**A ROADMAP
AN AUDITING TOOL
AN ENGAGEMENT SURVEY**

Sector: Private Company

Industry: Mining

General data

All data (All)			Industry (Mining)	
192		Organisations	5	2.6%
40,331		Respondents	1,389	3.4%
10,085	25.0%	LGBTQ+ respondents	304	21.9%
9,972	24.7%	% respondents of Diverse sexuality	296	21.3%
5,220	52.3%	% Diverse Sexuality respondents 'Out'	146	49.3%
1,119	2.8%	% respondents of Diverse Gender	50	3.6%
464	41.5%	% Diverse Gender respondents 'open'	23	46.0%

Location

90.1% of respondents are from Western Australia (All: 10.2% vs Mining: 67.2%) and Queensland (All: 17.1% vs Mining: 22.9%).

Respondents are significantly more likely (189.8%) to be located outside Capital city (city centre or suburbs) locations. This is the only industry where we see this disparity, specifically;

- 52.6% more working in Regional city or town locations (All: 152.3% vs Mining: 18.7%).
- 655.1% more working in Rural (Countryside) locations (All: 1.7% vs Mining: 13.0%).
- 899.1% more working in Remote (Countryside & far from any towns or cities) locations (All: 1.2% vs Mining: 12.5%).

Organisation position

Respondents are:

- 4.5% more likely to be in Full time roles (All: 83.6 % vs Mining: 87.9%)
- 51.9% less likely to be in Part time roles (All: 9.3% vs Mining: 4.5%)
- 29.7% less likely to have been employed less than one year (All: 19.2 % vs Mining: 13.5%)

- 29.9% more likely to have been employed between 10-20 years. (All: 19.5% vs Mining: 25.3%)
- 43.6% fewer respondents are from leadership and executive teams (All: 3.7 % vs Mining: 2.1%)

Organisation inclusion

Respondents are less likely by:

- ✗ 17.2% to believe there are more than two genders (male/female) (All: 62.6% vs Mining: 51.8%)
- ✗ 9.1% to believe a member of their team would be fully supported if they were to affirm their gender (begin openly identifying as a gender which is different from their sex recorded at birth) (All: 86.8% vs Mining: 78.9%)
- ✗ 7.6% to believe a person of diverse gender would be welcome in their team and treated no differently to anyone else (All: 88.7% vs Mining: 82.0%)
- 9.3% to believe their organisation should put more effort into this aspect of diversity & inclusion (All: 45.7% vs Mining: 41.4%).

Within the last year they are:
- ✓ 6.8% more likely to feel there has been visibility and promotion of an internal employee network for sexuality & gender diverse employees and allies (All: 82.2% vs Mining: 87.2%),
- ✓ 5.0% more feel that work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated (All: 80.3% vs Mining: 84.4%)

Bullying and Harassment

Respondents in this industry are more likely by:
- ✓ 9.8% to agree there are identified avenues to safely report bullying and harassment related to sexuality and/or gender (All: 75.9% vs Mining: 83.3%)
- ✓ 4.9% to feel negative commentary/jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly (All: 59.1% vs Mining: 62.0%),
- ✓ 4.3% to feel managers are willing to address workplace incivility (negative commentary, jokes and/or innuendo) targeting people of diverse sexuality (All: 66.0% vs Mining: 68.8%),
- ✓ 3.3% to feel managers address workplace incivility behaviours towards people of diverse genders (All respondents: 65.1% vs Mining: 67.3%)

But they also are:
- ✗ 62.9% more likely to have witnessed workplace incivility (All: 14.8% vs Mining: 24.1%),
- ✗ 48.9% more likely to have witnessed severe bullying behaviours (All: 4.6% vs Mining: 6.9%),
- ✗ 17.1% more likely to say they would not report workplace incivility (All: 5.3% vs Mining: 6.3%)
- ✗ 63.5% more likely to say they would not report serious behaviours (All: 1.7% vs Mining: 2.8%)
- ✗ 17.3% more likely to say no one called out the serious behaviours (All: 21.3% vs Mining: 25.0%)

Allyship

Mining industry respondents are more positive across all allyship measures. Most significantly:
- ✓ 6.1% more agree that employees who wish to be allies are supported to do so (All: 70.6% vs Mining: 74.9%)
- ✓ 6.9% more know of active executive allies and/or sponsors at their organisation (All: 60.9% vs Mining: 65.1%)
- ✓ 5.3% more know of material or training available that would show them how to be an active ally (All: 55.0% vs Mining: 57.9%)

3.9% fewer respondents feel they are active allies (All: 43.2% vs Mining: 41.5%) and 41.3% more say they are "not an ally" (All: 3.6% vs Mining: 5.1%).

Regarding why they are not an active ally, the mining industry shows the greatest differences with:
- ✗ 25.9% more agreeing that being an active ally would be frowned upon by someone/people with influence over their career (All: 4.2% vs Mining: 5.3%)
- ✗ 24.7% more agree it would be in conflict with their personal beliefs and values (All: 13.2% vs Mining: 16.5%)
- ✗ 17.9% more agree they do not have a personal interest in LGBTQ+ inclusion or in being an active ally (All: 28.5% vs Mining: 33.6%)

LGBTQ+ respondents

This industry has 12.5% fewer respondents who are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience)
There are:
- • 13.3% more respondents who identify with non-binary identities (All: 2.2% vs Mining: 2.4%),
- • 11.7% fewer respondents identifying as Gay or Lesbian (All: 12.0% vs Mining: 10.6%),
- • 15.7% fewer respondents identifying with emerging sexual orientations (bi-pan sexual/ Queer/Asexual/different term) (All: 13.1% vs Mining: 11.0%)
- • 9.2% fewer respondents using non-gendered pronouns (gender-neutral, rolling, or other pronouns) (All: 3.7% vs Mining: 3.3%).

LGBTQ+ inclusivity within Mining

Mining respondents diverse sexualities are 6.7% less likely to be 'out' in the workplace, whereas those with diverse genders are 10.9% more likely to be 'open' in the workplace.

LGBTQ+ Mining respondents are:
- ✗ 98.9% more likely to agree they had experienced discrimination in the past in this workplace (All: 18.7% vs Mining: 37.2%)
- ✗ 33.2% more likely to expend time editing conversations or hiding who they are (All: 29.8% vs Mining: 39.7%),
- ✗ 5.0% less likely to feel their organisation's commitment to LGBTQ+ people has been positive (All: 80.5% vs Mining: 76.5%),

Those 'out' at work are:
- ✓ 13.2% more likely to feel their performance is positively impacted by being out (All: 61.8% vs Mining: 69.9%)
- ✓ 10.5% more likely to feel inclusion initiatives have had a positive impact on how they feel about their own sexuality (All: 71.5% vs Mining: 79.0%)
- ✗ 4.8% less likely to agree that there are visible out role models similar to themselves (All: 68.3% vs Mining: 65.0%)
- ✗ 11.7% less likely to agree they have not encountered any exclusion based on their sexuality (All: 83.2% vs Mining: 73.4%)
- ✗ 7.5% less likely to feel that their sexuality would not have any impact on their career progression (All: 79.4% vs Mining: 73.4%)

Those 'not out' are more likely by
- ✗ 47.4% to fear being the target of discrimination due to their diverse sexuality (All: 23.2% vs Mining: 34.2%)
- ✗ 42.9% to feel they would not be accepted by some members of their team (All: 27.1% vs Mining: 38.7%)
- ✗ 72.5% to be concerned they would become the target of sexualised jokes/innuendo (All: 23.5% vs Mining: 40.5%)
- ✗ 29.5% 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 Mining: 35.1%)

Regarding bullying and harassment in the workplace:
- ✗ 36.8% more respondents of diverse sexuality have been the target of workplace incivility behaviours, (All: 11.4% vs Mining: 15.6%). &
- ✗ 2.5% more advised they did not report (All: 67.1% vs Mining: 68.8%).
- ✗ 75.5% more respondents have been the target of serious bullying and harassment (All: 2.2% vs Mining: 3.9%)., and
- ✗ 69.2% more advising they did not report (All: 36.9% vs Mining: 62.5%).

For trans and gender diverse respondents, 22.3% more have affirmed their gender within their workplace, and are 37.7% more likely to be happy with the process (All: 56.1% vs Mining: 77.3%).

Those 'open' at work are:
- ✓ 15.2% more likely to agree that people make an effort to use their personal pronouns (All: 63.1% vs Mining: 72.7%)
- ✓ 43.1% more likely to identify visible out role models (All: 45.6% vs Mining: 65.2%)
- ✓ 27.5% more likely to feel supported by their team relating to their diverse gender (All: 71.6% vs Mining: 91.3%
- ✓ 11.7% more likely to agree they have **not** experienced any gender-based exclusion (All: 66.1% vs Mining: 73.9%).
- ✓ 42.9% more likely to feel positive performance impacts from being open (All: 63.9% vs Mining: 91.3%).

Unfortunately, 23.2% more respondents feel they have been deliberately misgendered in the past year (All: 22.1% vs Mining: 27.3%).

For those 'not open' at work:
- ✗ 18.4% more agree it is because they do not want to be labelled because of their diverse gender. (All: 65.7% vs Mining: 77.8%).
- ✗ 23.6% more agree the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be open (All: 58.4% vs Mining: 72.2%)

- ✖ 22.3% more do not feel they would be accepted by some of their team (All: 54.5% vs Mining: 66.7%)
- ✖ 29.5% more feel being open at work would negatively impact their career progression (All: 42.9% vs Mining: 61.1%)
- ✔ 5.6% fewer fear being the target of discrimination due to their diverse gender (All: 47.1% vs Mining: 44.4%).

Recruitment experiences of those of diverse gender and/or trans experience differed with:
- ✔ 177.6% more agreeing a contact person was identified to support diverse gender applicants (All: 12.9% vs Mining: 35.7%)
- ✖ 195.8% more facing barriers with reference checks (All: 9.1% vs Mining: 26.8%)
- ✖ 63.4% more facing barriers with background and criminal checks (All: 9.9% vs Mining: 19.5%)
- ✖ 114.1% more feeling disadvantaged during the recruitment process (All: 9.1% vs Mining: 19.5%)

Mining respondents had more positive experiences relating to bathroom facilities:
- ✔ 32.0% more freedom to use toilets of choice (All: 42.5% vs Mining: 56.1%)
- ✔ 36.8% more is availability of 'all-gender' or 'gender-neutral' toilets (All: 34.8% vs Mining: 47.6%)
- ✔ 23.9% more agree there are well communicated policies to support those affirming their gender (All: 48.0% vs Mining: 59.5%)

Unfortunately, 15.5% fewer agree there is support to dress in a manner that aligns with their gender identity/ expression (All: 63.5% vs Mining: 53.7%)

68.9% more gender diverse respondents have been the target of workplace incivility behaviours (All: 21.1% vs Mining: 35.5%) though 9.7% fewer advised they did not report the behaviour. 139.6% more have been the target of serious bullying and harassment (All: 4.0% vs Mining: 9.7%), with 3.7% more advising they did not report it.