2023 AWEI Employee Survey

AUSTRALIAN WORKPLACE EQUALITY INDEX

EXPERIENCES OF LGBTQ PEOPLE WHO ARE, OR MAY BE, PERCEIVED AS WOMEN

> **You are being provided the following questions because you have identified as an LBGTQ woman, or non-binary person who has been perceived as a woman, in the workplace.**
>
> The following questions are aimed at understanding the experiences of LGBTQ people who identify or may be perceived as women in the workplace.
>
> This includes cisgender women, transgender women, and non-binary people who may be perceived as female or feminine (regardless of their gender identities) and therefore may face many of the same challenges.
>
> For more information about this Pride in Diversity initiative please click here

Q54 Within your current workplace, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
There are women or non-binary people of similar, or the same, identity as me who are visible **out and/or open role models** within my workplace	○	○	○	○	○
There are women or non-binary people of similar, or the same, identity as me who are **out and/or open within senior leadership or executive positions**	○	○	○	○	○
Having visible out women or non-binary people as role models of the same or similar identity is **important** to me	○	○	○	○	○
I can easily **separate the unique challenges** of being (or being perceived as) a woman in the workplace, and those of being LGBTQ	○	○	○	○	○
The challenges of a diverse sexuality and/or gender **feel greater** in terms of career progression than those of being (or being perceived as) a woman	○	○	○	○	○

Q55 Does your organisation have a dedicated LGBTQ network/employee resource group?

◉ Yes   ○ No   ○ Unsure

Q56 Thinking about the LGBTQ Network within this organisation, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree

There are women or non-binary people of similar, or the same, identity as me **active within the LGBTQ employee network** here	○	○	○	○	○
Our LGBTQ employee network **feels inclusive** of people of similar or the same identity as me	○	○	○	○	○
I **involve myself** in the activities put on by our LGBTQ employee network	○	○	○	○	○

Q58 Many organisations run gender equity programs that support women in the workplace and focus on the experiences and challenges they face in the workplace.
Does your organisation have a program/group of this kind?

🔘 Yes   ○ No   ○ Unsure

Q59 Thinking about the gender equity programs within your organisation, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
The **gender equity network** in my workplace feels inclusive of people of similar or the same identity as me	○	○	○	○	○
The **gender equity initiatives**, e.g., 'women in leadership' training and targets, feel inclusive of people of similar or the same identity as me	○	○	○	○	○
I **involve myself** in the activities put on by our gender equity network	○	○	○	○	○

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