

PARTICIPATION

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	344	100.00%	
No	0	0.00%	
	344		

Did you participate in this survey last year?*

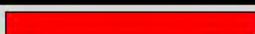
	Count	Percentage	
Yes	103	29.94%	
No	241	70.06%	
	344		

DEMOGRAPHIC DATA

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

	Count	Percentage	
ACT	39	11.34%	
NSW	87	25.29%	
NT	0	0.00%	
QLD	90	26.16%	
SA	35	10.17%	
TAS	14	4.07%	
VIC	66	19.19%	
WA	13	3.78%	
Overseas office	0	0.00%	
	344		

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

	Count	Percentage	
City/Metropolitan	287	83.43%	

Regional	55	15.99%	
Rural	0	0.00%	
Remote	2	0.58%	
	344		

What is your employment type?*

	Count	Percentage	
Full-time	310	90.12%	
Part-time	22	6.40%	
Temporary/Casual	3	0.87%	
Contract (fixed-term)	8	2.33%	
Other	1	0.29%	
	344		

What sector do you work in?*

	Count	Percentage	
Federal Government	339	98.55%	
State Government	2	0.58%	
Local Government	0	0.00%	
Higher Education	0	0.00%	
NFP / Community / NGO / Charity	0	0.00%	
Private Sector	3	0.87%	
	344		

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	19	5.52%	
Community Services	4	1.16%	
Computer Software	4	1.16%	
Construction	0	0.00%	
Education	1	0.29%	
Energy / Utilities	0	0.00%	
Engineering	0	0.00%	

Health & Wellbeing	0	0.00%	
Hospitality	0	0.00%	
Insurance	0	0.00%	
Law Enforcement	8	2.33%	
Legal	7	2.03%	
Manufacturing	0	0.00%	
Media & Entertainment	0	0.00%	
Mining	0	0.00%	
Pharmaceuticals	0	0.00%	
Professional Services / Consulting	3	0.87%	
Public Service	277	80.52%	█
Property	2	0.58%	
Rail & Logistics	0	0.00%	
Recruitment	0	0.00%	
Research & Development	0	0.00%	
Retail	0	0.00%	
Technology / Telco	2	0.58%	
Tourism / Gaming	0	0.00%	
Transport	0	0.00%	
None of the above	17	4.94%	
	344		

How long have you worked with your current organisation?*

	Count	Percentage	
Less than 1 year	52	15.12%	█
Between 1 to 3 years	54	15.70%	█
Between 3 to 5 years	22	6.40%	█
More than 5 years	216	62.79%	█
	344		

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)	9	2.62%	

Middle Management	61	17.73%	
Project Manager	22	6.40%	
Team Leader/Supervisor	37	10.76%	
Team Member	161	46.80%	
Graduate/Intern	18	5.23%	
Consultant (internal or external)	7	2.03%	
Contractor	3	0.87%	
Academic	0	0.00%	
Support Staff	22	6.40%	
Non-office / outdoor role	0	0.00%	
None of the above	4	1.16%	
	344		

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

	Count	Percentage	
Primary Education	2	0.58%	
Secondary Education	56	16.28%	
Certificate Level	41	11.92%	
Diploma or Advanced Diploma	28	8.14%	
Bachelor Degree	121	35.17%	
Graduate Certificate or Diploma	29	8.43%	
Postgraduate Degree or Higher	67	19.48%	
Other	0	0.00%	
	344		

What age bracket do you fall within?*

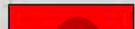
	Count	Percentage	
Under 18	0	0.00%	
18-24	30	8.72%	
25-34	84	24.42%	
35-44	69	20.06%	
45-54	98	28.49%	
55-64	56	16.28%	
65+	2	0.58%	
Prefer not to respond	5	1.45%	

	344
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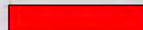
What was your sex recorded at birth?*

	Count	Percentage	
Male	154	44.77%	
Female	183	53.20%	
A term not listed above	0	0.00%	
Prefer not to respond	7	2.03%	
	344		

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

	Count	Percentage	
Man or Male	142	41.28%	
Woman or Female	178	51.74%	
Non-binary	12	3.49%	
Agender	2	0.58%	
A gender identity not listed above	1	0.29%	
Prefer not to respond	9	2.62%	
	344		

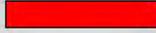
Are you someone of diverse sexuality or diverse gender (LGBTQ)?*

	Count	Percentage	
Yes	157	45.64%	
No	179	52.03%	
Prefer not to respond (you will not be asked any further questions on sexual orientation or gender diversity)	8	2.33%	
	344		

LGBTQ DEMOGRAPHICS

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

	Count	Percentage
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He / Him	79	50.00%	
She / Her	73	46.20%	
They / Them	23	14.56%	
A pronoun not listed above	2	1.27%	
Prefer not to respond	5	3.16%	
	158		

INTERSEX POPULATION

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	0.29%	
No	337	98.54%	
Prefer not to respond	4	1.17%	
	342		

ALL EMPLOYEES: PERSONAL BELIEFS AND VIEWS ON INCLUSION

Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

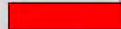
I was raised in an environment where same-sex relationships or gender diverse people were not easily accepted

	Count	Percentage	
Strongly agree	76	23.03%	
Agree	104	31.52%	
Neither agree nor disagree	56	16.97%	
Disagree	68	20.61%	
Strongly disagree	26	7.88%	
	330		

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

	Count	Percentage	
Strongly agree	209	63.72%	
Agree	68	20.73%	
Neither agree nor disagree	13	3.96%	
Disagree	20	6.10%	
Strongly disagree	18	5.49%	
	328		

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

	Count	Percentage	
Strongly agree	127	38.60%	
Agree	83	25.23%	
Neither agree nor disagree	52	15.81%	
Disagree	26	7.90%	
Strongly disagree	41	12.46%	
	329		

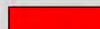
I personally support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	166	50.46%	
Agree	100	30.40%	
Neither agree nor disagree	41	12.46%	
Disagree	13	3.95%	
Strongly disagree	9	2.74%	
	329		

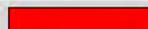
I believe my organisation should put more effort into this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	64	19.45%	
Agree	98	29.79%	
Neither agree nor disagree	99	30.09%	
Disagree	47	14.29%	
Strongly disagree	21	6.38%	
	329		

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

	Count	Percentage	
Strongly agree	111	33.84%	
Agree	112	34.15%	
Neither agree nor disagree	67	20.43%	
Disagree	18	5.49%	
Strongly disagree	20	6.10%	
	328		

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

	Count	Percentage	
Strongly agree	161	48.94%	
Agree	120	36.47%	
Neither agree nor disagree	20	6.08%	
Disagree	17	5.17%	
Strongly disagree	11	3.34%	
	329		

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

	Count	Percentage	
Strongly agree	176	53.50%	
Agree	106	32.22%	
Neither agree nor disagree	22	6.69%	
Disagree	12	3.65%	
Strongly disagree	13	3.95%	
	329		

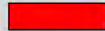
ALL EMPLOYEES: AWARENESS AND VISIBILITY

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	150	48.39%	
Agree	138	44.52%	
Neither agree nor disagree	12	3.87%	
Disagree	4	1.29%	
Strongly disagree	6	1.94%	
	310		

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	101	32.69%	
Agree	146	47.25%	
Neither agree nor disagree	53	17.15%	
Disagree	7	2.27%	
Strongly disagree	2	0.65%	
	309		

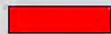
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year

	Count	Percentage	
Strongly agree	87	28.34%	
Agree	156	50.81%	
Neither agree nor disagree	44	14.33%	
Disagree	17	5.54%	
Strongly disagree	3	0.98%	
	307		

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

	Count	Percentage	
Strongly agree	76	24.68%	
Agree	131	42.53%	
Neither agree nor disagree	62	20.13%	
Disagree	31	10.06%	
Strongly disagree	8	2.60%	
	308		

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

	Count	Percentage	
Strongly agree	103	33.44%	
Agree	153	49.68%	
Neither agree nor disagree	42	13.64%	
Disagree	9	2.92%	
Strongly disagree	1	0.32%	
	308		

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

	Count	Percentage	
Strongly agree	99	32.25%	
Agree	162	52.77%	
Neither agree nor disagree	33	10.75%	
Disagree	9	2.93%	
Strongly disagree	4	1.30%	
	307		

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

	Count	Percentage	
Strongly agree	86	27.92%	
Agree	134	43.51%	
Neither agree nor disagree	66	21.43%	
Disagree	19	6.17%	
Strongly disagree	3	0.97%	
	308		

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

	Count	Percentage	
Strongly agree	55	17.92%	
Agree	68	22.15%	
Neither agree nor disagree	43	14.01%	
Disagree	106	34.53%	
Strongly disagree	35	11.40%	
	307		

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

	Count	Percentage	
Strongly agree	146	47.71%	
Agree	106	34.64%	
Neither agree nor disagree	25	8.17%	
Disagree	10	3.27%	
Strongly disagree	19	6.21%	
	306		

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

	Count	Percentage	
Strongly agree	140	45.60%	
Agree	127	41.37%	
Neither agree nor disagree	19	6.19%	
Disagree	12	3.91%	
Strongly disagree	9	2.93%	
	307		

ALL EMPLOYEES: WORKING WITH COLLEAGUES

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	188	62.67%	
Agree	83	27.67%	
Neither agree nor disagree	19	6.33%	
Disagree	4	1.33%	
Strongly disagree	6	2.00%	
	300		

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

	Count	Percentage	
Strongly agree	41	13.71%	
Agree	109	36.45%	
Neither agree nor disagree	114	38.13%	
Disagree	29	9.70%	
Strongly disagree	6	2.01%	
	299		

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

	Count	Percentage	
Strongly agree	218	72.67%	
Agree	54	18.00%	
Neither agree nor disagree	13	4.33%	
Disagree	5	1.67%	
Strongly disagree	10	3.33%	
	300		

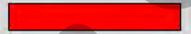
I would be comfortable referring to a colleague by a different name or personal pronoun/s if they were affirming their gender (transitioning) at work

	Count	Percentage	
Strongly agree	195	65.00%	
Agree	63	21.00%	
Neither agree nor disagree	13	4.33%	
Disagree	10	3.33%	
Strongly disagree	19	6.33%	
	300		

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

	Count	Percentage	
Strongly agree	181	60.33%	
Agree	69	23.00%	
Neither agree nor disagree	17	5.67%	
Disagree	16	5.33%	
Strongly disagree	17	5.67%	
	300		

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	170	56.67%	
Agree	63	21.00%	
Neither agree nor disagree	24	8.00%	
Disagree	16	5.33%	
Strongly disagree	27	9.00%	
	300		

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

	Count	Percentage	
Strongly agree	12	4.03%	
Agree	34	11.41%	
Neither agree nor disagree	35	11.74%	
Disagree	139	46.64%	
Strongly disagree	78	26.17%	
	298		

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

	Count	Percentage	
Strongly agree	8	2.67%	
Agree	15	5.00%	
Neither agree nor disagree	26	8.67%	
Disagree	125	41.67%	
Strongly disagree	126	42.00%	
	300		

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

	Count	Percentage	
Strongly agree	199	67.00%	
Agree	68	22.90%	
Neither agree nor disagree	23	7.74%	
Disagree	3	1.01%	
Strongly disagree	4	1.35%	
	297		

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

	Count	Percentage	
Strongly agree	194	64.88%	
Agree	74	24.75%	
Neither agree nor disagree	26	8.70%	
Disagree	3	1.00%	
Strongly disagree	2	0.67%	
	299		

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	166	55.52%	
Agree	82	27.42%	
Neither agree nor disagree	41	13.71%	
Disagree	6	2.01%	
Strongly disagree	4	1.34%	
	299		

HEALTH + WELLBEING

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:

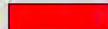
I feel safe and included within my immediate team

	Count	Percentage	
Strongly agree	153	51.52%	
Agree	116	39.06%	
Neither agree nor disagree	15	5.05%	
Disagree	13	4.38%	
Strongly disagree	0	0.00%	
	297		

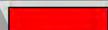
I feel mentally well at work

	Count	Percentage	
Strongly agree	81	27.27%	
Agree	131	44.11%	
Neither agree nor disagree	40	13.47%	
Disagree	37	12.46%	
Strongly disagree	8	2.69%	
	297		

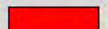
I feel I can be myself at work

	Count	Percentage	
Strongly agree	99	33.33%	
Agree	121	40.74%	
Neither agree nor disagree	37	12.46%	
Disagree	34	11.45%	
Strongly disagree	6	2.02%	
	297		

I feel productive at work

	Count	Percentage	
Strongly agree	97	32.66%	
Agree	157	52.86%	
Neither agree nor disagree	16	5.39%	
Disagree	20	6.73%	
Strongly disagree	7	2.36%	
	297		

I feel engaged with the organisation and my work

	Count	Percentage	
Strongly agree	88	29.63%	
Agree	137	46.13%	
Neither agree nor disagree	36	12.12%	
Disagree	27	9.09%	
Strongly disagree	9	3.03%	
	297		

I feel a sense of belonging here

	Count	Percentage	
Strongly agree	86	29.05%	
Agree	119	40.20%	
Neither agree nor disagree	54	18.24%	
Disagree	26	8.78%	
Strongly disagree	11	3.72%	
	296		

SEXUAL HARASSMENT

Have you ever been sexually harassed at work?

Examples of sexual harassment include being the target of unwelcome/inappropriate physical contact, sexually explicit comments or gestures, receiving intrusive questions about your private life, and inappropriate advances or requests for sex.

	Count	Percentage	
Yes, within the past 12 months	9	3.03%	
Yes, more than 12 month ago	78	26.26%	
No, never	210	70.71%	
	297		

SEXUAL HARASSMENT - YES

Approximately how often have you been sexually harassed at work over the past 12 months?

	Count	Percentage	
Once	2	20.00%	
More than once, but less than monthly	6	60.00%	
Monthly	0	0.00%	
Weekly	1	10.00%	
Daily	1	10.00%	
	10		

Thinking about your most recent experience of sexual harassment at work, did this happen while employed at your current workplace?

	Count	Percentage	
Yes, my current workplace	9	90.00%	
No, a previous workplace	1	10.00%	
	10		

Thinking about your most recent experience of sexual harassment at work, did you report this to your employer?

	Count	Percentage	
Yes, and it was dealt with satisfactorily	1	11.11%	
Yes, but it was not dealt with satisfactorily	1	11.11%	
No, I did not report it	7	77.78%	
	9		

SEXUAL HARASSMENT - REPORTING

To what extent do you agree/disagree with the following statement:

If I were to experience sexual harassment at work in the future, I would feel safe and supported reporting it to my employer.

	Count	Percentage	
Strongly agree	104	35.14%	
Agree	122	41.22%	
Neither agree nor disagree	43	14.53%	
Disagree	20	6.76%	
Strongly disagree	7	2.36%	
	296		

ALL EMPLOYEES: ALLIES & CHAMPIONS

In defining an Ally as someone who supports LGBTQ inclusion in the workplace, would you describe yourself as:

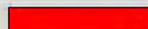
	Count	Percentage	
Active Ally (I am active in my support)	50	17.18%	
Passive Ally (I support LGBTQ inclusion but not actively)	107	36.77%	
Not an Ally (I do not support LGBTQ inclusion)	21	7.22%	
I am an LGBTQ person and active in my support	54	18.56%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	55	18.90%	
I am an LGBTQ person and do not support LGBTQ inclusion	4	1.37%	
	291		

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	79	26.96%	
Agree	102	34.81%	
Neither agree or disagree	46	15.70%	
Disagree	55	18.77%	
Strongly disagree	11	3.75%	
	293		

I understand why active Allies are important

	Count	Percentage	
Strongly agree	136	46.42%	
Agree	120	40.96%	
Neither agree or disagree	18	6.14%	
Disagree	9	3.07%	
Strongly disagree	10	3.41%	
	293		

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

	Count	Percentage	
Strongly agree	84	28.87%	
Agree	120	41.24%	
Neither agree or disagree	48	16.49%	
Disagree	33	11.34%	
Strongly disagree	6	2.06%	
	291		

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

	Count	Percentage	
Strongly agree	78	26.71%	
Agree	113	38.70%	
Neither agree or disagree	49	16.78%	
Disagree	40	13.70%	
Strongly disagree	12	4.11%	
	292		

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

	Count	Percentage	
Strongly agree	81	27.65%	
Agree	98	33.45%	
Neither agree or disagree	46	15.70%	
Disagree	53	18.09%	
Strongly disagree	15	5.12%	
	293		

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	1.08%	
Agree	17	9.19%	█
Neither agree or disagree	20	10.81%	█
Disagree	69	37.30%	██████████
Strongly disagree	77	41.62%	██████████
	185		

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

	Count	Percentage	
Strongly agree	3	1.62%	
Agree	11	5.95%	█
Neither agree or disagree	18	9.73%	█
Disagree	63	34.05%	██████████
Strongly disagree	90	48.65%	██████████
	185		

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

	Count	Percentage	
Strongly agree	19	10.33%	█
Agree	9	4.89%	█
Neither agree or disagree	18	9.78%	█
Disagree	51	27.72%	██████████
Strongly disagree	87	47.28%	██████████
	184		

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

	Count	Percentage	
Strongly agree	20	10.81%	
Agree	22	11.89%	
Neither agree or disagree	29	15.68%	
Disagree	52	28.11%	
Strongly disagree	62	33.51%	
	185		

Too busy to be an active Ally

	Count	Percentage	
Strongly agree	23	12.43%	
Agree	63	34.05%	
Neither agree or disagree	53	28.65%	
Disagree	31	16.76%	
Strongly disagree	15	8.11%	
	185		

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

	Count	Percentage	
Strongly agree	2	1.08%	
Agree	9	4.86%	
Neither agree or disagree	30	16.22%	
Disagree	61	32.97%	
Strongly disagree	83	44.86%	
	185		

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

	Count	Percentage	
More information about WHY active Allies are so important	39	21.91%	
A better understanding of HOW to be an active Ally	68	38.20%	
More information on being an active Ally when my time is limited	82	46.07%	

Nothing would influence me to be an active Ally

59

33.15%



Other (please specify)

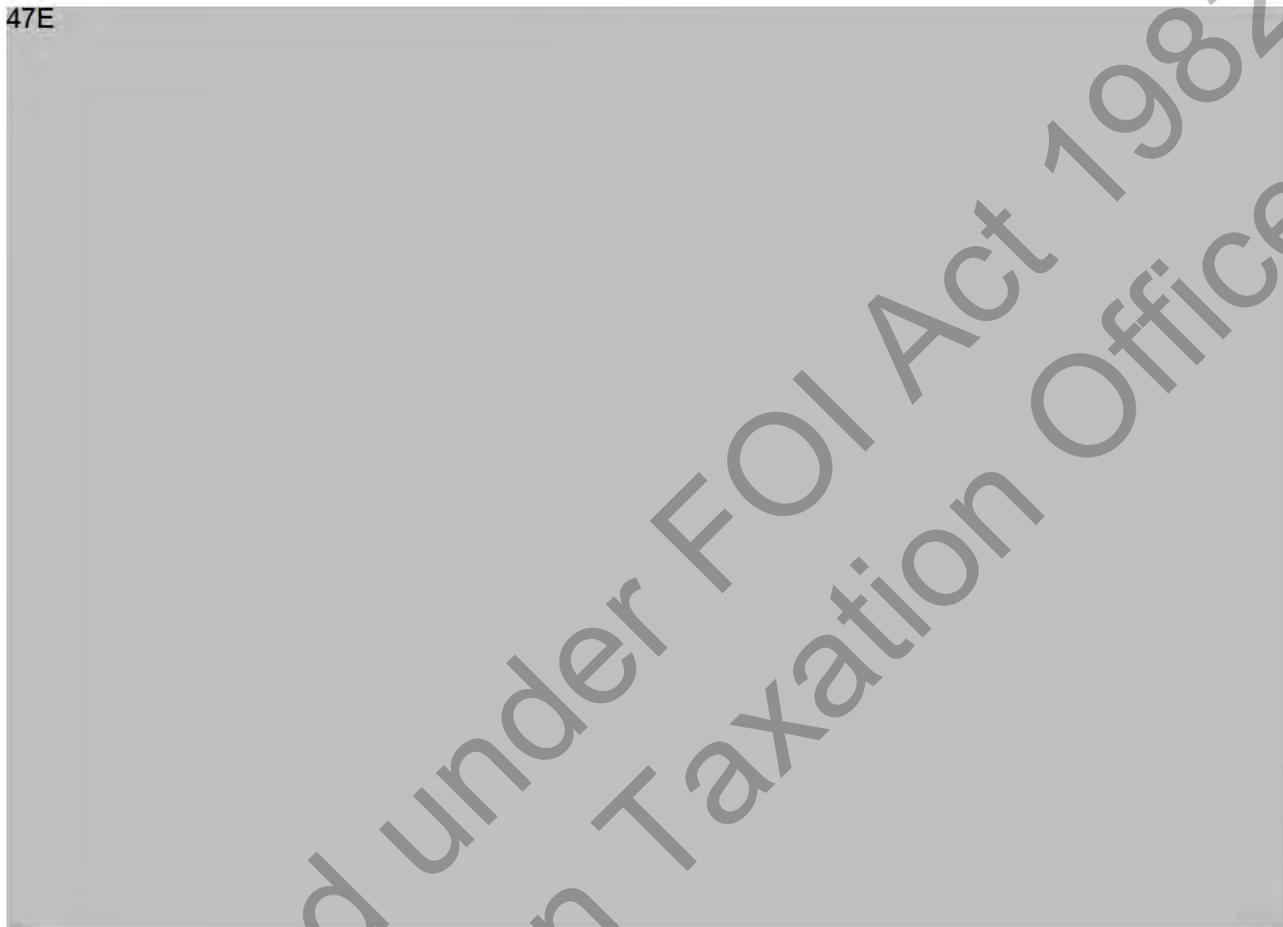
15

8.43%



178

47E



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EMPLOYEES OF DIVERSE SEXUALITY AND/OR GENDER : YOUR EXPERIENCE AT WORK

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	20	15.04%	
Met expectations	66	49.62%	
Did not meet expectations	23	17.29%	
No expectations	24	18.05%	
	133		

My experience of inclusion within my immediate work area

	Count	Percentage	
Exceeded expectations	30	22.39%	
Met expectations	82	61.19%	
Did not meet expectations	10	7.46%	
No expectations	12	8.96%	
	134		

Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	
Exceeded expectations	23	17.42%	
Met expectations	81	61.36%	
Did not meet expectations	18	13.64%	
No expectations	10	7.58%	
	132		

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

	Count	Percentage	
Exceeded expectations	36	27.48%	
Met expectations	71	54.20%	
Did not meet expectations	15	11.45%	
No expectations	9	6.87%	
	131		

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

	Count	Percentage	
Exceeded expectations	31	23.66%	
Met expectations	61	46.56%	
Did not meet expectations	26	19.85%	
No expectations	13	9.92%	
	131		

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

	Count	Percentage	
Exceeded expectations	46	35.38%	
Met expectations	62	47.69%	
Did not meet expectations	16	12.31%	
No expectations	6	4.62%	
	130		

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

	Count	Percentage	
Exceeded expectations	30	22.56%	
Met expectations	71	53.38%	
Did not meet expectations	23	17.29%	
No expectations	9	6.77%	
	133		

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

	Count	Percentage	
Exceeded expectations	25	18.94%	
Met expectations	72	54.55%	
Did not meet expectations	17	12.88%	
No expectations	18	13.64%	
	132		

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

	Count	Percentage	
Exceeded expectations	32	24.24%	
Met expectations	72	54.55%	
Did not meet expectations	18	13.64%	
No expectations	10	7.58%	
	132		

Visibility of Active Allies

	Count	Percentage	
Exceeded expectations	28	21.05%	
Met expectations	69	51.88%	
Did not meet expectations	23	17.29%	
No expectations	13	9.77%	
	133		

EMPLOYEES OF DIVERSE SEXUALITY AND/OR GENDER : YOUR EXPERIENCE AT WORK

Within the last year, please indicate your level of agreement with the following statements:

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

	Count	Percentage	
Strongly agree	63	47.37%	
Agree	49	36.84%	
Neither agree nor disagree	15	11.28%	
Disagree	4	3.01%	
Strongly disagree	2	1.50%	
	133		

Active Allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	37	27.82%	
Agree	46	34.59%	
Neither agree nor disagree	36	27.07%	
Disagree	9	6.77%	
Strongly disagree	5	3.76%	
	133		

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

	Count	Percentage	
Strongly agree	27	20.30%	
Agree	40	30.08%	
Neither agree nor disagree	51	38.35%	
Disagree	9	6.77%	
Strongly disagree	6	4.51%	
	133		

SEXUAL ORIENTATION

How would you best describe your sexual orientation? *

	Count	Percentage	
Straight (Heterosexual)	1	0.75%	
Gay, Lesbian (Homosexual)	70	52.24%	████████████████████
Bisexual	33	24.63%	████████████
Pansexual	15	11.19%	██████
Queer	4	2.99%	
Asexual	6	4.48%	
An orientation not listed above	4	2.99%	
Prefer not to respond (you will be asked no further questions on sexual orientation)	1	0.75%	
	134		

DIVERSE SEXUALITY

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

	Count	Percentage	
Out to everyone	53	40.15%	████████████████████
Out to most	26	19.70%	████████
Selected few only	29	21.97%	██████████
Not at all	22	16.67%	██████
Prefer not to respond	2	1.52%	
	132		

BEING OUT - DIVERSE SEXUALITY

Thinking about your experience of being out at work, please indicate your level of agreement with the following statements regarding your performance and engagement:

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

	Count	Percentage	
Strongly agree	24	22.64%	
Agree	33	31.13%	
Neither agree nor disagree	36	33.96%	
Disagree	10	9.43%	
Strongly disagree	3	2.83%	
	106		

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

	Count	Percentage	
Strongly agree	28	26.42%	
Agree	41	38.68%	
Neither agree nor disagree	27	25.47%	
Disagree	7	6.60%	
Strongly disagree	3	2.83%	
	106		

I feel more inclined to stay with my organisation

	Count	Percentage	
Strongly agree	28	26.42%	
Agree	41	38.68%	
Neither agree nor disagree	27	25.47%	
Disagree	6	5.66%	
Strongly disagree	4	3.77%	
	106		

I feel more inclined to network

	Count	Percentage	
Strongly agree	24	22.64%	
Agree	28	26.42%	
Neither agree nor disagree	41	38.68%	
Disagree	9	8.49%	
Strongly disagree	4	3.77%	
	106		

I feel more inclined to talk positively about my organisation

	Count	Percentage	
Strongly agree	29	27.36%	
Agree	38	35.85%	
Neither agree nor disagree	30	28.30%	
Disagree	5	4.72%	
Strongly disagree	4	3.77%	
	106		

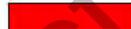
I feel more inclined to engage in organisational activities

	Count	Percentage	
Strongly agree	26	24.53%	
Agree	30	28.30%	
Neither agree nor disagree	37	34.91%	
Disagree	9	8.49%	
Strongly disagree	4	3.77%	
	106		

BEING OUT - DIVERSE SEXUALITY

Thinking about your workplace 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	21	19.81%	
Agree	44	41.51%	
Neither agree nor disagree	29	27.36%	
Disagree	10	9.43%	
Strongly disagree	2	1.89%	
	106		

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

	Count	Percentage	
Strongly agree	40	37.74%	
Agree	46	43.40%	
Neither agree nor disagree	12	11.32%	
Disagree	5	4.72%	
Strongly disagree	3	2.83%	
	106		

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

	Count	Percentage	
Strongly agree	39	36.79%	
Agree	40	37.74%	
Neither agree nor disagree	20	18.87%	
Disagree	4	3.77%	
Strongly disagree	3	2.83%	
	106		

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	4	3.77%	
Agree	6	5.66%	
Neither agree nor disagree	9	8.49%	
Disagree	36	33.96%	
Strongly disagree	51	48.11%	
	106		

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

	Count	Percentage	
Strongly agree	39	37.14%	
Agree	52	49.52%	
Neither agree nor disagree	7	6.67%	
Disagree	7	6.67%	
Strongly disagree	0	0.00%	
	105		

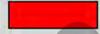
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year

	Count	Percentage	
Strongly agree	1	0.95%	
Agree	1	0.95%	
Neither agree nor disagree	5	4.76%	
Disagree	40	38.10%	
Strongly disagree	58	55.24%	
	105		

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

	Count	Percentage	
Strongly agree	41	38.68%	
Agree	46	43.40%	
Neither agree nor disagree	9	8.49%	
Disagree	6	5.66%	
Strongly disagree	4	3.77%	
	106		

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	31	29.25%	
Agree	40	37.74%	
Neither agree nor disagree	25	23.58%	
Disagree	6	5.66%	
Strongly disagree	4	3.77%	
	106		

NOT OUT - DIVERSE SEXUALITY

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	2.00%	
Agree	12	24.00%	
Neither agree nor disagree	12	24.00%	
Disagree	19	38.00%	
Strongly disagree	6	12.00%	
	50		

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

	Count	Percentage	
Strongly agree	2	4.00%	
Agree	8	16.00%	
Neither agree nor disagree	10	20.00%	
Disagree	19	38.00%	
Strongly disagree	11	22.00%	
	50		

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

	Count	Percentage	
Strongly agree	1	2.00%	
Agree	13	26.00%	
Neither agree nor disagree	18	36.00%	
Disagree	11	22.00%	
Strongly disagree	7	14.00%	
	50		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	7	14.00%	
Neither agree nor disagree	7	14.00%	
Disagree	18	36.00%	
Strongly disagree	18	36.00%	
	50		

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

	Count	Percentage	
Strongly agree	10	20.00%	
Agree	12	24.00%	
Neither agree nor disagree	9	18.00%	
Disagree	9	18.00%	
Strongly disagree	10	20.00%	
	50		

I feel the current social/political sphere outside of the workplace has negatively impacted my willingness to be out

	Count	Percentage	
Strongly agree	5	10.00%	
Agree	19	38.00%	
Neither agree nor disagree	4	8.00%	
Disagree	15	30.00%	
Strongly disagree	7	14.00%	
	50		

SAPPHIRE COHORT

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	5	9.09%	
Agree	19	34.55%	
Neither Agree or Disagree	11	20.00%	
Disagree	11	20.00%	
Strongly Disagree	7	12.73%	
N/A	2	3.64%	
	55		

There are women of similar, or the same, identity as me who are out within senior leadership or executive positions

	Count	Percentage	
Strongly agree	2	3.64%	
Agree	15	27.27%	
Neither Agree or Disagree	13	23.64%	
Disagree	12	21.82%	
Strongly Disagree	11	20.00%	
N/A	2	3.64%	
	55		

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

	Count	Percentage	
Strongly agree	23	41.82%	
Agree	22	40.00%	
Neither Agree or Disagree	7	12.73%	
Disagree	3	5.45%	
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	55		

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

	Count	Percentage	
Strongly agree	12	21.82%	
Agree	13	23.64%	
Neither Agree or Disagree	18	32.73%	
Disagree	11	20.00%	
Strongly Disagree	1	1.82%	
N/A	0	0.00%	
	55		

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

	Count	Percentage	
Strongly agree	14	25.45%	
Agree	22	40.00%	
Neither Agree or Disagree	11	20.00%	
Disagree	3	5.45%	
Strongly Disagree	3	5.45%	
N/A	2	3.64%	
	55		

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

	Count	Percentage	
Strongly agree	19	34.55%	
Agree	22	40.00%	
Neither Agree or Disagree	7	12.73%	
Disagree	5	9.09%	
Strongly Disagree	1	1.82%	
N/A	1	1.82%	
	55		

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	13	23.64%	
Agree	24	43.64%	
Neither Agree or Disagree	12	21.82%	
Disagree	4	7.27%	
Strongly Disagree	0	0.00%	
N/A	2	3.64%	
	55		

I can easily separate the unique challenges of being a woman in the workplace and those of being of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	14	25.45%	
Agree	25	45.45%	
Neither Agree or Disagree	11	20.00%	
Disagree	3	5.45%	
Strongly Disagree	2	3.64%	
N/A	0	0.00%	
	55		

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	7	12.73%	
Agree	15	27.27%	
Neither Agree or Disagree	13	23.64%	
Disagree	16	29.09%	
Strongly Disagree	3	5.45%	
N/A	1	1.82%	
	55		

POLICES & PROCESSES SUPPORTING PEOPLE WITH A TRANS EXPERIENCE OR OF DIVERSE GENDER

In applying for your role within this organisation:

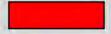
I found the recruitment process to be inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	4	25.00%	
Neither Agree nor Disagree	6	37.50%	
Disagree	1	6.25%	
Strongly Disagree	0	0.00%	
N/A	4	25.00%	
	16		

A contact person was identified to support diverse gender applicants

	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	2	12.50%	
Neither Agree nor Disagree	4	25.00%	
Disagree	4	25.00%	
Strongly Disagree	1	6.25%	
N/A	4	25.00%	
	16		

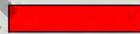
Application forms were inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	6	37.50%	
Neither Agree nor Disagree	5	31.25%	
Disagree	1	6.25%	
Strongly Disagree	0	0.00%	
N/A	4	25.00%	
	16		

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

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	2	12.50%	
Neither Agree nor Disagree	0	0.00%	
Disagree	7	43.75%	
Strongly Disagree	5	31.25%	
N/A	2	12.50%	
	16		

I disclosed my gender diversity during the application process

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	5	31.25%	
Neither Agree nor Disagree	1	6.25%	
Disagree	0	0.00%	
Strongly Disagree	7	43.75%	
N/A	3	18.75%	
	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	0	0.00%	
Disagree	2	12.50%	
Strongly Disagree	2	12.50%	
N/A	11	68.75%	
	16		

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	0	0.00%	
Disagree	2	12.50%	
Strongly Disagree	2	12.50%	
N/A	11	68.75%	
	16		

I have fears of being discriminated because of my gender identity

	Count	Percentage	
Strongly Agree	2	12.50%	
Agree	6	37.50%	
Neither Agree nor Disagree	0	0.00%	
Disagree	3	18.75%	
Strongly Disagree	1	6.25%	
N/A	4	25.00%	
	16		

I have fears of being outed during the recruitment process

	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	2	12.50%	
Neither Agree nor Disagree	1	6.25%	
Disagree	4	25.00%	
Strongly Disagree	1	6.25%	
N/A	7	43.75%	
	16		

POLICES & PROCESSES SUPPORTING PEOPLE WITH A TRANS EXPERIENCE OR OF DIVERSE GENDER

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:

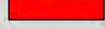
Visibility of organisational inclusion for gender diverse employees

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	10	62.50%	
Did not meet expectations	2	12.50%	
No expectations	4	25.00%	
	16		

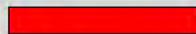
Acknowledgement of gender diversity beyond the binary of male/female

	Count	Percentage	
Exceeded expectations	2	13.33%	
Met expectations	7	46.67%	
Did not meet expectations	5	33.33%	
No expectations	1	6.67%	
	15		

Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	4	25.00%	
Did not meet expectations	5	31.25%	
No expectations	6	37.50%	
	16		

Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	2	12.50%	
Did not meet expectations	10	62.50%	
No expectations	4	25.00%	
	16		

Alternatives to gendered uniforms or dress codes

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	5	31.25%	
Did not meet expectations	0	0.00%	
No expectations	10	62.50%	
	16		

Well communicated policies to support those affirming their gender

	Count	Percentage	
Exceeded expectations	3	18.75%	
Met expectations	5	31.25%	
Did not meet expectations	5	31.25%	
No expectations	3	18.75%	
	16		

GENDER IDENTITY

I have affirmed my gender in any way (legally/medically/socially) in the workplace: *

	Count	Percentage	
Yes, at my current workplace	6	37.50%	
Yes, at my previous workplace	1	6.25%	
No, I have not affirmed my gender identity at any workplace	7	43.75%	
Prefer not to respond (you will be asked no further questions on	2	12.50%	

gender identity)

16

GENDER EXPERIENCE

Please indicate to what degree people at work are aware of your gender identity: *

	Count	Percentage	
Everyone	3	18.75%	
Most I work with	3	18.75%	
Selected few only	3	18.75%	
Not at all	7	43.75%	
Prefer not to respond	0	0.00%	
	16		

THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE

GENDER DIVERSITY - OPEN

Now thinking about your experience of being open at work in regard to your gender diversity, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

People make an effort to use my personal pronouns

	Count	Percentage	
Strongly agree	3	50.00%	
Agree	2	33.33%	
Neither agree or disagree	0	0.00%	
Disagree	1	16.67%	
Strongly disagree	0	0.00%	
	6		

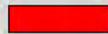
Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

	Count	Percentage	
Strongly agree	2	33.33%	
Agree	2	33.33%	
Neither agree or disagree	1	16.67%	
Disagree	1	16.67%	
Strongly disagree	0	0.00%	
	6		

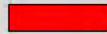
I have been deliberately misgendered within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	16.67%	
Neither agree or disagree	1	16.67%	
Disagree	2	33.33%	
Strongly disagree	2	33.33%	
	6		

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

	Count	Percentage	
Strongly agree	2	33.33%	
Agree	4	66.67%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	6		

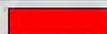
I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager

	Count	Percentage	
Strongly agree	2	33.33%	
Agree	3	50.00%	
Neither agree or disagree	1	16.67%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	6		

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

	Count	Percentage	
Strongly agree	3	50.00%	
Agree	1	16.67%	
Neither agree or disagree	2	33.33%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	6		

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

	Count	Percentage	
Strongly agree	2	33.33%	
Agree	3	50.00%	
Neither agree or disagree	1	16.67%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	6		

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

	Count	Percentage	
Strongly agree	1	16.67%	
Agree	3	50.00%	
Neither agree or disagree	2	33.33%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	6		

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

	Count	Percentage	
Strongly agree	1	16.67%	
Agree	4	66.67%	
Neither agree or disagree	0	0.00%	
Disagree	1	16.67%	
Strongly disagree	0	0.00%	
	6		

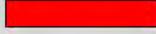
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	2	33.33%	
Disagree	3	50.00%	
Strongly disagree	1	16.67%	
	6		

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

	Count	Percentage	
Strongly agree	2	33.33%	
Agree	4	66.67%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	6		

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	3	50.00%	
Strongly disagree	3	50.00%	
	6		

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	33.33%	
Agree	2	33.33%	
Neither agree or disagree	1	16.67%	
Disagree	0	0.00%	
Strongly disagree	1	16.67%	
	6		

THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE

GENDER DIVERSITY - OPEN

Many organisations run gender equity programs that support women in the workplace, and focus on the experiences and challenges they face.

If you are a nonbinary or gender diverse person perceived by colleagues as female or feminine, do you believe you face the same challenges as LGBTQ women?

	Count	Percentage
Strongly Agree	0	0.00%
Agree	1	16.67%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly Disagree	0	0.00%
N/A	5	83.33%
	6	

THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE

GENDER DIVERSITY - NOT OPEN

Thinking about your experience of NOT being open at work in regard to your gender diversity, 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	12.50%	
Agree	4	50.00%	
Neither agree nor disagree	1	12.50%	
Disagree	1	12.50%	
Strongly disagree	1	12.50%	
	8		

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

	Count	Percentage	
Strongly agree	1	12.50%	
Agree	2	25.00%	
Neither agree nor disagree	2	25.00%	
Disagree	2	25.00%	
Strongly disagree	1	12.50%	
	8		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	7	87.50%	
Neither agree nor disagree	1	12.50%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	8		

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	14.29%	
Neither agree nor disagree	1	14.29%	
Disagree	4	57.14%	
Strongly disagree	1	14.29%	
	7		

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

	Count	Percentage	
Strongly agree	1	12.50%	
Agree	1	12.50%	
Neither agree nor disagree	3	37.50%	
Disagree	3	37.50%	
Strongly disagree	0	0.00%	
	8		

I feel the current social/political sphere outside of the workplace has negatively impacted my willingness to be out

	Count	Percentage	
Strongly agree	1	12.50%	
Agree	6	75.00%	
Neither agree nor disagree	1	12.50%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	8		

THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE

GENDER DIVERSITY - NOT OPEN

Many organisations run gender equity programs that support women in the workplace, and focus on the experiences and challenges they face.

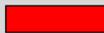
If you are a nonbinary or gender diverse person perceived by colleagues as female or feminine, do you believe you face the same challenges as LGBTQ women?

	Count	Percentage	
Strongly Agree	4	50.00%	
Agree	2	25.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	12.50%	
Strongly Disagree	0	0.00%	
N/A	1	12.50%	
	8		

ALL REGIONAL EMPLOYEES

As a regional/rural/remote 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	16	33.33%	
Agree	22	45.83%	
Neither agree nor disagree	6	12.50%	
Disagree	3	6.25%	
Strongly disagree	1	2.08%	
	48		

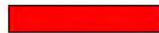
Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion

	Count	Percentage	
Strongly agree	13	27.08%	
Agree	22	45.83%	
Neither agree nor disagree	7	14.58%	
Disagree	5	10.42%	
Strongly disagree	1	2.08%	
	48		

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

	Count	Percentage	
Strongly agree	14	29.17%	
Agree	17	35.42%	
Neither agree nor disagree	14	29.17%	
Disagree	2	4.17%	
Strongly disagree	1	2.08%	
	48		

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

	Count	Percentage	
Strongly agree	13	27.08%	
Agree	24	50.00%	
Neither agree nor disagree	10	20.83%	
Disagree	1	2.08%	
Strongly disagree	0	0.00%	
	48		

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

	Count	Percentage	
Strongly agree	21	43.75%	
Agree	16	33.33%	
Neither agree nor disagree	10	20.83%	
Disagree	1	2.08%	
Strongly disagree	0	0.00%	
	48		

OVERSEAS OFFICES

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	

INTERNATIONAL EMPLOYEES OF DIVERSE SEXUALITY AND/OR GENDER

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	

OVERSEAS LGBTQ+

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...

DIVERSE EMPLOYEES

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	6	2.11%
I am a person of colour	21	7.37%
I identify with a CALD background	39	13.68%
I am someone living with a disability	33	11.58%
I am neuro-diverse (example: Autism, ADHD, Dyslexia)	41	14.39%
I am a person of faith / religion	38	13.33%
I am a mature age employee	71	24.91%
None of the above	127	44.56%

INTERSECTIONALITY - SEXUALITY, GENDER IDENTITY AND OTHER DIVERSITIES

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	4	5.80%	
Person of colour	6	8.70%	
CALD background	17	24.64%	
Living with a disability	10	14.49%	
Neuro-diverse	8	11.59%	
Person of faith/religion	10	14.49%	
Mature Age Employee	23	33.33%	
Diverse sexual orientation	26	37.68%	
Trans experience and/or history	2	2.90%	
Diverse gender identity	4	5.80%	
	69		

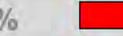
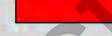
I feel the following aspects of my diversity would be valued in career progression here:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	4	7.41%	
Person of colour	6	11.11%	
CALD background	14	25.93%	
Living with a disability	6	11.11%	
Neuro-diverse	12	22.22%	
Person of faith/religion	8	14.81%	
Mature Age Employee	23	42.59%	
Diverse sexual orientation	18	33.33%	
Trans experience and/or history	3	5.56%	
Diverse gender identity	4	7.41%	
	54		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	4.17%	
Person of colour	2	2.78%	
CALD background	11	15.28%	
Living with a disability	14	19.44%	
Neuro-diverse	19	26.39%	
Person of faith/religion	13	18.06%	
Mature Age Employee	28	38.89%	
Diverse sexual orientation	12	16.67%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	4	5.56%	
	72		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	0	0.00%	
Person of colour	0	0.00%	
CALD background	8	14.55%	
Living with a disability	13	23.64%	
Neuro-diverse	15	27.27%	
Person of faith/religion	9	16.36%	
Mature Age Employee	19	34.55%	
Diverse sexual orientation	8	14.55%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	1	1.82%	
	55		

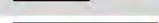
I feel the most accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	2	2.47%	
Person of colour	7	8.64%	
CALD background	18	22.22%	
Living with a disability	10	12.35%	
Neuro-diverse	7	8.64%	
Person of faith/religion	6	7.41%	
Mature Age Employee	14	17.28%	
Diverse sexual orientation	27	33.33%	
Trans experience and/or history	3	3.70%	
Diverse gender identity	4	4.94%	
	81		

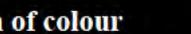
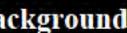
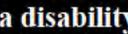
I feel the least accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	2	2.63%	
Person of colour	1	1.32%	
CALD background	2	2.63%	
Living with a disability	12	15.79%	
Neuro-diverse	20	26.32%	
Person of faith/religion	14	18.42%	
Mature Age Employee	22	28.95%	
Diverse sexual orientation	5	6.58%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	6	7.89%	
	76		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	6	5.45%	
Person of colour	16	14.55%	
CALD background	33	30.00%	
Living with a disability	24	21.82%	
Neuro-diverse	28	25.45%	
Person of faith/religion	21	19.09%	
Mature Age Employee	27	24.55%	
Diverse sexual orientation	52	47.27%	
Trans experience and/or history	6	5.45%	
Diverse gender identity	9	8.18%	
	110		

I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	92	65.71%	
Person of colour	100	71.43%	
CALD background	85	60.71%	
Living with a disability	92	65.71%	
Neuro-diverse	76	54.29%	
Person of faith/religion	78	55.71%	
Mature Age Employee	111	79.29%	
Diverse sexual orientation	108	77.14%	
Trans experience and/or history	41	29.29%	
Diverse gender identity	48	34.29%	
	140		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	17	16.50%	
Person of colour	58	56.31%	
CALD background	59	57.28%	
Living with a disability	23	22.33%	
Neuro-diverse	18	17.48%	
Person of faith/religion	23	22.33%	
Mature Age Employee	60	58.25%	
Diverse sexual orientation	46	44.66%	
Trans experience and/or history	7	6.80%	
Diverse gender identity	9	8.74%	
	103		

SEXUALITY, GENDER IDENTITY AND OTHER DIVERSITIES

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

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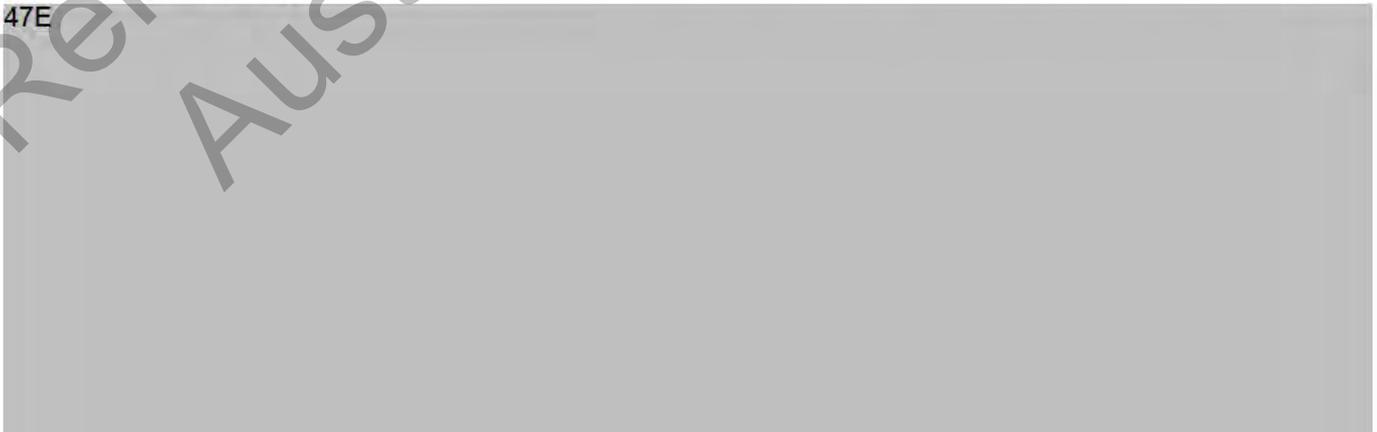
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SEXUALITY, GENDER IDENTITY AND OTHER DIVERSITIES

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

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DO YOU HAVE ANYTHING YOU WOULD LIKE TO ADD?

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

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

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

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

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