



# +2023 AWEI Survey

New South Wales Police Force




## Q1: Page 2: CONSENT

	Count	Percentage	
Yes	279	100.00%	
No (Exit Survey)	0	0.00%	
	279		


## Q2: Page 3: State

	Count	Percentage	
ACT	3	1.08%	
NSW	275	98.57%	
NT	0	0.00%	
QLD	1	0.36%	
SA	0	0.00%	
TAS	0	0.00%	
VIC	0	0.00%	
WA	0	0.00%	
Overseas Office	0	0.00%	
	279		

## Q3: Page 3: Location

	Count	Percentage	
Capital City - (City Centre)	72	25.81%	
Capital City- (City Suburbs)	116	41.58%	
Regional city or town	76	27.24%	
Rural (Countryside)	11	3.94%	
Remote (Countryside & far from any towns or cities)	4	1.43%	
	279		

## Q4: Page 3: Employment type

	Count	Percentage	
Full-time (paid staff)	259	92.83%	
Part-time (paid staff)	12	4.30%	
Temporary/Casual (paid staff)	5	1.79%	

Contract (fixed term- paid staff)	2	0.72%	
Volunteer / Non paid staff member	1	0.36%	
Another Employment type	0	0.00%	
	279		

## Q5: Page 3: Employment Tenure

	Count	Percentage	
Less than 1 year	6	2.15%	
1-3 years	23	8.24%	■
3-5 years	21	7.53%	■
5-10 years	22	7.89%	■
10-20 years	82	29.39%	■
More than 20 years	125	44.80%	■
	279		





## Q6: Page 3: Direct Reports

	Count	Percentage	
Yes	153	54.84%	■
No	126	45.16%	■
	279		





## Q7: Page 3: Age

	Count	Percentage	
Under 18	0	0.00%	
18-24	4	1.43%	
25-34	52	18.64%	■
35-44	77	27.60%	■
45-54	102	36.56%	■
55-64	32	11.47%	■
65+	7	2.51%	
Prefer not to respond	5	1.79%	
	279		






## Q8: Page 3: Hierarchy/Seniority

	Count	Percentage	
Level 1. Leadership team - Leadership/executive team (CEO or equivalent and senior executives reporting to CEO not including EA/PA)	9	3.23%	
Level 2. Reporting to level 1 - Senior staff (including EA/PA to Executive team)	89	31.90%	
Level 3. Reporting to level 2 - Employees/Individual Contributor	177	63.44%	
Level 4. Reporting to any level - New Workforce entrants	4	1.43%	
	279		




## Q9: Page 4: Sex Recorded at Birth

	Count	Percentage	
Male	156	55.91%	
Female	116	41.58%	
A different term	1	0.36%	
Prefer not to respond	6	2.15%	
	279		

## Q10: Page 4: Gender Identity




	Count	Percentage	
Man or Male	152	54.48%	
Woman or Female	111	39.78%	
Non-binary	4	1.43%	
A different term	3	1.08%	
Prefer not to respond	9	3.23%	
	279		

## Q11: Page 4: Sexual Orientation

	Count	Percentage	
Straight (Heterosexual)	188	67.38%	
Gay, Lesbian (Homosexual)	58	20.79%	
Bisexual	12	4.30%	



Pansexual	3	1.08%	
Queer	2	0.72%	
Asexual	1	0.36%	
A different term	5	1.79%	
Prefer not to respond	10	3.58%	
	279		

### Q12: Page 4: Pronouns



	Count	Percentage	
He / Him	138	49.46%	
She / Her	106	37.99%	
They / Them	6	2.15%	
He / They	0	0.00%	
She / They	2	0.72%	
Another pronoun	6	2.15%	
Prefer not to respond	21	7.53%	
	279		

### Q13: Page 4: Additional Diversity




#### I am Aboriginal and/or Torres Strait Islander

	Count	Percentage	
Yes	18	6.45%	
No	249	89.25%	
Prefer not to respond	12	4.30%	
	279		




#### I identify as culturally, linguistically or ethnically diverse, a migrant, refugee or am a person of colour

	Count	Percentage	
Yes	42	15.05%	
No	228	81.72%	
Prefer not to respond	9	3.23%	
	279		




I am someone living with a disability or long-term health condition (may be physical, mental, intellectual or sensory)

	Count	Percentage	
Yes	37	13.26%	
No	232	83.15%	
Prefer not to respond	10	3.58%	
	279		




I am neurodiverse (example Autism, ADHD, Dyslexia)

	Count	Percentage	
Yes	21	7.53%	
No	249	89.25%	
Prefer not to respond	9	3.23%	
	279		

I am a person of faith/religious belief

	Count	Percentage	
Yes	94	33.69%	
No	176	63.08%	
Prefer not to respond	9	3.23%	
	279		




A diversity not listed above

	Count	Percentage	
Yes	6	2.15%	
No	259	92.83%	
Prefer not to respond	14	5.02%	
	279		

Q14: Page 4: Additional diversity Other (freetext)






T1(d), T1(f)

## Q15: Page 4: Gender diverse perceived as 'woman or female'






	Count	Percentage	
Yes	4	57.14%	
No	2	28.57%	
Prefer not to respond	1	14.29%	
	7		

## Q16: Page 5: Organisation Inclusion






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

	Count	Percentage	
Strongly agree	105	37.63%	
Agree	87	31.18%	
Neither agree nor disagree	45	16.13%	
Disagree	16	5.73%	
Strongly disagree	26	9.32%	
	279		






I think work in this aspect of diversity & inclusion has a positive influence on organisational culture

	Count	Percentage	
Strongly agree	85	30.47%	
Agree	86	30.82%	
Neither agree nor disagree	43	15.41%	
Disagree	35	12.54%	
Strongly disagree	30	10.75%	
	279		






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

	Count	Percentage	
Strongly agree	83	29.75%	
Agree	84	30.11%	
Neither agree nor disagree	51	18.28%	
Disagree	35	12.54%	
Strongly disagree	26	9.32%	
	279		






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

	Count	Percentage	
Strongly agree	58	20.86%	
Agree	57	20.50%	
Neither agree nor disagree	76	27.34%	
Disagree	41	14.75%	
Strongly disagree	46	16.55%	
	278		






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

	Count	Percentage	
Strongly agree	56	20.14%	
Agree	43	15.47%	
Neither agree nor disagree	46	16.55%	
Disagree	37	13.31%	
Strongly disagree	96	34.53%	
	278		






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

	Count	Percentage	
Strongly agree	98	35.13%	
Agree	130	46.59%	
Neither agree nor disagree	29	10.39%	
Disagree	13	4.66%	
Strongly disagree	9	3.23%	
	279		

I believe a person of diverse gender would be welcome in my team and treated no differently to anyone else






	Count	Percentage	
Strongly agree	76	27.24%	
Agree	115	41.22%	
Neither agree nor disagree	52	18.64%	
Disagree	25	8.96%	
Strongly disagree	11	3.94%	
	279		

I believe if a member of my team were to affirm their gender (begin openly identifying as a gender which is different from their sex recorded at birth), they would be fully supported by my team






	Count	Percentage	
Strongly agree	56	20.07%	
Agree	114	40.86%	
Neither agree nor disagree	66	23.66%	
Disagree	29	10.39%	
Strongly disagree	14	5.02%	
	279		








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

	Count	Percentage	
Strongly agree	54	19.49%	
Agree	160	57.76%	
Neither agree nor disagree	41	14.80%	
Disagree	16	5.78%	
Strongly disagree	6	2.17%	
	277		

I believe that my organisation is genuinely committed to LGBTQ diversity & inclusion






	Count	Percentage	
Strongly agree	57	20.50%	
Agree	139	50.00%	
Neither agree nor disagree	48	17.27%	
Disagree	27	9.71%	
Strongly disagree	7	2.52%	
	278		

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






	Count	Percentage	
Strongly agree	52	18.77%	
Agree	41	14.80%	
Neither agree nor disagree	59	21.30%	
Disagree	73	26.35%	
Strongly disagree	52	18.77%	
	277		

## Q17: Page 6:






I understand why my organisation puts effort into this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	66	24.18%	
Agree	139	50.92%	
Neither agree nor disagree	37	13.55%	
Disagree	14	5.13%	
Strongly disagree	17	6.23%	
	273		






There has been visibility and promotion of an internal employee network for sexuality & gender diverse employees and allies

	Count	Percentage	
Strongly agree	74	27.11%	
Agree	136	49.82%	
Neither agree nor disagree	37	13.55%	
Disagree	18	6.59%	
Strongly disagree	8	2.93%	
	273		






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

	Count	Percentage	
Strongly agree	49	18.01%	
Agree	134	49.26%	
Neither agree nor disagree	56	20.59%	
Disagree	26	9.56%	
Strongly disagree	7	2.57%	
	272		






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

	Count	Percentage	
Strongly agree	58	21.32%	
Agree	137	50.37%	
Neither agree nor disagree	51	18.75%	
Disagree	20	7.35%	
Strongly disagree	6	2.21%	
	272		






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

	Count	Percentage	
Strongly agree	39	14.34%	
Agree	109	40.07%	
Neither agree nor disagree	80	29.41%	
Disagree	34	12.50%	
Strongly disagree	10	3.68%	
	272		

## I have attended awareness or ally training here for this aspect of diversity & inclusion within the last year






	Count	Percentage	
Strongly agree	29	10.66%	
Agree	74	27.21%	
Neither agree nor disagree	44	16.18%	
Disagree	92	33.82%	
Strongly disagree	33	12.13%	
	272		

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






	Count	Percentage	
Strongly agree	69	25.37%	
Agree	80	29.41%	
Neither agree nor disagree	41	15.07%	
Disagree	38	13.97%	
Strongly disagree	44	16.18%	
	272		

Q18: Page 7:






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

	Count	Percentage	
Strongly agree	26	9.85%	
Agree	101	38.26%	
Neither agree nor disagree	75	28.41%	
Disagree	37	14.02%	
Strongly disagree	25	9.47%	
	264		






Managers/leaders are willing to address MILD bullying behaviours (e.g. negative commentary, jokes and/or innuendo) that target people of diverse sexuality

	Count	Percentage	
Strongly agree	37	14.02%	
Agree	109	41.29%	
Neither agree nor disagree	63	23.86%	
Disagree	34	12.88%	
Strongly disagree	21	7.95%	
	264		






Managers/leaders are willing to address MILD bullying behaviours (e.g. negative commentary, jokes and/or innuendo) that target people of diverse gender

	Count	Percentage	
Strongly agree	36	13.64%	
Agree	105	39.77%	
Neither agree nor disagree	67	25.38%	
Disagree	32	12.12%	
Strongly disagree	24	9.09%	
	264		






There are identified confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	58	22.14%	
Agree	115	43.89%	
Neither agree nor disagree	51	19.47%	
Disagree	21	8.02%	
Strongly disagree	17	6.49%	
	262		






I have witnessed MILD bullying behaviours (e.g. negative commentary, jokes and/or innuendo) targeting people of diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	29	10.98%	
Agree	48	18.18%	
Neither agree nor disagree	37	14.02%	
Disagree	86	32.58%	
Strongly disagree	64	24.24%	
	264		

I have witnessed more **SERIOUS** bullying targeting people of diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	14	5.30%	
Agree	11	4.17%	
Neither agree nor disagree	37	14.02%	
Disagree	89	33.71%	
Strongly disagree	113	42.80%	
	264		






Q19: Page 7: MILD bullying behaviours reporting to

	Count	Percentage	
Manager/leaders	102	39.38%	
Grievance officer or equivalent	23	8.88%	
Both manager/leader &/or grievance officer/equivalent	54	20.85%	
I would not report	47	18.15%	
Other (please specify)	33	12.74%	
	259		

Other (please specify)

T1(d), T1(f)





**Q20: Page 7: SERIOUS negative behaviours reporting to**

	Count	Percentage	
<b>Manager/leaders</b>	133	51.55%	
<b>Grievance officer or equivalent</b>	15	5.81%	
<b>Both manager/leader &amp;/or grievance officer/equivalent</b>	71	27.52%	
<b>I would not report</b>	18	6.98%	
<b>Other (please specify)</b>	21	8.14%	
	258		

**Other (please specify)**

T1(d), T1(f)





## Q21: Page 7: MILD bullying behaviours action

	Count	Percentage	
<b>I called out the behaviour</b>	41	53.25%	
<b>Someone else called out the behaviour</b>	5	6.49%	
<b>No one called out the behaviour</b>	25	32.47%	
<b>Unknown/Something Else</b>	6	7.79%	
	77		

### Unknown/Something Else

T1(d), T1(f)

## Q22: Page 7: SERIOUS negative behaviours action

	Count	Percentage	
<b>I called out the behaviour</b>	12	50.00%	
<b>Someone else called out the behaviour</b>	1	4.17%	
<b>No one called out the behaviour</b>	8	33.33%	
<b>Unknown/Something Else</b>	3	12.50%	
	24		






### Unknown/Something Else

T1(d), T1(f)








## Q23: Page 8:






I would be comfortable with other employees talking about their same-gender or gender diverse partners here

	Count	Percentage	
Strongly agree	123	47.13%	
Agree	87	33.33%	
Neither agree nor disagree	28	10.73%	
Disagree	11	4.21%	
Strongly disagree	12	4.60%	
	261		






I would be comfortable referring to another employee by a different name or personal pronoun if they were to affirm their gender (begin openly identifying as a gender which is different from their sex recorded at birth)

	Count	Percentage	
Strongly agree	110	42.15%	
Agree	64	24.52%	
Neither agree nor disagree	29	11.11%	
Disagree	23	8.81%	
Strongly disagree	35	13.41%	
	261		






I would be comfortable using they/them/their personal pronouns for a non-binary employee here

	Count	Percentage	
Strongly agree	93	35.77%	
Agree	61	23.46%	
Neither agree nor disagree	26	10.00%	
Disagree	30	11.54%	
Strongly disagree	50	19.23%	
	260		

I would be comfortable having 'all-gender' or 'gender-neutral' toilets on our floor/area  
(assume male/female toilets are still available)






	Count	Percentage	
Strongly agree	86	32.95%	
Agree	49	18.77%	
Neither agree nor disagree	31	11.88%	
Disagree	33	12.64%	
Strongly disagree	62	23.75%	
	261		

I would be comfortable with another employee bringing their same-gender or gender diverse partner to a work-related event






	Count	Percentage	
Strongly agree	138	53.08%	
Agree	91	35.00%	
Neither agree nor disagree	18	6.92%	
Disagree	3	1.15%	
Strongly disagree	10	3.85%	
	260		

Q24: Page 9:






I feel safe and included within my immediate team

	Count	Percentage	
Strongly agree	85	32.95%	
Agree	126	48.84%	
Neither agree nor disagree	19	7.36%	
Disagree	16	6.20%	
Strongly disagree	12	4.65%	
	258		






## I feel mentally well here

	Count	Percentage	
Strongly agree	47	18.22%	
Agree	117	45.35%	
Neither agree nor disagree	37	14.34%	
Disagree	39	15.12%	
Strongly disagree	18	6.98%	
	258		






## I feel I can be myself here

	Count	Percentage	
Strongly agree	63	24.42%	
Agree	109	42.25%	
Neither agree nor disagree	41	15.89%	
Disagree	31	12.02%	
Strongly disagree	14	5.43%	
	258		






## I feel productive here

	Count	Percentage	
Strongly agree	64	25.00%	
Agree	133	51.95%	
Neither agree nor disagree	29	11.33%	
Disagree	22	8.59%	
Strongly disagree	8	3.13%	
	256		

## I feel engaged with the organisation and my role






	Count	Percentage	
Strongly agree	55	21.32%	
Agree	110	42.64%	
Neither agree nor disagree	42	16.28%	
Disagree	33	12.79%	
Strongly disagree	18	6.98%	
	258		

## I feel a sense of belonging here

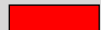




	Count	Percentage	
Strongly agree	57	22.09%	
Agree	94	36.43%	
Neither agree nor disagree	50	19.38%	
Disagree	37	14.34%	
Strongly disagree	20	7.75%	
	258		

## Q25: Page 10: Active Allies Support






### I know of active allies within my immediate area

	Count	Percentage	
Strongly agree	57	22.71%	
Agree	68	27.09%	
Neither agree nor disagree	58	23.11%	
Disagree	45	17.93%	
Strongly disagree	23	9.16%	
	251		






## I understand why active allies are important

	Count	Percentage	
Strongly agree	75	29.88%	
Agree	88	35.06%	
Neither agree nor disagree	46	18.33%	
Disagree	24	9.56%	
Strongly disagree	18	7.17%	
	251		






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

	Count	Percentage	
Strongly agree	54	21.51%	
Agree	90	35.86%	
Neither agree nor disagree	64	25.50%	
Disagree	28	11.16%	
Strongly disagree	15	5.98%	
	251		






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

	Count	Percentage	
Strongly agree	31	12.35%	
Agree	67	26.69%	
Neither agree nor disagree	62	24.70%	
Disagree	67	26.69%	
Strongly disagree	24	9.56%	
	251		




## I know of active executive allies or sponsor/s within my organisation

	Count	Percentage	
Strongly agree	42	16.73%	
Agree	81	32.27%	
Neither agree nor disagree	48	19.12%	
Disagree	55	21.91%	
Strongly disagree	25	9.96%	
	251		

## Employees who wish to be allies are supported to do so here






	Count	Percentage	
Strongly agree	40	16.06%	
Agree	73	29.32%	
Neither agree nor disagree	105	42.17%	
Disagree	17	6.83%	
Strongly disagree	14	5.62%	
	249		

## Q26: Page 10: Are you an Ally?






	Count	Percentage	
Active ally (I am active in my support)	83	32.94%	
Passive ally (I support LGBTQ inclusion but not actively)	146	57.94%	
Not an ally (I do not support LGBTQ inclusion)	23	9.13%	
	252		

## Q27: Page 10: Not an ally - Why?






People thinking that I am of diverse sexuality or gender stops me from being an active ally

	Count	Percentage	
Strongly agree	4	2.40%	
Agree	3	1.80%	
Neither agree nor disagree	28	16.77%	
Disagree	56	33.53%	
Strongly disagree	76	45.51%	
	167		






Concern of being ridiculed or the target of jokes stops me from being an active ally

	Count	Percentage	
Strongly agree	4	2.40%	
Agree	6	3.59%	
Neither agree nor disagree	21	12.57%	
Disagree	57	34.13%	
Strongly disagree	79	47.31%	
	167		






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

	Count	Percentage	
Strongly agree	29	17.47%	
Agree	20	12.05%	
Neither agree nor disagree	32	19.28%	
Disagree	39	23.49%	
Strongly disagree	46	27.71%	
	166		






## I do NOT have a personal interest in LGBTQ inclusion or in being an active ally

	Count	Percentage	
Strongly agree	40	23.95%	
Agree	55	32.93%	
Neither agree nor disagree	31	18.56%	
Disagree	21	12.57%	
Strongly disagree	20	11.98%	
	167		

## I am too busy to be an active ally

	Count	Percentage	
Strongly agree	16	9.64%	
Agree	43	25.90%	
Neither agree nor disagree	47	28.31%	
Disagree	35	21.08%	
Strongly disagree	25	15.06%	
	166		






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

	Count	Percentage	
Strongly agree	5	2.99%	
Agree	10	5.99%	
Neither agree nor disagree	29	17.37%	
Disagree	56	33.53%	
Strongly disagree	67	40.12%	
	167		








## Q28: Page 10: Influence to be Active Ally?






A better understanding of how to be an active ally

	Count	Percentage	
Strongly agree	9	5.39%	
Agree	24	14.37%	
Neither agree nor disagree	35	20.96%	
Disagree	52	31.14%	
Strongly disagree	47	28.14%	
	167		






More information about why active allies are so important

	Count	Percentage	
Strongly agree	4	2.40%	
Agree	22	13.17%	
Neither agree nor disagree	41	24.55%	
Disagree	54	32.34%	
Strongly disagree	46	27.54%	
	167		





More information on being an active ally with limited time

	Count	Percentage	
Strongly agree	10	6.02%	
Agree	25	15.06%	
Neither agree nor disagree	39	23.49%	
Disagree	49	29.52%	
Strongly disagree	43	25.90%	
	166		

## There is nothing that would convince me to be an active ally

	Count	Percentage	
Strongly agree	35	20.96%	
Agree	37	22.16%	
Neither agree nor disagree	38	22.75%	
Disagree	33	19.76%	
Strongly disagree	24	14.37%	
	167		

## There is something else that would help me be an active ally






	Count	Percentage	
Strongly agree	1	0.60%	
Agree	8	4.79%	
Neither agree nor disagree	61	36.53%	
Disagree	57	34.13%	
Strongly disagree	40	23.95%	
	167		

## Q29: Page 10: Other influence Ally Comment (Freetext)






T1(d), T1(f)

## Q30: Page 14: Organisation inclusion






Active allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	20	28.17%	
Agree	18	25.35%	
Neither agree nor disagree	22	30.99%	
Disagree	8	11.27%	
Strongly disagree	3	4.23%	
	71		






I have had a positive experience of inclusion within my immediate work area/team

	Count	Percentage	
Strongly agree	19	26.76%	
Agree	36	50.70%	
Neither agree nor disagree	9	12.68%	
Disagree	4	5.63%	
Strongly disagree	3	4.23%	
	71		






I have experienced discrimination in the past due to my diverse sexuality and/or gender here

	Count	Percentage	
Strongly agree	16	22.54%	
Agree	13	18.31%	
Neither agree nor disagree	13	18.31%	
Disagree	14	19.72%	
Strongly disagree	15	21.13%	
	71		






Overall the organisation commitment to people of diverse sexuality and/or gender has been positive

	Count	Percentage	
Strongly agree	14	19.72%	
Agree	36	50.70%	
Neither agree nor disagree	12	16.90%	
Disagree	6	8.45%	
Strongly disagree	3	4.23%	
	71		

The level of executive endorsement of sexuality and/or gender diverse inclusion initiatives has been positive

	Count	Percentage	
Strongly agree	20	28.17%	
Agree	26	36.62%	
Neither agree nor disagree	13	18.31%	
Disagree	8	11.27%	
Strongly disagree	4	5.63%	
	71		

I expend time editing conversations or hiding who I am

	Count	Percentage	
Strongly agree	4	5.63%	
Agree	17	23.94%	
Neither agree nor disagree	19	26.76%	
Disagree	15	21.13%	
Strongly disagree	16	22.54%	
	71		

Q31: Page 14: What is your organisation like? (Freetext)

T1(d), T1(f)

T1(d), T1(f)

# +2023 AWEI Survey

New South Wales Police Force

T1(d), T1(f)

T1(d), T1(f)

# +2023 AWEI Survey





New South Wales Police Force

T1(d), T1(f)






## Q32: Page 15: Degree of being 'out'

	Count	Percentage	
Out to everyone	39	55.71%	






<b>Out to most</b>	17	24.29%	
<b>Selected few only</b>	6	8.57%	
<b>Not at all</b>	6	8.57%	
<b>Prefer not to respond (you will receive no more questions about your experiences relating to your diverse sexuality)</b>	2	2.86%	
	70		

### Q33: Page 15: Recommend Organisation






	Count	Percentage	
<b>Yes</b>	48	68.57%	
<b>No</b>	15	21.43%	
<b>Prefer not to respond</b>	7	10.00%	
	70		

### Q34: Page 15: Out at Work






Inclusion initiatives here for people of diverse sexuality have had a positive impact on how I feel about my own sexuality

	Count	Percentage	
<b>Strongly agree</b>	13	24.07%	
<b>Agree</b>	14	25.93%	
<b>Neither agree or disagree</b>	20	37.04%	
<b>Disagree</b>	5	9.26%	
<b>Strongly disagree</b>	2	3.70%	
	54		






There are visible out role models within the organisation that have the same, or similar, sexuality as me

	Count	Percentage	
<b>Strongly agree</b>	13	23.64%	
<b>Agree</b>	21	38.18%	
<b>Neither agree or disagree</b>	9	16.36%	
<b>Disagree</b>	7	12.73%	
<b>Strongly disagree</b>	5	9.09%	
	55		






I feel my performance is positively impacted by being out here

	Count	Percentage	
Strongly agree	10	18.18%	
Agree	18	32.73%	
Neither agree or disagree	21	38.18%	
Disagree	5	9.09%	
Strongly disagree	1	1.82%	
	55		





I do not believe my sexuality would have any impact on career progression here

	Count	Percentage	
Strongly agree	21	38.18%	
Agree	14	25.45%	
Neither agree or disagree	8	14.55%	
Disagree	6	10.91%	
Strongly disagree	6	10.91%	
	55		






I have not encountered any exclusion based on my sexuality here

	Count	Percentage	
Strongly agree	20	36.36%	
Agree	15	27.27%	
Neither agree or disagree	7	12.73%	
Disagree	9	16.36%	
Strongly disagree	4	7.27%	
	55		






## I feel more inclined to stay here

	Count	Percentage	
Strongly agree	12	21.82%	
Agree	20	36.36%	
Neither agree or disagree	18	32.73%	
Disagree	5	9.09%	
Strongly disagree	0	0.00%	
	55		

## I would feel comfortable and safe discussing workplace issues related to my diverse sexuality with my manager






	Count	Percentage	
Strongly agree	18	33.96%	
Agree	13	24.53%	
Neither agree or disagree	10	18.87%	
Disagree	6	11.32%	
Strongly disagree	6	11.32%	
	53		

## I feel fully supported by my team in terms of my diverse sexuality






	Count	Percentage	
Strongly agree	18	32.73%	
Agree	23	41.82%	
Neither agree or disagree	7	12.73%	
Disagree	6	10.91%	
Strongly disagree	1	1.82%	
	55		

## Q35: Page 15: Not Out at Work






I do not want to be labelled because of my diverse sexuality

	Count	Percentage	
Strongly agree	2	16.67%	
Agree	3	25.00%	
Neither agree or disagree	1	8.33%	
Disagree	2	16.67%	
Strongly disagree	4	33.33%	
	12		






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

	Count	Percentage	
Strongly agree	2	16.67%	
Agree	2	16.67%	
Neither agree or disagree	2	16.67%	
Disagree	1	8.33%	
Strongly disagree	5	41.67%	
	12		






I am not comfortable enough within myself to be out here

	Count	Percentage	
Strongly agree	1	8.33%	
Agree	3	25.00%	
Neither agree or disagree	3	25.00%	
Disagree	1	8.33%	
Strongly disagree	4	33.33%	
	12		






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

	Count	Percentage	
Strongly agree	3	25.00%	
Agree	3	25.00%	
Neither agree or disagree	1	8.33%	
Disagree	2	16.67%	
Strongly disagree	3	25.00%	
	12		






## I am concerned I would become the target of sexualised jokes/innuendo

	Count	Percentage	
Strongly agree	2	16.67%	
Agree	2	16.67%	
Neither agree or disagree	1	8.33%	
Disagree	3	25.00%	
Strongly disagree	4	33.33%	
	12		






## I fear being the target of discrimination due to my diverse sexuality

	Count	Percentage	
Strongly agree	2	16.67%	
Agree	3	25.00%	
Neither agree or disagree	1	8.33%	
Disagree	2	16.67%	
Strongly disagree	4	33.33%	
	12		



I feel the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted my willingness to be out here

	Count	Percentage	
Strongly agree	3	25.00%	
Agree	1	8.33%	
Neither agree or disagree	1	8.33%	
Disagree	3	25.00%	
Strongly disagree	4	33.33%	
	12		




I avoid inclusion initiatives because I don't want people to know that I am of diverse sexuality

	Count	Percentage	
Strongly agree	2	16.67%	
Agree	1	8.33%	
Neither agree or disagree	3	25.00%	
Disagree	2	16.67%	
Strongly disagree	4	33.33%	
	12		

Q36: Page 15: Target of Mild B&H



	Count	Percentage	
Yes	23	37.10%	
No	39	62.90%	
	62		

Q37: Page 15: Target of Mild B&H - Reporting



	Count	Percentage	
Manager/leaders	4	17.39%	
Grievance officer or equivalent	0	0.00%	
I did NOT report	17	73.91%	
Other (please specify)	2	8.70%	
	23		

Other (please specify)

## Q38: Page 15: Target of Serious B&H

	Count	Percentage	
Yes	5	8.06%	
No	57	91.94%	
	62		

## Q39: Page 15: Target of Serious B&H - Reporting





	Count	Percentage	
Manager/leaders	3	60.00%	
Grievance officer or equivalent	0	0.00%	
I did NOT report	2	40.00%	
Other (please specify)	0	0.00%	
	5		

### Other (please specify)

No Responses Exist...





## Q40: Page 16: Recruitment

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





	Count	Percentage	
Strongly agree	2	28.57%	
Agree	1	14.29%	
Neither agree or disagree	2	28.57%	
Disagree	2	28.57%	
Strongly disagree	0	0.00%	
	7		







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

	Count	Percentage	
Strongly agree	2	28.57%	
Agree	0	0.00%	
Neither agree or disagree	1	14.29%	
Disagree	2	28.57%	
Strongly disagree	2	28.57%	
	7		




## Application forms were inclusive of diverse gender applicants

	Count	Percentage	
Strongly agree	2	28.57%	
Agree	0	0.00%	
Neither agree or disagree	3	42.86%	
Disagree	1	14.29%	
Strongly disagree	1	14.29%	
	7		




## I disclosed my gender diversity during the application process

	Count	Percentage	
Strongly agree	2	28.57%	
Agree	0	0.00%	
Neither agree or disagree	1	14.29%	
Disagree	2	28.57%	
Strongly disagree	2	28.57%	
	7		





I faced barriers with background/criminal checks because I was known by another name or gender

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	3	42.86%	
Disagree	1	14.29%	
Strongly disagree	3	42.86%	
	7		






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

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	2	28.57%	
Disagree	1	14.29%	
Strongly disagree	4	57.14%	
	7		





I had fears of being outed during the process

	Count	Percentage	
Strongly agree	1	14.29%	
Agree	0	0.00%	
Neither agree or disagree	2	28.57%	
Disagree	1	14.29%	
Strongly disagree	3	42.86%	
	7		




## I had fears of being discriminated because of my gender diversity

	Count	Percentage	
Strongly agree	1	14.29%	
Agree	1	14.29%	
Neither agree or disagree	2	28.57%	
Disagree	1	14.29%	
Strongly disagree	2	28.57%	
	7		

## I felt there was visibility of inclusion for gender diverse people here

	Count	Percentage	
Strongly agree	2	28.57%	
Agree	2	28.57%	
Neither agree or disagree	2	28.57%	
Disagree	1	14.29%	
Strongly disagree	0	0.00%	
	7		

## 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 or disagree	3	42.86%	
Disagree	1	14.29%	
Strongly disagree	3	42.86%	
	7		

## Q41: Page 16: Recruitment Disadvantage how? (Freetext)





No Responses Exist...

## Q42: Page 16: Policies






There is acknowledgement of gender diversity beyond the binary of male/female

	Count	Percentage	
Strongly agree	1	14.29%	
Agree	3	42.86%	
Neither agree or disagree	0	0.00%	
Disagree	2	28.57%	
Strongly disagree	1	14.29%	
	7		





There is freedom to use toilets of choice

	Count	Percentage	
Strongly agree	1	14.29%	
Agree	1	14.29%	
Neither agree or disagree	0	0.00%	
Disagree	1	14.29%	
Strongly disagree	4	57.14%	
	7		






There is availability of 'all-gender' or 'gender-neutral' toilets

	Count	Percentage	
Strongly agree	1	14.29%	
Agree	1	14.29%	
Neither agree or disagree	1	14.29%	
Disagree	1	14.29%	
Strongly disagree	3	42.86%	
	7		




## There is support to dress in a manner that aligns with my gender identity/expression

	Count	Percentage	
Strongly agree	2	28.57%	
Agree	2	28.57%	
Neither agree or disagree	1	14.29%	
Disagree	0	0.00%	
Strongly disagree	2	28.57%	
	7		



## There are well communicated policies to support those affirming their gender

	Count	Percentage	
Strongly agree	2	28.57%	
Agree	1	14.29%	
Neither agree or disagree	1	14.29%	
Disagree	1	14.29%	
Strongly disagree	2	28.57%	
	7		

## Q43: Page 17: Degree of being 'open'



	Count	Percentage	
Open to everyone	5	71.43%	
Open to most	0	0.00%	
Selected few only	1	14.29%	
Not at all	1	14.29%	
Prefer not to respond (you will receive no more questions about your experiences at work around your diverse gender)	0	0.00%	
	7		

## Q44: Page 17: Recommend Organisation





	Count	Percentage	
Yes	4	57.14%	
No	3	42.86%	
Prefer not to respond	0	0.00%	

	7
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### Q45: Page 17: Affirmation process undertaken




	Count	Percentage	
Yes	5	71.43%	
No, but I have in a previous workplace	0	0.00%	
No, I have not affirmed my gender identity at any workplace	2	28.57%	
	7		

### Q46: Page 17: Happy with affirmation process here



	Count	Percentage	
Strongly agree	2	40.00%	
Agree	1	20.00%	
Neither agree or disagree	1	20.00%	
Disagree	0	0.00%	
Strongly disagree	1	20.00%	
	5		

### Q47: Page 17: Open at work




People make an effort to use my personal pronouns

	Count	Percentage	
Strongly agree	3	60.00%	
Agree	1	20.00%	
Neither agree or disagree	1	20.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	5		




**I have been deliberately misgendered within the last year**

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	1	20.00%	
Disagree	0	0.00%	
Strongly disagree	4	80.00%	
	5		




**I feel that our LGBTQ Employee Network is fully inclusive of employees of diverse gender and/or trans experience**

	Count	Percentage	
Strongly agree	3	60.00%	
Agree	1	20.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	20.00%	
	5		




**Inclusion initiatives for people of diverse gender have had a positive impact on how I feel about my own gender diversity**

	Count	Percentage	
Strongly agree	1	25.00%	
Agree	2	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	25.00%	
	4		




There are visible out role models within the organisation that have the same, or similar, gender diversity as me

	Count	Percentage	
Strongly agree	1	25.00%	
Agree	0	0.00%	
Neither agree or disagree	1	25.00%	
Disagree	0	0.00%	
Strongly disagree	2	50.00%	
	4		

I feel my performance is positively impacted by being out here

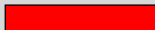


	Count	Percentage	
Strongly agree	1	25.00%	
Agree	1	25.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	2	50.00%	
	4		

I do not believe my gender identity would have any impact on my career progression





	Count	Percentage	
Strongly agree	2	50.00%	
Agree	0	0.00%	
Neither agree or disagree	1	25.00%	
Disagree	0	0.00%	
Strongly disagree	1	25.00%	
	4		





I have not experienced any exclusion based on my gender diversity here

	Count	Percentage	
Strongly agree	2	50.00%	
Agree	0	0.00%	
Neither agree or disagree	1	25.00%	
Disagree	0	0.00%	
Strongly disagree	1	25.00%	
	4		

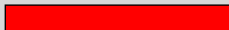

I feel more inclined to stay here

	Count	Percentage	
Strongly agree	1	25.00%	
Agree	1	25.00%	
Neither agree or disagree	1	25.00%	
Disagree	0	0.00%	
Strongly disagree	1	25.00%	
	4		

I would feel comfortable and safe discussing workplace issues related to my gender diversity with my manager



	Count	Percentage	
Strongly agree	3	75.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	25.00%	
	4		

## I feel fully supported by my team in terms of my gender diversity



	Count	Percentage	
Strongly agree	3	75.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	25.00%	
	4		

## Q48: Page 17: Not Open at work

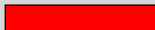

### I do not want to be labelled because of my diverse gender

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	50.00%	
Strongly disagree	0	0.00%	
	2		


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

	Count	Percentage	
Strongly agree	1	50.00%	
Agree	1	50.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		


**I am not comfortable enough within myself to be open here**

	Count	Percentage	
Strongly agree	1	50.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	1	50.00%	
	2		

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

	Count	Percentage	
Strongly agree	2	100.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

**I am concerned I would become the target of jokes/innuendo around my gender**

	Count	Percentage	
Strongly agree	2	100.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

**I fear being the target of discrimination due to my diverse gender**

	Count	Percentage	
Strongly agree	2	100.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

**I feel the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted my willingness to be open here**

	Count	Percentage	
Strongly agree	2	100.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	2		

**I avoid inclusion initiatives because I don't want people to know that I am of diverse gender**

	Count	Percentage	
Strongly agree	1	50.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	50.00%	
Strongly disagree	0	0.00%	
	2		

**Q49: Page 17: Target of Mild B&H**

	Count	Percentage	
Yes	2	40.00%	
No	3	60.00%	
	5		

## Q50: Page 17: Target of Mild B&H - Reporting

	Count	Percentage
Manager/leaders	0	0.00%
Grievance officer or equivalent	0	0.00%
I did NOT report	2	100.00%
Other (please specify)	0	0.00%
	2	

Other (please specify)

No Responses Exist...

## Q51: Page 17: Target of Serious B&H

	Count	Percentage
Yes	0	0.00%
No	5	100.00%
	5	

## Q52: Page 17: Target of Serious B&H - Reporting






	Count	Percentage
Manager/leaders	0	0.00%
Grievance officer or equivalent	0	0.00%
I did NOT report	0	0.00%
Other (please specify)	0	0.00%
	0	

Other (please specify)






No Responses Exist...

## Q53: Page 18: Experiences




There are women or non-binary people of similar, or the same, identity as me who are visible out and/or open role models within my workplace

	Count	Percentage	
Strongly agree	11	26.83%	
Agree	13	31.71%	
Neither agree or disagree	8	19.51%	
Disagree	5	12.20%	
Strongly disagree	4	9.76%	
	41		




There are women or non-binary people of similar, or the same, identity as me who are out and/or open within senior leadership or executive positions

	Count	Percentage	
Strongly agree	9	21.95%	
Agree	8	19.51%	
Neither agree or disagree	12	29.27%	
Disagree	9	21.95%	
Strongly disagree	3	7.32%	
	41		






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

	Count	Percentage	
Strongly agree	14	35.00%	
Agree	17	42.50%	
Neither agree or disagree	9	22.50%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	40		




I can easily separate the unique challenges of being (or being perceived as) a woman in the workplace, and those of being LGBTQ

	Count	Percentage	
Strongly agree	15	36.59%	
Agree	21	51.22%	
Neither agree or disagree	5	12.20%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	41		

The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being (or being perceived as) a woman






	Count	Percentage	
Strongly agree	9	21.95%	
Agree	6	14.63%	
Neither agree or disagree	15	36.59%	
Disagree	9	21.95%	
Strongly disagree	2	4.88%	
	41		

Q54: Page 18: LGBTQ Org Network?





	Count	Percentage	
Yes	35	79.55%	
No	1	2.27%	
Unsure	8	18.18%	
	44		

## Q55: Page 18: LGBTQ Network -Opinions






There are women or non-binary people of similar, or the same, identity as me active within the LGBTQ employee network here

	Count	Percentage	
Strongly agree	14	42.42%	
Agree	14	42.42%	
Neither agree or disagree	3	9.09%	
Disagree	1	3.03%	
Strongly disagree	1	3.03%	
	33		

Our LGBTQ employee network feels inclusive of people of similar or the same identity as me

	Count	Percentage	
Strongly agree	14	42.42%	
Agree	11	33.33%	
Neither agree or disagree	6	18.18%	
Disagree	2	6.06%	
Strongly disagree	0	0.00%	
	33		

I involve myself in the activities put on by our LGBTQ employee network




	Count	Percentage	
Strongly agree	8	24.24%	
Agree	9	27.27%	
Neither agree or disagree	4	12.12%	
Disagree	10	30.30%	
Strongly disagree	2	6.06%	
	33		

## Q56: Page 18: Why not involved in Network? (Freetext)

T1(d), T1(f)







## Q57: Page 18: Gender Equity Program?





	Count	Percentage	
Yes	21	48.84%	
No	4	9.30%	
Unsure	18	41.86%	
	43		

## Q58: Page 18: Gender Equity Program - Opinion





The gender equity network in my workplace feels inclusive of people of similar or the same identity as me

	Count	Percentage	
Strongly agree	9	45.00%	
Agree	8	40.00%	
Neither agree or disagree	1	5.00%	
Disagree	2	10.00%	
Strongly disagree	0	0.00%	
	20		

The gender equity initiatives, e.g., 'women in leadership' training and targets, feel inclusive of people of similar or the same identity as me

	Count	Percentage	
Strongly agree	9	45.00%	
Agree	7	35.00%	
Neither agree or disagree	1	5.00%	
Disagree	3	15.00%	
Strongly disagree	0	0.00%	
	20		

I involve myself in the activities put on by our gender equity network






	Count	Percentage	
Strongly agree	8	38.10%	
Agree	2	9.52%	
Neither agree or disagree	4	19.05%	
Disagree	7	33.33%	
Strongly disagree	0	0.00%	
	21		

**Q59: Page 18: Why not involved - Gender Equity Program? (Freetext)**






T1(d), T1(f)

## Q60: Page 19:






The organisation's diversity initiatives for the inclusion of people of diverse sexuality and/or gender have been adequately communicated within our site/office

	Count	Percentage	
Strongly agree	13	16.67%	
Agree	29	37.18%	
Neither agree or disagree	25	32.05%	
Disagree	7	8.97%	
Strongly disagree	4	5.13%	
	78		






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

	Count	Percentage	
Strongly agree	10	12.82%	
Agree	20	25.64%	
Neither agree or disagree	20	25.64%	
Disagree	20	25.64%	
Strongly disagree	8	10.26%	
	78		






I am able to easily connect into head office activities for this area of diversity & inclusion

	Count	Percentage	
Strongly agree	11	14.10%	
Agree	18	23.08%	
Neither agree or disagree	26	33.33%	
Disagree	13	16.67%	
Strongly disagree	10	12.82%	
	78		

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

	Count	Percentage	
Strongly agree	12	15.38%	
Agree	31	39.74%	
Neither agree or disagree	20	25.64%	
Disagree	7	8.97%	
Strongly disagree	8	10.26%	
	78		

**I know of a local person/champion to help drive sexuality and/or gender diversity inclusion initiatives here**

	Count	Percentage	
Strongly agree	13	16.67%	
Agree	24	30.77%	
Neither agree or disagree	20	25.64%	
Disagree	15	19.23%	
Strongly disagree	6	7.69%	
	78		

**Q61: Page 19: In regard to LGBTQ inclusion initiatives within your regional/rural/remote city location, is there anything you would like to add? (Freertext)**

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T1(d), T1(f)

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## Q62: Page 20: Overseas Location

	Count	Percentage
Africa (excl. Middle East)	0	0.00%
Asia (excl. Middle East)	0	0.00%
Europe (excl. Middle East)	0	0.00%
Middle East	0	0.00%
North & Central America (incl. The Caribbean)	0	0.00%
South America	0	0.00%
Oceania	0	0.00%
	0	

## Q63: Page 20: Staff Experiences

I work in a country where it is acceptable to support 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	

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

There is a person or team leading inclusion initiatives for 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	0	0.00%
	0	



There are visible senior champions for 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	0	0.00%
	0	

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	0	0.00%
	0	

**Q64: Page 20: In regard to LGBTQ inclusion initiatives within your overseas location, is there anything you would like to add? (Freetext)**

No Responses Exist...

**Q65: Page 22: Is there anything that you feel your organisation does particularly well in regard to inclusion initiatives for people of diverse sexuality and/or gender? (Freetext)**

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**Q66: Page 22: Is there anything in particular that you feel needs to be improved in this area within your organisation? (Freetext)**

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