

# AWEI 2021 Survey

## IMPORTANT SURVEY INFORMATION : PLEASE READ CAREFULLY

### SURVEY FOCUS

Welcome, you have been invited to participate in this survey as part of your organisation's submission to the Australian Workplace Equality Index (AWEI). The AWEI's main purpose is to benchmark and gauge the effectiveness (or otherwise) of workplace initiatives that promote greater inclusion of people of diverse sexuality and/or gender. We acknowledge that diverse sexuality and gender may be only one of many diversity initiatives within your workplace. This survey does not cover other aspects of diversity & inclusion. Other employer programs typically assist employers in those areas.

### WHO CAN PARTICIPATE

This survey is open to ALL employees of participating organisations, regardless of how people personally identify.

### CONFIDENTIALITY & IDENTIFYING INFORMATION

This survey is managed by Pride in Diversity, Australia's not-for-profit employer support program for the inclusion of people of diverse sexuality and gender within the workplace. Pride in Diversity is an ACON program.

Participation is anonymous. The only identifying information collected is the name of the organisation that you work for. Data is reported at aggregate level only with high level trends and commentary being presented back to the employer to assist in determining the overall impact of work in this area. Please DO NOT include any identifying comments within free-form commentary.

De-identified data may also be analysed by our academic advisers under strict confidentiality and ethics approvals in order to identify patterns and correlations that can assist in determining the effectiveness or otherwise of initiatives.

### ABILITY TO IGNORE QUESTIONS OR EXIT AT ANY TIME

While there will be some demographic data that will require a response (indicated by \*), you may choose not to respond to any questions that you do not feel comfortable responding to. Rather than including a Prefer Not to Respond option for all questions, please simply ignore any questions you do not wish to answer.

### PLEASE USE SURVEY NAVIGATION, NOT BROWSER BUTTONS

Please ensure that you use survey navigation buttons to navigate back and forth throughout the survey; not browser buttons. However, should you wish not to continue with the survey, simply close down the browser. This will exit the survey altogether. This is the only time you would use browser buttons. Your survey responses will be submitted once you hit the SUBMIT button on the final page.

### QUESTIONS

If you have any questions in regard to the survey, please contact us at [awei@prideindiversity.com.au](mailto:awei@prideindiversity.com.au)

### PARTICIPATING IN THE SURVEY

If you wish to participate in the survey, please select the option below, alternatively, you may close your browser now to exit.

**Q1 I understand the purpose of the survey and consent to participate (questions marked with an \* indicate questions requiring a response to progress) \***

- ☐ Yes
- ☐ No

**Q2 Did you participate in this survey last year?\***

- ☐ Yes
- ☐ No

**IMPORTANT INFORMATION IN REGARD TO SURVEY TERMINOLOGY**

While we often use, and most people understand the acronym LGBTQ to refer to Lesbian, Gay, Bisexual, Transgender and Queer people (and it is widely used within diversity programs both here and internationally), we are aware that the acronym can be problematic and potentially exclusive of many people within our communities.

Pride in Diversity has also affirmed the Darlington Statement in support of intersex-led organisations driving all work and support in terms of intersex inclusion within the workplace. For more information on the Darlington Statement and how this impacts the work of Pride in Diversity, the AWEI and this survey, please go to [www.prideinclusionprograms.com.au/intersex-inclusion](http://www.prideinclusionprograms.com.au/intersex-inclusion).

To reflect the above, our language has now changed from LGBTQ to the following terminology:

- sexuality and gender diverse;
- people of diverse sexuality and/or gender,
- diverse sexualities and gender; or
- sexuality and gender diversity.

**DEMOGRAPHIC DATA**

**Q3 Which state or territory is the primary location of your work?\***

- ☐ ACT
- ☐ NSW
- ☐ NT
- ☐ QLD
- ☐ SA
- ☐ TAS
- ☐ VIC
- ☐ WA
- ☐ Overseas office

**Q4 How would you best describe the location that you work in?\***

- ☐ City/Metropolitan
- ☐ Regional
- ☐ Rural
- ☐ Remote

Q5 What is your employment type?\*

- ☐ Full-time
- ☐ Part-time
- ☐ Temporary/Casual
- ☐ Contract (fixed-term)
- ☐ Other

Q6 What sector do you work in?\*

- ☐ Federal Government
- ☐ State Government
- ☐ Local Government
- ☐ Higher Education
- ☐ NFP / Community / NGO / Charity
- ☐ Private Sector

Q7 Which industry is MOST APPLICABLE to your organisation?\*

- ☐ Aged Care
- ☐ Energy / Utilities
- ☐ Media & Entertainment
- ☐ Recruitment
- ☐ Automotive: Wholesale and Retail
- ☐ Health & Wellbeing
- ☐ Mining
- ☐ Research & Development
- ☐ Banking & Financial Services
- ☐ Hospitality
- ☐ Pharmaceuticals
- ☐ Retail
- ☐ Community Services
- ☐ Insurance
- ☐ Professional Services / Consulting
- ☐ Technology / Telco
- ☐ Computer Software
- ☐ Law Enforcement
- ☐ Public Service
- ☐ Tourism / Gaming
- ☐ Construction
- ☐ Legal
- ☐ Property
- ☐ Transport
- ☐ Education
- ☐ Manufacturing
- ☐ Rail & Logistics
- ☐ None of the above

Q8 How long have your worked with your current organisation?\*

- ☐ Less than 1 year
- ☐ Between 1 to 3 years
- ☐ Between 3 to 5 years
- ☐ More than 5 years

Q9 Which of the following would best describe your role?\*

- ☐ CEO or Equivalent
- ☐ Team Leader/Supervisor
- ☐ Academic
- ☐ Executive or Senior Leadership Team (reports to CEO or equiv)
- ☐ Team Member
- ☐ Support Staff
- ☐ Senior Manager
- ☐ Graduate/Intern
- ☐ Non-office / outdoor role
- ☐ Middle Management
- ☐ Consultant (Internal or external)
- ☐ None of the above
- ☐ Project Manager
- ☐ Contractor

Q10 What is the highest level of education that you have completed?\*

- ☐ Primary Education
- ☐ Bachelor Degree
- ☐ Secondary Education
- ☐ Graduate Certificate or Diploma
- ☐ Certificate Level
- ☐ Postgraduate Degree or Higher
- ☐ Diploma or Advanced Diploma
- ☐ Other

Q11 What age bracket do you fall within?\*

- ☐ Under 18
- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65+
- ☐ Prefer not to respond

Q12 Which of the following would best describe your gender identity?\*

- ☐ Man
- ☐ Woman
- ☐ Non-binary
- ☐ Agender
- ☐ A gender identity not listed above
- ☐ Prefer not to respond

**Q13 Is the above gender identity different to what was recorded on your original birth certificate?\***

- ☐ Yes
- ☐ No
- ☐ Prefer not to respond

**Q14 Are you someone of diverse sexuality or diverse gender (LGBTQ)?\***

- ☐ Yes
- ☐ No
- ☐ Prefer not to respond

DIVERSE SEXUALITY Gay, lesbian, bisexual, pansexual, asexual or identify with any sexuality other than "straight/heterosexual"

TRANS EXPERIENCE OR DIVERSE GENDER? You have a trans history or experience or you identify as non-binary, agender, gender diverse or any other diverse gender identity.

**LGBTQ DEMOGRAPHICS**

**Q15 What are your personal pronoun/s?\* (you may select more than one)**

- ☐ He / Him
- ☐ She / Her
- ☐ They / Them
- ☐ A pronoun not listed above
- ☐ Prefer not to respond

Q16 Were you born intersex?\* (that is, with physical sex characteristics that do not fit medical and social norms for female and male bodies)?

☐ Yes    ☐ No    ☐ Prefer not to respond

Pride in Diversity has recently affirmed the Darlington Statement in support of intersex-led organisations driving all content, research and advocacy on behalf of intersex people. This affirms our allyship with intersex people and supports the Darlington Statement of "nothing about us without us". As a result, this survey will no longer include a specific section on workplace inclusion for intersex employees; only those relevant to other diversity demographics that you have selected alongside general questions in regard to inclusion initiatives.

For more information on the Darlington Statement and what this means for the work of ACON and its Pride Inclusion Programs, please visit: <https://www.prideinclusionprograms.com.au/intersex-inclusion/>

ALL EMPLOYEES: PERSONAL BELIEFS AND VIEWS ON INCLUSION

Q17 Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I was raised in an environment where same-sex relationships or gender diverse people were not easily accepted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Romantic relationships between people of diverse sexuality and/or gender are just like any other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe there are more than two genders (male/female)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I personally support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my organisation should put more effort into this aspect of diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think it is important that employers be active in this area of diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work in this aspect of diversity & inclusion has a positive influence on organisational culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ALL EMPLOYEES: AWARENESS AND VISIBILITY

Q18 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:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I understand why my organisation puts effort into this aspect of diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is clear working here that the inclusion of people of diverse sexuality and/or gender is a focus of our diversity work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have heard our executive leaders speak positively about this aspect of diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are visible signs of the organisation's support for employees of diverse sexuality and gender where I work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to find more information on this aspect of diversity & inclusion at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand some of the unique challenges that people of diverse sexuality and/or gender face in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ALL EMPLOYEES: WORKING WITH COLLEAGUES

Q19 Please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Jokes/innuendo targeting people of diverse sexuality and/or gender are not acceptable in any workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jokes/innuendo targeting people of diverse sexuality and/or gender are quickly called out / addressed within my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable with people of diverse sexuality and/or gender bringing their partners to work related events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable referring to a colleague by a different name or personal pronoun/s if they were affirming their gender (transitioning) at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable using they/their/them personal pronouns for a non-binary person at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have witnessed negative behaviours / mild harassment targeting people of diverse sexuality or gender at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have witnessed more serious bullying targeting people of diverse sexuality or gender at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person of diverse sexuality would be welcome in my team and treated no differently to anyone else	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A gender diverse person would be welcome in my team and treated no differently to anyone else	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**Q20** 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:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I feel safe and included within my immediate team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel mentally well at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I can be myself at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel productive at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel engaged with the organisation and my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**ALL EMPLOYEES: ALLIES & CHAMPIONS**

**Q21** In defining an **Ally** as someone who supports **LGBTQ** inclusion in the workplace, would you describe yourself as:

- ☐ Active Ally (I am active in my support)
- ☐ Passive Ally (I support **LGBTQ** inclusion but not actively)
- ☐ Not an Ally (I do not support **LGBTQ** inclusion)
- ☐ I am an **LGBTQ** person and active in my support
- ☐ I am an **LGBTQ** person and support **LGBTQ** inclusion but not actively
- ☐ I am an **LGBTQ** person and do not support **LGBTQ** inclusion

**Q22 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:**

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
I know of active Allies within my immediate work area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand why active Allies are important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I could list several behaviours that would be expected of an active Ally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know of workplace material or training available that would show me how to be an active Ally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know of active executive Allies or Sponsor/s within my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q23 Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:**

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
People thinking that I am of diverse sexuality or gender stops me from being an active Ally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being ridiculed or the target of jokes stops me from being an active Ally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being an active Ally would be in conflict with my personal beliefs or values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't have any personal interest in LGBTQ inclusion or being an active Ally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too busy to be an active Ally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being an active Ally would be frowned upon by someone/people with influence over my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q24 Would any of the following influence you in becoming an active Ally?

- ☐ A better understanding of HOW to be an active Ally
- ☐ More information about WHY active Allies are so important
- ☐ More information on being an active Ally when my time is limited
- ☐ Nothing would influence me to be an active Ally
- ☐ Other (please specify)

EMPLOYEES OF DIVERSE SEXUALITY AND/OR GENDER : YOUR EXPERIENCE AT WORK

A QUICK REMINDER RE: OUR TERMINOLOGY

As the LGBTQ acronym can be divisive in as much as many people object to labels and feel that the acronym excludes many within our community, Pride in Diversity has committed to using the following terminology to refer to our community.

- Sexuality and gender diverse
- Diverse sexualities and genders
- People of diverse sexuality and/or gender
- Sexuality and gender diversity

Please note that while we have adopted the above terminology, most organisations use the term LGBTI or LGBTIQ.

Q25 As someone of diverse sexuality and/or gender, how has your employer met your expectations concerning the following workplace practices?

	Exceeded expectations	Met expectations	Did not meet expectations	No expectations
Communication of inclusion initiatives for sexuality and gender diverse employees during the recruitment process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My experience of inclusion within my immediate work area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication of sexuality and gender diverse inclusion throughout the year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall organisational commitment to people of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The level of executive endorsement of sexuality and gender diverse inclusion initiatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visibility and promotion of an internal employee network for sexuality & gender diverse employees and allies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Willingness of managers to address negative commentary/jokes that target people of diverse sexuality and/or diverse gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or diverse gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visibility of active Allies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q26 Within the last year, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I would feel comfortable bringing my partner to work events here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't hear jokes/innuendo targeting people of diverse sexuality here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't hear jokes/innuendo targeting people of diverse genders here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Any jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Active Allies have positively impacted my sense of inclusion here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SEXUAL ORIENTATION

Q27 How would you best describe your sexual orientation? \*

- ☐ Straight (Heterosexual)
- ☐ Gay, Lesbian (Homosexual)
- ☐ Bisexual
- ☐ Pansexual
- ☐ Queer
- ☐ Asexual
- ☐ An orientation not listed above
- ☐ Prefer not to respond (you will be asked no further questions on sexual orientation)

DIVERSE SEXUALITY

Q28 In regard to your sexual orientation, please indicate to what degree you are out at work \*

- ☐ Out to everyone
- ☐ Most I work with
- ☐ Selected few only
- ☐ Not at all
- ☐ Prefer not to respond

Q29 Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have not encountered any exclusion based on my sexuality within this organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My sexuality would NOT have any impact on my career progression here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my performance is positively impacted by being out at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my overall engagement is positively impacted by being out at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel safe & supported reporting continual jokes/innuendo targeting my sexuality to my manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel safe & supported reporting more serious bullying/sexual harassment targeting my sexuality to HR (or grievance officers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q30 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:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I feel being out at work would be detrimental to my workplace experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel being out at work would negatively impact my career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel I would be accepted by some members of my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I avoid inclusion initiatives for fear of people thinking I'm of diverse sexuality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am not comfortable enough within myself to be out at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SAPPHIRE

Q31 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:

	Strongly agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	N/A
There are women of similar, or the same, identity as me who are visible out role models within my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are women of similar, or the same, identity as me who are out within senior leadership or executive positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having visible out women as role models of the same or similar identity is important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I involve myself in the activities put on by our employee network for people of diverse sexuality, genders and allies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are women of similar, or the same, identity as me active within the employee network here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our employee network feels inclusive of women of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women of diverse sexuality, women with a trans history and non-binary people who identify with a diverse gender but are perceived by colleagues as women (or feminine) share common challenges within the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can easily separate the unique challenges of being a woman in the workplace and those of being of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

POLICES & PROCESSES SUPPORTING PEOPLE WITH A TRANS EXPERIENCE OR OF DIVERSE GENDER



**Q32 In applying for your role within this organisation:**

[illegible]

Q33 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:

	Exceeded expectations	Met expectations	Did not meet expectations	No expectations
Visibility of organisational inclusion for gender diverse employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freedom to use toilets of choice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of all gender or gender neutral toilets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alternatives to gendered uniforms or dress codes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Well communicated policies to support those affirming their gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acknowledgement of gender diversity beyond the binary of male/female	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acknowledgement of gender diversity beyond male/female and those with a trans experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE

**Q34 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):**

[illegible]

PRIDE IN DIVERSITY PROJECT: UNDERSTANDING THE CHALLENGES FACED BY GENDER DIVERSE JOB APPLICANTS DURING THE RECRUITMENT PROCESS

Pride in Diversity is currently undertaking a project to define and help address some of the challenges faced by people with a trans history and/or gender diverse applicants throughout the recruitment process. If you would like to participate in this, or find out more about this project, please contact [dthough@acon.org.au](mailto:dthough@acon.org.au).

**Q35 The Pride in Diversity SAPPHIRE initiative brings together LGBTQ women 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:**

	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	N/A
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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ALL REGIONAL EMPLOYEES

Q36 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:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The organisation's diversity initiatives for the inclusion of people of diverse sexualities or genders have been adequately communicated within our site/office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We are able to easily connect into head office activities for this area of diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our local management/leadership has communicated support for people of diverse sexuality and/or gender; or work in this area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have a local person/champion to help drive sexuality and gender diversity inclusion initiatives here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

OVERSEAS OFFICES

Q37 Please select the region you currently work within (based on United Nations Country Grouping) \*

- ☐ Africa
- ☐ Asia
- ☐ Central America
- ☐ Eastern Europe
- ☐ European Union
- ☐ Middle East
- ☐ North America
- ☐ Oceania
- ☐ South America
- ☐ The Caribbean

Q38 As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
I work in a country where it is acceptable to support people of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The inclusion work that our Australian office does in support of people of diverse sexuality and/or gender filters through to this office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees are encouraged to become Allies for people of diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have been provided with training and/or information on how to be an active ally for people of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a person or team leading inclusion initiatives for people of diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are visible senior champions for people of diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I personally support the work my organisation does in this area of diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I consider myself an active ally for people of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People of diverse sexuality and/or gender would feel safe working here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People of diverse sexuality and/or gender would feel supported here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of negative commentary targeting people of diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negative commentary/jokes targeting people of diverse sexuality and/or gender would be quickly addressed here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of more serious bullying/harassment targeting people of diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are visible signs of inclusion for people of diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate team would be inclusive of people of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the leadership here would be inclusive of people of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel we need more support from our Australian office for this aspect of diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q39 As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:**

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
Most people I work with know of my diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable being myself here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I expend energy hiding aspects of myself here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jokes/innuendo targeting people of diverse sexuality and/or gender are common here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jokes/innuendo targeting people of diverse sexuality and/or gender are addressed quickly here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel safe and supported by my manager if I encountered issues regarding my diverse sexuality and/or gender here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that people of diverse sexuality and/or gender would feel supported here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend this office/site as an inclusive place to work for people of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q40 Do you have any comments that you would like to make in regard to working for an overseas office and this aspect of diversity & inclusion?**

DEFINITION OF CALD:For the purposes of this survey, Culturally and Linguistically Diverse (CALD) refers to non-indigenous cultural and linguistic groups represented in the Australian population who identify as having cultural or linguistic connections with their place of birth, ancestry or ethnic origin, religion, preferred language or language spoken at home.

**Q41 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. \***

**Note: If you select none of the above in error, you will need to deselect this before you can select any of the other options.**

- ☐ I am Aboriginal and/or Torres Strait Islander
- ☐ I am a person of colour
- ☐ I identify with a CALD background
- ☐ I am someone living with a disability
- ☐ I am neuro-diverse (example: Autism, ADHD, Dyslexia)
- ☐ I am a person of faith / religion
- ☐ I am a mature age employee
- ☐ None of the above

## SEXUALITY, GENDER IDENTITY AND OTHER DIVERSITIES

In closing, we are interested in the intersectionality of multiple diversities within the workplace, please take a moment to answer the following:



**Q42 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, by selecting the statements and the diversities that apply to you, ignoring the remainder.**

	Aboriginal and/or Torres Strait Islander	Person of colour	CALD background	Living with a disability	Neuro-diverse	Person of faith/religion	Mature Age Employee	Diverse sexual orientation	Trans experience and/or history	Diverse gender identity
I feel valued for the following aspects of my diversity:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel the following aspects of my diversity would be valued in career progression here:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have experienced stigma in regard to the following aspects of my diversity:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have experienced exclusion in regard to the following aspects of my diversity:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel the most accepted aspect of my diversity is:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel the least accepted aspect of my diversity is:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would happily identify the following diversities as applying to me on an internal HR system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I see people of the following diversities within my organisation:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I see the following diversity reflected within our Senior Leadership and Executive:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q43 Are there any other areas of diversity that impact your work life?**

**Q44** If multiple diversities apply to you, please share any insight into how this impacts your work experience.

**DO YOU HAVE ANYTHING YOU WOULD LIKE TO ADD?**

**Q45** Is there anything that you feel your organisation does particularly well in regard to inclusion initiatives for people of diverse sexuality and/or gender?

**Q46** Is there anything in particular that you feel needs to be improved in this area?

**Q47** If you do not agree with your organisation putting effort into this area of diversity & inclusion, please let us know why.

**FINAL COMMENTS**

**Q48** In closing, please briefly describe what it is like working for your organisations as a person of diverse sexuality and/or gender.

## END OF SURVEY

Thank you for participating in the 2021 AWEI Survey.

If any of the questions triggered any issues, you can get support from the following places:

- ACON Counselling Services: 9206 2000 or [www.acon.org.au](http://www.acon.org.au)
- Lifeline (crisis support and suicide prevention): 13 11 14 or [www.lifeline.org.au](http://www.lifeline.org.au) (24/7)
- QLife (LGBTI peer support and referral service): 1800 184 527 or [www.qlife.org.au](http://www.qlife.org.au) (3pm to midnight)
- Kids Helpline (13-25 year olds): 1800 55 1800 or [www.kidshelpline.com.au](http://www.kidshelpline.com.au)

If you have any questions or would like to feed back any comments in relation to the survey, please email [awei@prideindiversity.com.au](mailto:awei@prideindiversity.com.au)

Please click the 'SUBMIT' button to submit your responses.