

INDUSTRY INCLUSION INSIGHTS • 2023 AWEI SURVEY

Private Company

General data

All data (All)			Private Company (P/C)	
192		Organisations	121	63.0%
40,331		Respondents	22,414	55.6%
10,085	25.0%	LGBTQ+ respondents in the sector	4928	22.0%
9,972	24.7%	% respondents of Diverse Sexuality	4872	21.7%
5,220	52.3%	% of Diverse Sexuality respondents 'Out'	2,733	56.1%
1,119	2.8%	% respondents of Diverse Gender	438	2.0%
464	41.5%	% of Diverse Gender respondents 'open'	182	41.6%

Location

Respondents in this sector span all states and territories. A greater proportion of responses were received from NSW (All: 33.7% vs P/C: 40.8%) and QLD (All: 17.1% vs P/C: 19.1%).

Only 13.2% of Private company sector respondents work outside of Capital city (city centre or suburbs). 58.1% are based in Capital city (City centre) (vs All: 51.6%), and 28.8% in Capital city (suburbs) (vs All: 33.2%).

Rural and remote respondents each make up 1.9%, both higher than all (All: Rural: 1.7% and Remote: 1.2%)

Organisation position

Respondents are:

- 3.1% more likely to be in Full time roles (All: 83.6% vs P/C: 86.2%)
- 24.4% less likely to be in contract positions (All: 4.1% vs P/C: 3.1%), &
- 18.6% less likely to be in temporary/casual roles (All: 2.5% vs P/C: 2.1%).

They are also.

- More likely to have been employed for between 1-10 years. (All: 51.8 % vs P/C: 56.2%).
- 12.1% less likely to have been employed between 10-20 years by 12.1%, (All: 19.5% vs

P/C: 17.1%), & 30.2% employed over 20 years, (All: 9.5% vs P/C: 6.7%)

Awareness and visibility

Overall respondents from Private Companies are more likely to agree positively with awareness and visibility questions. Within the last year:

- ✓ 6.3% more respondents are aware of training being available (All: 68.0% vs P/C: 72.3%),
- ✓ 12.7% more respondents attended training (All: 47.4% vs P/C: 53.5%).

Bullying and Harassment

Private Company Sector respondents are more likely by:

- ✓ 10.6% to feel negative commentary/jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly (All: 59.1% vs P/C: 65.4%),
- ✓ 8.6% to feel managers are willing to address workplace incivility (negative commentary, jokes and/or innuendo) targeting people of diverse sexuality (All: 66.0% vs P/C: 71.7%),
- ✓ 8.9% to feel managers address workplace incivility behaviours towards people of diverse genders (All respondents: 65.1% vs P/C: 70.9%),
- ✓ 6.5% to agree there are identified avenues to safely report bullying and harassment related

to sexuality and/or gender (All: 75.9% vs P/C: 80.8%)

They also are:

- ✓ 8.0% less likely to have witnessed workplace incivility (All: 14.8% vs P/C: 13.6%), &
- ✓ 18.1% less likely to say they would not report workplace incivility (All: 5.3% vs P/C: 4.4%)

Health & Wellbeing

Respondents are reporting more positively within health and wellbeing factors. 5.2% more respondents feel a sense of belonging at their organisation (All: 76.1% vs P/C: 80.0%), and 4.5% more feel they can be themselves at work (All: 72.1% vs P/C: 85.8%)

Allyship

Private Company respondents are more positive across most allyship measures. Most significantly:

- ✓ 7.6% to agreeing that employees who wish to be allies are supported to do so (All: 70.6% vs P/C: 76.0%)
- ✓ 5.8% to knowing of active allies within my immediate area (All: 65.2% vs P/C: 69.0%)
- ✓ 5.5% to knowing of active executive allies and/or sponsors at their organisation (All: 60.9% vs P/C: 64.3%)
- ✓ 5.3% to knowing of material or training available that would show them how to be an active ally (All: 55.0% vs P/C: 57.9%)

2.3% more respondents feel they are active allies (All: 43.2% vs P/C: 44.2%) and 11.6% are less likely to say they are "not an ally" (All: 3.6% vs P/C: 3.2%).

LGBTQ+ respondents

Private Companies have 12.1% fewer respondents who are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience)

They are:

- 33.9% less likely to identify with a non-binary gender identity (All: 2.2% vs P/C: 1.4%)
- 4.5% more likely to identify as straight (All: 72.9% vs P/C: 76.2%),
- 23.5% less likely to identify with emerging sexual orientations (bi-pan sexual/ Queer/Asexual/different term) (All: 13.1% vs P/C: 10.0%)
- 29.5% less likely to use non-gendered pronouns (gender-neutral, rolling, or other pronouns) (All: 3.7% vs P/C: 2.6%)

LGBTQ+ inclusivity within Private Companies

Of the respondents who answered the question relating to being 'out' in the workplace (n3311), Private company respondents are 12.3% more likely to be out in the workplace. For those of diverse gender those in Private companies who answered (n290), are 5.5% more likely to be 'open' in the workplace.

Private Company LGBTQ+ respondents are:

- ✓ 11.4% less likely to spend time editing conversations or hiding who they are (All: 29.8% vs P/C: 26.4%)
- ✓ 10.2% more likely to feel active allies have positively impacted their sense of inclusion (All: 63.0% vs P/C: 69.4%),
- ✓ 9.3% 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/C: 77.8%),
- ✓ 7.1% more likely to feel their organisations commitment to LGBTQ+ people has been positive (All: 80.5% vs P/C: 86.2%),

Those 'out' at work are:

- ✓ 11.3% more likely to agree that there are visible out role models similar to themselves (All: 68.3% vs P/C: 76.1%)
- ✓ 11.2% more likely to feel inclusion initiatives have had a positive impact on how they feel about their own sexuality (All: 71.5% vs P/C: 79.6%)
- ✓ 8.7% more likely to feel their performance is positively impacted by being out (All: 61.8% vs P/C: 67.1%)
- ✓ 6.1% more likely to agree they have not encountered any exclusion based on their sexuality (All: 83.2% vs P/C: 88.2%)
- ✓ 5.5% to believe their sexuality would not have any impact on career progression (All: 79.4% vs P/C: 83.7%).

Those 'not out' are:

- ✓ 5.4% more likely to feel they are not out because they are uncomfortable within themselves (All: 37.6% vs P/C: 39.6%).
- ✓ 8.7% 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/C: 24.8%)

19.1% fewer respondents of diverse sexuality have agreed to being the target of workplace incivility behaviours, and 21.2% fewer regarding serious bullying and harassment.

For trans and gender diverse respondents, those in this sector are 5.1% more likely to have **not** affirmed their gender in any workplace, (All: 42.6% vs P/C: 44.8%) but are 34.8% more likely to be happy with the process (All: 56.1% vs P/C: 75.7%).

Those 'open' at work are:

- ✓ 21.5% more likely to identify visible out role models (All: 45.6% vs 55.4%)
- ✓ 17.2% more likely to feel positive performance impacts from being out (All: 63.9% vs 74.9%)
- ✓ 17.1% more likely to have not experienced any gender-based exclusion (All: 66.1% vs 77.5%)
- ✓ 14.4% less likely to feel they have been deliberately misgendered in the past year (All: 22.1% vs P/C: 19.0%),
- ✓ 11.6% more likely to feel people make an effort to use their personal pronouns (all: 63.1% vs P/C: 70.5%)
- ✓ 12.0% more likely to feel comfortable and safe discussing workplace issues related to their gender diversity with their manager (All: 72.5% vs P/C: 81.3%).

For those 'not open' at work:

- ✗ 6.5% more agree it is because they do not want to be labelled because of their diverse gender. (All: 65.7% vs P/C: 69.9%).
- ✗ 8.2% 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/C: 63.2%).
- ✗ 10.8% more fear being the target of discrimination due to their diverse gender (All: 47.1% vs P/C: 52.2%).
- ✗ 11.2% more are not comfortable enough within themselves to be open (All: 49.1% vs P/C: 54.6%).

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

- ✓ 54.3% more agreed a contact person was identified to support diverse gender applicants (All: 12.9% vs P/C: 19.8%)
- ✓ 16.6% more agreed the recruitment process was inclusive (All: 43.6% vs P/C: 50.8%)
- ✓ 9.4% more likely to feel application forms were inclusive of diverse gender (All: 35.4% vs P/C: 38.7%)
- ✓ 8.7% more disclosed their gender diversity during application process (All: 28.4% vs P/C: 30.8%)
- ✓ 11.6% less feared discrimination because of their gender diversity (All: 39.7% vs P/C: 35.1%)

Though:

- ✗ 24.2% more faced barriers with reference checks (All: 9.1% vs P/C: 11.3%) &
- ✗ 4.7% more faced barriers with background and criminal checks (All: 9.9% vs P/C: 10.4%)

Private Company respondents had more positive experiences relating to policies with:

- ✓ 19.9% more agreeing to there being well communicated policies to support those affirming their gender (All: 48.0% vs P/C: 57.6%).
- ✓ 11.6% more freedom to use toilets of choice (All: 42.5% vs P/C: 47.4%)
- ✓ 10.9% more is availability of 'all-gender' or 'gender-neutral' toilets (All: 34.8% vs P/C: 38.6%)
- ✓ 8.2% more acknowledgement of gender diversity beyond the binary of male/female. (All: 66.0% vs P/C: 72.8%)

Diverse Gender and/trans respondents have agreed to being the target of workplace incivility behaviours 24.1% less, and 17.1% less regarding serious bullying and harassment.