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KEY INSIGHTS OF THE AWEI 2022 EMPLOYEE SURVEY

The annual Australian Workplace Equality Index (AWEI) Employee Survey had its largest response to-date this year with 186 participating organisations and a response rate of 44,224 with an additional 746 employees working for Australian organisations overseas. Of all respondents, 21.87% individuals (n9,830) identified as being of diverse sexuality and/or gender (LGBTQ). This represents a significant increase in the number of LGBTQ responses from 2021 (n7,930, 18.84%) and 2020 (n 6,787, 21.71%)

All organisations participating in the survey were active in LGBTQ inclusion, whether they be in the early or developmental stages of their inclusion journey or leading practice.

This edition looks at some of the key findings within the 2022 response set.

RESPONDENT DEMOGRAPHICS

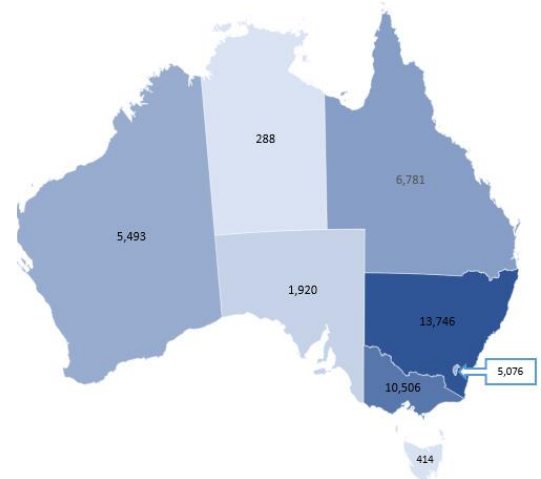
Location

Of respondents who are in Australia, the split between states differs little from the past 2 years. The majority live in New South Wales (30.57%) and Victoria (23.36%), followed by Queensland (15.08%), Western Australia (12.21%) and the ACT (11.29%).

A further 5.83% of respondents came from South Australia, Northern Territory and Tasmania.

Of all respondents 17.62% live outside of metropolitan areas (n7,922 of 44,970).

This year we saw a slight increase in the number of respondents working in overseas locations (1.66%).



Sector & Industry

Just over half of all respondents work in the Private sector, (53.76%, up 8.59% from 2021), with the remaining respondents working with Federal Government (25.68%, down 9.64% from 2021), State Government (11.05%), Higher education (6.32%) and Community, and local Government (2.24% & 0.95% respectively).

The Public service still sees the highest level of survey participation, though it dropped from 24.04% in 2021 to 17.09% in 2022. The highest represented industries in order of responses are Banking & Financial sector (10.79%), Education (7.22%), Professional services/consulting (6.54%), Mining (5.54%), Law Enforcement (5.51%), Legal (5.41%), Energy / Utilities (5.24%) Technology / Telco (4.43%) and Insurance (3.65%) Engineering was included for the first time in 2022 and ranked 12th with 2.66% of respondents.

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GENERAL VIEWS: ALL RESPONDENTS

Support for LGBTQ People

Most employees believe that romantic relationships are the same between people, regardless of diverse sexuality or gender (88.89%). Another steady trend, up 4.31% from 2021, is the acceptance of genders outside of the binary male/female. 58.9% of respondents believe there are more than two genders.

Support for inclusion of employees of diverse sexuality and/or gender, saw an increase from 2021 of 1.65% to 86.7%. 43.8% of employees believe their organisation should put more effort into this aspect of diversity and inclusion, and 84.76% believe work in this aspect of inclusion has had a positive influence on organisational culture. These have all been trending up for the past 3 years.

Awareness & Ally Training

Awareness or Ally training has been attended by 40.5% of all respondents in the previous 12 months, up 5.6% from 2021. There was also a 6.16% increase in respondents who agreed that training had been made available and communicated to all employees (65.53%). 80.94% of respondents believe that training in this aspect of work should be mandatory for any employees who supervise or manage other people.

Communication, visibility of inclusion & available resources also saw a steady rise.

- 77.93% of employees have reported communication of inclusion initiatives. (Up 3.29%)
- 81.18 % of employees reported visible signs of inclusion within their organisation (up 3.38%)
- 79.8% of employees know where to find more information (up 2.21%)

Unwanted jokes, innuendo & other harmful behaviours

Acceptance of negative behaviours is further reducing. Respondents agree/strongly agree that:

- Jokes/innuendo targeting people of diverse sexuality are not acceptable in any workplace, (93.3% up 0.72%)
- Jokes/innuendo targeting people of diverse sexuality and/or gender are quickly called out / addressed within their workplace (58.94%, up 1.48% from 2021)

A downward trend has been reported to witnessing:

- negative behaviours / mild harassment targeting people of diverse sexuality or gender at work (13.86% down 0.42%)
- more serious bullying targeting people of diverse sexuality or gender at work (5.17% down 0.1%)

“I feel proud to work for a company which I feel have always provided a comfortable and supportive environment, this has been true for the area I've worked in and has always had a diverse mix of sexuality and gender “

AWEI 2022 Survey

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Support for those affirming their gender

2022 saw a 2% increase in respondents believing that a team member affirming their gender at work would be fully supported (89.73%) and a 1% increase in comfort levels referring to a colleague by a preferred name or personal pronoun (89.13%).

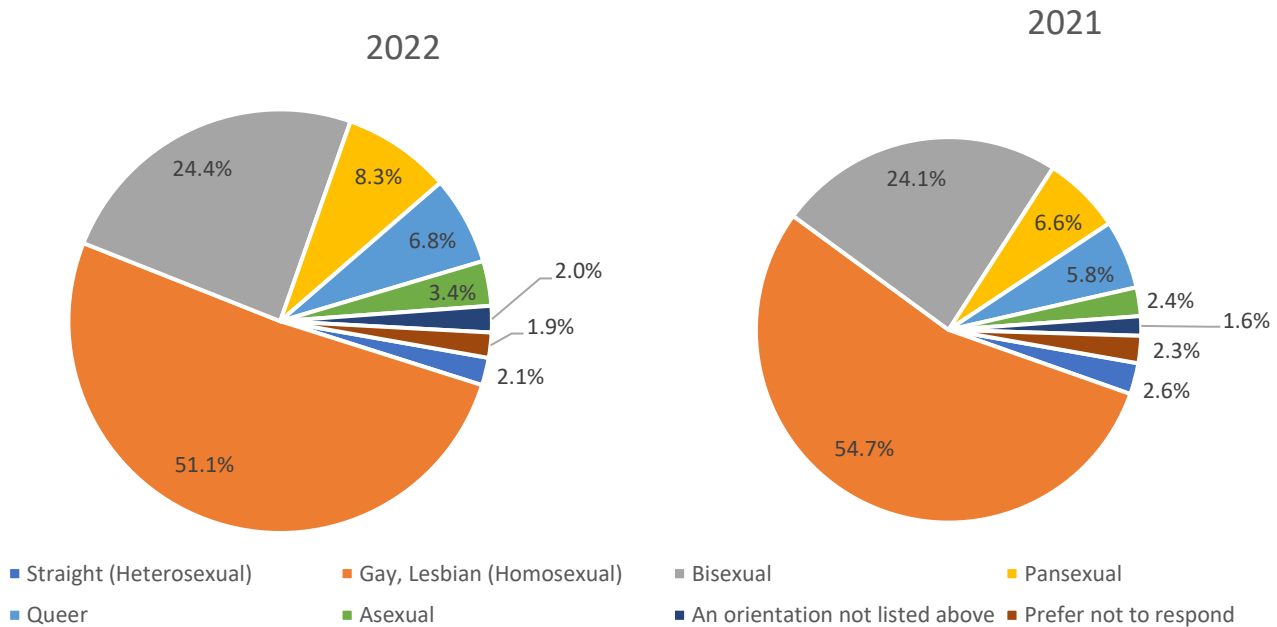
Acceptance of the inclusion of All gender or Gender neutral bathrooms in the workplace is also on the rise with 80.64% of respondents choosing to agree or strongly agree that these should be available along side the current male/Female bathrooms

DIVERSE SEXUALITY AND GENDER

Each year respondents are asked to identify if they consider themselves to be of a diverse gender or sexuality through the question "Are you someone of diverse sexuality or diverse gender (LGBTQ)?". Only people who respond "yes" are included in the LGBTQ data, regardless of whether they may have an identified trans experience.

We saw a 21.87% increase in the number of respondents with a diverse sexuality this year (n9,830). A breakdown of these diversities is shown on the accompanying graph.

Overall, we are seeing more people identifying outside of the Gay/Lesbian & Straight orientations each year.



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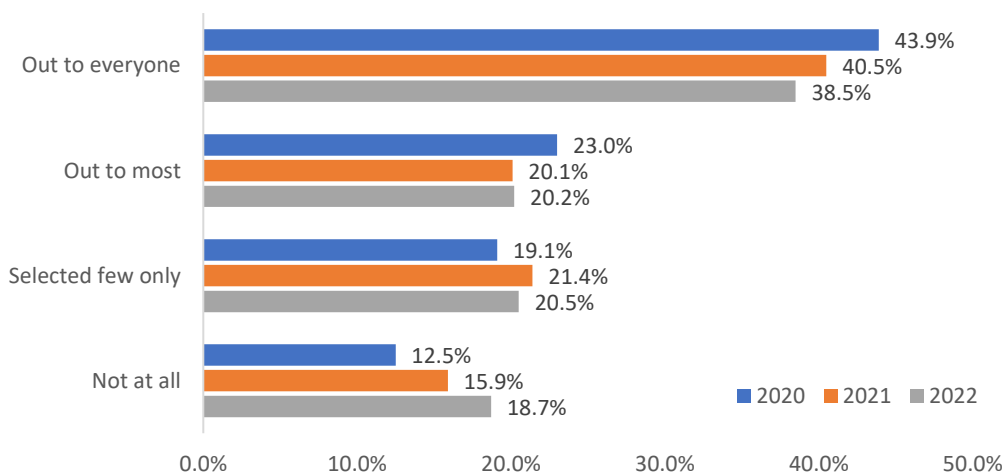
To differentiate questions in the survey between sexuality and gender, we use the term, “out at work” for sexual orientation and Open at work” is used in relation to gender identity.

Being Out at Work

Regardless of strong support for LGBTQ inclusion, the downward trend of employees not being completely out at work continues for the 4th year in a row.

LGBTQ respondents who were **not out at all** at work increased by a further 2.81% this year (2020: 12.57% vs 2021: 15.9% vs 2022: 18.7%).

There was also a continued decrease in those who were **out to everyone** at work (2020: 43.9% vs 2021: 40.5% v 2022:38.7%). Those out to Selected few has remained around the 20% mark for the past 3 years.



NOTE: Prefer not to respond answers are not provided in the above graph

Being Open at work.

In 2021, we asked the question “Most people I work with are aware of my gender diversity” and used the scale of Strongly agree to Strongly disagree. In 2022 we asked respondents to identify to what degree people at work are aware of your Gender identity, and the scale was brought in line with the question around people of diverse sexuality being out at work.

For gender diverse people, we are seeing an increasing number of respondents who are less open at work than in previous years.

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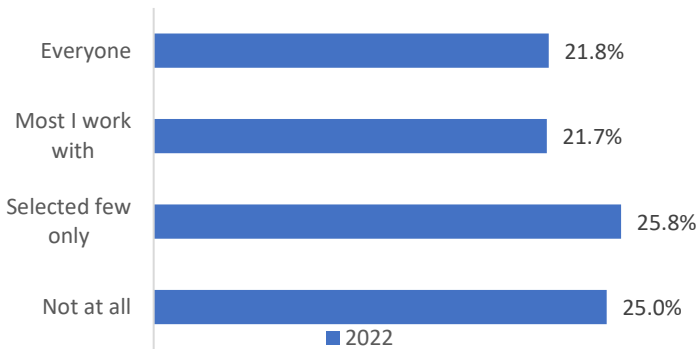
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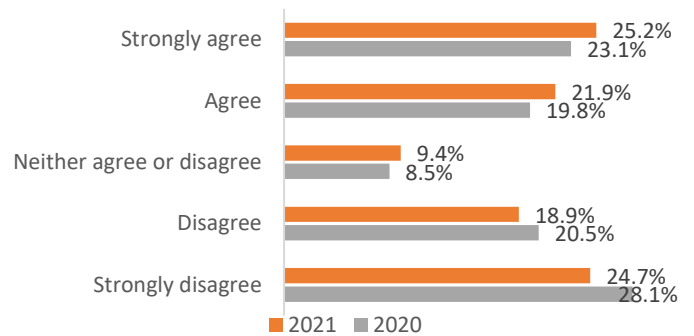
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Removing responses from individuals who chose not to respond to this question, in 2022 (n749), 43.5% of respondents are out to everyone/most people they work with, while 25% are not out all within their workplace.

What degree people at work are aware of your Gender identity?



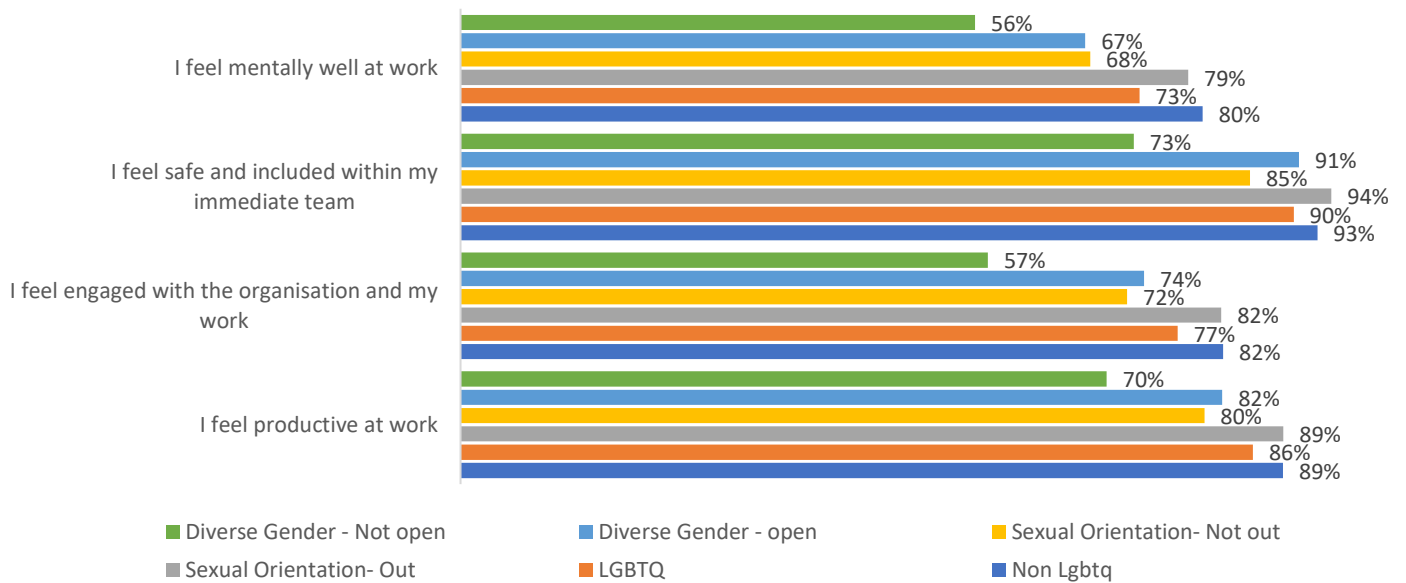
Most people I work with are aware of my gender diversity



Impacts of being Out & Open

Gender diverse respondents, those who are not "open" at work report feeling that they can be themselves at work 40% less than those open respondents. For those with a sexual diversity who are not "out" at work, they feel 28% less able to be themselves at work.

Productivity, Engagement, Health & Wellbeing by "outness"



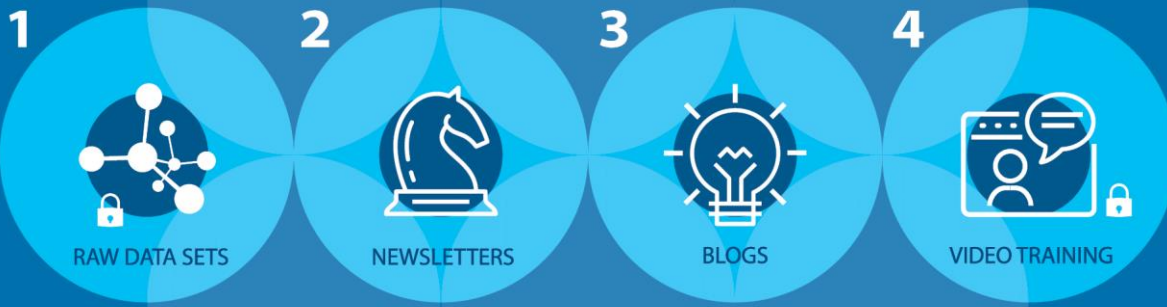
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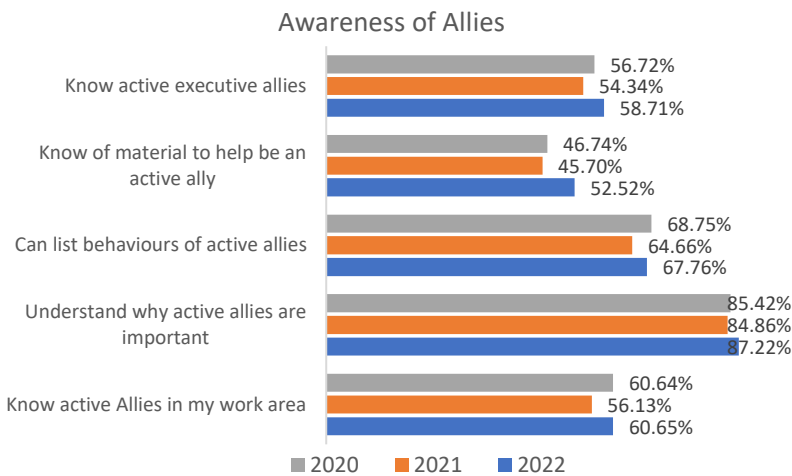


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VISIBILITY OF ALLIES

Knowledge of executive allies was up 4.37% to 58.71% and knowledge of active allies within the immediate work area was similarly up 4.51% a return to levels seen in 2020. (2020: 60.64%, 2021: 56.13%, 2022: 60.65%).



2022 saw an increase in active allies (27.55% to 30.93%) and a decrease in both passive and non-allies (down 2.89% and 0.5% respectively) across all respondents.

However, 66.54% people still consider themselves Passive Allies (happy to support but do not consider themselves active in this space) and a further 947 (2.5%) reported that they do not support LGBTQ workplace inclusion at all.

Why are you not an ally?

Of those who are not active allies (n25,836), 41.4% (n10,702) advised that they were too busy. 22% stated that they have no personal interest in LGBTQ inclusion or being an active Ally.

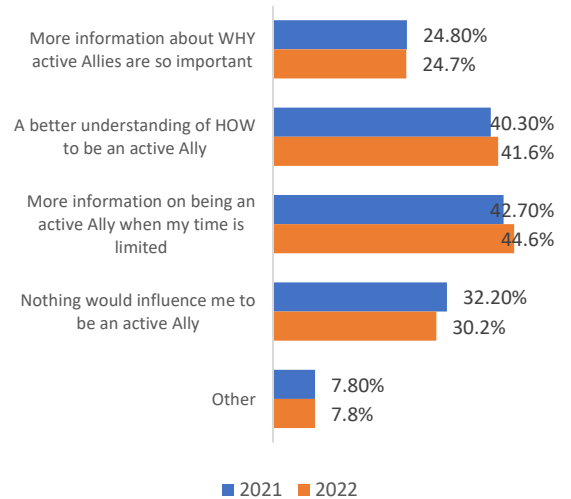
Of non-active allies, the number of people saying that nothing would influence them to be an active ally dropped by roughly 2%.

Over 1700 comments were also received to this question outlining many other options for influence. A trend of these were:

- that working remotely made being active difficult
- that the individual didn't feel confident in their ability to be an active ally without offending anyone
- that they would be more active if their employer allocated time towards inclusion activities
- that being new to an organisation (or on a casual contract) it is difficult to be an ally as the repercussions are unknown.

Despite this, 78% of Passive Allies and 14% of those Not an Ally still support mandatory training in LGBTQ inclusion for all people managers.

What could influence you to becoming an active Ally?



NOTE: Participants could select more than one response

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REGIONAL AUSTRALIA

Employees from regional/rural areas accounted to 17.6% of all respondents slightly down on 2021. These employees were asked about their experiences of city-based inclusion initiatives being communicated and carried out within non-metropolitan areas.

In 2022, 64.2% of regional employees (n6,056), agreed or strongly agreed that the organisations initiatives had been adequately communicated to their office, an improvement of 5.1% on 2021. Local events were identified as having taken place by 51% of staff which a significant improvement for 2022 up 6.45% on 2021. Employees feeling, they have a better capacity to connect into head office activities is 0.5% higher than 2020 and up 5.7% up from last year.

IN CONCLUSION

The rate at which individuals are bringing their whole selves to work is still dropping despite efforts in LGBTQ workplace inclusion practices.

On a positive note, employees are reporting high levels of awareness training, workplace materials and visible signs of the support for employees of diverse sexuality and gender in their workplace

Please speak to your Relationship Manager regarding how to use this information to influence your activities and promote a more inclusive workplace for LGBTQ employees.

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