









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	456	99.78%	
No	1	0.22%	
	457		



Did you participate in this survey last year?*

	Count	Percentage	
Yes	259	56.67%	
No	198	43.33%	
	457		






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

	Count	Percentage	
ACT	268	58.58%	
NSW	65	14.25%	
NT	1	1.32%	
QLD	47	10.31%	
SA	9	1.97%	
TAS	0	0.00%	
VIC	39	8.55%	
WA	22	4.82%	
Overseas office	10	2.19%	
	456		





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

	Count	Percentage	
City/Metropolitan	421	92.32%	
Regional	25	5.48%	
Rural	2	0.44%	
Remote	8	1.75%	
	456		








What is your employment type?*

	Count	Percentage	
Full-time	409	89.69%	
Part-time	30	6.58%	
Temporary/Casual	4	0.88%	
Contract (fixed-term)	12	2.63%	
Other	1	0.22%	
	456		

What sector do you work in?*





	Count	Percentage	
Federal Government	447	98.03%	
State Government	6	1.32%	
Local Government	1	0.22%	
Higher Education	0	0.00%	
NFP / Community / NGO / Charity	0	0.00%	
Private Sector	2	0.44%	
	456		

Which industry is MOST APPLICABLE to your organisation?*




	Count	Percentage	
Aged Care	1	0.22%	
Automotive: Wholesale and Retail	0	0.00%	
Banking & Financial Services	1	0.22%	
Community Services	2	0.44%	
Computer Software	1	0.22%	
Construction	0	0.00%	
Education	0	0.00%	
Energy / Utilities	0	0.00%	
Health & Wellbeing	1	0.22%	
Hospitality	0	0.00%	
Insurance	0	0.00%	
Law Enforcement	399	87.50%	
Legal	10	2.19%	
Manufacturing	0	0.00%	

Media & Entertainment	0	0.00%	
Mining	0	0.00%	
Pharmaceuticals	0	0.00%	
Professional Services / Consulting	0	0.00%	
Public Service	39	8.55%	
Property	0	0.00%	
Rail & Logistics	0	0.00%	
Recruitment	0	0.00%	
Research & Development	0	0.00%	
Retail	0	0.00%	
Technology / Telco	1	0.22%	
Tourism / Gaming	0	0.00%	
Transport	0	0.00%	
None of the above	1	0.22%	
	456		

How long have you worked with your current organisation?*

	Count	Percentage	
Less than 1 year	42	9.21%	
Between 1 to 3 years	58	12.72%	
Between 3 to 5 years	27	5.92%	
More than 5 years	329	72.15%	
	456		

Which of the following would best describe your role?*

	Count	Percentage	
CEO (or Equivalent) / Direct Report of CEO (or Equivalent)	2	0.44%	
Senior Leadership (not reporting to CEO)	12	2.63%	
Middle Management	30	6.58%	
Project Manager	7	1.54%	
Team Leader/Supervisor	90	19.74%	
Team Member	289	63.38%	
Graduate/Intern	0	0.00%	
Consultant (Internal or external)	5	1.10%	

Contractor	4	0.88%	
Academic	0	0.00%	
Support Staff	17	3.73%	
Non-office / outdoor role	0	0.00%	
None of the above	0	0.00%	
	456		

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

	Count	Percentage	
Primary Education	1	0.22%	
Secondary Education	41	8.99%	
Certificate Level	49	10.75%	
Diploma or Advanced Diploma	81	17.76%	
Bachelor Degree	126	27.63%	
Graduate Certificate or Diploma	59	12.94%	
Postgraduate Degree or Higher	95	20.83%	
Other	1	0.22%	
	456		

What age bracket do you fall within?*

	Count	Percentage	
Under 18	1	0.22%	
18-24	6	1.32%	
25-34	96	21.05%	
35-44	136	29.82%	
45-54	152	33.33%	
55-64	57	12.50%	
65+	2	0.44%	
Prefer not to respond	6	1.32%	
	456		

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

	Count	Percentage	
Man	221	48.46%	
Woman	217	47.59%	

Non-binary	3	0.66%	
Agender	0	0.00%	
A gender identity not listed above	0	0.00%	
Prefer not to respond	15	3.29%	
	456		

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

	Count	Percentage	
Yes	47	10.33%	
No	395	86.81%	
Prefer not to respond	13	2.86%	
	455		

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



	Count	Percentage	
Yes	61	13.38%	
No	375	82.24%	
Prefer not to respond	19	4.39%	
	456		

What are your personal pronouns?* (you may select more than one)

	Count	Percentage	
He / Him	26	42.62%	
She / Her	33	54.10%	
They / Them	4	6.56%	
A pronoun not listed above	1	1.64%	
Prefer not to respond	0	0.00%	
	61		






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	4	0.88%	






No	442	96.93%	
Prefer not to respond	10	2.19%	
	456		

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	52	11.66%	
Agree	154	34.53%	
Neither agree nor disagree	92	20.63%	
Disagree	101	22.65%	
Strongly disagree	47	10.54%	
	446		






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

	Count	Percentage	
Strongly agree	253	55.61%	
Agree	135	30.27%	
Neither agree nor disagree	29	6.50%	
Disagree	19	4.26%	
Strongly disagree	15	3.36%	
	446		






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

	Count	Percentage	
Strongly agree	82	18.43%	
Agree	91	20.45%	
Neither agree nor disagree	119	26.74%	
Disagree	74	16.63%	
Strongly disagree	79	17.75%	
	445		






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

	Count	Percentage	
Strongly agree	146	32.81%	
Agree	201	45.17%	
Neither agree nor disagree	65	14.61%	
Disagree	19	4.27%	
Strongly disagree	14	3.15%	
	445		

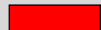




I believe my organisation should put more effort into this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	57	12.78%	
Agree	84	18.83%	
Neither agree nor disagree	165	37.00%	
Disagree	93	20.85%	
Strongly disagree	47	10.54%	
	446		






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

	Count	Percentage	
Strongly agree	56	12.58%	
Agree	117	26.29%	
Neither agree nor disagree	156	35.06%	
Disagree	62	13.93%	
Strongly disagree	54	12.13%	
	445		

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






	Count	Percentage	
Strongly agree	135	30.27%	
Agree	186	41.70%	
Neither agree nor disagree	72	16.14%	
Disagree	30	6.73%	
Strongly disagree	23	5.16%	
	446		

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


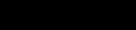



	Count	Percentage	
Strongly agree	134	30.04%	
Agree	184	41.26%	
Neither agree nor disagree	74	16.59%	
Disagree	25	5.61%	
Strongly disagree	29	6.50%	
	446		

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	130	29.15%	
Agree	256	57.40%	
Neither agree nor disagree	39	8.74%	
Disagree	12	2.69%	
Strongly disagree	9	2.02%	
	446		






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	68	15.28%	
Agree	241	54.16%	
Neither agree nor disagree	92	20.67%	
Disagree	30	6.74%	
Strongly disagree	14	3.15%	
	445		






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

	Count	Percentage	
Strongly agree	64	14.48%	
Agree	249	56.33%	
Neither agree nor disagree	75	16.97%	
Disagree	47	10.63%	
Strongly disagree	7	1.58%	
	442		






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

	Count	Percentage	
Strongly agree	57	12.81%	
Agree	218	48.99%	
Neither agree nor disagree	117	26.29%	
Disagree	41	9.21%	
Strongly disagree	12	2.70%	
	445		






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

	Count	Percentage	
Strongly agree	64	14.38%	
Agree	260	58.43%	
Neither agree nor disagree	69	15.51%	
Disagree	42	9.44%	
Strongly disagree	10	2.25%	
	445		






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

	Count	Percentage	
Strongly agree	92	20.63%	
Agree	258	57.85%	
Neither agree nor disagree	65	14.57%	
Disagree	25	5.61%	
Strongly disagree	10	2.25%	
	446		






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

	Count	Percentage	
Strongly agree	33	7.42%	
Agree	140	31.46%	
Neither agree nor disagree	155	34.83%	
Disagree	92	20.67%	
Strongly disagree	25	5.62%	
	445		






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

	Count	Percentage	
Strongly agree	14	3.15%	
Agree	39	8.76%	
Neither agree nor disagree	64	14.38%	
Disagree	241	54.16%	
Strongly disagree	87	19.55%	
	445		

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






	Count	Percentage	
Strongly agree	110	24.66%	
Agree	191	42.83%	
Neither agree nor disagree	62	13.90%	
Disagree	36	8.07%	
Strongly disagree	47	10.54%	
	446		

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






	Count	Percentage	
Strongly agree	90	20.18%	
Agree	246	55.16%	
Neither agree nor disagree	65	14.57%	
Disagree	26	5.83%	
Strongly disagree	19	4.26%	
	446		

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	212	47.53%	
Agree	158	35.43%	
Neither agree nor disagree	50	11.21%	
Disagree	17	3.81%	
Strongly disagree	9	2.02%	
	446		






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

	Count	Percentage	
Strongly agree	41	9.19%	
Agree	167	37.44%	
Neither agree nor disagree	155	34.75%	
Disagree	59	13.23%	
Strongly disagree	24	5.38%	
	446		






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

	Count	Percentage	
Strongly agree	265	59.42%	
Agree	138	30.94%	
Neither agree nor disagree	24	5.38%	
Disagree	12	2.69%	
Strongly disagree	7	1.57%	
	446		






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

	Count	Percentage	
Strongly agree	287	64.64%	
Agree	136	30.63%	
Neither agree nor disagree	13	2.93%	
Disagree	3	0.68%	
Strongly disagree	5	1.13%	
	444		






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	201	45.17%	
Agree	134	30.11%	
Neither agree nor disagree	56	12.58%	
Disagree	28	6.29%	
Strongly disagree	26	5.84%	
	445		






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

	Count	Percentage	
Strongly agree	167	37.44%	
Agree	115	25.78%	
Neither agree nor disagree	58	13.00%	
Disagree	52	11.66%	
Strongly disagree	54	12.11%	
	446		






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	166	37.30%	
Agree	129	28.99%	
Neither agree nor disagree	57	12.81%	
Disagree	33	7.42%	
Strongly disagree	60	13.48%	
	445		






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

	Count	Percentage	
Strongly agree	66	14.83%	
Agree	53	11.91%	
Neither agree nor disagree	75	16.85%	
Disagree	114	25.62%	
Strongly disagree	137	30.79%	
	445		






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

	Count	Percentage	
Strongly agree	16	3.59%	
Agree	71	15.92%	
Neither agree nor disagree	59	13.23%	
Disagree	187	41.93%	
Strongly disagree	113	25.34%	
	446		






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

	Count	Percentage	
Strongly agree	11	2.47%	
Agree	12	2.69%	
Neither agree nor disagree	45	10.09%	
Disagree	196	43.95%	
Strongly disagree	182	40.81%	
	446		






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

	Count	Percentage	
Strongly agree	244	54.71%	
Agree	152	34.08%	
Neither agree nor disagree	34	7.62%	
Disagree	10	2.24%	
Strongly disagree	6	1.35%	
	446		

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






	Count	Percentage	
Strongly agree	220	49.33%	
Agree	159	35.65%	
Neither agree nor disagree	47	10.54%	
Disagree	15	3.36%	
Strongly disagree	5	1.12%	
	446		

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	170	38.12%	
Agree	178	39.91%	
Neither agree nor disagree	78	17.49%	
Disagree	11	2.47%	
Strongly disagree	9	2.02%	
	446		

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	190	42.60%	
Agree	196	43.95%	
Neither agree nor disagree	31	6.95%	
Disagree	21	4.93%	
Strongly disagree	14	1.57%	
	446		






I feel mentally well at work

	Count	Percentage	
Strongly agree	132	29.60%	
Agree	209	46.86%	
Neither agree nor disagree	59	13.23%	
Disagree	33	7.40%	
Strongly disagree	13	2.91%	
	446		






I feel I can be myself at work

	Count	Percentage	
Strongly agree	141	31.61%	
Agree	210	47.09%	
Neither agree nor disagree	47	10.54%	
Disagree	39	8.74%	
Strongly disagree	9	2.02%	
	446		






I feel productive at work

	Count	Percentage	
Strongly agree	148	33.18%	
Agree	225	50.45%	
Neither agree nor disagree	38	8.52%	
Disagree	28	6.28%	
Strongly disagree	7	1.57%	
	446		







I feel engaged with the organisation and my work

	Count	Percentage	
Strongly agree	120	26.91%	
Agree	212	47.53%	
Neither agree nor disagree	67	15.02%	
Disagree	33	7.40%	
Strongly disagree	14	3.14%	
	446		

I feel a sense of belonging here






	Count	Percentage	
Strongly agree	115	25.78%	
Agree	194	43.50%	
Neither agree nor disagree	81	18.16%	
Disagree	39	8.74%	
Strongly disagree	17	3.81%	
	446		

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)	43	9.68%	
Passive Ally (I support LGBTQ inclusion but not actively)	334	75.23%	
Not an Ally (I do not support LGBTQ inclusion)	2	0.45%	
I am an LGBTQ person and active in my support	15	3.38%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	28	6.53%	
I am an LGBTQ person and do not support LGBTQ inclusion	3	0.68%	
	444		

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	49	11.09%	
Agree	114	25.79%	
Neither agree or disagree	74	16.74%	
Disagree	146	33.03%	
Strongly disagree	59	13.35%	
	442		






I understand why active Allies are important

	Count	Percentage	
Strongly agree	118	26.64%	
Agree	209	47.18%	
Neither agree or disagree	71	16.03%	
Disagree	29	6.55%	
Strongly disagree	16	3.61%	
	443		






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

	Count	Percentage	
Strongly agree	73	16.52%	
Agree	178	40.27%	
Neither agree or disagree	118	26.70%	
Disagree	57	12.90%	
Strongly disagree	16	3.62%	
	442		

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





	Count	Percentage	
Strongly agree	37	8.37%	
Agree	100	22.62%	
Neither agree or disagree	109	24.66%	
Disagree	153	34.62%	
Strongly disagree	43	9.73%	
	442		

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






	Count	Percentage	
Strongly agree	46	10.45%	
Agree	136	30.91%	
Neither agree or disagree	90	20.45%	
Disagree	123	27.95%	
Strongly disagree	45	10.23%	
	440		

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






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

	Count	Percentage	
Strongly agree	1	0.26%	
Agree	9	2.35%	
Neither agree or disagree	61	15.94%	
Disagree	167	43.60%	
Strongly disagree	145	37.86%	
	383		






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

	Count	Percentage	
Strongly agree	2	0.52%	
Agree	15	3.92%	
Neither agree or disagree	41	10.70%	
Disagree	165	43.08%	
Strongly disagree	160	41.78%	
	383		






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

	Count	Percentage	
Strongly agree	17	4.44%	
Agree	32	8.36%	
Neither agree or disagree	43	11.23%	
Disagree	155	40.47%	
Strongly disagree	136	35.51%	
	383		

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

	Count	Percentage	
Strongly agree	46	12.04%	
Agree	109	28.53%	
Neither agree or disagree	86	22.51%	
Disagree	85	22.25%	
Strongly disagree	56	14.68%	
	382		

Too busy to be an active Ally

	Count	Percentage	
Strongly agree	32	8.36%	
Agree	129	33.68%	
Neither agree or disagree	135	35.25%	
Disagree	57	14.88%	
Strongly disagree	30	7.83%	
	383		

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

	Count	Percentage	
Strongly agree	3	0.78%	
Agree	19	4.96%	█
Neither agree or disagree	53	13.84%	█
Disagree	163	42.56%	█
Strongly disagree	145	37.86%	█
	383		

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

	Count	Percentage	
More information about WHY active Allies are so important	75	20.66%	█
A better understanding of HOW to be an active Ally	122	33.61%	█
More information on being an active Ally when my time is limited	122	33.61%	█
Nothing would influence me to be an active Ally	164	45.18%	█
Other (please specify)	25	6.89%	█
	383		


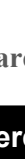


Other (please specify)

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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	3	5.26%	
Met expectations	19	33.33%	
Did not meet expectations	17	29.82%	
No expectations	18	31.58%	
	57		





My experience of inclusion within my immediate work area

	Count	Percentage	
Exceeded expectations	12	21.05%	
Met expectations	23	40.35%	
Did not meet expectations	13	22.81%	
No expectations	9	15.79%	
	57		





Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	
Exceeded expectations	8	14.04%	
Met expectations	14	24.56%	
Did not meet expectations	24	42.11%	
No expectations	11	19.30%	
	57		





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

	Count	Percentage	
Exceeded expectations	9	15.79%	
Met expectations	23	40.35%	
Did not meet expectations	17	29.82%	
No expectations	8	14.04%	
	57		





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

	Count	Percentage	
Exceeded expectations	10	17.54%	
Met expectations	17	29.82%	
Did not meet expectations	21	36.84%	
No expectations	9	15.79%	
	57		





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

	Count	Percentage	
Exceeded expectations	9	15.79%	
Met expectations	18	31.58%	
Did not meet expectations	19	33.33%	
No expectations	11	19.30%	
	57		





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

	Count	Percentage	
Exceeded expectations	4	7.02%	
Met expectations	15	26.32%	
Did not meet expectations	28	49.12%	
No expectations	10	17.54%	
	57		





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

	Count	Percentage	
Exceeded expectations	8	14.04%	
Met expectations	16	28.07%	
Did not meet expectations	23	40.35%	
No expectations	10	17.54%	
	57		

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






	Count	Percentage	
Exceeded expectations	10	17.54%	
Met expectations	25	43.86%	
Did not meet expectations	11	19.30%	
No expectations	11	19.30%	
	57		

Visibility of active Allies






	Count	Percentage	
Exceeded expectations	3	5.26%	
Met expectations	15	26.32%	
Did not meet expectations	28	49.12%	
No expectations	11	19.30%	
	57		

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	23	40.35%	
Agree	18	31.58%	
Neither agree nor disagree	7	12.28%	
Disagree	6	10.53%	
Strongly disagree	3	5.26%	
	57		






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	14	24.56%	
Agree	17	29.82%	
Neither agree nor disagree	16	28.07%	
Disagree	8	14.04%	
Strongly disagree	2	3.51%	
	57		






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

	Count	Percentage	
Strongly agree	13	22.81%	
Agree	8	14.04%	
Neither agree nor disagree	7	12.28%	
Disagree	21	36.84%	
Strongly disagree	8	14.04%	
	57		






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

	Count	Percentage	
Strongly agree	12	21.05%	
Agree	9	15.79%	
Neither agree nor disagree	10	17.54%	
Disagree	17	29.82%	
Strongly disagree	9	15.79%	
	57		






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

	Count	Percentage	
Strongly agree	6	10.53%	
Agree	4	7.02%	
Neither agree nor disagree	26	45.61%	
Disagree	11	19.30%	
Strongly disagree	7	12.28%	
	57		

Active Allies have positively impacted my sense of inclusion here





	Count	Percentage	
Strongly agree	4	7.02%	
Agree	6	10.53%	
Neither agree nor disagree	22	38.60%	
Disagree	14	24.56%	
Strongly disagree	11	19.30%	
	57		

How would you best describe your sexual orientation? *

	Count	Percentage	
Straight (Heterosexual)	2	3.39%	
Gay, Lesbian (Homosexual)	27	45.76%	
Bisexual	20	33.90%	
Pansexual	3	5.08%	
Queer	4	6.78%	





Asexual	1	1.69%	
An orientation not listed above	1	1.69%	
Prefer not to respond (you will be asked no further questions on sexual orientation)	1	1.69%	
	59		

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






	Count	Percentage	
Out to everyone	25	44.64%	
Most I work with	10	17.86%	
Selected few only	14	25.00%	
Not at all	7	12.50%	
Prefer not to respond	0	0.00%	
	56		

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	11	31.43%	
Agree	12	34.29%	
Neither agree nor disagree	9	25.71%	
Disagree	3	8.57%	
Strongly disagree	0	0.00%	
	35		






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

	Count	Percentage	
Strongly agree	13	37.14%	
Agree	10	28.57%	
Neither agree nor disagree	4	11.43%	
Disagree	7	20.00%	
Strongly disagree	1	2.86%	
	35		






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

	Count	Percentage	
Strongly agree	11	31.43%	
Agree	15	42.86%	
Neither agree nor disagree	4	11.43%	
Disagree	5	14.29%	
Strongly disagree	0	0.00%	
	35		






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

	Count	Percentage	
Strongly agree	8	23.53%	
Agree	7	20.59%	
Neither agree nor disagree	9	26.47%	
Disagree	8	23.53%	
Strongly disagree	2	5.88%	
	34		






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

	Count	Percentage	
Strongly agree	8	23.53%	
Agree	7	20.59%	
Neither agree nor disagree	9	26.47%	
Disagree	8	23.53%	
Strongly disagree	2	5.88%	
	34		






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	2.86%	
Agree	4	11.43%	
Neither agree nor disagree	6	17.14%	
Disagree	9	25.71%	
Strongly disagree	15	42.86%	
	35		






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

	Count	Percentage	
Strongly agree	13	37.14%	
Agree	12	34.29%	
Neither agree nor disagree	5	14.29%	
Disagree	4	11.43%	
Strongly disagree	1	2.86%	
	35		






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

	Count	Percentage	
Strongly agree	1	2.86%	
Agree	2	5.71%	
Neither agree nor disagree	3	8.57%	
Disagree	10	28.57%	
Strongly disagree	19	54.29%	
	35		

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






	Count	Percentage	
Strongly agree	14	40.00%	
Agree	10	28.57%	
Neither agree nor disagree	7	20.00%	
Disagree	2	5.71%	
Strongly disagree	3	8.57%	
	35		

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	5	14.29%	
Agree	7	20.00%	
Neither agree nor disagree	6	17.14%	
Disagree	9	25.71%	
Strongly disagree	8	22.86%	
	35		

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	4	20.00%	
Agree	3	15.00%	
Neither agree nor disagree	6	30.00%	
Disagree	4	20.00%	
Strongly disagree	3	15.00%	
	20		






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

	Count	Percentage	
Strongly agree	2	10.00%	
Agree	3	15.00%	
Neither agree nor disagree	6	30.00%	
Disagree	6	30.00%	
Strongly disagree	3	15.00%	
	20		






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

	Count	Percentage	
Strongly agree	5	25.00%	
Agree	5	25.00%	
Neither agree nor disagree	2	10.00%	
Disagree	3	15.00%	
Strongly disagree	5	25.00%	
	20		

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







	Count	Percentage	
Strongly agree	3	15.00%	
Agree	3	15.00%	
Neither agree nor disagree	3	15.00%	
Disagree	5	25.00%	
Strongly disagree	6	30.00%	
	20		

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







	Count	Percentage	
Strongly agree	1	5.00%	
Agree	4	20.00%	
Neither agree nor disagree	3	15.00%	
Disagree	4	20.00%	
Strongly disagree	8	40.00%	
	20		

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	8	25.81%	
Agree	10	32.26%	
Neither Agree or Disagree	6	19.35%	
Disagree	3	9.68%	
Strongly Disagree	3	9.68%	
N/A	1	3.23%	
	31		







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

	Count	Percentage	
Strongly agree	8	25.81%	
Agree	7	22.58%	
Neither Agree or Disagree	6	19.35%	
Disagree	6	19.35%	
Strongly Disagree	2	6.45%	
N/A	2	6.45%	
	31		






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

	Count	Percentage	
Strongly agree	10	32.26%	
Agree	15	48.39%	
Neither Agree or Disagree	3	9.68%	
Disagree	1	3.23%	
Strongly Disagree	2	6.45%	
N/A	0	0.00%	
	31		






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

	Count	Percentage	
Strongly agree	3	9.68%	
Agree	9	29.03%	
Neither Agree or Disagree	5	16.13%	
Disagree	9	29.03%	
Strongly Disagree	4	12.90%	
N/A	1	3.23%	
	31		







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

	Count	Percentage	
Strongly agree	6	19.35%	
Agree	10	32.26%	
Neither Agree or Disagree	6	19.35%	
Disagree	6	19.35%	
Strongly Disagree	3	9.68%	
N/A	0	0.00%	
	31		





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

	Count	Percentage	
Strongly agree	6	19.35%	
Agree	8	25.81%	
Neither Agree or Disagree	12	38.71%	
Disagree	4	12.90%	
Strongly Disagree	1	3.23%	
N/A	0	0.00%	
	31		






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	4	12.90%	
Agree	8	25.81%	
Neither Agree or Disagree	14	45.16%	
Disagree	2	6.45%	
Strongly Disagree	1	3.23%	
N/A	2	6.45%	
	31		

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	8	25.81%	
Agree	19	61.29%	
Neither Agree or Disagree	1	3.23%	
Disagree	3	9.68%	
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	31		

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	2	6.45%	
Agree	4	12.90%	
Neither Agree or Disagree	7	22.46%	
Disagree	10	32.26%	
Strongly Disagree	5	16.13%	
N/A	0	0.00%	
	31		

In applying for your role within this organisation:







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

	Count	Percentage	
Strongly Agree	2	20.00%	
Agree	1	10.00%	
Neither Agree nor Disagree	1	10.00%	
Disagree	2	20.00%	
Strongly Disagree	1	10.00%	
N/A	3	30.00%	
	10		





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	3	30.00%	
Disagree	2	20.00%	
Strongly Disagree	2	20.00%	
N/A	3	30.00%	
	10		






Application forms were inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	1	10.00%	
Agree	2	20.00%	
Neither Agree nor Disagree	2	20.00%	
Disagree	1	10.00%	
Strongly Disagree	2	20.00%	
N/A	2	20.00%	
	10		





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	10.00%	
Disagree	2	20.00%	
Strongly Disagree	3	30.00%	
N/A	4	40.00%	
	10		





I disclosed my gender diversity during the application process

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	2	20.00%	
Neither Agree nor Disagree	1	10.00%	
Disagree	1	10.00%	
Strongly Disagree	2	20.00%	
N/A	4	40.00%	
	10		





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	1	10.00%	
Disagree	1	10.00%	
Strongly Disagree	3	30.00%	
N/A	6	60.00%	
	10		




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

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	1	10.00%	
Neither Agree nor Disagree	1	10.00%	
Disagree	0	0.00%	
Strongly Disagree	3	30.00%	
N/A	5	50.00%	
	10		

I have fears of being discriminated because of my gender identity





	Count	Percentage	
Strongly Agree	1	10.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	10.00%	
Disagree	0	0.00%	
Strongly Disagree	4	40.00%	
N/A	4	40.00%	
	10		

I have fears of being outed during the recruitment process




	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	10.00%	
Disagree	0	0.00%	
Strongly Disagree	4	40.00%	
N/A	5	50.00%	
	10		

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	2	20.00%	
Met expectations	3	30.00%	
Did not meet expectations	3	30.00%	
No expectations	2	20.00%	
	10		




Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	10.00%	
Did not meet expectations	2	20.00%	
No expectations	7	70.00%	
	10		





Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	10.00%	
Did not meet expectations	3	30.00%	
No expectations	6	60.00%	
	10		





Alternatives to gendered uniforms or dress codes

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	3	30.00%	
Did not meet expectations	4	40.00%	
No expectations	3	30.00%	
	10		





Well communicated policies to support those affirming their gender

	Count	Percentage	
Exceeded expectations	1	10.00%	
Met expectations	4	40.00%	
Did not meet expectations	3	30.00%	
No expectations	2	20.00%	
	10		

Acknowledgement of gender diversity beyond the binary of male/female





	Count	Percentage	
Exceeded expectations	1	10.00%	
Met expectations	4	40.00%	
Did not meet expectations	3	30.00%	
No expectations	2	20.00%	
	10		

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






	Count	Percentage	
Exceeded expectations	1	10.00%	
Met expectations	4	40.00%	
Did not meet expectations	3	30.00%	
No expectations	2	20.00%	
	10		

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	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	1	10.00%	
Disagree	1	10.00%	
Strongly disagree	2	20.00%	
N/A	6	60.00%	
	10		






People make an effort to use my personal pronouns

	Count	Percentage	
Strongly agree	1	10.00%	
Agree	0	0.00%	
Neither agree or disagree	1	10.00%	
Disagree	1	10.00%	
Strongly disagree	2	20.00%	
N/A	5	50.00%	
	10		






I have been deliberately misgendered within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	10.00%	
Neither agree or disagree	2	20.00%	
Disagree	0	0.00%	
Strongly disagree	2	20.00%	
N/A	5	50.00%	
	10		






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

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	0	0.00%	
Neither agree or disagree	2	20.00%	
Disagree	1	10.00%	
Strongly disagree	1	10.00%	
N/A	4	40.00%	
	10		





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

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	1	10.00%	
Neither agree or disagree	1	10.00%	
Disagree	0	0.00%	
Strongly disagree	1	10.00%	
N/A	5	50.00%	
	10		





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

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	2	20.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	10.00%	
Strongly disagree	1	10.00%	
N/A	4	40.00%	
	10		





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

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	3	30.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	10.00%	
N/A	4	40.00%	
	10		





Most people I work with are aware of my gender diversity

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	3	30.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	10.00%	
Strongly disagree	2	20.00%	
N/A	4	40.00%	
	10		






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

	Count	Percentage	
Strongly agree	4	40.00%	
Agree	0	0.00%	
Neither agree or disagree	1	10.00%	
Disagree	0	0.00%	
Strongly disagree	1	10.00%	
N/A	4	40.00%	
	10		





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

	Count	Percentage	
Strongly agree	1	10.00%	
Agree	0	0.00%	
Neither agree or disagree	1	10.00%	
Disagree	0	0.00%	
Strongly disagree	2	20.00%	
N/A	6	60.00%	
	10		






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

	Count	Percentage	
Strongly agree	1	10.00%	
Agree	2	20.00%	
Neither agree or disagree	1	10.00%	
Disagree	0	0.00%	
Strongly disagree	2	20.00%	
N/A	4	40.00%	
	10		





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	0	0.00%	
Neither agree or disagree	1	10.00%	
Disagree	1	10.00%	
Strongly disagree	4	40.00%	
N/A	4	40.00%	





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

	Count	Percentage	
Strongly agree	3	30.00%	
Agree	1	10.00%	
Neither agree or disagree	1	10.00%	
Disagree	0	0.00%	
Strongly disagree	1	10.00%	
N/A	4	40.00%	
	10		






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	1	10.00%	
Disagree	1	10.00%	
Strongly disagree	4	40.00%	
N/A	4	40.00%	
	10		

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




	Count	Percentage	
Strongly agree	2	20.00%	
Agree	0	0.00%	
Neither agree or disagree	2	20.00%	
Disagree	0	0.00%	
Strongly disagree	2	20.00%	
N/A	4	40.00%	
	10		

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	1	10.00%	
Agree	2	20.00%	
Neither agree or disagree	1	10.00%	
Disagree	0	0.00%	
Strongly disagree	2	20.00%	
N/A	4	40.00%	
	10		

The Pride in Diversity SAPPHIRE 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	1	33.33%	
Agree	1	33.33%	
Neither Agree or Disagree	0	0.00%	
Disagree	0	0.00%	
Strongly Disagree	1	33.33%	
N/A	0	0.00%	
	3		

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	1	33.33%	
Disagree	0	0.00%	
Strongly Disagree	1	33.33%	
N/A	1	33.33%	
	3		

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	6	17.65%	
Agree	12	35.29%	
Neither agree nor disagree	7	20.59%	
Disagree	9	26.47%	
Strongly disagree	0	0.00%	
	34		






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

	Count	Percentage	
Strongly agree	4	11.76%	
Agree	11	32.35%	
Neither agree nor disagree	5	14.71%	
Disagree	8	23.53%	
Strongly disagree	6	17.65%	
	34		






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

	Count	Percentage	
Strongly agree	5	14.71%	
Agree	12	35.29%	
Neither agree nor disagree	11	32.35%	
Disagree	2	5.88%	
Strongly disagree	4	11.76%	
	34		





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

	Count	Percentage	
Strongly agree	7	20.59%	
Agree	10	29.41%	
Neither agree nor disagree	10	29.41%	
Disagree	6	17.65%	
Strongly disagree	1	2.94%	
	34		

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






	Count	Percentage	
Strongly agree	4	11.76%	
Agree	5	14.71%	
Neither agree nor disagree	11	32.35%	
Disagree	7	20.59%	
Strongly disagree	3	8.82%	
	34		

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





	Count	Percentage	
Africa	0	0.00%	
Asia	6	60.00%	
Central America	0	0.00%	
Eastern Europe	0	0.00%	
European Union	0	0.00%	
Middle East	1	10.00%	
North America	1	10.00%	
Oceania	2	20.00%	
South America	0	0.00%	
The Caribbean	0	0.00%	
	10		

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	10.00%	
Agree	2	20.00%	
Neither agree or disagree	2	20.00%	
Disagree	1	10.00%	
Strongly disagree	4	40.00%	
	10		






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	3	30.00%	
Agree	4	40.00%	
Neither agree or disagree	2	20.00%	
Disagree	0	0.00%	
Strongly disagree	1	10.00%	
	10		






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

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	5	50.00%	
Neither agree or disagree	2	20.00%	
Disagree	1	10.00%	
Strongly disagree	0	0.00%	
	10		






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	2	20.00%	
Agree	3	30.00%	
Neither agree or disagree	2	20.00%	
Disagree	2	20.00%	
Strongly disagree	1	10.00%	
	10		

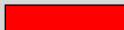

There is a person or team leading inclusion initiatives for people of diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	2	20.00%	
Neither agree or disagree	3	30.00%	
Disagree	2	20.00%	
Strongly disagree	1	10.00%	
	10		



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

	Count	Percentage	
Strongly agree	3	30.00%	
Agree	1	10.00%	
Neither agree or disagree	3	30.00%	
Disagree	2	20.00%	
Strongly disagree	1	10.00%	
	10		






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

	Count	Percentage	
Strongly agree	4	40.00%	
Agree	6	60.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	10		





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

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	8	80.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	10		






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

	Count	Percentage	
Strongly agree	3	30.00%	
Agree	4	40.00%	
Neither agree or disagree	1	10.00%	
Disagree	1	10.00%	
Strongly disagree	1	10.00%	
	10		




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

	Count	Percentage	
Strongly agree	3	30.00%	
Agree	5	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	10.00%	
Strongly disagree	1	10.00%	
	10		




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

	Count	Percentage	
Strongly agree	3	30.00%	
Agree	1	10.00%	
Neither agree or disagree	2	20.00%	
Disagree	2	20.00%	
Strongly disagree	2	20.00%	
	10		





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

	Count	Percentage	
Strongly agree	2	22.22%	
Agree	6	66.67%	
Neither agree or disagree	1	11.11%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	9		



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	3	30.00%	
Disagree	4	40.00%	
Strongly disagree	3	30.00%	
	10		

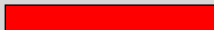

There are visible signs of inclusion for people of diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	2	20.00%	
Agree	4	40.00%	
Neither agree or disagree	2	20.00%	
Disagree	0	0.00%	
Strongly disagree	2	20.00%	
	10		





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

	Count	Percentage	
Strongly agree	6	60.00%	
Agree	4	40.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	10		

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


	Count	Percentage	
Strongly agree	7	70.00%	
Agree	3	30.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	10		

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	2	20.00%	
Neither agree or disagree	3	30.00%	
Disagree	2	20.00%	
Strongly disagree	3	30.00%	
	10		

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	1	100.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		

I feel comfortable being myself here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	1	100.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

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	1	100.00%
Strongly disagree	0	0.00%
	1	

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	1	100.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

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

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	1	100.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

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	100.00%
Strongly disagree	0	0.00%
	1	

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	100.00%
Strongly disagree	0	0.00%
	1	

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	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

I feel safe here

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

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

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

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

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

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	19	4.32%
I am a person of colour	18	4.09%
I identify with a CALD background	44	10.00%
I am someone living with a disability	15	3.41%
I am neuro-diverse (example: Autism, ADHD, Dyslexia)	15	3.41%
I am a person of faith / religion	52	11.82%
I am a mature age employee	60	13.64%
None of the above	285	64.77%
	440	











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	15	18.52%	
Person of colour	6	7.41%	
CALD background	20	24.69%	
Living with a disability	6	7.41%	
Neuro-diverse	4	4.94%	
Person of faith/religion	14	17.28%	
Mature Age Employee	28	34.69%	
Diverse sexual orientation	11	13.58%	
Trans experience and/or history	1	1.23%	
Diverse gender identity	1	1.23%	










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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	16	28.07%	
Person of colour	6	10.53%	
CALD background	14	24.56%	
Living with a disability	5	8.77%	
Neuro-diverse	3	5.26%	
Person of faith/religion	8	14.04%	
Mature Age Employee	18	31.58%	
Diverse sexual orientation	6	10.53%	
Trans experience and/or history	2	3.51%	
Diverse gender identity	3	5.26%	
	57		











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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	7	9.72%	
Person of colour	8	11.11%	
CALD background	12	16.67%	
Living with a disability	6	8.33%	
Neuro-diverse	3	4.17%	
Person of faith/religion	17	23.61%	
Mature Age Employee	23	31.94%	
Diverse sexual orientation	7	9.72%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	72		











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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	7	8.33%	
Person of colour	7	8.33%	
CALD background	8	16.67%	
Living with a disability	5	10.42%	
Neuro-diverse	3	6.25%	
Person of faith/religion	6	12.50%	
Mature Age Employee	19	39.58%	
Diverse sexual orientation	5	10.42%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	1	2.08%	
	48		











I feel the most accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	9	16.36%	
Person of colour	2	3.64%	
CALD background	14	25.45%	
Living with a disability	5	9.09%	
Neuro-diverse	1	1.82%	
Person of faith/religion	10	18.18%	
Mature Age Employee	16	29.09%	
Diverse sexual orientation	7	12.73%	
Trans experience and/or history	1	1.82%	
Diverse gender identity	1	1.82%	
	55		











I feel the least accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	4	6.90%	
Person of colour	9	13.79%	
CALD background	8	8.62%	
Living with a disability	6	10.34%	
Neuro-diverse	5	8.62%	
Person of faith/religion	19	32.76%	
Mature Age Employee	16	27.59%	
Diverse sexual orientation	3	5.17%	
Trans experience and/or history	1	1.72%	
Diverse gender identity	2	3.45%	
	58		











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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	13	14.77%	
Person of colour	11	12.50%	
CALD background	23	26.14%	
Living with a disability	11	12.50%	
Neuro-diverse	5	5.68%	
Person of faith/religion	21	23.86%	
Mature Age Employee	19	21.59%	
Diverse sexual orientation	20	22.73%	
Trans experience and/or history	3	3.41%	
Diverse gender identity	4	4.55%	
	88		

I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	92	70.23%	
Person of colour	88	67.18%	
CALD background	85	62.60%	
Living with a disability	72	54.96%	
Neuro-diverse	32	24.43%	
Person of faith/religion	81	61.83%	
Mature Age Employee	92	70.23%	
Diverse sexual orientation	92	70.23%	
Trans experience and/or history	39	29.77%	
Diverse gender identity	42	32.06%	
	131		

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

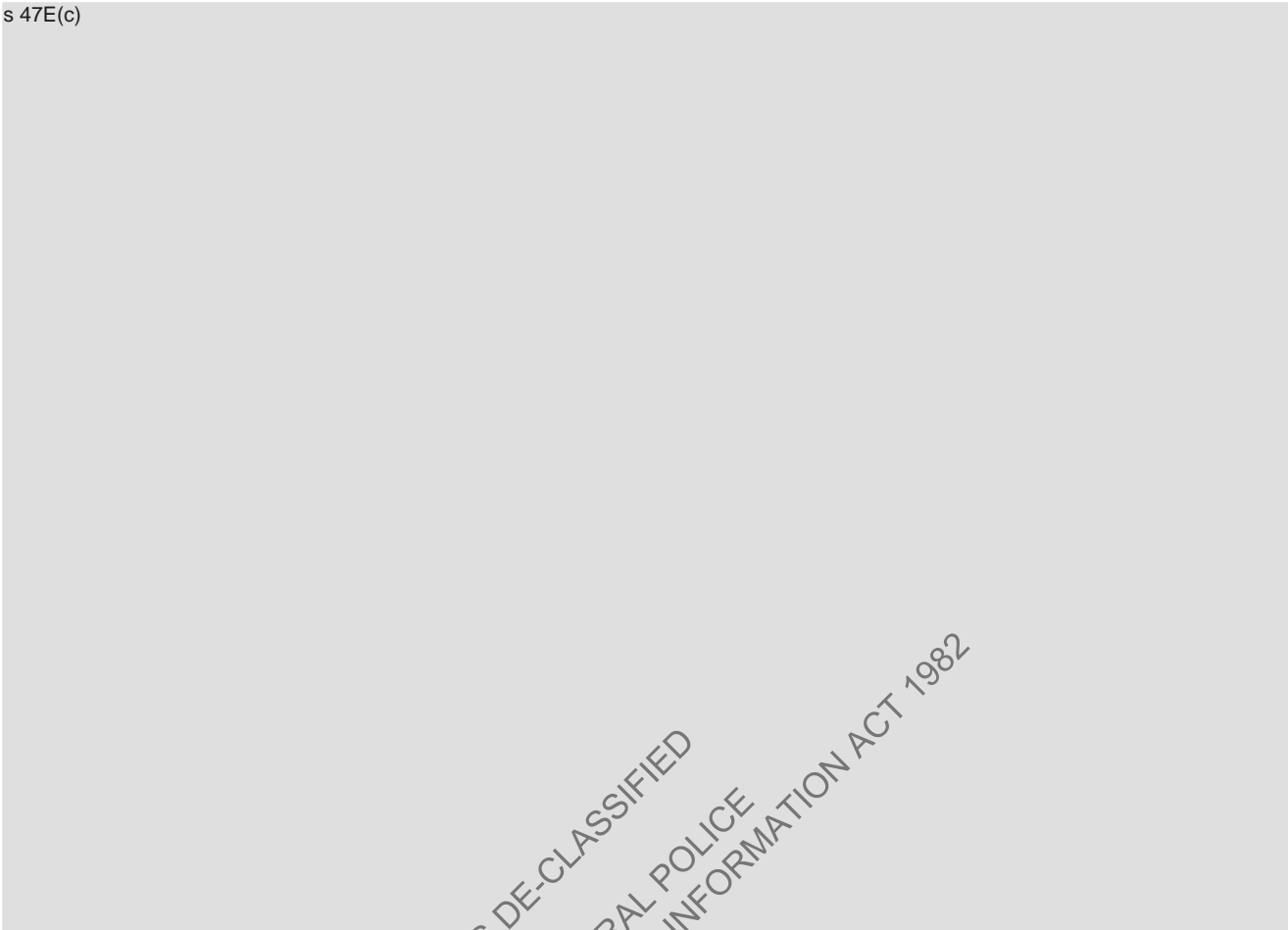
	Count	Percentage	
Aboriginal and/or Torres Strait Islander	15	18.75%	
Person of colour	14	17.50%	
CALD background	24	30.00%	
Living with a disability	3	3.75%	
Neuro-diverse	3	3.75%	
Person of faith/religion	25	31.25%	
Mature Age Employee	45	56.25%	
Diverse sexual orientation	38	47.50%	
Trans experience and/or history	3	3.75%	
Diverse gender identity	5	6.25%	
	80		

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

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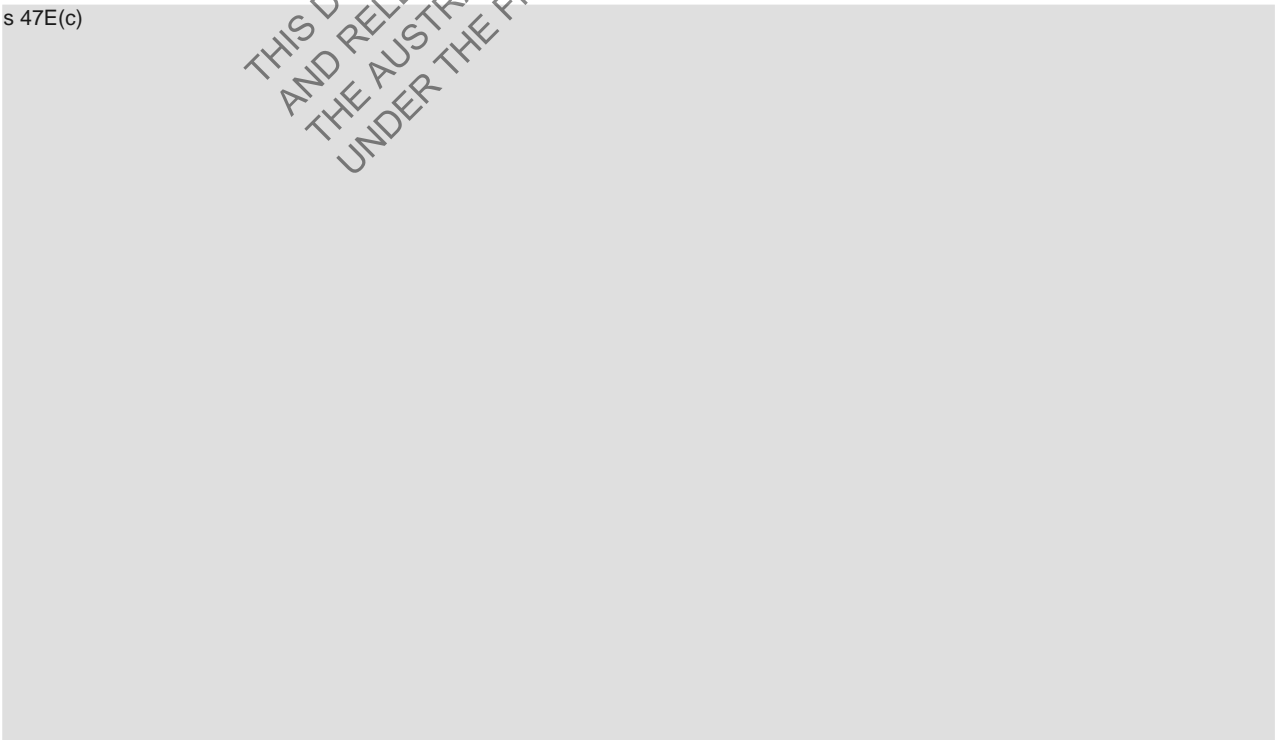
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If multiple diversities apply to you, please share any insight into how this impacts your work experience.

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Is there anything that you feel your organisation does particularly well in regard to inclusion initiatives for people of diverse sexuality and/or gender?

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Is there anything in particular that you feel needs to be improved in this area?

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If you do not agree with your organisation putting effort into this area of diversity & inclusion, please let us know why.

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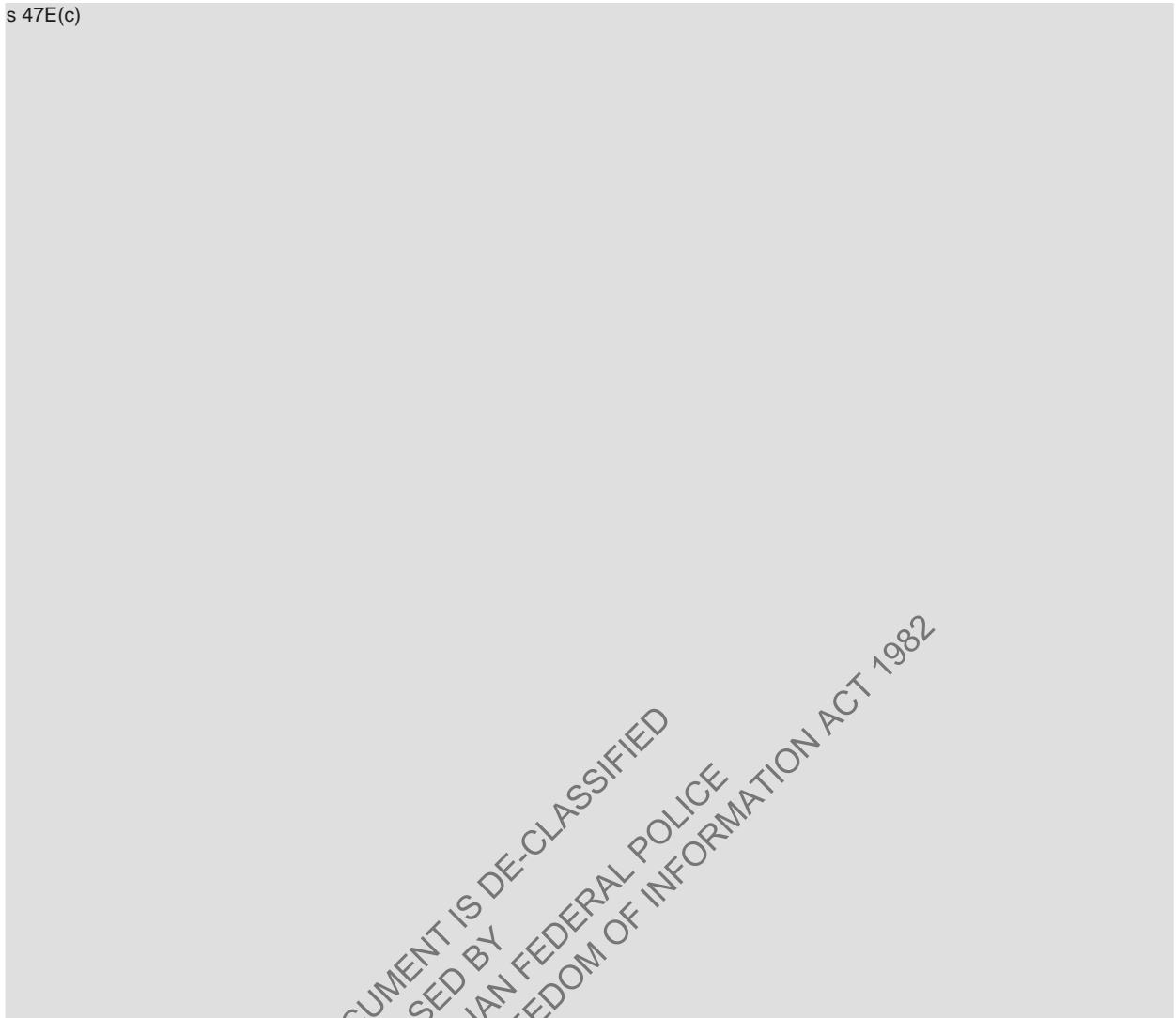
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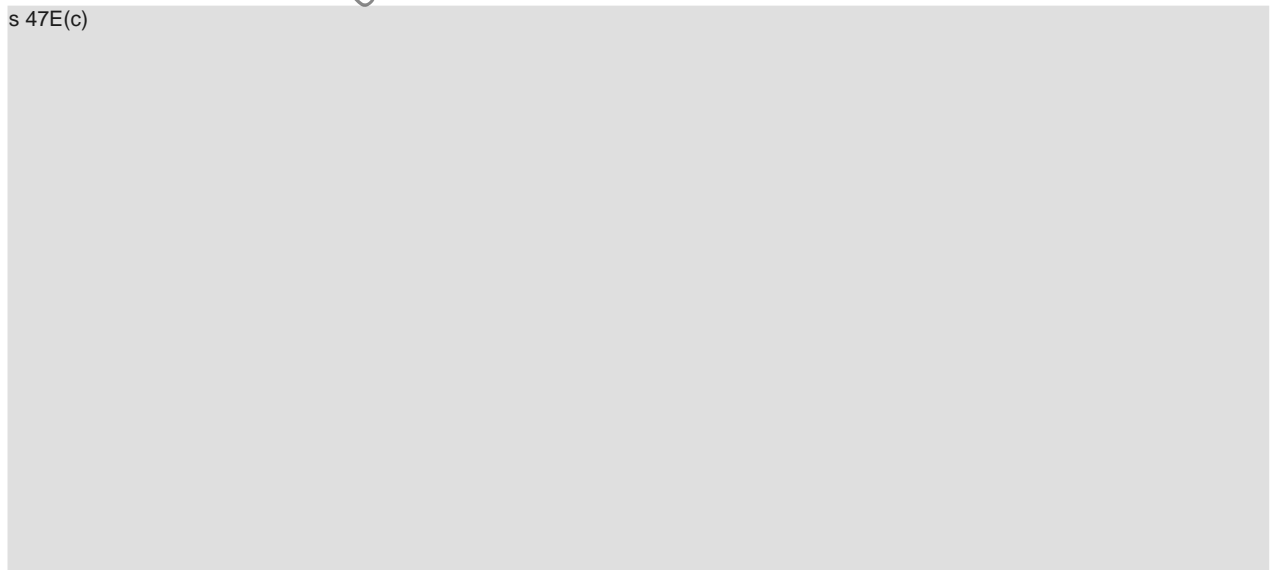
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In closing, please briefly describe what it is like working for your organisations as a person of diverse sexuality and/or gender.

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