AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

A ROADMAP
AN AUDITING TOOL
AN ENGAGEMENT SURVEY

pride in diversity

INDUSTRY INCLUSION INSIGHTS • **2023 AWEI SURVEY**

Public Sector

The Public Sector as a group includes all federal, state and local government departments. These have been combined to ensure meaningful analysis and comparison to the whole Australia response data.

General data

All data (All)		Category	Public Sector (P/S)	
192		*Organisations*	50	26.0%
40,331		*Respondents*	15,311	38.0%
10,085	25.0%	*LGBTQ+ respondents in the sector*	4,275	27.9%
9,972	98.9%	*% respondents of Diverse sexuality*	4,227	27.6%
5,220	52.3%	*% of Diverse Sexuality respondents 'Out'*	2,004	47.4%
1,119	2.8%	*% respondents of Diverse Gender*	533	3.5%
464	41.5%	*% of Diverse Gender respondents 'open'*	211	39.6%

Location

The Public Sector has a greater proportion of respondents from the ACT, due to the significant proportion of Canberra-based federal government organisations and employees participating in the survey; 25.0% of all Public Sector employees are located in the ACT, compared to 10.5% of all responses (+137.1%). While the total Public Sector working in Capital city locations is similar to the total Australian respondents, state organisations have a greater proportion of respondents from regional, rural, and remote areas.

Personal Beliefs

Public Sector respondents are less likely by:

✕ 6.5% to believe their organisation is committed to LGBTQ+ inclusion. (All: 85.2% vs P/S: 79.7%).

✕ 4.2% to support the work done by their organisation (All: 84.4% vs P/S: 80.9%).

Awareness and visibility

✕ 6.7% fewer respondents agree that there has been communication of initiatives surrounding LGBTQ+ inclusion (All: 80.3% vs P/S: 75.0%).

✕ 10.9% fewer aware of awareness or ally training being available in the year (All: 68.0% vs P/S: 60.6%)

✕ 17.3% less attendance at training (All: 47.4% vs P/S: 39.2%).

Bullying and Harassment

Public Sector respondents are:

✕ 10.8% less likely to feel their managers are willing to address Mild workplace incivility (negative commentary, jokes and/or innuendo) targeting people of diverse sexuality (All: 66.0% vs P/S: 58.8%),

✕ 11.1% less likely to address mild behaviours towards people of diverse gender (All: 65.1% vs P/S: 57.9%).

✕ 8.0% less likely to agree there are identified avenues to safely report bullying and harassment related to sexuality and/or gender (All: 75.9% vs P/S: 69.8%).

✕ 10.7% more likely to advise witnessing workplace incivility & 2.2% serious behaviours.

✕ 8.1% more likely to say that no one called out workplace incivility, and

✕ 21.6% more likely to advise serious behaviours were not called out by anyone.

Allyship

Public Sector responses are lower across all allyship measures:

- ✖ 10.3% to knowing of active allies within my immediate area.
- ✖ 10.8% to knowing of material or training available that would show them how to be an active ally.
- ✖ 7.1% to knowing of active executive allies or sponsor/s within their organisation.
- ✖ 11.7% that employees who wish to be allies are supported to do so.

Participants are:

- ✖ 6.3% less likely to be active allies themselves, and
- ✖ 22.7% more likely to be 'not an ally' and not support LGBTQ+ Inclusion

LGBTQ+ respondents

11.6% more respondents within the Public Sector overall are LGBTQ+ (diverse sexuality, diverse gender and/or trans experience). Federal government employees are 13.6% more likely and State Governments respondents are 6.8% more likely to be LGBTQ+ (All Responses: 25.0%, Public sector: 27.9%, Federal: 28.4%, State: 26.7%).

Public Sector respondents are also 26.8% more likely to identify with an 'emerging' sexuality (Bi/Pan/Queer/Ace or a different term) (All: 13.1% vs P/S: 16.6%),

LGBTQ+ inclusivity within the Public Sector

Public sector Employees are 14.9% less likely to be 'out' regarding their diverse sexuality, and 4.6% less likely to be 'open' regarding their diverse gender.

Public Sector employees are also advising that they are:

- ✖ 11.5% more likely to spend time editing conversations or hiding who they are,
- ✖ 7.0% more likely to advising experiencing discrimination regarding their diverse sexuality or gender in their current workplace,
- ✖ 9.8% less likely to feel that the level of executive endorsement of sexuality and/or gender diverse inclusion initiatives has been positive, &
- ✖ 12.0% less likely to feel that active allies have had a positive impact on their sense of inclusion.

Respondents of diverse sexuality are 5.0% less likely to recommend their organisation to others of similar diversity to themselves; those of diverse gender are 10.3% less likely.

Of all the reasons for not being out, the greatest difference is 'negative social media commentary and mainstream news media reporting targeting LGBTQ+ people' (9.5% higher for Public Sector).

Recruitment experiences of those of diverse gender and/or trans experience are less positive than all response population. The most significant differences are:

- ✖ 36.6% less likely to advise that contact person was identified to support diverse gender applicants.
- ✖ 17.8% less likely to feel there was visibility of inclusion for gender diverse people,
- ✖ 13.1% less likely to feel application forms were inclusive of diverse ender applicants &
- ✖ 7.3% more likely to agree that they felt disadvantaged during the recruitment process.

On the upside, 16.8% fewer respondents advised facing barriers with reference checks (All: 9.1% vs P/S: 7.6%)

Across the board, the Public Sector respondents had poorer experiences related to policies supporting employees of diverse gender and/or trans experience:

- ✖ 17.4% less freedom to use toilets of choice.
- ✖ 17.6% less availability of 'all-gender' or 'gender-neutral' toilets.
- ✖ 15.7% less well communicated policies to support those affirming their gender.
- ✖ 9.1% less acknowledgement of gender diversity beyond the binary of male/female.
- ✖ 5.4% less support to dress in a manner that aligns with their gender identity/expression.
- ✖ Public Sector employees of diverse sexuality are 15.0% less likely to agree that there are visible out role models within their organisation, and employees of diverse gender are 27.2% less likely.