AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

A ROADMAP
AN AUDITING TOOL
AN ENGAGEMENT SURVEY

pride in diversity

INDUSTRY INCLUSION INSIGHTS · 2023 AWEI SURVEY

Sector: Private Company
Industry: Professional, Scientific and Technical Services

General data

All data (All)		Industry (P,S&T)		
192		Organisations	38	19.8%
40,331		Respondents	6077	15.1%
10,085	25.0%	LGBTQ+ respondents	1389	22.9%
9,972	24.7%	% respondents of Diverse sexuality	1375	22.6%
5,220	52.3%	% Diverse Sexuality respondents 'out'	691	50.3%
1,119	2.8%	% respondents of Diverse Gender	120	2.0%
464	41.5%	% Diverse Gender respondents 'open'	46	38.3%

Location
Respondents in this industry span all states and territories. A greater proportion of responses were received from NSW (All: 33.7% vs P,S&T: 39.6%) , QLD (All: 17.1% vs P,S&T: 19.2%) & Vic (All: 23.4% vs P,S&T: 25.7%)
150.4% fewer respondents are from the ACT (All: 10.5% vs P,S&T: 4.2%).

Only 5.7% of Professional, Scientific and Technical Services industry respondents work outside of Capital city (city centre or suburbs) locations. 74.1% are based in City centres (vs All: 51.6%), with fewer in suburban Capital city locations (All: 33.2% vs P,S&T: 20.2%).

Organisation position
Respondents are:
- 25.7% less likely to be in temporary/casual roles (All: 2.5% vs P,S&T: 1.9%).
- 52.6 % less likely to be in contract positions (All: 4.1% vs P,S&T: 2.0%)

They are also.
- 13.2% more likely to have been employed for between 1-10 years. (All: 51.8 % vs P,S&T: 58.7%).

- 34.3% less likely to have been employed between 10-20 years, (All: 19.5% vs P,S&T: 12.8%), &
- 50.2% less likely to have been employed over 20 years, (All: 9.5% vs P,S&T: 4.7%)

Respondents are 52.4% more likely to identify being in a position of CEO or equivalent, or their direct reports (All: 3.7% vs P,S&T: 5.7%), and 18.1% more likely to be in level 2 positions reporting to level one staff (All: 29.6% vs P,S&T: 35.0%), and are 12.1% more likely to advise having one or more direct reports.

Organisation inclusion
Respondents are:
- ✓ 5.9% more likely to personally support the work their organisation does for LGBTQ+ inclusion, (All: 84.4% vs P,S&T: 89.4%).
- ✓ 8.5% more likely to believe there are more than two genders (male/female) (All: 62.6% vs P,S&T: 37.9%).

Awareness and visibility
Within the last year:
- ✓ 7.1% more feel that work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated (All: 80.3% vs P,S&T: 86.0%),

- ✓ 8.2% more respondents are aware of training being available (All: 68.0% vs P,S&T: 73.5%),
- ✓ 14.2% more respondents attended training (All: 47.4% vs P,S&T: 54.5%).

Bullying and Harassment

Respondents in this industry are more likely by:
- ✓ 6.4% to feel workplace incivility (negative commentary/jokes/innuendo) targeting people of diverse sexuality and/or gender are acted upon quickly (All: 59.1% vs P,S&T: 62.9%),
- ✓ 5.7% to feel managers are willing to address workplace incivility behaviours targeting people of diverse sexuality (All: 66.0% vs P,S&T: 69.7%),
- ✓ 5.4% to feel managers address workplace incivility behaviours towards people of diverse genders (All respondents: 65.1% vs P,S&T: 68.6%),
- ✓ 5.4% to agree there are identified avenues to safely report bullying and harassment related to sexuality and/or gender (All: 75.9% vs P,S&T: 80.0%)

They also are:
- ✓ 33.8% less likely to have witnessed workplace incivility (All: 14.8% vs P,S&T: 9.8%),
- ✓ 39.7% less likely to have witnessed more severe behaviours (All: 4.6% vs P,S&T: 2.8%),
- ✓ 24.5% less likely to say they would not report workplace incivility (All: 5.3% vs P,S&T: 4.0%)

Working with others

Respondents are:
- ✘ 7.0% more likely to be comfortable having all-gender or gender-neutral toilet facilities (All: 80.5% vs P,S&T: 86.2%)
- ✘ 5.3% more likely to be comfortable using gender neutral pronouns (All: 83.7% vs P,S&T: 88.1%)

Health & Wellbeing

Respondents are reporting more positively within health and wellbeing factors.
- ✓ 4.8% more respondents feel a sense of belonging at their organisation (All: 76.1% vs P,S&T: 79.7%),
- ✓ 5.7% more feel they can be themselves at work (All: 82.1% vs P,S&T: 86.7%)

Allyship

Professional, Scientific and Technical Services respondents are more positive across most allyship measures. Most significantly:
- ✓ 14.7% more agree that employees who wish to be allies are supported to do so (All: 70.6% vs P,S&T: 81.0%)
- ✓ 11.4% more know of active allies within my immediate area (All: 65.2% vs P,S&T: 72.6%)
- ✓ 12.4% more know of active executive allies and/or sponsors at their organisation (All: 60.9% vs P,S&T: 68.5%)
- ✓ 10.2% more know of material or training available that would show them how to be an active ally (All: 55.0% vs P,S&T: 60.6%)

1.9% more respondents feel they are active allies (All: 43.2% vs P,S&T: 44.1%) and 34.2% fewer say they are "not an ally" (All: 3.6% vs P,S&T: 2.4%).

LGBTQ+ respondents

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

They are:
- 26.1% less likely to identify with a non-binary gender identity (All: 2.2% vs P,S&T: 1.6%)
- 4.2% more likely to identify as straight (All: 72.9% vs P,S&T: 76.0%),
- 8.9% less likely to identify with emerging sexual orientations (bi-pan sexual/ Queer/Asexual/different term) (All: 13.1% vs P,S&T: 11.9%)
- 27.8% less likely to use non-gendered pronouns (gender-neutral, rolling, or other pronouns) (All: 3.7% vs P,S&T: 2.6%).

LGBTQ+ inclusivity within Professional, Scientific and Technical Services

Of the respondents who answered the question relating to being 'out' in the workplace (n1,159), Professional, Scientific and Technical Services respondents are 2.2% less likely to be out in the workplace. For those of diverse gender those in who answered (n95), are 4.5% less likely to be 'open' in the workplace.

Professional, Scientific and Technical Services LGBTQ+ respondents are:

- ✓ 37.0% less likely to agree they had experienced discrimination in the past in this workplace (All: 18.7% vs P,S&T: 11.8%)
- ✓ 12.3% less likely to spend time editing conversations or hiding who they are (All: 29.8% vs P,S&T: 26.2%)
- ✓ 14.5% more likely to feel active allies have positively impacted their sense of inclusion (All: 63.0% vs P,S&T: 72.2%),
- ✓ 9.2% more likely to feel that the level of executive endorsement of sexuality and/or gender diverse inclusion initiatives has been positive (All: 71.2% vs P,S&T: 77.8%),
- ✓ 8.0% more likely to feel their organisations commitment to LGBTQ+ people has been positive (All: 80.5% vs P,S&T: 87.0%),

Those 'out' at work are:
- ✓ 18.2% more likely to feel inclusion initiatives have had a positive impact on how they feel about their own sexuality (All: 71.5% vs P,S&T: 84.5%)
- ✓ 15.3% more likely to agree that there are visible out role models similar to themselves (All: 68.3% vs P,S&T: 78.8%)
- ✓ 14.4% more likely to feel their performance is positively impacted by being out (All: 61.8% vs P,S&T: 70.6%)
- ✓ 6.1% more likely to agree they have not encountered any exclusion based on their sexuality (All: 83.2% vs P,S&T: 88.2%)
- ✓ 7.3% more likely to believe their sexuality would **not** have any impact on career progression (All: 79.4% vs P,S&T: 85.2%).

Those 'not out' are:
- • 13.4% more likely to feel they are not out because they are uncomfortable within themselves (All: 37.6% vs P,S&T: 42.6%)
- ✓ 19.8% less likely to be concerned they would become the target of sexualised jokes/innuendo (All: 23.5% vs P,S&T: 18.9%)
- ✓ 6.2% 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 P,S&T: 25.4%)

Respondents of diverse sexuality have agreed to being the target of workplace incivility behaviours

55.5% less, and 47.3% less regarding serious bullying and harassment.

For trans and gender diverse respondents, those in this industry are 20.4% less likely to have affirmed their gender within this workplace, and 18.6% more likely to have **not** affirmed their gender in any workplace, (All: 42.6% vs P,S&T: 50.5%) but are 10.1% <u>more</u> likely to be happy with the process (All: 56.1% vs P,S&T: 61.8%).

Those 'open' at work are:
- ✕ 2.4% less likely to identify visible out role models (All: 45.6% vs P,S&T: 44.5%)
- ✕ 3.8% less likely to feel supported by their team relating to their diverse gender (All: 71.6% vs P,S&T: 68.9%
- ✕ 4.5% less likely to feel their LGBTQ Employee network is including of diverse gender employees (All: 79.1% vs P,S&T: 75.6%)
- ✓ 18.3 more likely to feel positive performance impacts from being out (All: 63.9% vs P,S&T: 75.6%)
- ✓ 21.0% more likely to have not experienced any gender-based exclusion (All: 66.1% vs P,S&T: 80.0%)
- ✓ 49.8% less likely to feel they have been deliberately misgendered in the past year (All: 22.1% vs P,S&T: 11.1%),

For those 'not open' at work:
- ✕ 10.1% more agree it is because they do not want to be labelled because of their diverse gender. (All: 65.7% vs P,S&T: 72.3%).
- ✕ 9.3% 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 P,S&T: 63.8%).
- ✕ 17.6% more fear being the target of discrimination due to their diverse gender (All: 47.1% vs P,S&T: 55.3%).
- ✓ 30.4% less likely to agree to avoid inclusion initiatives because they don't want people to know they are of diverse gender (All: 49.1% vs P,S&T: 23.4%).

Recruitment experiences of those of diverse gender and/or trans experience are more positive with:

- ✓ 23.2% more agreed a contact person was identified to support diverse gender applicants (All: 12.9% vs P,S&T: 15.8%)
- ✓ 41.3% less feared discrimination because of their gender diversity (All: 39.7% vs P,S&T: 12.2%)
- ✓ 31.9% less faced barriers with reference checks (All: 9.1% vs P,S&T: 6.2%)
- ✓ 7.6% less faced barriers with background and criminal checks (All: 9.9% vs P,S&T: 9.2%)
- ✓ 66.4% less felt disadvantaged during the recruitment process (All: 9.1% vs P,S&T: 3.1%)

Professional, Scientific and Technical Services respondents had more positive experiences relating to policies with:
- ✓ 7.2% more freedom to use toilets of choice (All: 42.5% vs P,S&T: 45.5%)
- ✓ 16.6% more is availability of 'all-gender' or 'gender-neutral' toilets (All: 34.8% vs P,S&T: 40.6%)
- ✓ 9.4% more acknowledgement of gender diversity beyond the binary of male/female. (All: 66.0% vs P,S&T: 72.3%)

Diverse Gender respondents have agreed to being the target of workplace incivility behaviours 45.0% less, and 28.2% less regarding serious bullying and harassment.