AWEI PRACTICE
POINTS
DATA DRIVEN ANALYSIS
FOR D&I PROFESSIONALS
pride in diversity
LGBTI INCLUSION MATTERS
ENGAGEMENT DATA: AUGUST 2019

AWEI 2019 KEY TAKEOUTS:

OUT AT WORK • LGBTI ENGAGEMENT •

This edition of **AWEI PRACTICE POINTS** focuses on being out, open and authentic at work and the impacts to LGBTI engagement as a result. **This year the survey collected responses from 27,347 respondents; 5257 of which 19% (n5,257) identified as LGBTI. 63% of those with a diverse sexual orientation were completely out/open at work (as opposed to approximately 50% last year); 28% of trans & gender diverse people and 29% of intersex people.**

"BEING OUT" - AGE IS STILL A FACTOR!

Last year we reported that 18-24 year olds were least likely to be out at work with only 28% of people within this age demographic indicating that they were out completely.

This year we saw a significant improvement within this demographic with 44% of 18-24 year olds now stating that they are completely out at work; a 57% increase on last year's numbers. However, age is still a determining factor when it comes to being out. While the incremental link between age and being out at work was clear for sexual orientation, the same linkage could not be made for trans/gender diverse or intersex people.

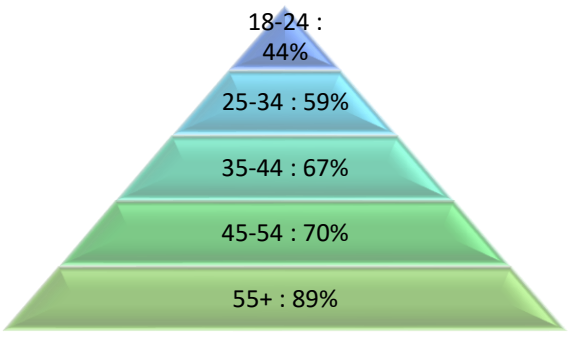

Figure 1 Being Out (Orientation Only) by Age

STILL NO. 1 REASON FOR NOT BEING OUT AT WORK – SEXUAL ORIENTATION

The number one reason for not wanting to be out for those of diverse sexuality was not wanting to be labelled (42%), closely following by 41.8% of respondents claiming that they were just not comfortable enough to be out at work.

BEING "OUT" OR OPEN AT WORK ACROSS ALL IDENTITIES

Of the 5016 respondents with a diverse sexuality, 63% stated that they were completely out at work, 26% were only out to selected people and 11% stated that they were not out at all.

In terms of trans and gender diverse respondents (n355); 29% stated that they were open about their gender identity at work, 62% stated that they were not (remaining did not respond). However, we need to be mindful that for many of those who have affirmed their gender, there would be no benefit or perceived need to disclose their trans history. Living their affirmed gender *is* being authentic.

Of the 29 intersex people who responded, 41% stated that they were open about being intersex at work.

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ENGAGEMENT DATA

This year we asked a series of questions that are popular in assessing employee engagement and asked those who are intersex, of diverse sexuality and/or gender to self-assess what they believe were the top four positive and negative impacts of being out/open at work.

DIVERSE SEXUALITY

Top 4 positive impacts: being out at work

More Engaged 50.5%	More Productive 47.4%
More Inclined to Stay 45.9%	More inclined to talk postively about the organisation 44.8%

By comparison, the top 4 -ve impacts of being out were: *Less inclined to Network 2.5%; Less inclined to talk positively about the organisation 1.8% Less Engaged 1.7%; More Inclined to Leave 1.6%;*

BEING COMPLETELY OUT HAS A SIGNIFICANT IMPACT ON ENGAGEMENT DATA (DIVERSE SEXUALITY)

The impact of being completely out at work for those of diverse sexuality, as opposed to only being partially out at work had a significant impact of engagement (see chart below).

TRANS & GENDER DIVERSE EMPLOYEES:

Top 4 positive impacts: being open re: Gender Identity or Trans History at work

More Productive 47.6%	More Engaged 45.4%
More Inclined to Network 44.1%	More inclined to talk postively about the organisation 44.1%

By comparison, the top 4 -ve impacts of being out were: *Less inclined to Network 6.2%; Less inclined to engage in organisational activities 5.7% Less inclined to talk positively about the organisation 5.3%; More inclined to leave 4.9%*

INTERSEX EMPLOYEES:

Top 4 positive impacts: being open at work

Intersex respondents were much lower in number than those of diverse sexuality or gender with only 29 people responding to these questions.

More Inclined to Stay 45.5%	More Engaged 36.4%
More Inclined to Network 36.4%	More inclined to talk postively about the organisation 27.3%

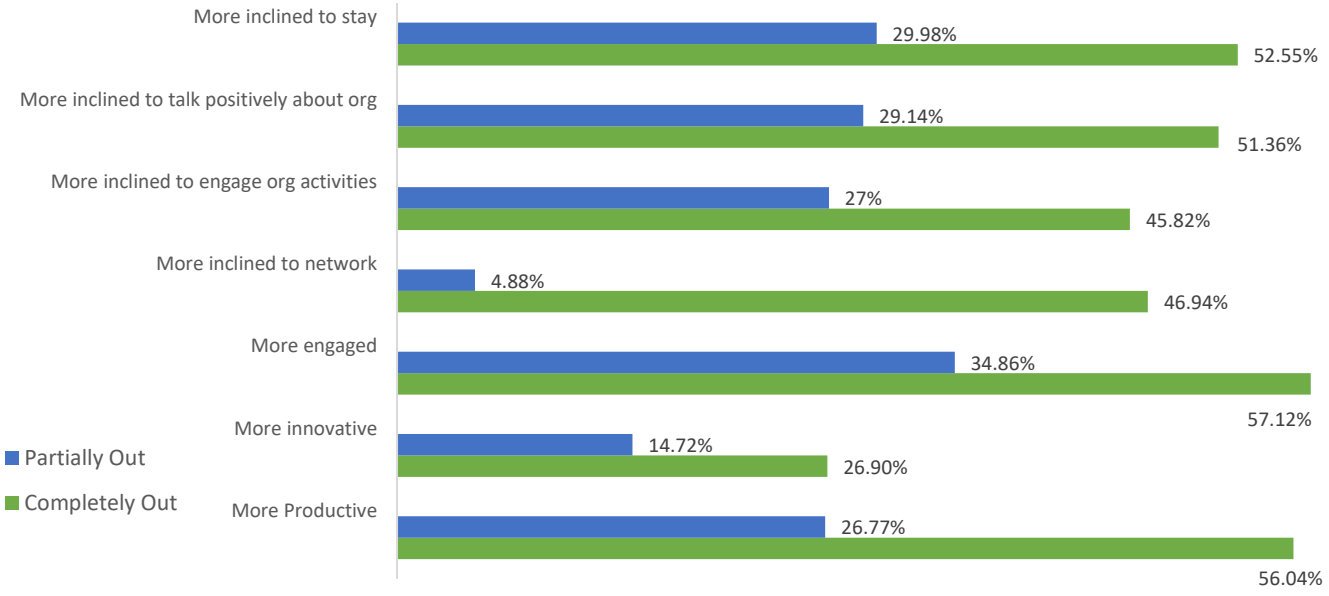
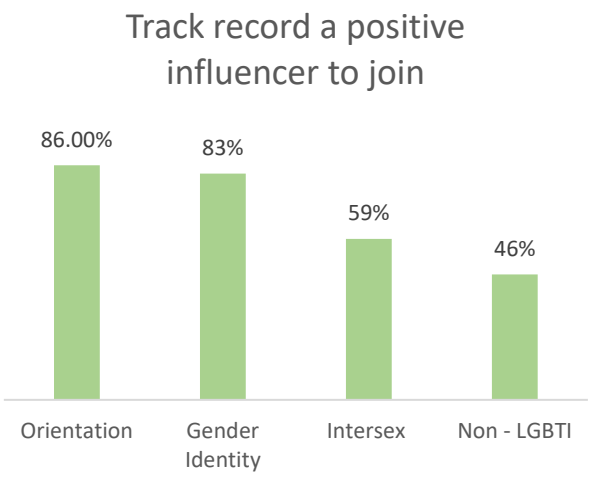


Figure 2 Impact of being completely out (diverse sexuality) vs partially out on engagement

JOINING DECISIONS

Having a positive track record in LGBTI inclusion is still a positive influencer on a candidate's decision to join an organisation.



KEY TAKEOUTS

- We have noted increases in the number of people overall who are out at work. 63% of the 5,016 sexually diverse respondents reported being completely out at work up from approximately 50% last year.
- In terms of sexual orientation, there appears to be a strong link between being out at work and age (the older you are, the more likely you are to be out).
- Being more engaged and more inclined to talk positively about the organisations were the two common top 4 positive impacts across all identities when it came to being out/open at work.
- On average 24% more respondents (sexual orientation only) reported a positive improvement across engagement questions when compared to those who were not completely out at work.
- A positive track record is still a positive influencer across all LGBTI groups and almost 50% of non-LGBTI people when it comes to selecting an organisation to work for.

CONSIDERATIONS

- Our data suggests that being completely out at work positively impacts levels of self-reported engagement when compared to those who are only partially out at work. This may be an area to investigate within your own diversity surveys.
- Not wanting to be labelled is still the No. 1 reason for people not disclosing in the workplace. Do we need to do more work on person centred language and call out identity labelling?
- Younger people are still more inclined to hide their sexuality – how does this impact your search for talent? your graduate programs? Are we doing enough to communicate inclusivity? Do young people feel that disclosing their orientation will have a negative impact on career progression? Do our managers role model inclusivity enough?
- While there are positive impacts to being out for people of diverse sexualities; we need to be mindful that for many people with a trans history; being open about their trans history is **not** being authentic (the reverse being true regarding sexual orientation). Disclosing a trans history may in fact be taking a step backwards and one which would not be encouraged *unless* the individual wishes to stand as a role model or speak out for others. We should not be viewing the data for trans/gender diverse people or intersex people in terms of being out/open in the same way as we view being out in terms of sexual orientation.

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The Australian Workplace Equality Index (AWEI) is Australia's national benchmark for LGBTI Inclusion within the workplace. The accompanying AWEI Employee Survey captures lived experience, perceptions and views of those working within workplaces active in this space. 2019 AWEI Employee Survey captured 27,347 results responses. These data sheets, designed to inform practice, along with videos and blogs are published regularly by Pride in Diversity.