AWEI PRACTICE
POINTS
DATA DRIVEN ANALYSIS
FOR D&I PROFESSIONALS
pride in diversity
LGBTI INCLUSION MATTERS
LGBTIQ WOMEN : SEPTEMBER 2019

LGBTIQ WOMEN

In 2018, Pride in Diversity worked with PwC on a joint project called ***Where are all the women?*** This report investigated the low visibility and engagement of same-sex attracted women within workplace initiatives.

Many years of AWEI data has shown that women are less likely to be out at work than men; they are less engaged in network activities but most importantly, they highly value yet see very few out female role models in the workplace.

We wanted to investigate this year's data to determine if there were any shifts or changes to the annual patterns that we have identified and to see if we could add additional insight to the findings identified in ***Where are all the women?***

OUR AWEI2019 DEMOGRAPHIC

To understand the dual challenges of being both a woman in the workplace *and* one of diverse sexuality, gender, or intersex variation we limited our search to LGBTIQ people who clearly identified as women.

The following cohort responded:

Participation	
Women of diverse sexuality	2090
Women with a trans history	65
Asexual women	54
Those who identified as women and gender diverse	4
Intersex Women	10

DIVERSE SEXUALITY – HOW DO WOMEN DESCRIBE THEIR SEXUALITY?

How women define their sexual orientation varies greatly with a high number of women referencing an adversity to labels.

For those who chose to respond to a predefined list of orientations, the breakdown collected was as follows:

Participation	**(n=2090)**
Gay/Lesbian	53.59% (n1120)
Bisexual	29.09% (n608)
Queer	6.41% (n134)
Pansexual	8.04% (n168)
Asexual	2.56% (n54)

However, when given the opportunity to self-identify, the following word cloud gives an indication of word frequency.

BEING OUT AT WORK (SEXUALITY)

The 2019 Survey once again shows that LGBTIQ women are less likely than GBTIQ men to be out at work; and when they are out, less likely to feel comfortable being out amongst their colleagues.

However when it comes to workplace inclusion, LGBTIQ women are 3% more likely to feel that LGBTIQ inclusion initiatives are important to a culture and 5% more likely to feel that OUT role models add to their sense of inclusion.

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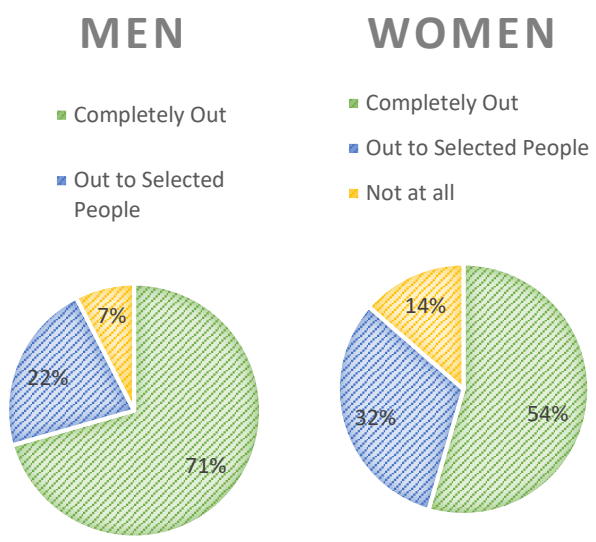


WOMEN OUT AT WORK & +IVE IMPACTS

The fact that Gay/Lesbian women are much more likely to be out than Bisexual women is consistent with AWEI findings over the last 5 years. New to this year's study was the inclusion of women who identify as Queer, Pansexual, Asexual and those with a trans history, and whether they are out regarding their sexual orientation.

Sexual Orientation	Completely Out	Out to selected people only
Gay/Lesbian Women (n1330)	76.99%	19.73%
Bisexual Women (n612)	25.16%	47.71%
Pansexual Women (n168)	32.14%	50.00%
Queer Women (n134)	45.52%	37.31%
Asexual Women (n54)_	12.96%	40.74%
Women Trans History (n65)	66.67%	21.57%

We asked the women who were out at work whether being out had a positive impact on common engagement factors such as productivity, innovation, engagement, inclination to stay at an organisation etc. While the positive impact reported for out women was less than for out men, a significant number of women reported that being out did have a positive impact.

What was particularly interesting to us was the difference that being *completely* out at work made (as opposed to being out to selected people only).

The reported difference on factors such as being more engaged, more productive, more inclined to stay within an organisation were notably higher for those who were completely than for those who were only out to selected people.

Positive Impacts of being out at work	**LGBTIQ Women Completely Out (n1139)**	**LGBTIQ Women Out to selected few (n667)**
More productive	46.2%	21.4%
More innovative	21.4%	12.4%
More engaged	51.9%	33.9%
More inclined to network	39.9%	25.9%
More inclined to engage in organisational activities	41.6%	27.4%
More inclined to talk positively about the organisation	46.9%	30.2%
More inclined to stay with the organisation	48.3%	28.5%

It is therefore highly beneficial for an organisation to create a workplace culture in which LGBTIQ women can be comfortable being out. To add to the male/female comparison, LGBTIQ women are 28% less inclined than GBTIQ men to accept a role in an organisation that was not active in LGBTIQ inclusion (assuming comparable pay/work). This activity is clearly important to LGBTIQ women.

TARGET OF INAPPROPRIATE BEHAVIOURS

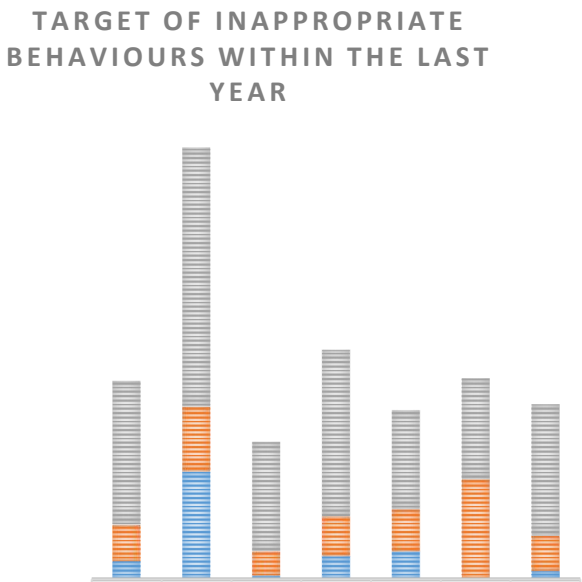
LGBTIQ women who are out at work are often the target of inappropriate jokes, commentary and/or innuendo as a direct result of their orientation. These comments are frequently sexualised and can be reason enough for many women to hide their sexual orientation.

The number one reason across all LGBTIQ women for not coming out at work is *not wanting to be labelled*; the second most commonly reported reason being *not comfortable enough to be out at work*.

Couple this with unwanted sexualised commentary it is not surprising that LGBTIQ Women are 4.3% more likely than GBTIQ men to feel that jokes and innuendo targeting sexuality are unacceptable and 15.4% more likely to call the negative commentary in their teams if they heard it.

When looking at the different identities of women within the LGBTIQ population and the instances of

being the target of unwanted commentary and more serious bullying behaviours, women with a trans history were the most impacted.

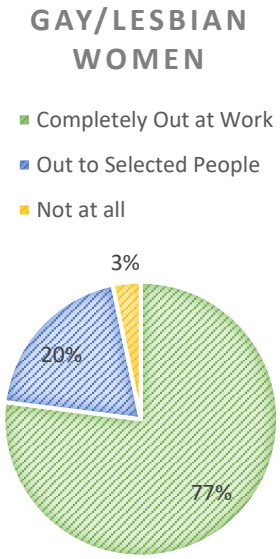


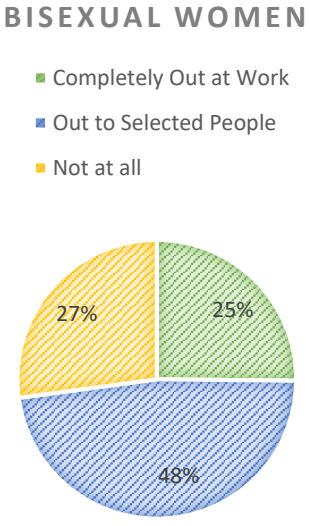
	All	Trans History	Bisexual	Lesbian	Pansexual	Asexual	Queer
Jokes / Innuendo	14.78%	26.67%	11.21%	17.11%	10.14%	10.34%	13.51%
Sexual Harassment	3.78%	6.67%	2.48%	4.04%	4.35%	10.34%	3.60%
Serious Bullying	1.88%	11.11%	0.45%	2.47%	2.90%	0%	0.90%

Clearly, unwanted jokes, commentary and innuendo are an ongoing concern for LGBTIQ women.

GAY/LESBIAN & BISEXUAL WOMEN

We were interested in looking at some of the differences between the two largest groups of women within this cohort, Gay/Lesbian Women and Bisexual Women. The differences in terms of being out at work were significant.





While many of the remaining differences could be explained by the number of women out (or not) at work (ie. bullying/harassment related to one's orientation); some of the standouts independent of this were:

- When out, Gay/Lesbian women were 85% more likely than bisexual women to be comfortable being out at work amongst team members
- Gay/Lesbian women were 16% more likely to feel that OUT female role models were important to their sense of inclusion
- Gay/Lesbian women were 160% more likely than bisexual women to feel that it was important for them to be out at work
- Gay/Lesbian women were 79% more likely to feel that LGBTI inclusion initiatives had a positive impact on how they felt about their orientation.

Gay/Lesbian women were also more inclined to report positive engagement impacts as a direct result of being out at work than bisexual women. Differences ranged from 14% (more likely to talk positively about my organisation) to 82% (more likely to report being more productive).

WOMEN WITH A TRANS HISTORY

65 LGBTIQ women completing this year's survey reported having a trans experience/history.

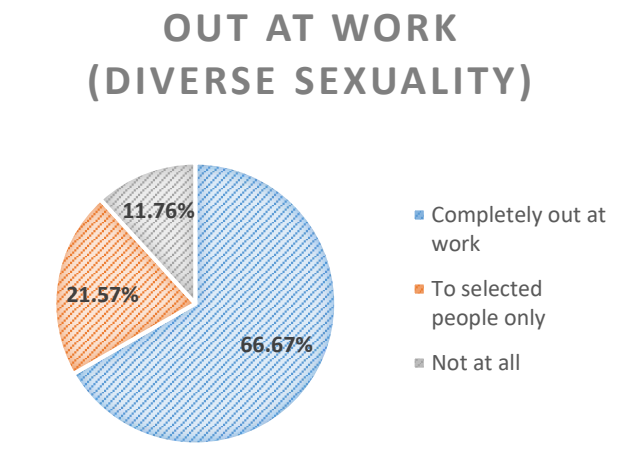
Of these women, 95.38% supported their organisations focus on LGBTIQ inclusion, 75.35% believing that their employer should be doing more in this space.

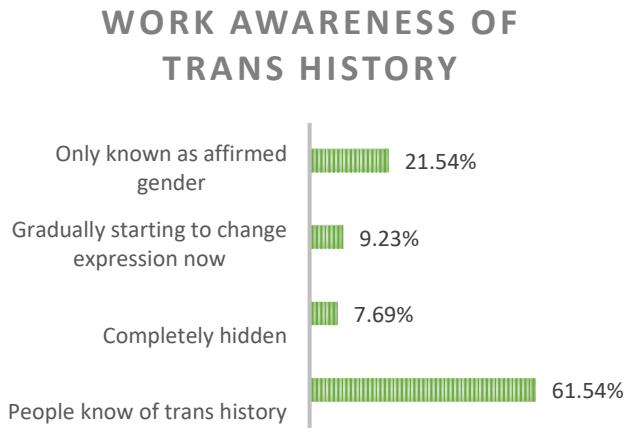
75% identified as having a diverse sexual orientation:

Women with trans history	**(n=65)**
Gay/Lesbian	22
Bisexual	10
Queer	7
Pansexual	7
Asexual	3

We were interested in delving a little deeper into:

- Whether or not women with a trans history and diverse sexual orientation were out at work in regard to their sexual orientation; and
- Whether they were open about their trans history.





For those who identified with a diverse sexuality, being out at work had a positive impact across several engagement factors; however, it appears that being open about one's trans history had a greater impact. Highlighting once again the benefit of creating a safe environment for those who wish to be open.

It is important to remember however, that being open about ones trans history is not a precursor to authenticity for women with a trans history. For many women who choose not to disclose their trans history, they are being their authentic selves. For many, disclosing this history would be more detrimental than beneficial. However, for those who choose to disclose; the reported impacts where across several engagement leavers were higher than when disclosing orientation.

Positive Impacts of being out	Trans History: Sexuality	Trans History: Gender Diversity
More productive	56.82%	58.97%
More innovative	34.09%	41.03%
More engaged	50.00%	64.10%
More inclined to network	54.55%	64.10%
More inclined to engage in organisational activities	47.73%	66.67%
More inclined to talk positively about the organisation	52.27%	64.10%
More inclined to stay with the organisation	59.09%	64.10%

Making workplaces more inclusive

In suggesting what an organisation could do to be more inclusive of gender diverse people, this group of women felt that:

- Employers should treat gender diversity equally to sexual orientation, not making it a side note
- Employers should acknowledge the broad scale of gender diverse people in the workplace, not just a "once-over lightly" approach
- Provide more education
- Provide leave for gender related medical treatments
- Hire more gender diverse people
- Help trans and gender diverse people network with one another

Recruitment Challenges

Understanding the unique barriers that people with a trans history can face in terms of recruitment, this group identified the top four as:

79.4% of women with a trans history were not aware of any information available or support for trans/gender diverse people when it came to the recruitment or onboarding process. 78% of women with a trans history did not disclose their history during the recruitment process.

However, in terms of the organisation's overall inclusivity 71% of women with a trans history believed that their manager genuinely supported LGBTIQ inclusion and 62.8% believed that visible LGBTIQ allies made a difference to their overall sense of inclusion. The most important ally behaviours for trans/gender diverse women were seen to be calling out inappropriate commentary/jokes and addressing or reporting bullying/harassment.

78% believed that the impact of LGBTIQ inclusion initiatives has had a positive impact on how they feel about their gender identity.

INTERSEX WOMEN

With only 10 intersex women responding to the survey this year, the findings cannot be indicative of the population; however, to give a voice to those who did respond; it is worth noting that:

- 77% believed that their organisation was inclusive of intersex employees
- 40% were open about being intersex at work
- There were no reported instances of being bullied or harassed as a direct result of being intersex
- 56% believed that LGBTIQ allies made a difference to their personal sense of inclusion; and
- 70% believed that Intersex inclusion should remain within LGBTIQ inclusion initiatives.

KEY TAKEOUTS

- Women of diverse sexuality are less likely than men to be completely out at work and out to their manager.
- Women are also less likely than men to be completely comfortable being out at work amongst their colleagues.
- LGBTIQ Women are 5% more likely to feel the positive impact of OUT role models than GBTIQ men.
- There are significant differences between the two largest groups of identifying women: Lesbian Women and Bisexual Women.
- Lesbian women are 160% more likely than Bisexual women to feel that being out at work is important.
- Lesbian women are 206% more likely to be out at work than Bisexual Women and 79% more likely to be out to families. However, when it comes to expending energy hiding their orientation, the margin is significantly reduced with Lesbian women only 8% more likely to strongly agree that they expend energy hiding their orientation at work.
- Women with a trans history are most impacted by negative jokes, innuendo, commentary, sexual harassment and more serious bullying; although the key instigators of these behaviours in all instances are those outside of the immediate team and external contractors/suppliers.

THE VOICE OF LGBTIQ WOMEN

"If I were to be open about my sexuality, I feel I would be subject to too many questions which others aren't, or condescending comments."
Lesbian Woman

"I do not want to be negatively discriminated against regarding workplace opportunities and promotions due to managers homophobia attitudes and belief that LGBTI people are weak and troubled."
Lesbian Woman

"My current employer does not have a negative impact on me as an LGBTI person. The only issue is when people become too comfortable and familiar and make inappropriate comments and jokes."
Bisexual Woman

"The organisation is incredibly supportive, but this doesn't always make a difference to the day to day interactions with other employees who are uncomfortable with LGBTI people. This is why I am still very cautious about sharing my personal circumstances and feel uncomfortable being fully out at work"
Bisexual Woman

"Since I came out as a Trans Woman I have experienced quite a few thing that don't sit well with me, I have been asked to use a disabled toilet to prevent other women from being uncomfortable, that disabled toilet also became a storage room which

meant I had to move cleaning equipment and storage supplies around to get to the toilet, I have experienced sly comments and jokes at my expense, I have been asked inappropriate questions in regards to my body and certain appendages. I have moved to a different [location] where everyone was told that I am trans before even starting, making me feel uncomfortable in my workplace. I have experienced negative comments from team members and customers"
Trans Woman

"I am tolerated as opposed to accepted"
Trans Woman

"It's heart-warming to see signs of LGB inclusion, and I believe most people are entirely accepting towards LBG people. There is still a way to go with trans, gender diverse, and intersex people, terms such as "queer" are still not entirely understood"
Queer Woman

CONSIDERATIONS

- **Your Pride in Diversity Relationship Manager can assist you in developing a plan, via our Sapphire initiative, to help engage more LGBTIQ women; provide visibility of out role models and tap into your networks to determine any barriers or concerns that women have.**

- Women are more likely to feel that out female role models are important. Increasing the visibility of out women and providing a culture whereby women would be happy to act as role models can help to create a safer and more inclusive environment. We recommend reading the Pride in Diversity/PWC report on "Where are all the women" . You can access this via the Resources/Publications page on the Pride in Diversity website.

- Inappropriate comments, sexual harassment and bullying are an ongoing concern for LGBTIQ employees; however, women with a trans history are most at risk. Building safety mechanisms around the reporting of bullying/harassment and equipping allies to call and report behaviour can help to address this. Please speak to your Pride in Diversity relationship manager to best determine how you might do this.

- Navigating organisational recruitment processes is a key concern for women with a trans history with their greatest fears being discrimination, general fear of having to out themselves due to documentation not being totally up to date and reference checking (contacting those who knew them by a former name; thereby outing them to past colleagues). Developing support documentation and providing assistance for trans/gender diverse applicants can help to down the barriers to meaningful employment.

  For more information on how to address some of the recruitment challenges faced by gender diverse people, please contact your Pride in Diversity Relationship Manager. Pride in Diversity is currently undertaking a research project to further investigate the challenges faced, the output of which will be a comprehensive guide to facilitate improvements to inclusive recruitment practice.

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This data may be used if referenced as above.

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.