INDUSTRY INCLUSION INSIGHTS • 2023 AWEI SURVEY

Sector: Private Company

Industry: Electricity, Gas, Water and Waste Services

General data

All data (All)			Industry (E,G,W&W)	
192		Organisations	6	3.1%
40,331		Respondents	1,014	2.5%
10,085	25.0%	LGBTQ+ respondents	180	17.8%
9,972	24.7%	% respondents of Diverse sexuality	179	17.7%
5,220	52.3%	% Diverse Sexuality respondents 'Out'	95	53.1%
1,119	2.8%	% respondents of Diverse Gender	14	1.4%
464	41.5%	% Diverse Gender respondents 'open'	7	50.0%

Location

The majority of responses in this industry were received from NSW (All: 33.7% vs EGW&W: 42.9%) & VIC (All: 23.4% vs EGW&W: 41.0%). There were no responses from the NT or TAS and only one each from the ACT, and WA.
South Australia had the most significant difference in response rates, a 35.8% increase (All: 1.6% vs EGW&W: 5.2%).

28.9% more Electricity, Gas, Water and Waste Services industry respondents work outside of Capital city (city centre or suburbs) locations. (All: 15.2% vs EGW&W: 19.6%).

Organisation position

Respondents are:

- 4.6% more likely to be in Full time roles (All: 83.6 % vs EGW&W: 87.5%).
- 18.4% more likely to have been employed less than one year (All: 19.2 % vs EGW&W: 22.8%).
- 13.3% less likely to have been employed between 10-20 years. (All: 19.5 % vs EGW&W: 16.9%)
- 42.0% less likely to have been employed over 20 years, (All: 9.5% vs EGW&W: 8.4%)

Proportionately, 16.4% more respondents are Level 3 employees (Reporting to level 2 - Employees/Individual Contributors) (All: 60.3 % vs EGW&W: 70.2%), and 36.1% fewer responses were received from Leadership/executive team members (All: 3.7 % vs EGW&W: 2.4%).

Organisation inclusion

Respondents are:

- ✗ 6.1% less likely to believe there are more than two genders (male/female) (All: 62.6% vs EGW&W: 58.8%)
- ✓ 6.5% more likely to believe their organisation is genuinely committed to LGBTQ diversity & inclusion (All: 85.2% vs EGW&W: 90.7%)
- 7.5% less likely to believe their organisation should put more effort into this aspect of diversity & inclusion (All: 45.7% vs EGW&W: 42.3%).

Awareness and visibility

Within the last year:

- ✓ 4.9% more feel work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated (All: 80.3% vs EGW&W: 84.3%),
- ✓ 2.9% more respondents are aware of training being available (All: 68.0% vs EGW&W: 70.0%),
- × 5.0% fewer respondents attended training (All: 47.4% vs EGW&W: 45.1%).

Bullying and Harassment

Respondents in this industry are more likely by:

- ✓ 5.0% to feel negative commentary/jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly (All: 59.1% vs EGW&W: 62.1%),
- ✓ 5.1% to feel managers are willing to address workplace incivility (negative commentary, jokes and/or innuendo) targeting people of diverse sexuality (All: 66.0% vs EGW&W: 69.4%),
- ✓ 5.8% to feel managers address workplace incivility behaviours towards people of diverse genders (All respondents: 65.1% vs EGW&W: 68.9%)

They also are:

- ✓ 20.9% less likely to have witnessed workplace incivility (All: 14.8% vs EGW&W: 11.7%),
- ✓ 32.7% less likely to have witnessed severe behaviours (All: 4.6% vs EGW&W: 3.1%),
- ✓ 9.9% less likely to say they would not report workplace incivility (All: 5.3% vs EGW&W: 4.8%)
- ✓ 15.1% less likely to say they would not report serious behaviours (All: 1.7% vs EGW&W: 1.5%)

Having workplace incivility behaviours called out is less likely, with 8.3% more respondents advising no one called out the behaviour. For more serious bullying behaviours this increases to 13.2% more advising behaviours were not called out (All: 21.3 vs EGW&W: 24.1%).

Health & Wellbeing

Respondents are reporting more positively within health and wellbeing factors.

- ✓ 5.7% more feel mentally well at work (All: 78.7% vs EGW&W: 83.2%),
- ✓ 5.4% more feel they can be themselves at work (All: 72.1% vs EGW&W: 86.5%)
- ✓ 5.2% more respondents feel a sense of belonging at their organisation (All: 76.1% vs EGW&W: 80.0%).

Allyship

Electricity, Gas, Water and Waste Services industry respondents have mixed responses regarding Allyship measures:

- ✓ 7.0% more agree employees who wish to be allies are supported to do so (All: 70.6% vs EGW&W: 75.5%)
- × 3.0% fewer agree they understand why active allies are important (All: 85.9% vs EGW&W: 83.3%)
- × 12.1% fewer feel they are active allies (All: 43.2% vs EGW&W: 38.0%)
- × 10.7% more identify themselves as passive allies (All: 53.2% vs EGW&W: 58.9%).
- × 13.6% more say they are “not an ally” (All: 3.6% vs EGW&W: 6.3%).

LGBTQ+ respondents

This industry has 29.0% fewer respondents who are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience)

There are:

- 49.8% fewer respondents who identify with non-binary identities (All: 2.2% vs EGW&W: 1.1%),
- 25.1% fewer respondents identifying as Gay or Lesbian (All: 12.0% vs EGW&W: 9.0%),
- 32.2% fewer respondents identifying with emerging sexual orientations (bi-pan sexual/ Queer/Asexual/different term) (All: 13.1% vs EGW&W: 8.9%)
- 26.4% fewer respondents using non-gendered pronouns (gender-neutral, rolling, or other pronouns) (All: 3.7% vs EGW&W: 2.7%).

LGBTQ+ inclusivity within Electricity, Gas, Water and Waste Services

Of the respondents who answered the question relating to being ‘out’ in the workplace (n144), Electricity, Gas, Water and Waste Services respondents are 8.4% more likely to be 'out' in the workplace. As there were only 9 respondents of diverse gender who answered questions relating to being 'open' in the workplace, this does not provide an adequate number of responses for analysis for this cohort.

Electricity, Gas, Water and Waste Services LGBTQ+ respondents are:

- ✓ 13.2% less likely to agree they had experienced discrimination in the past in this workplace (All: 18.7% vs EGW&W: 16.2%)
- ✓ 5.1% more likely to feel active allies have positively impacted their sense of inclusion (All: 63.0% vs EGW&W: 66.2%),
- ✓ 16.8% more likely to feel the level of executive endorsement of sexuality and/or gender diverse inclusion initiatives has been positive (All: 71.2% vs EGW&W: 83.1%),
- ✓ 21.1% less likely to agree they expend time editing conversations or hiding who they are (All: 29.8% vs EGW&W: 23.5%)
- ✓ 8.1% more likely to feel their organisation's commitment to LGBTQ+ people has been positive (All: 80.5% vs EGW&W: 87.0%)

Those 'out' at work are:

- ✓ 10.1% more likely to agree their sexuality would **<u>not</u>** have any impact on career progression within their current organisation (All: 79.4% vs EGW&W: 87.4%)
- ✓ 5.9% more likely to feel inclusion initiatives have had a positive impact on how they feel about their own sexuality (All: 71.5% vs EGW&W: 75.8%)
- ✓ 5.1% more likely to agree they have <u>not</u> encountered any exclusion based on their sexuality (All: 68.3% vs EGW&W: 87.4%)

Those 'not out' are:

- ✗ 31.8% more likely to fear being the target of discrimination due to their diverse sexuality (All: 23.2% vs EGW&W: 30.6%)
- ✓ 27.4% less likely to feel they would <u>not</u> be accepted by some members of their team (All: 27.1% vs EGW&W: 20.4%)
- ✓ 15.2% less likely to avoid inclusion initiatives because they don't want people to know they are of diverse sexuality (ALL: 24.1 vs EGW&W: 20.4%)
- ✓ 47.3% less likely to feel the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be out (All: 27.1% vs EGW&W: 14.3%)

For those of diverse gender, we note, due to low response numbers, these metrics are potentially not providing an accurate picture of this cohort within the Electricity, Gas, Water and Waste Services industry.