

INDUSTRY INCLUSION INSIGHTS • 2023 AWEI SURVEY

Sector: Private Company

Industry: Wholesale Trade

General data

All data (All)		Industry (WT)	
192		Organisations	9 4.7%
40,331		Respondents	978 2.4%
10,085	25.0%	LGBTQ+ respondents	140 14.3%
9,972	24.7%	% respondents of Diverse sexuality	135 13.8%
5,220	52.3%	% Diverse Sexuality respondents 'out'	78 57.8%
1,119	2.8%	% respondents of Diverse Gender	13 1.3%
464	41.5%	% Diverse Gender respondents 'open'	5 38.5%

Location

83.8% of responses in this industry were received from NSW (All: 33.7% vs WT: 58.8%) & VIC (All: 23.4% vs WT: 25.1%). There were no responses from the NT.

Only 8.1% of Wholesale Trade industry respondents work outside of Capital city (city centre or suburbs) locations. 8.8% fewer, are based in City centres (vs All: 51.6% vs WT: 47.0%), with a 35.2% more in suburban Capital city locations (All: 33.2% vs WT: 44.9%).

Organisation position

Respondents are:

- 10.5% more likely to be in Full time roles (All: 83.6 % vs WT: 92.4%).
- 22.9% less likely to have been employed less than one year (All: 19.2 % vs WT: 14.8%).
- 8.8% more likely to have been employed between 1-10 years. (All: 51.8 % vs WT: 56.3%).
- 11.9% less likely to have been employed over 20 years, (All: 9.5% vs WT: 8.4%)

Proportionately more leadership and executive team members responded to the survey (All: 3.7 % vs WT: 6.0%), and 48.4% fewer new workforce entrants (All: 6.3 % vs WT: 3.3%).

Organisation inclusion

Respondents are:

- ✓ 5.2% more likely to believe their organisation is genuinely committed to LGBTQ diversity & inclusion (All: 85.2% vs WT: 89.6%).
- 21.0% less likely to believe their organisation should put more effort into this aspect of diversity & inclusion (All: 45.7% vs WT: 31.6%).

Awareness and visibility

Within the last year:

- ✓ 8.6% more feel that work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated (All: 80.3% vs WT: 87.3%),
- ✓ 14.2% more respondents are aware of training being available (All: 68.0% vs WT: 77.6%),
- ✓ 32.5% more respondents attended training (All: 47.4% vs WT: 62.8%).

Bullying and Harassment

Respondents in this industry are more likely by:

- ✓ 15.8% to feel negative commentary/jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly (All: 59.1% vs WT: 68.5%),
- ✓ 10.6% to feel managers are willing to address workplace incivility (negative commentary, jokes and/or innuendo) targeting people of diverse sexuality (All: 66.0% vs WT: 72.9%),
- ✓ 11.0% to feel managers address workplace incivility behaviours towards people of diverse genders (All respondents: 65.1% vs WT: 72.3%),
- ✓ 7.2% to agree there are identified avenues to safely report bullying and harassment related to sexuality and/or gender (All: 75.9% vs WT: 81.3%)

They also are:

- ✓ 47.6% less likely to have witnessed workplace incivility (All: 14.8% vs WT: 7.8%),
- ✓ 46.4% less likely to have witnessed severe behaviours (All: 4.6% vs WT: 2.5%),
- ✓ 39.3% less likely to say they would not report workplace incivility (All: 5.3% vs WT: 3.2%)
- ✓ 35.4% less likely to say they would not report serious behaviours (All: 1.7% vs WT: 1.1%)

Having workplace incivility behaviours called out is also more likely, with 51.4% fewer respondents advising that no one called out the behaviour.

Health & Wellbeing

Respondents are reporting more positively within health and wellbeing factors.

- ✓ 6.9% more respondents feel a sense of belonging at their organisation (All: 76.1% vs WT: 81.3%),
- ✓ 6.6% more feel mentally well at work (All: 78.7% vs WT: 83.9%),
- ✓ 6.7% more feel they can be themselves at work (All: 72.1% vs WT: 87.6%)

Allyship

Wholesale Trade industry respondents are more positive across all allyship measures. Most significantly:

- ✓ 8.0% more agree that employees who wish to be allies are supported to do so (All: 70.6% vs WT: 76.3%)
- ✓ 12.3% more know of active executive allies and/or sponsors at their organisation (All: 60.9% vs WT: 68.4%)
- ✓ 7.7% more know of material or training available that would show them how to be an active ally (All: 55.0% vs WT: 59.2%)

However, 10.3% fewer respondents feel they are active allies (All: 43.2% vs WT: 38.8%) and 75.1% more say they are "not an ally" (All: 3.6% vs WT: 6.3%).

LGBTQ+ respondents

This industry has 42.7% fewer respondents who are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience)

There are:

- 66.9% fewer respondents who identify with non-binary identities (All: 2.2% vs WT: 0.7%),
- 30.9% fewer respondents identifying as Gay or Lesbian (All: 12.0% vs WT: 8.3%),
- 57.0% fewer respondents identifying with emerging sexual orientations (bi-pan sexual/ Queer/Asexual/different term) (All: 13.1% vs WT: 5.6%)
- 58.9% fewer respondents using non-gendered pronouns (gender-neutral, rolling, or other pronouns) (All: 3.7% vs WT: 1.5%).

LGBTQ+ inclusivity within Wholesale Trade

Of the respondents who answered the question relating to being 'out' in the workplace (n117), Wholesale Trade respondents are 9.5% more likely to be 'out' in the workplace. As there were only 10 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.

Wholesale Trade LGBTQ+ respondents are:

- ✓ 28.4% less likely to agree they had experienced discrimination in the past in this workplace (All: 18.7% vs WT: 13.4%)
- ✓ 15.5% more likely to feel active allies have positively impacted their sense of inclusion (All: 63.0% vs WT: 72.8%),

- ✓ 18.4% 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 WT: 84.3%),
- ✓ 14.4% more likely to feel their organisations commitment to LGBTQ+ people has been positive (All: 80.5% vs WT: 92.1%),

Those 'out' at work are:

- ✓ 12.1% more likely to agree that there are visible out role models similar to themselves (All: 68.3% vs WT: 76.6%)
- ✓ 32.5% more likely to feel their performance is positively impacted by being out (All: 61.8% vs WT: 81.8%)
- ✓ 14.4% more likely to feel inclusion initiatives have had a positive impact on how they feel about their own sexuality (All: 71.5% vs WT: 81.8%)
- ✓ 15.6% more likely to agree they have not encountered any exclusion based on their sexuality (All: 83.2% vs WT: 96.1%)
- ✓ 15.2% more likely to agree feel comfortable and safe discussing workplace issues related to their diverse sexuality with their manager (All: 83.2% vs WT: 94.8%)

Those 'not out' are:

- ✗ 21.5% more likely to fear being the target of discrimination due to their diverse sexuality (All: 23.2% vs WT: 28.2%)
- ✗ 4.1% more likely to feel they would not be accepted by some members of their team (All: 27.1% vs WT: 28.2%)
- ✗ 6.5% more likely to avoid inclusion initiatives because they don't want people to know they are of diverse sexuality (ALL: 24.1 vs WT: 25.6%)
- ✓ 33.8% 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 WT: 18.0%)

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