## PRACTICE POINTS - 2025 AWEI EMPLOYEE SURVEY

- 3.6% of all respondents in 2025 have a trans and/or gender diverse experience, up over 60% since 2022.

- Non-binary people make up by far the largest proportion of trans and gender diverse respondents

- 3.3% more respondents were 'open' in their workplace this year compared to 2023

- Transgender women are the most likely to be 'open' in the workplace

- Rates of productivity and engagement are 11% and 14% higher for respondents 'open' in the workplace

- Trans and gender diverse respondents are less likely than cisgender respondents to feel their organisation is inclusive

- 25% of respondents have experienced gender or sexuality-based discrimination in their current organisation

EDITION 3: Trans & Gender Diverse Inclusion

INSIGHTS FROM THE 2025 AWEI EMPLOYEE SURVEY

The trans and gender diverse community consists of individuals whose gender identity does not align with their sex recorded at birth. These respondents may identify with a binary gender (man or woman) or outside of the binary. For brevity, we will refer to this population as trans and gender diverse.

This practice point is focused on the 1,260 (3.6%) of all Australian-based respondents (n34,762) who provided information indicating they are trans and gender diverse[i]. This is a 63.6% increase since 2022.
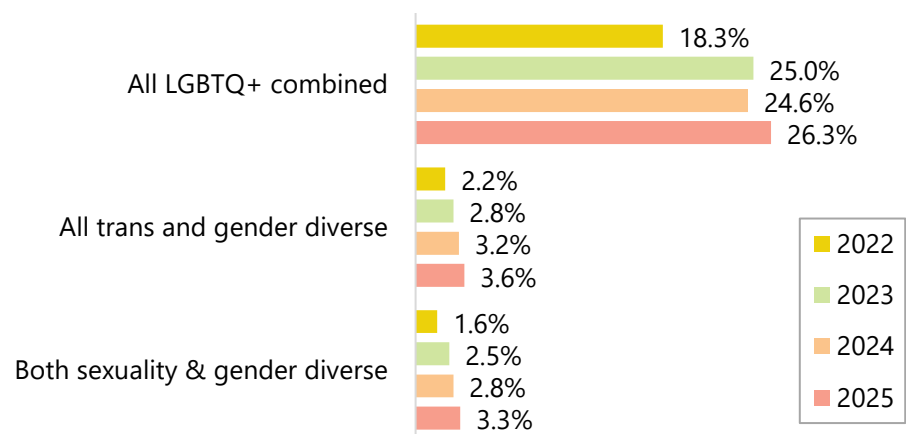
There is currently no population-level data in Australia to provide comparative analysis, thought the ABS has advised they will be collecting this at the next census.

This year, the proportion of trans and gender diverse respondents to the AWEI Employee survey is 3.6%, 12.5% higher than last year and up 63.6% from 2022.

The gender options within the survey are 'man or male', 'woman or female', 'non-binary', and 'a different term' (to encompass all other non-binary identities). In this Practice Point, we will refer to anyone who selected 'non-binary' or 'a different term' as non-binary.
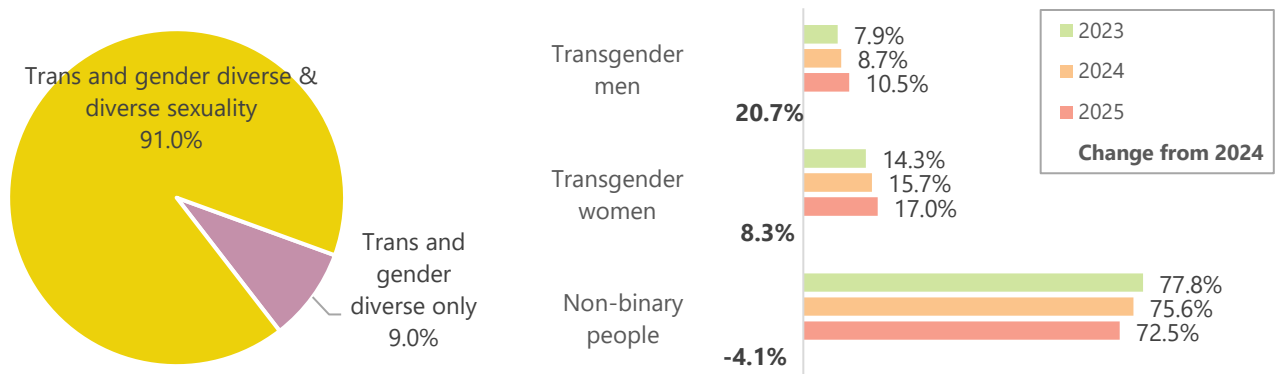
It is important to note that 91.0% (1,147 respondents) of these respondents are also of diverse sexuality, and we acknowledge that the experiences of respondents with this dual diversity may differ from those with only a trans and/or diverse gender experience.

Compared to last year, the proportion of non-binary people responding reduced by 4.1%, transgender women increased by 8.3%, and transgender men by 20.7%.

Pronouns

The use of pronouns is often confused when discussing gender, gender identity and gender experience. Pronouns are frequently conflated with gender identity, but do not necessarily correlate. It is essential to understand that not all men or women use binary-gendered pronouns exclusively (e.g., he/him or she/her), nor do all non-binary people use gender-neutral pronouns (e.g., they/them).

The use of rolling (e.g., she/they, he/they, they/she, they/he), gender-neutral, and other pronouns has increased this year across all groups.

It is important not to assume that any person who is not exclusively using he/him or she/her pronouns has a trans or gender diverse experience.

Similar to previous years, respondents using rolling, gender neutral or other pronouns includes all gender diversity categories:

Use of rolling, gender-neutral, or other pronouns

- 2.1% of Cisgender respondents (2024: 1.8%, 2023: 1.6%)
- 14.5% of transgender respondents (2024: 18.5%, 2023: 17.2%)
- 90.0% of non-binary respondents (2024: 88.8%, 2023: 87.5%)
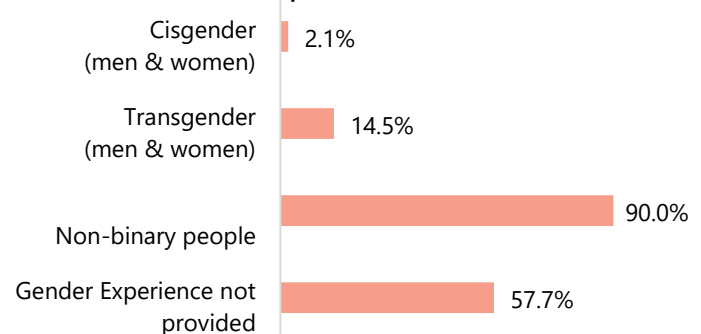
'Openness'

While we use the term 'out' to describe a person of diverse sexuality who has shared their sexual orientation, we prefer the word 'open' to describe disclosure status of trans and gender diverse people. When asking people of diverse gender about their workplace experiences, we ask to what degree their colleagues are aware of their trans and gender diverse experience. It is important to note, again, that a person who is transgender may choose not to disclose this to their colleagues, as they can live authentically without colleagues having any knowledge of their gender history.

This does not necessarily mean they are hiding or having to self-edit; they may have consciously decided not to share that part of their past. The most crucial element is feeling that disclosing will be met with acceptance and not discrimination or other negative repercussions.

Between last year and this year's respondents, there has not been a significant change in those who are 'open' or 'not open' overall, though we have observed a change within the 'not open' cohort. Proportionately, 20.3% more respondents than last year are 'open to a selected few', and 22.9% fewer are 'open to no one'.
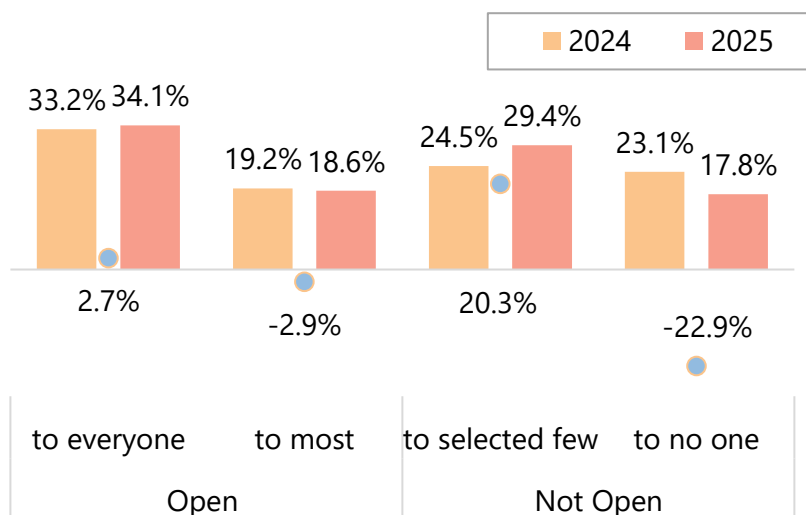
For the remainder of this Practice Point, those 'open to everyone' and those 'open to most' are included in 'open' data, and those who have chosen 'selected few' or ''no one' are included in the 'not open' data points.

For 2025, this means:
- 52.7% of respondents are 'open', and
- 47.2% of respondents are 'not open'.

Overall, there is less than 1.0% difference in 'openness' than last year, and more respondents are 'open' in the workplace compared to 2024, and proportionately 4.1% more when compared to 2023 respondents.

Understanding and acceptance of gender diversity

This year, we continue to see a low proportion of cisgender respondents (2025: 59.9%, 2024: 57.5%), who believe there are more than two genders, which is 34.7% less than all respondents of diverse gender. Cisgender respondents, however, are the most likely cohort to believe that a person of diverse gender would be welcomed and treated no differently and would be supported if they were affirming their gender in the workplace. We also see that cisgender respondents are only slightly less comfortable using gender neutral pronouns, which non-binary individuals more often use.

As has been seen in previous years, these different findings seem incongruent but suggest that there is a disconnect for cisgender people truly understanding the issues which are being faced by the trans community; they assume that the level of support is adequate without truly understanding what support means. This data could also indicate that transgender men and women are more accepted in the workplace than non-binary colleagues.

It is essential to understand that true support includes actually acknowledging that gender goes beyond culturally traditional binary understanding, and there are people who do not identify within the binary man/woman genders. For these colleagues to feel welcome and supported, it would be necessary for others to make the effort to use their correct name and pronouns, etc.
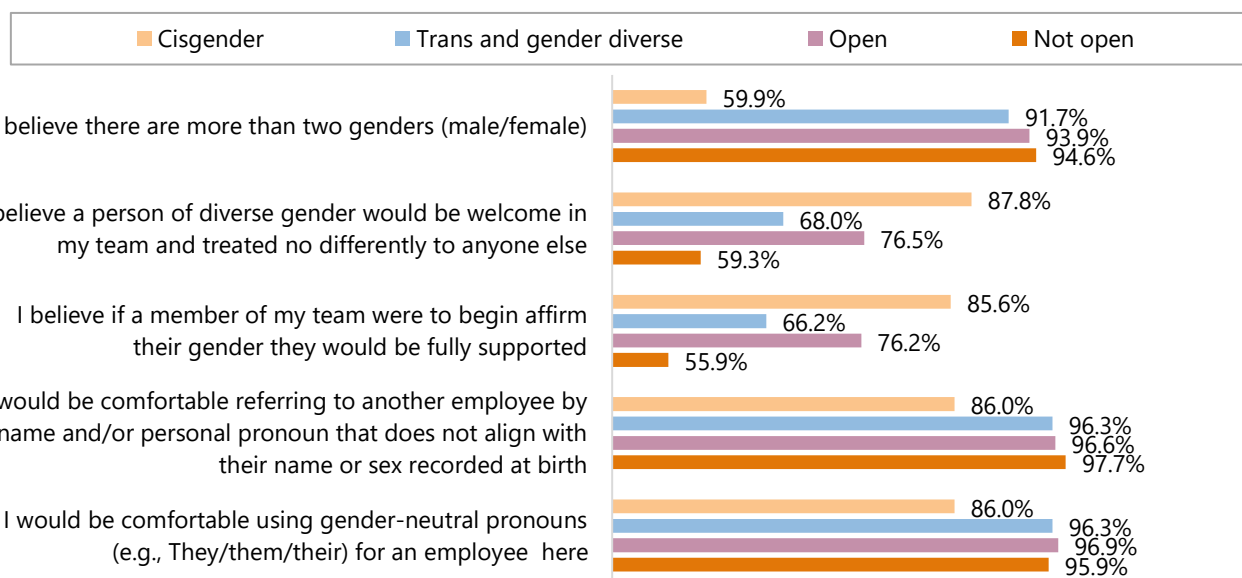
When reviewing the agreement regarding toilet facilities, the acceptance of having gender neutral facilities included alongside binary gender facilities shows cisgender respondents are 20.9% less likely to feel comfortable, and 27.1% less likely to be comfortable with colleagues choosing which facility they wish to use.
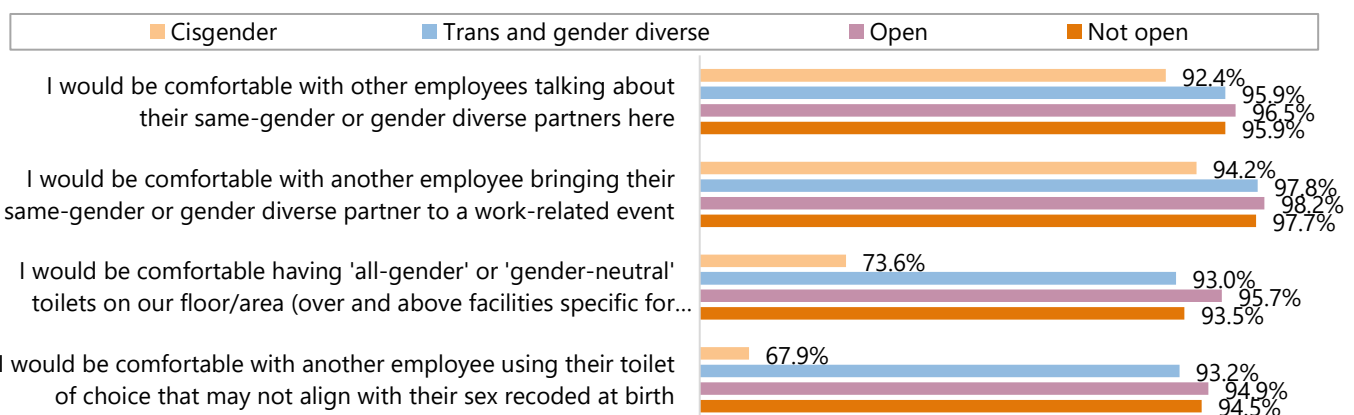
These significant differences continue to show that greater understanding is necessary to equalise these results. Education and training can be one way to not only increase understanding but reduce incongruency between beliefs and acceptance of transgender employees.
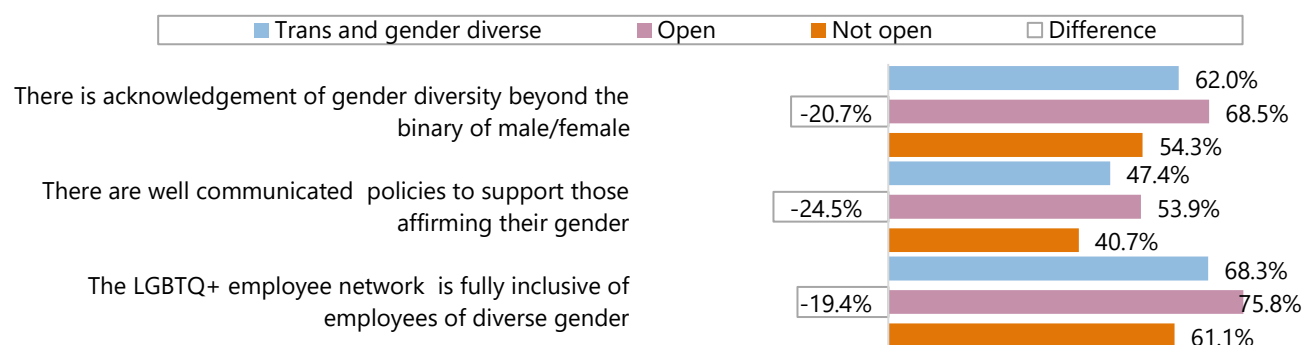
Organisational Culture

An organisation's culture and employees' ability to feel they will be respected and welcomed impacts the 'openness' of trans and gender diverse employees. 88.3% of trans and gender diverse respondents feel it is important that employees can be 'open' at work.
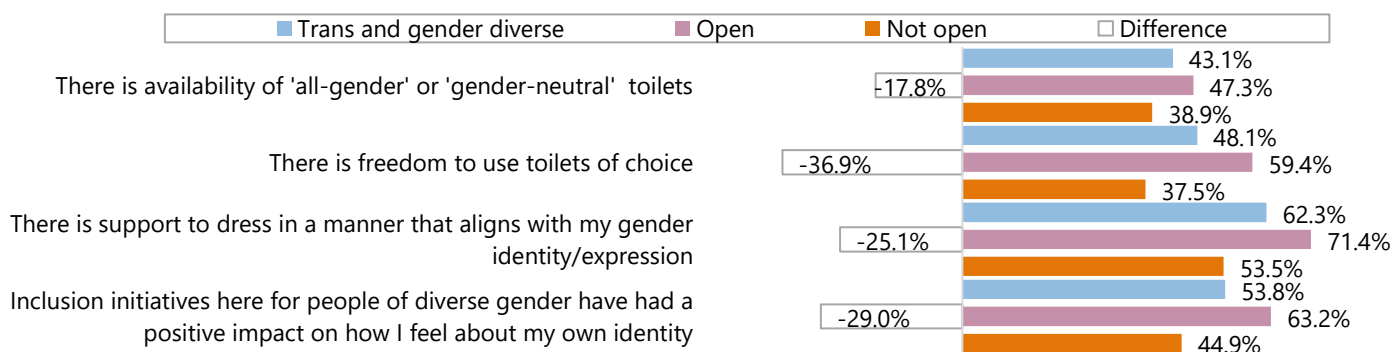
Overall, 52.4% of diverse gender respondents spend time editing conversations or hiding parts of themselves in the workplace; those 'not open' are 77.5% more likely to do this ('open': 38.9% vs. 'not open': 69.0%).

Having role models within the organisation also has an impact. 44.5% of 'open' respondents have visible diverse gender role models compared to only 28.8% of those 'not open', 35.2% fewer. Though there are only a small number of trans people in senior roles across Australia, when comparing visibility of role models within the senior executive or leadership between those 'open' and not, 50.1% fewer respondents 'not open' have these visible role models ('open': 20.6% vs. 'not open': 10.3%). *The impact of visible role models is the focus of a future practice point.*

While respondents within both cohorts feel inclusion initiatives within the organisation have positively impacted them, those 'not open' are 29.0% less likely to agree to this statement. There is a 9.6% difference between the two cohorts when considering if there has been positive organisational commitment to LGBTQ+ people ('open': 76.2% vs. 'not open': 68.9%), and 18.9% difference when considering if there has been positive executive endorsement of LGBTQ+ inclusion initiatives ('open': 62.2% vs. 'not open': 50.4%).

	Trans and gender diverse	Open	Not open	Difference
There is acknowledgement of gender diversity beyond the binary of male/female	62.0%	68.5%	54.3%	-20.7%
There are well communicated policies to support those affirming their gender	47.4%	53.9%	40.7%	-24.5%
The LGBTQ+ employee network is fully inclusive of employees of diverse gender	68.3%	75.8%	61.1%	-19.4%

Over the past three years, the availability of gender-neutral facilities has increased by 23.9% (2025: 43.1% vs. 2023: 34.8%) and 13.9% more respondents agreed they have the freedom to choose the bathroom they use (2025: 48.1% vs. 2023: 42.5%)). Those who are 'not open' at work have less access to gender-neutral facilities and feel significantly less freedom to choose.

	Trans and gender diverse	Open	Not open	Difference
There is availability of 'all-gender' or 'gender-neutral' toilets	43.1%	47.3%	38.9%	-17.8%
There is freedom to use toilets of choice	48.1%	59.4%	37.5%	-36.9%
There is support to dress in a manner that aligns with my gender identity/expression	62.3%	71.4%	53.5%	-25.1%
Inclusion initiatives here for people of diverse gender have had a positive impact on how I feel about my own identity	53.8%	63.2%	44.9%	-29.0%

Overall, respondent who are 'not open' are up to 36.9% less likely to feel that their organisation has inclusive policies and procedures, availability and choice of bathroom facilities, and flexible dress requirements.
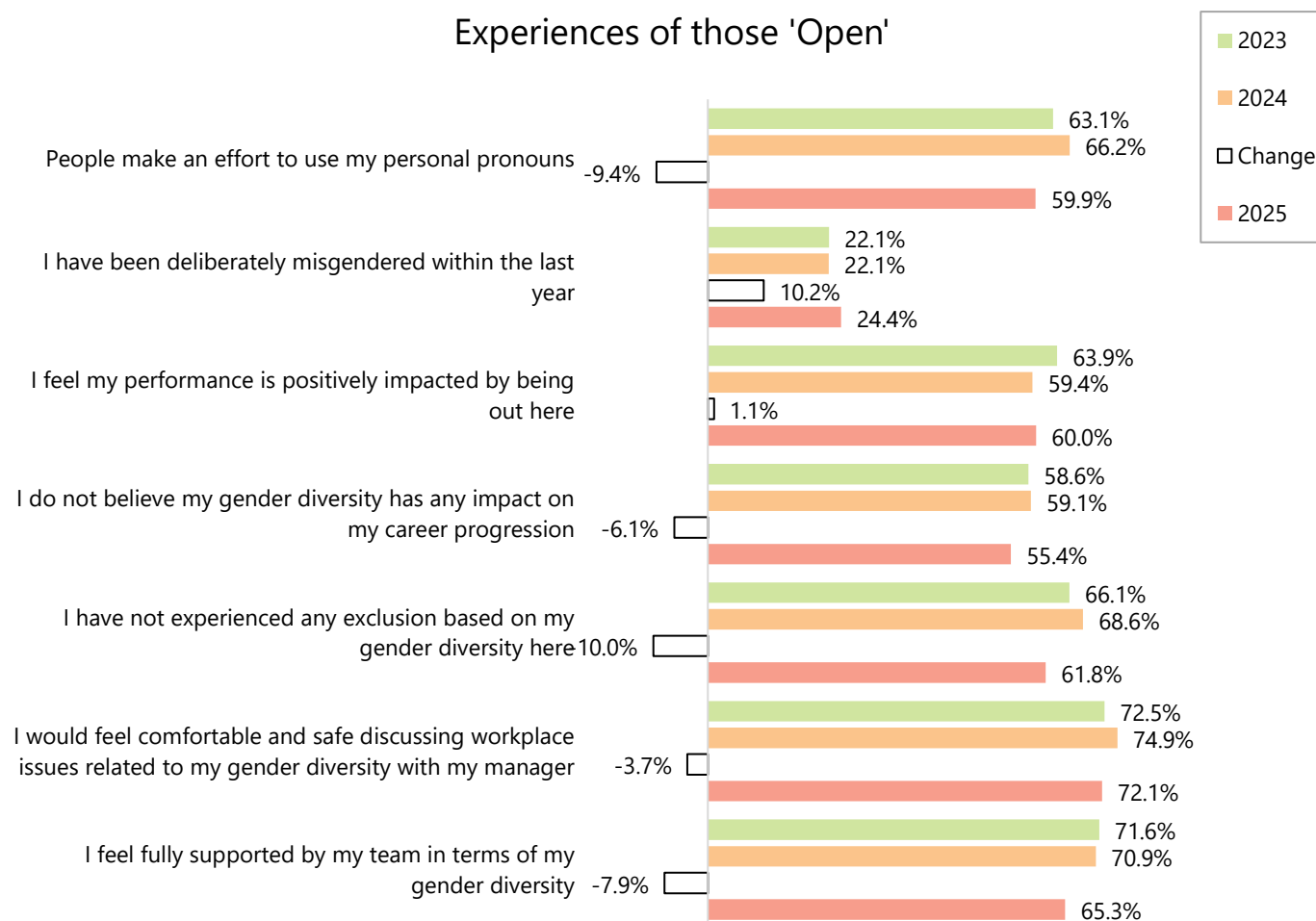
This shows that the presence of inclusive practices and policies proves that all people are being accepted and have the choice to be comfortable and acknowledged in the workplace.

Experiences of being 'open' and 'not open'

Individual experiences for people 'open' and 'not open' in the workplace are also collected. Overall, 72.8% agreed they were comfortable being 'open' in their organisations.

Compared to last year's respondents, we are witnessing a reduction of positive experiences, including:
- 10.0% fewer respondents have not experienced exclusion
- 9.4% fewer believe that people have made an effort to use their personal pronouns correctly
- 10.2% more have been deliberately misgendered in the past year
- 7.9% fewer feel supported by their team regarding their gender diversity.

Experiences of those 'Open'

Legend: 2023, 2024, Change, 2025

People make an effort to use my personal pronouns
- 2023: 63.1%
- 2024: 66.2%
- Change: -9.4%
- 2025: 59.9%

I have been deliberately misgendered within the last year
- 2023: 22.1%
- 2024: 22.1%
- Change: 10.2%
- 2025: 24.4%

I feel my performance is positively impacted by being out here
- 2023: 63.9%
- 2024: 59.4%
- Change: 1.1%
- 2025: 60.0%

I do not believe my gender diversity has any impact on my career progression
- 2023: 58.6%
- 2024: 59.1%
- Change: -6.1%
- 2025: 55.4%

I have not experienced any exclusion based on my gender diversity here
- 2023: 66.1%
- 2024: 68.6%
- Change: 10.0%
- 2025: 61.8%

I would feel comfortable and safe discussing workplace issues related to my gender diversity with my manager
- 2023: 72.5%
- 2024: 74.9%
- Change: -3.7%
- 2025: 72.1%

I feel fully supported by my team in terms of my gender diversity
- 2023: 71.6%
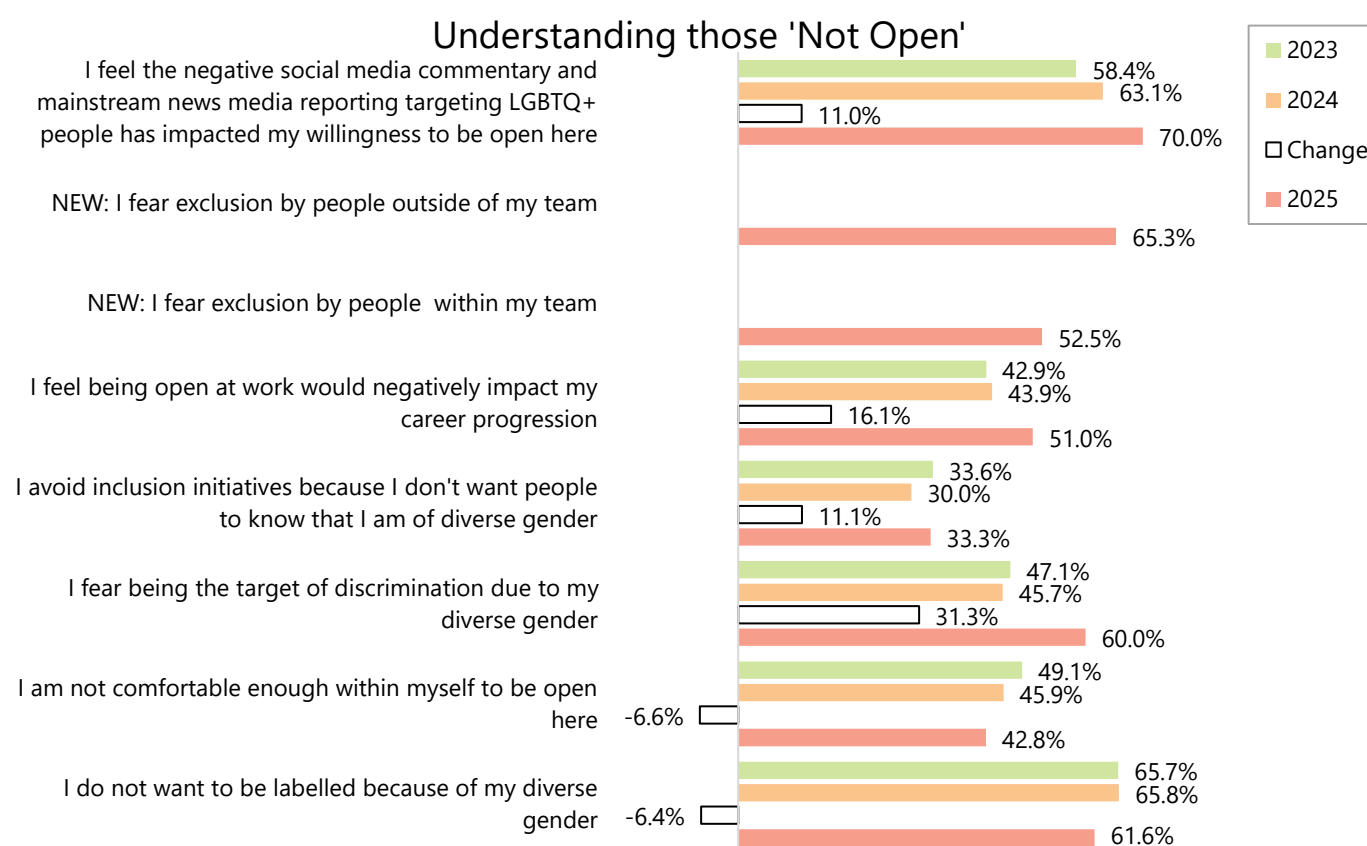- 2024: 70.9%
- Change: -7.9%
- 2025: 65.3%

For those 'not open', we examine why this is, and what has influenced their decision. 70.0% of respondents have advised that the negative social media commentary and mainstream news media reporting targeting LGBTQ+ people has impacted their willingness to be 'open' in their workplace, an 11.0% increase from last year, and a 19.9% increase from 2023.

The proportion of respondents not being comfortable enough within themselves or not wanting to be labelled due to their diverse gender, have both decreased since last year. One third of respondents avoid inclusion initiatives because they do not want people to know they are of diverse gender, which has increased by 11.1% from last year.

This year, we asked if fear of exclusion from team members or people outside their team was a consideration. These statements were the second and third highest, with 60.0% and 65.3% agreement

Other reasons have increased with:
- 16.1% more feeling it would negatively impact their career progression, and
- 31.3% more agree they are not 'open' because they fear becoming the target of discrimination.

Understanding those 'Not Open'

	2023	2024	Change	2025
I feel the negative social media commentary and mainstream news media reporting targeting LGBTQ+ people has impacted my willingness to be open here	58.4%	63.1%	11.0%	70.0%
NEW: I fear exclusion by people outside of my team				65.3%
NEW: I fear exclusion by people within my team				52.5%
I feel being open at work would negatively impact my career progression	42.9%	43.9%	16.1%	51.0%
I avoid inclusion initiatives because I don't want people to know that I am of diverse gender	33.6%	30.0%	11.1%	33.3%
I fear being the target of discrimination due to my diverse gender	47.1%	45.7%	31.3%	60.0%
I am not comfortable enough within myself to be open here	49.1%	45.9%	-6.6%	42.8%
I do not want to be labelled because of my diverse gender	65.7%	65.8%	-6.4%	61.6%

In relation to organisational inclusion, we can see that there are significant differences. While there has been an increase in agreement from last year relating to positive experiences of inclusion, there is a 24.2% difference between those 'open' 81.7%, and 'not open' 61.9%.

Beliefs on inclusion

Employees are attracted to workplaces where they can see a cultural fit or a space that reflects their identity. Being 'open' at work can also influence an employee's engagement in the workplace and inclusion activities.

86.1% of trans and gender diverse employees agreed that an organisation's positive track record in LGBTQ+ inclusion would influence them to join the organisation, compared to only 63.0% of cisgender respondents (which includes respondents of diverse sexuality).

Those who are 'open' are 11.7% more likely to personally support the organisation's work in this area than those who are 'not open' (82.3% vs. 73.7% though this has decreased from last year (2024: 86.2% vs. 80.7%).

This year, again, we see that employees of diverse sexuality are more likely to be welcomed in the workplace compared to the acceptance of a person of diverse gender.

Cisgender respondents are more likely than all others to believe LGBTQ+ employees would be welcome in the team. However, 5.0% fewer believe this for trans and gender diverse people than for those of diverse sexuality.

Acceptance of LGBTQ+ team members

Category	Diverse Sexuality Accepted	Diverse gender accepted	Difference
Cisgender	92.4%	87.8%	-5.0%
Trans &/ gender Diverse	83.0%	63.0%	-24.1%
Open	89.1%	76.1%	-14.6%
Not Open	78.4%	59.5%	-24.1%

Trans and gender diverse respondents who are 'not open' are the least likely to believe that they would be accepted and welcomed by their team members. They also believe:
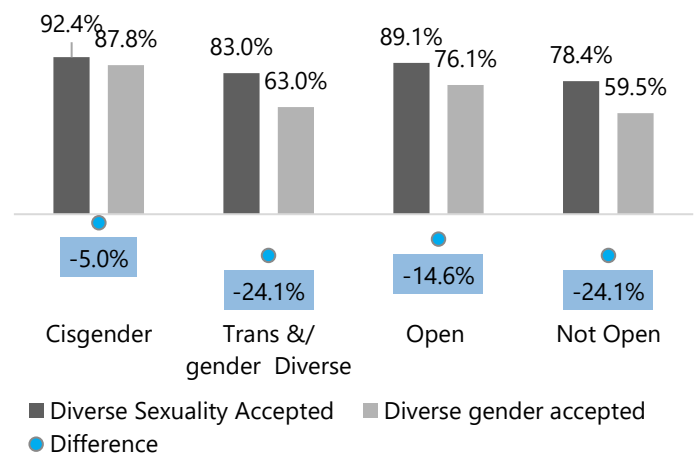
- 24.9% less than cisgender people that their organisation is genuinely committed to LGBTQ+ inclusion (63.3% vs. 84.3%)
- 143.5% more than cisgender people that their organisation should put more effort into LGBTQ+ inclusion (59.8% vs. 24.6%)

Workplace wellbeing

As an entire cohort, people of diverse gender are still reporting lower levels of safety, health, and well-being than cisgender respondents. This year, the gap has increased (2025: 15.5% to 38.0% vs. 2024: 11.9% to 27.8% difference).

Wellbeing outcomes are worse for those who are not 'open', with cisgender respondents experiencing between 22.9% and 69.4% greater levels of workplace wellbeing.

I feel...

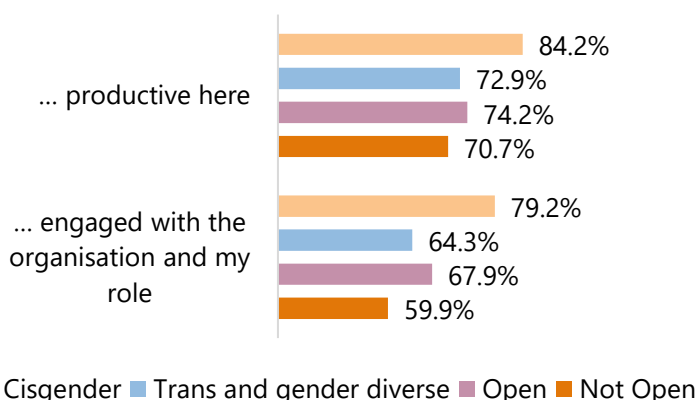| Statement	Cisgender	Trans and gender diverse	Open	Not open
...safe and included within my immediate team	90.5%	78.3%	82.7%	73.7%
...mentally well here	77.5%	58.1%	60.5%	55.1%
...I can be myself here	81.1%	58.7%	71.1%	45.7%
...a sense of belonging here	77.1%	56.0%	61.3%	50.1%
...accepted for who I am here	84.2%	61.1%	70.5%	49.7%
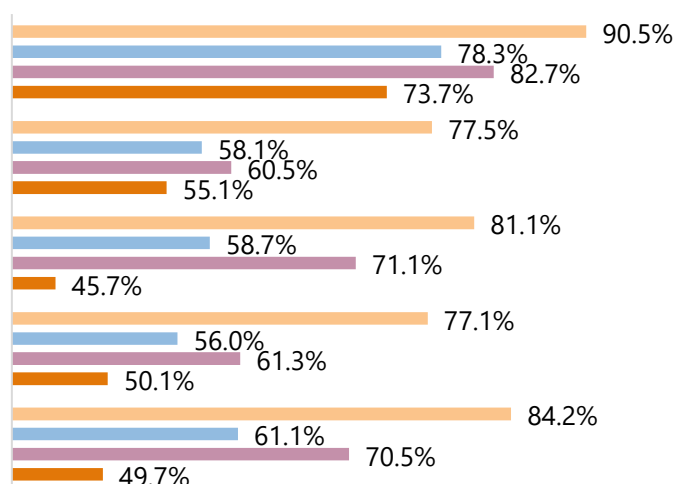
Productivity and engagement

Respondent productivity and engagement shows a similar pattern, with cisgender respondents 15.5% more likely to feel productive, and 23.2% more likely to feel engaged than their transgender counterparts.

Again, those who are not 'open' have lower levels of productivity and engagement (19.1% and 32.3% less than cisgender respondents respectively). Again, these disparities are greater than in 2024.

I feel...

... productive here
- 84.2%
- 72.9%
- 74.2%
- 70.7%

... engaged with the organisation and my role
- 79.2%
- 64.3%
- 67.9%
- 59.9%

■ Cisgender ■ Trans and gender diverse ■ Open ■ Not Open

Discrimination, bullying & harassment.

Within the organisational context, in comparison to cisgender respondents, trans and gender diverse respondents are:

- 25.3% less likely to agree that workplace incivility is acted upon quickly in their organisation, and both cohorts have reported this at lower levels than last year (transgender: 2025: 44.4%, 2024: 46.4% vs. cisgender: 2025: 59.5%, 2024: 61.1%)
- 19.1% less likely to agree that managers/leaders are willing to address workplace incivility behaviours that target people of diverse gender (54.9% vs. cisgender: 68.6%)
- 17.2% less likely to agree there are "identified confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or gender" (65.1% vs. cisgender: 78.6%)
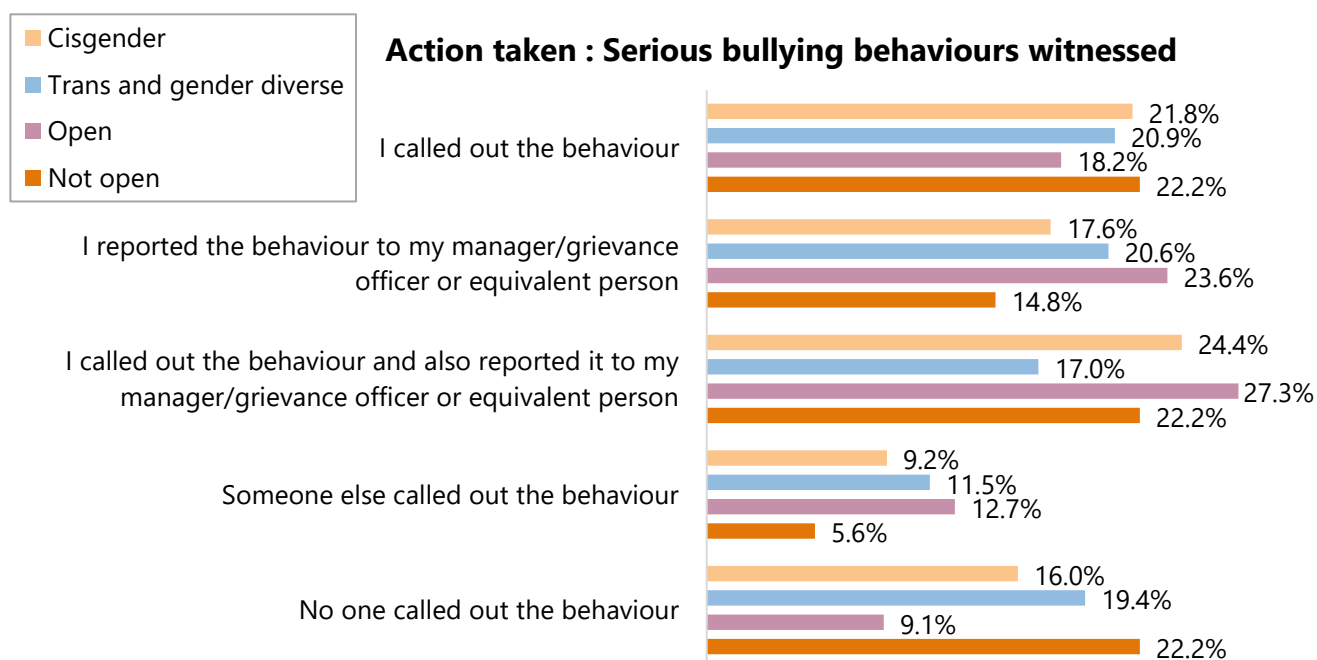
Data this year indicates that cisgender respondents are still not recognising bullying and harassment behaviours in the workplace at the same rate as the trans and gender diverse respondents. This year, rather than ask about behaviours toward LGBTQ+ people, respondents were asked to identify behaviours specifically directed at colleagues of diverse gender. The differences are staggering with trans and gender diverse respondents:

- 456.3% more likely to witness workplace incivility behaviours (30.7% vs. cisgender: 5.5%)
- 395.1% more likely to witness serious bullying behaviours. (9.5% vs. cisgender: 2.4%)

When these behaviours were witnessed, cisgender respondents were 9.5% more likely to advise that they called out the workplace incivility behaviour (and 11.3% less likely to agree that no one called out the behaviour).

Action taken : Workplace Incivility behaviours witnessed

Legend:
- Cisgender
- Trans and gender diverse
- Open
- Not open

I called out the behaviour
- 30.5%
- 27.9%
- 26.2%
- 30.5%

I reported the behaviour to my manager/grievance officer or equivalent person
- 10.9%
- 13.0%
- 16.2%
- 10.4%

I called out the behaviour and also reported it to my manager/grievance officer or equivalent person
- 12.3%
- 15.6%
- 18.8%
- 11.0%

Someone else called out the behaviour
- 11.5%
- 6.1%
- 5.8%
- 7.3%

No one called out the behaviour
- 22.8%
- 25.7%
- 18.8%
- 32.3%

For serious bullying behaviours, transgender respondents were 4.4% more likely to call out the behaviours, but these behaviours are more likely to be reported to managers and/or grievance officers.

Action taken : Serious bullying behaviours witnessed

Legend:
- Cisgender
- Trans and gender diverse
- Open
- Not open

I called out the behaviour
- 21.8%
- 20.9%
- 18.2%
- 22.2%

I reported the behaviour to my manager/grievance officer or equivalent person
- 17.6%
- 20.6%
- 23.6%
- 14.8%

I called out the behaviour and also reported it to my manager/grievance officer or equivalent person
- 24.4%
- 17.0%
- 27.3%
- 22.2%

Someone else called out the behaviour
- 9.2%
- 11.5%
- 12.7%
- 5.6%

No one called out the behaviour
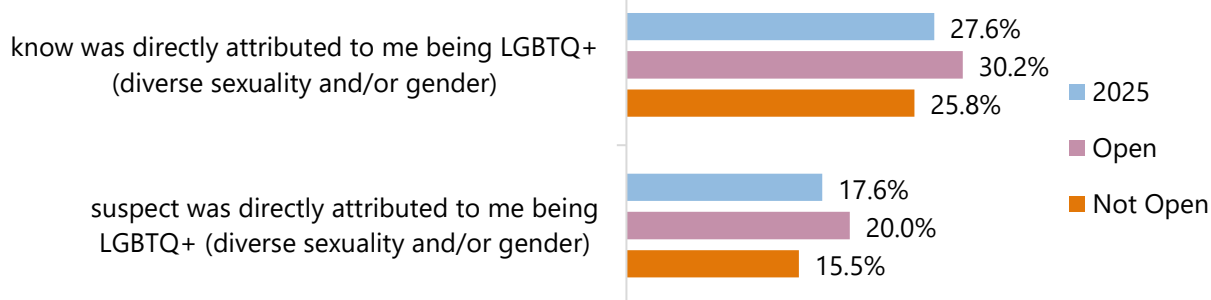- 16.0%
- 19.4%
- 9.1%
- 22.2%

Significant differences were observed between those who are 'open' and 'not open' in their organisations. Interestingly, those 'not open' are 16.5% more likely to have called out workplace incivility themselves, but 36.1% less likely to have reported to their manager/grievance officer or equivalent person, and 41.8% less likely to have both called it out and reported it. This trend is repeated when serious behaviours are witnessed.

Discrimination

A significant proportion of trans and gender diverse respondents have experienced discrimination, which they *know,* or *suspect,* was due to being LGBTQ+. As there is a significant proportion of trans and gender diverse respondents who are also of diverse sexuality, it is not possible to identify whether this discrimination was targeting their sexuality or gender diversity.
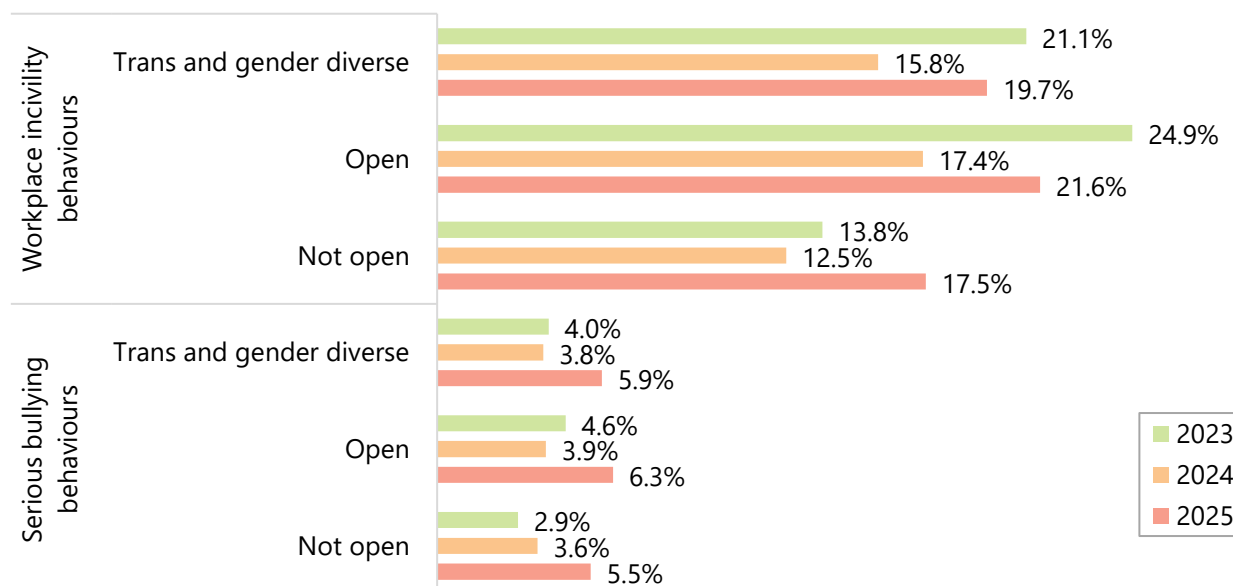
I have experienced discrimination that I .....

know was directly attributed to me being LGBTQ+ (diverse sexuality and/or gender)
- 2025: 27.6%
- Open: 30.2%
- Not Open: 25.8%

suspect was directly attributed to me being LGBTQ+ (diverse sexuality and/or gender)
- 2025: 17.6%
- Open: 20.0%
- Not Open: 15.5%

Bullying behaviours

This year's respondents experiencing bullying and harassment at higher rates than last year. Most significantly are those 'not open' who experienced 40.0% more workplace incivility behaviours. Being the victim of serious bullying behaviours has increased above 2023 levels within both cohorts ('open' and 'not open'). Those 'not open' in their workplaces have reported an 89.7% increase in experiencing serious bullying behaviours.

Experienced bullying and hararssment

Workplace incivility behaviours

Trans and gender diverse
- 2023: 21.1%
- 2024: 15.8%
- 2025: 19.7%

Open
- 2023: 24.9%
- 2024: 17.4%
- 2025: 21.6%

Not open
- 2023: 13.8%
- 2024: 12.5%
- 2025: 17.5%

Serious bullying behaviours

Trans and gender diverse
- 2023: 4.0%
- 2024: 3.8%
- 2025: 5.9%

Open
- 2023: 4.6%
- 2024: 3.9%
- 2025: 6.3%

Not open
- 2023: 2.9%
- 2024: 3.6%
- 2025: 5.5%

Trans and gender diverse respondents also under-report the behaviours experienced, with 58.8% of workplace incivility (2024: 50.0%) and 33.9% of serious bullying behaviours going unreported (2024: 36.7%). *A future Practice Point will further analyse workplace incivility, bullying and discrimination.*

Other Demographics

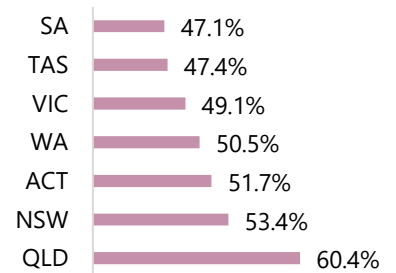### *Who is most likely to be 'open'*

Similarly to those of diverse sexuality, there are some significant differences when we drill into the demographics of respondents and the likelihood of their choice to be open relating to their gender identity in the workplace.

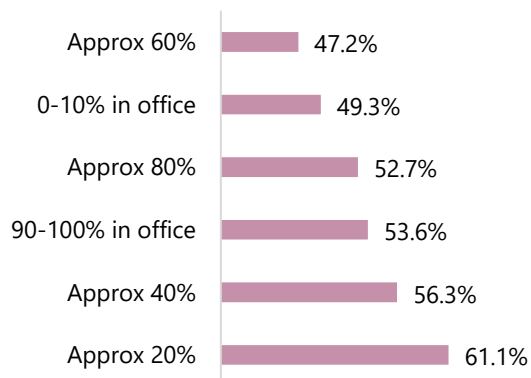When looking at the proportion of respondents who are 'open', this is up to:

- 28.4% difference by state
- 29.5% difference relating to the average time working in the office
- 30% difference between respondents based on length of tenure with the organisation
- 35.2% difference based on position level
- 55.6% difference when the respondent is a manager with direct reports.

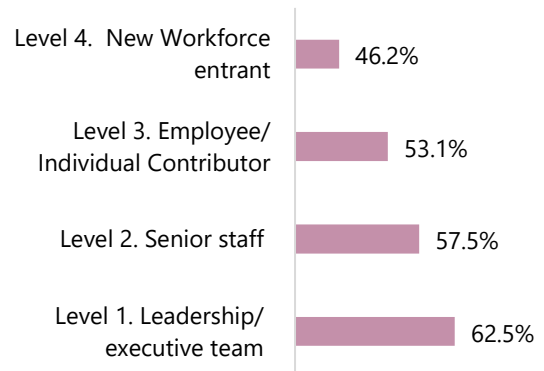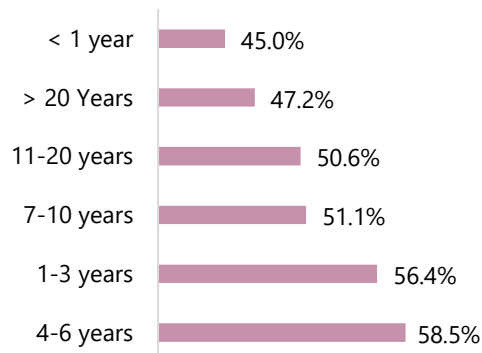With the personal demographics, there is up to 31.4% difference across age groups.
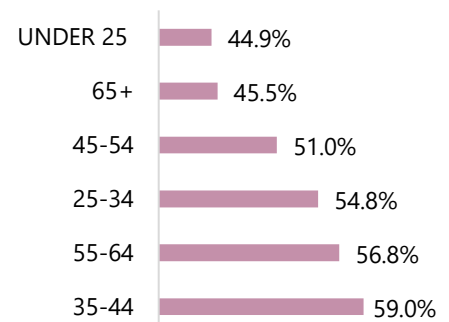
% open by state

State	%
SA	47.1%
TAS	47.4%
VIC	49.1%
WA	50.5%
ACT	51.7%
NSW	53.4%
QLD	60.4%

% open by time in office

Time in office	%
Approx 60%	47.2%
0-10% in office	49.3%
Approx 80%	52.7%
90-100% in office	53.6%
Approx 40%	56.3%
Approx 20%	61.1%

% open by heirarchy

Hierarchy	%
Level 4. New Workforce entrant	46.2%
Level 3. Employee/ Individual Contributor	53.1%
Level 2. Senior staff	57.5%
Level 1. Leadership/ executive team	62.5%

% open by tenure

Tenure	%
< 1 year	45.0%
> 20 Years	47.2%
11-20 years	50.6%
7-10 years	51.1%
1-3 years	56.4%
4-6 years	58.5%

% open by age

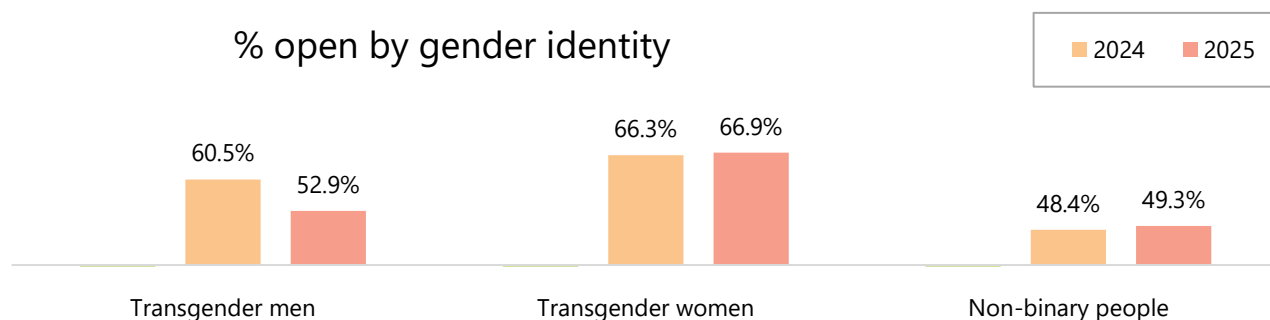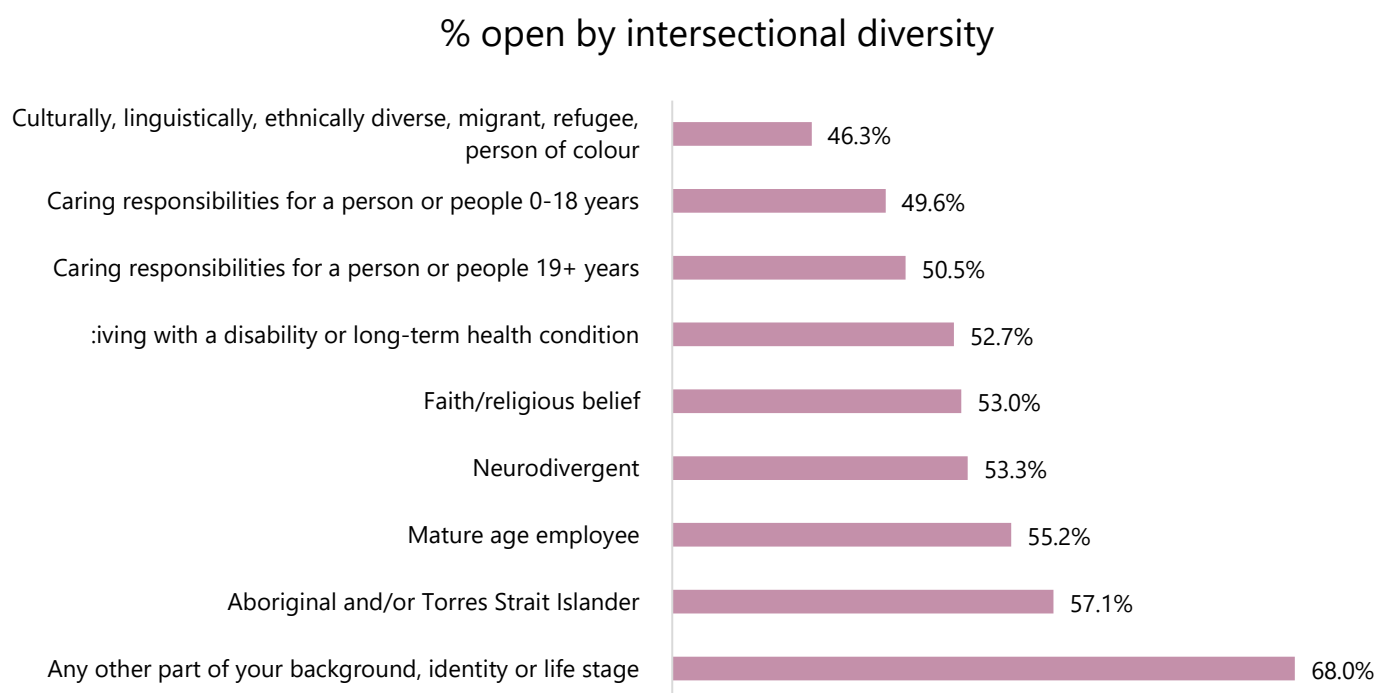| Age	%
UNDER 25	44.9%
65+	45.5%
45-54	51.0%
25-34	54.8%
55-64	56.8%
35-44	59.0%

Gender significantly impacts respondents' 'openness' in the workplace, with women more likely to be 'open' than men or non-binary respondents. Comparing the 'open' respondents, there is little difference from last year, with the exception of transgender men who are 12.5% less likely to be 'open' in the workplace (2025: 52.9% vs. 2024: 60.5%)

% open by gender identity

Legend: 2024, 2025

Gender identity	2024	2025
Transgender men	60.5%	52.9%
Transgender women	66.3%	66.9%
Non-binary people	48.4%	49.3%

When we consider other diversity aspects of respondents, we can also see there are differences in 'openness'; those who are also culturally, linguistically, or ethnically diverse, a migrant, refugee or a person of colour are 23.5% less likely to be 'open' in the workplace regarding their gender diversity than Aboriginal and Torres Strait Islander respondents.

% open by intersectional diversity

Category	%
Culturally, linguistically, ethnically diverse, migrant, refugee, person of colour	46.3%
Caring responsibilities for a person or people 0-18 years	49.6%
Caring responsibilities for a person or people 19+ years	50.5%
:iving with a disability or long-term health condition	52.7%
Faith/religious belief	53.0%
Neurodivergent	53.3%
Mature age employee	55.2%
Aboriginal and/or Torres Strait Islander	57.1%
Any other part of your background, identity or life stage	68.0%

These statistics, taken individually, can create a general picture of the comfort level of individuals. However, looking more thoroughly into the intersectional demographics of those 'not open' in the workplace will assist organisations to develop and implement targeted approaches to create equity within the workplace. *A future Practice Point will further analyse intersectionality.*

Calls to action

1. Visible role models within an organisation has a positive impact on trans and gender diverse employees. While the trans and gender diverse population is small, and you cannot force your employees to be the visible role models for others, you can engage external speakers for events and activities, provide links to videos and other resources, etc., to ensure that diverse stories are being shared.

2. Make Trans and gender diverse inclusion training available for all staff. This will help reduce misinformation and stigma and increase employee knowledge and comfort about how to support trans colleagues.

3. Allow employees time during their workday to participate in inclusion education and other initiatives; consider adding inclusion-based KPIs for key personnel.

4. Review all internal policies, documents, surveys and websites (internal and external) to ensure the language used is explicitly inclusive, up-to-date and reflects current expectations.

5. Review your policies for gaps; for instance, do you have a gender affirmation policy? Do you have dress codes that support gender diverse people?

6. Check your recruitment processes are inclusive of trans candidates, and people involved in the hiring process are trained in barriers that impact trans people.

7. Check that your internal forms and all IT systems include non-binary options when collecting information on gender. Ensure any reporting includes all genders.

8. Ensure bathrooms and change facilities have inclusive signage, and trans (binary and non-binary people) feel safe and comfortable to use their bathroom of choice.

9. Participate in the AWEI Index submission and survey process. It is one of the best ways to have your policies, procedures and activities evaluated and benchmarked against others

10. Celebrate the successes you have made in increasing trans and gender diverse inclusion externally and internally.

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[i] Based on the methodology outlined in the Australian Bureau of Statistics standards (https://www.abs.gov.au/statistics/standards/standard-sex-gender-variations-sex-characteristics-and-sexual-orientation-variables/latest-release)