

INDUSTRY INCLUSION INSIGHTS • 2023 AWEI SURVEY

INDUSTRY: Legal Services

ANZSIC: M)-Professional, Scientific and Technical Services

69 - Professional, Scientific and Technical Services (Except Computer System Design etc.)

693 - Legal and Accounting Services

6931 - Legal Services

All Data			Legal Services	
169		Organisations	13	
41,497		Respondents	1372	
10,198	24.6%	LGBTQ+ respondents in the sector	260	19.0%
10,058	24.2%	% respondents of Diverse sexuality	259	99.6%
4,987	49.6%	% Diverse Sexuality respondents 'Out'	146	56.4%
1,308	3.2%	% respondents of Diverse Gender	15	5.8%
546	41.7%	% Diverse Gender respondents 'open'	7	46.7%

Due to the small number of respondents of diverse gender 'open', no specific analysis of questions from this cohort is included in this report.

Location

Respondents working in the legal services industry were from all states, with the majority coming from NSW (35.2%), VIC (37.2%), and QLD (15.8%). Proportionally, 66.6% more respondents came from Victoria and 19.0% more from NSW than all respondents' data.

Meanwhile, 98.8% of respondents in this industry worked in the capital city locations (city centre and suburbs). 63.0% more work in city centre locations (All: 53.7% vs. Legal: 87.5%) and 63.2% fewer work in city suburbs (All: 30.8% vs. Legal: 11.3%).

Organisation position

79.6% of the respondents work in full-time roles (vs. All: 84.5%), and 14.6% work in part-time roles (vs. All: 9.2%). 51.0% fewer respondents work in contract roles (All: 3.9% vs. Legal: 1.9%). No

responses were received from unpaid staff members.

Additionally, legal industry respondents are:

- 17.1% more likely to have been employed for 1-3 years (All: 28.2% vs. Legal: 33.1%)
- 17.3% more likely to have been employed for 4-6 years (All: 15.4% vs. Legal: 18.0%)
- 26.7% less likely to have been employed for 11-20 years (All: 18.3% vs. Legal: 13.4%)
- 26.4% less likely to have been employed for more than 20 years (All: 10.4% vs. Legal: 7.7%)

Significantly more respondents advised they were in Level 1 leadership team roles, 182.6% more than the all response data (All: 3.8% vs. Legal: 10.7%).

32.1% more were in Level 2. Reporting to level 1 - Senior staff (All: 27.7% vs. Legal: 36.6%) and 30.7% more were new workforce entrants (All: 5.9% vs.

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Legal: 7.7%). 28.2% fewer Level 3 respondents came from this industry.

Other demographics

Age

Legal industry respondents are more likely by:

- 31.9% to be under 25 (All: 5.13% vs. Legal: 6.9%)
- 52.5% to be between age 25-34 (All: 23.6% vs. Legal: 36.2%)
- 19.9% to be over year 65 (All: 1.5% vs. Legal: 1.8%)

Pronouns

Compared to all respondent data, 62.7% fewer respondents use gender-neutral pronouns, rolling or other pronoun options outside of she/her or he/him (All: 4.3% vs. Legal: 1.6%).

Other diversities

Respondents from this sector were 70.3% less likely to identify as Aboriginal, Torres Strait Islander, or both (All: 2.7% vs. Legal: 0.8%).

They were also less likely by:

- 11.4% to identify as culturally, linguistically or ethnically diverse, a migrant, refugee or a person of colour (All: 27.7% vs. Legal: 24.5%)
- 27.4% to identify as someone living with a disability or long-term health condition (All: 14.8% vs. Legal: 13.4%)
- 28.6% to identify as neurodivergent (All: 14.1% vs. Legal: 10.1%)
- 15.3% to identify another part of their background, identity or life stage that could be a barrier to their career or being fully included at work (All: 8.0% vs. Legal: 24.5%)

This may indicate less diversity within this industry and fewer people with intersectional diversity. However, it could also indicate that people who do identify as having these diversities are not comfortable completing the survey. It is important to compare individual organisation results with other staff data, which may indicate the population of employees who have identified with these diversities previously and show where the opinions of specific cohorts are missing.

Personal Beliefs & Employee Inclusion

Respondents are more likely by:

- 7.0% to agree it is important that employers be active in LGBTQ+ inclusion (All: 85.7% vs. Legal: 91.7%)
- 8.4% to agree that work in LGBTQ+ inclusion has a positive influence on organisational culture (All: 85.8% vs. Legal: 93.0%)
- 10.6% to support the work their organisation does for the inclusion of LGBTQ+ employees (All: 82.7% vs. Legal: 91.4%)
- 12.7% to think an organisation's positive track record in this aspect of inclusion would influence them to join them (All: 68.9% vs. Legal: 77.7%)
- 9.2% to believe that their organisation is genuinely committed to LGBTQ diversity & inclusion (All: 84.3% vs. Legal: 92.0%)
- 8.3% to believe there has been visibility and promotion of an internal employee network for LGBTQ+ employees and allies (All: 80.9% vs. Legal: 87.6%)
- 13.4% to believe work or related initiatives concerning LGBTQ+ diversity & inclusion has been regularly communicated throughout the year (All: 87.1% vs. Legal: 89.1%)
- 7.6% to know where to find more information on this aspect of diversity &

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inclusion at work (All: 80.1% vs. Legal: 86.2%)

- 16.4% to have heard their executive leaders speak positively about this aspect of diversity & inclusion (All: 73.2% vs. Legal: 85.3%)
- 21.3% to have the awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year (All: 67.7% vs. Legal: 82.2%)
- 27.7% to have attended awareness or ally training here for this aspect of diversity & inclusion within the last year (All: 48.3% vs. Legal: 61.7%)
- 6.4% to believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people (All: 77.6% vs. Legal: 82.6%)

Working with others

Legal industry respondents agree at a higher proportion across all metrics relating to working with others.

They are more likely to agree by:

- 15.0% that they believe there are more than two genders (male/female) (All: 58.1% vs. Legal: 66.8%)
- 7.6% that if a member of their team were to begin to affirm their gender, they would be fully supported by the team (All: 85.4% vs. Legal: 91.8%)
- 8.7% to be comfortable using they/them/their personal pronouns for a non-binary employee (All: 82.6% vs. 89.8%)
- 6.9% that they would be comfortable referring to another employee by a different name or personal pronoun if they were to affirm their gender (All: 87.6% vs. 93.6%).

Being comfortable with gender-neutral toilets alongside gendered facilities is also 6.3% higher (All: 78.4% vs 83.3%)

Less than 1% of all legal services employees would not be comfortable with another employee bringing their same-gender or gender diverse partner to a work-related event.

Bullying and Harassment

Legal industry respondents are:

- 12.1% more likely to think any negative commentary/jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly here (All: 60.4% vs. Legal: 67.7%)
- 9.6% more likely to think managers/leaders are willing to address Workplace incivility bullying behaviours that target people of diverse sexuality (All: 71.0% vs. Legal: 77.8%)
- 9.4% more likely to think managers/leaders are willing to address Workplace incivility bullying behaviours (e.g. negative commentary, jokes and/or innuendo) that target people of diverse gender (All: 69.9% vs. Legal: 76.5%)
- 50.4% less likely to feel they have witnessed Workplace incivility bullying behaviours (e.g. negative commentary, jokes and/or innuendo) targeting people of diverse sexuality and/or gender here (All: 13.6% vs. Legal: 6.8%)
- 54.8% less likely to have witnessed more SERIOUS bullying targeting people of diverse sexuality and/or gender here (All: 4.9% vs. Legal: 2.2%)

They also are:

- 13.6% less likely to feel they have called out the workforce incivility (All: 46.3% vs. Legal: 40.0%)

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- 41.5% less likely to feel they have called out the serious bullying behaviour (All: 44.3% vs. Legal: 25.9%).
- 52.3% more likely to feel someone else called out the workplace incivility (All: 14.7% vs. Legal: 22.4%)
- 102.5% more likely to feel someone else called out serious bullying (All: 16.5% vs. Legal: 33.3%),
- 25.8% less likely to agree they would not report workplace incivility to anyone (All: 3.6% vs. Legal: 2.7%) and
- 44.6% less likely to not report serious bullying (All: 2.0% vs. Legal: 1.1%).

Health and wellbeing

Overall, legal respondents are responding at higher than the average across all six measures, specifically:

- to feeling safe and included (+4.4%)
- to feeling mentally well (+5.3%),
- to having a sense of belonging (+9.1%),
- to being able to be themselves (+7.0%),
- to feeling productive (+7.1%) and
- to feeling engaged with their organisation and role (+7.5%).

Allyship

Legal Services respondents are more likely by:

- 26.9% to know of active allies within their immediate area (All: 65.6% vs. Legal: 83.2%)
- 12.4% to think they could list several behaviours that would be expected of an active ally (All: 72.8% vs. Legal: 81.9%)
- 21.9% to know of material or training available that would show them how to be an active ally. (All: 56.7% vs. Legal: 69.1%)
- 27.7% to know of active executive allies or sponsor/s within their organisation (All: 61.7% vs. Legal: 78.9%)

- 23.1% to think employees who wish to be allies are supported to do so here (All: 71.0% vs. Legal: 87.4%)

49.5% of respondents who work in this industry are active allies (18.8% more than all).

Of those who are passive or not allies at all, regarding the reasons they are not an active ally they are less likely by:

- 13.7% to agree they are concerned that people will think that they are LGBTQ+ (All: 5.5% vs. Legal: 4.7%)
- 27.9% to agree they do NOT have a personal interest in LGBTQ inclusion or in being an active ally (All: 30.5% vs. Legal: 22.0%)
- 30.8% to agree they think being an active ally would conflict with their personal beliefs or values (All: 14.2% vs. Legal: 9.8%)
- 55.8% to agree they are concerned of being ridiculed or the target of jokes (All: 4.8% vs. Legal: 2.1%)
- 60.6% to agree they think being an active ally would be frowned upon by someone/people with influence over their careers (All: 4.5% vs. Legal: 1.8%)

Relating to ways to influence them to become an active ally, they are:

- 15.8% more likely to have a better understanding of how to be an active ally (All: 38.5% vs. Legal: 44.6%)
- 7.1% more likely to think more information about why active allies are so important (All: 32.6% vs. Legal: 34.9%)
- 13.7% more likely to agree that more information on being an active ally with limited time would influence (All: 46.2% vs. Legal: 52.5%)
- 31.4% less likely to think there is nothing that would convince me to be an active ally (All: 23.3% vs. Legal: 16.0%)

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LGBTQ+ respondents are 30.5% more likely to agree that active allies have positively impacted their sense of inclusion and 20.9% more likely to agree that executive endorsement of LGBTQ+ Initiatives has been positive.

They are also 64.5% less likely to feel they have experienced discrimination in the past due to their diverse sexuality and/or gender here (All: 18.6% vs. Legal: 6.6%) and 25.6% less likely to spend time editing conversations or hiding who they are (All: 30.8% vs. Legal: 22.9%).

LGBTQ+ Inclusivity within the Legal Industry

28.9% of respondents within the legal services are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience). Legal respondents are 13.2% more likely to be 'out' regarding their diverse sexuality and 2.8% more likely to be 'open' regarding their diverse gender and/or trans experience.

For Legal industry employees with a diverse sexuality, those 'out' at work are more likely by:

- 23.6% to agree that inclusion initiatives for people of diverse sexuality have had a positive impact on how they feel about their own sexuality (All: 69.0% vs. Legal: 85.3%)
- 21.9% to agree there are visible out role models within the organisation that have the same, or similar, sexuality as them (All: 66.1% vs. Legal: 80.6%)
- 28.3% to feel their performances are positively impacted by being out here (All: 57.8% vs. Legal: 74.1%)
- 17.2% to think they do not believe their sexualities would have any impact on career progression here (All: 78.2% vs. Legal: 91.7%)
- 20.2% to feel more inclined to stay with their organisation (All: 73.3% vs. Legal: 88.2%)

- 10.2% to feel fully supported by my team in terms of my diverse sexuality (All: 85.1% vs. Legal: 93.8%)

Those 'not out' at work are less likely to agree with any statement provided. These differ by:

- 33.1% to feeling they would not be accepted by some members of their team (All: 27.8% vs. Legal: 18.6%)
- 29.2% to not being comfortable enough within themselves to be out (All: 38.3% vs. Legal: 27.1%)
- 47.1% to feeling that being out at work would negatively impact their career progression (All: 24.7% vs. Legal: 13.0%)
- 65.4% to being concerned they would become the target of sexualised jokes/innuendo (All: 24.8% vs. Legal: 8.6%)
- 59.5% to fearing being the target of discrimination due to their diverse sexuality (All: 24.7% vs. Legal: 10.0%)
- 32.3% to feeling the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be out (All: 27.8% vs. Legal: 18.8%)
- 58.6% to avoiding inclusion initiatives because they don't want people to know that they are of diverse sexuality (All: 24.1% vs. Legal: 10.0%)

63.2% fewer respondents advised that they had been the target of workplace incivility behaviours (All: 8.8% vs. Legal: 3.3%), and no one advised they had been the target of serious bullying (All: 2.6%).

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Recruitment and Policies relating to Trans and Gender diverse employees

Due to the small number of trans and gender diverse respondents (n7), the comparison of responses with all respondent data is not reliable when considering the experiences of those open or not open in their workplaces.

The following may not be indicative of the whole legal industry, but it does provide some understanding of respondents' current experiences.

Legal Services respondents of diverse gender are:

- 139.8% more likely to have felt disadvantaged during the recruitment process (All: 6.4% vs. Legal: 15.4%)
- 84.6% more likely to agree they disclosed their gender diversity during the application process (All: 29.2% vs. Legal: 53.8%)
- 79.6% more likely to agree that a contact person was identified to support diverse gender applicants (All: 12.9% vs. Legal: 23.1%)
- 33.8% more likely to feel there was visibility of inclusion for gender diverse people here (All: 34.5% vs. Legal: 46.2%)
- 18.4% more likely to agree the recruitment process was inclusive of diverse gender applicants (All: 45.5% vs. Legal: 53.8%)
- 13.3% less likely to agree they faced barriers with background/criminal checks because they were known by another name or gender (All: 8.9% vs. Legal: 7.7%)
- 17.6% less likely to have feared being outed during the process (All: 18.7% vs. Legal: 15.4%)
- 18.7% less likely to have feared being discriminated against because of their gender diversity (All: 37.9% vs. Legal: 30.8%)

Regarding the policies, respondents are:

- 17.8% less likely to think there is freedom to use toilets of choice (All: 46.8% vs. Legal: 38.5%)
- 22.0% more likely to agree there is availability of 'all-gender' or 'gender-neutral' toilets (All: 37.8% vs. Legal: 46.2%)
- 26.8% more likely to think there is support to dress in a manner that aligns with their gender identity/expressions (All: 60.7% vs. Legal: 76.9%)
- 53.2% more likely to agree there are well-communicated policies to support those affirming their gender (All: 45.2% vs. Legal: 69.2%)