## Goldman sachs

# AUSTRALIA'S LARGEST ANNUAL LGBTQ INCLUSION DATA SET 



National Survey Data


# Goldman Sachs is committed to LGBTI inclusion We are focused on the recruitment, development and engagement of diverse talent 

At Goldman Sachs, we're committed to fostering diversity and inclusion in our own industry and beyond, and we're proud to support Pride in Diversity and their mission of acceptance without exception.

## WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS DIRECTOR

## DAWN HOUGH

Director
ACON's Pride Inclusion Programs
Pride in Diversity, Pride in Sport, Pride in Health + Wellbeing

On behalf of ACON and our Pride Inclusion Programs team, it gives me great pleasure to present the 2020 Australian Workplace Equality Index and 2020 Pride in Sport national survey results.

This year, we have pulled the results of three surveys into one publication providing added value and benefit to members across all our programs.

Within this document you will find:

- Survey results of the full AWEI Employee Survey
- Extracted survey results for Small Employers
- Survey results of the Pride in Sport Index

Participation in the annual index surveys is critical if you wish to:

- Review or analyse the impact of your workplace inclusion initiatives on LGBTQ employees
- Understand the views / perceptions and experiences of all employees in areas that impact LGBTQ workplace inclusion
- Benchmark attitudes and behaviours against the national dataset

While participating in AWEI and Sport Indices will provide both significant feedback and a national benchmark for your LGBTQ inclusion work, participating in the survey balances the feedback on policies and processes with both the attitudes, beliefs and lived experience of all your employees (not just those who identify as LGBTQ) in relation to your work in this area.

Both Pride in Diversity and Pride in Sport are now regularly analysing the results of this significant dataset to provide you with Australian data that will inform your work and practice.

I encourage you to not only participate in the survey annually but to join us in the conversations, data analysis and review sessions communicated via our AWEI Practice Points and Pride in Sport mailing lists.

I trust that this information will provide you with both insight into the impact of inclusion work across Australia and allow you to benchmark your survey results against the 2020 data set.

With thanks to Goldman Sachs for their ongoing sponsorship of the AWEI publication since its launch in 2010 and to all members of our team who have worked tirelessly on the work of inclusion throughout the year. A special shout out to Finlay Long and Kosaku Makino for their significant contribution to the design and layout of this publication 2020.

## WELCOME FROM OUR 2020 PUBLICATION SPONSOR

## SIMON ROTHERY

## Chief Executive Officer

Goldman Sachs Australia \& New Zealand

Goldman Sachs is honoured to sponsor the Australian Workplace Equality Index (AWEI) annual benchmarking and survey publication for the tenth consecutive year. We would like to extend our congratulations to all the organisations and their Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) networks who took part in the 2020 AWEI.

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

Our commitment to diversity and inclusion is essential to our mission as a firm: it lets us remain at the edge of innovation, respond to the needs of our clients, and ensure that our people bring their authentic selves to work. At Goldman Sachs, we're proud of our efforts to foster diversity and inclusion both in our own workplace and in the communities where we live and work.

We are delighted to see continued progress for LGBTQ inclusion being made across Australia, and are especially heartened reflecting on the progress that has been made over the past year, both within other member organisations and across the country more broadly. We look forward to building on our success with PID and our fellow supporters of the national benchmark for LGBTQ inclusion.

# FOREWORD BY OUR AWEI SURVEY ACADEMIC ADVISOR 



## FRANCISCO (PACO) PERALES

## Associate Professor

School of Social Science
The University of Queensland

Our ability to devise successful strategies to ensure that everyone can bring their whole self to work is contingent on having detailed and reliable information on the processes surrounding workplace diversity and inclusion. Over the years, the Australian Workplace Equality Index (AWEI) Survey has become the most authoritative Australian source of information on these matters.

Questions such as'what are the barriers and enablers to the inclusion of people of diverse sexuality and/ or gender at work?' or'are inclusion initiatives really working?' are timelier now than ever. Without the AWEI Survey, our answers to these questions would be a disappointing "we don't know". Fortunately, and thanks to the responses that you kindly provide each year, the AWEI Survey offers a unique window into employees' lived experiences of diversity and inclusion within Australian workplaces.

For this reason, it is an absolute pleasure to support Dawn and her team at Pride in Diversity in the development and analysis of this year's AWEI Survey. It is particularly exciting to see the 2020 instrument significantly raise the bar over its predecessors, with important methodological improvements - such as new and better questions, more nuanced response options, and a timely revision of its terminology.

As a result, the 2020 AWEI Survey constitutes a unique resource for those interested in diversity and inclusion in Australian workplaces. Its large sample enables robust and detailed analyses, and its comprehensive questions on gender and sexual orientation allow us to examine 'diversity within diversity'. Further, the 2020 Survey provides employers with an unprecedented ability to assess the impact that their inclusion initiatives have on their staff, and to benchmark them against best practice in their sector and across the nation.

In my role as academic advisor, I look forward to continue contributing to the outstanding work that Pride in Diversity does in this space.

THERE IS A WAY TO MEASURE HOW EFFECTIVE YOUR LGBTQ INCLUSION INITIATIVES ARE!


AUSTRALIAN WORKPLACE EQUALITY INDEX

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# Participate in the 2021 AWEI Employee Survey 

## Understand your results and the impact of your LGBTQ inclusion

 work on your people!Participating in the AWEI is critical for benchmarking, assessment against current best practice, and guiding strategy work in LGBTQ inclusion. It's all about measuring what you are doing, showing progress and staying ahead of the game ... but it doesn't give you insight into the lived experience of your employees, inform you on the overall impact of your inclusion initiatives, or give you a gauge as to how your LGBTQ inclusion programs are viewed.

By participating in the AWEI, you have access to the optional employee survey. Not only will you get additional points for participating, but you will receive a high level analysis of all survey responses (all anonymous) alongside access to
the de-identified raw data to allow you to incorporate your results into your own analytics. You will also be able to use your survey results to benchmark against the published survey results annually.

Participation in the AWEI and the optional employee survey will provide you with a holistic approach to measuring both the progress and impact of your work in LGBTQ inclusion.

The Survey will open 1 November 2020 and close 12 March 2021. All participating employers will be allocated unique URL's.

For more information, call (02) 92062139 or visit:
www.pid-awei.com.au/submission-documents

AWEI 2020 ALL EMPLOYERS
SURVEY DATA

## RESPONDENT OVERVIEW

## Survey Growth

The AWEI Employee Survey has continued to grow year on year and this year we collected 33,572 responses from 170 organisations across Australia. The first part of this document reviews all responses, followed by an extract that focuses on Small Employers (<500 employees) only, allowing small employers to compare their responses to similar sized organisations.


## Dimensions of Diversity

This year we collected new information from people living with a disability and those of faith in addition to our standard collection of data from those identifying with a CALD background and those who are Aboriginal or Torres Strait Islander. The purpose for the additional diversity demographics being incorporated within the 2020 survey was to explore the impacts of the intersectionality of multiple diversities. While combined with LGBTQ data, we were able to explore the challenges and impact of the work we do in this space. What people felt was more accepted, stigmatised, more challenged.


## Gender

This year, we asked the gender question a little differently. If you did not identify as someone of diverse sexuality or gender, we asked if you were male or female. This information is useful as it allows us to respond to such questions as "are women more likely to be allies?" or "are women more likely to participate in the survey?" - questions we get frequently asked, for which we need the data to respond.

Cisgender, heterosexual respondents $(\mathbf{n} 23,488)$


If you did identify as someone of diverse sexuality and/or gender, we asked you the gender you most identified with providing the options outlined below. We then asked if respondents had a trans history or experience. This change brought us the largest number of respondents received to date for those who identified as someone of diverse gender or with a trans history or experience.

## LGBTQ Respondent Gender (n6,787)

|  | Count | Percentage |
| :--- | :---: | :---: |
| Different gender identity | 65 | $0.98 \%$ |
| Agender | 34 | $0.5 \%$ |
| Non binary | 235 | $3.48 \%$ |
| Woman | 2993 | $44.29 \%$ |
| Man | 3368 | $49.84 \%$ |

Of all LGBTQ respondents, 396 (5.87\%) stated that they had a trans history or experience.

## Sexual Orientation

|  | Count | Percentage |
| :--- | :---: | :---: |
| Different orientation | 91 | $1.6 \%$ |
| Asexual | 118 | $2.07 \%$ |
| Queer | 269 | $4.72 \%$ |
| Pansexual | 321 | $5.63 \%$ |
| Bisexual | 1160 | $20.36 \%$ |
| Gay, Lesbian | 3490 | $61.26 \%$ |
| Heterosexual | 137 | $2.4 \%$ |

5,413 LGBTQ people responded to the question in regard to sexual orientation.

## RESPONDENT DEMOGRAPHICS

Which state or territory would be the primary location of your work?


## Geography

The map to the left shows the number of respondents from each state. In addition to these numbers, 482 responses were collected from overseas employees employed within Australian organisations. For this group, a separate set of questions were provided so as not to confuse the Australian data.

Within the above Australian numbers, $14.5 \%$ ( $\mathrm{n} 4,739$ ) came from regional/rural/remote areas.

How would you best describe the location that you work in?


What sector do you work in?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Federal Government | 7,095 | $22.69 \%$ |
| State Government | 4,474 | $14.31 \%$ |
| Local Government | 1,151 | $3.68 \%$ |
| Higher Education | 2,747 | $8.78 \%$ |
| NFP / Community / NGO / <br> Charity | 608 | $1.94 \%$ |
| Private Sector | 15,200 | $48.60 \%$ |
| Total | 31,275 |  |

Which industry is MOST APPLICABLE to your core business/service?

|  | Count | Percentage |
| :---: | :---: | :---: |
| Aged Care | 266 | 0.85\% |
| Automotive: Wholesale and Retail | 40 | 0.13\% |
| Banking \& Financial Services | 2,782 | 8.90\% |
| Community Services | 1,024 | 3.27\% |
| Computer Software | 258 | 0.82\% |
| Construction | 530 | 1.69\% |
| Education | 2,143 | 6.85\% |
| Energy / Utilities | 1,627 | 5.20\% |
| Health \& Wellbeing | 729 | 2.33\% |
| Hospitality | 634 | 2.03\% |
| Insurance | 1,273 | 4.07\% |
| Law Enforcement | 2,789 | 8.92\% |
| Legal | 1,994 | 6.38\% |
| Manufacturing | 71 | 0.23\% |
| Media \& Entertainment | 679 | 2.17\% |
| Mining | 1,435 | 4.59\% |
| Pharmaceuticals | 347 | 1.11\% |
| Professional Services / Consulting | 1,760 | 5.63\% |
| Public Service | 5,190 | 16.60\% |
| Property | 681 | 2.18\% |
| Rail \& Logistics | 145 | 0.46\% |
| Recruitment | 247 | 0.79\% |
| Research \& Development | 592 | 1.89\% |
| Retail | 1,246 | 3.98\% |
| Technology / Telco | 993 | 3.18\% |
| Tourism / Gaming | 471 | 1.51\% |
| Transport | 484 | 1.55\% |
| None of the above | 843 | 2.70\% |
| Total | 31,273 |  |

## Workforce Composition

The number of Executives and CEO's responding to the survey was particularly pleasing this year. A total of 966 Exceutives and CEO's responded (91 CEO's or equivalent, 875 Senior Executive reporting to the CEO). This enables us to explore the views and influence of those within leadership positions.

## Which of the following would best describe your role?

|  | Count | Percentage |
| :--- | :---: | :---: |
| CEO or Equivalent | 91 | $0.29 \%$ |
| Executive or Senior <br> Leadership Team (reports <br> to CEO or equiv) | 875 | $2.80 \%$ |
| Senior Manager | 2,603 | $8.32 \%$ |
| Middle Management | 3,945 | $12.62 \%$ |
| Project Manager | 1,455 | $4.65 \%$ |
| Team Leader/Supervisor | 3,782 | $12.09 \%$ |
| Team Member | 12,104 | $38.71 \%$ |
| Graduate/Intern | 772 | $2.47 \%$ |
| Consultant (Internal or | 1,227 | $3.92 \%$ |
| external) | 539 | $1.72 \%$ |
| Contractor | 759 | $2.43 \%$ |
| Academic | 2,467 | $7.89 \%$ |
| Support Staff | 93 | $0.30 \%$ |
| Non-office / outdoor role | 560 | $1.79 \%$ |
| None of the above | 31,272 |  |
| Total |  |  |

## What age bracket do you fall within?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Under 18 | 9 | $0.03 \%$ |
| $18-24$ | 1,750 | $5.60 \%$ |
| $25-34$ | 8,491 | $27.15 \%$ |
| $35-44$ | 9,064 | $28.98 \%$ |
| $45-54$ | 7,704 | $24.64 \%$ |
| $55-64$ | 3,614 | $11.56 \%$ |
| $65+$ | 289 | $0.92 \%$ |
| Prefer not to respond | 351 | $1.12 \%$ |
| Total | 31,272 |  |

## What is the highest level of education that you have completed?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Primary Education | 114 | $0.36 \%$ |
| Secondary Education | 3,347 | $10.70 \%$ |
| Certificate Level | 3,221 | $10.30 \%$ |
| Diploma or Advanced <br> Diploma | 3,845 | $12.30 \%$ |
| Bachelor Degree | 10,390 | $33.22 \%$ |
| Graduate Certificate or <br> Diploma | 3,080 | $9.85 \%$ |
| Postgraduate Degree or <br> Higher | 6,996 | $22.37 \%$ |
| Other | 279 | $0.89 \%$ |
| Total | 31,272 |  |

Which of the following would best describe your gender identity?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Man | 3,368 | $49.84 \%$ |
| Woman | 2,993 | $44.29 \%$ |
| Non-binary | 235 | $3.48 \%$ |
| Agender | 34 | $0.50 \%$ |
| Different gender identity | 66 | $0.98 \%$ |
| Prefer not to respond | 62 | $0.92 \%$ |
| Total | 6,758 |  |

## Are you someone of diverse sexuality, trans

 experience or diverse gender?

## Are you:

(only asked of respondents who said No to being of diverse sexuality and/or gender)

Prefer not to respond
$1.58 \%(387)$


What sex were you assigned at birth?


Do you have a trans history / experience?


## PERSONAL BELIEFS AND VIEWS ON INCLUSION (All Respondents)

## Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

## I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4,764 | 16.38\% |  |  |  |  |  |  |
| Agree | 9,680 | 33.29\% |  |  |  |  |  |  |
| Neither agree nor disagree | 5,385 | 18.52\% |  |  |  |  |  |  |
| Disagree | 6,282 | 21.60\% |  |  |  |  |  |  |
| Strongly disagree | 2,970 | 10.21\% |  |  |  |  |  |  |
| Total | 29,081 |  |  |  |  |  |  |  |

Romantic relationships between people of diverse sexuality and/or gender are just like any other

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 17,687 | $60.85 \%$ |  |  |  |  |  |  |
| Agree | 7,654 | $26.33 \%$ |  |  |  |  |  |  |
| Neither agree nor disagree | 1,820 | $6.26 \%$ |  |  |  |  |  |  |
| Disagree | 1,056 | $3.63 \%$ |  |  |  |  |  |  |
| Strongly disagree | 851 | $2.93 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

I believe there are more than two genders (male / female)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 7,817 | 26.96\% |  |  |  |  |  |  |
| Agree | 7,443 | 25.67\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6,837 | 23.58\% |  |  |  |  |  |  |
| Disagree | 3,896 | 13.44\% |  |  |  |  |  |  |
| Strongly disagree | 3,005 | 10.36\% |  |  |  |  |  |  |
| Total | 28,998 |  |  |  |  |  |  |  |

I support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 15,708 | 54.12\% |  |  |  |  |  |  |
| Agree | 9,731 | 33.53\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,417 | 8.33\% |  |  |  |  |  |  |
| Disagree | 614 | 2.12\% |  |  |  |  |  |  |
| Strongly disagree | 555 | 1.91\% |  |  |  |  |  |  |
| Total | 29,025 |  |  |  |  |  |  |  |

I believe my organisation should put more effort into this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4,432 | 15.27\% |  |  |  |  |  |  |
| Agree | 7,704 | 26.55\% |  |  |  |  |  |  |
| Neither agree nor disagree | 10,541 | 36.32\% |  |  |  |  |  |  |
| Disagree | 4,777 | 16.46\% |  |  |  |  |  |  |
| Strongly disagree | 1,568 | 5.40\% |  |  |  |  |  |  |
| Total | 29,022 |  |  |  |  |  |  |  |

An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 77,99 | 26.88\% |  |  |  |  |  |  |
| Agree | 9,801 | 33.78\% |  |  |  |  |  |  |
| Neither agree nor disagree | 7,612 | 26.24\% |  |  |  |  |  |  |
| Disagree | 2,399 | 8.27\% |  |  |  |  |  |  |
| Strongly disagree | 1,401 | 4.83\% |  |  |  |  |  |  |
| Total | 29,012 |  |  |  |  |  |  |  |

I think it is important that employers be active in this area of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 12,560 | 43.24\% |  |  |  |  |  |  |
| Agree | 11,360 | 39.10\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3,373 | 11.61\% |  |  |  |  |  |  |
| Disagree | 936 | 3.22\% |  |  |  |  |  |  |
| Strongly disagree | 821 | 2.83\% |  |  |  |  |  |  |
| Total | 29,050 |  |  |  |  |  |  |  |

Work in this aspect of diversity \& inclusion has a positive influence on workplace culture

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 13,082 | $45.07 \%$ |  |  |  |  |  |
| Agree | 10,612 | $36.56 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 3,545 | $12.21 \%$ |  |  |  |  |  |
| Disagree | 989 | $3.41 \%$ |  |  |  |  |  |
| Strongly disagree | 801 | $2.76 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

## AWARENESS \& VISIBILITY OF INCLUSION (All Respondents)

Thinking about your current employer's support for the inclusion of sexuality and gender diverse employees, please indicate your level of agreement with the following statements:

My organisation is genuinely committed to this aspect of diversity \& inclusion

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 10,391 | $37.55 \%$ |  |  |  |  |  |
| Agree | 13,616 | $49.20 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 2,806 | $10.14 \%$ |  |  |  |  |  |
| Disagree | 654 | $2.36 \%$ |  |  |  |  |  |
| Strongly disagree | 205 | $0.74 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

I understand why my organisation puts effort into this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 11,717 | 42.36\% |  |  |  |  |  |  |
| Agree | 13,175 | 47.63\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,939 | 7.01\% |  |  |  |  |  |  |
| Disagree | 540 | 1.95\% |  |  |  |  |  |  |
| Strongly disagree | 292 | 1.06\% |  |  |  |  |  |  |
| Total | 27,663 |  |  |  |  |  |  |  |

Work or related initiatives concerning this aspect of diversity \& inclusion have been regularly communicated throughout the year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 8,569 | 31.07\% |  |  |  |  |  |  |
| Agree | 13,444 | 48.74\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3,572 | 12.95\% |  |  |  |  |  |  |
| Disagree | 1,653 | 5.99\% |  |  |  |  |  |  |
| Strongly disagree | 343 | 1.24\% |  |  |  |  |  |  |
| Total | 27,581 |  |  |  |  |  |  |  |

I have heard our executive leaders speak positively about this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 8,725 | 31.61\% |  |  |  |  |  |  |
| Agree | 11,288 | 40.90\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4,817 | 17.45\% |  |  |  |  |  |  |
| Disagree | 2,276 | 8.25\% |  |  |  |  |  |  |
| Strongly disagree | 495 | 1.79\% |  |  |  |  |  |  |
| Total | 27,601 |  |  |  |  |  |  |  |

There are visible signs of the organisation's support for employees of diverse sexualities and genders within the location that I work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 9,499 | 34.42\% |  |  |  |  |  |  |
| Agree | 12,425 | 45.02\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3,427 | 12.42\% |  |  |  |  |  |  |
| Disagree | 1,815 | 6.58\% |  |  |  |  |  |  |
| Strongly disagree | 432 | 1.57\% |  |  |  |  |  |  |
| Total | 27,598 |  |  |  |  |  |  |  |

I know where to find more information on this aspect of diversity \& inclusion

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 8,418 | $30.48 \%$ |  |  |  |  |  |  |
| Agree | 13,247 | $47.97 \%$ |  |  |  |  |  |  |
| Neither agree nor disagree | 3,759 | $13.61 \%$ |  |  |  |  |  |  |
| Disagree | 1,865 | $6.75 \%$ |  |  |  |  |  |  |
| Strongly disagree | 328 | $1.19 \%$ |  |  |  |  |  |  |
| Total | 27,617 |  |  |  |  |  |  |  |

## Awareness or ally training for this aspect of diversity \& inclusion has

 been made available throughout the year|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 6,659 | 24.15\% |  |  |  |  |  |  |
| Agree | 10,627 | 38.54\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6,325 | 22.94\% |  |  |  |  |  |  |
| Disagree | 3,249 | 11.78\% |  |  |  |  |  |  |
| Strongly disagree | 714 | 2.59\% |  |  |  |  |  |  |
| Total | 27,574 |  |  |  |  |  |  |  |

I have attended Awareness or Ally training here for this aspect of diversity \& inclusion
within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4,538 | 16.48\% |  |  |  |  |  |  |
| Agree | 5,399 | 19.60\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4,532 | 16.45\% |  |  |  |  |  |  |
| Disagree | 9,794 | 35.56\% |  |  |  |  |  |  |
| Strongly disagree | 3,281 | 11.91\% |  |  |  |  |  |  |
| Total | 27,544 |  |  |  |  |  |  |  |

## I believe training in this aspect of diversity \& inclusion should be mandatory for anyone who manages or supervises other people

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 11,514 | 41.77\% |  |  |  |  |  |  |
| Agree | 9,993 | 36.26\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3,303 | 11.98\% |  |  |  |  |  |  |
| Disagree | 1,563 | 5.67\% |  |  |  |  |  |  |
| Strongly disagree | 1,189 | 4.31\% |  |  |  |  |  |  |
| Total | 27,562 |  |  |  |  |  |  |  |

I understand some of the unique challenges that people of diverse sexualities and genders face in the workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 9,284 | 33.65\% |  |  |  |  |  |  |
| Agree | 14,060 | 50.96\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,863 | 10.38\% |  |  |  |  |  |  |
| Disagree | 1,012 | 3.67\% |  |  |  |  |  |  |
| Strongly disagree | 371 | 1.34\% |  |  |  |  |  |  |
| Total | 27,590 |  |  |  |  |  |  |  |

It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 7,726 | 28.03\% |  |  |  |  |  |  |
| Agree | 13,249 | 48.07\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4,741 | 17.20\% |  |  |  |  |  |  |
| Disagree | 1,411 | 5.12\% |  |  |  |  |  |  |
| Strongly disagree | 435 | 1.58\% |  |  |  |  |  |  |
| Total | 27,562 |  |  |  |  |  |  |  |

## WORKING WITH DIVERSE COLLEAGUES (All Respondents)

Please indicate your level of agreement with the following statements:

Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 16,187 | 60.44\% |  |  |  |  |  |  |
| Agree | 7,993 | 29.84\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,602 | 5.98\% |  |  |  |  |  |  |
| Disagree | 692 | 2.58\% |  |  |  |  |  |  |
| Strongly disagree | 310 | 1.16\% |  |  |  |  |  |  |
| Total | 26,784 |  |  |  |  |  |  |  |

Jokes/innuendo targeting people of diverse sexualities and genders are quickly called out / addressed within my workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 5,003 | 18.73\% |  |  |  |  |  |  |
| Agree | 9,872 | 36.96\% |  |  |  |  |  |  |
| Neither agree nor disagree | 8,518 | 31.89\% |  |  |  |  |  |  |
| Disagree | 2,701 | 10.11\% |  |  |  |  |  |  |
| Strongly disagree | 617 | 2.31\% |  |  |  |  |  |  |
| Total | 26,711 |  |  |  |  |  |  |  |

I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 1013\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 18,017 | 67.32\% |  |  |  |  |  |  |
| Agree | 6,711 | 25.07\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,227 | 4.58\% |  |  |  |  |  |  |
| Disagree | 438 | 1.64\% |  |  |  |  |  |  |
| Strongly disagree | 371 | 1.39\% |  |  |  |  |  |  |
| Total | 26,764 |  |  |  |  |  |  |  |

## I would be comfortable with people of diverse sexualities and genders bringing their partners to work related events

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 19,225 | 71.82\% |  |  |  |  |  |  |
| Agree | 6,213 | 23.21\% |  |  |  |  |  |  |
| Neither agree nor disagree | 948 | 3.54\% |  |  |  |  |  |  |
| Disagree | 170 | 0.64\% |  |  |  |  |  |  |
| Strongly disagree | 213 | 0.80\% |  |  |  |  |  |  |
| Total | 26,769 |  |  |  |  |  |  |  |

I would be comfortable referring to a colleague by a different name or personal pronouns if they were affirming their gender (transitioning) at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 15,970 | 59.70\% |  |  |  |  |  |  |
| Agree | 7,254 | 27.12\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,008 | 7.51\% |  |  |  |  |  |  |
| Disagree | 827 | 3.09\% |  |  |  |  |  |  |
| Strongly disagree | 690 | 2.58\% |  |  |  |  |  |  |
| Total | 26,749 |  |  |  |  |  |  |  |

I would be comfortable using they/their/them personal pronouns for a non-binary person at work

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 13,846 | $51.84 \%$ |  |  |  |  |  |
| Agree | 7,106 | $26.60 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 2,996 | $11.22 \%$ |  |  |  |  |  |
| Disagree | 1,569 | $5.87 \%$ |  |  |  |  |  |
| Strongly disagree | 1,194 | $4.47 \%$ |  |  |  |  |  |
| Total | 26,711 |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 13,733 | 51.37\% |  |  |  |  |  |  |
| Agree | 7,156 | 26.77\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,490 | 9.31\% |  |  |  |  |  |  |
| Disagree | 1,592 | 5.95\% |  |  |  |  |  |  |
| Strongly disagree | 1,763 | 6.59\% |  |  |  |  |  |  |
| Total | 26,734 |  |  |  |  |  |  |  |

I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 7,642 | 28.59\% |  |  |  |  |  |  |
| Agree | 4,655 | 17.41\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3,849 | 14.40\% |  |  |  |  |  |  |
| Disagree | 6,101 | 22.82\% |  |  |  |  |  |  |
| Strongly disagree | 4,487 | 16.78\% |  |  |  |  |  |  |
| Total | 26,734 |  |  |  |  |  |  |  |

I have witnessed negative behaviours / mild harassment targeting people of diverse sexualities and genders at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 905 | 3.39\% |  |  |  |  |  |  |
| Agree | 3,278 | 12.27\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3,198 | 11.97\% |  |  |  |  |  |  |
| Disagree | 11,296 | 42.28\% |  |  |  |  |  |  |
| Strongly disagree | 8,039 | 30.09\% |  |  |  |  |  |  |
| Total | 26,716 |  |  |  |  |  |  |  |

## I have witnessed more serious bullying targeting people of diverse sexualities and genders at work

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 566 | $2.12 \%$ |  |  |  |  |  |  |
| Agree | 978 | $3.66 \%$ |  |  |  |  |  |  |
| Neither agree nor disagree | 2,405 | $9.00 \%$ |  |  |  |  |  |  |
| Disagree | 11,065 | $41.42 \%$ |  |  |  |  |  |  |
| Strongly disagree | 11,702 | $43.80 \%$ |  |  |  |  |  |  |
| Total | 26,716 |  |  |  |  |  |  |  |

A person of diverse sexuality would be welcome in my team and treated no differently to anyone else

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 17,609 | $65.93 \%$ |  |  |  |  |  |
| Agree | 7,503 | $28.09 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 1,144 | $4.28 \%$ |  |  |  |  |  |
| Disagree | 299 | $1.12 \%$ |  |  |  |  |  |
| Strongly disagree | 153 | $0.57 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

A gender diverse person would be welcome in my team and treated no differently to anyone else

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 16,708 | $62.47 \%$ |  |  |  |  |  |
| Agree | 7,806 | $29.19 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 1,610 | $6.02 \%$ |  |  |  |  |  |
| Disagree | 432 | $1.62 \%$ |  |  |  |  |  |
| Strongly disagree | 190 | $0.71 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

If a member of my team were to affirm their gender (transition male to female or vice versa, or to nonbinary), they would be fully supported by my team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 14,545 | 54.40\% |  |  |  |  |  |  |
| Agree | 8,493 | 31.77\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,920 | 10.92\% |  |  |  |  |  |  |
| Disagree | 558 | 2.09\% |  |  |  |  |  |  |
| Strongly disagree | 219 | 0.82\% |  |  |  |  |  |  |
| Total | 26,735 |  |  |  |  |  |  |  |

## ALLIES \& CHAMPIONS

In defining an active ally as someone who actively (not passively) supports an inclusive workplace culture for employees of diverse sexualities and genders, would you consider yourself an active ally?

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 6,905 | 26.24\% |  |  |  |  |  |  |
| Agree | 9,349 | 35.53\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6,157 | 23.40\% |  |  |  |  |  |  |
| Disagree | 2,587 | 9.83\% |  |  |  |  |  |  |
| Strongly disagree | 668 | 2.54\% |  |  |  |  |  |  |
| N/A | 649 | 2.47\% |  |  |  |  |  |  |
| Total | 26,315 |  |  |  |  |  |  |  |

Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

I know of active allies within my immediate work area

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 7,330 | 27.91\% |  |  |  |  |  |  |
| Agree | 8,598 | 32.73\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4,313 | 16.42\% |  |  |  |  |  |  |
| Disagree | 4,796 | 18.26\% |  |  |  |  |  |  |
| Strongly disagree | 1,229 | 4.68\% |  |  |  |  |  |  |
| Total | 26,266 |  |  |  |  |  |  |  |

## I understand why active allies are important

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 11,172 | 42.56\% |  |  |  |  |  |  |
| Agree | 11,252 | 42.86\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,553 | 9.72\% |  |  |  |  |  |  |
| Disagree | 837 | 3.19\% |  |  |  |  |  |  |
| Strongly disagree | 439 | 1.67\% |  |  |  |  |  |  |
| Total | 26,253 |  |  |  |  |  |  |  |

## I could list several behaviours that would be expected of an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 7,201 | 27.46\% |  |  |  |  |  |  |
| Agree | 10,825 | 41.28\% |  |  |  |  |  |  |
| Neither agree nor disagree | 5,320 | 20.29\% |  |  |  |  |  |  |
| Disagree | 2,367 | 9.03\% |  |  |  |  |  |  |
| Strongly disagree | 508 | 1.94\% |  |  |  |  |  |  |
| Total | 26,221 |  |  |  |  |  |  |  |

I know of workplace material or training available that would show me how to be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4,563 | 17.40\% |  |  |  |  |  |  |
| Agree | 7,694 | 29.34\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6,029 | 22.99\% |  |  |  |  |  |  |
| Disagree | 6,471 | 24.68\% |  |  |  |  |  |  |
| Strongly disagree | 1,467 | 5.59\% |  |  |  |  |  |  |
| Total | 26,224 |  |  |  |  |  |  |  |

## I know of active executive allies or sponsor/s within my organisation

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 6,604 | 25.22\% |  |  |  |  |  |  |
| Agree | 8,251 | 31.51\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4,519 | 17.26\% |  |  |  |  |  |  |
| Disagree | 5,203 | 19.87\% |  |  |  |  |  |  |
| Strongly disagree | 1,612 | 6.16\% |  |  |  |  |  |  |
| Total | 26,189 |  |  |  |  |  |  |  |

Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

## People thinking that I am of diverse sexuality and/or gender stops me from being an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 78 | 0.84\% |  |  |  |  |  |  |
| Agree | 308 | 3.32\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,723 | 18.59\% |  |  |  |  |  |  |
| Disagree | 3,709 | 40.02\% |  |  |  |  |  |  |
| Strongly disagree | 3,450 | 37.22\% |  |  |  |  |  |  |
| Total | 9,268 |  |  |  |  |  |  |  |

Being ridiculed or the target of jokes stops me from being an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 76 | 0.82\% |  |  |  |  |  |  |
| Agree | 265 | 2.86\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,318 | 14.22\% |  |  |  |  |  |  |
| Disagree | 3,891 | 41.99\% |  |  |  |  |  |  |
| Strongly disagree | 3,716 | 40.10\% |  |  |  |  |  |  |
| Total | 9,266 |  |  |  |  |  |  |  |

## Being an active ally would be in conflict with my personal beliefs or values

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 709 | 7.67\% |  |  |  |  |  |  |
| Agree | 748 | 8.09\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,471 | 15.90\% |  |  |  |  |  |  |
| Disagree | 3,028 | 32.74\% |  |  |  |  |  |  |
| Strongly disagree | 3,293 | 35.60\% |  |  |  |  |  |  |
| Total | 9,249 |  |  |  |  |  |  |  |

## I don't know enough about WHY I should be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 453 | 4.90\% |  |  |  |  |  |  |
| Agree | 2,750 | 29.72\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,644 | 28.58\% |  |  |  |  |  |  |
| Disagree | 2,136 | 23.09\% |  |  |  |  |  |  |
| Strongly disagree | 1,269 | 13.72\% |  |  |  |  |  |  |
| Total | 9,252 |  |  |  |  |  |  |  |

## I don't know HOW to be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 719 | 7.78\% |  |  |  |  |  |  |
| Agree | 3,232 | 34.98\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,481 | 26.85\% |  |  |  |  |  |  |
| Disagree | 1,876 | 20.30\% |  |  |  |  |  |  |
| Strongly disagree | 932 | 10.09\% |  |  |  |  |  |  |
| Total | 9,240 |  |  |  |  |  |  |  |

I am too busy to be engaged in additional activities

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,141 | 12.33\% |  |  |  |  |  |  |
| Agree | 3,441 | 37.19\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,709 | 29.28\% |  |  |  |  |  |  |
| Disagree | 1,392 | 15.04\% |  |  |  |  |  |  |
| Strongly disagree | 570 | 6.16\% |  |  |  |  |  |  |
| Total | 9,253 |  |  |  |  |  |  |  |

I don't have any personal interest in this

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,510 | 16.31\% |  |  |  |  |  |  |
| Agree | 2,682 | 28.98\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,465 | 26.63\% |  |  |  |  |  |  |
| Disagree | 1,869 | 20.19\% |  |  |  |  |  |  |
| Strongly disagree | 730 | 7.89\% |  |  |  |  |  |  |
| Total | 9,256 |  |  |  |  |  |  |  |

Being an active ally would be frowned upon by someone/people with influence over my career

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 136 | $1.47 \%$ |  |  |  |  |  |
| Agree | 285 | $3.09 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 1,810 | $19.60 \%$ |  |  |  |  |  |
| Disagree | 3,702 | $40.08 \%$ |  |  |  |  |  |
| Strongly disagree | 3,304 | $35.77 \%$ |  |  |  |  |  |
| Total | 9,237 |  |  |  |  |  |  |

I am happy to support passively but do not consider myself active in this area

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,923 | 20.76\% |  |  |  |  |  |  |
| Agree | 4,377 | 47.25\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2,045 | 22.07\% |  |  |  |  |  |  |
| Disagree | 537 | 5.80\% |  |  |  |  |  |  |
| Strongly disagree | 382 | 4.12\% |  |  |  |  |  |  |
| Total | 9,264 |  |  |  |  |  |  |  |

## LGBTQ EMPLOYEES: EXPERIENCE OF WORKPLACE CULTURE

As someone of diverse sexuality and/or gender, how has your employer met your expectations concerning the following workplace practices? (please select N/A for any statements that are not applicable to you)

## Communication of inclusion initiatives for sexuality and/or gender diverse employees during the recruitment process

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 712 | 12.77\% |  |  |  |  |  |  |
| Met expectations | 2,156 | 38.68\% |  |  |  |  |  |  |
| Did not meet expectations | 1,154 | 20.70\% |  |  |  |  |  |  |
| No expectations | 1,552 | 27.84\% |  |  |  |  |  |  |
| Total | 5,574 |  |  |  |  |  |  |  |

My experience of inclusion within my immediate work area

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1,621 | $28.99 \%$ |  |  |  |  |  |  |
| Met expectations | 2,824 | $50.50 \%$ |  |  |  |  |  |  |
| Did not meet expectations | 576 | $10.30 \%$ |  |  |  |  |  |  |
| No expectations | 571 | $10.21 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

Communication of sexuality and gender diverse inclusion throughout the year

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1,265 | $22.64 \%$ |  |  |  |  |  |
| Met expectations | 2,687 | $48.09 \%$ |  |  |  |  |  |
| Did not meet expectations | 1,023 | $18.31 \%$ |  |  |  |  |  |
| No expectations | 612 | $10.95 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

Overall organisational commitment to people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1,600 | 28.61\% |  |  |  |  |  |  |
| Met expectations | 2,790 | 49.88\% |  |  |  |  |  |  |
| Did not meet expectations | 798 | 14.27\% |  |  |  |  |  |  |
| No expectations | 405 | 7.24\% |  |  |  |  |  |  |
| Total | 5,593 |  |  |  |  |  |  |  |

The level of executive endorsement of sexuality and gender diverse inclusion initiatives

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1,545 | 27.63\% |  |  |  |  |  |  |
| Met expectations | 2,411 | 43.12\% |  |  |  |  |  |  |
| Did not meet expectations | 1,117 | 19.97\% |  |  |  |  |  |  |
| No expectations | 519 | 9.28\% |  |  |  |  |  |  |
| Total | 5,592 |  |  |  |  |  |  |  |

Visibility and promotion of an internal employee network for sexuality and/or
gender diverse employees and allies

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1,667 | 29.81\% |  |  |  |  |  |  |
| Met expectations | 2,383 | 42.61\% |  |  |  |  |  |  |
| Did not meet expectations | 1,045 | 18.69\% |  |  |  |  |  |  |
| No expectations | 497 | 8.89\% |  |  |  |  |  |  |
| Total | 5,592 |  |  |  |  |  |  |  |

Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1,126 | $20.18 \%$ |  |  |  |  |  |
| Met expectations | 2,297 | $41.16 \%$ |  |  |  |  |  |
| Did not meet expectations | 1,531 | $27.44 \%$ |  |  |  |  |  |
| No expectations | 626 | $11.22 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## Willingness of managers to address negative commentary/jokes that target people of diverse sexualities and genders

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 930 | $16.68 \%$ |  |  |  |  |  |
| Met expectations | 2,610 | $46.81 \%$ |  |  |  |  |  |
| Did not meet expectations | 1,130 | $20.27 \%$ |  |  |  |  |  |
| No expectations | 906 | $16.25 \%$ |  |  |  |  |  |
| Total | 5,576 |  |  |  |  |  |  |

## Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or gender

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1,175 | 21.09\% |  |  |  |  |  |  |
| Met expectations | 2,809 | 50.42\% |  |  |  |  |  |  |
| Did not meet expectations | 922 | 16.55\% |  |  |  |  |  |  |
| No expectations | 665 | 11.94\% |  |  |  |  |  |  |
| Total | 5,571 |  |  |  |  |  |  |  |

## Visibility of active allies

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1,188 | 21.26\% |  |  |  |  |  |  |
| Met expectations | 2,308 | 41.30\% |  |  |  |  |  |  |
| Did not meet expectations | 1,423 | 25.47\% |  |  |  |  |  |  |
| No expectations | 669 | 11.97\% |  |  |  |  |  |  |
| Total | 5,588 |  |  |  |  |  |  |  |

## LGBTQ EMPLOYEES: HEALTH \& WELLBEING AT WORK

In terms of your personal health and wellbeing within YOUR CURRENT WORKPLACE, within the last year, please indicate your level of agreement with the following statements (please select N/A for any statements that are not applicable to you).

I feel safe and included within my immediate team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3,084 | 55.50\% |  |  |  |  |  |  |
| Agree | 1,884 | 33.90\% |  |  |  |  |  |  |
| Neither agree nor disagree | 326 | 5.87\% |  |  |  |  |  |  |
| Disagree | 199 | 3.58\% |  |  |  |  |  |  |
| Strongly disagree | 64 | 1.15\% |  |  |  |  |  |  |
| Total | 5,557 |  |  |  |  |  |  |  |

## I feel accepted for who I am

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2,927 | $52.71 \%$ |  |  |  |  |  |
| Agree | 1,766 | $31.80 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 519 | $9.35 \%$ |  |  |  |  |  |
| Disagree | 269 | $4.84 \%$ |  |  |  |  |  |
| Strongly disagree | 72 | $1.30 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## I would feel comfortable bringing a partner to work-related events

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2,812 | 50.68\% |  |  |  |  |  |  |
| Agree | 1,591 | 28.67\% |  |  |  |  |  |  |
| Neither agree nor disagree | 599 | 10.79\% |  |  |  |  |  |  |
| Disagree | 385 | 6.94\% |  |  |  |  |  |  |
| Strongly disagree | 162 | 2.92\% |  |  |  |  |  |  |
| Total | 5,549 |  |  |  |  |  |  |  |

## I feel mentally well at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2,109 | 37.99\% |  |  |  |  |  |  |
| Agree | 2,061 | 37.13\% |  |  |  |  |  |  |
| Neither agree nor disagree | 714 | 12.86\% |  |  |  |  |  |  |
| Disagree | 499 | 8.99\% |  |  |  |  |  |  |
| Strongly disagree | 168 | 3.03\% |  |  |  |  |  |  |
| Total | 5,551 |  |  |  |  |  |  |  |

## I feel I can be myself at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2,369 | 42.72\% |  |  |  |  |  |  |
| Agree | 1,835 | 33.09\% |  |  |  |  |  |  |
| Neither agree nor disagree | 662 | 11.94\% |  |  |  |  |  |  |
| Disagree | 533 | 9.61\% |  |  |  |  |  |  |
| Strongly disagree | 147 | 2.65\% |  |  |  |  |  |  |
| Total | 5,546 |  |  |  |  |  |  |  |

## I expend time editing conversations or hiding who I am at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 553 | 9.97\% |  |  |  |  |  |  |
| Agree | 1,180 | 21.27\% |  |  |  |  |  |  |
| Neither agree nor disagree | 826 | 14.89\% |  |  |  |  |  |  |
| Disagree | 1,664 | 30.00\% |  |  |  |  |  |  |
| Strongly disagree | 1,324 | 23.87\% |  |  |  |  |  |  |
| Total | 5,547 |  |  |  |  |  |  |  |

## I feel productive at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2,296 | 41.44\% |  |  |  |  |  |  |
| Agree | 2,625 | 47.37\% |  |  |  |  |  |  |
| Neither agree nor disagree | 386 | 6.97\% |  |  |  |  |  |  |
| Disagree | 183 | 3.30\% |  |  |  |  |  |  |
| Strongly disagree | 51 | 0.92\% |  |  |  |  |  |  |
| Total | 5,541 |  |  |  |  |  |  |  |

## I feel engaged with the organisation and my work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2,107 | 37.96\% |  |  |  |  |  |  |
| Agree | 2,370 | 42.70\% |  |  |  |  |  |  |
| Neither agree nor disagree | 616 | 11.10\% |  |  |  |  |  |  |
| Disagree | 353 | 6.36\% |  |  |  |  |  |  |
| Strongly disagree | 104 | 1.87\% |  |  |  |  |  |  |
| Total | 5,550 |  |  |  |  |  |  |  |

## I feel a sense of belonging here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,998 | 36.02\% |  |  |  |  |  |  |
| Agree | 2,131 | 38.42\% |  |  |  |  |  |  |
| Neither agree nor disagree | 857 | 15.45\% |  |  |  |  |  |  |
| Disagree | 420 | 7.57\% |  |  |  |  |  |  |
| Strongly disagree | 141 | 2.54\% |  |  |  |  |  |  |
| Total | 5,547 |  |  |  |  |  |  |  |

I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2,251 | 40.61\% |  |  |  |  |  |  |
| Agree | 2,101 | 37.90\% |  |  |  |  |  |  |
| Neither agree nor disagree | 786 | 14.18\% |  |  |  |  |  |  |
| Disagree | 273 | 4.93\% |  |  |  |  |  |  |
| Strongly disagree | 132 | 2.38\% |  |  |  |  |  |  |
| Total | 5,543 |  |  |  |  |  |  |  |

I don't hear jokes/innuendo targeting people of diverse sexualities here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,835 | 33.09\% |  |  |  |  |  |  |
| Agree | 2,001 | 36.09\% |  |  |  |  |  |  |
| Neither agree nor disagree | 683 | 12.32\% |  |  |  |  |  |  |
| Disagree | 804 | 14.50\% |  |  |  |  |  |  |
| Strongly disagree | 222 | 4.00\% |  |  |  |  |  |  |
| Total | 5,545 |  |  |  |  |  |  |  |

I don't hear jokes/innuendo targeting people of diverse genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,830 | 32.97\% |  |  |  |  |  |  |
| Agree | 1,923 | 34.64\% |  |  |  |  |  |  |
| Neither agree nor disagree | 746 | 13.44\% |  |  |  |  |  |  |
| Disagree | 826 | 14.88\% |  |  |  |  |  |  |
| Strongly disagree | 226 | 4.07\% |  |  |  |  |  |  |
| Total | 5,551 |  |  |  |  |  |  |  |

Any jokes/innuendo targeting people of diverse sexualities and genders are acted upon quickly here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,119 | 20.25\% |  |  |  |  |  |  |
| Agree | 1,588 | 28.74\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,952 | 35.32\% |  |  |  |  |  |  |
| Disagree | 624 | 11.29\% |  |  |  |  |  |  |
| Strongly disagree | 243 | 4.40\% |  |  |  |  |  |  |
| Total | 5,526 |  |  |  |  |  |  |  |

Active allies have positively impacted my sense of inclusion here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,382 | 24.95\% |  |  |  |  |  |  |
| Agree | 1,559 | 28.14\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,653 | 29.84\% |  |  |  |  |  |  |
| Disagree | 646 | 11.66\% |  |  |  |  |  |  |
| Strongly disagree | 300 | 5.42\% |  |  |  |  |  |  |
| Total | 5,540 |  |  |  |  |  |  |  |

## EMPLOYEES OF DIVERSE SEXUALITY

## How would you best describe your sexual orientation?

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Straight (Heterosexual) | 137 | 2.40\% |  |  |  |  |  |  |
| Gay, Lesbian (Homosexual) | 3,490 | 61.26\% |  |  |  |  |  |  |
| Bisexual | 1,160 | 20.36\% |  |  |  |  |  |  |
| Pansexual | 321 | 5.63\% |  |  |  |  |  |  |
| Queer | 269 | 4.72\% |  |  |  |  |  |  |
| Asexual | 118 | 2.07\% |  |  |  |  |  |  |
| Different orientation | 91 | 1.60\% |  |  |  |  |  |  |
| Prefer not to respond (you will be asked no further questions on sexual orientation) | 111 | 1.95\% |  |  |  |  |  |  |
| Total | 5,697 |  |  |  |  |  |  |  |

In regard to your sexual orientation, please indicate to what degree you are out at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Out to everyone | 2,339 | 43.86\% |  |  |  |  |  |  |
| Most I work with | 1,225 | 22.97\% |  |  |  |  |  |  |
| Selected few only | 1,017 | 19.07\% |  |  |  |  |  |  |
| Not at all | 665 | 12.47\% |  |  |  |  |  |  |
| Prefer not to respond | 87 | 1.63\% |  |  |  |  |  |  |
| Total | 5,333 |  |  |  |  |  |  |  |

Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:

I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,442 | 40.79\% |  |  |  |  |  |  |
| Agree | 1,348 | 38.13\% |  |  |  |  |  |  |
| Neither agree nor disagree | 490 | 13.86\% |  |  |  |  |  |  |
| Disagree | 199 | 5.63\% |  |  |  |  |  |  |
| Strongly disagree | 56 | 1.58\% |  |  |  |  |  |  |
| Total | 3,535 |  |  |  |  |  |  |  |

I have not encountered any exclusion based on my sexuality within this workplace

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,766 | $49.86 \%$ |  |  |  |  |  |  |
| Agree | 1,223 | $34.53 \%$ |  |  |  |  |  |  |
| Neither agree nor disagree | 234 | $6.61 \%$ |  |  |  |  |  |  |
| Disagree | 251 | $7.09 \%$ |  |  |  |  |  |  |
| Strongly disagree | 68 | $1.92 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |

My sexuality would NOT have any impact on my career progression here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,669 | 47.13\% |  |  |  |  |  |  |
| Agree | 1,154 | 32.59\% |  |  |  |  |  |  |
| Neither agree nor disagree | 441 | 12.45\% |  |  |  |  |  |  |
| Disagree | 196 | 5.54\% |  |  |  |  |  |  |
| Strongly disagree | 81 | 2.29\% |  |  |  |  |  |  |
| Total | 3,541 |  |  |  |  |  |  |  |

## I feel my performance is positively impacted by being out at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,384 | 39.14\% |  |  |  |  |  |  |
| Agree | 1,023 | 28.93\% |  |  |  |  |  |  |
| Neither agree nor disagree | 863 | 24.41\% |  |  |  |  |  |  |
| Disagree | 190 | 5.37\% |  |  |  |  |  |  |
| Strongly disagree | 76 | 2.15\% |  |  |  |  |  |  |
| Total | 3,536 |  |  |  |  |  |  |  |

I feel my overall engagement is positively impacted by being out at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,472 | 41.65\% |  |  |  |  |  |  |
| Agree | 1,224 | 34.63\% |  |  |  |  |  |  |
| Neither agree nor disagree | 642 | 18.17\% |  |  |  |  |  |  |
| Disagree | 140 | 3.96\% |  |  |  |  |  |  |
| Strongly disagree | 56 | 1.58\% |  |  |  |  |  |  |
| Total | 3,534 |  |  |  |  |  |  |  |

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 160 | 4.52\% |  |  |  |  |  |  |
| Agree | 301 | 8.50\% |  |  |  |  |  |  |
| Neither agree nor disagree | 256 | 7.23\% |  |  |  |  |  |  |
| Disagree | 1,123 | 31.72\% |  |  |  |  |  |  |
| Strongly disagree | 1,700 | 48.02\% |  |  |  |  |  |  |
| Total | 3,540 |  |  |  |  |  |  |  |

## I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to my manager

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,585 | 44.81\% |  |  |  |  |  |  |
| Agree | 1,320 | 37.32\% |  |  |  |  |  |  |
| Neither agree nor disagree | 310 | 8.76\% |  |  |  |  |  |  |
| Disagree | 233 | 6.59\% |  |  |  |  |  |  |
| Strongly disagree | 89 | 2.52\% |  |  |  |  |  |  |
| Total | 3,537 |  |  |  |  |  |  |  |

## I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 110 | $3.11 \%$ |  |  |  |  |  |  |
| Agree | 93 | $2.63 \%$ |  |  |  |  |  |  |
| Neither agree nor disagree | 146 | $4.13 \%$ |  |  |  |  |  |  |
| Disagree | 968 | $27.35 \%$ |  |  |  |  |  |  |
| Strongly disagree | 2,222 | $62.79 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

## I would feel safe and supported reporting more serious bullying/sexual harassment targeting my sexuality to HR (or grievance officers)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,586 | 44.87\% |  |  |  |  |  |  |
| Agree | 1,246 | 35.25\% |  |  |  |  |  |  |
| Neither agree nor disagree | 337 | 9.53\% |  |  |  |  |  |  |
| Disagree | 234 | 6.62\% |  |  |  |  |  |  |
| Strongly disagree | 132 | 3.73\% |  |  |  |  |  |  |
| Total | 3,535 |  |  |  |  |  |  |  |

Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,132 | 32.02\% |  |  |  |  |  |  |
| Agree | 1,146 | 32.42\% |  |  |  |  |  |  |
| Neither agree nor disagree | 929 | 26.28\% |  |  |  |  |  |  |
| Disagree | 221 | 6.25\% |  |  |  |  |  |  |
| Strongly disagree | 107 | 3.03\% |  |  |  |  |  |  |
| Total | 3,535 |  |  |  |  |  |  |  |

Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

I feel it would be detrimental to my workplace experience

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 153 | 9.17\% |  |  |  |  |  |  |
| Agree | 459 | 27.52\% |  |  |  |  |  |  |
| Neither agree nor disagree | 387 | 23.20\% |  |  |  |  |  |  |
| Disagree | 427 | 25.60\% |  |  |  |  |  |  |
| Strongly disagree | 242 | 14.51\% |  |  |  |  |  |  |
| Total | 1,668 |  |  |  |  |  |  |  |

I feel it would negatively impact my career progression

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 162 | 9.72\% |  |  |  |  |  |  |
| Agree | 299 | 17.94\% |  |  |  |  |  |  |
| Neither agree nor disagree | 394 | 23.64\% |  |  |  |  |  |  |
| Disagree | 533 | 31.97\% |  |  |  |  |  |  |
| Strongly disagree | 279 | 16.74\% |  |  |  |  |  |  |
| Total | 1,667 |  |  |  |  |  |  |  |

## I do not feel I would be accepted by some members of my team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 216 | 12.96\% |  |  |  |  |  |  |
| Agree | 489 | 29.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 309 | 18.54\% |  |  |  |  |  |  |
| Disagree | 406 | 24.36\% |  |  |  |  |  |  |
| Strongly disagree | 247 | 14.82\% |  |  |  |  |  |  |
| Total | 1,667 |  |  |  |  |  |  |  |

I avoid inclusion initiatives for fear of people thinking I'm gay/bisexual

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 101 | 6.07\% |  |  |  |  |  |  |
| Agree | 252 | 15.14\% |  |  |  |  |  |  |
| Neither agree nor disagree | 313 | 18.81\% |  |  |  |  |  |  |
| Disagree | 569 | 34.19\% |  |  |  |  |  |  |
| Strongly disagree | 429 | 25.78\% |  |  |  |  |  |  |
| Total | 1,664 |  |  |  |  |  |  |  |

## I am not comfortable enough within myself to be out at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 192 | 11.51\% |  |  |  |  |  |  |
| Agree | 426 | 25.54\% |  |  |  |  |  |  |
| Neither agree nor disagree | 318 | 19.06\% |  |  |  |  |  |  |
| Disagree | 424 | 25.42\% |  |  |  |  |  |  |
| Strongly disagree | 308 | 18.47\% |  |  |  |  |  |  |
| Total | 1,668 |  |  |  |  |  |  |  |

Thinking about your experience as a woman of diverse sexualities and genders within your current workplace, please indicate your level of agreement with the following statements:

There are women of similar, or the same, identity as me who are visible out role models within my workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 394 | 16.86\% |  |  |  |  |  |  |
| Agree | 659 | 28.20\% |  |  |  |  |  |  |
| Neither agree nor disagree | 368 | 15.75\% |  |  |  |  |  |  |
| Disagree | 550 | 23.53\% |  |  |  |  |  |  |
| Strongly disagree | 299 | 12.79\% |  |  |  |  |  |  |
| N/A | 67 | 2.87\% |  |  |  |  |  |  |
| Total | 2,337 |  |  |  |  |  |  |  |

There are women of similar, or the same, identity as me who are out within senior leadership or executive positions

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 281 | 12.04\% |  |  |  |  |  |  |
| Agree | 399 | 17.10\% |  |  |  |  |  |  |
| Neither agree nor disagree | 443 | 18.98\% |  |  |  |  |  |  |
| Disagree | 685 | 29.35\% |  |  |  |  |  |  |
| Strongly disagree | 431 | 18.47\% |  |  |  |  |  |  |
| N/A | 95 | 4.07\% |  |  |  |  |  |  |
| Total | 2,334 |  |  |  |  |  |  |  |

Having visible out women as role models of the same or similar identity is important to me

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 943 | 40.47\% |  |  |  |  |  |  |
| Agree | 879 | 37.73\% |  |  |  |  |  |  |
| Neither agree nor disagree | 311 | 13.35\% |  |  |  |  |  |  |
| Disagree | 125 | 5.36\% |  |  |  |  |  |  |
| Strongly disagree | 41 | 1.76\% |  |  |  |  |  |  |
| N/A | 31 | 1.33\% |  |  |  |  |  |  |
| Total | 2,330 |  |  |  |  |  |  |  |

I involve myself in the activities put on by our employee network for people of diverse sexualities, genders and allies

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 477 | 20.49\% |  |  |  |  |  |  |
| Agree | 677 | 29.08\% |  |  |  |  |  |  |
| Neither agree nor disagree | 452 | 19.42\% |  |  |  |  |  |  |
| Disagree | 465 | 19.97\% |  |  |  |  |  |  |
| Strongly disagree | 106 | 4.55\% |  |  |  |  |  |  |
| N/A | 151 | 6.49\% |  |  |  |  |  |  |
| Total | 2,328 |  |  |  |  |  |  |  |

There are women of similar, or the same, identity as me active within the employee network here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 422 | 18.12\% |  |  |  |  |  |  |
| Agree | 800 | 34.35\% |  |  |  |  |  |  |
| Neither agree nor disagree | 549 | 23.57\% |  |  |  |  |  |  |
| Disagree | 305 | 13.10\% |  |  |  |  |  |  |
| Strongly disagree | 131 | 5.62\% |  |  |  |  |  |  |
| N/A | 122 | 5.24\% |  |  |  |  |  |  |
| Total | 2,329 |  |  |  |  |  |  |  |

Our employee network feels inclusive of women of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 599 | 25.71\% |  |  |  |  |  |  |
| Agree | 995 | 42.70\% |  |  |  |  |  |  |
| Neither agree nor disagree | 453 | 19.44\% |  |  |  |  |  |  |
| Disagree | 150 | 6.44\% |  |  |  |  |  |  |
| Strongly disagree | 67 | 2.88\% |  |  |  |  |  |  |
| N/A | 66 | 2.83\% |  |  |  |  |  |  |
| Total | 2,330 |  |  |  |  |  |  |  |

Women of diverse sexualities, women with trans histories and women who identify with a diverse gender but are perceived by colleagues as a women (or feminine) share common challenges within the workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 358 | 15.39\% |  |  |  |  |  |  |
| Agree | 884 | 38.01\% |  |  |  |  |  |  |
| Neither agree nor disagree | 636 | 27.34\% |  |  |  |  |  |  |
| Disagree | 222 | 9.54\% |  |  |  |  |  |  |
| Strongly disagree | 53 | 2.28\% |  |  |  |  |  |  |
| N/A | 173 | 7.44\% |  |  |  |  |  |  |
| Total | 2,326 |  |  |  |  |  |  |  |

I can easily separate the unique challenges of being a woman in the workplace and those of being of diverse sexuality and/or gender

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 523 | 22.45\% |  |  |  |  |  |  |
| Agree | 996 | 42.75\% |  |  |  |  |  |  |
| Neither agree nor disagree | 416 | 17.85\% |  |  |  |  |  |  |
| Disagree | 270 | 11.59\% |  |  |  |  |  |  |
| Strongly disagree | 62 | 2.66\% |  |  |  |  |  |  |
| N/A | 63 | 2.70\% |  |  |  |  |  |  |
| Total | 2,330 |  |  |  |  |  |  |  |

The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 336 | 14.43\% |  |  |  |  |  |  |
| Agree | 564 | 24.23\% |  |  |  |  |  |  |
| Neither agree nor disagree | 670 | 28.78\% |  |  |  |  |  |  |
| Disagree | 508 | 21.82\% |  |  |  |  |  |  |
| Strongly disagree | 171 | 7.35\% |  |  |  |  |  |  |
| N/A | 79 | 3.39\% |  |  |  |  |  |  |
| Total | 2,328 |  |  |  |  |  |  |  |

## EMPLOYEES OF DIVERSE GENDER OR TRANS EXPERIENCE

Thinking about your gender identity, or where applicable, your trans experience, please indicate the degree to which your current organisation has met your expectations in regard to your organisation's POLICIES or WORK PRACTICES:

## Support for gender diverse job applications throughout the recruitment process

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 60 | $12.35 \%$ |  |  |  |  |  |  |
| Met expectations | 145 | $29.84 \%$ |  |  |  |  |  |  |
| Did not meet expectations | 129 | $26.54 \%$ |  |  |  |  |  |  |
| No expectations | 152 | $31.28 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

Visibility of organisational inclusion for gender diverse employees

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 84 | $17.14 \%$ |  |  |  |  |
| Met expectations | 180 | $36.73 \%$ |  |  |  |  |
| Did not meet expectations | 145 | $29.59 \%$ |  |  |  |  |
| No expectations | 81 | $16.53 \%$ |  |  |  |  |
| Total |  |  |  |  |  |  |

## Freedom to use toilets of choice

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 76 | $15.45 \%$ |  |  |  |  |  |  |
| Met expectations | 166 | $33.74 \%$ |  |  |  |  |  |  |
| Did not meet expectations | 130 | $26.42 \%$ |  |  |  |  |  |  |
| No expectations | 120 | $24.39 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

## Availability of non-gendered or all gender toilets

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 37 | 7.57\% |  |  |  |  |  |  |
| Met expectations | 122 | 24.95\% |  |  |  |  |  |  |
| Did not meet expectations | 217 | 44.38\% |  |  |  |  |  |  |
| No expectations | 113 | 23.11\% |  |  |  |  |  |  |
| Total | 489 |  |  |  |  |  |  |  |

Alternatives to gendered uniforms or dress codes

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 67 | 13.67\% |  |  |  |  |  |  |
| Met expectations | 145 | 29.59\% |  |  |  |  |  |  |
| Did not meet expectations | 94 | 19.18\% |  |  |  |  |  |  |
| No expectations | 184 | 37.55\% |  |  |  |  |  |  |
| Total | 490 |  |  |  |  |  |  |  |

Well communicated policies to support those affirming their gender

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 81 | $16.53 \%$ |  |  |  |  |  |
| Met expectations | 158 | $32.24 \%$ |  |  |  |  |  |
| Did not meet expectations | 179 | $36.53 \%$ |  |  |  |  |  |
| No expectations | 72 | $14.69 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

Acknowledgement of gender diversity beyond male/female

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 63 | $12.78 \%$ |  |  |  |  |  |
| Met expectations | 158 | $32.05 \%$ |  |  |  |  |  |
| Did not meet expectations | 193 | $39.15 \%$ |  |  |  |  |  |
| No expectations | 79 | $16.02 \%$ |  |  |  |  |  |
| Total | 493 |  |  |  |  |  |  |

## Acknowledgement of gender diversity beyond male/female and those with a trans experience

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 69 | 14.05\% |  |  |  |  |  |  |
| Met expectations | 147 | 29.94\% |  |  |  |  |  |  |
| Did not meet expectations | 189 | 38.49\% |  |  |  |  |  |  |
| No expectations | 86 | 17.52\% |  |  |  |  |  |  |
| Total | 491 |  |  |  |  |  |  |  |

Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

I can freely use gendered toilets of choice without opposition here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 91 | 19.12\% |  |  |  |  |  |  |
| Agree | 79 | 16.60\% |  |  |  |  |  |  |
| Neither agree nor disagree | 60 | 12.61\% |  |  |  |  |  |  |
| Disagree | 60 | 12.61\% |  |  |  |  |  |  |
| Strongly disagree | 60 | 12.61\% |  |  |  |  |  |  |
| N/A | 126 | 26.47\% |  |  |  |  |  |  |
| Total | 476 |  |  |  |  |  |  |  |

## People make an effort to use my personal pronouns

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 80 | $16.77 \%$ |  |  |  |  |  |
| Agree | 88 | $18.45 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 64 | $13.42 \%$ |  |  |  |  |  |
| Disagree | 45 | $9.43 \%$ |  |  |  |  |  |
| Strongly disagree | 24 | $5.03 \%$ |  |  |  |  |  |
| N/A | 176 | $36.90 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## I have been deliberately misgendered within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 35 | 7.37\% |  |  |  |  |  |  |
| Agree | 38 | 8.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 53 | 11.16\% |  |  |  |  |  |  |
| Disagree | 87 | 18.32\% |  |  |  |  |  |  |
| Strongly disagree | 98 | 20.63\% |  |  |  |  |  |  |
| N/A | 164 | 34.53\% |  |  |  |  |  |  |
| Total | 475 |  |  |  |  |  |  |  |

I have not experienced any exclusion based on my gender diversity within this workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 99 | 20.97\% |  |  |  |  |  |  |
| Agree | 122 | 25.85\% |  |  |  |  |  |  |
| Neither agree nor disagree | 69 | 14.62\% |  |  |  |  |  |  |
| Disagree | 49 | 10.38\% |  |  |  |  |  |  |
| Strongly disagree | 31 | 6.57\% |  |  |  |  |  |  |
| N/A | 102 | 21.61\% |  |  |  |  |  |  |
| Total | 472 |  |  |  |  |  |  |  |

## My gender identity would NOT have any impact on my career progression here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 89 | 18.66\% |  |  |  |  |  |  |
| Agree | 116 | 24.32\% |  |  |  |  |  |  |
| Neither agree nor disagree | 99 | 20.75\% |  |  |  |  |  |  |
| Disagree | 67 | 14.05\% |  |  |  |  |  |  |
| Strongly disagree | 57 | 11.95\% |  |  |  |  |  |  |
| N/A | 49 | 10.27\% |  |  |  |  |  |  |
| Total | 477 |  |  |  |  |  |  |  |

I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 117 | 24.63\% |  |  |  |  |  |  |
| Agree | 138 | 29.05\% |  |  |  |  |  |  |
| Neither agree nor disagree | 53 | 11.16\% |  |  |  |  |  |  |
| Disagree | 60 | 12.63\% |  |  |  |  |  |  |
| Strongly disagree | 58 | 12.21\% |  |  |  |  |  |  |
| N/A | 49 | 10.32\% |  |  |  |  |  |  |
| Total | 475 |  |  |  |  |  |  |  |

I feel fully supported by my team in terms of my gender identity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 117 | 24.58\% |  |  |  |  |  |  |
| Agree | 97 | 20.38\% |  |  |  |  |  |  |
| Neither agree nor disagree | 92 | 19.33\% |  |  |  |  |  |  |
| Disagree | 46 | 9.66\% |  |  |  |  |  |  |
| Strongly disagree | 36 | 7.56\% |  |  |  |  |  |  |
| N/A | 88 | 18.49\% |  |  |  |  |  |  |
| Total | 476 |  |  |  |  |  |  |  |

## Most people I work with are aware of my gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 98 | 20.59\% |  |  |  |  |  |  |
| Agree | 84 | 17.65\% |  |  |  |  |  |  |
| Neither agree nor disagree | 36 | 7.56\% |  |  |  |  |  |  |
| Disagree | 87 | 18.28\% |  |  |  |  |  |  |
| Strongly disagree | 119 | 25.00\% |  |  |  |  |  |  |
| N/A | 52 | 10.92\% |  |  |  |  |  |  |
| Total | 476 |  |  |  |  |  |  |  |

I feel that our Employee Network Group is fully inclusive of gender diverse employees and those with a trans experience

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 97 | 20.64\% |  |  |  |  |  |  |
| Agree | 117 | 24.89\% |  |  |  |  |  |  |
| Neither agree nor disagree | 100 | 21.28\% |  |  |  |  |  |  |
| Disagree | 43 | 9.15\% |  |  |  |  |  |  |
| Strongly disagree | 51 | 10.85\% |  |  |  |  |  |  |
| N/A | 62 | 13.19\% |  |  |  |  |  |  |
| Total | 470 |  |  |  |  |  |  |  |

I am happy with any gender affirmation process that I have undertaken here

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 77 | $16.24 \%$ |  |  |  |  |  |
| Agree | 77 | $16.24 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 77 | $16.24 \%$ |  |  |  |  |  |
| Disagree | 29 | $6.12 \%$ |  |  |  |  |  |
| Strongly disagree | 33 | $6.96 \%$ |  |  |  |  |  |
| N/A |  |  |  |  |  |  |  |
| Total | 181 | $38.19 \%$ |  |  |  |  |  |

There are people within the organisation that have the same, or similar, gender diversity as me

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 88 | 18.68\% |  |  |  |  |  |  |
| Agree | 129 | 27.39\% |  |  |  |  |  |  |
| Neither agree nor disagree | 97 | 20.59\% |  |  |  |  |  |  |
| Disagree | 41 | 8.70\% |  |  |  |  |  |  |
| Strongly disagree | 39 | 8.28\% |  |  |  |  |  |  |
| N/A | 77 | 16.35\% |  |  |  |  |  |  |
| Total | 471 |  |  |  |  |  |  |  |

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 21 | 4.43\% |  |  |  |  |  |  |
| Agree | 39 | 8.23\% |  |  |  |  |  |  |
| Neither agree nor disagree | 39 | 8.23\% |  |  |  |  |  |  |
| Disagree | 88 | 18.57\% |  |  |  |  |  |  |
| Strongly disagree | 171 | 36.08\% |  |  |  |  |  |  |
| N/A | 116 | 24.47\% |  |  |  |  |  |  |
| Total | 474 |  |  |  |  |  |  |  |

## I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 125 | 26.37\% |  |  |  |  |  |  |
| Agree | 153 | 32.28\% |  |  |  |  |  |  |
| Neither agree nor disagree | 48 | 10.13\% |  |  |  |  |  |  |
| Disagree | 46 | 9.70\% |  |  |  |  |  |  |
| Strongly disagree | 47 | 9.92\% |  |  |  |  |  |  |
| N/A | 55 | 11.60\% |  |  |  |  |  |  |
| Total | 474 |  |  |  |  |  |  |  |

I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 20 | 4.22\% |  |  |  |  |  |  |
| Agree | 17 | 3.59\% |  |  |  |  |  |  |
| Neither agree nor disagree | 30 | 6.33\% |  |  |  |  |  |  |
| Disagree | 83 | 17.51\% |  |  |  |  |  |  |
| Strongly disagree | 206 | 43.46\% |  |  |  |  |  |  |
| N/A | 118 | 24.89\% |  |  |  |  |  |  |
| Total | 474 |  |  |  |  |  |  |  |

## I would feel safe and supported reporting more serious bullying/sexual harassment targeting my gender diversity to HR (or grievance officers)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 131 | 27.75\% |  |  |  |  |  |  |
| Agree | 141 | 29.87\% |  |  |  |  |  |  |
| Neither agree nor disagree | 62 | 13.14\% |  |  |  |  |  |  |
| Disagree | 44 | 9.32\% |  |  |  |  |  |  |
| Strongly disagree | 42 | 8.90\% |  |  |  |  |  |  |
| N/A | 52 | 11.02\% |  |  |  |  |  |  |
| Total | 472 |  |  |  |  |  |  |  |

Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 100 | 21.10\% |  |  |  |  |  |  |
| Agree | 115 | 24.26\% |  |  |  |  |  |  |
| Neither agree nor disagree | 97 | 20.46\% |  |  |  |  |  |  |
| Disagree | 43 | 9.07\% |  |  |  |  |  |  |
| Strongly disagree | 43 | 9.07\% |  |  |  |  |  |  |
| N/A | 76 | 16.03\% |  |  |  |  |  |  |
| Total | 474 |  |  |  |  |  |  |  |

Pride in Diversity has an initiative called SAPPHIRE that brings together both women of diverse sexualities and women with trans histories to tackle the dual challenges of being a woman and someone of diverse sexuality and/or gender in the workforce. As someone who identifies as nonbinary, please indicate your level of agreement with the following statements:

A non-binary person who is perceived by colleagues as female or feminine regardless of their gender identity would face the same challenges as women of diverse sexuality or gender within the workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 51 | 27.13\% |  |  |  |  |  |  |
| Agree | 66 | 35.11\% |  |  |  |  |  |  |
| Neither agree nor disagree | 31 | 16.49\% |  |  |  |  |  |  |
| Disagree | 16 | 8.51\% |  |  |  |  |  |  |
| Strongly disagree | 13 | 6.91\% |  |  |  |  |  |  |
| N/A | 11 | 5.85\% |  |  |  |  |  |  |
| Total | 188 |  |  |  |  |  |  |  |

If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 44 | 23.53\% |  |  |  |  |  |  |
| Agree | 51 | 27.27\% |  |  |  |  |  |  |
| Neither agree nor disagree | 29 | 15.51\% |  |  |  |  |  |  |
| Disagree | 12 | 6.42\% |  |  |  |  |  |  |
| Strongly disagree | 7 | 3.74\% |  |  |  |  |  |  |
| N/A | 44 | 23.53\% |  |  |  |  |  |  |
| Total | 187 |  |  |  |  |  |  |  |

## REGIONAL EMPLOYEES (ALL)

As a regional/rural employee, please consider the way in which city based initiatives have carried through to the regions by indicating your level of agreement with the following statements:

The organisation's diversity initiatives for the inclusion of people of diverse sexualities and genders have been adequately communicated within our site/office

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 755 | 19.79\% |  |  |  |  |  |  |
| Agree | 1,696 | 44.44\% |  |  |  |  |  |  |
| Neither agree nor disagree | 797 | 20.89\% |  |  |  |  |  |  |
| Disagree | 450 | 11.79\% |  |  |  |  |  |  |
| Strongly disagree | 118 | 3.09\% |  |  |  |  |  |  |
| Total | 3,816 |  |  |  |  |  |  |  |

Our local office/site has held inclusion related activities or events to reinforce this area of diversity \& inclusion work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 707 | 18.56\% |  |  |  |  |  |  |
| Agree | 1,338 | 35.13\% |  |  |  |  |  |  |
| Neither agree nor disagree | 825 | 21.66\% |  |  |  |  |  |  |
| Disagree | 716 | 18.80\% |  |  |  |  |  |  |
| Strongly disagree | 223 | 5.85\% |  |  |  |  |  |  |
| Total | 3,809 |  |  |  |  |  |  |  |

## We are able to easily connect into head office activities for this area of diversity and inclusion work/information

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 643 | 16.92\% |  |  |  |  |  |  |
| Agree | 1,292 | 34.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,081 | 28.45\% |  |  |  |  |  |  |
| Disagree | 544 | 14.32\% |  |  |  |  |  |  |
| Strongly disagree | 240 | 6.32\% |  |  |  |  |  |  |
| Total | 3,800 |  |  |  |  |  |  |  |

Our local management/leadership has communicated support for people of diverse sexualities and genders; or work in this area

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 812 | 21.32\% |  |  |  |  |  |  |
| Agree | 1,474 | 38.70\% |  |  |  |  |  |  |
| Neither agree nor disagree | 909 | 23.86\% |  |  |  |  |  |  |
| Disagree | 447 | 11.74\% |  |  |  |  |  |  |
| Strongly disagree | 167 | 4.38\% |  |  |  |  |  |  |
| Total | 3,809 |  |  |  |  |  |  |  |

We have a local person/champion to help drive sexuality and gender diversity \& inclusion initiatives here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 688 | 18.08\% |  |  |  |  |  |  |
| Agree | 959 | 25.20\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1,138 | 29.90\% |  |  |  |  |  |  |
| Disagree | 745 | 19.57\% |  |  |  |  |  |  |
| Strongly disagree | 276 | 7.25\% |  |  |  |  |  |  |
| Total | 3,806 |  |  |  |  |  |  |  |

## INTERNATIONAL EMPLOYEES (OVERSEAS OFFICES)

Please select the region you currently work within (based on United Nations Country Grouping)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Africa | 2 | 0.49\% |  |  |  |  |  |  |
| Asia | 122 | 29.98\% |  |  |  |  |  |  |
| Central America | 0 | 0.00\% |  |  |  |  |  |  |
| Eastern Europe | 1 | 0.25\% |  |  |  |  |  |  |
| European Union | 33 | 8.11\% |  |  |  |  |  |  |
| Middle East | 0 | 0.00\% |  |  |  |  |  |  |
| North America | 81 | 19.90\% |  |  |  |  |  |  |
| Oceania | 158 | 38.82\% |  |  |  |  |  |  |
| South America | 7 | 1.72\% |  |  |  |  |  |  |
| The Caribbean | 3 | 0.74\% |  |  |  |  |  |  |
| Total | 407 |  |  |  |  |  |  |  |

As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

I work in a country where it is acceptable to support people of diverse sexualities and genders

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 157 | $38.86 \%$ |  |  |  |  |  |
| Agree | 143 | $35.40 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 47 | $11.63 \%$ |  |  |  |  |  |
| Disagree | 38 | $9.41 \%$ |  |  |  |  |  |
| Strongly disagree | 19 | $4.70 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

The inclusion work that our Australian office does in support of people of diverse diverse sexualities and genders filters through to this office

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 112 | 27.79\% |  |  |  |  |  |  |
| Agree | 169 | 41.94\% |  |  |  |  |  |  |
| Neither agree nor disagree | 89 | 22.08\% |  |  |  |  |  |  |
| Disagree | 25 | 6.20\% |  |  |  |  |  |  |
| Strongly disagree | 8 | 1.99\% |  |  |  |  |  |  |
| Total | 403 |  |  |  |  |  |  |  |

Employees are encouraged to become allies for people of diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 138 | 34.33\% |  |  |  |  |  |  |
| Agree | 159 | 39.55\% |  |  |  |  |  |  |
| Neither agree nor disagree | 74 | 18.41\% |  |  |  |  |  |  |
| Disagree | 21 | 5.22\% |  |  |  |  |  |  |
| Strongly disagree | 10 | 2.49\% |  |  |  |  |  |  |
| Total | 402 |  |  |  |  |  |  |  |

We have been provided with training and/or information on how to be an active ally for people of diverse sexualities and genders

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 78 | $19.50 \%$ |  |  |  |  |  |
| Agree | 128 | $32.00 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 105 | $26.25 \%$ |  |  |  |  |  |
| Disagree | 70 | $17.50 \%$ |  |  |  |  |  |
| Strongly disagree | 19 | $4.75 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

There is a person leading inclusion initiatives for people of diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 124 | 31.08\% |  |  |  |  |  |  |
| Agree | 135 | 33.83\% |  |  |  |  |  |  |
| Neither agree nor disagree | 70 | 17.54\% |  |  |  |  |  |  |
| Disagree | 50 | 12.53\% |  |  |  |  |  |  |
| Strongly disagree | 20 | 5.01\% |  |  |  |  |  |  |
| Total | 399 |  |  |  |  |  |  |  |

There are visible senior champions for people of diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 103 | 25.62\% |  |  |  |  |  |  |
| Agree | 118 | 29.35\% |  |  |  |  |  |  |
| Neither agree nor disagree | 88 | 21.89\% |  |  |  |  |  |  |
| Disagree | 68 | 16.92\% |  |  |  |  |  |  |
| Strongly disagree | 25 | 6.22\% |  |  |  |  |  |  |
| Total | 402 |  |  |  |  |  |  |  |

I personally support the work my organisation does in this area of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 200 | 50.13\% |  |  |  |  |  |  |
| Agree | 135 | 33.83\% |  |  |  |  |  |  |
| Neither agree nor disagree | 42 | 10.53\% |  |  |  |  |  |  |
| Disagree | 9 | 2.26\% |  |  |  |  |  |  |
| Strongly disagree | 13 | 3.26\% |  |  |  |  |  |  |
| Total | 399 |  |  |  |  |  |  |  |

## I consider myself an active ally for people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 159 | 39.65\% |  |  |  |  |  |  |
| Agree | 138 | 34.41\% |  |  |  |  |  |  |
| Neither agree nor disagree | 78 | 19.45\% |  |  |  |  |  |  |
| Disagree | 18 | 4.49\% |  |  |  |  |  |  |
| Strongly disagree | 8 | 2.00\% |  |  |  |  |  |  |
| Total | 401 |  |  |  |  |  |  |  |

## People of diverse sexualities and genders would feel safe working here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 131 | 32.83\% |  |  |  |  |  |  |
| Agree | 189 | 47.37\% |  |  |  |  |  |  |
| Neither agree nor disagree | 62 | 15.54\% |  |  |  |  |  |  |
| Disagree | 12 | 3.01\% |  |  |  |  |  |  |
| Strongly disagree | 5 | 1.25\% |  |  |  |  |  |  |
| Total | 399 |  |  |  |  |  |  |  |

## People of diverse sexualities and genders would feel supported here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 127 | 31.67\% |  |  |  |  |  |  |
| Agree | 178 | 44.39\% |  |  |  |  |  |  |
| Neither agree nor disagree | 69 | 17.21\% |  |  |  |  |  |  |
| Disagree | 22 | 5.49\% |  |  |  |  |  |  |
| Strongly disagree | 5 | 1.25\% |  |  |  |  |  |  |
| Total | 401 |  |  |  |  |  |  |  |

I am aware of negative commentary targeting people of diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 34 | 8.52\% |  |  |  |  |  |  |
| Agree | 67 | 16.79\% |  |  |  |  |  |  |
| Neither agree nor disagree | 75 | 18.80\% |  |  |  |  |  |  |
| Disagree | 142 | 35.59\% |  |  |  |  |  |  |
| Strongly disagree | 81 | 20.30\% |  |  |  |  |  |  |
| Total | 399 |  |  |  |  |  |  |  |

Negative commentary/jokes targeting people of diverse sexualities and genders would be quickly addressed here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 101 | 25.12\% |  |  |  |  |  |  |
| Agree | 168 | 41.79\% |  |  |  |  |  |  |
| Neither agree nor disagree | 86 | 21.39\% |  |  |  |  |  |  |
| Disagree | 34 | 8.46\% |  |  |  |  |  |  |
| Strongly disagree | 13 | 3.23\% |  |  |  |  |  |  |
| Total | 402 |  |  |  |  |  |  |  |

I am aware of more serious bullying/harassment targeting diverse sexualities and genders here

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 9 | $2.26 \%$ |  |  |  |  |  |
| Agree | 24 | $6.02 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 51 | $12.78 \%$ |  |  |  |  |  |
| Disagree | 160 | $40.10 \%$ |  |  |  |  |  |
| Strongly disagree | 155 | $38.85 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## There are visible signs of inclusion for diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 93 | 23.13\% |  |  |  |  |  |  |
| Agree | 169 | 42.04\% |  |  |  |  |  |  |
| Neither agree nor disagree | 92 | 22.89\% |  |  |  |  |  |  |
| Disagree | 35 | 8.71\% |  |  |  |  |  |  |
| Strongly disagree | 13 | 3.23\% |  |  |  |  |  |  |
| Total | 402 |  |  |  |  |  |  |  |

My immediate team would be inclusive of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 184 | 46.00\% |  |  |  |  |  |  |
| Agree | 149 | 37.25\% |  |  |  |  |  |  |
| Neither agree nor disagree | 43 | 10.75\% |  |  |  |  |  |  |
| Disagree | 13 | 3.25\% |  |  |  |  |  |  |
| Strongly disagree | 11 | 2.75\% |  |  |  |  |  |  |
| Total | 400 |  |  |  |  |  |  |  |

I feel that the leadership here would be inclusive of diverse sexualities and genders

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 163 | $40.55 \%$ |  |  |  |  |  |
| Agree | 178 | $44.28 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 42 | $10.45 \%$ |  |  |  |  |  |
| Disagree | 14 | $3.48 \%$ |  |  |  |  |  |
| Strongly disagree | 5 |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

I feel we need more support from our Australian office for this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 45 | 11.25\% |  |  |  |  |  |  |
| Agree | 86 | 21.50\% |  |  |  |  |  |  |
| Neither agree nor disagree | 146 | 36.50\% |  |  |  |  |  |  |
| Disagree | 81 | 20.25\% |  |  |  |  |  |  |
| Strongly disagree | 42 | 10.50\% |  |  |  |  |  |  |
| Total | 400 |  |  |  |  |  |  |  |

As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:

## Most people I work with know of my diverse sexuality and/or gender

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 28 | 37.33\% |  |  |  |  |  |  |
| Agree | 14 | 18.67\% |  |  |  |  |  |  |
| Neither agree nor disagree | 10 | 13.33\% |  |  |  |  |  |  |
| Disagree | 13 | 17.33\% |  |  |  |  |  |  |
| Strongly disagree | 10 | 13.33\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

## I feel comfortable being myself here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 26 | 34.67\% |  |  |  |  |  |  |
| Agree | 28 | 37.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 11 | 14.67\% |  |  |  |  |  |  |
| Disagree | 8 | 10.67\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 2.67\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

## I expend energy hiding aspects of myself here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 5.33\% |  |  |  |  |  |  |
| Agree | 9 | 12.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 14 | 18.67\% |  |  |  |  |  |  |
| Disagree | 27 | 36.00\% |  |  |  |  |  |  |
| Strongly disagree | 21 | 28.00\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

Jokes/innuendo targeting people of diverse sexualities and genders are common here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 1.33\% |  |  |  |  |  |  |
| Agree | 9 | 12.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 9 | 12.00\% |  |  |  |  |  |  |
| Disagree | 35 | 46.67\% |  |  |  |  |  |  |
| Strongly disagree | 21 | 28.00\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

Jokes/innuendo targeting diverse sexualities and genders are addressed quickly here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 13 | 17.33\% |  |  |  |  |  |  |
| Agree | 21 | 28.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 30 | 40.00\% |  |  |  |  |  |  |
| Disagree | 11 | 14.67\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 1.35\% |  |  |  |  |  |  |
| Agree | 6 | 8.11\% |  |  |  |  |  |  |
| Neither agree nor disagree | 10 | 13.51\% |  |  |  |  |  |  |
| Disagree | 26 | 35.14\% |  |  |  |  |  |  |
| Strongly disagree | 31 | 41.89\% |  |  |  |  |  |  |
| Total | 74 |  |  |  |  |  |  |  |

I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 2.67\% |  |  |  |  |  |  |
| Agree | 2 | 2.67\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6 | 8.00\% |  |  |  |  |  |  |
| Disagree | 21 | 28.00\% |  |  |  |  |  |  |
| Strongly disagree | 44 | 58.67\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

## I would feel safe and supported by my manager if I encountered issues regarding

 my diverse sexuality and/or gender here|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 41 | $54.67 \%$ |  |  |  |  |  |
| Agree | 19 | $25.33 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 9 | $12.00 \%$ |  |  |  |  |  |
| Disagree | 5 |  |  |  |  |  |  |
| Strongly disagree | $6.67 \%$ |  |  |  |  |  |  |
| Total | 1 | $1.33 \%$ |  |  |  |  |  |

## I feel safe here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 34 | 45.33\% |  |  |  |  |  |  |
| Agree | 27 | 36.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 13 | 17.33\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 1.33\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

## I feel that people of diverse sexualities and genders would feel supported here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 26 | 34.67\% |  |  |  |  |  |  |
| Agree | 29 | 38.67\% |  |  |  |  |  |  |
| Neither agree nor disagree | 15 | 20.00\% |  |  |  |  |  |  |
| Disagree | 4 | 5.33\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 1.33\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

I would recommend this office/site as an inclusive place to work for people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 31 | 41.33\% |  |  |  |  |  |  |
| Agree | 27 | 36.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 12 | 16.00\% |  |  |  |  |  |  |
| Disagree | 3 | 4.00\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 2.67\% |  |  |  |  |  |  |
| Total | 75 |  |  |  |  |  |  |  |

## INTERSECTIONALITY: LGBTQ DIVERSITY +

To help provide us with an understanding of the mutli-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you.

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| I am Aboriginal and/or Torres Strait Islander | 670 | 2.58\% |  |  |  |  |  |  |
| I identify with a CALD background | 2,806 | 10.80\% |  |  |  |  |  |  |
| I am someone living with a disability | 1,121 | 4.32\% |  |  |  |  |  |  |
| I am a person of faith / religion | 3,855 | 14.84\% |  |  |  |  |  |  |
| None of the above | 18,691 | 71.96\% |  |  |  |  |  |  |
| Total | 25,973 |  |  |  |  |  |  |  |

You have been taken to this question because you have either indicated that you are a person of diverse sexuality and/or gender; or you have selected one of the diversity options within the previous question.

Please take a moment to think about the various aspects of your diversity and your workplace experience, please select the statements and the diversities that apply to you, ignoring the remainder.

I feel valued for the following aspects of my diversity:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 465 | 9.00\% |  |  |  |  |  |  |
| Living with a disability | 411 | 7.95\% |  |  |  |  |  |  |
| CALD background | 1,585 | 30.67\% |  |  |  |  |  |  |
| Diverse sexual orientation | 1,965 | 38.02\% |  |  |  |  |  |  |
| Trans experience and/or history | 120 | 2.32\% |  |  |  |  |  |  |
| Diverse gender identity | 226 | 4.37\% |  |  |  |  |  |  |
| Person of faith/religion | 1,355 | 26.22\% |  |  |  |  |  |  |
| Total | 5,168 |  |  |  |  |  |  |  |

## I have experienced stigma in regard to the following aspects of my diversity:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 336 | 8.80\% |  |  |  |  |  |  |
| Living with a disability | 554 | 14.51\% |  |  |  |  |  |  |
| CALD background | 872 | 22.83\% |  |  |  |  |  |  |
| Diverse sexual orientation | 1,185 | 31.03\% |  |  |  |  |  |  |
| Trans experience and/or history | 95 | 2.49\% |  |  |  |  |  |  |
| Diverse gender identity | 200 | 5.24\% |  |  |  |  |  |  |
| Person of faith/religion | 1,235 | 32.34\% |  |  |  |  |  |  |
| Total | 3,819 |  |  |  |  |  |  |  |

I have experienced exclusion in regard to the following aspects of my diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 206 | 7.87\% |  |  |  |  |  |  |
| Living with a disability | 435 | 16.62\% |  |  |  |  |  |  |
| CALD background | 608 | 23.23\% |  |  |  |  |  |  |
| Diverse sexual orientation | 772 | 29.50\% |  |  |  |  |  |  |
| Trans experience and/or history | 71 | 2.71\% |  |  |  |  |  |  |
| Diverse gender identity | 144 | 5.50\% |  |  |  |  |  |  |
| Person of faith/religion | 799 | 30.53\% |  |  |  |  |  |  |
| Total | 2,617 |  |  |  |  |  |  |  |

## I feel the most accepted aspect of my diversity is:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 323 | 7.58\% |  |  |  |  |  |  |
| Living with a disability | 332 | 7.80\% |  |  |  |  |  |  |
| CALD background | 1,186 | 27.85\% |  |  |  |  |  |  |
| Diverse sexual orientation | 1,820 | 42.73\% |  |  |  |  |  |  |
| Trans experience and/or history | 85 | 2.00\% |  |  |  |  |  |  |
| Diverse gender identity | 154 | 3.62\% |  |  |  |  |  |  |
| Person of faith/religion | 749 | 17.59\% |  |  |  |  |  |  |
| Total | 4,259 |  |  |  |  |  |  |  |

## I feel the least accepted aspect of my diversity is:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 181 | 6.69\% |  |  |  |  |  |  |
| Living with a disability | 410 | 15.15\% |  |  |  |  |  |  |
| CALD background | 354 | 13.08\% |  |  |  |  |  |  |
| Diverse sexual orientation | 715 | 26.41\% |  |  |  |  |  |  |
| Trans experience and/or history | 99 | 3.66\% |  |  |  |  |  |  |
| Diverse gender identity | 201 | 7.43\% |  |  |  |  |  |  |
| Person of faith/religion | 964 | 35.61\% |  |  |  |  |  |  |
| Total | 2,707 |  |  |  |  |  |  |  |

## I would happily identify the following diversities as applying to me on an internal HR system

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 581 | 10.28\% |  |  |  |  |  |  |
| Living with a disability | 669 | 11.84\% |  |  |  |  |  |  |
| CALD background | 1,745 | 30.88\% |  |  |  |  |  |  |
| Diverse sexual orientation | 2,336 | 41.35\% |  |  |  |  |  |  |
| Trans experience and/or history | 190 | 3.36\% |  |  |  |  |  |  |
| Diverse gender identity | 320 | 5.66\% |  |  |  |  |  |  |
| Person of faith/religion | 1,550 | 27.43\% |  |  |  |  |  |  |
| Total | 5,650 |  |  |  |  |  |  |  |

## I see people of the following diversities within my organisation:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 4,165 | 56.23\% |  |  |  |  |  |  |
| Living with a disability | 4,094 | 55.27\% |  |  |  |  |  |  |
| CALD background | 4,614 | 62.29\% |  |  |  |  |  |  |
| Diverse sexual orientation | 5,567 | 75.16\% |  |  |  |  |  |  |
| Trans experience and/or history | 1,982 | 26.76\% |  |  |  |  |  |  |
| Diverse gender identity | 2,297 | 31.01\% |  |  |  |  |  |  |
| Person of faith/religion | 4,842 | 65.37\% |  |  |  |  |  |  |
| Total | 7,407 |  |  |  |  |  |  |  |

I see the following diversity reflected within our Senior Leadership and Executive

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 1,282 | 28.50\% |  |  |  |  |  |  |
| Living with a disability | 717 | 15.94\% |  |  |  |  |  |  |
| CALD background | 2,031 | 45.15\% |  |  |  |  |  |  |
| Diverse sexual orientation | 2,468 | 54.87\% |  |  |  |  |  |  |
| Trans experience and/or history | 289 | 6.43\% |  |  |  |  |  |  |
| Diverse gender identity | 505 | 11.23\% |  |  |  |  |  |  |
| Person of faith/religion | 1,756 | 39.04\% |  |  |  |  |  |  |
| Total | 4,498 |  |  |  |  |  |  |  |

I feel the following aspects of my diversity would be valued in career progression here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 748 | 26.27\% |  |  |  |  |  |  |
| Living with a disability | 421 | 14.79\% |  |  |  |  |  |  |
| CALD background | 986 | 34.63\% |  |  |  |  |  |  |
| Diverse sexual orientation | 1,263 | 44.36\% |  |  |  |  |  |  |
| Trans experience and/or history | 299 | 10.50\% |  |  |  |  |  |  |
| Diverse gender identity | 378 | 13.28\% |  |  |  |  |  |  |
| Person of faith/religion | 664 | 23.32\% |  |  |  |  |  |  |
| Total | 2,847 |  |  |  |  |  |  |  |

AWEI 2020
SMALL EMPLOYERS
SURVEY DATA

## RESPONDENT DEMOGRAPHICS

Which state or territory would be the primary location of your work?


How would you best describe the location that you work in?


What sector do you work in?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Federal Government | 3 | $0.18 \%$ |
| State Government | 64 | $3.86 \%$ |
| Local Government | 1 | $0.06 \%$ |
| Higher Education | 54 | $3.26 \%$ |
| NFP / Community / NGO / <br> Charity | 141 | $8.51 \%$ |
| Private Sector | 1,394 | $84.13 \%$ |
| Total | 1,657 |  |

What age bracket do you fall within?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Under 18 | 0 | $0.00 \%$ |
| $18-24$ | 117 | $7.06 \%$ |
| $25-34$ | 625 | $37.72 \%$ |
| $35-44$ | 488 | $29.45 \%$ |
| $45-54$ | 292 | $17.62 \%$ |
| $55-64$ | 107 | $6.46 \%$ |
| $65+$ | 12 | $0.72 \%$ |
| Prefer not to respond | 16 | $0.97 \%$ |
| Total | 1,657 |  |

Which industry is MOST APPLICABLE to your core business/service?

|  | Count | Percentage |
| :---: | :---: | :---: |
| Aged Care | 36 | 2.17\% |
| Automotive: Wholesale and Retail | 0 | 0.00\% |
| Banking \& Financial Services | 247 | 14.91\% |
| Community Services | 79 | 4.77\% |
| Computer Software | 26 | 1.57\% |
| Construction | 6 | 0.36\% |
| Education | 55 | 3.32\% |
| Energy / Utilities | 4 | 0.24\% |
| Health \& Wellbeing | 58 | 3.50\% |
| Hospitality | 27 | 1.63\% |
| Insurance | 0 | 0.00\% |
| Law Enforcement | 3 | 0.18\% |
| Legal | 388 | 23.42\% |
| Manufacturing | 5 | 0.30\% |
| Media \& Entertainment | 0 | 0.00\% |
| Mining | 4 | 0.24\% |
| Pharmaceuticals | 59 | 3.56\% |
| Professional Services / Consulting | 121 | 7.30\% |
| Public Service | 11 | 0.66\% |
| Property | 114 | 6.88\% |
| Rail \& Logistics | 1 | 0.06\% |
| Recruitment | 124 | 7.48\% |
| Research \& Development | 4 | 0.24\% |
| Retail | 13 | 0.78\% |
| Technology / Telco | 198 | 11.95\% |
| Tourism / Gaming | 47 | 2.84\% |
| Transport | 1 | 0.06\% |
| None of the above | 26 | 1.57\% |
| Total | 1,657 |  |

Which of the following would best describe your role?

|  | Count | Percentage |
| :--- | :---: | :---: |
| CEO or Equivalent | 18 | $1.09 \%$ |
| Executive or Senior <br> Leadership Team (reports <br> to CEO or equiv) | 124 | $7.48 \%$ |
| Senior Manager | 171 | $10.32 \%$ |
| Middle Management | 216 | $13.04 \%$ |
| Project Manager | 75 | $4.53 \%$ |
| Team Leader/Supervisor | 116 | $7.00 \%$ |
| Team Member | 533 | $32.17 \%$ |
| Graduate/Intern | 43 | $2.60 \%$ |
| Consultant (Internal or | 121 | $7.30 \%$ |
| external) | 7 | $0.42 \%$ |
| Contractor | 19 | $1.15 \%$ |
| Academic | 176 | $10.62 \%$ |
| Support Staff | 7 | $0.42 \%$ |
| Non-office / outdoor role | 31 | $1.87 \%$ |
| None of the above | 1,657 |  |
| Total |  |  |

## Are you:

## Prefer not to respond

$0.50 \%$ (7)


What is the highest level of education that you have completed?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Primary Education | 7 | $0.42 \%$ |
| Secondary Education | 133 | $8.03 \%$ |
| Certificate Level | 114 | $6.88 \%$ |
| Diploma or Advanced <br> Diploma | 171 | $10.32 \%$ |
| Bachelor Degree | 667 | $40.25 \%$ |
| Graduate Certificate or <br> Diploma | 147 | $8.87 \%$ |
| Postgraduate Degree or <br> Higher | 405 | $24.44 \%$ |
| Other | 13 | $0.78 \%$ |
| Total | 1,657 |  |

Are you someone of diverse sexuality, trans experience or diverse gender?


Do you have a trans history / experience?


Which of the following would best describe your gender identity?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Man | 139 | $54.09 \%$ |
| Woman | 108 | $42.02 \%$ |
| Non-binary | 5 | $1.95 \%$ |
| Agender | 1 | $0.39 \%$ |
| Different gender identity | 0 | $0.00 \%$ |
| Prefer not to respond | 4 | $1.56 \%$ |
| Total | 257 |  |

What sex were you assigned at birth?


## PERSONAL BELIEFS AND VIEWS ON INCLUSION (All Respondents)

## Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 206 | 13.05\% |  |  |  |  |  |  |
| Agree | 526 | 33.31\% |  |  |  |  |  |  |
| Neither agree nor disagree | 309 | 19.57\% |  |  |  |  |  |  |
| Disagree | 362 | 22.93\% |  |  |  |  |  |  |
| Strongly disagree | 176 | 11.15\% |  |  |  |  |  |  |
| Total | 1,579 |  |  |  |  |  |  |  |

Romantic relationships between people of diverse sexualities and genders are just like any other

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,026 | $65.02 \%$ |  |  |  |  |  |
| Agree | 422 | $26.74 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 83 | $5.26 \%$ |  |  |  |  |  |
| Disagree | 29 | $1.84 \%$ |  |  |  |  |  |
| Strongly disagree | 18 | $1.14 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

I believe there are more than two genders (male/female)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 451 | 28.62\% |  |  |  |  |  |  |
| Agree | 456 | 28.93\% |  |  |  |  |  |  |
| Neither agree nor disagree | 412 | 26.14\% |  |  |  |  |  |  |
| Disagree | 173 | 10.98\% |  |  |  |  |  |  |
| Strongly disagree | 84 | 5.33\% |  |  |  |  |  |  |
| Total | 1,576 |  |  |  |  |  |  |  |

I support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,052 | 66.75\% |  |  |  |  |  |  |
| Agree | 457 | 29.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 51 | 3.24\% |  |  |  |  |  |  |
| Disagree | 10 | 0.63\% |  |  |  |  |  |  |
| Strongly disagree | 6 | 0.38\% |  |  |  |  |  |  |
| Total | 1,576 |  |  |  |  |  |  |  |

I believe my organisation should put more effort into this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 181 | 11.47\% |  |  |  |  |  |  |
| Agree | 418 | 26.49\% |  |  |  |  |  |  |
| Neither agree nor disagree | 621 | 39.35\% |  |  |  |  |  |  |
| Disagree | 287 | 18.19\% |  |  |  |  |  |  |
| Strongly disagree | 71 | 4.50\% |  |  |  |  |  |  |
| Total | 1,578 |  |  |  |  |  |  |  |

An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 482 | 30.66\% |  |  |  |  |  |  |
| Agree | 615 | 39.12\% |  |  |  |  |  |  |
| Neither agree nor disagree | 376 | 23.92\% |  |  |  |  |  |  |
| Disagree | 76 | 4.83\% |  |  |  |  |  |  |
| Strongly disagree | 23 | 1.46\% |  |  |  |  |  |  |
| Total | 1,572 |  |  |  |  |  |  |  |

I think it is important that employers be active in this area of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 798 | 50.60\% |  |  |  |  |  |  |
| Agree | 620 | 39.32\% |  |  |  |  |  |  |
| Neither agree nor disagree | 134 | 8.50\% |  |  |  |  |  |  |
| Disagree | 20 | 1.27\% |  |  |  |  |  |  |
| Strongly disagree | 5 | 0.32\% |  |  |  |  |  |  |
| Total | 1,577 |  |  |  |  |  |  |  |

## Work in this aspect of diversity \& inclusion has a positive influence on workplace culture

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 840 | $53.27 \%$ |  |  |  |  |  |
| Agree | 585 | $37.10 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 131 | $8.31 \%$ |  |  |  |  |  |
| Disagree | 17 | $1.08 \%$ |  |  |  |  |  |
| Strongly disagree | 4 | $0.25 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## AWARENESS \& VISIBILITY OF INCLUSION (All Respondents)

Thinking about your current employer's support for the inclusion of sexuality and gender diverse employees, please indicate your level of agreement with the following statements:

My organisation is genuinely committed to this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 860 | 56.03\% |  |  |  |  |  |  |
| Agree | 610 | 39.74\% |  |  |  |  |  |  |
| Neither agree nor disagree | 54 | 3.52\% |  |  |  |  |  |  |
| Disagree | 9 | 0.59\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 0.13\% |  |  |  |  |  |  |
| Total | 1,535 |  |  |  |  |  |  |  |

I understand why my organisation puts effort into this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 857 | 55.83\% |  |  |  |  |  |  |
| Agree | 628 | 40.91\% |  |  |  |  |  |  |
| Neither agree nor disagree | 41 | 2.67\% |  |  |  |  |  |  |
| Disagree | 8 | 0.52\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.07\% |  |  |  |  |  |  |
| Total | 1,535 |  |  |  |  |  |  |  |

Work or related initiatives concerning this aspect of diversity \& inclusion have been regularly communicated throughout the year

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 724 | $47.23 \%$ |  |  |  |  |
| Agree | 677 | $44.16 \%$ |  |  |  |  |
| Neither agree nor disagree | 100 | $6.52 \%$ |  |  |  |  |
| Disagree | 30 | $1.96 \%$ |  |  |  |  |
| Strongly disagree | 2 | $0.13 \%$ |  |  |  |  |
| Total | 1,533 |  |  |  |  |  |
|  |  |  |  |  |  |  |

## I have heard our executive leaders speak positively about this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 759 | 49.54\% |  |  |  |  |  |  |
| Agree | 567 | 37.01\% |  |  |  |  |  |  |
| Neither agree nor disagree | 150 | 9.79\% |  |  |  |  |  |  |
| Disagree | 53 | 3.46\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 0.20\% |  |  |  |  |  |  |
| Total | 1,532 |  |  |  |  |  |  |  |

There are visible signs of the organisation's support for employees of diverse sexualities and genders within the location that I work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 815 | 53.20\% |  |  |  |  |  |  |
| Agree | 605 | 39.49\% |  |  |  |  |  |  |
| Neither agree nor disagree | 93 | 6.07\% |  |  |  |  |  |  |
| Disagree | 17 | 1.11\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 0.13\% |  |  |  |  |  |  |
| Total | 1,532 |  |  |  |  |  |  |  |

I know where to find more information on this aspect of diversity \& inclusion

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 637 | $41.53 \%$ |  |  |  |  |  |
| Agree | 643 | $41.92 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 190 | $12.39 \%$ |  |  |  |  |  |
| Disagree | 61 | $3.98 \%$ |  |  |  |  |  |
| Strongly disagree | 3 | $0.20 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## Awareness or ally training for this aspect of diversity \& inclusion has

## been made available throughout the year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 619 | 40.46\% |  |  |  |  |  |  |
| Agree | 617 | 40.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 221 | 14.44\% |  |  |  |  |  |  |
| Disagree | 66 | 4.31\% |  |  |  |  |  |  |
| Strongly disagree | 7 | 0.46\% |  |  |  |  |  |  |
| Total | 1,530 |  |  |  |  |  |  |  |

## I have attended Awareness or Ally training here for this aspect of diversity \& inclusion within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 489 | 31.94\% |  |  |  |  |  |  |
| Agree | 403 | 26.32\% |  |  |  |  |  |  |
| Neither agree nor disagree | 250 | 16.33\% |  |  |  |  |  |  |
| Disagree | 315 | 20.57\% |  |  |  |  |  |  |
| Strongly disagree | 74 | 4.83\% |  |  |  |  |  |  |
| Total | 1,531 |  |  |  |  |  |  |  |

## I believe training in this aspect of diversity \& inclusion should be mandatory for anyone who manages or supervises other people

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 766 | 50.10\% |  |  |  |  |  |  |
| Agree | 522 | 34.14\% |  |  |  |  |  |  |
| Neither agree nor disagree | 179 | 11.71\% |  |  |  |  |  |  |
| Disagree | 40 | 2.62\% |  |  |  |  |  |  |
| Strongly disagree | 22 | 1.44\% |  |  |  |  |  |  |
| Total | 1,529 |  |  |  |  |  |  |  |

I understand some of the unique challenges that people of diverse sexualities and genders face in the workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 595 | 38.84\% |  |  |  |  |  |  |
| Agree | 774 | 50.52\% |  |  |  |  |  |  |
| Neither agree nor disagree | 126 | 8.22\% |  |  |  |  |  |  |
| Disagree | 32 | 2.09\% |  |  |  |  |  |  |
| Strongly disagree | 5 | 0.33\% |  |  |  |  |  |  |
| Total | 1,532 |  |  |  |  |  |  |  |

It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 681 | 44.54\% |  |  |  |  |  |  |
| Agree | 704 | 46.04\% |  |  |  |  |  |  |
| Neither agree nor disagree | 122 | 7.98\% |  |  |  |  |  |  |
| Disagree | 15 | 0.98\% |  |  |  |  |  |  |
| Strongly disagree | 7 | 0.46\% |  |  |  |  |  |  |
| Total | 1,529 |  |  |  |  |  |  |  |

## WORKING WITH DIVERSE COLLEAGUES (All Respondents)

Please indicate your level of agreement with the following statements:

Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1004 | 66.89\% |  |  |  |  |  |  |
| Agree | 389 | 25.92\% |  |  |  |  |  |  |
| Neither agree nor disagree | 68 | 4.53\% |  |  |  |  |  |  |
| Disagree | 31 | 2.07\% |  |  |  |  |  |  |
| Strongly disagree | 9 | 0.60\% |  |  |  |  |  |  |
| Total | 1,501 |  |  |  |  |  |  |  |

Jokes/innuendo targeting people of diverse sexualities and genders are quickly called out/addressed within my workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 420 | 28.07\% |  |  |  |  |  |  |
| Agree | 588 | 39.30\% |  |  |  |  |  |  |
| Neither agree nor disagree | 399 | 26.67\% |  |  |  |  |  |  |
| Disagree | 79 | 5.28\% |  |  |  |  |  |  |
| Strongly disagree | 10 | 0.67\% |  |  |  |  |  |  |
| Total | 1,496 |  |  |  |  |  |  |  |

I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,125 | 74.95\% |  |  |  |  |  |  |
| Agree | 324 | 21.59\% |  |  |  |  |  |  |
| Neither agree nor disagree | 41 | 2.73\% |  |  |  |  |  |  |
| Disagree | 8 | 0.53\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 0.20\% |  |  |  |  |  |  |
| Total | 1,501 |  |  |  |  |  |  |  |

## I would be comfortable with people of diverse sexualities and genders bringing their partners to work related events

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,195 | 79.67\% |  |  |  |  |  |  |
| Agree | 275 | 18.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 27 | 1.80\% |  |  |  |  |  |  |
| Disagree | 2 | 0.13\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.07\% |  |  |  |  |  |  |
| Total | 1,500 |  |  |  |  |  |  |  |

I would be comfortable referring to a colleague by a different name or personal pronouns if they were affirming their gender (transitioning) at work

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 997 | $66.56 \%$ |  |  | $80 \%$ |  |
| Agree | 372 | $24.83 \%$ |  |  |  |  |
| Neither agree nor disagree | 95 | $6.34 \%$ |  |  |  |  |
| Disagree | 24 | $1.60 \%$ |  |  |  |  |
| Strongly disagree | 10 | $0.67 \%$ |  |  |  |  |
| Total | 1,498 |  |  |  |  |  |

## I would be comfortable using they/their/them personal pronouns for a non-binary person at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 889 | 59.23\% |  |  |  |  |  |  |
| Agree | 393 | 26.18\% |  |  |  |  |  |  |
| Neither agree nor disagree | 127 | 8.46\% |  |  |  |  |  |  |
| Disagree | 61 | 4.06\% |  |  |  |  |  |  |
| Strongly disagree | 31 | 2.07\% |  |  |  |  |  |  |
| Total | 1,501 |  |  |  |  |  |  |  |

I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 870 | 58.08\% |  |  |  |  |  |  |
| Agree | 358 | 23.90\% |  |  |  |  |  |  |
| Neither agree nor disagree | 146 | 9.75\% |  |  |  |  |  |  |
| Disagree | 82 | 5.47\% |  |  |  |  |  |  |
| Strongly disagree | 42 | 2.80\% |  |  |  |  |  |  |
| Total | 1,498 |  |  |  |  |  |  |  |

I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 485 | 32.40\% |  |  |  |  |  |  |
| Agree | 250 | 16.70\% |  |  |  |  |  |  |
| Neither agree nor disagree | 241 | 16.10\% |  |  |  |  |  |  |
| Disagree | 354 | 23.65\% |  |  |  |  |  |  |
| Strongly disagree | 167 | 11.16\% |  |  |  |  |  |  |
| Total | 1,497 |  |  |  |  |  |  |  |

I have witnessed negative behaviours/mild harassment targeting people of diverse sexualities and genders at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 38 | 2.54\% |  |  |  |  |  |  |
| Agree | 99 | 6.61\% |  |  |  |  |  |  |
| Neither agree nor disagree | 130 | 8.68\% |  |  |  |  |  |  |
| Disagree | 611 | 40.79\% |  |  |  |  |  |  |
| Strongly disagree | 620 | 41.39\% |  |  |  |  |  |  |
| Total | 1,498 |  |  |  |  |  |  |  |

I have witnessed more serious bullying targeting people of diverse sexualities and genders at work

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 23 | $1.53 \%$ |  |  |  |  |  |
| Agree | 28 | $1.87 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 101 | $6.73 \%$ |  |  |  |  |  |
| Disagree | 523 | $34.87 \%$ |  |  |  |  |  |
| Strongly disagree | 825 | $55.00 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

A person of diverse sexuality would be welcome in my team and treated no differently to anyone else

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,104 | 73.85\% |  |  |  |  |  |  |
| Agree | 350 | 23.41\% |  |  |  |  |  |  |
| Neither agree nor disagree | 34 | 2.27\% |  |  |  |  |  |  |
| Disagree | 6 | 0.40\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.07\% |  |  |  |  |  |  |
| Total | 1,495 |  |  |  |  |  |  |  |

A gender diverse person would be welcome in my team and treated no differently to anyone else

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1,061 | 70.92\% |  |  |  |  |  |  |
| Agree | 370 | 24.73\% |  |  |  |  |  |  |
| Neither agree nor disagree | 57 | 3.81\% |  |  |  |  |  |  |
| Disagree | 5 | 0.33\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 0.20\% |  |  |  |  |  |  |
| Total | 1,496 |  |  |  |  |  |  |  |

If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 989 | 65.93\% |  |  |  |  |  |  |
| Agree | 395 | 26.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 102 | 6.80\% |  |  |  |  |  |  |
| Disagree | 13 | 0.87\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.07\% |  |  |  |  |  |  |
| Total | 1,500 |  |  |  |  |  |  |  |

## ALLIES \& CHAMPIONS

In defining an active ally as someone who actively (not passively) supports an inclusive workplace culture for employees of diverse sexualities and genders, would you consider yourself an active ally?

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 449 | 30.38\% |  |  |  |  |  |  |
| Agree | 574 | 38.84\% |  |  |  |  |  |  |
| Neither agree nor disagree | 307 | 20.77\% |  |  |  |  |  |  |
| Disagree | 108 | 7.31\% |  |  |  |  |  |  |
| Strongly disagree | 24 | 1.62\% |  |  |  |  |  |  |
| N/A | 16 | 1.08\% |  |  |  |  |  |  |
| Total | 1,478 |  |  |  |  |  |  |  |

Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

I know of active allies within my immediate work area

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 699 | 47.39\% |  |  |  |  |  |  |
| Agree | 536 | 36.34\% |  |  |  |  |  |  |
| Neither agree nor disagree | 148 | 10.03\% |  |  |  |  |  |  |
| Disagree | 84 | 5.69\% |  |  |  |  |  |  |
| Strongly disagree | 8 | 0.54\% |  |  |  |  |  |  |
| Total | 1,475 |  |  |  |  |  |  |  |

## I understand why active allies are important

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 810 | 54.99\% |  |  |  |  |  |  |
| Agree | 569 | 38.63\% |  |  |  |  |  |  |
| Neither agree nor disagree | 76 | 5.16\% |  |  |  |  |  |  |
| Disagree | 12 | 0.81\% |  |  |  |  |  |  |
| Strongly disagree | 6 | 0.41\% |  |  |  |  |  |  |
| Total | 1,473 |  |  |  |  |  |  |  |

## I could list several behaviours that would be expected of an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 548 | 37.25\% |  |  |  |  |  |  |
| Agree | 587 | 39.90\% |  |  |  |  |  |  |
| Neither agree nor disagree | 238 | 16.18\% |  |  |  |  |  |  |
| Disagree | 89 | 6.05\% |  |  |  |  |  |  |
| Strongly disagree | 9 | 0.61\% |  |  |  |  |  |  |
| Total | 1,471 |  |  |  |  |  |  |  |

## I know of workplace material or training available that would show me how to be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 418 | 28.38\% |  |  |  |  |  |  |
| Agree | 534 | 36.25\% |  |  |  |  |  |  |
| Neither agree nor disagree | 291 | 19.76\% |  |  |  |  |  |  |
| Disagree | 209 | 14.19\% |  |  |  |  |  |  |
| Strongly disagree | 21 | 1.43\% |  |  |  |  |  |  |
| Total | 1,473 |  |  |  |  |  |  |  |

## I know of active executive allies or sponsor/s within my organisation

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 638 | 43.40\% |  |  |  |  |  |  |
| Agree | 512 | 34.83\% |  |  |  |  |  |  |
| Neither agree nor disagree | 187 | 12.72\% |  |  |  |  |  |  |
| Disagree | 120 | 8.16\% |  |  |  |  |  |  |
| Strongly disagree | 13 | 0.88\% |  |  |  |  |  |  |
| Total | 1,470 |  |  |  |  |  |  |  |

Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

## People thinking that I am of diverse sexuality and/or gender stops me from being an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 0.23\% |  |  |  |  |  |  |
| Agree | 10 | 2.31\% |  |  |  |  |  |  |
| Neither agree nor disagree | 65 | 15.01\% |  |  |  |  |  |  |
| Disagree | 183 | 42.26\% |  |  |  |  |  |  |
| Strongly disagree | 174 | 40.18\% |  |  |  |  |  |  |
| Total | 433 |  |  |  |  |  |  |  |

Being ridiculed or the target of jokes stops me from being an active ally

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | $0.46 \%$ |  |  |  |  |  |  |
| Agree | 5 | $1.15 \%$ |  |  |  |  |  |  |
| Neither agree nor disagree | 44 | $10.14 \%$ |  |  |  |  |  |  |
| Disagree | 190 | $43.78 \%$ |  |  |  |  |  |  |
| Strongly disagree | 193 | $44.47 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

## Being an active ally would be in conflict with my personal beliefs or values

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 17 | 3.92\% |  |  |  |  |  |  |
| Agree | 25 | 5.76\% |  |  |  |  |  |  |
| Neither agree nor disagree | 52 | 11.98\% |  |  |  |  |  |  |
| Disagree | 150 | 34.56\% |  |  |  |  |  |  |
| Strongly disagree | 190 | 43.78\% |  |  |  |  |  |  |
| Total | 434 |  |  |  |  |  |  |  |

## I don't know enough about WHY I should be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 14 | 3.25\% |  |  |  |  |  |  |
| Agree | 110 | 25.52\% |  |  |  |  |  |  |
| Neither agree nor disagree | 118 | 27.38\% |  |  |  |  |  |  |
| Disagree | 114 | 26.45\% |  |  |  |  |  |  |
| Strongly disagree | 75 | 17.40\% |  |  |  |  |  |  |
| Total | 431 |  |  |  |  |  |  |  |

## I don't know HOW to be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 32 | 7.41\% |  |  |  |  |  |  |
| Agree | 138 | 31.94\% |  |  |  |  |  |  |
| Neither agree nor disagree | 92 | 21.30\% |  |  |  |  |  |  |
| Disagree | 113 | 26.16\% |  |  |  |  |  |  |
| Strongly disagree | 57 | 13.19\% |  |  |  |  |  |  |
| Total | 432 |  |  |  |  |  |  |  |

I am too busy to be engaged in additional activities

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 41 | $9.49 \%$ |  |  | $80 \%$ |  |
| Agree | 185 | $42.82 \%$ |  |  |  |  |
| Neither agree nor disagree | 109 | $25.23 \%$ |  |  |  |  |
| Disagree | 70 | $16.20 \%$ |  |  |  |  |
| Strongly disagree | 27 | $6.25 \%$ |  |  |  |  |
| Total |  |  |  |  |  |  |

I don't have any personal interest in this

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 43 | 9.91\% |  |  |  |  |  |  |
| Agree | 125 | 28.80\% |  |  |  |  |  |  |
| Neither agree nor disagree | 116 | 26.73\% |  |  |  |  |  |  |
| Disagree | 111 | 25.58\% |  |  |  |  |  |  |
| Strongly disagree | 39 | 8.99\% |  |  |  |  |  |  |
| Total | 434 |  |  |  |  |  |  |  |

Being an active ally would be frowned upon by someone/people with influence over my career

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 0.23\% |  |  |  |  |  |  |
| Agree | 7 | 1.62\% | , |  |  |  |  |  |
| Neither agree nor disagree | 58 | 13.46\% |  |  |  |  |  |  |
| Disagree | 170 | 39.44\% |  |  |  |  |  |  |
| Strongly disagree | 195 | 45.24\% |  |  |  |  |  |  |
| Total | 431 |  |  |  |  |  |  |  |

I am happy to support passively but do not consider myself active in this area

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 109 | $25.12 \%$ |  |  |  |  |  |
| Agree | 226 | $52.07 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 70 | $16.13 \%$ |  |  |  |  |  |
| Disagree | 20 | $4.61 \%$ |  |  |  |  |  |
| Strongly disagree | 9 |  |  |  |  |  |  |
| Total | $2.07 \%$ |  |  |  |  |  |  |

## LGBTQ EMPLOYEES: EXPERIENCE OF WORKPLACE CULTURE

As someone of diverse sexuality and/or gender, how has your employer met your expectations concerning the following workplace practices? (please select N/A for any statements that are not applicable to you)

Communication of inclusion initiatives for sexuality and gender diverse employees during the recruitment process


My experience of inclusion within my immediate work area

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 113 | $51.60 \%$ |  |  |  |  |  |
| Met expectations | 79 | $36.07 \%$ |  |  |  |  |  |
| Did not meet expectations | 9 | $4.11 \%$ |  |  |  |  |  |
| No expectations | 18 | $8.22 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

Communication of sexuality and gender diverse inclusion throughout the year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 107 | 48.42\% |  |  |  |  |  |  |
| Met expectations | 90 | 40.72\% |  |  |  |  |  |  |
| Did not meet expectations | 12 | 5.43\% |  |  |  |  |  |  |
| No expectations | 12 | 5.43\% |  |  |  |  |  |  |
| Total | 221 |  |  |  |  |  |  |  |

## Overall organisational commitment to people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 115 | 52.04\% |  |  |  |  |  |  |
| Met expectations | 83 | 37.56\% |  |  |  |  |  |  |
| Did not meet expectations | 12 | 5.43\% |  |  |  |  |  |  |
| No expectations | 11 | 4.98\% |  |  |  |  |  |  |
| Total | 221 |  |  |  |  |  |  |  |

The level of executive endorsement of sexuality and gender diverse inclusion initiatives

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 108 | 48.87\% |  |  |  |  |  |  |
| Met expectations | 72 | 32.58\% |  |  |  |  |  |  |
| Did not meet expectations | 28 | 12.67\% |  |  |  |  |  |  |
| No expectations | 13 | 5.88\% |  |  |  |  |  |  |
| Total | 221 |  |  |  |  |  |  |  |

## Visibility and promotion of an internal employee network for sexuality and gender diverse employees and allies

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 106 | $47.96 \%$ |  |  |  |  |  |  |
| Met expectations | 84 | $38.01 \%$ |  |  |  |  |  |  |
| Did not meet expectations | 15 | $6.79 \%$ |  |  |  |  |  |  |
| No expectations | 16 | $7.24 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity


## Willingness of managers to address negative commentary/jokes that target people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 77 | 35.16\% |  |  |  |  |  |  |
| Met expectations | 93 | 42.47\% |  |  |  |  |  |  |
| Did not meet expectations | 21 | 9.59\% |  |  |  |  |  |  |
| No expectations | 28 | 12.79\% |  |  |  |  |  |  |
| Total | 219 |  |  |  |  |  |  |  |

## Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or diverse gender

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 84 | $38.18 \%$ |  |  |  |  |  |
| Met expectations | 93 | $42.27 \%$ |  |  |  |  |  |
| Did not meet expectations | 22 | $10.00 \%$ |  |  |  |  |  |
| No expectations | 21 | $9.55 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## Visibility of active allies

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 96 | 43.44\% |  |  |  |  |  |  |
| Met expectations | 82 | 37.10\% |  |  |  |  |  |  |
| Did not meet expectations | 26 | 11.76\% |  |  |  |  |  |  |
| No expectations | 17 | 7.69\% |  |  |  |  |  |  |
| Total | 221 |  |  |  |  |  |  |  |

## LGBTQ EMPLOYEES: HEALTH \& WELLBEING AT WORK

In terms of your personal health and wellbeing within YOUR CURRENT WORKPLACE, within the last year, please indicate your level of agreement with the following statements (please select N/A for any statements that are not applicable to you).

I feel safe and included within my immediate team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 146 | 67.28\% |  |  |  |  |  |  |
| Agree | 56 | 25.81\% |  |  |  |  |  |  |
| Neither agree nor disagree | 10 | 4.61\% |  |  |  |  |  |  |
| Disagree | 4 | 1.84\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.46\% |  |  |  |  |  |  |
| Total | 217 |  |  |  |  |  |  |  |

## I feel accepted for who I am

$\left.\begin{array}{|l|c|c|c|c|c|c|}\hline & \text { Count } & \text { Percentage } & 0 \% & 20 \% & 40 \% & 60 \%\end{array}\right) 80 \%$ 80\%

## I would feel comfortable bringing a partner to work-related events

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 132 | 60.55\% |  |  |  |  |  |  |
| Agree | 49 | 22.48\% |  |  |  |  |  |  |
| Neither agree nor disagree | 30 | 13.76\% |  |  |  |  |  |  |
| Disagree | 5 | 2.29\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 0.92\% |  |  |  |  |  |  |
| Total | 218 |  |  |  |  |  |  |  |

## I feel mentally well at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 115 | 52.75\% |  |  |  |  |  |  |
| Agree | 70 | 32.11\% |  |  |  |  |  |  |
| Neither agree nor disagree | 20 | 9.17\% |  |  |  |  |  |  |
| Disagree | 11 | 5.05\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 0.92\% |  |  |  |  |  |  |
| Total | 218 |  |  |  |  |  |  |  |

## I feel I can be myself at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 120 | 55.05\% |  |  |  |  |  |  |
| Agree | 64 | 29.36\% |  |  |  |  |  |  |
| Neither agree nor disagree | 24 | 11.01\% |  |  |  |  |  |  |
| Disagree | 8 | 3.67\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 0.92\% |  |  |  |  |  |  |
| Total | 218 |  |  |  |  |  |  |  |

I expend time editing conversations or hiding who I am at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 23 | 10.55\% |  |  |  |  |  |  |
| Agree | 39 | 17.89\% |  |  |  |  |  |  |
| Neither agree nor disagree | 33 | 15.14\% |  |  |  |  |  |  |
| Disagree | 56 | 25.69\% |  |  |  |  |  |  |
| Strongly disagree | 67 | 30.73\% |  |  |  |  |  |  |
| Total | 218 |  |  |  |  |  |  |  |

## I feel productive at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 113 | 51.83\% |  |  |  |  |  |  |
| Agree | 85 | 38.99\% |  |  |  |  |  |  |
| Neither agree nor disagree | 15 | 6.88\% |  |  |  |  |  |  |
| Disagree | 5 | 2.29\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 218 |  |  |  |  |  |  |  |

I feel engaged with the organisation and my work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 118 | 54.38\% |  |  |  |  |  |  |
| Agree | 75 | 34.56\% |  |  |  |  |  |  |
| Neither agree nor disagree | 16 | 7.37\% |  |  |  |  |  |  |
| Disagree | 5 | 2.30\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 1.38\% |  |  |  |  |  |  |
| Total | 217 |  |  |  |  |  |  |  |

## I feel a sense of belonging here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 120 | 55.05\% |  |  |  |  |  |  |
| Agree | 67 | 30.73\% |  |  |  |  |  |  |
| Neither agree nor disagree | 18 | 8.26\% |  |  |  |  |  |  |
| Disagree | 10 | 4.59\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 1.38\% |  |  |  |  |  |  |
| Total | 218 |  |  |  |  |  |  |  |

I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 133 | 61.29\% |  |  |  |  |  |  |
| Agree | 61 | 28.11\% |  |  |  |  |  |  |
| Neither agree nor disagree | 19 | 8.76\% |  |  |  |  |  |  |
| Disagree | 3 | 1.38\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.46\% |  |  |  |  |  |  |
| Total | 217 |  |  |  |  |  |  |  |

I don't hear jokes/innuendo targeting people of diverse sexuality here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 115 | 53.00\% |  |  |  |  |  |  |
| Agree | 69 | 31.80\% |  |  |  |  |  |  |
| Neither agree nor disagree | 22 | 10.14\% |  |  |  |  |  |  |
| Disagree | 10 | 4.61\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.46\% |  |  |  |  |  |  |
| Total | 217 |  |  |  |  |  |  |  |

I don't hear jokes/innuendo targeting people of diverse genders here

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 114 | $52.29 \%$ |  |  |  |  |  |
| Agree | 71 | $32.57 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 22 | $10.09 \%$ |  |  |  |  |  |
| Disagree | 10 | $4.59 \%$ |  |  |  |  |  |
| Strongly disagree | 1 |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

Any jokes/innuendo targeting people of diverse sexualities and genders are acted upon quickly here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 79 | 36.57\% |  |  |  |  |  |  |
| Agree | 71 | 32.87\% |  |  |  |  |  |  |
| Neither agree nor disagree | 62 | 28.70\% |  |  |  |  |  |  |
| Disagree | 2 | 0.93\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 0.93\% |  |  |  |  |  |  |
| Total | 216 |  |  |  |  |  |  |  |

## Active allies have positively impacted my sense of inclusion here

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 103 | $47.47 \%$ |  |  |  |  |  |
| Agree | 58 | $26.73 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 38 | $17.51 \%$ |  |  |  |  |  |
| Disagree | 12 | $5.53 \%$ |  |  |  |  |  |
| Strongly disagree | 6 | $2.76 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

## EMPLOYEES OF DIVERSE SEXUALITY

## How would you best describe your sexual orientation?

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Straight (Heterosexual) | 14 | 6.39\% |  |  |  |  |  |  |
| Gay, Lesbian (Homosexual) | 124 | 56.62\% |  |  |  |  |  |  |
| Bisexual | 53 | 24.20\% |  |  |  |  |  |  |
| Pansexual | 7 | 3.20\% |  |  |  |  |  |  |
| Queer | 11 | 5.02\% |  |  |  |  |  |  |
| Asexual | 1 | 0.46\% |  |  |  |  |  |  |
| Different orientation | 4 | 1.83\% | - |  |  |  |  |  |
| Prefer not to respond (you will be asked no further questions on sexual orientation) | 5 | 2.28\% |  |  |  |  |  |  |
| Total | 219 |  |  |  |  |  |  |  |

In regard to your sexual orientation, please indicate to what degree you are out at work

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Out to everyone | 91 | $45.50 \%$ |  |  |  |  |  |
| Most l work with | 35 | $17.50 \%$ |  |  |  |  |  |
| Selected few only | 45 | $22.50 \%$ |  |  |  |  |  |
| Not at all | 25 | $12.50 \%$ |  |  |  |  |  |
| Prefer not to respond | 4 | $2.00 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:

I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 73 | 57.94\% |  |  |  |  |  |  |
| Agree | 33 | 26.19\% |  |  |  |  |  |  |
| Neither agree nor disagree | 13 | 10.32\% |  |  |  |  |  |  |
| Disagree | 7 | 5.56\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

I have not encountered any exclusion based on my sexuality within this workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 81 | 64.29\% |  |  |  |  |  |  |
| Agree | 33 | 26.19\% |  |  |  |  |  |  |
| Neither agree nor disagree | 7 | 5.56\% |  |  |  |  |  |  |
| Disagree | 4 | 3.17\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.79\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

My sexuality would NOT have any impact on my career progression here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 78 | 61.90\% |  |  |  |  |  |  |
| Agree | 31 | 24.60\% |  |  |  |  |  |  |
| Neither agree nor disagree | 9 | 7.14\% |  |  |  |  |  |  |
| Disagree | 6 | 4.76\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 1.59\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

## I feel my performance is positively impacted by being out at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 58 | 46.03\% |  |  |  |  |  |  |
| Agree | 30 | 23.81\% |  |  |  |  |  |  |
| Neither agree nor disagree | 32 | 25.40\% |  |  |  |  |  |  |
| Disagree | 2 | 1.59\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 3.17\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

## I feel my overall engagement is positively impacted by being out at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 65 | 51.59\% |  |  |  |  |  |  |
| Agree | 38 | 30.16\% |  |  |  |  |  |  |
| Neither agree nor disagree | 20 | 15.87\% |  |  |  |  |  |  |
| Disagree | 1 | 0.79\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 1.59\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 1.59\% |  |  |  |  |  |  |
| Agree | 8 | 6.35\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 1.59\% |  |  |  |  |  |  |
| Disagree | 25 | 19.84\% |  |  |  |  |  |  |
| Strongly disagree | 89 | 70.63\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

## I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to my manager

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 71 | 56.35\% |  |  |  |  |  |  |
| Agree | 40 | 31.75\% |  |  |  |  |  |  |
| Neither agree nor disagree | 5 | 3.97\% |  |  |  |  |  |  |
| Disagree | 6 | 4.76\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 3.17\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

I have been the target of more serious bullying/sexual harassment targeting my
sexuality within the last year sexuality within the last year

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | $1.59 \%$ |  |  |  |  |  |
| Agree | 3 | $2.38 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 2 | $1.59 \%$ |  |  |  |  |  |
| Disagree | 17 | $13.49 \%$ |  |  |  |  |  |
| Strongly disagree | 102 | $80.95 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

I would feel safe and supported reporting more serious bullying/sexual
harassment targeting my sexuality to HR (or grievance officers)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 69 | 54.76\% |  |  |  |  |  |  |
| Agree | 33 | 26.19\% |  |  |  |  |  |  |
| Neither agree nor disagree | 15 | 11.90\% |  |  |  |  |  |  |
| Disagree | 6 | 4.76\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 2.38\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

Workplace inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 69 | 54.76\% |  |  |  |  |  |  |
| Agree | 32 | 25.40\% |  |  |  |  |  |  |
| Neither agree nor disagree | 20 | 15.87\% |  |  |  |  |  |  |
| Disagree | 2 | 1.59\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 2.38\% |  |  |  |  |  |  |
| Total | 126 |  |  |  |  |  |  |  |

Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

I feel it would be detrimental to my workplace experience

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 2.99\% |  |  |  |  |  |  |
| Agree | 10 | 14.93\% |  |  |  |  |  |  |
| Neither agree nor disagree | 13 | 19.40\% |  |  |  |  |  |  |
| Disagree | 20 | 29.85\% |  |  |  |  |  |  |
| Strongly disagree | 22 | 32.84\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

I feel it would negatively impact my career progression

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 2.99\% |  |  |  |  |  |  |
| Agree | 6 | 8.96\% |  |  |  |  |  |  |
| Neither agree nor disagree | 22 | 32.84\% |  |  |  |  |  |  |
| Disagree | 16 | 23.88\% |  |  |  |  |  |  |
| Strongly disagree | 21 | 31.34\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I do not feel I would be accepted by some members of my team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 5.97\% |  |  |  |  |  |  |
| Agree | 13 | 19.40\% |  |  |  |  |  |  |
| Neither agree nor disagree | 11 | 16.42\% |  |  |  |  |  |  |
| Disagree | 19 | 28.36\% |  |  |  |  |  |  |
| Strongly disagree | 20 | 29.85\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

I avoid inclusion initiatives for fear of people thinking I'm gay/bisexual

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 4.41\% |  |  |  |  |  |  |
| Agree | 9 | 13.24\% |  |  |  |  |  |  |
| Neither agree nor disagree | 9 | 13.24\% |  |  |  |  |  |  |
| Disagree | 21 | 30.88\% |  |  |  |  |  |  |
| Strongly disagree | 26 | 38.24\% |  |  |  |  |  |  |
| Total | 68 |  |  |  |  |  |  |  |

I am not comfortable enough within myself to be out at work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 9 | 13.24\% |  |  |  |  |  |  |
| Agree | 18 | 26.47\% |  |  |  |  |  |  |
| Neither agree nor disagree | 8 | 11.76\% |  |  |  |  |  |  |
| Disagree | 14 | 20.59\% |  |  |  |  |  |  |
| Strongly disagree | 19 | 27.94\% |  |  |  |  |  |  |
| Total | 68 |  |  |  |  |  |  |  |

Thinking about your experience as a woman of diverse sexuality and/or gender within your current workplace, please indicate your level of agreement with the following statements:

There are women of similar, or the same, identity as me who are visible out role models within my workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 23 | 28.75\% |  |  |  |  |  |  |
| Agree | 16 | 20.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 17 | 21.25\% |  |  |  |  |  |  |
| Disagree | 10 | 12.50\% |  |  |  |  |  |  |
| Strongly disagree | 13 | 16.25\% |  |  |  |  |  |  |
| N/A | 1 | 1.25\% |  |  |  |  |  |  |
| Total | 80 |  |  |  |  |  |  |  |

There are women of similar, or the same, identity as me who are out within senior leadership or executive positions

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 19 | 23.75\% |  |  |  |  |  |  |
| Agree | 9 | 11.25\% |  |  |  |  |  |  |
| Neither agree nor disagree | 10 | 12.50\% |  |  |  |  |  |  |
| Disagree | 20 | 25.00\% |  |  |  |  |  |  |
| Strongly disagree | 18 | 22.50\% |  |  |  |  |  |  |
| N/A | 4 | 5.00\% |  |  |  |  |  |  |
| Total | 80 |  |  |  |  |  |  |  |

Having visible out women as role models of the same or similar identity is important to me

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 36 | 45.57\% |  |  |  |  |  |  |
| Agree | 27 | 34.18\% |  |  |  |  |  |  |
| Neither agree nor disagree | 7 | 8.86\% |  |  |  |  |  |  |
| Disagree | 7 | 8.86\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 1.27\% |  |  |  |  |  |  |
| N/A | 1 | 1.27\% |  |  |  |  |  |  |
| Total | 79 |  |  |  |  |  |  |  |

I involve myself in the activities put on by our employee network for people of diverse sexualities, genders and allies

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 33 | 41.25\% |  |  |  |  |  |  |
| Agree | 23 | 28.75\% |  |  |  |  |  |  |
| Neither agree nor disagree | 12 | 15.00\% |  |  |  |  |  |  |
| Disagree | 8 | 10.00\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 2.50\% |  |  |  |  |  |  |
| N/A | 2 | 2.50\% |  |  |  |  |  |  |
| Total | 80 |  |  |  |  |  |  |  |

There are women of similar, or the same, identity as me active within the employee network here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 22 | 27.85\% |  |  |  |  |  |  |
| Agree | 19 | 24.05\% |  |  |  |  |  |  |
| Neither agree nor disagree | 22 | 27.85\% |  |  |  |  |  |  |
| Disagree | 7 | 8.86\% |  |  |  |  |  |  |
| Strongly disagree | 8 | 10.13\% |  |  |  |  |  |  |
| N/A | 1 | 1.27\% |  |  |  |  |  |  |
| Total | 79 |  |  |  |  |  |  |  |

Our employee network feels inclusive of women of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 34 | 43.04\% |  |  |  |  |  |  |
| Agree | 31 | 39.24\% |  |  |  |  |  |  |
| Neither agree nor disagree | 9 | 11.39\% |  |  |  |  |  |  |
| Disagree | 2 | 2.53\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 2.53\% |  |  |  |  |  |  |
| N/A | 1 | 1.27\% |  |  |  |  |  |  |
| Total | 79 |  |  |  |  |  |  |  |

Women of diverse sexualities, women with trans histories and women who identify with a diverse gender but are perceived by colleagues as a women (or feminine) share common challenges within the workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 9 | 11.25\% |  |  |  |  |  |  |
| Agree | 35 | 43.75\% |  |  |  |  |  |  |
| Neither agree nor disagree | 26 | 32.50\% |  |  |  |  |  |  |
| Disagree | 6 | 7.50\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 2.50\% |  |  |  |  |  |  |
| N/A | 2 | 2.50\% |  |  |  |  |  |  |
| Total | 80 |  |  |  |  |  |  |  |

I can easily separate the unique challenges of being a woman in the workplace and those of diverse sexuality and/or gender

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 24 | 30.38\% |  |  |  |  |  |  |
| Agree | 32 | 40.51\% |  |  |  |  |  |  |
| Neither agree nor disagree | 15 | 18.99\% |  |  |  |  |  |  |
| Disagree | 6 | 7.59\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 2.53\% |  |  |  |  |  |  |
| N/A | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 79 |  |  |  |  |  |  |  |

The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 11 | 13.92\% |  |  |  |  |  |  |
| Agree | 20 | 25.32\% |  |  |  |  |  |  |
| Neither agree nor disagree | 25 | 31.65\% |  |  |  |  |  |  |
| Disagree | 17 | 21.52\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 5.06\% |  |  |  |  |  |  |
| N/A | 2 | 2.53\% |  |  |  |  |  |  |
| Total | 79 |  |  |  |  |  |  |  |

## EMPLOYEES OF DIVERSE GENDER OR TRANS EXPERIENCE

Thinking about your gender identity, or where applicable, your trans experience, please indicate the degree to which your current organisation has met your expectations in regard to your organisation's POLICIES or WORK PRACTICES:

## Support for gender diverse job applications throughout the recruitment process

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 3 | 25.00\% |  |  |  |  |  |  |
| Met expectations | 4 | 33.33\% |  |  |  |  |  |  |
| Did not meet expectations | 1 | 8.33\% |  |  |  |  |  |  |
| No expectations | 4 | 33.33\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

Visibility of organisational inclusion for gender diverse employees

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 4 | $30.77 \%$ |  |  |  |  |  |
| Met expectations | 3 | $23.08 \%$ |  |  |  |  |  |
| Did not meet expectations | 3 | $23.08 \%$ |  |  |  |  |  |
| No expectations | 3 | $23.08 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## Freedom to use toilets of choice

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 3 | $25.00 \%$ |  |  |  |  |  |  |
| Met expectations | 2 | $16.67 \%$ |  |  |  |  |  |  |
| Did not meet expectations | 3 | $25.00 \%$ |  |  |  |  |  |  |
| No expectations | 4 | $33.33 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

## Availability of non-gendered or all gender toilets

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 0 | 0.00\% |  |  |  |  |  |  |
| Met expectations | 2 | 16.67\% |  |  |  |  |  |  |
| Did not meet expectations | 6 | 50.00\% |  |  |  |  |  |  |
| No expectations | 4 | 33.33\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

Alternatives to gendered uniforms or dress codes

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 6 | 46.15\% |  |  |  |  |  |  |
| Met expectations | 2 | 15.38\% |  |  |  |  |  |  |
| Did not meet expectations | 1 | 7.69\% |  |  |  |  |  |  |
| No expectations | 4 | 30.77\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

Well communicated policies to support those affirming their gender

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 3 | $25.00 \%$ |  |  |  |  |  |  |
| Met expectations | 3 | $25.00 \%$ |  |  |  |  |  |  |
| Did not meet expectations | 3 | $25.00 \%$ |  |  |  |  |  |  |
| No expectations | 3 | $25.00 \%$ |  |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |  |

## Acknowledgement of gender diversity beyond male/female

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 4 | $30.77 \%$ |  |  |  |  |  |
| Met expectations | 4 | $30.77 \%$ |  |  |  |  |  |
| Did not meet expectations | 4 | $30.77 \%$ |  |  |  |  |  |
| No expectations | 1 |  |  |  |  |  |  |
| Total | $7.69 \%$ |  |  |  |  |  |  |

## Acknowledgement of gender diversity beyond male/female and those with a trans experience

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 4 | 33.33\% |  |  |  |  |  |  |
| Met expectations | 3 | 25.00\% |  |  |  |  |  |  |
| Did not meet expectations | 4 | 33.33\% |  |  |  |  |  |  |
| No expectations | 1 | 8.33\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

## I can freely use gendered toilets of choice without opposition here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 25.00\% |  |  |  |  |  |  |
| Agree | 3 | 25.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 16.67\% |  |  |  |  |  |  |
| N/A | 3 | 25.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

## People make an effort to use my personal pronouns

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 7.69\% |  |  |  |  |  |  |
| Agree | 4 | 30.77\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 8 | 61.54\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

## I have been deliberately misgendered within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 7.69\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 2 | 15.38\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 30.77\% |  |  |  |  |  |  |
| N/A | 6 | 46.15\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

I have not experienced any exclusion based on my gender diversity within this workplace


My gender identity would NOT have any impact on my career progression here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 30.77\% |  |  |  |  |  |  |
| Agree | 4 | 30.77\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 7.69\% |  |  |  |  |  |  |
| Disagree | 1 | 7.69\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 7.69\% |  |  |  |  |  |  |
| N/A | 2 | 15.38\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

## I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 33.33\% |  |  |  |  |  |  |
| Agree | 4 | 33.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 2 | 16.67\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

I feel fully supported by my team in terms of my gender identity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 30.77\% |  |  |  |  |  |  |
| Agree | 3 | 23.08\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 6 | 46.15\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

## Most people I work with are aware of my gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 15.38\% |  |  |  |  |  |  |
| Agree | 1 | 7.69\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 15.38\% |  |  |  |  |  |  |
| Disagree | 3 | 23.08\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 23.08\% |  |  |  |  |  |  |
| N/A | 2 | 15.38\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

I feel that our Employee Network Group is fully inclusive of gender diverse employees and those with a trans experience

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 30.77\% |  |  |  |  |  |  |
| Agree | 2 | 15.38\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 23.08\% |  |  |  |  |  |  |
| Disagree | 2 | 15.38\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 2 | 15.38\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

I am happy with any gender affirmation process that I have undertaken here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 25.00\% |  |  |  |  |  |  |
| Agree | 1 | 8.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 8 | 66.67\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

There are people within the organisation that have the same, or similar, gender diversity as me

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 33.33\% |  |  |  |  |  |  |
| Agree | 1 | 8.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4 | 33.33\% |  |  |  |  |  |  |
| Disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 2 | 16.67\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 2 | 15.38\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 2 | 15.38\% |  |  |  |  |  |  |
| Strongly disagree | 5 | 38.46\% |  |  |  |  |  |  |
| N/A | 4 | 30.77\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

## I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 5 | 38.46\% |  |  |  |  |  |  |
| Agree | 4 | 30.77\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 7.69\% |  |  |  |  |  |  |
| Disagree | 1 | 7.69\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 2 | 15.38\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 7.69\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 1 | 7.69\% |  |  |  |  |  |  |
| Strongly disagree | 7 | 53.85\% |  |  |  |  |  |  |
| N/A | 4 | 30.77\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

I would feel safe and supported reporting more serious bullying/sexual harassment targeting my gender diversity to HR (or grievance officers)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 5 | 38.46\% |  |  |  |  |  |  |
| Agree | 4 | 30.77\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 7.69\% |  |  |  |  |  |  |
| Disagree | 1 | 7.69\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 2 | 15.38\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

Workplace inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 30.77\% |  |  |  |  |  |  |
| Agree | 6 | 46.15\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 1 | 7.69\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 2 | 15.38\% |  |  |  |  |  |  |
| Total | 13 |  |  |  |  |  |  |  |

Pride in Diversity has an initiative called SAPPHIRE that brings together both women of diverse sexuality and women with a trans history to tackle the dual challenges of being a woman and someone of diverse sexuality and/or gender in the workforce. As someone who identified as non-binary, please indicate your level of agreement with the following statements:

A non-binary person who is perceived by colleagues as female or feminine regardless of their gender identity would face the same challenges as women of diverse sexualities and genders within the workplace

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 2 | 50.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 50.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 4 |  |  |  |  |  |  |  |

If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 25.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 50.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 1 | 25.00\% |  |  |  |  |  |  |
| Total | 4 |  |  |  |  |  |  |  |

## REGIONAL EMPLOYEES (ALL)

As a regional/rural employee, please consider the way in which city based initiatives have carried through to the regions by indicating your level of agreement with the following statements:

The organisation's diversity initiatives for the inclusion of people of diverse sexualities or genders have been adequately communicated within our site/office

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 83 | $51.55 \%$ |  |  |  |  |  |
| Agree | 60 | $37.27 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 12 | $7.45 \%$ |  |  |  |  |  |
| Disagree | 6 |  |  |  |  |  |  |
| Strongly disagree | 0 |  |  |  |  |  |  |
| Total | $0.73 \%$ |  |  |  |  |  |  |

Our local office/site has held inclusion related activities or events to reinforce this area of diversity \& inclusion work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 79 | 49.07\% |  |  |  |  |  |  |
| Agree | 49 | 30.43\% |  |  |  |  |  |  |
| Neither agree nor disagree | 25 | 15.53\% |  |  |  |  |  |  |
| Disagree | 7 | 4.35\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.62\% |  |  |  |  |  |  |
| Total | 161 |  |  |  |  |  |  |  |

We are able to easily connect into head office activities for this area of diversity \& inclusion work/information

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 74 | 45.68\% |  |  |  |  |  |  |
| Agree | 53 | 32.72\% |  |  |  |  |  |  |
| Neither agree nor disagree | 31 | 19.14\% |  |  |  |  |  |  |
| Disagree | 3 | 1.85\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.62\% |  |  |  |  |  |  |
| Total | 162 |  |  |  |  |  |  |  |

Our local management/leadership has communicated support for people of diverse sexualities and genders; or work in this area

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 94 | 58.39\% |  |  |  |  |  |  |
| Agree | 48 | 29.81\% |  |  |  |  |  |  |
| Neither agree nor disagree | 14 | 8.70\% |  |  |  |  |  |  |
| Disagree | 5 | 3.11\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 161 |  |  |  |  |  |  |  |

We have a local person/champion to help drive sexuality and gender diversity \& inclusion initiatives here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 75 | 46.58\% |  |  |  |  |  |  |
| Agree | 44 | 27.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 28 | 17.39\% |  |  |  |  |  |  |
| Disagree | 10 | 6.21\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 2.48\% |  |  |  |  |  |  |
| Total | 161 |  |  |  |  |  |  |  |

## INTERNATIONAL EMPLOYEES (OVERSEAS OFFICES)

Please select the region you currently work within (based on United Nations Country Grouping)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Africa | 0 | 0.00\% |  |  |  |  |  |  |
| Asia | 3 | 25.00\% |  |  |  |  |  |  |
| Central America | 0 | 0.00\% |  |  |  |  |  |  |
| Eastern Europe | 0 | 0.00\% |  |  |  |  |  |  |
| European Union | 1 | 8.33\% |  |  |  |  |  |  |
| Middle East | 0 | 0.00\% |  |  |  |  |  |  |
| North America | 1 | 8.33\% |  |  |  |  |  |  |
| Oceania | 7 | 58.33\% |  |  |  |  |  |  |
| South America | 0 | 0.00\% |  |  |  |  |  |  |
| The Caribbean | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

I work in a country where it is acceptable to support people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 7 | 58.33\% |  |  |  |  |  |  |
| Agree | 4 | 33.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

The inclusion work that our Australian office does in support of people of diverse sexualities and genders filters through to this office

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 36.36\% |  |  |  |  |  |  |
| Agree | 3 | 27.27\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 27.27\% |  |  |  |  |  |  |
| Disagree | 1 | 9.09\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 11 |  |  |  |  |  |  |  |

## Employees are encouraged to become allies for people of diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 33.33\% |  |  |  |  |  |  |
| Agree | 7 | 58.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

## We have been provided with training and/or information on how to be an active ally for people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 16.67\% |  |  |  |  |  |  |
| Agree | 3 | 25.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 5 | 41.67\% |  |  |  |  |  |  |
| Disagree | 2 | 16.67\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

There is a person leading inclusion initiatives for people of diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 25.00\% |  |  |  |  |  |  |
| Agree | 5 | 41.67\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Disagree | 3 | 25.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

There are visible senior champions for people of diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 25.00\% |  |  |  |  |  |  |
| Agree | 3 | 25.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 25.00\% |  |  |  |  |  |  |
| Disagree | 3 | 25.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

I personally support the work my organisation does in this area of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 5 | 45.45\% |  |  |  |  |  |  |
| Agree | 5 | 45.45\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 9.09\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 11 |  |  |  |  |  |  |  |

## I consider myself an active ally for people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 27.27\% |  |  |  |  |  |  |
| Agree | 5 | 45.45\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 27.27\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 11 |  |  |  |  |  |  |  |

## People of diverse diverse sexualities and genders would feel safe working here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 5 | 45.45\% |  |  |  |  |  |  |
| Agree | 5 | 45.45\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 9.09\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 11 |  |  |  |  |  |  |  |

## People of diverse sexualities and genders would feel supported here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 5 | 45.45\% |  |  |  |  |  |  |
| Agree | 4 | 36.36\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 18.18\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 11 |  |  |  |  |  |  |  |

I am aware of negative commentary targeting diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 9.09\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 27.27\% |  |  |  |  |  |  |
| Disagree | 3 | 27.27\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 36.36\% |  |  |  |  |  |  |
| Total | 11 |  |  |  |  |  |  |  |

Negative commentary/jokes targeting people of diverse sexualities and genders would be quickly addressed here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 8.33\% |  |  |  |  |  |  |
| Agree | 8 | 66.67\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 25.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

I am aware of more serious bullying/harassment targeting people of diverse sexualities and
genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 9.09\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 18.18\% |  |  |  |  |  |  |
| Disagree | 3 | 27.27\% |  |  |  |  |  |  |
| Strongly disagree | 5 | 45.45\% |  |  |  |  |  |  |
| Total | 11 |  |  |  |  |  |  |  |

## There are visible signs of inclusion for people of diverse sexualities and genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 8.33\% |  |  |  |  |  |  |
| Agree | 7 | 58.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 25.00\% |  |  |  |  |  |  |
| Disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

My immediate team would be inclusive of people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 5 | 41.67\% |  |  |  |  |  |  |
| Agree | 6 | 50.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 8.33\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

I feel that the leadership here would be inclusive of people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 5 | 41.67\% |  |  |  |  |  |  |
| Agree | 5 | 41.67\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 16.67\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

I feel we need more support from our Australian office for this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 8.33\% |  |  |  |  |  |  |
| Agree | 4 | 33.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 5 | 41.67\% |  |  |  |  |  |  |
| Disagree | 2 | 16.67\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 12 |  |  |  |  |  |  |  |

As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:

## Most people I work with know of my diverse sexuality and/or gender

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 100.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

## I feel comfortable being myself here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 100.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

## I expend energy hiding aspects of myself here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 100.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

Jokes/innuendo targeting people of diverse sexualities and genders are common here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 100.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

Jokes/innuendo targeting people of diverse sexualities and genders are addressed quickly here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 1 | 100.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 100.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 100.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

## I would feel safe and supported by my manager if I encountered issues regarding

 my diverse sexuality and/or gender here|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |

## I feel safe here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 100.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

## I feel that people of diverse sexualities and genders would feel supported here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 100.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

## I would recommend this office/site as an inclusive place to work for diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 1 | 100.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 1 |  |  |  |  |  |  |  |

## INTERSECTIONALITY: LGBTQ DIVERSITY +

To help provide us with an understanding of the multi-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you.

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| I am Aboriginal and/or Torres Strait Islander | 12 | 0.82\% |  |  |  |  |  |  |
| I identify with a CALD background | 137 | 9.32\% |  |  |  |  |  |  |
| I am someone living with a disability | 34 | 2.31\% |  |  |  |  |  |  |
| I am a person of faith / religion | 209 | 14.22\% |  |  |  |  |  |  |
| None of the above | 1,125 | 76.53\% |  |  |  |  |  |  |
| Total | 1,470 |  |  |  |  |  |  |  |

You have been taken to this question because you have either indicated that you are a person of diverse sexualities and genders; or you have selected one of the diversity options within the previous question.

Please take a moment to think about the various aspects of your diversity and your workplace experience, please select the statements and the diversities that apply to you, ignoring the remainder.

I feel valued for the following aspects of my diversity:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 12 | 4.55\% |  |  |  |  |  |  |
| Living with a disability | 12 | 4.55\% |  |  |  |  |  |  |
| CALD background | 80 | 30.30\% |  |  |  |  |  |  |
| Diverse sexual orientation | 87 | 32.95\% |  |  |  |  |  |  |
| Trans experience and/or history | 2 | 0.76\% |  |  |  |  |  |  |
| Diverse gender identity | 9 | 3.41\% |  |  |  |  |  |  |
| Person of faith/religion | 81 | 30.68\% |  |  |  |  |  |  |
| Total | 264 |  |  |  |  |  |  |  |

## I have experienced stigma in regard to the following aspects of my diversity:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 3 | 2.08\% |  |  |  |  |  |  |
| Living with a disability | 15 | 10.42\% |  |  |  |  |  |  |
| CALD background | 44 | 30.56\% |  |  |  |  |  |  |
| Diverse sexual orientation | 28 | 19.44\% |  |  |  |  |  |  |
| Trans experience and/or history | 3 | 2.08\% |  |  |  |  |  |  |
| Diverse gender identity | 5 | 3.47\% |  |  |  |  |  |  |
| Person of faith/religion | 59 | 40.97\% |  |  |  |  |  |  |
| Total | 144 |  |  |  |  |  |  |  |

I have experienced exclusion in regard to the following aspects of my diversity:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 3 | 3.26\% |  |  |  |  |  |  |
| Living with a disability | 9 | 9.78\% |  |  |  |  |  |  |
| CALD background | 26 | 28.26\% |  |  |  |  |  |  |
| Diverse sexual orientation | 28 | 30.43\% |  |  |  |  |  |  |
| Trans experience and/or history | 4 | 4.35\% |  |  |  |  |  |  |
| Diverse gender identity | 3 | 3.26\% |  |  |  |  |  |  |
| Person of faith/religion | 27 | 29.35\% |  |  |  |  |  |  |
| Total | 92 |  |  |  |  |  |  |  |

## I feel the most accepted aspect of my diversity is:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 9 | 4.50\% |  |  |  |  |  |  |
| Living with a disability | 10 | 5.00\% |  |  |  |  |  |  |
| CALD background | 61 | 30.50\% |  |  |  |  |  |  |
| Diverse sexual orientation | 82 | 41.00\% |  |  |  |  |  |  |
| Trans experience and/or history | 2 | 1.00\% |  |  |  |  |  |  |
| Diverse gender identity | 6 | 3.00\% |  |  |  |  |  |  |
| Person of faith/religion | 41 | 20.50\% |  |  |  |  |  |  |
| Total | 200 |  |  |  |  |  |  |  |

## I feel the least accepted aspect of my diversity is:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 5 | 5.49\% |  |  |  |  |  |  |
| Living with a disability | 12 | 13.19\% |  |  |  |  |  |  |
| CALD background | 15 | 16.48\% |  |  |  |  |  |  |
| Diverse sexual orientation | 19 | 20.88\% |  |  |  |  |  |  |
| Trans experience and/or history | 2 | 2.20\% |  |  |  |  |  |  |
| Diverse gender identity | 5 | 5.49\% |  |  |  |  |  |  |
| Person of faith/religion | 40 | 43.96\% |  |  |  |  |  |  |
| Total | 91 |  |  |  |  |  |  |  |

## I would happily identify the following diversities as applying to me on an internal HR system

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 14 | 5.19\% |  |  |  |  |  |  |
| Living with a disability | 22 | 8.15\% |  |  |  |  |  |  |
| CALD background | 89 | 32.96\% |  |  |  |  |  |  |
| Diverse sexual orientation | 94 | 34.81\% |  |  |  |  |  |  |
| Trans experience and/or history | 5 | 1.85\% | ! |  |  |  |  |  |
| Diverse gender identity | 11 | 4.07\% |  |  |  |  |  |  |
| Person of faith/religion | 88 | 32.59\% |  |  |  |  |  |  |
| Total | 270 |  |  |  |  |  |  |  |

I see people of the following diversities within my organisation:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 95 | 28.02\% |  |  |  |  |  |  |
| Living with a disability | 123 | 36.28\% |  |  |  |  |  |  |
| CALD background | 185 | 54.57\% |  |  |  |  |  |  |
| Diverse sexual orientation | 247 | 72.86\% |  |  |  |  |  |  |
| Trans experience and/or history | 63 | 18.58\% |  |  |  |  |  |  |
| Diverse gender identity | 93 | 27.43\% |  |  |  |  |  |  |
| Person of faith/religion | 213 | 62.83\% |  |  |  |  |  |  |
| Total | 339 |  |  |  |  |  |  |  |

I see the following diversity reflected within our Senior Leadership and Executive

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 13 | 6.22\% |  |  |  |  |  |  |
| Living with a disability | 31 | 14.83\% |  |  |  |  |  |  |
| CALD background | 73 | 34.93\% |  |  |  |  |  |  |
| Diverse sexual orientation | 108 | 51.67\% |  |  |  |  |  |  |
| Trans experience and/or history | 9 | 4.31\% |  |  |  |  |  |  |
| Diverse gender identity | 23 | 11.00\% |  |  |  |  |  |  |
| Person of faith/religion | 103 | 49.28\% |  |  |  |  |  |  |
| Total | 209 |  |  |  |  |  |  |  |

## I feel the following aspects of my diversity would be valued in career progression here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 29 | 20.42\% |  |  |  |  |  |  |
| Living with a disability | 20 | 14.08\% |  |  |  |  |  |  |
| CALD background | 49 | 34.51\% |  |  |  |  |  |  |
| Diverse sexual orientation | 73 | 51.41\% |  |  |  |  |  |  |
| Trans experience and/or history | 17 | 11.97\% |  |  |  |  |  |  |
| Diverse gender identity | 25 | 17.61\% |  |  |  |  |  |  |
| Person of faith/religion | 50 | 35.21\% |  |  |  |  |  |  |
| Total | 142 |  |  |  |  |  |  |  |



PRIDE IN SPORT INDEX

## PSI 2020

## ALL RESPONDENTS

SURVEY DATA

## RESPONDENT DEMOGRAPHICS

Which state or territory would you primarily work/participate/volunteer?


How would you best describe the location that you work in?


What is the highest level of education that you have completed?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Primary Education | 4 | $0.71 \%$ |
| Secondary Education | 91 | $16.08 \%$ |
| Certificate Level | 34 | $6.01 \%$ |
| Diploma or Advanced <br> Diploma | 236 | $41.70 \%$ |
| Bachelor Degree | 46 | $8.13 \%$ |
| Graduate Certificate or <br> Diploma | 112 | $19.79 \%$ |
| Postgraduate Degree or <br> Higher | 4 | $0.71 \%$ |
| Other | 566 |  |
| Total |  |  |

Which of the following would best describe your role?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Participant/Athlete | 151 | $26.68 \%$ |
| Coaching Staff | 13 | $6.89 \%$ |
| Committee Member/Volunteer | 41 | $7.24 \%$ |
| Official/Referee/Umpire/ <br> Judge | $2.30 \%$ |  |
| Board Member | 14 | $2.47 \%$ |
| CEO or Equivalent | 34 | $6.01 \%$ |
| Executive or SLT (reports to | 42 | $7.42 \%$ |
| CEO or equiv) | 73 | $12.90 \%$ |
| Senior Manager | 29 | $5.12 \%$ |
| Middle Management | 73 | $12.90 \%$ |
| Team Leader/Supervisor | 1 | $0.18 \%$ |
| Team Member | 4 | $0.71 \%$ |
| Graduate/Intern | 1 | $0.18 \%$ |
| Consultant (Internal/external) | 4 |  |
| Contractor | 0 | $0.00 \%$ |
| Academic | 24 | $4.24 \%$ |
| Support Staff | 18 | $3.18 \%$ |
| None of the above | 566 |  |
| Total |  |  |

What age bracket do you fall within?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Under 18 | 19 | $3.36 \%$ |
| $18-24$ | 112 | $19.79 \%$ |
| $25-34$ | 190 | $33.57 \%$ |
| $35-44$ | 126 | $22.26 \%$ |
| $45-54$ | 85 | $15.02 \%$ |
| $55-64$ | 29 | $5.12 \%$ |
| $65+$ | 2 | $0.35 \%$ |
| Prefer not to respond | 3 | $0.53 \%$ |
| Total | 566 |  |

## What is your primary sporting code?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Air Sports | 1 | $0.18 \%$ |
| Athletics | 1 | $0.18 \%$ |
| Basketball | 122 | $21.55 \%$ |
| Cricket | 1 | $0.18 \%$ |
| Cycling | 3 | $0.53 \%$ |
| Dancing | 1 | $0.18 \%$ |
| Dragon Boating | 2 | $0.35 \%$ |
| Equestrian | 2 | $0.35 \%$ |
| Fencing | 20 | $0.35 \%$ |
| Flying Disc | $3.53 \%$ |  |
| Football - AFL | 20 | $3.53 \%$ |
| Football - Rugby League | 76 | $13.43 \%$ |
| Football - Rugby Union | 11 | $1.94 \%$ |
| Football - Soccer | 72 | $12.72 \%$ |
| Football - Touch | 1 | $0.18 \%$ |
| Gymnastics | 79 | $13.96 \%$ |
| Hockey | 1 | $0.18 \%$ |
| Ice Hockey |  |  |


|  | Count | Percentage |
| :--- | :---: | :---: |
| Kendo | 1 | $0.18 \%$ |
| Lawn Bowls | 3 | $0.53 \%$ |
| Motorcycling | 1 | $0.18 \%$ |
| Netball | 1 | $3.36 \%$ |
| Paddle | 2 | $0.18 \%$ |
| Rock Climbing | 1 | $0.35 \%$ |
| Rowing | 1 | $0.18 \%$ |
| Surf Life Saving | 9 | $1.59 \%$ |
| Swimming | 3 | $0.53 \%$ |
| Table Tennis | 6 | $1.06 \%$ |
| Tennis | 1 | $0.18 \%$ |
| Tenpin Bowling | 1 | $0.18 \%$ |
| Volleyball | 11 | $1.94 \%$ |
| Water Polo | 2 | $0.35 \%$ |
| Weightlifting | 56 | $9.89 \%$ |
| OTHER | 566 |  |
| Total |  |  |

## Are you:

(only asked of respondents who said No to being of diverse sexuality and/or gender)


Are you someone of diverse sexuality, trans experience or diverse gender?


Do you have a trans history/experience?


Which of the following would best describe your gender identity?

|  | Count | Percentage |
| :--- | :---: | :---: |
| Man | 21 | $23.08 \%$ |
| Woman | 64 | $70.33 \%$ |
| Non-binary | 6 | $6.59 \%$ |
| Agender | 0 | $0.00 \%$ |
| Different gender identity | 0 | $0.00 \%$ |
| Prefer not to respond | 0 | $0.00 \%$ |
| Total | 91 |  |

What sex were you assigned at birth?


## PERSONAL VIEWS ON LGBTQ INCLUSION

## Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

I was raised in an environment where same-sex relationships or gender diverse individuals were not easily accepted

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 55 | 10.52\% |  |  |  |  |  |  |
| Agree | 158 | 30.21\% |  |  |  |  |  |  |
| Neither agree nor disagree | 112 | 21.41\% |  |  |  |  |  |  |
| Disagree | 122 | 23.33\% |  |  |  |  |  |  |
| Strongly disagree | 76 | 14.53\% |  |  |  |  |  |  |
| Total | 523 |  |  |  |  |  |  |  |

Romantic relationships between people of diverse sexualities and genders are just like any other

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 309 | 59.08\% |  |  |  |  |  |  |
| Agree | 150 | 28.68\% |  |  |  |  |  |  |
| Neither agree nor disagree | 46 | 8.80\% |  |  |  |  |  |  |
| Disagree | 11 | 2.10\% |  |  |  |  |  |  |
| Strongly disagree | 7 | 1.34\% |  |  |  |  |  |  |
| Total | 523 |  |  |  |  |  |  |  |

I believe there are more than two genders (male / female)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 118 | 22.65\% |  |  |  |  |  |  |
| Agree | 140 | 26.87\% |  |  |  |  |  |  |
| Neither agree nor disagree | 135 | 25.91\% |  |  |  |  |  |  |
| Disagree | 85 | 16.31\% |  |  |  |  |  |  |
| Strongly disagree | 43 | 8.25\% |  |  |  |  |  |  |
| Total | 521 |  |  |  |  |  |  |  |

I support the work my sport does for the inclusion of employees, participants and volunteers of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 294 | 56.54\% |  |  |  |  |  |  |
| Agree | 169 | 32.50\% |  |  |  |  |  |  |
| Neither agree nor disagree | 48 | 9.23\% |  |  |  |  |  |  |
| Disagree | 8 | 1.54\% | I |  |  |  |  |  |
| Strongly disagree | 1 | 0.19\% |  |  |  |  |  |  |
| Total | 520 |  |  |  |  |  |  |  |

I believe my sport should put more effort into this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 107 | 20.50\% |  |  |  |  |  |  |
| Agree | 193 | 36.97\% |  |  |  |  |  |  |
| Neither agree nor disagree | 171 | 32.76\% |  |  |  |  |  |  |
| Disagree | 45 | 8.62\% |  |  |  |  |  |  |
| Strongly disagree | 6 | 1.15\% |  |  |  |  |  |  |
| Total | 522 |  |  |  |  |  |  |  |

## A sporting organisation's positive track record in this aspect of inclusion would positively influence me to join that sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 130 | 24.95\% |  |  |  |  |  |  |
| Agree | 180 | 34.55\% |  |  |  |  |  |  |
| Neither agree nor disagree | 163 | 31.29\% |  |  |  |  |  |  |
| Disagree | 33 | 6.33\% |  |  |  |  |  |  |
| Strongly disagree | 15 | 2.88\% |  |  |  |  |  |  |
| Total | 521 |  |  |  |  |  |  |  |

I think it is important that sporting employers be active in this area of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 248 | 47.51\% |  |  |  |  |  |  |
| Agree | 199 | 38.12\% |  |  |  |  |  |  |
| Neither agree nor disagree | 64 | 12.26\% |  |  |  |  |  |  |
| Disagree | 5 | 0.96\% |  |  |  |  |  |  |
| Strongly disagree | 6 | 1.15\% |  |  |  |  |  |  |
| Total | 522 |  |  |  |  |  |  |  |

I think it is important that sporting volunteers be active in this area of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 210 | 40.23\% |  |  |  |  |  |  |
| Agree | 220 | 42.15\% |  |  |  |  |  |  |
| Neither agree nor disagree | 78 | 14.94\% |  |  |  |  |  |  |
| Disagree | 8 | 1.53\% |  |  |  |  |  |  |
| Strongly disagree | 6 | 1.15\% |  |  |  |  |  |  |
| Total | 522 |  |  |  |  |  |  |  |

## Work in this aspect of diversity \& inclusion has a positive influence on sporting culture

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 266 | 50.96\% |  |  |  |  |  |  |
| Agree | 192 | 36.78\% |  |  |  |  |  |  |
| Neither agree nor disagree | 51 | 9.77\% |  |  |  |  |  |  |
| Disagree | 5 | 0.96\% |  |  |  |  |  |  |
| Strongly disagree | 8 | 1.53\% |  |  |  |  |  |  |
| Total | 522 |  |  |  |  |  |  |  |

## VISIBILITY OF INCLUSION WITHIN YOUR SPORT

Thinking about your current sport's support for the inclusion of sexuality and gender diverse employees, volunteers, participants, officials and spectators, please indicate your level of agreement with the following statements:

My sport is genuinely committed to this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 170 | 35.56\% |  |  |  |  |  |  |
| Agree | 210 | 43.93\% |  |  |  |  |  |  |
| Neither agree nor disagree | 76 | 15.90\% |  |  |  |  |  |  |
| Disagree | 19 | 3.97\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 0.63\% |  |  |  |  |  |  |
| Total | 478 |  |  |  |  |  |  |  |

I understand why my sport puts effort into this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 209 | 43.72\% |  |  |  |  |  |  |
| Agree | 220 | 46.03\% |  |  |  |  |  |  |
| Neither agree nor disagree | 44 | 9.21\% |  |  |  |  |  |  |
| Disagree | 4 | 0.84\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.21\% |  |  |  |  |  |  |
| Total | 478 |  |  |  |  |  |  |  |

Work or related initiatives concerning this aspect of diversity \& inclusion have been regularly communicated throughout the year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 114 | 23.90\% |  |  |  |  |  |  |
| Agree | 188 | 39.41\% |  |  |  |  |  |  |
| Neither agree nor disagree | 107 | 22.43\% |  |  |  |  |  |  |
| Disagree | 57 | 11.95\% |  |  |  |  |  |  |
| Strongly disagree | 11 | 2.31\% |  |  |  |  |  |  |
| Total | 477 |  |  |  |  |  |  |  |

I have heard our executive leaders speak positively about this aspect of diversity \& inclusion

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 158 | 33.05\% |  |  |  |  |  |  |
| Agree | 188 | 39.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 80 | 16.74\% |  |  |  |  |  |  |
| Disagree | 44 | 9.21\% |  |  |  |  |  |  |
| Strongly disagree | 8 | 1.67\% |  |  |  |  |  |  |
| Total | 478 |  |  |  |  |  |  |  |

There are visible signs of your sport's support for employees, volunteers, participants, officials and spectators of diverse sexualities and genders within the location that I work/participate


I know where to find more information on this aspect of diversity \& inclusion


## LGBTQ RESPONDENTS: EXPERIENCE OF ORGANISATIONAL CULTURE

## Awareness or Ally training for this aspect of diversity \& inclusion has been made available throughout the year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 72 | 15.06\% |  |  |  |  |  |  |
| Agree | 147 | 30.75\% |  |  |  |  |  |  |
| Neither agree nor disagree | 153 | 32.01\% |  |  |  |  |  |  |
| Disagree | 87 | 18.20\% |  |  |  |  |  |  |
| Strongly disagree | 19 | 3.97\% |  |  |  |  |  |  |
| Total | 478 |  |  |  |  |  |  |  |

## I have attended Awareness or Ally training here for this aspect of diversity \& inclusion within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 78 | 16.35\% |  |  |  |  |  |  |
| Agree | 104 | 21.80\% |  |  |  |  |  |  |
| Neither agree nor disagree | 75 | 15.72\% |  |  |  |  |  |  |
| Disagree | 172 | 36.06\% |  |  |  |  |  |  |
| Strongly disagree | 48 | 10.06\% |  |  |  |  |  |  |
| Total | 477 |  |  |  |  |  |  |  |

I believe training in this aspect of diversity and inclusion should be mandatory for our sports managers, supervisors, executive volunteers and coaching staff

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 135 | 28.24\% |  |  |  |  |  |  |
| Agree | 209 | 43.72\% |  |  |  |  |  |  |
| Neither agree nor disagree | 94 | 19.67\% |  |  |  |  |  |  |
| Disagree | 27 | 5.65\% |  |  |  |  |  |  |
| Strongly disagree | 13 | 2.72\% |  |  |  |  |  |  |
| Total | 478 |  |  |  |  |  |  |  |

## WORKING TOGETHER

I understand some of the unique challenges that people of diverse sexualities and genders face in sport

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 152 | $31.80 \%$ |  |  |  |  |  |
| Agree | 261 | $54.60 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 51 | $10.67 \%$ |  |  |  |  |  |
| Disagree | 14 | $2.93 \%$ |  |  |  |  |  |
| Strongly disagree | 0 | $0.00 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

It is clear working here, that the inclusion of people of diverse sexualities and genders is a focus of our diversity work

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 134 | 28.03\% |  |  |  |  |  |  |
| Agree | 212 | 44.35\% |  |  |  |  |  |  |
| Neither agree nor disagree | 102 | 21.34\% |  |  |  |  |  |  |
| Disagree | 23 | 4.81\% |  |  |  |  |  |  |
| Strongly disagree | 7 | 1.46\% |  |  |  |  |  |  |
| Total | 478 |  |  |  |  |  |  |  |

Please indicate your level of agreement with the following statements:

Jokes/innuendo targeting people of diverse sexualities and genders are not acceptable in any sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 281 | 62.03\% |  |  |  |  |  |  |
| Agree | 137 | 30.24\% |  |  |  |  |  |  |
| Neither agree nor disagree | 25 | 5.52\% |  |  |  |  |  |  |
| Disagree | 7 | 1.55\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 0.66\% |  |  |  |  |  |  |
| Total | 453 |  |  |  |  |  |  |  |

Jokes/innuendo targeting people of diverse sexualities and genders are quickly called out / addressed within my sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 74 | 16.37\% |  |  |  |  |  |  |
| Agree | 164 | 36.28\% |  |  |  |  |  |  |
| Neither agree nor disagree | 134 | 29.65\% |  |  |  |  |  |  |
| Disagree | 69 | 15.27\% |  |  |  |  |  |  |
| Strongly disagree | 11 | 2.43\% |  |  |  |  |  |  |
| Total | 452 |  |  |  |  |  |  |  |

## I would be comfortable with colleagues/team mates/committee talking about their same-sex or gender diverse partners at sport/work

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |

I would be comfortable with people of diverse sexualities and genders bringing their partners to sport related events

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 334 | 73.73\% |  |  |  |  |  |  |
| Agree | 112 | 24.72\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6 | 1.32\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 0.22\% |  |  |  |  |  |  |
| Total | 453 |  |  |  |  |  |  |  |

## DIVERSITY OF GENDER

I would be comfortable referring to a colleague/team mate by a different name or personal pronouns if they were affirming their gender (transitioning) at work/sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 264 | 58.41\% |  |  |  |  |  |  |
| Agree | 132 | 29.20\% |  |  |  |  |  |  |
| Neither agree nor disagree | 47 | 10.40\% |  |  |  |  |  |  |
| Disagree | 7 | 1.55\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 0.44\% |  |  |  |  |  |  |
| Total | 452 |  |  |  |  |  |  |  |

I would be comfortable using they/their/them personal pronouns for a non-binary person at work/sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 237 | 52.55\% |  |  |  |  |  |  |
| Agree | 129 | 28.60\% |  |  |  |  |  |  |
| Neither agree nor disagree | 57 | 12.64\% |  |  |  |  |  |  |
| Disagree | 17 | 3.77\% |  |  |  |  |  |  |
| Strongly disagree | 11 | 2.44\% |  |  |  |  |  |  |
| Total | 451 |  |  |  |  |  |  |  |

## I would be comfortable having "all gender" or "gender neutral" toilets at our workplace/sports venue (assume male/female toilets are still available)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 254 | 56.07\% |  |  |  |  |  |  |
| Agree | 130 | 28.70\% |  |  |  |  |  |  |
| Neither agree nor disagree | 32 | 7.06\% |  |  |  |  |  |  |
| Disagree | 24 | 5.30\% |  |  |  |  |  |  |
| Strongly disagree | 13 | 2.87\% |  |  |  |  |  |  |
| Total | 453 |  |  |  |  |  |  |  |

## I would be comfortable if all toilets were changed to "all gender" or "gender neutral" at our workplace/sports venue

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 140 | 30.91\% |  |  |  |  |  |  |
| Agree | 98 | 21.63\% |  |  |  |  |  |  |
| Neither agree nor disagree | 59 | 13.02\% |  |  |  |  |  |  |
| Disagree | 105 | 23.18\% |  |  |  |  |  |  |
| Strongly disagree | 51 | 11.26\% |  |  |  |  |  |  |
| Total | 453 |  |  |  |  |  |  |  |

## BULLYING/HARASSMENT

I have witnessed negative behaviours / mild harassment targeting people of diverse sexualities and genders at work/sport


I have witnessed more serious bullying targeting people of diverse sexualities and genders at work/sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 15 | 3.32\% |  |  |  |  |  |  |
| Agree | 45 | 9.96\% |  |  |  |  |  |  |
| Neither agree nor disagree | 72 | 15.93\% |  |  |  |  |  |  |
| Disagree | 208 | 46.02\% |  |  |  |  |  |  |
| Strongly disagree | 112 | 24.78\% |  |  |  |  |  |  |
| Total | 452 |  |  |  |  |  |  |  |

## TEAM INCLUSION

A person of diverse sexuality would be welcome in my team and treated no differently to anyone else

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 298 | 65.93\% |  |  |  |  |  |  |
| Agree | 126 | 27.88\% |  |  |  |  |  |  |
| Neither agree nor disagree | 15 | 3.32\% |  |  |  |  |  |  |
| Disagree | 7 | 1.55\% |  |  |  |  |  |  |
| Strongly disagree | 6 | 1.33\% |  |  |  |  |  |  |
| Total | 452 |  |  |  |  |  |  |  |

A gender diverse person would be welcome in my team and treated no differently to anyone else

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 271 | 59.82\% |  |  |  |  |  |  |
| Agree | 132 | 29.14\% |  |  |  |  |  |  |
| Neither agree nor disagree | 27 | 5.96\% |  |  |  |  |  |  |
| Disagree | 16 | 3.53\% |  |  |  |  |  |  |
| Strongly disagree | 7 | 1.55\% |  |  |  |  |  |  |
| Total | 453 |  |  |  |  |  |  |  |

If a member of my team were to affirm their gender (transition male to female or vice versa, or to nonbinary), they would be fully supported by my team

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 226 | $49.89 \%$ |  |  |  |  |  |
| Agree | 163 | $35.98 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 46 | $10.15 \%$ |  |  |  |  |  |
| Disagree | 10 | $2.21 \%$ |  |  |  |  |  |
| Strongly disagree | 8 | $1.77 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## INCLUSION ALLIES AND CHAMPIONS

In defining an active ally as someone who actively (not passively) supports an inclusive workplace/ sporting culture for employees, volunteers, athletes, officials and spectators of diverse sexualities and genders, would you consider yourself an active ally?

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 116 | 26.30\% |  |  |  |  |  |  |
| Agree | 174 | 39.46\% |  |  |  |  |  |  |
| Neither agree nor disagree | 105 | 23.81\% |  |  |  |  |  |  |
| Disagree | 30 | 6.80\% |  |  |  |  |  |  |
| Strongly disagree | 7 | 1.59\% |  |  |  |  |  |  |
| N/A | 9 | 2.04\% |  |  |  |  |  |  |
| Total | 441 |  |  |  |  |  |  |  |

Thinking about active allies supporting the inclusion of diverse sexualities and genders within the workplace/sport; and your personal views and overall awareness of allies; please indicate your level of agreement with the following statements:

I know of active allies within my immediate work/sporting team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 129 | 29.19\% |  |  |  |  |  |  |
| Agree | 165 | 37.33\% |  |  |  |  |  |  |
| Neither agree nor disagree | 93 | 21.04\% |  |  |  |  |  |  |
| Disagree | 47 | 10.63\% |  |  |  |  |  |  |
| Strongly disagree | 8 | 1.81\% |  |  |  |  |  |  |
| Total | 442 |  |  |  |  |  |  |  |

## I understand why active allies are important

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 196 | 44.24\% |  |  |  |  |  |  |
| Agree | 202 | 45.60\% |  |  |  |  |  |  |
| Neither agree nor disagree | 37 | 8.35\% |  |  |  |  |  |  |
| Disagree | 8 | 1.81\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 443 |  |  |  |  |  |  |  |

## I could list several behaviours that would be expected of an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 118 | 26.64\% |  |  |  |  |  |  |
| Agree | 211 | 47.63\% |  |  |  |  |  |  |
| Neither agree nor disagree | 83 | 18.74\% |  |  |  |  |  |  |
| Disagree | 27 | 6.09\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 0.90\% |  |  |  |  |  |  |
| Total | 443 |  |  |  |  |  |  |  |

I know of workplace material or training available that would show me how to be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 56 | 12.67\% |  |  |  |  |  |  |
| Agree | 106 | 23.98\% |  |  |  |  |  |  |
| Neither agree nor disagree | 107 | 24.21\% |  |  |  |  |  |  |
| Disagree | 148 | 33.48\% |  |  |  |  |  |  |
| Strongly disagree | 25 | 5.66\% |  |  |  |  |  |  |
| Total | 442 |  |  |  |  |  |  |  |

## I know of active executive allies within my sport



Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

## People thinking that I am of diverse sexuality and/or gender stops me from being an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 1.41\% |  |  |  |  |  |  |
| Agree | 5 | 3.52\% |  |  |  |  |  |  |
| Neither agree nor disagree | 29 | 20.42\% |  |  |  |  |  |  |
| Disagree | 54 | 38.03\% |  |  |  |  |  |  |
| Strongly disagree | 52 | 36.62\% |  |  |  |  |  |  |
| Total | 142 |  |  |  |  |  |  |  |

## Being ridiculed or the target of jokes stops me from being an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 2.84\% |  |  |  |  |  |  |
| Agree | 6 | 4.26\% |  |  |  |  |  |  |
| Neither agree nor disagree | 25 | 17.73\% |  |  |  |  |  |  |
| Disagree | 55 | 39.01\% |  |  |  |  |  |  |
| Strongly disagree | 51 | 36.17\% |  |  |  |  |  |  |
| Total | 141 |  |  |  |  |  |  |  |

## Being an active ally would be in conflict with my personal beliefs or values

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 8 | $5.63 \%$ |  |  |  |  |  |
| Agree | 5 | $3.52 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 23 | $16.20 \%$ |  |  |  |  |  |
| Disagree | 54 | $38.03 \%$ |  |  |  |  |  |
| Strongly disagree | 52 | $36.62 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## I don't know enough about WHY I should be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 7 | 4.93\% |  |  |  |  |  |  |
| Agree | 39 | 27.46\% |  |  |  |  |  |  |
| Neither agree nor disagree | 47 | 33.10\% |  |  |  |  |  |  |
| Disagree | 34 | 23.94\% |  |  |  |  |  |  |
| Strongly disagree | 15 | 10.56\% |  |  |  |  |  |  |
| Total | 142 |  |  |  |  |  |  |  |

## I don't know HOW to be an active ally

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 18 | 12.68\% |  |  |  |  |  |  |
| Agree | 65 | 45.77\% |  |  |  |  |  |  |
| Neither agree nor disagree | 36 | 25.35\% |  |  |  |  |  |  |
| Disagree | 17 | 11.97\% |  |  |  |  |  |  |
| Strongly disagree | 6 | 4.23\% |  |  |  |  |  |  |
| Total | 142 |  |  |  |  |  |  |  |

I am too busy to be engaged in additional activities

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 11 | 7.75\% |  |  |  |  |  |  |
| Agree | 47 | 33.10\% |  |  |  |  |  |  |
| Neither agree nor disagree | 49 | 34.51\% |  |  |  |  |  |  |
| Disagree | 31 | 21.83\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 2.82\% |  |  |  |  |  |  |
| Total | 142 |  |  |  |  |  |  |  |

I don't have any personal interest in this

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 11 | 7.75\% |  |  |  |  |  |  |
| Agree | 34 | 23.94\% |  |  |  |  |  |  |
| Neither agree nor disagree | 58 | 40.85\% |  |  |  |  |  |  |
| Disagree | 30 | 21.13\% |  |  |  |  |  |  |
| Strongly disagree | 9 | 6.34\% |  |  |  |  |  |  |
| Total | 142 |  |  |  |  |  |  |  |

Being an active ally would be frowned upon by someone/people with influence over my career
$\left.\begin{array}{|l|c|c|c|c|c|c|}\hline & \text { Count } & \text { Percentage } & 0 \% & 20 \% & 40 \% & 60 \%\end{array}\right) 80 \%$ 100\%

I am happy to support passively but do not consider myself active in this area

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 26 | $18.31 \%$ |  |  |  |  |  |
| Agree | 68 | $47.89 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 37 | $26.06 \%$ |  |  |  |  |  |
| Disagree | 8 | $5.63 \%$ |  |  |  |  |  |
| Strongly disagree | 3 | $2.11 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## LIVED EXPERIENCE: ALL RESPONDENTS WITH A DIVERSE SEXUALITY OR GENDER

As someone of diverse sexuality and/or gender, how has your sport met your expectations concerning the following practices? (please select N/A for any statements that are not applicable to you)

Communication of inclusion initiatives for sexuality \& gender diverse people during the recruitment process

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 13 | 18.57\% |  |  |  |  |  |  |
| Met expectations | 28 | 40.00\% |  |  |  |  |  |  |
| Did not meet expectations | 12 | 17.14\% |  |  |  |  |  |  |
| No expectations | 11 | 15.71\% |  |  |  |  |  |  |
| N/A | 6 | 8.57\% |  |  |  |  |  |  |
| Total | 70 |  |  |  |  |  |  |  |

Communication of inclusion initiatives for sexuality and gender diverse people during sporting participation promotions

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 17 | $24.29 \%$ |  |  |  |  |  |
| Met expectations | 26 | $37.14 \%$ |  |  |  |  |  |
| Did not meet expectations | 15 | $21.43 \%$ |  |  |  |  |  |
| No expectations | 7 | $10.00 \%$ |  |  |  |  |  |
| N/A |  |  |  |  |  |  |  |
| Total | 5 | $7.14 \%$ |  |  |  |  |  |

My experience of inclusion within my immediate focus area (i.e. staff, volunteer, participant, official)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 22 | 31.43\% |  |  |  |  |  |  |
| Met expectations | 33 | 47.14\% |  |  |  |  |  |  |
| Did not meet expectations | 8 | 11.43\% |  |  |  |  |  |  |
| No expectations | 3 | 4.29\% |  |  |  |  |  |  |
| N/A | 4 | 5.71\% |  |  |  |  |  |  |
| Total | 70 |  |  |  |  |  |  |  |

## Communication of sexuality and gender diverse inclusion throughout the year

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 17 | $24.29 \%$ |  |  |  |  |  |
| Met expectations | 33 | $47.14 \%$ |  |  |  |  |  |
| Did not meet expectations | 14 | $20.00 \%$ |  |  |  |  |  |
| No expectations | 3 | $4.29 \%$ |  |  |  |  |  |
| N/A |  |  |  |  |  |  |  |
| Total | 3 | $4.29 \%$ |  |  |  |  |  |

## Overall organisational commitment to people of diverse sexualities and genders

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 22 | $31.43 \%$ |  |  |  |  |  |
| Met expectations | 32 | $45.71 \%$ |  |  |  |  |  |
| Did not meet expectations | 11 | $15.71 \%$ |  |  |  |  |  |
| No expectations | 2 |  |  |  |  |  |  |
| N/A | $2.86 \%$ |  |  |  |  |  |  |
| Total | 3 | $4.29 \%$ |  |  |  |  |  |

The level of executive endorsement of sexuality and gender diverse inclusion initiatives

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 18 | $25.71 \%$ |  |  |  |  |  |  |
| Met expectations | 27 | $38.57 \%$ |  |  |  |  |  |  |
| Did not meet expectations | 13 | $18.57 \%$ |  |  |  |  |  |  |
| No expectations | 7 | $10.00 \%$ |  |  |  |  |  |  |
| N/A |  |  |  |  |  |  |  |  |
| Total | 5 | $7.14 \%$ |  |  |  |  |  |  |

Visibility and promotion of an internal network for sexuality and gender diverse employees and allies

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 15 | 21.43\% |  |  |  |  |  |  |
| Met expectations | 18 | 25.71\% |  |  |  |  |  |  |
| Did not meet expectations | 18 | 25.71\% |  |  |  |  |  |  |
| No expectations | 10 | 14.29\% |  |  |  |  |  |  |
| N/A | 9 | 12.86\% |  |  |  |  |  |  |
| Total | 70 |  |  |  |  |  |  |  |

Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity


Willingness of managers/leaders to address negative commentary/jokes that target people of diverse sexualities and genders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 15 | 21.43\% |  |  |  |  |  |  |
| Met expectations | 27 | 38.57\% |  |  |  |  |  |  |
| Did not meet expectations | 15 | 21.43\% |  |  |  |  |  |  |
| No expectations | 5 | 7.14\% |  |  |  |  |  |  |
| N/A | 8 | 11.43\% |  |  |  |  |  |  |
| Total | 70 |  |  |  |  |  |  |  |

## Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or gender

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 15 | 21.43\% |  |  |  |  |  |  |
| Met expectations | 26 | 37.14\% |  |  |  |  |  |  |
| Did not meet expectations | 14 | 20.00\% |  |  |  |  |  |  |
| No expectations | 6 | 8.57\% |  |  |  |  |  |  |
| N/A | 9 | 12.86\% |  |  |  |  |  |  |
| Total | 70 |  |  |  |  |  |  |  |

## Visibility of active allies

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 17 | 24.29\% |  |  |  |  |  |  |
| Met expectations | 21 | 30.00\% |  |  |  |  |  |  |
| Did not meet expectations | 19 | 27.14\% |  |  |  |  |  |  |
| No expectations | 8 | 11.43\% |  |  |  |  |  |  |
| N/A | 5 | 7.14\% |  |  |  |  |  |  |
| Total | 70 |  |  |  |  |  |  |  |

In terms of your personal health and wellbeing within YOUR CURRENT/PRIMARY SPORT, within the last year, please indicate your level of agreement with the following statements.

## I feel safe and included within my immediate team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 45 | 67.16\% |  |  |  |  |  |  |
| Agree | 13 | 19.40\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4 | 5.97\% |  |  |  |  |  |  |
| Disagree | 5 | 7.46\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I feel accepted for who I am

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 37 | 55.22\% |  |  |  |  |  |  |
| Agree | 19 | 28.36\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6 | 8.96\% |  |  |  |  |  |  |
| Disagree | 5 | 7.46\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

I would feel comfortable bringing a partner to sport-related events

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 39 | 58.21\% |  |  |  |  |  |  |
| Agree | 16 | 23.88\% |  |  |  |  |  |  |
| Neither agree nor disagree | 8 | 11.94\% |  |  |  |  |  |  |
| Disagree | 4 | 5.97\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I feel mentally well

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 29 | 43.28\% |  |  |  |  |  |  |
| Agree | 24 | 35.82\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4 | 5.97\% |  |  |  |  |  |  |
| Disagree | 10 | 14.93\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I feel I can be myself

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 34 | 50.75\% |  |  |  |  |  |  |
| Agree | 22 | 32.84\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6 | 8.96\% |  |  |  |  |  |  |
| Disagree | 5 | 7.46\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I expend time editing conversations or hiding who lam

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 6 | 8.96\% |  |  |  |  |  |  |
| Agree | 12 | 17.91\% |  |  |  |  |  |  |
| Neither agree nor disagree | 9 | 13.43\% |  |  |  |  |  |  |
| Disagree | 26 | 38.81\% |  |  |  |  |  |  |
| Strongly disagree | 14 | 20.90\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I feel productive

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 33 | 49.25\% |  |  |  |  |  |  |
| Agree | 28 | 41.79\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4 | 5.97\% |  |  |  |  |  |  |
| Disagree | 2 | 2.99\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I feel engaged with the organisation and my sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 37 | 55.22\% |  |  |  |  |  |  |
| Agree | 21 | 31.34\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6 | 8.96\% |  |  |  |  |  |  |
| Disagree | 2 | 2.99\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 1.49\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I feel a sense of belonging here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 38 | 56.72\% |  |  |  |  |  |  |
| Agree | 17 | 25.37\% |  |  |  |  |  |  |
| Neither agree nor disagree | 7 | 10.45\% |  |  |  |  |  |  |
| Disagree | 4 | 5.97\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 1.49\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I would recommend this sport as an inclusive place to be involved for people of the same, or similar, sexual orientation and/or gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 36 | 54.55\% |  |  |  |  |  |  |
| Agree | 20 | 30.30\% |  |  |  |  |  |  |
| Neither agree nor disagree | 5 | 7.58\% |  |  |  |  |  |  |
| Disagree | 4 | 6.06\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 1.52\% |  |  |  |  |  |  |
| Total | 66 |  |  |  |  |  |  |  |

## I don't hear jokes/innuendo targeting people of diverse sexuality here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 23 | 34.33\% |  |  |  |  |  |  |
| Agree | 24 | 35.82\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6 | 8.96\% |  |  |  |  |  |  |
| Disagree | 10 | 14.93\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 5.97\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## I don't hear jokes/innuendo targeting people of diverse genders here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 22 | 32.84\% |  |  |  |  |  |  |
| Agree | 22 | 32.84\% |  |  |  |  |  |  |
| Neither agree nor disagree | 8 | 11.94\% |  |  |  |  |  |  |
| Disagree | 11 | 16.42\% |  |  |  |  |  |  |
| Strongly disagree | 4 | 5.97\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

Any jokes/innuendo targeting people of diverse sexualities and genders are acted upon quickly here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 18 | 26.87\% |  |  |  |  |  |  |
| Agree | 21 | 31.34\% |  |  |  |  |  |  |
| Neither agree nor disagree | 21 | 31.34\% |  |  |  |  |  |  |
| Disagree | 5 | 7.46\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 2.99\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

Active allies have positively impacted my sense of inclusion here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 18 | 26.87\% |  |  |  |  |  |  |
| Agree | 16 | 23.88\% |  |  |  |  |  |  |
| Neither agree nor disagree | 26 | 38.81\% |  |  |  |  |  |  |
| Disagree | 5 | 7.46\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 2.99\% |  |  |  |  |  |  |
| Total | 67 |  |  |  |  |  |  |  |

## FOCUSING ON NON-HETEROSEXUAL RESPONDENTS

How would you best describe your sexual orientation?

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Straight (Heterosexual) | 2 | 2.90\% |  |  |  |  |  |  |
| Gay, Lesbian (Homosexual) | 41 | 59.42\% |  |  |  |  |  |  |
| Bisexual | 17 | 24.64\% |  |  |  |  |  |  |
| Pansexual | 3 | 4.35\% |  |  |  |  |  |  |
| Queer | 3 | 4.35\% |  |  |  |  |  |  |
| Asexual | 0 | 0.00\% |  |  |  |  |  |  |
| Different orientation | 1 | 1.45\% |  |  |  |  |  |  |
| Prefer not to respond (you will be asked no further questions on sexual orientation) | 2 | 2.90\% |  |  |  |  |  |  |
| Total | 69 |  |  |  |  |  |  |  |

In regard to your sexual orientation, please indicate to what degree you are out, in sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Out to everyone | 32 | 49.23\% |  |  |  |  |  |  |
| Most I work with | 12 | 18.46\% |  |  |  |  |  |  |
| Selected few only | 16 | 24.62\% |  |  |  |  |  |  |
| Not at all | 5 | 7.69\% |  |  |  |  |  |  |
| Prefer not to respond | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 65 |  |  |  |  |  |  |  |

Thinking about your experience of being out in a sporting environment, please indicate your level of agreement with the following statements:

I have not encountered any exclusion based on my sexuality within this sport

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 22 | $50.00 \%$ |  |  |  |  |  |
| Agree | 12 | $27.27 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 2 | $4.55 \%$ |  |  |  |  |  |
| Disagree | 8 |  |  |  |  |  |  |
| Strongly disagree | $18.18 \%$ |  |  |  |  |  |  |
| Total | 0 | $0.00 \%$ |  |  |  |  |  |

My sexuality would NOT have any impact on my career/sporting progression here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 23 | 53.49\% |  |  |  |  |  |  |
| Agree | 7 | 16.28\% |  |  |  |  |  |  |
| Neither agree nor disagree | 6 | 13.95\% |  |  |  |  |  |  |
| Disagree | 7 | 16.28\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 43 |  |  |  |  |  |  |  |

## I feel my performance is positively impacted by being out

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 16 | $36.36 \%$ |  |  |  |  |  |
| Agree | 8 | $18.18 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 14 | $31.82 \%$ |  |  |  |  |  |
| Disagree | 5 | $11.36 \%$ |  |  |  |  |  |
| Strongly disagree | 1 |  |  |  |  |  |  |
| Total | $2.27 \%$ |  |  |  |  |  |  |

## I feel my overall engagement is positively impacted by being out

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 19 | 43.18\% |  |  |  |  |  |  |
| Agree | 13 | 29.55\% |  |  |  |  |  |  |
| Neither agree nor disagree | 9 | 20.45\% |  |  |  |  |  |  |
| Disagree | 3 | 6.82\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 44 |  |  |  |  |  |  |  |

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 6.82\% |  |  |  |  |  |  |
| Agree | 5 | 11.36\% |  |  |  |  |  |  |
| Neither agree nor disagree | 4 | 9.09\% |  |  |  |  |  |  |
| Disagree | 13 | 29.55\% |  |  |  |  |  |  |
| Strongly disagree | 19 | 43.18\% |  |  |  |  |  |  |
| Total | 44 |  |  |  |  |  |  |  |

I would feel safe and supported reporting continual jokes/innuendo targeting my sexuality to leaders in my sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 16 | 36.36\% |  |  |  |  |  |  |
| Agree | 18 | 40.91\% |  |  |  |  |  |  |
| Neither agree nor disagree | 5 | 11.36\% |  |  |  |  |  |  |
| Disagree | 4 | 9.09\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 2.27\% |  |  |  |  |  |  |
| Total | 44 |  |  |  |  |  |  |  |

I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 2.27\% |  |  |  |  |  |  |
| Agree | 1 | 2.27\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 6.82\% |  |  |  |  |  |  |
| Disagree | 13 | 29.55\% |  |  |  |  |  |  |
| Strongly disagree | 26 | 59.09\% |  |  |  |  |  |  |
| Total | 44 |  |  |  |  |  |  |  |

I would feel safe and supported reporting more serious bullying/sexual harassment targeting my sexuality to my sports HR staff (or grievance officers)

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 19 | $43.18 \%$ |  |  |  |  |  |
| Agree | 14 | $31.82 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 7 | $15.91 \%$ |  |  |  |  |  |
| Disagree | 3 | $6.82 \%$ |  |  |  |  |  |
| Strongly disagree | 1 |  |  |  |  |  |  |
| Total | $2.27 \%$ |  |  |  |  |  |  |

Sporting Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 20 | 47.62\% |  |  |  |  |  |  |
| Agree | 13 | 30.95\% |  |  |  |  |  |  |
| Neither agree nor disagree | 8 | 19.05\% |  |  |  |  |  |  |
| Disagree | 1 | 2.38\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 42 |  |  |  |  |  |  |  |

Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

I feel it would be detrimental to my workplace/sporting experience


## I fear being the personal target of homophobia



I feel it would negatively impact my performance

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 10.00\% |  |  |  |  |  |  |
| Agree | 1 | 5.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 3 | 15.00\% |  |  |  |  |  |  |
| Disagree | 9 | 45.00\% |  |  |  |  |  |  |
| Strongly disagree | 5 | 25.00\% |  |  |  |  |  |  |
| Total | 20 |  |  |  |  |  |  |  |

## I do not feel I would be accepted by some members of my team

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 10.00\% |  |  |  |  |  |  |
| Agree | 4 | 20.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 5.00\% |  |  |  |  |  |  |
| Disagree | 10 | 50.00\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 15.00\% |  |  |  |  |  |  |
| Total | 20 |  |  |  |  |  |  |  |

I avoid inclusion initiatives for fear of people thinking I'm gay/bisexual

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 3 | 15.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 10.00\% |  |  |  |  |  |  |
| Disagree | 12 | 60.00\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 15.00\% |  |  |  |  |  |  |
| Total | 20 |  |  |  |  |  |  |  |

I am not comfortable enough within myself to be out in the sporting environment


## FOCUSING ON GENDER DIVERSE RESPONDENTS OR THOSE WITH A TRANS EXPERIENCE

Thinking about your gender identity, or where applicable, your trans experience, please indicate the degree to which your current sport has met your expectations in regard to your sport's POLICIES or MEMBER PROTECTION:

## Support for gender diverse job applications and/or participant registrations

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 2 | $28.57 \%$ |  |  |  |  |  |
| Met expectations | 2 | $28.57 \%$ |  |  |  |  |  |
| Did not meet expectations | 2 |  |  |  |  |  |  |
| No expectations | 1 |  |  |  |  |  |  |
| Total | $14.29 .57 \%$ |  |  |  |  |  |  |

Visibility of organisational inclusion for gender diverse people

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1 | $14.29 \%$ |  |  |  |  |
| Met expectations | 2 | $28.57 \%$ |  |  |  |  |
| Did not meet expectations | 3 | $42.86 \%$ |  |  |  |  |
| No expectations | 1 |  |  |  |  |  |
| Total | $14.29 \%$ |  |  |  |  |  |

Freedom to use toilets of choice

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ | $100 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1 | $14.29 \%$ |  |  |  |  |  |  |
| Met expectations | 1 | $14.29 \%$ |  |  |  |  |  |  |
| Did not meet expectations | 3 | $42.86 \%$ |  |  |  |  |  |  |
| No expectations | 2 | $28.57 \%$ |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

## Availability of non-gendered or all gender toilets

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 0 | 0.00\% |  |  |  |  |  |  |
| Met expectations | 2 | 28.57\% |  |  |  |  |  |  |
| Did not meet expectations | 3 | 42.86\% |  |  |  |  |  |  |
| No expectations | 2 | 28.57\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

Alternatives to gendered uniforms or dress codes

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 0 | 0.00\% |  |  |  |  |  |  |
| Met expectations | 2 | 28.57\% |  |  |  |  |  |  |
| Did not meet expectations | 3 | 42.86\% |  |  |  |  |  |  |
| No expectations | 2 | 28.57\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

Well communicated policies to support those affirming their gender

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1 | $14.29 \%$ |  |  | $80 \%$ |  |
| Met expectations | 2 | $28.57 \%$ |  |  |  |  |
| Did not meet expectations | 3 | $42.86 \%$ |  |  |  |  |
| No expectations | 1 | $14.29 \%$ |  |  |  |  |
| Total | 7 |  |  |  |  |  |

Acknowledgement of gender diversity beyond male/female

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1 | $14.29 \%$ |  |  |  |  |  |
| Met expectations | 2 | $28.57 \%$ |  |  |  |  |  |
| Did not meet expectations | 3 | $42.86 \%$ |  |  |  |  |  |
| No expectations | 1 | $14.29 \%$ |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |

## Acknowledgement of gender diversity beyond male/female and those with a trans experience

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exceeded expectations | 1 | 14.29\% |  |  |  |  |  |  |
| Met expectations | 2 | 28.57\% |  |  |  |  |  |  |
| Did not meet expectations | 3 | 42.86\% |  |  |  |  |  |  |
| No expectations | 1 | 14.29\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

I can freely use gendered toilets of choice without opposition here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 2 | 28.57\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 3 | 42.86\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

## People make an effort to use my personal pronouns

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 14.29\% |  |  |  |  |  |  |
| Agree | 1 | 14.29\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 4 | 57.14\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

## I have been deliberately mis-gendered within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 42.86\% |  |  |  |  |  |  |
| N/A | 3 | 42.86\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

I have not experienced any exclusion based on my gender diversity within this sport


My gender identity would NOT have any impact on my career progression/performance here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 42.86\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 14.29\% |  |  |  |  |  |  |
| N/A | 1 | 14.29\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

I would feel comfortable and safe addressing sporting issues related to my gender identity with my manager

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 42.86\% |  |  |  |  |  |  |
| Agree | 2 | 28.57\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 14.29\% |  |  |  |  |  |  |
| N/A | 1 | 14.29\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

I feel fully supported by my team in terms of my gender identity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 28.57\% |  |  |  |  |  |  |
| Agree | 4 | 57.14\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

## Most people I work/participate with are aware of my gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 14.29\% |  |  |  |  |  |  |
| Agree | 2 | 28.57\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 2 | 28.57\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 14.29\% |  |  |  |  |  |  |
| N/A | 1 | 14.29\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

I am happy with any gender affirmation process that I have undertaken here

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 14.29\% |  |  |  |  |  |  |
| Agree | 4 | 57.14\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 2 | 28.57\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

There are people within the sport that have the same, or similar, gender diversity as me

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 3 | 42.86\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 2 | 28.57\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 14.29\% |  |  |  |  |  |  |
| N/A | 1 | 14.29\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Disagree | 2 | 28.57\% |  |  |  |  |  |  |
| Strongly disagree | 2 | 28.57\% |  |  |  |  |  |  |
| N/A | 2 | 28.57\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

I would feel safe and supported reporting continual jokes/innuendo targeting my gender diversity to my manager/leaders

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 28.57\% |  |  |  |  |  |  |
| Agree | 1 | 14.29\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 14.29\% |  |  |  |  |  |  |
| N/A | 2 | 28.57\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 2 | 28.57\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 42.86\% |  |  |  |  |  |  |
| N/A | 2 | 28.57\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

## I would feel safe and supported reporting more serious bullying/sexual harassment targeting my gender diversity to my sports HR staff (or grievance officers)

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 3 | 42.86\% |  |  |  |  |  |  |
| Agree | 2 | 28.57\% |  |  |  |  |  |  |
| Neither agree nor disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 2 | 28.57\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 14.29\% |  |  |  |  |  |  |
| Agree | 1 | 14.29\% |  |  |  |  |  |  |
| Neither agree nor disagree | 1 | 14.29\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 14.29\% |  |  |  |  |  |  |
| N/A | 3 | 42.86\% |  |  |  |  |  |  |
| Total | 7 |  |  |  |  |  |  |  |

As someone who identified as non-binary, please indicate your level of agreement with the following statements:

A non-binary person who is perceived by others as female or feminine regardless of their gender identity would face the same challenges as women of diverse sexualities and genders within sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 50.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 50.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 0 | 0.00\% |  |  |  |  |  |  |
| N/A | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 4 |  |  |  |  |  |  |  |

A non-binary person who is perceived by others as male or masculine regardless of their gender identity would face the same challenges as men of diverse sexualities and genders within sport

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | 25.00\% |  |  |  |  |  |  |
| Agree | 0 | 0.00\% |  |  |  |  |  |  |
| Neither agree nor disagree | 2 | 50.00\% |  |  |  |  |  |  |
| Disagree | 0 | 0.00\% |  |  |  |  |  |  |
| Strongly disagree | 1 | 25.00\% |  |  |  |  |  |  |
| N/A | 0 | 0.00\% |  |  |  |  |  |  |
| Total | 4 |  |  |  |  |  |  |  |

## FOCUS ON REGIONAL/RURAL RESPONDENTS (ALL)

As someone who is involved within my sport in a primarily regional/rural location, please consider the way in which city based initiatives have carried through to the regions by indicating your level of agreement with the following statements:

The sport's diversity initiatives for the inclusion of people of diverse sexualities and genders has been adequately communicated within our sport


Our sport has held inclusion related activities or events to reinforce this area of diversity \& inclusion work in regional/rural locations

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 0 | 0.00\% |  |  |  |  |  |  |
| Agree | 11 | 22.92\% |  |  |  |  |  |  |
| Neither agree nor disagree | 14 | 29.17\% |  |  |  |  |  |  |
| Disagree | 18 | 37.50\% |  |  |  |  |  |  |
| Strongly disagree | 5 | 10.42\% |  |  |  |  |  |  |
| Total | 48 |  |  |  |  |  |  |  |

## We are able to easily connect into national or state office activities for this area of diversity \& inclusion work / information

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 2 | 4.08\% |  |  |  |  |  |  |
| Agree | 16 | 32.65\% |  |  |  |  |  |  |
| Neither agree nor disagree | 23 | 46.94\% |  |  |  |  |  |  |
| Disagree | 5 | 10.20\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 6.12\% |  |  |  |  |  |  |
| Total | 49 |  |  |  |  |  |  |  |

Our local leadership has communicated support for people of diverse sexualities and genders; or work in this area

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 4 | 8.33\% |  |  |  |  |  |  |
| Agree | 15 | 31.25\% |  |  |  |  |  |  |
| Neither agree nor disagree | 20 | 41.67\% |  |  |  |  |  |  |
| Disagree | 6 | 12.50\% |  |  |  |  |  |  |
| Strongly disagree | 3 | 6.25\% |  |  |  |  |  |  |
| Total | 48 |  |  |  |  |  |  |  |

We have a local person/champion to help drive sexuality and gender diversity \& inclusion initiatives here

|  | Count | Percentage | $0 \%$ | $20 \%$ | $40 \%$ | $60 \%$ | $80 \%$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Strongly agree | 1 | $2.13 \%$ |  |  |  |  |  |
| Agree | 6 | $12.77 \%$ |  |  |  |  |  |
| Neither agree nor disagree | 20 | $42.55 \%$ |  |  |  |  |  |
| Disagree | 17 | $36.17 \%$ |  |  |  |  |  |
| Strongly disagree | 3 | $6.38 \%$ |  |  |  |  |  |
| Total |  |  |  |  |  |  |  |

## DYNAMIC OF MULTIPLE DIVERSITIES

To help provide us with an understanding of the multi-faceted aspects of diversity experience within your sport, please select which of the following dimensions of diversity apply to you.

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| I am Aboriginal and/or Torres Strait Islander | 10 | 2.30\% |  |  |  |  |  |  |
| I identify with a CALD background | 34 | 7.83\% |  |  |  |  |  |  |
| I am someone living with a disability | 4 | 0.92\% |  |  |  |  |  |  |
| I am a person of faith / religion | 52 | 11.98\% |  |  |  |  |  |  |
| None of the above | 343 | 79.03\% |  |  |  |  |  |  |
| Total | 434 |  |  |  |  |  |  |  |

Please take a moment to think about the various aspects of your diversity and your sporting experience. Please select the statements and the diversities that apply to you, ignoring the remainder.

I feel valued for the following aspects of my diversity:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 10 | 12.50\% |  |  |  |  |  |  |
| Living with a disability | 4 | 5.00\% |  |  |  |  |  |  |
| CALD background | 21 | 26.25\% |  |  |  |  |  |  |
| Diverse sexual orientation | 32 | 40.00\% |  |  |  |  |  |  |
| Trans experience and/or history | 5 | 6.25\% |  |  |  |  |  |  |
| Diverse gender identity | 4 | 5.00\% |  |  |  |  |  |  |
| Person of faith/religion | 24 | 30.00\% |  |  |  |  |  |  |
| Total | 80 |  |  |  |  |  |  |  |

## I feel the following aspects of my diversity would be valued in this sport



I have experienced stigma in regard to the following aspects of my diversity:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 6 | 13.33\% |  |  |  |  |  |  |
| Living with a disability | 1 | 2.22\% |  |  |  |  |  |  |
| CALD background | 7 | 15.56\% |  |  |  |  |  |  |
| Diverse sexual orientation | 20 | 44.44\% |  |  |  |  |  |  |
| Trans experience and/or history | 3 | 6.67\% |  |  |  |  |  |  |
| Diverse gender identity | 3 | 6.67\% |  |  |  |  |  |  |
| Person of faith/religion | 10 | 22.22\% |  |  |  |  |  |  |
| Total | 45 |  |  |  |  |  |  |  |

## I have experienced exclusion in regard to the following aspects of my diversity:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 4 | 11.76\% |  |  |  |  |  |  |
| Living with a disability | 0 | 0.00\% |  |  |  |  |  |  |
| CALD background | 6 | 17.65\% |  |  |  |  |  |  |
| Diverse sexual orientation | 12 | 35.29\% |  |  |  |  |  |  |
| Trans experience and/or history | 3 | 8.82\% |  |  |  |  |  |  |
| Diverse gender identity | 2 | 5.88\% |  |  |  |  |  |  |
| Person of faith/religion | 11 | 32.35\% |  |  |  |  |  |  |
| Total | 34 |  |  |  |  |  |  |  |

## I feel the most accepted aspect of my diversity is:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 6 | 9.84\% |  |  |  |  |  |  |
| Living with a disability | 3 | 4.92\% |  |  |  |  |  |  |
| CALD background | 17 | 27.87\% |  |  |  |  |  |  |
| Diverse sexual orientation | 25 | 40.98\% |  |  |  |  |  |  |
| Trans experience and/or history | 3 | 4.92\% |  |  |  |  |  |  |
| Diverse gender identity | 1 | 1.64\% |  |  |  |  |  |  |
| Person of faith/religion | 15 | 24.59\% |  |  |  |  |  |  |
| Total | 61 |  |  |  |  |  |  |  |

## I feel the least accepted aspect of my diversity is:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 5 | 14.29\% |  |  |  |  |  |  |
| Living with a disability | 1 | 2.86\% |  |  |  |  |  |  |
| CALD background | 1 | 2.86\% |  |  |  |  |  |  |
| Diverse sexual orientation | 14 | 40.00\% |  |  |  |  |  |  |
| Trans experience and/or history | 3 | 8.57\% |  |  |  |  |  |  |
| Diverse gender identity | 6 | 17.14\% |  |  |  |  |  |  |
| Person of faith/religion | 9 | 25.71\% |  |  |  |  |  |  |
| Total | 35 |  |  |  |  |  |  |  |

## I would happily identify the following diversities as applying to me on an internal HR/registration system

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 9 | 11.25\% |  |  |  |  |  |  |
| Living with a disability | 2 | 2.50\% |  |  |  |  |  |  |
| CALD background | 23 | 28.75\% |  |  |  |  |  |  |
| Diverse sexual orientation | 33 | 41.25\% |  |  |  |  |  |  |
| Trans experience and/or history | 4 | 5.00\% |  |  |  |  |  |  |
| Diverse gender identity | 4 | 5.00\% |  |  |  |  |  |  |
| Person of faith/religion | 21 | 26.25\% |  |  |  |  |  |  |
| Total | 80 |  |  |  |  |  |  |  |

## I see people of the following diversities within my sport:

|  | Count | Percentage | 0\% | 20\% | 40\% | 60\% | 80\% | 100\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aboriginal and/or Torres Strait Islander | 59 | 58.42\% |  |  |  |  |  |  |
| Living with a disability | 51 | 50.50\% |  |  |  |  |  |  |
| CALD background | 51 | 50.50\% |  |  |  |  |  |  |
| Diverse sexual orientation | 70 | 69.31\% |  |  |  |  |  |  |
| Trans experience and/or history | 29 | 28.71\% |  |  |  |  |  |  |
| Diverse gender identity | 31 | 30.69\% |  |  |  |  |  |  |
| Person of faith/religion | 56 | 55.45\% |  |  |  |  |  |  |
| Total | 101 |  |  |  |  |  |  |  |

I see the following diversity reflected within our sports Senior Leadership and Executive


## PRIDE INCLUSION PROGRAMS

## ACON'S PRIDE INCLUSION PROGRAMS

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## ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their cultures, languages, experiences and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the lands and waters. We honour and pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people.


