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PRACTICE POINTS

EDITION 3: Trans & Gender Diverse Inclusion in the workplace
INSIGHTS FROM THE 2023 AWEI EMPLOYEE SURVEY

The annual Australian Workplace Equality Employee Survey has been running for the past 12 years as part of the suite of offerings from Pride in Diversity.

In 2023, 2.8% (n1,119) of all respondents provided information which indicated they were of diverse gender or trans experience based on the methodology outlined in the Australian Bureau of Statistics standards[i]

This Practice Point focuses on the experiences of Australian-based employees and explores the experiences specifically of respondents who are of diverse gender or trans experience. We look at data trends from the past 2 surveys (2022-2023).[1], who work in Australia-based offices. Where there are significant differences, this data will be highlighted.

Demographics

The trans and gender diverse community is made up of individuals whose gender identity does not align with their sex recorded at birth. These respondents may identify as a binary gender (man or woman) or may identify outside of the binary. For brevity, we will refer to this population throughout as trans and gender diverse.

People who identify outside of the binary include people whose gender is not exclusively female or male. A person might identify solely as non-binary or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else. Within the AWEI survey we collected data on 'man or male', 'woman or female', non-binary', 'a different term' (to encompass all other non-binary identities), plus included a 'prefer not to respond' option. For this Practice Point, we will refer to anyone identifying as 'non-binary' or 'a different term' as non-binary.

This practice point looks at the experiences of all respondents who are trans and gender diverse, regardless of whether they also are of diverse sexuality.

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[1] For determining people of diverse gender we implemented ABS standards ('two-step method') including optional categories.

Within the survey, 2.8% of respondents were identified as trans and gender diverse, and a further 1.2% did not provide responses to enable gender experience to be determined.

This year we saw in increased number of responses from the trans and gender diverse community by 24.7% from 2.2% in 2022.
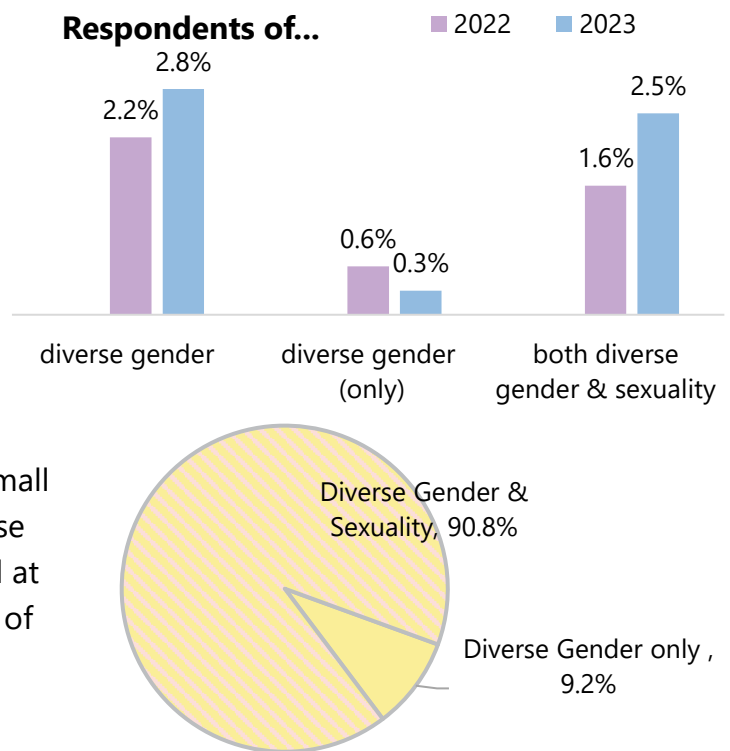
Of these, 90.8% are both trans and gender diverse *and* of diverse sexuality, an increase of 58.9% to 2.5% of all Australian responses. A small number (n113) of respondents have only a diverse gender and/or trans experience. We have looked at some differences between this cohort and those of dual LGBTQ+ diversity and will highlight where significant.
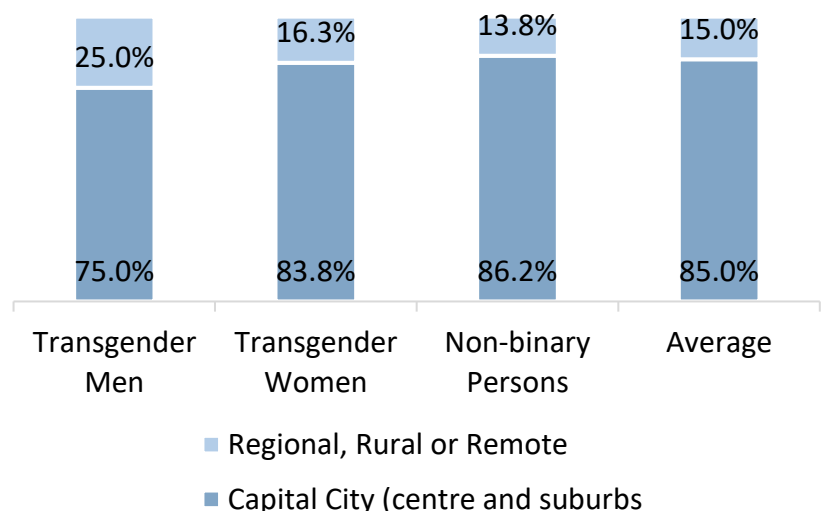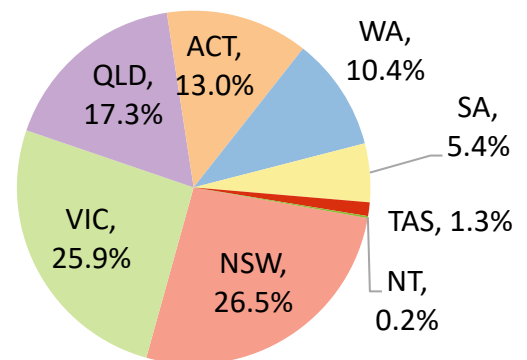
Location of respondents

Over two thirds of trans and gender diverse respondents came from New South Wales, Victoria, or Queensland. South Australia had the greatest proportion of transgender men responding, and Queensland had the greatest proportion of transgender women, and the lowest proportion of non-binary respondents.

Victoria had the highest proportion of collective non-binary respondents. The Northern Territory had only 2 responses and Tasmania 14.

Within the states, only 15% of all trans and gender diverse respondents worked outside of the capital city areas, with 50.7% working in city centres and 34.2% in city suburb location. Western Australia has the highest percentage of respondents in non-capital city areas at 25.9% (n30). Transgender men are the most likely to be working in non-capital city locations. 66.3% higher than the average.

Respondents of...

2022   2023

diverse gender: 2.2% (2022), 2.8% (2023)
diverse gender (only): 0.6% (2022), 0.3% (2023)
both diverse gender & sexuality: 1.6% (2022), 2.5% (2023)

Diverse Gender & Sexuality, 90.8%
Diverse Gender only, 9.2%

Respondents by state

ACT, 13.0%
WA, 10.4%
QLD, 17.3%
SA, 5.4%
VIC, 25.9%
TAS, 1.3%
NSW, 26.5%
NT, 0.2%

Transgender Men: Regional, Rural or Remote 25.0%, Capital City 75.0%
Transgender Women: Regional, Rural or Remote 16.3%, Capital City 83.8%
Non-binary Persons: Regional, Rural or Remote 13.8%, Capital City 86.2%
Average: Regional, Rural or Remote 15.0%, Capital City 85.0%

■ Regional, Rural or Remote
■ Capital City (centre and suburbs
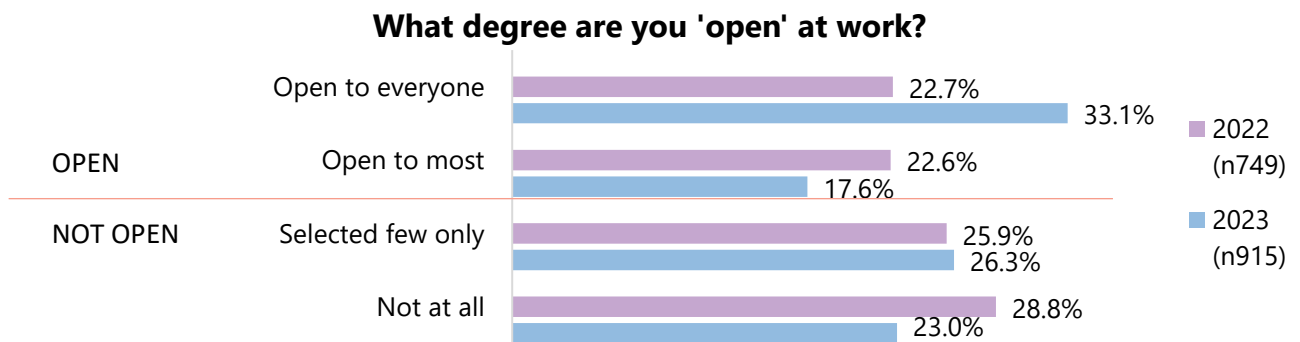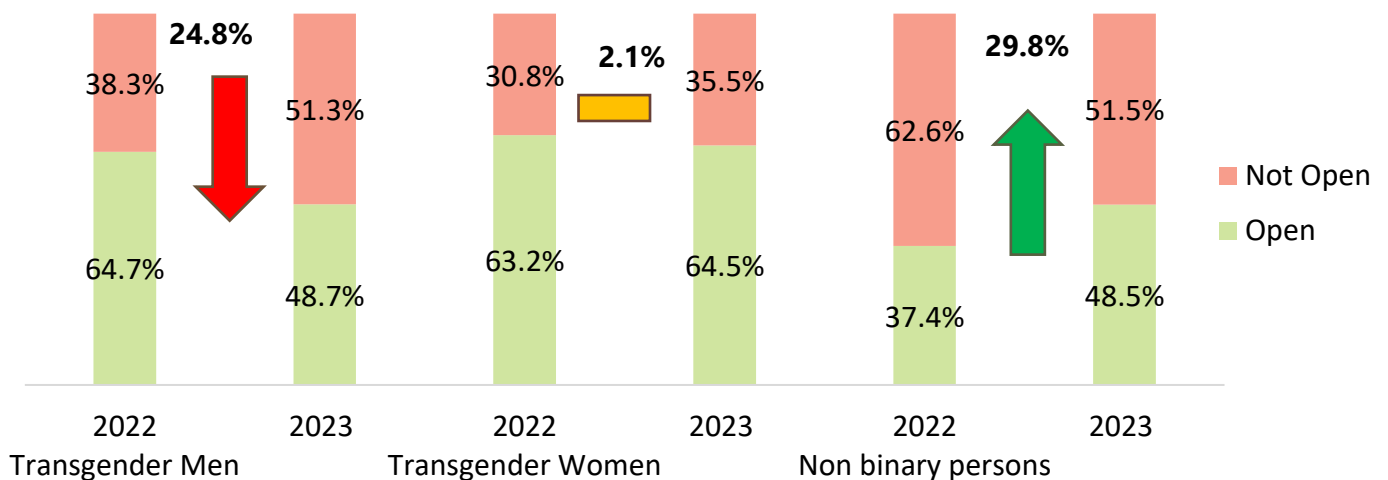
Being 'Open' at work

When asking people of diverse gender about their workplace experiences, we ask to what degree their colleagues are aware of their trans or gender diverse experience. It is important to note again that a person who is transgender may choose not to disclose this their colleagues as they are living authentically, and knowledge of their gender history is not important. This does not necessary mean they are hiding but have made a conscious decision to not share that part of their past. While we use the term 'out' to describe a person of diverse sexuality having shared their sexual orientation, we describe diverse gender or trans experience differently preferring the work 'open'.

By removing the 'prefer not to respond' answers, we can analyse the remaining 915 responses. Compared to last year, 45.9% more respondents have agreed to being 'open to everyone', though there has been a 22.0% reduction in those who have agreed being 'open to most'

What degree are you 'open' at work?

		2022 (n749)	2023 (n915)
OPEN	Open to everyone	22.7%	33.1%
	Open to most	22.6%	17.6%
NOT OPEN	Selected few only	25.9%	26.3%
	Not at all	28.8%	23.0%

For this Practice Point, those 'open to everyone' and those 'open to most' are included in 'open' data, and those who have chosen 'selected few only' or 'not at all', are included in the 'not open' data points. For 2023, this means 50.7% of respondents are 'open', and 49.3% have indicated they were 'not open'.

Overall, 12.0% more of this year's respondents are 'open' in the workplace than last year.

	Transgender Men		Transgender Women		Non binary persons	
	2022	2023	2022	2023	2022	2023
Not Open	38.3%	51.3%	30.8%	35.5%	62.6%	51.5%
Open	64.7%	48.7%	63.2%	64.5%	37.4%	48.5%
Change	24.8% ↓		2.1%		29.8% ↑	

Compared to 2022, transgender men are 24.8% less likely to be 'open' in the workplace. Transgender men are also 25.5% less likely to be 'open' about their gender experience than

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transgender women. Respondents who identify as 'non-binary' or 'a different term' are more likely to be 'open' this year than last by 29.8%.

Trans women are the most likely to be 'open' in the workplace and have had no significant change from last year. On average, 68.4% of trans and gender diverse respondents would recommend their organisation to people of the same or similar gender diversity to themselves. Those who are 'open' in their organisation agree 38.5% more than those 'not open' (79.4% vs 57.3%).
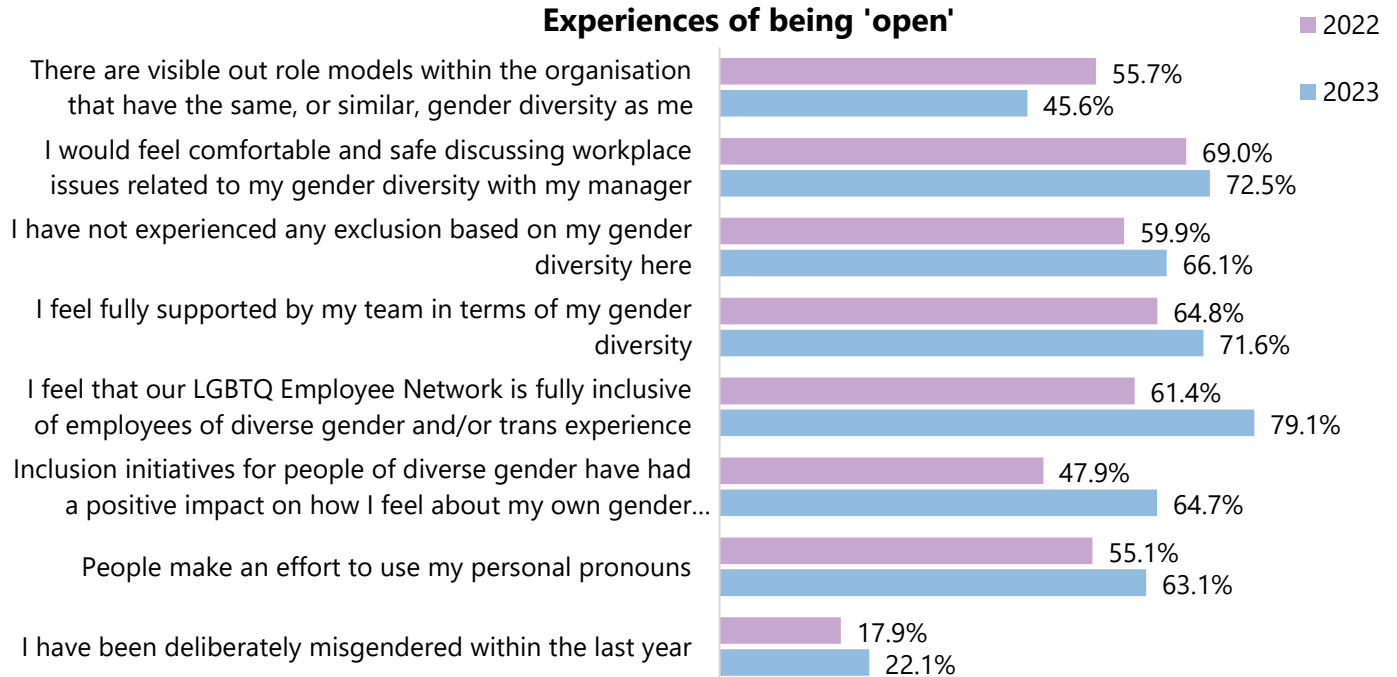
Effects of being 'open' or 'not open' at work

The experiences of trans and gender diverse employees in the workforce differ significantly in some areas from their cisgender colleagues, and these differences can become more significant depending on the degree that others in the workplace are aware of the individual's transgender experience.

For those who are 'open' in the workplace, there were two areas of decline. Respondents agree less that they have visible role models with similar gender diversity within their organisation, which fell 18.0% this year but has increased by 30.0% across the past three years.
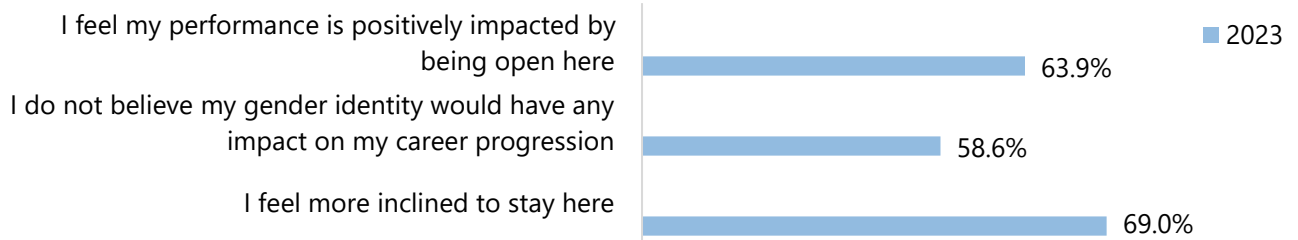
Unfortunately, significantly more respondents believe that they have been deliberately misgendered within the workplace, rising to 22.1% this year, an increase of 183.4% since 2021.

All other areas have seen growth across the three years, including 137.9% more people feeling that people make an effort to use the correct personal pronouns.

Experiences of being 'open'

■ 2022
■ 2023

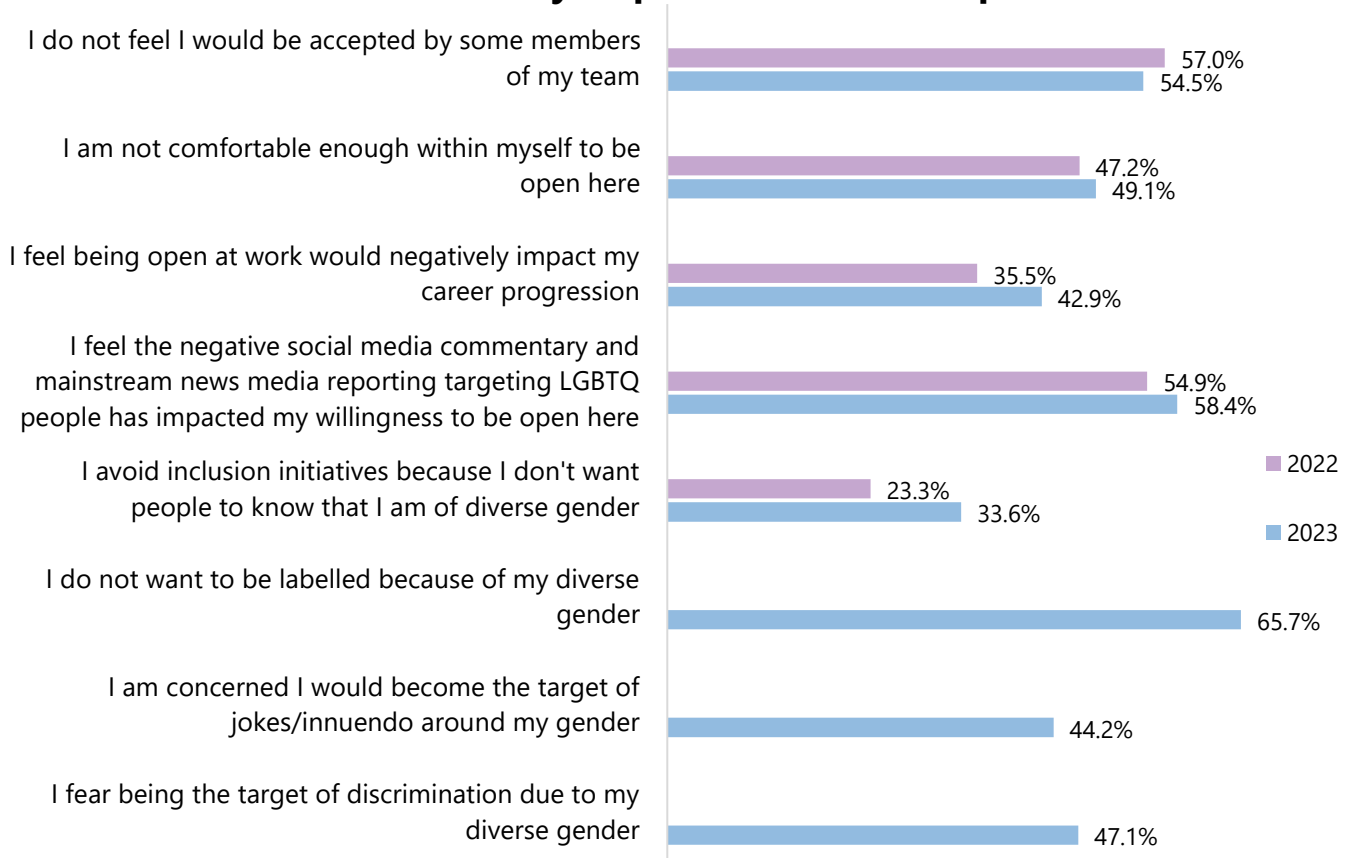| Statement	2022	2023
There are visible out role models within the organisation that have the same, or similar, gender diversity as me	55.7%	45.6%
I would feel comfortable and safe discussing workplace issues related to my gender diversity with my manager	69.0%	72.5%
I have not experienced any exclusion based on my gender diversity here	59.9%	66.1%
I feel fully supported by my team in terms of my gender diversity	64.8%	71.6%
I feel that our LGBTQ Employee Network is fully inclusive of employees of diverse gender and/or trans experience	61.4%	79.1%
Inclusion initiatives for people of diverse gender have had a positive impact on how I feel about my own gender…	47.9%	64.7%
People make an effort to use my personal pronouns	55.1%	63.1%
I have been deliberately misgendered within the last year	17.9%	22.1%

To create better alignment with questions asked of people of diverse sexuality, we also asked trans and gender diverse respondents to rate three further statements to understand how they feel about being 'open' within their organisation.

Chart 1

Statement	2023
I feel my performance is positively impacted by being open here	63.9%
I do not believe my gender identity would have any impact on my career progression	58.6%
I feel more inclined to stay here	69.0%

For those 'not open', in comparison to last year, 20.9% more respondents feel that being 'open' at work would negatively impact their career progression. 44.6% more respondents also agree that they avoid inclusion initiatives because they do not want people to know they are of diverse gender and/or trans experience. Within the three additional statements 65.7% of respondents agreed that they were 'not open' because they did not want to be labelled by their diverse gender.

Why respondents are 'not open'

Statement	2022	2023
I do not feel I would be accepted by some members of my team	57.0%	54.5%
I am not comfortable enough within myself to be open here	47.2%	49.1%
I feel being open at work would negatively impact my career progression	35.5%	42.9%
I feel the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted my willingness to be open here	54.9%	58.4%
I avoid inclusion initiatives because I don't want people to know that I am of diverse gender	23.3%	33.6%
I do not want to be labelled because of my diverse gender		65.7%
I am concerned I would become the target of jokes/innuendo around my gender		44.2%
I fear being the target of discrimination due to my diverse gender		47.1%

"Generally, I think that our workplace is more comfortable and familiar with diverse sexualities than they are with diverse genders. Our workplace participates in events like Wear it Purple day, have started to include pronouns in their email signatures and provide pronoun badges that people can wear on their lanyards. However, I can think of a couple of instances where gender diversity was NOT supported by our workplace, and which show that we still have a fair way to go."

Comment from 2023 – AWEI Employee Survey

51.8% of respondents agreed that they spend 'time editing conversations or hiding who they are within the workplace. For those 'open' about this aspect of their life, this is markedly less at 37.8% than those 'not open' (68.6%). Respondents who identify as 'non-binary' have agreed at higher rates than other transgender respondents.

I spend time editing conversations or hiding who I am

Trans and/or Gender Diverse	51.8%
Open	37.8%
Not Open	68.6%
Transgender Men	48.2%
Transgender Women	40.2%
Non Binary persons	54.2%

Similarly, to respondents of diverse sexuality, trans and gender diverse respondents often feel they need to manage other people's expectations and measure their own personal risk prior to being 'open' in the workplace.

We also note that some respondents have commented their organisation is better at promoting inclusion initiatives for people of diverse sexuality, but at times, organisational gender diversity inclusion initiatives are not given the same level of support.

Affirmation within the workplace

Affirmation actions include social (e.g., clothing, voice and names and pronouns), medical (e.g., surgery and/or hormone therapy), and legal (e.g., name and gender change on documents). Any or all these actions may be taken by a person in the workplace.
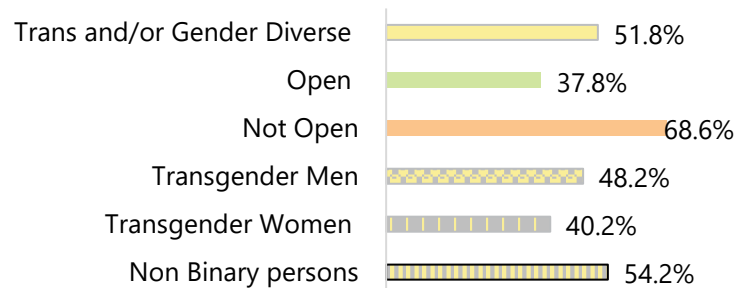
It is important to note that for many individuals the process of affirming their gender is not linear. Acknowledging that gender affirmation may be an ongoing process, respondents are asked if they have affirmed their gender in any way (socially/medically/legally) within their current organisation.

Have you affirmed your gender in this organisation?

Yes	45.2%
	45.0%
No, but I have in a previous workplace	9.1%
	12.4%
No, I have not affirmed my gender identity at any workplace	45.7%
	42.6%

45.0% of respondents have undertaken affirmation actions within their current organisation, while a further 12.4% have taken actions in previous workplaces. 42.6% of respondents this year have not taken any action within a workplace environment.
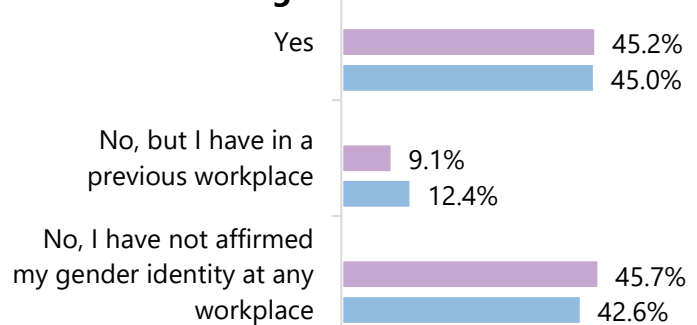
56.1% of respondents are happy with the affirmation process they have undertaken, which is slightly higher than last year, but shows a 119.1% increase in agreement since 2021. We however see a significant increase in the percentage of people who are not happy with the process.

For those that are 'not open' to all or most within their organisation, the rate of agreement to this statement drops to 19.2%. This will require further investigation at an organisational level to identify the area that may need to be altered to increase employee satisfaction.
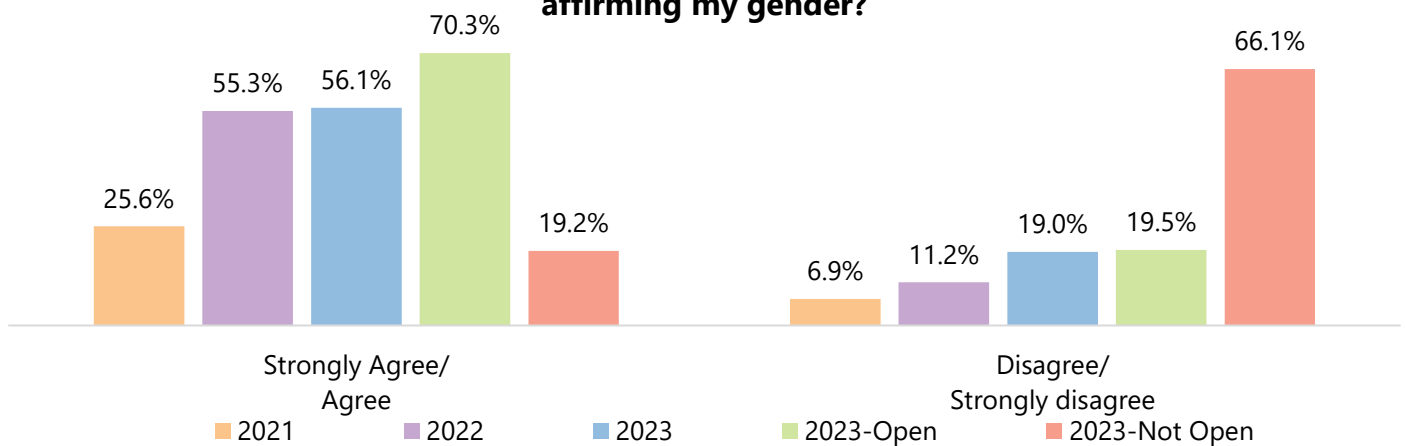
I am happy with the processes this organisation has used to support me in affirming my gender?

	Strongly Agree/Agree	Disagree/Strongly disagree
2021	25.6%	6.9%
2022	55.3%	11.2%
2023	56.1%	19.0%
2023-Open	70.3%	19.5%
2023-Not Open	19.2%	66.1%

The belief that a member of a respondent's team that was affirming their gender would be "fully supported" by the team also shows disparate views. 87.6% of cisgender respondents feel their colleague would be fully supported, but this drops to 81.4% of trans and gender diverse respondents 'open' in the workplace and falls further to 60.2% of those 'not open'.
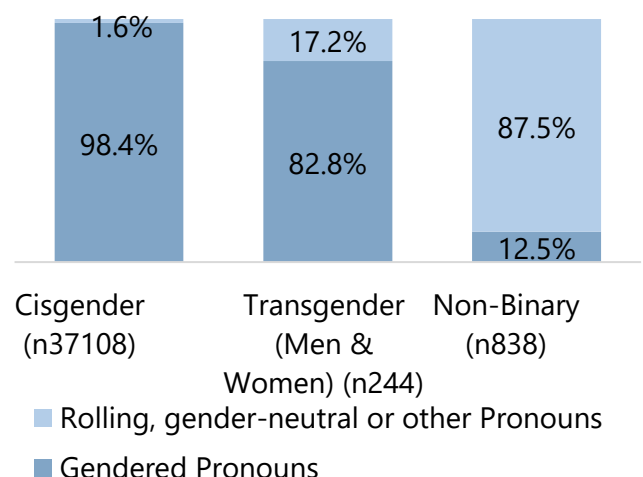
88.9% of cisgender respondents believe they would be comfortable referring to another employee by a different name or personal pronoun if they were to affirm their gender, trans and gender diverse respondents agree 95.4% of the time. Comfort around using gender-neutral pronouns is lower than using a new name or personal pronoun.

I would be comfortable....

referring to another employee by a different name or personal pronoun if they were to affirm their gender
- Cisgender: 88.9%
- Trans &/ Gender Diverse: 95.4%
- Open: 98.5%
- Not Open: 95.8%

using they/them/their personal pronouns for a non-binary employee here
- Cisgender: 83.9%
- Trans &/ Gender Diverse: 94.6%
- Open: 97.2%
- Not Open: 96.0%
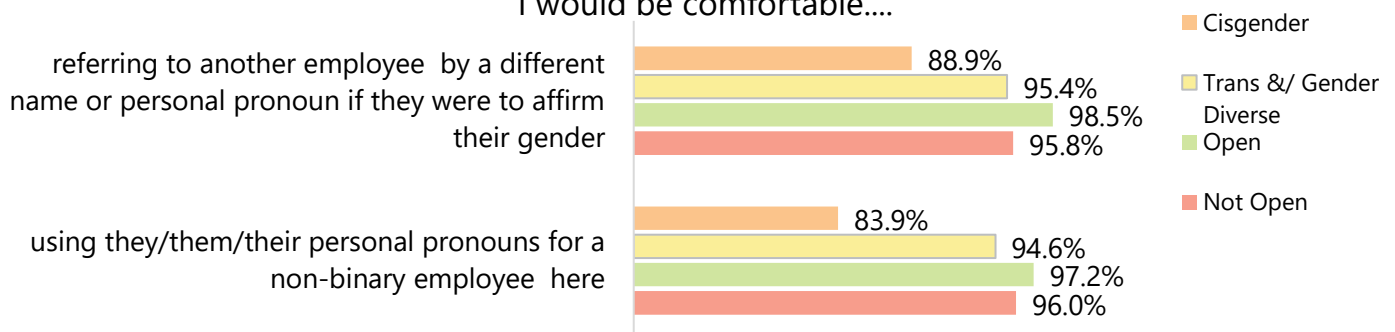
Pronouns

The use of pronouns is often confused when discussing gender, gender identity and gender experience. Pronouns are often conflated with gender identity, but do not necessarily correlate. It is important to understand that not all people who identify as man/male or woman/female use gendered pronouns exclusively (he/him or she/her), nor do all people who identify as non-binary or another identity use gender-neutral pronouns (they/them).

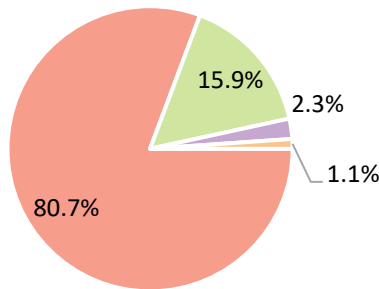|	Rolling, gender-neutral or other Pronouns	Gendered Pronouns
Cisgender (n37108)	1.6%	98.4%
Transgender (Men & Women) (n244)	17.2%	82.8%
Non-Binary (n838)	87.5%	12.5%

Within the Australia wide respondents this is more clearly seen within Cisgender respondents where 1.6% do not use gendered pronouns exclusively. For binary transgender respondents (men or women), 17.2% use gender-neutral, rolling, or other pronouns. 12.5% of non-binary respondents use gendered pronouns.

Breaking this down further we can see that within this year's respondents, those that identify with binary genders are most likely to use gendered pronouns, though 19.3% of transgender men and 16% of transgender women have identified using rolling, gender neutral or other pronouns.
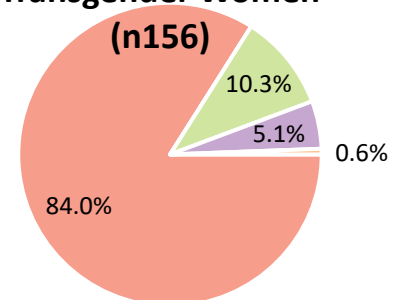
For those who identify as non-binary, gendered pronouns are used 11.0% of the time, and of those who selected "another gender identity" 17.1% use gendered pronouns.

It is important to *not* assume that any person using gender-neutral pronouns is 'coming out' as trans or gender diverse.
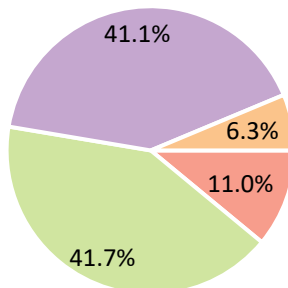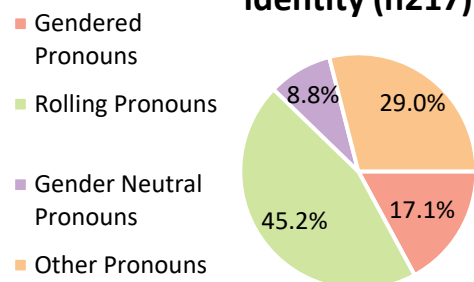
Transgender Men (n88)

15.9%
2.3%
1.1%
80.7%

Transgender Women (n156)

10.3%
5.1%
0.6%
84.0%

Non-binary (n621)

41.1%
6.3%
11.0%
41.7%

Another Gender identity (n217)

8.8%
29.0%
45.2%
17.1%

- Gendered Pronouns
- Rolling Pronouns
- Gender Neutral Pronouns
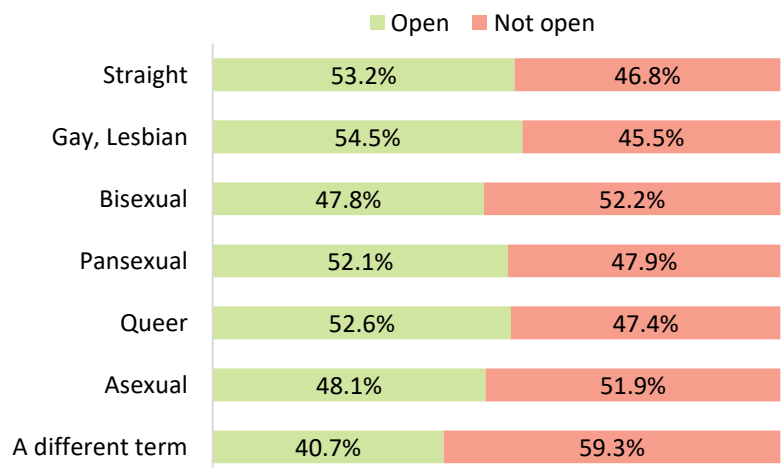- Other Pronouns

Diverse Sexuality

There is no significant difference between respondents who are of both diverse sexuality and gender, and those who have only a trans experience, with both groups evenly split between those 'open' and 'not open'.

Sexual orientation does affect the percentage of respondents open; the percentages are still relatively evenly split.

|	Open	Not open
Straight	53.2%	46.8%
Gay, Lesbian	54.5%	45.5%
Bisexual	47.8%	52.2%
Pansexual	52.1%	47.9%
Queer	52.6%	47.4%
Asexual	48.1%	51.9%
A different term	40.7%	59.3%

Respondents who identified as gay/lesbian are the most likely to be 'open' about their gender diversity.

Age

Trans and gender diverse respondents are represented across all age groups, in 2023. The trend from the past years regarding an increase in the proportion of respondents within the under 25s group is again shown this year.

This continuing trend is important for organisations to note as the proportion trans and gender diverse employees is likely to continue to grow as the population ages, skewing towards non-binary people.
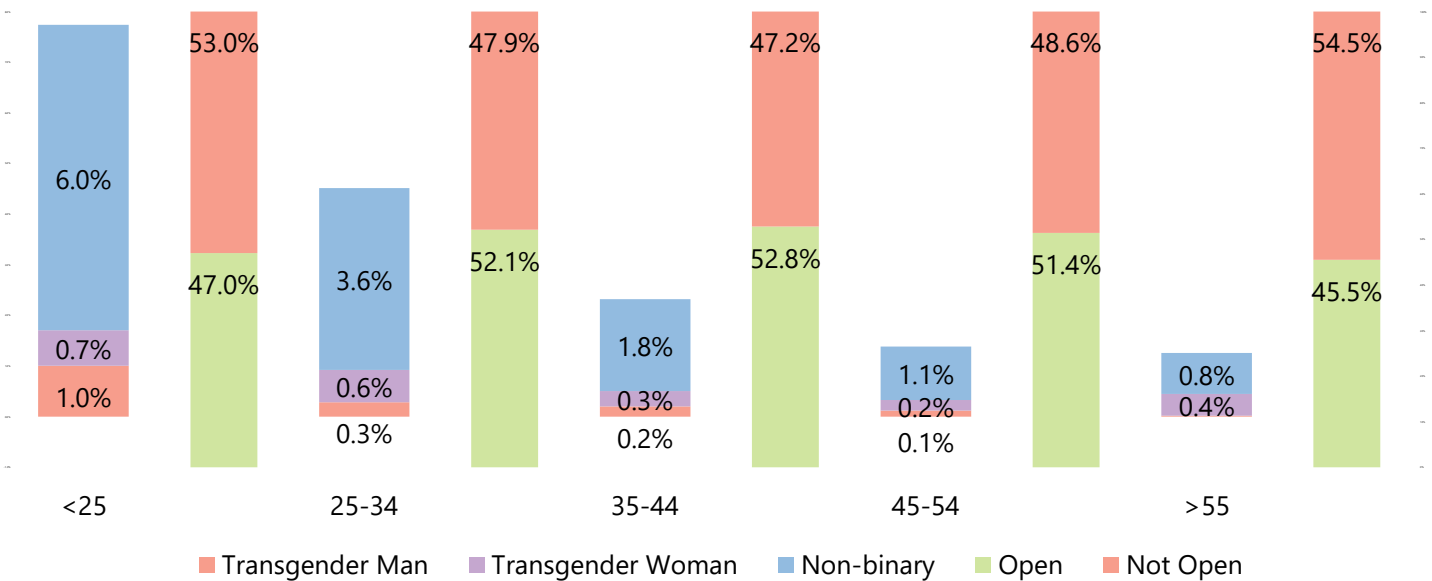
'Openness' compared to age, shows respondents in the three age groups between 25-54 are more likely to be 'open' than employees under 24 or over 55.

Location

Respondents from New South Wales were the least likely to be 'open' in the workplace at 44.2%, followed by the ACT (45.2%) and South Australia (46.2%).

Respondents from Queensland were the most 'open' (57.5%) in their organisations with Western Australia only 2.5% less likely at 56%,

Overall respondents from New South Wales were 23.1% less likely to be 'open' in the workplace than those from Queensland.

NOTE: Tasmania and The Northern Territory are not listed due to small response numbers.
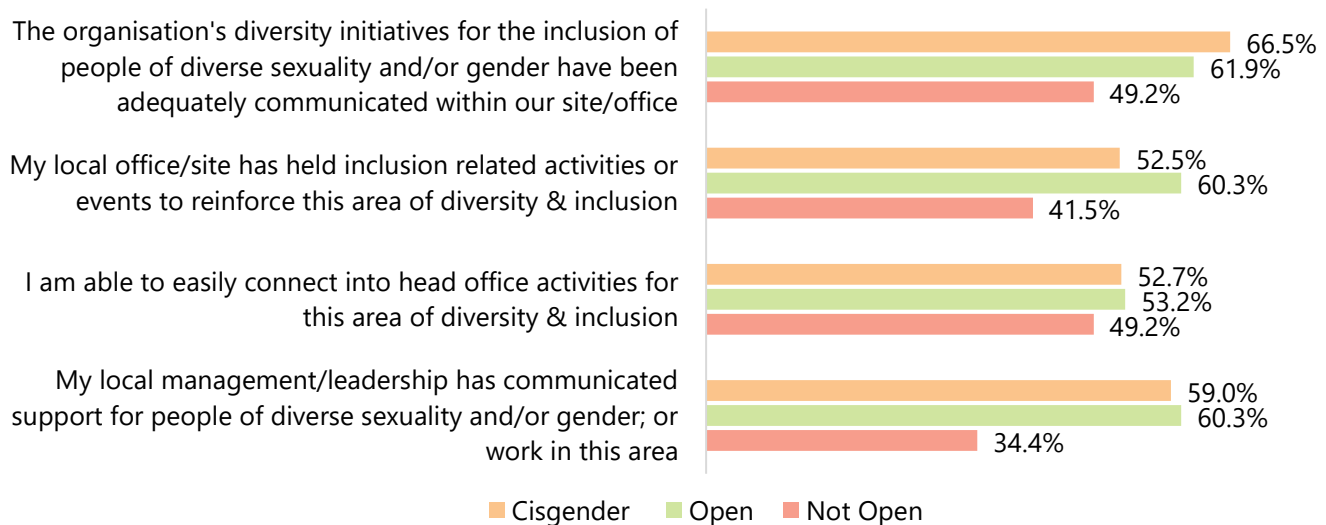
Of people working in Capital Cities, those in the city centre are more likely to be out than those in the suburbs (53.1% vs 48.1%). For those working outside the Capital cities, people in rural locations were the most likely to be 'open' at 56.3%, higher than those in Capital Cities.

	Open	Not Open
Capital City - (City Centre)	53.1%	46.9%
Capital City- (City Suburbs)	48.1%	51.9%
Regional city or town	48.1%	51.9%
Rural (Countryside)	56.3%	43.8%
Remote (far from any towns or cities)	41.7%	58.3%
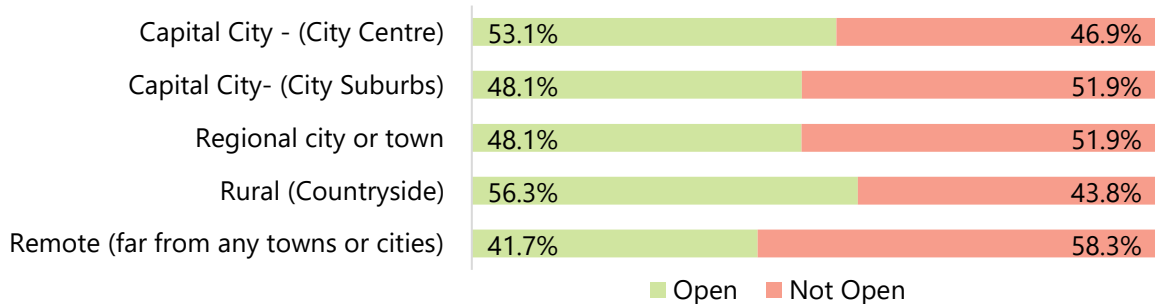
Regional experiences

45.4% of trans and gender diverse regional respondents were aware of a local person or champion to help drive LGBTQ+ initiatives in their workplace, which is the only statement where cisgender respondent agreement was lower (44.5%). In all other metrics on regional inclusion, cisgender respondents were more likely to agree, and those 'not open' most likely to not be able to see these initiatives.
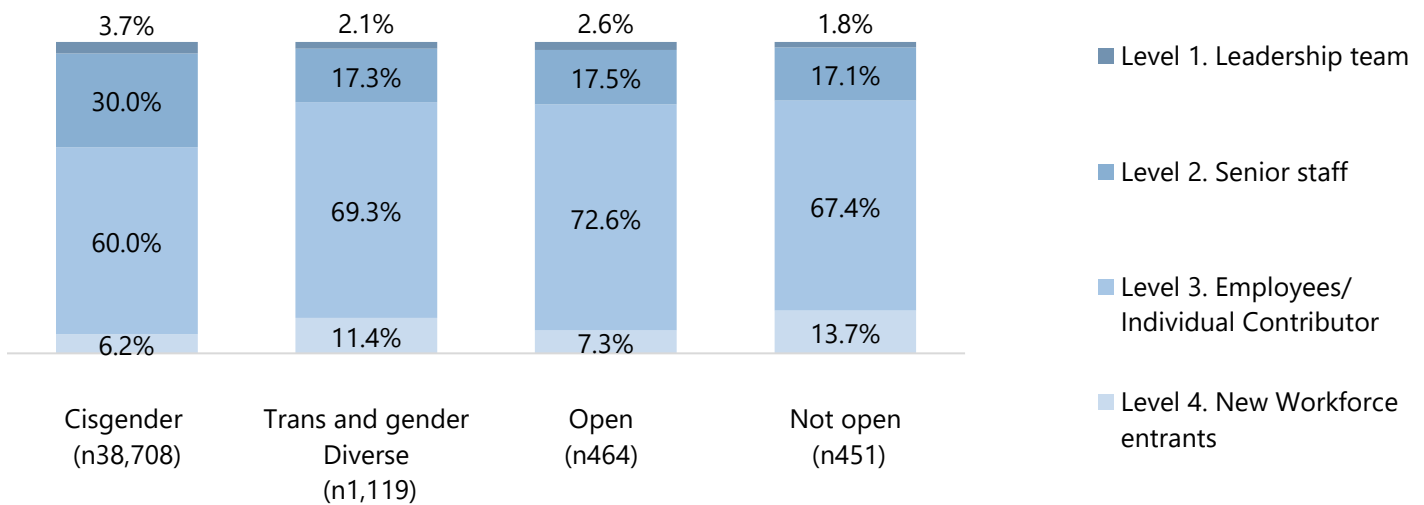
Regional inclusion

	Cisgender	Open	Not Open
The organisation's diversity initiatives for the inclusion of people of diverse sexuality and/or gender have been adequately communicated within our site/office	66.5%	61.9%	49.2%
My local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion	52.5%	60.3%	41.5%
I am able to easily connect into head office activities for this area of diversity & inclusion	52.7%	53.2%	49.2%
My local management/leadership has communicated support for people of diverse sexuality and/or gender; or work in this area	59.0%	60.3%	34.4%

Within the organisation Position, employment type and tenure

Trans and gender diverse respondents were 10.4% less likely to be working in full time roles and 224.3% more likely to be working in temporary or casual positions than cisgender respondents.

When assessing the seniority level of trans and gender diverse respondents, they are 42.9% *less* likely to be in Level 1. Leadership team (CEO or equivalent and senior executives reporting to CEO not including EA/PA), (2.1% vs Cisgender: 3.7%), and 42.6% *less* likely to be in Level 2. Reporting to level 1 - Senior staff (17.3% vs Cisgender: 30.0%).

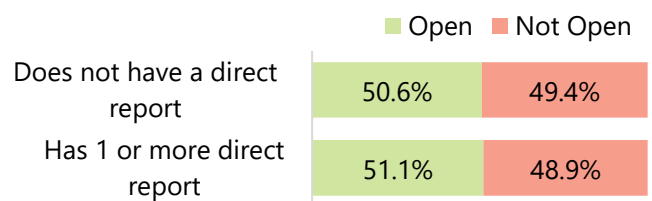|	Cisgender (n38,708)	Trans and gender Diverse (n1,119)	Open (n464)	Not open (n451)
Level 1. Leadership team	3.7%	2.1%	2.6%	1.8%
Level 2. Senior staff	30.0%	17.3%	17.5%	17.1%
Level 3. Employees/ Individual Contributor	60.0%	69.3%	72.6%	67.4%
Level 4. New Workforce entrants	6.2%	11.4%	7.3%	13.7%

Organisational culture is significantly affected by having 'out' and 'open' leadership role models and this will be explored in a later Practice Point.

A respondent's seniority in an organisation shows the greatest impact on being 'open' in the workplace. Those respondents who are 'open' in the workplace are more likely to be in Level 1 roles. Employees in leadership team roles are 33.3% more likely to be 'open' than 'not open'. The further from the leadership team an employee sits the less likely they are to be 'open' in the workplace.

This can be exacerbated by the time a person has been in the organisation, which is shown with workforce entrants are more likely to be 'not open' in the workplace by 45.2%.

Unlike respondents of diverse sexuality, employees who manage others (have 1 or more direct reports) are not more likely to be out in the workplace, with the ratio again being almost evenly split.

Manager status & being 'open'

	Open	Not Open
Does not have a direct report	50.6%	49.4%
Has 1 or more direct report	51.1%	48.9%

Trans and gender diverse respondents are 36.7% less likely to be in roles where they have direct reports (25.4% vs cisgender 40.1%).

Regarding the time they have been with their current organisation, trans and gender diverse respondents are also more likely to have been with the organisation for 5 years or less, (70.2%)

Tenure & 'open-ness'

	Less than 1	1 to 3 years	3 to 5	5 to 10	10 to 20	More than 20
Open	22.6%	30.4%	16.4%	15.7%	11.4%	3.4%
Not Open	27.1%	31.7%	13.7%	13.7%	10.6%	3.1%
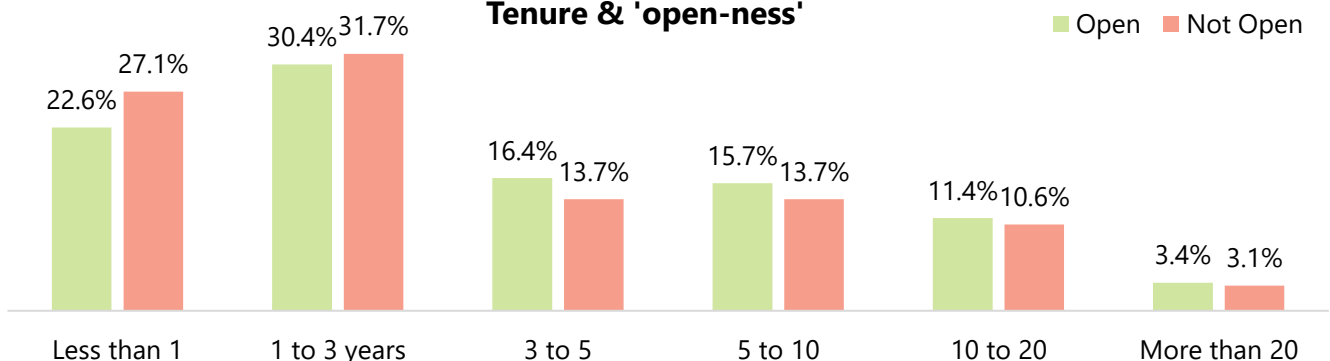
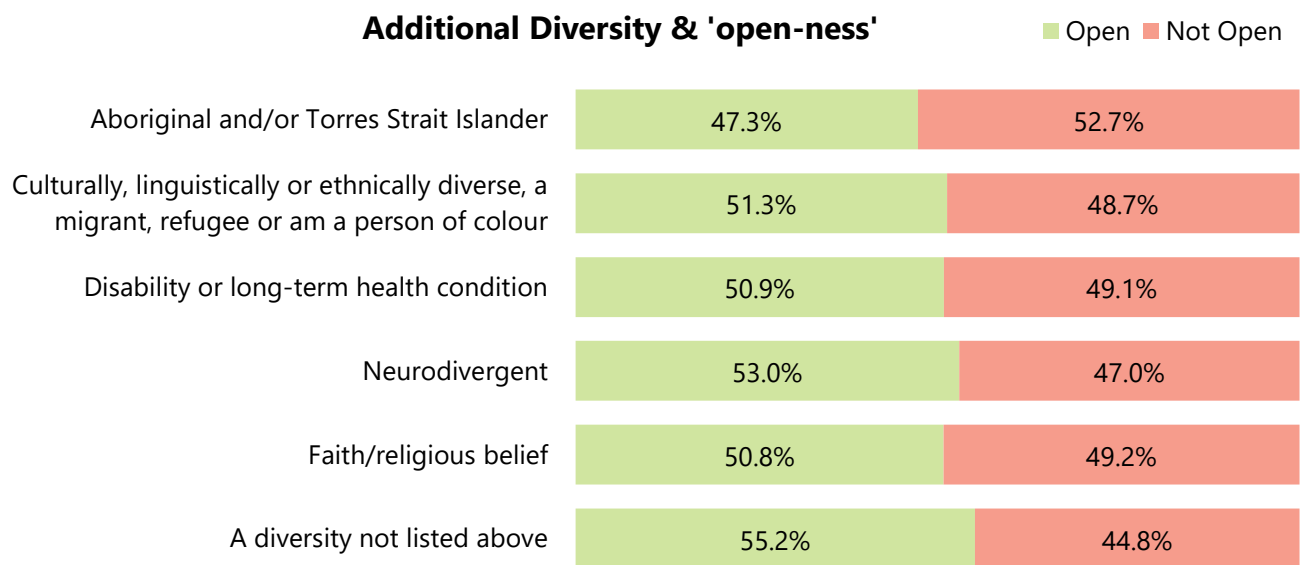compared to 54.2% of cisgender respondents. Once an individual has been with their organisation more than three years, they are more like to be 'open' than not with colleagues.

Intersectionality with personal attributes

75.9% of trans and gender diverse respondents, also identify with another personal attribute or background of diversity from the provided options, compared to 53.2% of cisgender. These presence of an additional personal attributes does not to affect a person's willingness to be 'open' in the workplace.

Additional Diversity & 'open-ness'   ■ Open ■ Not Open

Attribute	Open	Not Open
Aboriginal and/or Torres Strait Islander	47.3%	52.7%
Culturally, linguistically or ethnically diverse, a migrant, refugee or am a person of colour	51.3%	48.7%
Disability or long-term health condition	50.9%	49.1%
Neurodivergent	53.0%	47.0%
Faith/religious belief	50.8%	49.2%
A diversity not listed above	55.2%	44.8%

Personal beliefs on inclusion

When looking at the personal beliefs toward inclusion within organisations, 85.2% of trans and gender diverse respondents agreed they would be influenced to join an organisation with a positive track record of LGBTQ+ inclusion.
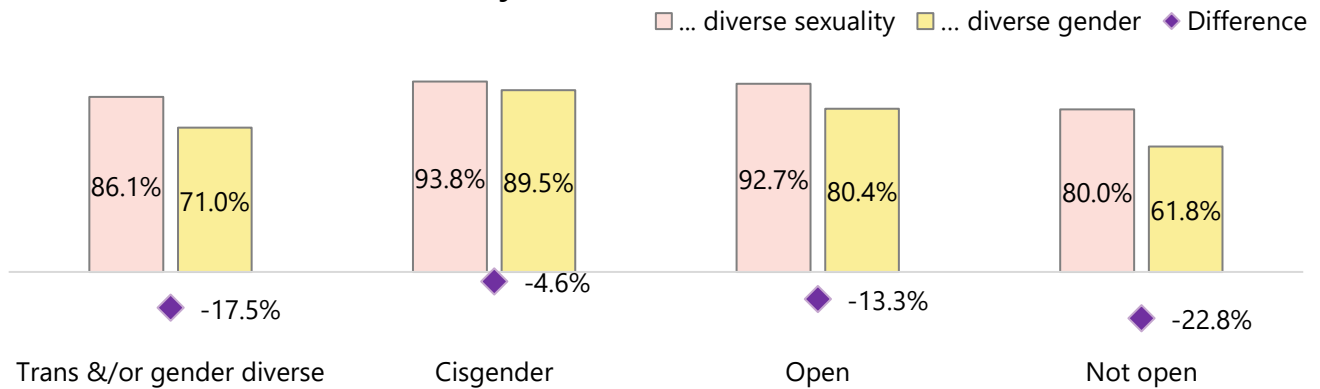
Those that are 'open' are 10% more likely to personally support the organisation's work in this area than those 'not open' (89.0% vs. 80.9%).

Regarding the belief that there are more than two genders, 89.6% of all trans and gender diverse respondents agree to this statement compared with 62.1% of cisgender respondents. Transgender men are the most likely to agree, with 90.9% agreement, transgender women are the least likely to agree (83.1%), while those who have selected non-binary or a different term in relation to their gender identity agree to this statement 90.6% of the time.

When looking at the belief that a person of diverse gender would be accepted in the workplace compared to the acceptance of a person of diverse sexuality, the results show that respondents feel trans, and gender diverse colleagues are significantly less likely to be accepted and treated no differently to anyone else. cisgender respondents are less likely to feel this way with only 4.6% difference. For trans and gender diverse respondents 'not open' in the workplace, this disparity

increases to 22.8%, with only 61.8% of respondents believing gender diverse colleagues would be welcomed.

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

Legend: □ … diverse sexuality □ … diverse gender ◆ Difference

Trans &/or gender diverse: 86.1% (diverse sexuality), 71.0% (diverse gender), Difference -17.5%

Cisgender: 93.8% (diverse sexuality), 89.5% (diverse gender), Difference -4.6%

Open: 92.7% (diverse sexuality), 80.4% (diverse gender), Difference -13.3%

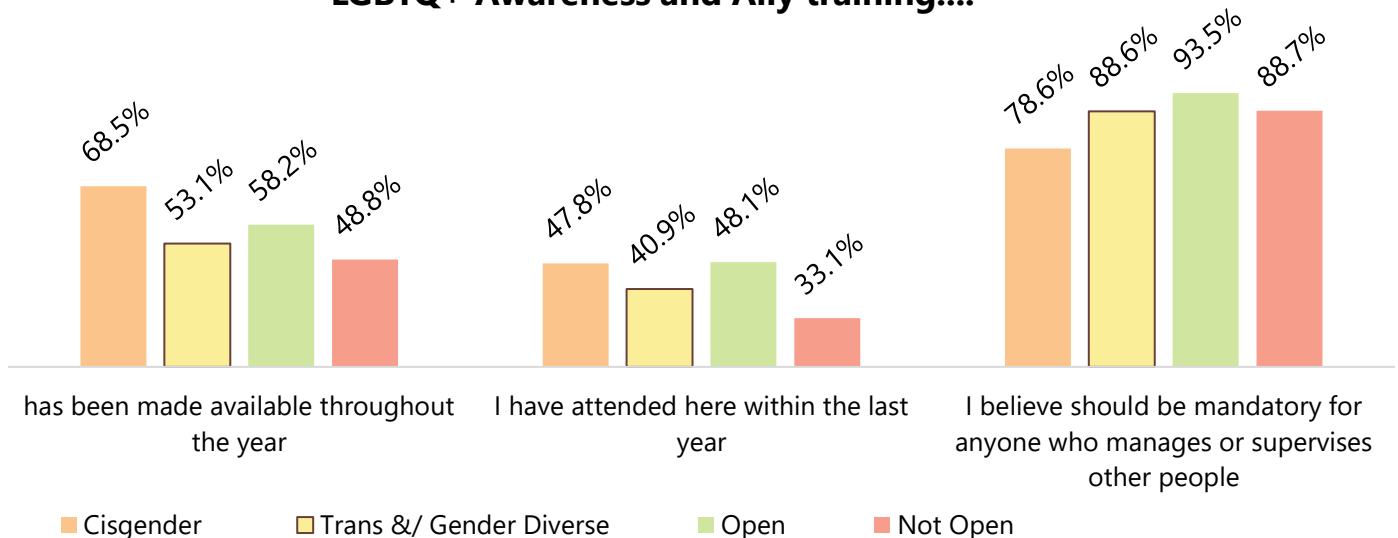**Not open:** 80.0% (diverse sexuality), 61.8% (diverse gender), Difference -22.8%

Cisgender respondents are more likely to believe that a person of diverse sexuality or gender would be welcome in the team, and 22.1% more likely to believe their organisation is genuinely committed to LGBTQ inclusion (Cisgender: 86.0% vs 70.5%).

Those 'open' are more likely to believe their organisation should put more effort into this aspect of diversity & inclusion (open: 74.9% vs not open: 75.4%), though cisgender respondents agreed only 45.0% of the time.

LGBTQ+ awareness or ally training has been attended by more cisgender respondents, than trans and gender diverse, and those 'open' in the workplace are more likely to have attended, than those 'not open'. Those 'open' are also more likely than anyone else to feel this training should be mandatory for managers.

LGBTQ+ Awareness and Ally training….

has been made available throughout the year: Cisgender 68.5%, Trans &/ Gender Diverse 53.1%, Open 58.2%, Not Open 48.8%

I have attended here within the last year: Cisgender 47.8%, Trans &/ Gender Diverse 40.9%, Open 48.1%, Not Open 33.1%

I believe should be mandatory for anyone who manages or supervises other people: Cisgender 78.6%, Trans &/ Gender Diverse 88.6%, Open 93.5%, Not Open 88.7%

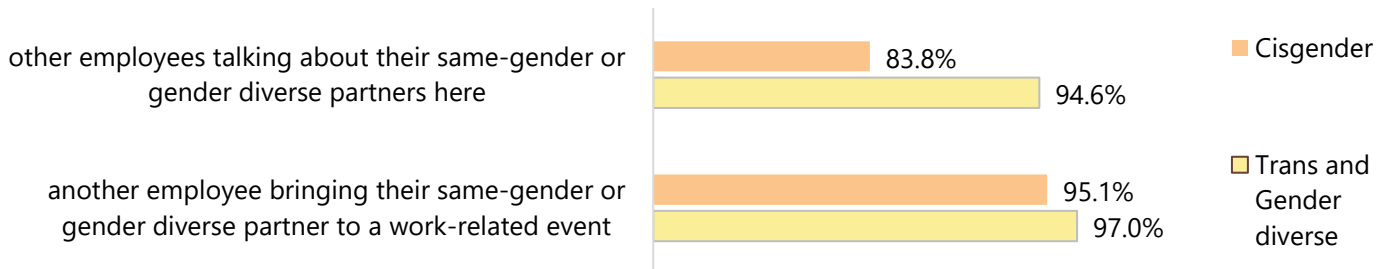Legend: ■ Cisgender ■ Trans &/ Gender Diverse ■ Open ■ Not Open

Working with others

96.0% of trans and gender diverse respondents are comfortable with colleagues talking about their same gender or gender diverse partners at work compared to 92.8% of cisgender respondents. This is only slightly lower than the 98.1% of respondents of diverse sexuality, compared to 91.3% of heterosexual respondents feeling that they are comfortable.

Taking this further and looking at the comfort level of respondents to colleagues bringing their same-gender or gender diverse partner to work events the discrepancy between the two cohorts is not as significant as just talking about partners at work.

I would be comfortable.....

other employees talking about their same-gender or gender diverse partners here	83.8% (Cisgender) / 94.6% (Trans and Gender diverse)
another employee bringing their same-gender or gender diverse partner to a work-related event	95.1% (Cisgender) / 97.0% (Trans and Gender diverse)

Legend: Cisgender; Trans and Gender diverse

Regarding gender-neutral bathroom facilities being available with the mix of facilities, cisgender respondents are 16.3% less likely by to be comfortable with than trans and gender diverse respondents.

Transgender women are 10.3% less likely to be comfortable than transgender men, and cisgender men are 8.8% less to be comfortable than cisgender women.

There is no significant difference between those 'open' or 'not open' in these areas.

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

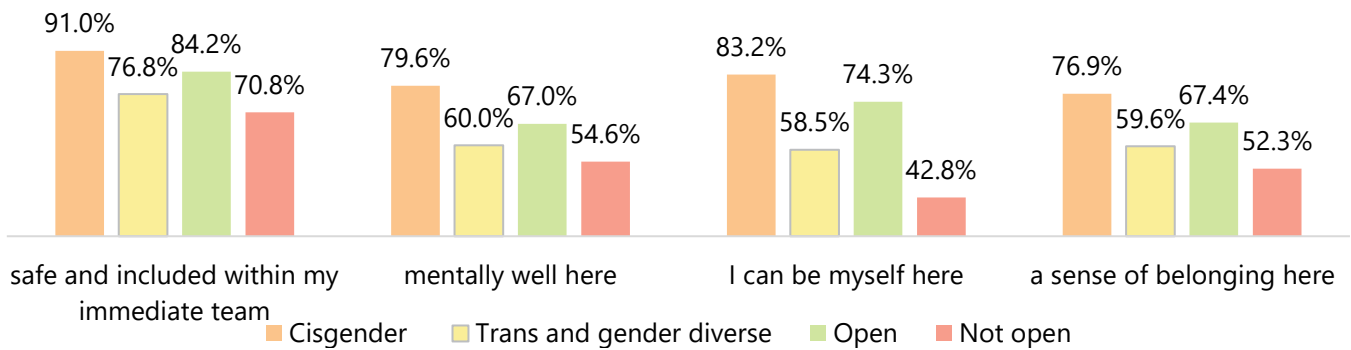|	
Cisgender	80.5%
Cisgender Men	76.2%
Cisgender Women	83.5%
Trans and Gender diverse	93.6%
Transgender Men	95.5%
Transgender Women	85.6%
Non-binary	87.9%
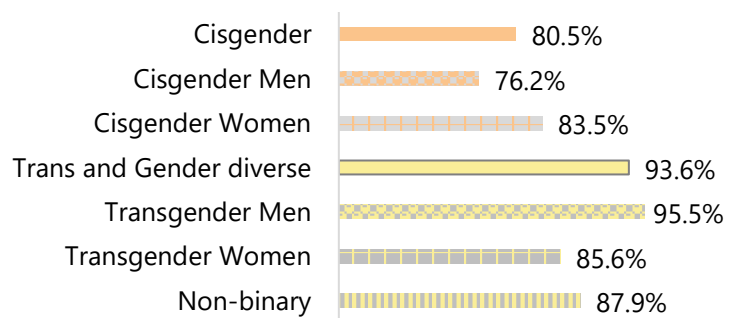
Health and Wellbeing

As an entire cohort, people of diverse gender are still reporting lower levels of safety, health, and wellbeing than cisgender respondents with between a 13.4% and 29.7% difference.

These feelings are further affected by being 'open' or 'not open' in the workplace, with 2023 responses showing similar differences to 2022.

Those 'not open' are 73.7% less likely to feel they can be themselves, 28.8% less likely to feel a sense of belonging and 22.7% less likely to feel mentally well.

I feel…

Bar chart showing percentages for Cisgender, Trans and gender diverse, Open, Not open:

- **safe and included within my immediate team**: 91.0%, 76.8%, 84.2%, 70.8%
- **mentally well here**: 79.6%, 60.0%, 67.0%, 54.6%
- **I can be myself here**: 83.2%, 58.5%, 74.3%, 42.8%
- **a sense of belonging here**: 76.9%, 59.6%, 67.4%, 52.3%

Legend: Cisgender | Trans and gender diverse | Open | Not open
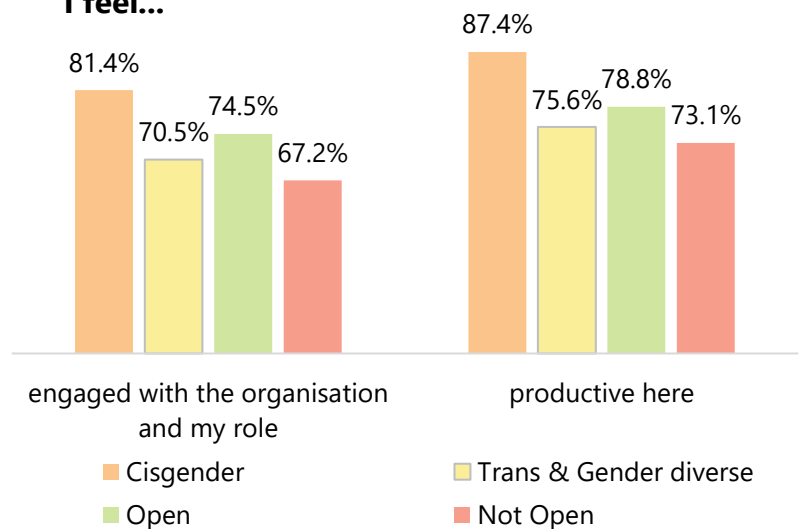
Productivity and Engagement

Cisgender employees are experiencing 15% higher levels of engagement and productivity compared to their trans and gender diverse colleagues.

When looking at the experiences of those 'not open', this year's respondents agree at a similar rate to last year. Those 'not open' are agreeing 9.8% less to feeling engaged, and 7.2% less to feeling productive.

Discrimination, Bullying & harassment.

I feel…

Bar chart showing percentages for Cisgender, Trans & Gender diverse, Open, Not Open:

- **engaged with the organisation and my role**: 81.4%, 70.5%, 74.5%, 67.2%
- **productive here**: 87.4%, 75.6%, 78.8%, 73.1%

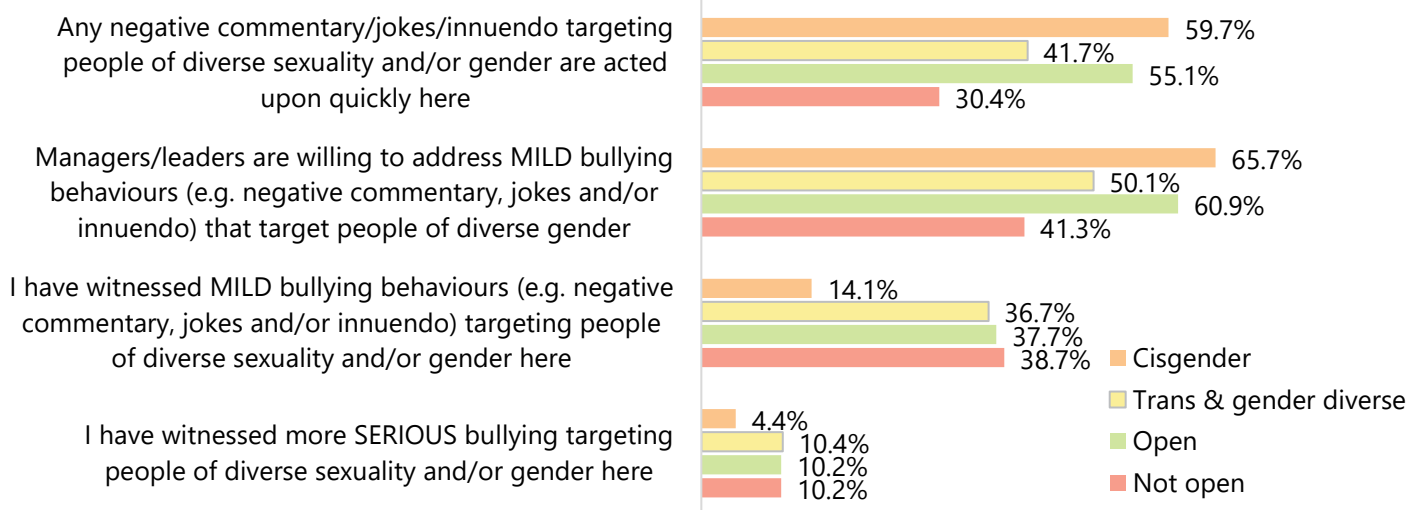Legend: Cisgender | Trans & Gender diverse | Open | Not Open

Within the organisation context, in comparison to cisgender respondents, trans and gender diverse respondents are:

- 30.1% less likely to agree that negative commentary is acted upon quickly in the organisation. (Cis: 29.7% vs Trans: 41.7%)
- 23.7% less likely to agree managers/leaders are willing to address MILD bullying behaviours (that target people of diverse gender (Cis: 66.5% vs Trans: 54.6%)
- 21.0% less likely to agree there are "identified confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or gender" (Cis: 65.7% vs Trans: 50.1%)

Regarding behaviours targeting people of diverse sexuality and/or gender, they are:

- 159.8% more likely to having witnessed mild bullying behaviours (Cis: 14.1% vs Trans: 36.7%)
- 136.6% more likely to have witnessed more serious behaviours. (Cis: 4.4% vs Trans: 10.4%)

Bullying and harrasment

Any negative commentary/jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly here
- 59.7%
- 41.7%
- 55.1%
- 30.4%

Managers/leaders are willing to address MILD bullying behaviours (e.g. negative commentary, jokes and/or innuendo) that target people of diverse gender
- 65.7%
- 50.1%
- 60.9%
- 41.3%

I have witnessed MILD bullying behaviours (e.g. negative commentary, jokes and/or innuendo) targeting people of diverse sexuality and/or gender here
- 14.1%
- 36.7%
- 37.7%
- 38.7%

I have witnessed more SERIOUS bullying targeting people of diverse sexuality and/or gender here
- 4.4%
- 10.4%
- 10.2%
- 10.2%

Legend:
- Cisgender
- Trans & gender diverse
- Open
- Not open

Overall, 26.8% of respondents have said they have experienced discrimination in the past due to their diverse sexuality and/or gender in their current organisation.

Last year, 24.9% of those 'open' in the workplace, and 13.8% of those 'not open', have been the target of mild bulling in the workplace (workplace incivility[ii]) targeting their diverse gender. More serious bulling has been directed at 4.6% of those 'open' and 2.9% of those 'not open'.

Further analysis on negative behaviours, action when witnessed or experienced, and reporting of these experiences will be contained in a future Practice Point.
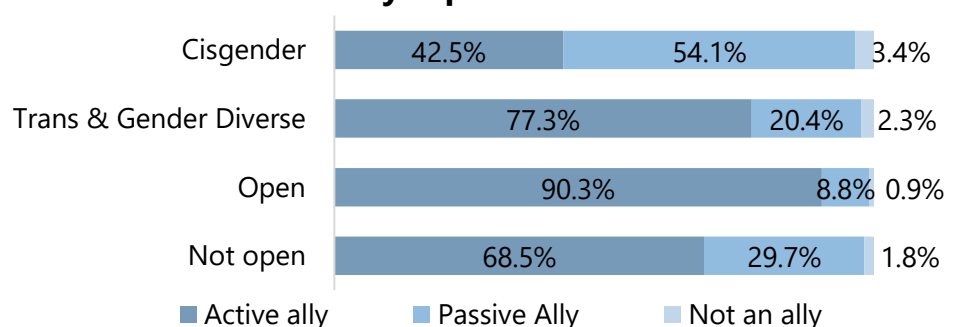
Organisation inclusion

Encouragingly after some large increases between 2021 and 2022, agreement to barriers with recruitment around background and reference checks has decreased by around 45%. Further insights into recruitment will be published later in 2023.

Allyship

65.1% of trans and gender diverse respondents have agreed that active allies have positively impacted their sense of inclusion within their workplace, with 'open' respondents agreeing 79.1% of the time.

While the number of trans & gender diverse employees is small, they are far more likely to be active allies than cisgender respondents, particularly those who are open in the workplace (90.3% active allies)
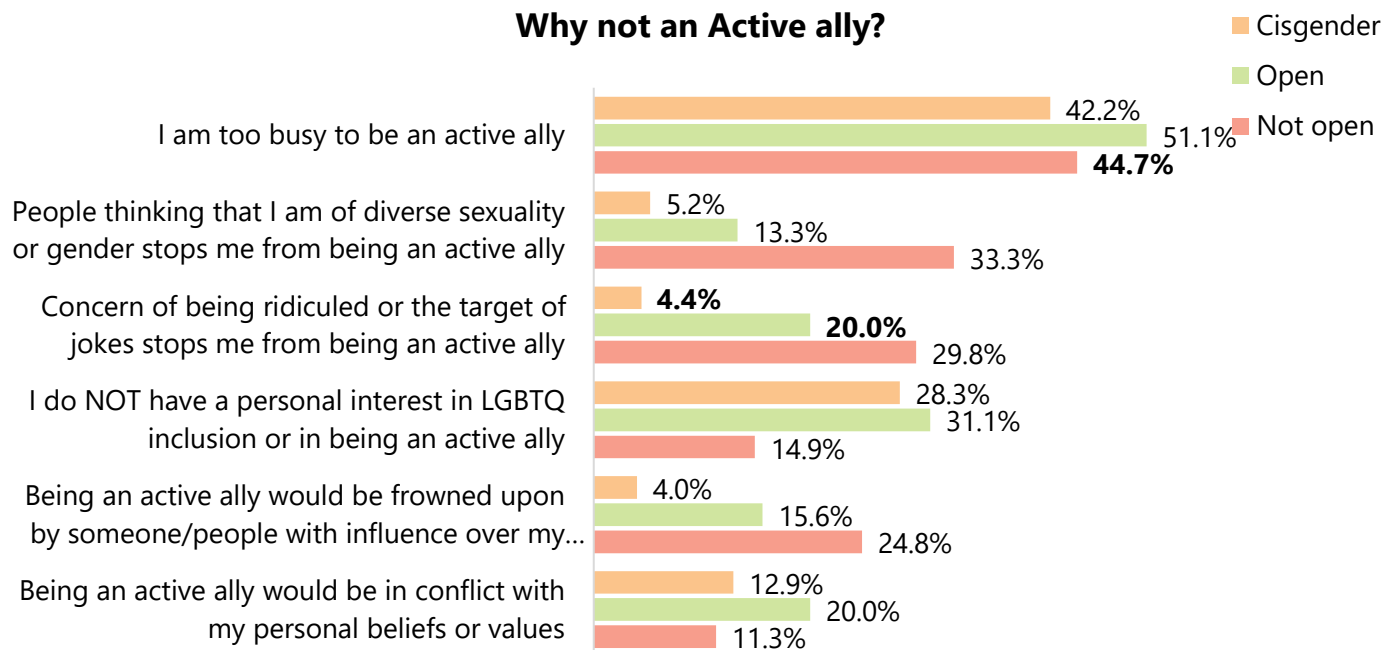
Allyship & Outness

	Active ally	Passive Ally	Not an ally
Cisgender	42.5%	54.1%	3.4%
Trans & Gender Diverse	77.3%	20.4%	2.3%
Open	90.3%	8.8%	0.9%
Not open	68.5%	29.7%	1.8%

Of those who are not active allies, the biggest proportion are also 'not open' in the workplace. Their main reason for their choosing not to be an active ally is concern people will think they are of diverse sexuality or gender.

15.6% of those open, and 24.8% of those 'not open' have agreed that they are not active allies because it would be frowned up by someone with influence over their career.

Why not an Active ally?

Legend: Cisgender, Open, Not open

Reason	Cisgender	Open	Not open
I am too busy to be an active ally	42.2%	51.1%	**44.7%**
People thinking that I am of diverse sexuality or gender stops me from being an active ally	5.2%	13.3%	33.3%
Concern of being ridiculed or the target of jokes stops me from being an active ally	**4.4%**	**20.0%**	29.8%
I do NOT have a personal interest in LGBTQ inclusion or in being an active ally	28.3%	31.1%	14.9%
Being an active ally would be frowned upon by someone/people with influence over my...	4.0%	15.6%	24.8%
Being an active ally would be in conflict with my personal beliefs or values	12.9%	20.0%	11.3%

Conclusion

This year we have seen an increase of respondents from the trans and gender diverse community with a greater overlap of people also identifying with being of diverse sexuality.

The results from this year's survey also show the impact of greater action by Australian workplaces in developing and communicating their Gender Affirmation policies for people to be open at work.

Encouraging 12.0% more of this year's respondents are 'Open' in the workplace than last year and feel that they can bring their whole selves to work, and not have to hide portions of their life from their colleagues.

We also however see the impact of often vocal and detrimental debate from broader societal points of view that empowers damaging innuendo and commentary around those with a trans and/or gender diverse experience, with respondents 58.4% of all respondents not open in the workplace agreed that the current negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be open.

Actions

1. Discover internal process which may restrict a person's ability to identify in the most appropriate way for them, including being able to update names, pronouns, gender markers etc.
2. Seek education and clarification on best practice for inclusion of trans and gender diverse people at all stages of the employment cycle.
3. Increase the explicit communication of the safety being created – for instance contact people in the recruitment process.
4. Encourage people to speak up when misinformation is presented around trans and gender diverse identities.
5. Ensure that organisation leaders are informed and up to date with social and political issues to support employees who may be impacted.

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[i] Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables, 2020 | Australian Bureau of Statistics (abs.gov.au)

[ii] Workplace incivility refers to "mild" behaviors- is a low-key, low-intensity act of negative treatment that includes, but is not limited to, jokes, innuendo, insults, rude comments, use of inappropriate language, etc.

More serious bullying and harassment - is all other behavior's including, but not limited to, direct verbal attacks, psychological (threats, manipulation, or stalking), social (spreading rumors etc. that are deliberately mean, humiliating, or exclusionary), physical (pushing, tripping, or hitting), cyber (using email, mobile phones, chat rooms and social networking to abuse, humiliate or threaten.)