






I understand the purpose of the survey and consent to participate (questions marked with an \* indicate questions requiring a response to progress) \*

	Count	Percentage	
Yes	263	99.62%	
No	1	0.38%	
	264		



Did you participate in this survey last year?\*

	Count	Percentage	
Yes	14	5.30%	
No	250	94.70%	
	264		





Which state or territory is the primary location of your work?\*

	Count	Percentage	
ACT	233	89.62%	
NSW	17	6.54%	
NT	1	0.38%	
QLD	0	0.00%	
SA	0	0.00%	
TAS	0	0.00%	
VIC	4	1.54%	
WA	4	1.54%	
Overseas office	1	0.38%	
	260		




How would you best describe the location that you work in?\*

	Count	Percentage	
City/Metropolitan	241	92.69%	
Regional	16	6.15%	
Rural	1	0.38%	
Remote	2	0.77%	
	260		

## What is your employment type?\*









	Count	Percentage	
Full-time	209	80.38%	
Part-time	27	10.38%	
Temporary/Casual	3	1.15%	
Contract (fixed-term)	21	8.08%	
Other	0	0.00%	
	260		

## What sector do you work in?\*





	Count	Percentage	
Federal Government	257	98.85%	
State Government	2	0.77%	
Local Government	0	0.00%	
Higher Education	0	0.00%	
NFP / Community / NGO / Charity	1	0.38%	
Private Sector	0	0.00%	
	260		

## Which industry is MOST APPLICABLE to your organisation?\*









	Count	Percentage	
Aged Care	0	0.00%	
Automotive: Wholesale and Retail	0	0.00%	
Banking & Financial Services	0	0.00%	
Community Services	0	0.00%	
Computer Software	0	0.00%	
Construction	3	1.15%	
Education	0	0.00%	
Energy / Utilities	1	0.38%	
Health & Wellbeing	0	0.00%	
Hospitality	0	0.00%	
Insurance	0	0.00%	
Law Enforcement	0	0.00%	
Legal	1	0.38%	
Manufacturing	0	0.00%	




Media & Entertainment	5	1.92%	
Mining	0	0.00%	
Pharmaceuticals	0	0.00%	
Professional Services / Consulting	4	1.54%	
Public Service	178	68.46%	
Property	0	0.00%	
Rail & Logistics	3	1.15%	
Recruitment	0	0.00%	
Research & Development	2	0.77%	
Retail	0	0.00%	
Technology / Telco	9	3.46%	
Tourism / Gaming	0	0.00%	
Transport	40	15.38%	
None of the above	14	5.38%	
	260		

How long have you worked with your current organisation?\*









	Count	Percentage	
Less than 1 year	74	28.46%	
Between 1 to 3 years	73	28.08%	
Between 3 to 5 years	32	12.31%	
More than 5 years	81	31.15%	
	260		

Which of the following would best describe your role?\*









	Count	Percentage	
CEO (or Equivalent) / Direct Report of CEO (or Equivalent)	1	0.38%	
Senior Leadership (not reporting to CEO)	14	5.38%	
Middle Management	63	24.23%	
Project Manager	15	5.77%	
Team Leader/Supervisor	40	15.38%	
Team Member	95	36.54%	
Graduate/Intern	15	5.77%	
Consultant (Internal or external)	2	0.77%	

Contractor	6	2.31%	
Academic	0	0.00%	
Support Staff	5	1.92%	
Non-office / outdoor role	0	0.00%	
None of the above	4	1.54%	
	260		



What is the highest level of education that you have completed?\*



	Count	Percentage	
Primary Education	1	0.38%	
Secondary Education	15	5.77%	
Certificate Level	9	3.46%	
Diploma or Advanced Diploma	18	6.92%	
Bachelor Degree	108	41.54%	
Graduate Certificate or Diploma	38	14.62%	
Postgraduate Degree or Higher	69	26.54%	
Other	2	0.77%	
	260		

What age bracket do you fall within?\*




	Count	Percentage	
Under 18	1	0.38%	
18-24	18	6.92%	
25-34	77	29.62%	
35-44	83	31.92%	
45-54	54	20.77%	
55-64	22	8.46%	
65+	3	1.15%	
Prefer not to respond	2	0.77%	
	260		

Which of the following would best describe your gender identity?\*




	Count	Percentage	
Man	98	37.69%	
Woman	155	59.62%	

Non-binary	6	2.31%	
Agender	0	0.00%	
A gender identity not listed above	1	0.38%	
Prefer not to respond	0	0.00%	
	260		





Is the above gender identity different to what was recorded on your original birth certificate?\*

	Count	Percentage	
Yes	40	15.38%	
No	217	83.46%	
Prefer not to respond	3	1.15%	
	260		

Are you someone of diverse sexuality or diverse gender (LGBTQ)?\*

	Count	Percentage	
Yes	64	24.62%	
No	193	74.23%	
Prefer not to respond	3	1.15%	
	260		

What are your personal pronoun/s?\* (you may select more than one)

	Count	Percentage	
He / Him	28	43.08%	
She / Her	35	53.85%	
They / Them	5	7.69%	
A pronoun not listed above	0	0.00%	
Prefer not to respond	1	1.54%	
	65		

Were you born intersex?\* (that is, with physical sex characteristics that do not fit medical and social norms for female and male bodies)?

	Count	Percentage
Yes	0	0.00%

No	260	100.00%	
Prefer not to respond	0	0.00%	
	260		

Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

I was raised in an environment where same-sex relationships or gender diverse people were not easily accepted

	Count	Percentage	
Strongly agree	26	10.20%	
Agree	94	36.86%	
Neither agree nor disagree	36	14.12%	
Disagree	74	29.02%	
Strongly disagree	25	9.80%	
	255		






Romantic relationships between people of diverse sexuality and/or gender are just like any other

	Count	Percentage	
Strongly agree	167	65.75%	
Agree	62	24.41%	
Neither agree nor disagree	10	3.94%	
Disagree	10	3.94%	
Strongly disagree	5	1.97%	
	254		






I believe there are more than two genders (male/female)

	Count	Percentage	
Strongly agree	99	39.29%	
Agree	62	24.60%	
Neither agree nor disagree	49	19.44%	
Disagree	22	8.73%	
Strongly disagree	20	7.94%	
	252		






I personally support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	115	45.45%	
Agree	90	35.57%	
Neither agree nor disagree	41	16.21%	
Disagree	3	1.19%	
Strongly disagree	4	1.58%	
	253		

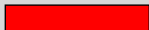




I believe my organisation should put more effort into this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	56	22.22%	
Agree	80	31.75%	
Neither agree nor disagree	95	37.70%	
Disagree	16	6.35%	
Strongly disagree	5	1.98%	
	252		






An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation

	Count	Percentage	
Strongly agree	64	25.30%	
Agree	105	41.50%	
Neither agree nor disagree	58	22.92%	
Disagree	17	6.72%	
Strongly disagree	9	3.56%	
	253		

I think it is important that employers be active in this area of diversity & inclusion






	Count	Percentage	
Strongly agree	121	47.83%	
Agree	105	41.50%	
Neither agree nor disagree	17	6.72%	
Disagree	6	2.37%	
Strongly disagree	4	1.58%	
	253		

Work in this aspect of diversity & inclusion has a positive influence on organisational culture

	Count	Percentage	
Strongly agree	120	47.24%	
Agree	105	41.34%	
Neither agree nor disagree	19	7.48%	
Disagree	7	2.76%	
Strongly disagree	3	1.18%	
	254		






Thinking about your current employer's support for the inclusion of sexuality and gender diverse employees, please indicate your level of agreement with the following statements:

I understand why my organisation puts effort into this aspect of diversity & inclusion






	Count	Percentage	
Strongly agree	103	41.70%	
Agree	117	47.37%	
Neither agree nor disagree	19	7.69%	
Disagree	7	2.83%	
Strongly disagree	1	0.40%	
	247		








It is clear working here that the inclusion of people of diverse sexuality and/or gender is a focus of our diversity work

	Count	Percentage	
Strongly agree	36	14.57%	
Agree	119	48.18%	
Neither agree nor disagree	64	25.91%	
Disagree	23	9.31%	
Strongly disagree	5	2.02%	
	247		






Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year

	Count	Percentage	
Strongly agree	32	13.01%	
Agree	123	50.00%	
Neither agree nor disagree	60	24.39%	
Disagree	27	10.98%	
Strongly disagree	4	1.63%	
	246		






I have heard our executive leaders speak positively about this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	28	11.34%	
Agree	102	41.30%	
Neither agree nor disagree	65	26.32%	
Disagree	40	16.19%	
Strongly disagree	12	4.86%	
	247		






There are visible signs of the organisation's support for employees of diverse sexuality and gender where I work

	Count	Percentage	
Strongly agree	30	12.15%	
Agree	130	52.63%	
Neither agree nor disagree	50	20.24%	
Disagree	31	12.55%	
Strongly disagree	6	2.43%	
	247		






I know where to find more information on this aspect of diversity & inclusion at work

	Count	Percentage	
Strongly agree	36	14.52%	
Agree	136	54.84%	
Neither agree nor disagree	33	13.31%	
Disagree	38	15.32%	
Strongly disagree	5	2.02%	
	248		






Awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year

	Count	Percentage	
Strongly agree	32	13.01%	
Agree	95	38.62%	
Neither agree nor disagree	80	32.52%	
Disagree	34	13.82%	
Strongly disagree	5	2.03%	
	246		






I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year

	Count	Percentage	
Strongly agree	17	6.91%	
Agree	19	7.72%	
Neither agree nor disagree	30	12.20%	
Disagree	142	57.72%	
Strongly disagree	38	15.45%	
	246		

I believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people






	Count	Percentage	
Strongly agree	89	36.18%	
Agree	98	39.84%	
Neither agree nor disagree	35	14.23%	
Disagree	15	6.10%	
Strongly disagree	9	3.66%	
	246		

I understand some of the unique challenges that people of diverse sexuality and/or gender face in the workplace






	Count	Percentage	
Strongly agree	74	29.96%	
Agree	128	51.82%	
Neither agree nor disagree	26	10.53%	
Disagree	13	5.26%	
Strongly disagree	6	2.43%	
	247		

Please indicate your level of agreement with the following statements:






Jokes/innuendo targeting people of diverse sexuality and/or gender are not acceptable in any workplace

	Count	Percentage	
Strongly agree	164	66.67%	
Agree	68	27.64%	
Neither agree nor disagree	8	3.25%	
Disagree	2	0.81%	
Strongly disagree	4	1.63%	
	246		






Jokes/innuendo targeting people of diverse sexuality and/or gender are quickly called out / addressed within my workplace

	Count	Percentage	
Strongly agree	19	7.79%	
Agree	78	31.97%	
Neither agree nor disagree	114	46.72%	
Disagree	28	11.48%	
Strongly disagree	5	2.05%	
	244		






I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work

	Count	Percentage	
Strongly agree	178	72.36%	
Agree	55	22.36%	
Neither agree nor disagree	4	1.63%	
Disagree	6	2.44%	
Strongly disagree	3	1.22%	
	246		






I would be comfortable with people of diverse sexuality and/or gender bringing their partners to work related events

	Count	Percentage	
Strongly agree	194	79.18%	
Agree	44	17.96%	
Neither agree nor disagree	2	0.82%	
Disagree	4	1.63%	
Strongly disagree	1	0.41%	
	245		






I would be comfortable referring to a colleague by a different name or personal pronoun/s if they were affirming their gender (transitioning) at work

	Count	Percentage	
Strongly agree	168	68.57%	
Agree	64	26.12%	
Neither agree nor disagree	5	2.04%	
Disagree	5	2.04%	
Strongly disagree	3	1.22%	
	245		






I would be comfortable using they/their/them personal pronouns for a non-binary person at work

	Count	Percentage	
Strongly agree	149	60.57%	
Agree	66	26.83%	
Neither agree nor disagree	13	5.28%	
Disagree	11	4.47%	
Strongly disagree	7	2.85%	
	246		






I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)

	Count	Percentage	
Strongly agree	153	62.20%	
Agree	61	24.80%	
Neither agree nor disagree	16	6.50%	
Disagree	12	4.88%	
Strongly disagree	4	1.63%	
	246		






I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor

	Count	Percentage	
Strongly agree	74	30.33%	
Agree	47	19.26%	
Neither agree nor disagree	29	11.89%	
Disagree	62	25.41%	
Strongly disagree	32	13.11%	
	244		






I have witnessed negative behaviours / mild harassment targeting people of diverse sexuality or gender at work

	Count	Percentage	
Strongly agree	6	2.45%	
Agree	27	11.02%	
Neither agree nor disagree	38	15.51%	
Disagree	96	39.18%	
Strongly disagree	78	31.84%	
	245		






I have witnessed more serious bullying targeting people of diverse sexuality or gender at work

	Count	Percentage	
Strongly agree	3	1.22%	
Agree	4	1.63%	
Neither agree nor disagree	30	12.24%	
Disagree	94	38.37%	
Strongly disagree	114	46.53%	
	245		






A person of diverse sexuality would be welcome in my team and treated no differently to anyone else

	Count	Percentage	
Strongly agree	174	70.73%	
Agree	63	25.61%	
Neither agree nor disagree	5	2.03%	
Disagree	3	1.22%	
Strongly disagree	1	0.41%	
	246		

A gender diverse person would be welcome in my team and treated no differently to anyone else






	Count	Percentage	
Strongly agree	159	64.63%	
Agree	74	30.08%	
Neither agree nor disagree	9	3.66%	
Disagree	3	1.22%	
Strongly disagree	1	0.41%	
	246		

If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team






	Count	Percentage	
Strongly agree	145	58.94%	
Agree	77	31.30%	
Neither agree nor disagree	20	8.13%	
Disagree	3	1.22%	
Strongly disagree	1	0.41%	
	246		

In terms of your personal health and wellbeing within your CURRENT WORKPLACE, within the last year, please indicate your level of agreement with the following statements:

I feel safe and included within my immediate team






	Count	Percentage	
Strongly agree	130	52.85%	
Agree	94	38.21%	
Neither agree nor disagree	9	3.66%	
Disagree	9	3.66%	
Strongly disagree	4	1.63%	
	246		

I feel mentally well at work






	Count	Percentage	
Strongly agree	66	26.94%	
Agree	119	48.57%	
Neither agree nor disagree	26	10.61%	
Disagree	27	11.02%	
Strongly disagree	7	2.86%	
	245		








## I feel I can be myself at work

	Count	Percentage	
Strongly agree	75	30.49%	
Agree	111	45.12%	
Neither agree nor disagree	29	11.79%	
Disagree	24	9.76%	
Strongly disagree	7	2.85%	
	246		






## I feel productive at work

	Count	Percentage	
Strongly agree	79	31.98%	
Agree	142	57.49%	
Neither agree nor disagree	13	5.26%	
Disagree	10	4.05%	
Strongly disagree	3	1.21%	
	247		






## I feel engaged with the organisation and my work

	Count	Percentage	
Strongly agree	65	26.32%	
Agree	126	51.01%	
Neither agree nor disagree	29	11.74%	
Disagree	19	7.69%	
Strongly disagree	8	3.24%	
	247		

I feel a sense of belonging here






	Count	Percentage	
Strongly agree	61	24.90%	
Agree	106	43.27%	
Neither agree nor disagree	43	17.55%	
Disagree	24	9.80%	
Strongly disagree	11	4.49%	
	245		

In defining an Ally as someone who supports LGBTQ inclusion in the workplace, would you describe yourself as:






	Count	Percentage	
Active Ally (I am active in my support)	35	14.34%	
Passive Ally (I support LGBTQ inclusion but not actively)	148	60.66%	
Not an Ally (I do not support LGBTQ inclusion)	6	2.46%	
I am an LGBTQ person and active in my support	29	11.89%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	26	10.66%	
I am an LGBTQ person and do not support LGBTQ inclusion	0	0.00%	
	244		

Thinking about active Allies supporting the inclusion of diverse sexualities and genders within the workplace; and your personal views and overall awareness of Allies; please indicate your level of agreement with the following statements:






I know of active Allies within my immediate work area

	Count	Percentage	
Strongly agree	37	15.55%	
Agree	68	28.57%	
Neither agree or disagree	39	16.39%	
Disagree	83	34.87%	
Strongly disagree	11	4.62%	
	238		






I understand why active Allies are important

	Count	Percentage	
Strongly agree	96	40.34%	
Agree	118	49.58%	
Neither agree or disagree	16	6.72%	
Disagree	5	2.10%	
Strongly disagree	3	1.26%	
	238		






I could list several behaviours that would be expected of an active Ally

	Count	Percentage	
Strongly agree	58	24.68%	
Agree	99	42.13%	
Neither agree or disagree	49	20.85%	
Disagree	26	11.06%	
Strongly disagree	3	1.28%	
	235		

I know of workplace material or training available that would show me how to be an active Ally






	Count	Percentage	
Strongly agree	26	11.02%	
Agree	74	31.36%	
Neither agree or disagree	55	23.31%	
Disagree	69	29.24%	
Strongly disagree	12	5.08%	
	236		

## I know of active executive Allies or Sponsor/s within my organisation






	Count	Percentage	
Strongly agree	38	16.03%	
Agree	92	38.82%	
Neither agree or disagree	48	20.25%	
Disagree	49	20.68%	
Strongly disagree	10	4.22%	
	237		

Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:






People thinking that I am of diverse sexuality or gender stops me from being an active Ally

	Count	Percentage	
Strongly agree	2	1.13%	
Agree	10	5.65%	
Neither agree or disagree	21	11.86%	
Disagree	69	38.98%	
Strongly disagree	75	42.37%	
	177		






Being ridiculed or the target of jokes stops me from being an active Ally

	Count	Percentage	
Strongly agree	1	0.56%	
Agree	5	2.82%	
Neither agree or disagree	16	9.04%	
Disagree	75	42.37%	
Strongly disagree	80	45.20%	
	177		






## Being an active Ally would be in conflict with my personal beliefs or values

	Count	Percentage	
Strongly agree	2	1.13%	
Agree	10	5.65%	
Neither agree or disagree	16	9.04%	
Disagree	49	27.68%	
Strongly disagree	100	56.50%	
	177		

## I don't have any personal interest in LGBTQ inclusion or being an active Ally

	Count	Percentage	
Strongly agree	6	3.39%	
Agree	27	15.25%	
Neither agree or disagree	35	19.77%	
Disagree	60	33.90%	
Strongly disagree	49	27.68%	
	177		

## Too busy to be an active Ally

	Count	Percentage	
Strongly agree	15	8.52%	
Agree	71	40.34%	
Neither agree or disagree	43	24.43%	
Disagree	29	16.48%	
Strongly disagree	18	10.23%	
	176		

Being an active Ally would be frowned upon by someone/people with influence over my career

	Count	Percentage	
Strongly agree	2	1.13%	
Agree	8	4.52%	
Neither agree or disagree	27	15.25%	
Disagree	62	35.03%	
Strongly disagree	78	44.07%	
	177		

Would any of the following influence you in becoming an active Ally?

	Count	Percentage	
More information about WHY active Allies are so important	50	29.76%	
A better understanding of HOW to be an active Ally	90	53.57%	
More information on being an active Ally when my time is limited	92	54.76%	
Nothing would influence me to be an active Ally	33	19.64%	
Other (please specify)	17	10.12%	
	168		

### Other (please specify)

Easy rituals / things to do regularly...

*I am not an Ally because I am involved in other initiatives, namely disability too busy*

*More information about WHAT an Active Ally does*

*I have other issues I would like to progress along side of the LGBTQ space which is where support is lacking, ie family friendly*

*Top cover. I have previously worked in a department where the Sec had very conservative personal views. At my level, while I'd be happy to be active on behalf of staff, I would keep my own life out of it which would create a disconnect.*

*Further open discussion about inclusion, the importance of becoming an active ally from senior management  
Further opportunities to be an Ally*

*Knowing someone personally /working directly with someone*

*I don't want "active allies," don't need to be affirmed, just want to get on with it at work as long as everyone is polite*

*As I am LGBTQI, I am not an Ally but part of the community*

*more opportunities and forums where it would be appropriate to speak about/advocate diversity and inclusion. I also pass as a cis het person, so I don't feel I should be too noisy on the subject.*

*I'm in support and will show that support, however I feel that there are others that are best suited to be an*

Active participant in organising adn be the forefront of this  
*lived experience*  
I honestly thought Allies and LGBTQ were mutually exclusive groups

As someone of diverse sexuality and/or gender, how has your employer met your expectations concerning the following workplace practices?

Communication of inclusion initiatives for sexuality and gender diverse employees during the recruitment process

	Count	Percentage	
Exceeded expectations	1	1.72%	<div></div>
Met expectations	29	50.00%	<div></div>
Did not meet expectations	13	22.41%	<div></div>
No expectations	15	25.86%	<div></div>
	58		





My experience of inclusion within my immediate work area

	Count	Percentage	
Exceeded expectations	6	10.34%	<div></div>
Met expectations	34	58.62%	<div></div>
Did not meet expectations	7	12.07%	<div></div>
No expectations	11	18.97%	<div></div>
	58		





Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	
Exceeded expectations	6	10.34%	<div></div>
Met expectations	26	44.83%	<div></div>
Did not meet expectations	15	25.86%	<div></div>
No expectations	11	18.97%	<div></div>
	58		





## Overall organisational commitment to people of diverse sexuality and/or gender

	Count	Percentage	
Exceeded expectations	7	12.07%	
Met expectations	29	50.00%	
Did not meet expectations	14	24.14%	
No expectations	8	13.79%	
	58		





## The level of executive endorsement of sexuality and gender diverse inclusion initiatives

	Count	Percentage	
Exceeded expectations	8	13.79%	
Met expectations	24	41.38%	
Did not meet expectations	17	29.31%	
No expectations	9	15.52%	
	58		

## Visibility and promotion of an internal employee network for sexuality &amp; gender diverse employees and allies





	Count	Percentage	
Exceeded expectations	9	15.52%	
Met expectations	33	56.90%	
Did not meet expectations	10	17.24%	
No expectations	6	10.34%	
	58		

## Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity





	Count	Percentage	
Exceeded expectations	6	10.34%	
Met expectations	19	32.76%	
Did not meet expectations	22	37.93%	
No expectations	11	18.97%	
	58		







Willingness of managers to address negative commentary/jokes that target people of diverse sexuality and/or diverse gender

	Count	Percentage	
Exceeded expectations	6	10.34%	
Met expectations	29	50.00%	
Did not meet expectations	8	13.79%	
No expectations	15	25.86%	
	58		

Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or diverse gender






	Count	Percentage	
Exceeded expectations	6	10.34%	
Met expectations	31	53.45%	
Did not meet expectations	10	17.24%	
No expectations	11	18.97%	
	58		

Visibility of active Allies






	Count	Percentage	
Exceeded expectations	8	13.79%	
Met expectations	23	39.66%	
Did not meet expectations	14	24.14%	
No expectations	13	22.41%	
	58		

Within the last year, please indicate your level of agreement with the following statements:






I would feel comfortable bringing my partner to work events here

	Count	Percentage	
Strongly agree	22	37.93%	
Agree	25	43.10%	
Neither agree nor disagree	5	8.62%	
Disagree	4	6.90%	
Strongly disagree	2	3.45%	
	58		






I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity

	Count	Percentage	
Strongly agree	16	27.59%	
Agree	26	44.83%	
Neither agree nor disagree	12	20.69%	
Disagree	2	3.45%	
Strongly disagree	2	3.45%	
	58		






I don't hear jokes/innuendo targeting people of diverse sexuality here

	Count	Percentage	
Strongly agree	20	35.09%	
Agree	27	47.37%	
Neither agree nor disagree	5	8.77%	
Disagree	4	7.02%	
Strongly disagree	1	1.75%	
	57		






I don't hear jokes/innuendo targeting people of diverse genders here

	Count	Percentage	
Strongly agree	20	34.48%	
Agree	25	43.10%	
Neither agree nor disagree	6	10.34%	
Disagree	6	10.34%	
Strongly disagree	1	1.72%	
	58		






Any jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly here

	Count	Percentage	
Strongly agree	8	13.79%	
Agree	7	12.07%	
Neither agree nor disagree	38	65.52%	
Disagree	3	5.17%	
Strongly disagree	2	3.45%	
	58		

Active Allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	11	19.30%	
Agree	14	24.56%	
Neither agree nor disagree	23	40.35%	
Disagree	7	12.28%	
Strongly disagree	2	3.51%	
	57		

How would you best describe your sexual orientation? \*

	Count	Percentage	
Straight (Heterosexual)	1	1.67%	
Gay, Lesbian (Homosexual)	26	43.33%	
Bisexual	23	38.33%	
Pansexual	4	6.67%	
Queer	4	6.67%	

Asexual	1	1.67%	
An orientation not listed above	0	0.00%	
Prefer not to respond (you will be asked no further questions on sexual orientation)	1	1.67%	
	60		

In regard to your sexual orientation, please indicate to what degree you are out at work \*





	Count	Percentage	
Out to everyone	20	34.48%	
Most I work with	6	10.34%	
Selected few only	12	20.69%	
Not at all	16	27.59%	
Prefer not to respond	4	6.90%	
	58		

Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:





I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise

	Count	Percentage	
Strongly agree	4	15.38%	
Agree	13	50.00%	
Neither agree nor disagree	5	19.23%	
Disagree	3	11.54%	
Strongly disagree	1	3.85%	
	26		




I have not encountered any exclusion based on my sexuality within this organisation

	Count	Percentage	
Strongly agree	8	30.77%	
Agree	14	53.85%	
Neither agree nor disagree	2	7.69%	
Disagree	2	7.69%	
Strongly disagree	0	0.00%	
	26		




My sexuality would NOT have any impact on my career progression here

	Count	Percentage	
Strongly agree	8	30.77%	
Agree	12	46.15%	
Neither agree nor disagree	4	15.38%	
Disagree	2	7.69%	
Strongly disagree	0	0.00%	
	26		






I feel my performance is positively impacted by being out at work

	Count	Percentage	
Strongly agree	6	23.08%	
Agree	9	34.62%	
Neither agree nor disagree	11	42.31%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	26		






I feel my overall engagement is positively impacted by being out at work

	Count	Percentage	
Strongly agree	6	23.08%	
Agree	14	53.85%	
Neither agree nor disagree	6	23.08%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	26		






I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year

	Count	Percentage	
Strongly agree	2	7.69%	
Agree	2	7.69%	
Neither agree nor disagree	1	3.85%	
Disagree	11	42.31%	
Strongly disagree	10	38.46%	
	26		






I would feel safe & supported reporting continual jokes/innuendo targeting my sexuality to my manager

	Count	Percentage	
Strongly agree	7	26.92%	
Agree	15	57.69%	
Neither agree nor disagree	2	7.69%	
Disagree	1	3.85%	
Strongly disagree	1	3.85%	
	26		






I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year

	Count	Percentage	
Strongly agree	1	3.85%	
Agree	2	7.69%	
Neither agree nor disagree	1	3.85%	
Disagree	7	26.92%	
Strongly disagree	15	57.69%	
	26		

I would feel safe & supported reporting more serious bullying/sexual harassment targeting my sexuality to HR (or grievance officers)






	Count	Percentage	
Strongly agree	7	26.92%	
Agree	10	38.46%	
Neither agree nor disagree	5	19.23%	
Disagree	2	7.69%	
Strongly disagree	2	7.69%	
	26		

Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality






	Count	Percentage	
Strongly agree	2	7.69%	
Agree	5	19.23%	
Neither agree nor disagree	14	53.85%	
Disagree	4	15.38%	
Strongly disagree	1	3.85%	
	26		

Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:






I feel being out at work would be detrimental to my workplace experience

	Count	Percentage	
Strongly agree	2	7.14%	
Agree	6	21.43%	
Neither agree nor disagree	3	10.71%	
Disagree	13	46.43%	
Strongly disagree	4	14.29%	
	28		

I feel being out at work would negatively impact my career progression






	Count	Percentage	
Strongly agree	4	14.29%	
Agree	5	17.86%	
Neither agree nor disagree	3	10.71%	
Disagree	11	39.29%	
Strongly disagree	5	17.86%	
	28		

I do not feel I would be accepted by some members of my team






	Count	Percentage	
Strongly agree	2	7.41%	
Agree	6	22.22%	
Neither agree nor disagree	6	22.22%	
Disagree	7	25.93%	
Strongly disagree	6	22.22%	
	27		



I avoid inclusion initiatives for fear of people thinking I'm of diverse sexuality







	Count	Percentage	
Strongly agree	1	3.57%	
Agree	4	14.29%	
Neither agree nor disagree	5	17.86%	
Disagree	8	28.57%	
Strongly disagree	10	35.71%	
	28		

I am not comfortable enough within myself to be out at work







	Count	Percentage	
Strongly agree	3	10.71%	
Agree	9	32.14%	
Neither agree nor disagree	1	3.57%	
Disagree	10	35.71%	
Strongly disagree	5	17.86%	
	28		

Thinking about your experience as a woman of diverse sexuality and/or gender within your current workplace, please indicate your level of agreement with the following statements:







There are women of similar, or the same, identity as me who are visible out role models within my workplace

	Count	Percentage	
Strongly agree	4	14.29%	
Agree	7	25.00%	
Neither Agree or Disagree	1	3.57%	
Disagree	10	35.71%	
Strongly Disagree	3	10.71%	
N/A	3	10.71%	
	28		







There are women of similar, or the same, identity as me who are out within senior leadership or executive positions

	Count	Percentage	
Strongly agree	1	3.57%	
Agree	5	17.86%	
Neither Agree or Disagree	3	10.71%	
Disagree	10	35.71%	
Strongly Disagree	6	21.43%	
N/A	3	10.71%	
	28		







Having visible out women as role models of the same or similar identity is important to me

	Count	Percentage	
Strongly agree	11	39.29%	
Agree	11	39.29%	
Neither Agree or Disagree	2	7.14%	
Disagree	1	3.57%	
Strongly Disagree	1	3.57%	
N/A	2	7.14%	
	28		






I involve myself in the activities put on by our employee network for people of diverse sexuality, genders and allies

	Count	Percentage	
Strongly agree	5	17.86%	
Agree	5	17.86%	
Neither Agree or Disagree	3	10.71%	
Disagree	9	32.14%	
Strongly Disagree	3	10.71%	
N/A	3	10.71%	
	28		






There are women of similar, or the same, identity as me active within the employee network here

	Count	Percentage	
Strongly agree	3	10.71%	
Agree	10	35.71%	
Neither Agree or Disagree	5	17.86%	
Disagree	3	10.71%	
Strongly Disagree	2	7.14%	
N/A	5	17.86%	
	28		






Our employee network feels inclusive of women of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	6	21.43%	
Agree	12	42.86%	
Neither Agree or Disagree	6	21.43%	
Disagree	1	3.57%	
Strongly Disagree	0	0.00%	
N/A	3	10.71%	
	28		







Women of diverse sexuality, women with a trans history and non-binary people who identify with a diverse gender but are perceived by colleagues as women (or feminine) share common challenges within the workplace

	Count	Percentage	
Strongly agree	3	10.71%	
Agree	16	57.14%	
Neither Agree or Disagree	4	14.29%	
Disagree	3	10.71%	
Strongly Disagree	0	0.00%	
N/A	2	7.14%	
	28		

I can easily separate the unique challenges of being a woman in the workplace and those of being of diverse sexuality and/or gender







	Count	Percentage	
Strongly agree	9	32.14%	
Agree	9	32.14%	
Neither Agree or Disagree	7	25.00%	
Disagree	2	7.14%	
Strongly Disagree	0	0.00%	
N/A	1	3.57%	
	28		

The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman




	Count	Percentage	
Strongly agree	5	17.86%	
Agree	4	14.29%	
Neither Agree or Disagree	10	35.71%	
Disagree	6	21.43%	
Strongly Disagree	2	7.14%	
N/A	1	3.57%	
	28		

In applying for your role within this organisation:







I found the recruitment process to be inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	2	12.50%	
Agree	5	31.25%	
Neither Agree nor Disagree	3	18.75%	
Disagree	4	25.00%	
Strongly Disagree	1	6.25%	
N/A	1	6.25%	
	16		







## A contact person was identified to support diverse gender applicants

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	8	50.00%	
Strongly Disagree	3	18.75%	
N/A	5	31.25%	
	16		







## Application forms were inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	2	12.50%	
Agree	1	6.25%	
Neither Agree nor Disagree	4	25.00%	
Disagree	3	18.75%	
Strongly Disagree	3	18.75%	
N/A	3	18.75%	
	16		







## I felt disadvantaged during the recruitment process as someone of diverse gender

	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	2	12.50%	
Neither Agree nor Disagree	2	12.50%	
Disagree	3	18.75%	
Strongly Disagree	4	25.00%	
N/A	4	25.00%	
	16		






## I disclosed my gender diversity during the application process

	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	1	6.25%	
Neither Agree nor Disagree	1	6.25%	
Disagree	2	12.50%	
Strongly Disagree	5	31.25%	
N/A	6	37.50%	
	16		







## Background/criminal checks were a barrier because I was known by another name or gender identity

	Count	Percentage	
Strongly Agree	1	6.25%	
Agree	1	6.25%	
Neither Agree nor Disagree	3	18.75%	
Disagree	1	6.25%	
Strongly Disagree	2	12.50%	
N/A	8	50.00%	
	16		







## I faced barriers with reference checks with former colleagues where I was known by another name or gender identity

	Count	Percentage	
Strongly Agree	1	6.67%	
Agree	0	0.00%	
Neither Agree nor Disagree	3	20.00%	
Disagree	1	6.67%	
Strongly Disagree	1	6.67%	
N/A	9	60.00%	
	15		

## I have fears of being discriminated because of my gender identity





	Count	Percentage	
Strongly Agree	2	13.33%	
Agree	3	20.00%	
Neither Agree nor Disagree	1	6.67%	
Disagree	1	6.67%	
Strongly Disagree	3	20.00%	
N/A	5	33.33%	
	15		

## I have fears of being outed during the recruitment process




	Count	Percentage	
Strongly Agree	1	6.67%	
Agree	1	6.67%	
Neither Agree nor Disagree	2	13.33%	
Disagree	2	13.33%	
Strongly Disagree	6	40.00%	
N/A	3	20.00%	
	15		

Thinking about your gender identity, or where applicable, your trans experience, please indicate the degree to which your current organisation has met your expectations in regard to your organisation's **POLICIES** or **WORK PRACTICES**:





## Visibility of organisational inclusion for gender diverse employees

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	6	37.50%	
Did not meet expectations	5	31.25%	
No expectations	4	25.00%	
	16		





## Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	5	31.25%	
Did not meet expectations	5	31.25%	
No expectations	6	37.50%	
	16		




## Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	1	6.25%	
Did not meet expectations	8	50.00%	
No expectations	6	37.50%	
	16		

## Alternatives to gendered uniforms or dress codes





	Count	Percentage	
Exceeded expectations	1	6.25%	
Met expectations	3	18.75%	
Did not meet expectations	2	12.50%	
No expectations	10	62.50%	
	16		

## Well communicated policies to support those affirming their gender





	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	4	25.00%	
Did not meet expectations	7	43.75%	
No expectations	5	31.25%	
	16		



## Acknowledgement of gender diversity beyond the binary of male/female






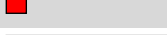
	Count	Percentage	
Exceeded expectations	1	6.67%	
Met expectations	1	6.67%	
Did not meet expectations	8	53.33%	
No expectations	5	33.33%	
	15		

## Acknowledgement of gender diversity beyond male/female and those with a trans experience






	Count	Percentage	
Exceeded expectations	2	12.50%	
Met expectations	1	6.25%	
Did not meet expectations	7	43.75%	
No expectations	6	37.50%	
	16		

Now thinking about **YOUR PERSONAL EXPERIENCE** as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):






I can freely use gendered toilets of choice without opposition here

	Count	Percentage	
Strongly agree	2	13.33%	
Agree	1	6.67%	
Neither agree or disagree	2	13.33%	
Disagree	1	6.67%	
Strongly disagree	1	6.67%	
N/A	8	53.33%	
	15		





## People make an effort to use my personal pronouns

	Count	Percentage	
Strongly agree	3	21.43%	
Agree	2	14.29%	
Neither agree or disagree	1	7.14%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
N/A	7	50.00%	
	14		





## I have been deliberately misgendered within the last year

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	1	7.14%	
Neither agree or disagree	1	7.14%	
Disagree	0	0.00%	
Strongly disagree	3	21.43%	
N/A	8	57.14%	
	14		







## I have not experienced any exclusion based on my gender diversity within this workplace

	Count	Percentage	
Strongly agree	3	21.43%	
Agree	3	21.43%	
Neither agree or disagree	0	0.00%	
Disagree	1	7.14%	
Strongly disagree	0	0.00%	
N/A	7	50.00%	
	14		







My gender identity has not had any impact on my career progression here

	Count	Percentage	
Strongly agree	3	21.43%	
Agree	1	7.14%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
N/A	9	64.29%	
	14		





I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager

	Count	Percentage	
Strongly agree	3	21.43%	
Agree	1	7.14%	
Neither agree or disagree	1	7.14%	
Disagree	1	7.14%	
Strongly disagree	2	14.29%	
N/A	6	42.86%	
	14		







I feel fully supported by my team in terms of my gender identity

	Count	Percentage	
Strongly agree	2	14.29%	
Agree	2	14.29%	
Neither agree or disagree	2	14.29%	
Disagree	1	7.14%	
Strongly disagree	1	7.14%	
N/A	6	42.86%	
	14		






Most people I work with are aware of my gender diversity

	Count	Percentage	
Strongly agree	3	21.43%	
Agree	1	7.14%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	3	21.43%	
N/A	7	50.00%	
	14		






I feel that our LGBTQ Employee Network is fully inclusive of gender diverse employees and those with a trans experience

	Count	Percentage	
Strongly agree	2	14.29%	
Agree	5	35.71%	
Neither agree or disagree	1	7.14%	
Disagree	1	7.14%	
Strongly disagree	1	7.14%	
N/A	4	28.57%	
	14		




I am happy with any gender affirmation process that I have undertaken here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	7.14%	
Neither agree or disagree	1	7.14%	
Disagree	1	7.14%	
Strongly disagree	1	7.14%	
N/A	10	71.43%	
	14		






There are people within the organisation that have the same, or similar, gender diversity as me

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	2	14.29%	
Neither agree or disagree	2	14.29%	
Disagree	0	0.00%	
Strongly disagree	2	14.29%	
N/A	7	50.00%	
	14		




I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year

	Count	Percentage	
Strongly agree	1	7.69%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	5	38.46%	
N/A	7	53.85%	
	13		





I would feel safe & supported reporting continual jokes/innuendo targeting my gender diversity to my manager

	Count	Percentage	
Strongly agree	2	14.29%	
Agree	4	28.57%	
Neither agree or disagree	2	14.29%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
N/A	5	35.71%	
	14		






I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	7.14%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	6	42.86%	
N/A	7	50.00%	
	14		

I would feel safe & supported reporting more serious bullying/sexual harassment targeting my gender diversity to HR (or grievance officers)

	Count	Percentage	
Strongly agree	2	14.29%	
Agree	4	28.57%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	2	14.29%	
N/A	6	42.86%	
	14		

Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

	Count	Percentage	
Strongly agree	1	7.14%	
Agree	2	14.29%	
Neither agree or disagree	3	21.43%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
N/A	7	50.00%	
	14		

The Pride in Diversity SAPPHIRE initiative brings together LGBTQ women to tackle the dual challenges of being a woman and someone of diverse sexuality and/or gender in the workforce. As someone who identified as non-binary, please indicate your level of agreement with the following statements:

A non-binary person who is perceived by colleagues as female or feminine regardless of their gender identity would face the same challenges as women of diverse sexuality or gender within the workplace




	Count	Percentage	
Strongly Agree	2	40.00%	<div></div>
Agree	2	40.00%	<div></div>
Neither Agree or Disagree	0	0.00%	
Disagree	0	0.00%	
Strongly Disagree	1	20.00%	<div></div>
N/A	0	0.00%	
	5		

If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)




	Count	Percentage	
Strongly Agree	2	40.00%	<div></div>
Agree	1	20.00%	<div></div>
Neither Agree or Disagree	1	20.00%	<div></div>
Disagree	0	0.00%	
Strongly Disagree	0	0.00%	
N/A	1	20.00%	<div></div>
	5		

As a regional/rural employee, please consider the way in which city based initiatives have carried through to the regions by indicating your level of agreement with the following statements:





The organisation's diversity initiatives for the inclusion of people of diverse sexualities or genders have been adequately communicated within our site/office

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	7	41.18%	
Neither agree nor disagree	6	35.29%	
Disagree	4	23.53%	
Strongly disagree	0	0.00%	
	17		

Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion





	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	11.76%	
Neither agree nor disagree	5	29.41%	
Disagree	10	58.82%	
Strongly disagree	0	0.00%	
	17		

We are able to easily connect into head office activities for this area of diversity & inclusion





	Count	Percentage	
Strongly agree	0	0.00%	
Agree	5	29.41%	
Neither agree nor disagree	6	35.29%	
Disagree	5	29.41%	
Strongly disagree	1	5.88%	
	17		




Our local management/leadership has communicated support for people of diverse sexuality and/or gender; or work in this area

	Count	Percentage	
Strongly agree	1	5.88%	
Agree	2	11.76%	
Neither agree nor disagree	9	52.94%	
Disagree	5	29.41%	
Strongly disagree	0	0.00%	
	17		

We have a local person/champion to help drive sexuality and gender diversity inclusion initiatives here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	5.88%	
Neither agree nor disagree	6	35.29%	
Disagree	8	47.06%	
Strongly disagree	2	11.76%	
	17		

Please select the region you currently work within (based on United Nations Country Grouping) \*

	Count	Percentage	
Africa	0	0.00%	
Asia	0	0.00%	
Central America	0	0.00%	
Eastern Europe	0	0.00%	
European Union	0	0.00%	
Middle East	0	0.00%	
North America	1	100.00%	
Oceania	0	0.00%	
South America	0	0.00%	
The Caribbean	0	0.00%	
	1		

As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

I work in a country where it is acceptable to support people of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	1	100.00%	<div></div>
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		

The inclusion work that our Australian office does in support of people of diverse sexuality and/or gender filters through to this office

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	100.00%	<div></div>
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		

Employees are encouraged to become Allies for people of diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	100.00%	<div></div>
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		

We have been provided with training and/or information on how to be an active ally for people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	1	100.00%
Strongly disagree	0	0.00%
	1	


There is a person or team leading inclusion initiatives for people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	


There are visible senior champions for people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	


I personally support the work my organisation does in this area of diversity & inclusion

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	100.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		


I consider myself an active ally for people of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	100.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		


People of diverse sexuality and/or gender would feel safe working here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	100.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		


## People of diverse sexuality and/or gender would feel supported here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	1	100.00% 
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	


## I am aware of negative commentary targeting people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00% 
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	


## Negative commentary/jokes targeting people of diverse sexuality and/or gender would be quickly addressed here

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00% 
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

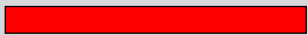
I am aware of more serious bullying/harassment targeting people of diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	1	100.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		


There are visible signs of inclusion for people of diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	1	100.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		


My immediate team would be inclusive of people of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	1	100.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		

I feel that the leadership here would be inclusive of people of diverse sexuality and/or gender


	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	1	100.00% 
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

I feel we need more support from our Australian office for this aspect of diversity and inclusion

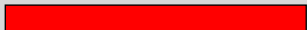
	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	1	100.00% 
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	

As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:


Most people I work with know of my diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00% 
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	


I feel comfortable being myself here

	Count	Percentage	
Strongly agree	1	100.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		

I expend energy hiding aspects of myself here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	100.00%	
	1		

Jokes/innuendo targeting people of diverse sexuality and/or gender are common here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	1	100.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		



Jokes/innuendo targeting people of diverse sexuality and/or gender are addressed quickly here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	1	100.00%
Strongly disagree	0	0.00%
	1	


I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	1	100.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	


I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	1	100.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	1	


I would feel safe and supported by my manager if I encountered issues regarding my diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	100.00%	
Strongly disagree	0	0.00%	
	1		

I feel safe here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	100.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	1		

I feel that people of diverse sexuality and/or gender would feel supported here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	100.00%	
Strongly disagree	0	0.00%	
	1		

I would recommend this office/site as an inclusive place to work for people of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	100.00%	<div></div>
Strongly disagree	0	0.00%	
	1		

Do you have any comments that you would like to make in regard to working for an overseas office and this aspect of diversity & inclusion?

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To help provide us with an understanding of the multi-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you. \*











Note: If you select none of the above in error, you will need to deselect this before you can select any of the other options.

	Count	Percentage	
I am Aboriginal and/or Torres Strait Islander	3	1.24%	<div></div>
I am a person of colour	14	5.81%	<div></div>
I identify with a CALD background	33	13.69%	<div></div>
I am someone living with a disability	14	5.81%	<div></div>
I am neuro-diverse (example: Autism, ADHD, Dyslexia)	16	6.64%	<div></div>
I am a person of faith / religion	25	10.37%	<div></div>
I am a mature age employee	26	10.79%	<div></div>
None of the above	151	62.66%	<div></div>
	241		











You have been taken to this question because you have either indicated that you are a person of diverse sexuality and/or gender; or you have selected one of the diversity options within the previous question.

Please take a moment to think about the various aspects of your diversity and your workplace experience, by selecting the statements and the diversities that apply to you, ignoring the remainder.











I feel valued for the following aspects of my diversity:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	2	5.56%	
Person of colour	6	16.67%	
CALD background	15	41.67%	
Living with a disability	3	8.33%	
Neuro-diverse	2	5.56%	
Person of faith/religion	3	8.33%	
Mature Age Employee	10	27.78%	
Diverse sexual orientation	7	19.44%	
Trans experience and/or history	1	2.78%	
Diverse gender identity	3	8.33%	
	36		











I feel the following aspects of my diversity would be valued in career progression here:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	2	7.14%	
Person of colour	3	10.71%	
CALD background	11	39.29%	
Living with a disability	1	3.57%	
Neuro-diverse	2	7.14%	
Person of faith/religion	2	7.14%	
Mature Age Employee	9	32.14%	
Diverse sexual orientation	5	17.86%	
Trans experience and/or history	1	3.57%	
Diverse gender identity	3	10.71%	
	28		











I have experienced stigma in regard to the following aspects of my diversity:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	1	2.44%	
Person of colour	5	12.20%	
CALD background	7	17.07%	
Living with a disability	3	7.32%	
Neuro-diverse	10	24.39%	
Person of faith/religion	7	17.07%	
Mature Age Employee	10	24.39%	
Diverse sexual orientation	5	12.20%	
Trans experience and/or history	2	4.88%	
Diverse gender identity	4	9.76%	
	41		











I have experienced exclusion in regard to the following aspects of my diversity:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	1	3.13%	
Person of colour	5	15.63%	
CALD background	4	12.50%	
Living with a disability	4	12.50%	
Neuro-diverse	6	18.75%	
Person of faith/religion	4	12.50%	
Mature Age Employee	9	28.13%	
Diverse sexual orientation	4	12.50%	
Trans experience and/or history	2	6.25%	
Diverse gender identity	3	9.38%	
	32		











I feel the most accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	2	5.26%	
Person of colour	5	13.16%	
CALD background	13	34.21%	
Living with a disability	1	2.63%	
Neuro-diverse	3	7.89%	
Person of faith/religion	3	7.89%	
Mature Age Employee	7	18.42%	
Diverse sexual orientation	14	36.84%	
Trans experience and/or history	1	2.63%	
Diverse gender identity	1	2.63%	
	38		











I feel the least accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	1	2.78%	
Person of colour	4	11.11%	
CALD background	5	13.89%	
Living with a disability	5	13.89%	
Neuro-diverse	7	19.44%	
Person of faith/religion	9	25.00%	
Mature Age Employee	6	16.67%	
Diverse sexual orientation	3	8.33%	
Trans experience and/or history	2	5.56%	
Diverse gender identity	4	11.11%	
	36		

I would happily identify the following diversities as applying to me on an internal HR system

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	2	3.77%	
Person of colour	10	18.87%	
CALD background	23	43.40%	
Living with a disability	9	16.98%	
Neuro-diverse	7	13.21%	
Person of faith/religion	9	16.98%	
Mature Age Employee	6	11.32%	
Diverse sexual orientation	19	35.85%	
Trans experience and/or history	4	7.55%	
Diverse gender identity	5	9.43%	
	53		

I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	44	55.70%	
Person of colour	58	73.42%	
CALD background	57	72.15%	
Living with a disability	46	58.23%	
Neuro-diverse	27	34.18%	
Person of faith/religion	36	45.57%	
Mature Age Employee	56	70.89%	
Diverse sexual orientation	57	72.15%	
Trans experience and/or history	29	36.71%	
Diverse gender identity	30	37.97%	
	79		

I see the following diversity reflected within our Senior Leadership and Executive:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	8	17.78%	<div></div>
Person of colour	22	48.89%	<div></div>
CALD background	18	40.00%	<div></div>
Living with a disability	9	20.00%	<div></div>
Neuro-diverse	6	13.33%	<div></div>
Person of faith/religion	12	26.67%	<div></div>
Mature Age Employee	32	71.11%	<div></div>
Diverse sexual orientation	24	53.33%	<div></div>
Trans experience and/or history	5	11.11%	<div></div>
Diverse gender identity	4	8.89%	<div></div>
	45		

Are there any other areas of diversity that impact your work life?

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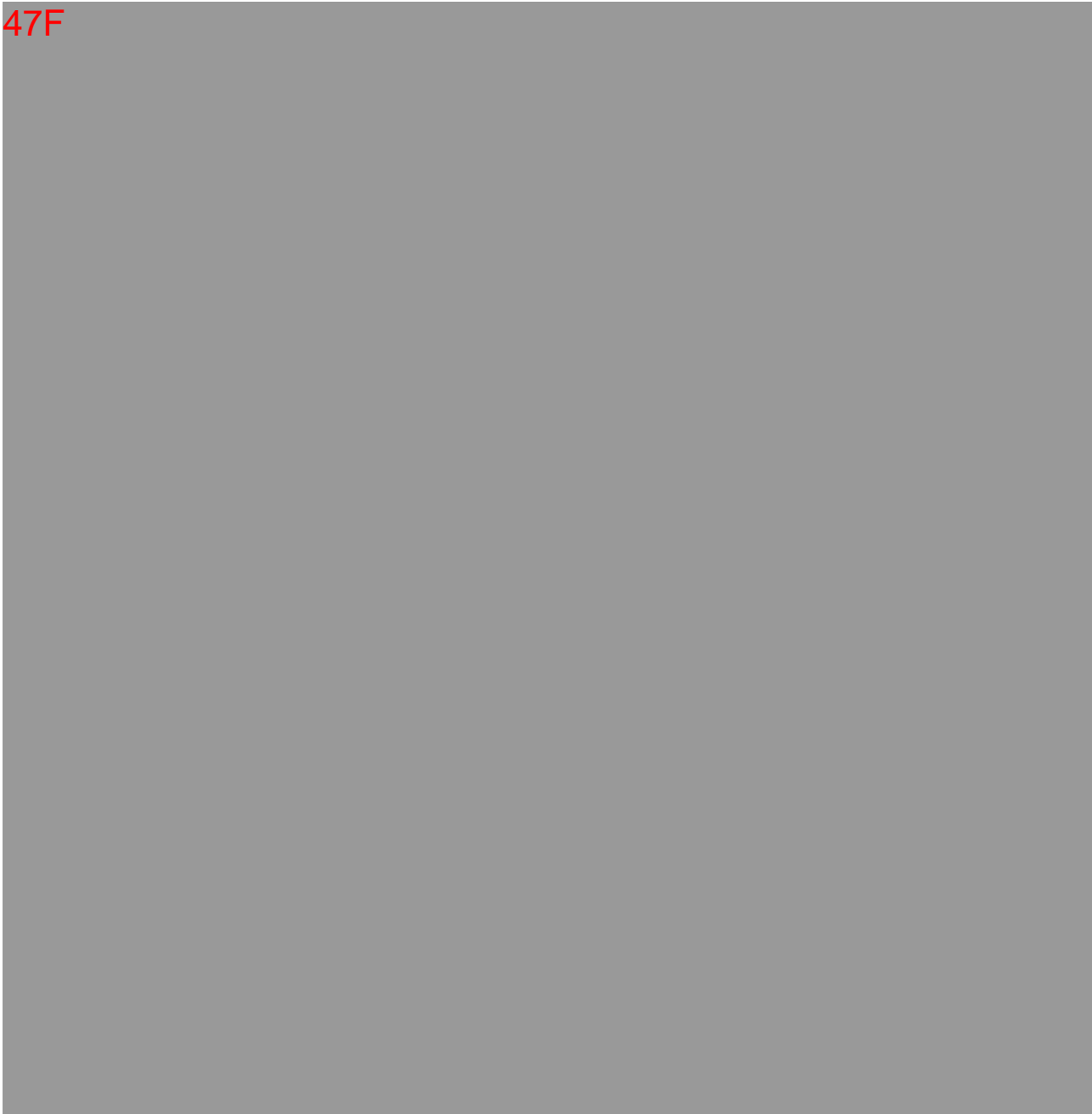


47F



**If multiple diversities apply to you, please share any insight into how this impacts your work experience.**

47F



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47F

47F



**Is there anything that you feel your organisation does particularly well in regard to inclusion initiatives for people of diverse sexuality and/or gender?**

47F



47F



47F



47F

47F

Is there anything in particular that you feel needs to be improved in this area?

47F



47F



47F



47F

47F



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In closing, please briefly describe what it is like working for your organisations as a person of diverse sexuality and/or gender.

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