AWEI AUSTRALIAN WORKPLACE EQUALITY INDEX

A ROADMAP
AN AUDITING TOOL
AN ENGAGEMENT SURVEY

pridein
diversity

PRACTICE POINTS . 2024 AWEI EMPLOYEE SURVEY

- 56.8% of all survey respondents have one or more facets of their identity that they feel may impact their workplace experiences.

- 60.9% of LGBTQ+ Respondents have one or more additional facets of their identity which impacts their workplace experiences

LGBTQ+ respondents with an additional aspect of diversity are experiencing:

- lower levels of workplace health and wellbeing, productivity and engagement.
- higher levels of discrimination
- more workplace incivility and more serious bullying and harassment

- organisations need to consider these intersectional experiences to ensure a holistic approach to diversity and inclusion in the workplace.

EDITION 8:
Applying an Intersectional Lens

Insights from the 2024 AWEI employee survey

The past 6 Practice Points have focused solely on the impact that various elements have on LGBTQ+ respondents. This included comparing experiences advised by:

- LGBTQ+ respondents as a whole,
- those of diverse sexuality
- those with a trans and/or gender diverse experience,
- those with & without active allies in their organisation,
- those with & without active leadership allies or sponsors
- those with & without LGBTQ+ role models.

While each practice point focused on a specific element of the survey, there are so many variables that it is difficult to define precisely what has the greatest or least impact on a person's career and sense of self at work.

This practice point expands beyond LGBTQ+ diversity to explore the intersectionality and experiences of LGBTQ+ respondents who have another facet of their identity or background that may also impact their overall work experience.

This data suggests that cross-collaboration between different inclusion networks and initiatives can significantly enhance feelings of belongingness within organisations. By working together, these networks can not only strengthen their overall impact but foster greater understanding across minority and marginalised groups. Additionally, this approach helps highlight the importance of intersectionality, recognising how different forms of identity and discrimination overlap and influence individuals' experiences. In turn, this can lead to more effective and inclusive strategies that address the needs of diverse groups within the organisation.

In addition to questions related to diversity of gender and sexual orientation, respondents are asked if the following additional dimensions of diversity apply to them:

- Aboriginal, Torres Strait Islander, or both,
- Culturally, linguistically or ethnically diverse a migrant, refugee or a person of colour (assigned *CALD/migrant/refugee/POC* within graphs)
- Someone living with a disability or long-term health condition (may be physical, mental, intellectual or sensory) (assigned *disability* within graphs)
- *Neurodivergent* (e.g., Autism, ADHD, Dyslexia)
- A person of *faith/religious belief*
- Having any other part of their background, identity or life stage that could be a barrier to their career or being fully included at work

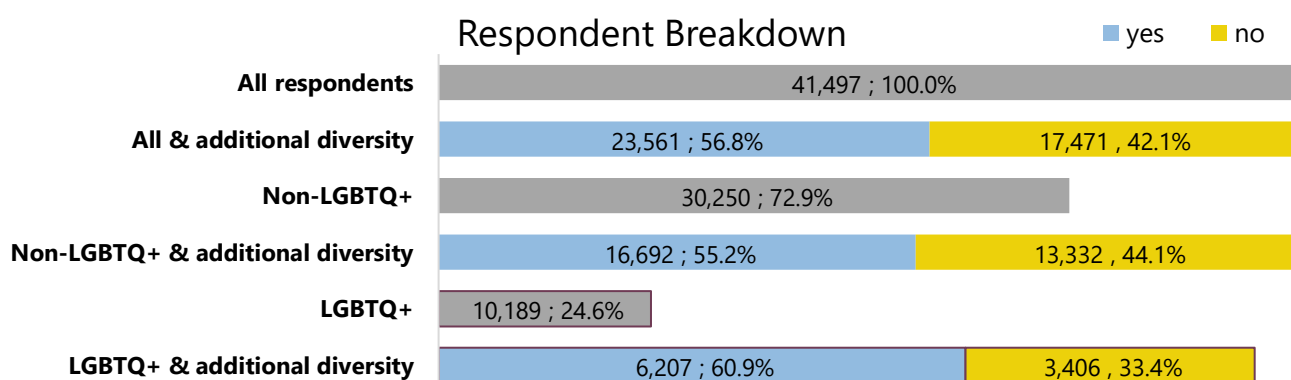Respondents are allowed to select as many options as they want.

This year, 9.3% of LGBTQ+ respondents (n903) self-identified that they have an additional facet of their background, identity, or life stage that they feel could be a barrier to inclusion for them. There were a significant number and variation of write-in responses, which have been analysed to potentially include as options in subsequent surveys.

Respondent diversity

From this year's 41,497 responses:

- 56.8%, 23,561 individual respondents have identified one or more "additional" dimensions of diversity apply to them,
- 24.6%, 10,189 individuals are LGBTQ+,
- 9.4%, 3,908 have only an LGBTQ+ diversity,
- 15.5%, 6,207 are both LGBTQ+ and have identified one or more "additional" dimensions of diversity apply to them.

LGTBQ+ respondents are 10.3% more likely to have another facet of their identity, which also may impact their work life compared to respondents who are not LGBTQ+.

Respondent Breakdown

	yes	no

All respondents	41,497 ; 100.0%	
All & additional diversity	23,561 ; 56.8%	17,471 , 42.1%
Non-LGBTQ+	30,250 ; 72.9%	
Non-LGBTQ+ & additional diversity	16,692 ; 55.2%	13,332 , 44.1%
LGBTQ+	10,189 ; 24.6%	
LGBTQ+ & additional diversity	6,207 ; 60.9%	3,406 , 33.4%

A small proportion of participants did not respond to these statements (n1058) and have, therefore, been excluded from the data. This practice point is focused on comparing the two cohorts of LGBTQ+ respondents: the 6,207 individual respondents with one or more additional diversities and the 3,406 respondents who have only an LGBTQ+ diversity.

Proportionately, this year, there are more LGBTQ+ people with other diversities responding to the survey - most significantly, a 22.8% increase in LGBTQ+ respondents who have identified that they are also neurodivergent.

% of LGBTQ+ respondents from 2023 & 2024 and the difference between the years

Legend: 2023

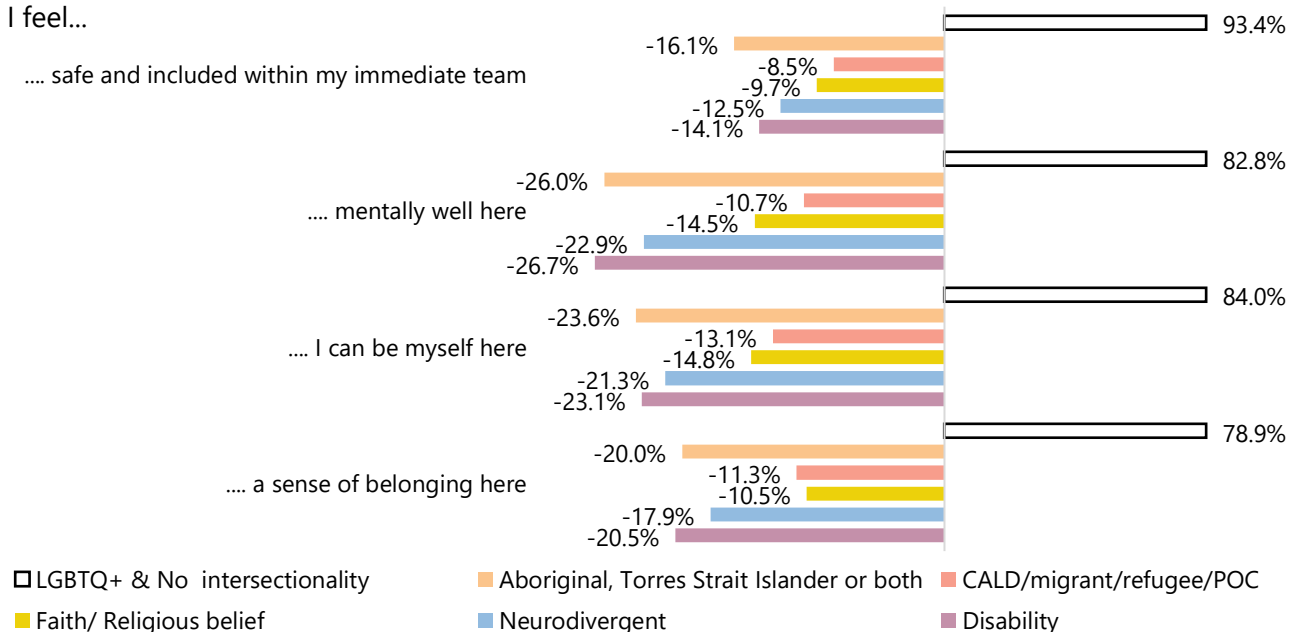| Category	2023	2024	Difference
Aboriginal, Torres Strait Islander or both	3.7%	4.2%	14.5%
CALD/migrant/refugee/POC	23.2%	23.7%	2.3%
Living with a disability or long-term health condition	24.5%	28.2%	15.1%
Neurodivergent (example autism, ADHD, dyslexia)	24.4%	29.9%	22.8%
A person of faith/religious belief	11.8%	12.7%	7.4%
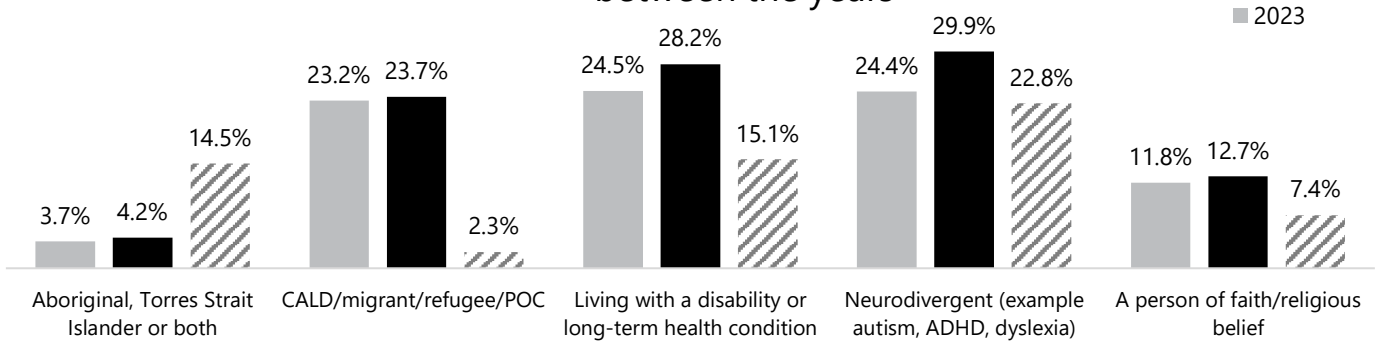
Workplace wellbeing

The health and wellbeing of employees is the cornerstone measurement of safety and comfort in the workplace. Employees who feel safe and who have a sense of belonging at work are more likely to be productive and engaged with the organisation. Previous practice points have shown the impact being LGBTQ+ has on the health and wellbeing of respondents and the differences, particularly between those who are 'out' or 'open' regarding their LGBTQ+ identity.

The data shows that the presence of another aspect of diversity further exacerbates these impacts. This impact is likely heightened in organisations without overall solid diversity and inclusion strategies, where each diversity network is siloed, and where collaboration is not a key element of the organisation's commitment to diversity and inclusion initiatives.

Respondents with additional diversity are between 16.1% and 26.7% less likely to agree to the "I feel..." health and wellbeing measures within the survey. The most significantly impacted statement was "I feel mentally well here," with those living with a disability agreeing at 60.7% compared to LGBTQ+ people without additional diversity agreeing 82.8% of the time.

Compared to LGBTQ+ people with no intersectionality –
I feel...

.... safe and included within my immediate team — 93.4%
- -16.1%
- -8.5%
- -9.7%
- -12.5%
- -14.1%

.... mentally well here — 82.8%
- -26.0%
- -10.7%
- -14.5%
- -22.9%
- -26.7%

.... I can be myself here — 84.0%
- -23.6%
- -13.1%
- -14.8%
- -21.3%
- -23.1%

.... a sense of belonging here — 78.9%
- -20.0%
- -11.3%
- -10.5%
- -17.9%
- -20.5%

Legend:
☐ LGBTQ+ & No intersectionality
Aboriginal, Torres Strait Islander or both
CALD/migrant/refugee/POC
Faith/ Religious belief
Neurodivergent
Disability

Productivity and engagement measures are up to 14.3% and 15.1% lower than respondents without an additional diversity.

Compared to LGBTQ+ people with no intersectionality -
I feel…

… productive here	93.4% (LGBTQ+ & No intersectionality); -14.3% (Aboriginal, Torres Strait Islander or both); -6.4% (CALD/migrant/refugee/POC); -7.4% (Faith/Religious belief); -12.4% (Neurodivergent); -13.3% (Disability)
… engaged with the organisation and my role	82.8% (LGBTQ+ & No intersectionality); -14.5% (Aboriginal, Torres Strait Islander or both); -6.8% (CALD/migrant/refugee/POC); -6.2% (Faith/Religious belief); -13.7% (Neurodivergent); -15.1% (Disability)

Legend: □ LGBTQ+ & No intersectionality ■ Aboriginal, Torres Strait Islander or both ■ CALD/migrant/refugee/POC ■ Faith/ Religious belief ■ Neurodivergent ■ Disability

This is highlighted because an LGBTQ+ experience is not the only facet of a person's identity that may impact on an employee's workplace experience and may not be the most important or impactful facet of the individual's background.
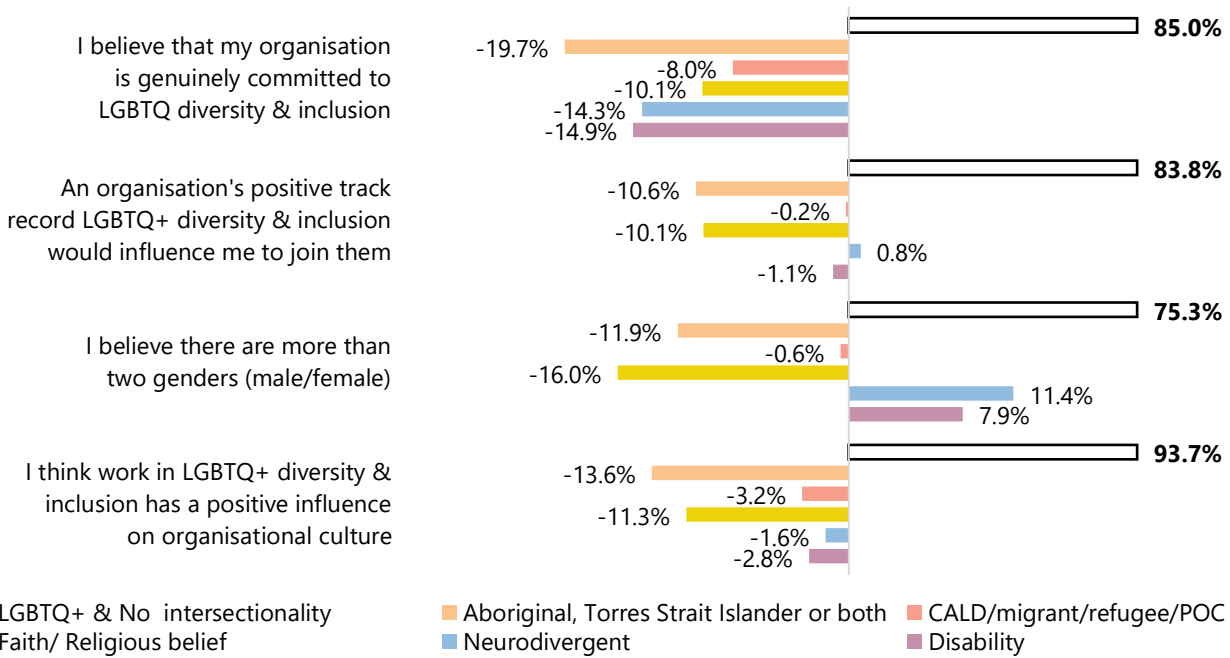
The diversity categories used are broad, and even within these groups, there may be significant differences in both collective and personal beliefs and experiences.

Personal beliefs

Again, this year, there is little difference in opinion of organisational inclusion between the cohort with and without one or more of the 4 additional aspects in relation to general inclusion actions within the organisation. Still, there are some differences to note within more specific areas. Overall, those with additional aspects of diversity are;

- 4.2% more likely to believe there are more than two genders (with:78.5% vs. without: 75.3%),
- 4.1% less likely to feel that a person of diverse sexuality would be welcome in their team (with: 90.1% vs. without: 91.0%),
- 5.8% less likely to feel a person of diverse gender would be welcome in their team (with: 86.2% vs. without: 81.1%),
- 8.0% less likely to feel that a person affirming their gender would be fully supported (with: 85.1% vs. without: 78.3%),
- 10.2% less likely to feel their organisation is genuinely committed to LGBTQ+ inclusion (with: 85.0% vs. without: 76.3%) &
- 18.4% more likely to believe their organisation should put more effort into LGBTQ+ inclusion (with: 52.1% vs. without: 61.7%)

Examining the individual groups more closely shows significant differences and the impact that additional diversity elements may have on employees' beliefs about LGBTQ+ inclusion and organisational culture. For example, 75.3% of LGBTQ+ only respondents agree they believe there are more than just 2 (binary) genders, but neurodivergent respondents agree at 11.4% higher rates, while those of faith or religious belief agree at 16.0% lower rates (though still over 60.0% agree there are more than 2 genders).

Chart 1

I believe that my organisation is genuinely committed to LGBTQ diversity & inclusion
- LGBTQ+ & No intersectionality: **85.0%**
- Aboriginal, Torres Strait Islander or both: -19.7%
- CALD/migrant/refugee/POC: -8.0%
- Faith/ Religious belief: -10.1%
- Neurodivergent: -14.3%
- Disability: -14.9%

An organisation's positive track record LGBTQ+ diversity & inclusion would influence me to join them
- LGBTQ+ & No intersectionality: **83.8%**
- Aboriginal, Torres Strait Islander or both: -10.6%
- CALD/migrant/refugee/POC: -0.2%
- Faith/ Religious belief: -10.1%
- Neurodivergent: 0.8%
- Disability: -1.1%

I believe there are more than two genders (male/female)
- LGBTQ+ & No intersectionality: **75.3%**
- Aboriginal, Torres Strait Islander or both: -11.9%
- CALD/migrant/refugee/POC: -0.6%
- Faith/ Religious belief: -16.0%
- Neurodivergent: 11.4%
- Disability: 7.9%

I think work in LGBTQ+ diversity & inclusion has a positive influence on organisational culture
- LGBTQ+ & No intersectionality: **93.7%**
- Aboriginal, Torres Strait Islander or both: -13.6%
- CALD/migrant/refugee/POC: -3.2%
- Faith/ Religious belief: -11.3%
- Neurodivergent: -1.6%
- Disability: -2.8%

Legend:
- □ LGBTQ+ & No intersectionality
- Aboriginal, Torres Strait Islander or both
- CALD/migrant/refugee/POC
- Faith/ Religious belief
- Neurodivergent
- Disability

Respondents with an intersection diversity are:
- less likely to feel the executives of their organisation have been positive toward LGBTQ+ inclusion initiatives
- more likely to spend time editing conversations or hiding parts of their identity at work.

There are mixed responses to overall organisational commitment and executive endorsement.

Chart 2

I have had a positive experience of inclusion within my immediate work area/team
- LGBTQ+ & No intersectionality: **77.1%**
- Aboriginal, Torres Strait Islander or both: -10.1%
- CALD/migrant/refugee/POC: -6.0%
- Faith/ Religious belief: -10.2%
- Neurodivergent: -9.5%
- Disability: -13.6%

I spend time editing conversations or hiding who I am
- LGBTQ+ & No intersectionality: **23.6%**
- Aboriginal, Torres Strait Islander or both: 51.3%
- CALD/migrant/refugee/POC: 29.7%
- Faith/ Religious belief: 40.3%
- Neurodivergent: 66.1%
- Disability: 67.8%

Overall the organisation committement to LGBTQ+ people has been positive
- LGBTQ+ & No intersectionality: **73.6%**
- Aboriginal, Torres Strait Islander or both: -5.0%
- CALD/migrant/refugee/POC: 5.6%
- Faith/ Religious belief: 1.0%
- Neurodivergent: -0.8%
- Disability: -2.9%

The level of executive endorsment of LGBTQ+ inclusion initiatives has been positive
- LGBTQ+ & No intersectionality: **71.2%**
- Aboriginal, Torres Strait Islander or both: -14.6%
- CALD/migrant/refugee/POC: 9.3%
- Faith/ Religious belief: 4.4%
- Neurodivergent: 2.5%
- Disability: 0.4%

Legend:
- □ LGBTQ+ & No intersectionality
- Aboriginal, Torres Strait Islander or both
- CALD/migrant/refugee/POC
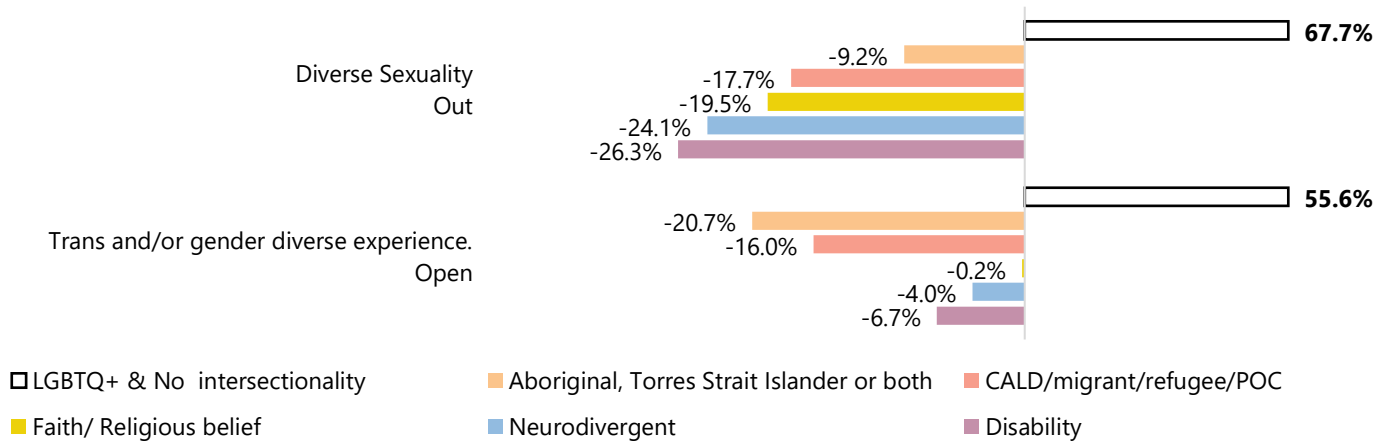- Faith/ Religious belief
- Neurodivergent
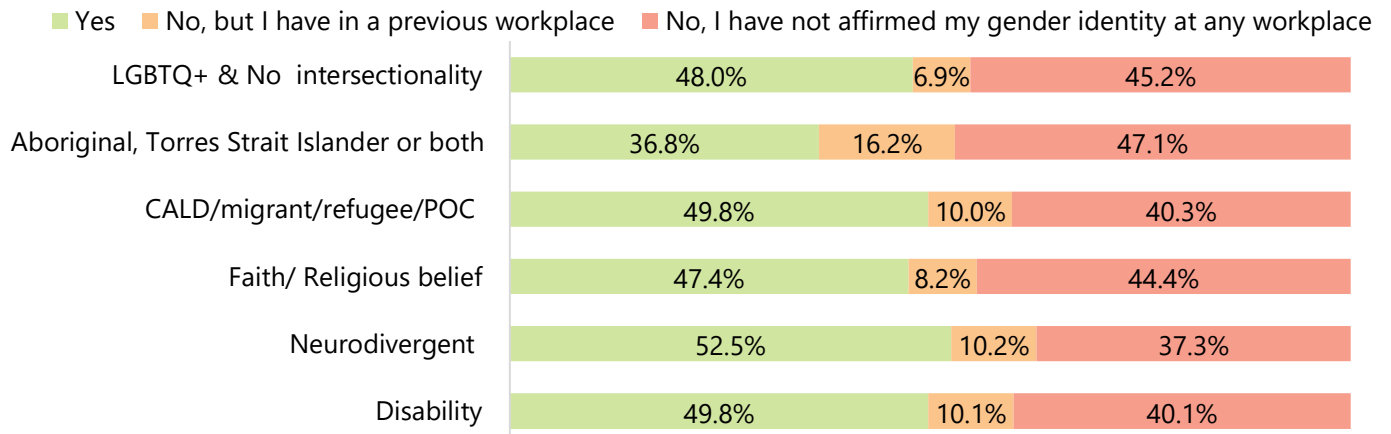- Disability

'Out' and 'open'

Overall, 59.1% of people of diverse sexuality are 'out' to *all or most in the workplace*, and 52.4% of trans and/or gender diverse respondents are 'open' to *all or most in the workplace*. When looking at individuals of diverse sexuality, with an additional aspect, these percentages reduce to 54.5% 'out' and 52.0% open', respectively.

LGBTQ+ respondents with an additional aspect of diversity are less likely to be 'out' or 'open' in the workplace, with up to a 26.3% difference in 'outness' and a 20.7% difference in 'openness'.
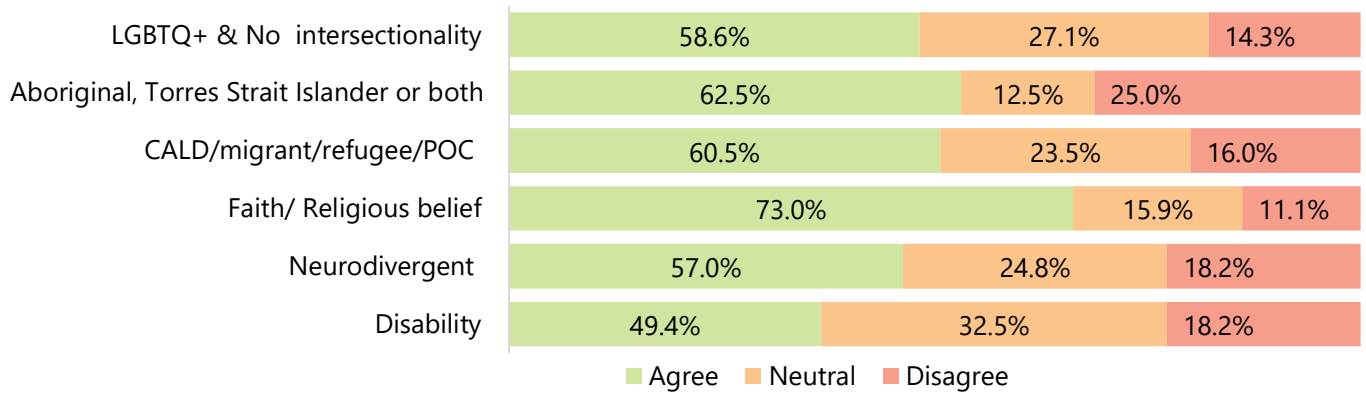
Those who also are living with a disability are least likely to be 'out', and those who identify as Aboriginal and/or Torres Strait Islander are least likely to be 'open' in the workplace.

Diverse Sexuality Out: 67.7% (LGBTQ+ & No intersectionality); -9.2%; -17.7%; -19.5%; -24.1%; -26.3%

Trans and/or gender diverse experience. Open: 55.6% (LGBTQ+ & No intersectionality); -20.7%; -16.0%; -0.2%; -4.0%; -6.7%

Legend:
☐ LGBTQ+ & No intersectionality   ■ Aboriginal, Torres Strait Islander or both   ■ CALD/migrant/refugee/POC
■ Faith/ Religious belief   ■ Neurodivergent   ■ Disability

Undertaking any aspect of gender affirmation in the workplace is lowest within the Aboriginal and/or Torres Strait Islander cohort, with 47.1% having never undertaken any action in their current or any previous workplace. While many trans and gender diverse individuals don't feel the need to disclose or affirm their gender in their workplace, and it may not be required to be able to live authentically, this data still shows that there may be some cohorts who do not feel comfortable being open within their current workplace. For many people, particularly those who use they/them pronouns, there is no choice but to disclose their gender diversity by requesting to be addressed appropriately.

Legend: ■ Yes   ■ No, but I have in a previous workplace   ■ No, I have not affirmed my gender identity at any workplace

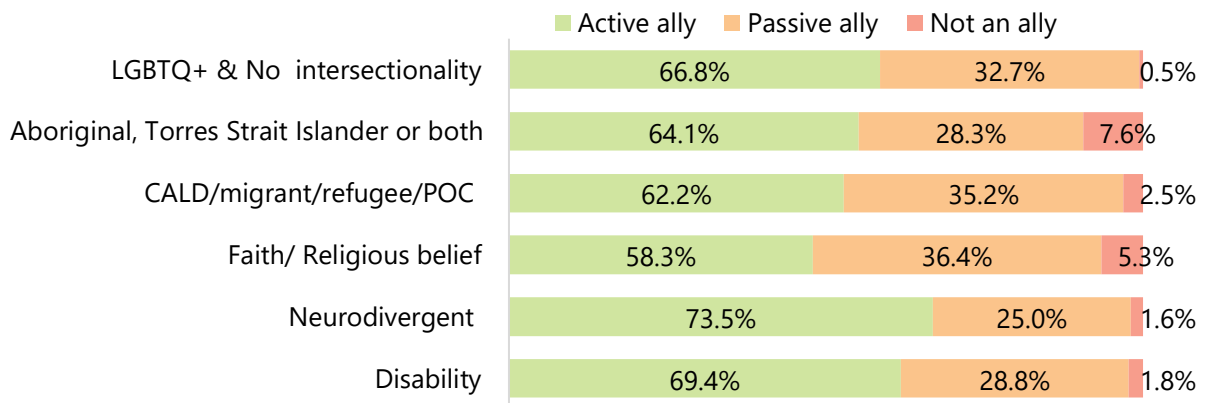| Cohort	Yes	No, but I have in a previous workplace	No, I have not affirmed my gender identity at any workplace
LGBTQ+ & No intersectionality	48.0%	6.9%	45.2%
Aboriginal, Torres Strait Islander or both	36.8%	16.2%	47.1%
CALD/migrant/refugee/POC	49.8%	10.0%	40.3%
Faith/ Religious belief	47.4%	8.2%	44.4%
Neurodivergent	52.5%	10.2%	37.3%
Disability	49.8%	10.1%	40.1%

Being happy with affirmation processes undertaken within their current workplace, is overwhelmingly more positive for LGBTQ+ respondents who additionally have a faith/religious belief. Only 11.1% of respondents disagreed within this cohort compared to 25.0% of Aboriginal and/or Torres Strait Islander people. Respondents living with a disability were the least likely, at less than 50.0%, to be happy with processes undertaken.

	Agree	Neutral	Disagree
LGBTQ+ & No intersectionality	58.6%	27.1%	14.3%
Aboriginal, Torres Strait Islander or both	62.5%	12.5%	25.0%
CALD/migrant/refugee/POC	60.5%	23.5%	16.0%
Faith/ Religious belief	73.0%	15.9%	11.1%
Neurodivergent	57.0%	24.8%	18.2%
Disability	49.4%	32.5%	18.2%

Allyship

Allyship within the LGBTQ+ community is also impacted by the presence of additional diversity. Neurodivergent respondents are most likely to be active allies, while those with a faith or religious belief are least likely. Aboriginal and/or Torres Strait Islander respondents are most likely to "not be an ally" at all.

Across the board, those with additional diversities are far more likely to not be an ally than those no additional diversity aspects.

	Active ally	Passive ally	Not an ally
LGBTQ+ & No intersectionality	66.8%	32.7%	0.5%
Aboriginal, Torres Strait Islander or both	64.1%	28.3%	7.6%
CALD/migrant/refugee/POC	62.2%	35.2%	2.5%
Faith/ Religious belief	58.3%	36.4%	5.3%
Neurodivergent	73.5%	25.0%	1.6%
Disability	69.4%	28.8%	1.8%

There are many possibilities for these results, and each individual will have their reasons for their allyship choices.

Of the reasons provided, the most agreed to is being too busy, with between 37.6% (Aboriginal and/or Torres Strait Islander respondents) and 48.3% (Culturally, linguistically or ethnically diverse/ migrant/ refugee/ Person of colour) agreeing to this.

Being too busy may relate to a person's work and home life and availability of time to participate in work activities. It could also be that they are active in networks and allyship around their additional diversity and do not feel they have the time to participate actively in LGBTQ+ allyship.
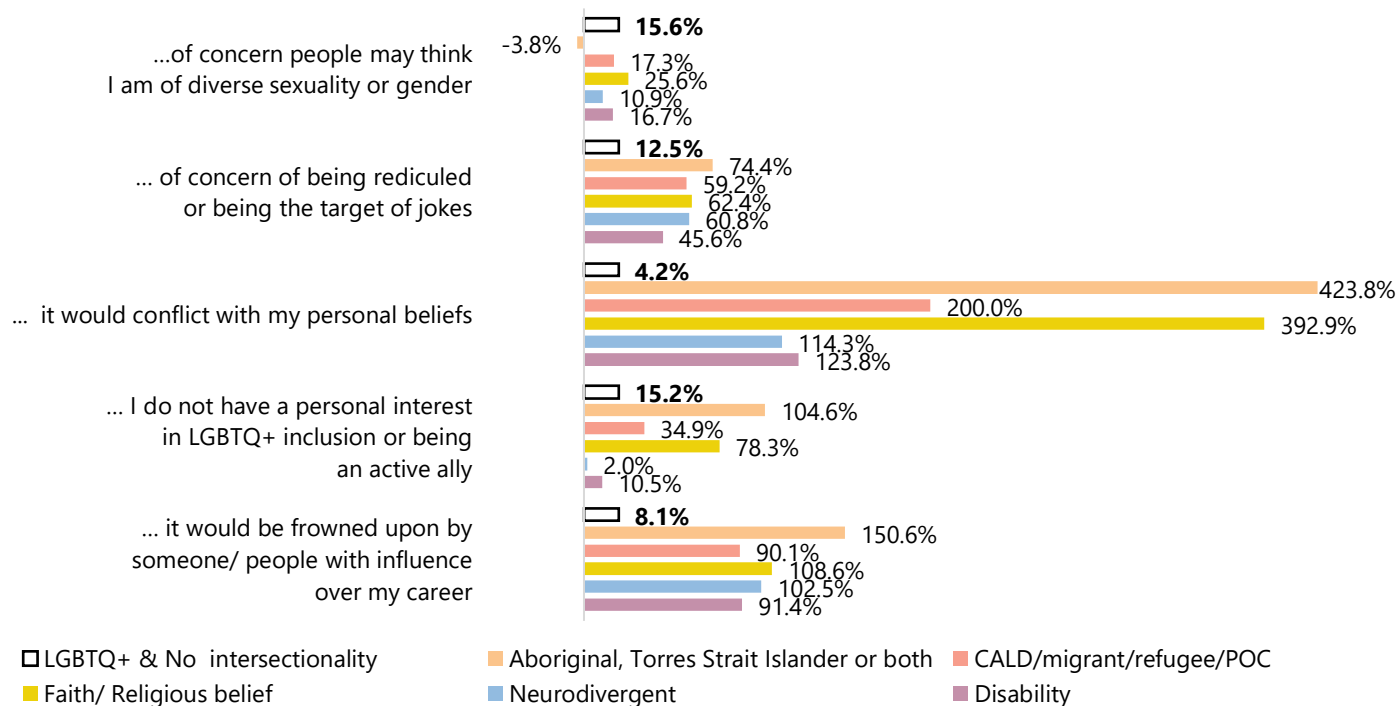
Other than time, the most selected reason for Aboriginal and/or Torres Strait Islander people (31.1%), culturally linguistically diverse, persons of colour or a migrant, refugee background (20.5%) and those with a faith /religious belief (27.1%) is because they have no personal interest in LGBTQ+ inclusion or being an ally in this space.

For Neurodivergent respondents, the most selected reason is a concern about being ridiculed or the target of jokes (20.1%).

18.2% of respondents living with a disability selected that they do not want people to think they are of diverse gender/sexuality and also that they are concerned they would be ridiculed or the target of jokes.

Aboriginal and/or Torres Strait Islander respondents agree at higher rates than all other groups that it would conflict with their personal beliefs and values and would be frowned upon by someone with influence over their career; this was 423.8% more likely to be the reason than for respondents without an additional diversity.

I am not an active ally because….

...of concern people may think I am of diverse sexuality or gender
- 15.6%
- -3.8%
- 17.3%
- 25.6%
- 10.9%
- 16.7%

... of concern of being rediculed or being the target of jokes
- 12.5%
- 74.4%
- 59.2%
- 62.4%
- 60.8%
- 45.6%

... it would conflict with my personal beliefs
- 4.2%
- 423.8%
- 200.0%
- 392.9%
- 114.3%
- 123.8%

... I do not have a personal interest in LGBTQ+ inclusion or being an active ally
- 15.2%
- 104.6%
- 34.9%
- 78.3%
- 2.0%
- 10.5%

... it would be frowned upon by someone/ people with influence over my career
- 8.1%
- 150.6%
- 90.1%
- 108.6%
- 102.5%
- 91.4%

□ LGBTQ+ & No intersectionality ■ Aboriginal, Torres Strait Islander or both ■ CALD/migrant/refugee/POC
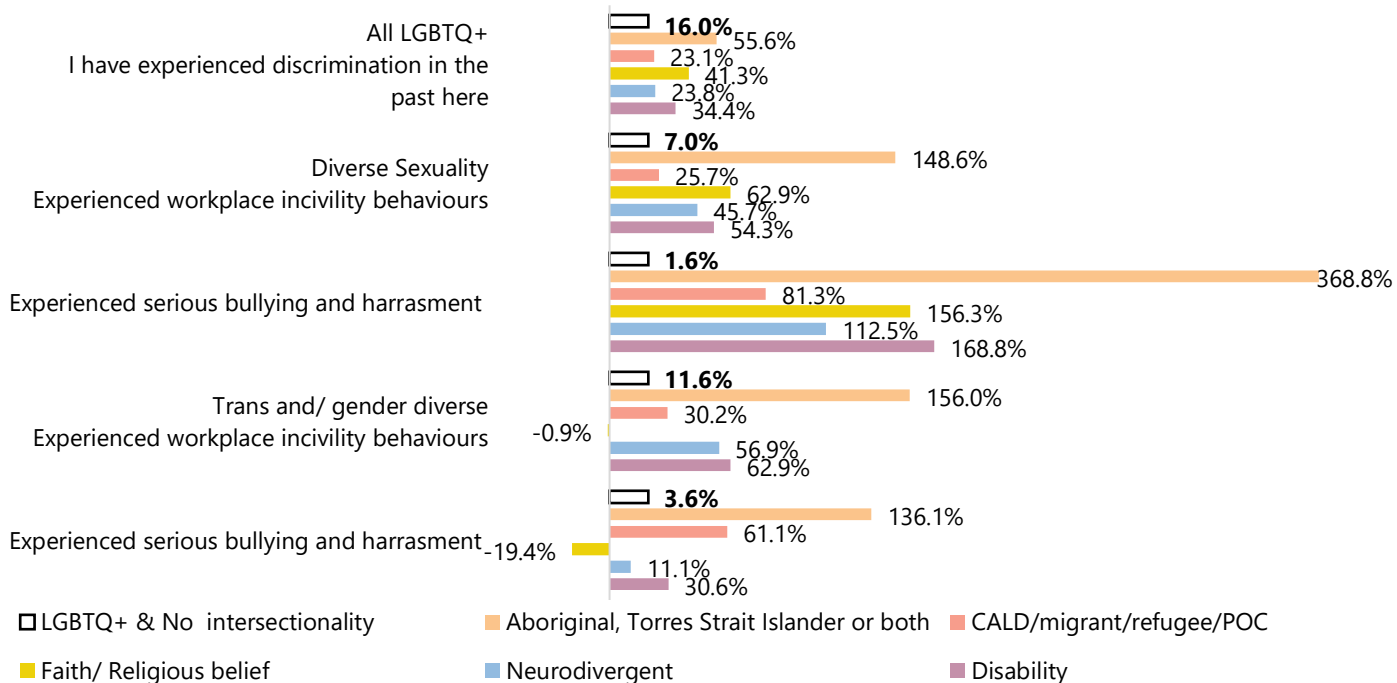■ Faith/ Religious belief ■ Neurodivergent ■ Disability

Bullying and Harassment experiences

Again this year, respondents with an intersectional diversity advised to have experienced discrimination, bullying and harassment directed at their diverse sexuality or trans and/or gender experience in the workplace at higher levels than LGBTQ+ only respondents.

The most significant discrepancy is a 382.6% % increase in Aboriginal and Torres Strait Islander people experiencing serious bullying and harassment targeting their diverse sexuality (7.5%) compared to those who do not have any additional aspects (1.6%).

Within the four groups, the most significant difference sits within those who have experienced serious bullying and harassment targeting their trans and/or gender diverse experience, a 193.1% difference with 2.9% of those of faith or religious having experienced this, compared to 8.5% of Aboriginal and/or Torres Strait Islander respondents.

Chart data:

All LGBTQ+ — I have experienced discrimination in the past here
- LGBTQ+ & No intersectionality: **16.0%**
- Aboriginal, Torres Strait Islander or both: 55.6%
- CALD/migrant/refugee/POC: 23.1%
- Faith/ Religious belief: 41.3%
- Neurodivergent: 23.8%
- Disability: 34.4%

Diverse Sexuality — Experienced workplace incivility behaviours
- LGBTQ+ & No intersectionality: **7.0%**
- Aboriginal, Torres Strait Islander or both: 148.6%
- CALD/migrant/refugee/POC: 25.7%
- Faith/ Religious belief: 62.9%
- Neurodivergent: 45.7%
- Disability: 54.3%

Experienced serious bullying and harrasment
- LGBTQ+ & No intersectionality: **1.6%**
- Aboriginal, Torres Strait Islander or both: 368.8%
- CALD/migrant/refugee/POC: 81.3%
- Faith/ Religious belief: 156.3%
- Neurodivergent: 112.5%
- Disability: 168.8%

Trans and/ gender diverse — Experienced workplace incivility behaviours
- LGBTQ+ & No intersectionality: **11.6%**
- Aboriginal, Torres Strait Islander or both: 156.0%
- CALD/migrant/refugee/POC: 30.2%
- Faith/ Religious belief: -0.9%
- Neurodivergent: 56.9%
- Disability: 62.9%

Experienced serious bullying and harrasment
- LGBTQ+ & No intersectionality: **3.6%**
- Aboriginal, Torres Strait Islander or both: 136.1%
- CALD/migrant/refugee/POC: 61.1%
- Faith/ Religious belief: -19.4%
- Neurodivergent: 11.1%
- Disability: 30.6%

Legend: □ LGBTQ+ & No intersectionality ▪ Aboriginal, Torres Strait Islander or both ▪ CALD/migrant/refugee/POC ▪ Faith/ Religious belief ▪ Neurodivergent ▪ Disability

All organisations must understand that inclusion needs to be managed holistically to identify potential barriers to inclusion and to not focus on only one facet of experience and expect that drive all change. Talking to employees and understanding these intersections of experience, culture, faith, and the complex nature of the human experience will improve workplaces for all employees.

Actions

1. Consider inclusion initiatives collaboration across multiple diversity strand areas, so people who identify with several aspects can feel seen.
2. Focus on boosting the visibility of a range of LGBTQ+ people with different experiences, backgrounds and identities in events, storytelling platforms, imagery, etc.
3. Ensure that LGBTQ+ networks have diverse leadership teams so the voices of different people are represented.
4. Create opportunities to capture, analyse and report the experiences of people with different identities, backgrounds, or other facets in engagement surveys and other experience data and use this data to determine whether certain groups of employees are disadvantaged in any area of employment.
5. Consider initiatives to determine the less represented groups within the organisation's LGBTQ+ population and engage with research to better understand the unique challenges faced.
6. Design initiatives to increase visibility, awareness of or engagement of a less represented group within the organisation's LGBTQ+ population.