



ABN: 38 136 883 915

414 Elizabeth St Surry Hills NSW 2010

Telephone 02 9206 2000 Facsimile 02 9206 2134

## Tax Invoice

AUSTRALIAN GOVERNMENT DEPARTMENT OF HEALTH  
PEOPLE STRATEGY BRANCH  
PO BOX 9848  
CANBERRA - ACT 2601 AUSTRALIA  
ATTN: s22

Invoice Number PID3749  
Date 9/06/2021  
Customer Code PDDOH

Description	Net Amount
Standard Membership Renewal Period from 29 June 2021 to 28 June 2022  REF: INR2768	6,000.00
SubTotal	\$6,000.00
Tax @ 10%	\$600.00
Total Due	\$6,600.00

### Remittance Advice

#### EFT Payment Details

s47G(1)(a)

#### Debtor Details

Client DEPARTMENT OF HE  
Debtor No PDDOH  
Invoice No PID3749  
Invoice Total \$6,600.00

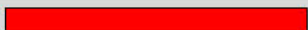
Credit Card: We accept Visa/Mastercard/AMEX. Term of Payment 14 days.

To make online payment, please visit: <https://www.prideinclusionprograms.com.au/invoice-payment/>[Please send a copy of remittance advice to finance@acon.org.au](mailto:finance@acon.org.au)



## 2022 AWEI Survey results

### PARTICIPATION

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	713	100.00%	
No	0	0.00%	
	713		

Did you participate in this survey last year?\*

	Count	Percentage	
Yes	143	20.06%	
No	570	79.94%	
	713		

### DEMOGRAPHIC DATA



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

	Count	Percentage	
ACT	567	s47F	
NSW	46		
NT	s47F		
QLD	26	s47F	
SA	15		
TAS	15		
VIC	35		
WA	s47F		
Overseas office	s47F		




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

	Count	Percentage	
City/Metropolitan	656	s47F	


2022 AWEI Survey results

Regional	37	s47F	
Rural	s47F		
Remote	16	s47F	
	s47F		


What is your employment type?\*

	Count	Percentage	
Full-time	517	s47F	
Part-time	95		
Temporary/Casual	s47F		
Contract (fixed-term)	88	s47F	
Other	s47F		
	s47F		





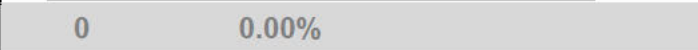









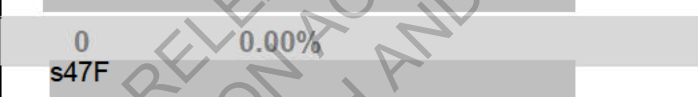

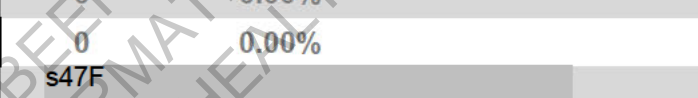

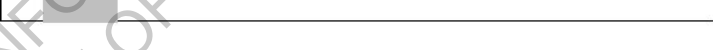
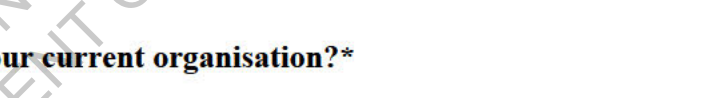
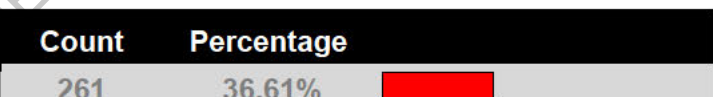
What sector do you work in?\*

	Count	Percentage	
Federal Government	703	s47F	
State Government	s47F		
Local Government			
Higher Education	0	0.00%	
NFP / Community / NGO / Charity	s47F		
Private Sector	s47F		





Which industry is MOST APPLICABLE to your organisation?\*

	Count	Percentage	
Aged Care	60	s47F	
Automotive: Wholesale and Retail	0	0.00%	
Banking & Financial Services	0	0.00%	
Community Services	s47F		
Computer Software			
Construction	0	0.00%	
Education	s47F		
Energy / Utilities	0	0.00%	
Engineering	s47F		



2022 AWEI Survey results

Health & Wellbeing	310	s47F	
Hospitality	0	0.00%	
Insurance	0	0.00%	
Law Enforcement	s47F		
Legal			
Manufacturing	0	0.00%	
Media & Entertainment	0	0.00%	
Mining	0	0.00%	
Pharmaceuticals	12	s47F	
Professional Services / Consulting	s47F		
Public Service	293	s47F	
Property	0	0.00%	
Rail & Logistics	0	0.00%	
Recruitment	0	0.00%	
Research & Development	s47F		
Retail	0	0.00%	
Technology / Telco	s47F		
Tourism / Gaming	0	0.00%	
Transport	0	0.00%	
None of the above	s47F		
	s47F		

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

	Count	Percentage	
Less than 1 year	261	36.61%	
Between 1 to 3 years	157	22.02%	
Between 3 to 5 years	72	10.10%	
More than 5 years	223	31.28%	
	713		

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

	Count	Percentage	
CEO (or Equivalent) / Direct Report of CEO (or Equivalent)	s47F		
Senior Leadership (not reporting to CEO)	26	s47F	



2022 AWEI Survey results

Middle Management	143	s47F	
Project Manager	37		
Team Leader/Supervisor	113		
Team Member	289		
Graduate/Intern	10		
Consultant (internal or external)	s47F		
Contractor	59	s47F	
Academic	0		
Support Staff	17		
Non-office / outdoor role	0		
None of the above	11		
	s47F		

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

	Count	Percentage	
Primary Education	s47F		
Secondary Education	53	s47F	
Certificate Level	57		
Diploma or Advanced Diploma	58		
Bachelor Degree	254		
Graduate Certificate or Diploma	74		
Postgraduate Degree or Higher	211		
Other	s47F		
	s47F		

What age bracket do you fall within?\*

	Count	Percentage	
Under 18	0	0.00%	
18-24	47	6.59%	
25-34	210	29.45%	
35-44	183	25.67%	
45-54	169	23.70%	
55-64	78	10.94%	
65+	11	1.54%	
Prefer not to respond	15	2.10%	

2022 AWEI Survey results

	713
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What was your sex recorded at birth?\*

	Count	Percentage	
Male	202	s47F	
Female	501		
A term not listed above	s47F		
Prefer not to respond	9	s47F	
	s47F		

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

	Count	Percentage	
Man or Male	194	s47F	
Woman or Female	479		
Non-binary	29		
Agender	s47F		
A gender identity not listed above			
Prefer not to respond	8	s47F	
	s47F		

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




	Count	Percentage	
Yes	235	32.96%	
No	461	64.66%	
Prefer not to respond (you will not be asked any further questions on sexual orientation or gender diversity)	17	2.38%	
	713		

LGBTQ DEMOGRAPHICS

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


	Count	Percentage
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2022 AWEI Survey results

He / Him	72	30.38%	
She / Her	152	64.14%	
They / Them	43	18.14%	
A pronoun not listed above	s47F		
Prefer not to respond	s47F		

INTERSEX POPULATION






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	s47F		
No	702	98.87%	
Prefer not to respond	s47F		
	s47F		

ALL EMPLOYEES: PERSONAL BELIEFS AND VIEWS ON INCLUSION






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	102	14.91%	
Agree	220	32.16%	
Neither agree nor disagree	131	19.15%	
Disagree	163	23.83%	
Strongly disagree	68	9.94%	
	684		

2022 AWEI Survey results






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

	Count	Percentage	
Strongly agree	465	67.78%	
Agree	153	22.30%	
Neither agree nor disagree	30	4.37%	
Disagree	20	2.92%	
Strongly disagree	18	2.62%	
	686		

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



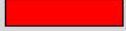


	Count	Percentage	
Strongly agree	274	40.18%	
Agree	195	28.59%	
Neither agree nor disagree	124	18.18%	
Disagree	50	7.33%	
Strongly disagree	39	5.72%	
	682		

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






	Count	Percentage	
Strongly agree	306	44.67%	
Agree	283	41.31%	
Neither agree nor disagree	71	10.36%	
Disagree	10	1.46%	
Strongly disagree	15	2.19%	
	685		

2022 AWEI Survey results






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

	Count	Percentage	
Strongly agree	131	19.18%	
Agree	197	28.84%	
Neither agree nor disagree	266	38.95%	
Disagree	70	10.25%	
Strongly disagree	19	2.78%	
	683		

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

	Count	Percentage	
Strongly agree	193	28.22%	
Agree	284	41.52%	
Neither agree nor disagree	146	21.35%	
Disagree	38	5.56%	
Strongly disagree	23	3.36%	
	684		

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

	Count	Percentage	
Strongly agree	326	47.59%	
Agree	281	41.02%	
Neither agree nor disagree	49	7.15%	
Disagree	11	1.61%	
Strongly disagree	18	2.63%	
	685		



## 2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	350	51.09%	<div></div>
Agree	254	37.08%	<div></div>
Neither agree nor disagree	48	7.01%	<div></div>
Disagree	17	2.48%	<div></div>
Strongly disagree	16	2.34%	<div></div>
	685		

### ALL EMPLOYEES: AWARENESS AND VISIBILITY

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	291	44.70%	<div></div>
Agree	321	49.31%	<div></div>
Neither agree nor disagree	28	4.30%	<div></div>
Disagree	9	1.38%	<div></div>
Strongly disagree	2	0.31%	<div></div>
	651		

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	134	20.58%	<div></div>
Agree	344	52.84%	<div></div>
Neither agree nor disagree	139	21.35%	<div></div>
Disagree	31	4.76%	<div></div>
Strongly disagree	3	0.46%	<div></div>
	651		



## 2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	119	18.36%	<div></div>
Agree	334	51.54%	<div></div>
Neither agree nor disagree	139	21.45%	<div></div>
Disagree	51	7.87%	<div></div>
Strongly disagree	5	0.77%	<div></div>
	648		

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






	Count	Percentage	
Strongly agree	115	17.64%	<div></div>
Agree	263	40.34%	<div></div>
Neither agree nor disagree	177	27.15%	<div></div>
Disagree	86	13.19%	<div></div>
Strongly disagree	11	1.69%	<div></div>
	652		

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






	Count	Percentage	
Strongly agree	158	24.27%	<div></div>
Agree	323	49.62%	<div></div>
Neither agree nor disagree	119	18.28%	<div></div>
Disagree	45	6.91%	<div></div>
Strongly disagree	6	0.92%	<div></div>
	651		

2022 AWEI Survey results






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

	Count	Percentage	
Strongly agree	135	20.77%	
Agree	359	55.23%	
Neither agree nor disagree	91	14.00%	
Disagree	60	9.23%	
Strongly disagree	5	0.77%	
	650		

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

	Count	Percentage	
Strongly agree	76	11.73%	
Agree	243	37.50%	
Neither agree nor disagree	227	35.03%	
Disagree	92	14.20%	
Strongly disagree	10	1.54%	
	648		

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

	Count	Percentage	
Strongly agree	33	5.12%	
Agree	76	11.80%	
Neither agree nor disagree	90	13.98%	
Disagree	351	54.50%	
Strongly disagree	94	14.60%	
	644		

2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	256	39.38%	<div></div>
Agree	256	39.38%	<div></div>
Neither agree nor disagree	79	12.15%	<div></div>
Disagree	35	5.38%	<div></div>
Strongly disagree	24	3.69%	<div></div>
	650		

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

	Count	Percentage	
Strongly agree	202	31.08%	<div></div>
Agree	348	53.54%	<div></div>
Neither agree nor disagree	69	10.62%	<div></div>
Disagree	28	4.31%	<div></div>
Strongly disagree	3	0.46%	<div></div>
	650		

ALL EMPLOYEES: WORKING WITH COLLEAGUES






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	451	70.47%	<div></div>
Agree	153	23.91%	<div></div>
Neither agree nor disagree	21	3.28%	<div></div>
Disagree	9	1.41%	<div></div>
Strongly disagree	6	0.94%	<div></div>
	640		

2022 AWEI Survey results






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

	Count	Percentage	
Strongly agree	97	15.30%	
Agree	216	34.07%	
Neither agree nor disagree	264	41.64%	
Disagree	50	7.89%	
Strongly disagree	7	1.10%	
	634		

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






	Count	Percentage	
Strongly agree	472	73.75%	
Agree	138	21.56%	
Neither agree nor disagree	12	1.88%	
Disagree	10	1.56%	
Strongly disagree	8	1.25%	
	640		

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	448	70.22%	
Agree	148	23.20%	
Neither agree nor disagree	17	2.66%	
Disagree	12	1.88%	
Strongly disagree	13	2.04%	
	638		

2022 AWEI Survey results






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

	Count	Percentage	
Strongly agree	425	66.51%	
Agree	140	21.91%	
Neither agree nor disagree	30	4.69%	
Disagree	22	3.44%	
Strongly disagree	22	3.44%	
	639		

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	393	61.60%	
Agree	154	24.14%	
Neither agree nor disagree	38	5.96%	
Disagree	29	4.55%	
Strongly disagree	24	3.76%	
	638		

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

	Count	Percentage	
Strongly agree	15	2.35%	
Agree	59	9.26%	
Neither agree nor disagree	78	12.24%	
Disagree	309	48.51%	
Strongly disagree	176	27.63%	
	637		



2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	10	1.57%	
Agree	14	2.19%	
Neither agree nor disagree	63	9.87%	
Disagree	297	46.55%	
Strongly disagree	254	39.81%	
	638		

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

	Count	Percentage	
Strongly agree	465	73.23%	
Agree	145	22.83%	
Neither agree nor disagree	22	3.46%	
Disagree	2	0.31%	
Strongly disagree	1	0.16%	
	635		

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

	Count	Percentage	
Strongly agree	448	70.44%	
Agree	152	23.90%	
Neither agree nor disagree	31	4.87%	
Disagree	3	0.47%	
Strongly disagree	2	0.31%	
	636		



## 2022 AWEI Survey results

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	395	62.01%	<div></div>
Agree	180	28.26%	<div></div>
Neither agree nor disagree	53	8.32%	<div></div>
Disagree	7	1.10%	<div></div>
Strongly disagree	2	0.31%	<div></div>
	637		

## HEALTH + WELLBEING

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	314	49.22%	<div></div>
Agree	269	42.16%	<div></div>
Neither agree nor disagree	41	6.43%	<div></div>
Disagree	10	1.57%	<div></div>
Strongly disagree	4	0.63%	<div></div>
	638		

I feel mentally well at work






	Count	Percentage	
Strongly agree	191	29.98%	<div></div>
Agree	320	50.24%	<div></div>
Neither agree nor disagree	79	12.40%	<div></div>
Disagree	39	6.12%	<div></div>
Strongly disagree	8	1.26%	<div></div>
	637		

2022 AWEI Survey results






I feel I can be myself at work

	Count	Percentage	
Strongly agree	209	32.76%	
Agree	292	45.77%	
Neither agree nor disagree	75	11.76%	
Disagree	45	7.05%	
Strongly disagree	17	2.66%	
	638		

I feel productive at work






	Count	Percentage	
Strongly agree	243	38.09%	
Agree	323	50.63%	
Neither agree nor disagree	52	8.15%	
Disagree	15	2.35%	
Strongly disagree	5	0.78%	
	638		

I feel engaged with the organisation and my work

	Count	Percentage	
Strongly agree	211	33.12%	
Agree	319	50.08%	
Neither agree nor disagree	68	10.68%	
Disagree	31	4.87%	
Strongly disagree	8	1.26%	
	637		

## 2022 AWEI Survey results




I feel a sense of belonging here

	Count	Percentage	
Strongly agree	185	29.00%	
Agree	298	46.71%	
Neither agree nor disagree	108	16.93%	
Disagree	35	5.49%	
Strongly disagree	12	1.88%	
	638		

## SEXUAL HARASSMENT





Have you ever been sexually harassed at work?

Examples of sexual harassment include being the target of unwelcome/inappropriate physical contact, sexually explicit comments or gestures, receiving intrusive questions about your private life, and inappropriate advances or requests for sex.

	Count	Percentage	
Yes, within the past 12 months	21	3.29%	
Yes, more than 12 month ago	213	33.33%	
No, never	405	63.38%	
	639		

## SEXUAL HARASSMENT - YES

Approximately how often have you been sexually harassed at work over the past 12 months?

	Count	Percentage	
Once	9	47.37%	
More than once, but less than monthly	7	36.84%	
Monthly	2	10.53%	
Weekly	1	5.26%	
Daily	0	0.00%	
	19		

2022 AWEI Survey results

Thinking about your most recent experience of sexual harassment at work, did this happen while employed at your current workplace?

	Count	Percentage	
Yes, my current workplace	14	70.00%	<div></div>
No, a previous workplace	6	30.00%	<div></div>
	20		

Thinking about your most recent experience of sexual harassment at work, did you report this to your employer?

	Count	Percentage	
Yes, and it was dealt with satisfactorily	4	19.05%	<div></div>
Yes, but it was not dealt with satisfactorily	2	9.52%	<div></div>
No, I did not report it	15	71.43%	<div></div>
	21		

## SEXUAL HARASSMENT - REPORTING

To what extent do you agree/disagree with the following statement:

If I were to experience sexual harassment at work in the future, I would feel safe and supported reporting it to my employer







	Count	Percentage	
Strongly agree	183	28.68%	<div></div>
Agree	301	47.18%	<div></div>
Neither agree nor disagree	95	14.89%	<div></div>
Disagree	45	7.05%	<div></div>
Strongly disagree	14	2.19%	<div></div>
	638		

## ALL EMPLOYEES: ALLIES & CHAMPIONS

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








2022 AWEI Survey results






	Count	Percentage	
Active Ally (I am active in my support)	96	15.26%	
Passive Ally (I support LGBTQ inclusion but not actively)	347	55.17%	
Not an Ally (I do not support LGBTQ inclusion)	16	2.54%	
I am an LGBTQ person and active in my support	88	13.99%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	80	12.72%	
I am an LGBTQ person and do not support LGBTQ inclusion	2	0.32%	
	629		

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	124	19.71%	
Agree	195	31.00%	
Neither agree or disagree	118	18.76%	
Disagree	180	28.62%	
Strongly disagree	12	1.91%	
	629		

I understand why active Allies are important






	Count	Percentage	
Strongly agree	259	41.24%	
Agree	296	47.13%	
Neither agree or disagree	45	7.17%	
Disagree	20	3.18%	
Strongly disagree	8	1.27%	
	628		

2022 AWEI Survey results






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

	Count	Percentage	
Strongly agree	159	25.32%	
Agree	270	42.99%	
Neither agree or disagree	126	20.06%	
Disagree	69	10.99%	
Strongly disagree	4	0.64%	
	628		

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

	Count	Percentage	
Strongly agree	84	13.40%	
Agree	189	30.14%	
Neither agree or disagree	153	24.40%	
Disagree	179	28.55%	
Strongly disagree	22	3.51%	
	627		

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

	Count	Percentage	
Strongly agree	146	23.32%	
Agree	213	34.03%	
Neither agree or disagree	100	15.97%	
Disagree	135	21.57%	
Strongly disagree	32	5.11%	
	626		



2022 AWEI Survey results

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	4	0.92%	
Agree	21	4.85%	
Neither agree or disagree	52	12.01%	
Disagree	215	49.65%	
Strongly disagree	141	32.56%	
	433		

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

	Count	Percentage	
Strongly agree	2	0.46%	
Agree	7	1.61%	
Neither agree or disagree	50	11.49%	
Disagree	222	51.03%	
Strongly disagree	154	35.40%	
	435		

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

	Count	Percentage	
Strongly agree	15	3.45%	
Agree	15	3.45%	
Neither agree or disagree	30	6.90%	
Disagree	174	40.00%	
Strongly disagree	201	46.21%	
	435		

2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	16	3.70%	<div></div>
Agree	58	13.39%	<div></div>
Neither agree or disagree	84	19.40%	<div></div>
Disagree	163	37.64%	<div></div>
Strongly disagree	112	25.87%	<div></div>
	433		

Too busy to be an active Ally

	Count	Percentage	
Strongly agree	30	6.91%	<div></div>
Agree	139	32.03%	<div></div>
Neither agree or disagree	106	24.42%	<div></div>
Disagree	116	26.73%	<div></div>
Strongly disagree	43	9.91%	<div></div>
	434		

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

	Count	Percentage	
Strongly agree	3	0.69%	<div></div>
Agree	16	3.70%	<div></div>
Neither agree or disagree	46	10.62%	<div></div>
Disagree	210	48.50%	<div></div>
Strongly disagree	158	36.49%	<div></div>
	433		

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

	Count	Percentage	
More information about WHY active Allies are so important	115	27.38%	<div></div>
A better understanding of HOW to be an active Ally	226	53.81%	<div></div>
More information on being an active Ally when my time is limited	212	50.48%	<div></div>

2022 AWEI Survey results

Nothing would influence me to be an active Ally	86	20.48%	<div></div>
Other (please specify)	41	9.76%	<div></div>
	420		

Other (please specify)

s47E(c)

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2022 AWEI Survey results

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**EMPLOYEES OF DIVERSE SEXUALITY AND/OR GENDER : YOUR EXPERIENCE AT WORK**

**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	16	8.04%	<div></div>
Met expectations	78	39.20%	<div></div>
Did not meet expectations	41	20.60%	<div></div>
No expectations	64	32.16%	<div></div>
	199		

My experience of inclusion within my immediate work area





	Count	Percentage	
Exceeded expectations	36	18.18%	<div></div>
Met expectations	108	54.55%	<div></div>
Did not meet expectations	19	9.60%	<div></div>
No expectations	35	17.68%	<div></div>
	198		

2022 AWEI Survey results





Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	
Exceeded expectations	29	14.72%	
Met expectations	95	48.22%	
Did not meet expectations	31	15.74%	
No expectations	42	21.32%	
	197		





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

	Count	Percentage	
Exceeded expectations	32	16.24%	
Met expectations	117	59.39%	
Did not meet expectations	24	12.18%	
No expectations	24	12.18%	
	197		

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

	Count	Percentage	
Exceeded expectations	32	16.16%	
Met expectations	95	47.98%	
Did not meet expectations	39	19.70%	
No expectations	32	16.16%	
	198		





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

	Count	Percentage	
Exceeded expectations	47	23.86%	
Met expectations	91	46.19%	
Did not meet expectations	31	15.74%	
No expectations	28	14.21%	
	197		







2022 AWEI Survey results





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

	Count	Percentage	
Exceeded expectations	19	9.60%	
Met expectations	79	39.90%	
Did not meet expectations	66	33.33%	
No expectations	34	17.17%	
	198		





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

	Count	Percentage	
Exceeded expectations	14	7.11%	
Met expectations	112	56.85%	
Did not meet expectations	24	12.18%	
No expectations	47	23.86%	
	197		

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

	Count	Percentage	
Exceeded expectations	15	7.65%	
Met expectations	124	63.27%	
Did not meet expectations	27	13.78%	
No expectations	30	15.31%	
	196		

Visibility of Active Allies

	Count	Percentage	
Exceeded expectations	24	12.18%	
Met expectations	86	43.65%	
Did not meet expectations	47	23.86%	
No expectations	40	20.30%	
	197		








2022 AWEI Survey results






**EMPLOYEES OF DIVERSE SEXUALITY AND/OR GENDER : YOUR EXPERIENCE AT WORK**

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






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	63	31.66%	
Agree	100	50.25%	
Neither agree nor disagree	26	13.07%	
Disagree	8	4.02%	
Strongly disagree	2	1.01%	
	199		

Active Allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	29	14.65%	
Agree	69	34.85%	
Neither agree nor disagree	89	44.95%	
Disagree	8	4.04%	
Strongly disagree	3	1.52%	
	198		

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

	Count	Percentage	
Strongly agree	27	13.57%	
Agree	72	36.18%	
Neither agree nor disagree	86	43.22%	
Disagree	8	4.02%	
Strongly disagree	6	3.02%	
	199		

2022 AWEI Survey results

**SEXUAL ORIENTATION**

How would you best describe your sexual orientation? \*

	Count	Percentage	
Straight (Heterosexual)	4	2.00%	<div></div>
Gay, Lesbian (Homosexual)	77	38.50%	<div></div>
Bisexual	66	33.00%	<div></div>
Pansexual	18	9.00%	<div></div>
Queer	18	9.00%	<div></div>
Asexual	7	3.50%	<div></div>
An orientation not listed above	4	2.00%	<div></div>
Prefer not to respond (you will be asked no further questions on sexual orientation)	6	3.00%	<div></div>
	200		

**DIVERSE SEXUALITY**

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





	Count	Percentage	
Out to everyone	57	30.00%	<div></div>
Out to most	27	14.21%	<div></div>
Selected few only	42	22.11%	<div></div>
Not at all	59	31.05%	<div></div>
Prefer not to respond	5	2.63%	<div></div>
	190		

2022 AWEI Survey results






**BEING OUT - DIVERSE SEXUALITY**

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





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

	Count	Percentage	
Strongly agree	29	22.83%	
Agree	36	28.35%	
Neither agree nor disagree	52	40.94%	
Disagree	10	7.87%	
Strongly disagree	0	0.00%	
	127		

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

	Count	Percentage	
Strongly agree	30	23.81%	
Agree	41	32.54%	
Neither agree nor disagree	47	37.30%	
Disagree	7	5.56%	
Strongly disagree	1	0.79%	
	126		

I feel more inclined to stay with my organisation

	Count	Percentage	
Strongly agree	31	24.60%	
Agree	50	39.68%	
Neither agree nor disagree	38	30.16%	
Disagree	7	5.56%	
Strongly disagree	0	0.00%	
	126		

2022 AWEI Survey results

I feel more inclined to network

	Count	Percentage	
Strongly agree	25	19.84%	<div></div>
Agree	47	37.30%	<div></div>
Neither agree nor disagree	45	35.71%	<div></div>
Disagree	9	7.14%	<div></div>
Strongly disagree	0	0.00%	
	126		

I feel more inclined to talk positively about my organisation

	Count	Percentage	
Strongly agree	25	19.84%	<div></div>
Agree	52	41.27%	<div></div>
Neither agree nor disagree	42	33.33%	<div></div>
Disagree	7	5.56%	<div></div>
Strongly disagree	0	0.00%	
	126		

I feel more inclined to engage in organisational activities






	Count	Percentage	
Strongly agree	24	19.20%	<div></div>
Agree	48	38.40%	<div></div>
Neither agree nor disagree	44	35.20%	<div></div>
Disagree	9	7.20%	<div></div>
Strongly disagree	0	0.00%	
	125		

2022 AWEI Survey results






**BEING OUT - DIVERSE SEXUALITY**

**Thinking about your workplace 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	35	27.56%	
Agree	52	40.94%	
Neither agree nor disagree	29	22.83%	
Disagree	9	7.09%	
Strongly disagree	2	1.57%	
	127		

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

	Count	Percentage	
Strongly agree	49	38.89%	
Agree	55	43.65%	
Neither agree nor disagree	12	9.52%	
Disagree	7	5.56%	
Strongly disagree	3	2.38%	
	126		

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

	Count	Percentage	
Strongly agree	49	38.89%	
Agree	57	45.24%	
Neither agree nor disagree	13	10.32%	
Disagree	3	2.38%	
Strongly disagree	4	3.17%	
	126		



2022 AWEI Survey results

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	4	3.17%	<div></div>
Agree	5	3.97%	<div></div>
Neither agree nor disagree	9	7.14%	<div></div>
Disagree	46	36.51%	<div></div>
Strongly disagree	62	49.21%	<div></div>
	126		

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






	Count	Percentage	
Strongly agree	40	31.75%	<div></div>
Agree	66	52.38%	<div></div>
Neither agree nor disagree	13	10.32%	<div></div>
Disagree	4	3.17%	<div></div>
Strongly disagree	3	2.38%	<div></div>
	126		

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






	Count	Percentage	
Strongly agree	3	2.38%	<div></div>
Agree	3	2.38%	<div></div>
Neither agree nor disagree	4	3.17%	<div></div>
Disagree	39	30.95%	<div></div>
Strongly disagree	77	61.11%	<div></div>
	126		

2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	42	33.33%	
Agree	53	42.06%	
Neither agree nor disagree	18	14.29%	
Disagree	9	7.14%	
Strongly disagree	4	3.17%	
	126		






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	24	19.05%	
Agree	51	40.48%	
Neither agree nor disagree	42	33.33%	
Disagree	7	5.56%	
Strongly disagree	2	1.59%	
	126		

NOT OUT - DIVERSE SEXUALITY






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	6	5.94%	
Agree	19	18.81%	
Neither agree nor disagree	30	29.70%	
Disagree	31	30.69%	
Strongly disagree	15	14.85%	
	101		

2022 AWEI Survey results






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

	Count	Percentage	
Strongly agree	6	5.94%	
Agree	14	13.86%	
Neither agree nor disagree	32	31.68%	
Disagree	34	33.66%	
Strongly disagree	15	14.85%	
	101		

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






	Count	Percentage	
Strongly agree	9	8.91%	
Agree	25	24.75%	
Neither agree nor disagree	24	23.76%	
Disagree	33	32.67%	
Strongly disagree	10	9.90%	
	101		

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






	Count	Percentage	
Strongly agree	3	2.97%	
Agree	12	11.88%	
Neither agree nor disagree	22	21.78%	
Disagree	41	40.59%	
Strongly disagree	23	22.77%	
	101		

2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	9	8.91%	
Agree	33	32.67%	
Neither agree nor disagree	18	17.82%	
Disagree	25	24.75%	
Strongly disagree	16	15.84%	
	101		







I feel the current social/political sphere outside of the workplace has negatively impacted my willingness to be out

	Count	Percentage	
Strongly agree	4	3.96%	
Agree	36	35.64%	
Neither agree nor disagree	20	19.80%	
Disagree	28	27.72%	
Strongly disagree	13	12.87%	
	101		

SAPPHIRE COHORT

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	13	11.71%	
Agree	24	21.62%	
Neither Agree or Disagree	25	22.52%	
Disagree	33	29.73%	
Strongly Disagree	11	9.91%	
N/A	5	4.50%	
	111		

2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	8	7.21%	<div></div>
Agree	16	14.41%	<div></div>
Neither Agree or Disagree	34	30.63%	<div></div>
Disagree	35	31.53%	<div></div>
Strongly Disagree	13	11.71%	<div></div>
N/A	5	4.50%	<div></div>
	111		

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

	Count	Percentage	
Strongly agree	40	36.04%	<div></div>
Agree	46	41.44%	<div></div>
Neither Agree or Disagree	13	11.71%	<div></div>
Disagree	9	8.11%	<div></div>
Strongly Disagree	1	0.90%	<div></div>
N/A	2	1.80%	<div></div>
	111		

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

	Count	Percentage	
Strongly agree	12	10.81%	<div></div>
Agree	32	28.83%	<div></div>
Neither Agree or Disagree	31	27.93%	<div></div>
Disagree	25	22.52%	<div></div>
Strongly Disagree	4	3.60%	<div></div>
N/A	7	6.31%	<div></div>
	111		



2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	14	12.84%	<div></div>
Agree	36	33.03%	<div></div>
Neither Agree or Disagree	37	33.94%	<div></div>
Disagree	14	12.84%	<div></div>
Strongly Disagree	4	3.67%	<div></div>
N/A	4	3.67%	<div></div>
	109		

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







	Count	Percentage	
Strongly agree	23	20.72%	<div></div>
Agree	46	41.44%	<div></div>
Neither Agree or Disagree	28	25.23%	<div></div>
Disagree	7	6.31%	<div></div>
Strongly Disagree	0	0.00%	<div></div>
N/A	7	6.31%	<div></div>
	111		

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	12	10.91%	<div></div>
Agree	53	48.18%	<div></div>
Neither Agree or Disagree	29	26.36%	<div></div>
Disagree	8	7.27%	<div></div>
Strongly Disagree	0	0.00%	<div></div>
N/A	8	7.27%	<div></div>
	110		

2022 AWEI Survey results

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	17	15.45%	
Agree	45	40.91%	
Neither Agree or Disagree	29	26.36%	
Disagree	13	11.82%	
Strongly Disagree	4	3.64%	
N/A	2	1.82%	
	110		

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	11	9.91%	
Agree	32	28.83%	
Neither Agree or Disagree	32	28.83%	
Disagree	28	25.23%	
Strongly Disagree	5	4.50%	
N/A	3	2.70%	
	111		

2022 AWEI Survey results

**POLICES & PROCESSES SUPPORTING PEOPLE WITH A TRANS EXPERIENCE OR OF DIVERSE GENDER**

**In applying for your role within this organisation:**

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

	Count	Percentage	
Strongly Agree	1	4.17%	<div></div>
Agree	4	16.67%	<div></div>
Neither Agree nor Disagree	10	41.67%	<div></div>
Disagree	4	16.67%	<div></div>
Strongly Disagree	1	4.17%	<div></div>
N/A	4	16.67%	<div></div>
	24		

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

	Count	Percentage	
Strongly Agree	1	4.17%	<div></div>
Agree	0	0.00%	<div></div>
Neither Agree nor Disagree	3	12.50%	<div></div>
Disagree	7	29.17%	<div></div>
Strongly Disagree	7	29.17%	<div></div>
N/A	6	25.00%	<div></div>
	24		

**Application forms were inclusive of diverse gender applicants**

	Count	Percentage	
Strongly Agree	2	8.33%	<div></div>
Agree	4	16.67%	<div></div>
Neither Agree nor Disagree	5	20.83%	<div></div>
Disagree	4	16.67%	<div></div>
Strongly Disagree	3	12.50%	<div></div>
N/A	6	25.00%	<div></div>
	24		

2022 AWEI Survey results

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

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	7	29.17%	<div></div>
Disagree	6	25.00%	<div></div>
Strongly Disagree	6	25.00%	<div></div>
N/A	5	20.83%	<div></div>
	24		

I disclosed my gender diversity during the application process






	Count	Percentage	
Strongly Agree	2	8.33%	<div></div>
Agree	2	8.33%	<div></div>
Neither Agree nor Disagree	2	8.33%	<div></div>
Disagree	6	25.00%	<div></div>
Strongly Disagree	7	29.17%	<div></div>
N/A	5	20.83%	<div></div>
	24		

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






	Count	Percentage	
Strongly Agree	1	4.17%	<div></div>
Agree	0	0.00%	
Neither Agree nor Disagree	1	4.17%	<div></div>
Disagree	5	20.83%	<div></div>
Strongly Disagree	4	16.67%	<div></div>
N/A	13	54.17%	<div></div>
	24		

2022 AWEI Survey results







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

	Count	Percentage	
Strongly Agree	1	4.17%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	4.17%	
Disagree	5	20.83%	
Strongly Disagree	4	16.67%	
N/A	13	54.17%	
	24		

I have fears of being discriminated because of my gender identity

	Count	Percentage	
Strongly Agree	4	16.67%	
Agree	12	50.00%	
Neither Agree nor Disagree	1	4.17%	
Disagree	0	0.00%	
Strongly Disagree	1	4.17%	
N/A	6	25.00%	
	24		

I have fears of being outed during the recruitment process

	Count	Percentage	
Strongly Agree	2	8.33%	
Agree	5	20.83%	
Neither Agree nor Disagree	6	25.00%	
Disagree	3	12.50%	
Strongly Disagree	2	8.33%	
N/A	6	25.00%	
	24		



2022 AWEI Survey results

**POLICES & PROCESSES SUPPORTING PEOPLE WITH A TRANS EXPERIENCE OR OF DIVERSE GENDER**

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	0	0.00%	
Met expectations	8	33.33%	<div></div>
Did not meet expectations	11	45.83%	<div></div>
No expectations	5	20.83%	<div></div>
	24		

Acknowledgement of gender diversity beyond the binary of male/female

	Count	Percentage	
Exceeded expectations	1	4.35%	<div></div>
Met expectations	9	39.13%	<div></div>
Did not meet expectations	10	43.48%	<div></div>
No expectations	3	13.04%	<div></div>
	23		

Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	2	8.70%	<div></div>
Did not meet expectations	14	60.87%	<div></div>
No expectations	7	30.43%	<div></div>
	23		

2022 AWEI Survey results

Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	2	8.33%	<div></div>
Did not meet expectations	18	75.00%	<div></div>
No expectations	4	16.67%	<div></div>
	24		

Alternatives to gendered uniforms or dress codes

	Count	Percentage	
Exceeded expectations	2	8.70%	<div></div>
Met expectations	10	43.48%	<div></div>
Did not meet expectations	2	8.70%	<div></div>
No expectations	9	39.13%	<div></div>
	23		

Well communicated policies to support those affirming their gender

	Count	Percentage	
Exceeded expectations	1	4.17%	<div></div>
Met expectations	3	12.50%	<div></div>
Did not meet expectations	15	62.50%	<div></div>
No expectations	5	20.83%	<div></div>
	24		

GENDER IDENTITY

I have affirmed my gender in any way (legally/medically/socially) in the workplace: \*

	Count	Percentage	
Yes, at my current workplace	9	37.50%	<div></div>
Yes, at my previous workplace	2	8.33%	<div></div>
No, I have not affirmed my gender identity at any workplace	10	41.67%	<div></div>
Prefer not to respond (you will be asked no further questions on	3	12.50%	<div></div>

2022 AWEI Survey results

gender identity)

24

## GENDER EXPERIENCE

Please indicate to what degree people at work are aware of your gender identity: \*

	Count	Percentage	
Everyone	4	16.67%	<div></div>
Most I work with	4	16.67%	<div></div>
Selected few only	4	16.67%	<div></div>
Not at all	10	41.67%	<div></div>
Prefer not to respond	2	8.33%	<div></div>
	24		

## THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE

### GENDER DIVERSITY - OPEN






Now thinking about your experience of being open at work in regard to your gender diversity, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

People make an effort to use my personal pronouns






	Count	Percentage	
Strongly agree	1	11.11%	<div></div>
Agree	3	33.33%	<div></div>
Neither agree or disagree	2	22.22%	<div></div>
Disagree	3	33.33%	<div></div>
Strongly disagree	0	0.00%	
	9		

2022 AWEI Survey results






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	2	22.22%	
Agree	1	11.11%	
Neither agree or disagree	4	44.44%	
Disagree	1	11.11%	
Strongly disagree	1	11.11%	
	9		

I have been deliberately misgendered within the last year

	Count	Percentage	
Strongly agree	1	11.11%	
Agree	2	22.22%	
Neither agree or disagree	2	22.22%	
Disagree	3	33.33%	
Strongly disagree	1	11.11%	
	9		





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

	Count	Percentage	
Strongly agree	3	33.33%	
Agree	1	11.11%	
Neither agree or disagree	2	22.22%	
Disagree	2	22.22%	
Strongly disagree	1	11.11%	
	9		







2022 AWEI Survey results





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

	Count	Percentage	
Strongly agree	1	11.11%	
Agree	5	55.56%	
Neither agree or disagree	2	22.22%	
Disagree	0	0.00%	
Strongly disagree	1	11.11%	
	9		

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

	Count	Percentage	
Strongly agree	1	11.11%	
Agree	3	33.33%	
Neither agree or disagree	4	44.44%	
Disagree	0	0.00%	
Strongly disagree	1	11.11%	
	9		

**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	22.22%	
Agree	2	22.22%	
Neither agree or disagree	4	44.44%	
Disagree	1	11.11%	
Strongly disagree	0	0.00%	
	9		



2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	2	22.22%	<div></div>
Agree	2	22.22%	<div></div>
Neither agree or disagree	4	44.44%	<div></div>
Disagree	1	11.11%	<div></div>
Strongly disagree	0	0.00%	
	9		

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

	Count	Percentage	
Strongly agree	1	11.11%	<div></div>
Agree	0	0.00%	
Neither agree or disagree	5	55.56%	<div></div>
Disagree	2	22.22%	<div></div>
Strongly disagree	1	11.11%	<div></div>
	9		

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	12.50%	<div></div>
Agree	0	0.00%	
Neither agree or disagree	3	37.50%	<div></div>
Disagree	3	37.50%	<div></div>
Strongly disagree	1	12.50%	<div></div>
	8		

2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	3	33.33%	<div></div>
Agree	3	33.33%	<div></div>
Neither agree or disagree	2	22.22%	<div></div>
Disagree	0	0.00%	
Strongly disagree	1	11.11%	<div></div>
	9		

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

	Count	Percentage	
Strongly agree	1	11.11%	<div></div>
Agree	0	0.00%	
Neither agree or disagree	1	11.11%	<div></div>
Disagree	3	33.33%	<div></div>
Strongly disagree	4	44.44%	<div></div>
	9		

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

	Count	Percentage	
Strongly agree	3	33.33%	<div></div>
Agree	3	33.33%	<div></div>
Neither agree or disagree	3	33.33%	<div></div>
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	9		

2022 AWEI Survey results

THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE

GENDER DIVERSITY - OPEN

Many organisations run gender equity programs that support women in the workplace, and focus on the experiences and challenges they face.

If you are a nonbinary or gender diverse person perceived by colleagues as female or feminine, do you believe you face the same challenges as LGBTQ women?

	Count	Percentage	
Strongly Agree	2	22.22%	<div></div>
Agree	2	22.22%	<div></div>
Neither agree or disagree	1	11.11%	<div></div>
Disagree	1	11.11%	<div></div>
Strongly Disagree	2	22.22%	<div></div>
N/A	1	11.11%	<div></div>
	9		

2022 AWEI Survey results

**THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE**

**GENDER DIVERSITY - NOT OPEN**

Thinking about your experience of NOT being open at work in regard to your gender diversity, 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	15.38%	<div></div>
Agree	4	30.77%	<div></div>
Neither agree nor disagree	2	15.38%	<div></div>
Disagree	4	30.77%	<div></div>
Strongly disagree	1	7.69%	<div></div>
	13		

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

	Count	Percentage	
Strongly agree	1	7.69%	<div></div>
Agree	5	38.46%	<div></div>
Neither agree nor disagree	2	15.38%	<div></div>
Disagree	4	30.77%	<div></div>
Strongly disagree	1	7.69%	<div></div>
	13		

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

	Count	Percentage	
Strongly agree	2	15.38%	<div></div>
Agree	4	30.77%	<div></div>
Neither agree nor disagree	1	7.69%	<div></div>
Disagree	3	23.08%	<div></div>
Strongly disagree	3	23.08%	<div></div>
	13		

2022 AWEI Survey results

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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	15.38%	<div></div>
Neither agree nor disagree	2	15.38%	<div></div>
Disagree	6	46.15%	<div></div>
Strongly disagree	3	23.08%	<div></div>
	13		

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

	Count	Percentage	
Strongly agree	1	7.69%	<div></div>
Agree	7	53.85%	<div></div>
Neither agree nor disagree	1	7.69%	<div></div>
Disagree	2	15.38%	<div></div>
Strongly disagree	2	15.38%	<div></div>
	13		

I feel the current social/political sphere outside of the workplace has negatively impacted my willingness to be out

	Count	Percentage	
Strongly agree	5	38.46%	<div></div>
Agree	6	46.15%	<div></div>
Neither agree nor disagree	0	0.00%	
Disagree	1	7.69%	<div></div>
Strongly disagree	1	7.69%	<div></div>
	13		







2022 AWEI Survey results

**THINKING ABOUT YOUR WORKPLACE EXPERIENCE AS SOMEONE OF DIVERSE GENDER IDENTITY AND/OR TRANS EXPERIENCE**

**GENDER DIVERSITY - NOT OPEN**

Many organisations run gender equity programs that support women in the workplace, and focus on the experiences and challenges they face.



If you are a nonbinary or gender diverse person perceived by colleagues as female or feminine, do you believe you face the same challenges as LGBTQ women?

	Count	Percentage	
Strongly Agree	1	8.33%	
Agree	8	66.67%	
Neither agree or disagree	1	8.33%	
Disagree	0	0.00%	
Strongly Disagree	0	0.00%	
N/A	2	16.67%	
	12		

**ALL REGIONAL EMPLOYEES**

As a regional/rural/remote 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	s47F		
Agree	17	s47F	
Neither agree nor disagree	21		
Disagree	s47F		
Strongly disagree	0	0.00%	
	s47F		

2022 AWEI Survey results

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

	Count	Percentage
Strongly agree	s47F	
Agree	13	s47F
Neither agree nor disagree	29	
Disagree	s47F	
Strongly disagree	0	0.00%
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	16	s47F
Neither agree nor disagree	22	
Disagree	s47F	
Strongly disagree	s47F	

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

	Count	Percentage
Strongly agree	8	s47F
Agree	17	
Neither agree nor disagree	16	
Disagree	9	
Strongly disagree	s47F	
	s47F	

## 2022 AWEI Survey results

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

	Count	Percentage
Strongly agree	s47F	
Agree	9	s47F
Neither agree nor disagree	23	
Disagree	12	
Strongly disagree	s47F	
	s47F	

## OVERSEAS OFFICES

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	s47F	
Middle East	0	0.00%
North America	0	0.00%
Oceania	0	0.00%
South America	0	0.00%
The Caribbean	0	0.00%
	s47F	

## 2022 AWEI Survey results

**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	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

**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	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

## 2022 AWEI Survey results

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	s47F	
Strongly disagree	0	0.00%
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	



2022 AWEI Survey results

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

2022 AWEI Survey results

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

I am aware of negative commentary targeting people of 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	0	0.00%
Strongly disagree	s47F	
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

2022 AWEI Survey results

I am aware of more serious bullying/harassment targeting people of 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	0	0.00%
Strongly disagree	s47F	
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

2022 AWEI Survey results

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

	Count	Percentage
Strongly agree	s47F	
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	s47F	

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	0	0.00%
Disagree	0	0.00%
Strongly disagree	s47F	
	s47F	

INTERNATIONAL EMPLOYEES OF DIVERSE SEXUALITY AND/OR GENDER

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	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

2022 AWEI Survey results

I feel comfortable being 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	0	0.00%
	0	

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	0	0.00%
	0	

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	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	



## 2022 AWEI Survey results

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	0	0.00%
Strongly disagree	0	0.00%
	0	

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	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

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	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

2022 AWEI Survey results

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	0	0.00%
Strongly disagree	0	0.00%
	0	

I feel safe 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	0	0.00%
	0	

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	0	0.00%
Strongly disagree	0	0.00%
	0	

## 2022 AWEI Survey results

**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	0	0.00%
Strongly disagree	0	0.00%
	0	

## OVERSEAS LGBTQ+

**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?**

No Responses Exist...

## DIVERSE EMPLOYEES

**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	20	3.21%	<div></div>
I am a person of colour	52	8.33%	<div></div>
I identify with a CALD background	82	13.14%	<div></div>
I am someone living with a disability	68	10.90%	<div></div>
I am neuro-diverse (example: Autism, ADHD, Dyslexia)	65	10.42%	<div></div>
I am a person of faith / religion	61	9.78%	<div></div>
I am a mature age employee	97	15.54%	<div></div>
None of the above	332	53.21%	<div></div>

2022 AWEI Survey results

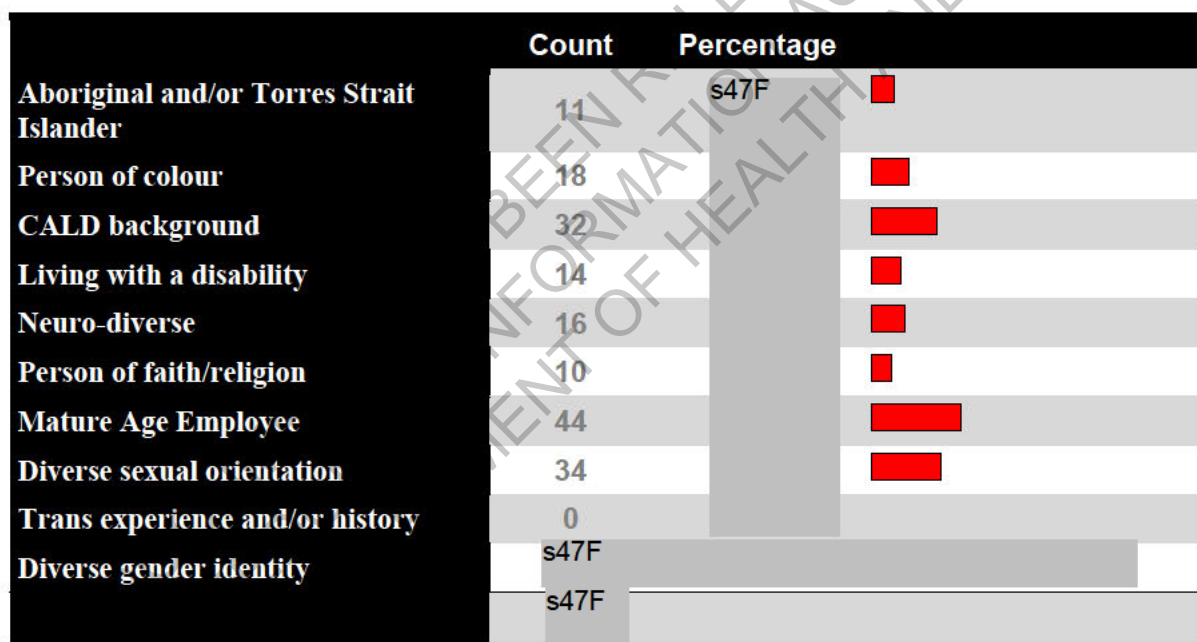
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## INTERSECTIONALITY - SEXUALITY, GENDER IDENTITY AND OTHER DIVERSITIES

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.

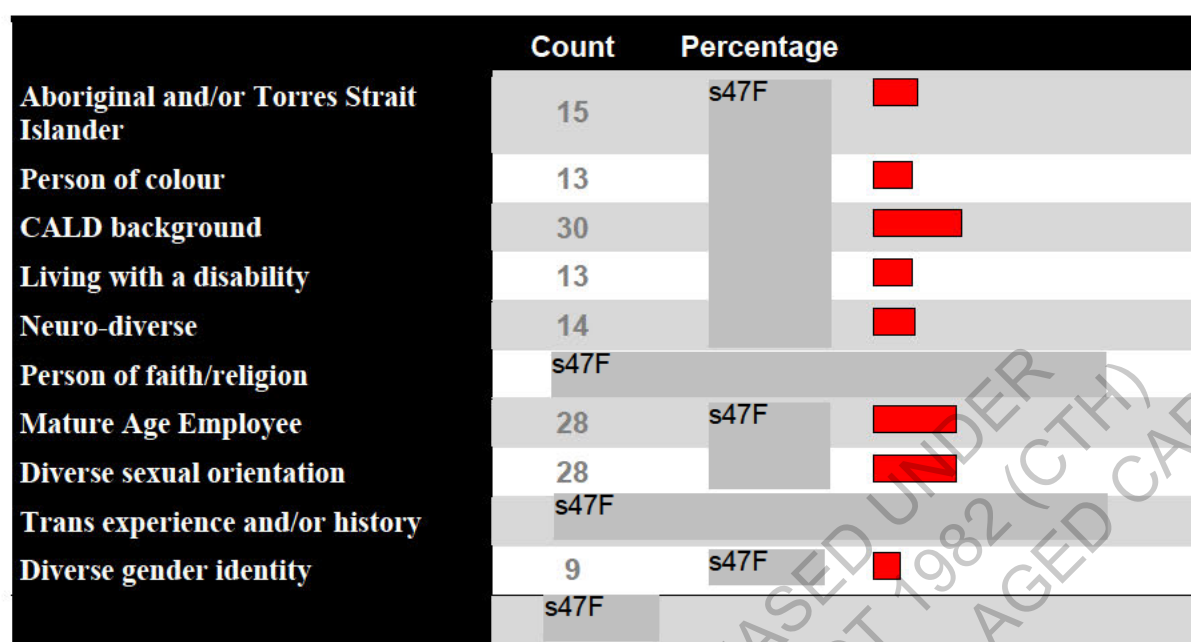
Please take a moment to think about the various aspects of your diversity and your workplace experience, by selecting the statements and the diversities that apply to you, ignoring the remainder.

I feel valued for the following aspects of my diversity:

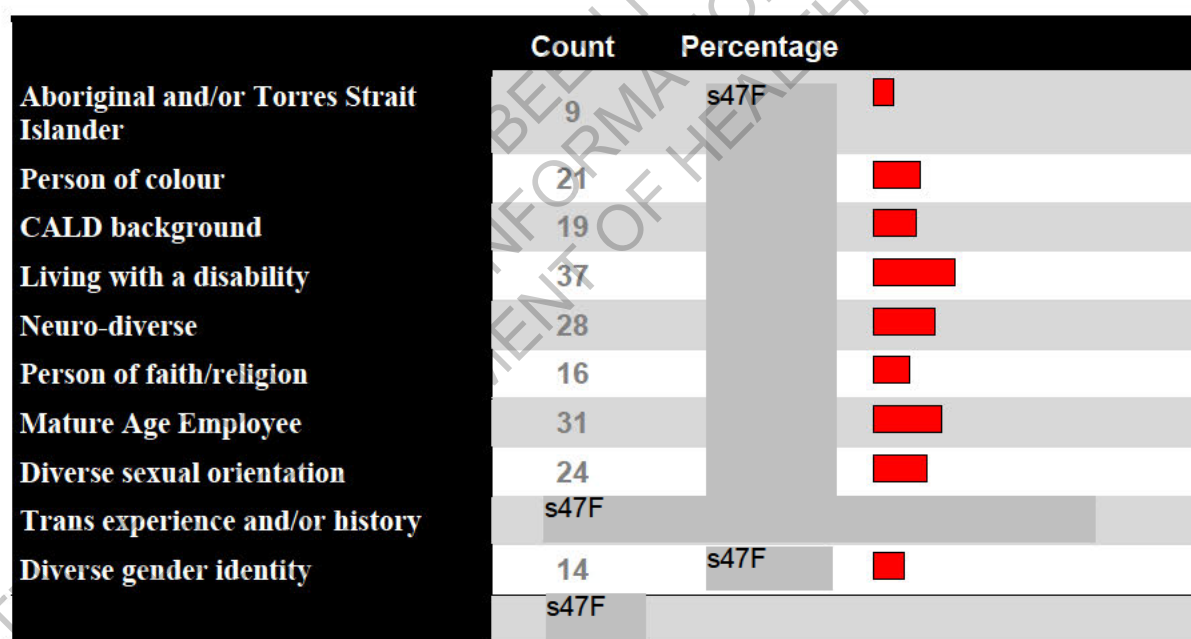


2022 AWEI Survey results

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



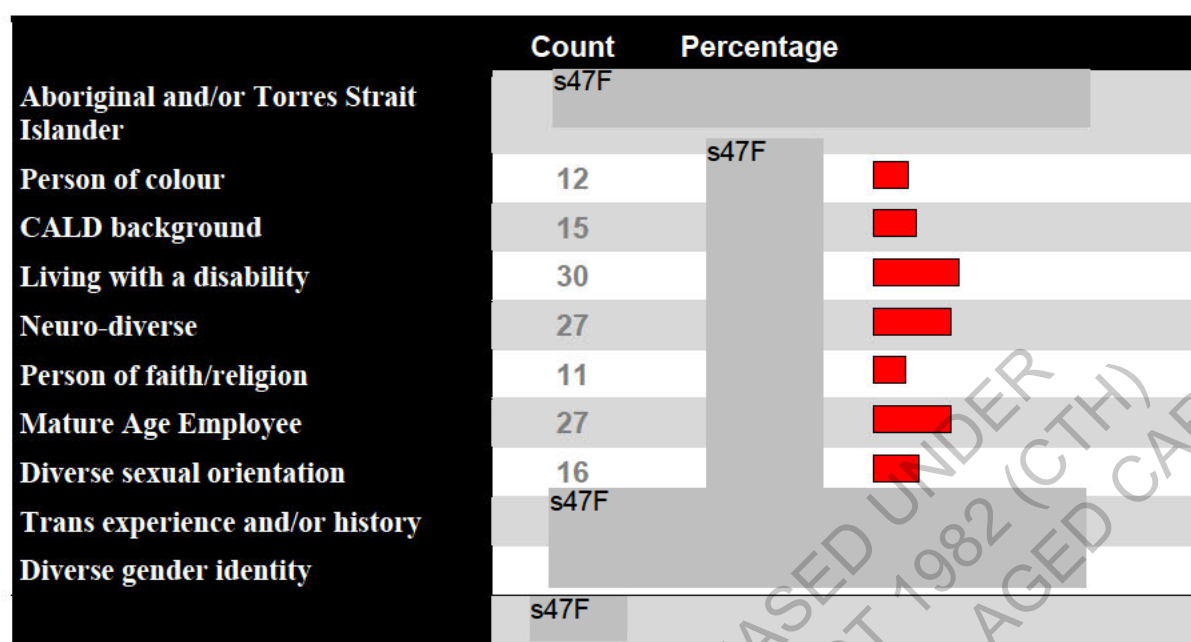
I have experienced stigma in regard to the following aspects of my diversity:



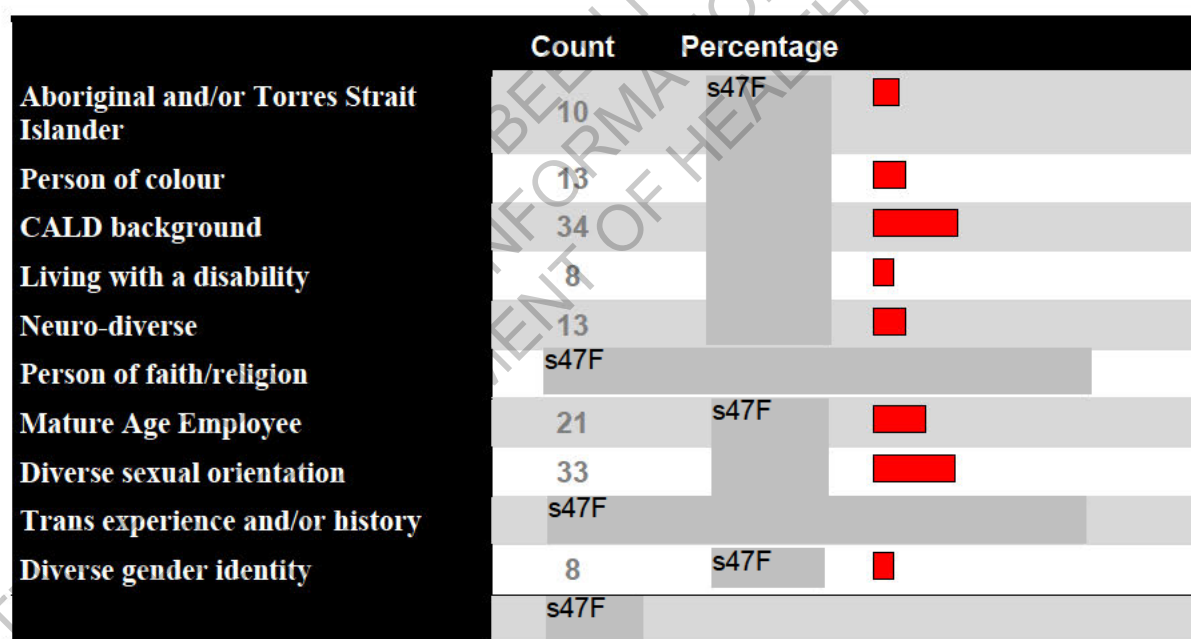


2022 AWEI Survey results

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

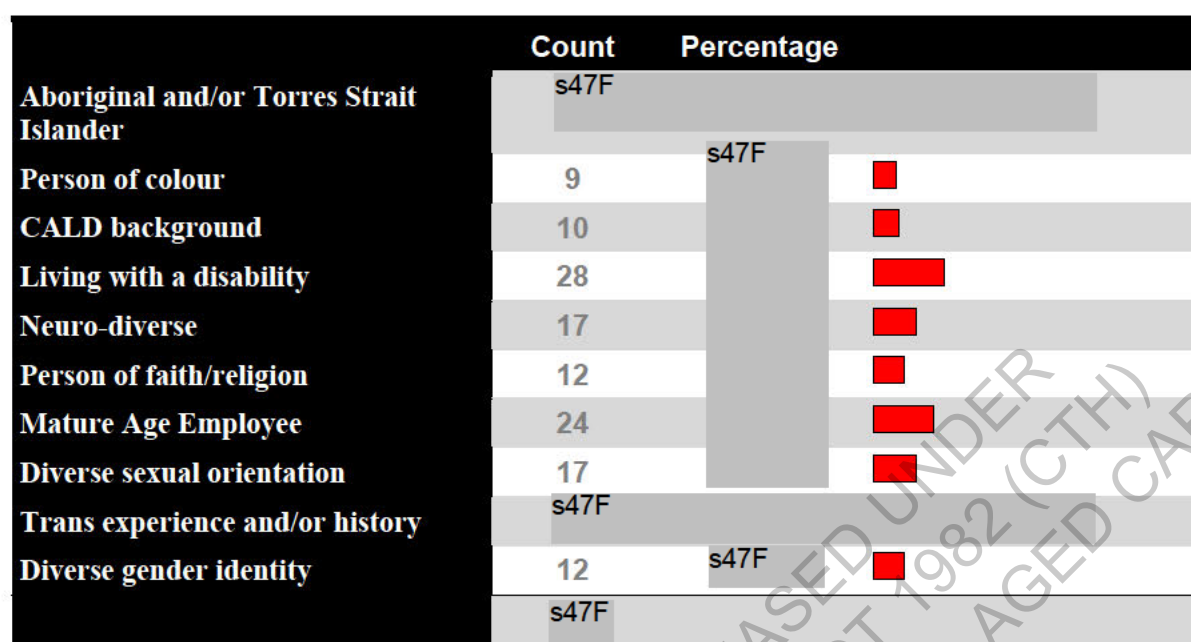


I feel the most accepted aspect of my diversity is:

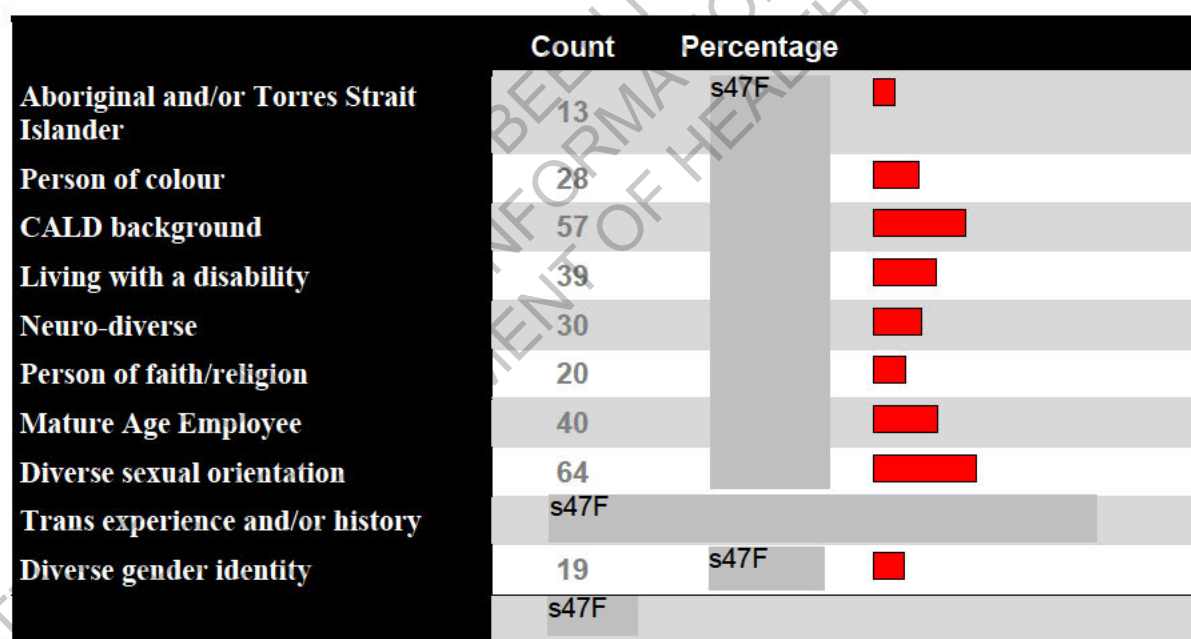


2022 AWEI Survey results

I feel the least accepted aspect of my diversity is:













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











2022 AWEI Survey results

I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	122	52.81%	
Person of colour	157	67.97%	
CALD background	147	63.64%	
Living with a disability	113	48.92%	
Neuro-diverse	70	30.30%	
Person of faith/religion	89	38.53%	
Mature Age Employee	149	64.50%	
Diverse sexual orientation	157	67.97%	
Trans experience and/or history	52	22.51%	
Diverse gender identity	75	32.47%	
	231		

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

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	38	s47F	
Person of colour	49		
CALD background	62		
Living with a disability	13		
Neuro-diverse	s47F		
Person of faith/religion	20	s47F	
Mature Age Employee	87		
Diverse sexual orientation	69		
Trans experience and/or history	s47F		
Diverse gender identity	8	s47F	
	s47F		

SEXUALITY, GENDER IDENTITY AND OTHER DIVERSITIES

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

s47E(c)

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