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AUSTRALIAN WORKPLACE EQUALITY INDEX

pride in diversity

INDUSTRY INCLUSION INSIGHTS · **2023 AWEI SURVEY**

Sector: Private Company

Industry: Information Media and Telecommunications

General data

All data (All)			Industry (I,M&T)	
192		Organisations	7	3.6%
40,331		Respondents	1203	3.0%
10,085	25.0%	LGBTQ+ respondents	275	22.9%
9,972	24.7%	% respondents of Diverse sexuality	274	22.8%
5,220	52.3%	% Diverse Sexuality respondents 'Out'	150	54.7%
1,119	2.8%	% respondents of Diverse Gender	32	2.7%
464	41.5%	% Diverse Gender respondents 'open'	12	37.5%

Location

77.8% of responses in this industry were received from NSW (All: 33.7% vs I,M&T: 41.4%) & VIC (All: 23.4% vs I,M&T: 36.4%). All other states have lower representative responses rates.

38.3% fewer Information, Media and Telecommunications industry respondents work outside Capital city (city centre or suburbs) locations, than the all response set (All: 15.2% vs I,M&T: 9.4%.

Organisation position

Respondents are:

- 10.9% more likely to be in Full time roles (All: 83.6 % vs I,M&T: 92.8%).
- 23.9% less likely to have been employed less than one year (All: 19.2 % vs I,M&T: 14.6%).
- 14.9% more likely to have been employed over 20 years, (All: 9.5% vs I,M&T: 14.9%)
- 31.8% less likely to be new workforce entrant (All: 6.3% vs I,M&T: 4.3%)
- 23.5% less likely to have direct reports (All: 39.7% vs I,M&T: 31.7%)

Organisation inclusion

Respondents are:

✓ 6.1% more likely to believe their organisation is genuinely committed to LGBTQ diversity & inclusion (All: 85.2% vs I,M&T: 90.4%).

Awareness and visibility

Within the last year:

✓ 7.9% more feel work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated (All: 80.3% vs I,M&T: 86.7%),
✓ 8.0% more respondents are aware of training being available (All: 68.0% vs I,M&T: 73.4%),
✓ 26.4% more respondents attended training (All: 47.4% vs I,M&T: 60.0%).
✓ 5.7% more likely to feel training should be mandatory for anyone who manages or supervises others (All: 78.4% vs I,M&T: 82.9%).

Bullying and Harassment

Respondents in this industry are more likely by:

✓ 8.3% to feel negative commentary/ jokes/ innuendo targeting people of diverse sexuality

and/or gender are acted upon quickly (All: 59.1% vs I,M&T: 64.1%),
- ✓ 8.1% to feel managers are willing to address workplace incivility (negative commentary, jokes and/or innuendo) targeting people of diverse sexuality (All: 66.0% vs I,M&T: 71.3%),
- ✓ 8.6% to feel managers address workplace incivility behaviours towards people of diverse genders (All respondents: 65.1% vs I,M&T: 70.7%),
- ✓ 7.7% to agree there are identified avenues to safely report bullying and harassment related to sexuality and/or gender (All: 75.9% vs I,M&T: 81.7%)

They also are:
- ✓ 2.5% less likely to have witnessed workplace incivility (All: 14.8% vs I,M&T: 14.4%),
- ✗ 17.5% more likely to have witnessed severe bullying behaviours (All: 4.6% vs I,M&T: 5.4%),
- ✗ 23.1% more likely to say they would not report workplace incivility (All: 5.3% vs I,M&T: 6.6%)
- ✗ 13.5% more likely to say they would not report serious behaviours (All: 1.7% vs I,M&T: 2.0%)

Having workplace incivility behaviours called out is less likely, with 6.0% more respondents advising no one called out the behaviour, and 13.5% more respondents advising no one called out serious behaviours.

Health & Wellbeing
Respondents are reporting more positively within health and wellbeing factors.
- ✓ 6.5% more respondents feel a sense of belonging at their organisation (All: 76.1% vs I,M&T: 81.0%),
- ✓ 6.6% more feel mentally well at work (All: 78.7% vs I,M&T: 83.9%),
- ✓ 5.7% more feel they can be themselves at work (All: 72.1% vs I,M&T: 86.7%)

Allyship
Information, Media and Telecommunications respondents are slightly more positive across all but one allyship measures; 7.0% fewer respondents know of material or training available

which would show them how to be an active ally (All: 55.0% vs I,M&T: 51.1%)

2.6% more respondents feel they are active allies (All: 43.2% vs I,M&T: 44.4%), though 9.6% more say they are "not an ally" (All: 3.6% vs I,M&T: 3.9%).

LGBTQ+ respondents
This industry has 8.6% fewer respondents who are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience)

There are:
- An equal number of respondents (2.2%) who identify with non-binary identities.
- 5.4% more respondents identifying as Gay or Lesbian (All: 12.0% vs I,M&T: 12.6%),
- 21.3% fewer respondents identifying with emerging sexual orientations (bi-pan sexual/ Queer/Asexual/different term) (All: 13.1% vs I,M&T: 10.3%)
- 52.5% fewer respondents using non-gendered pronouns (gender-neutral, rolling, or other pronouns) (All: 3.7% vs I,M&T: 3.6%).

LGBTQ+ inclusivity within Information, Media and Telecommunications
Of the respondents who answered the question relating to being 'out' in the workplace (n243), Information, Media and Telecommunications respondents are only 1.4% more likely to be 'out' in the workplace. For those 'open' in the workplace regarding their diverse gender and/or trans experienced, (n27), 12.4% fewer respondents are 'open' in the workplace.

Information, Media and Telecommunications LGBTQ+ respondents are:
- ✓ 5.2% more likely to agree they had experienced discrimination in the past in this workplace (All: 18.7% vs I,M&T: 19.7%)
- ✓ 15.8% more likely to feel active allies have positively impacted their sense of inclusion (All: 63.0% vs I,M&T: 73.0%),
- ✓ 19.0% more likely to feel the level of executive endorsement of sexuality and/or gender diverse inclusion initiatives has been positive (All: 71.2% vs I,M&T: 84.7%),

- ✓ 9.7% more likely to feel their organisations commitment to LGBTQ+ people has been positive (All: 80.5% vs I,M&T: 88.4%),
- ✓ 9.3% fewer feel they expend time editing conversations or hiding who they are (All: 29.8% vs I,M&T: 27.0%)

Those 'out' at work are:
- ✓ 17.9% more likely to agree there are visible out role models similar to themselves (All: 68.3% vs I,M&T: 80.5%)
- ✓ 18.2% more likely to feel their performance is positively impacted by being out (All: 61.8% vs I,M&T: 73.0%)
- ✓ 15.4% more likely to feel inclusion initiatives have had a positive impact on how they feel about their own sexuality (All: 71.5% vs I,M&T: 82.6%)
- ✓ 6.5% more likely to have <u>not</u> encountered any exclusion based on their sexuality (All: 83.2% vs I,M&T: 88.6%)
- ✓ 10.0% more likely to agree feel comfortable and safe discussing workplace issues related to their diverse sexuality with their manager (All: 83.2% vs I,M&T: 90.6%)

Those 'not out' are:
- ✗ 14.8% more likely to feel they would <u>not</u> be accepted by some members of their team (All: 27.1% vs I,M&T: 31.1%)
- ✗ 10.0% more likely to fear being the target of discrimination due to their diverse sexuality (All: 23.2% vs I,M&T: 25.6%)
- ✗ 8.7% more likely to be concerned they would become the target of sexualised jokes (All: 23.5% vs I,M&T: 25.6%)
- ✓ 10.3% less likely to agree to being not comfortable enough within themselves to be out (All: 37.6% vs I,M&T: 33.7%)

For those of diverse gender, we note, due to the low response numbers, these metrics are potentially not providing an accurate picture of this cohort within the Information, Media and Telecommunications industry.