




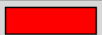








I understand the purpose of the survey and consent to participate (questions marked with an * indicate questions requiring a response to progress) *

	Count	Percentage	
Yes	283	100.00%	
No	0	0.00%	
	283		




Did you participate in this survey last year?*

	Count	Percentage	
Yes	92	32.51%	
No	191	67.49%	
	283		

Which state or territory is the primary location of your work?*





	Count	Percentage	
ACT	84	30.00%	
NSW	28	10.00%	
NT	12	4.29%	
QLD	40	14.29%	
SA	7	2.50%	
TAS	4	1.43%	
VIC	86	30.71%	
WA	17	6.07%	
Overseas office	2	0.71%	
	280		

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


	Count	Percentage	
City/Metropolitan	263	93.93%	
Regional	13	4.64%	
Rural	0	0.00%	
Remote	4	1.43%	
	280		

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What is your employment type?*

	Count	Percentage	
Full-time	254	90.71%	
Part-time	21	7.50%	
Temporary/Casual	3	1.07%	
Contract (fixed-term)	2	0.71%	
Other	0	0.00%	
	280		




What sector do you work in?*

	Count	Percentage	
Federal Government	280	100.00%	
State Government	0	0.00%	
Local Government	0	0.00%	
Higher Education	0	0.00%	
NFP / Community / NGO / Charity	0	0.00%	
Private Sector	0	0.00%	
	280		





Which industry is MOST APPLICABLE to your organisation?*

	Count	Percentage	
Aged Care	0	0.00%	
Automotive: Wholesale and Retail	0	0.00%	
Banking & Financial Services	0	0.00%	
Community Services	0	0.00%	
Computer Software	0	0.00%	
Construction	0	0.00%	
Education	1	0.36%	
Energy / Utilities	0	0.00%	
Health & Wellbeing	1	0.36%	
Hospitality	0	0.00%	
Insurance	0	0.00%	
Law Enforcement	155	55.36%	
Legal	1	0.36%	
Manufacturing	0	0.00%	






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Media & Entertainment	0	0.00%	
Mining	0	0.00%	
Pharmaceuticals	0	0.00%	
Professional Services / Consulting	0	0.00%	
Public Service	113	40.36%	
Property	0	0.00%	
Rail & Logistics	0	0.00%	
Recruitment	1	0.36%	
Research & Development	0	0.00%	
Retail	0	0.00%	
Technology / Telco	0	0.00%	
Tourism / Gaming	0	0.00%	
Transport	0	0.00%	
None of the above	8	2.86%	
	280		

How long have you worked with your current organisation?*

	Count	Percentage	
Less than 1 year	9	3.21%	
Between 1 to 3 years	29	10.36%	
Between 3 to 5 years	25	8.93%	
More than 5 years	217	77.50%	
	280		

Which of the following would best describe your role?*

	Count	Percentage	
CEO (or Equivalent) / Direct Report of CEO (or Equivalent)	0	0.00%	
Senior Leadership (not reporting to CEO)	10	3.57%	
Middle Management	64	22.86%	
Project Manager	0	0.00%	
Team Leader/Supervisor	98	35.00%	
Team Member	95	33.93%	
Graduate/Intern	1	0.36%	
Consultant (Internal or external)	0	0.00%	

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Contractor	0	0.00%	
Academic	1	0.36%	
Support Staff	10	3.57%	█
Non-office / outdoor role	0	0.00%	
None of the above	1	0.36%	
	280		

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

	Count	Percentage	
Primary Education	1	0.36%	
Secondary Education	46	16.43%	█
Certificate Level	45	16.07%	█
Diploma or Advanced Diploma	39	13.93%	█
Bachelor Degree	74	26.43%	█
Graduate Certificate or Diploma	28	10.00%	█
Postgraduate Degree or Higher	43	15.36%	█
Other	4	1.43%	
	280		


What age bracket do you fall within?*

	Count	Percentage	
Under 18	0	0.00%	
18-24	6	2.14%	
25-34	41	14.64%	█
35-44	83	29.64%	█
45-54	91	32.50%	█
55-64	51	18.21%	█
65+	1	0.36%	
Prefer not to respond	7	2.50%	
	280		




Which of the following would best describe your gender identity?*

	Count	Percentage	
Man	136	48.57%	█
Woman	136	48.57%	█




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Non-binary	0	0.00%	
Agender	0	0.00%	
A gender identity not listed above	0	0.00%	
Prefer not to respond	8	2.86%	
	280		





Is the above gender identity different to what was recorded on your original birth certificate?*

	Count	Percentage	
Yes	40	14.39%	
No	230	82.73%	
Prefer not to respond	8	2.88%	
	278		

Are you someone of diverse sexuality or diverse gender (LGBTQ)?*

	Count	Percentage	
Yes	55	19.64%	
No	213	76.07%	
Prefer not to respond	12	4.29%	
	280		



What are your personal pronoun/s?* (you may select more than one)

	Count	Percentage	
He / Him	32	58.18%	
She / Her	23	41.82%	
They / Them	1	1.82%	
A pronoun not listed above	0	0.00%	
Prefer not to respond	1	1.82%	
	55		

Were you born intersex?* (that is, with physical sex characteristics that do not fit medical and social norms for female and male bodies)?






	Count	Percentage	
Yes	1	0.36%	

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No	274	97.86%	
Prefer not to respond	5	1.79%	
	280		

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 people were not easily accepted

	Count	Percentage	
Strongly agree	34	12.55%	
Agree	104	38.38%	
Neither agree nor disagree	47	17.34%	
Disagree	60	22.14%	
Strongly disagree	26	9.59%	
	271		

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






	Count	Percentage	
Strongly agree	139	51.29%	
Agree	91	33.58%	
Neither agree nor disagree	25	9.23%	
Disagree	9	3.32%	
Strongly disagree	7	2.58%	
	271		

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






	Count	Percentage	
Strongly agree	46	16.97%	
Agree	61	22.51%	
Neither agree nor disagree	68	25.09%	
Disagree	56	20.66%	
Strongly disagree	40	14.76%	
	271		

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

	Count	Percentage	
Strongly agree	75	27.68%	
Agree	125	46.13%	
Neither agree nor disagree	54	19.93%	
Disagree	11	4.06%	
Strongly disagree	6	2.21%	
	271		

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






	Count	Percentage	
Strongly agree	40	14.76%	
Agree	63	23.25%	
Neither agree nor disagree	85	31.37%	
Disagree	67	24.72%	
Strongly disagree	16	5.90%	
	271		

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






	Count	Percentage	
Strongly agree	34	12.55%	
Agree	74	27.31%	
Neither agree nor disagree	102	37.64%	
Disagree	36	13.28%	
Strongly disagree	25	9.23%	
	271		

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






	Count	Percentage	
Strongly agree	65	23.99%	
Agree	135	49.82%	
Neither agree nor disagree	38	14.02%	
Disagree	21	7.75%	
Strongly disagree	12	4.43%	
	271		

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

	Count	Percentage	
Strongly agree	70	25.93%	
Agree	116	42.96%	
Neither agree nor disagree	51	18.89%	
Disagree	19	7.04%	
Strongly disagree	14	5.19%	
	270		






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:

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






	Count	Percentage	
Strongly agree	59	22.18%	
Agree	158	59.40%	
Neither agree nor disagree	26	9.77%	
Disagree	18	6.77%	
Strongly disagree	5	1.88%	
	266		

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It is clear working here that the inclusion of people of diverse sexuality and/or gender is a focus of our diversity work

	Count	Percentage	
Strongly agree	24	9.02%	
Agree	132	49.62%	
Neither agree nor disagree	75	28.20%	
Disagree	26	9.77%	
Strongly disagree	9	3.38%	
	266		

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






	Count	Percentage	
Strongly agree	26	9.81%	
Agree	150	56.60%	
Neither agree nor disagree	60	22.64%	
Disagree	25	9.43%	
Strongly disagree	4	1.51%	
	265		

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






	Count	Percentage	
Strongly agree	19	7.14%	
Agree	118	44.36%	
Neither agree nor disagree	73	27.44%	
Disagree	50	18.80%	
Strongly disagree	6	2.26%	
	266		

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There are visible signs of the organisation's support for employees of diverse sexuality and gender where I work

	Count	Percentage	
Strongly agree	26	9.77%	
Agree	164	61.65%	
Neither agree nor disagree	45	16.92%	
Disagree	28	10.53%	
Strongly disagree	3	1.13%	
	266		

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






	Count	Percentage	
Strongly agree	30	11.28%	
Agree	169	63.53%	
Neither agree nor disagree	47	17.67%	
Disagree	17	6.39%	
Strongly disagree	3	1.13%	
	266		

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






	Count	Percentage	
Strongly agree	21	7.89%	
Agree	107	40.23%	
Neither agree nor disagree	87	32.71%	
Disagree	43	16.17%	
Strongly disagree	8	3.01%	
	266		

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

	Count	Percentage	
Strongly agree	10	3.76%	
Agree	35	13.16%	
Neither agree nor disagree	43	16.17%	
Disagree	135	50.75%	
Strongly disagree	43	16.17%	
	266		

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

	Count	Percentage	
Strongly agree	67	25.28%	
Agree	87	32.83%	
Neither agree nor disagree	57	21.51%	
Disagree	23	8.68%	
Strongly disagree	31	11.70%	
	265		






I understand some of the unique challenges that people of diverse sexuality and/or gender face in the workplace

	Count	Percentage	
Strongly agree	60	22.56%	
Agree	139	52.26%	
Neither agree nor disagree	41	15.41%	
Disagree	15	5.64%	
Strongly disagree	11	4.14%	
	266		






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Please indicate your level of agreement with the following statements:






Jokes/innuendo targeting people of diverse sexuality and/or gender are not acceptable in any workplace

	Count	Percentage	
Strongly agree	116	44.62%	
Agree	99	38.08%	
Neither agree nor disagree	30	11.54%	
Disagree	12	4.62%	
Strongly disagree	3	1.15%	
	260		

Jokes/innuendo targeting people of diverse sexuality and/or gender are quickly called out / addressed within my workplace




	Count	Percentage	
Strongly agree	17	6.54%	
Agree	100	38.46%	
Neither agree nor disagree	89	34.23%	
Disagree	44	16.92%	
Strongly disagree	10	3.85%	
	260		

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






	Count	Percentage	
Strongly agree	130	50.19%	
Agree	105	40.54%	
Neither agree nor disagree	17	6.56%	
Disagree	4	1.54%	
Strongly disagree	3	1.16%	
	259		

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I would be comfortable with people of diverse sexuality and/or gender bringing their partners to work related events

	Count	Percentage	
Strongly agree	144	55.60%	
Agree	98	37.84%	
Neither agree nor disagree	15	5.79%	
Disagree	1	0.39%	
Strongly disagree	1	0.39%	
	259		

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






	Count	Percentage	
Strongly agree	110	42.47%	
Agree	88	33.98%	
Neither agree nor disagree	29	11.20%	
Disagree	21	8.11%	
Strongly disagree	11	4.25%	
	259		

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






	Count	Percentage	
Strongly agree	92	35.38%	
Agree	71	27.31%	
Neither agree nor disagree	40	15.38%	
Disagree	31	11.92%	
Strongly disagree	26	10.00%	
	260		

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

	Count	Percentage	
Strongly agree	89	34.23%	
Agree	81	31.15%	
Neither agree nor disagree	31	11.92%	
Disagree	30	11.54%	
Strongly disagree	29	11.15%	
	260		

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






	Count	Percentage	
Strongly agree	45	17.37%	
Agree	48	18.53%	
Neither agree nor disagree	37	14.29%	
Disagree	73	28.19%	
Strongly disagree	56	21.62%	
	259		

I have witnessed negative behaviours / mild harassment targeting people of diverse sexuality or gender at work





	Count	Percentage	
Strongly agree	14	5.43%	
Agree	50	19.38%	
Neither agree nor disagree	44	17.05%	
Disagree	100	38.76%	
Strongly disagree	50	19.38%	
	258		

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I have witnessed more serious bullying targeting people of diverse sexuality or gender at work

	Count	Percentage	
Strongly agree	10	3.85%	
Agree	16	6.15%	
Neither agree nor disagree	42	16.15%	
Disagree	112	43.08%	
Strongly disagree	80	30.77%	
	260		

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






	Count	Percentage	
Strongly agree	142	54.62%	
Agree	95	36.54%	
Neither agree nor disagree	17	6.54%	
Disagree	5	1.92%	
Strongly disagree	1	0.38%	
	260		

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

	Count	Percentage	
Strongly agree	135	52.12%	
Agree	102	39.38%	
Neither agree nor disagree	13	5.02%	
Disagree	8	3.09%	
Strongly disagree	1	0.39%	
	259		






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






	Count	Percentage	
Strongly agree	109	41.92%	
Agree	105	40.38%	
Neither agree nor disagree	32	12.31%	
Disagree	10	3.85%	
Strongly disagree	4	1.54%	
	260		

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:

I feel safe and included within my immediate team






	Count	Percentage	
Strongly agree	87	33.46%	
Agree	128	49.23%	
Neither agree nor disagree	23	8.85%	
Disagree	11	4.23%	
Strongly disagree	11	4.23%	
	260		

I feel mentally well at work






	Count	Percentage	
Strongly agree	59	22.69%	
Agree	131	50.38%	
Neither agree nor disagree	30	11.54%	
Disagree	28	10.77%	
Strongly disagree	12	4.62%	
	260		

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I feel I can be myself at work

	Count	Percentage	
Strongly agree	63	24.23%	
Agree	131	50.38%	
Neither agree nor disagree	23	8.85%	
Disagree	29	11.15%	
Strongly disagree	14	5.38%	
	260		

I feel productive at work






	Count	Percentage	
Strongly agree	63	24.23%	
Agree	150	57.69%	
Neither agree nor disagree	20	7.69%	
Disagree	17	6.54%	
Strongly disagree	10	3.85%	
	260		

I feel engaged with the organisation and my work







	Count	Percentage	
Strongly agree	52	20.00%	
Agree	125	48.08%	
Neither agree nor disagree	43	16.54%	
Disagree	27	10.38%	
Strongly disagree	13	5.00%	
	260		

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I feel a sense of belonging here






	Count	Percentage	
Strongly agree	49	18.92%	
Agree	120	46.33%	
Neither agree nor disagree	45	17.37%	
Disagree	28	10.81%	
Strongly disagree	17	6.56%	
	259		

In defining an Ally as someone who supports LGBTQ inclusion in the workplace, would you describe yourself as:

	Count	Percentage	
Active Ally (I am active in my support)	41	15.83%	
Passive Ally (I support LGBTQ inclusion but not actively)	165	63.71%	
Not an Ally (I do not support LGBTQ inclusion)	12	4.63%	
I am an LGBTQ person and active in my support	14	5.41%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	26	10.04%	
I am an LGBTQ person and do not support LGBTQ inclusion	1	0.39%	
	259		






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

I know of active Allies within my immediate work area






	Count	Percentage	
Strongly agree	36	13.95%	
Agree	82	31.78%	
Neither agree or disagree	46	17.83%	
Disagree	85	32.95%	
Strongly disagree	9	3.49%	
	258		

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I understand why active Allies are important

	Count	Percentage	
Strongly agree	65	25.19%	
Agree	124	48.06%	
Neither agree or disagree	38	14.73%	
Disagree	24	9.30%	
Strongly disagree	7	2.71%	
	258		

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






	Count	Percentage	
Strongly agree	36	13.95%	
Agree	102	39.53%	
Neither agree or disagree	87	33.72%	
Disagree	28	10.85%	
Strongly disagree	5	1.94%	
	258		

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

	Count	Percentage	
Strongly agree	20	7.72%	
Agree	71	27.41%	
Neither agree or disagree	80	30.89%	
Disagree	75	28.96%	
Strongly disagree	13	5.02%	
	259		






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I know of active executive Allies or Sponsor/s within my organisation






	Count	Percentage	
Strongly agree	25	9.69%	
Agree	74	28.68%	
Neither agree or disagree	62	24.03%	
Disagree	79	30.62%	
Strongly disagree	18	6.98%	
	258		

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 or gender stops me from being an active Ally






	Count	Percentage	
Strongly agree	3	1.52%	
Agree	5	2.53%	
Neither agree or disagree	37	18.69%	
Disagree	94	47.47%	
Strongly disagree	59	29.80%	
	198		

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






	Count	Percentage	
Strongly agree	4	2.03%	
Agree	7	3.55%	
Neither agree or disagree	25	12.69%	
Disagree	97	49.24%	
Strongly disagree	64	32.49%	
	197		

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

	Count	Percentage	
Strongly agree	8	4.06%	
Agree	15	7.61%	
Neither agree or disagree	30	15.23%	
Disagree	75	38.07%	
Strongly disagree	69	35.03%	
	197		

I don't have any personal interest in LGBTQ inclusion or being an active Ally

	Count	Percentage	
Strongly agree	28	14.07%	
Agree	51	25.63%	
Neither agree or disagree	44	22.11%	
Disagree	51	25.63%	
Strongly disagree	25	12.56%	
	199		

Too busy to be an active Ally

	Count	Percentage	
Strongly agree	15	7.61%	
Agree	62	31.47%	
Neither agree or disagree	69	35.03%	
Disagree	35	17.77%	
Strongly disagree	16	8.12%	
	197		

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

	Count	Percentage	
Strongly agree	3	1.52%	
Agree	6	3.05%	
Neither agree or disagree	35	17.77%	█
Disagree	81	41.12%	█
Strongly disagree	72	36.55%	█
	197		

Would any of the following influence you in becoming an active Ally?

	Count	Percentage	
More information about WHY active Allies are so important	34	17.80%	█
A better understanding of HOW to be an active Ally	47	24.61%	█
More information on being an active Ally when my time is limited	54	28.27%	█
Nothing would influence me to be an active Ally	102	53.40%	█
Other (please specify)	14	7.33%	█
	191		




Other (please specify)

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As someone of diverse sexuality and/or gender, how has your employer met your expectations concerning the following workplace practices?





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

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	23	48.94%	
Did not meet expectations	10	21.28%	
No expectations	14	29.79%	
	47		

My experience of inclusion within my immediate work area





	Count	Percentage	
Exceeded expectations	8	17.02%	
Met expectations	28	59.57%	
Did not meet expectations	5	10.64%	
No expectations	6	12.77%	
	47		

Communication of sexuality and gender diverse inclusion throughout the year





	Count	Percentage	
Exceeded expectations	3	6.38%	
Met expectations	22	46.81%	
Did not meet expectations	15	31.91%	
No expectations	7	14.89%	
	47		

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Overall organisational commitment to people of diverse sexuality and/or gender

	Count	Percentage	
Exceeded expectations	3	6.52%	
Met expectations	27	58.70%	
Did not meet expectations	12	26.09%	
No expectations	4	8.70%	
	46		





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

	Count	Percentage	
Exceeded expectations	3	6.38%	
Met expectations	29	61.70%	
Did not meet expectations	12	25.53%	
No expectations	3	6.38%	
	47		

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





	Count	Percentage	
Exceeded expectations	3	6.38%	
Met expectations	25	53.19%	
Did not meet expectations	15	31.91%	
No expectations	4	8.51%	
	47		

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





	Count	Percentage	
Exceeded expectations	3	6.38%	
Met expectations	14	29.79%	
Did not meet expectations	22	46.81%	
No expectations	8	17.02%	
	47		

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Willingness of managers to address negative commentary/jokes that target people of diverse sexuality and/or diverse gender

	Count	Percentage	
Exceeded expectations	2	4.26%	
Met expectations	21	44.68%	
Did not meet expectations	17	36.17%	
No expectations	7	14.89%	
	47		

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

	Count	Percentage	
Exceeded expectations	3	6.38%	
Met expectations	29	61.70%	
Did not meet expectations	12	25.53%	
No expectations	3	6.38%	
	47		





Visibility of active Allies

	Count	Percentage	
Exceeded expectations	3	6.38%	
Met expectations	13	27.66%	
Did not meet expectations	22	46.81%	
No expectations	9	19.15%	
	47		





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Within the last year, please indicate your level of agreement with the following statements:






I would feel comfortable bringing my partner to work events here

	Count	Percentage	
Strongly agree	17	36.17%	
Agree	19	40.43%	
Neither agree nor disagree	6	12.77%	
Disagree	5	10.64%	
Strongly disagree	0	0.00%	
	47		

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






	Count	Percentage	
Strongly agree	9	19.15%	
Agree	22	46.81%	
Neither agree nor disagree	13	27.66%	
Disagree	3	6.38%	
Strongly disagree	0	0.00%	
	47		

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






	Count	Percentage	
Strongly agree	7	14.89%	
Agree	18	38.30%	
Neither agree nor disagree	9	19.15%	
Disagree	8	17.02%	
Strongly disagree	5	10.64%	
	47		

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

	Count	Percentage	
Strongly agree	7	14.89%	
Agree	15	31.91%	
Neither agree nor disagree	10	21.28%	
Disagree	11	23.40%	
Strongly disagree	4	8.51%	
	47		





Any jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly here

	Count	Percentage	
Strongly agree	5	10.64%	
Agree	10	21.28%	
Neither agree nor disagree	17	36.17%	
Disagree	12	25.53%	
Strongly disagree	3	6.38%	
	47		



Active Allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	1	2.13%	
Agree	7	14.89%	
Neither agree nor disagree	24	51.06%	
Disagree	13	27.66%	
Strongly disagree	2	4.26%	
	47		





How would you best describe your sexual orientation? *

	Count	Percentage	
Straight (Heterosexual)	1	2.00%	
Gay, Lesbian (Homosexual)	31	62.00%	
Bisexual	12	24.00%	
Pansexual	0	0.00%	
Queer	2	4.00%	

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Asexual	0	0.00%	
An orientation not listed above	2	4.00%	
Prefer not to respond (you will be asked no further questions on sexual orientation)	2	4.00%	
	50		

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

	Count	Percentage	
Out to everyone	23	48.94%	
Most I work with	14	29.79%	
Selected few only	6	12.77%	
Not at all	4	8.51%	
Prefer not to respond	0	0.00%	
	47		






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






	Count	Percentage	
Strongly agree	5	13.51%	
Agree	19	51.35%	
Neither agree nor disagree	9	24.32%	
Disagree	4	10.81%	
Strongly disagree	0	0.00%	
	37		

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

	Count	Percentage	
Strongly agree	11	30.56%	
Agree	17	47.22%	
Neither agree nor disagree	2	5.56%	
Disagree	5	13.89%	
Strongly disagree	1	2.78%	
	36		

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





	Count	Percentage	
Strongly agree	9	24.32%	
Agree	17	45.95%	
Neither agree nor disagree	7	18.92%	
Disagree	3	8.11%	
Strongly disagree	1	2.70%	
	37		

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






	Count	Percentage	
Strongly agree	6	16.67%	
Agree	9	25.00%	
Neither agree nor disagree	17	47.22%	
Disagree	4	11.11%	
Strongly disagree	0	0.00%	
	36		

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

	Count	Percentage	
Strongly agree	7	19.44%	
Agree	13	36.11%	
Neither agree nor disagree	12	33.33%	
Disagree	4	11.11%	
Strongly disagree	0	0.00%	
	36		

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





	Count	Percentage	
Strongly agree	1	2.70%	
Agree	6	16.22%	
Neither agree nor disagree	2	5.41%	
Disagree	20	54.05%	
Strongly disagree	8	21.62%	
	37		

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






	Count	Percentage	
Strongly agree	6	16.22%	
Agree	23	62.16%	
Neither agree nor disagree	3	8.11%	
Disagree	4	10.81%	
Strongly disagree	1	2.70%	
	37		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	2.70%	
Neither agree nor disagree	2	5.41%	
Disagree	21	56.76%	
Strongly disagree	13	35.14%	
	37		

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

	Count	Percentage	
Strongly agree	4	10.81%	
Agree	21	56.76%	
Neither agree nor disagree	4	10.81%	
Disagree	6	16.22%	
Strongly disagree	2	5.41%	
	37		





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

	Count	Percentage	
Strongly agree	2	5.71%	
Agree	10	28.57%	
Neither agree nor disagree	16	45.71%	
Disagree	6	17.14%	
Strongly disagree	1	2.86%	
	35		





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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 being out at work would be detrimental to my workplace experience

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	20.00%	
Neither agree nor disagree	3	30.00%	
Disagree	3	30.00%	
Strongly disagree	2	20.00%	
	10		

I feel being out at work would negatively impact my career progression





	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	20.00%	
Neither agree nor disagree	1	10.00%	
Disagree	4	40.00%	
Strongly disagree	3	30.00%	
	10		

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





	Count	Percentage	
Strongly agree	1	10.00%	
Agree	2	20.00%	
Neither agree nor disagree	2	20.00%	
Disagree	2	20.00%	
Strongly disagree	3	30.00%	
	10		

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I avoid inclusion initiatives for fear of people thinking I'm of diverse sexuality




	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	10.00%	
Neither agree nor disagree	4	40.00%	
Disagree	2	20.00%	
Strongly disagree	3	30.00%	
	10		

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

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	2	20.00%	
Neither agree nor disagree	0	0.00%	
Disagree	4	40.00%	
Strongly disagree	2	20.00%	
	10		





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





	Count	Percentage	
Strongly agree	0	0.00%	
Agree	7	33.33%	
Neither Agree or Disagree	5	23.81%	
Disagree	9	42.86%	
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	21		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	5	23.81%	
Neither Agree or Disagree	6	28.57%	
Disagree	9	42.86%	
Strongly Disagree	1	4.76%	
N/A	0	0.00%	
	21		

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





	Count	Percentage	
Strongly agree	4	19.05%	
Agree	7	33.33%	
Neither Agree or Disagree	8	38.10%	
Disagree	2	9.52%	
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	21		

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






	Count	Percentage	
Strongly agree	0	0.00%	
Agree	4	19.05%	
Neither Agree or Disagree	6	28.57%	
Disagree	10	47.62%	
Strongly Disagree	0	0.00%	
N/A	1	4.76%	
	21		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	13	61.90%	
Neither Agree or Disagree	3	14.29%	
Disagree	4	19.05%	
Strongly Disagree	1	4.76%	
N/A	0	0.00%	
	21		

Our employee network feels inclusive of women of diverse sexuality and/or gender







	Count	Percentage	
Strongly agree	1	4.76%	
Agree	10	47.62%	
Neither Agree or Disagree	5	23.81%	
Disagree	4	19.05%	
Strongly Disagree	1	4.76%	
N/A	0	0.00%	
	21		

Women of diverse sexuality, women with a trans history and non-binary people who identify with a diverse gender but are perceived by colleagues as women (or feminine) share common challenges within the workplace






	Count	Percentage	
Strongly agree	1	4.76%	
Agree	8	38.10%	
Neither Agree or Disagree	9	42.86%	
Disagree	2	9.52%	
Strongly Disagree	0	0.00%	
N/A	1	4.76%	
	21		

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





	Count	Percentage	
Strongly agree	2	9.52%	
Agree	13	61.90%	
Neither Agree or Disagree	1	4.76%	
Disagree	3	14.29%	
Strongly Disagree	1	4.76%	
N/A	1	4.76%	
	21		

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

	Count	Percentage	
Strongly agree	1	4.76%	
Agree	4	19.05%	
Neither Agree or Disagree	8	38.10%	
Disagree	6	28.57%	
Strongly Disagree	2	9.52%	
N/A	0	0.00%	
	21		




In applying for your role within this organisation:

I found the recruitment process to be inclusive of diverse gender applicants




	Count	Percentage	
Strongly Agree	1	12.50%	
Agree	2	25.00%	
Neither Agree nor Disagree	3	37.50%	
Disagree	0	0.00%	
Strongly Disagree	0	0.00%	
N/A	2	25.00%	
	8		

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A contact person was identified to support diverse gender applicants

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	3	37.50%	
Strongly Disagree	2	25.00%	
N/A	3	37.50%	
	8		

Application forms were inclusive of diverse gender applicants






	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	3	37.50%	
Neither Agree nor Disagree	2	25.00%	
Disagree	0	0.00%	
Strongly Disagree	0	0.00%	
N/A	3	37.50%	
	8		

I felt disadvantaged during the recruitment process as someone of diverse gender




	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	12.50%	
Disagree	3	37.50%	
Strongly Disagree	3	37.50%	
N/A	1	12.50%	
	8		

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I disclosed my gender diversity during the application process

	Count	Percentage	
Strongly Agree	2	25.00%	
Agree	2	25.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	1	12.50%	
Strongly Disagree	2	25.00%	
N/A	1	12.50%	
	8		

Background/criminal checks were a barrier because I was known by another name or gender identity






	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	2	25.00%	
Strongly Disagree	3	37.50%	
N/A	3	37.50%	
	8		

I faced barriers with reference checks with former colleagues where I was known by another name or gender identity






	Count	Percentage	
Strongly Agree	1	12.50%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	2	25.00%	
Strongly Disagree	2	25.00%	
N/A	3	37.50%	
	8		

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I have fears of being discriminated because of my gender identity




	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	1	12.50%	
Neither Agree nor Disagree	1	12.50%	
Disagree	1	12.50%	
Strongly Disagree	3	37.50%	
N/A	2	25.00%	
	8		

I have fears of being outed during the recruitment process

	Count	Percentage	
Strongly Agree	1	12.50%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	12.50%	
Disagree	1	12.50%	
Strongly Disagree	2	25.00%	
N/A	3	37.50%	
	8		




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:

Visibility of organisational inclusion for gender diverse employees




	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	4	50.00%	
Did not meet expectations	1	12.50%	
No expectations	3	37.50%	
	8		

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Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	3	37.50%	
Did not meet expectations	1	12.50%	
No expectations	4	50.00%	
	8		



Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	
Did not meet expectations	2	25.00%	
No expectations	5	62.50%	
	8		

Alternatives to gendered uniforms or dress codes




	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	2	25.00%	
Did not meet expectations	0	0.00%	
No expectations	6	75.00%	
	8		

Well communicated policies to support those affirming their gender



	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	4	50.00%	
Did not meet expectations	0	0.00%	
No expectations	4	50.00%	
	8		

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Acknowledgement of gender diversity beyond the binary of male/female




	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	3	37.50%	
Did not meet expectations	1	12.50%	
No expectations	4	50.00%	
	8		

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

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	4	50.00%	
Did not meet expectations	0	0.00%	
No expectations	4	50.00%	
	8		




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




	Count	Percentage	
Strongly agree	1	14.29%	
Agree	1	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	5	71.43%	
	7		

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People make an effort to use my personal pronouns

	Count	Percentage	
Strongly agree	1	14.29%	
Agree	1	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	5	71.43%	
	7		

I have been deliberately misgendered within the last year




	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	1	14.29%	
Strongly disagree	0	0.00%	
N/A	5	71.43%	
	7		

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






	Count	Percentage	
Strongly agree	2	28.57%	
Agree	2	28.57%	
Neither agree or disagree	0	0.00%	
Disagree	1	14.29%	
Strongly disagree	0	0.00%	
N/A	2	28.57%	
	7		

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My gender identity has not had any impact on my career progression here

	Count	Percentage	
Strongly agree	3	42.86%	
Agree	3	42.86%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	1	14.29%	
	7		

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





	Count	Percentage	
Strongly agree	1	14.29%	
Agree	2	28.57%	
Neither agree or disagree	1	14.29%	
Disagree	0	0.00%	
Strongly disagree	1	14.29%	
N/A	2	28.57%	
	7		

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





	Count	Percentage	
Strongly agree	2	28.57%	
Agree	2	28.57%	
Neither agree or disagree	0	0.00%	
Disagree	1	14.29%	
Strongly disagree	0	0.00%	
N/A	2	28.57%	
	7		

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Most people I work with are aware of my gender diversity

	Count	Percentage	
Strongly agree	2	28.57%	
Agree	1	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	2	28.57%	
N/A	2	28.57%	
	7		

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





	Count	Percentage	
Strongly agree	3	42.86%	
Agree	2	28.57%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	14.29%	
N/A	1	14.29%	
	7		

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




	Count	Percentage	
Strongly agree	1	14.29%	
Agree	0	0.00%	
Neither agree or disagree	1	14.29%	
Disagree	1	14.29%	
Strongly disagree	1	14.29%	
N/A	3	42.86%	
	7		

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

	Count	Percentage	
Strongly agree	2	28.57%	
Agree	2	28.57%	
Neither agree or disagree	1	14.29%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	28.57%	
	7		

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



	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	4	57.14%	
N/A	2	28.57%	
	7		

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





	Count	Percentage	
Strongly agree	3	42.86%	
Agree	1	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	1	14.29%	
Strongly disagree	0	0.00%	
N/A	2	28.57%	
	7		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	4	57.14%	
N/A	3	42.86%	
	7		

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

	Count	Percentage	
Strongly agree	3	42.86%	
Agree	1	14.29%	
Neither agree or disagree	1	14.29%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	28.57%	
	7		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	14.29%	
Neither agree or disagree	2	28.57%	
Disagree	0	0.00%	
Strongly disagree	2	28.57%	
N/A	2	28.57%	
	7		

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The Pride in Diversity SAPHIRE initiative brings together LGBTQ women 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 sexuality or gender within the workplace

	Count	Percentage
Strongly Agree	0	0.00%
Agree	0	0.00%
Neither Agree or Disagree	0	0.00%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
N/A	0	0.00%
	0	





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)

	Count	Percentage
Strongly Agree	0	0.00%
Agree	0	0.00%
Neither Agree or Disagree	0	0.00%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
N/A	0	0.00%
	0	





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




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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	7	46.67%	
Neither agree nor disagree	5	33.33%	
Disagree	2	13.33%	
Strongly disagree	1	6.67%	
	15		

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




	Count	Percentage	
Strongly agree	0	0.00%	
Agree	5	33.33%	
Neither agree nor disagree	3	20.00%	
Disagree	5	33.33%	
Strongly disagree	2	13.33%	
	15		

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





	Count	Percentage	
Strongly agree	0	0.00%	
Agree	7	46.67%	
Neither agree nor disagree	6	40.00%	
Disagree	0	0.00%	
Strongly disagree	2	13.33%	
	15		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	8	53.33%	
Neither agree nor disagree	5	33.33%	
Disagree	0	0.00%	
Strongly disagree	2	13.33%	
	15		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	3	20.00%	
Neither agree nor disagree	7	46.67%	
Disagree	2	13.33%	
Strongly disagree	3	20.00%	
	15		



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

	Count	Percentage	
Africa	0	0.00%	
Asia	2	100.00%	
Central America	0	0.00%	
Eastern Europe	0	0.00%	
European Union	0	0.00%	
Middle East	0	0.00%	
North America	0	0.00%	
Oceania	0	0.00%	
South America	0	0.00%	
The Caribbean	0	0.00%	
	2		


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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 sexuality and/or gender

	Count	Percentage	
Strongly agree	1	50.00%	
Agree	1	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

The inclusion work that our Australian office does in support of people of diverse sexuality and/or gender filters through to this office

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	100.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

Employees are encouraged to become Allies for people of diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	50.00%	
Neither agree or disagree	1	50.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

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

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	1	50.00%
Disagree	1	50.00%
Strongly disagree	0	0.00%
	2	

There is a person or team leading inclusion initiatives for people of diverse sexuality and/or gender here



	Count	Percentage
Strongly agree	0	0.00%
Agree	2	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

There are visible senior champions for people of diverse sexuality and/or gender here


	Count	Percentage
Strongly agree	0	0.00%
Agree	1	50.00%
Neither agree or disagree	0	0.00%
Disagree	1	50.00%
Strongly disagree	0	0.00%
	2	

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

	Count	Percentage	
Strongly agree	1	50.00%	
Agree	1	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

I consider myself an active ally for people of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	100.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

People of diverse sexuality and/or gender would feel safe working here

	Count	Percentage	
Strongly agree	1	50.00%	
Agree	1	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

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People of diverse sexuality and/or gender would feel supported here

	Count	Percentage
Strongly agree	0	0.00%
Agree	2	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

I am aware of negative commentary targeting people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	2	100.00%
Strongly disagree	0	0.00%
	2	

Negative commentary/jokes targeting people of diverse sexuality and/or gender would be quickly addressed here

	Count	Percentage
Strongly agree	1	50.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	1	50.00%
Strongly disagree	0	0.00%
	2	

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I am aware of more serious bullying/harassment targeting people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	2	100.00%
	2	

There are visible signs of inclusion for people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	1	50.00%
Agree	1	50.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

My immediate team would be inclusive of people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	1	50.00%
Agree	1	50.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

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I feel that the leadership here would be inclusive of people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	2	100.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

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

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	50.00%
Neither agree or disagree	0	0.00%
Disagree	1	50.00%
Strongly disagree	0	0.00%
	2	



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

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


	Count	Percentage
Strongly agree	0	0.00%
Agree	2	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

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I feel comfortable being myself here

	Count	Percentage	
Strongly agree	1	50.00%	
Agree	1	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

I expend energy hiding aspects of myself here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	100.00%	
Strongly disagree	0	0.00%	
	2		

Jokes/innuendo targeting people of diverse sexuality and/or gender are common here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	50.00%	
Strongly disagree	1	50.00%	
	2		

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Jokes/innuendo targeting people of diverse sexuality and/or gender are addressed quickly here

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	50.00%
Neither agree or disagree	0	0.00%
Disagree	1	50.00%
Strongly disagree	0	0.00%
	2	

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

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	1	50.00%
Strongly disagree	1	50.00%
	2	

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

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	1	50.00%
Strongly disagree	1	50.00%
	2	

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

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	50.00%
Neither agree or disagree	1	50.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

I feel safe here



	Count	Percentage
Strongly agree	0	0.00%
Agree	2	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

I feel that people of diverse sexuality and/or gender would feel supported here

	Count	Percentage
Strongly agree	0	0.00%
Agree	2	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	2	

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I would recommend this office/site as an inclusive place to work for people of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	1	50.00%	
Agree	1	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		






Do you have any comments that you would like to make in regard to working for an overseas office and this aspect of diversity & inclusion?

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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. *

Note: If you select none of the above in error, you will need to deselect this before you can select any of the other options.

	Count	Percentage	
I am Aboriginal and/or Torres Strait Islander	8	3.07%	
I am a person of colour	22	8.43%	
I identify with a CALD background	24	9.20%	
I am someone living with a disability	21	8.05%	
I am neuro-diverse (example: Autism, ADHD, Dyslexia)	7	2.68%	









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I am a person of faith / religion	42	16.09%	
I am a mature age employee	59	22.61%	
None of the above	147	56.32%	
	261		

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, by selecting the statements and the diversities that apply to you, ignoring the remainder.

I feel valued for the following aspects of my diversity:











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	7.14%	
Person of colour	8	19.05%	
CALD background	10	23.81%	
Living with a disability	4	9.52%	
Neuro-diverse	4	9.52%	
Person of faith/religion	5	11.90%	
Mature Age Employee	17	40.48%	
Diverse sexual orientation	7	16.67%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	42		

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











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	4	12.50%	
Person of colour	4	12.50%	
CALD background	10	31.25%	
Living with a disability	4	12.50%	
Neuro-diverse	1	3.13%	
Person of faith/religion	4	12.50%	
Mature Age Employee	13	40.63%	
Diverse sexual orientation	5	15.63%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	32		

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








	Count	Percentage	
Aboriginal and/or Torres Strait Islander	5	9.43%	
Person of colour	5	9.43%	
CALD background	7	13.21%	
Living with a disability	12	22.64%	
Neuro-diverse	2	3.77%	
Person of faith/religion	10	18.87%	
Mature Age Employee	24	45.28%	
Diverse sexual orientation	8	15.09%	
Trans experience and/or history	1	1.89%	
Diverse gender identity	1	1.89%	
	53		

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







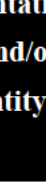


	Count	Percentage	
Aboriginal and/or Torres Strait Islander	4	10.26%	
Person of colour	3	7.69%	
CALD background	6	15.38%	
Living with a disability	9	23.08%	
Neuro-diverse	3	7.69%	
Person of faith/religion	5	12.82%	
Mature Age Employee	18	46.15%	
Diverse sexual orientation	7	17.95%	
Trans experience and/or history	1	2.56%	
Diverse gender identity	1	2.56%	
	39		

I feel the most accepted aspect of my diversity is:





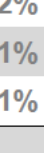




	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	6.52%	
Person of colour	3	6.52%	
CALD background	11	23.91%	
Living with a disability	2	4.35%	
Neuro-diverse	0	0.00%	
Person of faith/religion	5	10.87%	
Mature Age Employee	17	36.96%	
Diverse sexual orientation	9	19.57%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	46		

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I feel the least accepted aspect of my diversity is:











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	6.98%	
Person of colour	5	11.63%	
CALD background	2	4.65%	
Living with a disability	8	18.60%	
Neuro-diverse	3	6.98%	
Person of faith/religion	8	18.60%	
Mature Age Employee	18	41.86%	
Diverse sexual orientation	1	2.33%	
Trans experience and/or history	1	2.33%	
Diverse gender identity	0	0.00%	
	43		

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











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	7	12.28%	
Person of colour	9	15.79%	
CALD background	16	28.07%	
Living with a disability	6	10.53%	
Neuro-diverse	0	0.00%	
Person of faith/religion	19	33.33%	
Mature Age Employee	18	31.58%	
Diverse sexual orientation	15	26.32%	
Trans experience and/or history	2	3.51%	
Diverse gender identity	2	3.51%	
	57		

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I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	59	67.05%	
Person of colour	67	76.14%	
CALD background	54	61.36%	
Living with a disability	45	51.14%	
Neuro-diverse	22	25.00%	
Person of faith/religion	49	55.68%	
Mature Age Employee	69	78.41%	
Diverse sexual orientation	63	71.59%	
Trans experience and/or history	26	29.55%	
Diverse gender identity	28	31.82%	
	88		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	14	26.42%	
Person of colour	24	45.28%	
CALD background	24	45.28%	
Living with a disability	4	7.55%	
Neuro-diverse	2	3.77%	
Person of faith/religion	15	28.30%	
Mature Age Employee	39	73.58%	
Diverse sexual orientation	23	43.40%	
Trans experience and/or history	4	7.55%	
Diverse gender identity	4	7.55%	
	53		

Are there any other areas of diversity that impact your work life?

- NO
- No
- N/A
- not really
- No
- Nil
- NA

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