











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 | 411 | 100.00% |  |
| No | 0 | 0.00% | |
| | 411 | | |



Did you participate in this survey last year?*

| | Count | Percentage | |
|-----|-------|------------|---|
| Yes | 143 | 34.79% |  |
| No | 268 | 65.21% |  |
| | 411 | | |

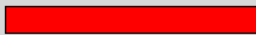



Which state or territory is the primary location of your work?*

| | Count | Percentage | |
|-----------------|-------|------------|---|
| ACT | 51 | 12.81% |  |
| NSW | 107 | 26.88% |  |
| NT | 0 | 0.00% | |
| QLD | 84 | 21.11% |  |
| SA | 48 | 12.06% |  |
| TAS | 16 | 4.02% |  |
| VIC | 67 | 16.83% |  |
| WA | 25 | 6.28% |  |
| Overseas office | 0 | 0.00% | |
| | 398 | | |



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

| | Count | Percentage | |
|-------------------|-------|------------|---|
| City/Metropolitan | 317 | 79.65% |  |
| Regional | 78 | 19.60% |  |
| Rural | 2 | 0.50% | |
| Remote | 1 | 0.25% | |
| | 398 | | |







What is your employment type?*



| | Count | Percentage | |
|-----------------------|-------|------------|---|
| Full-time | 333 | 83.67% |  |
| Part-time | 35 | 8.79% |  |
| Temporary/Casual | 15 | 3.77% |  |
| Contract (fixed-term) | 15 | 3.77% |  |
| Other | 0 | 0.00% | |
| | 398 | | |

What sector do you work in?*





| | Count | Percentage | |
|---------------------------------|-------|------------|---|
| Federal Government | 397 | 99.75% |  |
| State Government | 0 | 0.00% | |
| Local Government | 0 | 0.00% | |
| Higher Education | 0 | 0.00% | |
| NFP / Community / NGO / Charity | 0 | 0.00% | |
| Private Sector | 1 | 0.25% |  |
| | 398 | | |

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 | 11 | 2.76% |  |
| Community Services | 4 | 1.01% |  |
| Computer Software | 2 | 0.50% |  |
| Construction | 0 | 0.00% | |
| Education | 1 | 0.25% |  |
| Energy / Utilities | 0 | 0.00% | |
| Health & Wellbeing | 0 | 0.00% | |
| Hospitality | 0 | 0.00% | |
| Insurance | 0 | 0.00% | |
| Law Enforcement | 3 | 0.75% |  |
| Legal | 8 | 2.01% |  |
| Manufacturing | 0 | 0.00% | |

| | | | |
|------------------------------------|-----|--------|---|
| Media & Entertainment | 0 | 0.00% | |
| Mining | 0 | 0.00% | |
| Pharmaceuticals | 0 | 0.00% | |
| Professional Services / Consulting | 1 | 0.25% | |
| Public Service | 346 | 86.93% |  |
| Property | 0 | 0.00% | |
| Rail & Logistics | 0 | 0.00% | |
| Recruitment | 2 | 0.50% | |
| Research & Development | 1 | 0.25% | |
| Retail | 0 | 0.00% | |
| Technology / Telco | 0 | 0.00% | |
| Tourism / Gaming | 0 | 0.00% | |
| Transport | 0 | 0.00% | |
| None of the above | 19 | 4.77% |  |
| | 398 | | |

How long have you worked with your current organisation?*

| | Count | Percentage | |
|----------------------|-------|------------|---|
| Less than 1 year | 37 | 9.30% |  |
| Between 1 to 3 years | 34 | 8.54% |  |
| Between 3 to 5 years | 29 | 7.29% |  |
| More than 5 years | 298 | 74.87% |  |
| | 398 | | |

Which of the following would best describe your role?*

| | Count | Percentage | |
|--|-------|------------|---|
| CEO (or Equivalent) / Direct Report of CEO (or Equivalent) | 1 | 0.25% | |
| Senior Leadership (not reporting to CEO) | 7 | 1.76% | |
| Middle Management | 75 | 18.84% |  |
| Project Manager | 15 | 3.77% | |
| Team Leader/Supervisor | 38 | 9.55% |  |
| Team Member | 220 | 55.28% |  |
| Graduate/Intern | 10 | 2.51% | |
| Consultant (Internal or external) | 3 | 0.75% | |

| | | | |
|---------------------------|-----|-------|---|
| Contractor | 2 | 0.50% | |
| Academic | 0 | 0.00% | |
| Support Staff | 23 | 5.78% | ■ |
| Non-office / outdoor role | 0 | 0.00% | |
| None of the above | 4 | 1.01% | |
| | 398 | | |

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




| | Count | Percentage | |
|---------------------------------|-------|------------|---|
| Primary Education | 2 | 0.50% | |
| Secondary Education | 56 | 14.07% | ■ |
| Certificate Level | 48 | 12.06% | ■ |
| Diploma or Advanced Diploma | 30 | 7.54% | ■ |
| Bachelor Degree | 136 | 34.17% | ■ |
| Graduate Certificate or Diploma | 55 | 13.82% | ■ |
| Postgraduate Degree or Higher | 66 | 16.58% | ■ |
| Other | 5 | 1.26% | |
| | 398 | | |

What age bracket do you fall within?*




| | Count | Percentage | |
|-----------------------|-------|------------|---|
| Under 18 | 0 | 0.00% | |
| 18-24 | 9 | 2.26% | |
| 25-34 | 72 | 18.09% | ■ |
| 35-44 | 93 | 23.37% | ■ |
| 45-54 | 128 | 32.16% | ■ |
| 55-64 | 87 | 21.86% | ■ |
| 65+ | 3 | 0.75% | |
| Prefer not to respond | 6 | 1.51% | |
| | 398 | | |

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




| | Count | Percentage | |
|-------|-------|------------|---|
| Man | 147 | 36.93% | ■ |
| Woman | 235 | 59.05% | ■ |

| | | | |
|------------------------------------|-----|-------|---|
| Non-binary | 6 | 1.51% |  |
| Agender | 0 | 0.00% | |
| A gender identity not listed above | 3 | 0.75% |  |
| Prefer not to respond | 7 | 1.76% |  |
| | 398 | | |






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

| | Count | Percentage | |
|-----------------------|-------|------------|---|
| Yes | 49 | 12.41% |  |
| No | 338 | 85.57% |  |
| Prefer not to respond | 8 | 2.03% |  |
| | 395 | | |

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



| | Count | Percentage | |
|-----------------------|-------|------------|---|
| Yes | 97 | 24.37% |  |
| No | 285 | 71.61% |  |
| Prefer not to respond | 16 | 4.02% |  |
| | 398 | | |

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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| He / Him | 51 | 52.58% |  |
| She / Her | 48 | 49.48% |  |
| They / Them | 17 | 17.53% |  |
| A pronoun not listed above | 2 | 2.06% |  |
| Prefer not to respond | 1 | 1.03% |  |
| | 97 | | |






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 | 0.25% |  |






| | | | |
|-----------------------|-----|--------|---|
| No | 389 | 97.98% |  |
| Prefer not to respond | 7 | 1.76% |  |
| | 397 | | |

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 | 69 | 17.65% |  |
| Agree | 143 | 36.57% |  |
| Neither agree nor disagree | 67 | 17.14% |  |
| Disagree | 82 | 20.97% |  |
| Strongly disagree | 30 | 7.67% |  |
| | 391 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 232 | 59.18% |  |
| Agree | 103 | 26.28% |  |
| Neither agree nor disagree | 29 | 7.40% |  |
| Disagree | 25 | 6.38% |  |
| Strongly disagree | 3 | 0.77% |  |
| | 392 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 116 | 29.82% |  |
| Agree | 98 | 25.19% |  |
| Neither agree nor disagree | 89 | 22.88% |  |
| Disagree | 49 | 12.60% |  |
| Strongly disagree | 37 | 9.51% |  |
| | 389 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 182 | 46.67% |  |
| Agree | 151 | 38.72% |  |
| Neither agree nor disagree | 44 | 11.28% |  |
| Disagree | 7 | 1.79% |  |
| Strongly disagree | 6 | 1.54% |  |
| | 390 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 57 | 14.58% |  |
| Agree | 87 | 22.25% |  |
| Neither agree nor disagree | 147 | 37.60% |  |
| Disagree | 77 | 19.69% |  |
| Strongly disagree | 23 | 5.88% |  |
| | 391 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 96 | 24.62% |  |
| Agree | 130 | 33.33% |  |
| Neither agree nor disagree | 105 | 26.92% |  |
| Disagree | 38 | 9.74% |  |
| Strongly disagree | 21 | 5.38% |  |
| | 390 | | |

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






| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 160 | 41.13% |  |
| Agree | 158 | 40.62% |  |
| Neither agree nor disagree | 42 | 10.80% |  |
| Disagree | 17 | 4.37% |  |
| Strongly disagree | 12 | 3.08% |  |
| | 389 | | |

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






| | Count | Percentage | |
|----------------------------|-------|------------|--|
| Strongly agree | 166 | 42.67% |  |
| Agree | 148 | 38.05% |  |
| Neither agree nor disagree | 53 | 13.62% |  |
| Disagree | 12 | 3.08% |  |
| Strongly disagree | 10 | 2.57% |  |
| | 389 | | |

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 | 157 | 40.89% |  |
| Agree | 202 | 52.60% |  |
| Neither agree nor disagree | 15 | 3.91% |  |
| Disagree | 6 | 1.56% |  |
| Strongly disagree | 4 | 1.04% |  |
| | 384 | | |






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 | 107 | 27.86% |  |
| Agree | 208 | 54.17% |  |
| Neither agree nor disagree | 52 | 13.54% |  |
| Disagree | 16 | 4.17% |  |
| Strongly disagree | 1 | 0.26% |  |
| | 384 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 100 | 26.39% |  |
| Agree | 196 | 51.72% |  |
| Neither agree nor disagree | 54 | 14.25% |  |
| Disagree | 24 | 6.33% |  |
| Strongly disagree | 5 | 1.32% |  |
| | 379 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 85 | 22.19% |  |
| Agree | 165 | 43.08% |  |
| Neither agree nor disagree | 80 | 20.89% |  |
| Disagree | 43 | 11.23% |  |
| Strongly disagree | 10 | 2.61% |  |
| | 383 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 109 | 28.46% |  |
| Agree | 210 | 54.83% |  |
| Neither agree nor disagree | 38 | 9.92% |  |
| Disagree | 22 | 5.74% |  |
| Strongly disagree | 4 | 1.04% |  |
| | 383 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 126 | 32.90% |  |
| Agree | 202 | 52.74% |  |
| Neither agree nor disagree | 30 | 7.83% |  |
| Disagree | 23 | 6.01% |  |
| Strongly disagree | 2 | 0.52% |  |
| | 383 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 81 | 21.15% |  |
| Agree | 167 | 43.60% |  |
| Neither agree nor disagree | 86 | 22.45% |  |
| Disagree | 41 | 10.70% |  |
| Strongly disagree | 8 | 2.09% |  |
| | 383 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 54 | 14.17% |  |
| Agree | 78 | 20.47% |  |
| Neither agree nor disagree | 51 | 13.39% |  |
| Disagree | 153 | 40.16% |  |
| Strongly disagree | 45 | 11.81% |  |
| | 381 | | |

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






| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 162 | 42.30% |  |
| Agree | 145 | 37.86% |  |
| Neither agree nor disagree | 39 | 10.18% |  |
| Disagree | 17 | 4.44% |  |
| Strongly disagree | 20 | 5.22% |  |
| | 383 | | |

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






| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 118 | 30.89% |  |
| Agree | 192 | 50.26% |  |
| Neither agree nor disagree | 51 | 13.35% |  |
| Disagree | 17 | 4.45% |  |
| Strongly disagree | 4 | 1.05% |  |
| | 382 | | |

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 | 240 | 63.66% |  |
| Agree | 107 | 28.38% |  |
| Neither agree nor disagree | 20 | 5.31% |  |
| Disagree | 7 | 1.86% |  |
| Strongly disagree | 3 | 0.80% |  |
| | 377 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 55 | 14.63% |  |
| Agree | 150 | 39.89% |  |
| Neither agree nor disagree | 128 | 34.04% |  |
| Disagree | 32 | 8.51% |  |
| Strongly disagree | 11 | 2.93% |  |
| | 376 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 244 | 64.38% |  |
| Agree | 98 | 25.86% |  |
| Neither agree nor disagree | 23 | 6.07% |  |
| Disagree | 10 | 2.64% |  |
| Strongly disagree | 4 | 1.06% |  |
| | 379 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 254 | 67.55% |  |
| Agree | 102 | 27.13% |  |
| Neither agree nor disagree | 14 | 3.72% |  |
| Disagree | 5 | 1.33% |  |
| Strongly disagree | 1 | 0.27% |  |
| | 376 | | |






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 | 226 | 59.63% |  |
| Agree | 105 | 27.70% |  |
| Neither agree nor disagree | 21 | 5.54% |  |
| Disagree | 18 | 4.75% |  |
| Strongly disagree | 9 | 2.37% |  |
| | 379 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 195 | 51.59% |  |
| Agree | 108 | 28.57% |  |
| Neither agree nor disagree | 36 | 9.52% |  |
| Disagree | 21 | 5.56% |  |
| Strongly disagree | 18 | 4.76% |  |
| | 378 | | |






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 | 176 | 46.44% |  |
| Agree | 103 | 27.18% |  |
| Neither agree nor disagree | 43 | 11.35% |  |
| Disagree | 29 | 7.65% |  |
| Strongly disagree | 28 | 7.39% |  |
| | 379 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 82 | 21.64% |  |
| Agree | 64 | 16.89% |  |
| Neither agree nor disagree | 56 | 14.78% |  |
| Disagree | 105 | 27.70% |  |
| Strongly disagree | 72 | 19.00% |  |
| | 379 | | |

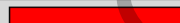




I have witnessed negative behaviours / mild harassment targeting people of diverse sexuality or gender at work

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 13 | 3.44% |  |
| Agree | 44 | 11.64% |  |
| Neither agree nor disagree | 44 | 11.64% |  |
| Disagree | 180 | 47.62% |  |
| Strongly disagree | 97 | 25.66% |  |
| | 378 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 8 | 2.12% |  |
| Agree | 14 | 3.70% |  |
| Neither agree nor disagree | 31 | 8.20% |  |
| Disagree | 188 | 49.74% |  |
| Strongly disagree | 137 | 36.24% |  |
| | 378 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 219 | 58.09% |  |
| Agree | 133 | 35.28% |  |
| Neither agree nor disagree | 18 | 4.77% |  |
| Disagree | 6 | 1.59% |  |
| Strongly disagree | 1 | 0.27% |  |
| | 377 | | |

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






| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 204 | 54.55% |  |
| Agree | 131 | 35.03% |  |
| Neither agree nor disagree | 29 | 7.75% |  |
| Disagree | 8 | 2.14% |  |
| Strongly disagree | 2 | 0.53% |  |
| | 374 | | |

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 | 168 | 44.92% |  |
| Agree | 142 | 37.97% |  |
| Neither agree nor disagree | 54 | 14.44% |  |
| Disagree | 7 | 1.87% |  |
| Strongly disagree | 3 | 0.80% |  |
| | 374 | | |

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 | 164 | 43.97% |  |
| Agree | 164 | 43.97% |  |
| Neither agree nor disagree | 18 | 4.83% |  |
| Disagree | 18 | 4.83% |  |
| Strongly disagree | 9 | 2.41% |  |
| | 373 | | |






I feel mentally well at work

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 102 | 27.35% |  |
| Agree | 185 | 49.60% |  |
| Neither agree nor disagree | 51 | 13.67% |  |
| Disagree | 23 | 6.17% |  |
| Strongly disagree | 12 | 3.22% |  |
| | 373 | | |






I feel I can be myself at work

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 110 | 29.49% |  |
| Agree | 170 | 45.58% |  |
| Neither agree nor disagree | 44 | 11.80% |  |
| Disagree | 39 | 10.46% |  |
| Strongly disagree | 10 | 2.68% |  |
| | 373 | | |






I feel productive at work

| | Count | Percentage | |
|----------------------------|-------|------------|--|
| Strongly agree | 124 | 33.24% |  |
| Agree | 205 | 54.96% |  |
| Neither agree nor disagree | 26 | 6.97% |  |
| Disagree | 16 | 4.29% |  |
| Strongly disagree | 2 | 0.54% |  |
| | 373 | | |







I feel engaged with the organisation and my work

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 115 | 30.83% |  |
| Agree | 183 | 49.06% |  |
| Neither agree nor disagree | 41 | 10.99% |  |
| Disagree | 21 | 5.63% |  |
| Strongly disagree | 13 | 3.49% |  |
| | 373 | | |

I feel a sense of belonging here






| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 104 | 28.03% |  |
| Agree | 164 | 44.20% |  |
| Neither agree nor disagree | 63 | 16.98% |  |
| Disagree | 26 | 7.01% |  |
| Strongly disagree | 14 | 3.77% |  |
| | 371 | | |

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) | 74 | 20.16% |  |
| Passive Ally (I support LGBTQ inclusion but not actively) | 211 | 57.49% |  |
| Not an Ally (I do not support LGBTQ inclusion) | 12 | 3.27% |  |
| I am an LGBTQ person and active in my support | 39 | 10.63% |  |
| I am an LGBTQ person and support LGBTQ inclusion but not actively | 29 | 7.90% |  |
| I am an LGBTQ person and do not support LGBTQ inclusion | 2 | 0.54% |  |
| | 367 | | |

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 | 89 | 24.18% |  |
| Agree | 131 | 35.60% |  |
| Neither agree or disagree | 57 | 15.49% |  |
| Disagree | 80 | 21.74% |  |
| Strongly disagree | 11 | 2.99% |  |
| | 368 | | |






I understand why active Allies are important

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 145 | 39.30% |  |
| Agree | 171 | 46.34% |  |
| Neither agree or disagree | 31 | 8.40% |  |
| Disagree | 16 | 4.34% |  |
| Strongly disagree | 6 | 1.63% |  |
| | 369 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 90 | 24.39% |  |
| Agree | 151 | 40.92% |  |
| Neither agree or disagree | 71 | 19.24% |  |
| Disagree | 50 | 13.55% |  |
| Strongly disagree | 7 | 1.90% |  |
| | 369 | | |

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






| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 72 | 19.57% |  |
| Agree | 137 | 37.23% |  |
| Neither agree or disagree | 70 | 19.02% |  |
| Disagree | 76 | 20.65% |  |
| Strongly disagree | 13 | 3.53% |  |
| | 368 | | |

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






| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 95 | 25.75% |  |
| Agree | 134 | 36.31% |  |
| Neither agree or disagree | 56 | 15.18% |  |
| Disagree | 69 | 18.70% |  |
| Strongly disagree | 15 | 4.07% |  |
| | 369 | | |

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 | 2 | 0.80% |  |
| Agree | 10 | 3.98% |  |
| Neither agree or disagree | 42 | 16.73% |  |
| Disagree | 102 | 40.64% |  |
| Strongly disagree | 95 | 37.85% |  |
| | 251 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 3 | 1.20% |  |
| Agree | 5 | 1.99% |  |
| Neither agree or disagree | 29 | 11.55% |  |
| Disagree | 115 | 45.82% |  |
| Strongly disagree | 99 | 39.44% |  |
| | 251 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 15 | 5.98% |  |
| Agree | 21 | 8.37% |  |
| Neither agree or disagree | 26 | 10.36% |  |
| Disagree | 93 | 37.05% |  |
| Strongly disagree | 96 | 38.25% |  |
| | 251 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 18 | 7.20% |  |
| Agree | 50 | 20.00% |  |
| Neither agree or disagree | 57 | 22.80% |  |
| Disagree | 75 | 30.00% |  |
| Strongly disagree | 50 | 20.00% |  |
| | 250 | | |






Too busy to be an active Ally

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 24 | 9.56% |  |
| Agree | 89 | 35.46% |  |
| Neither agree or disagree | 75 | 29.88% |  |
| Disagree | 50 | 19.92% |  |
| Strongly disagree | 13 | 5.18% |  |
| | 251 | | |

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

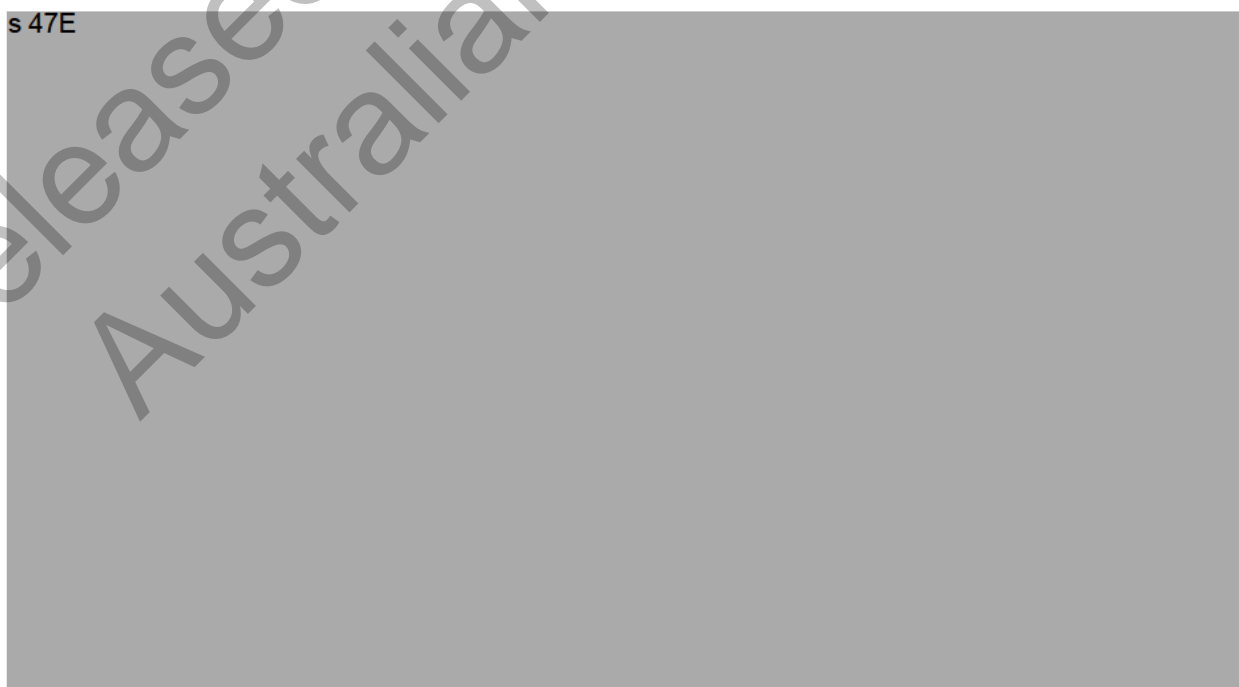
| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 7 | 2.80% |  |
| Agree | 9 | 3.60% |  |
| Neither agree or disagree | 42 | 16.80% |  |
| Disagree | 106 | 42.40% |  |
| Strongly disagree | 86 | 34.40% |  |
| | 250 | | |

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

| | Count | Percentage | |
|--|-------|------------|---|
| More information about WHY active Allies are so important | 61 | 25.42% |  |
| A better understanding of HOW to be an active Ally | 85 | 35.42% |  |
| More information on being an active Ally when my time is limited | 103 | 42.92% |  |
| Nothing would influence me to be an active Ally | 91 | 37.92% |  |
| Other (please specify) | 19 | 7.92% |  |
| | 240 | | |

Other (please specify)





s 47E







s 47E

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 | 11 | 12.79% |  |
| Met expectations | 33 | 38.37% |  |
| Did not meet expectations | 22 | 25.58% |  |
| No expectations | 20 | 23.26% |  |
| | 86 | | |





My experience of inclusion within my immediate work area

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 16 | 18.60% |  |
| Met expectations | 50 | 58.14% |  |
| Did not meet expectations | 12 | 13.95% |  |
| No expectations | 8 | 9.30% |  |
| | 86 | | |





Communication of sexuality and gender diverse inclusion throughout the year

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 16 | 18.60% |  |
| Met expectations | 40 | 46.51% |  |
| Did not meet expectations | 24 | 27.91% |  |
| No expectations | 6 | 6.98% |  |
| | 86 | | |





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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 21 | 24.42% |  |
| Met expectations | 44 | 51.16% |  |
| Did not meet expectations | 15 | 17.44% |  |
| No expectations | 6 | 6.98% |  |
| | 86 | | |





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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 22 | 25.58% |  |
| Met expectations | 33 | 38.37% |  |
| Did not meet expectations | 22 | 25.58% |  |
| No expectations | 9 | 10.47% |  |
| | 86 | | |





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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 31 | 36.05% |  |
| Met expectations | 32 | 37.21% |  |
| Did not meet expectations | 17 | 19.77% |  |
| No expectations | 6 | 6.98% |  |
| | 86 | | |





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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 16 | 18.82% |  |
| Met expectations | 32 | 37.65% |  |
| Did not meet expectations | 30 | 35.29% |  |
| No expectations | 7 | 8.24% |  |
| | 85 | | |





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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 9 | 10.59% |  |
| Met expectations | 42 | 49.41% |  |
| Did not meet expectations | 20 | 23.53% |  |
| No expectations | 14 | 16.47% |  |
| | 85 | | |

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






| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 14 | 16.28% |  |
| Met expectations | 46 | 53.49% |  |
| Did not meet expectations | 19 | 22.09% |  |
| No expectations | 7 | 8.14% |  |
| | 86 | | |

Visibility of active Allies






| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 18 | 20.93% |  |
| Met expectations | 34 | 39.53% |  |
| Did not meet expectations | 25 | 29.07% |  |
| No expectations | 9 | 10.47% |  |
| | 86 | | |

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 | 32 | 37.65% |  |
| Agree | 37 | 43.53% |  |
| Neither agree nor disagree | 9 | 10.59% |  |
| Disagree | 3 | 3.53% |  |
| Strongly disagree | 4 | 4.71% |  |
| | 85 | | |






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 | 31 | 36.05% |  |
| Agree | 38 | 44.19% |  |
| Neither agree nor disagree | 13 | 15.12% |  |
| Disagree | 3 | 3.49% |  |
| Strongly disagree | 1 | 1.16% |  |
| | 86 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 27 | 31.40% |  |
| Agree | 32 | 37.21% |  |
| Neither agree nor disagree | 12 | 13.95% |  |
| Disagree | 13 | 15.12% |  |
| Strongly disagree | 2 | 2.33% |  |
| | 86 | | |





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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 27 | 31.40% |  |
| Agree | 29 | 33.72% |  |
| Neither agree nor disagree | 15 | 17.44% |  |
| Disagree | 13 | 15.12% |  |
| Strongly disagree | 2 | 2.33% |  |
| | 86 | | |






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




| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 15 | 17.86% |  |
| Agree | 30 | 35.71% |  |
| Neither agree nor disagree | 27 | 32.14% |  |
| Disagree | 8 | 9.52% |  |
| Strongly disagree | 4 | 4.76% |  |
| | 84 | | |

Active Allies have positively impacted my sense of inclusion here






| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 16 | 18.60% |  |
| Agree | 32 | 37.21% |  |
| Neither agree nor disagree | 30 | 34.88% |  |
| Disagree | 8 | 9.30% |  |
| Strongly disagree | 0 | 0.00% | |
| | 86 | | |

How would you best describe your sexual orientation? *

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Straight (Heterosexual) | 4 | 4.65% |  |
| Gay, Lesbian (Homosexual) | 44 | 51.16% |  |
| Bisexual | 22 | 25.58% |  |
| Pansexual | 7 | 8.14% |  |
| Queer | 2 | 2.33% |  |






| | | | |
|--|----|-------|---|
| Asexual | 2 | 2.33% |  |
| An orientation not listed above | 4 | 4.65% |  |
| Prefer not to respond (you will be asked no further questions on sexual orientation) | 1 | 1.16% |  |
| | 86 | | |

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






| | Count | Percentage | |
|-----------------------|-------|------------|---|
| Out to everyone | 31 | 38.27% |  |
| Most I work with | 19 | 23.46% |  |
| Selected few only | 14 | 17.28% |  |
| Not at all | 14 | 17.28% |  |
| Prefer not to respond | 3 | 3.70% |  |
| | 81 | | |

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 | 16 | 32.00% |  |
| Agree | 21 | 42.00% |  |
| Neither agree nor disagree | 7 | 14.00% |  |
| Disagree | 4 | 8.00% |  |
| Strongly disagree | 2 | 4.00% |  |
| | 50 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 21 | 42.00% |  |
| Agree | 14 | 28.00% |  |
| Neither agree nor disagree | 4 | 8.00% |  |
| Disagree | 9 | 18.00% |  |
| Strongly disagree | 2 | 4.00% |  |
| | 50 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 19 | 38.00% |  |
| Agree | 16 | 32.00% |  |
| Neither agree nor disagree | 5 | 10.00% |  |
| Disagree | 7 | 14.00% |  |
| Strongly disagree | 3 | 6.00% |  |
| | 50 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 21 | 42.00% |  |
| Agree | 10 | 20.00% |  |
| Neither agree nor disagree | 10 | 20.00% |  |
| Disagree | 6 | 12.00% |  |
| Strongly disagree | 3 | 6.00% |  |
| | 50 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 20 | 40.00% |  |
| Agree | 15 | 30.00% |  |
| Neither agree nor disagree | 7 | 14.00% |  |
| Disagree | 6 | 12.00% |  |
| Strongly disagree | 2 | 4.00% |  |
| | 50 | | |






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 | 3 | 6.00% |  |
| Agree | 5 | 10.00% |  |
| Neither agree nor disagree | 3 | 6.00% |  |
| Disagree | 18 | 36.00% |  |
| Strongly disagree | 21 | 42.00% |  |
| | 50 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 20 | 40.00% |  |
| Agree | 19 | 38.00% |  |
| Neither agree nor disagree | 4 | 8.00% |  |
| Disagree | 3 | 6.00% |  |
| Strongly disagree | 4 | 8.00% |  |
| | 50 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 2 | 4.08% |  |
| Agree | 1 | 2.04% |  |
| Neither agree nor disagree | 4 | 8.16% |  |
| Disagree | 16 | 32.65% |  |
| Strongly disagree | 26 | 53.06% |  |
| | 49 | | |

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






| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 21 | 42.00% |  |
| Agree | 20 | 40.00% |  |
| Neither agree nor disagree | 2 | 4.00% |  |
| Disagree | 5 | 10.00% |  |
| Strongly disagree | 2 | 4.00% |  |
| | 50 | | |

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 | 13 | 26.00% |  |
| Agree | 20 | 40.00% |  |
| Neither agree nor disagree | 12 | 24.00% |  |
| Disagree | 4 | 8.00% |  |
| Strongly disagree | 1 | 2.00% |  |
| | 50 | | |

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 | 3 | 11.11% |  |
| Agree | 8 | 29.63% |  |
| Neither agree nor disagree | 5 | 18.52% |  |
| Disagree | 8 | 29.63% |  |
| Strongly disagree | 3 | 11.11% |  |
| | 27 | | |





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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 4 | 14.81% |  |
| Agree | 5 | 18.52% |  |
| Neither agree nor disagree | 5 | 18.52% |  |
| Disagree | 9 | 33.33% |  |
| Strongly disagree | 4 | 14.81% |  |
| | 27 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 5 | 18.52% |  |
| Agree | 8 | 29.63% |  |
| Neither agree nor disagree | 1 | 3.70% |  |
| Disagree | 8 | 29.63% |  |
| Strongly disagree | 5 | 18.52% |  |
| | 27 | | |

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







| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 0 | 0.00% | |
| Agree | 1 | 3.70% |  |
| Neither agree nor disagree | 5 | 18.52% |  |
| Disagree | 12 | 44.44% |  |
| Strongly disagree | 9 | 33.33% |  |
| | 27 | | |

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







| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 4 | 14.81% |  |
| Agree | 7 | 25.93% |  |
| Neither agree nor disagree | 4 | 14.81% |  |
| Disagree | 8 | 29.63% |  |
| Strongly disagree | 4 | 14.81% |  |
| | 27 | | |

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 | 3 | 7.69% |  |
| Agree | 7 | 17.95% |  |
| Neither Agree or Disagree | 11 | 28.21% |  |
| Disagree | 11 | 28.21% |  |
| Strongly Disagree | 3 | 7.69% |  |
| N/A | 4 | 10.26% |  |
| | 39 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 2.56% |  |
| Agree | 8 | 20.51% |  |
| Neither Agree or Disagree | 8 | 20.51% |  |
| Disagree | 11 | 28.21% |  |
| Strongly Disagree | 6 | 15.38% |  |
| N/A | 5 | 12.82% |  |
| | 39 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 12 | 31.58% |  |
| Agree | 16 | 42.11% |  |
| Neither Agree or Disagree | 6 | 15.79% |  |
| Disagree | 2 | 5.26% |  |
| Strongly Disagree | 0 | 0.00% | |
| N/A | 2 | 5.26% |  |
| | 38 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 8 | 20.51% |  |
| Agree | 18 | 46.15% |  |
| Neither Agree or Disagree | 4 | 10.26% |  |
| Disagree | 5 | 12.82% |  |
| Strongly Disagree | 0 | 0.00% | |
| N/A | 4 | 10.26% |  |
| | 39 | | |







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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 4 | 10.26% |  |
| Agree | 17 | 43.59% |  |
| Neither Agree or Disagree | 8 | 20.51% |  |
| Disagree | 6 | 15.38% |  |
| Strongly Disagree | 0 | 0.00% | |
| N/A | 4 | 10.26% |  |
| | 39 | | |







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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 12 | 30.77% |  |
| Agree | 15 | 38.46% |  |
| Neither Agree or Disagree | 7 | 17.95% |  |
| Disagree | 4 | 10.26% |  |
| Strongly Disagree | 0 | 0.00% | |
| N/A | 1 | 2.56% |  |
| | 39 | | |







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 | 11 | 28.21% |  |
| Agree | 12 | 30.77% |  |
| Neither Agree or Disagree | 8 | 20.51% |  |
| Disagree | 5 | 12.82% |  |
| Strongly Disagree | 1 | 2.56% |  |
| N/A | 2 | 5.13% |  |
| | 39 | | |

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 | 20.51% |  |
| Agree | 20 | 51.28% |  |
| Neither Agree or Disagree | 5 | 12.82% |  |
| Disagree | 4 | 10.26% |  |
| Strongly Disagree | 1 | 2.56% |  |
| N/A | 1 | 2.56% |  |
| | 39 | | |

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 | 8 | 20.51% |  |
| Agree | 8 | 20.51% |  |
| Neither Agree or Disagree | 8 | 20.51% |  |
| Disagree | 12 | 30.77% |  |
| Strongly Disagree | 2 | 5.13% |  |
| N/A | 1 | 2.56% |  |
| | 39 | | |

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 | 6.67% |  |
| Agree | 3 | 20.00% |  |
| Neither Agree nor Disagree | 4 | 26.67% |  |
| Disagree | 3 | 20.00% |  |
| Strongly Disagree | 0 | 0.00% | |
| N/A | 4 | 26.67% |  |
| | 15 | | |






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 | 5 | 33.33% |  |
| Strongly Disagree | 6 | 40.00% |  |
| N/A | 4 | 26.67% |  |
| | 15 | | |





Application forms were inclusive of diverse gender applicants

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly Agree | 0 | 0.00% | |
| Agree | 4 | 26.67% |  |
| Neither Agree nor Disagree | 3 | 20.00% |  |
| Disagree | 2 | 13.33% |  |
| Strongly Disagree | 2 | 13.33% |  |
| N/A | 4 | 26.67% |  |
| | 15 | | |




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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly Agree | 0 | 0.00% | |
| Agree | 1 | 6.67% |  |
| Neither Agree nor Disagree | 2 | 13.33% |  |
| Disagree | 5 | 33.33% |  |
| Strongly Disagree | 1 | 6.67% |  |
| N/A | 6 | 40.00% |  |
| | 15 | | |




I disclosed my gender diversity during the application process

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly Agree | 0 | 0.00% | |
| Agree | 2 | 13.33% |  |
| Neither Agree nor Disagree | 0 | 0.00% | |
| Disagree | 4 | 26.67% |  |
| Strongly Disagree | 3 | 20.00% |  |
| N/A | 6 | 40.00% |  |
| | 15 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly Agree | 1 | 6.67% |  |
| Agree | 0 | 0.00% | |
| Neither Agree nor Disagree | 0 | 0.00% | |
| Disagree | 2 | 13.33% |  |
| Strongly Disagree | 0 | 0.00% | |
| N/A | 12 | 80.00% |  |
| | 15 | | |







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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly Agree | 1 | 6.67% |  |
| Agree | 0 | 0.00% | |
| Neither Agree nor Disagree | 0 | 0.00% | |
| Disagree | 2 | 13.33% |  |
| Strongly Disagree | 0 | 0.00% | |
| N/A | 12 | 80.00% |  |
| | 15 | | |

I have fears of being discriminated because of my gender identity





| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly Agree | 1 | 6.67% |  |
| Agree | 5 | 33.33% |  |
| Neither Agree nor Disagree | 2 | 13.33% |  |
| Disagree | 2 | 13.33% |  |
| Strongly Disagree | 0 | 0.00% | |
| N/A | 5 | 33.33% |  |
| | 15 | | |

I have fears of being outed during the recruitment process





| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly Agree | 1 | 6.67% |  |
| Agree | 3 | 20.00% |  |
| Neither Agree nor Disagree | 1 | 6.67% |  |
| Disagree | 3 | 20.00% |  |
| Strongly Disagree | 3 | 20.00% |  |
| N/A | 4 | 26.67% |  |
| | 15 | | |

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 | 13.33% |  |
| Met expectations | 5 | 33.33% |  |
| Did not meet expectations | 7 | 46.67% |  |
| No expectations | 1 | 6.67% |  |
| | 15 | | |





Freedom to use toilets of choice

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 1 | 6.67% |  |
| Met expectations | 4 | 26.67% |  |
| Did not meet expectations | 5 | 33.33% |  |
| No expectations | 5 | 33.33% |  |
| | 15 | | |





Availability of all gender or gender neutral toilets

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 1 | 6.67% |  |
| Met expectations | 1 | 6.67% |  |
| Did not meet expectations | 8 | 53.33% |  |
| No expectations | 5 | 33.33% |  |
| | 15 | | |





Alternatives to gendered uniforms or dress codes

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 2 | 13.33% |  |
| Met expectations | 2 | 13.33% |  |
| Did not meet expectations | 3 | 20.00% |  |
| No expectations | 8 | 53.33% |  |
| | 15 | | |





Well communicated policies to support those affirming their gender

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 2 | 13.33% |  |
| Met expectations | 4 | 26.67% |  |
| Did not meet expectations | 8 | 53.33% |  |
| No expectations | 1 | 6.67% |  |
| | 15 | | |

Acknowledgement of gender diversity beyond the binary of male/female






| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 1 | 6.67% |  |
| Met expectations | 6 | 40.00% |  |
| Did not meet expectations | 6 | 40.00% |  |
| No expectations | 2 | 13.33% |  |
| | 15 | | |

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




| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Exceeded expectations | 1 | 6.67% |  |
| Met expectations | 5 | 33.33% |  |
| Did not meet expectations | 7 | 46.67% |  |
| No expectations | 2 | 13.33% |  |
| | 15 | | |

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 | 6.67% |  |
| Agree | 1 | 6.67% |  |
| Neither agree or disagree | 1 | 6.67% |  |
| Disagree | 3 | 20.00% |  |
| Strongly disagree | 0 | 0.00% | |
| N/A | 9 | 60.00% |  |
| | 15 | | |






People make an effort to use my personal pronouns

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 0 | 0.00% | |
| Agree | 3 | 20.00% |  |
| Neither agree or disagree | 2 | 13.33% |  |
| Disagree | 0 | 0.00% | |
| Strongly disagree | 0 | 0.00% | |
| N/A | 10 | 66.67% |  |
| | 15 | | |






I have been deliberately misgendered within the last year

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 0 | 0.00% | |
| Neither agree or disagree | 1 | 6.67% |  |
| Disagree | 2 | 13.33% |  |
| Strongly disagree | 0 | 0.00% | |
| N/A | 11 | 73.33% |  |
| | 15 | | |







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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 1 | 6.67% |  |
| Neither agree or disagree | 4 | 26.67% |  |
| Disagree | 2 | 13.33% |  |
| Strongly disagree | 0 | 0.00% | |
| N/A | 7 | 46.67% |  |
| | 15 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 1 | 6.67% |  |
| Neither agree or disagree | 4 | 26.67% |  |
| Disagree | 0 | 0.00% | |
| Strongly disagree | 1 | 6.67% |  |
| N/A | 8 | 53.33% |  |
| | 15 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 4 | 26.67% |  |
| Neither agree or disagree | 2 | 13.33% |  |
| Disagree | 2 | 13.33% |  |
| Strongly disagree | 1 | 6.67% |  |
| N/A | 5 | 33.33% |  |
| | 15 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 1 | 6.67% |  |
| Neither agree or disagree | 3 | 20.00% |  |
| Disagree | 3 | 20.00% |  |
| Strongly disagree | 0 | 0.00% | |
| N/A | 7 | 46.67% |  |
| | 15 | | |





Most people I work with are aware of my gender diversity

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 1 | 6.67% |  |
| Neither agree or disagree | 0 | 0.00% | |
| Disagree | 2 | 13.33% |  |
| Strongly disagree | 4 | 26.67% |  |
| N/A | 7 | 46.67% |  |
| | 15 | | |





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 | 20.00% |  |
| Agree | 1 | 6.67% |  |
| Neither agree or disagree | 4 | 26.67% |  |
| Disagree | 2 | 13.33% |  |
| Strongly disagree | 0 | 0.00% | |
| N/A | 5 | 33.33% |  |
| | 15 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 1 | 6.67% |  |
| Neither agree or disagree | 1 | 6.67% |  |
| Disagree | 0 | 0.00% | |
| Strongly disagree | 0 | 0.00% | |
| N/A | 12 | 80.00% |  |
| | 15 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 7.14% |  |
| Agree | 4 | 28.57% |  |
| Neither agree or disagree | 3 | 21.43% |  |
| Disagree | 0 | 0.00% | |
| Strongly disagree | 0 | 0.00% | |
| N/A | 6 | 42.86% |  |
| | 14 | | |





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 | 2 | 13.33% |  |
| Neither agree or disagree | 1 | 6.67% |  |
| Disagree | 3 | 20.00% |  |
| Strongly disagree | 1 | 6.67% |  |
| N/A | 8 | 53.33% |  |
| | 15 | | |






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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 5 | 33.33% |  |
| Neither agree or disagree | 2 | 13.33% |  |
| Disagree | 2 | 13.33% |  |
| Strongly disagree | 0 | 0.00% | |
| N/A | 5 | 33.33% |  |
| | 15 | | |






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 | 1 | 6.67% |  |
| Neither agree or disagree | 0 | 0.00% | |
| Disagree | 4 | 26.67% |  |
| Strongly disagree | 2 | 13.33% |  |
| N/A | 8 | 53.33% |  |
| | 15 | | |

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

| | Count | Percentage | |
|---------------------------|-------|------------|---|
| Strongly agree | 1 | 6.67% |  |
| Agree | 3 | 20.00% |  |
| Neither agree or disagree | 4 | 26.67% |  |
| Disagree | 2 | 13.33% |  |
| Strongly disagree | 0 | 0.00% | |
| N/A | 5 | 33.33% |  |
| | 15 | | |

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 | 2 | 13.33% |  |
| Agree | 3 | 20.00% |  |
| Neither agree or disagree | 4 | 26.67% |  |
| Disagree | 1 | 6.67% |  |
| Strongly disagree | 0 | 0.00% | |
| N/A | 5 | 33.33% |  |
| | 15 | | |

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






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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 | 16 | 21.05% |  |
| Agree | 45 | 59.21% |  |
| Neither agree nor disagree | 11 | 14.47% |  |
| Disagree | 2 | 2.63% |  |
| Strongly disagree | 2 | 2.63% |  |
| | 76 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 20 | 26.32% |  |
| Agree | 39 | 51.32% |  |
| Neither agree nor disagree | 11 | 14.47% |  |
| Disagree | 4 | 5.26% |  |
| Strongly disagree | 2 | 2.63% |  |
| | 76 | | |






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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 16 | 21.05% |  |
| Agree | 31 | 40.79% |  |
| Neither agree nor disagree | 23 | 30.26% |  |
| Disagree | 4 | 5.26% |  |
| Strongly disagree | 2 | 2.63% |  |
| | 76 | | |

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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 19 | 25.00% |  |
| Agree | 38 | 50.00% |  |
| Neither agree nor disagree | 10 | 13.16% |  |
| Disagree | 8 | 10.53% |  |
| Strongly disagree | 1 | 1.32% |  |
| | 76 | | |

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

| | Count | Percentage | |
|----------------------------|-------|------------|---|
| Strongly agree | 23 | 30.67% |  |
| Agree | 31 | 41.33% |  |
| Neither agree nor disagree | 16 | 21.33% |  |
| Disagree | 4 | 5.33% |  |
| Strongly disagree | 1 | 1.33% |  |
| | 75 | | |

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

| | Count | Percentage |
|-----------------|-------|------------|
| Africa | 0 | 0.00% |
| Asia | 0 | 0.00% |
| 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% |
| | 0 | |

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 | 0 | 0.00% |
| Agree | 0 | 0.00% |
| Neither agree or disagree | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Neither agree or disagree | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

Employees are encouraged to become Allies for 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 | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Neither agree or disagree | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

There are visible senior champions for 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 | 0 | 0.00% |
| | 0 | |

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

| | 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% |
| | 0 | |

I consider myself 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 | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

People of diverse sexuality and/or gender would feel safe working 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 | 0 | 0.00% |
| | 0 | |

People of diverse sexuality and/or gender would feel supported 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 | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

Negative commentary/jokes targeting people of diverse sexuality and/or gender would be quickly addressed 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 | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| | 0 | |

There are visible signs of inclusion for 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 | 0 | 0.00% |
| | 0 | |

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

| | 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% |
| | 0 | |

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

| | 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% |
| | 0 | |

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 | 0 | 0.00% |
| Neither agree or disagree | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Neither agree or disagree | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

I feel comfortable being myself 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 | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Neither agree or disagree | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

I feel safe 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 | 0 | 0.00% |
| | 0 | |

I feel that people of diverse sexuality and/or gender would feel supported 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 | 0 | 0.00% |
| | 0 | |

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 | 0 | 0.00% |
| Neither agree or disagree | 0 | 0.00% |
| Disagree | 0 | 0.00% |
| Strongly disagree | 0 | 0.00% |
| | 0 | |

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?

No Responses Exist...

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 | 15 | 4.08% |
| I am a person of colour | 22 | 5.98% |
| I identify with a CALD background | 62 | 16.85% |
| I am someone living with a disability | 52 | 14.13% |
| I am neuro-diverse (example: Autism, ADHD, Dyslexia) | 34 | 9.24% |
| I am a person of faith / religion | 65 | 17.66% |
| I am a mature age employee | 114 | 30.98% |
| None of the above | 149 | 40.49% |
| | 368 | |







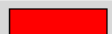



You have been taken to this question because you have either indicated that you are a person of diverse sexuality and/or gender; or you have selected one of the diversity options within the previous question.

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 | 13 | 11.71% |  |
| Person of colour | 5 | 4.50% |  |
| CALD background | 31 | 27.93% |  |
| Living with a disability | 8 | 7.21% |  |
| Neuro-diverse | 4 | 3.60% |  |
| Person of faith/religion | 19 | 17.12% |  |
| Mature Age Employee | 47 | 42.34% |  |
| Diverse sexual orientation | 14 | 12.61% |  |
| Trans experience and/or history | 0 | 0.00% | |
| Diverse gender identity | 2 | 1.80% |  |
| | 111 | | |

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

| | Count | Percentage | |
|--|-------|------------|---|
| Aboriginal and/or Torres Strait Islander | 12 | 19.35% |  |
| Person of colour | 7 | 11.29% |  |
| CALD background | 17 | 27.42% |  |
| Living with a disability | 5 | 8.06% |  |
| Neuro-diverse | 2 | 3.23% |  |
| Person of faith/religion | 5 | 8.06% |  |
| Mature Age Employee | 20 | 32.26% |  |
| Diverse sexual orientation | 9 | 14.52% |  |
| Trans experience and/or history | 1 | 1.61% |  |
| Diverse gender identity | 3 | 4.84% |  |
| | 62 | | |











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

| | Count | Percentage | |
|--|-------|------------|---|
| Aboriginal and/or Torres Strait Islander | 8 | 7.08% | ■ |
| Person of colour | 10 | 8.85% | ■ |
| CALD background | 20 | 17.70% | ■ |
| Living with a disability | 25 | 22.12% | ■ |
| Neuro-diverse | 18 | 15.93% | ■ |
| Person of faith/religion | 22 | 19.47% | ■ |
| Mature Age Employee | 40 | 35.40% | ■ |
| Diverse sexual orientation | 16 | 14.16% | ■ |
| Trans experience and/or history | 2 | 1.77% | ■ |
| Diverse gender identity | 2 | 1.77% | ■ |
| | 113 | | |











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

| | Count | Percentage | |
|--|-------|------------|---|
| Aboriginal and/or Torres Strait Islander | 3 | 3.30% | ■ |
| Person of colour | 10 | 10.99% | ■ |
| CALD background | 12 | 13.19% | ■ |
| Living with a disability | 19 | 20.88% | ■ |
| Neuro-diverse | 17 | 18.68% | ■ |
| Person of faith/religion | 13 | 14.29% | ■ |
| Mature Age Employee | 36 | 39.56% | ■ |
| Diverse sexual orientation | 10 | 10.99% | ■ |
| Trans experience and/or history | 1 | 1.10% | ■ |
| Diverse gender identity | 2 | 2.20% | ■ |
| | 91 | | |











I feel the most accepted aspect of my diversity is:

| | Count | Percentage | |
|--|-------|------------|---|
| Aboriginal and/or Torres Strait Islander | 12 | 10.53% |  |
| Person of colour | 11 | 9.65% |  |
| CALD background | 29 | 25.44% |  |
| Living with a disability | 8 | 7.02% |  |
| Neuro-diverse | 6 | 5.26% |  |
| Person of faith/religion | 9 | 7.89% |  |
| Mature Age Employee | 34 | 29.82% |  |
| Diverse sexual orientation | 25 | 21.93% |  |
| Trans experience and/or history | 2 | 1.75% |  |
| Diverse gender identity | 4 | 3.51% |  |
| | 114 | | |











I feel the least accepted aspect of my diversity is:

| | Count | Percentage | |
|--|-------|------------|---|
| Aboriginal and/or Torres Strait Islander | 3 | 2.91% |  |
| Person of colour | 4 | 3.88% |  |
| CALD background | 8 | 7.77% |  |
| Living with a disability | 22 | 21.36% |  |
| Neuro-diverse | 14 | 13.59% |  |
| Person of faith/religion | 24 | 23.30% |  |
| Mature Age Employee | 29 | 28.16% |  |
| Diverse sexual orientation | 8 | 7.77% |  |
| Trans experience and/or history | 3 | 2.91% |  |
| Diverse gender identity | 2 | 1.94% |  |
| | 103 | | |


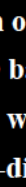
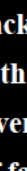







I would happily identify the following diversities as applying to me on an internal HR system

| | Count | Percentage | |
|--|-------|------------|---|
| Aboriginal and/or Torres Strait Islander | 14 | 9.79% |  |
| Person of colour | 16 | 11.19% |  |
| CALD background | 38 | 26.57% |  |
| Living with a disability | 23 | 16.08% |  |
| Neuro-diverse | 14 | 9.79% |  |
| Person of faith/religion | 29 | 20.28% |  |
| Mature Age Employee | 40 | 27.97% |  |
| Diverse sexual orientation | 39 | 27.27% |  |
| Trans experience and/or history | 3 | 2.10% |  |
| Diverse gender identity | 3 | 2.10% |  |
| | 143 | | |

I see people of the following diversities within my organisation:

| | Count | Percentage | |
|--|-------|------------|---|
| Aboriginal and/or Torres Strait Islander | 141 | 68.12% |  |
| Person of colour | 150 | 72.46% |  |
| CALD background | 141 | 68.12% |  |
| Living with a disability | 138 | 66.67% |  |
| Neuro-diverse | 86 | 41.55% |  |
| Person of faith/religion | 118 | 57.00% |  |
| Mature Age Employee | 154 | 74.40% |  |
| Diverse sexual orientation | 134 | 64.73% |  |
| Trans experience and/or history | 71 | 34.30% |  |
| Diverse gender identity | 70 | 33.82% |  |
| | 207 | | |

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

| | Count | Percentage | |
|--|-------|------------|---|
| Aboriginal and/or Torres Strait Islander | 24 | 16.11% |  |
| Person of colour | 76 | 51.01% |  |
| CALD background | 88 | 59.06% |  |
| Living with a disability | 41 | 27.52% |  |
| Neuro-diverse | 15 | 10.07% |  |
| Person of faith/religion | 34 | 22.82% |  |
| Mature Age Employee | 87 | 58.39% |  |
| Diverse sexual orientation | 66 | 44.30% |  |
| Trans experience and/or history | 4 | 2.68% |  |
| Diverse gender identity | 6 | 4.03% |  |
| | 149 | | |

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

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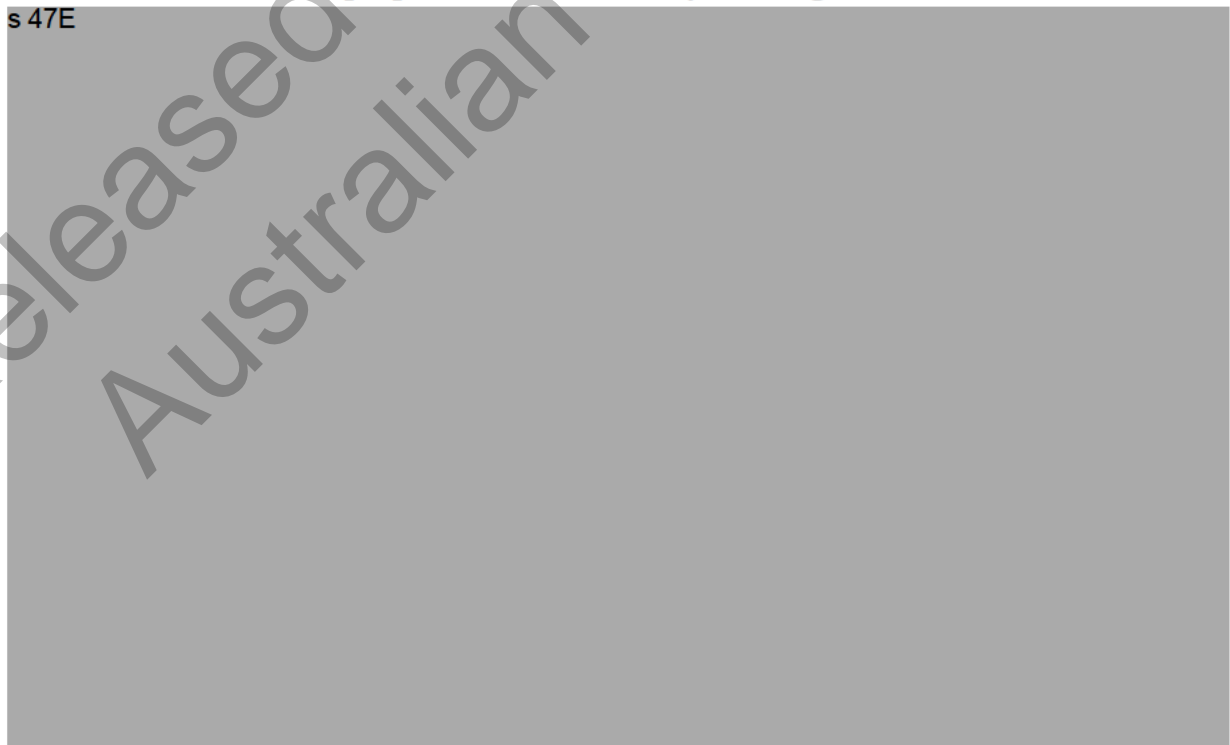
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Is there anything that you feel your organisation does particularly well in regard to inclusion initiatives for people of diverse sexuality and/or gender?

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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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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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