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## 2022 - BEING OPEN AT WORK

### Workplace experiences of Trans and gender diverse people

The 2022 annual Australian Workplace Equality Index (AWEI) Employee Survey had 186 participating organisations and a response rate of 44,224 with an additional 746 employees working for Australian organisations overseas.

Of all respondents, 21.9% of individuals (n9,830) identified as being of diverse sexuality and/or gender (LGBTQ). This represents an increase in the number of LGBTQ responses from 2021 (n7,930, 18.8%) back to levels seen in 2020 (n6,787, 21.7%)

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 specifically at questions relating to respondents of diverse gender or trans experiences, and their experiences when open or not open about their gender identity, in their Australian based workplace.

### Introduction

Each year the AWEI Survey identifies many differences in employee workplace experiences, between those who are identified as of diverse gender and/or trans experience gender versus those respondents without a diverse gender.

In 2022, the methodology for determining these groups of respondents is through the use of two demographic questions within the survey, commonly referred to as the 'two step method'.

People who have a transgender experience identify with a gender which is different from their sex recorded at birth. People within this group may identify as transgender, gender diverse, as a binary or non-binary gender or another term. For the purposes of this brevity we will refer to this population throughout as trans and gender diverse.

Respondents are provided questions about experiences in the workplace relating to being a person of diverse gender if they answered in the following way:

- "What was your sex recorded at birth?" = "Male" & "Which of the following would best describe your gender identity?" = "Female/woman"
- "What was your sex recorded at birth?" = "Female" & "Which of the following would best describe your gender identity?" = "Male/man"
- "Which of the following would best describe your gender identity?" = "Non-binary", "agender" or "a gender not listed" (regardless of sex recorded at birth)

Respondents who selected "prefer not to respond" for gender identity were not provided any questions relating to being a person of diverse gender.<sup>1</sup>

<sup>1</sup> This approach is in line with ABS best practice

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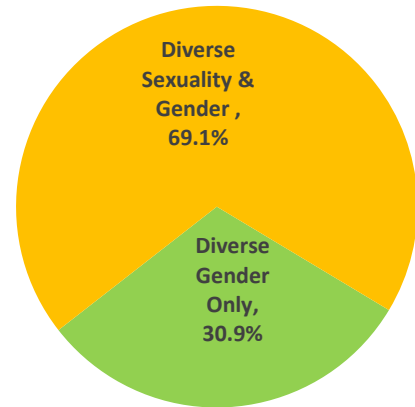
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This edition looks at the unique experiences of the 1017 respondents, who are of only trans and gender diverse, or who are of both diverse sexuality and gender, who work in Australian-based offices.

Where there are differences between the experience of people of only diverse gender (n311), compared to the experiences of people of dual diversity (both diverse sexuality and gender n706), this data will be highlighted. (see Practice point, "Out at work" for more information regarding experiences of people of diverse sexuality in the workplace)

### Breakdown of respondents



### RESPONDENT DEMOGRAPHICS

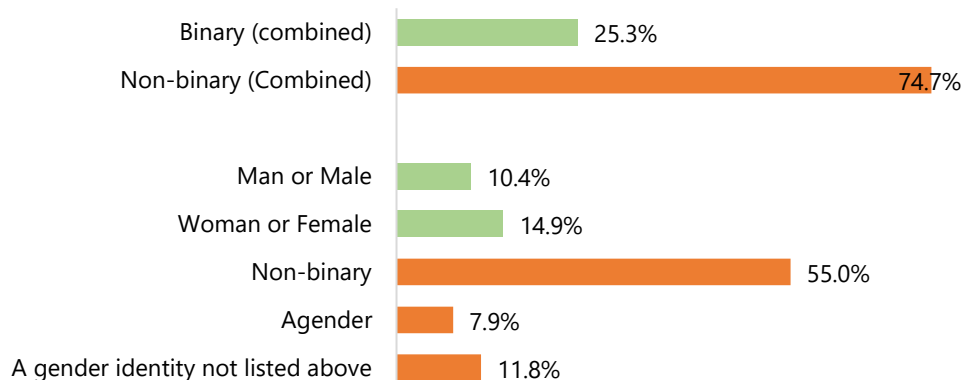
This year we have seen a drop in the overall number of responses from trans and gender diverse employees (from n1,438, 3.2% to 1,017, 2.3%)<sup>2</sup>. Of these 1017 respondents, 30.9% only have a gender diversity, while 69.1% of respondents have both a diverse gender and diverse sexual orientation. This is a significant difference to those who identify as being of diverse sexuality, with only 9.1% identifying a dual diversity.

### Gender identity

The most significant change from 2020 to 2022 was the number of respondents who do not identify with a binary gender identity.

In 2022, 74.7% of trans and gender diverse respondents did not identify as a Man or Woman.

### Gender Identity



<sup>2</sup> There was a change in the methodology for asking this question which may have contributed to a portion of this drop.

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Use of gender-neutral pronouns is also increasing, including individuals who choose to use multiple pronouns or rolling pronouns (e.g., she/they).

In 2022, of the 936 responses to the pronouns question, they/them was selected 23.1% of the time, and another 39.0% of respondents reported using rolling pronouns (i.e. He/they, She/they, or He/she etc.) Only 32.5% of respondents are exclusively using binary gendered pronouns.

This significant proportion highlights the importance of inclusive gender identity and pronoun language use within organisational communications.

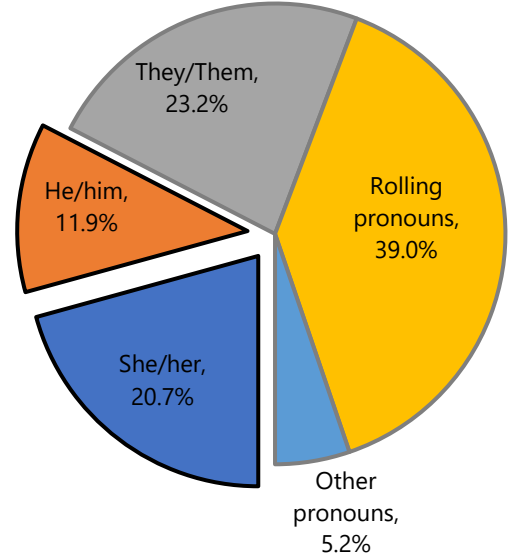
### Sexual Orientation

For trans and gender diverse people, 5.17% of respondents identified as heterosexual. This is an increase from 3.9% in 2021, but lower than seen in 2020 (6.3%)

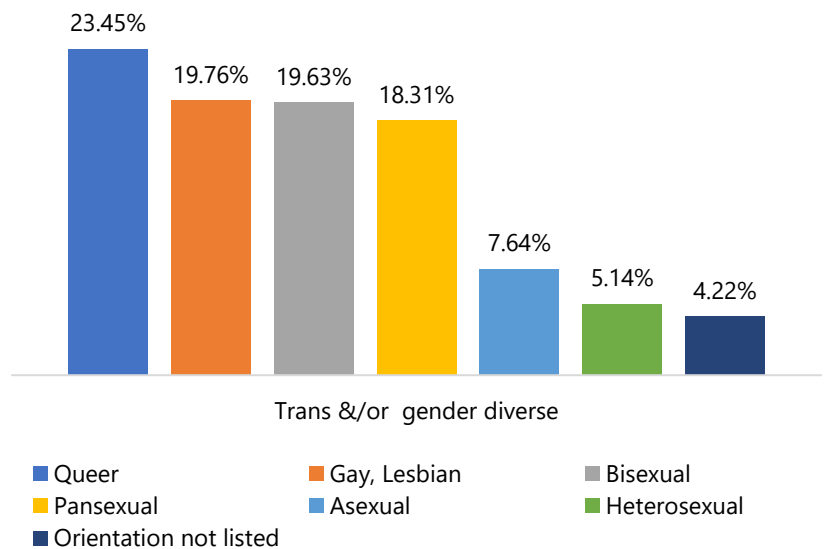
As was shown in the full data set there has been a shift in different sexual orientations, with significant growth of the more 'emerging' identities (bisexual, pansexual, queer) and reduction in people identifying as gay or lesbian. Trans and gender diverse respondents are most likely to identify as Queer. Those who identify as Pansexual has increased from 9.11% in 2021 to 18.3% this year.

In 2023 we will be looking at this trend with a comparison between transgender and cisgender respondents.<sup>3</sup>

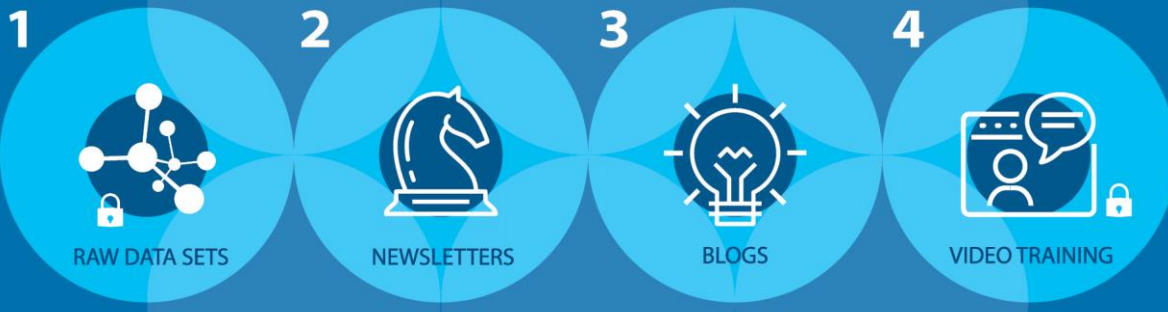
Pronouns



Sexual orientation



<sup>3</sup> NOTE: Due to the methodology in place for receiving the question around sexual orientation, only people who self-identify as LGBTQ were provided questions relating to diverse sexuality. This has been changed in the 2023 survey to ensure that collection of data is more inclusive and complete.



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## Age, Location & Tenure

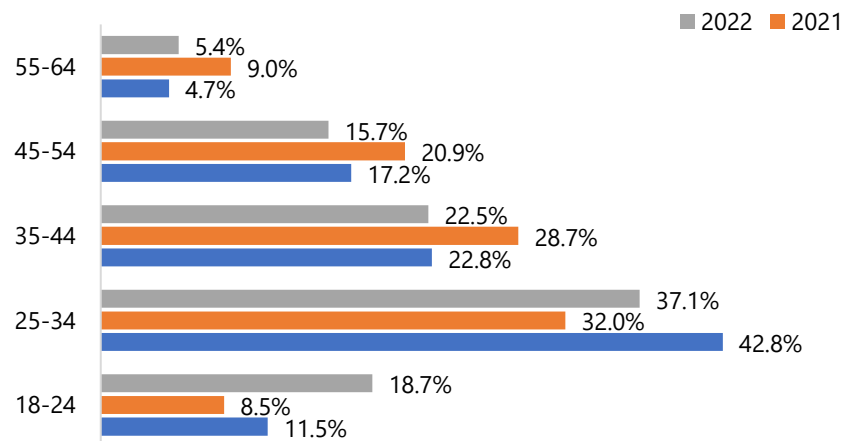
This year we have seen an increase of 9.8% points in the proportion of respondents in the 18-24 age bracket from 8.4% to 18.2% in 2022. As with last year, the greatest number of responses is from those aged 25-34 followed by those 35-44. A small number of responses are received from respondents under 18 years of age (1.2%) and over 65 (0.7%). This shift certainly contributes to the increasing proportion of people with 'emerging' sexual orientations, which are more common in younger populations.

There has been no significant shift across the past 3 years in locality of our trans and gender diverse respondents. 82% of all respondent work in a city/metropolitan area.

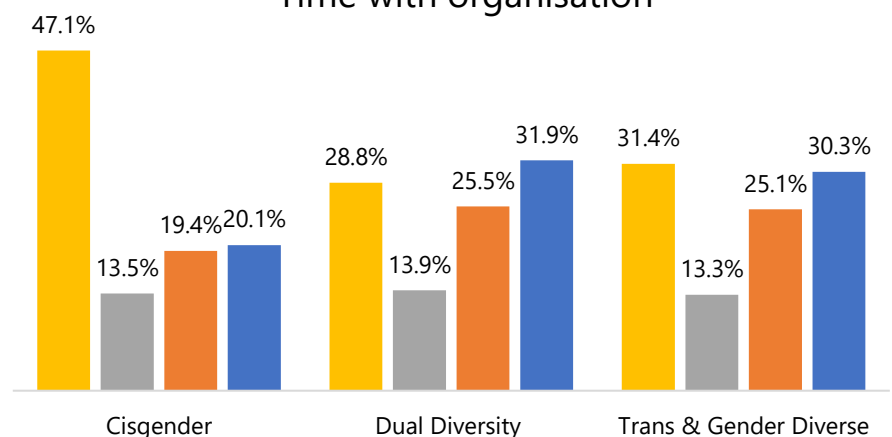
An increase of 4.5% points in respondents from the ACT from 11.9% to 16.4%. and a drop in the proportion of respondents working in NSW from 30% in 2021 to 23.5% in 2022 is noted. As the Pride in Diversity team spreads, increasing the division's ability to support more organisations based outside of NSW, we would expect to see a greater number of organisations participating, and more responses from the other states. From 2023 we will also be able to include staff working in overseas locations as they will receive the same set of questions as all Australia-based employees.

Trans and gender diverse respondents are more likely to have been with their organisation for shorter periods than cisgender respondents, all other factors being equal. 31.4% of respondents have been with their organisation for more than 5 years compared to 47.1% of cisgender respondents.

### Respondents by age group



### Time with organisation



■ Less than 1 year ■ Between 1 to 3 years ■ Between 3 to 5 years ■ More than 5 years

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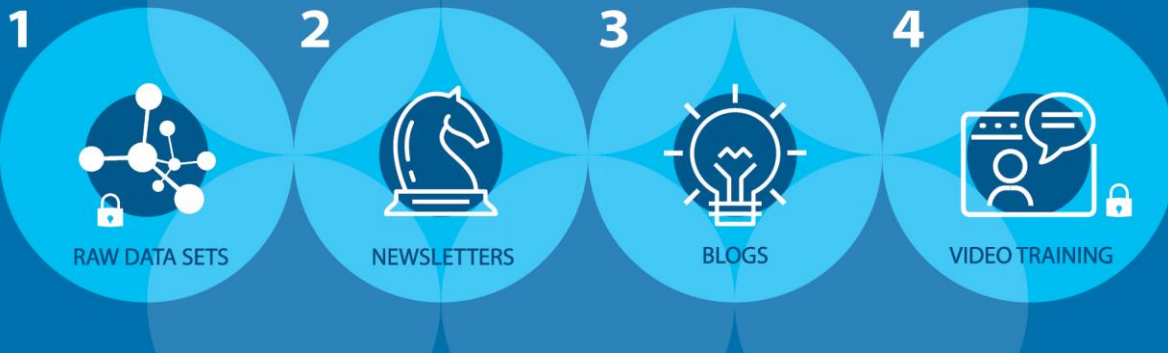
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## Being Open at Work

In 2022, 767 respondents provided their experiences of being open in the workplace around their trans experience or gender diversity.

For the first time in 2022 we asked if respondents had affirmed their gender in any way (legally/medically/socially) within their current workplace. 41.2% have affirmed their gender in some way at their current workplace, 8.2% at a previous workplace, but equally 41.2% had not affirmed their gender in *any* workplace.

Comments have been made by some respondents that they are not open in their current workplace as they have previously affirmed their gender and are living as their authentic selves. For these reasons they do not feel it is necessary to share their personal history in their current workplace.

Lack of openness is not necessarily indicative of a non-inclusive culture.

This is relevant also when we look at “what degree are people at work aware of your gender identity?”. 27.5% of respondents advised no one at their workplace were aware, with 22% advising that everyone is aware.

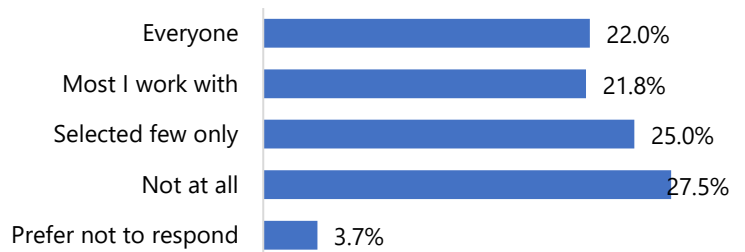
Due to a change in the way the question was asked, year on year comparison is not possible.

As with diverse sexuality, for the purposes of ‘open’ and ‘not open’ comparison we combine the responses of “everyone” and “most I work with”, into ‘open’ and “selected few” and “not at all” to ‘not open’. Overall 45.5% of respondents are considered open in their workplace.

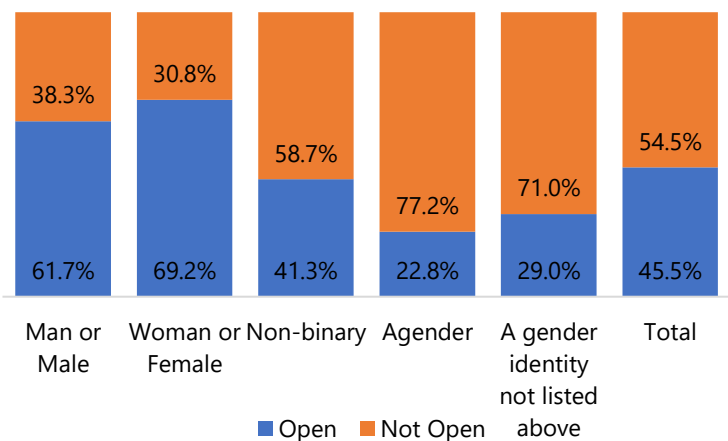
Respondents in the 18–24-year age group are twice as likely to be not open (n=83) than open (n=40). Trans women advise the highest proportion (69.2%) of workplace openness around their gender identity., followed closely by trans men (61.7%). Employees identifying outside of the binary are advising openness at much lower rates.

Respondents were asked to rate common reasons for not being comfortable being open at work and whether they believed these reasons were relevant to them.

Degree of awareness



Openness by gender identity



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- 56.95%, do not feel they would be accepted by some members of their team
- 55.43% feel the current social/political sphere outside of the workplace has negatively impacted their willingness to be open
- 47.83% feel being open at work would be detrimental to their workplace experience.

For those respondents open at work, 76.4% employees advised they would feel comfortable addressing workplace issues relating to their gender identity with their manager in 2022 (2021: 64.0%, 2020: 60.0%). 70.8% feel fully supported by their team (up from 62.3% in 2021). Feeling safe & supported to report continual jokes/innuendo targeting gender diversity to their manager was also up from 70.0% in 2021 to 78.0% in 2022

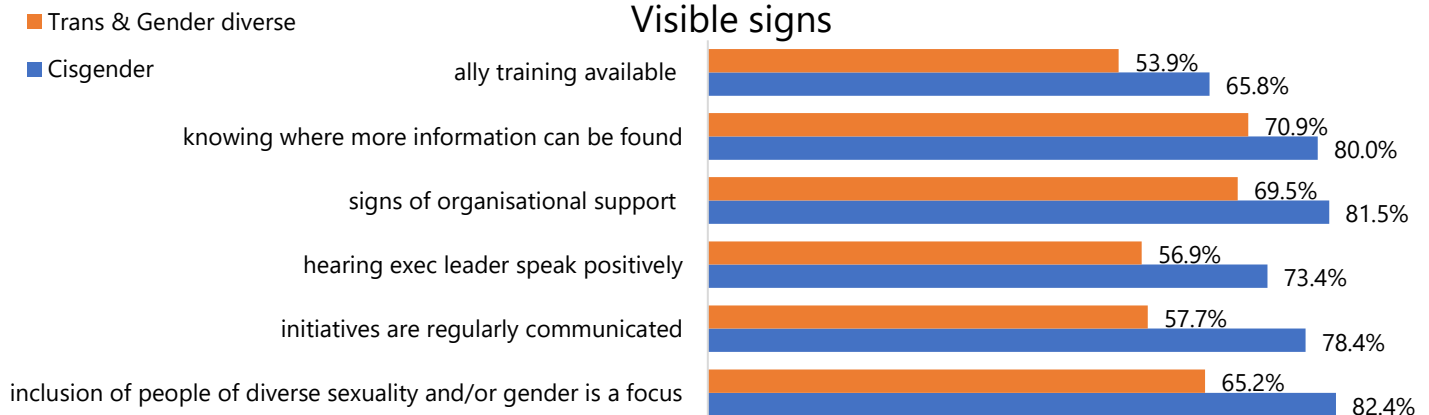
### GENERAL VIEWS:

Personal views on the inclusion of diverse people is becoming more even between trans and gender diverse, and cisgender employees, though the belief that there are more than 2 genders is still disparate (85.48% v 58.3%).

Views on the effort an organisation puts into this aspect of diversity and inclusion also shows significant differences in opinion with 73.1% of trans and gender diverse respondents believing that the organisation should put more effort into this area, compared to only 43.1% of cisgender respondents. There is also a 20%-point difference in whether a positive track record in this area would influence the individual to join the organisation (83.6% of trans and gender diverse employees strongly agree/agree compared to 63.5% of Cisgender).

When thinking about inclusion within the organisation, trans and gender diverse respondents are less likely to feel that the organisation is focused on this area, feel that communication is adequate, or that other signs are as visible than cisgender respondents.

### Visible signs



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### Bullying and Harassment

Trans and gender diverse employees remain more likely to advise witnessing mild or serious negative behaviour and bullying in the workplace. Only 13.3% of cisgender employees advise they have witnessed mild negative behaviours towards people of diverse sexuality or gender at work, compared to 33.82% of trans and gender diverse employees, (20.4%-point difference)

A 13.2 percentage point difference between trans and gender diverse and cisgender employees is also reported when considering if a member of their team would be fully supported if they were to affirm their gender. 90.4% of cisgender employees agree or strongly agree in comparison to 76.8% agreement from trans and gender diverse employees. For employees of dual diversities this reduces to 77.1% agreeing that there would be full support.

A small reduction of being the target of unwanted jokes, innuendo, and commentary in the past year, and also being the target of bullying due to their diverse gender was advised. Unwanted jokes etc, were experienced by 12.8% of trans and gender diverse respondents compared to 15.1% in 2021 and 16.4% in 2020.

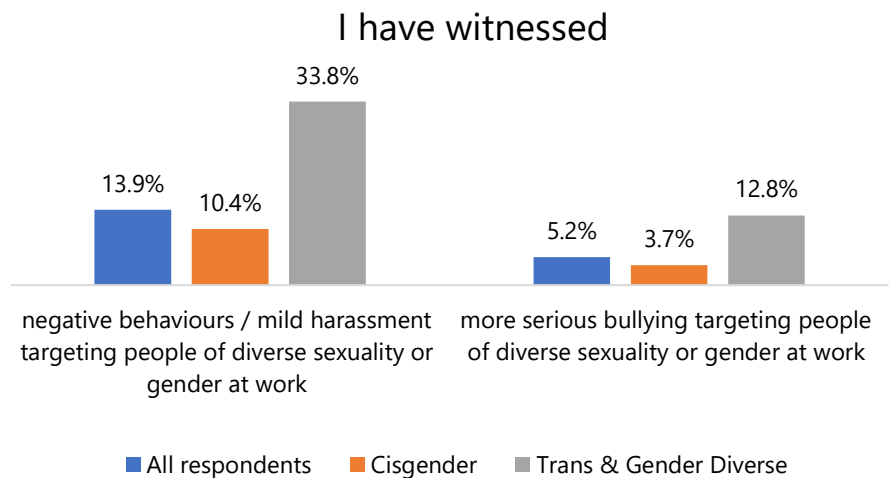
Experiencing bullying was down from 10.5% in 2021 to 7% in 2022. 78.0% of trans and gender diverse respondents advised they feel safe and comfortable reporting jokes and innuendo to their manager, and 72.4% comfortable reporting more serious bullying to HR or grievance officers.

### Sexual harassment

36.8% of trans and gender diverse employees have advised at least once incident of sexual harassment in the past. For 7.8% this has been within the past 12 months, with a further 29.1% having experiences over 12 months ago. In comparison, responses of cisgender employees sit at 2.5% for the past 12 months, and 24.7% more than 12 months ago.

For almost 30% of those who have experienced sexual harassment in the past 12 months, this has occurred at least monthly or more frequently. Concerningly, 4.5% of respondents have reported this happening daily. 63.2% of respondents did not report this harassment, and for those that did only 16.2% felt that it was dealt with satisfactorily.

For future incidents, 73.3% of trans and gender diverse respondents have advised that they would feel safe and supported to report this to their employer.



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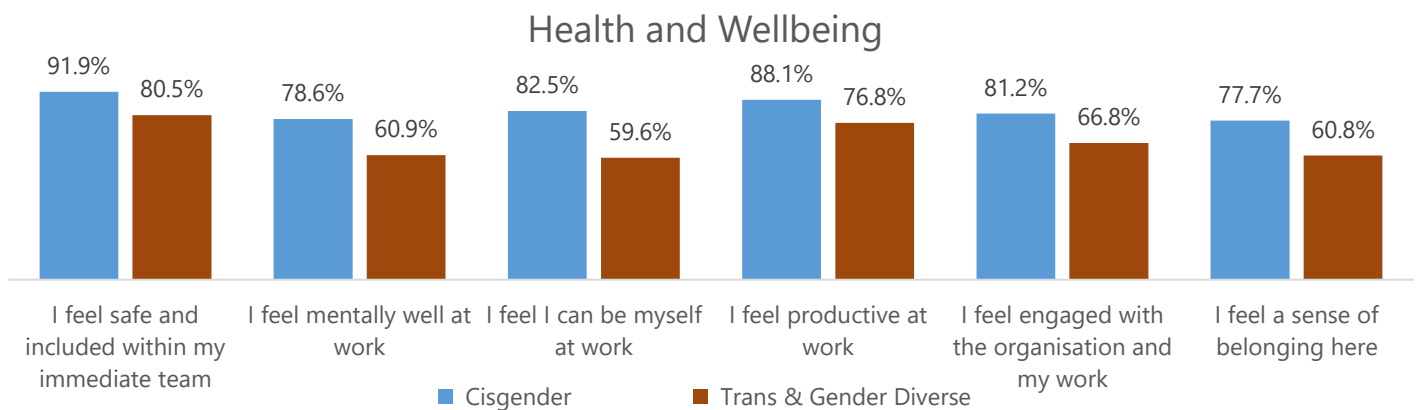
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## Health and wellbeing

Across all areas trans and gender diverse employees are reporting lower levels of agreement than the average. The most significant difference is the feeling of being able to “be myself” at work with only 59.6% trans and gender diverse employees agreeing, 22.9% points lower than cisgender employees.



Employees who identify being both trans and gender diverse and of diverse sexuality, are generally advising similar levels of agreement as respondents who are of only diverse gender.

## POLICIES AND WORK PRACTICES

### Support during recruitment

Within the recruitment process, trans and gender diverse respondents continue to experience significant issues.

In 2022

- 19.6% of respondents disagreed that the recruitment process was inclusive.
- Only 36.5% felt the application forms were inclusive,
- 9.8% of respondents felt disadvantaged during the recruitment process,
- 54.5% feared being discriminated because of their gender identity,
- 26.5% feared being outed during the recruitment process, and
- because they were known by another name or gender identity, 17.6% found background/criminal checks a barrier, and 17.3% faced barriers with reference checks with former colleagues.

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### Support during employment

80.1% of all respondents, support the availability of all-gender toilet facilities (alongside male and female toilets). This increases to 92.0% of trans and gender diverse employees and 95.7% for employees with a dual diversity.

Only 24.8% of trans and gender diverse respondents felt their employer met or exceeded their expectations in relation to the availability of all-gender or gender-neutral toilets, and 46% that their expectations were met or exceeded in relation to their freedom to use their toilet of choice.

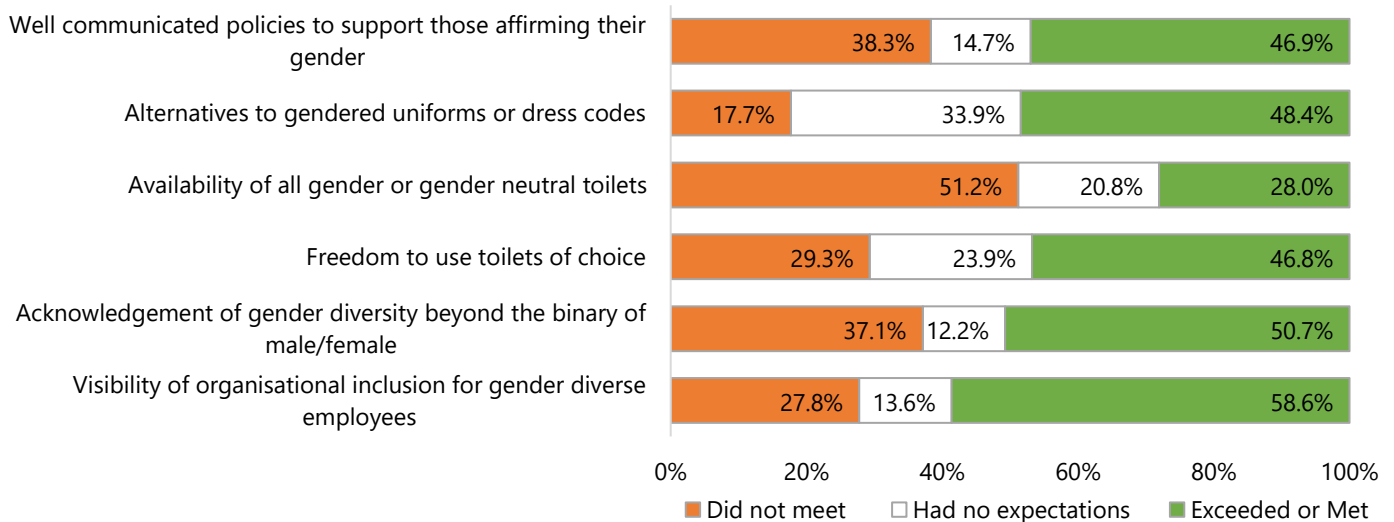
In general, organisations are doing better year on year in terms of meeting the expectations of trans and gender diverse employees relating to organisation policies & processes. Trans and gender diverse respondents felt their organisation met or exceeded their expectations:

- 58.6% - Visibility of organisational inclusion for gender diverse employees- (2021:57.9%, 2020:53.9%)
- 50.6% - Acknowledgement of gender diversity beyond the binary of male/female (2021:47.8%, 2020:45.3%)
- 48.4% - Alternatives to gendered uniforms or dress codes (2021:41.3%, 2020: 43.3%)

Meeting of expectations was lower this year for well communicated policies to support those affirming their gender (2022: 46.9%, 2021:47.9%, 2020: 48.8%)

A significant proportion of trans and gender diverse respondents still advise that they feel that their organisation does not meet their expectations in several areas.

### Meeting expectations



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### Allies

Visibility of allies in the workplace is on the rise. 62.5% of trans and gender diverse respondents know of active allies within their immediate workplace.

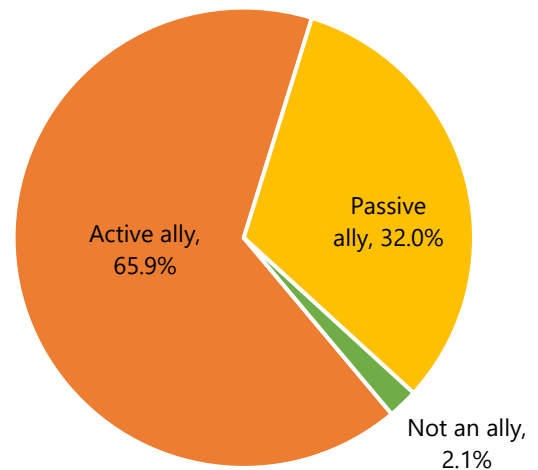
65.9% of trans and gender diverse employees advise that they are active allies, in comparison to 30.1% of total respondents. For those of dual diversity, 72% report being allies.

For those trans and gender diverse respondents who are passive allies, or not allies at all, 45.8% advise it is because they are too busy, and 22.4% agreed that they are concerned that people will think they are of diverse sexuality or gender if they become an active ally. Across five areas, trans and gender diverse respondents have agreed to it being a bigger reason at a higher percentage than those with a diverse sexuality,

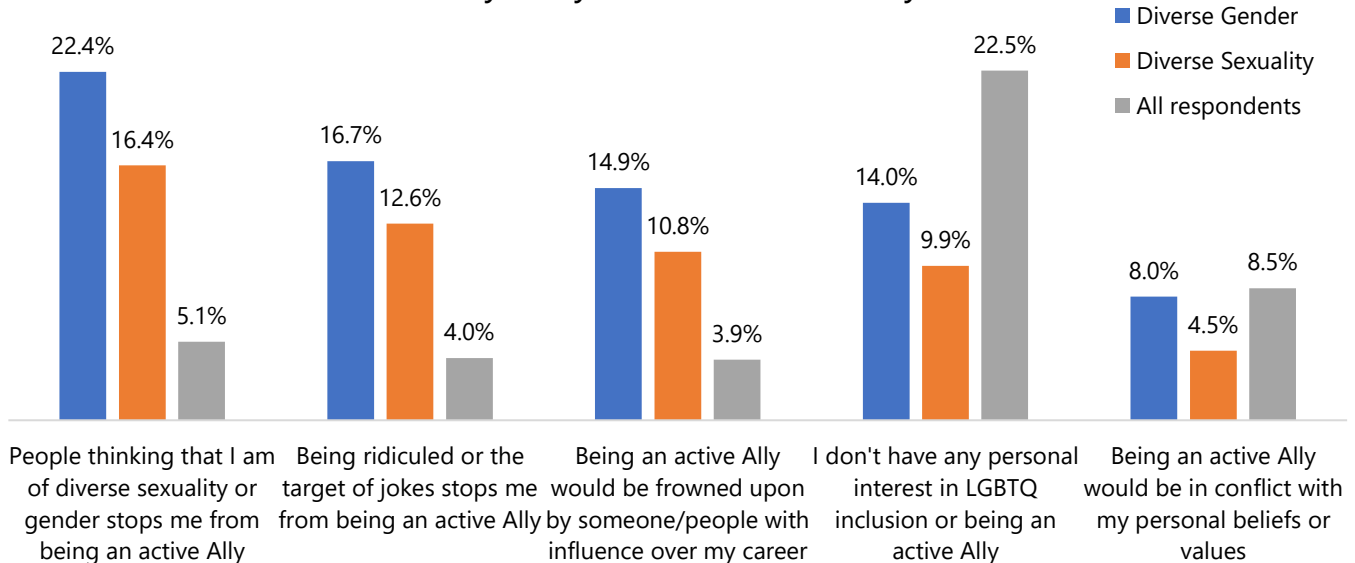
42.1% of respondents would become an active ally if they had a better understand of how to be an active ally and 45.5% are asking for more information about how to be active with limited time.

### Allyship

Trans & diverse gender respondents



### Why are you not an active ally



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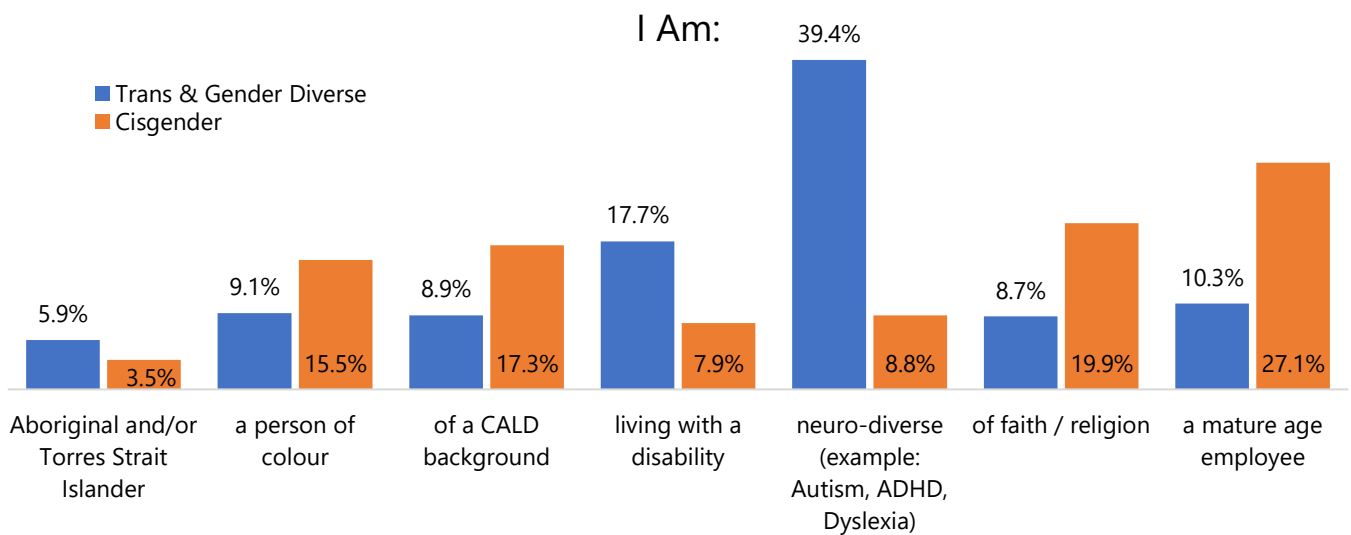
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### Intersecting diversities

Respondents were asked to advise if there were any other areas they believed were relevant to them. Trans and gender diverse employees reported being neuro-diverse at a higher rate than the cisgender respondents. Other differences included higher rates of living with a disability and being Aboriginal and/or Torres Strait islander.

Cisgender employees are more likely to report being mature age, a person of faith, a person of colour or of a CALD background. Further information will be provided in later practice points.



### IN CONCLUSION

In 2022:

- we continue to see a growth of trans and gender diverse employees identifying with a non-binary identity, and this is likely to continue as younger people enter the workforce. Non-binary people are far less likely to be open about their gender than their binary trans colleagues, with the associated negative impacts on their engagement, productivity and health and wellbeing. Organisations who wish to make their workplaces more inclusive for non-binary employees should focus on ensuring language and options are inclusive in data collection and reporting, IT profiles, dress codes, toilet and changing facilities, etc.
- Trans and gender diverse populations continue to experience poorer health and wellbeing than their cisgender colleagues, even those with a diverse sexuality.
- Trans and gender diverse employees continue to witness and experience negative behaviours, including sexual harassment, at higher rates than the general population.

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- While organisations are improving in some areas of policies supporting trans and gender diverse employees, there is still a large gap in terms of meeting those employees' expectations, particularly around the availability of all-gender facilities, and freedom to use toilet of choice.
- A significant proportion of trans and gender diverse employees still report that they found their organisation's recruitment processes problematic, experiencing barriers in a number different of areas.

### **ACTION POINTS – WHAT CAN YOU DO?**

1. Continue to provide education to all employees about being trans and gender diverse. Celebrate days of significance for the trans and gender diverse community.
2. Be visible in your support for trans and gender diverse employees in the face of significant negative media, so that they feel safe and that they belong in your organisation.
3. Review your recruitment practices so that they are inclusive of trans and gender diverse applicants, designate some toilets to be 'all-gender' toilets, and put in place, and celebrate widely, a gender affirmation policy.

**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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