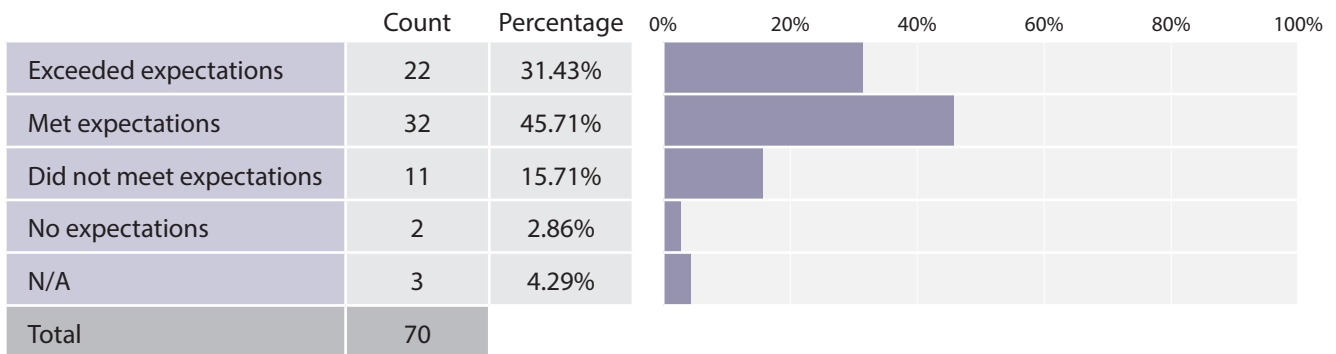
My experience of inclusion within my immediate focus area (i.e. staff, volunteer, participant, official)



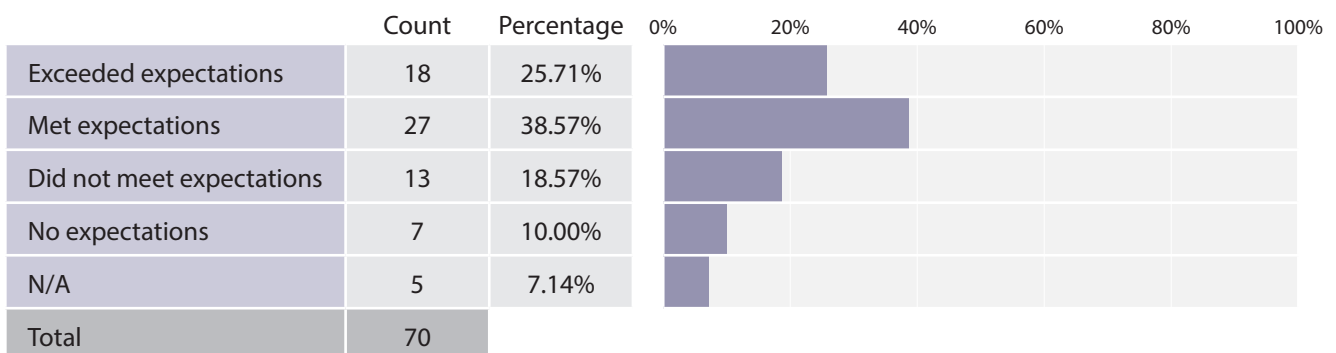
Communication of sexuality and gender diverse inclusion throughout the year



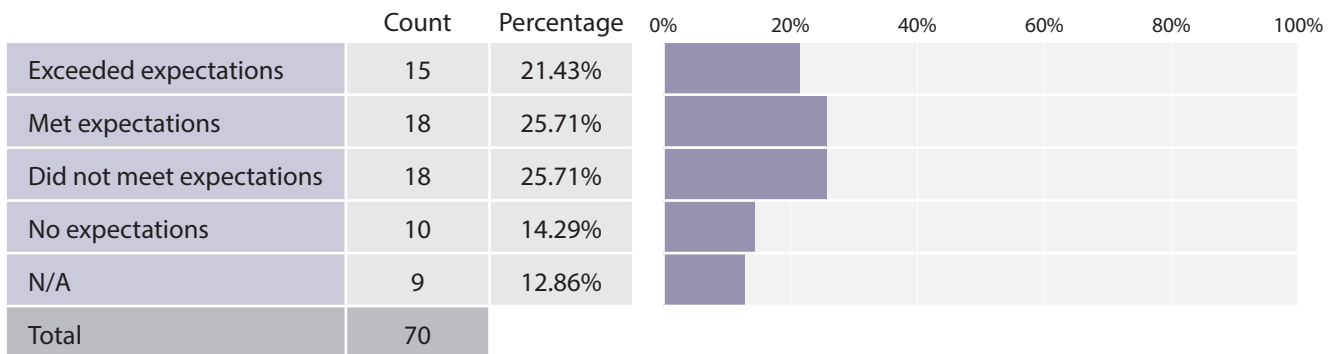
Overall organisational commitment to people of diverse sexualities and genders



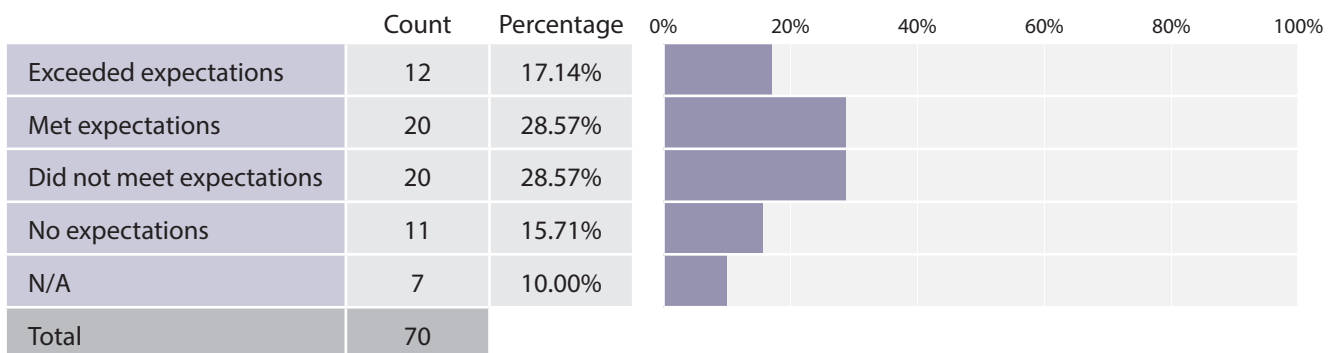
The level of executive endorsement of sexuality and gender diverse inclusion initiatives



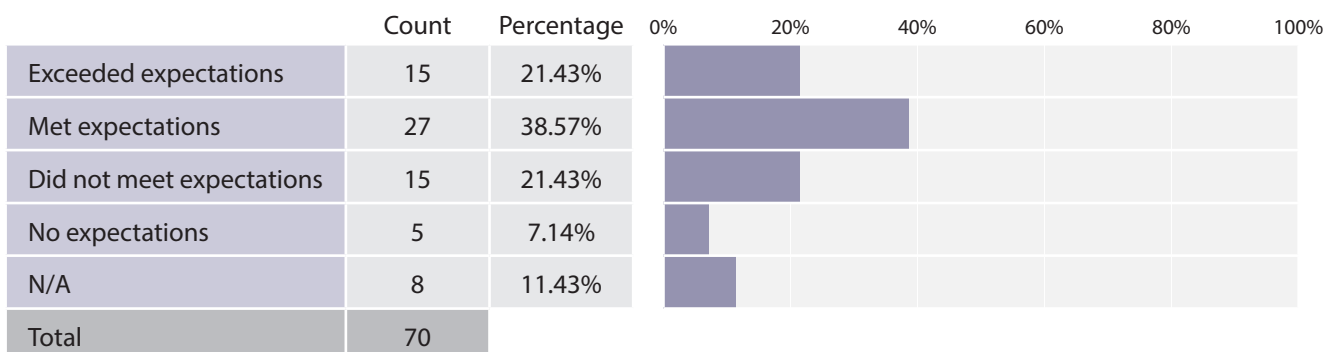
Visibility and promotion of an internal network for sexuality and gender diverse employees and allies



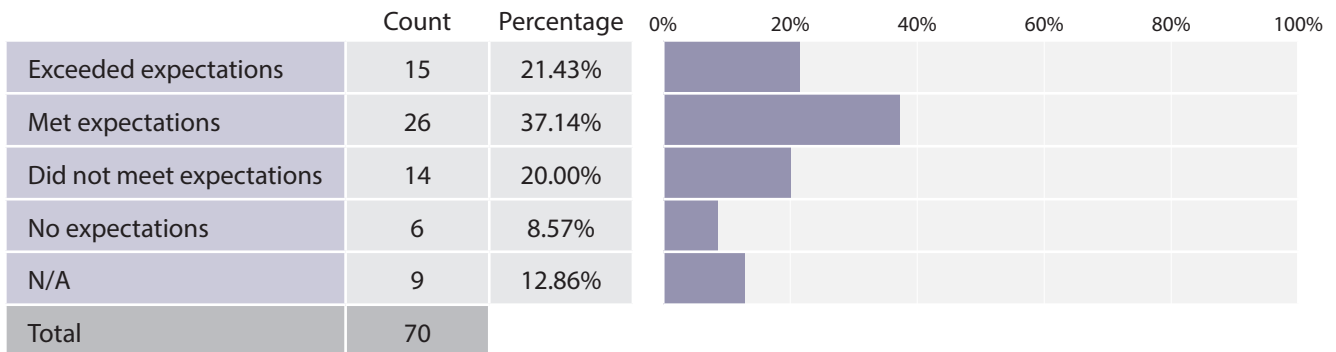
Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity



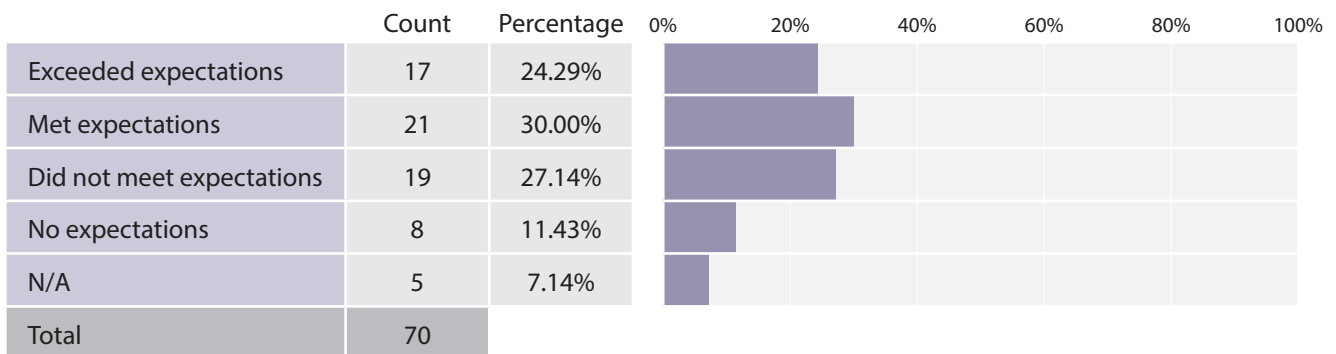
Willingness of managers/leaders to address negative commentary/jokes that target people of diverse sexualities and genders



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

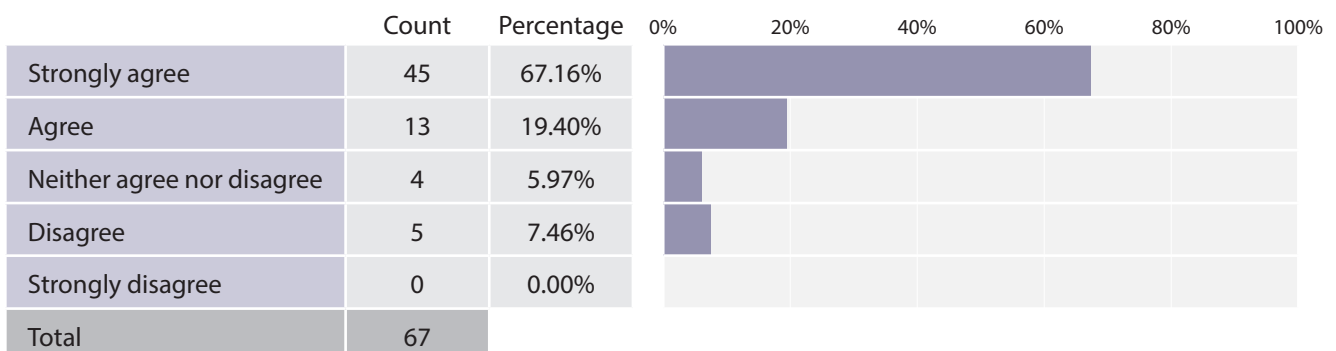


Visibility of active allies

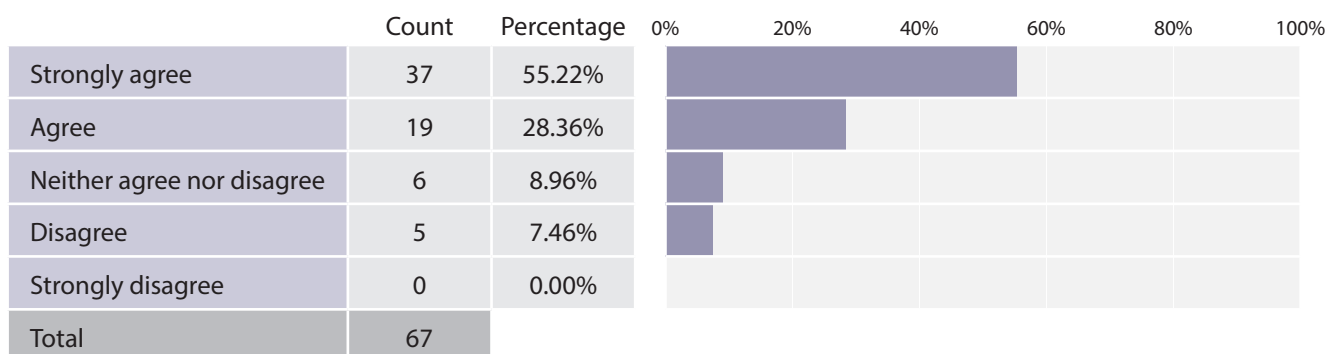


In terms of your personal health and wellbeing within YOUR CURRENT/PRIMARY SPORT, within the last year, please indicate your level of agreement with the following statements.

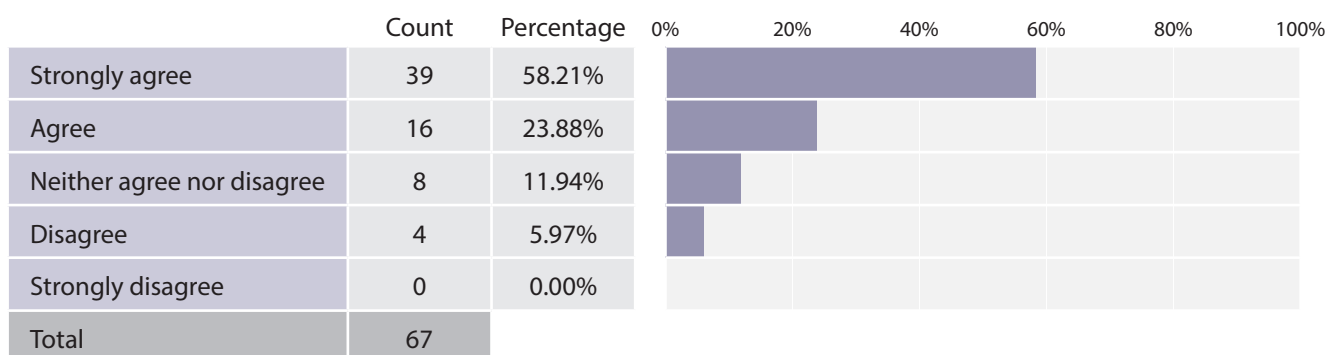
I feel safe and included within my immediate team



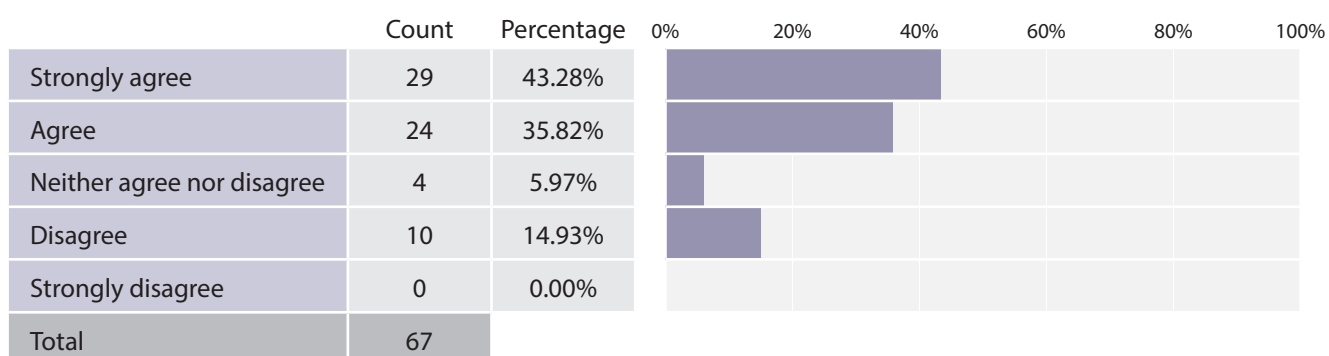
I feel accepted for who I am



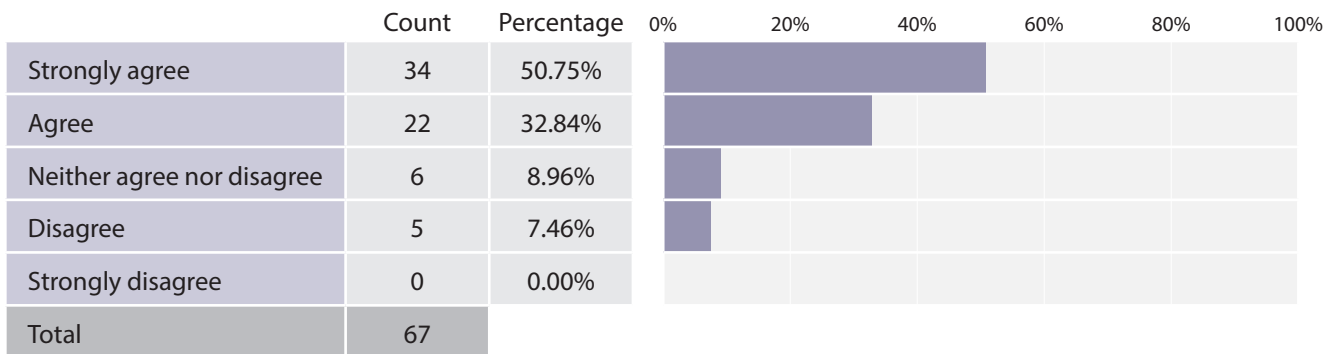
I would feel comfortable bringing a partner to sport-related events



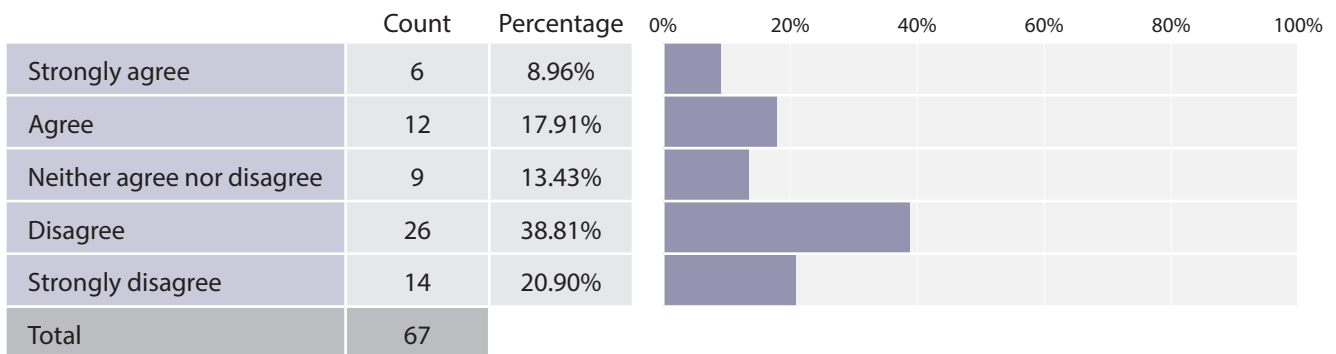
I feel mentally well



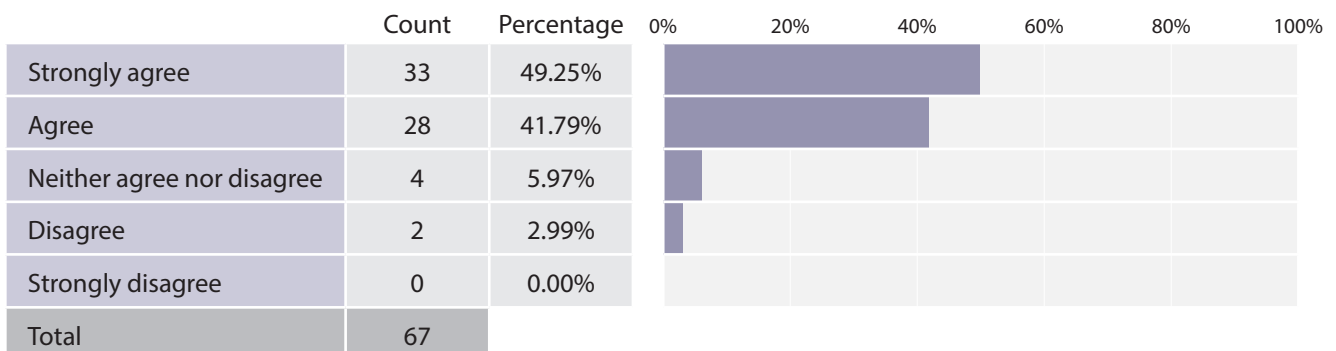
I feel I can be myself



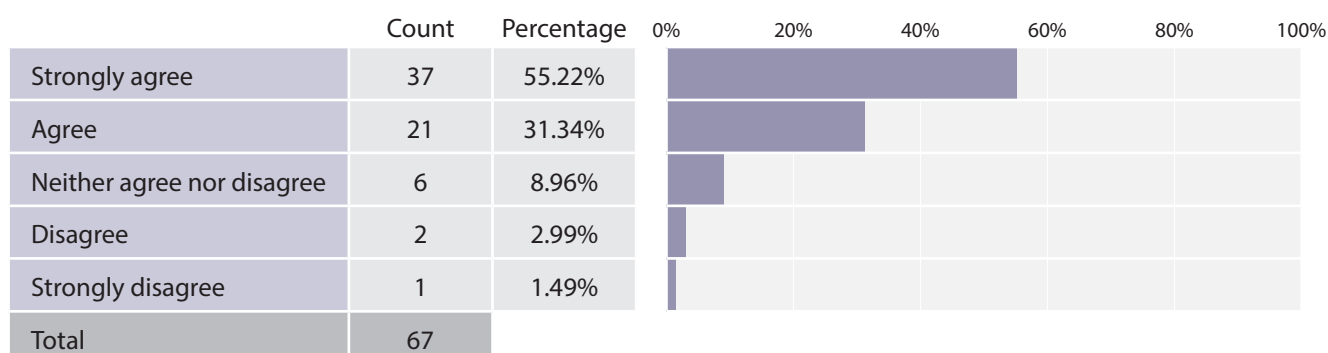
I expend time editing conversations or hiding who I am



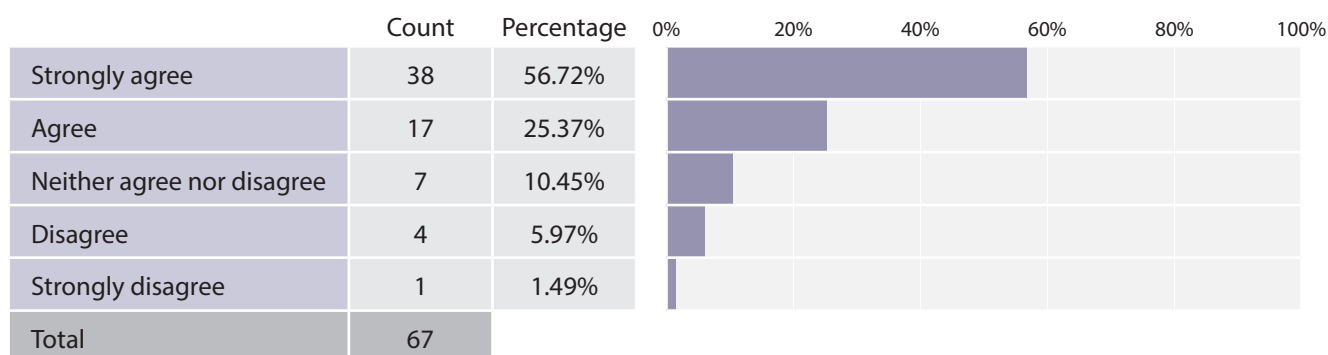
I feel productive



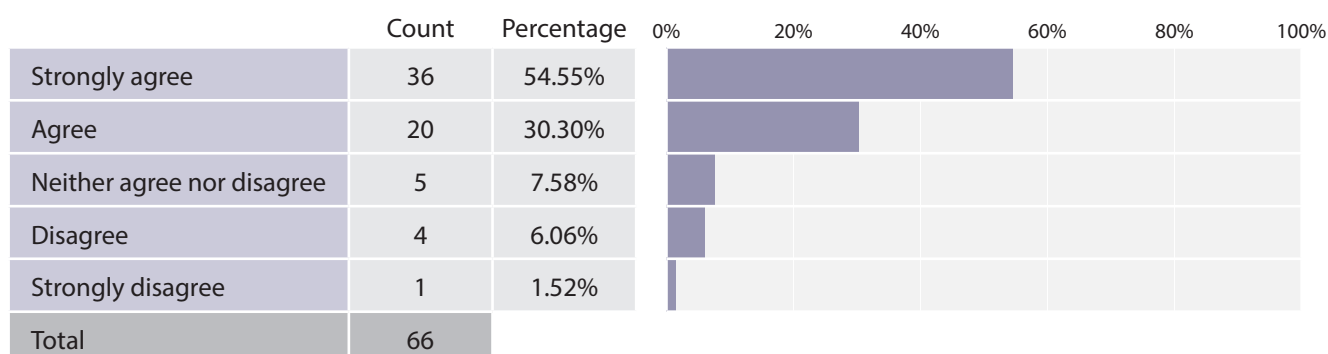
I feel engaged with the organisation and my sport



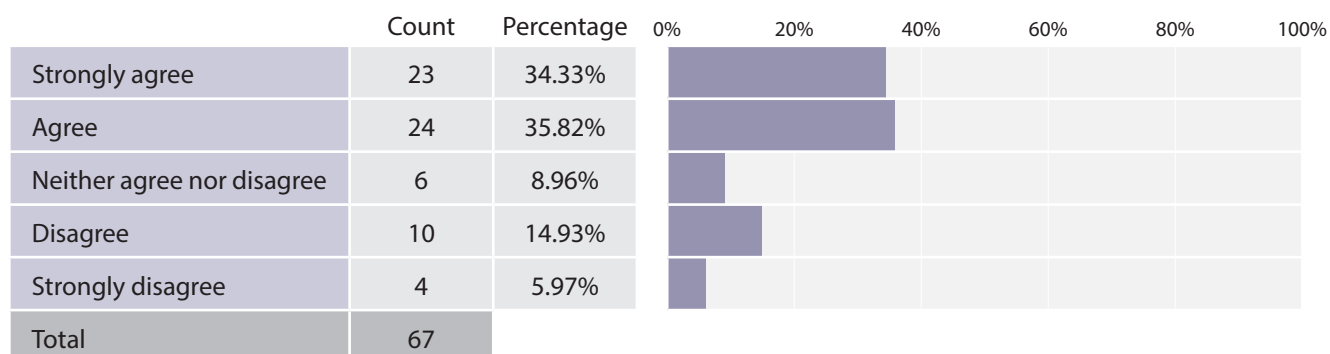
I feel a sense of belonging here



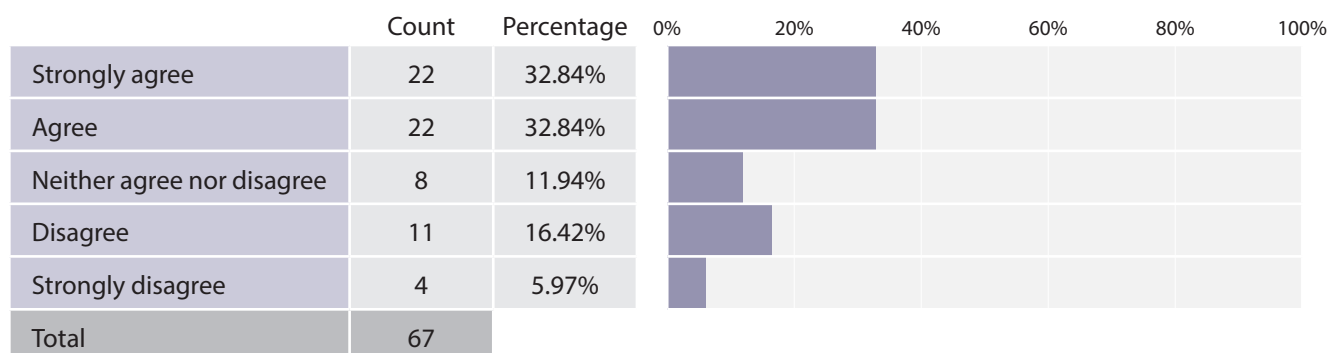
I would recommend this sport as an inclusive place to be involved for people of the same, or similar, sexual orientation and/or gender diversity



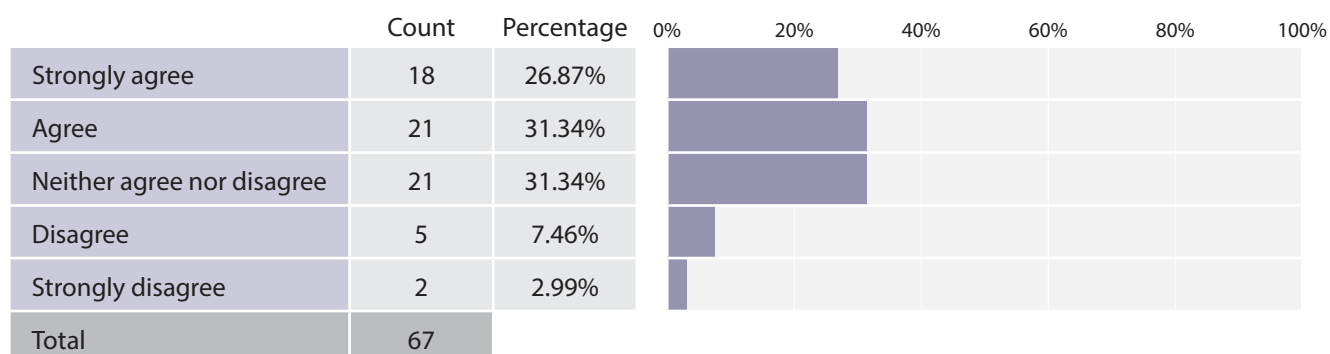
I don't hear jokes/innuendo targeting people of diverse sexuality here



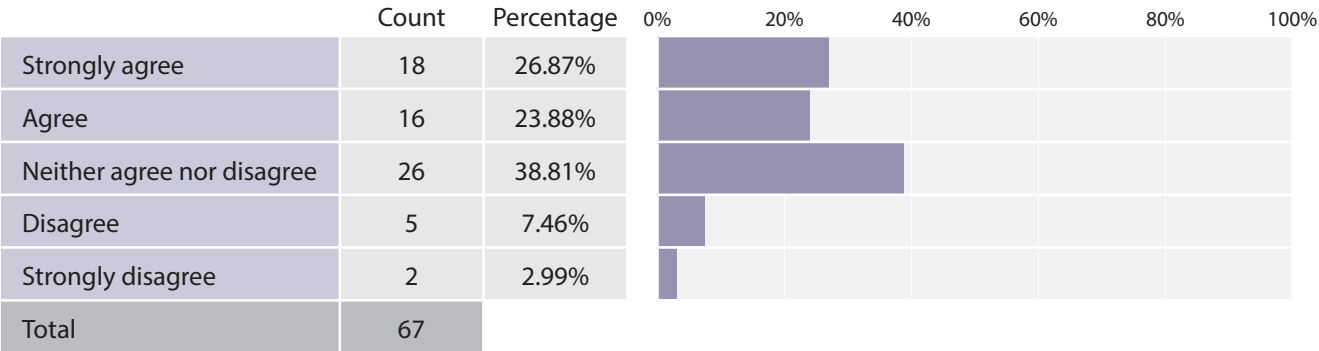
I don't hear jokes/innuendo targeting people of diverse genders here



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

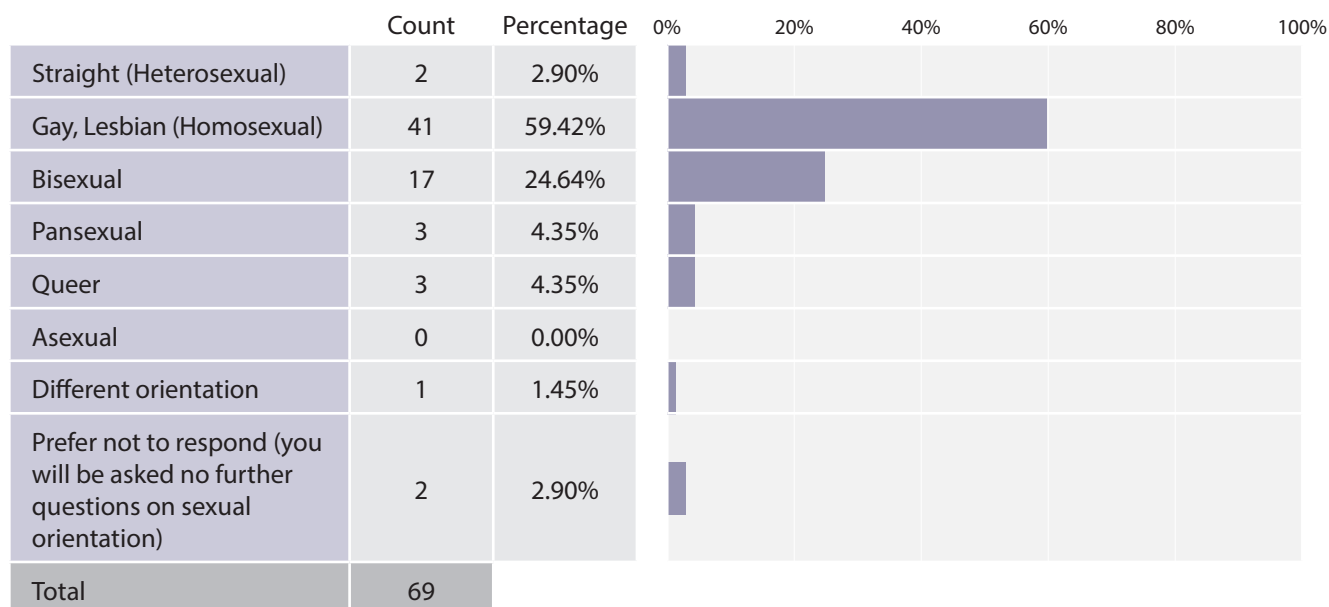


Active allies have positively impacted my sense of inclusion here

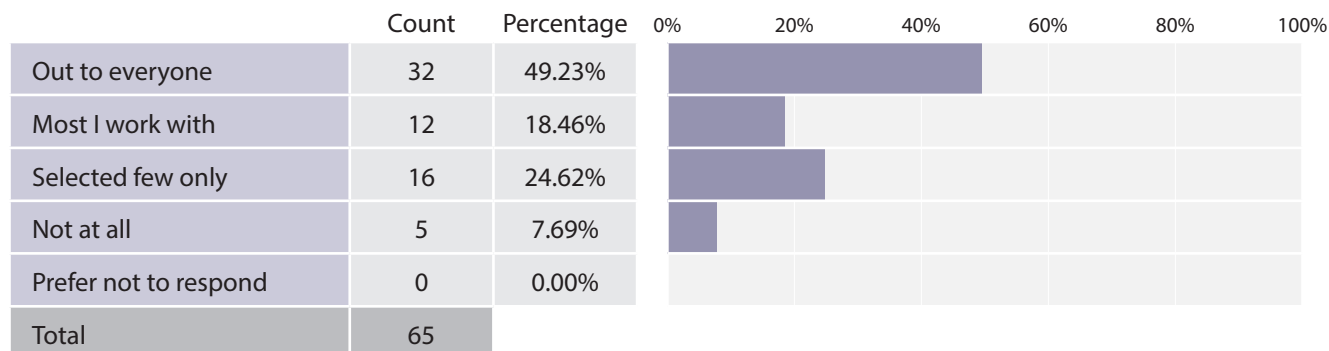


FOCUSING ON NON-HETEROSEXUAL RESPONDENTS

How would you best describe your sexual orientation?

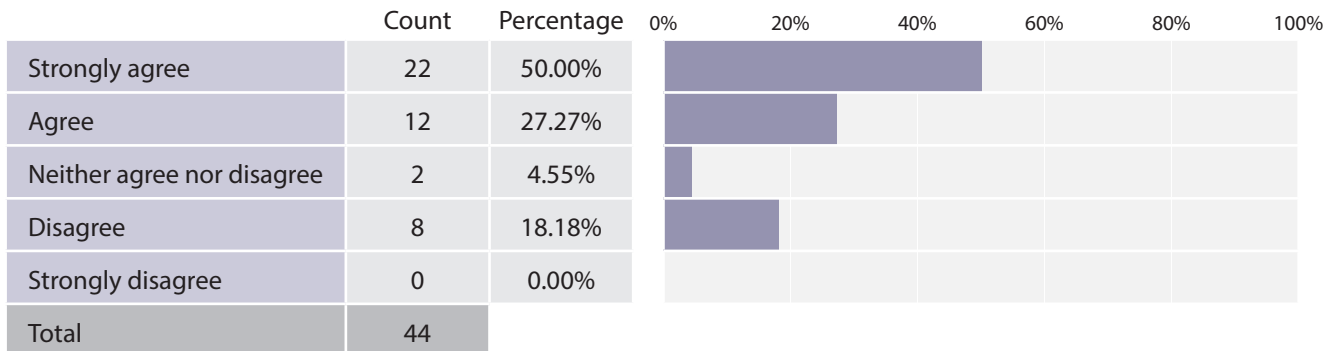


In regard to your sexual orientation, please indicate to what degree you are out, in sport

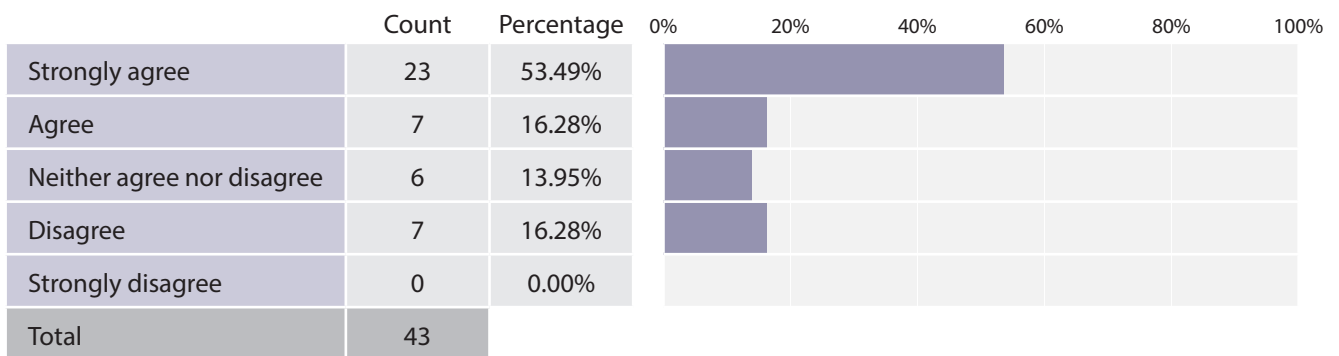


Thinking about your experience of being out in a sporting environment, please indicate your level of agreement with the following statements:

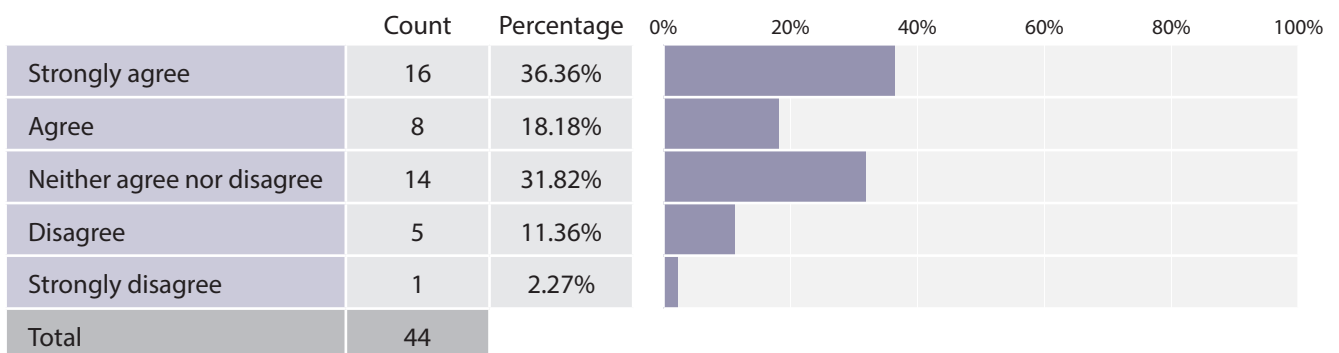
I have not encountered any exclusion based on my sexuality within this sport



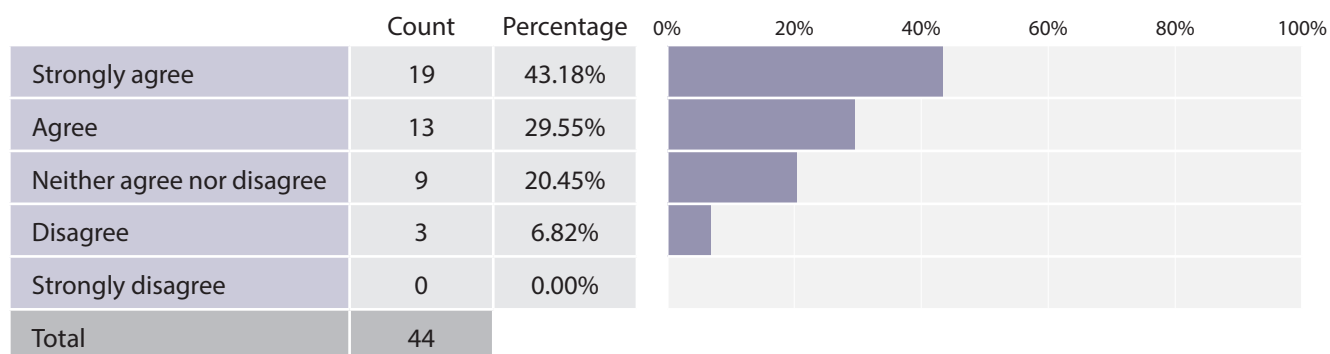
My sexuality would NOT have any impact on my career/sporting progression here



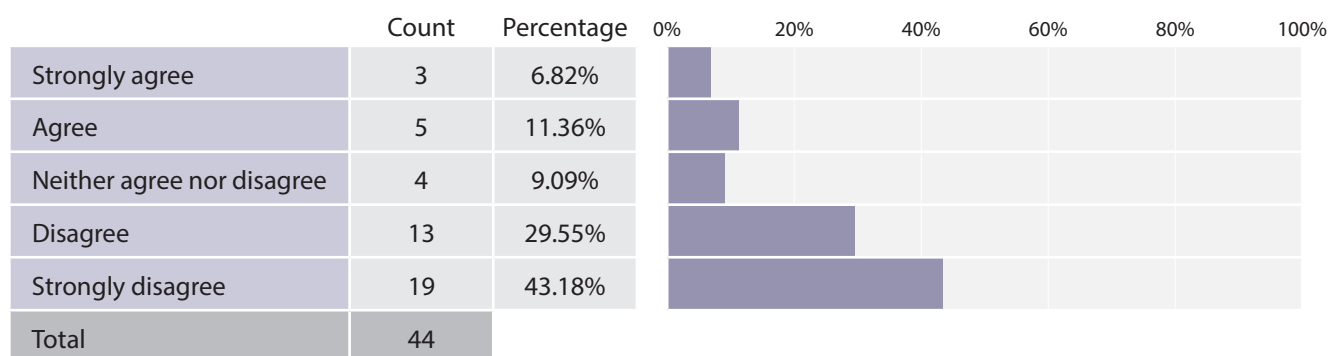
I feel my performance is positively impacted by being out



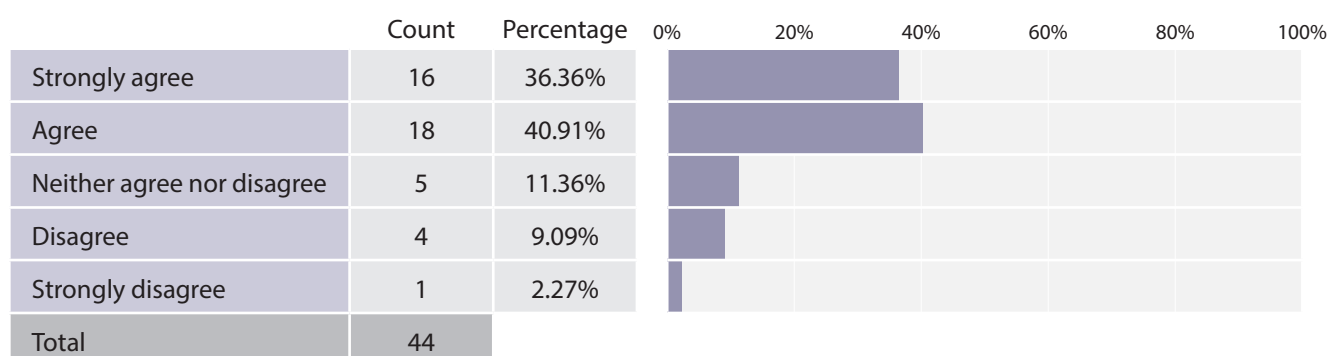
I feel my overall engagement is positively impacted by being out



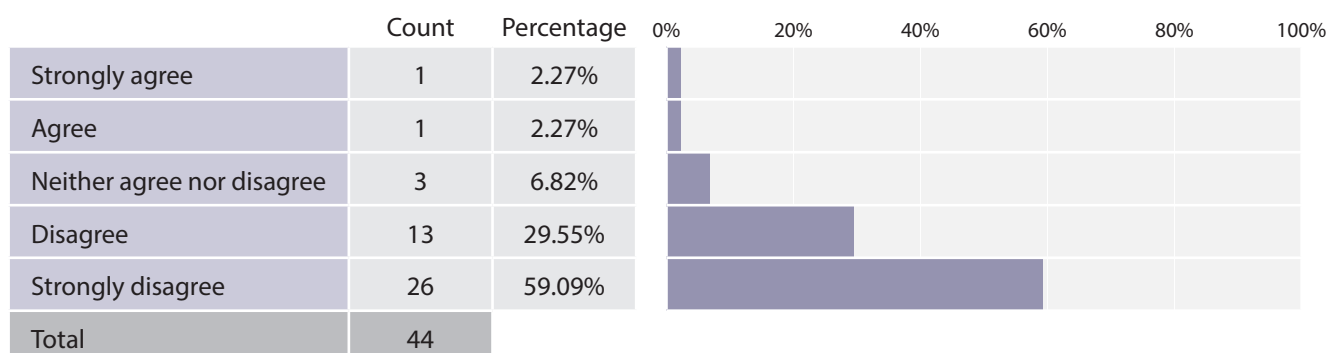
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year



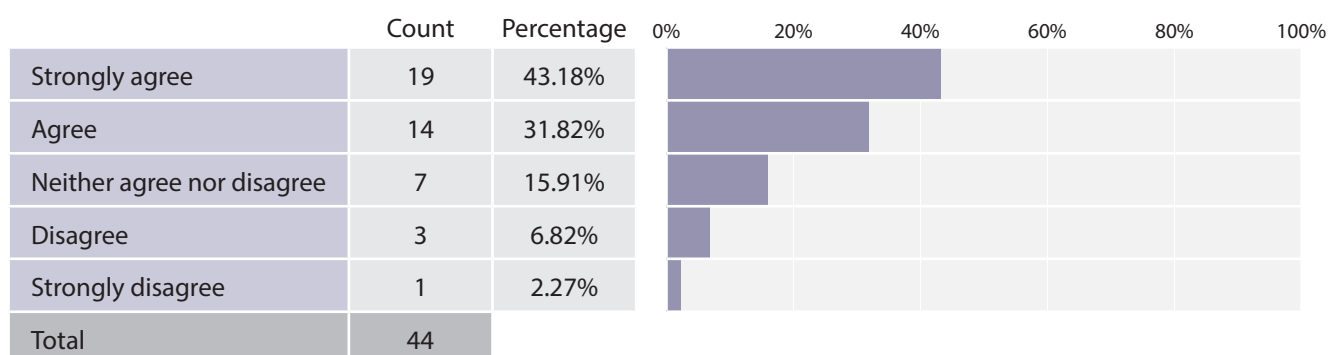
I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to leaders in my sport



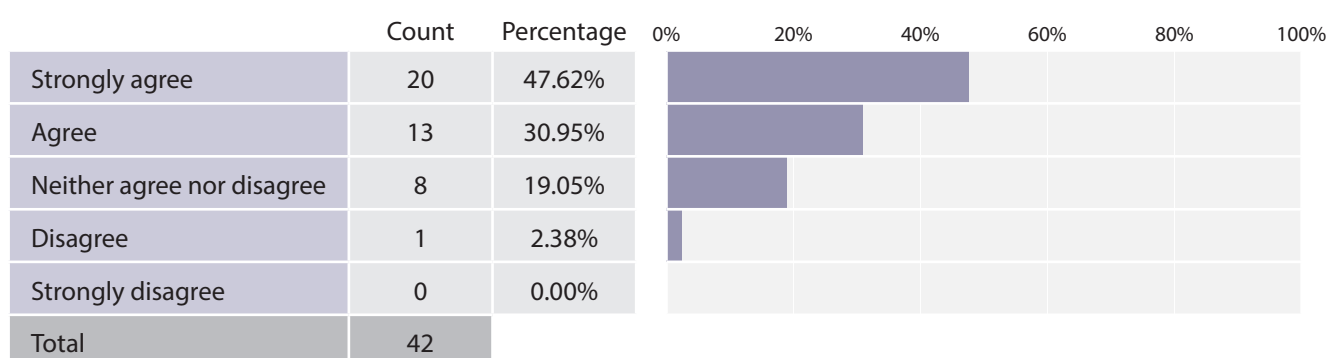
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year



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

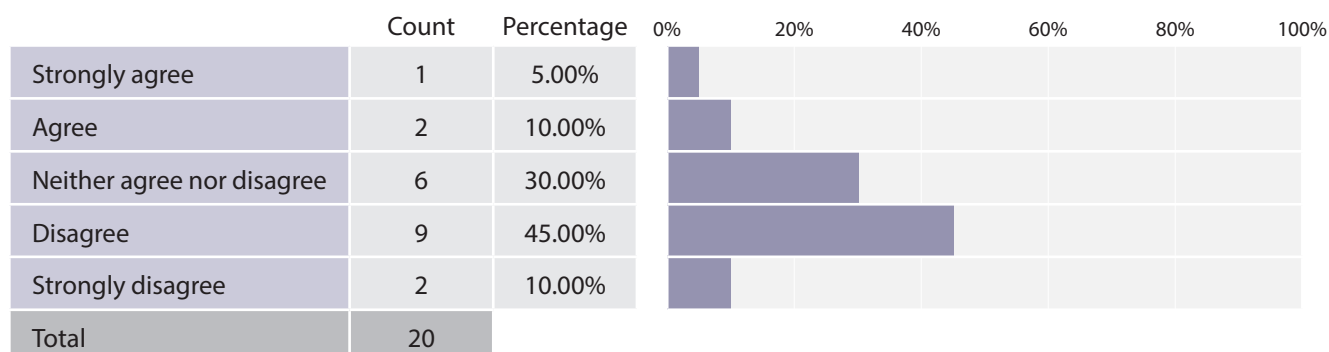


Sporting Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

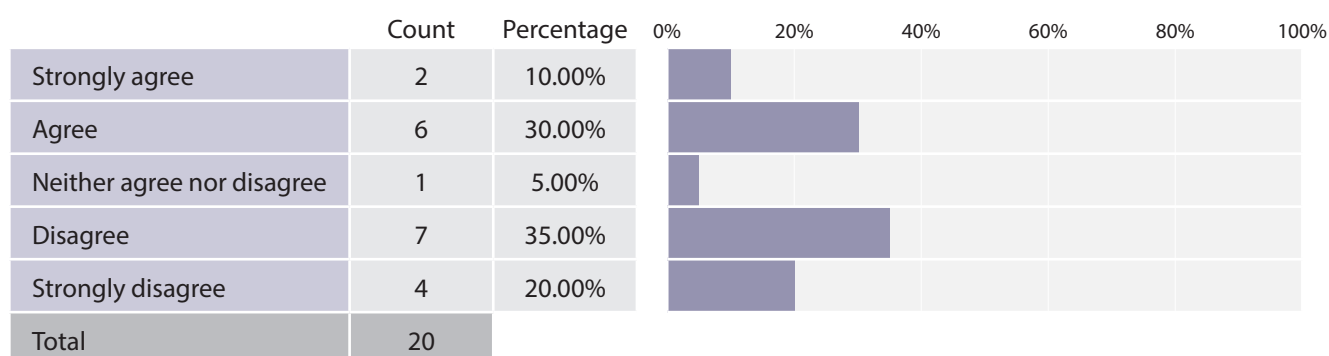


Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

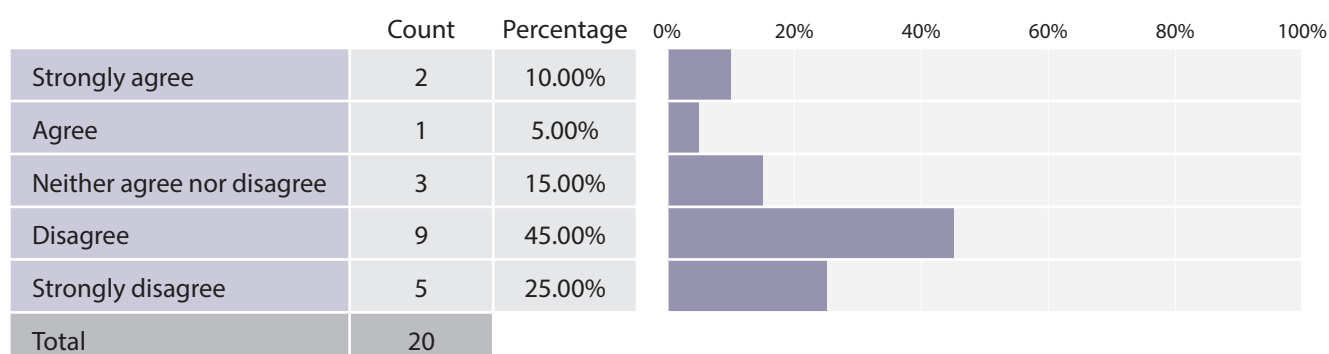
I feel it would be detrimental to my workplace/sporting experience



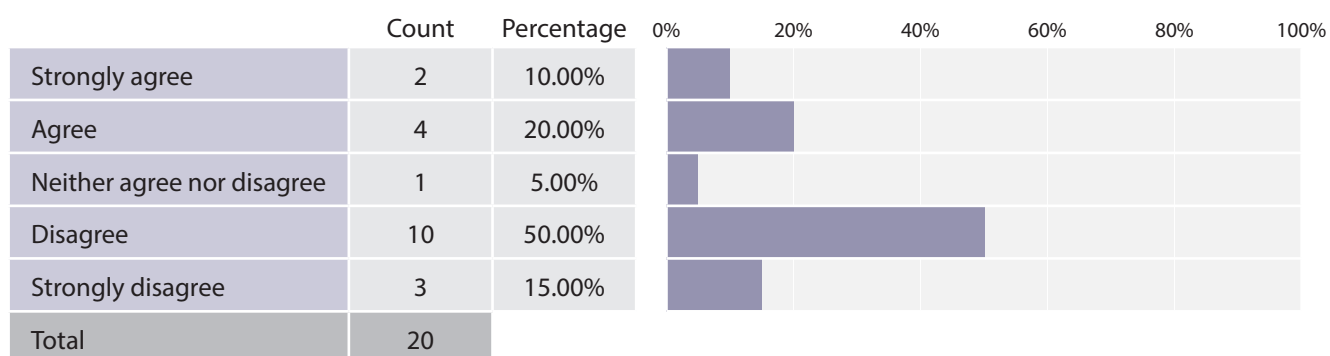
I fear being the personal target of homophobia



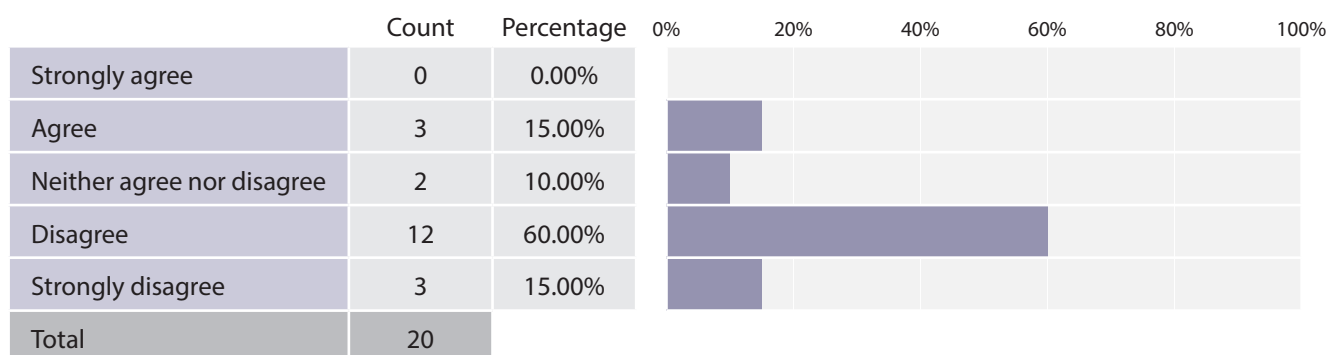
I feel it would negatively impact my performance



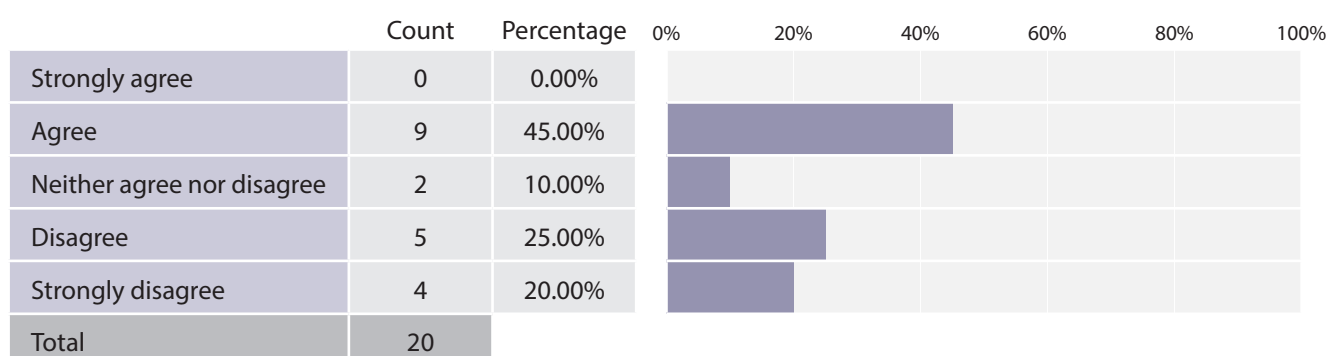
I do not feel I would be accepted by some members of my team



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

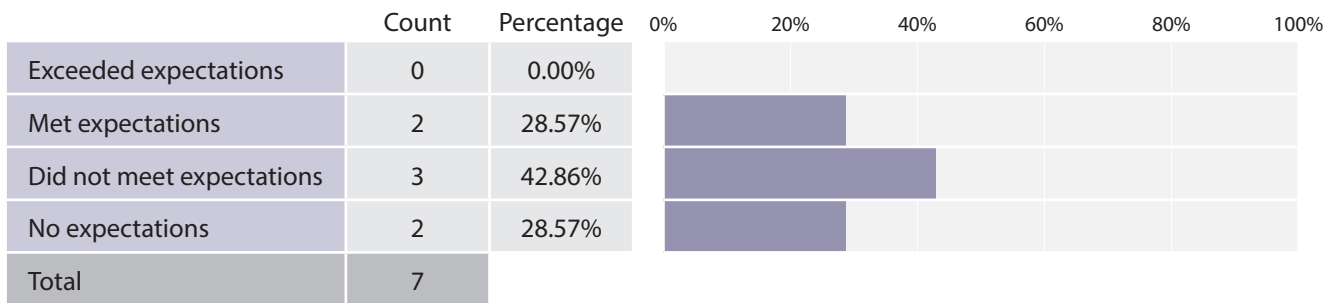


I am not comfortable enough within myself to be out in the sporting environment

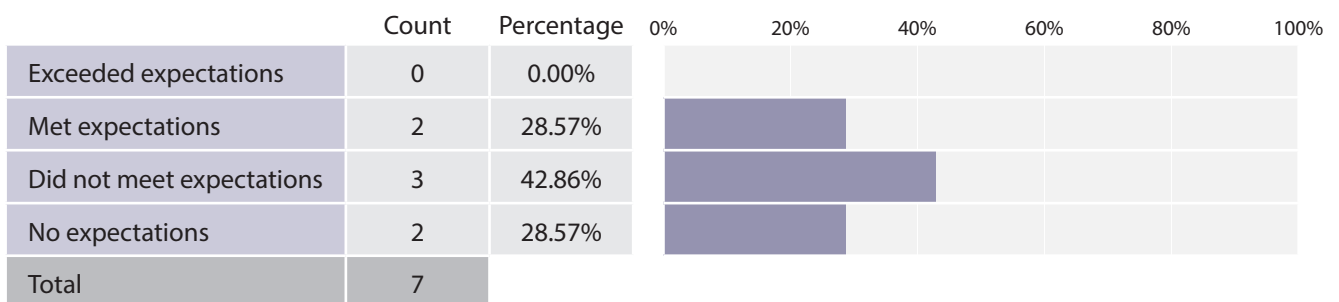


######

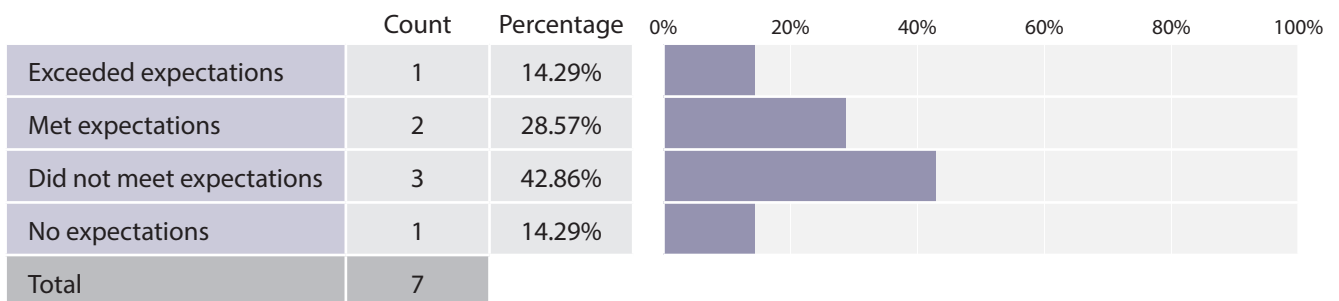
Availability of non-gendered or all gender toilets



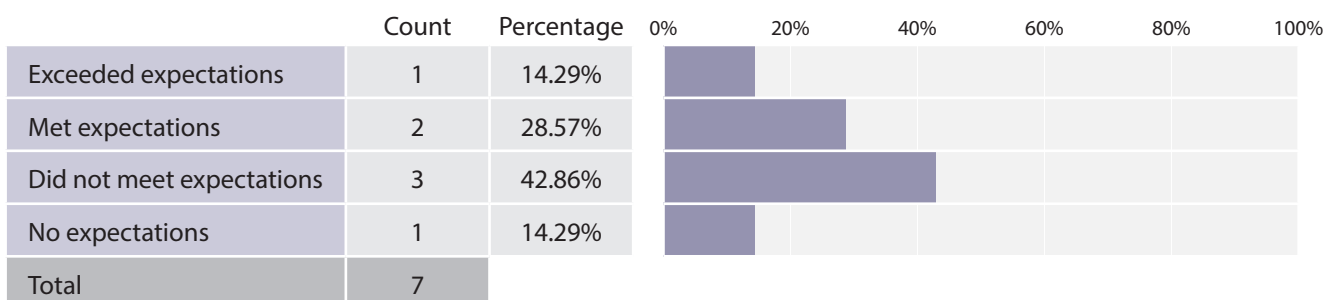
Alternatives to gendered uniforms or dress codes



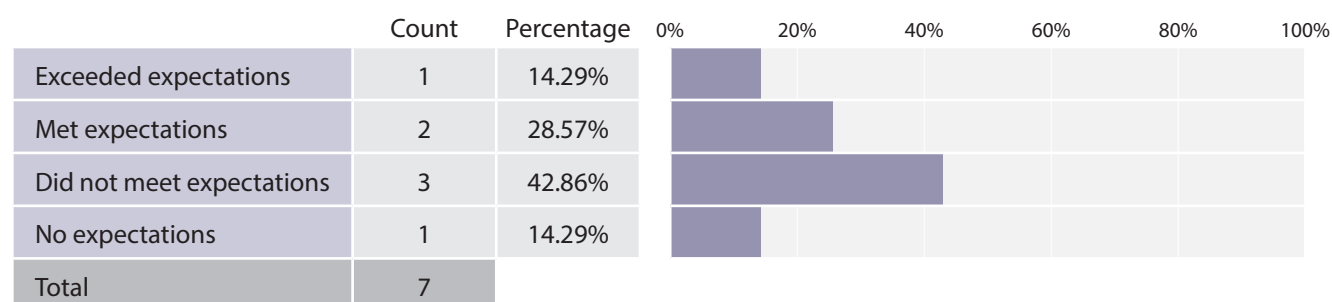
Well communicated policies to support those affirming their gender



Acknowledgement of gender diversity beyond male/female

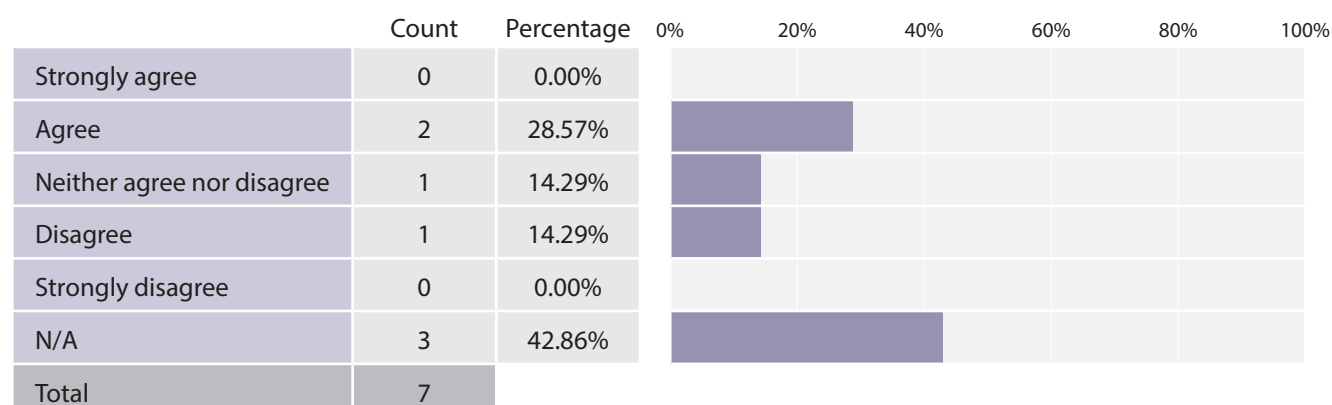


Acknowledgement of gender diversity beyond male/female and those with a trans experience

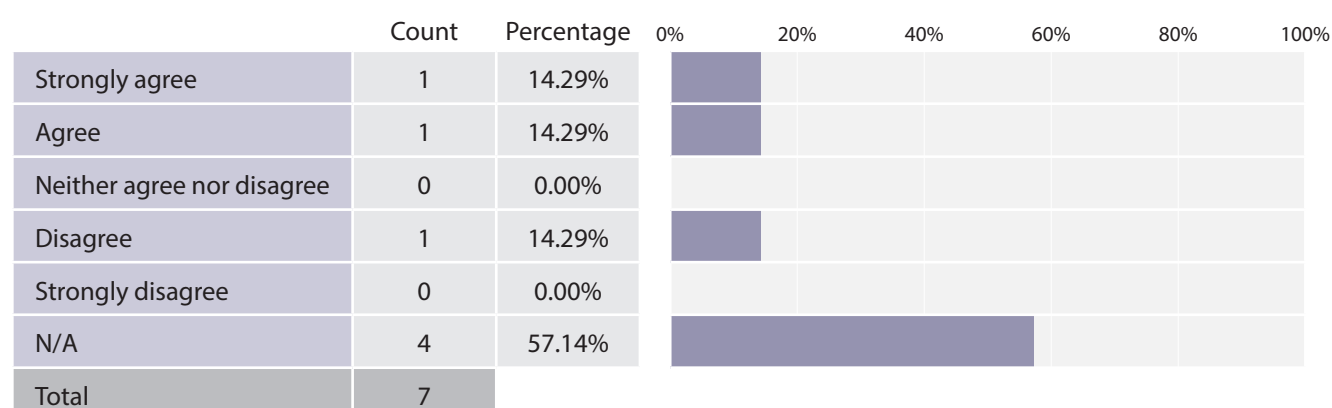


Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

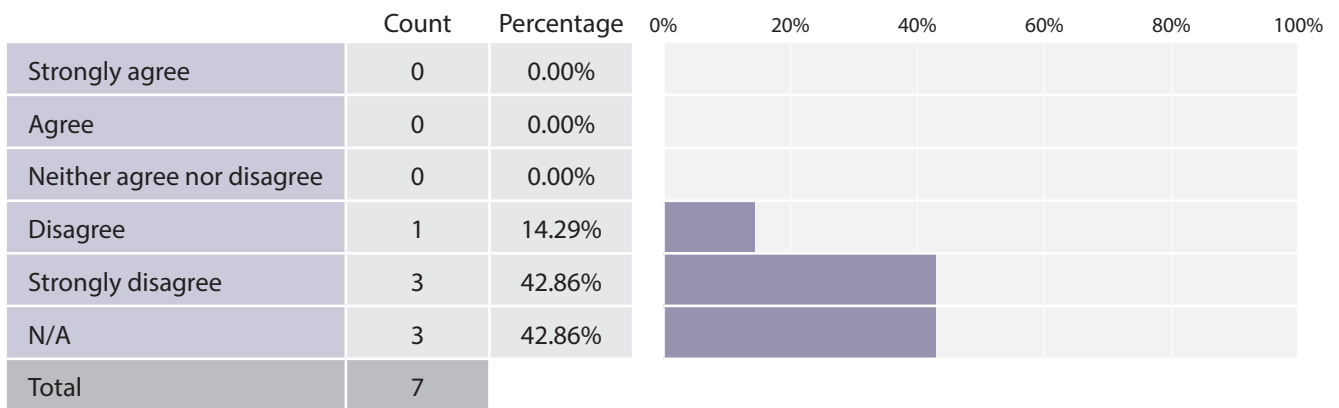
I can freely use gendered toilets of choice without opposition here



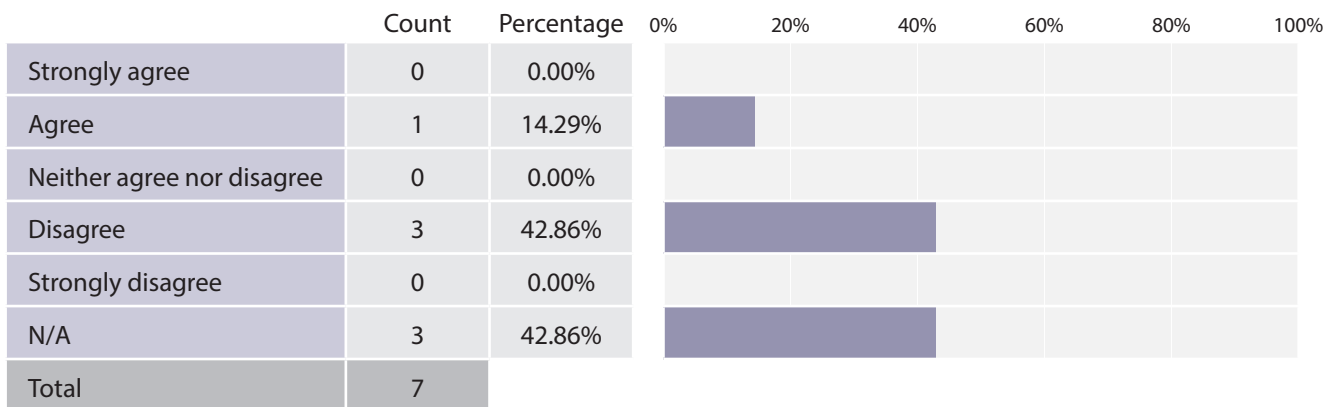
People make an effort to use my personal pronouns



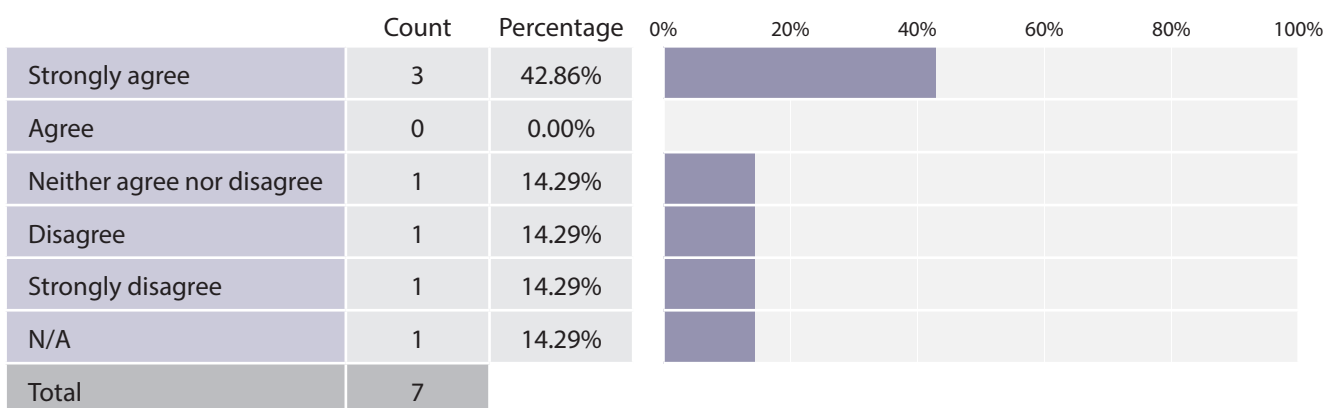
I have been deliberately mis-gendered within the last year



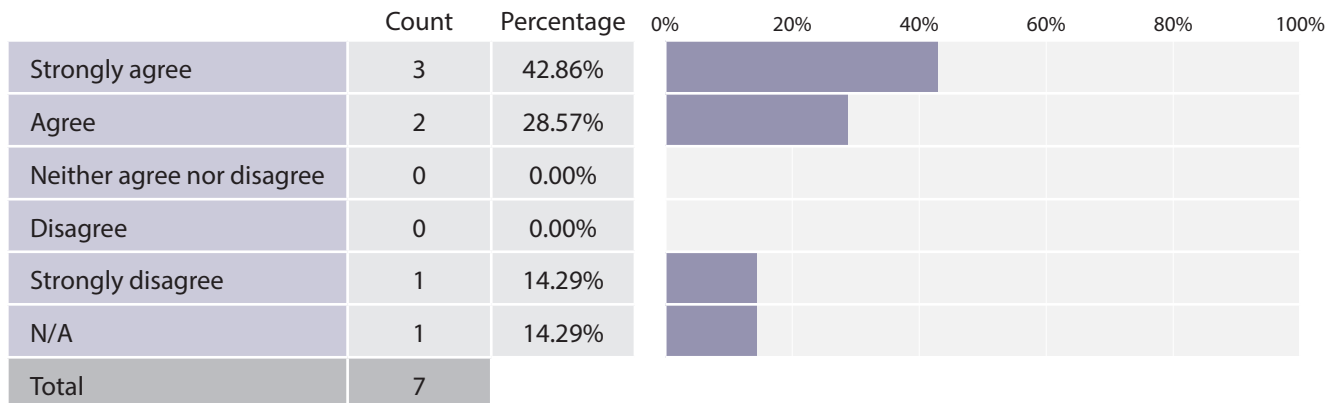
I have not experienced any exclusion based on my gender diversity within this sport



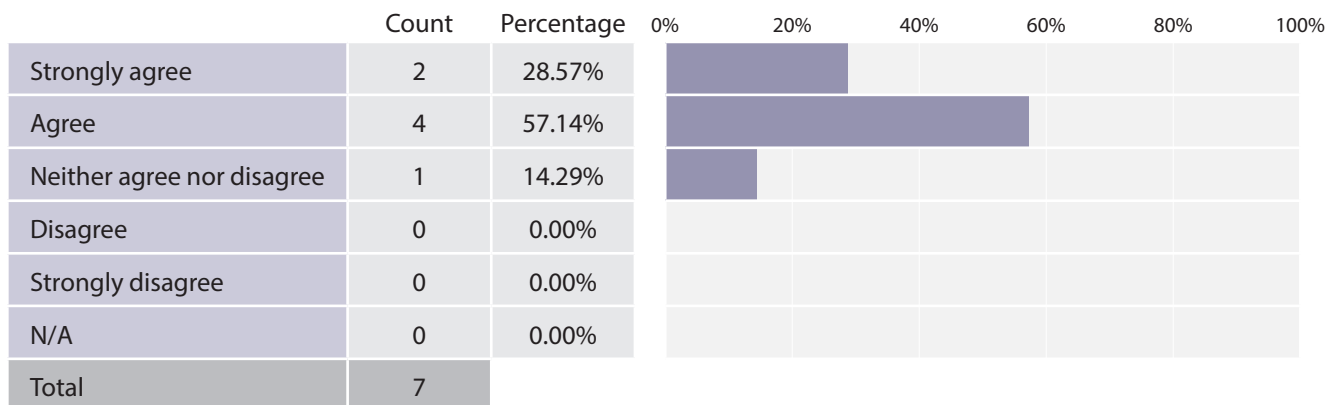
My gender identity would NOT have any impact on my career progression/performance here



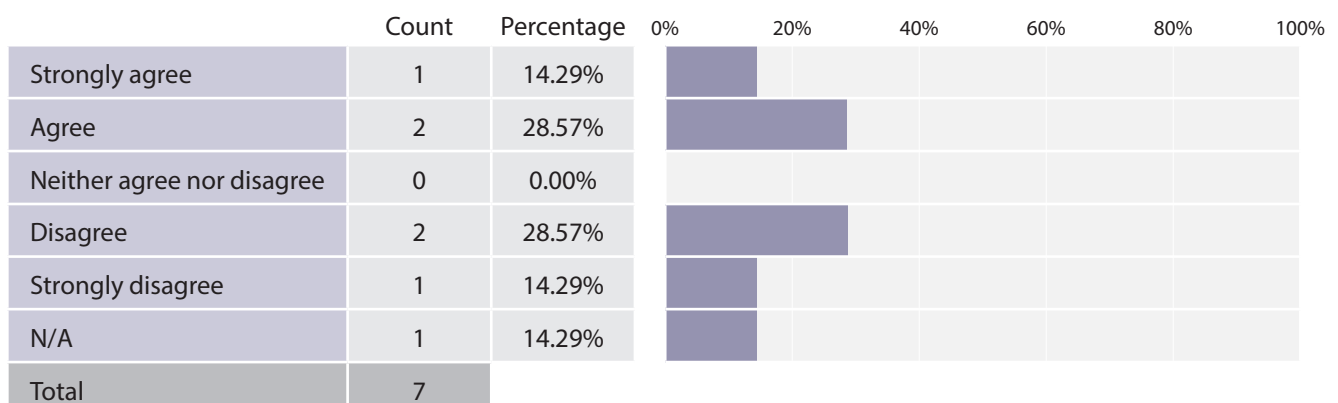
I would feel comfortable and safe addressing sporting issues related to my gender identity with my manager



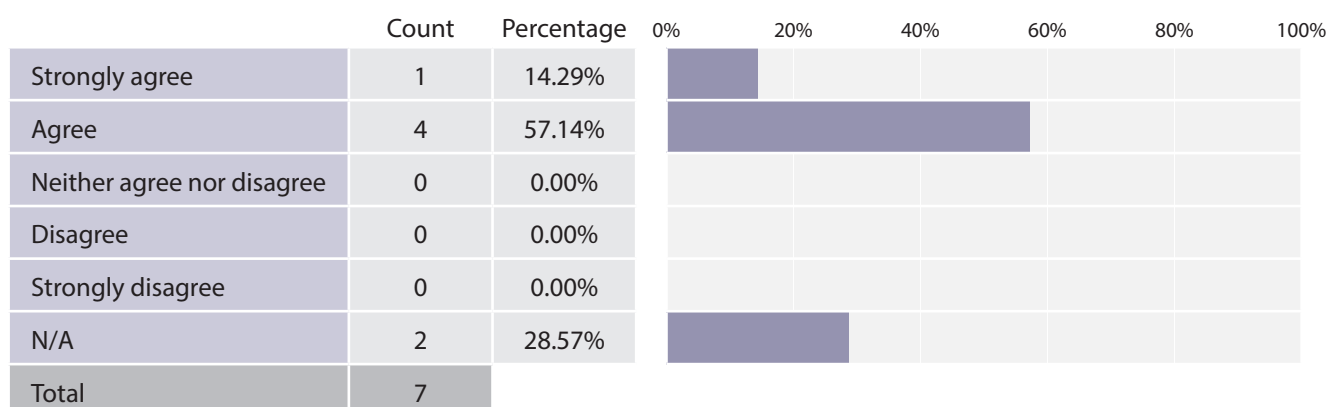
I feel fully supported by my team in terms of my gender identity



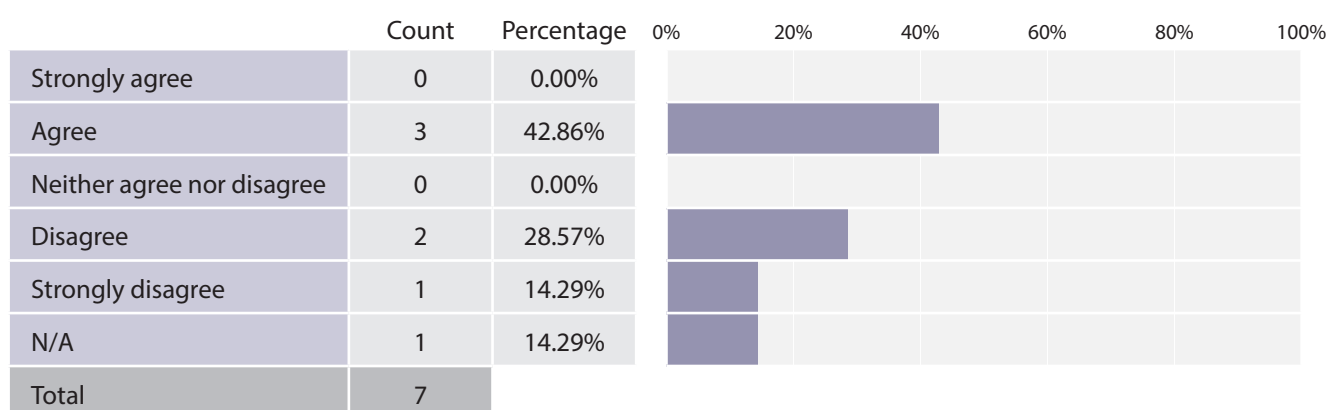
Most people I work/participate with are aware of my gender diversity



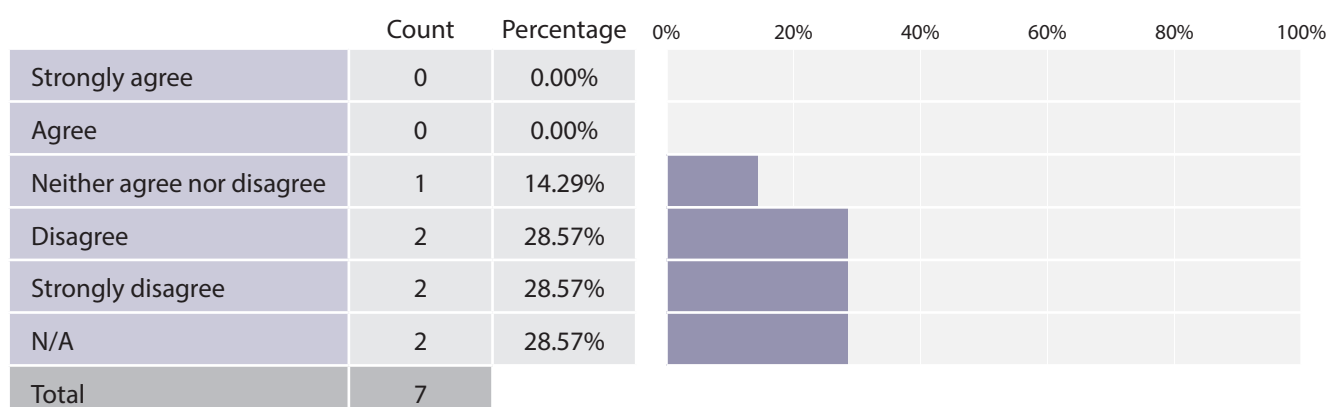
I am happy with any gender affirmation process that I have undertaken here



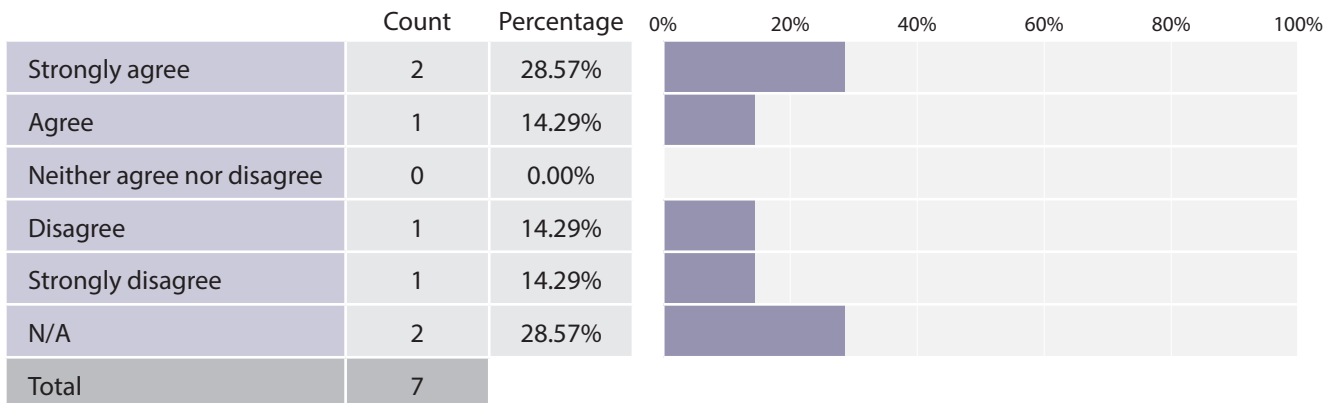
There are people within the sport that have the same, or similar, gender diversity as me



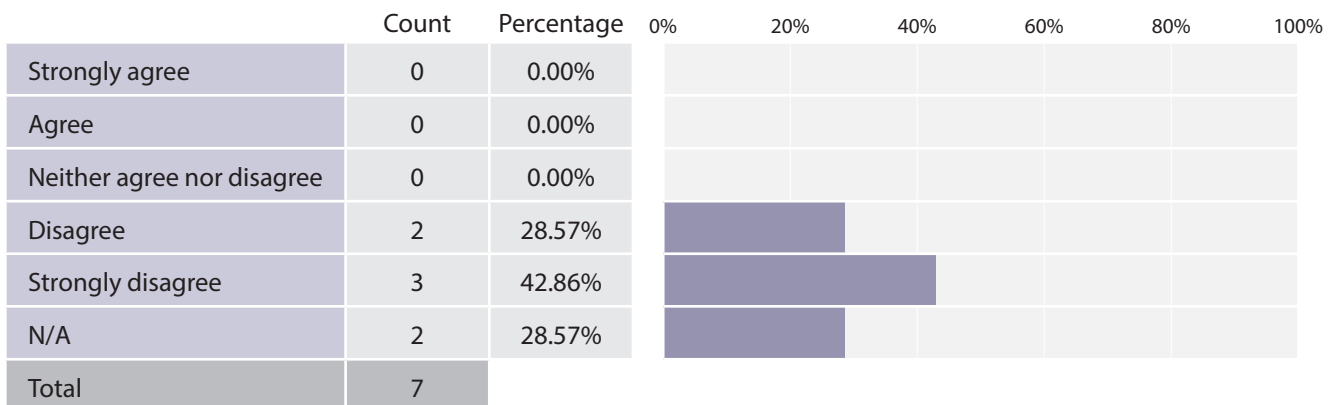
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year



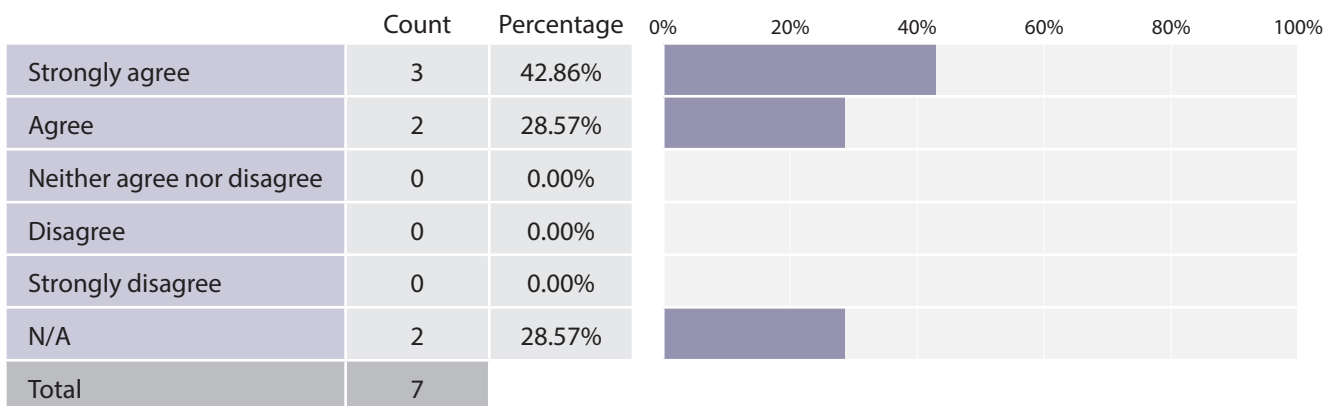
I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager/leaders



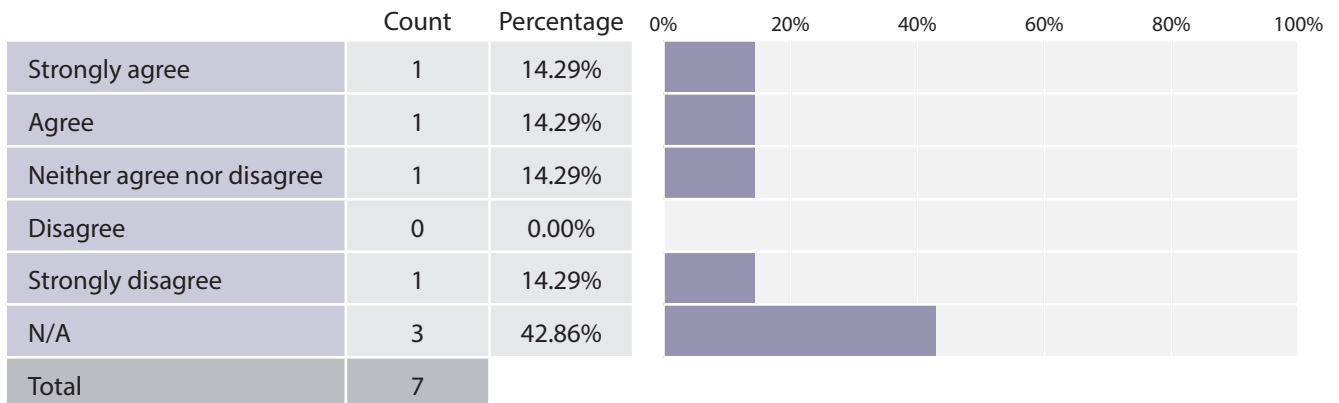
I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year



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

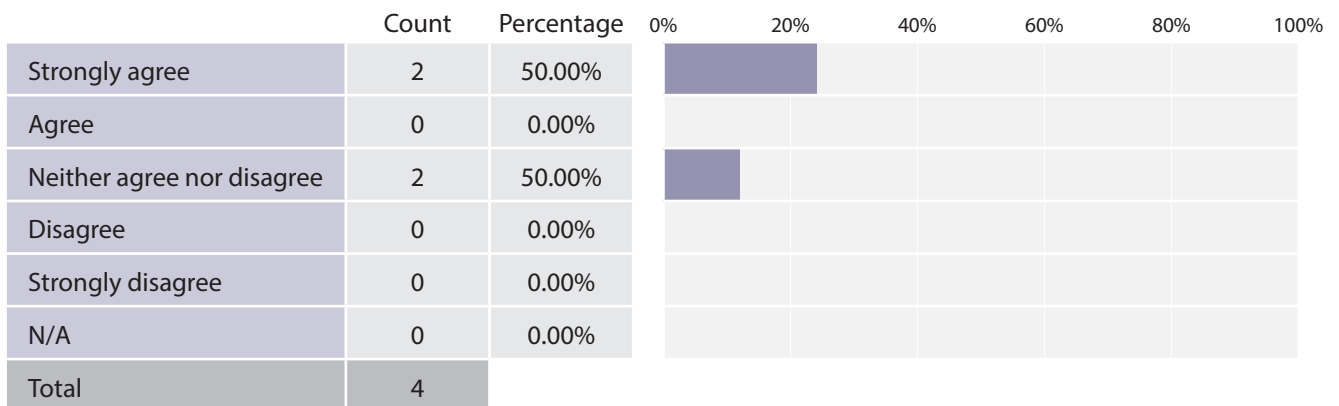


Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

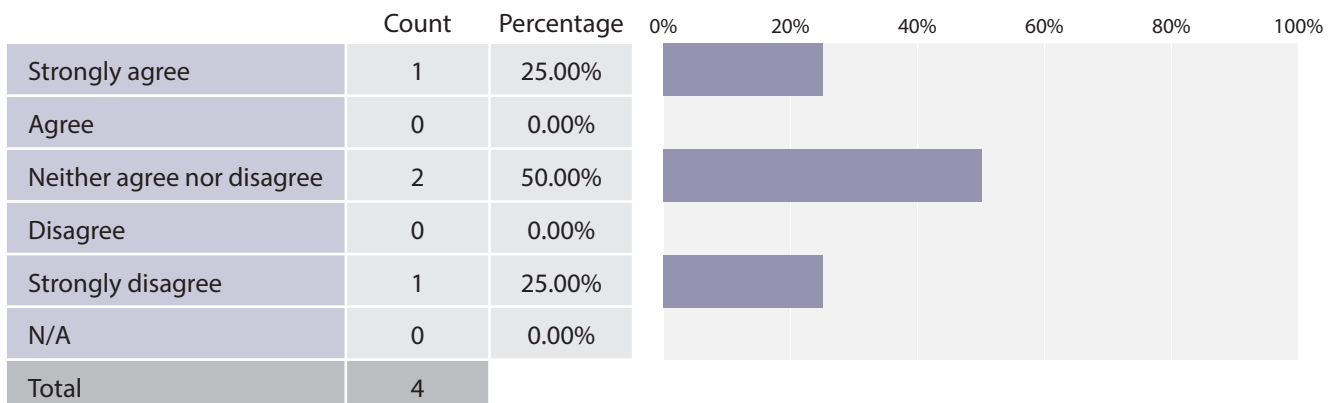


As someone who identified as non-binary, please indicate your level of agreement with the following statements:

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



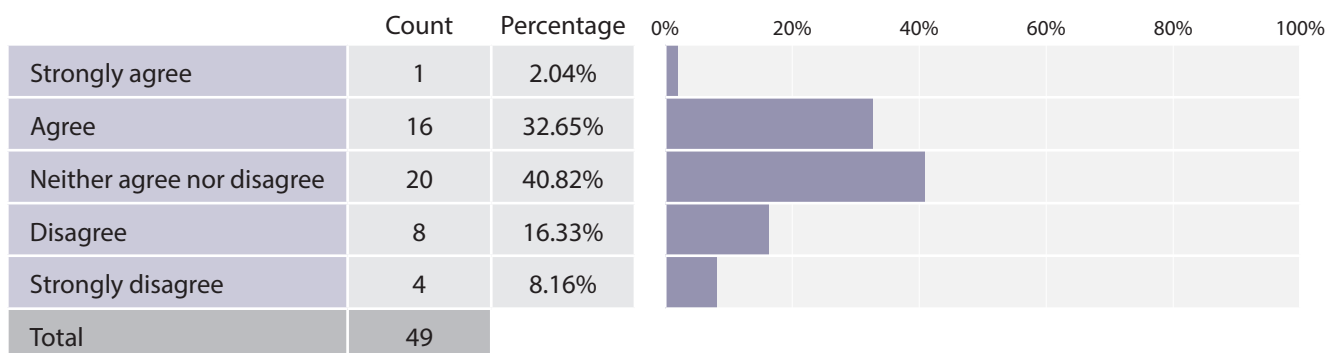
A non-binary person who is perceived by others as male or masculine regardless of their gender identity would face the same challenges as men of diverse sexualities and genders within sport



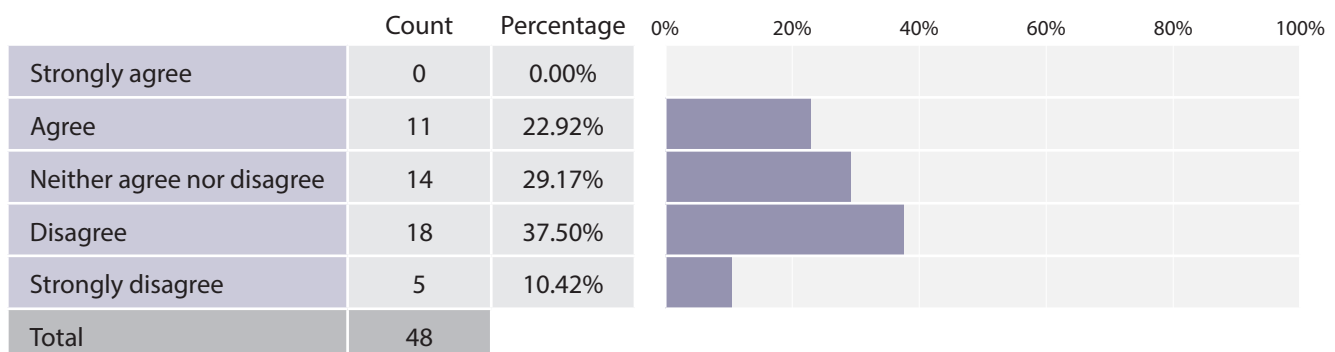
FOCUS ON REGIONAL/RURAL RESPONDENTS (ALL)

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:

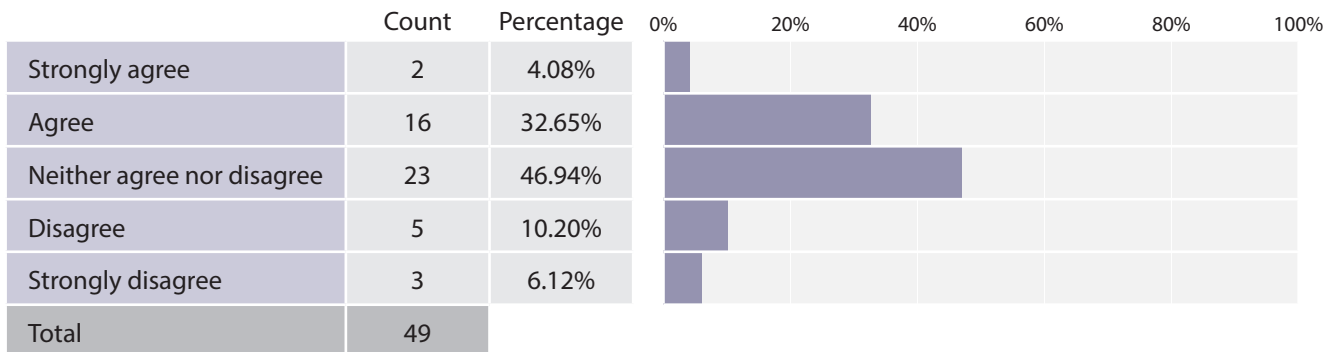
The sport's diversity initiatives for the inclusion of people of diverse sexualities and genders has been adequately communicated within our sport



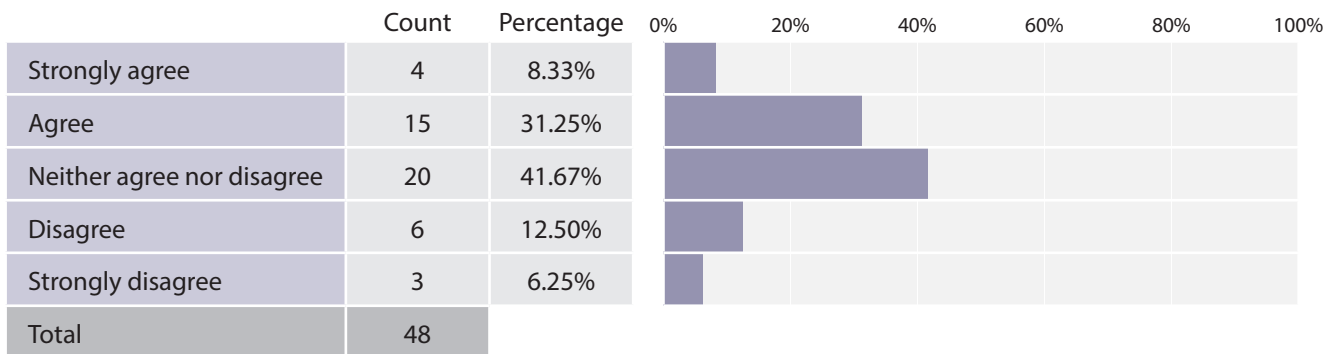
Our sport has held inclusion related activities or events to reinforce this area of diversity & inclusion work in regional/rural locations



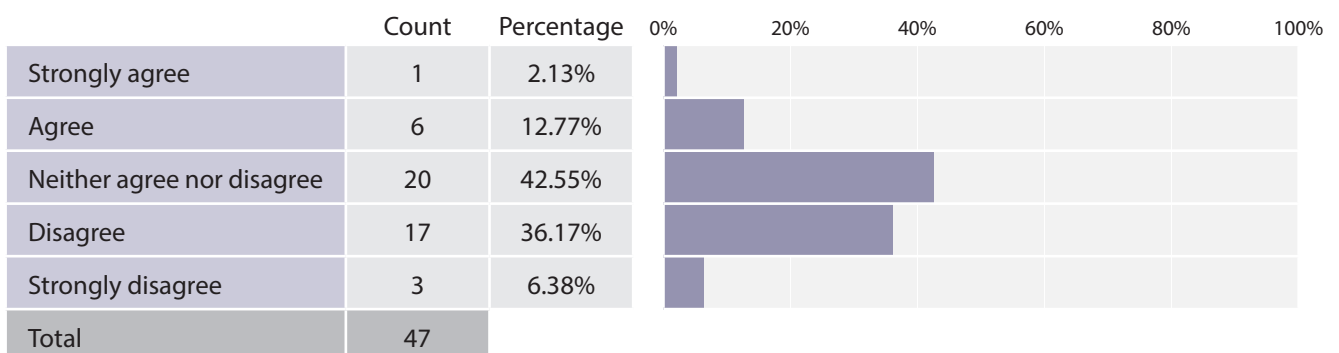
We are able to easily connect into national or state office activities for this area of diversity & inclusion work / information



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

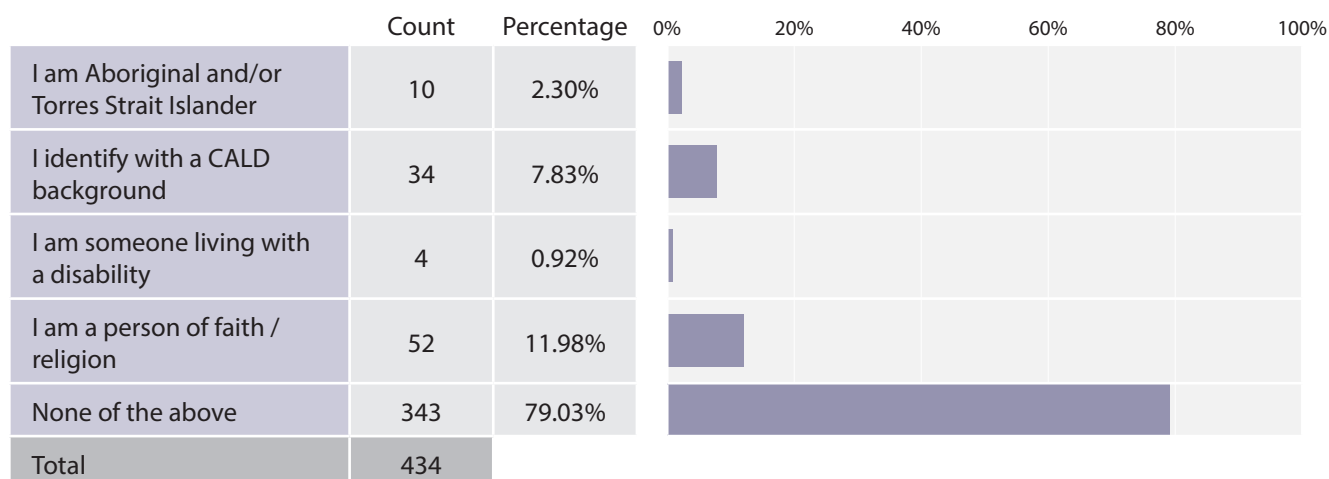


We have a local person/champion to help drive sexuality and gender diversity & inclusion initiatives here



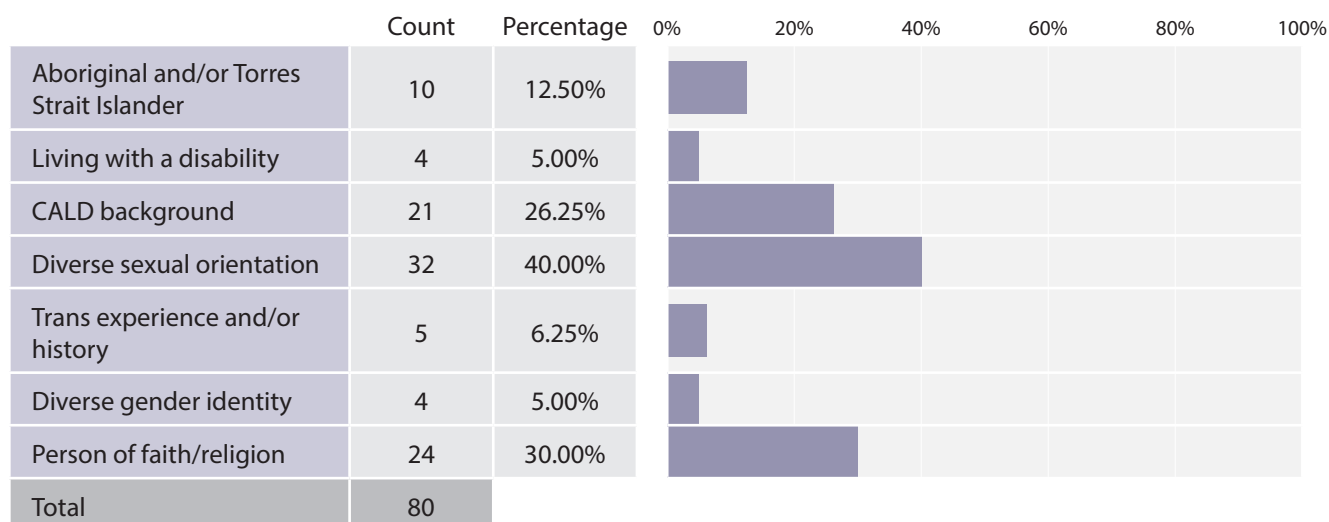
DYNAMIC OF MULTIPLE DIVERSITIES

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.

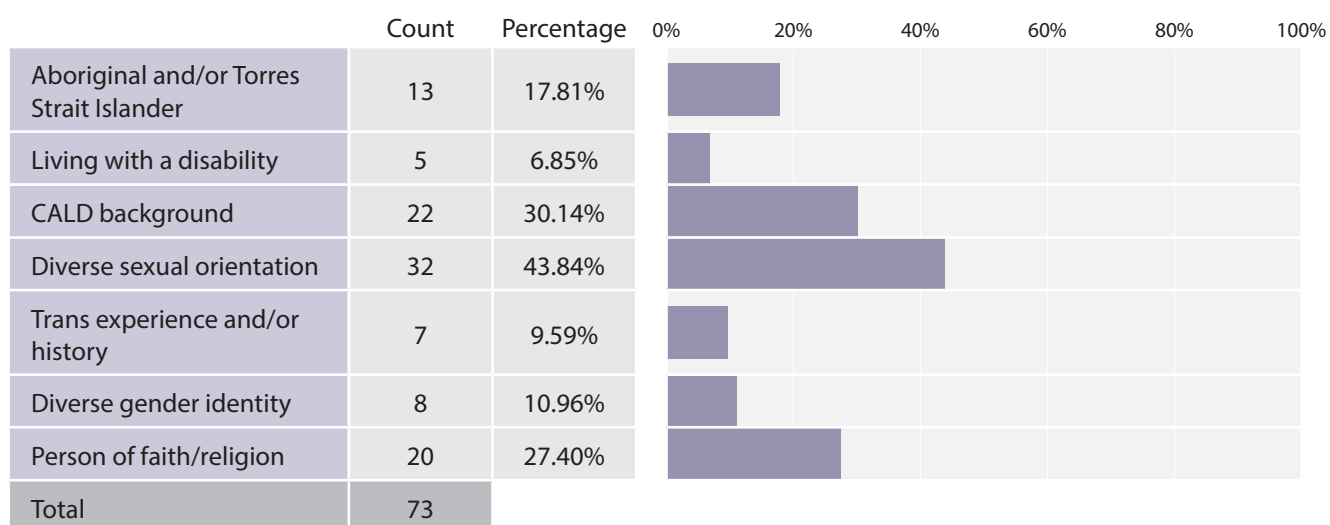


Please take a moment to think about the various aspects of your diversity and your sporting experience. Please select the statements and the diversities that apply to you, ignoring the remainder.

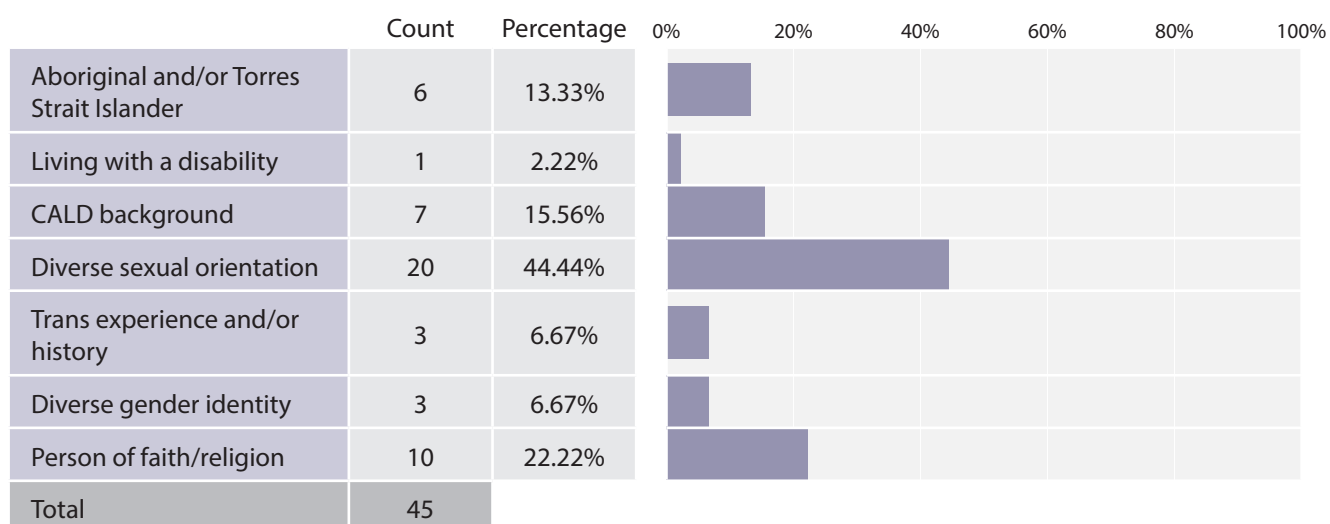
I feel valued for the following aspects of my diversity:



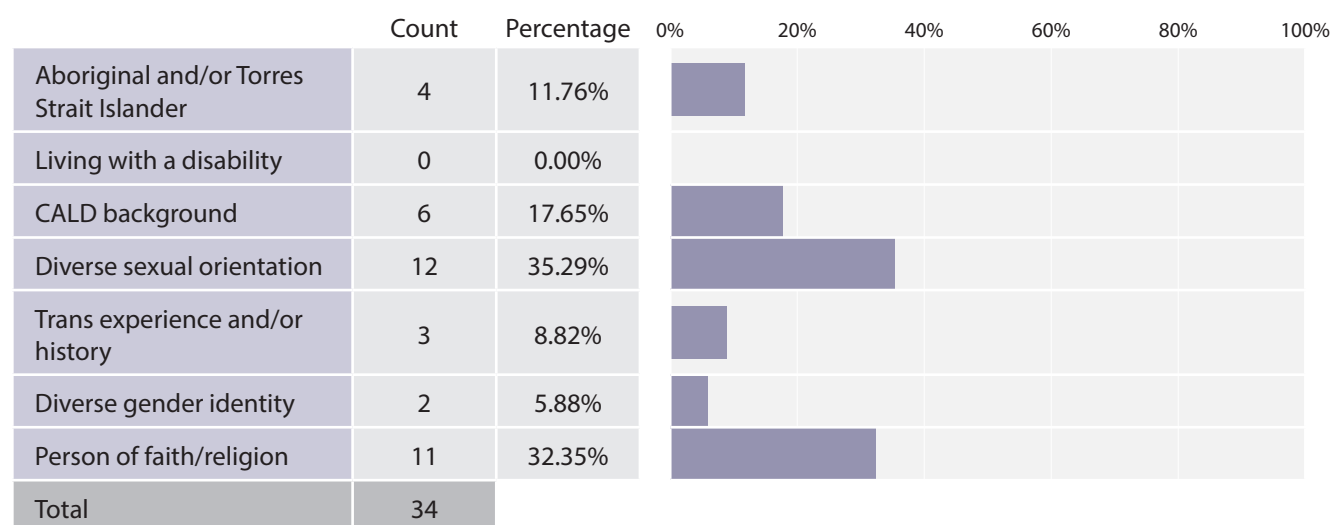
I feel the following aspects of my diversity would be valued in this sport



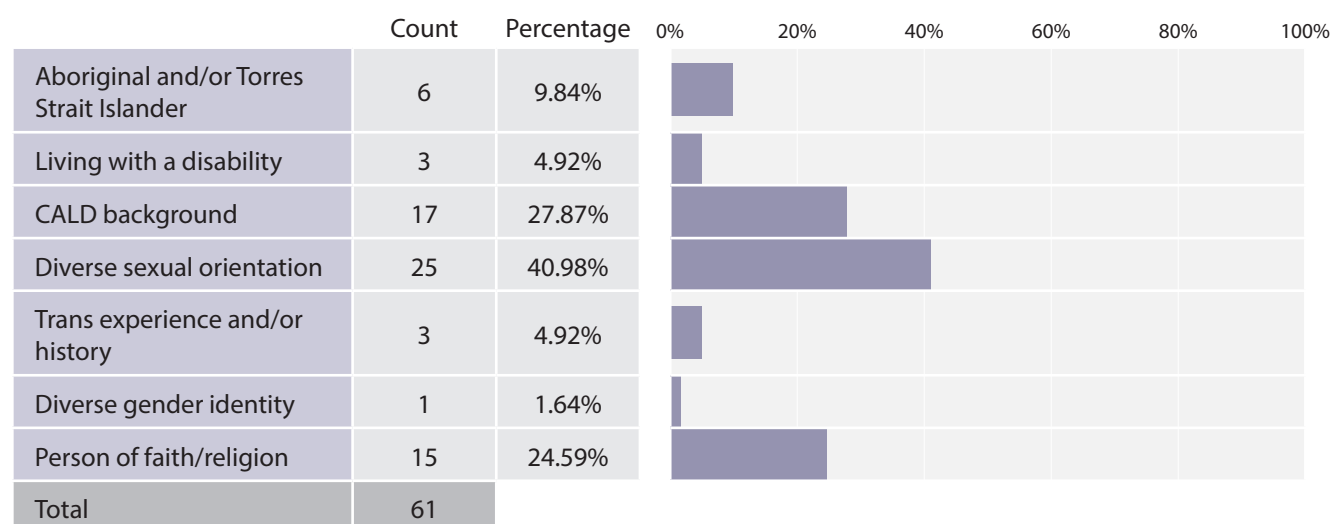
I have experienced stigma in regard to the following aspects of my diversity:



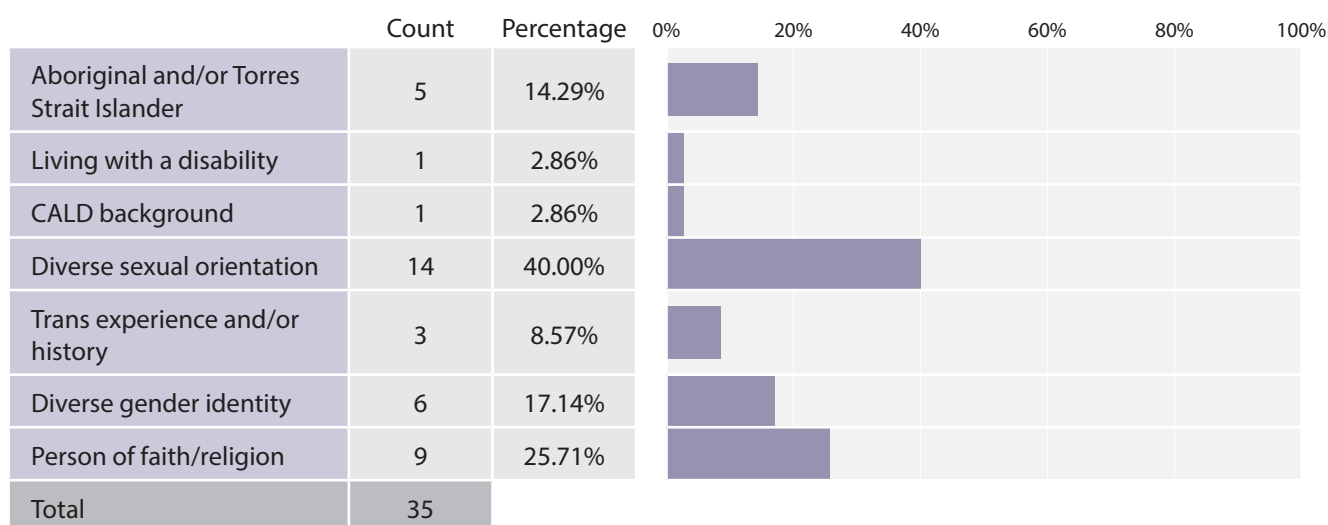
I have experienced exclusion in regard to the following aspects of my diversity:



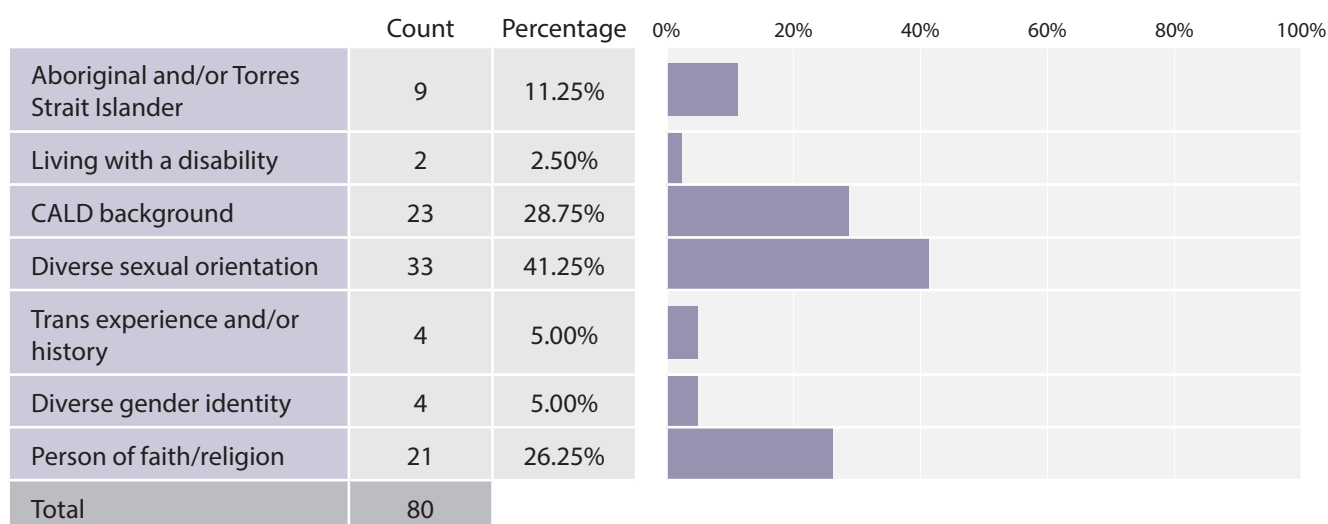
I feel the most accepted aspect of my diversity is:



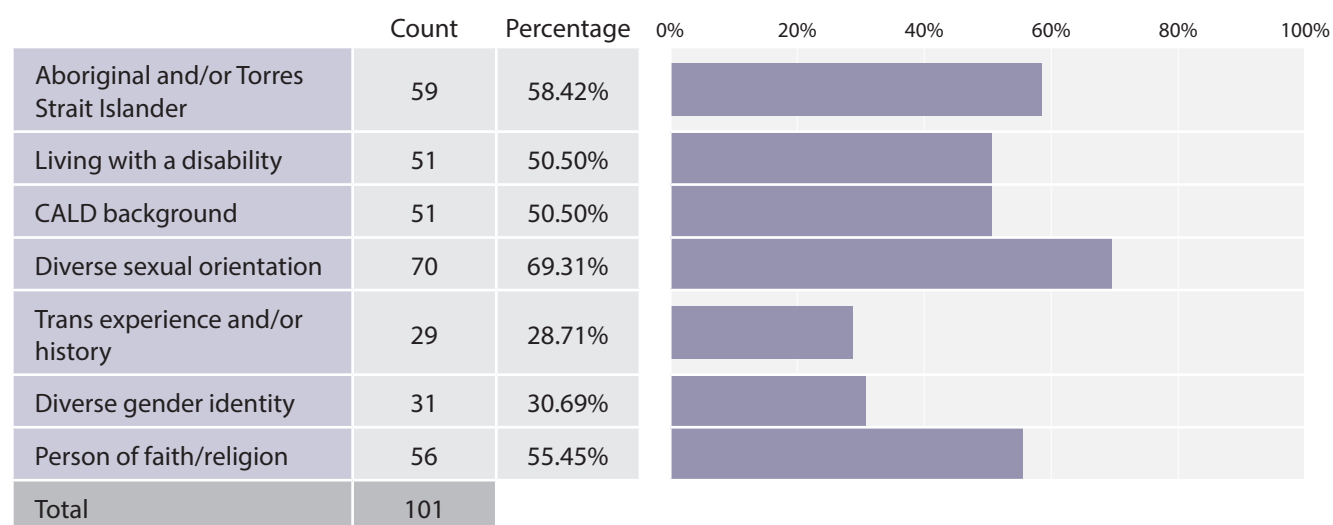
I feel the least accepted aspect of my diversity is:



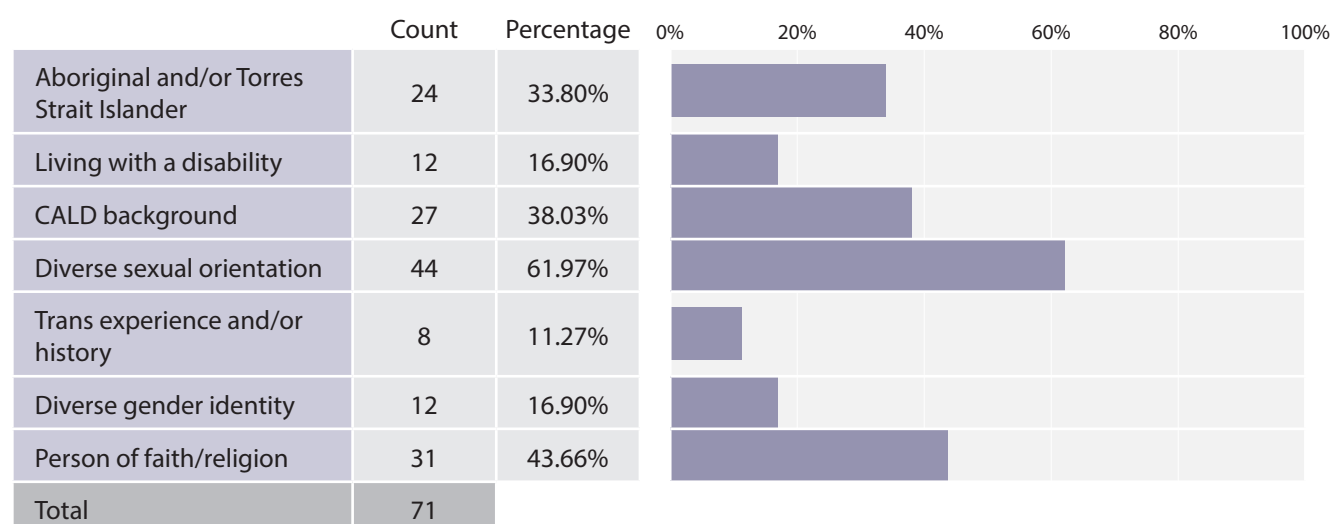
I would happily identify the following diversities as applying to me on an internal HR/registration system



I see people of the following diversities within my sport:



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





PRIDE INCLUSION PROGRAMS

ACON'S PRIDE INCLUSION PROGRAMS

T (02) 9206 2139
E pride@acon.org.au
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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.

