

AWEI 2022 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

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.

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

☐ Education

☐ Law Enforcement

☐ Professional Services / Consulting

☐ Retail
- ☐ Automotive: Wholesale and Retail

☐ Energy / Utilities

☐ Legal

☐ Public Service

☐ Technology / Telco
- ☐ Banking & Financial Services

☐ Engineering

☐ Manufacturing

☐ Property

☐ Tourism / Gaming
- ☐ Community Services

☐ Health & Wellbeing

☐ Media & Entertainment

☐ Rail & Logistics

☐ Transport
- ☐ Computer Software

☐ Hospitality

☐ Mining

☐ Recruitment

☐ None of the above
- ☐ Construction

☐ Insurance

☐ Pharmaceuticals

☐ Research & Development

Q8 How long have you 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) / Direct Report of CEO (or Equivalent)

☐ Team Member

☐ Support Staff
- ☐ Senior Leadership (not reporting to CEO)

☐ Graduate/Intern

☐ Non-office / outdoor role
- ☐ Middle Management

☐ Consultant (internal or external)

☐ None of the above
- ☐ Project Manager

☐ Contractor
- ☐ Team Leader/Supervisor

☐ Academic

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

- ☐ Primary Education
- ☐ Certificate Level
- ☐ Bachelor Degree
- ☐ Postgraduate Degree or Higher
- ☐ Secondary Education
- ☐ Diploma or Advanced Diploma
- ☐ Graduate Certificate or 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 What was your sex recorded at birth?*

- ☐ Male
- ☐ Female
- ☐ A term not listed above
- ☐ Prefer not to respond

Q13 Which of the following would best describe your gender identity?*

- ☐ Man or Male
- ☐ Woman or Female
- ☐ Non-binary
- ☐ Agender
- ☐ A gender identity not listed above
- ☐ 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	☐	☐	☐	☐	☐
Romantic relationships between people of diverse sexuality and/or gender are just like any other	☐	☐	☐	☐	☐
I believe there are more than two genders (male/female)	☐	☐	☐	☐	☐
I personally support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender	☐	☐	☐	☐	☐
I believe my organisation should put more effort into this aspect of diversity & inclusion	☐	☐	☐	☐	☐
An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation	☐	☐	☐	☐	☐
I think it is important that employers be active in this area of diversity & inclusion	☐	☐	☐	☐	☐
Work in this aspect of diversity & inclusion has a positive influence on organisational culture	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
It is clear working here that the inclusion of people of diverse sexuality and/or gender is a focus of our diversity work	☐	☐	☐	☐	☐
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year	☐	☐	☐	☐	☐
I have heard our executive leaders speak positively about this aspect of diversity & inclusion	☐	☐	☐	☐	☐
There are visible signs of the organisation's support for employees of diverse sexuality and gender where I work	☐	☐	☐	☐	☐
I know where to find more information on this aspect of diversity & inclusion at work	☐	☐	☐	☐	☐
Awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year	☐	☐	☐	☐	☐
I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year	☐	☐	☐	☐	☐
I believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people	☐	☐	☐	☐	☐
I understand some of the unique challenges that people of diverse sexuality and/or gender face in the workplace	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
Jokes/innuendo targeting people of diverse sexuality and/or gender are quickly called out / addressed within my workplace	☐	☐	☐	☐	☐
I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work	☐	☐	☐	☐	☐
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	☐	☐	☐	☐	☐
I would be comfortable using they/their/them personal pronouns for a non-binary person at work	☐	☐	☐	☐	☐
I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)	☐	☐	☐	☐	☐
I have witnessed negative behaviours / mild harassment targeting people of diverse sexuality or gender at work	☐	☐	☐	☐	☐
I have witnessed more serious bullying targeting people of diverse sexuality or gender at work	☐	☐	☐	☐	☐
A person of diverse sexuality would be welcome in my team and treated no differently to anyone else	☐	☐	☐	☐	☐
A gender diverse person would be welcome in my team and treated no differently to anyone else	☐	☐	☐	☐	☐
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	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
I feel mentally well at work	☐	☐	☐	☐	☐
I feel I can be myself at work	☐	☐	☐	☐	☐
I feel productive at work	☐	☐	☐	☐	☐
I feel engaged with the organisation and my work	☐	☐	☐	☐	☐
I feel a sense of belonging here	☐	☐	☐	☐	☐

Q21 Have you ever been sexually harassed at work?
Examples of sexual harassment include being the target of unwelcome/inappropriate physical contact, sexually explicit comments or gestures, receiving intrusive questions about your private life, and inappropriate advances or requests for sex.

☐ Yes, within the past 12 months ☐ Yes, more than 12 month ago ☐ No, never

Q22 Approximately how often have you been sexually harassed at work over the past 12 months?

- ☐ Once ☐ More than once, but less than monthly ☐ Monthly ☐ Weekly ☐ Daily

Q23 Thinking about your most recent experience of sexual harassment at work, did this happen while employed at your current workplace?

- ☐ Yes, my current workplace
- ☐ No, a previous workplace

Q24 Thinking about your most recent experience of sexual harassment at work, did you report this to your employer?

- ☐ Yes, and it was dealt with satisfactorily
- ☐ Yes, but it was not dealt with satisfactorily
- ☐ No, I did not report it

Q25 To what extent do you agree/disagree with the following statement:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
If I were to experience sexual harassment at work in the future, I would feel safe and supported reporting it to my employer	☐	☐	☐	☐	☐

ALL EMPLOYEES: ALLIES & CHAMPIONS

Q26 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

Q27 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	☐	☐	☐	☐	☐
I understand why active Allies are important	☐	☐	☐	☐	☐
I could list several behaviours that would be expected of an active Ally	☐	☐	☐	☐	☐
I know of workplace material or training available that would show me how to be an active Ally	☐	☐	☐	☐	☐
I know of active executive Allies or Sponsor/s within my organisation	☐	☐	☐	☐	☐

Q28 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	☐	☐	☐	☐	☐
Being ridiculed or the target of jokes stops me from being an active Ally	☐	☐	☐	☐	☐
Being an active Ally would be in conflict with my personal beliefs or values	☐	☐	☐	☐	☐
I don't have any personal interest in LGBTQ inclusion or being an active Ally	☐	☐	☐	☐	☐
Too busy to be an active Ally	☐	☐	☐	☐	☐
Being an active Ally would be frowned upon by someone/people with influence over my career	☐	☐	☐	☐	☐

Q29 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.

Q30 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	☐	☐	☐	☐
My experience of inclusion within my immediate work area	☐	☐	☐	☐
Communication of sexuality and gender diverse inclusion throughout the year	☐	☐	☐	☐
Overall organisational commitment to people of diverse sexuality and/or gender	☐	☐	☐	☐
The level of executive endorsement of sexuality and gender diverse inclusion initiatives	☐	☐	☐	☐
Visibility and promotion of an internal employee network for sexuality & gender diverse employees and allies	☐	☐	☐	☐
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 sexuality	☐	☐	☐	☐
Confidential avenues to safely report bullying/harassment related to one's diverse sexuality	☐	☐	☐	☐
Visibility of Active Allies	☐	☐	☐	☐

Q31 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 recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity	☐	☐	☐	☐	☐
Any jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly here	☐	☐	☐	☐	☐
Active Allies have positively impacted my sense of inclusion here	☐	☐	☐	☐	☐

SEXUAL ORIENTATION

Q32 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

Q33 In regard to your sexual orientation, please indicate to what degree you are out at work *

- ☐ Out to everyone
- ☐ Out to most
- ☐ Selected few only
- ☐ Not at all
- ☐ Prefer not to respond

Q34 Thinking about your experience of being out at work, please indicate your level of agreement with the following statements regarding your performance and engagement:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I feel my performance is positively impacted by being out at work	☐	☐	☐	☐	☐
I feel my overall engagement is positively impacted by being out at work	☐	☐	☐	☐	☐
I feel more inclined to stay with my organisation	☐	☐	☐	☐	☐
I feel more inclined to network	☐	☐	☐	☐	☐
I feel more inclined to talk positively about my organisation	☐	☐	☐	☐	☐
I feel more inclined to engage in organisational activities	☐	☐	☐	☐	☐

Q35 Thinking about your workplace 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	☐	☐	☐	☐	☐
I have not encountered any exclusion based on my sexuality within this organisation	☐	☐	☐	☐	☐
My sexuality would NOT have any impact on my career progression here	☐	☐	☐	☐	☐
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year	☐	☐	☐	☐	☐
I would feel safe & supported reporting continual jokes/innuendo targeting my sexuality to my manager	☐	☐	☐	☐	☐
I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year	☐	☐	☐	☐	☐
I would feel safe & supported reporting more serious bullying/sexual harassment targeting my sexuality to HR (or grievance officers)	☐	☐	☐	☐	☐
Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality	☐	☐	☐	☐	☐

Q36 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	☐	☐	☐	☐	☐
I feel being out at work would negatively impact my career progression	☐	☐	☐	☐	☐
I do not feel I would be accepted by some members of my team	☐	☐	☐	☐	☐
I avoid inclusion initiatives for fear of people thinking I'm of diverse sexuality	☐	☐	☐	☐	☐
I am not comfortable enough within myself to be out at work	☐	☐	☐	☐	☐
I feel the current social/political sphere outside of the workplace has negatively impacted my willingness to be out	☐	☐	☐	☐	☐

SAPPHIRE

Q37 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	☐	☐	☐	☐	☐	☐
There are women of similar, or the same, identity as me who are out within senior leadership or executive positions	☐	☐	☐	☐	☐	☐
Having visible out women as role models of the same or similar identity is important to me	☐	☐	☐	☐	☐	☐
I involve myself in the activities put on by our employee network for people of diverse sexuality, genders and allies	☐	☐	☐	☐	☐	☐
There are women of similar, or the same, identity as me active within the employee network here	☐	☐	☐	☐	☐	☐
Our employee network feels inclusive of women of diverse sexuality and/or gender	☐	☐	☐	☐	☐	☐
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	☐	☐	☐	☐	☐	☐
I can easily separate the unique challenges of being a woman in the workplace and those of being of diverse sexuality and/or gender	☐	☐	☐	☐	☐	☐
The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman	☐	☐	☐	☐	☐	☐

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

Q38 In applying for your role within this organisation:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A
I found the recruitment process to be inclusive of diverse gender applicants	☐	☐	☐	☐	☐	☐
A contact person was identified to support diverse gender applicants	☐	☐	☐	☐	☐	☐
Application forms were inclusive of diverse gender applicants	☐	☐	☐	☐	☐	☐
I felt disadvantaged during the recruitment process as someone of diverse gender	☐	☐	☐	☐	☐	☐
I disclosed my gender diversity during the application process	☐	☐	☐	☐	☐	☐
Background/criminal checks were a barrier because I was known by another name or gender identity	☐	☐	☐	☐	☐	☐
I faced barriers with reference checks with former colleagues where I was known by another name or gender identity	☐	☐	☐	☐	☐	☐
I have fears of being discriminated because of my gender identity	☐	☐	☐	☐	☐	☐
I have fears of being outed during the recruitment process	☐	☐	☐	☐	☐	☐

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.

Q39 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	☐	☐	☐	☐
Freedom to use toilets of choice	☐	☐	☐	☐
Availability of all gender or gender neutral toilets	☐	☐	☐	☐
Alternatives to gendered uniforms or dress codes	☐	☐	☐	☐
Well communicated policies to support those affirming their gender	☐	☐	☐	☐
Acknowledgement of gender diversity beyond the binary of male/female	☐	☐	☐	☐

GENDER IDENTITY

Q40 I have affirmed my gender in any way (legally/medically/socially) in the workplace: *

- ☐ Yes, at my current workplace
- ☐ Yes, at my previous workplace
- ☐ No, I have not affirmed my gender identity at any workplace
- ☐ Prefer not to respond (you will be asked no further questions on gender identity)

Q41 Please indicate to what degree people at work are aware of your gender identity: *

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

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

Q42 Now thinking about your experience of being open at work in regard to your gender diversity, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
People make an effort to use my personal pronouns	☐	☐	☐	☐	☐
I have been deliberately misgendered within the last year	☐	☐	☐	☐	☐
I have not experienced any exclusion based on my gender diversity within this workplace	☐	☐	☐	☐	☐
I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager	☐	☐	☐	☐	☐
I feel fully supported by my team in terms of my gender identity	☐	☐	☐	☐	☐
I feel that our LGBTQ Employee Network is fully inclusive of gender diverse employees and those with a trans experience	☐	☐	☐	☐	☐
I am happy with any gender affirmation process that I have undertaken here	☐	☐	☐	☐	☐
There are people within the organisation that have the same, or similar, gender diversity as me	☐	☐	☐	☐	☐
I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year	☐	☐	☐	☐	☐
I would feel safe & supported reporting continual jokes/innuendo targeting my gender diversity to my manager	☐	☐	☐	☐	☐
I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year	☐	☐	☐	☐	☐
I would feel safe & supported reporting more serious bullying/sexual harassment targeting my gender diversity to HR (or grievance officers)	☐	☐	☐	☐	☐
Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity	☐	☐	☐	☐	☐

Q43 Many organisations run gender equity programs that support women in the workplace, and focus on the experiences and challenges they face.

	Strongly Agree	Agree	Neither agree or disagree	Disagree	Strongly Disagree	N/A
If you are a nonbinary or gender diverse person perceived by colleagues as female or feminine, do you believe you face the same challenges as LGBTQ women?	☐	☐	☐	☐	☐	☐

Q44 Thinking about your experience of NOT being open at work in regard to your gender diversity, 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	☐	☐	☐	☐	☐
I feel being open at work would negatively impact my career progression	☐	☐	☐	☐	☐
I do not feel I would be accepted by some members of my team	☐	☐	☐	☐	☐
I avoid inclusion initiatives for fear of people thinking I'm of diverse gender	☐	☐	☐	☐	☐
I am not comfortable enough within myself to be open at work	☐	☐	☐	☐	☐
I feel the current social/political sphere outside of the workplace has negatively impacted my willingness to be out	☐	☐	☐	☐	☐

Q45 Many organisations run gender equity programs that support women in the workplace, and focus on the experiences and challenges they face.

	Strongly Agree	Agree	Neither agree or disagree	Disagree	Strongly Disagree	N/A
If you are a nonbinary or gender diverse person perceived by colleagues as female or feminine, do you believe you face the same challenges as LGBTQ women?	☐	☐	☐	☐	☐	☐

ALL REGIONAL EMPLOYEES

Q46 As a regional/rural/remote 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	☐	☐	☐	☐	☐
Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion	☐	☐	☐	☐	☐
We are able to easily connect into head office activities for this area of diversity & inclusion	☐	☐	☐	☐	☐
Our local management/leadership has communicated support for people of diverse sexuality and/or gender; or work in this area	☐	☐	☐	☐	☐
We have a local person/champion to help drive sexuality and gender diversity inclusion initiatives here	☐	☐	☐	☐	☐

OVERSEAS OFFICES

Q47 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

Q48 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	☐	☐	☐	☐	☐
The inclusion work that our Australian office does in support of people of diverse sexuality and/or gender filters through to this office	☐	☐	☐	☐	☐
Employees are encouraged to become Allies for people of diverse sexuality and/or gender here	☐	☐	☐	☐	☐
We have been provided with training and/or information on how to be an active ally for people of diverse sexuality and/or gender	☐	☐	☐	☐	☐
There is a person or team leading inclusion initiatives for people of diverse sexuality and/or gender here	☐	☐	☐	☐	☐
There are visible senior champions for people of diverse sexuality and/or gender here	☐	☐	☐	☐	☐
I personally support the work my organisation does in this area of diversity & inclusion	☐	☐	☐	☐	☐
I consider myself an active ally for people of diverse sexuality and/or gender	☐	☐	☐	☐	☐
People of diverse sexuality and/or gender would feel safe working here	☐	☐	☐	☐	☐
People of diverse sexuality and/or gender would feel supported here	☐	☐	☐	☐	☐
I am aware of negative commentary targeting people of diverse sexuality and/or gender here	☐	☐	☐	☐	☐
Negative commentary/jokes targeting people of diverse sexuality and/or gender would be quickly addressed here	☐	☐	☐	☐	☐
I am aware of more serious bullying/harassment targeting people of diverse sexuality and/or gender here	☐	☐	☐	☐	☐
There are visible signs of inclusion for people of diverse sexuality and/or gender here	☐	☐	☐	☐	☐
My immediate team would be inclusive of people of diverse sexuality and/or gender	☐	☐	☐	☐	☐
I feel that the leadership here would be inclusive of people of diverse sexuality and/or gender	☐	☐	☐	☐	☐
I feel we need more support from our Australian office for this aspect of diversity and inclusion	☐	☐	☐	☐	☐

Q49 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	☐	☐	☐	☐	☐
I feel comfortable being myself here	☐	☐	☐	☐	☐
I expend energy hiding aspects of myself here	☐	☐	☐	☐	☐
Jokes/innuendo targeting people of diverse sexuality and/or gender are common here	☐	☐	☐	☐	☐
Jokes/innuendo targeting people of diverse sexuality and/or gender are addressed quickly here	☐	☐	☐	☐	☐
I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here	☐	☐	☐	☐	☐
I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here	☐	☐	☐	☐	☐
I would feel safe and supported by my manager if I encountered issues regarding my diverse sexuality and/or gender here	☐	☐	☐	☐	☐
I feel safe here	☐	☐	☐	☐	☐
I feel that people of diverse sexuality and/or gender would feel supported here	☐	☐	☐	☐	☐
I would recommend this office/site as an inclusive place to work for people of diverse sexuality and/or gender	☐	☐	☐	☐	☐

Q50 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.

Q51 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:

Q52 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:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I feel the following aspects of my diversity would be valued in career progression here:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I have experienced stigma in regard to the following aspects of my diversity:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I have experienced exclusion in regard to the following aspects of my diversity:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I feel the most accepted aspect of my diversity is:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I feel the least accepted aspect of my diversity is:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I would happily identify the following diversities as applying to me on an internal HR system:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I see people of the following diversities within my organisation:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
I see the following diversity reflected within our Senior Leadership and Executive:	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Q53 Are there any other areas of diversity that impact your work life?

Q54 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?

Q55 Is there anything that you feel your organisation does particularly well in regard to inclusion initiatives for people of diverse sexuality and/or gender?

Q56 Is there anything in particular that you feel needs to be improved in this area?

Q57 If you do not agree with your organisation putting effort into this area of diversity & inclusion, please let us know why.

FINAL COMMENTS

Q58 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 AWEI Employee 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
- Lifeline (crisis support and suicide prevention): 13 11 14 or www.lifeline.org.au (24/7)
- QLife (LGBTI peer support and referral service): 1800 184 527 or www.qlife.org.au (3pm to midnight)
- Kids Helpline (13-25 year olds): 1800 55 1800 or 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

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