



AUSTRALIAN WORKPLACE EQUALITY INDEX

2017

AUSTRALIAN WORKPLACE  
EQUALITY INDEX 2017  
**EMPLOYEE SURVEY  
ANALYSIS**

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## OUR GREATEST ASSET IS WHAT MAKES US DIFFERENT

### GOLDMAN SACHS IS COMMITTED TO CREATING AND SUSTAINING A DIVERSE WORK ENVIRONMENT

Employee affinity networks and interest forums, which are open to all professionals at Goldman Sachs, develop programs that support our firm's diversity and inclusion strategy.

They offer training and educational programs, create networking forums, host leadership conferences, and sponsor client events. We have developed and support over 80 affinity networks and interest forums globally. Across Asia Pacific, we have the following:

#### BLACK AND HISPANIC/LATINO NETWORK (BHLN)

The BHLN provides professional development and networking opportunities for black and Hispanic/Latino employees and serves as a community to share ideas, raise awareness and create an inclusive environment.

#### DISABILITY INTEREST FORUM (DIF)

The DIF aims to create an inclusive environment that is accessible to current and future employees, clients, candidates and guests with a disability.

#### FAMILY FORUM

The Family Forum focuses on sharing best practices, creating a support community for working parents, and acting as a forum for raising parents' issues to senior management.

#### LESBIAN, GAY, BISEXUAL, TRANSGENDER AND INTERSEX (LGBTI) NETWORK

The LGBTI Network advocates for a work environment that respects, welcomes and supports lesbian, gay, bisexual, transgender and intersex professionals, and enables them to perform to their fullest potential and contribute to the greater goals of the firm.

#### WOMEN'S NETWORK

The Women's Network helps develop, retain, recruit and raise the profile of women at all levels within the firm across their professional and community roles.

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# WELCOME FROM OUR PRIDE IN DIVERSITY DIRECTOR



**DAWN HOUGH**

**Director**

**ACON's Pride Inclusion Programs**

**Pride in Diversity, Pride in Sport, Pride in Health + Wellbeing**

It gives me great pleasure to present the results of the 2017 annual Australian Workplace Equality Index (AWEI) Employee Survey. The Survey forms part of the AWEI, the national benchmarking instrument for LGBTI inclusion in Australia and is produced by Pride in Diversity, Australia's national not-for-profit employer support program for this important area of diversity and inclusion practice.

The AWEI continues to be the largest survey of its kind and the only survey within Australia that annually gauges the lived experiences, insights and perceptions of employees across all sectors and industries working within organisations currently active (from just starting to well advanced) in LGBTI workplace inclusion.

**The survey validates that the work of LGBTI inclusion within Australian workplaces positively and directly impacts the health and wellbeing, engagement, productivity and loyalty of LGBTI employees.**

From 770 respondents in the survey's initial release in 2012 we have seen significant and sustained growth in participation. This year 16,759 respondents provided insight into their experiences, perceptions and lived experiences. Regardless of one's sexual orientation, gender identity or intersex status, views across Australian workplaces have been captured, mapped and built into the provision of support, knowledge and leadership.

I would like to thank Goldman Sachs and their partners Fuji Xerox for the sponsorship and production of the 2017 AWEI and Survey publications. Hard copies of these publications have been distributed widely, not only within Australia, but globally. Soft copies will always be available via [www.pid-awei.com.au/awei-publication](http://www.pid-awei.com.au/awei-publication) as are all of the archived publications from previous years.

I would also like to extend an enormous thank you to the following people: Helen Conway for her meticulous scrutiny of the data, report production and presentation of results at our annual conference; Finlay Long for his design and management of production; Tess Ziems for proofreading and cross checking and Steph and Lauren for managing the collection of employer contribution to the broader publication.

I would also like to thank all participating employers, survey respondents and all those who have put many hours of dedicated effort into the AWEI submission. Your work has contributed to a very significant benchmark that has driven, and will continue to drive LGBTI inclusion within Australian workplaces. You benefit, but so does the rest of Australia, thank you.

For more information on the AWEI benchmark or survey results, for media comment or participation details, please contact the Pride in Diversity office on (02) 9206.2139.

# WELCOME FROM OUR 2017 PUBLICATION SPONSOR



**SIMON ROTHERY**  
**Chief Executive Officer**  
**GOLDMAN SACHS**  
**AUSTRALIA & NEW ZEALAND**

Goldman Sachs is honoured to sponsor the Australian Workplace Equality Index (AWEI) annual benchmarking publication for the seventh consecutive year. We would like to extend our congratulations to all the organisations and their Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) networks who took part in the 2017 AWEI.

As a founding member of Pride in Diversity (PID), we hope this publication provides support and guidance to further advance the work on LGBTI Inclusion across Australia in the same way it did for Goldman Sachs.

At Goldman Sachs, we believe that working towards a more diverse workplace will both benefit the firm and help us to more successfully meet the needs of our clients. We recognise it takes different perspectives to keep innovating, and the unique experiences of our people help us make an impact.

We are proud to feature consistently in the top 10 of the AWEI since its inception and be recognised as a Platinum Employer. It's a true testament to the progress achieved by our senior leadership, our GLaM (Gays, Lesbians and Mates) Network and our Human Capital Management team.

We are also appreciative of the sharing of best practices across the PID member organisations which has helped us learn and grow throughout our journey.

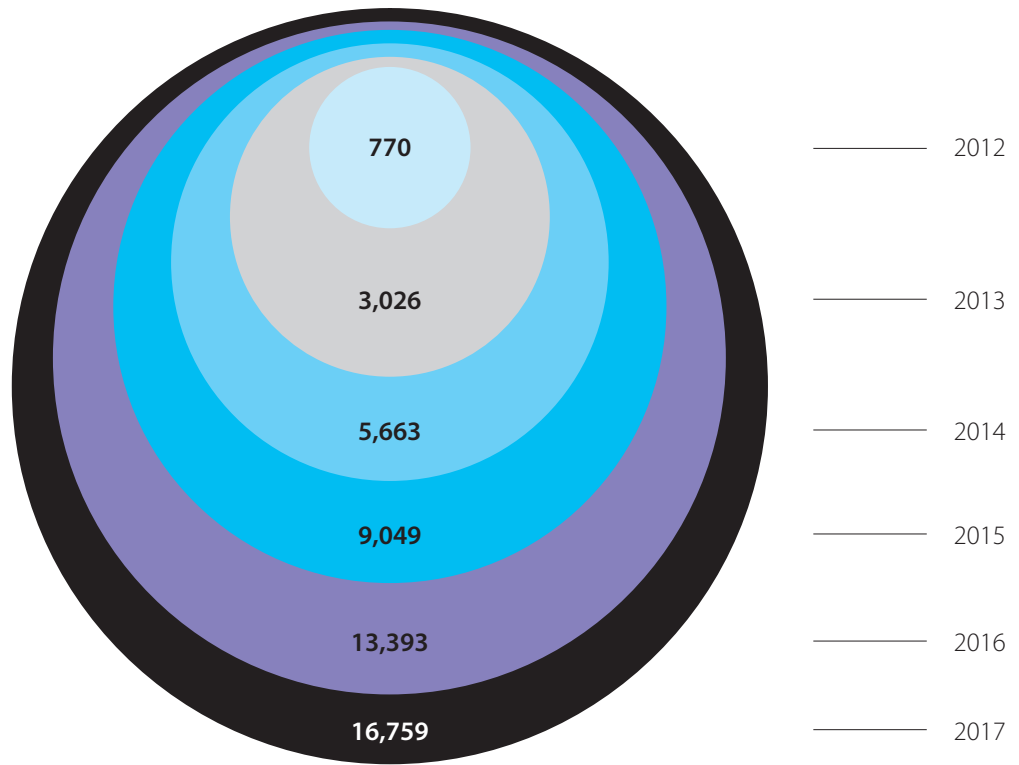
We are delighted to see continued progress for LGBTI inclusion being made across Australia and we look forward to building on our success with PID and our fellow supporters of the national benchmark for LGBTI inclusion.

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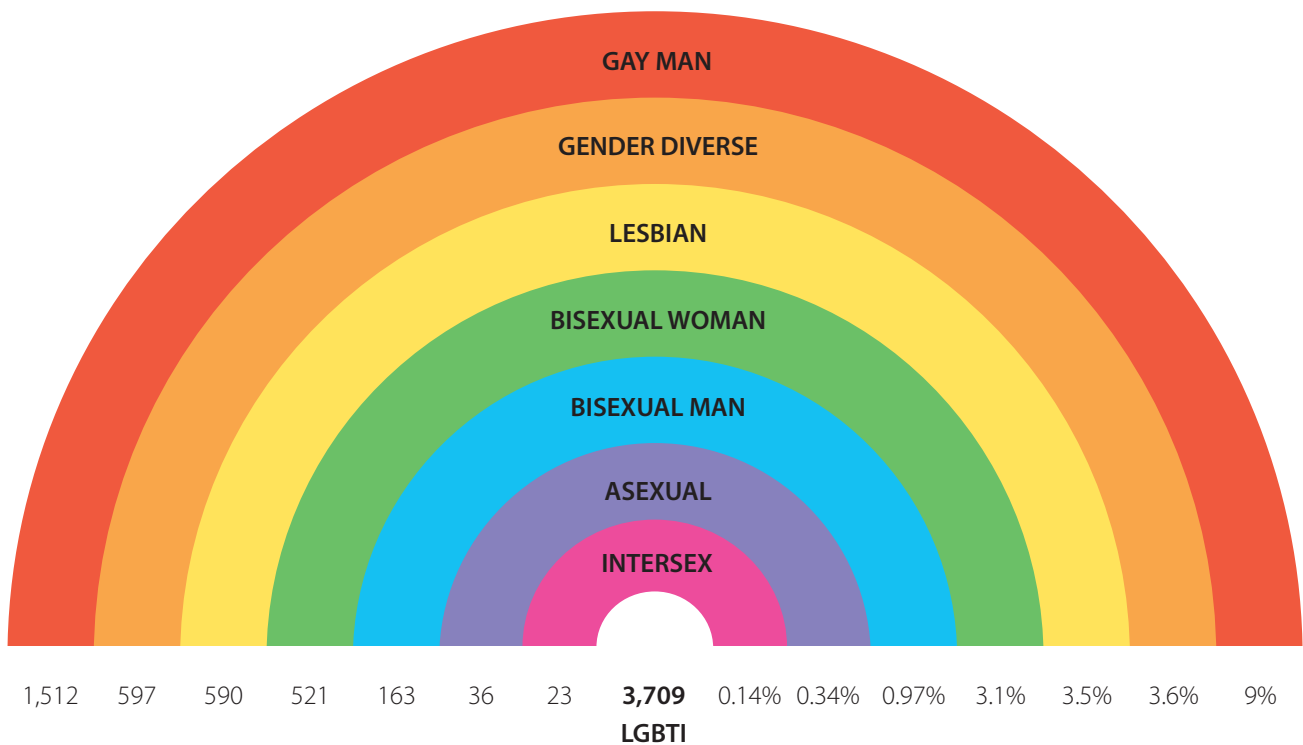
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# 2017 PARTICIPATION OVERVIEW

SURVEY RESPONSES – 6 YEAR GROWTH



## LGBTI SURVEY PARTICIPATION



# EXECUTIVE SUMMARY

As part of the annual Australian Workplace Equality Index (AWEI), employees are invited to complete an optional survey about their organisation's LGBTI inclusion initiatives. This year, 16,759 surveys were completed from employees working at 77 different organisations; this represented a 25% increase on the number of responses from 2016.

Almost half the responses were from staff working in the Private sector, 42% worked in the Public sector, and almost 6% came from both the Higher Education and Not-for-Profit sectors.

The survey was open to all employees regardless of their sexual orientation, gender identity or intersex status. 78% of respondents were heterosexual. Of those that indicated they were not heterosexual, 51% identified as a same sex attracted male, and 5% of males were same and different sex attracted. This year, for the first time, almost as many female respondents indicated they were bisexual, or same and other sex attracted (3.1% of total responses), as there were lesbian respondents (3.4% of total).

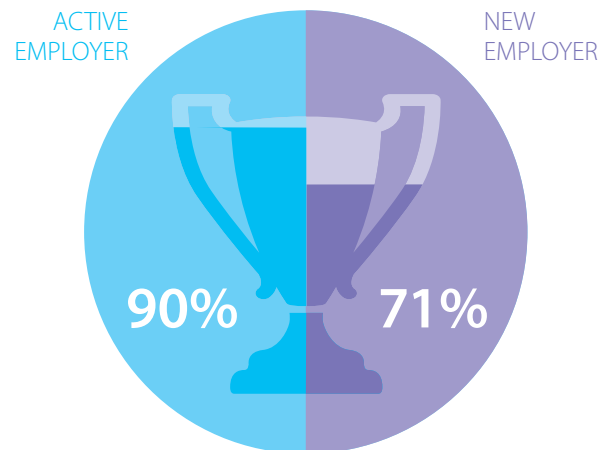
Thirty-six respondents indicated they were 'asexual' (or 'neither sex attracted') and twenty-three respondents were intersex. Almost 600 respondents, or 3.6% of the total, identified as gender diverse, a decrease in the percentage who did in 2016.

Previously, results have been analysed according to whether the employee works at an organisation ranked in the 'Top 10' or the 'Top 20', according to the AWEI benchmarking index, and these responses were compared to those outside the Top 10 or Top 20. This year, the analysis compared responses from a sample of organisations that were the highest performing according to the index, and those that had scores at the bottom end of the index. This highlighted the contrasts between organisations active in LGBTI inclusion and those either less active or new to this space.

## BELIEF IN AND SUPPORT FOR INCLUSION

Personal belief in and support for LGBTI inclusion initiatives was at an all-time high since we started tracking these measures, including amongst non-LGBTI respondents, with 92% supporting LGBTI workplace inclusion. The results were similar, irrespective of whether the employee worked at an active organisation or not. However, those at the less active organisations were less likely to understand why LGBTI inclusion is important to a company – 85% v 93% at the high-performing ones. Leaders at these organisations were also slightly less likely to understand why inclusion

## ACTIVE EMPLOYERS IN LGBTI INCLUSION MAKE A TANGIBLE DIFFERENCE TO THEIR LGBTI EMPLOYEES



## LGBTI EMPLOYEES FEEL THEY CAN BE THEMSELVES AT WORK

is important (89% v 94%). This suggests that those organisations less active could benefit from conveying to all employees, including at senior leadership level, why they are pursuing LGBTI inclusion initiatives.

The experiences of LGBTI respondents differed according to whether they worked for one of these high-performing organisations. Compared to those working at the low-performing organisations, this group was more likely to believe that:

- they could comfortably be themselves at work (90% v 71%)
- their senior leaders genuinely support inclusion (90% v 65%)
- their managers genuinely support inclusion (88% v 67%)

## LEADERSHIP ENDORSEMENT

This difference in confidence levels could also be seen amongst the responses of the leaders themselves. 93% of senior leaders at active organisations had confidence that their managers support inclusion, compared to only 79% at the less active organisations. And 98% of the leaders at the active organisations believe their company genuinely supports inclusion, compared to 81% at those organisations new to inclusion.

As seen in previous years' results, the success of these initiatives often depends on demonstrated support and endorsement from the top, so those organisations new to this space would do well to focus in this area.

# EXECUTIVE SUMMARY

## INTERNAL COMMUNICATION

Another key area previously identified as being instrumental in the success of these initiatives is the visibility of them within the organisation. Within those active organisations when it comes to communicating LGBTI inclusion internally:

- twice as many LGBTI employees believe their company communicates well (84% v 42%)
- 90% of non-LGBTI respondents believe their company communicates well, compared to 50% at less active organisations.

Employees were also far more likely to agree they knew where to go to find more information about LGBTI inclusion (85%) whereas only 50% of staff working at the less active organisations agreed that they knew where to go, and yet only 60% of their leaders believe they need to do more communication and/or training.

## EXTERNAL COMMUNICATION

External communication of these initiatives can also be pivotal to their success. At those active organisations:

- 73% of LGBTI respondents agree their organisation communicates externally about the initiatives, compared to only 22% at the less active organisations.
- 86% of leaders believe their company communicates externally, compared to only 29% of leaders at organisations new to this space.
- 77% of leaders talk about their company's inclusion initiatives outside of work, compared to 41% at the lower performing organisations.

## SECTOR

In 2016, we analysed responses according to which sector the participant worked in. The Public sector did not fare as strongly on several measures. Again, this year, the results were lower for the Public sector but there were improvements seen against many measures.

While support for and belief in LGBTI inclusion initiatives was high across all sectors, it was lowest in the Public sector. Only 85% of respondents believed the initiatives to be important to an organisation; however, this was much higher than the 76% last year and only 72% two years ago.

The Public sector had lower levels of confidence that their organisations, senior leaders or managers genuinely support inclusion but the percentages had increased from last year. For example, 71% of respondents last year believed their department genuinely supported inclusion, compared to 75% this year; and 73% had confidence that their senior leaders support inclusion, compared to 69% last year.

Similarly, 55% of Public sector employees agreed that their department communicates inclusion, an increase from 47% last year, and, this year, 63% agreed they know where to get more information on inclusion, compared to 58% in 2016.

Reassuringly, the leaders of Public sector departments recognise the importance of increasing the visibility of these initiatives, with 58% believing their department should increase communication and/or training on LGBTI inclusion, higher than leaders in other sectors.

## ALLIES

This year, we surveyed respondents about whether they considered themselves an 'ally' or 'champion' of LGBTI respondents. We also asked LGBTI people themselves what they would like to see of allies.

Allies were more likely to be visible in those organisations active in inclusion and more people were likely to identify as such, compared to those working in less active organisations:

- More people agreed they had allies in their workplace (61% v 22%)
- More non-LGBTI respondents considered themselves an ally (63% v 46%)
- More leaders considered themselves an ally (77% v 54%)
- More LGB respondents agreed their allies were identifiable and accessible (66% v 30%)

When LGBTI respondents were asked what they would like to see from allies, the following were the most commonly selected responses (note the wording was presented slightly differently to gender diverse respondents):

1. Speaking up against anti-LGBTI/ anti-gender diverse discussion.
2. Talking about LGBTI / gender diverse topics, events and people positively within the workplace.
3. Calling out anti-LGBTI / anti-gender diverse jokes, innuendo.



# EXECUTIVE SUMMARY

The Private and Not-for-Profit sectors recorded the highest percentage of employees considering themselves allies (63%) with the figure lowest in the Public sector. The Public sector also had the highest percentage of respondents indicating they were not an ally (20%). This was backed up at senior leadership level, with 16% of Public sector leaders not considering themselves an ally, against only 7% of Private sector leaders and 4% of NFP leaders.

## LESBIAN, GAY AND BISEXUAL RESPONDENTS

An inclusive culture was very important to 86% of all lesbians and gay men, less so to bisexual women (77%) and much less so to bisexual men (57%). However, working for an organisation where respondents feel they could be out received some of the strongest responses ever to this question; 97% of lesbians reported that this factor was important, and 94% of gay men agreed.

The vast majority of LGB respondents also agreed that openly out role models are important to an inclusive culture; only bisexual men were the least likely to agree with this (81%) although this figure is still much higher than the 72% who agreed with this last year.

Compared to those working at organisations new to inclusion, those working at organisations active in inclusion were:

- more likely to believe that their manager supports inclusion (86% v 78%)
- more confident that their manager would address inappropriate behaviour (89% v 80%)
- more likely to believe that the initiatives had had a positive impact on how they feel about their sexuality (57% v 40% of lesbians, and 58% v 41% of gay men).

## Being Out at Work

As in previous years, we saw a far greater percentage of lesbians and gay men out about their sexuality than bisexuals, but across all sexualities, the percentages reporting being out were slightly lower than those recorded in 2016. Respondents working at those organisations active in inclusion were also more likely to be out (77%) than those working at organisations new to inclusion (64%).

The most common reasons cited for not being out at work were that they 'don't want to be labelled' and that they are 'just not comfortable enough to be out at work'.

For those who were out at work, 40% of gay men and 30% of lesbians at organisations active in inclusion felt it had had a positive impact on their career progression, compared to only 18% of gay men and 17% of lesbians at the less active organisations. Almost half of men, whether gay or bisexual, felt that being out had made them 'more productive' or 'significantly more productive'. This was reflected in one-third of female respondents. The difference was also pronounced between those working at the high performing organisations, with 52% believing that being out had increased their productivity, compared to only 36% of those at the lower performing organisations.

There was a strong correlation between believing a manager supports LGBTI inclusion and being out to them, with 85% of respondents being out to their manager where they 'strongly agreed' the manager supports inclusion, compared to 36% being out where they 'strongly disagreed' with this.

Younger employees were less likely to be out to their manager; only 64% of those under 35 were out to their manager, compared to 74% of those aged 35 and over. This is despite younger employees having slightly more confidence in their managers to address inappropriate behaviour, with 85% of those under 35 compared to 80% of those aged 45 and over.

## Negative Commentary and/or Bullying

The percentage of LGB respondents who had personally experienced negative commentary was slightly lower this year. In 2016, 8% of lesbians and gay men had experienced these jokes, compared to 6.6% of lesbians and 6.3% of gay men this year. One in two respondents reported feeling comfortable responding to it.

When asked about being personally bullied, fewer respondents this year indicated they had been within the last year – 6.4% of lesbians and 5.5% of gay men, a decrease from 9.5% of lesbians and 7.1% of gay men last year.

While the percentage of gay men who reported it stayed constant this year at 31%, the percentage of lesbians who reported it increased from 33% last year to 42% this year.

Participants were asked why they had not reported bullying if they had experienced it, or would not report bullying were it to happen to them, and the most commonly selected response was that it 'would be career limiting'.

# EXECUTIVE SUMMARY

Younger employees were less likely to feel comfortable responding to negative commentary or jokes: 44% of those under 35 were comfortable compared to 52% of those aged 35 and over. And while the percentages of those indicating they had been personally bullied were similar cross the age groups, the percentage who reported it did differ; only 23% of those aged 18-24 reported the bullying, compared to one-third of those aged 25-44, and almost half of those aged 45-54.

## Sector Differences

The lived experience of LGB people differed according to which sector they work in.

While the majority of respondents were 'neutral' on whether or not being 'out' had had any impact on their career progression, the percentage of those who felt it had had a positive impact was lower in the Public sector (18%), compared to over 32% of respondents in the other sectors. The percentage reporting that it had had a negative effect was also much higher, with 10% reporting this in the Public sector, compared to 5% in the Private sector, 3% in Higher Education and no one working in the NFP sector.

A positive result was that there were lower rates of bullying or harassment this year across all sectors, except the Private sector (although this only saw a small increase from 3.5% to 4%). The percentage experiencing bullying in the Public sector fell from 10.8% to 7.5% this year, the NFP sector fell from 7.5% to 3% this year, and the Higher Education sector fell from 6% to only 1.4% this year.

The percentage of those who reported the bullying was at its highest in the Public Sector (39% compared to a low of 28% in the Private sector). Despite this improvement, the number of people seeking another job due to this bullying or harassment did not decrease; 8% of those in the Public sector were actively looking, with bullying being either the predominant or contributing factor.

## GENDER DIVERSE RESPONDENTS

Inclusion initiatives were important to 87% of gender diverse respondents, a much higher percentage than seen in previous years but also higher amongst those working in active organisations (87%) compared to those working in the less active ones (72%).

There were other strong differences between these two cohorts. Those working in high performing organisations were more likely to:

- Believe their organisation is more supportive of gender diverse employees (79% v 58%)
- Believe their organisation's inclusion initiatives benefit gender diverse employees (71% v 46%)
- Recommend their organisation as a place in which gender diverse people could work (74% v 67%).

Those working in the active organisations were also far more likely to be aware of inclusion or transition policies for transgender people (55% v 24%), indicating the importance of visibility of these initiatives to ensure their success.

The recruitment period is an anxious time for approximately half of gender diverse people. One-quarter of respondents reported 'very high' or 'high' stress levels during recruitment, with a further quarter indicating they felt 'moderate' stress levels, citing general fears of discrimination, dress codes and external social/ family challenges as barriers to employment.

Approximately 18% of respondents indicated that attitudes towards gender diverse people had had a negative impact on their work experience in the previous year; this figure increased from 15% in the previous year. Of note, is that 27% of gender diverse employees at the high performing organisations reported this, compared to 13% at the lower performing organisations.

## INTERSEX RESPONDENTS

Two-thirds of intersex respondents agreed that LGBTI inclusion initiatives were important to their level of engagement at work, which is double the percentage who responded in the same way in the 2016 survey. However, only one-third believed that the initiatives benefited intersex employees.

Only 43% of respondents indicated they would be comfortable disclosing their intersex status at work, down from 63% last year, and 38% believed that attitudes towards intersex people had had a negative impact on their day to day work, compared to only 15% last year.

# IN-DEPTH PARTICIPATION DEMOGRAPHICS

There were 16,759 people who participated in this year's survey, a 25% increase on the 2016 participation numbers (13,393). The state breakdown of these participants is shown in the table below.

BY STATE	2017		2016		Change from 2016
	Responses	Percentage	Responses	Percentage	
NSW	5,154	30.8%	5,338	39.9%	- 9.1%
ACT	2,918	17.4%	1,367	10.2%	7.2%
VIC	3,576	21.3%	3,580	26.7%	-5.4%
QLD	1,554	9.3%	1,070	8.0%	1.3%
WA	2,283	13.6%	1,289	9.6%	4.0%
SA	593	3.5%	410	3.1%	0.5%
TAS	187	1.1%	110	0.8%	0.3%
NT	88	0.5%	94	0.7%	- 0.2%
Outside Australia	406	2.4%	135	1.0%	1.4%
<b>TOTAL</b>	<b>16,759</b>		<b>13,393</b>		

This year saw a drop in the number of respondents based in NSW and Victoria, with an increasing percentage of respondents coming from the other states. In particular, the number of respondents from the ACT more than doubled, due to large response numbers from federal government departments. Public sector respondents accounted for 42% of the total, with 47% from the Private sector. The number of responses received from the Higher Education and Not-for-Profit sectors were similar, although lower than in 2016.

BY SECTOR	2017		2016		Change from 2016
	Responses	Percentage	Responses	Percentage	
Private	7,843	46.8%	5,663	42.7%	4.1%
Public (Government Department / Agency)	6,976	41.6%	5,565	42.0%	-0.4%
Higher Education	968	5.8%	1,005	7.6%	- 1.8%
Not-for-Profit / Charity	972	5.8%	1,021	7.7%	- 1.9%
<b>TOTAL</b>	<b>16,759</b>		<b>13,254</b>		

# IN-DEPTH PARTICIPATION DEMOGRAPHICS

Most respondents were based in metropolitan centres, with a decrease in the percentage of respondents coming from regional, rural and remote areas.

BY LOCATION	2017		2016		Change from 2016
	Responses	Percentage	Responses	Percentage	
Metropolitan	13,952	83.7%	10,592	79.9%	3.8%
Regional	2,286	13.7%	2,097	15.8%	- 2.1%
Rural	346	2.1%	457	3.4%	- 1.4%
Remote	89	0.5%	112	0.8%	- 0.3%
<b>TOTAL</b>	<b>16,673</b>		<b>13,258</b>		

Neither state nor location were taken into account during the analysis. However, data were analysed according to sector, as well by age group, sexual orientation, gender identity and intersex status, as per the breakdowns below.

BY AGE GROUP	2017		2016		Change from 2016
	Responses	Percentage	Responses	Percentage	
<18 years	5	0.02%	1	0.0%	0.02%
18-24 years	861	5.1%	559	4.2%	0.9%
25-34 years	4,655	27.8%	3,432	25.9%	1.9%
35-44 years	4,803	28.7%	3,942	29.7%	-1.1%
45-54 years	4,256	25.4%	3,556	26.8%	-1.4%
55-64 years	1,898	11.3%	1,540	11.6%	-0.3%
65+ years	156	0.9%	130	1.0%	0.05%
Prefer not to respond	125	0.7%	98	0.7%	0.01%
<b>TOTAL</b>	<b>16,759</b>		<b>8,993</b>		

Respondents were asked whether they were heterosexual or opposite/other sex attracted; 77.9% indicated that they were, a 2.1% increase from the previous year. A further 4.3% preferred not to respond, a decrease from the previous year. These results were excluded from any further analysis, as no assumption was made as to whether the respondent was 'LGB' or otherwise.

The 17.8% who indicated they were not heterosexual were asked whether they were same sex attracted, same and other sex attracted, neither sex attracted, or other.

Participants were also asked to select the gender with which they identify, whether they consider themselves gender diverse and/or of intersex status. The full responses are shown in the table on the next page.

# IN-DEPTH PARTICIPATION DEMOGRAPHICS

	Referred to in the report as	Responses	Percentage*	Change from 2016
Heterosexual / Opposite or Other Sex Attracted	Heterosexual	13,050	77.9%	2.1%
Same Sex Attracted, Identify as Male	Gay Man	1,512	9.0%	-0.6%
Same & Other Sex Attracted, Identify as Male	Bisexual (M)	163	0.97%	-0.13%
Same Sex Attracted, Identify as Female	Lesbian	590	3.5%	-1.1%
Same & Other Sex Attracted, Identify as Female	Bisexual (F)	521	3.1%	0.6%
Neither Sex Attracted	Asexual	36	0.34%	-0.2%
Gender Diverse	Gender Diverse	597	3.6%	-2.2%
Intersex	Intersex	23	0.14%	0.01%

\* The percentages do not add up to 100% because a respondent could be in more than one category, for example, be gender diverse and same sex attracted.

There were almost as many female respondents indicating they were bisexual, or same and other sex attracted (3.1%), as there were lesbian respondents (3.4%). We also saw a decrease in the percentage of respondents indicating they were gender diverse. This could be due to making the description of gender diversity clearer in the survey.

There were 12,558 respondents (74.9%) who indicated that they were heterosexual, they were not gender diverse nor were they intersex; this cohort has been referred to as 'non-LGBTI' throughout the report. Note that respondents who selected 'prefer not to respond' to any of the specific sexuality and gender questions were excluded from this cohort.

## CEO, EXECUTIVE AND SENIOR LEADERSHIP

Data were analysed according to respondents' position in the organisation. Responses from those who indicated they were at C-level and Senior Leadership Team (SLT) level (n=1,225) were analysed against all other respondents.

## 'ACTIVE' VS 'NEW' ORGANISATIONS

In previous years, the lived experiences of both LGBTI and non-LGBTI staff have differed according to whether an organisation was ranked in the Top 10 or not. Last year, the distinction was broadened to encompass those working at Top 20 organisations versus the remainder. This year, analysis was done on ten of the highest performing organisations in the AWEI benchmarking, all of which are active and experienced in LGBTI inclusion work, compared to ten organisations that are new to LGBTI inclusion and/or scored lower in the benchmarking.

The list of ten higher performing organisations comprised nine private companies and one higher education institute, with 2,216 respondents. The ten lowest performing organisations comprised three private companies, four public departments, two higher education institutes and one not-for-profit with 2,197 respondents. The comparison throughout the report (typically labelled 'Active' and 'New') highlights the benefits of ensuring inclusion programs continue longer term.

Finally, the CEO, Executive and SLT data were further broken down into the leaders of the active organisations (n=208) versus the newer ones (n=182), to analyse the effect that commitment and support from leadership teams can have on the program's success.

# KEY THEME 1: PERSONAL BELIEFS ON LGBTI INCLUSION INITIATIVES

The following questions assessed respondents' personal beliefs on LGBTI inclusion in the workplace, regardless of organisational initiatives or policies.

Question #	Survey Question	Data selection for chart
Q1	How important do you personally believe LGBTI inclusion initiatives are to an organisation?	Very Important / Somewhat Important
Q2	To what extent do you understand why LGBTI inclusion is important to an organisation?	Large Extent / Moderate Extent
Q6	Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion"	Strongly Agree / Agree

## LGBTI v NON-LGBTI RESPONDENTS

LGBTI survey respondents were more likely to personally believe in and support inclusion initiatives than non-LGBTI respondents. The percentage agreeing with the above statements was at an all-time high since we started tracking these measures, including amongst non-LGBTI respondents, with 92% supporting LGBTI workplace inclusion.

### Personal Beliefs on LGBTI Workplace Inclusion

*How important do you personally believe LGBTI inclusion initiatives are to an organisation?  
Very Important / Somewhat Important*



*To what extent do you understand why LGBTI inclusion is important to an organisation?  
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion"  
Strongly Agree / Agree*



## AGE GROUP

95% of those aged under 35 were personally supportive of LGBTI inclusion initiatives, which dropped to over 90% of those aged under 55, with only 83% of those aged over 65 supportive. Older respondents were also less likely to understand the importance of inclusion initiatives to an organisation.

# KEY THEME 1: PERSONAL BELIEFS ON LGBTI INCLUSION INITIATIVES

## ACTIVE v NEW EMPLOYERS

Whilst personal support levels were similar across those working in organisations active in inclusion, compared to those new to inclusion (95% v 92%), there was a difference between the two groups when comparing how important inclusion initiatives are perceived to be to an organisation (92% v 85%). 93% understand why LGBTI inclusion is important at experienced organisations, compared to 85% at the less active.

This suggests that those organisations less active could benefit from conveying to all employees why they are pursuing LGBTI inclusion initiatives.

### Personal Beliefs on LGBTI Workplace Inclusion

*How important do you personally believe LGBTI inclusion initiatives are to an organisation?  
Very Important / Somewhat Important*



*To what extent do you understand why LGBTI inclusion is important to an organisation?  
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion"  
Strongly Agree / Agree*



# KEY THEME 2: LGBTI INCLUSIVE CULTURE

## LEADERSHIP

There was little difference in personal support of LGBTI inclusion initiatives between the leaders at the experienced organisations and the less active ones, and over 90% of all leaders believed that the initiatives are important to an organisation. The leaders at the organisations less active in inclusion were slightly less likely to understand why LGBTI inclusion is important (89% v 94%).

The leaders of public sector departments were less likely to understand why inclusion was important (89%), compared to 94% of private sector leaders and 98% of not-for-profit leaders.

## SECTOR

Support for and belief in LGBTI inclusion initiatives was similarly high across all sectors, although lowest in the Public sector. Only 85% of respondents believed the initiatives to be important to an organisation. However, this was much higher than the 76% last year and only 72% two years ago.

As well as their personal views, respondents were asked their views on how LGBTI-inclusive the culture of their own organisation is.

Question #	Survey Question	Data selection for chart
Q3	To what extent do you believe your organisation genuinely supports LGBTI inclusion?	Large Extent / Moderate Extent
Q4	Please state your level of agreement with the statement "I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"	Strongly Agree / Agree
Q5	Please state your level of agreement with the statement "I feel confident that managers / team leaders within this organisation support LGBTI workplace inclusion"	Strongly Agree / Agree
Q8	Please state your level of agreement with the statement "LGBTI employees within my immediate work area could comfortably be themselves within this organisation"	Strongly Agree / Agree

## LGBTI v NON-LGBTI RESPONDENTS

Typically, non-LGBTI respondents tend to rate their organisation's inclusiveness higher than their LGBTI counterparts based on the above measures. In this year's analysis, the responses from those at the more active organisations were very similar, irrespective of whether or not the individual was LGBTI. For example, 88% of LGBTI respondents at active organisations felt confident that their managers supported inclusion (also a much higher percentage than seen in previous years) against 91% of non-LGBTI respondents.

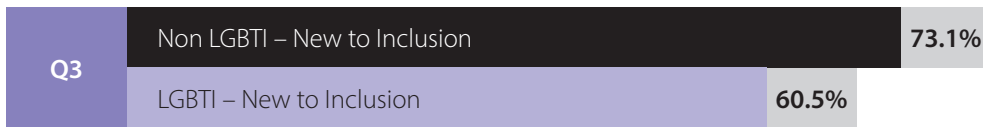
The differences were starker, however, when looking at the responses from the less active organisations; only 61% of LGBTI respondents believed their organisation genuinely supports inclusion (Q3), compared to 73% of non-LGBTI respondents. And only two-thirds of LGBTI respondents had confidence that their senior leaders and managers support inclusion, compared to almost three-quarters of non-LGBTI respondents .



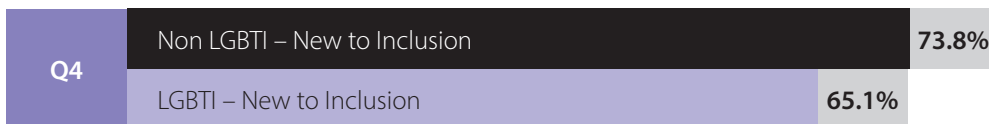
## KEY THEME 2: LGBTI INCLUSIVE CULTURE

### Comparing LGBTI/Non LGBTI views on workplace inclusivity in lower scoring organisations

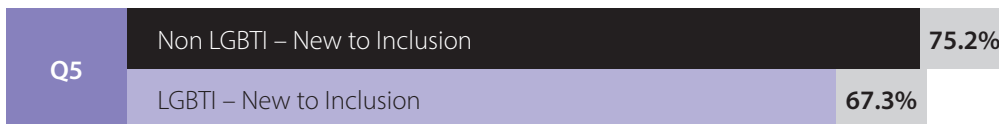
To what extent do you believe your organisation genuinely supports LGBTI inclusion?  
Large Extent / Moderate Extent



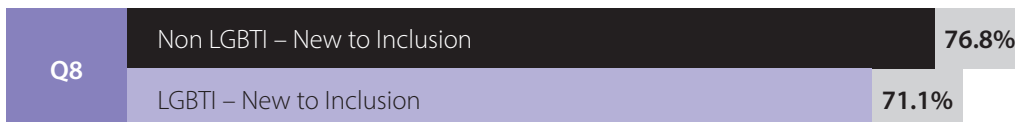
Please state your level of agreement with the statement  
"I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"  
Strongly Agree / Agree



Please state your level of agreement with the statement  
"I feel confident that managers / team leaders within this organisation support LGBTI workplace inclusion"  
Strongly Agree / Agree



Please state your level of agreement with the statement  
"LGBTI employees within my immediate work area could comfortably be themselves within this organisation"  
Strongly Agree / Agree



### ACTIVE v NEW EMPLOYERS

The beliefs of LGBTI respondents were very different depending on whether or not they worked at an organisation new to inclusion work; only 71% of LGBTI respondents at the less active organisations believed they could comfortably be themselves, compared to 90% at the active organisations. Similar differences were seen in the confidence levels that senior leaders and managers support inclusion (90% v 65%, senior leaders; 88% v 67% managers).

### Comparing LGBTI views on workplace inclusivity between higher and lower scoring organisations

To what extent do you believe your organisation genuinely supports LGBTI inclusion?  
Large Extent / Moderate Extent



## KEY THEME 2: LGBTI INCLUSIVE CULTURE

Please state your level of agreement with the statement  
 "I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"  
 Strongly Agree / Agree



Please state your level of agreement with the statement  
 "I feel confident that managers / team leaders within this organisation support LGBTI workplace inclusion"  
 Strongly Agree / Agree



Please state your level of agreement with the statement  
 "LGBTI employees within my immediate work area could comfortably be themselves within this organisation"  
 Strongly Agree / Agree



### LEADERSHIP

This difference in confidence levels could also be seen amongst the responses of the leaders themselves. 93% of senior leaders at active organisations had confidence that their managers support inclusion (Q5), compared to only 79% at the less active organisations. And 98% of the leaders at the active organisations believe their company genuinely supports inclusion, compared to 81% at those organisations new to inclusion.

### Comparing leadership views between higher scoring and lower scoring organisations

To what extent do you believe your organisation genuinely supports LGBTI inclusion?  
 Large Extent / Moderate Extent



Please state your level of agreement with the statement  
 "I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"  
 Strongly Agree / Agree



## KEY THEME 2: LGBTI INCLUSIVE CULTURE

Please state your level of agreement with the statement  
 "I feel confident that managers / team leaders within this organisation support LGBTI workplace inclusion"  
 Strongly Agree / Agree



Please state your level of agreement with the statement  
 "LGBTI employees within my immediate work area could comfortably be themselves within this organisation"  
 Strongly Agree / Agree



### SECTOR

All sectors saw increases across their inclusive culture measures in this year's survey results, compared to last year's. As in 2016, the NFP sector was rated the most inclusive on all measures, with the Private sector also receiving high confidence scores.

The Public sector had lower levels of confidence that their departments, senior leaders or managers genuinely support inclusion but the percentages had increased from last year. For example, 71% of respondents last year believed their department genuinely supported inclusion (Q3), compared to 75% this year; and 73% had confidence that their senior leaders support inclusion (Q4), compared to 69% last year.

### LGBTI Inclusive Culture by Sector

To what extent do you believe your organisation genuinely supports LGBTI inclusion?  
 Large Extent / Moderate Extent



Please state your level of agreement with the statement  
 "I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"  
 Strongly Agree / Agree



# KEY THEME 2: LGBTI INCLUSIVE CULTURE

## LGBTI Inclusive Culture by Sector

Please state your level of agreement with the statement  
"I feel confident that managers / team leaders within this organisation support LGBTI workplace inclusion"  
Strongly Agree / Agree



Please state your level of agreement with the statement  
"LGBTI employees within my immediate work area could comfortably be themselves within this organisation"  
Strongly Agree / Agree



## KEY THEME 3: COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

Participants were asked for their perceptions of how well their organisation communicates internally about LGBTI inclusion initiatives and how visible they are.

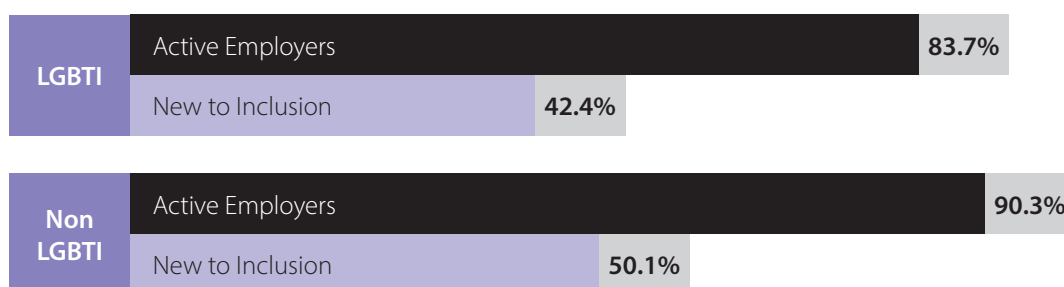
Question #	Survey Question	Data selection for chart
Q9	To what extent do you believe your organisation communicates LGBTI inclusion internally (to people in your workplace)?	Large Extent / Moderate Extent
Q11	Please state your level of agreement with the statement "I know where to go for more information on LGBTI inclusion within this organisation"	Strongly Agree / Agree
Q12	Do you believe your organisation should do less or more communication / training in the area of LGBTI workplace inclusion?	Much more / Somewhat more
Q13	Do you believe that people managers in your organisation should be trained in LGBTI inclusion?	Strongly Agree / Agree

### LGBTI v NON-LGBTI RESPONDENTS

Only 62% of LGBTI respondents believe their organisation communicates inclusion (Q9) compared to 72% of non-LGBTI respondents. Half of non-LGBTI respondents believe the amount of inclusion training is 'fine as is' within their organisation (Q12), but only one-third of LGBTI think the amount is adequate, with the other two-thirds believing there needs to be more. There was a considerable difference around the visibility of the initiatives within the organisation depending on whether the organisation was active in inclusion. Within those active, 84% of LGBTI employees believe their company communicates LGBTI inclusion internally (Q9), and 90% of non-LGBTI respondents agree. This contrasts with only 42% of LGBTI respondents at those organisations new to inclusion, and 50% of non-LGBTI respondents.

#### Communicating LGBTI Inclusion Internally

*To what extent do you believe your organisation communicates LGBTI inclusion internally?  
Large Extent / Moderate Extent*

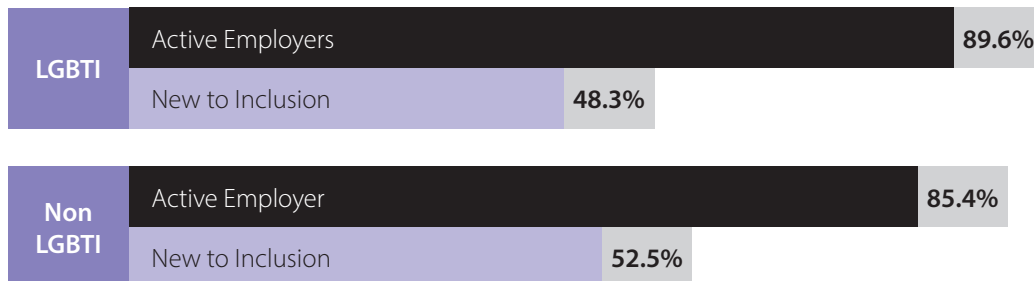


Similar differences were also seen when assessing whether employees agreed they knew where to go to find more information about LGBTI inclusion (Q11), with over 85% of those at the organisations experienced in inclusion agreeing, compared to 48-53% of those in the less active organisations.

# KEY THEME 3: COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

## Knowing where to get more information

Please state your level of agreement with the statement  
 "I know where to go for more information on LGBTI inclusion within this organisation" Strongly Agree / Agree



## AGE GROUP

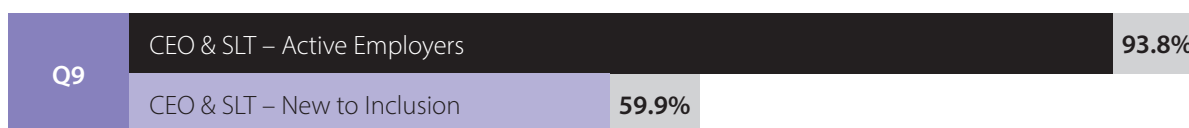
Younger respondents were more likely to believe that there should be more communication and/or training provided in their organisation; over 55% of those under 35 believe there should be more, compared to only 42% of those aged over 45.

## LEADERSHIP

Leaders tended to believe their organisation communicates inclusion more strongly than their staff did (78% v 66%). However, the strongest differences were between the views of those working at organisations active in inclusion and those new to inclusion; 94% of leaders at the experienced organisations agree that inclusion is communicated internally, compared to only 60% at the less active. Only 50% of staff working at the less active organisations agreed that they knew where to get more information about inclusion initiatives, and yet only 60% of their leaders believe they need to do more communication and/or training.

## Visibility of LGBTI Inclusion Initiatives

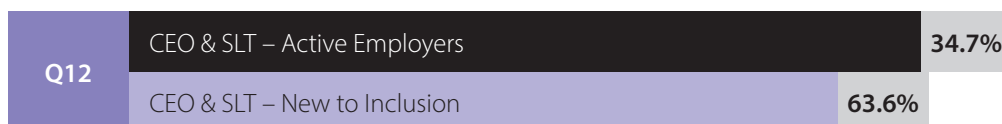
To what extent do you believe your organisation communicates LGBTI inclusion internally (to people in your workplace)? Large Extent / Moderate Extent



Please state your level of agreement with the statement  
 "I know where to go for more information on LGBTI inclusion within this organisation"  
 Strongly Agree / Agree



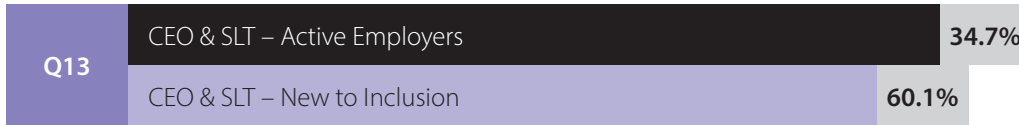
Do you believe your organisation should do less or more communication / training in the area of LGBTI workplace inclusion?  
 Much more / Somewhat more



# KEY THEME 3: COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

## Visibility of LGBTI Inclusion Initiatives

*Do you believe that people managers in your organisation should be trained in LGBTI inclusion?  
Strongly Agree / Agree*



## SECTOR

Employees in both the Private and NFP sectors had a stronger belief that their organisation communicates LGBTI inclusion (Q9) and that they knew where to go to get more information (Q11). Whilst these results were strong last year too, both of these measures saw an increase in this year's responses.

Similarly, while the percentages agreeing in the Public and Higher Education sectors were lower, the results again were an improvement from last year. In 2016, only 47% of Public sector employees and 58% of Higher Education employees agreed that their organisation communicates inclusion, which this year increased to 55% and 62%, respectively. Last year, 58% of Public sector employees agreed they knew where to get more information on inclusion, again increasing in this year's survey, to 63%.

## Communication of LGBTI Inclusion Initiatives

*To what extent do you believe your organisation communicates LGBTI inclusion internally  
(to people in your workplace)? Large Extent / Moderate Extent*



*Please state your level of agreement with the statement  
"I know where to go for more information on LGBTI inclusion within this organisation"  
Strongly Agree / Agree*



Reassuringly, the leaders of Public sector departments recognise this; 58% believe their department should do more communication and/or training on LGBTI inclusion, compared to only 38% of those leaders in the NFP sector, where 95% agree that their organisation already communicates inclusion internally.

# KEY THEME 4: EXTERNAL IMPACT OF LGBTI INCLUSION INITIATIVES

Participants were asked to indicate their views on the external impact of their organisation's inclusion initiatives and how much of an influence those initiatives may have on recruitment.

Question #	Survey Question	Data selection for chart
Q10	To what extent do you believe your organisation communicates LGBTI inclusion externally (clients / customers / suppliers / partners)?	Large Extent / Moderate Extent
Q7	Please state your level of agreement with the statement "I talk about my workplace's LGBTI inclusion initiatives outside of work".	Strongly Agree / Agree
Q14	To what extent would an organisation's track record in LGBTI diversity (and equally other areas of diversity) influence your decision to join an organisation?	Large Extent / Moderate Extent

## LGBTI v NON-LGBTI RESPONDENTS

A little over half of non-LGBTI respondents believe their organisation communicates their inclusion initiatives externally (Q10), with a little under half of LGBTI respondents agreeing with this. 56% of LGBTI respondents talk about their organisation's inclusion initiatives outside of work (Q7), compared to 40% of non-LGBTI respondents. An organisation's inclusion initiatives would influence 70% of LGBTI respondents to join an organisation and 43% of non-LGBTI respondents.

### External Impact of LGBTI Inclusion Initiatives

*To what extent do you believe your organisation communicates LGBTI inclusion externally (clients / customers / suppliers / partners)?  
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement "I talk about my workplace's LGBTI inclusion initiatives outside of work".  
Strongly Agree / Agree*



*To what extent would an organisation's track record in LGBTI diversity (and equally other areas of diversity) influence your decision to join an organisation?  
Large Extent / Moderate Extent*



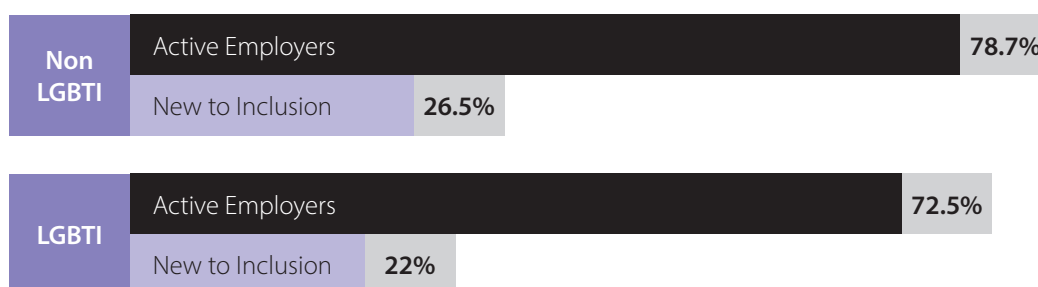


## KEY THEME 4: EXTERNAL IMPACT OF LGBTI INCLUSION INITIATIVES

The difference in responses between those who work at organisations active in this space and those who work at the less active organisations was stark. Only 22% of LGBTI respondents agreed that their organisation communicated externally their inclusion initiatives, compared to 73% of those at active organisations. The percentages were slightly higher amongst non-LGBTI respondents but the differences were still pronounced depending on whether the organisation was experienced in this space.

### Communicating LGBTI Inclusion Externally

*To what extent do you believe your organisation communicates LGBTI inclusion externally (clients / customers / suppliers / partners)?  
Large Extent / Moderate Extent*



### LEADERSHIP

These differences were also seen across the leadership teams, with 86% of leaders at the higher performing organisations believing their company communicates externally about their initiatives, compared to only 29% of leaders at organisations new to this space. Similarly, 77% of leaders at active organisations talk about their company's inclusion initiatives outside of work, compared to 41% at the lower performing organisations.

### SECTOR

A strong 60% of respondents working in the NFP sector talk about their organisation's initiatives outside of work, and 84% believe their organisation communicates inclusion externally. These measures were similarly strong in the Private sector, but much lower in the Higher Education and Public sectors. Only 29% of those working in the Public sector talk about the initiatives outside of work, and only 35% believe their departments communicate externally about inclusion, although this is higher than the 27% who agreed this last year.

## KEY THEME 5: BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Participants were asked to indicate the levels of bullying and/or negative commentary they had witnessed or been made aware of in the previous twelve months at their current workplace.

Question #	Survey Question	Data selection for chart
Q15	To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at work?	Large Extent / Moderate Extent
Q17	To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) more serious LGBTI employee bullying/harassment at work?	Large Extent / Moderate Extent
Q19	Please state your level of agreement with the statement "I feel confident that managers / team leaders within this organisation would address bullying/harassment of LGBTI employees (including constant innuendo / jokes regarding sexuality, etc.)"	Strongly Agree / Agree
Q20	In relation to jokes or innuendo (about someone's sexual orientation, gender identity or intersex status) within the workplace, please select the statement that most closely represents your view.	Totally Unacceptable/ Somewhat Unacceptable

### LGBTI v NON-LGBTI RESPONDENTS

LGBTI respondents were, perhaps unsurprisingly, more likely to indicate they had either witnessed or been made aware of negative commentary or jokes (Q15) than non-LGBTI respondents (14% v 5%), although both of these measures are slightly lower than those reported in 2016. There was also a decrease in the percentage of those being aware of more serious bullying (3.2% of LGBTI respondents this year, compared to 4.2% in 2016).

LGBTI respondents at organisations newer to inclusion were twice as likely to report witnessing negative commentary (15%) compared to those working at organisations more active in this space (7%), suggesting that this behaviour tends to decrease the longer an organisation practices inclusion initiatives.

LGBTI respondents at these more active organisations also had more confidence that the bullying would be addressed by their managers (Q19), with 87% agreeing compared to 72% of those working at organisations newer to inclusion.

# KEY THEME 5: BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

## LEADERSHIP

Leaders were less likely to have witnessed or been made aware of negative commentary (Q15) than their employees, with only 4% indicating that they were aware compared to 7% of their staff. Leaders also had more faith that their managers would address bullying or harassment of LGBTI employees, with 89% agreeing, compared to 81% of other staff.

This confidence spanned leaders across organisations, irrespective of whether they led an organisation active in inclusion or not. The measure returned different results, however, when viewed across other staff; 89% of those working at active organisations had confidence in their managers, which dropped to 78% of those working in the less active organisations.

## SECTOR

The levels of both negative jokes and more serious bullying were lowest amongst those working in the Higher Education sector. Respondents working in the Public sector reported the highest level of negative jokes, at 7.3%, although this is a decrease from the 10.2% reported in 2016.

Those working in the NFP sector had the most confidence that their manager would address homophobic bullying (91%). The Private sector reported 88% confidence in their managers, higher than the 85% reported in 2016. A similar increase was seen in the confidence of those in the Public sector, which again reported the lowest level of the sectors (75%) but which was an increase from the 72% the previous year.

## KEY THEME 6: ALLIES

New to this year's survey, participants were asked about the role of LGBTI allies or champions within their organisation, whether they considered themselves as such, and whether the organisation provided support for the role.

Question #	Survey Question	Data selection for chart
Q21	Do you consider yourself an ally / champion of LGBTI employees within your workplace?	Yes
Q22	Please state your level of agreement with the statement "We have allies / champions within my organisation"	Strongly Agree / Agree
Q24	Is there a formal support structure for LGBTI allies / champions within your organisation?	Yes
Q25	Do you believe your organisation should do less or more promotion of allies / champions?	Much More / Somewhat More

### LGBTI v NON-LGBTI RESPONDENTS

Perhaps unsurprisingly, LGBTI respondents were more likely to indicate they were an ally or champion of LGBTI employees (Q21), with 75% indicating they were, compared to 54% of non-LGBTI respondents. It is worth noting that many of the remaining respondents indicated they were 'unsure' rather than selecting 'no'. However, 9% of LGBTI employees did indicate that they were not an ally, rising to 17% of non-LGBTI respondents.

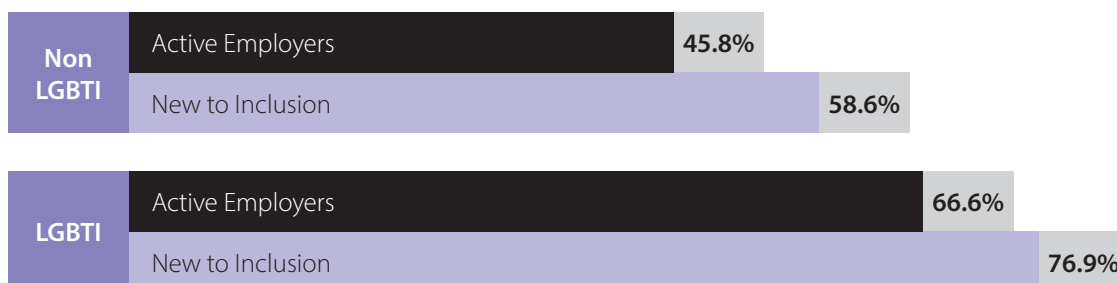
63% of non-LGBTI respondents at those organisations active in inclusion considered themselves an ally, compared to only 46% at the less active organisations.

Irrespective of how an employee identified, 61% of those working at the experienced organisations agreed that they had allies within their workplace, compared to only 22% at the less active organisations. And these employees were also far more likely (64%) to acknowledge the formal support structure for LGBTI allies (Q24), compared to only 31% at the organisations newer to inclusion.

LGBTI employees were also more likely than non-LGBTI respondents to believe their organisations should do more promotion of allies (Q25). However, those working within organisations less active in inclusion reported a stronger preference for more promotion of allies compared to those in the experienced organisations.

### Should be More Promotion of Allies / Champions

*Do you believe your organisation should do less or more promotion of allies / champions?  
Much More / Somewhat More*



# KEY THEME 6: ALLIES

## AGE GROUP

While the percentage of respondents indicating that they were an ally or champion of LGBTI employees did not particularly differ depending on a respondent's age bracket (59% of 18-24 year olds, dropping slightly to 56% of those aged over 65), a greater percentage of older respondents indicated that they were not an ally. Only 14% of those aged 18-24 indicated they were not an ally whereas 20% of those aged over 65 said they were not.

Younger employees also tended to favour more promotion of allies, with 61% of those aged 18-24 agreeing there should be more promotion, dropping to 46% of those aged 55-64, and dropping further still to 29% of those aged over 65.

## LEADERSHIP

Leaders were more likely to indicate they are an ally of LGBTI employees – 66% compared to 56% of other staff. However, this difference was more pronounced when looking at the responses of leaders working in organisations active in inclusion, with 77% of them agreeing that they are an ally, compared to only 54% of leaders working in organisations new to this space.

## SECTOR

The Private and NFP sectors recorded the highest percentage of employees considering themselves allies (63%) with the figure lowest in the Public sector. The Public sector also had the highest percentage of respondents indicating they were not an ally (20%). This was backed up at senior leadership level, with 16% of Public sector leaders not considering themselves an ally, against only 7% of Private sector leaders and 4% of NFP leaders.

### Consider yourself an Ally?

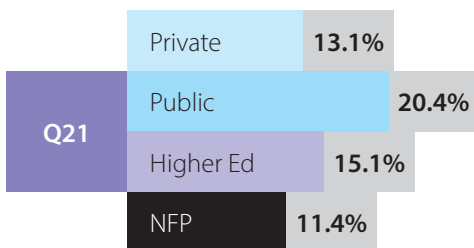
*Do you consider yourself an ally / champion of LGBTI employees within your workplace?*

Yes



*Do you consider yourself an ally / champion of LGBTI employees within your workplace?*

No



## KEY THEME 6: ALLIES

### ALLIES

This year, LGB participants were asked whether their organisation had visible allies, whether allies improved their working experience and what they would like to see from their allies.

Question #	Survey Question	Data selection for chart
Q50	Please state your level of agreement with the statement "Our Allies are easily identified and accessible"	Strongly Agree / Agree
Q51	When it comes to allies / champions (heterosexual, cisgendered employees who support LGBTI-inclusive workplace practices), what would you like to see from them?	List provided
Q52	To what extent do you believe having Allies in your organisation improves your day-to-day experience at work as someone who identifies as LGBTI?	Large Extent / Moderate Extent

Allies were much more visible at those organisations active in inclusion, with 66% of LGB respondents at those organisation agreeing that their Allies were identifiable and accessible, compared to only 30% at those organisations new to inclusion.

Gay men and lesbians were more likely to report that having Allies in their organisation improves their day-to-day experience at work, with 61% believing this to a 'large' or 'moderate' extent. Slightly fewer bisexual women felt the same way (57%) and far fewer bisexual men (49%).

Younger employees were also more likely to report a benefit from having visible allies, with 63% of those aged under 35 believing the Allies improve their day-to-day experience, compared to 57% of those aged 35 and over.

Allies were considered much more identifiable and accessible in the Private and NFP sectors (53% and 62%, respectively) than in the Public and Higher Education sectors (36% and 46%, respectively).

Participants were asked what they would like to see from allies / champions. The following responses were received (participants could select multiple responses).

Action	Responses
Speaking up against anti-LGBTI discussion	2,066
Talking about LGBTI topics, events or people positively within the workplace	2,008
Calling out anti-LGBTI jokes, innuendo	1,967
Participating in LGBTI network events/initiatives	1,917
Intervening in a situation where an LGBTI colleague is being harassed or bullied	1,913
Visibly promoting themselves as an ally / champion (pin, desk signage, etc.)	1,870
Encouraging others to get involved as an ally / champion	1,693
Involving HR or senior management when required	1,596
Other	132

# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Survey participants were asked if they were heterosexual; those who said 'no' (n=2,990) were then asked a series of questions about their lived experience as LGB employees within their organisation.

## ORGANSATIONAL INCLUSION

Those who identified as 'same sex attracted' and 'same and different sex attracted' were asked a series of questions about their perception of LGBTI inclusion initiatives as well as their lived experience in their current workplace.

Question #	Survey Question	Data selection for chart
Q31	How important is it for you to work for an organisation where you feel that you can be out?	Very Important / Somewhat Important
Q48	How important is an LGBTI inclusive culture to your level of engagement?	Very Important / Somewhat Important
Q49	How important do you believe openly out role models are to an LGBTI inclusive culture?	Very Important / Somewhat Important

An inclusive culture was very important to 86% of all lesbians and gay men, less so to bisexual women (77%) and much less so to bisexual men (57%). However, working for an organisation where respondents feel they could be out received some of the strongest responses ever to this question; 97% of lesbians reported that this factor was important, and 94% of gay men agreed.

The vast majority of LGB respondents also agreed that openly out role models are important to an inclusive culture (Q49); bisexual men showed the lowest levels of agreement (81%) although this figure is still much higher than the 72% who agreed with this last year.

## Culture and Engagement

*How important is it for you to work for an organisation where you feel that you can be out?  
Very Important / Somewhat Important*



*How important is an LGBTI inclusive culture to your level of engagement?  
Very Important / Somewhat Important*



# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

## Culture and Engagement

*How important do you believe openly out role models are to an LGBTI inclusive culture?  
Very Important / Somewhat Important*

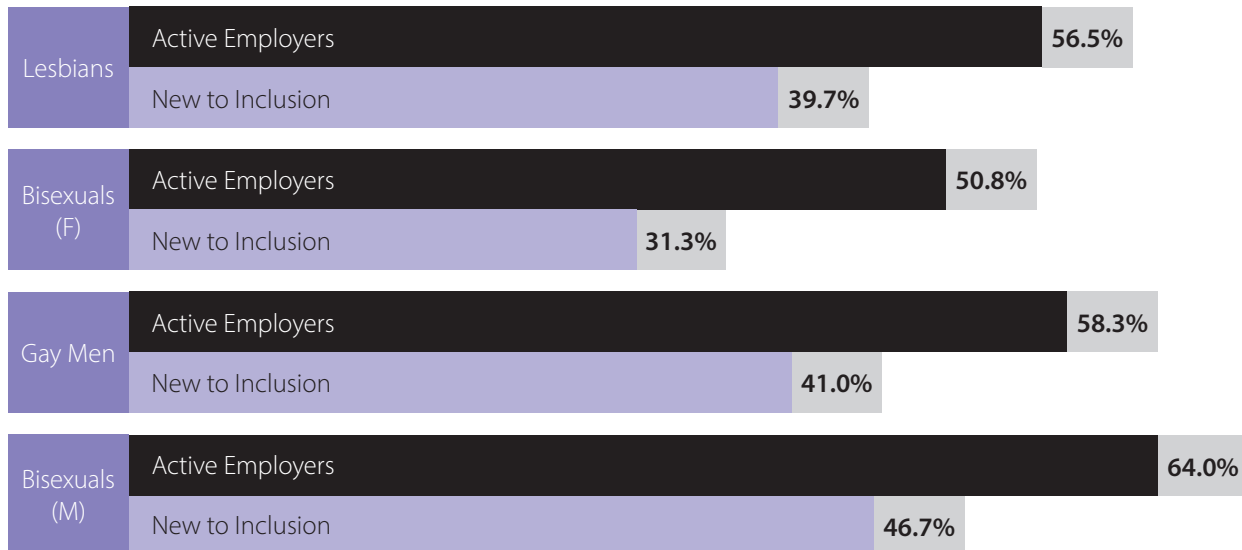


Participants were asked to select whether LGBTI Workplace Inclusion initiatives had had a positive, negative or no impact on how they feel about their orientation, and whether the initiatives had been responsible for them coming out at work or made them feel more self-conscious or uncomfortable.

At organisations active in inclusion, a greater percentage of respondents indicated that the initiatives had had a positive impact on how they feel about their sexuality (57% of lesbians and 58% of gay men) than those at organisations new to inclusion (40% of lesbians and 41% of gay men).

## Inclusion Having a Positive Impact

*LGBTI Workplace Inclusion initiatives have had a positive impact on how I feel about my orientation*



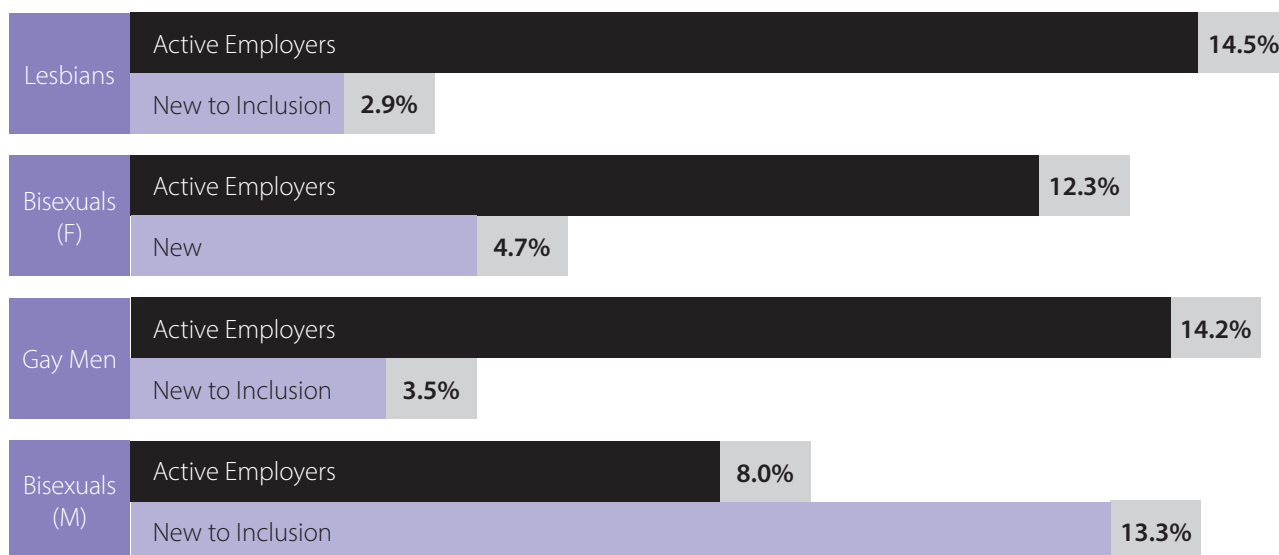


# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

The initiatives were responsible for a number of respondents coming out at work, particularly at organisations active in inclusion, with 15% of lesbians and 14% of gay men reporting them as being responsible, compared to only 3% and 4%, respectively, at those organisations new to inclusion.

## Responsible for Coming Out

*LGBTI Workplace Inclusion initiatives are responsible for me coming out at work*



## BEING OUT AT WORK

Participants were asked whether they were out about their sexual orientation at work, whether this was important to them, whether they felt that being out had had any impact on their career progression or their productivity, and whether they expend any energy hiding their sexual orientation at work.

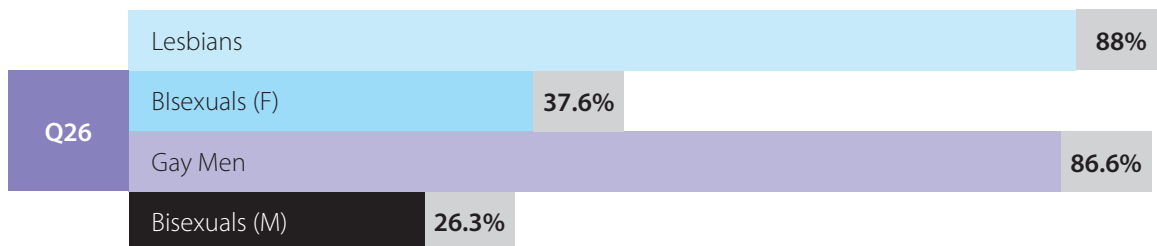
Question #	Survey Question	Data selection for chart
Q26	To what extent are you out about your sexual orientation at work?	Completely / Moderate Extent
Q28	What impact do you believe being out at work has had on your career progression to date?	Very Positive / Positive
Q29	What impact has being out at work had on your productivity?	Significantly Productive / Productive
Q30	How important is it for you to be out at work?	Very Important / Important
Q47	To what extent do you agree with the statement "I expend energy hiding this aspect of myself to fit in within my immediate work environment"?	Strongly Agree / Agree

# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

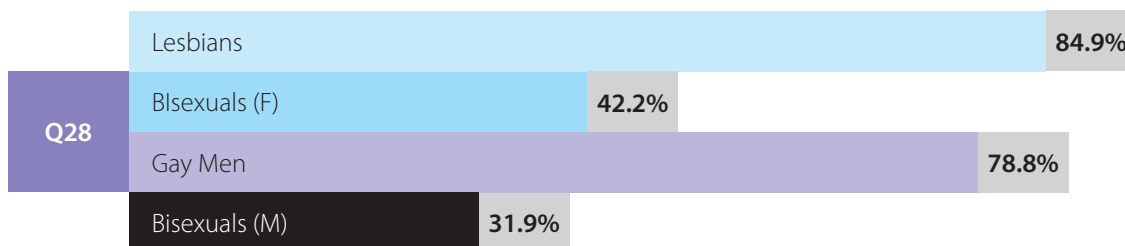
As in previous years, we saw a far greater percentage of lesbians and gay men out about their sexuality (Q30) than bisexuals but, across all sexualities, the percentages reporting being out were slightly lower than recorded in 2016. Respondents working at those organisations active in inclusion were also more likely to be out (77%) than those working at organisations new to inclusion (64%).

## 'Outness' by Sexuality

*To what extent are you out about your sexual orientation at work?  
Completely / Moderate Extent*



*What impact do you believe being out at work has had on your career progression to date?  
Very Positive / Positive*



As in previous years, same sex attracted respondents felt that being out at work was more important to them (Q30) than to bisexual respondents. However, being out was reported as being important to 32% of bisexual men, an increase from 28% in 2016 and only 18% in 2015.

This year, respondents were asked what impact they felt that being out at work had had on their career progression. Whilst the majority of respondents were 'neutral' on the impact, there was a difference between the responses depending on the performance of the organisation in inclusion. 40% of gay men and 30% of lesbians at organisations active in inclusion felt that being out at work had had a positive impact on their career progression, compared to only 18% of gay men and 17% of lesbians at the less active organisations.

## Impact on Career Progression

*What impact do you believe being out at work has had on your career progression to date?  
Very Positive / Positive*



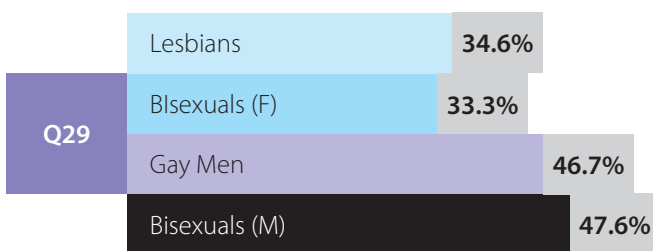
# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Participants were asked whether being out at work had made them more productive (Q29). Again, while the majority felt 'neutral' on this issue, almost half of men, whether gay or bisexual, felt that being out had made them 'more productive' or 'significantly more productive'. This was reflected in one-third of female respondents. The difference was also pronounced between those working at the high performing organisations, with 52% believing that being out had increased their productivity, compared to only 36% of those at the lower performing organisations.

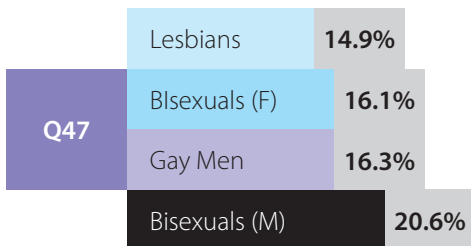
For those not out, 15-20% spent energy hiding their sexuality at work (Q47). This was most strongly reflected in bisexual men, with one in five expending energy trying to fit into their work environment.

## Productivity Gained or Lost

*What impact has being out at work had on your productivity?  
Significantly More Productive / More Productive*



*To what extent do you agree with the statement "I expend energy hiding this aspect of myself to fit in within my immediate work environment"?  
Strongly Agree / Agree*



Those aged under 35 were slightly less likely to be out at work (69%) compared to those 35 and over (75%), and 19% of those under 35 claim to expend energy hiding their sexuality at work, slightly higher than the 15% of those aged 35 and over.

Participants who were not out 'at all' or only 'to a little extent' were asked to select reasons why from a list of options. The most commonly selected reason was that they did not 'want to be labelled' (419 respondents) followed by 288 respondents not feeling 'comfortable enough to be out at work'. Over 300 respondents selected 'Other' and many of the reasons provided indicated that people felt their sexuality was not relevant to their work performance, or that they do not talk about their private life in the workplace.

# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Reason for not being out	Responses
Don't want to be labelled	419
I'm just not comfortable enough to be out at work	288
Unsure of repercussions	275
I think it would make people uncomfortable	246
Don't want to be the target of jokes or innuendo regarding my sexuality	203
Not enough out people at work to make me think it would be ok	150
Would be career limiting	144
Too risky	105
Wouldn't be acceptable within my immediate work area	99
Other	306

Those working in the NFP sector were less likely to be out (Q26) than their counterparts in other sectors and it was also less important a factor for them (Q30).

## 'Outness' by Sector

*To what extent are you out about your sexual orientation at work?  
Completely / Moderate Extent*



*How important is it for you to be out at work?  
Very Important / Important*



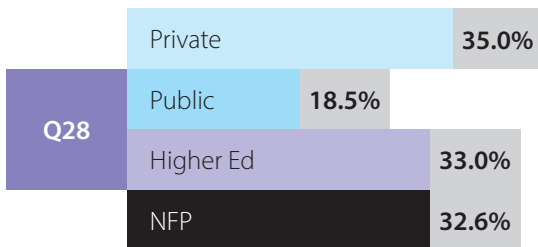
# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

While the majority of respondents were 'neutral' on whether or not being 'out' had had any impact on their career progression (Q28), the percentage of those who felt it had had a positive impact was lower in the Public sector (18%), compared to over 32% of respondents in the other sectors. The percentage reporting that it actually had a negative effect was also much higher, with 10% reporting this in the Public sector, compared to 5% in the Private sector, 3% in Higher Education and no one working in the NFP sector.

Half of all respondents in the Private sector reported that being out had made them more productive (Q29), compared to only 36% in the Private sector. It is worth noting, however, that only 10 respondents (0.7%) across all sectors reported that being out at work had made them less productive, with most being 'neutral' on this measure.

## Impact of Being Out by Sector

*What impact do you believe being out at work has had on your career progression to date?  
Very Positive / Positive*



*To what extent are you out about your sexual orientation at work?  
Completely / Moderate Extent*



## MANAGERIAL SUPPORT

Question #	Survey Question	Data selection for chart
Q32	To what extent do you agree with the statement "I believe that my manager supports LGBTI inclusion"	Strongly Agree / Agree
Q33	Are you out to your manager?	Yes
Q35	Do you believe that being out at work has changed your relationship with your manager?	For the better
Q36	To what extent do you agree with the statement "I feel confident that my manager would address inappropriate behaviour regarding my sexuality within my work team"?	Strongly Agree / Agree

# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Those working at organisations active in inclusion were more likely to believe that their manager supports inclusion (86% v 78%) and were also more confident that their manager would address inappropriate behaviour (89% v 80%) than those working at organisations new to inclusion. This was more the case across male respondents than female respondents, with 91% of gay men at high performing organisations having confidence in their manager, compared to 85% of lesbians.

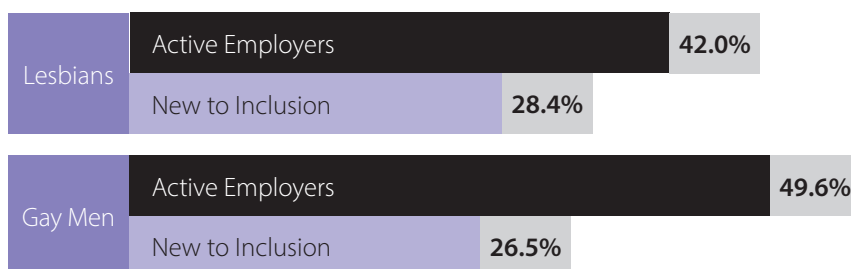
## Confidence in Manager to Address Homophobia



LGB respondents at these high performing organisations were also more likely to be out to their manager (75% v 64%), with more believing that being out had changed their relationship for the better.

## Relationship with Manager Changed for the Better

*Do you believe that being out at work has changed your relationship with your manager?  
Yes – for the better*



## LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

There is a strong correlation between believing your manager supports LGBTI inclusion and being out to them. The table below shows the percentage of those LGB respondents out to their manager, according to how they respond to the statement "I believe that my manager supports LGBTI inclusion".

Belief that Manager supports inclusion	% who are out
Strongly Agree	85%
Agree	63%
Neither Agree nor Disagree	40%
Disagree	52%
Strongly Disagree	36%

Younger employees were less likely to be out to their manager; only 64% of those under 35 were out to their manager, compared to 74% of those aged 35 and over. This is despite younger employees having slightly more confidence in their managers to address inappropriate behaviour, with 85% of those under 35 compared to 80% of those aged 45 and over.

When asked why they were not out to their manager, the most selected response was that they did not 'want to be labelled' (304 respondents) and that they would not be 'comfortable being out' to their manager (229 respondents).

Reason for not being out	Responses
Don't want to be labelled	304
I just wouldn't be comfortable being out to my manager	229
I think it would make them uncomfortable	220
Unsure of repercussions	212
Manager works at a different location, so don't have depth of relationship	116
Would be career limiting	104
Don't want to be the target of gay jokes or sexual innuendo	99
Too risky	82
Wouldn't be acceptable within my immediate work area	67
Other	402

# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Despite the Not-for-Profit sector having the highest percentage of respondents believing their manager supports LGBTI inclusion (Q32), and having the most confidence that their manager would address inappropriate behaviour, the sector had the lowest percentage of respondents actually being out to their manager (61% compared to 75% in the Private sector).

## Managerial Support by Sector

*To what extent do you agree with the statement "I believe that my manager supports LGBTI inclusion"*  
Strongly Agree / Agree



*Are you out to your manager?*  
Yes



This year's results saw slight increases in the confidence of Public sector employees; 77% believe their manager supports inclusion, compared to 75% in 2016, and 80% believe their manager would address inappropriate behaviour, compared to 77% last year.



# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

## BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Participants were asked to indicate the levels of bullying and/or negative commentary they had been aware of or experienced in the previous twelve months at their current workplace.

Question #	Survey Question
Q37	To what extent have you personally experienced negative commentary or jokes regarding sexuality at your current place of employment within the last year?
Q38	With regard to this behaviour in your workplace, please indicate the extent to which you felt comfortable responding to it.
Q39	Do you agree with the statement "I have been personally bullied or harassed because of my sexual orientation at my current place of work within the last year"?
Q40	Did you report being bullied or harassed because of your orientation at work?
Q42	Would you report being bullied or harassed because of your orientation at work?
Q44	Have you ever considered leaving your current employment as a result of homophobic bullying, harassment or constant innuendo directly related to your orientation?

The percentage of LGB respondents who had personally experienced negative commentary was slightly lower this year. In 2016, 8% of lesbians and gay men had experienced these jokes, compared to 6.6% of lesbians and 6.3% of gay men this year. One in two respondents reported feeling comfortable responding to it.

When asked about being personally bullied, fewer respondents this year admitted to this, with 6.4% of lesbians and 5.5% of gay men agreeing they had experienced this within the last year, a decrease from 9.5% of lesbians and 7.1% of gay men last year.

While the percentage of gay men who reported it stayed constant this year at 31%, the percentage of lesbians who reported it increased from 33% last year to 42% this year. The percentage of bisexual men who said they had reported bullying was low at 12.5% but this was a very small number of respondents.

The percentage of those who said they would report bullying were it to happen to them stayed fairly constant from last year and did not differ greatly between sexualities.

	Lesbians	Bisexuals (F)	Gay Men	Bisexuals (M)
Personal Experience (Q39)	6.4%	3.7%	5.5%	5.0%
Reported it (Q40)	43.2%	31.6%	30.9%	12.5%
Would Report it (Q42)	88.4%	84.4%	88.8%	86.8%

# LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Participants were asked why they had not reported bullying if they had experienced it, or would not report bullying were it to happen to them, and the most commonly selected response was that it 'would be career limiting'. The table below shows the number of times each response was selected (participants could select multiple responses).

	Didn't report bullying because...	Wouldn't report bullying because...
It would be career limiting	22	68
I just put up with it	16	65
I don't think it would be taken seriously	22	44
It would mean 'outing' myself to people I am not currently out to	8	56
It would make things worse within my team	16	32
Other	17	87

Younger employees were slightly less likely to have personally experienced negative commentary or jokes (5.4% of those under 35 compared to 6.5% aged 35 and over) but were less likely to feel comfortable responding to it: 44% of those under 35 were comfortable compared to 52% of those aged 35 and over. And while the percentages of those indicating they had been personally bullied were similar cross the age groups, the percentage who reported it did differ; only 23% of those aged 18-24 reported the bullying, compared to one-third of those aged 25-44, and almost half of those aged 45-54.

There were lower rates of bullying or harassment in this year's results across all sectors, except the Private sector (although this only saw a small increase from 3.5% to 4%).

The percentage experiencing bullying in the Public sector fell from 10.8% to 7.5% this year, the NFP sector fell from 7.5% to 3% this year, and the Higher Education sector fell from 6% to only 1.4% this year.

Those working in the Public sector were less likely to report bullying were it to happen to them (84% compared to a high of 95% in the NFP sector) and yet the percentage who had reported the bullying that had occurred was at the highest in the Public Sector (39% compared to a low of 28% in the Private sector).

## EXPERIENCES OF LGBTI RELATED BULLYING

	Private	Public	Higher Ed	NFP
Personal Experience (Q39)	4.0%	7.5%	1.4%	3.0%
Reported it (Q40)	27.5%	39.4%	33.3%	33.3%
Would Report it (Q42)	89.6%	84.4%	88.2%	94.8%

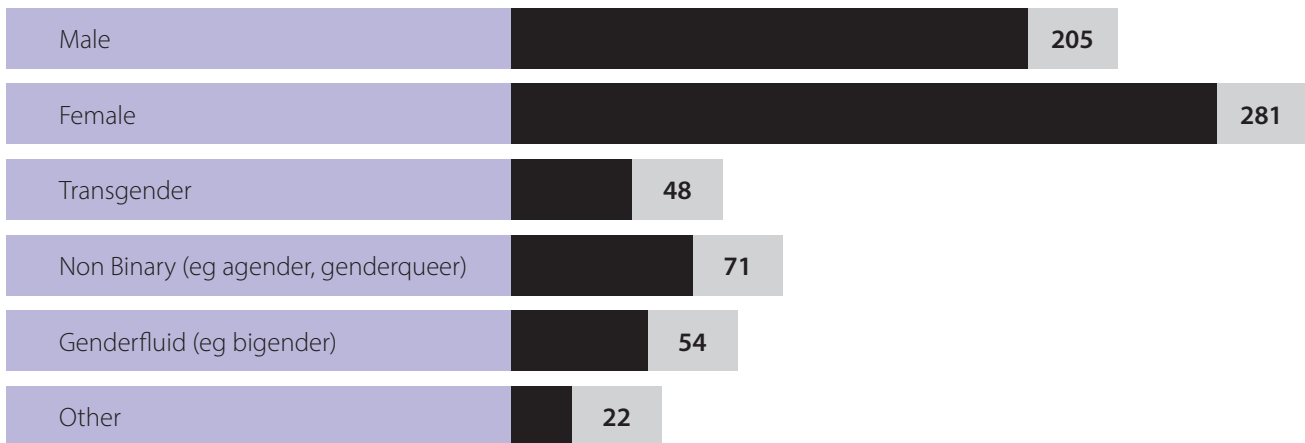
Despite this improvement, the number of people seeking another job due to this bullying or harassment did not decrease; 8% of those in the Public sector were actively looking, with bullying being either the predominant or contributing factor.

# LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

Survey participants were asked if they considered themselves gender diverse and 597 respondents, or 3.6% of the total, indicated that they did. This is a lower number than identified as gender diverse in the 2016 survey (n=774).

Of those, 56 worked at one of the high performing organisations in the AWEI and 68 worked at one of the lower performing organisations. These responses have been compared where there are sufficient numbers.

Respondents were then asked to select the statement that most accurately depicts how they identify; the responses are shown in the table below (participants could select multiple responses).



## ORGANISATIONAL SUPPORT

Question #	Survey Question	Data selection for chart
Q58	How important are LGBTI inclusion initiatives to your level of engagement?	Very Important / Somewhat Important
Q59	Please indicate your level of agreement with the statement "I believe that my organisation is fully supportive of gender diverse employees"	Strongly Agree / Agree
Q56	To what extent are you aware of inclusion or transition policies for transgender people within your current workplace?	Large Extent / Moderate Extent
Q57	To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit gender diverse employees?	Large Extent / Moderate Extent
Q75	To what extent would you recommend your current organisation as a place in which gender diverse people could comfortably work?	Large Extent / Moderate Extent

# LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

Inclusion initiatives were important to 87% of gender diverse respondents, a much higher percentage than seen in previous years but also higher amongst those working in active organisations (87%) compared to those working in the less active ones (72%).

There were other strong differences between these two cohorts. Those working in high performing organisations were more likely to:

- Believe their organisation is more supportive of gender diverse employees (79% v 58%)
- Believe their organisation's inclusion initiatives benefit gender diverse employees (71% v 46%)
- Recommend their organisation as a place in which gender diverse people could work (74% v 67%).

Those working in the active organisations were also far more likely to be aware of inclusion or transition policies for transgender people (55% v 24%), indicating the importance of visibility of these initiatives to ensure their success.

## Inclusion and Engagement by Gender Diverse Respondents

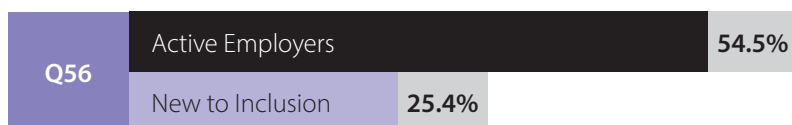
*How important are LGBTI inclusion initiatives to your level of engagement?  
Very Important / Somewhat Important*



*Please indicate your level of agreement with the statement "I believe that my organisation is fully supportive of gender diverse employees"  
Strongly Agree / Agree*



*To what extent are you aware of inclusion or transition policies for transgender people within your current workplace?  
Large Extent / Moderate Extent*



*To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit gender diverse employees?  
Large Extent / Moderate Extent*



*To what extent would you recommend your current organisation as a place in which gender diverse people could comfortably work?  
Large Extent / Moderate Extent*



# LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

## EMPLOYMENT AND RECRUITMENT

This year participants were asked questions about whether they were "out" about being gender diverse and whether they felt this had any impact on their career and productivity.

Question #	Survey Question
Q76	Are you out about being gender diverse at work?
Q78	What impact do you believe being out at work has had on your career progression to date?
Q79	What impact has being out at work had on your productivity?
Q71	What level of stress / anxiety have you experienced during previous recruitment processes?
Q72	During any past recruitment process, did you disclose that you were gender diverse?
Q68	If you transitioned within your current organisation, how satisfied were you with the process / outcome?

A little over one-third of respondents indicated that they were 'out' about their gender diverse status at work. When asked who they were out to, the following responses were recorded, ordered from highest to lowest (note that participants could select more than one response), with almost 60% being out to all their colleagues.

Response	#	%
Out to all colleagues staff I know	116	59
Out to direct team	92	47
Out to direct manager	76	39
Out to Human Resources	53	27
Out to select allies / champions	49	25

43% of respondents reported that being out had had a positive impact on their career progression, with only 7% reporting a negative impact, and 40% felt that being out had made them 'significantly more productive' or 'more productive' at work.

There were differences seen in responses between those working at high performing organisations and those at lower performing ones. For example, no respondents at high performing organisations reported that being out had had a negative impact on their career progression but this figure was 27% at the less active organisations. It is important to note, though, that the response numbers were very small in these groups.

Responses indicate that the recruitment period is an anxious time for approximately half of gender diverse people. One-quarter of respondents reported 'very high' or 'high' stress levels during recruitment, with a further quarter indicating they felt 'moderate' stress levels.

11% of participants responded that they had disclosed their gender diversity during a recruitment process, with 81% confirming that this disclosure was voluntary.

Participants were asked more generally what barriers to employment they may have encountered, including outside of their current employer. The responses are shown below, listed according to the number of times selected (participants could select multiple responses). Almost one-third of participants claimed they faced general fears of discrimination, with just under one-quarter also citing dress codes and external social/ family challenges barriers to employment.

# LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

## BARRIERS TO EMPLOYMENT FACED

Response	#	%
General fears of discrimination	184	32
Dress codes	137	24
External social / family challenges	133	23
General fear of outing	90	16
Gaining employment requires outing myself to people who I'd ordinarily prefer not to	60	11
Financial barriers	49	9
Identification documentation not fully up to date	49	9
Reference checks with former colleagues where I was known by another name/ gender identity	48	8
Incomplete work history	42	7
Background / Criminal checks	38	7
Physical evaluations required	28	5
Other	59	10

Of those employees who had transitioned at their current workplace (n=221), 58% were satisfied with the process and outcome, although this varied between the higher and lower ranked organisations in the AWEI, with 70% of those working at high ranking organisations being satisfied, compared to 50% at the low ranking organisations; again, though, these numbers are small.

## BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Question #	Survey Question
Q60	To what extent have attitudes towards gender diverse people had a negative impact on your day to day work experience within your current place of work within the last year?
Q61	To what extent do you agree with the statement "I have been personally bullied or harassed with regard to my gender identity at my current place of work within the last year"?
Q62	Did you report being bullied or harassed with regard to your gender identity at work?
Q64	Would you report being bullied or harassed for being gender diverse at work?
Q66	To what extent do you agree with the statement "I feel confident that my current manager would address transphobic behaviour or any form of bullying / harassment towards gender diverse employees within the workplace"?
Q67	To what extent do you agree with the statement "I have considered leaving my current place of work due to the way I have been treated by others (as a gender diverse person) within the last year"?

# LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

## BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Approximately 18% of respondents indicated that attitudes towards gender diverse people had had a negative impact on their work experience in the previous year; this figure increased from 15% in the previous year. Noteworthy is that 27% of gender diverse employees at the high performing organisations reported this, compared to 13% at the lower performing organisations. 15% of respondents indicated that they had considered leaving their place of work as a result of these attitudes; again, this figure was higher at those organisations active in inclusion (18% v 10%).

9% of employees had been personally bullied or harassed at work regarding their gender identity. While 82% of those who had not been bullied indicated that they would report it were it to happen to them, only 41% of those who had actually been bullied had reported it. When asked why not, of the 59% who hadn't, very few offered a reason. Three-quarters of all employees had confidence that their manager would address any transphobic behaviour, which is slightly down on the percentage who cited confidence last year. Those working at the more active organisations had slightly more confidence (79% v 72%).

## ALLIES

In this year's survey, gender diverse respondents were asked what they would like to see from Allies in the workplace. The number who selected each provided response are below, listed in order of most commonly selected (participants could select multiple responses).

Response	#	%
Talking about gender diverse topics, events or people positively within the workplace	327	57
Speaking up against anti-gender diverse discussion	287	50
Participating in gender diverse network events/initiatives	275	48
Intervening in a situation where a gender diverse colleague is being harassed or bullied	264	46
Calling out anti-gender diverse jokes, innuendo	255	45
Visibly promoting themselves as an Ally for gender diverse employees (pin, desk signage, etc.)	237	42
Encouraging others to get involved as an Ally	235	41
Involving HR or senior management when required	230	40

# LIVED EXPERIENCE: INTERSEX EMPLOYEES

Twenty-three participants indicated that they were intersex. One respondent worked for an organisation most active in LGBTI inclusion and four worked for organisations new to inclusion. As the numbers are so small, the analysis did not look at the differences between higher and lower performing organisations.

When asked their preferred choice on a form or in a diversity survey, participants responded in the following way:



Question #	Survey Question
Q80	To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit intersex employees?
Q81	How important are LGBTI inclusion initiatives to your level of engagement?
Q84	Please state your level of agreement with the statement "I would feel comfortable disclosing my intersex status at work"
Q85	Do you agree with the statement "I have been personally bullied or harassed for being intersex within my current place of work within the last year"?
Q86	Did you report being bullied or harassed for being intersex at work?
Q88	Would you report being bullied or harassed for being intersex at work?
Q90	To what extent do you agree with the statement "attitudes towards intersex people have had a negative impact on my day to day work experience within my current place of work within the last year"?
Q91	When it comes to Allies (employees who support LGBTI-inclusive workplace practices), what would you like to see from them?



# LIVED EXPERIENCE: INTERSEX EMPLOYEES

Two-thirds of respondents agreed that LGBTI inclusion initiatives were important to their level of engagement at work, which is double the percentage who responded in the same way in the 2016 survey. However, only one-third believed that the initiatives benefited intersex employees.

Only 43% of respondents indicated they would be comfortable disclosing their intersex status at work, down from 63% last year, and 38% believed that attitudes towards intersex people had had a negative impact on their day to day work, compared to only 15% last year.

Six respondents indicated they had been personally bullied or harassed within the past year. Of these six, four had reported it. Of the two who did not, one indicated that they did 'not think it would be taken seriously' while the other thought 'it would be 'career limiting'.

In this year's survey, intersex respondents were asked what they would like to see from Allies in the workplace. The number who selected each provided response are below, listed in order of most commonly selected (participants could select multiple responses).

Response	#	%
Talking about LGBTI topics, events or people positively within the workplace	10	43
Calling out anti-LGBTI jokes, innuendo	10	43
Speaking up against anti-LGBTI discussion	10	43
Intervening in a situation where an LGBTI colleague is being harassed or bullied	9	39
Participating in LGBTI network events/initiatives	7	30
Visibly promoting themselves as an Ally (pin, desk signage, etc.)	7	30
Involving HR or senior management when required	6	26
Encouraging others to get involved as an Ally	5	22

# THE AUSTRALIAN WORKPLACE EQUALITY INDEX

## **WE ENCOURAGE ALL EMPLOYERS TO PARTICIPATE IN THE 2018 AWEI**

There is no cost. You do not need to be a Pride in Diversity member.  
Results are confidential.

Participation will provide you with:

- Transcript of results
- Employer Recognition (Platinum, Gold, Silver, Bronze & Participating)
- The ability to benchmark your practice
- Year on year results by which to gauge improvements made as well as the ability to identify opportunities for future improvement
- Opportunity to participate in an employee survey with comprehensive high level results fed back to your organisation
- Traffic light report clearly identifying where you scored full points, partial, none at all
- Baseline PowerPoint presentation making it quick and easy to feed back your results to your executive
- Certificate of participation
- Hard copy benchmarking publication

You may also choose to participate anonymously.

### **2018 SUBMISSIONS CLOSE:**

- Hardcopy delivered submissions: **5pm Friday 9th March 2018**
- Dropbox link via email (no submission attachments accepted in emails):  
**Midnight Saturday 10th March 2018**

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## PRIDE IN DIVERSITY

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