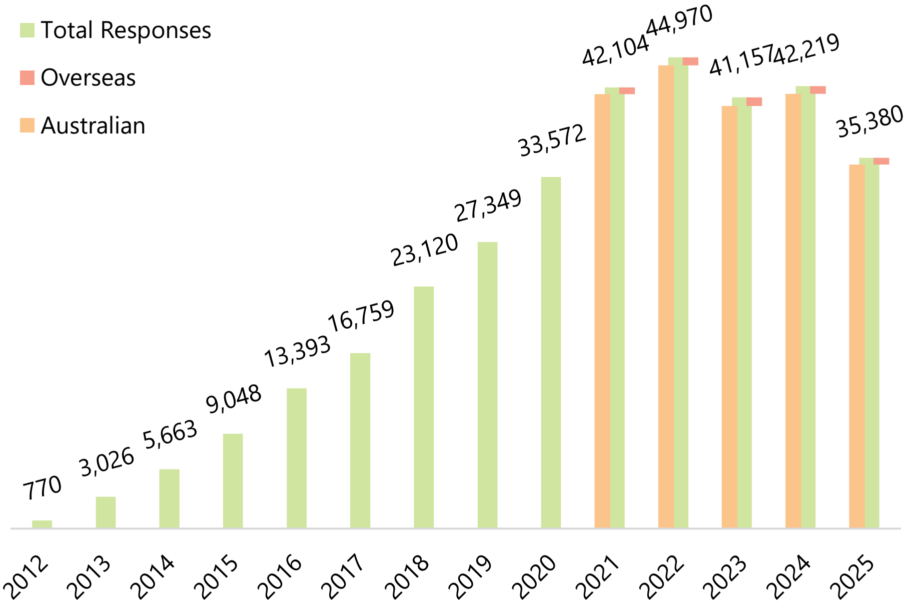
AUSTRALIAN WORKPLACE EQUALITY INDEX

A ROADMAP
AN AUDITING TOOL
AN ENGAGEMENT SURVEY

pride in diversity

PRACTICE POINTS · 2025 AWEI EMPLOYEE SURVEY

THE 2025 AWEI EMPLOYEE SURVEY EDITION 1: KEY INSIGHTS



The annual Australian Workplace Equality Index Employee Survey has been conducted for 14 consecutive years as part of Pride in Diversity's suite of offerings.

Pride in Diversity is Australia's first and only national not-for-profit employer support program for all aspects of LGBTQ+ workplace inclusion. Pride in Diversity are specialists in HR, organisational change and workplace diversity dedicated to improving the health and wellbeing of LGBTQ+ people by reducing exclusion, invisibility, homophobia, biphobia or transphobia and stigma in the workplace. The AWEI Employee Survey provides insights into organisational culture, employees' beliefs, opinions, and knowledge about LGBTQ+ inclusion initiatives, as well as differences in experience between LGBTQ+ and non-LGBTQ+ respondents.

This year, 147 organisations and 35,380 individuals took part in the survey. Of these respondents, 34,762 are based in Australia, and 618 work in overseas locations for Australian employers.

- The proportion of LGBTQ+ respondents is increasing year-on-year, cementing the importance of inclusive organisational policies and processes.
- Increasing the availability and attendance at LGBTQ+ awareness training may assist in reducing the gap between the workplace wellbeing experiences of LGBTQ+ and non-LGBTQ+ employees.
- 80.1% of respondents agree that it is important for organisations to be active in LGBTQ+ inclusion activities, and that LGBTQ+ inclusion has positive influence on organisational culture.
- Organisations with a positive track record of inclusion are more likely to attract LGBTQ+ employees and retain them.

In this Practice Point, we focus on the 2025 Australian employee results, where applicable, comparing them to past years to show trends and highlighting relevant differences between cohorts of respondents. This practice point does not focus on any one cohort of respondents. Future Practice Points in this series will explore the experiences of respondents of diverse sexuality, trans and gender diverse, the impact of leadership and role models, and many other topics.

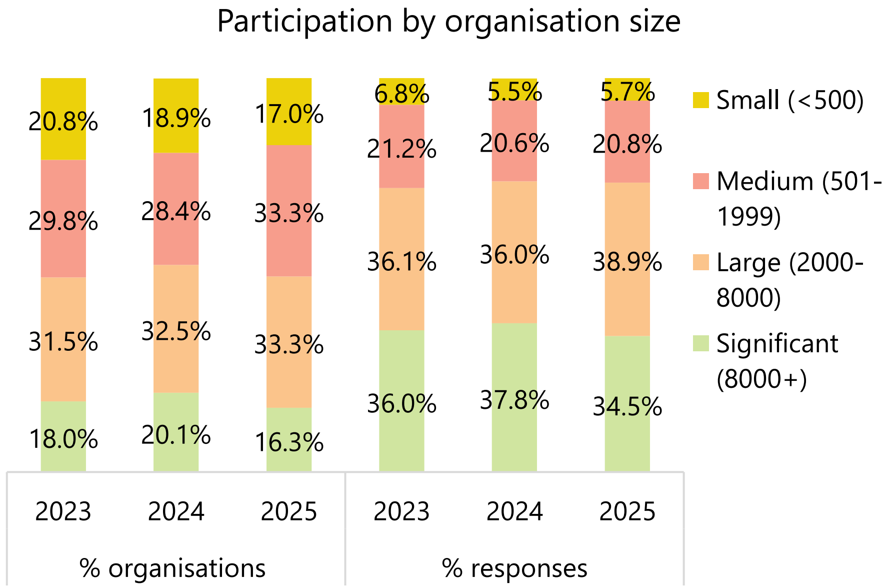
Demographics

Sector & Industry

Participation is spread across all organisation sizes. This year has seen an 18.8% reduction in proportion of significant organisation participation and a 17.4% increase in proportion of medium-sized organisations.

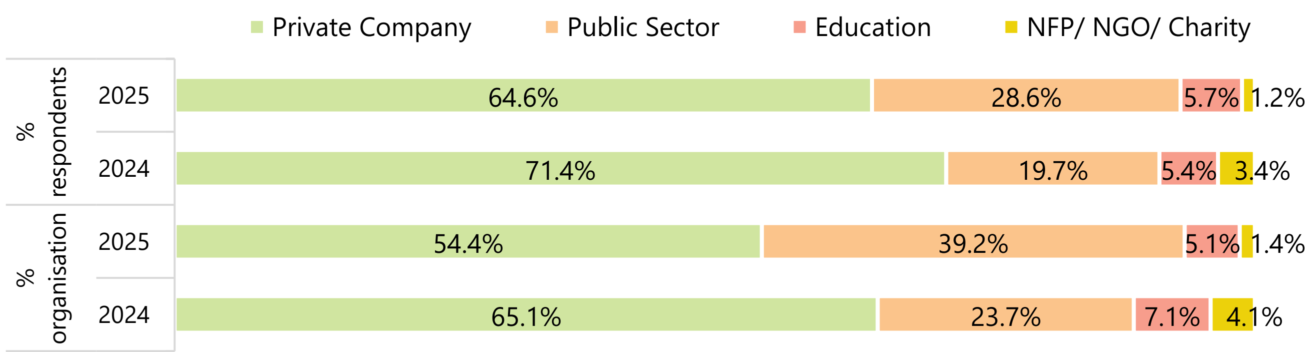
Again, respondents from large and significant organisations make up over 70.0% of all responses, although there was an 8.7% decrease in proportion of individual participants from these larger organisations.

This year, the proportion of small organisations participating has declined further (10.0%) after a 9.0% reduction in 2024.



This year, a higher proportion of organisations, 71.4%, are Private Sector Companies (2024: 65.1%), 19.7% operate in the Public Sector (federal and state government, 2024: 23.7%), higher education providers make up 5.4%, and the final 3.4% are Non-Profit / Non-government/ Charity organisations[i]. Respondent participation is proportionately similar.

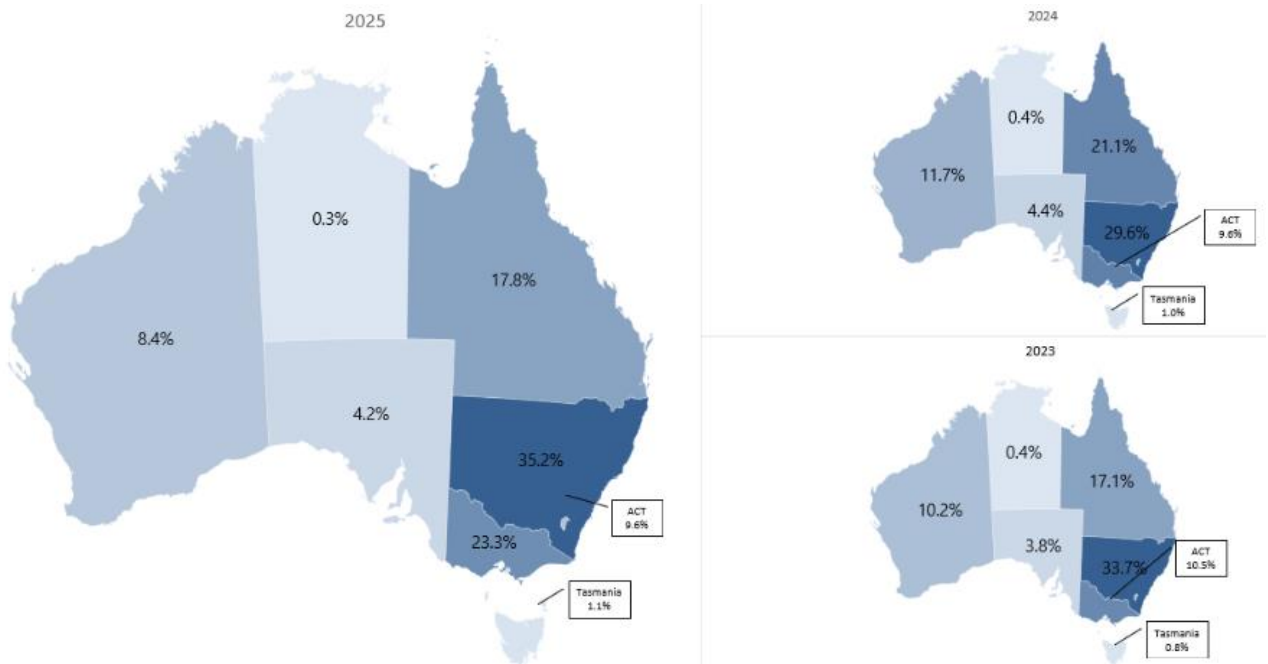
Acknowledging these differences is important, as an organisation's size and sector may either enhance or hinder its ability to engage in inclusion activities and provide a diverse representation of individuals within the management structure.



Detailed analysis will be provided on Sector and Industry data in future publications.

Location

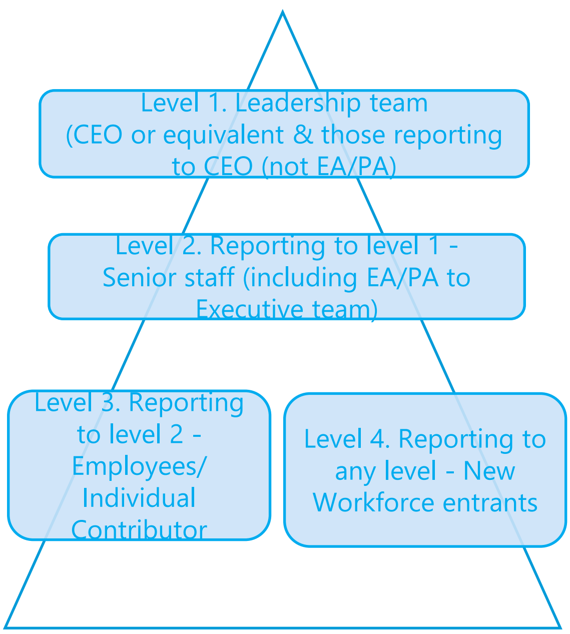
Respondents are located in all states and territories. The proportion of responses per state and territory has remained relatively stable over the past three years, as indicated by the colour gradient in the maps below. Although this year saw a further rise in NSW responses, from 29.6% in 2024 to 35.2%, it represents only an 8.1% proportional increase since 2023, when 33.7% of respondents were from New South Wales.

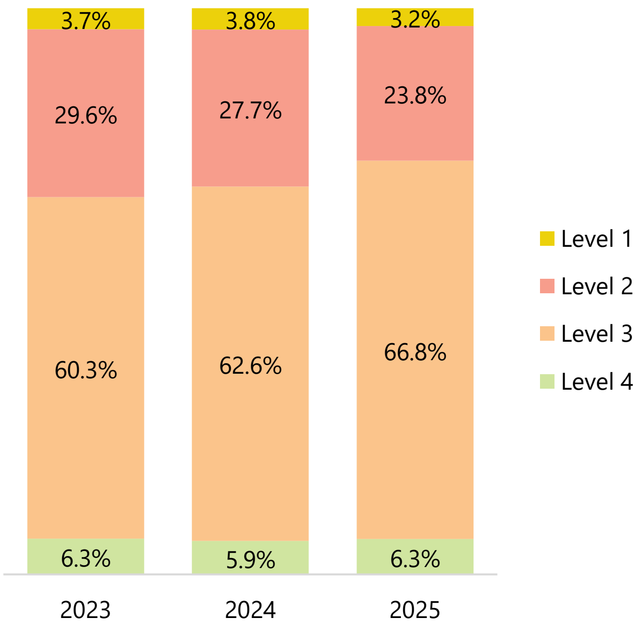


Continual growth within Pride in Diversity Member organisations and an increase in the proportion of respondents within these organisations will help drive further responses in lesser-represented states and territories. However, it is likely that the more populous states will continue to provide a higher portion of responses.

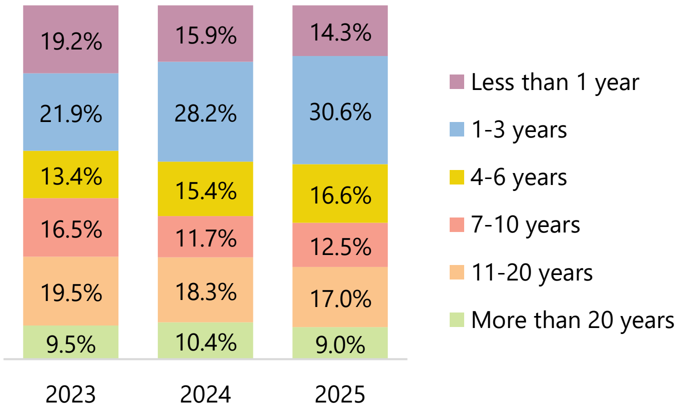
Roles within the organisation

Since 2023, we have seen shifts in the proportion of respondents from different levels of their organisation; 15.0% fewer responses from Level 1 employees, 19.8% fewer from Level 2 employees, and 10.8% more responses from Level 3 employees.

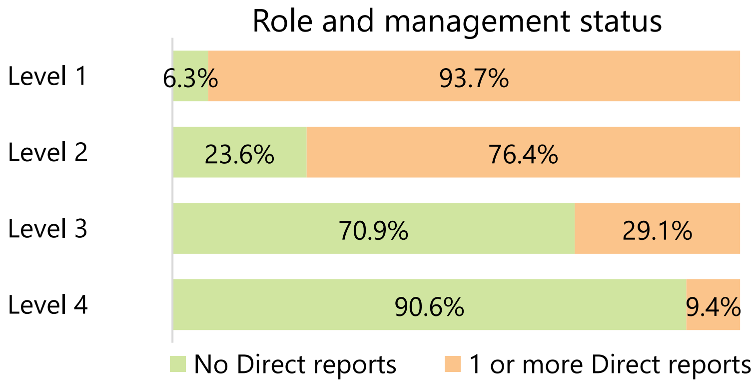




This year, 30.6% of respondents have been with their organisation for between 1 and 3 years, and this cohort of tenure has increased in proportion by 39.7% since 2023. Those employed for 4-7 years have also increased proportionately by 24.0% over three years. All other tenure groups have declined.

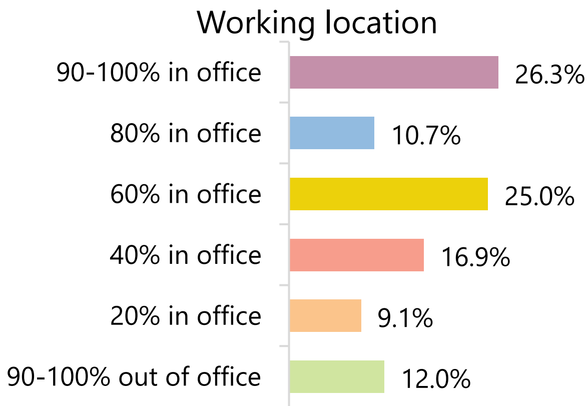


Within these, we also record respondents who manage other staff, a cohort that has a high impact on the experiences of people in their teams and on the culture of the organisation. Overall, 41.2% of respondents reported managing one or more direct reports.



This year, we introduced a question relating to working from home. In the aftermath of the COVID-19 pandemic, we have observed percentage changes to questions relating to seeing LGBTQ+ diversity represented within the organisation, being aware of inclusion activities, or witnessing bullying behaviours, among others.

This question was introduced to explore the idea that employees who are working from home may be less likely to recognise these activities because they are not in face-to-face office environments.

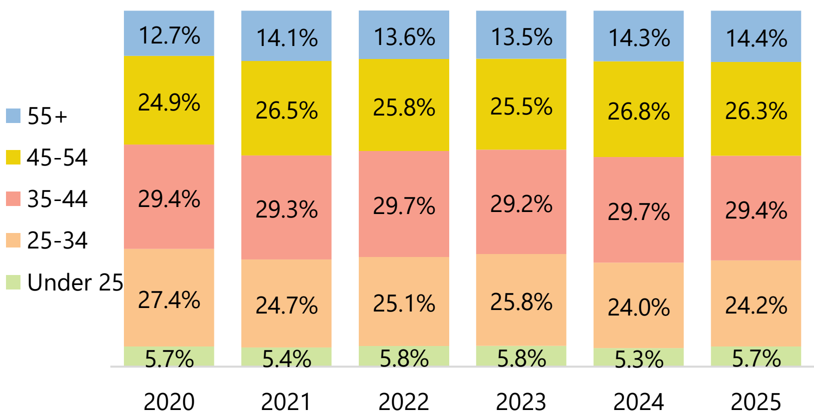


This level of demographic understanding is vital as the employment level, managerial responsibility, and length of tenure can provide insights into responses, particularly when considering the knowledge of the business policies, etc, for people who have not been with the organisation for any length of time, or belief around management responsiveness, or hearing executives speaking or acting on LGBTQ+ inclusion initiatives.

Personal demographics

Age

The age of respondents has been collected annually, and we can see that although there have been some minor shifts, the proportion of respondents by age group has remained relatively stable from year to year. Even within the past three years, only two age group cohorts have seen a change of more than 5%. 25–34-year-old respondents reduced by 6.5%, the 55+ increasing by 6.5%.

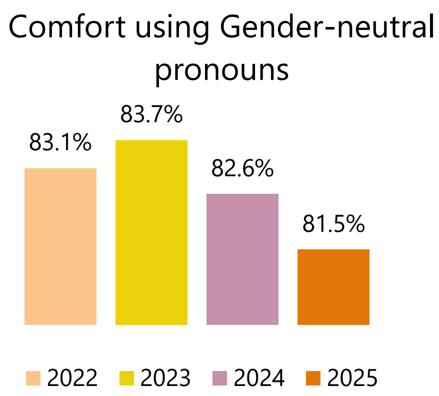


For the age groups, the option over 65 is available. This cohort has remained consistent over the past four years, at a rate of 1.4% to 1.5% of all responses. For graphical purposes, this is included in the over 55s group.

Pronouns

95.2% of respondents exclusively use gendered pronouns (he/him or she/her). This year, proportionately, we have seen a 28.1% increase in respondents exclusively using gender-neutral (they/them) pronouns and a 12.4% increase in using rolling pronouns, with 2.8% of respondents selecting these options (he/they and she/they). 0.8% identified using pronouns other than he, she, or they.

Overall, 4.8% of respondents use personal pronouns other than just she or he exclusively, compared to 4.3% in 2024 and 3.7% in 2023.



Some non-binary participants do not use gender-neutral pronouns, while some participants with binary genders (men or women) do use gender-neutral pronouns.

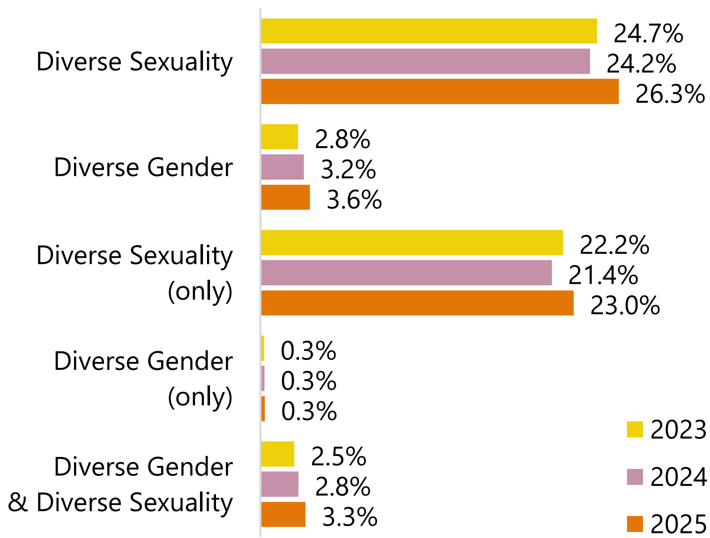
This year, the question regarding comfort level with using gender-neutral pronouns was changed to ensure that all individuals were reflected[ii]. This year, there has been a slight reduction in respondents who are comfortable, which may be reflective of this change. However, we can also observe that over the past three years, the number of people responding positively to this statement has decreased. Ensuring that all employees understand their colleagues' pronouns and make an effort to use the pronouns requested is crucial to creating a welcoming workplace environment.

As the younger generation progresses through their life stages, it is assumed that their acceptance and understanding of the inclusion of LGBTQ+ people in the workforce will evolve with them, influencing management and leadership styles and opinions.

LGBTQ+ Respondents

In 2023, we implemented the standards set out by the Australian Bureau of Statistics (ABS)[iii] regarding the collection and dissemination of data relating to sex, gender, and sexual orientation.

This year, 26.6% of respondents are identified as being of diverse sexuality, having a trans and or gender diverse experience or both (n9,428). Overall, there has been a 6.6% increase in the proportion of respondents who are within the LGBTQ+ family.



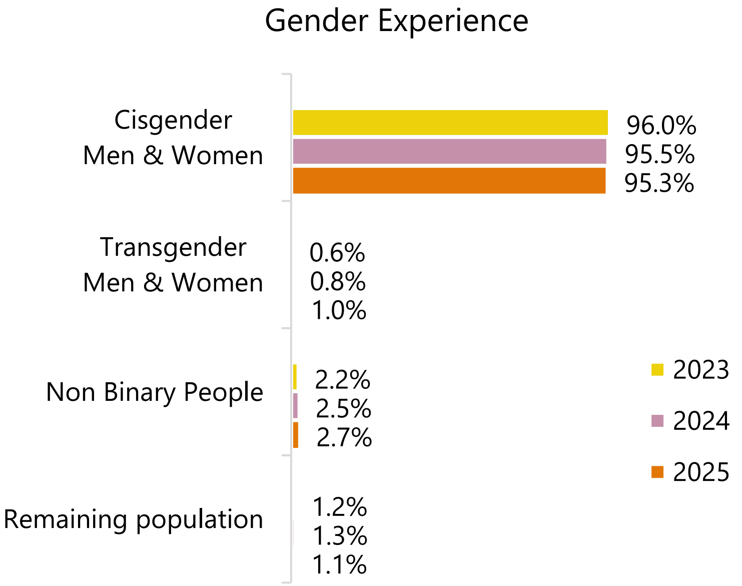
Over the past three years, there has been an increased proportion of respondents within all cohorts, including;

- 32.7% of respondents of both diverse sexuality and diverse gender/trans experience and
- 31.0% of respondents of diverse gender.
- 6.5% increase in respondents of diverse sexuality.

Gender Identity

In 2025, of the respondents who advised their gender identity, 96.4% of respondents had binary identities (Man/Male or Woman/Female) (2024: 96.3%,2023: 96.7%), and 2.7% had non-binary identities ('non-binary' or 'a different term'. (2024: 2.5%,2023: 2.2%).

The gender experience of 95.3% of respondents is cisgender (they have a gender identity that aligns with their sex recorded at birth). Of the remaining people, 3.6% of respondents had a gender identity that does not align with their sex recorded at birth (transgender). 1.1% of respondents did not provide enough information to enable their gender experience to be determined.



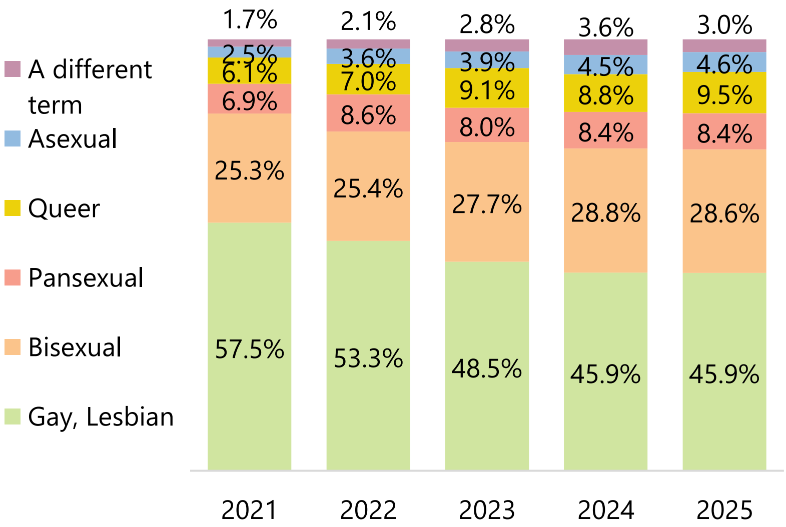
Since 2023, the proportion of trans and gender diverse respondents has increased by 31.1%; the proportion of people who selected 'Non-binary' or 'A different term' has increased by 22.7%, while the proportion of transgender men and transgender women has increased by 66.7%

While these percentages may seem low, with a population of over 21 million people aged 18 and above, this could represent more than 950,000 Australians.

Organisations should review their internal documents to ensure that language, policies, and processes are inclusive and welcoming, providing opportunities for all individuals to identify themselves within these documents, including all onboarding forms and policies related to gender affirmation.

Sexual orientation

People of diverse sexuality make up 26.3% of all respondents. 54.1% of respondents of diverse sexuality identify with orientations other than gay/lesbian. The most significant proportional shifts since 2023 are a 19.5% increase in respondents identifying as Asexual and a 5.4% increase in those selecting Pansexual.



Other background or identity attributes

While the AWEI employee survey does not explicitly focus on other areas of diversity, we do ask about aspects of respondents' backgrounds or identities that may impact their workplace experiences or attitudes towards inclusion initiatives.

These options are reviewed periodically to add or remove items that are no longer applicable. Over the past few years, we have observed an increase in the number of respondents selecting "other" and indicating that age and caring responsibilities affect their employment, so these options were added to the survey for 2025.

This year, 81.3% of all respondents reported having at least one attribute that they feel contributes to their experiences. This includes 75.0% of LGBTQ+ and 84.1% of non-LGBTQ+ respondents, significantly higher than last year, where 66.3% of all LGBTQ+ respondents and 57.6% of non-LGBTQ+ respondents selected an attribute from the list.

This year, 912 individuals (2.6%) are Aboriginal, Torres Strait Islander, or both, representing a 9.4% increase since 2023[iv].

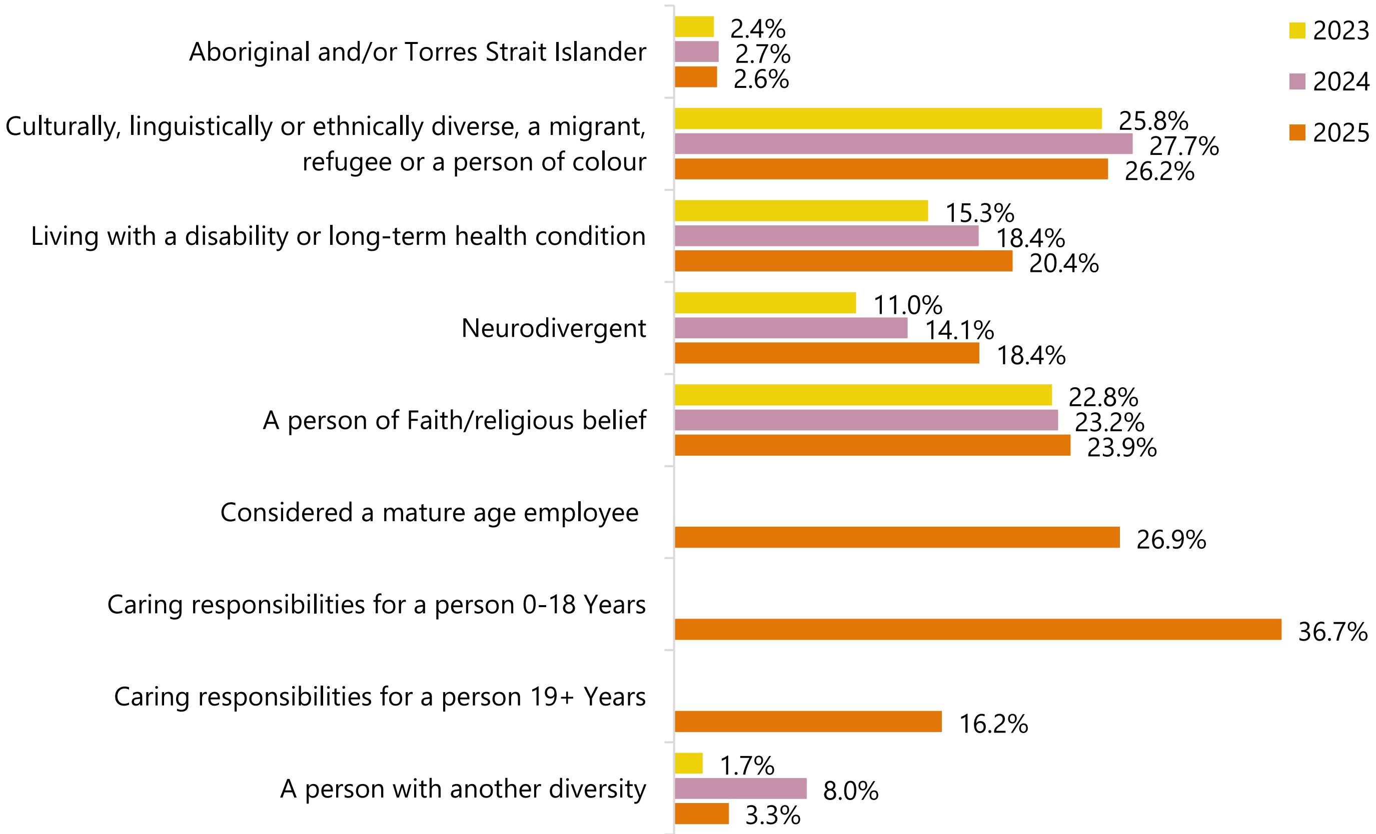
Proportionally, representation of other diversity elements has increased, with the most significant increases from last year being:

- 67.7% more respondents are neurodivergent and
- 33.3% more live with a disability.

When comparing this year to 2022, increases are even more significant with:

- 311.4% increase in respondents with a disability or long-term health condition
- 210.0% increase in neurodivergent respondents and
- 105.0%. increase in respondents selecting they are of faith/belief

Of this year's additions, 36.7% of respondents reported having caring responsibilities for a person under 18 years old, the highest selected item among the 8 options. 26.9% are considered mature-age employees, and 16.2% have caring responsibilities for individuals aged 19 and above.



Further analysis of the intersectionality of LGBTQ+ respondents with other diversities will be a future Practice Point feature.

General Views

Work outcomes

In 2025, a new focus on work outcomes was implemented to curate a series of questions related to respondents' feelings around the workplace, and if it was meeting their expectations in a way that would encourage them to stay with the organisation. Several of these questions, previously asked of specific cohorts in the survey, were given to all respondents this year, enhancing ability to compare the differences between LGBTQ+ and non-LGBTQ+ respondents.

Overall, 81% of respondents would recommend their organisation as a good place to work, 79.6% are satisfied with their job, and 68.2% have no intention of leaving the organisation within the next 12 months.

Regarding organisational culture, 60.8% of respondents believe the culture will enable them to reach their full potential.

Workplace inclusion activities within the LGBTQ+ space have a significant impact, with 63.5% of respondents agreeing that an organisation's positive track record in LGBTQ+ inclusion would influence their decision to join and 10.8% stating that they would consider leaving their current organisation for one more LGBTQ+ inclusive.

Unsurprisingly, there are some significant differences to agreement when we compare LGBTQ+ and non-LGBTQ+ respondents.

LGBTQ+ respondents are more likely by:

- 137.0% to agree they would consider leaving this organisation for a more LGBTQ+ inclusive organisation (LGBTQ+: 25.7% v non-LGBTQ+: 5.4%)
- 31.9% to agree an organisation's positive track record in LGBTQ+ inclusion would influence me to join (LGBTQ+: 83.7% v non-LGBTQ+: 56.6%)

Non-LGBTQ+ respondents are more likely by:

- 5.4% to agree they would recommend this organisation as a good place to work (LGBTQ+: 78.4% v non-LGBTQ+: 82.6%)
- 5.8% to agree they have no intention to leave this organisation in the next 12 months (LGBTQ+: 65.7% v non-LGBTQ+: 69.5%)

Further analysis of this area will be conducted within future practice points.

Personal beliefs on inclusion

Most beliefs about organisational inclusion have remained relatively unchanged over the past three years. Respondents still maintain the belief that it is important for employees to be active in this area of diversity and inclusion, although this year's respondents agreed 6.6% less than last year. (2025: 80.1%, 2024: 85.7%, 2023: 88.6%, 2022: 84.9%)

Respondents' belief that their organisation is genuinely committed to LGBTQ+ Inclusion has seen a slight decrease of 3.5% over the past three years (2025: 83.2%, 2024: 84.3%, 2023: 85.2%).

This decrease is also reflected in the percentage of respondents who feel they understand why their organisation invests effort in this aspect of diversity and inclusion, down from 90.5% in 2024 to 88.6% this year.

The proportion of respondents who believe there are more than two genders (male/female) has increased by 4.5% this year, which is encouraging after a drop in 2024 (2025: 60.8%,2024: 58.1%, 2023 62.6%)

80.1% of respondents consider the influence on organisational culture that LGBTQ+ inclusion has to be positive, and they feel it is important for employers to be actively involved in this work. However, this represents an 8.4% and 9.6% drop, respectively, over the past three years. Personal support for the work the organisation does for LGBTQ+ employee inclusion had dropped a further 6.3% this year to 77.5%, a total reduction of 10.6% since 2022 (2024: 82.7%, 2023: 84.4%, 2022: 86.7%)

While 82.0% of respondents agree there has been visibility and promotion of an internal employee network for LGBTQ+ employees and allies, respondents are not advising that they have heard their heard executive leaders speak positively about LGBTQ+ inclusion at the same rate, with only 68.7% agreeing they have heard executive leaders speak positively about LGBTQ+ inclusion, 6.3% fewer than 2024 (2024: 73.2%, 2023: 79.2%). LGBTQ+ respondents agree 62.0% that they have heard their exec leaders speaking positively 9.8% less than Non-LGBTQ+ (71.5%).

The belief that an LGBTQ+ person would be welcome on the team and treated no differently than anyone else remains high, although it has continued to decline over the past three years.

The number of respondents who believe someone of diverse sexuality would be fully accepted has declined 3.4% over the past three years, reaching 91.8% (2024: 92.9%, 2023: 93.3%, 2022: 95.1%), compared to a 7.0% decline from a lower base for those of diverse gender (2025: 86.9%, 2024: 88.1%, 2023: 88.7%, 2022: 93.4%).

Only 84.6% of respondents believe that if a member of their team were to affirm their gender, they would be fully supported by their team, 5.7% drop since 2022 (2024: 85.4%, 2023: 86.8%, 2022: 89.7%).

Over the past three years, we have seen a steady proportional decline in respondents agreeing that their organisation should put more effort into LGBTQ+ inclusion. This year, only 25.8% of respondents agreed that more effort was necessary. This decline was concerning, though ‘why’ a respondent answered in this was unclear, and the answer could be negative or positive depending on the reason.

This year, we asked respondents why they felt their organisation did or did not need to put in more effort.

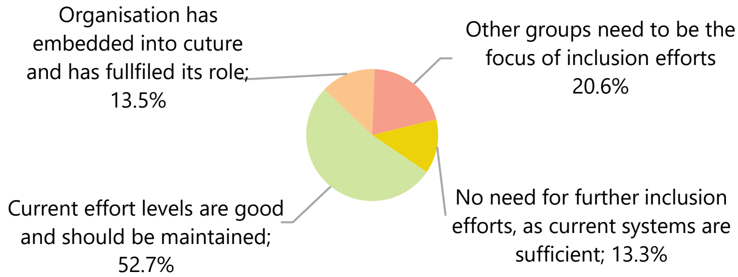
Of those who *disagreed* ‘more effort’ was needed, among the 5896 comments, the main themes are:

- the organisation has done enough
- the current effort should be maintained,
- other groups need increased effort

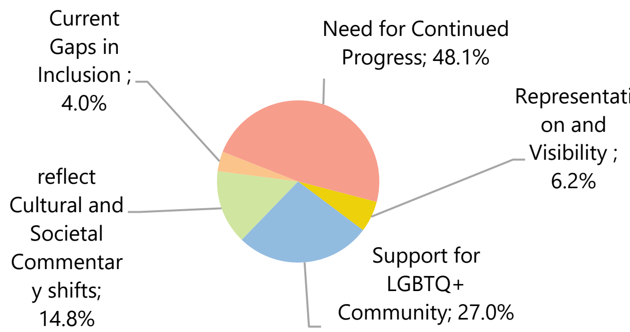
Within the 5476 comments from those who *agreed* more effort is required, the main themes are:

- need for continued progress and support
- current gaps in inclusion
- poor representation and visibility
- reflect shifts in cultural and societal commentary

More effort is required - Disagree



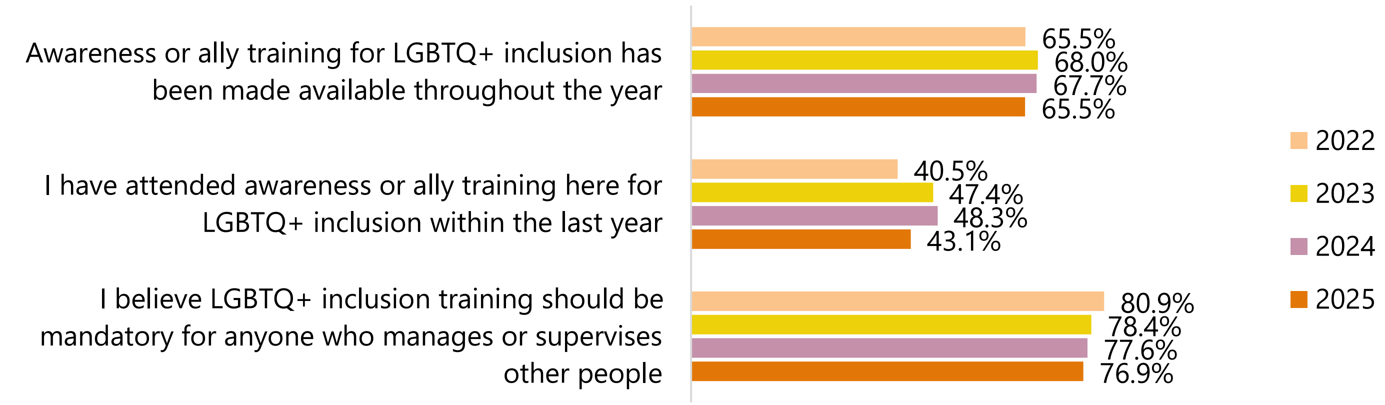
More effort is required - Agree



Awareness & Ally Training

65.5% of respondents have advised that training focused on LGBTQ+ diversity and inclusion has been made available to them in the past year. However, fewer respondents are attending training each year, with the data showing a 9.3% proportional reduction over three years (2025: 43.1%, 2024: 47.4%, 2023: 47.4%, 2022: 40.5%).

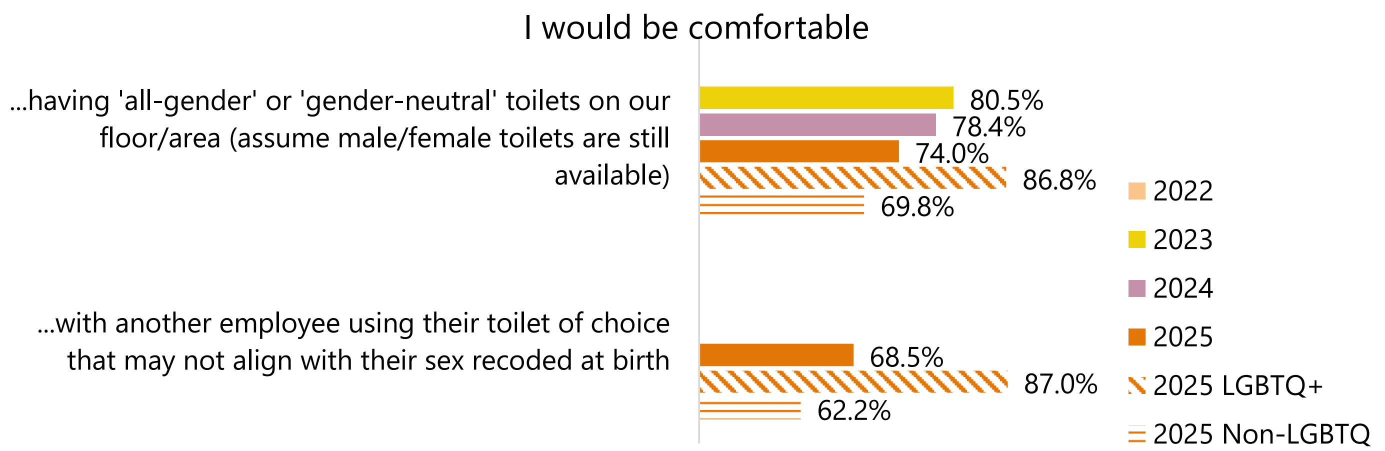
Only 78.4% of people agreed that they know where to find more information on LGBTQ+ inclusion in the workplace. We are witnessing a steady decline in the proportion of respondents who agree training should be made mandatory for individuals who manage or supervise others, with data showing a reduction of 5.1% over the past four years (since 2022) and 2.1% since 2023.



Working with others

Being comfortable in the workplace is important for all employees. For LGBTQ+ individuals, having colleagues comfortable working with them regardless of their diverse sexuality, diverse gender and/or trans experience is imperative to feeling included in the workplace. Unsurprisingly, LGBTQ+ respondents are generally more comfortable across the six areas presented.

Being comfortable working with people of diverse gender or sexuality is high, with 92.3% of respondents agreeing they would be comfortable with colleagues talking about their same-gender or gender diverse partner, and 94.0% of respondents are comfortable with colleagues bringing their same-gender or gender diverse partner to work events.



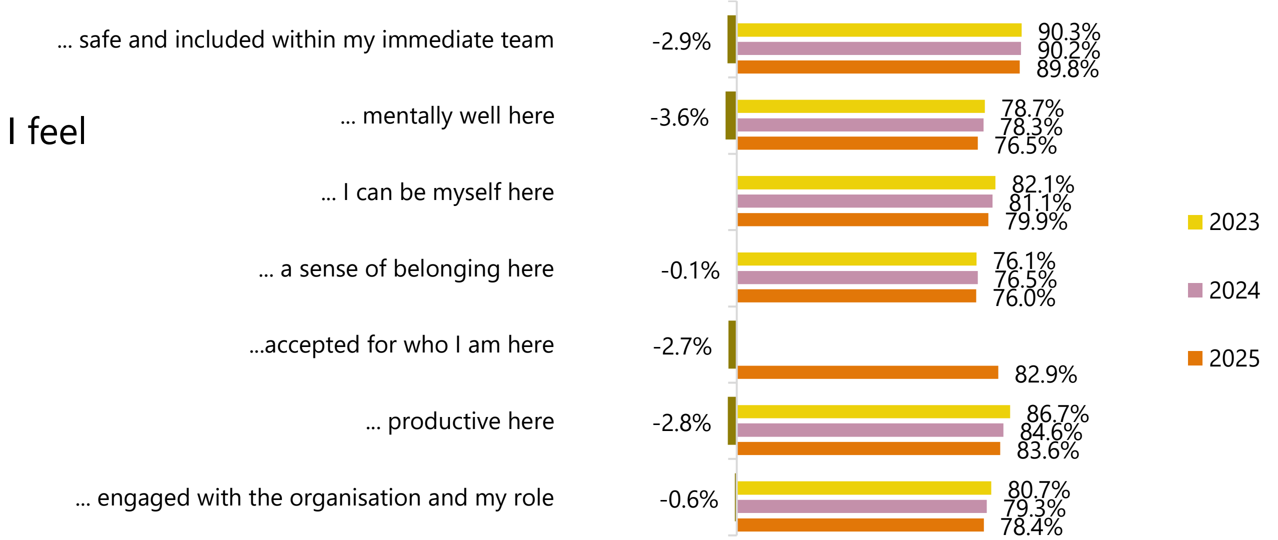
This year, we saw a 19.9% increase in the proportion of respondents who are not comfortable having 'all-gender' or 'gender-neutral' toilets on their floor/area, even assuming male/female toilets are still available, which continues the trend seen over the past four years (2025: 15.2%, 2024:12.7% 2023: 11.3%, 2022:

10.5%). However, we are also seeing growing rates of comfort, year on year, and the majority of non-LGBTQ+ respondents (69.8%) are comfortable, which is encouraging.

Overall, 68.5% of respondents would be comfortable with another employee using their toilet of choice, even if it did not align with their sex recorded at birth, and 62.2% of non-LGBTQ+ respondents agree with this statement

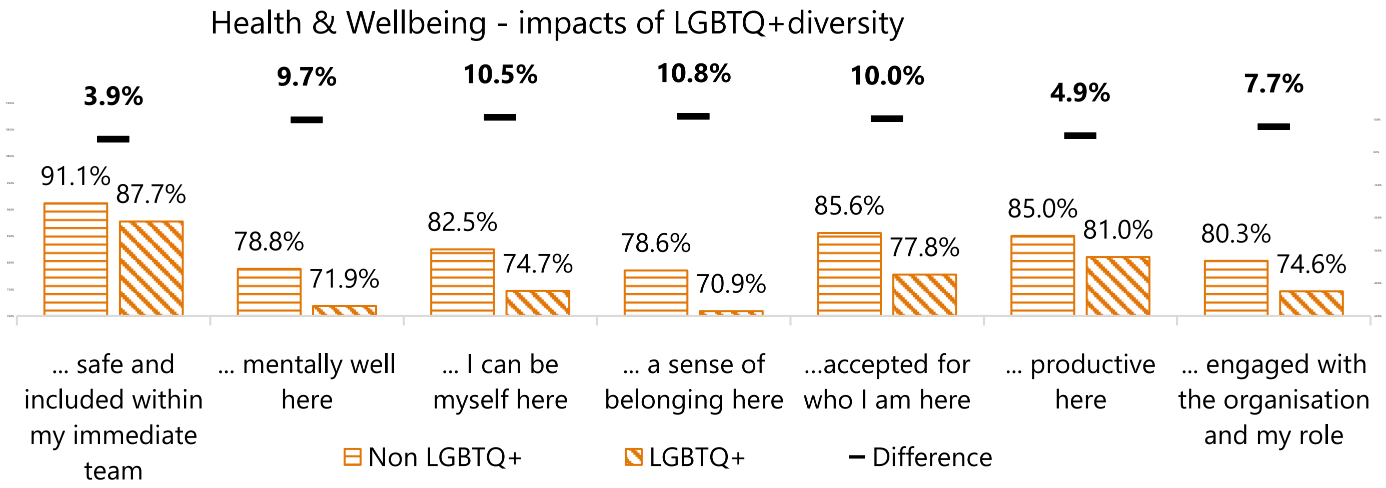
Workplace Wellbeing

Continued focus on the health and wellbeing of all employees is imperative to maintaining a comprehensive understanding of workplace wellbeing. For organisations that feel they are making significant efforts in inclusion, low agreement levels generally signify a disconnect between policies and implementation.



Overall agreement rates have remained relatively high over the past three years, although a steady decline is evident across all indicators. The most significant is a 3.6% reduction in respondents feeling mentally well within their organisation.

While these rates are high, in 2025, there is still a discrepancy around feelings of health and wellbeing in the workplace between those who are LGBTQ+ and those who are not, with differences ranging from 3.1% to 8.7% across all statements.

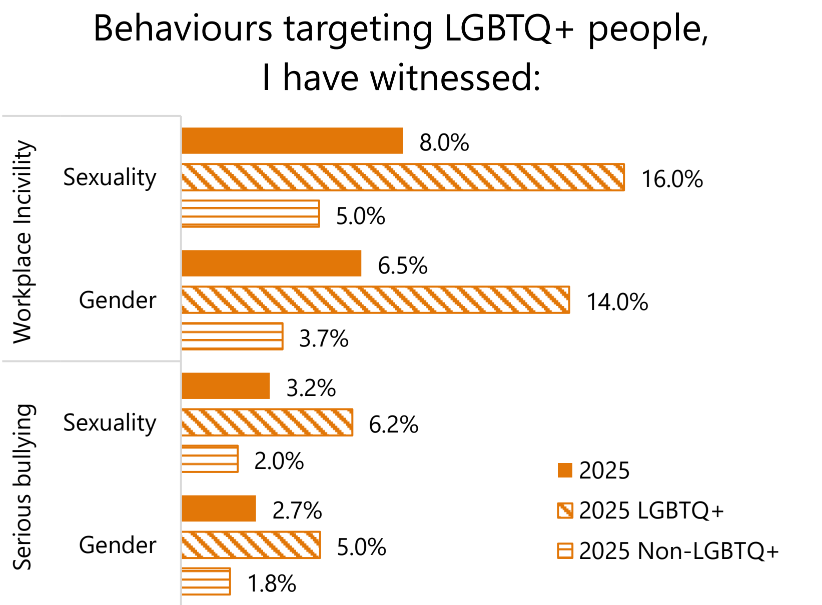


These feelings are further affected by a person's ability or willingness to be out or open about their diversity at work, which will be explored in future practice points.

Bullying and harassment behaviours

Bullying and harassment, both workplace incivility and serious bullying behaviours, toward LGBTQ+ individuals in the workplace continue to be witnessed.

77.9% of respondents are aware of confidential avenues to report bullying/harassment related to one's diverse sexuality and/or gender.



For the past three years, we have collected information relating to LGBTQ+ bullying. In 2025, we began asking respondents to specify whether the target of the behaviour was an individual's sexuality or gender identity. 60.1% of respondents feel that workplace incivility targeting sexuality is acted upon quickly, though this decreases to 58.7% for behaviours directed at gender.

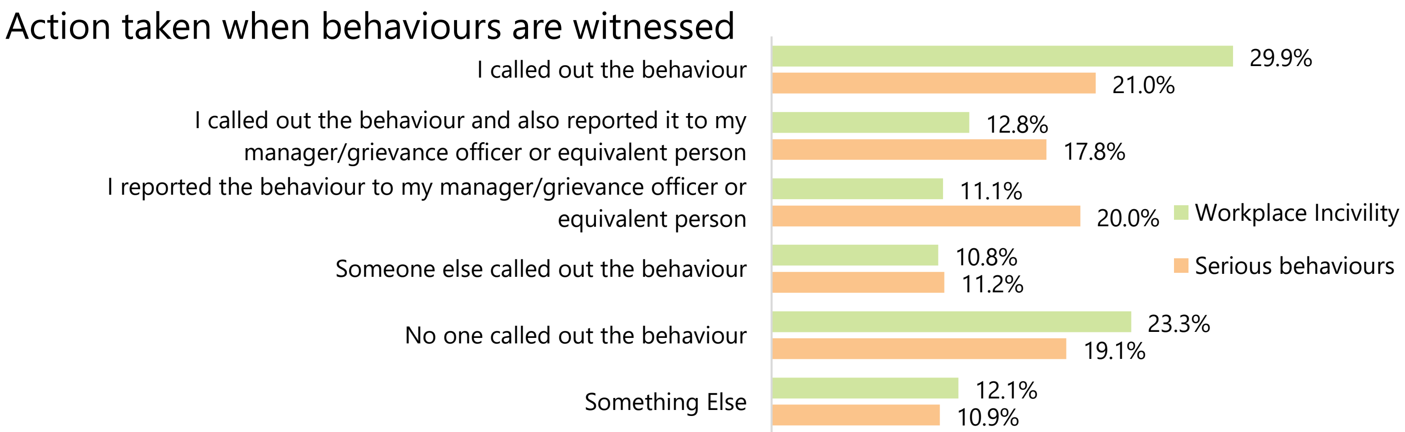
Managers/ leaders willingness to address workplace incivility behaviours is higher at 68.1% for sexuality than 67.2% for gender. Both of these items have reduced by 4% from last year.

Behaviours targeting sexuality are witnessed at higher rates than those targeting gender, and LGBTQ+ respondents are twice as likely to have witnessed them compared to non-LGBTQ+ respondents

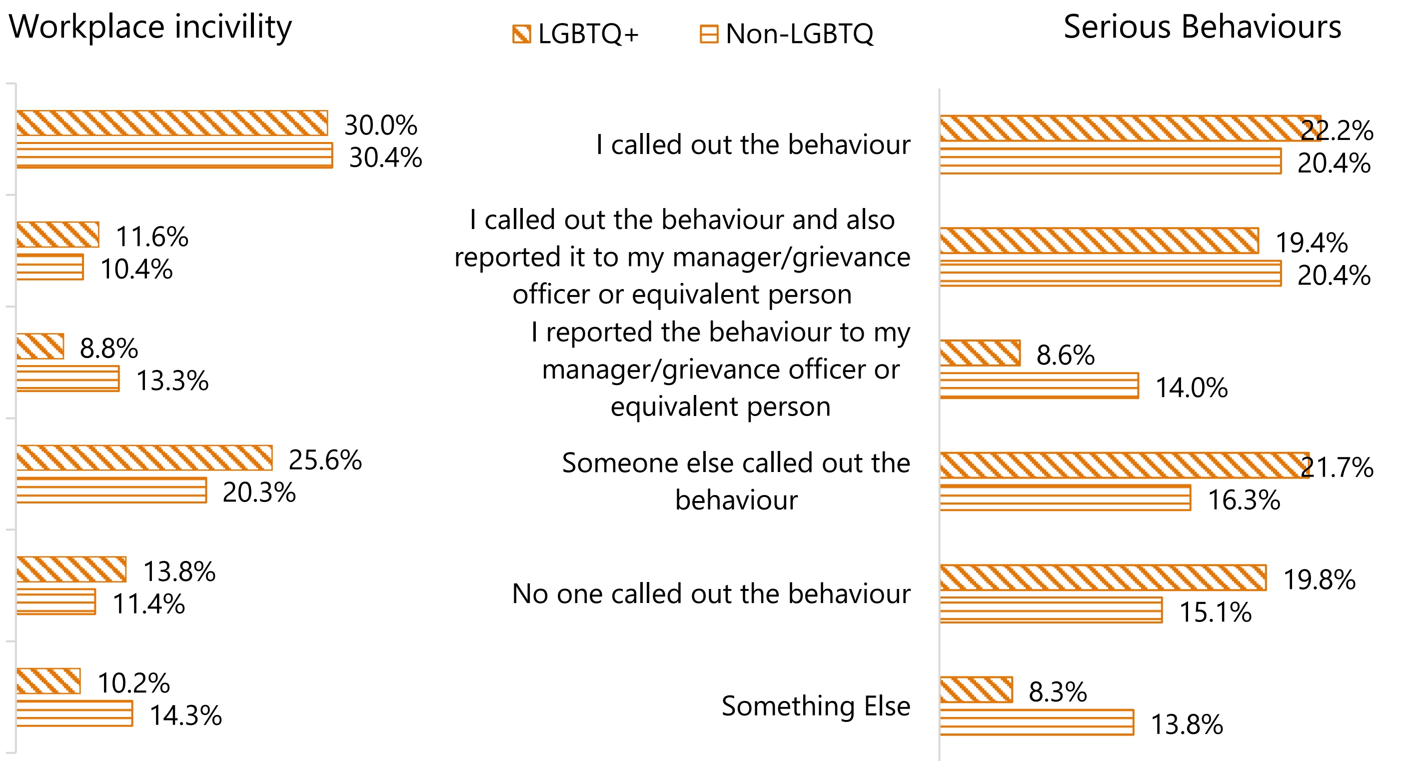
For workplace incivility, this equates to 114.8% more regarding diverse sexuality and 107.7% more regarding diverse gender

For serious bullying behaviours 151.4% more regarding diverse sexuality and 107.9% more regarding diverse sexuality

Witnesses' actions differ based on the severity of the bullying behaviours. This year, we introduced the option of reporting the behaviours, which shifted the response percentages. 42.7% of respondents either called out workplace incivility (29.9%) or called it out and reported it (12.8%), which is down from last year's 46.3%. For serious bullying behaviours, the difference is similar, with 38.8% (21.1% calling out plus 17.8% also reporting), compared to 44.3% last year. Around 18% fewer respondents agreed that no one called out the behaviour.



Comparing responses between LGBTQ+ and non-LGBTQ+ employees shows, non-LGBTQ+ employees are less likely to call out or report workplace incivility, 8.1% less likely to only call out the serious behaviours themselves, but 5.3% more likely to report the behaviour to their manager/grievance officer etc..



This area of work will continue to be a focus in the future due to the significant impact that bullying and harassment have on workplace culture and individual wellbeing.

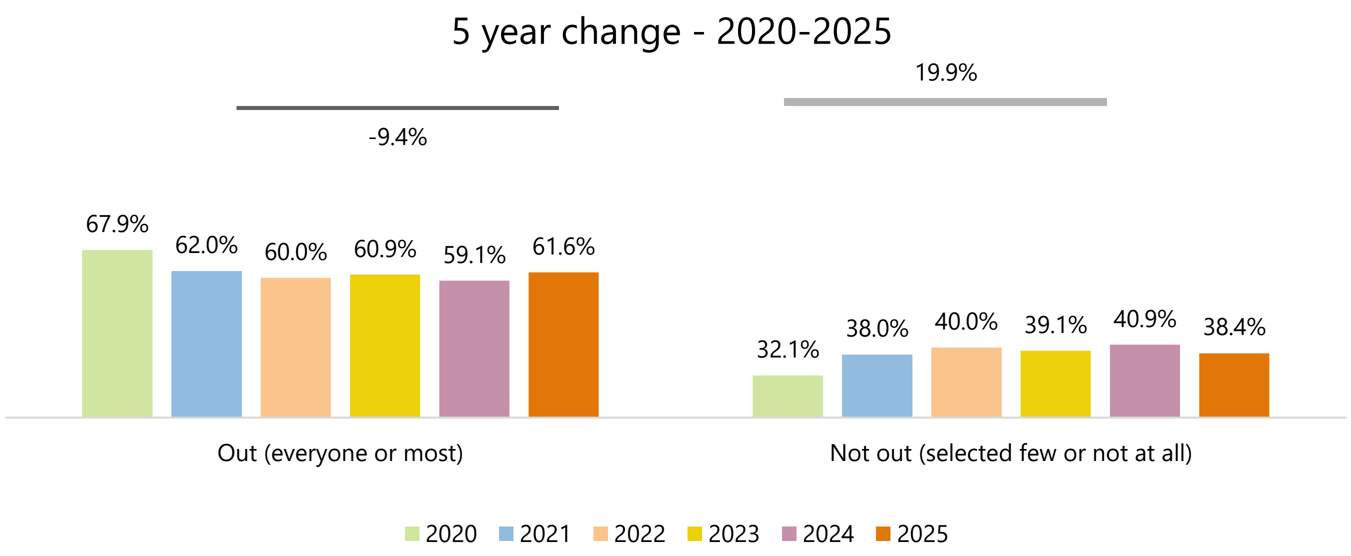
Being 'out' or 'open' at work.

For people of diverse sexuality, diverse gender or who have a trans experience, the survey looks at the rates at which they can bring their whole self to their workplace. When discussing a person's diverse sexuality, we talk about them being 'out' or 'not out'. When discussing a person's diverse gender or trans experience, we use the terms 'open' or 'not open', acknowledging that many people with a trans experience are living authentically and bringing their whole selves to work without their colleagues having to be aware of their gender history.

When we talk about being 'out' or 'open' at work, it is important to recognise that this is generally not something that happens once and is finished. People of diverse gender, sexuality or who have a trans experience often feel they are constantly evaluating if they need to edit their language, personality, presentation, or style, to maintain their safety in different environments. Many often describe 'coming out' as an ongoing process, having to do it again and again as they meet new people.

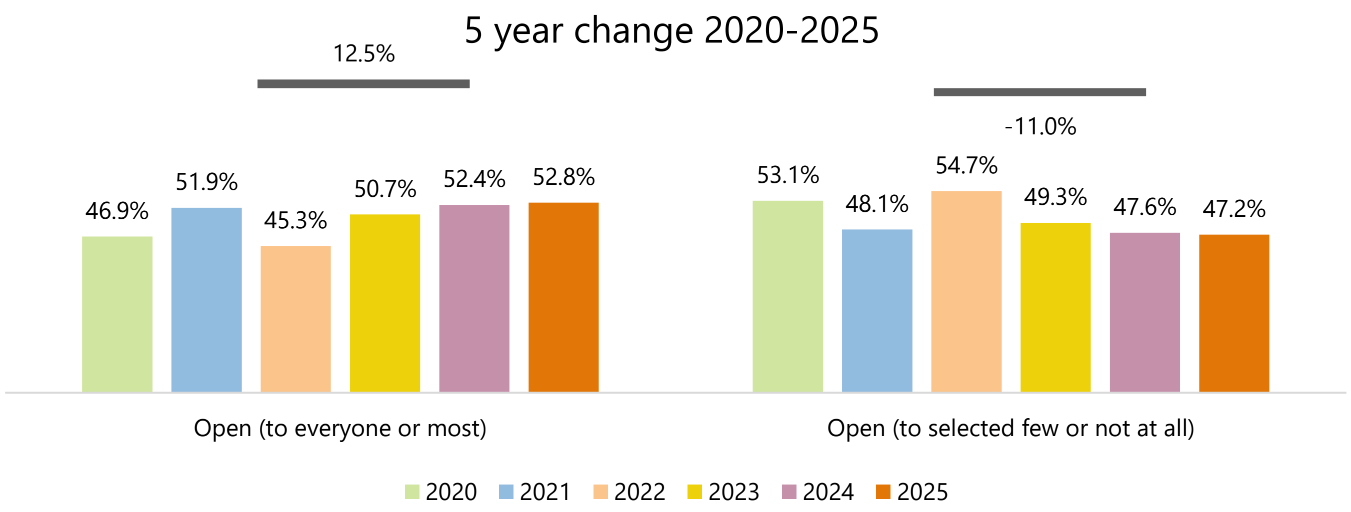
Being Out at Work

There is a slight increase in the number of respondents who are 'out' this year compared to last year. However, since 2020, we have seen a 9.4% decline in the proportion of respondents from diverse sexualities who are out to all or most people in their organisation.



Being Open at work.

In 2025, we continue to see an increase in respondents who are 'open' in the workplace, and over the past five years, there has been a 12.5% overall proportional increase for individuals who have advised they are 'open to all or most' about their trans and/or gender diverse experience.



Further details regarding being 'out' or 'open' in the workplace will be explored in future Practice Points.

Allyship

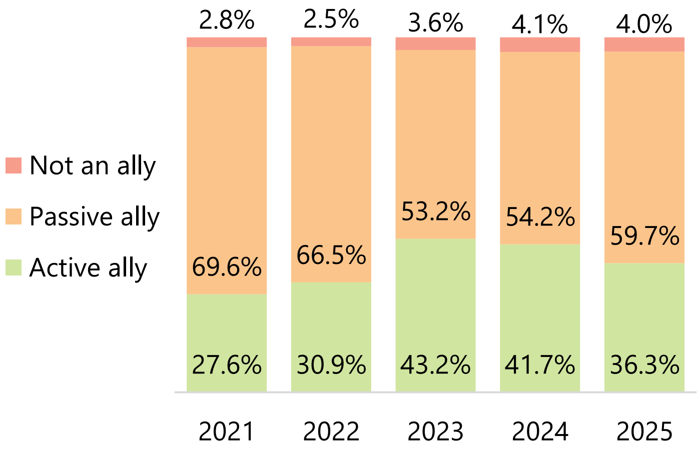
For survey purposes, we discuss allyship in three ways:

- Active Ally: someone who actively (not passively) supports an inclusive workplace culture for employees of diverse sexuality and/or gender. All outwardly visible activities are considered active allyship (including wearing pins, using pronouns on email signatures, belonging to committees, etc.).
- Passive Ally: someone who supports LGBTQ+ inclusion but not through actions that provide a visible and obvious sense of support or inclusion to LGBTQ+ people, regardless of intention.
- Not an Ally: someone who does not support LGBTQ+ inclusion.

The proportion of respondents who agree they are an active ally has decreased by 12.8% this year, following a 3.6% decrease last year. Respondents are still more likely to be passive in their allyship.

After an increase last year of respondents who reported not being an ally at all, this has remained steady, although it is still proportionally 42.5% higher than in 2021.

Further analysis of the impacts of Allies in the workplace will be conducted in a future practice point.



ACTIONS

1. DESIGN a DEI strategy and action plan to increase LGBTQ+ inclusion
2. ENSURE that your executive leaders promote and speak about it and its importance.
3. PROVIDE the opportunity for visibility of inclusion by providing banners, Pride flags, rainbow stairs, Pride lanyards, pins, and technology backgrounds that people can use
4. ENABLE employees to participate in LGBTQ+ days of significance and use these days to show executive leader support for these initiatives.
5. ALLOW time within the workday for employees to engage with DEI networks and event planning
6. PROMOTE LGBTQ+ awareness and ally training, and ensure that all employees have access to regular training to keep up to date with cultural and societal changes
7. USE internal media and networks to promote and share stories of allyship to increase understanding of what allyship looks like across the organisation
8. BE consistent with activities, ensure that inclusion is a daily action, and not seen as rainbow washing by only being visible or spoken about on days of significance
9. ACKNOWLEDGE that certain groups within the LGBTQ+ population are less visible/represented and/or face additional/different barriers and review your LGBTQ+ inclusion initiatives to ensure they are relevant and meaningful for those populations.
10. ACKNOWLEDGE that LGBTQ+ people may be represented in other populations covered in your organisation's DEI strategy (e.g. gender equity, accessibility, multicultural, etc.) and review those initiatives to ensure they are relevant and meaningful for LGBTQ+ people.
11. PARTICIAPTE in the AWEI Employee Survey to understand and act on your organisation's particular challenges for LGBTQ+ inclusion.

Pride in Diversity (2025). THE 2025 AWEI EMPLOYEE SURVEY PRACTICE POINTS EDITION 1: KEY INSIGHTS. ACON's Pride Inclusion Programs.

[i] From 2024, sector and industry determination has been via an organisation's expression of interest request rather than individual respondents being required to identify this information for their organisation. [Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0) | Australian Bureau of Statistics (abs.gov.au)](https://www.abs.gov.au)

[ii] Question change to encompass all people using Gender-neutral, rolling or other pronouns -
2020-2024 Question: I would be comfortable using they/them/their personal pronouns for a non-binary employee here,
2025 Question: I would be comfortable using gender-neutral pronouns (e.g., They/them/their) for an employee here

[iii] Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables, 2020 | Australian Bureau of Statistics (abs.gov.au)

[iv] In 2024 this question was asked separately to all other diversity questions in line with best practice to enable respondents to identify as one, both, or neither background. More detailed analysis will be able to be provided in future years.