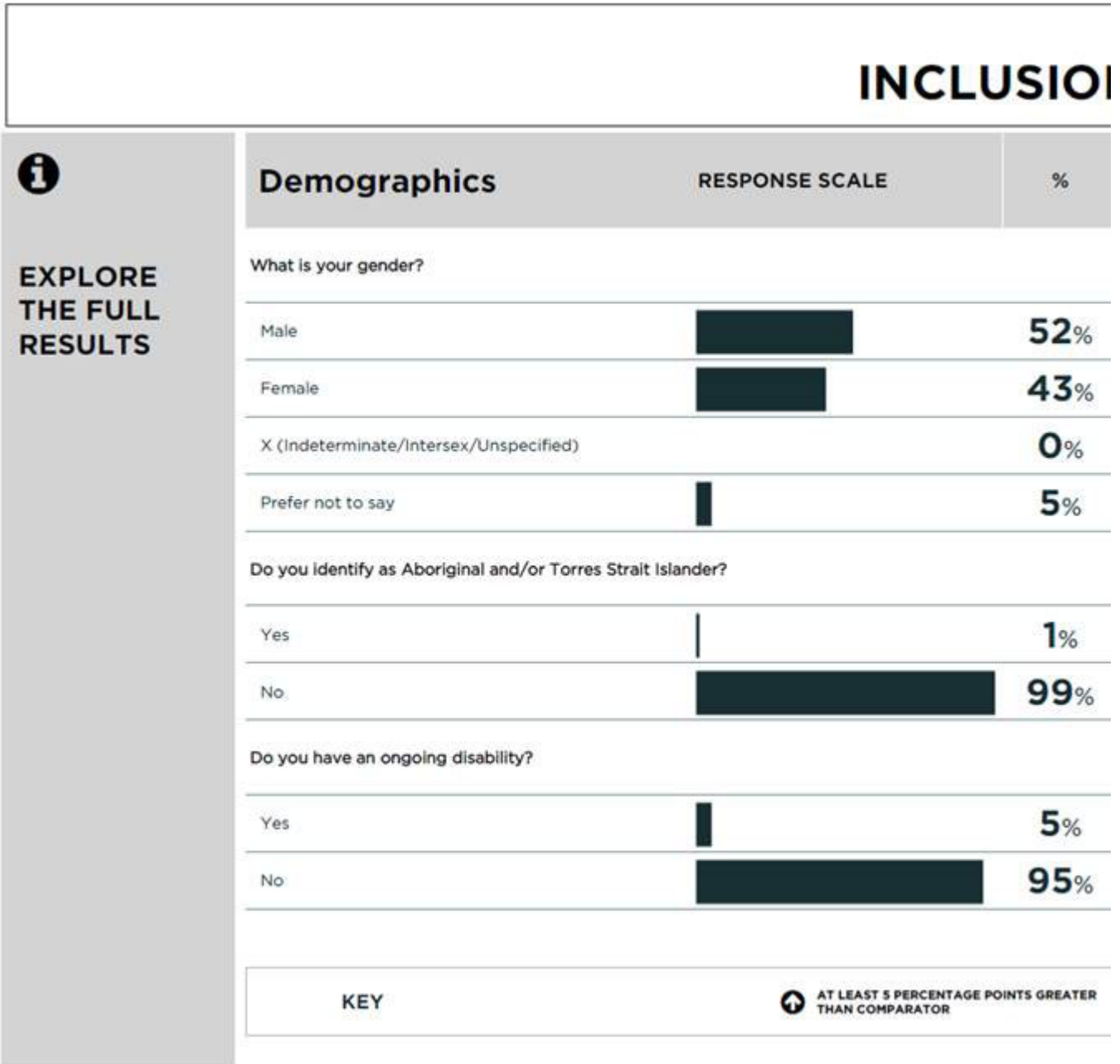


[Redacted]

**From:** [Redacted]  
**Sent:** Friday, 11 September 2020 3:23 PM  
**To:** [Redacted]  
**Cc:** [Redacted]  
**Subject:** 2019 Census - Gender and LGBTI related questions. [SEC=UNCLASSIFIED]

Hey [Redacted],  
In addition to the link I sent you below are the extracts relating to Gender and LGBTI.

Please let me know if there is anything else I can assist with.





**EXPLORE  
THE FULL  
RESULTS**

## Demographics

RESPONSE SCALE

%

Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTI+)?

Yes		<b>4%</b>
No		<b>91%</b>
Prefer not to say		<b>6%</b>

**KEY**



**AT LEAST 5 PERCENTAGE POINTS GREATER  
THAN COMPARATOR**

# INCLUSIC



## EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED.

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	
Attitudinal	The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	90	90%	
	My SES manager actively supports people of diverse backgrounds	77	20	77%
	My agency is committed to creating a diverse workforce (e.g. gender, age, cultural and linguistic background, disability, Indigenous, LGBTI+)	80	15	80%
	My supervisor actively supports people from diverse backgrounds	88	9	88%
	My agency supports and actively promotes an inclusive workplace culture	83	12	83%

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



**EXPLORE THE FULL RESULTS**

EMPLOYEES WHO HAD PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF DISCRIMINATION WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

**Discrimination**

RESPONSE SCALE

%

During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?

Yes		11
No		89

Did this discrimination occur in your current agency?

Yes		96
No		4

Basis for the discrimination that you experienced (3 highest responses):

Gender		43
Age		34
Race		25

**KEY**



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



## EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	POS
Flexible working arrangements	My supervisor actively supports the use of flexible work arrangements by all staff, regardless of gender.	91	9
	My SES manager actively supports the use of flexible work arrangements by all staff, regardless of gender.	81 15	8
Work-life balance	Considering your work and life priorities, how satisfied are you with the work-life balance in your current job?	85 10	8
Mobility	My agency provides opportunities for mobility within my agency (e.g. temporary transfers)	71 21 8	7
	My agency provides opportunities for mobility outside my agency (e.g. secondments and temporary transfers)	46 38 17	4
	My immediate supervisor actively supports opportunities for mobility	59 32 9	5

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# SUGGESTED QUEST



## WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR AGENCY AND ASSOCIATED WITH EMPLOYEE ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

% POSITIVE

**.1**

My agency supports and actively promotes an inclusive workplace culture

**83%**

**.2**

My agency inspires me to come up with new or better ways of doing things

**53%**

**.3**

My agency actively encourages ethical behaviour by all of its employees

**80%**

**.4**

I am satisfied with the recognition I receive for doing a good job

**65%**

**.5**

My agency is committed to creating a diverse workforce (e.g. gender, age, cultural and linguistic background, disability, Indigenous, LGBTI+)

**80%**

**.6**

My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS

**75%**

Kind Regards



HR Data Analyst, Workforce Analytics and Intelligence  
Workforce Planning, Intelligence and Data - PCG  
IP Australia

Let's keep the conversation going  
AskHR **RU OK? DAY** **10 OCT** **NOVEMBER**

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