AUSTRALIAN WORKPLACE EQUALITY INDEX 2016 EMPLOYEE SURVEY ANALYSIS

prideindiversity

WELCOME FROM OUR
PRIDE IN DIVERSITY DIRECTOR

DAWN HOUGH
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ACON's Pride Inclusion Programs
Pride in Diversity, Pride in Sport

It gives me great pleasure to present the analysis of the 2016 AWEI Employee Survey.

This is the only survey of its kind and the largest annual survey conducted in Australia on the impact of LGBTI inclusion initiatives within Australian workplaces.

The survey was completed by 76 percent of the organisations participating in the full AWEI Benchmarking Instrument (n65). 13,258 validated responses were collected from across all sectors, just under 25% of which were from Lesbian, Gay, Bisexual, Transgender and Intersex employees (n3,160).

In reading the survey results, it is critical that the following be kept in mind:

• All participating employees are working for organisations that are currently implementing / or have already implemented LGBTI inclusion initiatives;

• There are a significant number of employees working for organisations that are highly ranked on the AWEI. For this reason, Top 20 Employers have been separated from non-Top 20 employers within some areas of analysis to provide a clear picture of higher visibility inclusion initiatives;

• Due to the fact that these employers are active in LGBTI inclusion, we would expect the results of this survey to differ significantly to that of organisations not active in LGBTI inclusion.

For information on the benchmarking data accompanying the employee survey, please see the 2016 AWEI Publication available online **www.pid-awei.com.au** or contact the Pride in Diversity office on **(02) 9206 2139**
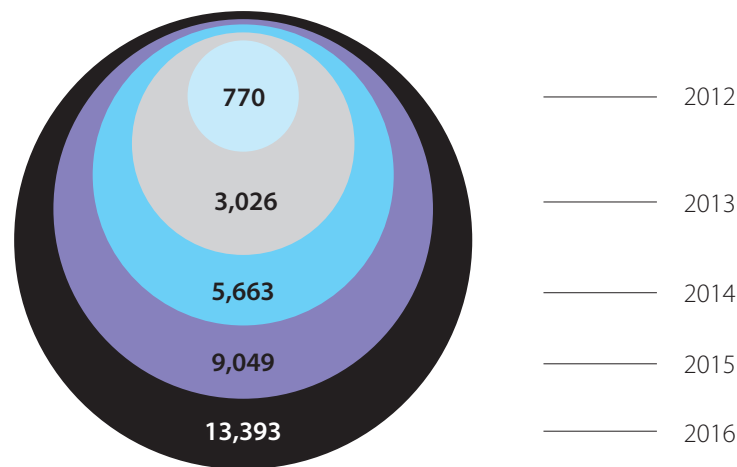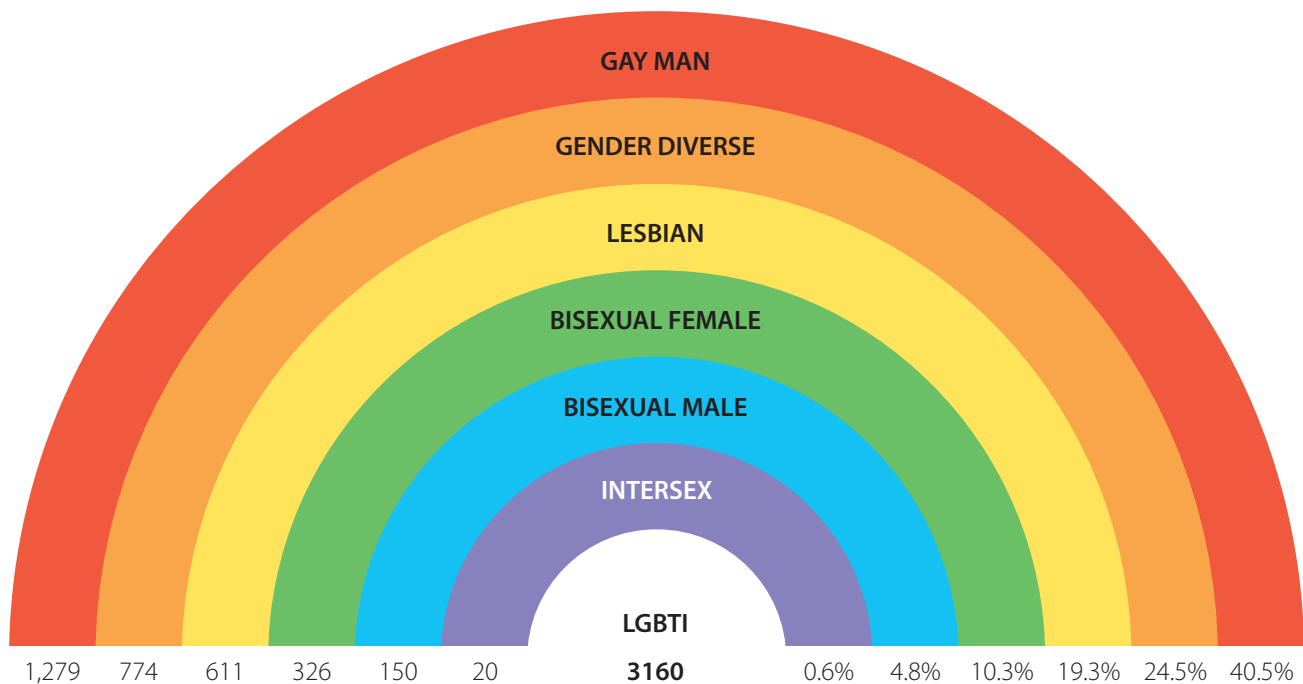
ANNUAL SURVEY

SURVEY PARTICIPATION

Survey participation continues to grow year-on-year making the AWEI Employee Survey the largest annual LGBTI workplace inclusion dataset in Australia. The survey is unique in that it looks at the impact of LGBTI inclusion initiatives on all employees, with a separate subset of questions that only apply to LGBTI employees and their experiences of the workplace culture.

Participating organisations not only receive their own comprehensive results, but this year we have extended the survey dataset benchmarks enabling employers to compare their individual results by sector.

SURVEY RESPONSES – 5 YEAR GROWTH

770 — 2012

3,026 — 2013

5,663 — 2014

9,049 — 2015

13,393 — 2016

LGBTI SURVEY PARTICIPATION

GAY MAN

GENDER DIVERSE

LESBIAN

BISEXUAL FEMALE

BISEXUAL MALE

INTERSEX

LGBTI

| 1,279 | 774 | 611 | 326 | 150 | 20 | **3160** | 0.6% | 4.8% | 10.3% | 19.3% | 24.5% | 40.5% |

EXECUTIVE SUMMARY

As part of the annual Australian Workplace Equality Index (AWEI), employees are invited to complete an optional survey. This year, responses were received from employees at 65 different organisations, from both the Private and Public sectors, from Higher Education institutions as well as Not-for-Profit organisations.

The total number of surveys completed was an incredible 13,258, a 48% increase on last year's responses (135 respondents were screened out for not being in Australia). Thank you to all the organisations that encouraged their staff to participate; the results are presented in this report.

The survey was open to all employees to help us understand the impact of LGBTI inclusion initiatives regardless of someone's sexual orientation, gender identity or intersex status. Those that were heterosexual, were not gender diverse nor intersex, comprised 70% of the total responses (excluding people who preferred not to respond). Almost 10% of respondents identified as a gay man, just under 5% identified as lesbian and 3.6% as bisexual. Almost 6% of respondents identified as gender diverse, a similar proportion to the results in last year's survey, with twenty participants indicating they were intersex. This year, we also included a 'neither sex attracted' option, which was selected by 45 respondents, or 0.34% of the total.

In addition, analysis was done on responses according to the age of the participant, their seniority level within an organisation, and whether they worked for one of the 2016 'Top 20 Organisations', broadened from the analysis of Top 10 organisations conducted in previous years. This year, we also reviewed responses in light of whether the participant worked in the Private sector (42.7%), the Public sector (42%), Higher Education (7.6%) or the Not-for-Profit sector (7.7%).

SECTOR

Support for and belief in LGBTI inclusion initiatives were considerably lower in the Public sector, with only 76% of respondents personally believing in their importance. These employees were also less likely to believe that their organisation, senior leaders and managers support inclusion.

The NFP sector was rated inclusive on all measures by its employees, with high levels of belief that the organisation truly supports LGBTI inclusion (91%), that both senior leaders and managers support it too (92% and 90% respectively) and that LGBTI employees could comfortably be themselves within the organisation (89%).

The percentage of respondents personally experiencing bullying or harassment was much higher in the Public

sector (11%), compared to a low of 3.5% in the Private sector. The sector in which a participant worked did not have much bearing on whether or not they would report bullying but it had an effect when it came to actually reporting bullying; 60% of those working in the NFP sector had reported bullying compared to less than one-quarter of respondents in the Private sector.

The impact of this bullying is highlighted by the number of people looking to leave the organisation: 8% of those in the Public sector admitted to seeking another job, with bullying being either the predominant or contributing factor.

TOP 20 ORGANISATIONS

This year, analysis was conducted on the Top 20 ranked organisations rather than the Top 10 as in previous years. The greater percentage of responses included in the top tier has led to a more obvious 'middle ground', with percentages for the Top 20 generally decreasing from those seen in the Top 10 analysis last year, and the percentages for the non-Top 20 organisations increasing from those seen in the non-Top 10 last year.

This carried through to analysis of leaders' responses across Top 20 organisations versus the others. For example, this year, 95.4% of leaders at Top 20 organisations personally supported LGBTI inclusion, with 95.2% of those at non-Top 20 organisations feeling likewise.

However, on some measures, there were still visible differences between leaders of the top-ranked organisations. For example, leaders at Top 20 organisations were more likely to:

- Believe that their organisation truly supports LGBTI inclusion (93.9% vs 84.8%)
- Have confidence that their managers support inclusion (87.3% vs 81.9%).

Other staff at Top 20 organisations were also more likely to believe their organisation genuinely supports inclusion than at non-Top 20. They also had more confidence that their senior leaders and managers supported inclusion.

One of the key findings was that 80% of staff at Top 20 organisations agreed that they knew where to go to get more information on LGBTI inclusion. This was in contrast to only 61% in non-Top 20 organisations. These percentages were irrespective of whether or not the respondent was LGBTI, demonstrating that visibility is the key to the success of these initiatives.

17%
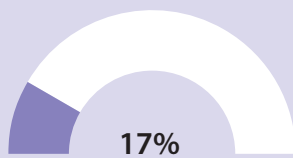
18-24 year old LGB employees hide their sexuality at work

4%
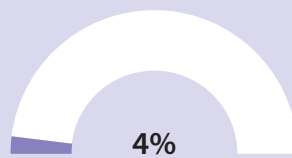
18-24 year old LGB employees have been personally bullied or harassed

17%
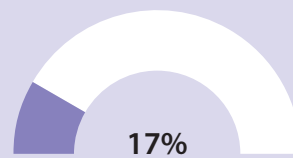
18-24 year old LGB employees would not report if personally bullied

THE MOST COMMON REASON FOR NOT REPORTING BULLYING IS: **IT WOULD MEAN 'OUTING' THEMSELVES**

AGE

Younger respondents had much stronger beliefs in and support for LGBTI inclusion. They were also more likely to believe that their organisation should do more in the way of communication and/or training in inclusion.

Younger LGB employees were less likely to be out to their manager with only one in two 18-24 year olds admitting that they were, whereas this tended to be about three-quarters of those in older age groups. This meant that 17% of 18-24 year olds and 19% of 25-34 year olds agreed that they expend energy hiding their sexual orientation at work.

On the plus side, there was a much lower rate of bullying reported by younger LGB employees in this year's survey. Only 4% of 18-24 year olds had been personally bullied or harassed compared to 9.7% last year. However, this age group was the least likely to feel comfortable reporting bullying were it to happen to them; 17% would not report it (10-11% across other age groups) with the most commonly selected reason being that it would mean 'outing' themselves to people they are not currently out to.

INCLUSION INITIATIVES

The majority of respondents, whether LGBTI or not, believe that their organisation supports inclusion. However, these rates fell slightly from those recorded last year; in 2015, 78% of LGBTI respondents agreed that their organisation was supportive, falling slightly to 75% this year, whilst 85% of non-LGBTI respondents agreed last year, decreasing to 83.2% this year.

In contrast, there was a slight increase in the percentage of LGBTI respondents who felt they could comfortably be themselves in their organisation, rising from 77% in agreement last year to 79% this year.

Two-thirds of LGBTI respondents indicated that an organisation's track record in diversity would influence their decision to join that organisation; this was much higher than the 38% of non-LGBTI respondents. Just over half also talk about their organisation's inclusion initiatives outside of work, compared to only 38% of non-LGBTI respondents. The initiatives were responsible for a number of LGB respondents coming out at work, with approximately 5-6% at non-Top 20 organisations but between 9.5% and 12% at the Top 20.

LGB RESPONSES

There was a difference between bisexuals and same sex-only attracted respondents in how important it was for them to be out at work but this year saw a strong increase in bisexual men agreeing that it was important, rising to 28% from only 18% last year. Bisexual men were still less likely to feel that it was important to work for an organisation where they could be out; however this was more important to bisexual women (75%) and very important to gay men and lesbians (over 90%).

Over 90% of lesbian and bisexual women and gay men believed that openly out role models are important. Reassuringly, 88% of the LGB leaders surveyed (CEO, Executive and Senior Leadership levels) were either 'completely' or 'moderately' out at work, regardless of whether the organisation was in the Top 20 or not.

LGB respondents at Top 20 organisations were more likely to believe that their manager supports inclusion; specifically, 83% of lesbians and gay men at Top 20 organisations agreed with this. The percentage was much lower for bisexual men, with only 70% agreeing at a Top 20 organisation, dropping to 65% at a non-Top 20.

Believing their manager to support inclusion was a clear predictor of whether or not an LGB respondent was out to that manager. Of those who agreed that their manager did support inclusion, 80% were out, whereas only 45% were out when they believed their manager was not supportive.

Unfortunately, 5% of respondents did not believe their manager supported inclusion and in these cases, where the respondent was out, 90% believed it had changed the relationship for the worse or they were unsure whether it had changed.

15%
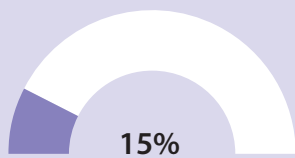
Gender diverse employees were negatively impacted at work by attitudes towards them

6.5%
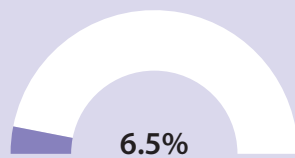
Gender diverse employees have been personally bullied or harassed

37%
48%
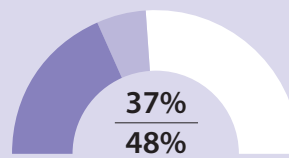
Less than half of gender diverse employees reported the bullying (non Top 20, Top 20 split)

TWO THIRDS OF THOSE BULLIED OR HARASSED **CONSIDERED LEAVING WORK BECAUSE OF IT**

Approximately 82% of respondents had confidence that their managers would address inappropriate behaviour. This perception was highest amongst gay men and lowest amongst bisexuals, particularly at non-Top 20 organisations. However, these figures are much higher than those seen in last year's survey, when only 56% of bisexual men at non-Top 10 organisations had confidence in their managers.

Between 15-16% of lesbian and bisexual women and gay men agreed that they expend energy hiding their sexual orientation at work; this was consistent across both Top 20 and non-Top 20 organisations. Bisexual men were much more likely to expend energy but there was a difference depending on the organisation, with 19% agreeing at Top 20 organisations, rising to 24% at the non-Top 20.

When asked whether they had been personally bullied or harassed in the past year, almost one in ten lesbians admitted that they had; the figures were similar irrespective of whether or not they worked at a Top 20 organisation. The figures were not as high for male respondents and only 2.5% of bisexual women had experienced bullying because of their sexual orientation.

Whilst most respondents who had not been bullied claimed that they would report it if it happened, in reality, less than one-third did report it when it actually happened.

GENDER DIVERSE

We asked participants to indicate whether they considered themselves 'gender diverse', which 774 respondents, or 5.8% of the total, did. When presented with more specific options with which to identify, one-third preferred 'gender diverse', approximately 19% preferred to identify only as their affirmed gender, with 5% happy to identify as Trans.

Almost two-thirds of gender diverse respondents indicated that LGBTI inclusion initiatives were important to their level of engagement and a slightly higher percentage would recommend their organisation as a place where gender diverse people could comfortably work.

Four in five respondents had confidence that their manager would address any transphobic behaviour, a similar percentage as recorded in last year's survey. Whilst 85% of gender diverse respondents indicated that they would report bullying if it happened, the most commonly cited reason for the 15% who would not report it was that it 'would not be taken seriously'.

Responses from those working at Top 20 organisations rated more highly on a number of measures, including:

- Belief that their organisations were fully supportive of them (82.2% vs 68.6%)
- That the organisation's initiatives benefit gender diverse employees (59.7% vs 45.5%)
- That the inclusion or transition policies are more visible (44.6% vs 31%).

Employees who had transitioned within a Top 20 organisation reported higher levels of satisfaction with the process and were also more likely to report bullying if it occurred than their counterparts at non-Top 20 organisations.

Still, 15% of respondents indicated that attitudes towards gender diverse people had had a negative impact in the previous year, regardless of whether at a Top 20 organisation or otherwise. 6.5% of respondents had been personally bullied or harassed; with two-thirds considering leaving their current place of work due to the bullying.

INTERSEX

Twenty surveys were completed by intersex employees. Two-thirds of them indicated they would be happy to disclose their intersex status at work, an increase from 50% in last year's survey, and three-quarters did not believe that others' attitudes had had a negative impact on their day to day work.

However, four respondents admitted to having been personally bullied or harassed for being intersex but all of them reported it. Intersex employees were the least likely to believe that LGBTI inclusion initiatives were important to their level of engagement at work (only 33%).

DEMOGRAPHICS

There were 13,393 people who participated in this year's survey, a 48% increase on the 2015 participation numbers (9,048). After screening out 135 respondents not based in Australia, we had 13,258 people complete the full survey.

The state breakdown of these participants is shown in the table below.

BY STATE	2016		2015		Change from 2015
	Responses	Percentage	Responses	Percentage	
NSW	5,338	39.9%	3,250	35.9%	3.9%
ACT	1,367	10.2%	689	7.6%	2.6%
VIC	3,580	26.7%	2,761	30.5%	-3.8%
QLD	1,289	9.6%	716	7.9%	1.7%
WA	1,070	8.0%	1,323	14.6%	-6.6%
SA	410	3.1%	182	2.0%	1.0%
TAS	110	0.8%	33	0.4%	0.5%
NT	94	0.7%	39	0.4%	0.3%
Outside Australia	135	1.0%	55	0.6%	0.4%
TOTAL	13,393		9,048		

A greater percentage of respondents were based in NSW this year corresponding to a similar decline in the percentage from Victoria. Western Australia saw a drop in responses, and a greater percentage of respondents came from the ACT, possibly related to a much higher percentage of respondents working in the Public sector.

BY SECTOR	2016		2015		Change from 2015
	Responses	Percentage	Responses	Percentage	
Private	5,663	42.7%	4,836	53.8%	-11.1%
Public (Government Department / Agency)	5,565	42.0%	2,423	26.9%	15.0%
Higher Education	1,005	7.6%	693	7.7%	-0.1%
Not-for-Profit / Charity	1,021	7.7%	936	10.4%	-2.7%
Blank / Prefer not to respond	4	0.0%	105	1.2%	-1.1%
TOTAL	13,258		8,993		

There were almost the same number of respondents from the private and public sectors this year. Whilst the actual number of respondents from the not-for-profit sector increased, the numbers still represented a smaller percentage of the overall total than in last year's survey.

DEMOGRAPHICS

The vast majority of participants were based in metropolitan centres although this year saw a 2% increase in the percentage of respondents in regional areas.

BY LOCATION	2016		2015		Change from 2015
	Responses	Percentage	Responses	Percentage	
Metropolitan	10,592	79.9%	7,328	81.5%	-1.6%
Regional	2,097	15.8%	1,248	13.9%	1.9%
Rural	457	3.4%	364	4.0%	-0.6%
Remote	112	0.8%	53	0.6%	0.3%
TOTAL	13,258		8,993		

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	2016		2015		Change from 2015
	Responses	Percentage	Responses	Percentage	
<18 years	1	0.0%	5	0.1%	0.0%
18-24 years	559	4.2%	412	4.6%	-0.4%
25-34 years	3,432	25.9%	2,460	27.4%	-1.5%
35-44 years	3,942	29.7%	2,588	28.8%	1.0%
45-54 years	3,556	26.8%	2,381	26.5%	0.3%
55-64 years	1,540	11.6%	988	11.0%	0.6%
65+ years	130	1.0%	97	1.1%	-0.1%
Prefer not to respond	98	0.7%	62	0.7%	0.0%
TOTAL	13,258		8,993		

Respondents were asked whether or not they were heterosexual or opposite/other sex attracted; 75.8% indicated that they were, a 2.7% decrease from the previous year. A further 5.4% preferred not to respond, a slight increase from the previous year. The other 18.8% were then asked to select whether they were same sex attracted, same and other sex attracted, neither sex attracted, or other.

DEMOGRAPHICS

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 of those who chose to identify are shown in the table below:

	Referred to in the report as	Responses	Percentage*
Heterosexual / Opposite or Other Sex Attracted	Heterosexual	10,051	75.8%
Same Sex Attracted, Identify as Male	Gay Man	1,279	9.6%
Same & Other Sex Attracted, Identify as Male	Bisexual (M)	150	1.1%
Same Sex Attracted, Identify as Female	Lesbian	611	4.6%
Same & Other Sex Attracted, Identify as Female	Bisexual (F)	326	2.5%
Neither Sex Attracted	Asexual	45	0.34%
Gender Diverse	Gender Diverse	774	5.8%
Intersex	Intersex	20	0.15%
Prefer not to Respond**		993	7.5%

* 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.

** The number of respondents who selected 'prefer not to respond' to any of the sexuality, gender diverse or intersex questions.

There were 9,293 respondents (70.1%) 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 diverse or intersex questions were excluded from this cohort.

The slightly lower percentage of gay men responding to this year's survey (9.6% over 9.9% last year) corresponded to an increase in the percentage of responses from lesbians and bisexuals. This year we also included a 'neither sex attracted' option, which was selected by 45 respondents, or 0.34% of the total. Of these, 25 identified as female, 9 as male and 10 as 'other' (with one blank). The percentages of those identifying as gender diverse and those indicating they are intersex are the same as in last year's survey.

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=941) were analysed against all other respondents.

TOP 20 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. This year, the survey broadened the distinction to encompass those working at Top 20 organisations (n=5,837 or 44%) rather than the Top 10

Finally, the CEO, Executive and SLT data were further broken down into the leaders of Top 20 organisations (n=412 or 43.8%) versus non-Top 20, to analyse the effect that commitment and support from leadership teams can have on an organisation's effectiveness in promoting diversity.

PERSONAL BELIEFS IN 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

Personal belief in LGBTI inclusion initiatives (Q1) was naturally higher amongst LGBTI respondents (90.1% vs 82.5%) and similar percentages across both groups understood why LGBTI inclusion is important to an organisation.

Personal Beliefs on LGBTI Workplace Inclusion

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

Q1	Non LGBTI	82.5%
	LGBTI	90.1%

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

Q2	Non LGBTI	83.2%
	LGBTI	91.8%

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

Q6	Non LGBTI	89.4%
	LGBTI	95.9%
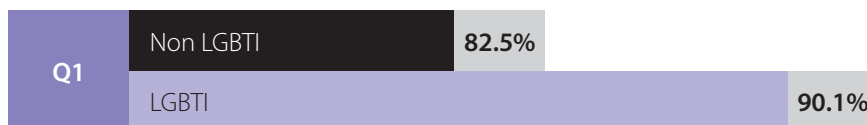
PERSONAL BELIEFS IN LGBTI INCLUSION INITIATIVES

Unlike results from previous years, this year we saw a higher level of personal support for and belief in the importance and merits of LGBTI inclusion from non-LGBTI respondents working at organisations outside of the Top 20 than those working at Top 20 organisations. (The strength of personal beliefs were similar amongst the LGBTI cohort, regardless of whether or not they worked at a Top 20 organisation).

Personal Beliefs on LGBTI Workplace Inclusion – Non-LGBTI Respondents

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

Q1		
	Top 20	80.3%
	Non Top 20	84.2%

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

Q2		
	Top 20	82.1%
	Non Top 20	84.1%

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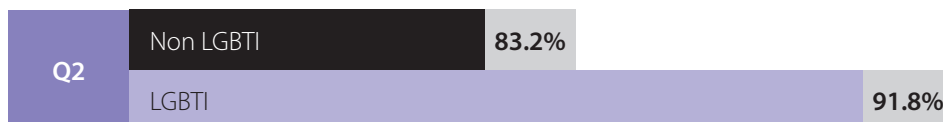*Strongly Agree / Agree*

Q6		
	Top 20	87.7%
	Non Top 20	90.8%

AGE GROUP

Younger respondents had much stronger beliefs in and support for LGBTI inclusion; 93.7% of 18 to 24 year olds personally support LGBTI inclusion, decreasing across the age groups to 85.6% of 55 to 64 year olds.

LEADERSHIP

In previous years, the beliefs of the leadership teams at the top-ranked organisations were much more in favour of LGBTI inclusion initiatives than those at the lower-ranked organisations. This year, however, there was very little difference in the strength of views between the two cohorts. 95.4% of leaders at Top 20 organisations personally support LGBTI inclusion, with 95.2% of those at non-Top 20 organisations feeling likewise. When asked whether they understood why LGBTI inclusion was important to an organisation, 91.6% of leaders at non-Top 20 organisations agreed that they did, up slightly from last year (90.7% of non-Top 10 leaders). This figure is similar to the leadership teams at Top 20 organisations, where 92.2% agree with the importance of inclusion, although this figure is down on last year (95.6% of Top 10 leaders).
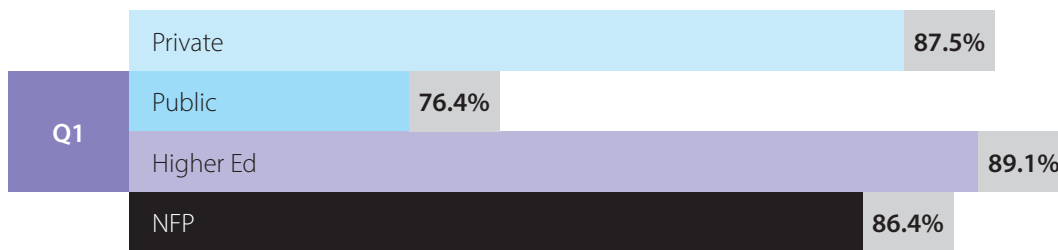
PERSONAL BELIEFS IN LGBTI INCLUSION INITIATIVES

SECTOR

This year, responses by sector were analysed. Support for and belief in LGBTI inclusion initiatives were strongest in the Higher Education sector with those working in the Private and Not-for-Profit sectors also rating them highly. Support for the initiatives was much lower in the Public sector, with only 76.4% of respondents personally believing in the importance of the initiatives, although this was an increase on the 71.8% believing in them last year.

Personal Beliefs by Sector

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

Q1		
Private		87.5%
Public	76.4%	
Higher Ed		89.1%
NFP		86.4%

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

Q2		
Private		87.7%
Public	79.4%	
Higher Ed		90.0%
NFP		87.2%

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

Q6		
Private		91.9%
Public		86.3%
Higher Ed		94.7%
NFP		91.3%
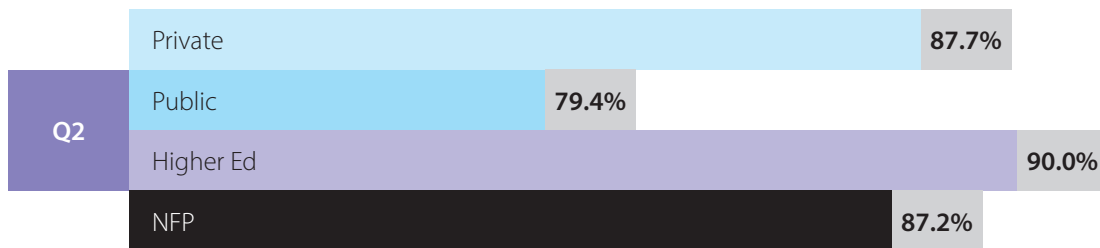
LGBTI INCLUSIVE CULTURE

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

The rates of both LGBTI and non-LGBTI respondents believing that their organisation supports inclusion (Q3) fell from last year. In 2015, 77.6% of LGBTI respondents agreed that their organisation was supportive, falling to 74.6% this year, whilst 85.2% of non-LGBTI respondents agreed last year decreasing to 83.2% this year. There is still, however, a significant difference between the perception of LGBTI respondents to non-LGBTI respondents.

Respondents had very similar levels of confidence in their senior leaders and their managers though, again, these rates were slightly lower than those expressed last year.

One slight increase was the percentage of LGBTI respondents who felt they could comfortably be themselves in the organisation, rising from 76.6% in agreement last year to 78.5% this year.

LGBTI Inclusive Culture

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

Q3	Non LGBTI	83.2%
	LGBTI	74.6%

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

Q4	Non LGBTI	81.5%
	LGBTI	74.2%

LGBTI INCLUSIVE CULTURE

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

Q5	
Non LGBTI	80.5%
LGBTI	74.0%

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

Q8	
Non LGBTI	83.2%
LGBTI	78.5%

LEADERSHIP

Leaders at Top 20 organisations were far more likely to believe that their organisation truly supports LGBTI inclusion – 93.9% compared to only 84.8% of leaders at non-Top 20 organisations (Q3). This percentage of 84.8% is significantly lower than that recorded in last year's survey, where 90.9% of leaders at non-Top 10 organisations believed their organisation genuinely supports inclusion. This may be indicative of the number of new organisations taking part in the survey who are just commencing their inclusion work. Senior leaders at the Top 20 organisations also had much more confidence that their managers support inclusion (Q5) than did their counterparts at non-Top 20 organisations (87.3% vs 81.9%). This confidence also extended across staff in non-leadership roles; 85.9% of staff at the Top 20 believe their organisation genuinely supports inclusion (Q3) against only 75.4% at non-Top 20. There is a similar disparity between the two groups with regard to confidence in their senior leaders and managers (Q4, Q5).

LGBTI Inclusive Culture – Leadership

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

Q3	
CEO & SLT – TOP 20	93.9%
CEO & SLT – Non TOP 20	84.8%
Other – TOP 20	85.9%
Other – Non TOP 20	75.4%

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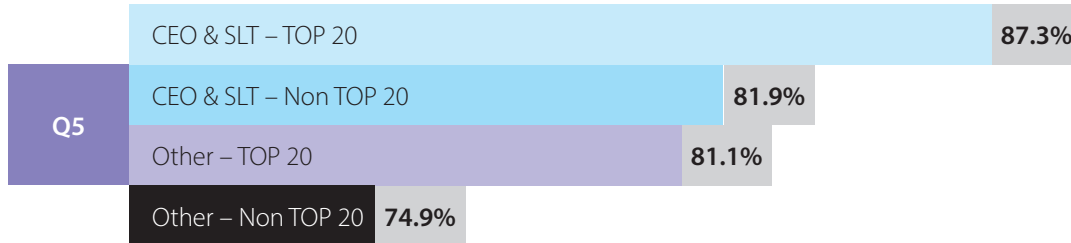*Strongly Agree / Agree*

Q4	
CEO & SLT – TOP 20	92.4%
CEO & SLT – Non TOP 20	85.7%
Other – TOP 20	83.7%
Other – NT20	73.9%

LGBTI INCLUSIVE CULTURE

LGBTI Inclusive Culture – Leadership

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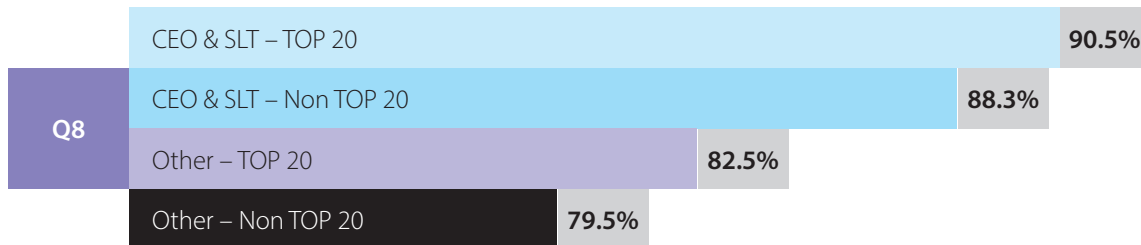*Strongly Agree / Agree*

Q5		
	CEO & SLT – TOP 20	**87.3%**
	CEO & SLT – Non TOP 20	**81.9%**
	Other – TOP 20	**81.1%**
	Other – Non TOP 20	**74.9%**

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

| Q8		
	CEO & SLT – TOP 20	**90.5%**
	CEO & SLT – Non TOP 20	**88.3%**
	Other – TOP 20	**82.5%**
	Other – Non TOP 20	**79.5%**

SECTOR

The NFP sector was rated inclusive on all measures by its employees, with high levels of belief that the organisation truly supports LGBTI inclusion (91%), that both senior leaders and managers support it too (91.6% and 90.4% respectively) and that LGBTI employees could comfortably be themselves within the organisation (88.6%).

These beliefs were slightly lower from those working in the Private sector, lower still from those in the Higher Education sector, whilst those working in the Public sector had the least confidence in their organisation's support (71%) and less still in their senior leaders (69.4%) and managers (70.8%).

LGBTI Inclusive Culture by Sector

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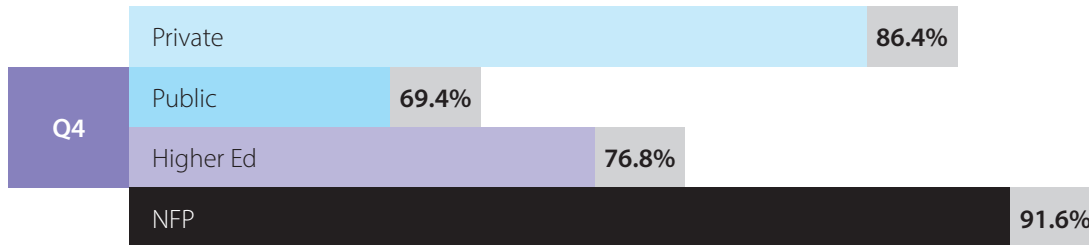*Large Extent / Moderate Extent*

Q3		
	Private	**88.2%**
	Public	**71.0%**
	Higher Ed	**80.6%**
	NFP	**91.0%**
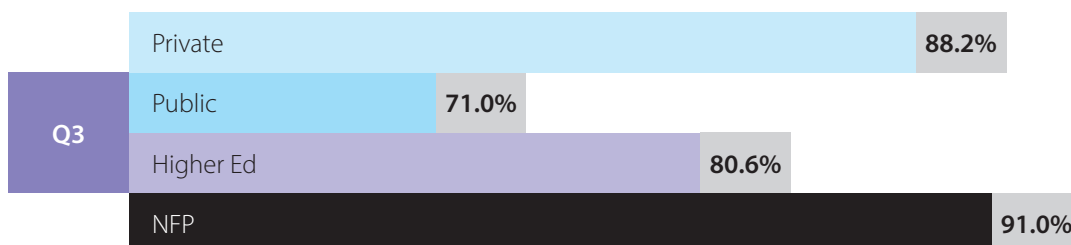
LGBTI INCLUSIVE CULTURE

LGBTI Inclusive Culture by Sector

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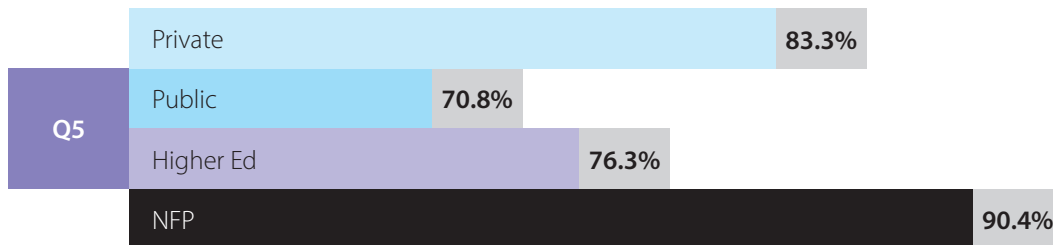*"I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"*
Strongly Agree / Agree

Q4

Sector	%
Private	86.4%
Public	69.4%
Higher Ed	76.8%
NFP	91.6%

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

Q5

Sector	%
Private	83.3%
Public	70.8%
Higher Ed	76.3%
NFP	90.4%

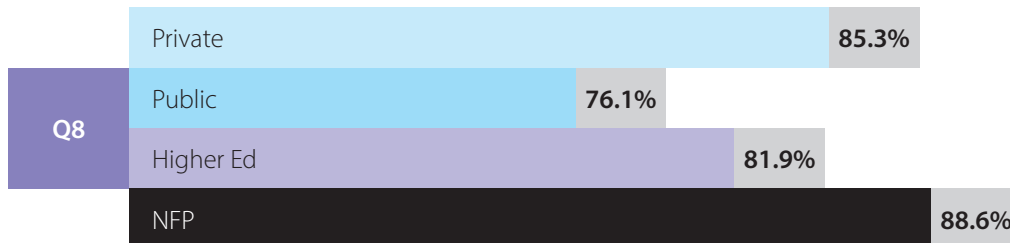*Please state your level of agreement with the statement*
"LGBTI employees within my immediate work area could comfortably be themselves within this organisation"
Strongly Agree / Agree

Q8

Sector	%
Private	85.3%
Public	76.1%
Higher Ed	81.9%
NFP	88.6%

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

LGBTI respondents were less likely to believe that their organisation communicates inclusion (Q9) than non-LGBTI respondents (57.6% vs 66.1%) and were far more likely to believe that their organisation should do more communication and/or training in this area (64.9% vs 43% for non-LGBTI respondents).
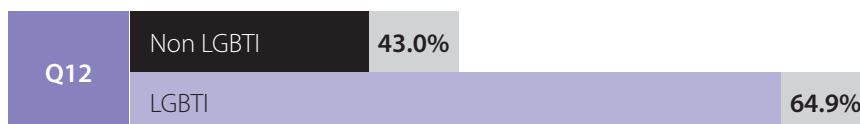
Visibility of LGBTI Inclusion Initiatives

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

Q9	Non LGBTI	66.1%
	LGBTI	57.6%

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

Q11	Non LGBTI	70.2%
	LGBTI	70.3%

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

Q12	Non LGBTI	43.0%
	LGBTI	64.9%

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

Q13	Non LGBTI	70.4%
	LGBTI	83.5%

# COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

Whilst this chart shows that 70% of all respondents agreed that they know where to go to get more information (Q11), an interesting difference appears when the data are viewed according to whether a respondent works in a Top 20 organisation or not.

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

|		
LGBTI	Top 20	**83.5%**
	Non Top 20	**60.6%**
Non LGBTI	Top 20	**80.0%**
	Non Top 20	**62.3%**
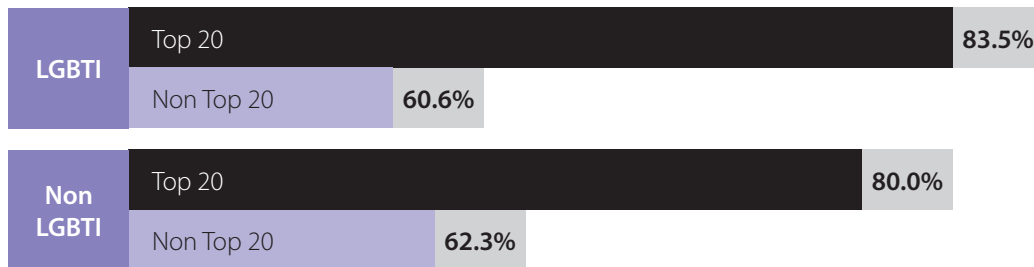
83.5% of LGBTI respondents know where to get more information about the inclusion initiatives at Top 20 organisations; the percentage is still relatively high even amongst non-LGBTI respondents (80%). Contrast this with the responses from those in organisations outside of the Top 20, where only 61-62% of all respondents know where to go.

And whilst non-LGBTI respondents feel that their organisation communicates inclusion more strongly than their LGBTI counterparts (Q9), the responses are again markedly different depending on whether the employee works at a Top 20 organisation. For LGBTI respondents, 70% agreed that their Top 20 organisation communicates inclusion, compared to less than half at non-Top 20 organisations.

Communicating LGBTI Inclusion Internally

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

LGBTI	Top 20	**70.0%**
	Non Top 20	**48.4%**
Non LGBTI	Top 20	**76.2%**
	Non Top 20	**58.1%**
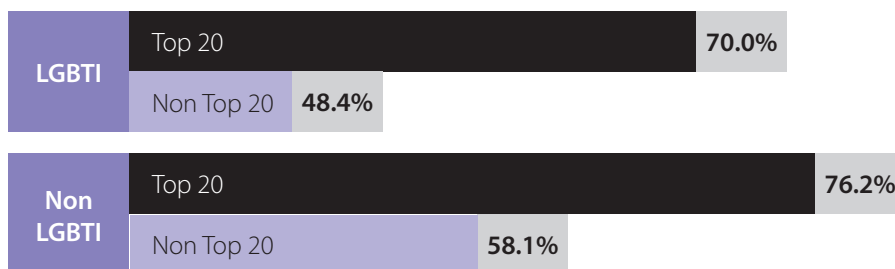
COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

AGE GROUP

Younger respondents were much more likely to believe that there should be more communication and/or training provided in their organisation, with approximately 55% of those under 35 believing there should be 'somewhat more' or 'much more', dropping to 44% of those aged 55-64 and only 36% of those aged 65+.

LEADERSHIP

Leaders at Top 20 organisations had a much stronger perception that their organisation communicates inclusion (86.6% vs 71.7%). Whilst these figures were lower amongst their staff, the pattern was similar, with 73.2% of staff at Top 20 organisations believing this, compared to only 54.3% of staff at non-Top 20 organisations.

This apparent weakness in visibility was recognised by many leaders at non-Top 20 organisations, with 54.7% believing that there should be 'somewhat more' or 'much more' communication and/or training on inclusion initiatives; 42% believed the amount to be 'fine as is'. This figure is much higher amongst the leadership at Top 20 organisations, where 56% believe the amount is 'fine as is' and only 38.5% feel there should be more 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

Q9		
	CEO & SLT – Top 20	86.6%
	CEO & SLT – Non Top 20	71.7%

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

Q11		
	CEO & SLT – Top 20	91.0%
	CEO & SLT – Non Top 20	77.7%

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

Q12		
	CEO & SLT – Top 20	38.5%
	CEO & SLT – Non Top 20	54.7%

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

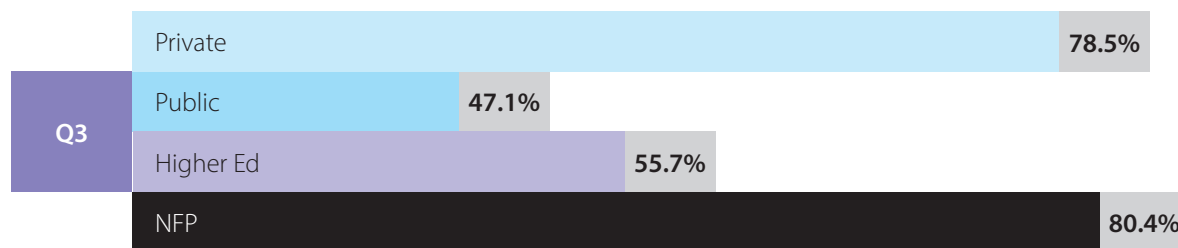| Q13		
	CEO & SLT – Top 20	77.3%
	CEO & SLT – Non Top 20	80.0%

# COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

SECTOR

Employees in both the Private and NFP sectors had a stronger belief that their organisation communicates LGBTI inclusion (Q3) and that they knew where to go to get more information (Q4). These sentiments were not shared as strongly by those working in the Higher Education sector and much less so in the Public sector, where less than half of all respondents believed their organisation communicates inclusion.

Visibility of LGBTI Inclusion by Sector

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

Q3		
Private		78.5%
Public	47.1%	
Higher Ed	55.7%	
NFP		80.4%

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

Q4		
Private		78.3%
Public	58.3%	
Higher Ed	68.1%	
NFP		82.9%
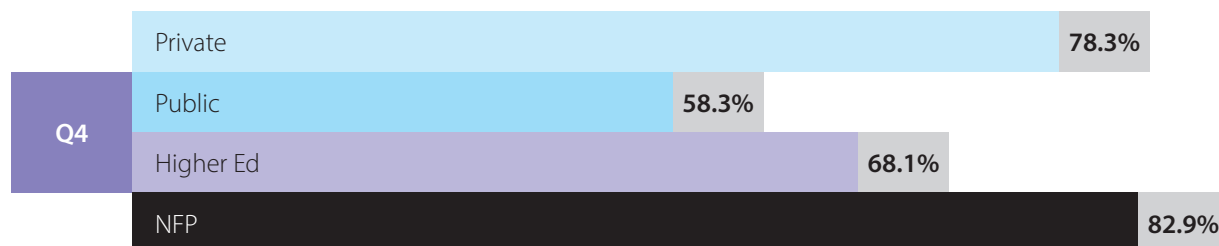
EXTERNAL IMPACT OF LGBTI INCLUSION INITIATIVES

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

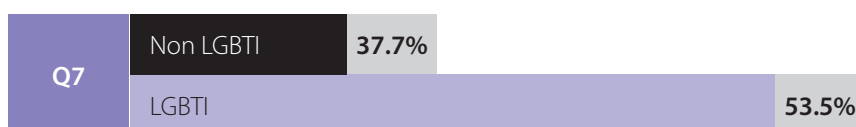| Question #	Survey Question	Data selection for chart
Q10	To what extent do you believe your organisation communicates LGBTI inclusion externally (clients / customers / suppliers / partners)?	Large Extent / Moderate Extent
Q7	Please state your level of agreement with the statement "I talk about my workplace's 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

Two-thirds of LGBTI respondents indicated that an organisation's track record in diversity would influence their decision to join that organisation (Q14); this was much higher than the 38% of non-LGBTI respondents. Just over half also talk about their organisation's inclusion initiatives outside of work (Q7), compared to only 38% 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

Q10	Non LGBTI	51.8%
	LGBTI	46.5%

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

Q7	Non LGBTI	37.7%
	LGBTI	53.5%

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

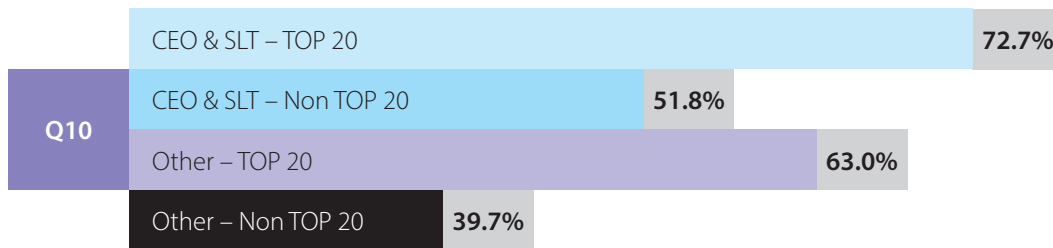| Q14	Non LGBTI	38.2%
	LGBTI	66.0%

LEADERSHIP

Leaders at Top 20 organisations had a much stronger belief that their organisation communicates LGBTI inclusion initiatives externally (Q10) than at non-Top 10 organisations (72.7% vs 51.8%). Indeed, a similar disparity was seen across other employees, with 63% agreeing with this at Top 20 organisations, versus only 39.7% at non-Top 20. Almost two-thirds of leaders at Top 20 organisations were more likely to talk about their organisation's initiatives outside of work (Q7). This dropped to just over one-third of other employees at non-Top 20 organisations.

EXTERNAL IMPACT OF LGBTI INCLUSION INITIATIVES

External Impact of LGBTI Inclusion Initiatives by Sector

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

Q10		
	CEO & SLT – TOP 20	72.7%
	CEO & SLT – Non TOP 20	51.8%
	Other – TOP 20	63.0%
	Other – Non TOP 20	39.7%

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

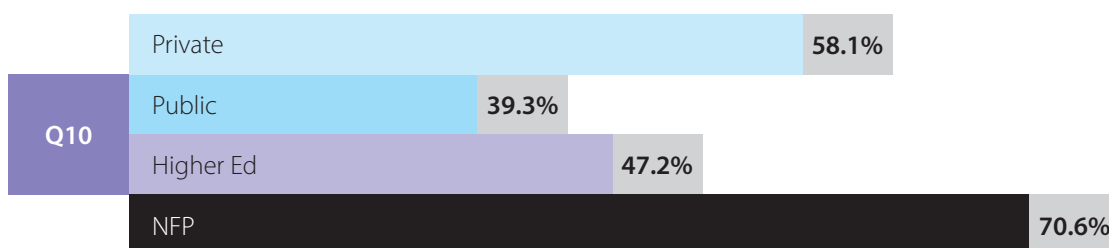| Q7		
	CEO & SLT – TOP 20	63.0%
	CEO & SLT – Non TOP 20	55.6%
	Other – TOP 20	44.4%
	Other – NT20	35.8%
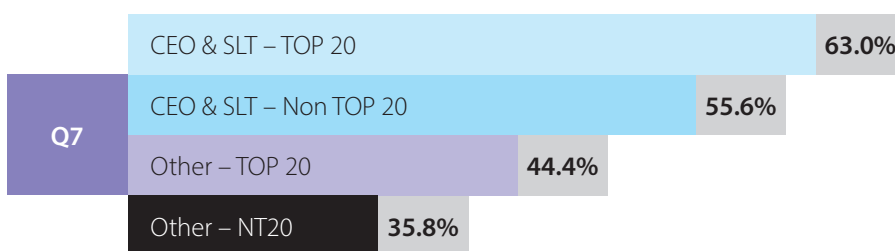
SECTOR

Those working in the NFP sector were more likely to believe that their organisation communicates externally about their inclusion initiatives (70.6%), higher than all other sectors, particularly the Public sector, where only 39.3% of employees agreed with this. Just over one-quarter of those in the Public sector indicated that they talk about their organisation's initiatives outside of work (Q7), with twice as many in the NFP sector acknowledging that they do. However, only 34.8% of Public sector employees said that an organisation's diversity track record would influence them to join an organisation, compared to approximately 51% across the other sectors.

External Impact of LGBTI Inclusion Initiatives by Sector

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

Q10		
	Private	58.1%
	Public	39.3%
	Higher Ed	47.2%
	NFP	70.6%

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

Q7		
	Private	52.4%
	Public	27.4%
	Higher Ed	37.3%
	NFP	54.8%
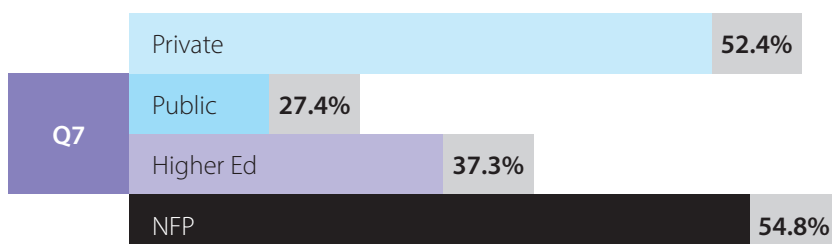
BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

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

15.9% of LGBTI respondents indicated that they had either witnessed or been made aware of negative commentary or jokes (Q15) versus only 5.3% of non-LGBTI respondents. A higher rate of LGBTI respondents were also aware of more serious bullying (4.2% against only 0.6% of non-LGBTI respondents).

Bullying/ Negative Commentary in the Workplace

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

Q15	Non LGBTI	5.3%
	LGBTI	15.9%

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

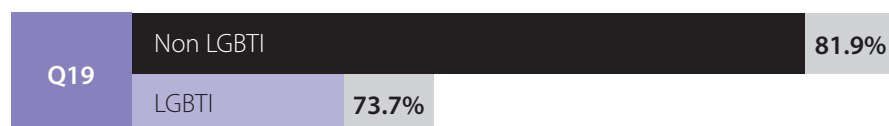| Q17	Non LGBTI	0.6%
	LGBTI	4.2%

Over four-fifths of non-LGBTI respondents had confidence that this bullying would be addressed by managers (Q19), although this level of faith was not shared by as many LGBTI respondents, with only 73.7% agreeing with this. Both groups expressed a similar lack of acceptance of jokes or innuendo (Q20).

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Non Acceptance of Negative Commentary – LGBTI vs Non-LGBTI

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

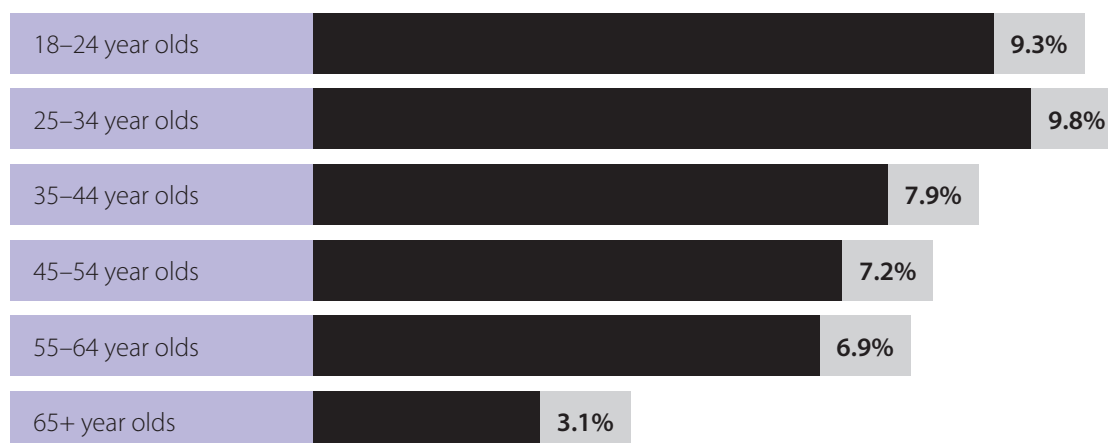| Q19		
	Non LGBTI	81.9%
	LGBTI	73.7%

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

Q20		
	Non LGBTI	87.5%
	LGBTI	87.1%

AGE GROUP

Those in the younger age groups were far more likely to have either witnessed or been made aware of negative commentary during the previous year, ranging from 9.8% of 25-34 year olds to 3.1% of those aged 65 and over. The percentages of those witnessing or being made aware of more serious bullying were consistent across all age groups at approximately 1.5% of respondents.

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

Age Group	Percentage
18–24 year olds	9.3%
25–34 year olds	9.8%
35–44 year olds	7.9%
45–54 year olds	7.2%
55–64 year olds	6.9%
65+ year olds	3.1%

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

LEADERSHIP

Leaders were much less likely to have witnessed or been made aware of both negative commentary (Q15) and more serious bullying (Q17) than their employees were. 3.9% of leaders at Top 20 organisations were aware of negative commentary against 5.9% of leaders at other organisations. In contrast to survey results in previous years, a higher percentage of employees at Top 20 organisations claimed negative commentary and more serious bullying than at other organisations.

Bullying / Negative Commentary in the Workplace

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?
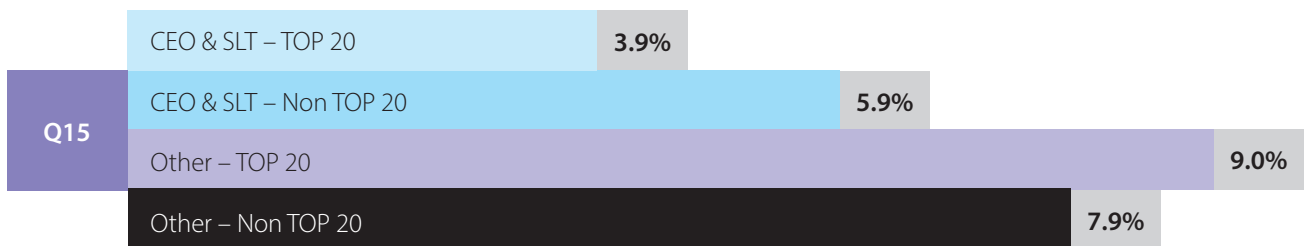*Large Extent / Moderate Extent*

| Q15		
CEO & SLT – TOP 20		3.9%
CEO & SLT – Non TOP 20		5.9%
Other – TOP 20		9.0%
Other – Non TOP 20		7.9%

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

Q17		
CEO & SLT – TOP 20		1.0%
CEO & SLT – Non TOP 20		0.8%
Other – TOP 20		1.8%
Other – NT20		1.6%
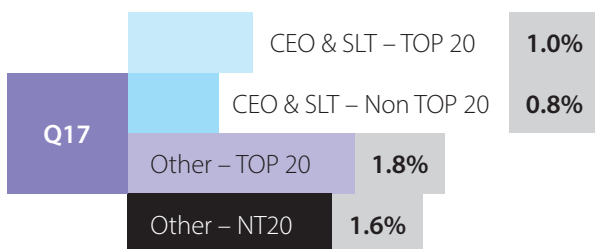
Leaders were more likely than their employees to believe that managers and/or team leaders would address bullying in the workplace (Q19) and this was seen at a higher rate in the Top 20 organisations. However, both leaders and employees at non-Top 20 organisations showed (marginally) less tolerance for negative jokes or innuendo (Q20) than their counterparts at Top 20 organisations.

Non Acceptance of Negative Commentary – By Leadership

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

Q19		
CEO & SLT – TOP 20		89.8%
CEO & SLT – Non TOP 20		83.3%
Other – TOP 20		81.0%
Other – Non TOP 20		77.0%
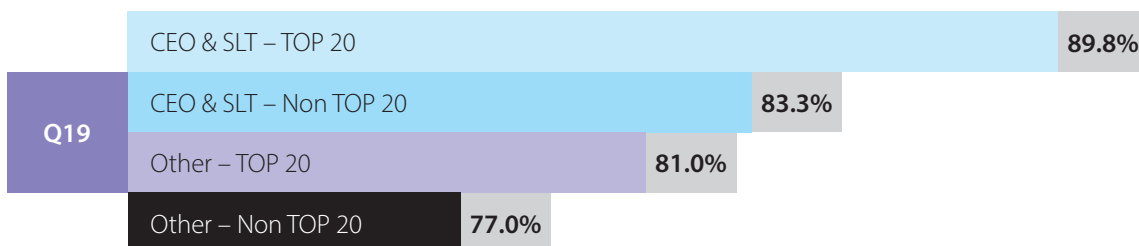
BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

LEADERSHIP

Non Acceptance of Negative Commentary – By Leadership

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

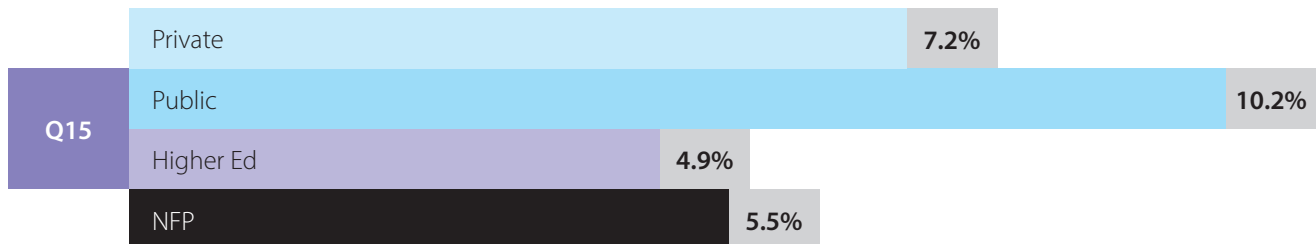| Q20		
	CEO & SLT – TOP 20	90.8%
	CEO & SLT – Non TOP 20	92.6%
	Other – TOP 20	84.2%
	Other – NT20	87.9%

SECTOR

Respondents working in the Public sector claimed much higher levels of negative commentary (Q15) than in other sectors, more than twice as much as in the Higher Education sector (10.2% vs 4.9%). And whilst there were also higher levels of more serious bullying (Q17) claimed in the Public sector than in the Private or Higher Education sectors, the Not-for-Profit sector recorded the highest level (2.6%).

Bullying / Negative Commentary in the Workplace

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

Q15		
	Private	7.2%
	Public	10.2%
	Higher Ed	4.9%
	NFP	5.5%

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

Q17		
	Private	1.0%
	Public	2.0%
	Higher Ed	1.7%
	NFP	2.6%
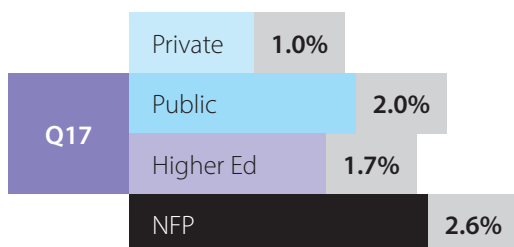
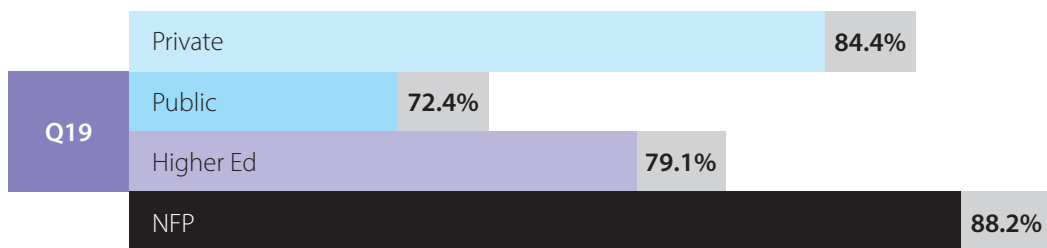# BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

SECTOR

Whilst the level of more serious bullying witnessed was highest in the NFP sector, these employees also recorded the highest level of confidence that it would be addressed by managers and/or team leaders (88.2%). This was much higher than confidence expressed in the Public sector, at only 72.4%. The Public sector also demonstrated the highest level of tolerance for negative jokes or innuendo (Q20), with only 82.1% of employees believing them to be unacceptable.

Non Acceptance of Negative Commentary – By Sector

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

Q19		
Private		84.4%
Public	72.4%	
Higher Ed	79.1%	
NFP		88.2%

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

Q20		
Private		88.5%
Public	82.1%	
Higher Ed		93.5%
NFP		94.0%

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

Participants were asked if they were heterosexual; those who said 'no' (n=2,495) were then asked a series of questions about their lived experience as LGB employees within their organisation.
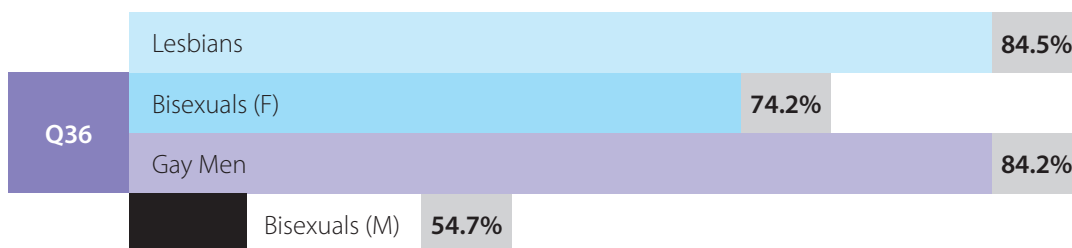
ORGANSATIONAL INCLUSION

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.

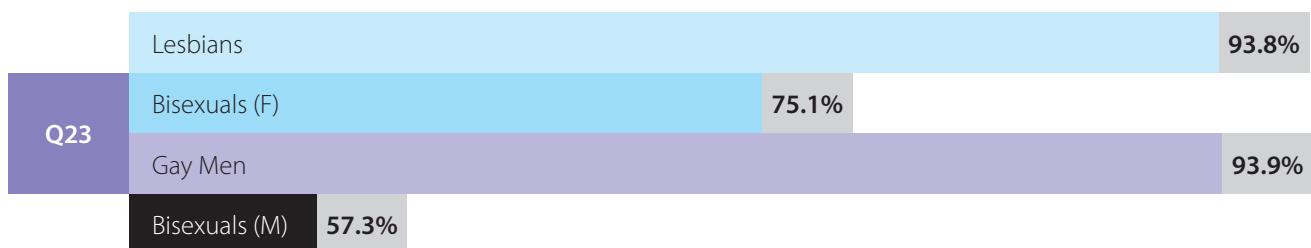| Question #	Survey Question	Data selection for chart
Q36	How important is an LGBTI inclusive culture to your level of engagement?	Very Important / Somewhat Important
Q23	How important is it for you to work for an organisation where you feel that you can be out?	Very Important / Somewhat Important
Q37	How important do you believe openly out role models are to an LGBTI inclusive culture?	Very Important / Somewhat Important

Bisexual men were the least likely group to place an importance on an LGBTI inclusive culture (Q36), with just over half (54.7%) agreeing that it was important, in contrast to 84% of gay men and lesbians. They were also less likely to feel that it was important to work for an organisation where they could be out (Q23). A higher percentage of bisexual women felt this was important (75%), which rose to well over 90% of gay men and lesbians.

Culture & Engagement by Sexual Orientation

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

Q36		
	Lesbians	84.5%
	Bisexuals (F)	74.2%
	Gay Men	84.2%
	Bisexuals (M)	54.7%

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

Q23		
	Lesbians	93.8%
	Bisexuals (F)	75.1%
	Gay Men	93.9%
	Bisexuals (M)	57.3%

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

Culture & Engagement by Sexual Orientation

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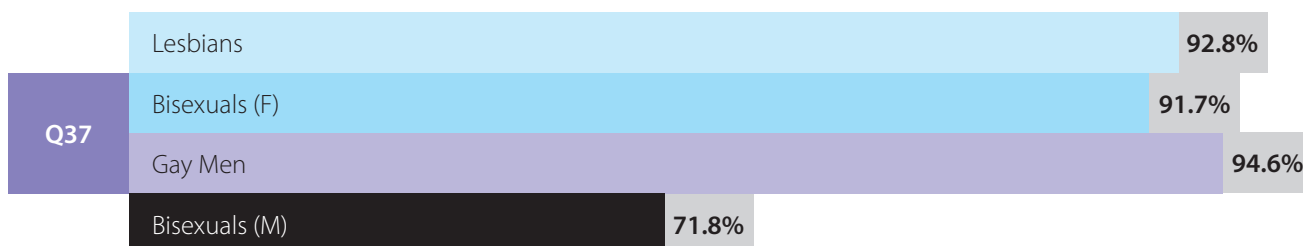*Very Important / Somewhat Important*

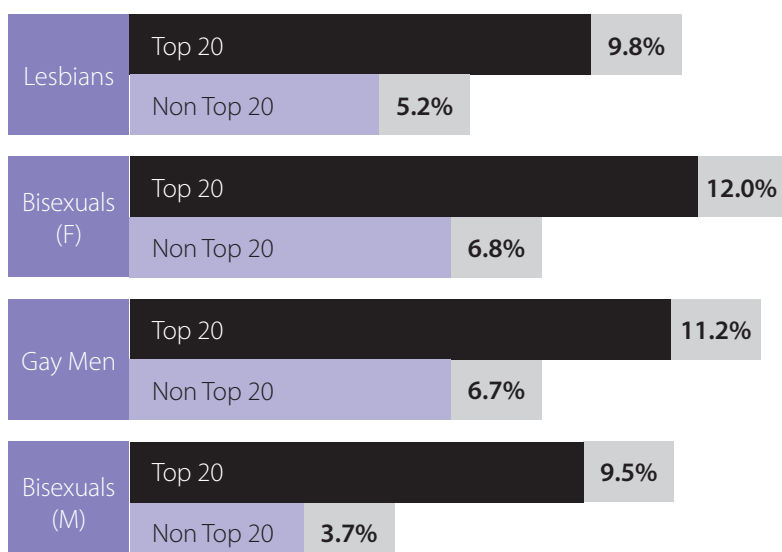| Q37		
	Lesbians	**92.8%**
	Bisexuals (F)	**91.7%**
	Gay Men	**94.6%**
	Bisexuals (M)	**71.8%**

Openly out role models (Q37) were important to over 90% of lesbian and bisexual women and gay men; however, only 71.8% of bisexual men agreed that they were. Reassuringly, 88% of the LGB leaders surveyed (CEO, Executive and Senior Leadership levels) were either 'completely' or 'moderately' out at work, regardless of whether the organisation was in the Top 20 or not.

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. Approximately 46% of lesbian and bisexual women (at Top 20) felt that the initiatives had had a positive effect, although bisexual women at non-Top 20 organisations were less inclined to believe this (36.9%). Gay men felt much more strongly that the initiatives had had a positive impact, particularly at Top 20 organisations (58.6%). Again, bisexual men were less likely to believe this, with less than one-third agreeing that the initiatives had had a positive impact. Whilst approximately 5% of respondents felt that the initiatives had made them feel more self-conscious or uncomfortable, this increased to 11% amongst bisexual men.

The initiatives were responsible for a number of respondents coming out at work, with approximately 5-6% at non-Top 20 organisations but between 9.5% and 12% at Top 20 organisations.

Responsible for Coming Out

Have workplace inclusion initiatives been responsible for your coming out at work?
Yes

Lesbians	Top 20	**9.8%**
	Non Top 20	**5.2%**
Bisexuals (F)	Top 20	**12.0%**
	Non Top 20	**6.8%**
Gay Men	Top 20	**11.2%**
	Non Top 20	**6.7%**
Bisexuals (M)	Top 20	**9.5%**
	Non Top 20	**3.7%**

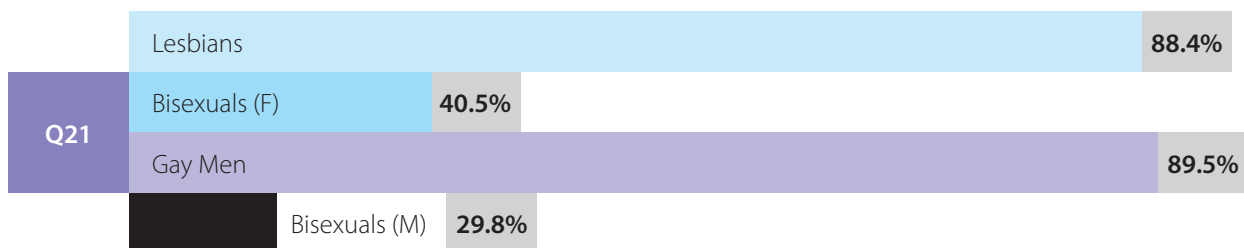# LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BEING OUT AT WORK

Participants were asked whether they were out about their sexual orientation at work, whether this was important to them, and whether they expend any energy hiding their sexual orientation at work.

| Question #	Survey Question	Data selection for chart
Q21	To what extent are you out about your sexual orientation at work?	Completely / Moderate Extent
Q22	How important is it for you to be out at work?	Very Important / Somewhat Important
Q35	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

Last year we saw a significant difference between the extent to which bisexual respondents were out in their workplace compared to their same-sex counterparts. The difference was still clearly visible in this year's results (Q21) but a higher percentage of bisexuals agreed that they were out 'completely' or to a 'moderate extent'. Last year, 37% of bisexual women were out, compared to 40.5% this year and, last year, only 20.2% of bisexual men were out, which had risen to 29.8% in this year's results. Indeed, the percentage of gay men who were out also increased from 86.8% to 89.5%. Only the percentage of lesbians who were out decreased in this year's results, slightly down from 89.6% to 88.4%.

'Outness' by Sexuality

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

Q21		
Lesbians		88.4%
Bisexuals (F)	40.5%	
Gay Men		89.5%
Bisexuals (M)	29.8%	

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

Q22		
Lesbians		83.8%
Bisexuals (F)	39.0%	
Gay Men		80.4%
Bisexuals (M)	28.0%	
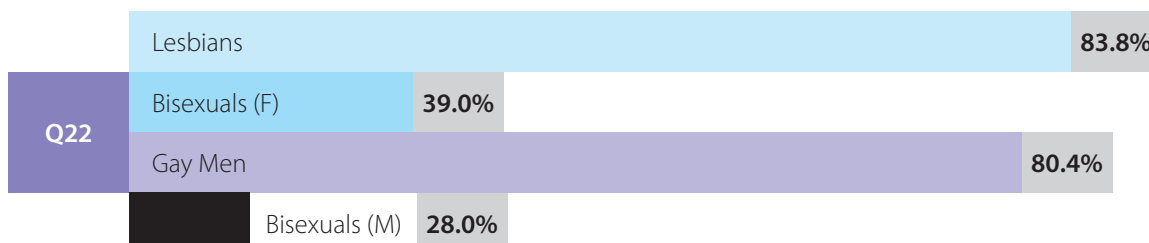
LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BEING OUT AT WORK

Again, there was a difference between bisexuals and same sex-only attracted respondents in how important it was for them to be out at work (Q22) but this year saw a strong increase in bisexual men agreeing that it was important, rising to 28% from only 18% last year.

Between 15-16% of lesbian and bisexual women and gay men agreed that they expend energy hiding their sexual orientation at work (Q35); this was fairly consistent across both Top 20 and non-Top 20 organisations. Bisexual men were much more likely to expend energy but there was a difference depending on the organisation, with 19% agreeing at Top 20 organisations, rising to 24% at the non-Top 20.

Across the board, one-third of participants who were not out at work, or only to a little extent, claimed that they expend a lot of energy hiding their sexual orientation. The younger age groups were less likely to be out at work and therefore spend more energy; only 64.6% of 18-24 year olds were out with 17% agreeing that they expend energy, increasing to 19% of 25-34 year olds.

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' (301 respondents) followed by 'unsure of repercussions' (214 respondents).

Reason for not being out at work

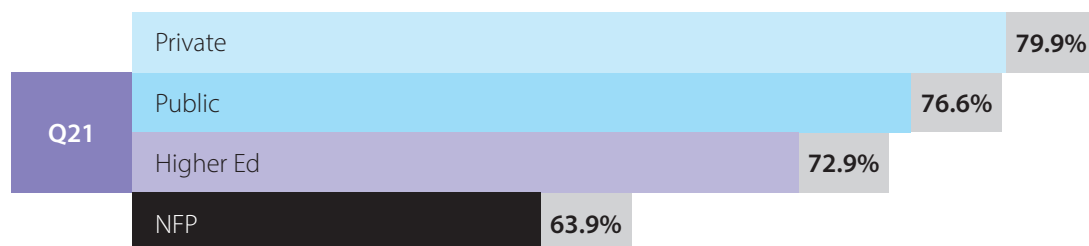| Participants who responded 'not out at all' or 'to a little extent'	Responses
Don't want to be labelled	301
Unsure of repercussions	214
I'm just not comfortable enough to be out at work	194
I think it would make people uncomfortable	177
Don't want to be the target of jokes or innuendo regarding my sexuality	157
Not enough out people at work to make me think it would be ok	125
Would be career limiting	119
Too risky	99
Wouldn't be acceptable within my immediate work area	95
None of the above	164

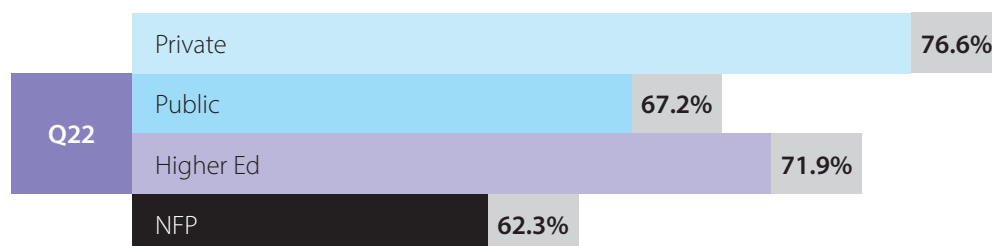# LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BEING OUT AT WORK

Those working in the NFP sector were much less likely to be out (Q21) than their counterparts in other sectors and it was also less important a factor for them (Q22).

'Outness' by Sector

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

Q21		
	Private	79.9%
	Public	76.6%
	Higher Ed	72.9%
	NFP	63.9%

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

Q22		
	Private	76.6%
	Public	67.2%
	Higher Ed	71.9%
	NFP	62.3%

MANAGERIAL SUPPORT

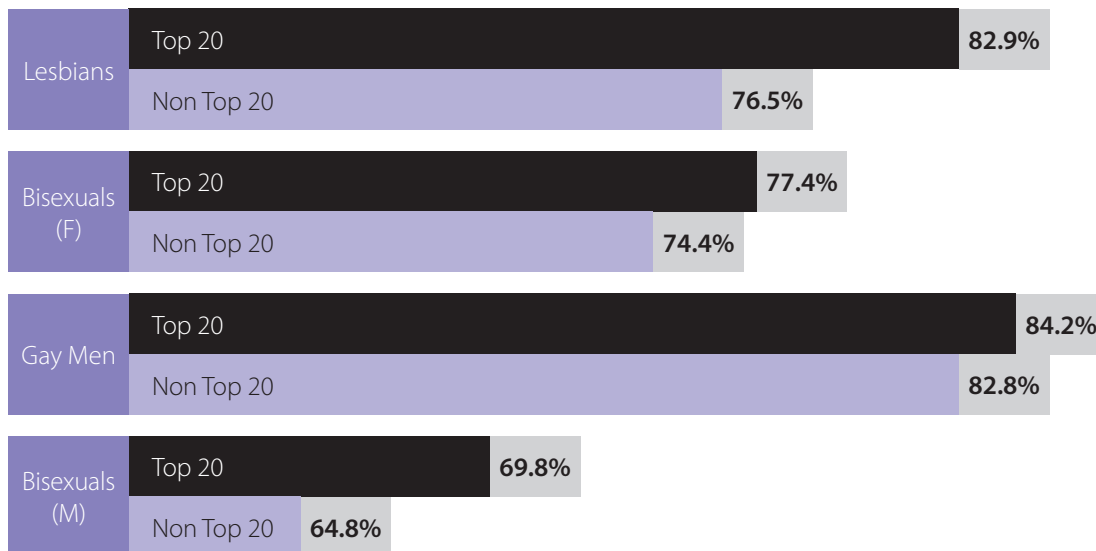| Question #	Survey Question	Data selection for chart
Q24	To what extent do you agree with the statement "I believe that my manager supports LGBTI inclusion"	Strongly Agree / Agree
Q25	Are you out to your manager?	Yes
Q26	Do you believe that being out at work has changed your relationship with your manager?	Directional question
Q27	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

Respondents at Top 20 organisations were more likely to believe that their manager supports LGBTI inclusion (Q24), with 82% agreeing with the statement, compared to 77.9% at non-Top 20 organisations. This feeling was shared by more than 80% of lesbians and gay men. The percentage was much lower for bisexual men with only 69.8% agreeing at a Top 20 organisation, dropping to 64.8% at a non-Top 20.

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

MANAGERIAL SUPPORT

Manager Supports LGBTI Inclusion

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

Lesbians	Top 20	**82.9%**
	Non Top 20	**76.5%**
Bisexuals (F)	Top 20	**77.4%**
	Non Top 20	**74.4%**
Gay Men	Top 20	**84.2%**
	Non Top 20	**82.8%**
Bisexuals (M)	Top 20	**69.8%**
	Non Top 20	**64.8%**

Believing their manager to support inclusion was a clear predictor of whether or not an LGB respondent was out to that manager. Of those who agreed that their manager did support inclusion, 80% were out, whereas only 44.6% were out when they believed their manager was not supportive. The exception to this was seen in employees in the NFP sector, which had the second highest rate of managerial support (84.2%) behind the Private sector and the second highest rate of belief that managers would address inappropriate behaviour (82.7%), again behind the Private sector, and yet had the lowest percentage of employees being out to their manager (65.4%).

Are you out to your manager?
Yes

	Private	Public	Higher Ed	NFP
Out to manager	77.7%	71.6%	66.1%	65.4%

Participants who were out to their manager were asked whether there was any change in the relationship and whether it was for the better or the worse. Whilst 45% of respondents indicated that being out to their manager had not changed the relationship at all, one-third believed it had changed it for the better.

Unfortunately, 5% of respondents did not believe their manager supported inclusion and in these cases, where the respondent was out, 90% believed it had changed the relationship for the worse or they were unsure. Younger employees were less likely to be out to their manager with only one in two 18-24 year olds admitting that they were, whereas this tended to be about three-quarters of those in older age groups. When asked why they were not out to their manager, the responses were similar to those provided when asked about being out in general, with the most selected response being that they did not 'want to be labelled' (213 respondents) and the third most selected being that they were 'unsure of repercussions' (159 respondents). However, the second response, selected by 190 participants, was that they would not be comfortable being out to their manager.

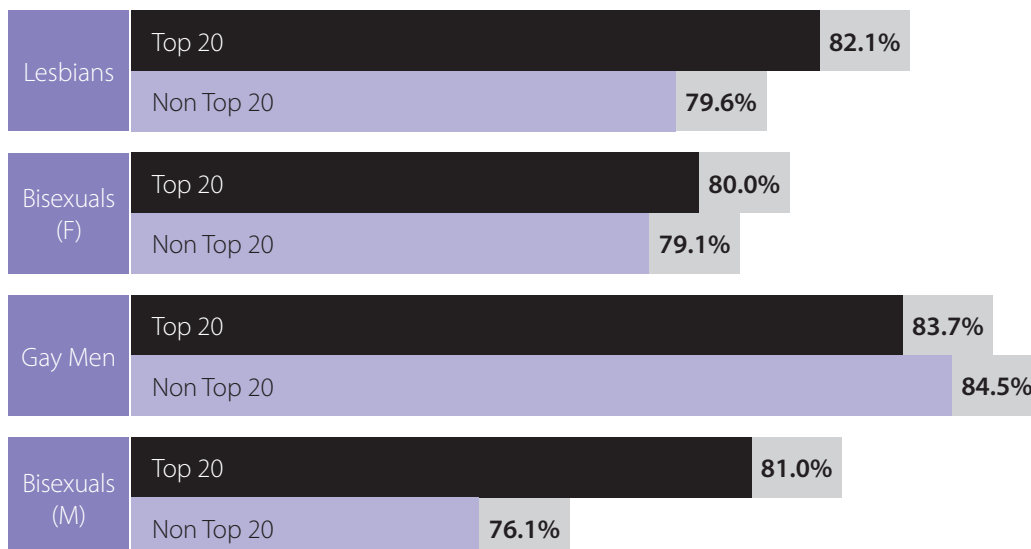# LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

MANAGERIAL SUPPORT

Reason for Not Being Out to Manager

Participants who responded 'not out at all' or 'to a little extent'	Responses
Don't want to be labelled	213
I just wouldn't be comfortable being out to my manager	190
Unsure of repercussions	159
I think it would make them uncomfortable	156
Would be career limiting	88
Don't want to be the target of gay jokes or sexual innuendo	83
Manager works at a different location, so don't have depth of relationship	77
Too risky	70
Wouldn't be acceptable within my immediate work area	54
None of the above	285

Approximately 82% of respondents had confidence that their managers would address inappropriate behaviour. This perception was highest amongst gay men and lowest amongst bisexuals, particularly at non-Top 20 organisations. However, these figures are much higher than those seen in last year's survey, when only 56% of bisexual men at non-Top 10 organisations had confidence in their managers.

Confidence in Manager to Address Inappropriate Behaviour

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

Lesbians	Top 20	82.1%
	Non Top 20	79.6%
Bisexuals (F)	Top 20	80.0%
	Non Top 20	79.1%
Gay Men	Top 20	83.7%
	Non Top 20	84.5%
Bisexuals (M)	Top 20	81.0%
	Non Top 20	76.1%

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

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	Data selection for chart
Q28	To what extent have you personally experienced negative commentary or jokes regarding sexuality at your current place of employment within the last year?	Large Extent / Moderate Extent
Q29	With regard to this behaviour in your workplace, please indicate the extent to which you felt comfortable responding to it.	Large Extent / Moderate Extent
Q30	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"?	Yes
Q31	Did you report being bullied or harassed because of your orientation at work?	Yes
Q32	Would you report being bullied or harassed because of your orientation at work?	Yes
Q33	Have you ever considered leaving your current employment as a result of homophobic bullying, harassment or constant innuendo directly related to your orientation?	Yes

Between 7-8% of lesbians and gay and bisexual men had personally experienced negative commentary or jokes within the last year. This figure was much lower (3.7%) amongst bisexual women. Less than half of all respondents felt comfortable responding to it, with that percentage being much lower amongst bisexual men (39.5%).

	Lesbians	Bisexuals (F)	Gay Men	Bisexuals (M)
Personal Experience (Q28)	7.7%	3.7%	8.0%	7.3%
Responded to it (Q29)	47.4%	48.0%	49.2%	39.5%

When asked whether they had been personally bullied or harassed in the past year (Q30), almost one in ten lesbians admitted that they had; the figures were similar irrespective of whether or not they worked at a Top 20 organisation. The figures were not as high for male respondents and only 2.5% of bisexual women had experienced bullying because of their sexual orientation. Whilst most respondents who had not been bullied claimed that they would report it if it happened (Q32), in reality, less than one-third did report it when it actually happened (Q31). Again, the outlier here was amongst bisexual women, where 75% did report their bullying; however, this was a small number of respondents.

	Lesbians	Bisexuals (F)	Gay Men	Bisexuals (M)
Personal Experience (Q30)	9.5%	2.5%	7.1%	6.0%
Reported it (Q31)	32.8%	75.0%	30.8%	22.2%
Would Report it (Q32)	86.9%	85.2%	90.5%	83.8%

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

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'.

Did you report being bullied or harassed because of your orientation at work?
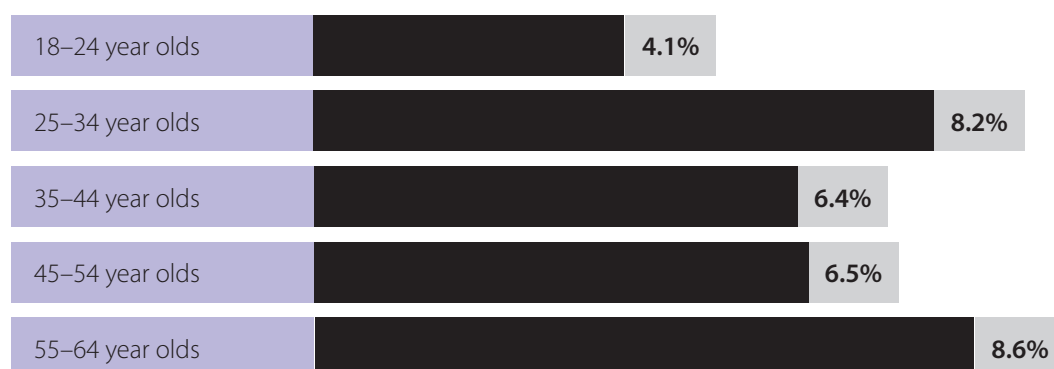*No*

	Didn't report bullying because…	Wouldn't report bullying because…
It would be career limiting	26	61
I just put up with it	21	45
It would mean 'outing' myself to people I am not currently out to	12	53
It would make things worse within my team	26	32
I don't think it would be taken seriously	14	30
Other	19	65

There was a much lower rate of bullying reported by younger employees in this year's survey. Only 4% of 18-24 year olds had been personally bullied or harassed compared to 9.7% last year.

Bullied or Harassed Because of Sexual Orientation

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"?
Yes

Age group	Percentage
18–24 year olds	4.1%
25–34 year olds	8.2%
35–44 year olds	6.4%
45–54 year olds	6.5%
55–64 year olds	8.6%

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

However, this age group were the least likely to feel comfortable reporting bullying were it to happen to them; 17% would not report it (10-11% across other age groups) with the most commonly selected reason being that it would mean 'outing' themselves to people they are not currently out to.

The percentage of respondents personally experiencing bullying or harassment was much higher in the Public sector (10.8%), compared to a low of 3.5% in the Private sector. The sector in which a participant worked did not have much bearing on whether or not they would report bullying but it had an effect when it came to actually reporting bullying; 60% of those working in the NFP sector had reported bullying (although this was a small sample size) compared to less than one-quarter of respondents in the Private sector.

Question #	Survey Question	Data selection for chart
Q30	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"?	Yes
Q31	Did you report being bullied or harassed because of your orientation at work?	Yes
Q32	Would you report being bullied or harassed because of your orientation at work?	Yes

|	Private	Public	Higher Ed	NFP
Personal Experience (Q30)	3.5%	10.8%	6.0%	7.5%
Reported it (Q31)	23.7%	33.6%	38.5%	60.0%
Would Report it (Q32)	89.6%	86.1%	84.7%	88.6%

The impact of this bullying is highlighted by the number of people looking to leave the organisation: 8% of those in the Public sector admitted to seeking another job with bullying being either the predominant or contributing factor.

GENDER DIVERSE EMPLOYEES: LIVED EXPERIENCE

Participants were asked if they considered themselves gender diverse and 774 respondents, or 5.8% of the total, indicated that they did. They were then asked to select the statement that most accurately depicts how they identify. The full statements are shown below:

- Transgender Male (happy to identify as a Trans Man)
- Male (Transgender FTM – identify as affirmed gender only)
- Transgender Female (happy to identify as a Trans Woman)
- Female (Transgender MTF) – identify as affirmed gender only)
- Gender Diverse (Non-binary genders)
- Other
- Prefer not to respond

One-third of respondents selected 'gender diverse', approximately 19% of respondents preferred to identify only as their affirmed gender, with 5% happy to identify as Trans.

Female (MTF)	77
Male (FTM)	72
Trans Woman	22
Trans Man	15
Gender Diverse	256
Other	86
Prefer not to respond	226
Blank	20
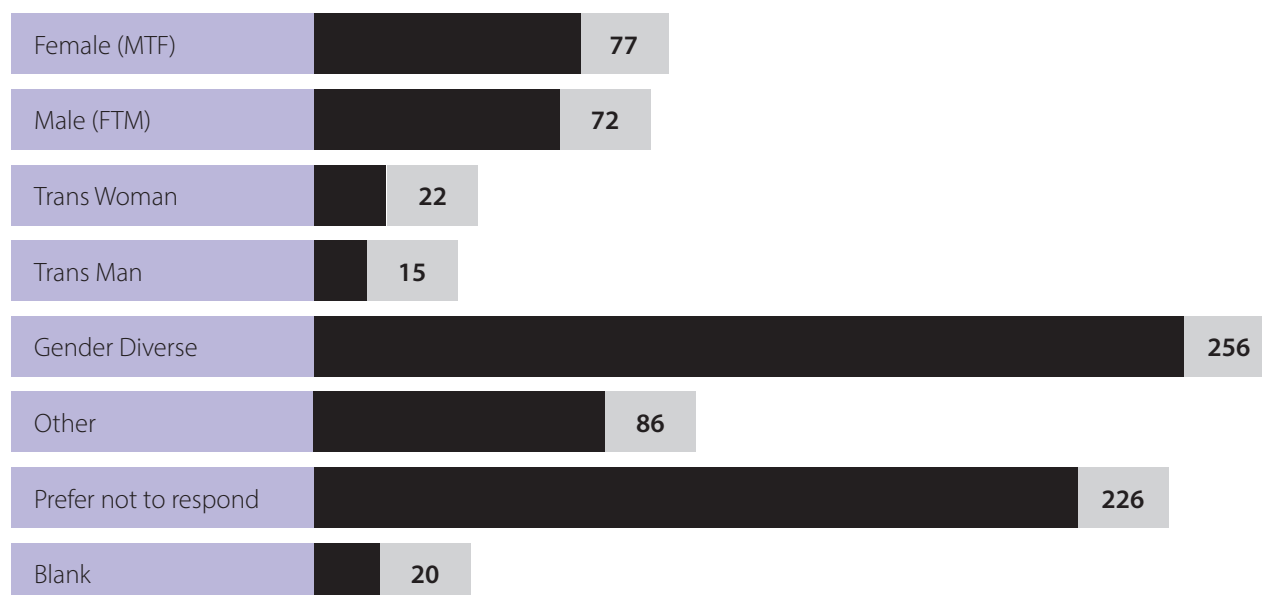
Participants were also asked how they would identify on an internal workplace diversity survey if given the following options:

- Male
- Female
- Transgender
- Other

Of the 146 respondents who indicated they identified only as their affirmed gender, 5 would still select 'Transgender' on a diversity survey. Conversely, of the 22 respondents who indicated that they were happy to identify as a Trans Woman, 77% of them would select 'Female' if presented with the above options on a survey.

GENDER DIVERSE EMPLOYEES: LIVED EXPERIENCE

ORGANISATIONAL SUPPORT

Question #	Survey Question	Data selection for chart
Q42	How important are LGBTI inclusion initiatives to your level of engagement?	Very Important / Somewhat Important
Q43	Please indicate your level of agreement with the statement "I believe that my organisation is fully supportive of gender diverse employees"	Strongly Agree / Agree
Q40	To what extent are you aware of inclusion or transition policies for transgender people within your current workplace?	Large Extent / Moderate Extent
Q41	To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit gender diverse employees?	Large Extent / Moderate Extent
Q52	To what extent would you recommend your current organisation as a place in which gender diverse people could comfortably work?	Large Extent / Moderate Extent

Almost two-thirds of gender diverse respondents indicated that LGBTI inclusion initiatives were important to their level of engagement within an organisation (Q42), regardless of whether or not that organisation was in the Top 20. However, Top 20 organisations tended to rate more highly on other measures, such as gender diverse employees believing their organisations are fully supportive of them (82.2% vs 68.6%), that the inclusion initiatives benefit gender diverse employees (59.7% vs 45.5%), and a higher visibility of inclusion or transition policies (44.6% vs 31%). Two-thirds of respondents at non-Top 20 organisations would recommend their organisation as a place where gender diverse people could comfortably work (Q52); this was slightly higher at Top 20 organisations (71.3%). These figures are both much lower than those in last year's survey, where 80% would recommend their Top 10 organisation and 73% would recommend their non-Top 10 organisation.
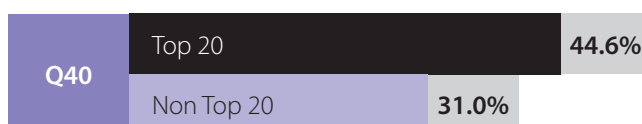
Inclusion & Engagement by Gender Diverse Respondents

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

Q42	Top 20	63.4%
	Non Top 20	65.9%

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

Q43	Top 20	82.2%
	Non Top 20	68.6%

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

Q40	Top 20	44.6%
	Non Top 20	31.0%

GENDER DIVERSE EMPLOYEES: LIVED EXPERIENCE

ORGANISATIONAL SUPPORT

Inclusion & Engagement by Gender Diverse Respondents

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

| Q41 | Top 20 | **59.7%** |
| | Non Top 20 | **45.5%** |

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

| Q52 | Top 20 | **71.3%** |
| | Non Top 20 | **66.0%** |

Of those employees who had transitioned at their current workplace (n=271), two-thirds at the Top 20 organisations were 'very satisfied' or 'satisfied' with the process and outcome, a figure that was lower at non-Top 20 organisations (55%).

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Question #	Survey Question
Q44	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?
Q45	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"?
Q46	Did you report being bullied or harassed with regard to your gender identity at work?
Q47	Would you report being bullied or harassed for being gender diverse at work?
Q48	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"?
Q49	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"?

Approximately 15% of respondents indicated that attitudes towards gender diverse people had had a negative impact on their work experience in the previous year; this figure was similar across both Top 20 and non-Top 20 organisations. 6.5% of respondents had been personally bullied or harassed; with two-thirds considering leaving their current place of work due to the bullying. Less than half of respondents reported the bullying, although it was reported at a much higher rate (47.8%) at Top 20 organisations than at the non-Top 20 (37%). The main reason cited for not reporting bullying was that it would 'make things worse within my team'. Whilst 85% of gender diverse respondents indicated that they would report bullying if it happened, the most commonly cited reason for the 15% who would not report it was that it 'would not be taken seriously'. Four in five respondents had confidence that their manager would address any transphobic behaviour, a similar percentage as recorded in last year's survey.

INTERSEX EMPLOYEES: LIVED EXPERIENCE

Twenty participants indicated that they were intersex, with twelve working in Top 20 organisations and 8 in non-Top 20 Two-thirds agreed that they would identify as an intersex person on an anonymous survey conducted within their organisation. When asked their preferred choice on a form or in a diversity survey, participants responded in the following way:

Category	Value
Male, Female	4
Male, Female, Intersex	4
Male, Female, Other	4
Male, Female, with a separate question, "are you intersex?"	1
Male, Female, X	2
Other	3

Question #	Survey Question
Q53	To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit intersex employees?
Q54	How important are LGBTI inclusion initiatives to your level of engagement?
Q57	Please state your level of agreement with the statement "I would feel comfortable disclosing my intersex status at work"
Q58	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"?
Q59	Did you report being bullied or harassed for being intersex at work?
Q60	Would you report being bullied or harassed for being intersex at work?
Q61	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"?

Only one-third of respondents agreed that LGBTI inclusion initiatives were important to their level of engagement at work and only half believed that the initiatives benefit intersex employees at their organisation.

Two-thirds would be happy to disclose their intersex status at work and three-quarters did not believe that attitudes had had a negative impact on their day to day work.

Four respondents admitted to having been personally bullied or harassed for being intersex and all reported it. Of those that had not been bullied, three-quarters claimed that they would report it if it were to happen.

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