

# PRACTICE POINTS

2020 DATA ANALYSIS FROM THE AWEI NATIONAL SURVEY

BEST PRACTICE FOR THE INCLUSION OF PEOPLE OF DIVERSE GENDERS & SEXUALITIES IN AUSTRALIAN WORKPLACES

ISSUE 1 2020 AWEI: April 2020

## KEY FINDINGS: DIVERSE SEXUALITIES

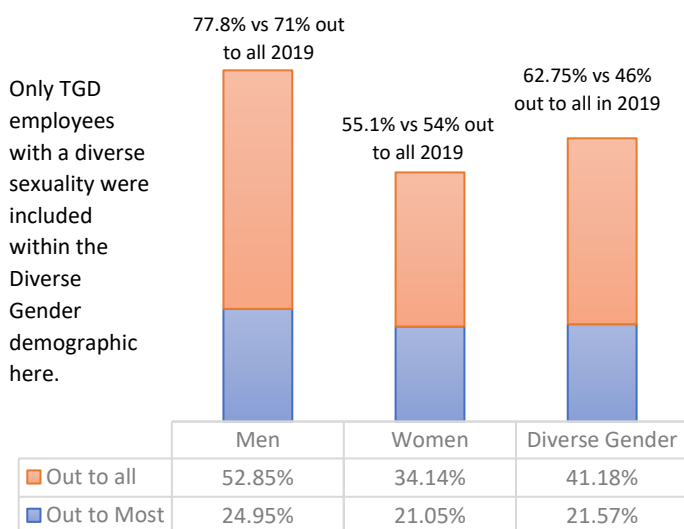
This year the AWEI 2020 annual survey of employees working within organisations active in LGBTQ inclusion saw a response rate of 33,572 of which 20.21% individuals (n6,787) identified as being of diverse sexuality and/or gender. This edition looks only at those who identified with a diverse sexuality (n5,449) and some of the key findings regarding their lived experience.

### OUT AT WORK (HOW DO WE COMPARE TO LAST YEAR?)

One of the key findings this year was the increase in those who were **not out at all** at work (2019: 10.65% vs 2020: 12.47%) and the decrease in those who were **out to everybody** (2019: 62.4% v 2020: 43.86%). To investigate this further, we decided to test the data in terms of diversity demographics only to find consistent trends across both age and male/female respondents (with the exception of diverse gender employees which we later discuss).

Multiple tests across the various breakdowns continued to show that fewer men/women were willing to be out at work and it was only when we added in the 2020 figures to include those that were “out to most” did we see numbers anywhere near comparable to 2019.

2020 Out to All + Out to Most



To try and explain this, we investigated carefully the deliberate shift in language between this year’s survey and last. This year we provided the options:

- Out to All
- Out to Most People
- Out to Selected People Only
- Out to None

Whereas last year, our language focused on:

- Out to All
- Out to Selected People Only
- Out to None

To minimise the focus on language, we removed the options where language differed and only investigated the Out to All and Out to None responses.

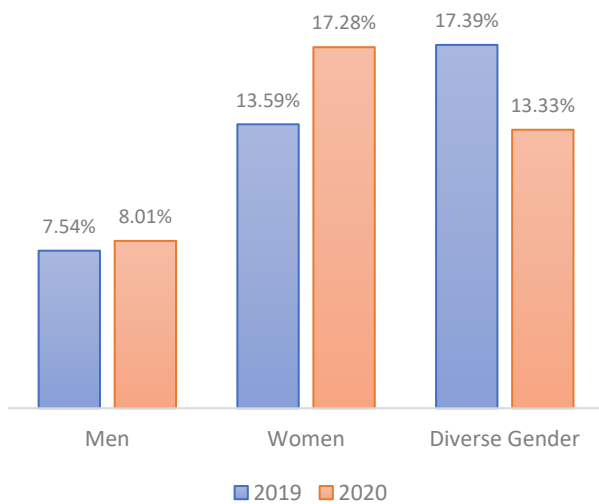
We also investigated the language used to try and explain the positive difference for those who are gender diverse. Our wording this year very specifically referenced being out regarding your sexual orientation; whereas last year we just referenced being “out at work”. The 2019 language could be read in terms of being out regarding your trans experience or gender diversity. Being out in terms of sexual orientation may well in fact be much easier for some. This may account for the anomaly in terms of the “out at work” numbers for trans and gender diverse respondents.

**THE NUMBER ONE REASON FOR NOT BEING OUT THIS YEAR: “WOULD NOT BE ACCEPTED BY SOME IN MY TEAM” – 42.29%**

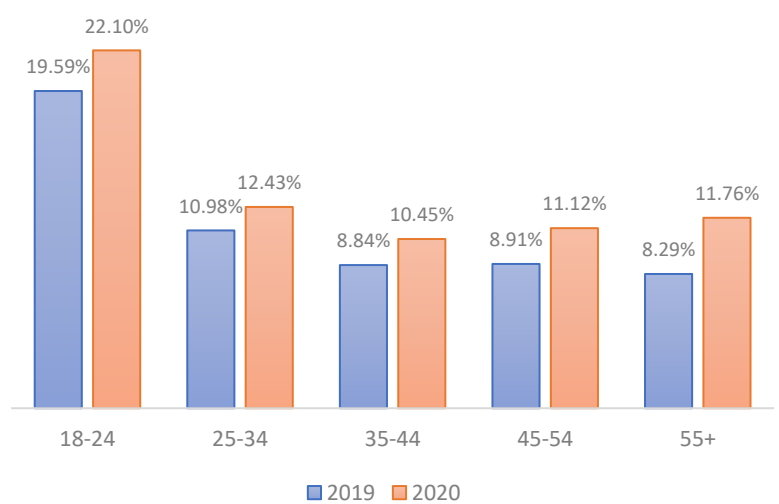
### NOT OUT AT WORK – ARE NUMBERS INCREASING?

When looking at those who were not out at all, with the already noted exception of gender diverse employees, our numbers were up across demographics of male/female and age. As with all previous years, *our youngest employees are still those most likely to be completely closeted at work and women are less likely to be out than men.* Across all respondents with a diverse sexuality 13.33% are not out at work at all compared to 10.65% last year.

Not out at all:  
2019/2020 comparison by gender



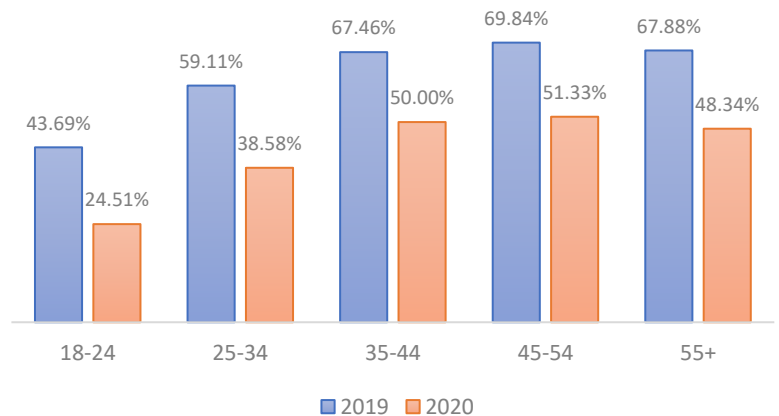
Not out at all:  
2019/2020 comparison by age



### OUT AT WORK – ARE NUMBERS DECREASING?

Of the 5,449 employees who identified with a diverse sexual orientation only 43.86% were out to everybody, a 18.54% drop from last year (using the same language parameters). When we broke this down by age, numbers were down across the board and as already mentioned, the annual pattern of our youngest people being most likely to NOT be out, continues again this year.

Completely out at work:  
2019/2020 comparison by age



### Out to everyone 2019 vs Out to everyone and most 2020

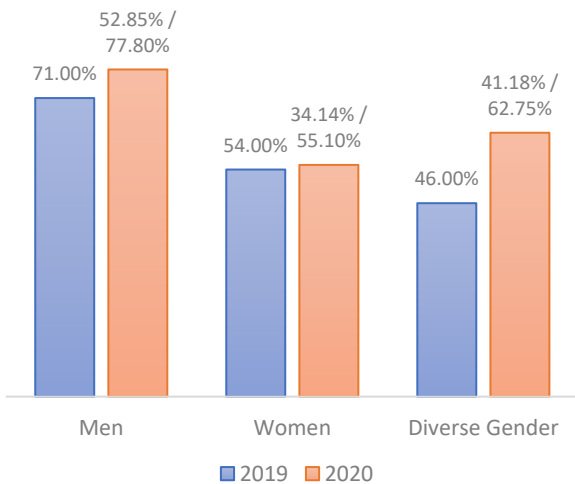


Chart Note: 2020 numbers reflect Out to All Numbers / followed by Collective Numbers of Out to All and Most

In 2019, 22% of all respondents (n5,995) came from Gold or higher ranked employers whereas in 2020 only 12% did (4,029). In 2019, 1,197 respondents of diverse sexuality within Gold or higher ranked organisations responded to the question in terms of being out, in 2020, 952. Given these figures, we looked at percentages of those within Gold organisations who were out to everyone or not out at all, to see if the trend continued.

2019 Gold or higher employer respondents	
Completely out	63.74%
Not out at all	9.27%

2020 Gold or higher employer respondents	
Completely out	43.91%
Not out at all	14.18%

As you can see, the pattern continues. As a result, our data this year does point to a decrease in people being completely out at work, and an increase in those who are not out at all.

## HOW BEING OUT AT WORK IMPACTS WORKPLACE EXPERIENCE

### Experience of Culture

The good news this year for those who were *completely out at work*, is that they experienced better outcomes on all measures of cultural experience when compared to the larger population of respondents who identified as being of diverse sexuality. Measures of cultural experience included:

- feeling supported coming out to suppliers, customers, external stakeholders (7.26% more supported)
- sexual orientation valued in career progression (9.71% more confident)
- expending energy editing conversations and hiding who they are out work (11.98% less likely)
- encountering exclusion based on sexuality (2.23% less likely)
- feeling that they can be themselves at work (14.84% more likely)

### Visibility and Prevalence of Unwelcome Jokes, Innuendo and Bullying

- The one area that drew a negative response in terms of being out at work was an increased visibility of unwelcome jokes, innuendo, mild harassment & more serious bullying.

For men, women this year’s numbers did not come anywhere near last year’s numbers until we added included “out to most”; with the exception of diverse gender employees.

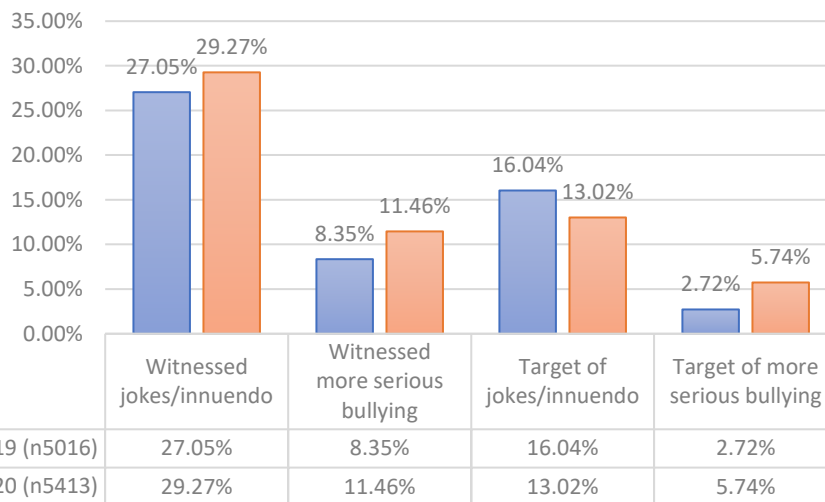
Standalone “Out to everyone” numbers fared badly with Women at 34.14%, Men at 52.85% and Gender Diverse people at 41.18%

### FURTHER ANALYSIS

While all data seems to confirm an increase in those not out at all and a decrease in those out to all; we wanted to look at any other possible factors that may be influencing this shift outside of the disadvantages of not using longitudinal data with identical sample populations.

We questioned whether this year there were less employees in some of our highest ranking AWEI organisations.

All respondents: Diverse Sexuality 2019/2020 comparison



While there is a slight decline in the number of people who have this year been the target of unwanted jokes/innuendo and mild harassment this is the only positive that the data shows.

Not only is visibility of targeted jokes, innuendo, mild harassment and more serious bullying up, but so is being the target of more serious bullying.

We must therefore question whether this also has an impact on those not willing to be out at work.

### Mental Health and Wellbeing

Despite the above, those who are out to all again experience better health and wellbeing outcomes than those who are not *and* when compared to the broader population of those who identify with a diverse sexuality.

This was the first time we have asked these questions within the survey.

### Performance and Productivity

And finally, on all our measures in terms of performance and productivity, once again, those who were out to everyone outperformed those who were not. This is consistent with last year's findings.

Health & Wellbeing (Strongly Agree/Agree responses)	2020 All diverse sexuality (n5413)	2020 Out to All (n2339)	2020 Out to None (n665)
I feel safe and included within my immediate team	89.83%	95.27%	80.25%
I feel accepted for who I am	84.94%	94.85%	65.7%
I feel mentally well at work	75.48%	83.89%	61.03%
I feel I can be myself at work	76.29%	91.15%	48.41%
I feel a sense of belonging here	74.53%	82.35%	59.88%
I have not encountered any exclusion here based on my sexuality	84.39%	86.62%	N/A

Performance & Engagement SA/A	2020 All diverse sexuality (n5413)	2020 Out to All (n2339)	2020 Out to None (n665)
I feel productive at work	89.18%	92.94%	81.22%
I feel engaged with the organisation and my work	80.90%	86.29%	71.08%
I feel my performance is positively impacted by being out at work	68.07%	73.84%	N/A
I feel my overall engagement is positively impacted by being out at work	76.28%	80.73%	N/A

This data provides a very strong business case for the need to continue work in LGBTQ inclusion focusing specifically on some of the unique challenges faced by our employees.

**Please speak to your Relationship Manager regarding how to use this information to influence your activities and promote a more inclusive workplace for LGBTQ employees.**

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