

# 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 2 (Part 1) 2020 AWEI: June 2020

## INCLUSION OF TRANS AND GENDER DIVERSE (TGD) EMPLOYEES PART 1: VIEWS & PERCEPTIONS (ALL RESPONDENTS)

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% (n6,787) identified as being of diverse sexuality and/or gender. This second edition of AWEI 2020 Practice Points focuses on aspects of the survey that shed light on the inclusion of employees with a diverse gender and/or trans experience.

**Part 1** will look at general views and perceptions of all respondents in areas that are important or impact inclusion felt by trans and gender diverse employees; **Part 2** will focus on the lived experience of trans & gender diverse respondents and the impact of these initiatives on their wellbeing at work.

### DEFINING GENDER DIVERSITY

Gender Diversity within today's organisations speaks to the equitable or fair representation / ratio of both men and women within the workplace. Pride in Diversity has long advocated for the expansion of this definition to include people of diverse gender, no gender and those with a trans experience or history. While most gender diversity initiatives and government reporting requirements focus only on men and women ratios and pay equity (and yes, these are very important), we do need to incorporate at the very minimum, acknowledgement of the current inadequacy of our most frequently used definition of gender and gender diversity initiatives.

Our definition of Gender Diversity at Pride in Diversity includes all gender identities alongside those with a trans history/experience. The focus of this paper will be the organisational cultural factors, initiatives, views and/or perceptions that contribute to the experience of inclusion for our trans and gender diverse employees.

# WORKFORCE VIEWS: VIEWS THAT IMPACT TRANS AND GENDER DIVERSE EMPLOYEES

Before we look at the lived experience of our Trans and Gender Diverse (TGD) employees, we wanted to investigate workforce views and perceptions when it comes to those areas that most impact inclusion for TGD employees. To do this, we asked all respondents (n33,572) their views on the following areas:

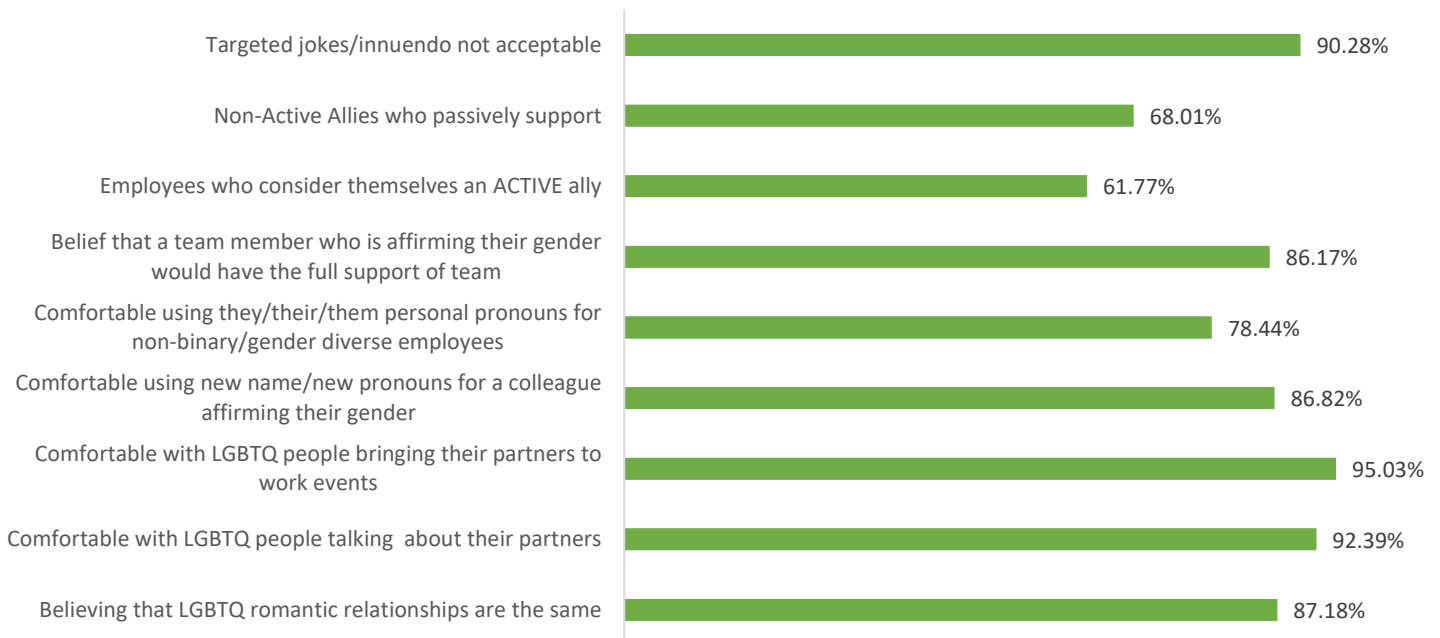
- Personal support and views on inclusion
- Views on there being more than two genders
- Bathrooms signage for all employees

## PERSONAL SUPPORT AND VIEWS ON INCLUSION

In terms of personal support for LGBTQ inclusion and areas specifically related to those who are gender diverse or with a trans experience, views appear overwhelmingly positive. In general terms 87.65% of people said that they fully supported the work that the organisation does in LGBTQ inclusion and approximately 61% said that an organisation’s work in this area would be a positive influencer for them in terms of deciding whether to join. 82.34% believed that LGBTQ inclusion was an important area of Diversity and Inclusion work and 81.63% believed that this work was having a positive influence on workplace culture. 84.61% of people felt that they understood some of the unique challenges faced by LGBTQ people within the workplace. Given the high number of respondents to the survey, these results are very positive.

In terms of specific attitudes that would substantially impact the sense of inclusion felt by trans and gender diverse respondents, the following areas have been highlighted:

### Support of Team: Strongly Agree/Agree

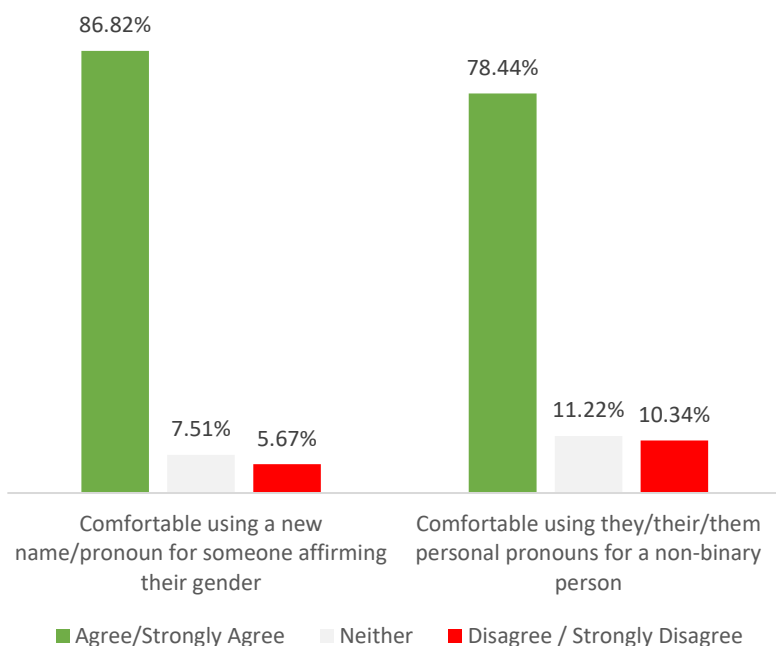


## MORE THAN TWO GENDERS?

While the majority (52.63%) of respondents believed that there were more than two genders, the remainder of respondents were evenly split between being somewhat undecided and disagreeing.

We wanted to see how these beliefs impacted one's willingness to demonstrate inclusive behaviours should someone in their team affirm their gender or should they be asked to use different personal pronouns for an individual, particularly those that most will be unused to (they/their/them).

## NAMES AND PERSONAL PRONOUNS



In terms of using new or less commonly used personal pronouns for members of their team should they affirm their gender or identify as non-binary/gender diverse, most people agreed that they were comfortable. Remaining numbers once again appeared to be evenly split between those who were undecided and those who were clearly uncomfortable.

The overwhelming majority of respondents (91.66%) felt that a gender diverse person would be welcome in their team despite the fact that a slightly lower percentage (82.10%) agreed or strongly agreed with the statement that they fully supported the work of the organisation in term of LGBTQ inclusion.

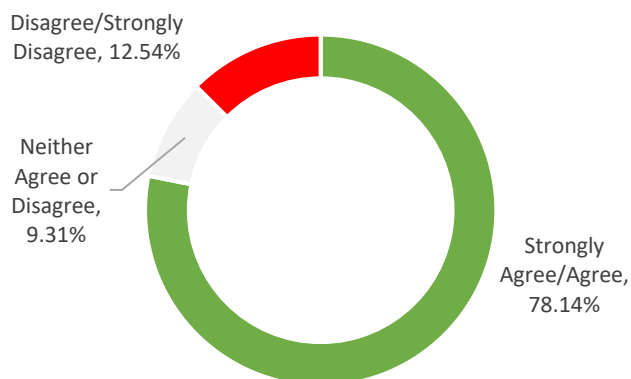
## ALL GENDER OR GENDER NEUTRAL BATHROOMS

It will not be of any surprise to those who work in Diversity and Inclusion that of all the questions asked regarding the support of trans and gender diverse employees, the question of bathrooms continues to remain one of the most hotly debated.

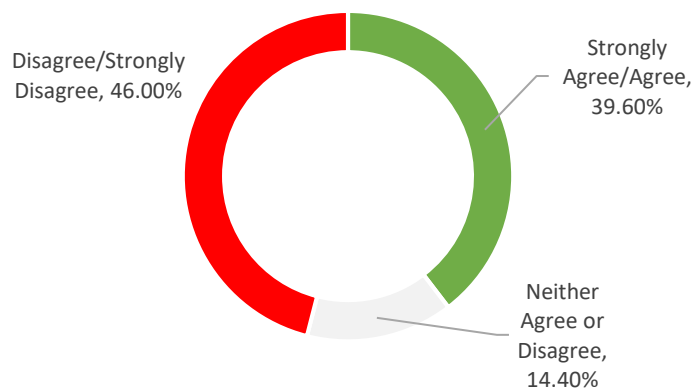
With gender neutral/all gender bathrooms being introduced for the first time within the AWEI2020 for point allocation, we were particularly interested in determining overall views, based on two levels of adoption:

- Introduction of gender neutral/all gender bathrooms in conjunction with male/female bathrooms on your floor; and
- Having only gender neutral/all gender bathrooms on your floor

Comfortable Gendered +  
**Gender Neutral/All Gender Toilets**  
All Respondents (n33,572)

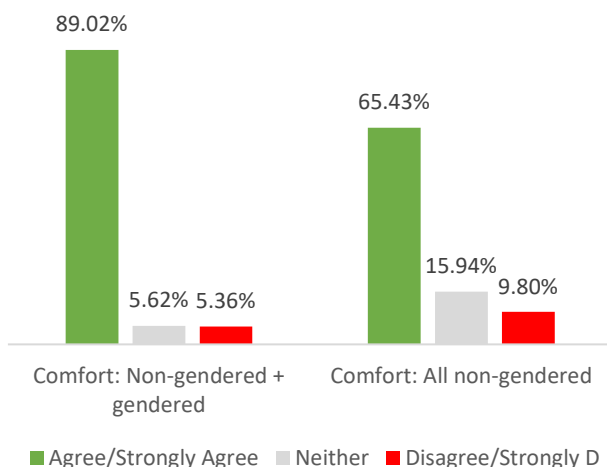


Comfortable all toilets on floor  
**Gender Neutral/All Gender**  
All Respondents (n33,572)

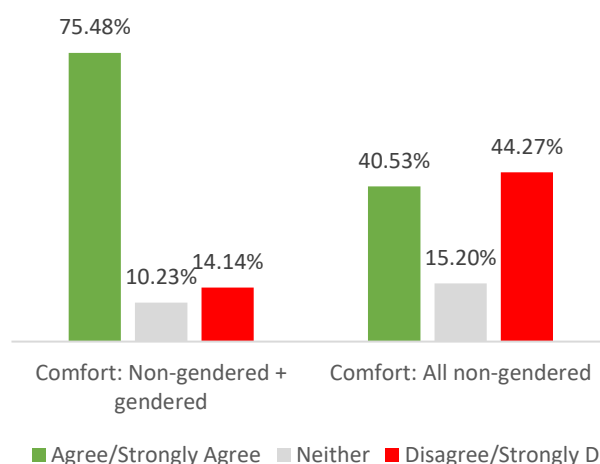


We were also interested in seeing how these numbers differed when we broke the groups into LGBTQ respondents and non-LGBTQ respondents, testing the assumption that LGBTQ respondents, regardless of their gender identity would be more in favour of, or comfortable with, non-gendered bathrooms.

LGBTQ Respondents (n6,787)



Non- LGBTQ Respondents (n23,467)



## IN SUMMARY

This paper captures a quick look at the attitudes and views of respondents in terms of the aspects of LGBTQ inclusion which are potentially important to trans and gender diverse people. It does not delve into the lived experience of our trans and gender diverse employees or gather their views on how these initiatives have impacted their health and wellbeing at work. Part 2 of this paper investigates this.

**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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