











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	420	99.76%	
No	1	0.24%	
	421		



Did you participate in this survey last year?\*

	Count	Percentage	
Yes	146	34.68%	
No	275	65.32%	
	421		

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





	Count	Percentage	
ACT	257	62.68%	
NSW	29	7.07%	
NT	4	0.98%	
QLD	28	6.83%	
SA	16	3.90%	
TAS	13	3.17%	
VIC	35	8.54%	
WA	27	6.59%	
Overseas office	1	0.24%	
	410		

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


	Count	Percentage	
City/Metropolitan	395	96.34%	
Regional	14	3.41%	
Rural	0	0.00%	
Remote	1	0.24%	
	410		

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What is your employment type?\*

	Count	Percentage	
Full-time	359	87.56%	
Part-time	44	10.73%	
Temporary/Casual	0	0.00%	
Contract (fixed-term)	6	1.46%	
Other	1	0.24%	
	410		



What sector do you work in?\*

	Count	Percentage	
Federal Government	410	100.00%	
State Government	0	0.00%	
Local Government	0	0.00%	
Higher Education	0	0.00%	
NFP / Community / NGO / Charity	0	0.00%	
Private Sector	0	0.00%	
	410		





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	1	0.24%	
Community Services	4	0.98%	
Computer Software	0	0.00%	
Construction	0	0.00%	
Education	1	0.24%	
Energy / Utilities	0	0.00%	
Health & Wellbeing	0	0.00%	
Hospitality	0	0.00%	
Insurance	0	0.00%	
Law Enforcement	29	7.07%	
Legal	4	0.98%	
Manufacturing	0	0.00%	




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Media & Entertainment	0	0.00%	
Mining	0	0.00%	
Pharmaceuticals	0	0.00%	
Professional Services / Consulting	2	0.49%	
Public Service	331	80.73%	
Property	0	0.00%	
Rail & Logistics	0	0.00%	
Recruitment	1	0.24%	
Research & Development	0	0.00%	
Retail	0	0.00%	
Technology / Telco	7	1.71%	
Tourism / Gaming	0	0.00%	
Transport	1	0.24%	
None of the above	29	7.07%	
	410		

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

	Count	Percentage	
Less than 1 year	50	12.20%	
Between 1 to 3 years	90	21.95%	
Between 3 to 5 years	42	10.24%	
More than 5 years	228	55.61%	
	410		

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

	Count	Percentage	
CEO (or Equivalent) / Direct Report of CEO (or Equivalent)	0	0.00%	
Senior Leadership (not reporting to CEO)	6	1.46%	
Middle Management	105	25.61%	
Project Manager	15	3.66%	
Team Leader/Supervisor	79	19.27%	
Team Member	175	42.68%	
Graduate/Intern	3	0.73%	
Consultant (Internal or external)	1	0.24%	

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Contractor	2	0.49%	
Academic	0	0.00%	
Support Staff	20	4.88%	█
Non-office / outdoor role	0	0.00%	
None of the above	4	0.98%	
	410		

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

	Count	Percentage	
Primary Education	0	0.00%	
Secondary Education	29	7.07%	█
Certificate Level	32	7.80%	█
Diploma or Advanced Diploma	45	10.98%	█
Bachelor Degree	141	34.39%	█
Graduate Certificate or Diploma	65	15.85%	█
Postgraduate Degree or Higher	94	22.93%	█
Other	4	0.98%	
	410		

What age bracket do you fall within?\*

	Count	Percentage	
Under 18	0	0.00%	
18-24	15	3.66%	█
25-34	95	23.17%	█
35-44	123	30.00%	█
45-54	101	24.63%	█
55-64	55	13.41%	█
65+	7	1.71%	
Prefer not to respond	14	3.41%	█
	410		

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

	Count	Percentage	
Man	160	39.02%	█
Woman	229	55.85%	█

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Non-binary	2	0.49%	
Agender	0	0.00%	
A gender identity not listed above	1	0.24%	
Prefer not to respond	18	4.39%	█
	410		

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

	Count	Percentage	
Yes	64	15.76%	█
No	328	80.79%	████████████████████
Prefer not to respond	14	3.45%	█
	406		

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

	Count	Percentage	
Yes	97	23.66%	█
No	293	71.46%	████████████████████
Prefer not to respond	20	4.88%	█
	410		



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

	Count	Percentage	
He / Him	50	52.08%	████████████████████
She / Her	44	45.83%	████████████████████
They / Them	6	6.25%	█
A pronoun not listed above	2	2.08%	█
Prefer not to respond	2	2.08%	█
	96		

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	0.24%	

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No	397	97.07%	
Prefer not to respond	11	2.69%	
	409		

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	56	14.40%	
Agree	145	37.28%	
Neither agree nor disagree	61	15.68%	
Disagree	82	21.08%	
Strongly disagree	45	11.57%	
	389		

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






	Count	Percentage	
Strongly agree	255	65.55%	
Agree	93	23.91%	
Neither agree nor disagree	23	5.91%	
Disagree	10	2.57%	
Strongly disagree	8	2.06%	
	389		

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






	Count	Percentage	
Strongly agree	114	29.38%	
Agree	108	27.84%	
Neither agree nor disagree	81	20.88%	
Disagree	41	10.57%	
Strongly disagree	44	11.34%	
	388		

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

	Count	Percentage	
Strongly agree	135	34.62%	
Agree	171	43.85%	
Neither agree nor disagree	62	15.90%	
Disagree	16	4.10%	
Strongly disagree	6	1.54%	
	390		

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

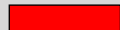




	Count	Percentage	
Strongly agree	92	23.59%	
Agree	95	24.36%	
Neither agree nor disagree	134	34.36%	
Disagree	46	11.79%	
Strongly disagree	23	5.90%	
	390		

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






	Count	Percentage	
Strongly agree	90	23.08%	
Agree	122	31.28%	
Neither agree nor disagree	106	27.18%	
Disagree	47	12.05%	
Strongly disagree	25	6.41%	
	390		

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






	Count	Percentage	
Strongly agree	144	36.92%	
Agree	165	42.31%	
Neither agree nor disagree	50	12.82%	
Disagree	20	5.13%	
Strongly disagree	11	2.82%	
	390		

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

	Count	Percentage	
Strongly agree	153	39.23%	
Agree	147	37.69%	
Neither agree nor disagree	53	13.59%	
Disagree	25	6.41%	
Strongly disagree	12	3.08%	
	390		

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:


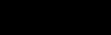



I understand why my organisation puts effort into this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	117	30.79%	
Agree	208	54.74%	
Neither agree nor disagree	40	10.53%	
Disagree	11	2.89%	
Strongly disagree	4	1.05%	
	380		






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

	Count	Percentage	
Strongly agree	65	17.15%	
Agree	174	45.91%	
Neither agree nor disagree	91	24.01%	
Disagree	37	9.76%	
Strongly disagree	12	3.17%	
	379		

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






	Count	Percentage	
Strongly agree	60	15.87%	
Agree	187	49.47%	
Neither agree nor disagree	79	20.90%	
Disagree	41	10.85%	
Strongly disagree	11	2.91%	
	378		

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






	Count	Percentage	
Strongly agree	33	8.73%	
Agree	134	35.45%	
Neither agree nor disagree	104	27.51%	
Disagree	83	21.96%	
Strongly disagree	24	6.35%	
	378		

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

	Count	Percentage	
Strongly agree	56	14.78%	
Agree	178	46.97%	
Neither agree nor disagree	80	21.11%	
Disagree	50	13.19%	
Strongly disagree	15	3.96%	
	379		

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






	Count	Percentage	
Strongly agree	78	20.58%	
Agree	205	54.09%	
Neither agree nor disagree	56	14.78%	
Disagree	37	9.76%	
Strongly disagree	3	0.79%	
	379		

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






	Count	Percentage	
Strongly agree	37	9.76%	
Agree	130	34.30%	
Neither agree nor disagree	125	32.98%	
Disagree	62	16.36%	
Strongly disagree	25	6.60%	
	379		

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

	Count	Percentage	
Strongly agree	19	5.03%	
Agree	36	9.52%	
Neither agree nor disagree	54	14.29%	
Disagree	179	47.35%	
Strongly disagree	90	23.81%	
	378		

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

	Count	Percentage	
Strongly agree	139	36.68%	
Agree	130	34.30%	
Neither agree nor disagree	52	13.72%	
Disagree	27	7.12%	
Strongly disagree	31	8.18%	
	379		






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

	Count	Percentage	
Strongly agree	100	26.46%	
Agree	215	56.88%	
Neither agree nor disagree	45	11.90%	
Disagree	12	3.17%	
Strongly disagree	6	1.59%	
	378		






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Please indicate your level of agreement with the following statements:






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

	Count	Percentage	
Strongly agree	233	62.13%	
Agree	102	27.20%	
Neither agree nor disagree	18	4.80%	
Disagree	12	3.20%	
Strongly disagree	10	2.67%	
	375		

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






	Count	Percentage	
Strongly agree	42	11.23%	
Agree	113	30.21%	
Neither agree nor disagree	141	37.70%	
Disagree	58	15.51%	
Strongly disagree	20	5.35%	
	374		

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






	Count	Percentage	
Strongly agree	245	65.51%	
Agree	99	26.47%	
Neither agree nor disagree	17	4.55%	
Disagree	8	2.14%	
Strongly disagree	5	1.34%	
	374		

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

	Count	Percentage	
Strongly agree	264	70.40%	
Agree	93	24.80%	
Neither agree nor disagree	12	3.20%	
Disagree	2	0.53%	
Strongly disagree	4	1.07%	
	375		

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	214	57.07%	
Agree	112	29.87%	
Neither agree nor disagree	27	7.20%	
Disagree	12	3.20%	
Strongly disagree	10	2.67%	
	375		

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






	Count	Percentage	
Strongly agree	182	49.06%	
Agree	111	29.92%	
Neither agree nor disagree	35	9.43%	
Disagree	25	6.74%	
Strongly disagree	18	4.85%	
	371		

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

	Count	Percentage	
Strongly agree	194	51.73%	
Agree	101	26.93%	
Neither agree nor disagree	30	8.00%	
Disagree	23	6.13%	
Strongly disagree	27	7.20%	
	375		

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






	Count	Percentage	
Strongly agree	95	25.40%	
Agree	63	16.84%	
Neither agree nor disagree	50	13.37%	
Disagree	84	22.46%	
Strongly disagree	82	21.93%	
	374		

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






	Count	Percentage	
Strongly agree	19	5.08%	
Agree	58	15.51%	
Neither agree nor disagree	53	14.17%	
Disagree	149	39.84%	
Strongly disagree	95	25.40%	
	374		

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

	Count	Percentage	
Strongly agree	12	3.20%	
Agree	14	3.73%	
Neither agree nor disagree	46	12.27%	
Disagree	179	47.73%	
Strongly disagree	124	33.07%	
	375		

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






	Count	Percentage	
Strongly agree	230	61.66%	
Agree	116	31.10%	
Neither agree nor disagree	20	5.36%	
Disagree	1	0.27%	
Strongly disagree	6	1.61%	
	373		

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

	Count	Percentage	
Strongly agree	219	58.40%	
Agree	116	30.93%	
Neither agree nor disagree	27	7.20%	
Disagree	8	2.13%	
Strongly disagree	5	1.33%	
	375		






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






	Count	Percentage	
Strongly agree	185	49.33%	
Agree	128	34.13%	
Neither agree nor disagree	48	12.80%	
Disagree	7	1.87%	
Strongly disagree	7	1.87%	
	375		

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	140	37.33%	
Agree	168	44.80%	
Neither agree nor disagree	32	8.53%	
Disagree	23	6.13%	
Strongly disagree	12	3.20%	
	375		






I feel mentally well at work

	Count	Percentage	
Strongly agree	71	18.98%	
Agree	161	43.05%	
Neither agree nor disagree	59	15.78%	
Disagree	62	16.58%	
Strongly disagree	21	5.61%	
	374		






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## I feel I can be myself at work

	Count	Percentage	
Strongly agree	79	21.07%	
Agree	162	43.20%	
Neither agree nor disagree	62	16.53%	
Disagree	51	13.60%	
Strongly disagree	21	5.60%	
	375		

## I feel productive at work






	Count	Percentage	
Strongly agree	87	23.20%	
Agree	194	51.73%	
Neither agree nor disagree	45	12.00%	
Disagree	38	10.13%	
Strongly disagree	11	2.93%	
	375		

## I feel engaged with the organisation and my work






	Count	Percentage	
Strongly agree	60	16.00%	
Agree	163	43.47%	
Neither agree nor disagree	69	18.40%	
Disagree	55	14.67%	
Strongly disagree	28	7.47%	
	375		

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I feel a sense of belonging here






	Count	Percentage	
Strongly agree	50	13.33%	
Agree	144	38.40%	
Neither agree nor disagree	95	25.33%	
Disagree	59	15.73%	
Strongly disagree	27	7.20%	
	375		

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)	61	16.53%	
Passive Ally (I support LGBTQ inclusion but not actively)	224	60.70%	
Not an Ally (I do not support LGBTQ inclusion)	15	4.07%	
I am an LGBTQ person and active in my support	29	7.86%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	40	10.84%	
I am an LGBTQ person and do not support LGBTQ inclusion	0	0.00%	
	369		






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	42	11.44%	
Agree	79	21.53%	
Neither agree or disagree	68	18.53%	
Disagree	140	38.15%	
Strongly disagree	38	10.35%	
	367		

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I understand why active Allies are important

	Count	Percentage	
Strongly agree	126	34.24%	
Agree	173	47.01%	
Neither agree or disagree	43	11.68%	
Disagree	15	4.08%	
Strongly disagree	11	2.99%	
	368		

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






	Count	Percentage	
Strongly agree	80	21.86%	
Agree	137	37.43%	
Neither agree or disagree	76	20.77%	
Disagree	59	16.12%	
Strongly disagree	14	3.83%	
	366		

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

	Count	Percentage	
Strongly agree	43	11.72%	
Agree	99	26.98%	
Neither agree or disagree	77	20.98%	
Disagree	116	31.61%	
Strongly disagree	32	8.72%	
	367		






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






	Count	Percentage	
Strongly agree	39	10.63%	
Agree	107	29.16%	
Neither agree or disagree	58	15.80%	
Disagree	117	31.88%	
Strongly disagree	46	12.53%	
	367		

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	0.74%	
Agree	13	4.81%	
Neither agree or disagree	37	13.70%	
Disagree	110	40.74%	
Strongly disagree	108	40.00%	
	270		

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






	Count	Percentage	
Strongly agree	3	1.11%	
Agree	13	4.81%	
Neither agree or disagree	25	9.26%	
Disagree	109	40.37%	
Strongly disagree	120	44.44%	
	270		

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

	Count	Percentage	
Strongly agree	11	4.06%	
Agree	18	6.64%	
Neither agree or disagree	27	9.96%	
Disagree	87	32.10%	
Strongly disagree	128	47.23%	
	271		

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






	Count	Percentage	
Strongly agree	26	9.63%	
Agree	55	20.37%	
Neither agree or disagree	54	20.00%	
Disagree	81	30.00%	
Strongly disagree	54	20.00%	
	270		

Too busy to be an active Ally






	Count	Percentage	
Strongly agree	34	12.45%	
Agree	82	30.04%	
Neither agree or disagree	87	31.87%	
Disagree	43	15.75%	
Strongly disagree	27	9.89%	
	273		

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

	Count	Percentage	
Strongly agree	7	2.58%	
Agree	18	6.64%	
Neither agree or disagree	39	14.39%	
Disagree	110	40.59%	
Strongly disagree	97	35.79%	
	271		

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

	Count	Percentage	
More information about WHY active Allies are so important	65	24.53%	
A better understanding of HOW to be an active Ally	106	40.00%	
More information on being an active Ally when my time is limited	99	37.36%	
Nothing would influence me to be an active Ally	103	38.87%	
Other (please specify)	29	10.94%	
	265		

Other (please specify)





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



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

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





	Count	Percentage	
Exceeded expectations	3	3.66%	
Met expectations	29	35.37%	
Did not meet expectations	25	30.49%	
No expectations	25	30.49%	
	82		

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## My experience of inclusion within my immediate work area

	Count	Percentage	
Exceeded expectations	12	14.63%	
Met expectations	53	64.63%	
Did not meet expectations	8	9.76%	
No expectations	9	10.98%	
	82		





## Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	
Exceeded expectations	2	2.44%	
Met expectations	51	62.20%	
Did not meet expectations	20	24.39%	
No expectations	9	10.98%	
	82		

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

	Count	Percentage	
Exceeded expectations	6	7.32%	
Met expectations	49	59.76%	
Did not meet expectations	18	21.95%	
No expectations	9	10.98%	
	82		





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

	Count	Percentage	
Exceeded expectations	5	6.10%	
Met expectations	34	41.46%	
Did not meet expectations	33	40.24%	
No expectations	10	12.20%	
	82		





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

	Count	Percentage	
Exceeded expectations	11	13.58%	
Met expectations	45	55.56%	
Did not meet expectations	17	20.99%	
No expectations	8	9.88%	
	81		





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

	Count	Percentage	
Exceeded expectations	3	3.66%	
Met expectations	27	32.93%	
Did not meet expectations	38	46.34%	
No expectations	14	17.07%	
	82		

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





	Count	Percentage	
Exceeded expectations	6	7.50%	
Met expectations	37	46.25%	
Did not meet expectations	22	27.50%	
No expectations	15	18.75%	
	80		

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

	Count	Percentage	
Exceeded expectations	6	7.41%	
Met expectations	35	43.21%	
Did not meet expectations	23	28.40%	
No expectations	17	20.99%	
	81		






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Visibility of active Allies






	Count	Percentage	
Exceeded expectations	3	3.66%	
Met expectations	24	29.27%	
Did not meet expectations	35	42.68%	
No expectations	20	24.39%	
	82		

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	22	26.83%	
Agree	34	41.46%	
Neither agree nor disagree	18	21.95%	
Disagree	6	7.32%	
Strongly disagree	2	2.44%	
	82		

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






	Count	Percentage	
Strongly agree	14	17.07%	
Agree	27	32.93%	
Neither agree nor disagree	24	29.27%	
Disagree	14	17.07%	
Strongly disagree	3	3.66%	
	82		

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

	Count	Percentage	
Strongly agree	19	23.17%	
Agree	32	39.02%	
Neither agree nor disagree	11	13.41%	
Disagree	17	20.73%	
Strongly disagree	3	3.66%	
	82		

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






	Count	Percentage	
Strongly agree	22	26.83%	
Agree	32	39.02%	
Neither agree nor disagree	9	10.98%	
Disagree	17	20.73%	
Strongly disagree	2	2.44%	
	82		

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








	Count	Percentage	
Strongly agree	9	11.11%	
Agree	19	23.46%	
Neither agree nor disagree	36	44.44%	
Disagree	14	17.28%	
Strongly disagree	3	3.70%	
	81		

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Active Allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	5	6.10%	
Agree	13	15.85%	
Neither agree nor disagree	34	41.46%	
Disagree	20	24.39%	
Strongly disagree	10	12.20%	
	82		

How would you best describe your sexual orientation? \*

	Count	Percentage	
Straight (Heterosexual)	3	3.53%	
Gay, Lesbian (Homosexual)	42	49.41%	
Bisexual	19	22.35%	
Pansexual	8	9.41%	
Queer	7	8.24%	
Asexual	4	4.71%	
An orientation not listed above	0	0.00%	
Prefer not to respond (you will be asked no further questions on sexual orientation)	2	2.35%	
	85		






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

	Count	Percentage	
Out to everyone	32	40.00%	
Most I work with	16	20.00%	
Selected few only	18	22.50%	
Not at all	12	15.00%	
Prefer not to respond	2	2.50%	
	80		






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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	7	14.58%	
Agree	20	41.67%	
Neither agree nor disagree	16	33.33%	
Disagree	3	6.25%	
Strongly disagree	2	4.17%	
	48		

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






	Count	Percentage	
Strongly agree	11	22.92%	
Agree	24	50.00%	
Neither agree nor disagree	4	8.33%	
Disagree	8	16.67%	
Strongly disagree	1	2.08%	
	48		

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






	Count	Percentage	
Strongly agree	10	20.83%	
Agree	22	45.83%	
Neither agree nor disagree	8	16.67%	
Disagree	5	10.42%	
Strongly disagree	3	6.25%	
	48		

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

	Count	Percentage	
Strongly agree	6	12.50%	
Agree	20	41.67%	
Neither agree nor disagree	14	29.17%	
Disagree	7	14.58%	
Strongly disagree	1	2.08%	
	48		

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






	Count	Percentage	
Strongly agree	9	18.75%	
Agree	20	41.67%	
Neither agree nor disagree	15	31.25%	
Disagree	3	6.25%	
Strongly disagree	1	2.08%	
	48		

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	5	10.42%	
Agree	6	12.50%	
Neither agree nor disagree	2	4.17%	
Disagree	16	33.33%	
Strongly disagree	19	39.58%	
	48		

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

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

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






	Count	Percentage	
Strongly agree	3	6.25%	
Agree	1	2.08%	
Neither agree nor disagree	3	6.25%	
Disagree	15	31.25%	
Strongly disagree	26	54.17%	
	48		

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

	Count	Percentage	
Strongly agree	9	18.75%	
Agree	18	37.50%	
Neither agree nor disagree	8	16.67%	
Disagree	9	18.75%	
Strongly disagree	4	8.33%	
	48		






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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	8	17.02%	
Agree	10	21.28%	
Neither agree nor disagree	19	40.43%	
Disagree	6	12.77%	
Strongly disagree	4	8.51%	
	47		

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	2	7.14%	
Agree	9	32.14%	
Neither agree nor disagree	5	17.86%	
Disagree	7	25.00%	
Strongly disagree	5	17.86%	
	28		






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

	Count	Percentage	
Strongly agree	3	10.71%	
Agree	9	32.14%	
Neither agree nor disagree	4	14.29%	
Disagree	7	25.00%	
Strongly disagree	5	17.86%	
	28		






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

	Count	Percentage	
Strongly agree	1	3.57%	
Agree	9	32.14%	
Neither agree nor disagree	7	25.00%	
Disagree	7	25.00%	
Strongly disagree	4	14.29%	
	28		

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

	Count	Percentage	
Strongly agree	1	3.57%	
Agree	5	17.86%	
Neither agree nor disagree	4	14.29%	
Disagree	11	39.29%	
Strongly disagree	7	25.00%	
	28		







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

	Count	Percentage	
Strongly agree	1	3.57%	
Agree	8	28.57%	
Neither agree nor disagree	5	17.86%	
Disagree	8	28.57%	
Strongly disagree	6	21.43%	
	28		







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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	8.82%	
Agree	8	23.53%	
Neither Agree or Disagree	4	11.76%	
Disagree	10	29.41%	
Strongly Disagree	7	20.59%	
N/A	2	5.88%	
	34		

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	2.86%	
Agree	3	8.57%	
Neither Agree or Disagree	7	20.00%	
Disagree	12	34.29%	
Strongly Disagree	10	28.57%	
N/A	2	5.71%	
	35		

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







	Count	Percentage	
Strongly agree	12	34.29%	
Agree	17	48.57%	
Neither Agree or Disagree	3	8.57%	
Disagree	2	5.71%	
Strongly Disagree	0	0.00%	
N/A	1	2.86%	
	35		

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

	Count	Percentage	
Strongly agree	4	11.43%	
Agree	10	28.57%	
Neither Agree or Disagree	4	11.43%	
Disagree	11	31.43%	
Strongly Disagree	2	5.71%	
N/A	4	11.43%	
	35		

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






	Count	Percentage	
Strongly agree	3	8.57%	
Agree	7	20.00%	
Neither Agree or Disagree	17	48.57%	
Disagree	6	17.14%	
Strongly Disagree	1	2.86%	
N/A	1	2.86%	
	35		

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







	Count	Percentage	
Strongly agree	2	5.71%	
Agree	8	22.86%	
Neither Agree or Disagree	19	54.29%	
Disagree	3	8.57%	
Strongly Disagree	1	2.86%	
N/A	2	5.71%	
	35		

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


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

	Count	Percentage	
Strongly agree	1	2.86%	
Agree	9	25.71%	
Neither Agree or Disagree	15	42.86%	
Disagree	0	0.00%	
Strongly Disagree	2	5.71%	
N/A	8	22.86%	
	35		

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	6	17.14%	
Agree	13	37.14%	
Neither Agree or Disagree	6	17.14%	
Disagree	5	14.29%	
Strongly Disagree	2	5.71%	
N/A	3	8.57%	
	35		






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	5	14.29%	
Agree	7	20.00%	
Neither Agree or Disagree	8	22.86%	
Disagree	10	28.57%	
Strongly Disagree	2	5.71%	
N/A	3	8.57%	
	35		






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## In applying for your role within this organisation:







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

	Count	Percentage	
Strongly Agree	2	12.50%	
Agree	1	6.25%	
Neither Agree nor Disagree	8	50.00%	
Disagree	2	12.50%	
Strongly Disagree	0	0.00%	
N/A	3	18.75%	
	16		

A contact person was identified to support diverse gender applicants






	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	3	18.75%	
Neither Agree nor Disagree	2	12.50%	
Disagree	4	25.00%	
Strongly Disagree	4	25.00%	
N/A	3	18.75%	
	16		

Application forms were inclusive of diverse gender applicants







	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	3	18.75%	
Neither Agree nor Disagree	2	12.50%	
Disagree	6	37.50%	
Strongly Disagree	1	6.25%	
N/A	3	18.75%	
	16		

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

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	1	6.25%	
Neither Agree nor Disagree	3	18.75%	
Disagree	2	12.50%	
Strongly Disagree	2	12.50%	
N/A	8	50.00%	
	16		

I disclosed my gender diversity during the application process






	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	1	6.25%	
Neither Agree nor Disagree	2	12.50%	
Disagree	2	12.50%	
Strongly Disagree	2	12.50%	
N/A	8	50.00%	
	16		

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






	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	6.25%	
Disagree	1	6.25%	
Strongly Disagree	1	6.25%	
N/A	12	75.00%	
	16		

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

	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	6.25%	
Disagree	1	6.25%	
Strongly Disagree	1	6.25%	
N/A	12	75.00%	
	16		

I have fears of being discriminated because of my gender identity

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	1	6.25%	
Neither Agree nor Disagree	1	6.25%	
Disagree	3	18.75%	
Strongly Disagree	4	25.00%	
N/A	7	43.75%	
	16		





I have fears of being outed during the recruitment process

	Count	Percentage	
Strongly Agree	2	12.50%	
Agree	1	6.25%	
Neither Agree nor Disagree	1	6.25%	
Disagree	2	12.50%	
Strongly Disagree	5	31.25%	
N/A	5	31.25%	
	16		





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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	1	6.25%	
Met expectations	5	31.25%	
Did not meet expectations	3	18.75%	
No expectations	7	43.75%	
	16		





Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	2	12.50%	
Did not meet expectations	4	25.00%	
No expectations	9	56.25%	
	16		

Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	1	6.25%	
Did not meet expectations	5	31.25%	
No expectations	9	56.25%	
	16		





Alternatives to gendered uniforms or dress codes

	Count	Percentage	
Exceeded expectations	2	12.50%	
Met expectations	2	12.50%	
Did not meet expectations	2	12.50%	
No expectations	10	62.50%	
	16		





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Well communicated policies to support those affirming their gender

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	3	18.75%	
Did not meet expectations	5	31.25%	
No expectations	7	43.75%	
	16		

Acknowledgement of gender diversity beyond the binary of male/female

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	2	12.50%	
Did not meet expectations	4	25.00%	
No expectations	9	56.25%	
	16		






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

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	2	12.50%	
Did not meet expectations	4	25.00%	
No expectations	9	56.25%	
	16		






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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	2	13.33%	
Neither agree or disagree	0	0.00%	
Disagree	2	13.33%	
Strongly disagree	2	13.33%	
N/A	8	53.33%	
	15		

People make an effort to use my personal pronouns





	Count	Percentage	
Strongly agree	1	6.67%	
Agree	3	20.00%	
Neither agree or disagree	2	13.33%	
Disagree	0	0.00%	
Strongly disagree	1	6.67%	
N/A	8	53.33%	
	15		

I have been deliberately misgendered within the last year





	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	1	7.14%	
Strongly disagree	3	21.43%	
N/A	8	57.14%	
	14		

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

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	4	28.57%	
Neither agree or disagree	2	14.29%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	7	50.00%	
	14		

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






	Count	Percentage	
Strongly agree	3	21.43%	
Agree	2	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
N/A	8	57.14%	
	14		

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





	Count	Percentage	
Strongly agree	0	0.00%	
Agree	5	35.71%	
Neither agree or disagree	0	0.00%	
Disagree	1	7.14%	
Strongly disagree	1	7.14%	
N/A	7	50.00%	
	14		

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

	Count	Percentage	
Strongly agree	2	14.29%	
Agree	3	21.43%	
Neither agree or disagree	1	7.14%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
N/A	7	50.00%	
	14		

Most people I work with are aware of my gender diversity




	Count	Percentage	
Strongly agree	0	0.00%	
Agree	4	28.57%	
Neither agree or disagree	0	0.00%	
Disagree	2	14.29%	
Strongly disagree	1	7.14%	
N/A	7	50.00%	
	14		

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





	Count	Percentage	
Strongly agree	0	0.00%	
Agree	5	35.71%	
Neither agree or disagree	1	7.14%	
Disagree	1	7.14%	
Strongly disagree	1	7.14%	
N/A	6	42.86%	
	14		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	3	21.43%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
N/A	10	71.43%	
	14		

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





	Count	Percentage	
Strongly agree	1	7.14%	
Agree	3	21.43%	
Neither agree or disagree	3	21.43%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	7	50.00%	
	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	1	7.14%	
Agree	0	0.00%	
Neither agree or disagree	1	7.14%	
Disagree	1	7.14%	
Strongly disagree	3	21.43%	
N/A	8	57.14%	
	14		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	6	42.86%	
Neither agree or disagree	1	7.14%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
N/A	6	42.86%	
	14		

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







	Count	Percentage	
Strongly agree	1	7.14%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	14.29%	
Strongly disagree	4	28.57%	
N/A	7	50.00%	
	14		

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

	Count	Percentage	
Strongly agree	2	14.29%	
Agree	3	21.43%	
Neither agree or disagree	1	7.14%	
Disagree	1	7.14%	
Strongly disagree	1	7.14%	
N/A	6	42.86%	
	14		



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

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	1	7.14%	
Neither agree or disagree	3	21.43%	
Disagree	1	7.14%	
Strongly disagree	2	14.29%	
N/A	6	42.86%	
	14		



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	0	0.00%	
Agree	0	0.00%	
Neither Agree or Disagree	0	0.00%	
Disagree	1	50.00%	
Strongly Disagree	1	50.00%	
N/A	0	0.00%	
	2		





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





	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree or Disagree	0	0.00%	
Disagree	1	50.00%	
Strongly Disagree	0	0.00%	
N/A	1	50.00%	
	2		

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	1	7.14%	
Agree	5	35.71%	
Neither agree nor disagree	6	42.86%	
Disagree	2	14.29%	
Strongly disagree	0	0.00%	
	14		






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

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	4	28.57%	
Neither agree nor disagree	5	35.71%	
Disagree	4	28.57%	
Strongly disagree	0	0.00%	
	14		





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

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	1	7.14%	
Neither agree nor disagree	6	42.86%	
Disagree	5	35.71%	
Strongly disagree	1	7.14%	
	14		

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

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	4	28.57%	
Neither agree nor disagree	5	35.71%	
Disagree	4	28.57%	
Strongly disagree	0	0.00%	
	14		


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

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	3	21.43%	
Neither agree nor disagree	6	42.86%	
Disagree	4	28.57%	
Strongly disagree	0	0.00%	
	14		

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

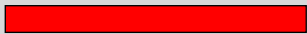
	Count	Percentage
Africa	0	0.00%
Asia	0	0.00%
Central America	0	0.00%

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Eastern Europe	0	0.00%	
European Union	1	100.00%	
Middle East	0	0.00%	
North America	0	0.00%	
Oceania	0	0.00%	
South America	0	0.00%	
The Caribbean	0	0.00%	
	1		

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

I work in a country where it is acceptable to support people of diverse sexuality and/or gender

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

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

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

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	1	100.00%
Strongly disagree	0	0.00%
	1	

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	1	100.00%
Strongly disagree	0	0.00%
	1	

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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	1	100.00%
	1	

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

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

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

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

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

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

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

I 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	1	100.00%
	1	

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

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

I 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	1	100.00%
	1	

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	1	100.00%
Strongly disagree	0	0.00%
	1	

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

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

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

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

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

I feel comfortable being myself here

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

I expend energy hiding aspects of myself here

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

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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	1	100.00%
	1	

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

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

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

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

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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	1	100.00%
	1	

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

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

I feel safe here

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

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

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

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

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

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





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	10	2.74%	
I am a person of colour	28	7.67%	
I identify with a CALD background	52	14.25%	
I am someone living with a disability	39	10.68%	










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I am neuro-diverse (example: Autism, ADHD, Dyslexia)	28	7.67%	
I am a person of faith / religion	44	12.05%	
I am a mature age employee	77	21.10%	
None of the above	184	50.41%	
	365		

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	7	9.86%	
Person of colour	11	15.49%	
CALD background	23	32.39%	
Living with a disability	7	9.86%	
Neuro-diverse	4	5.63%	
Person of faith/religion	6	8.45%	
Mature Age Employee	21	29.58%	
Diverse sexual orientation	13	18.31%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	2	2.82%	
	71		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	7	12.73%	
Person of colour	8	14.55%	
CALD background	19	34.55%	
Living with a disability	7	12.73%	
Neuro-diverse	2	3.64%	
Person of faith/religion	5	9.09%	
Mature Age Employee	13	23.64%	
Diverse sexual orientation	9	16.36%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	2	3.64%	
	55		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	2	1.75%	
Person of colour	10	8.77%	
CALD background	21	18.42%	
Living with a disability	17	14.91%	
Neuro-diverse	16	14.04%	
Person of faith/religion	20	17.54%	
Mature Age Employee	44	38.60%	
Diverse sexual orientation	15	13.16%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	1	0.88%	
	114		

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










	Count	Percentage	
Aboriginal and/or Torres Strait Islander	1	1.08%	
Person of colour	9	9.68%	■
CALD background	15	16.13%	■
Living with a disability	20	21.51%	■
Neuro-diverse	13	13.98%	■
Person of faith/religion	10	10.75%	■
Mature Age Employee	38	40.86%	■
Diverse sexual orientation	13	13.98%	■
Trans experience and/or history	0	0.00%	
Diverse gender identity	2	2.15%	
	93		

I feel the most accepted aspect of my diversity is:










	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	4.35%	■
Person of colour	12	17.39%	■
CALD background	23	33.33%	■
Living with a disability	7	10.14%	■
Neuro-diverse	5	7.25%	■
Person of faith/religion	7	10.14%	■
Mature Age Employee	10	14.49%	■
Diverse sexual orientation	14	20.29%	■
Trans experience and/or history	0	0.00%	
Diverse gender identity	2	2.90%	
	69		

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I feel the least accepted aspect of my diversity is:











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	2	2.30%	
Person of colour	8	9.20%	
CALD background	9	10.34%	
Living with a disability	13	14.94%	
Neuro-diverse	9	10.34%	
Person of faith/religion	11	12.64%	
Mature Age Employee	31	35.63%	
Diverse sexual orientation	11	12.64%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	3	3.45%	
	87		

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











	Count	Percentage	
Aboriginal and/or Torres Strait Islander	10	8.62%	
Person of colour	16	13.79%	
CALD background	32	27.59%	
Living with a disability	28	24.14%	
Neuro-diverse	12	10.34%	
Person of faith/religion	19	16.38%	
Mature Age Employee	25	21.55%	
Diverse sexual orientation	36	31.03%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	3	2.59%	
	116		

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I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	87	59.59%	
Person of colour	109	74.66%	
CALD background	100	68.49%	
Living with a disability	96	65.75%	
Neuro-diverse	47	32.19%	
Person of faith/religion	88	60.27%	
Mature Age Employee	101	69.18%	
Diverse sexual orientation	99	67.81%	
Trans experience and/or history	29	19.86%	
Diverse gender identity	34	23.29%	
	146		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	7	7.45%	
Person of colour	32	34.04%	
CALD background	41	43.62%	
Living with a disability	13	13.83%	
Neuro-diverse	3	3.19%	
Person of faith/religion	20	21.28%	
Mature Age Employee	53	56.38%	
Diverse sexual orientation	29	30.85%	
Trans experience and/or history	4	4.26%	
Diverse gender identity	7	7.45%	
	94		

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

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