

# 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 2) 2020 AWEI: June 2020

## INCLUSION OF TRANS AND GENDER DIVERSE EMPLOYEES PART 2: LIVED EXPERIENCE (TGD 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. Part 1 of this Issue focused on general workforce attitudes and views that could potentially impact the sense of inclusion felt by many trans and gender diverse (TGD) employees. Part 2 focuses on aspects of the survey that shed light on the lived experience of TGD employees and the impact of inclusion initiatives on their wellbeing at work.

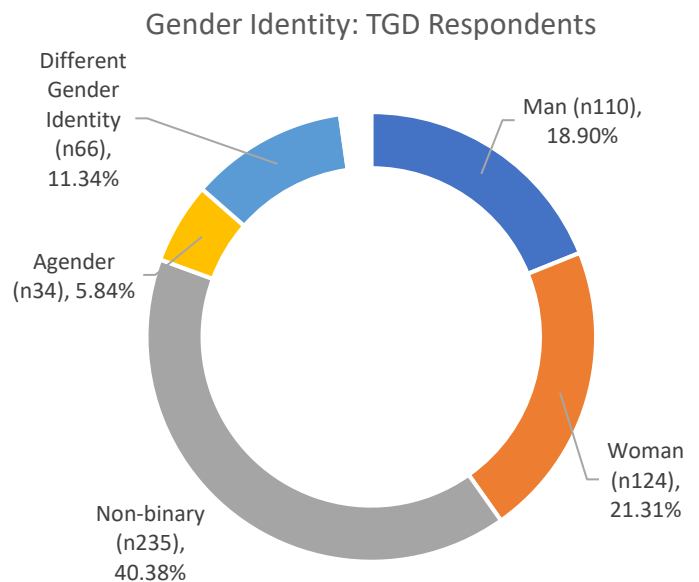
### OUR TRANS AND GENDER DIVERSE EMPLOYEES: DEMOGRAPHICS

Trans and gender diverse employees (n582) made up 8.57% of all LGBTQ respondents. Of those, 396 people (68.04% of TGD respondents) had a trans history/experience.

40.38% of respondents identified as non-binary, closely followed by those who identify with a binary gender (40.21%). The gap in the chart to the right reflects those who chose not to respond to this question.

#### SEXUAL ORIENTATION

73.37% (n427) of TGD employees also identified as having a diverse sexual orientation. Of that group, 38.41% were out to everybody regarding their orientation, 21.55% out to most that they worked with, 21.55% out to a select few only and 15.16% not out at all. A small number chose not to answer this question.



## AWARENESS OF GENDER DIVERSITY

38.4% of all TGD employees agreed that most people they worked with were aware of their gender identity. 43.75% disagreed, the remainder remained neutral.

## LIVED EXPERIENCE

Having looked at the views of our general employee population on areas that ultimately impact gender diverse employees and those with a trans experience, we wanted to next look at the lived experience of our trans and gender diverse (TGD) employees and the impact that both organisational culture and targeted inclusion initiatives has on their experiences of inclusion and overall health and wellbeing.

Views of gender diverse respondents and those with a trans experience varied greatly, ranging from those who experience what we would call “red flag” work environments (non-supportive), those where there is an acknowledgement of change and things getting better (but still a way to go) right through to work environments where people are completely comfortable in their own skin; valued and supported for who they are at work.

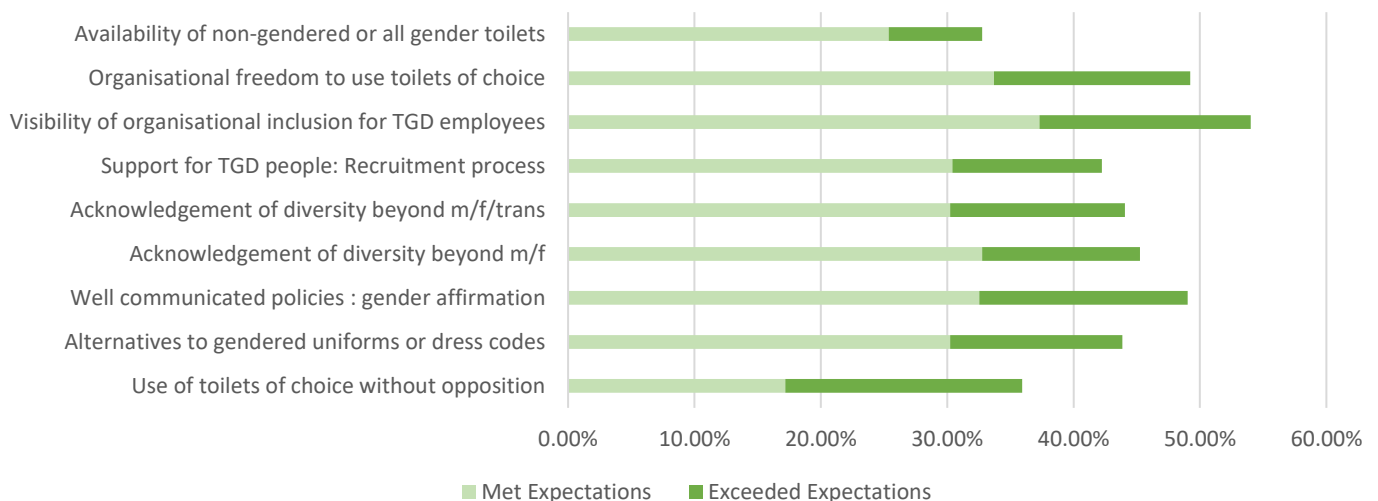
In order to dive a little deeper into the specific areas of inclusion that we know are important, we focused on:

- Experiences of targeted inclusion
- Experiences of inclusivity
- Mental health and wellbeing
- Visibility or experiences of targeted bullying/harassment

## TARGETED INCLUSION

We labelled the work that *organisations* do (whether it be through the provision of gender-neutral bathrooms, the promotion of gender affirmation processes or the acknowledgement of the inadequacy of binary gender definitions) as ‘targeted inclusion’. We wanted to look at whether TGD employees felt that these targeted inclusion activities met with their expectations. For approximately 30-50% of TGD employees, they did.

### Expectations Met: Targeted Inclusivity

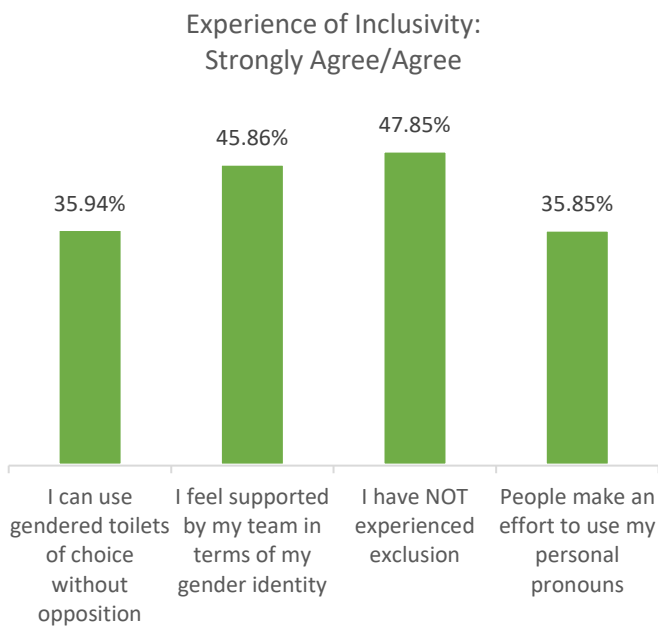


On average 30% of TGD employees felt that their expectations had been met in terms of targeted inclusivity; 14.1% felt that their expectations had been exceeded.

## GENDER AFFIRMATION

Of those who affirmed their gender within the current workplace 33.41% agreed that they were happy with the process; 13.67% were unhappy with the process, while 16.37% remained neutral.

## EXPERIENCE OF INCLUSIVITY

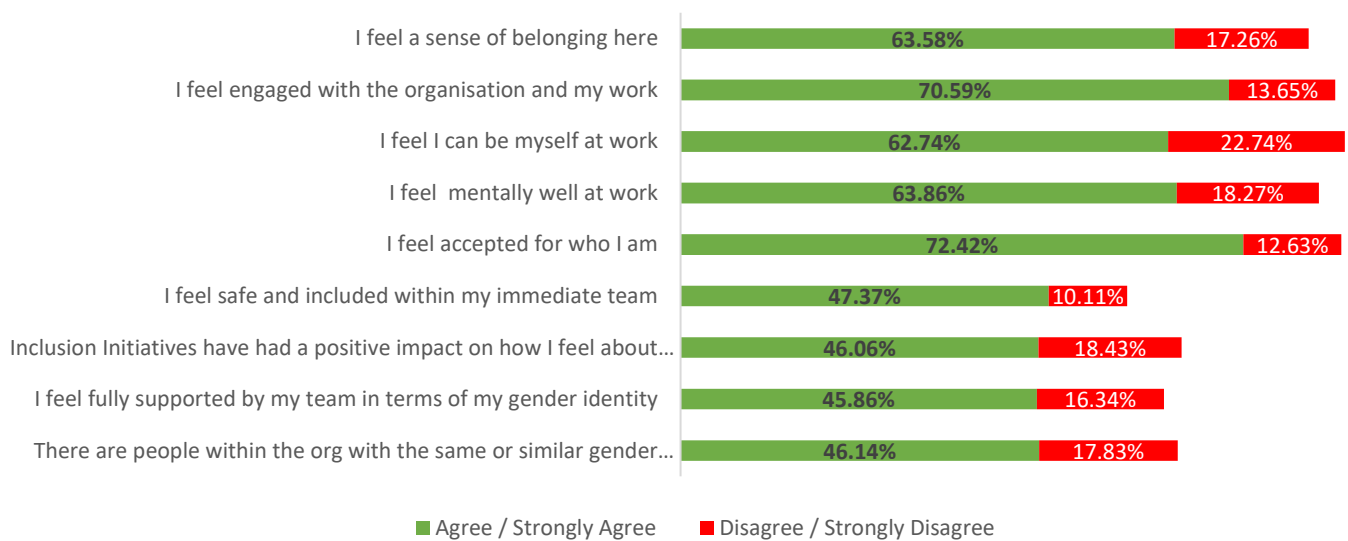


On average, looking at the measures identified to the left, 41.38% of respondents experienced positive inclusivity within their current work environment; 18.35% responded negatively (average).

Disappointingly, 15.22% of people reported being deliberately misgendered by work colleagues within the last year and 43.07% stated that they expended time and energy editing or hiding who they are at work.

It has long been acknowledged that the inclusivity felt by team members alongside supportive organisational policy and practice impacts the general health and wellbeing of all employees, not just those of diverse background or minority status. The degree to which TGD employees experience good mental health and wellbeing at work was our next key area of investigation.

## MENTAL HEALTH & WELLBEING



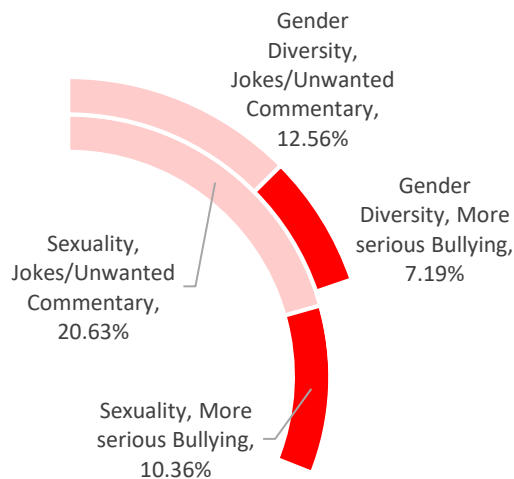
On average, 58% of TGD employees experienced positive mental health and wellbeing based on the above measures while 16% had negative experiences.

## BULLYING/HARASSMENT: VISIBILITY & EXPERIENCE

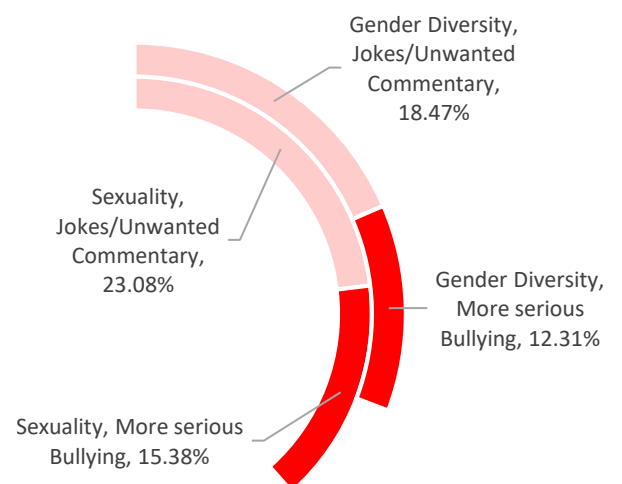
Of TGD respondents, 36.63% witnessed negative behaviours/mild harassment targeting LGBTQ people within the last year and 17.99% of TGD respondents witnessed more serious LGBTQ bullying/harassment.

Our first cut of data shows all trans & gender diverse employees with a diverse sexuality who have experienced unwanted commentary/jokes (pale pink) and more serious bullying harassment (red) targeting either their sexuality or gender identity. In both instances, jokes, innuendo and serious bullying were targeting sexuality more than gender identity.

Target of Jokes / More Serious Bullying  
all TGD respondents  
TGD & Diverse Sexuality (n427)



Out in terms of both Sexuality & Gender Identity



Our second chart dives a little deeper into the data and extracted only those TGD employees with a diverse sexuality who were out to all or most at work regarding both their sexuality **and** their gender identity. Still the data seemed to show that sexuality was more likely to be targeted than gender identity.

A question has been raised as to whether we are more naturally attuned to jokes/bullying targeting sexual orientation given the comparative numbers and longevity in inclusion work around sexual orientation.

When employees are out at work in regard to either their sexuality or gender, incidents increase. This is a pattern replicated across non-TGD employees. Sexuality: Jokes/Unwanted commentary – up 2%; Sexuality: More Serious Bullying: up 5%; Gender Diversity: Jokes/Unwanted commentary – up 6%; Gender Diversity: More serious bullying – up 5%.

## BULLYING/HARASSMENT: CALLING OUT & REPORTING

- 40.91% of TGD employees believe that jokes/innuendo targeting LGBTQ people are quickly called out and/or addressed within their workplaces, while that is not quite 50%, many were undecided, 26.49% disagreed or strongly disagreed.
- TGD employees felt safer and more supported reporting continual jokes/innuendo targeting their sexual orientation (77.78%) than their gender diversity (60.31%).
- In terms of avenues in which to confidentially report targeted bullying/harassment, 41.14% said their expectations had been met; 22.64% their expectations exceeded. 23.58% did not believe their expectations were met.

## IN SUMMARY

In Part 1 of this paper we looked at the general attitudes and views of employees when it comes to LGBTQ inclusion and regarding those areas that would have an impact on trans and gender diverse employees.

In this paper, we took a high-level look at the lived experience of trans and gender diverse employees and how well their expectations have been met (or otherwise) in terms of the workplace policies and/or initiatives that have specifically been put in place for them.

Comparatively, this year, the findings have been positive although there is still obviously a lot of work that needs to be done to ensure that our workplaces are inclusive for our TGD employees.

Recruitment support is still an area of significant concern and needs to be addressed. Only 42% of TGD people felt they had access to support during the recruitment process. Pride in Diversity is currently working on a research project that will further investigate the significant barriers that trans and gender diverse employees face in recruitment and the actions that employers can take to help address these.

If you are someone of diverse gender or you have a trans history or experience and you would like to be interviewed for this project, please contact our office on (02) 9206.2139 or contact us at [pride@acon.org.au](mailto:pride@acon.org.au). If you are a member, please speak to your Relationship Manager.

**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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