












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	2157	99.77%	
No	5	0.23%	
	2162		





Did you participate in this survey last year?\*

	Count	Percentage	
Yes	187	8.65%	
No	1975	91.35%	
	2162		

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






	Count	Percentage	
ACT	675	31.48%	
NSW	428	19.96%	
NT	121	5.64%	
QLD	371	17.30%	
SA	151	7.04%	
TAS	11	0.51%	
VIC	262	12.22%	
WA	42	1.96%	
Overseas office	83	3.87%	
	2144		

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

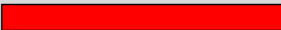





	Count	Percentage	
City/Metropolitan	1410	65.76%	
Regional	610	28.45%	
Rural	64	2.99%	
Remote	60	2.80%	
	2144		

# Department of Defence












## What is your employment type?\*

	Count	Percentage	
Full-time	1923	89.69%	
Part-time	148	6.90%	
Temporary/Casual	18	0.84%	
Contract (fixed-term)	45	2.10%	
Other	10	0.47%	
	2144		



## What sector do you work in?\*

	Count	Percentage	
Federal Government	2056	95.90%	
State Government	35	1.63%	
Local Government	3	0.14%	
Higher Education	2	0.09%	
NFP / Community / NGO / Charity	2	0.09%	
Private Sector	46	2.15%	
	2144		





## Which industry is MOST APPLICABLE to your organisation?\*

	Count	Percentage	
Aged Care	0	0.00%	
Automotive: Wholesale and Retail	3	0.14%	
Banking & Financial Services	1	0.05%	
Community Services	5	0.23%	
Computer Software	14	0.65%	
Construction	9	0.42%	
Education	25	1.17%	
Energy / Utilities	0	0.00%	
Health & Wellbeing	28	1.31%	
Hospitality	7	0.33%	
Insurance	0	0.00%	
Law Enforcement	21	0.98%	
Legal	2	0.09%	
Manufacturing	5	0.23%	





# Department of Defence

Media & Entertainment	2	0.09%	
Mining	0	0.00%	
Pharmaceuticals	0	0.00%	
Professional Services / Consulting	38	1.77%	
Public Service	962	44.87%	
Property	0	0.00%	
Rail & Logistics	30	1.40%	
Recruitment	9	0.42%	
Research & Development	17	0.79%	
Retail	1	0.05%	
Technology / Telco	61	2.85%	
Tourism / Gaming	2	0.09%	
Transport	11	0.51%	
None of the above	891	41.56%	
	2144		






## How long have you worked with your current organisation?\*

	Count	Percentage	
Less than 1 year	142	6.62%	
Between 1 to 3 years	234	10.91%	
Between 3 to 5 years	189	8.82%	
More than 5 years	1579	73.65%	
	2144		









## Which of the following would best describe your role?\*

	Count	Percentage	
CEO (or Equivalent) / Direct Report of CEO (or Equivalent)	8	0.37%	
Senior Leadership (not reporting to CEO)	140	6.53%	
Middle Management	689	32.14%	
Project Manager	59	2.75%	
Team Leader/Supervisor	436	20.34%	
Team Member	593	27.66%	
Graduate/Intern	13	0.61%	
Consultant (Internal or external)	29	1.35%	









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Contractor	39	1.82%	
Academic	10	0.47%	
Support Staff	66	3.08%	
Non-office / outdoor role	3	0.14%	
None of the above	59	2.75%	
	2144		



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

	Count	Percentage	
Primary Education	9	0.42%	
Secondary Education	268	12.50%	
Certificate Level	329	15.35%	
Diploma or Advanced Diploma	403	18.80%	
Bachelor Degree	448	20.90%	
Graduate Certificate or Diploma	205	9.56%	
Postgraduate Degree or Higher	470	21.92%	
Other	12	0.56%	
	2144		

What age bracket do you fall within?\*

	Count	Percentage	
Under 18	2	0.09%	
18-24	144	6.72%	
25-34	462	21.55%	
35-44	570	26.59%	
45-54	608	28.36%	
55-64	310	14.46%	
65+	30	1.40%	
Prefer not to respond	18	0.84%	
	2144		



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

	Count	Percentage	
Man	1381	64.41%	
Woman	714	33.30%	



# Department of Defence

Non-binary	14	0.65%	
Agender	1	0.05%	
A gender identity not listed above	8	0.37%	
Prefer not to respond	26	1.21%	
	2144		




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

	Count	Percentage	
Yes	264	12.42%	
No	1835	86.31%	
Prefer not to respond	27	1.27%	
	2126		

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

	Count	Percentage	
Yes	293	13.67%	
No	1808	84.33%	
Prefer not to respond	43	2.01%	
	2144		



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

	Count	Percentage	
He / Him	147	50.17%	
She / Her	137	46.76%	
They / Them	18	6.14%	
A pronoun not listed above	6	2.05%	
Prefer not to respond	2	0.68%	
	293		

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	7	0.33%	

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No	2111	98.46%	
Prefer not to respond	26	1.21%	
	2144		

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	284	13.89%	
Agree	664	32.49%	
Neither agree nor disagree	437	21.38%	
Disagree	460	22.50%	
Strongly disagree	199	9.74%	
	2044		

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






	Count	Percentage	
Strongly agree	964	47.07%	
Agree	700	34.18%	
Neither agree nor disagree	201	9.81%	
Disagree	101	4.93%	
Strongly disagree	82	4.00%	
	2048		

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






	Count	Percentage	
Strongly agree	320	15.67%	
Agree	432	21.16%	
Neither agree nor disagree	498	24.39%	
Disagree	391	19.15%	
Strongly disagree	401	19.64%	
	2042		

# Department of Defence






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

	Count	Percentage	
Strongly agree	647	31.65%	
Agree	842	41.19%	
Neither agree nor disagree	398	19.47%	
Disagree	85	4.16%	
Strongly disagree	72	3.52%	
	2044		

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






	Count	Percentage	
Strongly agree	217	10.64%	
Agree	438	21.48%	
Neither agree nor disagree	777	38.11%	
Disagree	417	20.45%	
Strongly disagree	190	9.32%	
	2039		

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






	Count	Percentage	
Strongly agree	276	13.52%	
Agree	508	24.88%	
Neither agree nor disagree	786	38.49%	
Disagree	283	13.86%	
Strongly disagree	189	9.26%	
	2042		

# Department of Defence

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






	Count	Percentage	
Strongly agree	501	24.52%	
Agree	884	43.27%	
Neither agree nor disagree	394	19.29%	
Disagree	144	7.05%	
Strongly disagree	120	5.87%	
	2043		

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

	Count	Percentage	
Strongly agree	507	24.80%	
Agree	837	40.95%	
Neither agree nor disagree	448	21.92%	
Disagree	139	6.80%	
Strongly disagree	113	5.53%	
	2044		

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	541	26.57%	
Agree	1176	57.76%	
Neither agree nor disagree	198	9.72%	
Disagree	71	3.49%	
Strongly disagree	50	2.46%	
	2036		








# Department of Defence






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	265	13.03%	
Agree	984	48.38%	
Neither agree nor disagree	579	28.47%	
Disagree	158	7.77%	
Strongly disagree	48	2.36%	
	2034		

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






	Count	Percentage	
Strongly agree	216	10.62%	
Agree	927	45.58%	
Neither agree nor disagree	546	26.84%	
Disagree	289	14.21%	
Strongly disagree	56	2.75%	
	2034		

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






	Count	Percentage	
Strongly agree	286	14.04%	
Agree	910	44.67%	
Neither agree nor disagree	536	26.31%	
Disagree	254	12.47%	
Strongly disagree	51	2.50%	
	2037		

# Department of Defence






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

	Count	Percentage	
Strongly agree	287	14.11%	
Agree	908	44.64%	
Neither agree nor disagree	540	26.55%	
Disagree	251	12.34%	
Strongly disagree	48	2.36%	
	2034		

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






	Count	Percentage	
Strongly agree	313	15.38%	
Agree	1065	52.33%	
Neither agree nor disagree	391	19.21%	
Disagree	218	10.71%	
Strongly disagree	48	2.36%	
	2035		

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






	Count	Percentage	
Strongly agree	176	8.66%	
Agree	744	36.61%	
Neither agree nor disagree	658	32.38%	
Disagree	351	17.27%	
Strongly disagree	103	5.07%	
	2032		

# Department of Defence






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

	Count	Percentage	
Strongly agree	159	7.82%	
Agree	505	24.85%	
Neither agree nor disagree	370	18.21%	
Disagree	733	36.07%	
Strongly disagree	265	13.04%	
	2032		

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

	Count	Percentage	
Strongly agree	486	23.94%	
Agree	801	39.46%	
Neither agree nor disagree	364	17.93%	
Disagree	184	9.06%	
Strongly disagree	195	9.61%	
	2030		






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

	Count	Percentage	
Strongly agree	448	22.06%	
Agree	1074	52.88%	
Neither agree nor disagree	327	16.10%	
Disagree	127	6.25%	
Strongly disagree	55	2.71%	
	2031		






# Department of Defence

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	980	48.42%	
Agree	763	37.70%	
Neither agree nor disagree	164	8.10%	
Disagree	66	3.26%	
Strongly disagree	51	2.52%	
	2024		

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






	Count	Percentage	
Strongly agree	304	15.06%	
Agree	820	40.61%	
Neither agree nor disagree	628	31.10%	
Disagree	206	10.20%	
Strongly disagree	61	3.02%	
	2019		

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






	Count	Percentage	
Strongly agree	1022	50.44%	
Agree	738	36.43%	
Neither agree nor disagree	157	7.75%	
Disagree	65	3.21%	
Strongly disagree	44	2.17%	
	2026		

# Department of Defence






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

	Count	Percentage	
Strongly agree	1118	55.29%	
Agree	728	36.00%	
Neither agree nor disagree	122	6.03%	
Disagree	22	1.09%	
Strongly disagree	32	1.58%	
	2022		

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	902	44.63%	
Agree	679	33.60%	
Neither agree nor disagree	240	11.88%	
Disagree	96	4.75%	
Strongly disagree	104	5.15%	
	2021		

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






	Count	Percentage	
Strongly agree	726	35.94%	
Agree	589	29.16%	
Neither agree nor disagree	315	15.59%	
Disagree	210	10.40%	
Strongly disagree	180	8.91%	
	2020		

# Department of Defence






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	699	34.55%	
Agree	695	34.35%	
Neither agree nor disagree	282	13.94%	
Disagree	147	7.27%	
Strongly disagree	200	9.89%	
	2023		

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

	Count	Percentage	
Strongly agree	417	20.60%	
Agree	465	22.97%	
Neither agree nor disagree	368	18.18%	
Disagree	393	19.42%	
Strongly disagree	381	18.82%	
	2024		

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

	Count	Percentage	
Strongly agree	46	2.27%	
Agree	301	14.89%	
Neither agree nor disagree	284	14.05%	
Disagree	902	44.61%	
Strongly disagree	489	24.18%	
	2022		

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

	Count	Percentage	
Strongly agree	27	1.34%	
Agree	83	4.10%	
Neither agree nor disagree	227	11.23%	
Disagree	919	45.45%	
Strongly disagree	766	37.88%	
	2022		

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






	Count	Percentage	
Strongly agree	1038	51.64%	
Agree	780	38.81%	
Neither agree nor disagree	140	6.97%	
Disagree	30	1.49%	
Strongly disagree	22	1.09%	
	2010		

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

	Count	Percentage	
Strongly agree	987	48.89%	
Agree	783	38.78%	
Neither agree nor disagree	183	9.06%	
Disagree	39	1.93%	
Strongly disagree	27	1.34%	
	2019		






# Department of Defence

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	831	41.12%	
Agree	797	39.44%	
Neither agree nor disagree	317	15.69%	
Disagree	46	2.28%	
Strongly disagree	30	1.48%	
2021			

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	917	45.31%	
Agree	902	44.57%	
Neither agree nor disagree	123	6.08%	
Disagree	58	2.87%	
Strongly disagree	24	1.19%	
2024			

I feel mentally well at work






	Count	Percentage	
Strongly agree	649	32.02%	
Agree	948	46.77%	
Neither agree nor disagree	242	11.94%	
Disagree	141	6.96%	
Strongly disagree	47	2.32%	
2027			








## I feel I can be myself at work

	Count	Percentage	
Strongly agree	663	32.72%	
Agree	943	46.54%	
Neither agree nor disagree	228	11.25%	
Disagree	143	7.06%	
Strongly disagree	49	2.42%	
	2026		

## I feel productive at work






	Count	Percentage	
Strongly agree	706	34.86%	
Agree	1063	52.49%	
Neither agree nor disagree	150	7.41%	
Disagree	84	4.15%	
Strongly disagree	22	1.09%	
	2025		

## I feel engaged with the organisation and my work







	Count	Percentage	
Strongly agree	669	33.00%	
Agree	989	48.79%	
Neither agree nor disagree	222	10.95%	
Disagree	109	5.38%	
Strongly disagree	38	1.87%	
	2027		

# Department of Defence

I feel a sense of belonging here






	Count	Percentage	
Strongly agree	661	32.69%	
Agree	901	44.56%	
Neither agree nor disagree	280	13.85%	
Disagree	128	6.33%	
Strongly disagree	52	2.57%	
	2022		

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)	280	13.97%	
Passive Ally (I support LGBTQ inclusion but not actively)	1376	68.63%	
Not an Ally (I do not support LGBTQ inclusion)	129	6.43%	
I am an LGBTQ person and active in my support	81	4.04%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	130	6.48%	
I am an LGBTQ person and do not support LGBTQ inclusion	9	0.45%	
	2005		

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	209	10.40%	
Agree	433	21.54%	
Neither agree or disagree	508	25.27%	
Disagree	669	33.28%	
Strongly disagree	191	9.50%	
	2010		






## I understand why active Allies are important

	Count	Percentage	
Strongly agree	448	22.31%	
Agree	945	47.06%	
Neither agree or disagree	401	19.97%	
Disagree	139	6.92%	
Strongly disagree	75	3.74%	
2008			






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

	Count	Percentage	
Strongly agree	285	14.23%	
Agree	739	36.89%	
Neither agree or disagree	603	30.10%	
Disagree	302	15.08%	
Strongly disagree	74	3.69%	
2003			

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





	Count	Percentage	
Strongly agree	106	5.28%	
Agree	411	20.48%	
Neither agree or disagree	592	29.50%	
Disagree	710	35.38%	
Strongly disagree	188	9.37%	
2007			

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





	Count	Percentage	
Strongly agree	166	8.29%	
Agree	426	21.28%	
Neither agree or disagree	519	25.92%	
Disagree	660	32.97%	
Strongly disagree	231	11.54%	
	2002		

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	8	0.50%	
Agree	41	2.55%	
Neither agree or disagree	315	19.57%	
Disagree	697	43.29%	
Strongly disagree	549	34.10%	
	1610		

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






	Count	Percentage	
Strongly agree	8	0.50%	
Agree	47	2.92%	
Neither agree or disagree	241	14.98%	
Disagree	727	45.18%	
Strongly disagree	586	36.42%	
	1609		

# Department of Defence






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

	Count	Percentage	
Strongly agree	102	6.34%	
Agree	138	8.57%	
Neither agree or disagree	301	18.70%	
Disagree	558	34.66%	
Strongly disagree	511	31.74%	
	1610		

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






	Count	Percentage	
Strongly agree	189	11.72%	
Agree	339	21.02%	
Neither agree or disagree	433	26.84%	
Disagree	420	26.04%	
Strongly disagree	232	14.38%	
	1613		

Too busy to be an active Ally






	Count	Percentage	
Strongly agree	126	7.83%	
Agree	390	24.22%	
Neither agree or disagree	561	34.84%	
Disagree	371	23.04%	
Strongly disagree	162	10.06%	
	1610		

# Department of Defence

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

	Count	Percentage	
Strongly agree	20	1.24%	
Agree	53	3.30%	
Neither agree or disagree	296	18.41%	
Disagree	687	42.72%	
Strongly disagree	552	34.33%	
	1608		

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

	Count	Percentage	
More information about WHY active Allies are so important	342	22.97%	
A better understanding of HOW to be an active Ally	485	32.57%	
More information on being an active Ally when my time is limited	454	30.49%	
Nothing would influence me to be an active Ally	665	44.66%	
Other (please specify)	120	8.06%	
	1489		

Other (please specify)

s47F



s47F



s47F









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# Department of Defence

**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	18	6.59%	
Met expectations	83	30.40%	
Did not meet expectations	81	29.67%	
No expectations	91	33.33%	
	273		





My experience of inclusion within my immediate work area

	Count	Percentage	
Exceeded expectations	36	13.14%	
Met expectations	158	57.66%	
Did not meet expectations	42	15.33%	
No expectations	38	13.87%	
	274		





Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	
Exceeded expectations	18	6.55%	
Met expectations	107	38.91%	
Did not meet expectations	94	34.18%	
No expectations	56	20.36%	
	275		



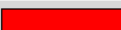

Overall organisational commitment to people of diverse sexuality and/or gender

	Count	Percentage	
Exceeded expectations	24	8.76%	
Met expectations	133	48.54%	
Did not meet expectations	68	24.82%	
No expectations	49	17.88%	
	274		





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

	Count	Percentage	
Exceeded expectations	32	11.72%	
Met expectations	107	39.19%	
Did not meet expectations	80	29.30%	
No expectations	54	19.78%	
	273		

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





	Count	Percentage	
Exceeded expectations	22	8.03%	
Met expectations	81	29.56%	
Did not meet expectations	113	41.24%	
No expectations	58	21.17%	
	274		

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





	Count	Percentage	
Exceeded expectations	17	6.20%	
Met expectations	74	27.01%	
Did not meet expectations	120	43.80%	
No expectations	63	22.99%	
	274		

# Department of Defence





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

	Count	Percentage	
Exceeded expectations	28	10.22%	
Met expectations	123	44.89%	
Did not meet expectations	77	28.10%	
No expectations	46	16.79%	
	274		

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






	Count	Percentage	
Exceeded expectations	42	15.44%	
Met expectations	133	48.90%	
Did not meet expectations	53	19.49%	
No expectations	44	16.18%	
	272		

Visibility of active Allies






	Count	Percentage	
Exceeded expectations	15	5.49%	
Met expectations	68	24.91%	
Did not meet expectations	123	45.05%	
No expectations	67	24.54%	
	273		

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	99	35.87%	
Agree	102	36.96%	
Neither agree nor disagree	32	11.59%	
Disagree	32	11.59%	
Strongly disagree	11	3.99%	
	276		






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	63	22.74%	
Agree	115	41.52%	
Neither agree nor disagree	61	22.02%	
Disagree	28	10.11%	
Strongly disagree	10	3.61%	
	277		






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

	Count	Percentage	
Strongly agree	37	13.45%	
Agree	101	36.73%	
Neither agree nor disagree	46	16.73%	
Disagree	64	23.27%	
Strongly disagree	27	9.82%	
	275		






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

	Count	Percentage	
Strongly agree	38	13.82%	
Agree	94	34.18%	
Neither agree nor disagree	44	16.00%	
Disagree	65	23.64%	
Strongly disagree	34	12.36%	
	275		






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

	Count	Percentage	
Strongly agree	30	10.95%	
Agree	67	24.45%	
Neither agree nor disagree	102	37.23%	
Disagree	49	17.88%	
Strongly disagree	26	9.49%	
	274		




Active Allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	25	9.06%	
Agree	47	17.03%	
Neither agree nor disagree	121	43.84%	
Disagree	60	21.74%	
Strongly disagree	23	8.33%	
	276		






How would you best describe your sexual orientation? \*

	Count	Percentage	
Straight (Heterosexual)	13	4.59%	
Gay, Lesbian (Homosexual)	135	47.70%	
Bisexual	89	31.45%	
Pansexual	18	6.36%	
Queer	7	2.47%	

# Department of Defence






Asexual	10	3.53%	
An orientation not listed above	5	1.77%	
Prefer not to respond (you will be asked no further questions on sexual orientation)	6	2.12%	
	283		

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






	Count	Percentage	
Out to everyone	95	36.12%	
Most I work with	46	17.49%	
Selected few only	64	24.33%	
Not at all	52	19.77%	
Prefer not to respond	6	2.28%	
	263		

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	39	27.66%	
Agree	68	48.23%	
Neither agree nor disagree	18	12.77%	
Disagree	11	7.80%	
Strongly disagree	5	3.55%	
	141		






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

	Count	Percentage	
Strongly agree	47	33.33%	
Agree	56	39.72%	
Neither agree nor disagree	13	9.22%	
Disagree	17	12.06%	
Strongly disagree	8	5.67%	
	141		

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






	Count	Percentage	
Strongly agree	55	39.01%	
Agree	53	37.59%	
Neither agree nor disagree	17	12.06%	
Disagree	12	8.51%	
Strongly disagree	4	2.84%	
	141		

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






	Count	Percentage	
Strongly agree	32	22.70%	
Agree	38	26.95%	
Neither agree nor disagree	54	38.30%	
Disagree	10	7.09%	
Strongly disagree	7	4.96%	
	141		








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

	Count	Percentage	
Strongly agree	31	22.14%	
Agree	54	38.57%	
Neither agree nor disagree	42	30.00%	
Disagree	11	7.86%	
Strongly disagree	2	1.43%	
	140		






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	12	8.57%	
Agree	21	15.00%	
Neither agree nor disagree	11	7.86%	
Disagree	49	35.00%	
Strongly disagree	47	33.57%	
	140		






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

	Count	Percentage	
Strongly agree	44	31.21%	
Agree	63	44.68%	
Neither agree nor disagree	16	11.35%	
Disagree	8	5.67%	
Strongly disagree	10	7.09%	
	141		






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

	Count	Percentage	
Strongly agree	9	6.38%	
Agree	6	4.26%	
Neither agree nor disagree	10	7.09%	
Disagree	51	36.17%	
Strongly disagree	65	46.10%	
	141		

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






	Count	Percentage	
Strongly agree	53	37.59%	
Agree	57	40.43%	
Neither agree nor disagree	14	9.93%	
Disagree	7	4.96%	
Strongly disagree	10	7.09%	
	141		

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	17	12.23%	
Agree	40	28.78%	
Neither agree nor disagree	56	40.29%	
Disagree	17	12.23%	
Strongly disagree	9	6.47%	
	139		

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	14	12.17%	
Agree	26	22.61%	
Neither agree nor disagree	25	21.74%	
Disagree	34	29.57%	
Strongly disagree	16	13.91%	
	115		

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






	Count	Percentage	
Strongly agree	10	8.70%	
Agree	18	15.65%	
Neither agree nor disagree	24	20.87%	
Disagree	44	38.26%	
Strongly disagree	19	16.52%	
	115		

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






	Count	Percentage	
Strongly agree	17	14.78%	
Agree	33	28.70%	
Neither agree nor disagree	17	14.78%	
Disagree	32	27.83%	
Strongly disagree	16	13.91%	
	115		

# Department of Defence

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







	Count	Percentage	
Strongly agree	8	7.02%	
Agree	14	12.28%	
Neither agree nor disagree	24	21.05%	
Disagree	41	35.96%	
Strongly disagree	27	23.68%	
	114		

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

	Count	Percentage	
Strongly agree	17	14.91%	
Agree	29	25.44%	
Neither agree nor disagree	15	13.16%	
Disagree	25	21.93%	
Strongly disagree	28	24.56%	
	114		







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	6.45%	
Agree	31	25.00%	
Neither Agree or Disagree	17	13.71%	
Disagree	34	27.42%	
Strongly Disagree	28	22.58%	
N/A	6	4.84%	
	124		

# Department of Defence







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	6.45%	
Agree	25	20.16%	
Neither Agree or Disagree	19	15.32%	
Disagree	33	26.61%	
Strongly Disagree	30	24.19%	
N/A	9	7.26%	
	124		

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







	Count	Percentage	
Strongly agree	38	30.65%	
Agree	52	41.94%	
Neither Agree or Disagree	27	21.77%	
Disagree	3	2.42%	
Strongly Disagree	3	2.42%	
N/A	1	0.81%	
	124		

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







	Count	Percentage	
Strongly agree	9	7.32%	
Agree	25	20.33%	
Neither Agree or Disagree	29	23.58%	
Disagree	25	20.33%	
Strongly Disagree	4	3.25%	
N/A	31	25.20%	
	123		

# Department of Defence







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

	Count	Percentage	
Strongly agree	8	6.45%	
Agree	34	27.42%	
Neither Agree or Disagree	27	21.77%	
Disagree	31	25.00%	
Strongly Disagree	17	13.71%	
N/A	7	5.65%	
	124		

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







	Count	Percentage	
Strongly agree	15	12.20%	
Agree	47	38.21%	
Neither Agree or Disagree	27	21.95%	
Disagree	16	13.01%	
Strongly Disagree	11	8.94%	
N/A	7	5.69%	
	123		

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	15	12.10%	
Agree	49	39.52%	
Neither Agree or Disagree	30	24.19%	
Disagree	12	9.68%	
Strongly Disagree	3	2.42%	
N/A	15	12.10%	
	124		

# Department of Defence

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	14	11.38%	
Agree	60	48.78%	
Neither Agree or Disagree	27	21.95%	
Disagree	15	12.20%	
Strongly Disagree	3	2.44%	
N/A	4	3.25%	
	123		

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	14	11.29%	
Agree	21	16.94%	
Neither Agree or Disagree	44	35.48%	
Disagree	30	24.19%	
Strongly Disagree	10	8.06%	
N/A	5	4.03%	
	124		







In applying for your role within this organisation:

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







	Count	Percentage	
Strongly Agree	5	8.20%	
Agree	9	14.75%	
Neither Agree nor Disagree	20	32.79%	
Disagree	7	11.48%	
Strongly Disagree	5	8.20%	
N/A	15	24.59%	
	61		

# Department of Defence







A contact person was identified to support diverse gender applicants

	Count	Percentage	
Strongly Agree	2	3.28%	
Agree	2	3.28%	
Neither Agree nor Disagree	11	18.03%	
Disagree	16	26.23%	
Strongly Disagree	13	21.31%	
N/A	17	27.87%	
	61		

Application forms were inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	4	6.56%	
Agree	10	16.39%	
Neither Agree nor Disagree	13	21.31%	
Disagree	14	22.95%	
Strongly Disagree	6	9.84%	
N/A	14	22.95%	
	61		







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

	Count	Percentage	
Strongly Agree	3	4.92%	
Agree	1	1.64%	
Neither Agree nor Disagree	9	14.75%	
Disagree	17	27.87%	
Strongly Disagree	9	14.75%	
N/A	22	36.07%	
	61		









# Department of Defence







I disclosed my gender diversity during the application process

	Count	Percentage	
Strongly Agree	5	8.20%	
Agree	7	11.48%	
Neither Agree nor Disagree	3	4.92%	
Disagree	13	21.31%	
Strongly Disagree	13	21.31%	
N/A	20	32.79%	
	61		







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

	Count	Percentage	
Strongly Agree	2	3.28%	
Agree	3	4.92%	
Neither Agree nor Disagree	3	4.92%	
Disagree	7	11.48%	
Strongly Disagree	6	9.84%	
N/A	40	65.57%	
	61		







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

	Count	Percentage	
Strongly Agree	1	1.67%	
Agree	2	3.33%	
Neither Agree nor Disagree	4	6.67%	
Disagree	7	11.67%	
Strongly Disagree	7	11.67%	
N/A	39	65.00%	
	60		

## I have fears of being discriminated because of my gender identity





	Count	Percentage	
Strongly Agree	6	10.00%	
Agree	12	20.00%	
Neither Agree nor Disagree	5	8.33%	
Disagree	11	18.33%	
Strongly Disagree	11	18.33%	
N/A	15	25.00%	
	60		

## I have fears of being outed during the recruitment process

	Count	Percentage	
Strongly Agree	7	11.48%	
Agree	6	9.84%	
Neither Agree nor Disagree	6	9.84%	
Disagree	9	14.75%	
Strongly Disagree	14	22.95%	
N/A	19	31.15%	
	61		





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	3	4.92%	
Met expectations	18	29.51%	
Did not meet expectations	26	42.62%	
No expectations	14	22.95%	
	61		

# Department of Defence





## Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	3	4.92%	
Met expectations	15	24.59%	
Did not meet expectations	17	27.87%	
No expectations	26	42.62%	
	61		





## Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	2	3.28%	
Met expectations	9	14.75%	
Did not meet expectations	25	40.98%	
No expectations	25	40.98%	
	61		





## Alternatives to gendered uniforms or dress codes

	Count	Percentage	
Exceeded expectations	3	4.92%	
Met expectations	6	9.84%	
Did not meet expectations	19	31.15%	
No expectations	33	54.10%	
	61		





## Well communicated policies to support those affirming their gender

	Count	Percentage	
Exceeded expectations	4	6.56%	
Met expectations	18	29.51%	
Did not meet expectations	25	40.98%	
No expectations	14	22.95%	
	61		

## Acknowledgement of gender diversity beyond the binary of male/female







	Count	Percentage	
Exceeded expectations	2	3.28%	
Met expectations	16	26.23%	
Did not meet expectations	25	40.98%	
No expectations	18	29.51%	
	61		

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







	Count	Percentage	
Exceeded expectations	3	4.92%	
Met expectations	15	24.59%	
Did not meet expectations	26	42.62%	
No expectations	17	27.87%	
	61		

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	3	5.17%	
Agree	11	18.97%	
Neither agree or disagree	5	8.62%	
Disagree	6	10.34%	
Strongly disagree	4	6.90%	
N/A	29	50.00%	
	58		







## People make an effort to use my personal pronouns

	Count	Percentage	
Strongly agree	5	8.62%	
Agree	7	12.07%	
Neither agree or disagree	6	10.34%	
Disagree	4	6.90%	
Strongly disagree	2	3.45%	
N/A	34	58.62%	
	58		







## I have been deliberately misgendered within the last year

	Count	Percentage	
Strongly agree	4	6.90%	
Agree	3	5.17%	
Neither agree or disagree	1	1.72%	
Disagree	8	13.79%	
Strongly disagree	12	20.69%	
N/A	30	51.72%	
	58		







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

	Count	Percentage	
Strongly agree	10	17.24%	
Agree	14	24.14%	
Neither agree or disagree	7	12.07%	
Disagree	7	12.07%	
Strongly disagree	4	6.90%	
N/A	16	27.59%	
	58		







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

	Count	Percentage	
Strongly agree	10	17.24%	
Agree	18	31.03%	
Neither agree or disagree	10	17.24%	
Disagree	2	3.45%	
Strongly disagree	2	3.45%	
N/A	16	27.59%	
	58		







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

	Count	Percentage	
Strongly agree	9	15.52%	
Agree	13	22.41%	
Neither agree or disagree	8	13.79%	
Disagree	8	13.79%	
Strongly disagree	5	8.62%	
N/A	15	25.86%	
	58		







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

	Count	Percentage	
Strongly agree	8	13.79%	
Agree	12	20.69%	
Neither agree or disagree	10	17.24%	
Disagree	7	12.07%	
Strongly disagree	3	5.17%	
N/A	18	31.03%	
	58		







Most people I work with are aware of my gender diversity

	Count	Percentage	
Strongly agree	10	17.24%	
Agree	7	12.07%	
Neither agree or disagree	2	3.45%	
Disagree	7	12.07%	
Strongly disagree	12	20.69%	
N/A	20	34.48%	
	58		

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	6.90%	
Agree	14	24.14%	
Neither agree or disagree	11	18.97%	
Disagree	5	8.62%	
Strongly disagree	3	5.17%	
N/A	21	36.21%	
	58		

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







	Count	Percentage	
Strongly agree	5	8.62%	
Agree	14	24.14%	
Neither agree or disagree	6	10.34%	
Disagree	4	6.90%	
Strongly disagree	3	5.17%	
N/A	26	44.83%	
	58		

# Department of Defence







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

	Count	Percentage	
Strongly agree	5	8.62%	
Agree	12	20.69%	
Neither agree or disagree	11	18.97%	
Disagree	6	10.34%	
Strongly disagree	6	10.34%	
N/A	18	31.03%	
	58		

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	2	3.51%	
Agree	3	5.26%	
Neither agree or disagree	5	8.77%	
Disagree	11	19.30%	
Strongly disagree	16	28.07%	
N/A	20	35.09%	
	57		







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

	Count	Percentage	
Strongly agree	8	13.79%	
Agree	18	31.03%	
Neither agree or disagree	9	15.52%	
Disagree	4	6.90%	
Strongly disagree	5	8.62%	
N/A	14	24.14%	
	58		









# Department of Defence






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

	Count	Percentage	
Strongly agree	1	1.72%	
Agree	2	3.45%	
Neither agree or disagree	3	5.17%	
Disagree	13	22.41%	
Strongly disagree	21	36.21%	
N/A	18	31.03%	
	58		

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

	Count	Percentage	
Strongly agree	9	15.52%	
Agree	22	37.93%	
Neither agree or disagree	6	10.34%	
Disagree	5	8.62%	
Strongly disagree	2	3.45%	
N/A	14	24.14%	
	58		





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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	13	22.81%	
Neither agree or disagree	14	24.56%	
Disagree	7	12.28%	
Strongly disagree	4	7.02%	
N/A	19	33.33%	
	57		





# Department of Defence

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	4	36.36%	
Agree	5	45.45%	
Neither Agree or Disagree	1	9.09%	
Disagree	1	9.09%	
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	11		



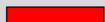


If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)

	Count	Percentage	
Strongly Agree	1	9.09%	
Agree	2	18.18%	
Neither Agree or Disagree	1	9.09%	
Disagree	0	0.00%	
Strongly Disagree	0	0.00%	
N/A	7	63.64%	
	11		






# Department of Defence

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	69	10.16%	
Agree	266	39.18%	
Neither agree nor disagree	226	33.28%	
Disagree	97	14.29%	
Strongly disagree	21	3.09%	
	679		

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






	Count	Percentage	
Strongly agree	45	6.63%	
Agree	167	24.59%	
Neither agree nor disagree	267	39.32%	
Disagree	159	23.42%	
Strongly disagree	41	6.04%	
	679		

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






	Count	Percentage	
Strongly agree	58	8.54%	
Agree	236	34.76%	
Neither agree nor disagree	260	38.29%	
Disagree	90	13.25%	
Strongly disagree	35	5.15%	
	679		

# Department of Defence







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

	Count	Percentage	
Strongly agree	70	10.36%	
Agree	270	39.94%	
Neither agree nor disagree	223	32.99%	
Disagree	88	13.02%	
Strongly disagree	25	3.70%	
	676		

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






	Count	Percentage	
Strongly agree	32	4.74%	
Agree	120	17.78%	
Neither agree nor disagree	308	45.63%	
Disagree	165	24.44%	
Strongly disagree	50	7.41%	
	675		

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





	Count	Percentage	
Africa	2	2.44%	
Asia	33	40.24%	
Central America	0	0.00%	
Eastern Europe	0	0.00%	
European Union	14	17.07%	
Middle East	4	4.88%	
North America	21	25.61%	
Oceania	8	9.76%	
South America	0	0.00%	
The Caribbean	0	0.00%	
	82		

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	8	9.88%	
Agree	29	35.80%	
Neither agree or disagree	15	18.52%	
Disagree	16	19.75%	
Strongly disagree	13	16.05%	
	81		

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	19	23.75%	
Agree	44	55.00%	
Neither agree or disagree	16	20.00%	
Disagree	1	1.25%	
Strongly disagree	0	0.00%	
	80		

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






	Count	Percentage	
Strongly agree	9	11.25%	
Agree	38	47.50%	
Neither agree or disagree	29	36.25%	
Disagree	3	3.75%	
Strongly disagree	1	1.25%	
	80		

# Department of Defence






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	8	10.00%	
Agree	22	27.50%	
Neither agree or disagree	22	27.50%	
Disagree	24	30.00%	
Strongly disagree	4	5.00%	
	80		





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

	Count	Percentage	
Strongly agree	7	8.75%	
Agree	25	31.25%	
Neither agree or disagree	22	27.50%	
Disagree	19	23.75%	
Strongly disagree	7	8.75%	
	80		





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

	Count	Percentage	
Strongly agree	10	12.35%	
Agree	18	22.22%	
Neither agree or disagree	28	34.57%	
Disagree	20	24.69%	
Strongly disagree	5	6.17%	
	81		





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

	Count	Percentage	
Strongly agree	19	23.46%	
Agree	41	50.62%	
Neither agree or disagree	20	24.69%	
Disagree	1	1.23%	
Strongly disagree	0	0.00%	
	81		





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

	Count	Percentage	
Strongly agree	16	20.00%	
Agree	40	50.00%	
Neither agree or disagree	18	22.50%	
Disagree	6	7.50%	
Strongly disagree	0	0.00%	
	80		






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

	Count	Percentage	
Strongly agree	16	20.00%	
Agree	42	52.50%	
Neither agree or disagree	13	16.25%	
Disagree	9	11.25%	
Strongly disagree	0	0.00%	
	80		






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

	Count	Percentage	
Strongly agree	16	20.00%	
Agree	40	50.00%	
Neither agree or disagree	16	20.00%	
Disagree	8	10.00%	
Strongly disagree	0	0.00%	
	80		

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






	Count	Percentage	
Strongly agree	4	5.00%	
Agree	13	16.25%	
Neither agree or disagree	14	17.50%	
Disagree	34	42.50%	
Strongly disagree	15	18.75%	
	80		

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





	Count	Percentage	
Strongly agree	14	17.50%	
Agree	48	60.00%	
Neither agree or disagree	11	13.75%	
Disagree	4	5.00%	
Strongly disagree	3	3.75%	
	80		







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

	Count	Percentage	
Strongly agree	1	1.25%	
Agree	2	2.50%	
Neither agree or disagree	8	10.00%	
Disagree	34	42.50%	
Strongly disagree	35	43.75%	
	80		





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

	Count	Percentage	
Strongly agree	6	7.59%	
Agree	24	30.38%	
Neither agree or disagree	35	44.30%	
Disagree	14	17.72%	
Strongly disagree	0	0.00%	
	79		






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

	Count	Percentage	
Strongly agree	24	30.00%	
Agree	46	57.50%	
Neither agree or disagree	7	8.75%	
Disagree	3	3.75%	
Strongly disagree	0	0.00%	
	80		

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




	Count	Percentage	
Strongly agree	28	35.00%	
Agree	45	56.25%	
Neither agree or disagree	4	5.00%	
Disagree	3	3.75%	
Strongly disagree	0	0.00%	
	80		

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

	Count	Percentage	
Strongly agree	3	3.75%	
Agree	7	8.75%	
Neither agree or disagree	28	35.00%	
Disagree	24	30.00%	
Strongly disagree	18	22.50%	
	80		




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	1	33.33%	
Agree	0	0.00%	
Neither agree or disagree	1	33.33%	
Disagree	0	0.00%	
Strongly disagree	1	33.33%	
	3		

# Department of Defence



I feel comfortable being myself here

	Count	Percentage	
Strongly agree	1	33.33%	
Agree	1	33.33%	
Neither agree or disagree	1	33.33%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	3		

I expend energy hiding aspects of myself here




	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	33.33%	
Neither agree or disagree	0	0.00%	
Disagree	2	66.67%	
Strongly disagree	0	0.00%	
	3		

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




	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	66.67%	
Neither agree or disagree	0	0.00%	
Disagree	1	33.33%	
Strongly disagree	0	0.00%	
	3		

# Department of Defence



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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	33.33%	
Neither agree or disagree	1	33.33%	
Disagree	1	33.33%	
Strongly disagree	0	0.00%	
	3		




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

	Count	Percentage	
Strongly agree	1	33.33%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	33.33%	
Strongly disagree	1	33.33%	
	3		



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	2	66.67%	
Strongly disagree	1	33.33%	
	3		


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	1	33.33%	
Agree	1	33.33%	
Neither agree or disagree	0	0.00%	
Disagree	1	33.33%	
Strongly disagree	0	0.00%	
	3		

I feel safe here




	Count	Percentage	
Strongly agree	1	33.33%	
Agree	2	66.67%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	3		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	3	100.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	3		

# Department of Defence

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	33.33%	
Neither agree or disagree	1	33.33%	
Disagree	1	33.33%	
Strongly disagree	0	0.00%	
	3		

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	50	2.49%	
I am a person of colour	90	4.47%	
I identify with a CALD background	111	5.52%	
I am someone living with a disability	85	4.22%	
I am neuro-diverse (example: Autism, ADHD, Dyslexia)	56	2.78%	
I am a person of faith / religion	234	11.63%	
I am a mature age employee	395	19.63%	
None of the above	1265	62.87%	
	2012		

# Department of Defence











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	34	8.46%	
Person of colour	39	9.70%	
CALD background	58	14.43%	
Living with a disability	30	7.46%	
Neuro-diverse	19	4.73%	
Person of faith/religion	71	17.66%	
Mature Age Employee	220	54.73%	
Diverse sexual orientation	49	12.19%	
Trans experience and/or history	11	2.74%	
Diverse gender identity	16	3.98%	
	402		











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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	31	11.03%	
Person of colour	33	11.74%	
CALD background	49	17.44%	
Living with a disability	18	6.41%	
Neuro-diverse	17	6.05%	
Person of faith/religion	32	11.39%	
Mature Age Employee	136	48.40%	
Diverse sexual orientation	40	14.23%	
Trans experience and/or history	11	3.91%	
Diverse gender identity	13	4.63%	
	281		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	25	7.86%	
Person of colour	29	9.12%	
CALD background	33	10.38%	
Living with a disability	41	12.89%	
Neuro-diverse	25	7.86%	
Person of faith/religion	66	20.75%	
Mature Age Employee	99	31.13%	
Diverse sexual orientation	61	19.18%	
Trans experience and/or history	7	2.20%	
Diverse gender identity	14	4.40%	
	318		











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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	7	3.00%	
Person of colour	22	9.44%	
CALD background	23	9.87%	
Living with a disability	38	16.31%	
Neuro-diverse	20	8.58%	
Person of faith/religion	50	21.46%	
Mature Age Employee	91	39.06%	
Diverse sexual orientation	34	14.59%	
Trans experience and/or history	7	3.00%	
Diverse gender identity	10	4.29%	
	233		













# Department of Defence

I feel the most accepted aspect of my diversity is:











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	26	8.13%	
Person of colour	32	10.00%	
CALD background	46	14.38%	
Living with a disability	24	7.50%	
Neuro-diverse	15	4.69%	
Person of faith/religion	39	12.19%	
Mature Age Employee	134	41.88%	
Diverse sexual orientation	59	18.44%	
Trans experience and/or history	7	2.19%	
Diverse gender identity	10	3.13%	
	320		

I feel the least accepted aspect of my diversity is:











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	10	4.00%	
Person of colour	22	8.80%	
CALD background	15	6.00%	
Living with a disability	30	12.00%	
Neuro-diverse	22	8.80%	
Person of faith/religion	60	24.00%	
Mature Age Employee	78	31.20%	
Diverse sexual orientation	30	12.00%	
Trans experience and/or history	8	3.20%	
Diverse gender identity	11	4.40%	
	250		

# Department of Defence

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











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	29	7.40%	
Person of colour	46	11.73%	
CALD background	72	18.37%	
Living with a disability	49	12.50%	
Neuro-diverse	33	8.42%	
Person of faith/religion	100	25.51%	
Mature Age Employee	143	36.48%	
Diverse sexual orientation	88	22.45%	
Trans experience and/or history	12	3.06%	
Diverse gender identity	19	4.85%	
	392		

I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	318	57.61%	
Person of colour	358	64.86%	
CALD background	255	46.20%	
Living with a disability	222	40.22%	
Neuro-diverse	133	24.09%	
Person of faith/religion	317	57.43%	
Mature Age Employee	388	70.29%	
Diverse sexual orientation	305	55.25%	
Trans experience and/or history	159	28.80%	
Diverse gender identity	161	29.17%	
	552		

# Department of Defence

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	89	23.73%	
Person of colour	124	33.07%	
CALD background	93	24.80%	
Living with a disability	52	13.87%	
Neuro-diverse	29	7.73%	
Person of faith/religion	155	41.33%	
Mature Age Employee	261	69.60%	
Diverse sexual orientation	100	26.67%	
Trans experience and/or history	41	10.93%	
Diverse gender identity	38	10.13%	
	375		

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

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