

INDUSTRY INCLUSION INSIGHTS • 2024 AWEI Survey

SECTOR: Public Organisations (Federal, State, and Local government organisations)

All Data			Public Sector (P/S)	
169		Organisations	41	
41,497		Respondents	16,320	
10,198	24.6%	LGBTQ+ respondents in the sector	4,507	27.6%
10,058	24.2%	% respondents of Diverse sexuality	4,447	27.2%
4,987	49.6%	% Diverse Sexuality respondents 'Out'	1,994	44.8%
1,308	3.2%	% respondents of Diverse Gender	631	3.9%
546	41.7%	% Diverse Gender respondents 'open'	255	40.4%

Location

Public sector respondents were found in all states and territories. A greater proportion of respondents were found in QLD (all: 21.1% vs P/S: 25.5%) and the ACT (all: 9.6% vs P/S: 21.6%). The majority of respondents (80.3%) were from the Capital City, including the city centre and city suburbs. 37.4% more were from a regional city or town (all: 12.7% vs P/S: 17.4%).

Organisation position

Respondents are:

- 9.5% more likely to have been employed for less than 1 year. (All: 17.4 % vs P/S: 15.9%)
- 45.6% more likely to have been employed for more than 20 years. (All: 15.2 % vs P/S: 10.4%)
- 11.5% less were employed in leadership/executive team roles (All: 3.8 % vs P/S: 3.3%)
- 20.9% more were in Level 4 (New Workforce entrants). (All: 5.9 % vs P/S: 7.2%)

Other demographics

Age

Respondents are more likely to be over 45 years of age, with 6.9% more respondents between 45 and 55 (All: 26.8 % vs P/S: 28.7% and 15.4% more over 55 (All: 14.3 % vs P/S: 16.4%)

Pronouns

13.7% more respondents use gender-neutral pronouns (All: 0.9% vs. P/C: 1.1%), and 26.9% more use rolling pronouns (All: 2.5 vs. P/C: 3.2%)

Proportionately, respondents are more likely by:

- 34.8% to be someone living with a disability or long-term health condition (may be physical, mental, intellectual or sensory). (All: 14.8% vs P/S: 24.8%)
- 22.0% to be neurodivergent. (All: 17.2% vs P/S: 25.4%)
- 14.8% to have another diversity -- Any other 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 P/S: 9.2%)

Personal Beliefs & Employee Inclusion

Public Sector respondents are less likely by:

- 6.5% to think an organisation's positive track record in this aspect of inclusion would influence me to join them. (All: 68.9% vs P/S: 64.5%)
- 5.5% to believe that their organisations are genuinely committed to LGBTQ diversity & inclusion. (All: 84.3% vs P/S: 79.6%)
- 6.2% to think work or related initiatives concerning LGBTQ+ inclusion have been regularly communicated throughout the year. (All: 78.6% vs P/S: 73.7%)
- 9.2% to have heard their executive leaders speak positively about LGBTQ+ inclusion. (All: 73.2% vs P/S: 66.5%)
- 10.1% agreed that awareness or ally training for LGBTQ+ inclusion was made available throughout the year. (All: 67.7% vs P/S: 60.9%)
- 15.7% to have attended awareness or ally training here for LGBTQ+ inclusion within the last year. (All: 48.3% vs P/S: 40.7%)

Bullying and Harassment

Public Sector respondents are:

- 14.3% less 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 P/S: 51.8%)
- 10.4% less likely to think managers/leaders are willing to address workplace incivility behaviours that target people of diverse sexuality. (All: 71.0% vs P/S: 63.4%)
- 10.7% less likely to think managers/leaders are willing to address workplace incivility that targets people of diverse gender. (All: 69.9% vs P/S: 62.4%)
- 7.8% less likely to think there are identified confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or gender. (All: 77.5% vs P/S: 71.4%) 7.5% more likely to say they have witnessed workplace incivility behaviours targeting people of diverse sexuality and/or gender here. (All: 13.6% vs P/S: 14.6%)

9.1% and 23.0% more of the respondents thought that no one pointed out mild bullying behaviour actions (All: 28.6% vs P/S: 31.2%) and severe negative behaviour actions (All: 23.0% vs P/S: 28.6%), respectively.

Health and wellbeing

Public-sector respondents equate to just under 40% of all respondents. Therefore, it is understandable that health and wellbeing measures for respondents in this sector are similar to those for all respondents.

However, slightly fewer respondents agree across all six measures

- feeling safe and included (-1.9%),
- mentally well (-3.8%),
- having a sense of belonging (-4.6%),
- being able to be themselves (-4.6%),
- feeling productive (-2.6%) and
- feeling engaged with their organisation and role (-3.6%).

Allyship

Public Sector respondents are:

- 10.4% less likely to know of active allies within their immediate area. (All: 65.6% vs P/S: 58.7%)
- 9.6% less likely to know of material or training available that would show them how to be an active ally. (All: 56.7% vs P/S: 51.2%)
- 6.8% less likely to know of active executive allies or sponsor/s within my organisation. (All: 61.7% vs P/S: 57.6%)
- 10.4% less likely to think employees who wish to be allies are supported to do so here. (All: 71.0% vs P/S: 63.6%)

39.3% of Public Sector respondents are active allies (5.7% fewer than all respondents).

Of those who are passive or not allies at all, they are:

- 12.6% more likely to be concerned about being ridiculed or the target of jokes stops them from being an active ally. (All: 4.8% vs P/S: 5.4%)

- 13.9% more likely to agree that being an active ally would conflict with their personal beliefs or values. (All: 14.2% vs P/S: 16.2%)
- 16.4% more likely to think being an active ally would be frowned upon by someone/people with influence over their careers. (All: 4.3% vs P/S: 5.4%)

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

- 6.8% to agree that more information on being an active ally with limited time would influence. (All: 46.2% vs P/S: 43.1%)
- 5.8% less likely to agree that knowing why active allies are important would influence them (All: 32.6% vs P/S: 30.7%)

Respondents are also 13.0% more likely to think there is nothing that would convince them to be active allies. (All: 23.2% vs P/S: 26.4%)

LGBTQ+ respondents are 9.7% less likely to agree that active allies have positively impacted their sense of inclusion, 6.9% less likely to have had a positive experience of inclusion in their immediate work area/team, and 7.1% less likely to agree that executive endorsement of LGBTQ+ Initiatives has been positive.

They are also 8.2% more likely to spend time editing conversations (All: 30.8% vs P/S: 33.3%)

LGBTQ+ inclusivity within the Public Sector

27.6% of respondents within this sector are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience). These employees are 8.8% less likely to be 'out' regarding their diverse sexuality and 4.0% less likely to be 'open' regarding their diverse gender.

For employees with diverse sexuality, those 'out' at work are:

- 9.5% less likely to think inclusion initiatives here for people of diverse sexuality have had a positive impact on how they feel about their sexuality. (All: 69.0% vs P/S: 62.5%)
- 8.0% less likely to think there are visible out role models within the organisation

that have the same, or similar, sexuality as them. (All: 66.1% vs P/S: 60.8%)

- 6.2% less likely to feel their performances are positively impacted by being out here. (All: 57.8% vs P/S: 54.2%)
- 6.0% less likely to think they do not believe their sexualities would have any impact on career progression here. (All: 78.2% vs P/S: 73.5%)
- 6.6% less likely to feel more inclined to stay here. (All: 73.3% vs P/S: 68.5%)

Those 'not out' at work are:

- 7.7% more likely to feel the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be out here. (All: 27.8% vs P/S: 30.0%)
- 5.7% more likely to avoid inclusion initiatives because they don't want people to know that they are of diverse sexuality. (All: 24.1% vs P/S: 25.5%)

13.1% more respondents advised that they had been the target of workplace incivility behaviours (All: 8.8% vs P/S: 10.0%), and 40% more agreed they were the target of serious B&H (All: 2.6% vs P/S: 3.7%).

Within the trans and gender diverse respondent population, those 'open' at work are:

- 11.0% less likely to feel they have been deliberately misgendered within the last year. (All: 22.1% vs P/S: 19.7%)
- 9.3% less likely to feel their performance is positively impacted by being 'out'. (All: 59.4% vs P/S: 53.8%)
- 5.5% less likely to feel comfortable and safe discussing workplace issues related to their gender diversity with their managers. (All: 74.9% vs P/S: 70.8%)
- 5.0% more respondents agreed that their LGBTQ+ employee network is fully inclusive of people with a trans and/or gender diverse experience. (All: 73.3% vs P/S: 76.9%)

Those 'not open' at work are:

- 11.6% more likely to feel being open at work would negatively impact my career progression. (All: 43.9% vs P/S: 49.0%)
- 7.5% less likely to avoid inclusion
- 6.3% less likely to feel not comfortable enough within myself to be open here. (All: 45.9% vs P/S: 43.0%)
- 7.5% less likely to avoid inclusion initiatives because they don't want people to know that they are of diverse genders. (All: 30.0% vs P/S: 27.7%)

13.2% fewer advised they had been the target of workplace incivility behaviours (All: 15.8% vs P/S: 13.7%); however, 26.5% more advised being the target of serious bullying and harassment (All: 3.8% vs P/S: 4.8%).

Recruitment and Policies

In the Public Sector, respondents are 4.7% less likely to recommend their organisation to others and less likely by:

- 21.1% to think a contact person was identified to support diverse gender applicants. (All: 12.9% vs P/S: 10.1%)
- 9.5% to feel there was visibility of inclusion for gender diverse people here. (All: 34.5% vs P/S: 31.2%)
- 14.4% to think there is freedom to use toilets of choice. (All: 46.8% vs P/S: 40.0%)
- 13.2% to think there is availability of 'all-gender' or 'gender-neutral' toilets. (All: 37.8% vs P/S: 23.8%)
- 8.0% to think there is support to dress in a manner that aligns with their gender identity/expressions. (All: 60.7% vs P/S: 55.8%)
- 13.3% to thinking there are well communicated policies to support those affirming their gender. (All: 45.2% vs P/S: 39.2%)

On the positive side they are also less likely by:

- 13.4% to having faced barriers with reference checks with former colleagues where they were known by another name or gender. (All: 7.6% vs P/S: 6.6%)
- 7.6% to agree to having fears of being outed during the process. (All: 18.7% vs P/S: 17.2%)

Regional experience

In the Public Sector, respondents are less likely by:

- 5.9% to feel the organisation's diversity initiatives for the inclusion of people of diverse sexuality and/or gender have been adequately communicated within our site/office. (All: 63.2% vs P/S: 59.4%)
- 13.3% to feel their local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion. (All: 48.9% vs P/S: 42.4%)
- 11.0% to feel they are able to easily connect into head office activities for this area of diversity & inclusion. (All: 45.3% vs P/S: 50.9%)
- 11.0% to feel their local management/leadership has communicated support for people of diverse sexuality and/or gender; or work in this area. (All: 55.2% vs P/S: 49.2%)
- 11.0% to know of a local person/champion to help drive LGBTQ+ inclusion initiatives here. (All: 39.6% vs P/S: 35.3%)