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	189	100.00%	
No	0	0.00%	
	189		

Did you participate in this survey last year?*

	Count	Percentage	
Yes	35	18.52%	
No	154	81.48%	
	189		

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

	Count	Percentage	
ACT	164	90.11%	
NSW	9	4.95%	
NT	0	0.00%	
QLD	1	0.55%	
SA	0	0.00%	
TAS	0	0.00%	
VIC	7	3.85%	
WA	1	0.55%	
Overseas office	0	0.00%	
	182		

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

	Count	Percentage	
City/Metropolitan	178	97.80%	
Regional	4	2.20%	
Rural	0	0.00%	
Remote	0	0.00%	
	182		

What is your employment type?*

	Count	Percentage	
Full-time	158	86.81%	████
Part-time	16	8.79%	█
Temporary/Casual	1	0.55%		
Contract (fixed-term)	7	3.85%	█
Other	0	0.00%	
	182		

What sector do you work in?*

	Count	Percentage	
Federal Government	180	98.90%	████
State Government	0	0.00%	
Local Government	0	0.00%	
Higher Education	0	0.00%	
NFP / Community / NGO / Charity	0	0.00%	
Private Sector	2	1.10%		
	182		

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	8	4.40%	█
Community Services	0	0.00%	
Computer Software	0	0.00%	
Construction	0	0.00%	
Education	0	0.00%	
Energy / Utilities	0	0.00%	
Health & Wellbeing	0	0.00%	
Hospitality	0	0.00%	
Insurance	0	0.00%	
Law Enforcement	0	0.00%	
Legal	13	7.14%	█
Manufacturing	0	0.00%	

	Count	Percentage	
Media & Entertainment	0	0.00%	
Mining	0	0.00%	
Pharmaceuticals	0	0.00%	
Professional Services / Consulting	2	1.10%	▮
Public Service	148	81.32%	▬▬▬▬
Property	0	0.00%	
Rail & Logistics	0	0.00%	
Recruitment	1	0.55%	▮
Research & Development	0	0.00%	
Retail	0	0.00%	
Technology / Telco	0	0.00%	
Tourism / Gaming	0	0.00%	
Transport	0	0.00%	
None of the above	10	5.49%	▮
	182		

How long have you worked with your current organisation?*

	Count	Percentage	
Less than 1 year	49	26.92%	▬
Between 1 to 3 years	61	33.52%	▬
Between 3 to 5 years	23	12.64%	▮
More than 5 years	49	26.92%	▬
	182		

Which of the following would best describe your role?*

	Count	Percentage	
CEO (or Equivalent) / Direct Report of CEO (or Equivalent)	2	1.10%	▮
Senior Leadership (not reporting to CEO)	12	6.59%	▮
Middle Management	25	13.74%	▮
Project Manager	2	1.10%	▮
Team Leader/Supervisor	31	17.03%	▬
Team Member	84	46.15%	▬▬
Graduate/Intern	15	8.24%	▮
Consultant (Internal or external)	2	1.10%	▮

	Count	Percentage	
Contractor	4	2.20%	▮
Academic	0	0.00%	
Support Staff	5	2.75%	▮
Non-office / outdoor role	0	0.00%	
None of the above	0	0.00%	
	182		

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

	Count	Percentage	
Primary Education	0	0.00%	
Secondary Education	6	3.30%	▮
Certificate Level	5	2.75%	▮
Diploma or Advanced Diploma	10	5.49%	▮
Bachelor Degree	80	43.96%	▬▬▬
Graduate Certificate or Diploma	22	12.09%	▬
Postgraduate Degree or Higher	59	32.42%	▬▬
Other	0	0.00%	
	182		

What age bracket do you fall within?*

	Count	Percentage	
Under 18	0	0.00%	
18-24	19	10.44%	▬
25-34	79	43.41%	▬▬▬
35-44	49	26.92%	▬▬
45-54	24	13.19%	▬
55-64	9	4.95%	▮
65+	1	0.55%		
Prefer not to respond	1	0.55%		
	182		

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

	Count	Percentage	
Man	80	43.96%	▬▬▬
Woman	98	53.85%	▬▬▬

	Count	Percentage	
Non-binary	2	1.10%	
Agender	0	0.00%	
A gender identity not listed above	0	0.00%	
Prefer not to respond	2	1.10%	
	182		

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

	Count	Percentage	
Yes	31	17.03%	
No	149	81.87%	
Prefer not to respond	2	1.10%	
	182		

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

	Count	Percentage	
Yes	36	19.78%	
No	142	78.02%	
Prefer not to respond	4	2.20%	
	182		

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

	Count	Percentage	
He / Him	20	55.56%	
She / Her	15	41.67%	
They / Them	1	2.78%	
A pronoun not listed above	0	0.00%	
Prefer not to respond	1	2.78%	
	36		

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	0	0.00%	

	Count	Percentage	
No	180	99.45%	
Prefer not to respond	1	0.55%	
	181		

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	19	10.67%	
Agree	65	36.52%	
Neither agree nor disagree	34	19.10%	
Disagree	46	25.84%	
Strongly disagree	14	7.87%	
	178		

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

	Count	Percentage	
Strongly agree	114	64.41%	
Agree	38	21.47%	
Neither agree nor disagree	14	7.91%	
Disagree	7	3.95%	
Strongly disagree	4	2.26%	
	177		

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

	Count	Percentage	
Strongly agree	62	35.43%	
Agree	46	26.29%	
Neither agree nor disagree	36	20.57%	
Disagree	18	10.29%	
Strongly disagree	13	7.43%	
	175		

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

	Count	Percentage	
Strongly agree	84	47.19%	
Agree	68	38.20%	
Neither agree nor disagree	20	11.24%	
Disagree	3	1.69%	
Strongly disagree	3	1.69%	
	178		

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

	Count	Percentage	
Strongly agree	43	24.29%	
Agree	62	35.03%	
Neither agree nor disagree	47	26.55%	
Disagree	20	11.30%	
Strongly disagree	5	2.82%	
	177		

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

	Count	Percentage	
Strongly agree	45	25.57%	
Agree	61	34.66%	
Neither agree nor disagree	46	26.14%	
Disagree	13	7.39%	
Strongly disagree	11	6.25%	
	176		

The Treasury

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

	Count	Percentage	
Strongly agree	72	41.14%	
Agree	80	45.71%	
Neither agree nor disagree	13	7.43%	
Disagree	5	2.86%	
Strongly disagree	5	2.86%	
	175		

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

	Count	Percentage	
Strongly agree	81	45.76%	
Agree	77	43.50%	
Neither agree nor disagree	12	6.78%	
Disagree	1	0.56%	
Strongly disagree	6	3.39%	
	177		

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	75	43.60%	
Agree	79	45.93%	
Neither agree nor disagree	13	7.56%	
Disagree	3	1.74%	
Strongly disagree	2	1.16%	
	172		

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	20	11.63%	
Agree	94	54.65%	
Neither agree nor disagree	41	23.84%	
Disagree	17	9.88%	
Strongly disagree	0	0.00%	
	172		

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

	Count	Percentage	
Strongly agree	16	9.36%	
Agree	96	56.14%	
Neither agree nor disagree	39	22.81%	
Disagree	19	11.11%	
Strongly disagree	1	0.58%	
	171		

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

	Count	Percentage	
Strongly agree	17	9.88%	
Agree	97	56.40%	
Neither agree nor disagree	42	24.42%	
Disagree	15	8.72%	
Strongly disagree	1	0.58%	
	172		

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

	Count	Percentage	
Strongly agree	14	8.14%	
Agree	119	69.19%	
Neither agree nor disagree	28	16.28%	
Disagree	10	5.81%	
Strongly disagree	1	0.58%	
	172		

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

	Count	Percentage	
Strongly agree	21	12.21%	
Agree	103	59.88%	
Neither agree nor disagree	31	18.02%	
Disagree	14	8.14%	
Strongly disagree	3	1.74%	
	172		

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

	Count	Percentage	
Strongly agree	16	9.36%	
Agree	57	33.33%	
Neither agree nor disagree	69	40.35%	
Disagree	24	14.04%	
Strongly disagree	5	2.92%	
	171		

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

	Count	Percentage	
Strongly agree	16	9.41%	
Agree	27	15.88%	
Neither agree nor disagree	26	15.29%	
Disagree	82	48.24%	
Strongly disagree	19	11.18%	
	170		

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

	Count	Percentage	
Strongly agree	61	35.47%	
Agree	70	40.70%	
Neither agree nor disagree	25	14.53%	
Disagree	9	5.23%	
Strongly disagree	7	4.07%	
	172		

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

	Count	Percentage	
Strongly agree	38	22.22%	
Agree	95	55.56%	
Neither agree nor disagree	27	15.79%	
Disagree	10	5.85%	
Strongly disagree	1	0.58%	
	171		

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	109	65.27%	
Agree	50	29.94%	
Neither agree nor disagree	5	2.99%	
Disagree	2	1.20%	
Strongly disagree	1	0.60%	
	167		

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

	Count	Percentage	
Strongly agree	27	16.56%	
Agree	51	31.29%	
Neither agree nor disagree	77	47.24%	
Disagree	7	4.29%	
Strongly disagree	1	0.61%	
	163		

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

	Count	Percentage	
Strongly agree	120	71.86%	
Agree	33	19.76%	
Neither agree nor disagree	11	6.59%	
Disagree	2	1.20%	
Strongly disagree	1	0.60%	
	167		

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

	Count	Percentage	
Strongly agree	121	72.46%	
Agree	37	22.16%	
Neither agree nor disagree	7	4.19%	
Disagree	1	0.60%	
Strongly disagree	1	0.60%	
	167		

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	105	63.64%	
Agree	44	26.67%	
Neither agree nor disagree	11	6.67%	
Disagree	0	0.00%	
Strongly disagree	5	3.03%	
	165		

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

	Count	Percentage	
Strongly agree	94	56.63%	
Agree	50	30.12%	
Neither agree nor disagree	12	7.23%	
Disagree	5	3.01%	
Strongly disagree	5	3.01%	
	166		

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	97	58.08%	
Agree	36	21.56%	
Neither agree nor disagree	15	8.98%	
Disagree	11	6.59%	
Strongly disagree	8	4.79%	
	167		

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

	Count	Percentage	
Strongly agree	46	27.54%	
Agree	32	19.16%	
Neither agree nor disagree	20	11.98%	
Disagree	32	19.16%	
Strongly disagree	37	22.16%	
	167		

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

	Count	Percentage	
Strongly agree	1	0.61%	
Agree	11	6.67%	
Neither agree nor disagree	19	11.52%	
Disagree	92	55.76%	
Strongly disagree	42	25.45%	
	165		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	0.61%	
Neither agree nor disagree	19	11.52%	
Disagree	75	45.45%	
Strongly disagree	70	42.42%	
	165		

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

	Count	Percentage	
Strongly agree	102	61.82%	
Agree	57	34.55%	
Neither agree nor disagree	4	2.42%	
Disagree	1	0.61%	
Strongly disagree	1	0.61%	
	165		

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

	Count	Percentage	
Strongly agree	93	56.02%	
Agree	62	37.35%	
Neither agree nor disagree	9	5.42%	
Disagree	1	0.60%	
Strongly disagree	1	0.60%	
	166		

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	79	48.17%	
Agree	69	42.07%	
Neither agree nor disagree	15	9.15%	
Disagree	1	0.61%	
Strongly disagree	0	0.00%	
	164		

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	77	46.67%	
Agree	74	44.85%	
Neither agree nor disagree	12	7.27%	
Disagree	2	1.21%	
Strongly disagree	0	0.00%	
	165		

I feel mentally well at work

	Count	Percentage	
Strongly agree	44	26.51%	
Agree	96	57.83%	
Neither agree nor disagree	13	7.83%	
Disagree	10	6.02%	
Strongly disagree	3	1.81%	
	166		

I feel I can be myself at work

	Count	Percentage	
Strongly agree	54	32.53%	
Agree	83	50.00%	
Neither agree nor disagree	17	10.24%	
Disagree	9	5.42%	
Strongly disagree	3	1.81%	
	166		

I feel productive at work

	Count	Percentage	
Strongly agree	56	33.73%	
Agree	97	58.43%	
Neither agree nor disagree	10	6.02%	
Disagree	2	1.20%	
Strongly disagree	1	0.60%	
	166		

I feel engaged with the organisation and my work

	Count	Percentage	
Strongly agree	54	32.53%	
Agree	98	59.04%	
Neither agree nor disagree	10	6.02%	
Disagree	4	2.41%	
Strongly disagree	0	0.00%	
	166		

I feel a sense of belonging here

	Count	Percentage	
Strongly agree	44	26.67%	
Agree	94	56.97%	
Neither agree nor disagree	18	10.91%	
Disagree	7	4.24%	
Strongly disagree	2	1.21%	
	165		

In defining an Ally as someone who supports LGBTQ inclusion in the workplace, would you describe yourself as:
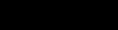
	Count	Percentage	
Active Ally (I am active in my support)	27	16.46%	
Passive Ally (I support LGBTQ inclusion but not actively)	106	64.63%	
Not an Ally (I do not support LGBTQ inclusion)	4	2.44%	
I am an LGBTQ person and active in my support	18	10.98%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	9	5.49%	
I am an LGBTQ person and do not support LGBTQ inclusion	0	0.00%	
	164		

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	40	24.39%	
Agree	61	37.20%	
Neither agree or disagree	26	15.85%	
Disagree	33	20.12%	
Strongly disagree	4	2.44%	
	164		

I understand why active Allies are important

	Count	Percentage	
Strongly agree	65	39.88%	
Agree	75	46.01%	
Neither agree or disagree	12	7.36%	
Disagree	9	5.52%	
Strongly disagree	2	1.23%	
	163		

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

	Count	Percentage	
Strongly agree	45	27.44%	
Agree	56	34.15%	
Neither agree or disagree	30	18.29%	
Disagree	29	17.68%	
Strongly disagree	4	2.44%	
	164		

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

	Count	Percentage	
Strongly agree	15	9.20%	
Agree	38	23.31%	
Neither agree or disagree	44	26.99%	
Disagree	59	36.20%	
Strongly disagree	7	4.29%	
	163		

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

	Count	Percentage	
Strongly agree	35	21.34%	
Agree	71	43.29%	
Neither agree or disagree	19	11.59%	
Disagree	33	20.12%	
Strongly disagree	6	3.66%	
	164		

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	0	0.00%	
Agree	4	3.48%	
Neither agree or disagree	19	16.52%	
Disagree	45	39.13%	
Strongly disagree	47	40.87%	
	115		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	15	13.04%	
Disagree	51	44.35%	
Strongly disagree	49	42.61%	
	115		

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

	Count	Percentage	
Strongly agree	3	2.61%	
Agree	7	6.09%	
Neither agree or disagree	13	11.30%	
Disagree	40	34.78%	
Strongly disagree	52	45.22%	
	115		

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

	Count	Percentage	
Strongly agree	6	5.22%	
Agree	20	17.39%	
Neither agree or disagree	25	21.74%	
Disagree	43	37.39%	
Strongly disagree	21	18.26%	
	115		

Too busy to be an active Ally

	Count	Percentage	
Strongly agree	7	6.09%	
Agree	39	33.91%	
Neither agree or disagree	28	24.35%	
Disagree	32	27.83%	
Strongly disagree	9	7.83%	
	115		

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

	Count	Percentage	
Strongly agree	1	0.88%	
Agree	2	1.77%	
Neither agree or disagree	20	17.70%	
Disagree	44	38.94%	
Strongly disagree	46	40.71%	
	113		

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

	Count	Percentage	
More information about WHY active Allies are so important	26	24.30%	
A better understanding of HOW to be an active Ally	51	47.66%	
More information on being an active Ally when my time is limited	49	45.79%	
Nothing would influence me to be an active Ally	29	27.10%	
Other (please specify)	5	4.67%	
	107		

Other (please specify)

demand for more allies

I generally don't believe gender or peoples' sexuality should be a workplace issue. I have no concerns at all about peoples gender identity or preference but it strikes me that much of the LGBTQ agenda is aimed at making peoples gender or sexual preferences a owrkplace issue when they shouldn't be.

I'm not an active personality

I would ally myself to a gay/lesbian movement that put its sodding flags away and stopped inflicting itself on the workplace at every opportunity. Please just chill.

This is not an issue i feel about sufficiently strongly to be an active ally

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	2	6.25%	
Met expectations	14	43.75%	
Did not meet expectations	8	25.00%	
No expectations	8	25.00%	
	32		

My experience of inclusion within my immediate work area

	Count	Percentage	
Exceeded expectations	5	15.63%	
Met expectations	23	71.88%	
Did not meet expectations	3	9.38%	
No expectations	1	3.13%	
	32		

Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	
Exceeded expectations	1	3.13%	
Met expectations	24	75.00%	
Did not meet expectations	7	21.88%	
No expectations	0	0.00%	
	32		

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

	Count	Percentage	
Exceeded expectations	1	3.13%	
Met expectations	25	78.13%	
Did not meet expectations	6	18.75%	
No expectations	0	0.00%	
	32		

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

	Count	Percentage	
Exceeded expectations	3	9.38%	▮
Met expectations	21	65.63%	▬▬▬▬▬
Did not meet expectations	7	21.88%	▬▬
No expectations	1	3.13%	▮
	32		

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

	Count	Percentage	
Exceeded expectations	4	12.50%	▮
Met expectations	22	68.75%	▬▬▬▬▬
Did not meet expectations	6	18.75%	▬▬
No expectations	0	0.00%	
	32		

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

	Count	Percentage	
Exceeded expectations	2	6.25%	▮
Met expectations	17	53.13%	▬▬▬▬
Did not meet expectations	10	31.25%	▬▬
No expectations	3	9.38%	▮
	32		

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

	Count	Percentage	
Exceeded expectations	2	6.25%	
Met expectations	21	65.63%	
Did not meet expectations	5	15.63%	
No expectations	4	12.50%	
	32		

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

	Count	Percentage	
Exceeded expectations	4	12.50%	
Met expectations	17	53.13%	
Did not meet expectations	9	28.13%	
No expectations	2	6.25%	
	32		

Visibility of active Allies

	Count	Percentage	
Exceeded expectations	10	31.25%	
Met expectations	15	46.88%	
Did not meet expectations	6	18.75%	
No expectations	1	3.13%	
	32		

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	17	53.13%	
Agree	9	28.13%	
Neither agree nor disagree	4	12.50%	
Disagree	2	6.25%	
Strongly disagree	0	0.00%	
	32		

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	10	31.25%	
Agree	18	56.25%	
Neither agree nor disagree	4	12.50%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	32		

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

	Count	Percentage	
Strongly agree	13	40.63%	
Agree	14	43.75%	
Neither agree nor disagree	3	9.38%	
Disagree	2	6.25%	
Strongly disagree	0	0.00%	
	32		

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

	Count	Percentage	
Strongly agree	13	40.63%	
Agree	14	43.75%	
Neither agree nor disagree	3	9.38%	
Disagree	2	6.25%	
Strongly disagree	0	0.00%	
	32		

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

	Count	Percentage	
Strongly agree	6	18.75%	
Agree	10	31.25%	
Neither agree nor disagree	14	43.75%	
Disagree	1	3.13%	
Strongly disagree	1	3.13%	
	32		

Active Allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	5	15.63%	
Agree	15	46.88%	
Neither agree nor disagree	8	25.00%	
Disagree	4	12.50%	
Strongly disagree	0	0.00%	
	32		

How would you best describe your sexual orientation? *

	Count	Percentage	
Straight (Heterosexual)	0	0.00%	
Gay, Lesbian (Homosexual)	16	50.00%	
Bisexual	10	31.25%	
Pansexual	1	3.13%	
Queer	0	0.00%	

	Count	Percentage	
Asexual	3	9.38%	▮
An orientation not listed above	0	0.00%	
Prefer not to respond (you will be asked no further questions on sexual orientation)	2	6.25%	▮
	32		

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

	Count	Percentage	
Out to everyone	8	26.67%	▬
Most I work with	6	20.00%	▬
Selected few only	10	33.33%	▬
Not at all	5	16.67%	▬
Prefer not to respond	1	3.33%	▮
	30		

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

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

	Count	Percentage	
Strongly agree	6	42.86%	▬
Agree	8	57.14%	▬
Neither agree nor disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

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

	Count	Percentage	
Strongly agree	4	28.57%	▬
Agree	7	50.00%	▬
Neither agree nor disagree	3	21.43%	▬
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

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

	Count	Percentage	
Strongly agree	8	57.14%	▬
Agree	2	14.29%	▬
Neither agree nor disagree	4	28.57%	▬
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

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

	Count	Percentage	
Strongly agree	8	57.14%	
Agree	3	21.43%	
Neither agree nor disagree	3	21.43%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

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	0	0.00%	
Agree	0	0.00%	
Neither agree nor disagree	0	0.00%	
Disagree	5	35.71%	
Strongly disagree	9	64.29%	
	14		

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

	Count	Percentage	
Strongly agree	7	50.00%	
Agree	5	35.71%	
Neither agree nor disagree	2	14.29%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree nor disagree	0	0.00%	
Disagree	2	14.29%	▭
Strongly disagree	12	85.71%	▭▭▭▭
	14		

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

	Count	Percentage	
Strongly agree	6	42.86%	▭▭
Agree	7	50.00%	▭▭
Neither agree nor disagree	1	7.14%	▭
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

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	3	21.43%	▭
Agree	3	21.43%	▭
Neither agree nor disagree	6	42.86%	▭▭
Disagree	2	14.29%	▭
Strongly disagree	0	0.00%	
	14		

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	1	6.67%	
Agree	6	40.00%	
Neither agree nor disagree	1	6.67%	
Disagree	5	33.33%	
Strongly disagree	2	13.33%	
	15		

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

	Count	Percentage	
Strongly agree	1	6.67%	
Agree	4	26.67%	
Neither agree nor disagree	3	20.00%	
Disagree	4	26.67%	
Strongly disagree	3	20.00%	
	15		

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

	Count	Percentage	
Strongly agree	2	13.33%	
Agree	4	26.67%	
Neither agree nor disagree	2	13.33%	
Disagree	5	33.33%	
Strongly disagree	2	13.33%	
	15		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	13.33%	
Neither agree nor disagree	1	6.67%	
Disagree	5	33.33%	
Strongly disagree	7	46.67%	
	15		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	5	33.33%	
Neither agree nor disagree	4	26.67%	
Disagree	4	26.67%	
Strongly disagree	2	13.33%	
	15		

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	1	7.69%	
Agree	3	23.08%	
Neither Agree or Disagree	1	7.69%	
Disagree	4	30.77%	
Strongly Disagree	4	30.77%	
N/A	0	0.00%	
	13		

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	7.69%	
Agree	0	0.00%	
Neither Agree or Disagree	2	15.38%	
Disagree	6	46.15%	
Strongly Disagree	4	30.77%	
N/A	0	0.00%	
	13		

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

	Count	Percentage	
Strongly agree	6	46.15%	
Agree	5	38.46%	
Neither Agree or Disagree	1	7.69%	
Disagree	0	0.00%	
Strongly Disagree	1	7.69%	
N/A	0	0.00%	
	13		

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

	Count	Percentage	
Strongly agree	5	38.46%	
Agree	5	38.46%	
Neither Agree or Disagree	1	7.69%	
Disagree	2	15.38%	
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	13		

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

	Count	Percentage	
Strongly agree	4	30.77%	
Agree	2	15.38%	
Neither Agree or Disagree	4	30.77%	
Disagree	1	7.69%	
Strongly Disagree	1	7.69%	
N/A	1	7.69%	
	13		

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

	Count	Percentage	
Strongly agree	4	30.77%	
Agree	4	30.77%	
Neither Agree or Disagree	0	0.00%	
Disagree	3	23.08%	
Strongly Disagree	1	7.69%	
N/A	1	7.69%	
	13		

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

	Count	Percentage	
Strongly agree	4	30.77%	
Agree	3	23.08%	
Neither Agree or Disagree	3	23.08%	
Disagree	1	7.69%	
Strongly Disagree	0	0.00%	
N/A	2	15.38%	
	13		

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	4	30.77%	▬
Agree	5	38.46%	▬
Neither Agree or Disagree	1	7.69%	▪
Disagree	3	23.08%	▬
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	13		

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	0	0.00%	
Agree	2	15.38%	▬
Neither Agree or Disagree	5	38.46%	▬
Disagree	1	7.69%	▪
Strongly Disagree	4	30.77%	▬
N/A	1	7.69%	▪
	13		

In applying for your role within this organisation:

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

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	5	62.50%	▬
Disagree	1	12.50%	▪
Strongly Disagree	0	0.00%	
N/A	2	25.00%	▬
	8		

A contact person was identified to support diverse gender applicants

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	6	75.00%	▮
Strongly Disagree	0	0.00%	
N/A	2	25.00%	▮
	8		

Application forms were inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	3	37.50%	▮
Neither Agree nor Disagree	0	0.00%	
Disagree	4	50.00%	▮
Strongly Disagree	0	0.00%	
N/A	1	12.50%	▮
	8		

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

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	2	25.00%	▮
Disagree	2	25.00%	▮
Strongly Disagree	0	0.00%	
N/A	4	50.00%	▮
	8		

I disclosed my gender diversity during the application process

	Count	Percentage	
Strongly Agree	1	12.50%	▮
Agree	1	12.50%	▮
Neither Agree nor Disagree	0	0.00%	
Disagree	1	12.50%	▮
Strongly Disagree	1	12.50%	▮
N/A	4	50.00%	▬▬
	8		

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

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	1	14.29%	▮
Strongly Disagree	1	14.29%	▮
N/A	5	71.43%	▬▬
	7		

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

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	12.50%	▮
Disagree	1	12.50%	▮
Strongly Disagree	0	0.00%	
N/A	6	75.00%	▬▬
	8		

I have fears of being discriminated because of my gender identity

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	2	25.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	2	25.00%	
Strongly Disagree	0	0.00%	
N/A	4	50.00%	
	8		

I have fears of being outed during the recruitment process

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	3	37.50%	
Strongly Disagree	1	12.50%	
N/A	4	50.00%	
	8		

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	0	0.00%	
Met expectations	2	25.00%	
Did not meet expectations	4	50.00%	
No expectations	2	25.00%	
	8		

Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	
Did not meet expectations	4	50.00%	
No expectations	3	37.50%	
	8		

Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	
Did not meet expectations	5	62.50%	
No expectations	2	25.00%	
	8		

Alternatives to gendered uniforms or dress codes

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	
Did not meet expectations	2	25.00%	
No expectations	5	62.50%	
	8		

Well communicated policies to support those affirming their gender

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	
Did not meet expectations	5	62.50%	
No expectations	2	25.00%	
	8		

Acknowledgement of gender diversity beyond the binary of male/female

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	▬
Did not meet expectations	5	62.50%	▬▬▬▬
No expectations	2	25.00%	▬
	8		

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

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	▬
Did not meet expectations	5	62.50%	▬▬▬▬
No expectations	2	25.00%	▬
	8		

Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

I can freely use gendered toilets of choice without opposition here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	1	20.00%	▬
Disagree	1	20.00%	▬
Strongly disagree	0	0.00%	
N/A	3	60.00%	▬▬▬
	5		

People make an effort to use my personal pronouns

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	20.00%	▰
Neither agree or disagree	0	0.00%	
Disagree	1	20.00%	▰
Strongly disagree	0	0.00%	
N/A	3	60.00%	▰▰▰
	5		

I have been deliberately misgendered within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	▰▰
Strongly disagree	0	0.00%	
N/A	3	60.00%	▰▰▰
	5		

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

	Count	Percentage	
Strongly agree	1	20.00%	▰
Agree	1	20.00%	▰
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	3	60.00%	▰▰▰
	5		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	20.00%	▮
Neither agree or disagree	1	20.00%	▮
Disagree	1	20.00%	▮
Strongly disagree	0	0.00%	
N/A	2	40.00%	▮▮
	5		

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

	Count	Percentage	
Strongly agree	1	20.00%	▮
Agree	0	0.00%	
Neither agree or disagree	1	20.00%	▮
Disagree	1	20.00%	▮
Strongly disagree	0	0.00%	
N/A	2	40.00%	▮▮
	5		

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

	Count	Percentage	
Strongly agree	1	20.00%	▮
Agree	0	0.00%	
Neither agree or disagree	2	40.00%	▮▮
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▮▮
	5		

Most people I work with are aware of my gender diversity

	Count	Percentage	
Strongly agree	1	20.00%	▬
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	▬▬
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬▬
	5		

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	3	60.00%	▬▬▬
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬▬
	5		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	20.00%	▬
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	▬▬
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬▬
	5		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	3	60.00%	▬
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬
	5		

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	▬
Strongly disagree	1	20.00%	▬
N/A	2	40.00%	▬
	5		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	40.00%	▬
Neither agree or disagree	1	20.00%	▬
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬
	5		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	
Strongly disagree	1	20.00%	
N/A	2	40.00%	
	5		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	40.00%	
Neither agree or disagree	1	20.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	
	5		

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	2	40.00%	
Neither agree or disagree	1	20.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	
	5		

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	100.00%	▆
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	1		

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	0	0.00%	
Strongly Disagree	0	0.00%	
N/A	1	100.00%	▆
	1		

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	0	0.00%	
Agree	1	25.00%	
Neither agree nor disagree	3	75.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

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

	Count	Percentage	
Strongly agree	1	25.00%	
Agree	2	50.00%	
Neither agree nor disagree	1	25.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	50.00%	
Neither agree nor disagree	2	50.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	50.00%	██
Neither agree nor disagree	2	50.00%	██
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

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

	Count	Percentage	
Strongly agree	1	25.00%	█
Agree	0	0.00%	
Neither agree nor disagree	3	75.00%	███
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

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

	Count	Percentage
Africa	0	0.00%
Asia	0	0.00%
Central America	0	0.00%
Eastern Europe	0	0.00%
European Union	0	0.00%
Middle East	0	0.00%
North America	0	0.00%
Oceania	0	0.00%
South America	0	0.00%
The Caribbean	0	0.00%
	0	

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

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

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

The inclusion work that our Australian office does in support of people of diverse sexuality and/or gender filters through to this office

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

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

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

We have been provided with training and/or information on how to be an active ally for people of diverse sexuality and/or gender

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:

Most people I work with know of my diverse sexuality and/or gender

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

I feel comfortable being myself here

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

I expend energy hiding aspects of myself here

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

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

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

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

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

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

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

I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here

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

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

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

I feel safe here

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

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

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

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

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

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

No Responses Exist...

To help provide us with an understanding of the multi-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you. *

Note: If you select none of the above in error, you will need to deselect this before you can select any of the other options.

	Count	Percentage	
I am Aboriginal and/or Torres Strait Islander	5	3.07%	▮
I am a person of colour	16	9.82%	▬
I identify with a CALD background	42	25.77%	▬▬
I am someone living with a disability	7	4.29%	▮
I am neuro-diverse (example: Autism, ADHD, Dyslexia)	6	3.68%	▮
I am a person of faith / religion	34	20.86%	▬▬
I am a mature age employee	13	7.98%	▬
None of the above	82	50.31%	▬▬▬
	163		

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	3	10.34%	■
Person of colour	0	0.00%	
CALD background	13	44.83%	■■■
Living with a disability	0	0.00%	
Neuro-diverse	1	3.45%	▪
Person of faith/religion	2	6.90%	▪
Mature Age Employee	5	17.24%	■
Diverse sexual orientation	6	20.69%	■
Trans experience and/or history	1	3.45%	▪
Diverse gender identity	1	3.45%	▪
	29		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	13.04%	■
Person of colour	0	0.00%	
CALD background	11	47.83%	■■■
Living with a disability	0	0.00%	
Neuro-diverse	3	13.04%	■
Person of faith/religion	2	8.70%	▪
Mature Age Employee	4	17.39%	■
Diverse sexual orientation	4	17.39%	■
Trans experience and/or history	1	4.35%	▪
Diverse gender identity	1	4.35%	▪
	23		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	9.38%	▮
Person of colour	5	15.63%	▮▮
CALD background	16	50.00%	▮▮▮▮▮
Living with a disability	0	0.00%	
Neuro-diverse	1	3.13%	▮
Person of faith/religion	7	21.88%	▮▮
Mature Age Employee	3	9.38%	▮
Diverse sexual orientation	2	6.25%	▮
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	32		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	13.04%	▮
Person of colour	3	13.04%	▮
CALD background	9	39.13%	▮▮▮
Living with a disability	3	13.04%	▮
Neuro-diverse	3	13.04%	▮
Person of faith/religion	3	13.04%	▮
Mature Age Employee	1	4.35%	▮
Diverse sexual orientation	1	4.35%	▮
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	23		

I feel the most accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	9.38%	
Person of colour	1	3.13%	
CALD background	15	46.88%	
Living with a disability	0	0.00%	
Neuro-diverse	0	0.00%	
Person of faith/religion	3	9.38%	
Mature Age Employee	4	12.50%	
Diverse sexual orientation	7	21.88%	
Trans experience and/or history	1	3.13%	
Diverse gender identity	1	3.13%	
	32		

I feel the least accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	9.68%	
Person of colour	3	9.68%	
CALD background	9	29.03%	
Living with a disability	1	3.23%	
Neuro-diverse	4	12.90%	
Person of faith/religion	8	25.81%	
Mature Age Employee	1	3.23%	
Diverse sexual orientation	3	9.68%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	1	3.23%	
	31		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	5.45%	▮
Person of colour	9	16.36%	▬
CALD background	30	54.55%	▬▬▬
Living with a disability	2	3.64%	▮
Neuro-diverse	1	1.82%	▮
Person of faith/religion	12	21.82%	▬
Mature Age Employee	6	10.91%	▬
Diverse sexual orientation	13	23.64%	▬
Trans experience and/or history	1	1.82%	▮
Diverse gender identity	1	1.82%	▮
	55		

I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	45	66.18%	▬▬▬
Person of colour	51	75.00%	▬▬▬
CALD background	62	91.18%	▬▬▬▬
Living with a disability	43	63.24%	▬▬▬
Neuro-diverse	12	17.65%	▬
Person of faith/religion	34	50.00%	▬▬
Mature Age Employee	43	63.24%	▬▬▬
Diverse sexual orientation	42	61.76%	▬▬▬
Trans experience and/or history	12	17.65%	▬
Diverse gender identity	13	19.12%	▬
	68		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	8.33%	▬
Person of colour	12	33.33%	▬▬
CALD background	26	72.22%	▬▬▬▬
Living with a disability	4	11.11%	▬
Neuro-diverse	1	2.78%	▮
Person of faith/religion	5	13.89%	▬
Mature Age Employee	22	61.11%	▬▬▬
Diverse sexual orientation	4	11.11%	▬
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	36		

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

Diversity of upbringing in other dimensions
My Department is still very male dominated
no
no bins for stoma waste products on site
N/A
N/A
-
Not really
Progressing Women Initiatives and suppport mechanisms, eg help with EOI applications and practice interviewing techniques
language
Viewpoint diversity. Why are there no questions about the groupthink that infects our workplaces?
No

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

There hasn't been a material impact on a work experience level, but I sometimes feel with intersectionality, that the more you reveal your diversity status, the more it feels like the status itself is coming off as your identifier/priority rather than just a mere expression of your lived experience and multifaceted-ness. It can feel like you're obsessed with being a 'minority' or 'diverse', rather than just you.

no

Being a woman of colour, I feel like I'm viewed as support staff and not leadership material. It becomes acceptable to stretch me thin and take advantage of my team spirit because I am capable and it is assumed that I will not speak up. Multiple attempts at indicating distress have been left unanswered (as if prolonging a

response will make the problem go away).

N/A

N/A

I'm somewhat over the idea that certain immutable characteristics make someone diverse and the opposite postulation that not having any of these characteristics makes one not diverse or somehow priveledged. Everyone is ultimately an individiual and has had individual experiences that make then who they are. Everyone has different personal struggles due to genetics, luck and a host of other factors. All people should be valued on what makes them unique. It is not as if the white people in the office are somehow less unique than the black people, just because the latter are less common. We should value people according to who they are not whether they are black, white, LGBTI, have red hair, short or tall, etc.

It is interesting to note there is reference to mature age, but I have seen discrimination based on age at the other end of the spectrum, that is, to those that are younger than other staff.

-

IT great that I can finally be myself at work after all these years.

As someone who identifies both as neuro-diverse and LGBTQI+, I find in this remote working environment it can be exhausting to try and subtlety highlight to managers how work practices and processes can have a disproportionate impact on my productivity due to these 'invisible' diverse attributes. On the one hand, you don't want to keep being *that minority* who keeps raising how these issues affect you, who then needs to take the time and energy to broadly educate them, ask for change, hope for the best, then rinse and repeat. On the other hand, these issues *do* affect you and your productivity, and I know if I don't argue them, sometimes no one else will either, and I'm unlikely to be the only one in this case. The working from home environment has changed the relationship between being out about your diversity at work; on the one hand, the personal is far more enmeshed with the professional, but on the other hand, remote working means you're often "out of mind, out of sight", so your colleagues lose a sense of your personhood, and find it hard to empathise and connect on a more personable level. It's consequently harder to find opportunities to just incidentally "come out" or mention some aspect of your diversity without it seeming forced, and once again, feeling like you're *that minority*/"I'm the only gay in the village!" But nonetheless, you end up feeling like you're somewhat hiding something from your colleagues, particularly if you were more open in the office about your diverse attributes.

My personal religious beliefs have been picked apart and questioned in the past by those who strongly support diverse gender identity in the workplace. I accept everyone and my personal religious beliefs are my own, and appreciate when the same mentality is returned.

No specific impacts felt

For me, I think people are more likely to discriminate against me because of my ethnicity than my gender.

Mostly it doesn't because it isn't really ever discussed. And where it is, it is just the elements of diversity that people are comfortable with. Generally, people are more comfortable with sexual diversity, in particular homosexuality (even more so than bi- or pansexuality), than gender diversity.

N/A

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

Not that I can think of

Senior support

Champions, IWC, celebrates days of significance

Everything. We're more than inclusive already and it's just a drain on attention.

Inviting LGBQT speakers to express their open views to the organisation and promoting pride

Awareness meetings/discussion events/promote international and domestic events

Yes day celebrations and guest speakers. Pride network

Provides many opportunities to be involved in LGBTI events.

G

I think there's a lot of executive buy-in, and it comes off as sincere rather than a "tick-the-box" exercise. This may sound odd, but the fact so many executives just regularly express that they are "straight, white, cis-men" also shows that they are aware of their own biases and how their life experiences have shaped them, and highlights this is not a "default normal", and that people should embrace their own backgrounds, and be aware of how it shapes them, and how others backgrounds shape them.

Executive communication affirming SGD inclusion, though infrequent, is highly valuable.

merchandise - badges

not aware

I think that the inclusion of different networks is a great place to start for many with diverse backgrounds.

Openly supports the diverse community, has a survey and Pride area. Those are positive steps.

More Ally training

-

I have appreciated the annual Yes Day communications. I still have friends in the APS who actively hide their LGBQT identity at work. While I agree it doesn't have to be an active topic of conversation it's a shame that they don't feel comfortable to be their full selves at work. While I don't feel like the Department actively excludes these groups of people (says me, who does not identify as LGBQT), if there is a large proportion of the Department who are anti-LGBQT that is enough to make people feel like they can't express themselves without feeling vulnerable. So even if the ACT overwhelmingly supported the YES vote, there are still some 25% of people who didn't. That's 1 in every 4 people, which is horrible. It's great that Treasury supports YES day formally.

I don't know - I've only been here 5 weeks

The Pride network helps to connect LGBTQ people for inclusion.

Having a Pride Network signalled that it was ok to be myself. Seeing posters, flags around the workplace was encouraging.

When events are organised, it seems like lots of people (especially leadership) attend/support

Recognising events like IDAHOBIT and the anniversary for the Yes vote for legalising same-sex marriage.

Messaging

In on-boarding new starters diversity networks are made clear. The values of the workplace also help ensure it is a respectful environment to work in.

I haven't been at Treasury for long but Pride@Treasury seems to have a big presence.

My organisation and everyone within treats everyone with respect regardless of their gender/sexual identity.

I think there's good buy-in and promotion by senior leadership and management about the importance of D&I, and this buy-in and promotion comes off as being sincere and authentic. It also doesn't fall into the trap of suggesting D&I is important purely as a recruitment tool so we can only "recruit the best", as if those who identify and are "not the best staff" don't deserve respect and inclusion at work.

Support at leadership levels - SES/Executive and Corporate; financial support provided for membership of Pride in Diversity and for training courses and specific Pride activities in the workplace and good promotion across agency. Financial support for purchase of merchandise, eg rainbow cards/pins, Ally booklets.

SES participate enthusiastically when prompted.

Providing Ally training. I feel as though Ally visibility has also increased over the 4 years i've been in the organisation.

Getting better with active support

Lovely catering at the gay events.

N/A

The coffee catch-ups are really good and an excellent way to show support.

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

The pride network is not visible. SES and senior managers do not appear to have been given any training or supports to discuss or promote LGBTI inclusion, in the same way that they promote other inclusive activites.

Do not know

Diversity fatigue. I don't think there is any corner left that's not inclusive. Trying to stick a diverse person into every corner is not productive, and people suspect that the new diverse placements are only there because they are diverse and not on merit. This hurts morale of existing team members who think they weren't promoted because they aren't diverse and don't expect the diverse incomers to be as qualified. The focus on diversity also hobbles the new comers with a bad reputation for getting a free ride up on the diversity train.

More engagement at a team level - greater training to all staff levels

It needs to be normalised. Currently it seems like there are one off events which don't help with normalisation.

No. I feel that the balance is appropriate in providing opportunities and training for employees without being too imposing and singling out people with gender diversity.

More culturally diverse individuals in higher positions, understand and celebrate different cultures,

I sometimes feel like things run...too smoothly? There's not enough push-back, and maybe that's because of the type of people we hire/who works for our agency. Is the reason why it never feels like we have problems with employees who challenge gender norms because we never hire employees who challenge gender norms? Do you need 'passing' privilege to work here?

Senior management and leadership need to model inclusive behaviour.
Senior management and leadership need to be more sensitive to different working styles and appreciate that even if different management and leadership styles do not mirror traditional leadership traits they can still be effective.
All employees should be more mindful of their behaviour and think of the collective good.

I don't feel that Treasury is comfortable in being bold or public with SGD

more vocal references and acceptance
a clear line of unacceptance

n/a

Senior leaders need to extend themselves beyond just talking and actually do something to make people feel included.

More training for managers

More visibility of different networks related to diverse backgrounds is needed, as well as long-term goals/planning from those networks.

Representation in senior roles is a must. More imagery on websites and materials that better represents diversity.

More training for Allies and managers

-

No

I don't know - I've only been here 5 weeks

Strengthening HR policies for gender-diverse people, and generally stronger communications about GSD people.

Having a broader range of representation on the Pride Committee

Ally training or other information provision - particularly to managers/SES - I've had to explain gender diversity to SES before and it was a bit uncomfortable as I'd assumed they were aware of the relevant concepts and I myself am not gender diverse.

representation at the senior level

Too much focus on male diversity.

Taking a more active role in drawing attention to the issues faced by people of diverse sexuality and/or gender from a policy perspective, so staff engage with these issues beyond a surface level.

Not enough events

Consistent vocal support from all of the executive (not just the champion)

We only have male and female bathrooms

people with accents need to be treated the same as people without accents - language proficiency is not related to accent

Understandably as a government organisation, we present a rather 'conservative/reserved' view and look at LGBTQI+ diversity and inclusion. I fear we risk only recruiting LGBTQI+ persons who hold, and promoting inclusion and diversity practices that require, a degree of 'passing privilege', rather than seeing how we can ensure a truly diverse spectrum of expression can be welcomed and included in our practices and people.

Yes, processes, policies and procedures now being reviewed under AWEI submisson soon to be finalised.

more publicity in support through events and new letters

Allies and members of pride networks need to be better supported to do this work as BAU and recognised accordingly.

People at my organisation are not very conscious of language, particularly around pronouns and language to describe groups of people. As an example, I often find men throw the word 'mate' around quite a lot. I actually find this word quite exclusive in that it is predominantly used for heterosexual and blokey groups of men. I (as a female) am often excluded from using this word and actually don't feel included when it is used to describe a group that i'm in (and I imagine other people feel the same way).

SESs should celebrate diversity more and make inclusion and diversity a true priority. When we hire people, we think about diversity. But once hired, we don't seem to encourage them to bring their diverse self and thoughts to work. We should be encouraging them to bring their diverse self and thoughts to work.

More - more events, larger budgets for events, more publications etc

Continue to ensure it's part of its organisational inclusion and diversity policies

The gays are incredibly tone deaf. Winning a postal survey 60-40 means two in five of your coworkers disagree with you. Especially your CALD coworkers. No one's asking you to be sorry about that, but maybe try not rubbing it in quite so much?

N/A

Visibility of what is being done and more visible active allies.

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

There is no need for my organisation to have specific efforts in LGBTQ areas. Similar efforts are not in place to support disabled people, people of colour, aged workers, religious staff.

Stop the spam already. Everyone in the APS is welcoming and tolerant of diversity and anything other than that is stamped out immediately. Every flavour of diversity has its own special interest group, champion, and meeting schedule. How about just getting on with getting some work done?

I think there needs to be an honest discussion of how different groups may feel about diverse sexuality and gender (eg groups with faith). I think this will be the best way of exploring what common ground there is and also humanising/normalising diverse sexuality and gender to people of faith.

I don't think the amount of effort is necessary, everyone should just be treated the same way without exclusion or the need to draw attention to specific groups

https://survey.websurveycreator.com/s.aspx?s=02cd7f66-beb9-438a-949b-c3d368b9b7d5&org=102#

n/a

I think there is no recognition of people who have a stoma

N/A

I think it is very important to creat an inclusive environment. However, if an organsition does too much it can be counterproductive as individuals may be seen the "special" person who meets some diversity criteria, rather than who they are as an individual. As a brown skinned person in a predominantly white workplace, I want to be seen as who I am, not the brown skinned person.

-

My organisation already put some effort into this area I don't see the need to increase unless other people think there is a need.

Not necessary

I think inclusion should be the default for all employees, I'm not sure promoting inclusion of particular groups over others in a workplace is always appropriate. However I recognise the benefit of recognising people of diverse sexuality and gender is appropriate in light of the stigma that these groups may otherwise face in the workplace.

N/A

I do not believe that anyone's sexual preference is relevant, especially at work. LGBTI was once considered by society as illegal, immoral and anti-Christian behaviour however we are now forced to accept and support LGBTI or risk being labelled non-inclusive or homophobic.

N/A

It's a complete waste of time. Everybody loves the gays. The only overt discrimination I've witnessed is against religious people. The vitriol I heard from a member of a recruitment panel about why my organisation should not employ members of Hillsong was really quite astonishing. There's no reason to think the Hillsong person would bring his faith to work in a way that affected others. But adherents to the modern faith of the woke are much much much more likely to discriminate against others, but we do nothing about them and actually encourage them to feel aggrieved and to continue to push to dominate workplaces rather than just to be present in them. That's real threat, that's the real lack of diversity and inclusion, and we just let it slide because we're all too afraid of being fingered for our wrongthink.

N/A

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

It is fine. I'm perfectly fine to be out at work, and no one judges me for it. But I don't see the representation and celebration of diversity in the workplace that I've seen at other jobs I've had.
In my experience, this organisation values diversity and sees it both as an organisational and individual asset. I've always felt welcomed and that I can be open about my sexuality, and that I am safe and protected from those who wish me harm for my sexuality. However as I stated previously, I do question some days that while I feel I am well-supported, is that because there are boundaries established before being allowed in, and our embracing of diversity is of a politically palatable nature.
I feel comfortable coming out to people I know, but also know there are people in the organisation who do not accept me as I am.
Tsy is a good employer for LGBTQI+ people
There is no difference for me as someone of diverse sexuality and/or gender. My sexuality does not influence my ability to work.
Propsects for career involvement based on my merit alone.
My work is valued. I get on with producing high quality work and then I'm know for producing good work.
I'd say it's "fine". I'm not out at work mostly because it's tricky to find an organic way to bring it up (especially because I'm a woman in a relationship with a man). I'd like more open discussion of gender and sexuality diversity as it would allow me to find out who else in my work area is queer and I could share stories/experiences/memes with them.
Positive, but always more work to be done!
As a person of diverse sexuality, I've never felt unwelcomed, unwanted or discriminated against on the grounds of my sexual orientation. I feel that the institutional structures and key personnel support and foster an environment that supports me and allows me to be open about my sexuality.
I feel that there is a strong belief that being bi is correlated with marital disharmony or breakdown. It makes it hard for me to be 'out' with my family and thus work.
Like any other organisation. You're still an outlier, you still weigh up disclosing your diversity to everyone you meet. No one is hostile, but there is not the effusive but tacit support straight cis-gendered white men get

Organisation supports LGBTIQ in principle, but have yet to visibly see this in practice overall.

I feel that the Department takes diversity seriously, starting with looking at unconscious bias against women to branching out to other aspects of diversity and inclusion. We now have to embed the other streams and continue to broaden the focus of inclusion.