



2020

THE NEW ZEALAND WORKPLACE RAINBOW INCLUSION SURVEY



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WELCOME FROM OUR RAINBOW TICK PROGRAMME MANAGER



BEATRICE CLARKE
Programme Manager
Rainbow Tick

Kia ora koutou,

This report was due to be released in May but due to COVID-19 its release was delayed. We now release the New Zealand Workplace Rainbow Inclusion on the anniversary of the Stonewall Riots of 1969. The Stonewall Riots are regarded as the starting point of the modern LGBTQ+ rights movement, so it feels quite fitting to release this research today. We hope it will contribute to furthering our mission to reduce discrimination against LGBTTTQIA+ employees in the workplace and improve health outcomes for our Rainbow communities in Aotearoa New Zealand.

We would like to acknowledge the generous support given to this research by Spark. Spark is a Rainbow Tick certified organisation that sees LGBTTTQIA+ inclusion as not only important to do well for their staff, but also as something to do well in order to contribute to Rainbow communities across the country. Thank you to Rhonda Koreheke and Riki Hollings, and your Spark colleagues, for making this snapshot of the state of Rainbow inclusion in New Zealand workplaces possible. One Picture, must be acknowledged for their work in data collection and analysis. Lastly, we would like to thank the all of those employees who took the time to respond to this survey. We were thrilled to reach a total of 2,976 respondents this year; a great increase on last year's 1,865 responses.

Rainbow Tick belongs to Kāhui Tū Kaha, a Ngāti Whātua owned not-for-profit. The values of Kāhui Tū Kaha are core to our work. Manaakitanga means our work seeks to ensure that the mana of LGBTTTQIA+ people is upheld in the workplace. Whakawhanaungatanga means we work in partnership with organisations across Aotearoa/New Zealand. Rangatiratanga means we recognise and support leaders in LGBTTTQIA+ inclusion.

This research has been undertaken for the same reason that Rainbow Tick exists: we know that the mana of LGBTTTQIA+ employees is not always upheld in the context of New Zealand workplaces, and this can have serious mental health consequences.

This report gives us cause to celebrate as well as highlighting areas to focus on. We can celebrate that there is strong support for LGBTTTQIA+ inclusion from those in leadership positions within Rainbow Tick certified organisations - 4 out of 5 CEOs and people in Senior Leadership teams consider themselves LGBTTTQIA+ allies or champions.

This report confirms what we see and hear anecdotally in our work, that LGBTTTQIA+ inclusion is not so apparent in workplaces outside of the main centres. It also confirms our observations that trans and gender-diverse staff continue to face more challenges at work than other Rainbow communities. This echoes the findings of the recently released Human Rights Commission's Prism report.

On the day of the release of this report, news has come through that the next New Zealand census will include questions about gender identity and sexual orientation. News like this is very encouraging. With a rapidly increasing number of organisations committed to creating safe and welcoming workplaces for LGBTTTQIA+ people, and the strong support and advocacy within our Rainbow communities, we expect and hope to be sharing an even better picture for LGBTTTQIA+ workplace inclusion with you next year.

WELCOME FROM NZWRIS 2020 SPONSOR and PARTNER OUTLine



CLAIRE BLACK
General manager
OUTLine

Thank you to both Rainbow Tick and Spark for providing OUTLine the opportunity to speak to this year's National Workplace Rainbow Inclusion Survey. OUTLine New Zealand is a charitable organisation which focuses on helping Rainbow New Zealanders access support, information and a sense of community. We provide a free peer support phone line, a transgender peer support service for trans and non-binary people in Auckland, and specialist face-to-face and video-call counselling exploring gender and sexuality for Rainbow people across Aotearoa.

Employment and work are a massive factor in our lives, so it's unsurprising that this is one of the key areas where Rainbow people come to OUTLine for support. People call our phonenumber to discuss their experiences, from dealing with homophobic bullying, to being misgendered or gossiped about, to worrying about how to approach coming out to colleagues or transitioning at work. Similarly, clients of our Trans Peer Support Service frequently work through the discrimination they have faced at all stages of the employment process, including interviews, workplace acceptance, and career advancement.

This year's NZWRIS Report highlights the positive direction that many workplaces are heading in, especially in the very high rates of personal support for LGBTTTQIA+ inclusion and belief that inclusion initiatives are important. Importantly, the report also demonstrates how workplace climates are not experienced in the same way by everyone. We can see this in the comparison between LGBTTTQIA+ perspectives and those of their heterosexual cisgender counterparts, with LGBTTTQIA+ employees experiencing discrimination in ways their colleagues sometimes missed. Even more crucially, we see from these results how gains in inclusion are not evenly distributed across all LGBTTTQIA+ people, with less positive responses from employees in who are not in leadership positions compared to those who are, from bisexual employees compared to their lesbian and gay colleagues, and from trans and gender diverse employees compared to their cisgender colleagues. This shows some key areas where employers need to learn more and make practical changes before we can say that LGBTTTQIA+ workplace inclusion is approaching where it needs to be.

This report echoes previous studies which show that trans and non-binary people often face additional obstacles in the workplace, such as hiring discrimination, transphobic bullying, access to bathrooms, privacy violations, appearance requirements, and other people's incorrect assumptions. We see this reflected in the anxieties about recruitment and lower sense of workplace inclusion reported in this survey, as well as in other studies showing that trans and non-binary people have higher unemployment rates compared to the general population.

Earlier this year, OUTLine and Spark produced a film starring non-binary performer Princess, which explored the recruitment process for trans and non-binary people, and OUTLine produced an accompanying resource for creating trans and non-binary inclusive workplaces. It's great to see the 2020 NZWRIS also speak to the fact that improving workplaces for trans and non-binary employees is a matter of both creating accepting environments, but also undertaking practical changes. Achieving truly LGBTTTQIA+ inclusive and supportive workplaces is a never-ending process. It requires listening to individual LGBTTTQIA+ people, understanding and addressing the needs of everyone within this broader umbrella, and remembering that behind all these statistics are people who deserve to be affirmed and supported within their workplaces.

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2020 PARTICIPATION OVERVIEW

A huge range of identity terms are used by people within the LGBTTTQIA+ (lesbian, Gay, Bisexual, Transgender, Takatāpui, Intersex and other gender and sexual identities) communities. No label could possibly capture all experiences. The terminology used in this survey is designed to be as succinct as possible, to facilitate data analysis and interpretation.

These broad definitions have been used in the hope that all who respond will understand the inclusive intent of this survey and that simple, succinct definitions (although not always ideal) allow us to easily aggregate data from respondents with similar identities (although language may vary).

SEXUAL ORIENTATION

Sexual orientation refers to who you are attracted to. You may be attracted to people of a different sex or gender, which is commonly referred to as straight. You may be attracted to people of the same sex or gender, which is commonly referred to as gay or lesbian. You may be attracted to people of the same sex or gender and different sex or genders to you, which is commonly referred to as pansexual or bisexual. You may also not be sexually attracted to anyone which is commonly referred to as asexual.

TRANS & GENDER DIVERSE

Trans and gender diverse is a term used throughout this survey to describe a diverse range of gender identities, including but not limited to transgender, non-binary, takatāpui, fa'afafine, genderqueer, gender diverse, bi-gender, pangender or agender.

INTERSEX

Intersex refers to people who are born with physical, hormonal, or genetic features that are neither entirely female nor entirely male, or a combination of female and male sex characteristics.

2020 PARTICIPATION OVERVIEW

The 15 minute online survey was emailed by Rainbow Tick member organisations to their employees inviting them to anonymously take part.

SURVEY RESPONSES



RAINBOW TICK PARTICIPATING ORGANISATIONS

Advice First (AMP)	Clemenger Group Ltd	Massey University	Sharp New Zealand
Air New Zealand Ltd	Contact Energy Ltd	Meridian Energy Ltd	Simpson Grierson
Animates NZ Holdings Ltd	Contagion Ltd	MFAT	Sky City
Argosy Property	DLA Piper	Michael Page International	Southern Cross Medical Care
ASB	Fletcher Building	NZ Post	Spark
Auckland Council	GHD	NZME	St John
Auckland District Health Board	Heartland Bank Ltd	Otago Polytechnic	States Services Commission
Auckland War Memorial Museum	HQSC	Partners Life	Vapo
Aurecon NZ	Jones Lang LaSalle Ltd	PWC	Vector Ltd
Bell Gully	Kimberly Clark	Qantas	Vodafone
BNZ	Kiwi Bank	Repromed	WorkSafe
Chorus NZ Ltd	KPMG	Ricoh	Z Energy
Cigna Life Insurance NZ	Malcolm Pacific Immigration	Russell McVeagh	

LGBTTQIA+ SURVEY PARTICIPATION



There are some key differences in people's perceptions and lived experiences between

Rainbow and non-Rainbow community employees, employee position, rural or metro location, and Rainbow Tick certification

KEY DIFFERENCES

LGBTTQIA+ employees vs non-LGBTTQIA+ employees

76%

LGBTTQIA+ employees feel they can **be themselves at work** (vs. 86% of non-LGBTTQIA+ employees)

65%

of LGBTTQIA+ employees believe their organisation communicates LGBTTQIA+ inclusion internally (vs. 88% of non-LGBTTQIA+ employees)

95%

LGBTTQIA+ employees understand **why LGBTTQIA+ inclusion is important** (vs. only 84% of non-LGBTTQIA+ employees)



But only 74% believe their organisation genuinely support LGBTTQIA+ inclusion (vs. 88% of non-LGBTTQIA+ employees)

64% of LGBTTQIA+ employees believe their organisation should do more around LGBTTQIA+ inclusion (vs. 39% non-LGBTTQIA+)
34% believe their organisation is 'fine as it is' (vs. 57% non-LGBTTQIA+)

Employees from organisations who are certified with the Rainbow Tick...

Rainbow Tick certified vs those on the pathway to certification

... have stronger beliefs that their **organisation genuinely supports LGBTTQIA+ inclusion**

86%

(vs. 82% for employees from organisations on the pathway)

... have stronger confidence that their **managers support LGBTTQIA+ workplace inclusion**

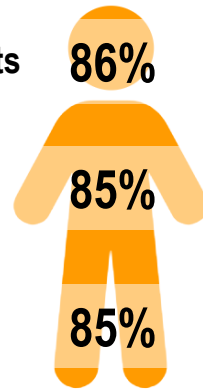
85%

(vs. 78% for employees from organisations on the pathway)

... have greater beliefs that LGBTTQIA+ employees can **be themselves at work** without fear of innuendo, jokes or negative comments

85%

(vs. 80% for employees from organisations on the pathway)



Rural employees vs metro employees vs regional employees

But for employees working in rural areas...

56%

of employees working in **city/ metropolitan areas** are aware of visible, active LGBTTQIA+ allies/ champions in their workplace (vs 39% regional and 38% rural)

Only **60%** feel confident that their managers and team leaders support LGBTTQIA+ inclusion (vs. over 80% of metro/ regional employees)

Only **66%** Believe that LGBTTQIA+ employees can comfortably be themselves at work without fear of innuendo, jokes or negative comments (vs. over 80% of metro/ regional employees)

Only **66%** feel confident in their managers and team leaders to address LGBTTQIA+ bullying (vs. over 80% of metro/ regional employees)

There are some key differences in people's perceptions and lived experiences between Rainbow and non-Rainbow community employees, employee position, rural or metro location, and Rainbow Tick certification

KEY DIFFERENCES

Leadership levels in the organisation

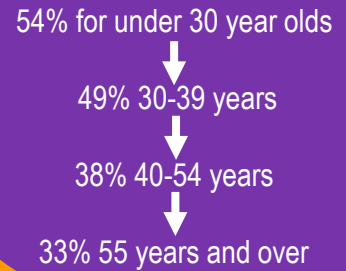
For professional/ flat structure employees....

... there is a **weaker belief that their organisation genuinely supports LGBTTTQIA+ inclusion** (75%), compared to 94% leaders, 89% middle management, 84% employees, and 89% external consultant/ contractors

... and there is a **weaker belief that their organisation communicates LGBTTTQIA+ inclusion internally** (64%), compared to 89% leaders, 81% middle management, 75% employees, and 86% external consultant/ contractor

... and also **lower confidence that their managers and team leaders would competently address bullying/ harassment of LGBTTTQIA+ employees** (72%) compared to 92% leaders, 86% middle management, 82% employees, and 86% external consultant/ contractor

The older an employee is, the less they believe their organisation should be doing more around LGBTTTQIA+ workplace inclusion:



Out at work:

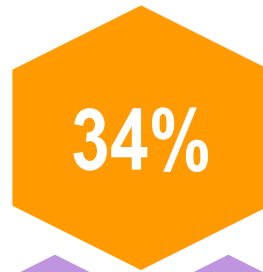
Lesbians: 91%
Bisexual females: 38%
Gay Men: 91%
Bisexual males: 34%



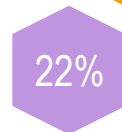
Out to their manager:

Lesbians: 92%
Bisexual females: 33%
Gay Men: 89%
Bisexual males: 29%

LGBTTTQIA+ employees



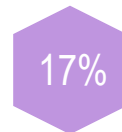
of trans/ gender diverse employees **do not have confidence in their managers** to address any negative LGBTTTQIA+ related commentary or jokes



lesbians



bisexual females



gay men



bisexual males

90% of lesbians feel comfortable being out at work

72% of bisexuals feel comfortable being out at work

93% of gay men feel comfortable being out at work

But only **47%** of trans/ gender diverse employees feel comfortable being out at work



of trans/ gender diverse employees **have considered leaving current employment as a result of bullying, harassment or negative comments**

15% lesbians
6% bisexual females
10% gay men
16% bisexual males

EXECUTIVE SUMMARY

In 2019 the newly established annual New Zealand Workplace Equality Study (NZWES) was conducted, where employees were invited to take part in an optional online survey about their organisation's LGBTTTQIA+ inclusion initiatives. The study has now been run for the second year and renamed the New Zealand Workplace Rainbow Inclusion Survey (NZWRIS). In the first year 1,865 employees took part, across 40 different Rainbow Tick member organisations and this year 2,976 employees took part, across 52 different Rainbow Tick member organisations.

The majority (85%) of the participating employees are employed in a city/metropolitan area, mostly within our main regions - Auckland (45%), Wellington (20%) and Canterbury (11%).

This survey comprehensively understands the views and beliefs of employees, with respect to: their personal beliefs and support for LGBTTTQIA+ inclusion, LGBTTTQIA+ inclusion culture within their organisation, the communication and visibility of LGBTTTQIA+ initiatives, the external impact of those initiatives, bullying and/or negative commentary in their workplace, the role of allies and the lived experience of lesbian, gay, bisexual employees and trans and gender diverse employees.

The survey was open to all employees within the organisation, to take part anonymously, regardless of their sexual orientation, gender identity or intersex status. 77% of respondents were heterosexual. The remaining 23% indicated they were part of the LGBTTTQIA+ community – where 3% identified as lesbian, 5% as a same sex attracted female, 6% as gay men, and 1% as a same sex attracted male. 1% indicated they were 'asexual' and 4 respondents were intersex. 59 respondents (2% of the total) identified as trans or gender diverse.

Amongst the participants were 55 CEO's, 152 senior leadership team members, 818 middle management, and 1,635 employees. All participants are collectively referred to as 'employees' for the following reported results, regardless of employment status.

PERSONAL BELIEFS AND SUPPORT FOR LGBTTTQIA+ INCLUSION

Employees were asked about their personal beliefs on LGBTTTQIA+ inclusion in the workplace. Personal support was very high for LGBTTTQIA+ workplace inclusion, with 93% indicating their support. Personal support for LGBTTTQIA+ inclusion was lower for employees working outside of Auckland and Wellington (with 90% support). 94% of respondents believe LGBTTTQIA+ inclusion initiatives are important to an organisation and 86% of respondents understand why LGBTTTQIA+ inclusion is important. Professional/ flat structure employees feel these initiatives are less important and understanding why is lower for older employees. Importance and understanding why is significantly lower for employees in regions outside Auckland and Wellington (91% believing they are important and 83% understanding why in other regions). LGBTTTQIA+ employees are more likely to understand why LGBTTTQIA+ inclusion is important to an organisation (95% vs 84%) and have greater personal support for workplace inclusion, compared to non-LGBTTTQIA+ employees (97% vs 92%).

INCLUSION CULTURE

In addition to their personal views, employees were also asked their views on how LGBTTTQIA+ inclusive the culture is within their organisation.

Overall, 86% of employees agree their organisation genuinely supports LGBTTTQIA+ inclusion – however, non-LGBTTTQIA+ employees tend to rate their organisation's inclusiveness higher (88% agree) than LGBTTTQIA+ employees (74%). Professional/ flat structure employees rate their organisation's inclusiveness lower, as do employees outside of Auckland and Wellington and employees from organisations on the pathway towards certification.

LGBTTTQIA+ employees feel less confident that their managers genuinely support LGBTTTQIA+ workplace inclusion. Likewise so do professional/ flat structure employees, employees from outside Auckland and Wellington, employees from organisations on the pathway towards recertification, and rural workers.

EXECUTIVE SUMMARY

LGBTQTIA+ employees also have a less positive belief that LGBTQTIA+ employees can be themselves at work without fear of innuendo, jokes or negative comments. Employees working outside of Auckland and Wellington also have weaker belief, as do workers in organisations who are not yet Rainbow Tick certified, and rural employees.

LGBTQTIA+ and non-LGBTQTIA+ employees have similar views about LGBTQTIA+ colleagues being their whole selves at work, however professional/ flat structure employees have lower confidence that this is happening in their workplace.

INTERNAL COMMUNICATION & VISIBILITY

Employees were asked to indicate their perceptions of their organisation's internal communication and visibility about LGBTQTIA+ inclusion initiatives.

77% of employees believe their organisation communicates LGBTQTIA+ inclusion internally to a large or moderate extent (though this was somewhat lower for LGBTQTIA+ employees at 65%). It is also these LGBTQTIA+ employees who more strongly believe managers should be trained in LGBTQTIA+ inclusion. Professional/ flat structure employees/ employees outside Auckland and Wellington, employees from non-certified organisations, and non-metropolitan employees all feel less strongly that their organisation communicates LGBTQTIA+ inclusion internally.

Employees were more likely to know where to access LGBTQTIA+ resources in Rainbow Tick certified organisations and those working outside of Auckland and Wellington. Non-LGBTQTIA+ and older employees were also more aware of how to access this information.

64% of LGBTQTIA+ employees believe their organisation should do more in the area of LGBTQTIA+ workplace inclusion compared to only 39% of non-LGBTQTIA+ employees.

The majority of non-LGBTQTIA+ employees indicated they believe their organisation is 'fine as it is' (57%) while only one third of LGBTQTIA+ employees think this (34%). Wellington employees feel stronger that their organisation should do more, as do younger employees and unsurprisingly those who are from organisations on the pathway to being Rainbow Tick certified.

EXTERNAL COMMUNICATION

Employees were asked to indicate their views on the external impact of their organisation's LGBTQTIA+ inclusion initiatives.

66% of respondents believe their organisation communicates LGBTQTIA+ inclusion externally, and 46% would be influenced in their decision to join an organisation by its track record in LGBTQTIA+ inclusion. LGBTQTIA+ employees are more likely to be influenced by an organisation's track record (67%) and only 58% believe their organisation communicates LGBTQTIA+ inclusion initiatives externally.

Employees from organisations who are certified with the Rainbow Tick (or in the process of re-certification) have stronger beliefs that their organisation communicates LGBTQTIA+ inclusion externally than employees from organisations on the pathway towards certification.

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Employees were asked to indicate the levels of bullying and/or negative commentary they had witnessed or been made aware of in the previous twelve months at their current workplace.

Overall, 85% of employees have never heard (and another 11% have rarely heard) negative commentary from their leaders regarding LGBTQTIA+ people or LGBTQTIA+ inclusion initiatives. This is higher for non-LGBTQTIA+ employees, as is their confidence that managers would address LGBTQTIA+ bullying.

EXECUTIVE SUMMARY

5% of all employees have personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTTTQIA+ people at their workplace, however this rises to 11% of LGBTTTQIA+ employees. 2% of all employees have personally witnessed or been made aware of more serious LGBTTTQIA+ employee bullying/harassment.

Professional/ flat structure employees feel less confident their managers would competently address LGBTTTQIA+ bullying, as do employees working outside of Auckland and Wellington, and rural employees.

THE ROLE OF ALLIES OR CHAMPIONS

Employees were asked about the role of LGBTTTQIA+ allies or champions within their organisation, whether they considered themselves as such, and whether the organisation provided support for the role.

63% of employees consider themselves to be an ally/champion of LGBTTTQIA+ employees. Non-LGBTTTQIA+ employees are more likely to say they were an ally or champion (73% compared to 22% of LGBTTTQIA+ employees). There is a higher proportion of leaders who consider themselves allies/ champions (82%).

Just over half of all employees (54%) are personally aware of visible, active LGBTTTQIA+ allies/ champions within their organisation, which is consistent for both LGBTTTQIA+ employees and non-LGBTTTQIA+ employees. Leaders are also more aware of these allies/ champions, as are Auckland and Wellington employees and city/ metropolitan workers.

Nearly one third of employees are aware of formal structure, training or support mechanisms in place in their organisation for LGBTTTQIA+ allies/ champions. Just over half of leaders (53%) are aware of these in their workplace for LGBTTTQIA+ allies/ champions, whilst only a third or less of other employment levels are aware. Auckland and Wellington also have higher awareness of these.

Nearly 60% of all employees believe their organisation should do more promotion of allies/champions. LGBTTTQIA+ employees are more likely than non-LGBTTTQIA+ employees to believe their organisation should do more promotion of allies (72% vs 53%). Employees working in Auckland and Wellington also believe their organisation should do more, as do employees from organisations who are on the pathway towards certification. This is also the case for younger employees.

For those who indicated they were not LGBTTTQIA+ allies/ champions the key reasons why not were it being against their religion or cultural beliefs, not knowing enough about why they should be an ally and feeling they shouldn't be involved in this work.

On the other hand, for those who indicated they were LGBTTTQIA+ allies/ champions, the top 6 ways were:

- Making a concerted effort to change language to be more inclusive (65%)
- Personally supporting LGBTTTQIA+ colleagues (46%)
- Openly talking to my team/ colleagues about LGBTTTQIA+ inclusion (38%)
- Actively seeking to understand the experiences of LGBTTTQIA+ people (37%)
- Made a concerted effort to be more visible as an ally within the organisation (35%)
- Attending LGBTTTQIA+ events held at my organisation (29%)

LGBTTTQIA+ employees have shown more active support in almost all areas than non-LGBTTTQIA+ employees, except for making a concerted effort to change language to be more inclusive, be more visible, and encouraging other to become allies where all employees were equally likely to undertake this.

Though it was the most common active support type for all employees, Wellington employees were even more likely to have changed their language to be more inclusive and Auckland employees have shown more personal support for their LGBTTTQIA+ colleagues and are more likely to encourage others to become allies.

EXECUTIVE SUMMARY



LGBTTQIA+ EMPLOYEES FEEL THEY CAN BE THEMSELVES AT WORK

LIVED EXPERIENCE: DO EMPLOYEES FEEL LGBTTQIA+ EMPLOYEES CAN COMFORTABLY BE THEMSELVES AT WORK?

Employees were asked to indicate to what degree they agreed with the statement "I believe that LGBTTI+ employees within my immediate work area could comfortably be themselves at work without fear of innuendo, jokes or negative comments.

83% of gay men feel comfortable, compared to 73% of lesbians, 73% of bisexuals, and 59% of trans or gender diverse employees. Employees outside of Auckland and Wellington feel less comfortable (80% compared to 86% for both Auckland and Wellington).

THE LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES ORGANISATIONAL INCLUSION

Employees were asked to indicate if they were heterosexual or their sexual orientation towards people of the same sex. Those who indicated the latter (n=518) were then asked questions about their lived experience as LGB employees within their organisation.

An inclusive culture is very important to 97% of lesbians, and to gay men (91%) and bisexual women (89%) and to bisexual men (82%).

The majority of LGB employees believe having others who are out in their workplace is important to their sense of inclusion (83%). This is particularly important to lesbians (89%) and gay men (86%).

185 LGB employees provided suggestions for how to create a more inclusive culture. The top three were:

- Training, inductions and workshops for all staff to improve knowledge
- Improve awareness and increase visibility of the LGBTTQIA+ community
- More LGBTTQIA+ employees in management and leadership roles

MANAGERIAL SUPPORT

65% of these LGB employees are out to their manager and just over half feel this has not changed their relationship with them. Lesbians and gay men are more likely to be out to their managers, (around 90% for both), compared to only 33% of bisexual women and 29% of bisexual men.

26% believe being out to their manager has changed their relationship for the better and 17% are unsure, (only 1% believe it has changed their relationship for the worse).

The main reasons for not being out to their manager were:

- Don't want to be labelled (28%)
- I just wouldn't feel comfortable being out to my manager (20%)
- I think it would make them uncomfortable (18%)
- Don't think it needs to be talked about (17%)
- Has not come up in conversation (16%)

Encouragingly, just over three quarters of these LGB employees (77%) believe their manager genuinely supports LGBTTQIA+ inclusion (77% of lesbians, 72% of bisexual women, 84% gay men and 76% bisexual men).

Similarly, 80% of these LGB employees feel confident their manager would address any negative LGBTTQIA+ related commentary or jokes within their team.

EXECUTIVE SUMMARY

BEING OUT AT WORK

Similar proportions of these LGB employees are both out in their personal lives and at work. 62% state they are out to most people in their lives at home and in their personal life (either completely out or to a moderate extent) and 67% state they are out at work (either completely out, or to a moderate extent).

Being authentic at work had the most influence on their decision to be out (70% said it had the most influence), followed by having the freedom to talk about life/partner/community (69%) and having to put less energy into censoring what you say (60%).

Conversely, people's main reasons for not being out at work are not wanting to be labelled (37%), not feeling comfortable (34%), thinking it would make people uncomfortable (19%) and not feeling it's relevant to work/it's personal (15%).

85% of these LGB employees who are out at work feel comfortable in being out, but that leaves 15% of these LGB employees not feeling this level of comfort. Comfort levels are higher for lesbians and gay men than bisexual men and women. 82% of LGB employees told us being out at work is important to them.

73% of these LGB employees do not feel that they expend energy to hide this aspect of themselves to fit in, but 13% feel that they do.

The majority of out LGB employees do not feel being out at work has had any impact on their productivity (69%). This is greater for bisexual men and women (80%) compared to 66% of lesbians and 63% of gay men. The remaining 30% of LGB employees feel it has made them more productive.

20% believe being out has had a positive impact on the opportunities offered to them or their career progression, 5% believe being out has had a negative impact, 37% think it's hard to tell the impact and 39% think it's had no impact at all.

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Encouragingly, 95% of these LGB employees have not been personally bullied or harassed because of their sexual orientation within the last year but 5% indicated they have experienced unwanted negative commentary or jokes (to a moderate or large extent).

88% of these LGB employees have never considered leaving their current employment due to bullying or harassment. 6% said they have rarely considered it, 5% said occasionally, 1% said they are looking to leave (this being a contributing factor), and 1% said they are looking to leave (this being the main reason).

ATTITUDES TO ALLIES/ CHAMPIONS

Of those whose organisation does have an LGBTTQIA+ Employee/ Ally Network, only half of the LGB employees are active in it (51%).

Not being active in it was largely due to just not getting involved in these types of activities at work (39%) and a lack of time (37%).

Nearly half of gay men (47%) indicated that LGBTTQIA+ workplace inclusion initiatives have had a positive impact on how they feel about their sexual orientation (compared to 39% of lesbians and 29% of bisexuals). However, very few LGB employees indicated that these initiatives were responsible for them coming out at work (5%) or have made them feel somewhat more self-conscious or uncomfortable (6%). 50% of these LGB employees indicated that LGBTTQIA+ workplace inclusion initiatives have had no impact on how they feel about their sexual orientation.

The behaviours LGB employees felt were the most important for an LGBTTQIA+ ally/champion were calling out inappropriate comments or jokes targeting LGBTTQIA+ people, addressing bullying/ harassment targeting LGBTTQIA+ people, and reporting bullying/ harassment targeting LGBTTQIA+ people.

EXECUTIVE SUMMARY

THE LIVED EXPERIENCE: TRANS & GENDER DIVERSE EMPLOYEES

Employees were asked if they identified themselves as trans or gender diverse and 59 employees (2% of the total) told us they did. This is over double the number of trans or gender diverse employees who took part in the 2019 survey.

Of these 59 employees, 19 were assigned male at birth, 37 female and 2 intersex. When asked which is the closest to how they personally identify, 17 selected non-binary, 16 female, 6 male and 5 gender diverse.

Half believe their organisation is fully supportive of trans or gender diverse employees and nearly 2 in 3 would recommend their current organisation as a place where trans or gender diverse people could comfortably work. Half feel comfortable about being open about their gender diversity at work (even though 75% feel comfortable being open at home in their personal life with peers).

When asked for their suggestion to feed back to employers about how to make the culture more inclusive of trans and gender diverse people at work, 12 trans or gender diverse people said they just wanted acceptance and to be treated equally, with no judgement. A further 8 employees suggested that their organisation provides more information and education about the topic and what policies are in place.

The greatest barrier to employment experienced by half of these trans or gender diverse employees was general fears of discrimination. Only half of these employees faced no anxiety during the recruitment process, with 11 facing high anxiety, 9 moderate, and 9 low.

Trans or gender diverse employees believe the recruitment process could be made easier for trans and gender diverse people by adding more options on forms for gender identity, through more indication that the organisation is inclusive (e.g. clearly stating inclusion policies, introductions to known allies), and by asking for preferred pronouns.

Only half of these trans or gender diverse employees have not experienced any negative attitudes towards trans or gender diverse employees within the last year. 1 in 5 have experienced this to a moderate or large extent.

However, just over one third of these trans or gender diverse employees have considered leaving their current employment as a result of bullying, harassment or negative comments.

Only 6 out of 10 feel confident that their manager would address transphobic behaviour or any form of bullying/harassment towards trans or gender diverse employees.

Only one third of these employees are aware of inclusion or transition policies for trans or gender diverse employees in their current organisation and believe that LGBTTTQIA+ inclusion initiatives benefit trans and gender diverse employees.

4 in 5 trans or gender diverse employees consider LGBTTTQIA+ inclusion initiatives important to their level of engagement. Half say these initiatives have not had any impact on how they feel about their gender identity at work. One third say it has had a positive impact and nearly 1 in 10 indicated a negative impact.

Half of these trans or gender diverse employees feel their organisation's LGBTTTQIA+ Employee network is strongly inclusive of trans and gender diverse employees, but one third say they are not involved with it.

4 in 5 gender diverse employees feel openly trans or gender diverse employees are important to their sense of inclusion in their workplace. Nearly half of these trans or gender diverse employees believe having LGBTTTQIA+ allies/ champions in their organisation has improved their sense of inclusion in their workplace. The most important behaviours for an ally is to call out inappropriate comments or jokes targeting LGBTTTQIA+ people.

IN-DEPTH PARTICIPATION DEMOGRAPHICS

There were **2,976** people who participated in this year's survey. No quotas were applied to reflect a nationally representative sample of employees by age, gender, location or ethnicity. The demographic breakdown of these participants is shown below.

BY ETHNICITY	Responses	Percentage
NZ European (Pakeha)	1,947	65%
Other European	299	10%
Maori	152	5%
Samoan	24	1%
Cook Island Maori	11	<1%
Tongan	2	<1%
Other Pacific Peoples	14	<1%
Chinese	69	2%
Indian	99	3%
Other Asian	90	3%
Other	209	7%
Prefer not to answer	60	2%

BY EMPLOYMENT STATUS	Responses	Percentage
Leaders: CEO + SLT	207	7%
Middle Management: team leaders/ supervisors	818	27%
Employees: team member/ graduate/ internal consultant	1,635	55%
External Consultant/ Contractor	28	1%
Professional – flat structure	225	8%

IN-DEPTH PARTICIPATION DEMOGRAPHICS

BY REGION	Responses	Percentage
Auckland	1336	45%
Bay of Plenty	62	2%
Canterbury	326	11%
Gisborne	7	<1%
Hawke's Bay	21	1%
Manawatu-Wanganui	355	12%
Marlborough	5	<1%
Nelson	16	1%
Northland	33	1%
Otago	86	3%
Southland	13	<1%
Taranaki	12	<1%
Tasman	5	<1%
Waikato	80	3%
Wellington	603	20%
West Coast	4	<1%

BY CERTIFIED VS NON-CERTIFIED ORGANISATIONS	Responses	Percentage
Certified with the Rainbow Tick or in the process of recertification	2,616	88%
On the pathway towards certification	293	10%

IN-DEPTH PARTICIPATION DEMOGRAPHICS

BY LOCATION	Responses	Percentage
City/ Metropolitan	2,523	85%
Regional	354	12%
Rural	50	2%
Remote	16	1%
Work outside of New Zealand	10	<1%

BY AGE GROUP	Responses	Percentage
Under 18 years	4	<1%
18-24 years	199	7%
25-29 years	396	13%
30-34 years	420	14%
35-39 years	409	14%
40-44 years	357	12%
45-49 years	377	13%
50-54 years	346	12%
55-65 years	410	14%
>65 years	58	2%

IN-DEPTH PARTICIPATION DEMOGRAPHICS

Referred to in the report as	Responses	Percentage
Heterosexual	2,302	77%
Gay Man	186	6%
Bisexual (M)	38	1%
Lesbian	98	3%
Bisexual (F)	162	5%
Asexual	29	1%
Gender Diverse	59	2%
Intersex	4	<1%

Percentages do not sum to 100% because a respondent could be in more than one category, or could opt out of answering a particular category because they preferred not to answer (i.e. we don't know which group/s they would belong to).

Analysis was conducted comparing LGBTTTQIA+ employees vs non-LGBTTTQIA+ employees. LGBTTTQIA+ employees were any of the above classifications excluding Heterosexual, and non-LGBTTTQIA+ were participants who indicated they were heterosexual, not gender diverse, and not intersex.

SIGNIFICANT DIFFERENCES

Significant differences between segments have been indicated throughout the report using green and red arrows. Green arrows indicate a segment being significantly higher than others at the 95% confidence interval, and red arrows indicate a segment being significantly lower than others at the 95% confidence interval. Segments tested were: ethnicity, leadership, region, certified organisations vs non-certified organisations, and location. Results by segment were only shown if they were significantly different.



All results were also significance tested against the 2019 study. There were no significant differences between the two years to report. Results were also significance tested against the equivalent most recent Australian Workplace Equality Index (AWEI 2018) where comparable, and any differences were indicated throughout the report. Not all reported figures are comparable with the AWEI.

SECTION 1: PERSONAL BELIEFS AND SUPPORT FOR LGBTTQIA+ INCLUSION

Employees were first asked about their personal beliefs towards LGBTTQIA+ inclusion in the workplace.

Survey Question	Data selection for chart
How important do you personally believe LGBTTQIA+ inclusion initiatives are to an organisation?	Extremely important/ Very important/ Somewhat important
To what extent do you understand why LGBTTQIA+ inclusion is important to an organisation?	Large extent/ Moderate extent
Please state your level of agreement with the statement “I personally support LGBTTQIA+ workplace inclusion.”	Strongly agree/ Agree

LGBTTQIA+ vs. NON-LGBTTQIA+ EMPLOYEES

For both LGBTTQIA+ employees and non-LGBTTQIA+ employees, personal support for LGBTTQIA+ workplace inclusion is very high, as is the belief that LGBTTQIA+ inclusion initiatives are important.

There is a higher understanding of why LGBTTQIA+ inclusion is important amongst LGBTTQIA+ employees, however both groups still have a relatively high claimed level of understanding.



SECTION 1: PERSONAL BELIEFS AND SUPPORT FOR LGBTTQIA+ INCLUSION

LEADERSHIP

All employment levels indicate that LGBTTQIA+ inclusion initiatives are important to an organisation, however this is less so for professional/ flat structure employees (88% indicated importance), compared to 98% leaders, 95% middle management, 93% employees, and 96% external consultant/ contractors.

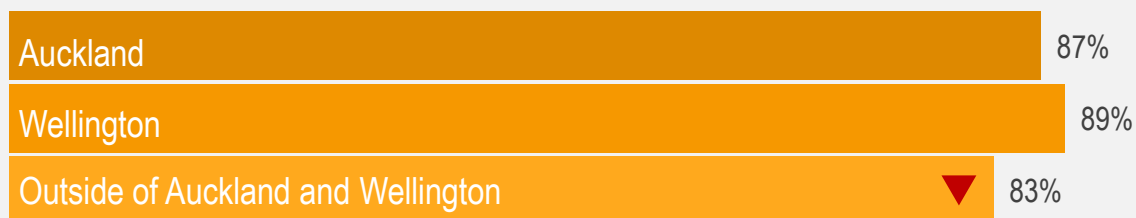
REGION

Employees working in the Auckland and Wellington regions have significantly greater support for LGBTTQIA+ workplace inclusion, greater beliefs that LGBTTQIA+ inclusion initiatives are important, and greater understanding for why LGBTTQIA+ inclusion is important than employees working outside of these regions.

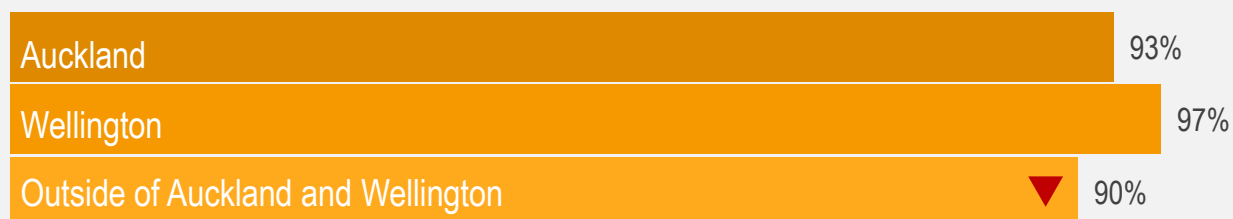
How important do you personally believe LGBTTQIA+ inclusion initiatives are to an organisation? Overall: 94%



To what extent do you understand why LGBTTQIA+ inclusion is important to an organisation? Overall: 86%



Please state your level of agreement with the statement "I personally support LGBTTQIA+ workplace inclusion." Overall: 93%



AGE

Understanding why LGBTTQIA+ inclusion is important to an organisation is significantly lower for employees over 55 years (82% vs 87% for under 30 years, 30-39 years and 40-54 years).

SECTION 2: LGBTTQIA+ INCLUSION CULTURE

In addition to their personal views, employees were also asked their views on how LGBTTQIA+ inclusive the culture is at their current organisation.

Survey Question	Data selection for chart
To what extent do you believe your organisation genuinely supports LGBTTQIA+ inclusion?	Large extent/ Moderate extent
Please state your level of agreement with the statement “I feel confident that the managers/ team leaders that I engage with genuinely support LGBTTQIA+ workplace inclusion.”	Strongly agree/ Agree
Please state your level of agreement with the statement “I believe that LGBTTQIA+ employees within my immediate work area could comfortably be themselves at work without fear of innuendo, jokes or negative comments.”	Strongly agree/ Agree
How much do you agree or disagree that LGBTTQIA+ people or people with lived experiences in your workplace are talking about their life at work and being their whole selves? (e.g. they talk about their home life, bring their partner to work events etc.)	Strongly agree/ Agree

LGBTTQIA+ vs. NON-LGBTTQIA+ EMPLOYEES

Non-LGBTTQIA+ employees rate their organisations' inclusiveness higher than LGBTTQIA+ employees. Nearly 9 in 10 of these employees believe their organisation genuinely supports LGBTTQIA+ inclusion, compared to only three quarters of LGBTTQIA+ employees. Similarly, 86% of non-LGBTTQIA+ employees believe LGBTTQIA+ employees within their work area could comfortably be themselves at work without fear of innuendo, jokes or negative commentary compared to 76% of LGBTTQIA+ employees. Non-LGBTTQIA+ employees also have greater confidence that their managers and team leaders genuinely support LGBTTI inclusion (85% vs 78% for LGBTTQIA+ employees)

On the other hand, LGBTTQIA+ employees have similar views as non-LGBTTQIA+ employees that LGBTTQIA+ colleagues are talking about their lives at work and being their whole selves (69% for both).

SECTION 2: LGBTTQIA+ INCLUSION CULTURE

To what extent do you believe your organisation genuinely supports LGBTTQIA+ inclusion? Overall: 86%



Please state your level of agreement with the statement "I feel confident that the managers/ team leaders that I engage with genuinely support LGBTTQIA+ workplace inclusion." Overall: 84%



Please state your level of agreement with the statement "I believe that LGBTTQIA+ employees within my immediate work area could comfortably be themselves at work without fear of innuendo, jokes or negative comments." Overall: 84%



LEADERSHIP

It is professional/ flat structure employees who have the lowest belief that their organisation genuinely supports LGBTTQIA+ inclusion (75%), compared to 94% leaders, 89% middle management, 84% employees, and 89% external consultant/ contractors. They also have significantly lower confidence that their managers and team leaders genuinely support LGBTTQIA+ inclusion (73%) and that LGBTTQIA+ are being their whole selves at work (60%)

REGION

Employees working in the Auckland and Wellington regions have significantly greater belief that their organisation genuinely supports LGBTTQIA+ inclusion (88% and 87% respectively compared to 82% for employees outside these regions). They also feel more confident that their managers/ team leaders support LGBTTQIA+ workplace inclusion (both 86% compared to 80% for employees outside these regions). Employees in Auckland and Wellington believe that LGBTTQIA+ employees in their work area can comfortably be themselves without fear of innuendo, jokes or negative comments more so than employees in other regions (86% and 88% respectively compared to 80% for other regions).

SECTION 2: LGBTTTQIA+ INCLUSION CULTURE

CERTIFIED ORGANISATIONS vs. NON-CERTIFIED ORGANISATIONS

Employees from organisations who are certified with the Rainbow Tick or in the process of recertification have significantly stronger beliefs that their organisation genuinely supports LGBTTTQIA+ inclusion than employees from organisations on the pathway towards certification (86% vs 82%) These employees also have stronger confidence that their managers support LGBTTTQIA+ workplace inclusion and greater beliefs that LGBTTTQIA+ employees can be themselves at work without fear of innuendo, jokes or negative comments (85% vs 80%).

Please state your level of agreement with the statement "I feel confident that the managers/ team leaders that I engage with genuinely support LGBTTTQIA+ workplace inclusion." Overall: 84%



LOCATION

Employees working in rural areas have significantly less confidence that their managers and team leaders genuinely support LGBTTTQIA+ inclusion than employees working in city and regional locations (60% vs 85% for city/metropolitan employees and 81% for regional employees). Similarly they have less positive beliefs that LGBTTTQIA+ employees can comfortably be themselves at work without fear of innuendo, jokes or negative comments (66% vs 85% for city/metropolitan employees and 82% for regional employees).

SECTION 2: LGBTTQIA+ INCLUSION CULTURE

Participants were also asked to add any comments to feed back to their organisations in regards to LGBTTQIA+ inclusion and related initiatives.

Survey Question	Data selection for chart
Please use this space to add any comments that you would like to feed back to your organisation in terms of overall LGBTTQIA+ inclusion or related initiatives.	Open textbox

Of the 720 employees who provided a comment...

34%

245 employees

took the opportunity to tell us they feel their organisation does already actively support and include LGBTTQIA+ employees

- 26% told us we should be focusing on overall inclusiveness and not singling out anyone – everyone should be treated as equals
- 14% said there should be compulsory LGBTTQIA+ advice/ education/ training for all employees
- 13% said to improve awareness/ visibility of LGBTTQIA+ related initiatives
- 3% said they need to have toilets for all genders and those who are non-conforming

“

“All people should be treated equally regardless of sexual orientation, ethnic background, socially or physically challenged. No group should be treated differently to any other, no more or less favoured.”

”

- 5% told us their organisation is ignorant/ unaware/ unsupportive
- 3% told us their organisation ignores feedback and doesn't put words into action

SECTION 3: COMMUNICATION & VISIBILITY OF LGBTTQIA+ INITIATIVES

Employees were asked about their perceptions of their organisations' internal communication and visibility about LGBTTQIA+ inclusion initiatives.

Survey Question	Data selection for chart
To what extent do you believe your organisation communicates LGBTTQIA+ inclusion internally (to people in your workplace)?	Large extent/ Moderate extent
Please state your level of agreement with the statement "I know where to go for more information on LGBTTQIA+ inclusion within this organisation."	Strongly agree/ Agree
Do you believe your organisation should do more or less in the area of LGBTTQIA+ workplace inclusion?	Much more/ Somewhat more
How much do you agree or disagree that people managers in your organisation should be trained in LGBTTQIA+ inclusion?	Strongly agree/ Agree

LGBTTQIA+ vs. NON-LGBTTQIA+ EMPLOYEES

Only 65% of LGBTTQIA+ employees believe their organisation communicates LGBTTQIA+ inclusion internally, significantly lower than non-LGBTTQIA+ employees (79%). These non-LGBTTQIA+ employees also agree more strongly that they know where to go for more information on LGBTTQIA+ inclusion within their organisation (74% vs 69% for LGBTTQIA+ employees).

Significantly more LGBTTQIA+ employees agree that managers should be trained in LGBTTQIA+ inclusion (85% compared on 75% of non-LGBTTQIA+ employees).

64% of LGBTTQIA+ employees believe their organisation should do more in the area of LGBTTQIA+ workplace inclusion compared to only 39% of non-LGBTTQIA+ employees. The majority of non-LGBTTQIA+ employees indicated they believe their organisation is 'fine as it is' (57%) while only one third of LGBTTQIA+ employees think this (34%).

To what extent do you believe your organisation communicates LGBTTQIA+ inclusion internally (to people in your workplace)?

Overall: 77%

LGBTTQIA+



65%

(59% AWEI 2018) ▲

Non-LGBTTQIA+

79% (72% AWEI 2018) ▲

SECTION 3: COMMUNICATION & VISIBILITY OF LGBTTQIA+ INITIATIVES

LEADERSHIP

Only 64% of professional/ flat structure employees believe their organisation communicates LGBTTI inclusion internally to a moderate or large extent, significantly lower than other employment levels (89% leaders, 81% middle management, 75% employees, and 86% external consultant/ contractor).

REGION

Employees we talked to working in the Auckland and Wellington regions feel their organisation's communicate LGBTTQIA+ inclusion internally significantly greater than employees in organisations outside these regions. They also indicated they have a greater idea of where to find information on LGBTTQIA+ inclusion within their organisations than employees outside Auckland and Wellington.

However Wellington employees feel more strongly that their organisations should do more in the area of LGBTTQIA+ workplace inclusion, and also hold significantly stronger beliefs that people managers should be trained in LGBTTQIA+ inclusion.

CERTIFIED ORGANISATIONS vs. NON-CERTIFIED ORGANISATIONS

Employees from organisations who are certified with the Rainbow Tick or in the process of recertification have significantly stronger beliefs that their organisation communicates LGBTTQIA+ inclusion internally than employees from organisations on the pathway towards certification (79% vs 63%). They are more likely to know where to access information on LGBTTQIA+ inclusion within their organisation, than employees from not yet certified organisations. They also have stronger beliefs that their organisation is 'doing fine as it is' in the area of LGBTTQIA+ workplace inclusion, whereas those from workplaces on the pathway towards certification have significantly stronger beliefs their organisation should be doing more (54% vs 43%).

To what extent do you believe your organisation communicates LGBTTQIA+ inclusion internally (to people in your workplace)?
Overall: 77%



SECTION 3: COMMUNICATION & VISIBILITY OF LGBTTQIA+ INITIATIVES

LOCATION

Employees working in city/ metropolitan locations have stronger belief their organisations communicate LGBTTQIA+ inclusion internally (78% vs 70% regional and 64% rural) and also feel more strongly they know where to go in their workplace for more information on LGBTTQIA+ inclusion (75% vs 67% regional and 55% rural).

AGE

It is the younger employees who are less sure where to go for information on LGBTTQIA+ inclusion within their organisation (67% for under 30 year olds, vs 72% 30-39 years, 77% 40-54 years and 75% 55+ years).

Conversely it is older employees who do not feel as strongly their organisation should do more in the area of LGBTTQIA+ workplace inclusion. Only a third of those 55 years and older believe their organisation should do more (compared to 54% for under 30 years, 49% 30-39 years and 38% 40-54 years).

SECTION 4: EXTERNAL IMPACT OF LGBTTQIA+ INCLUSION INITIATIVES

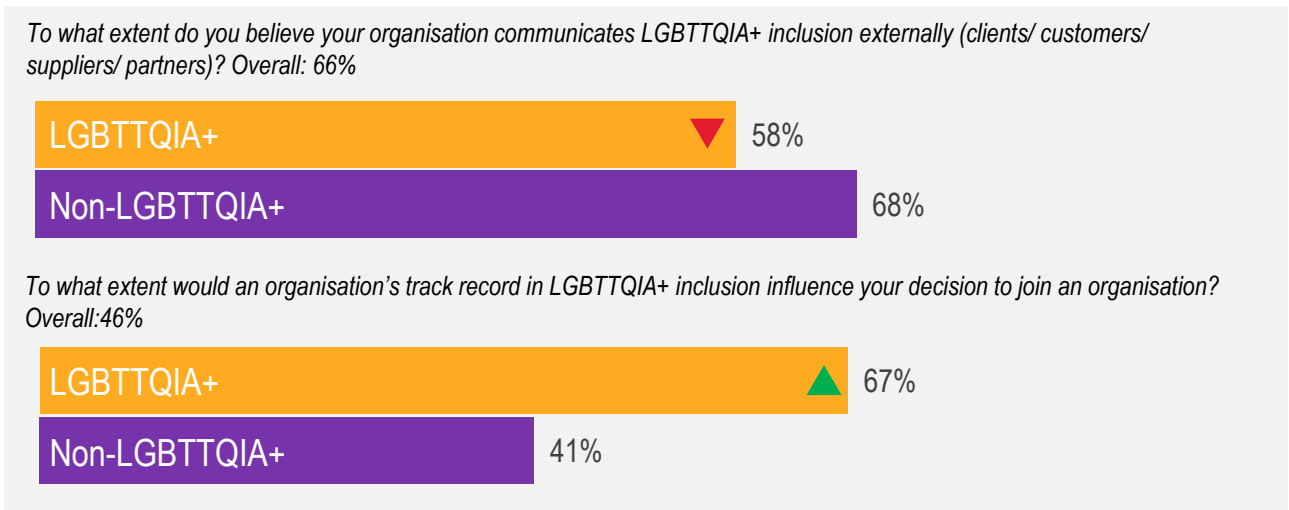
Employees were asked to indicate their views on the external impact of their organisation's LGBTTQIA+ inclusion initiatives.

Survey Question	Data selection for chart
To what extent do you believe your organisation communicates LGBTTQIA+ inclusion externally?	Large extent/ Moderate extent
To what extent would an organisation's track record in LGBTTQIA+ inclusion influence your decision to join an organisation?	Large extent/ Moderate extent

LGBTTQIA+ vs. NON-LGBTTQIA+ EMPLOYEES

Two thirds of all employees believe their organisation communicates LGBTTQIA+ inclusion initiatives externally, but this is significantly higher for non-LGBTTQIA+ employees (68% vs 58% for LGBTTQIA+ employees). Only 3% of employees believe their organisation does not do this at all.

An organisation's track record in LGBTTQIA+ inclusion would have a significantly greater influence on LGBTTQIA+ employees decision to join an organisation (67%) compared to non-LGBTTQIA+ employees (41%).



CERTIFIED ORGANISATIONS vs. NON-CERTIFIED ORGANISATIONS

Employees from organisations who are certified with the Rainbow Tick or in the process of recertification have significantly stronger beliefs that their organisation communicates LGBTTQIA+ inclusion externally than employees from organisations on the pathway towards certification (68% vs 46%).

SECTION 5: BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Employees were asked to indicate the level of bullying and/ or negative commentary they had witnessed or been made aware of in the previous twelve months at their current workplace.

Survey Question	Data selection for chart
Please indicate your response to the statement “I have heard negative commentary from our leaders in regard to LGBTTTQIA+ people or our LGBTTTQIA+ inclusion initiatives with the last year.”	Frequently heard/ Occasionally heard/ Rarely heard/ Never heard
To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative comments or jokes targeting LGBTTTQIA+ people at your place of work? What was your response?	Large extent/ Moderate extent List provided
To what extent within the last 12 months (current employer only) have you personally witnessed or been made aware of targeted LGBTTTQIA+ employee bullying/ harassment at your place of work? What was your response?	Large extent/ Moderate extent List provided
Please state your level of agreement with the statement “I feel confident that the Managers/ Team Leaders that I engage with most would competently address bullying/ harassment of LGBTTTQIA+ employees.”	Strongly agree/ Agree

LGBTTTQIA+ vs. NON-LGBTTTQIA+ EMPLOYEES

LGBTTTQIA+ were more likely to have heard negative commentary from leaders in their organisation (29% vs 17% of non-LGBTTTQIA+ employees). They also feel less confident their managers and team leaders would competently address bullying/ harassment of LGBTTTQIA+ employees (76% vs 85% for non-LGBTTTQIA+ employees).

Please state your level of agreement with the statement “I feel confident that the Managers/ Team Leaders that I engage with most would address bullying/ harassment of LGBTTTQIA+ employees.” Overall: 83%

LGBTTTQIA+

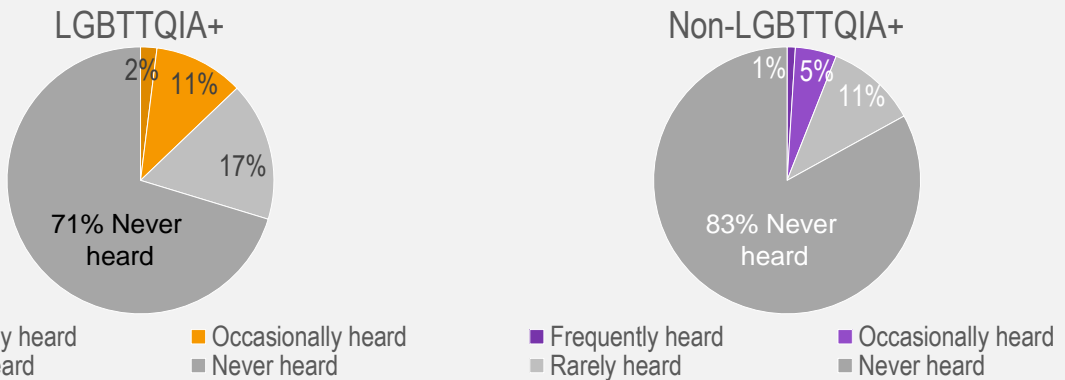
76%

Non-LGBTTTQIA+

85%

SECTION 5: BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

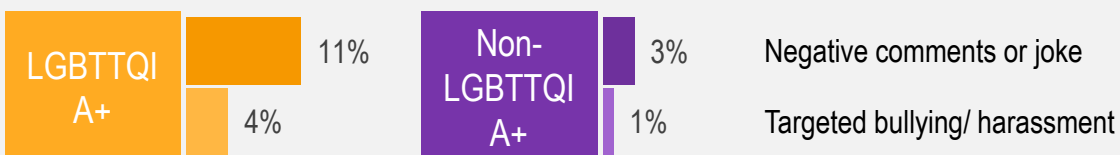
Please indicate your response to the statement “I have heard negative commentary from our leaders in regard to LGBTTTQIA+ people or our LGBTTTQIA+ inclusion initiatives within the last year.” Overall: 85% (never heard), 11% (rarely heard), 3% (occasionally heard), 1% (frequently heard)



85% of LGBTTTQIA+ employees have never witnessed or been aware of targeted LGBTTTQIA+ bullying (meaning 15% have to some extent) and 94% of non-LGBTTTQIA+ employees (meaning 6% have to some extent). However 47% of LGBTTTQIA+ employees have witnessed or been made aware of negative comments or jokes about LGBTTTQIA+ people, and 24% of non-LGBTTTQIA+ employees said the same.

Amongst those who had witnessed or been made aware of negative comments or jokes targeting LGBTTTQIA+ people, almost half indicated they had no response to it (43% of non-LGBTTTQIA+ employees and 42% of LGBTTTQIA+ employees). The main response was to call out or challenge the behaviour (around 40% for both groups), however very few employees (LGBTTTQIA+ or non-LGBTTTQIA+) reported the behaviour (7%). For those who had witnessed or been made aware of targeted bullying the majority again had no response at all (39% of LGBTTTQIA+ employees and 43% of non-LGBTTTQIA+ employees), and only around 30% challenged the behaviour. Only 19% of LGBTTTQIA+ employees reported the behaviour (and 12% of non-LGBTTTQIA+ employees).

To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTTTQIA+ people at your place of work? Overall: 5%
 To what extent within the last 12 months (current employer only) have you personally witnessed or been made aware of more serious LGBTTTQIA+ employee bullying/ harassment at your place of work? Overall: 2%



SECTION 5: BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

ETHNICITY

Although Pacific Island Peoples only accounted for about 2% of our sample, they were less likely to indicate they had never heard negative comments from their leaders in regard to LGBTTTQIA+ people or LGBTTTQIA+ inclusion initiatives (65% vs 82% NZ European, 80% Other European, 73% Maori, and 81% Asian). They were also more likely to have personally witnessed or been made aware of targeted LGBTTTQIA+ employee bullying or harassment (8%, compared to 1-2% of all other ethnicities).

LEADERSHIP

Only 72% of professional/ flat structure employees feel confident that their managers and team leaders would competently address bullying/ harassment of LGBTTTQIA+ employees, significantly lower than other employment levels (92% leaders, 86% middle management, 82% employees, and 86% external consultant/ contractor).

REGION

Employees working in Auckland and Wellington have significantly greater confidence in the managers and team leaders they engage with to competently address LGBTTTQIA+ bullying/harassment (85% and 84% respectively, compared to only 79% of employees in other regions)

LOCATION

Confidence in their managers and team leaders to address this bullying is also significantly lower amongst rural employees (66% compared to 84% city/metropolitan and 81% regional).

SECTION 6: ALLIES

Employees were asked about the role of LGBTTTQIA+ allies or champions within their organisation, whether they considered themselves as such, and whether the organisation provided support for the role. For the purposes of this survey, we define LGBTTTQIA+ allies/ champions as those who do not personally identify as lesbian, gay, bisexual, trans or gender diverse or intersex but who support the creation and maintenance of an LGBTTTQIA+ inclusive workplace environment and are prepared to openly support their LGBTTTQIA+ colleagues as a result.

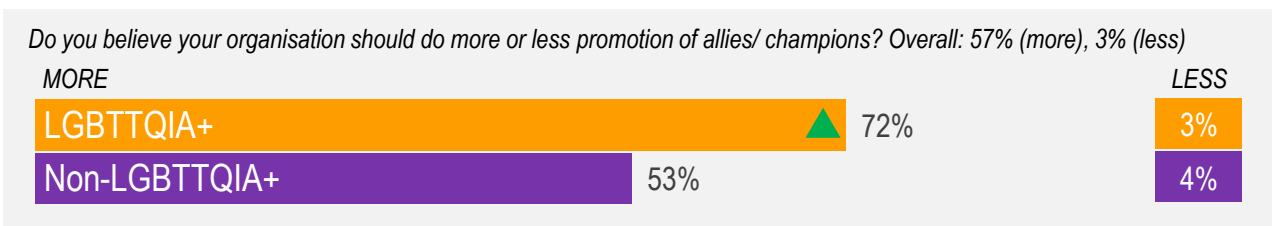
Survey Question	Data selection for chart
Do you consider yourself an ally/ champion of LGBTTTQIA+ employees within your workplace?	Yes
Are you personally aware of visible, active LGBTTTQIA+ allies/ champions within your organisation?	Yes
Are you aware of any formal structure, training or support mechanisms in place for LGBTTTQIA+ allies/ champions within your organisation?	Yes
Do you believe your organisation should do more or less promotion of allies/ champions?	Much more/ Somewhat more/ Somewhat less/ Much less

LGBTTTQIA+ vs. NON-LGBTTTQIA+ RESPONDENTS

63% of all employees consider themselves an ally/ champion of LGBTTTQIA+ employees – and non-LGBTTTQIA+ employees are more likely to indicate they were an ally or champion (73% compared to only 22% of LGBTTTQIA+ employees).

Just over half of all employees (54%) are personally aware of visible, active LGBTTTQIA+ allies/ champions within their organisation, which is consistent for both LGBTTTQIA+ employees and non-LGBTTTQIA+ employees. Nearly one third of employees are aware of formal structure, training or support mechanisms in place in their organisation for LGBTTTQIA+ allies/ champions.

LGBTTTQIA+ employees are more likely than non-LGBTTTQIA+ employees to believe their organisation should do more promotion of allies (72% vs 53%). On the other hand 43% of non-LGBTTTQIA+ employees believe their organisation does not need to do more or less, compared to only 26% of LGBTTTQIA+ employees.



SECTION 6: ALLIES

LEADERSHIP

Leaders (CEO's and Senior Leadership Team members) were more likely to indicate they consider themselves allies/ champions (82%) and are more personally aware of visible, active LGBTTTQIA+ allies/ champions within their organisation (77% vs 60% middle management, 49% employees, 57% external consultant/ contractor, and 48% professional/ flat structure employees). Just over half of leaders (53%) are aware of formal structure, training or support mechanisms in their workplace for LGBTTTQIA+ allies/ champions, whilst only a third or less of other employment levels are aware.

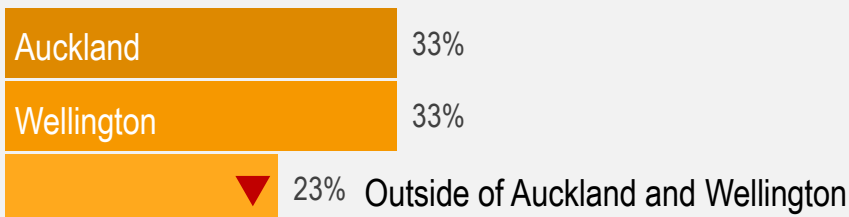
REGION

Employees working in Auckland and Wellington are more aware of active LGBTTTQIA+ allies/ champions within their organisation and are more aware of any formal structure, training or support mechanisms in place for LGBTTTQIA+ allies/ champions. They also have stronger beliefs that their organisation should do more promotion of allies/ champions (58% and 59% respectively compared to 53% of employees in other regions) while small numbers of employees outside of Auckland and Wellington feel their organisation should do less (5% compared to 3% Auckland and 2% Wellington).

Are you personally aware of visible, active LGBTTTQIA+ allies/ champions within your organisation? Overall: 54%



Are you aware of any formal structure, training or support mechanisms in place for LGBTTTQIA+ allies/ champions within your organisation? Overall: 30%



CERTIFIED ORGANISATIONS vs. NON-CERTIFIED ORGANISATIONS

Employees working for organisations on the pathway towards certification more strongly believe their organisation should do more promotion of allies/ champions (63% vs 56% certified organisation employees).

SECTION 6: ALLIES

LOCATION

Employees in city/ metropolitan areas have higher awareness of visible, active LGBTTTQIA+ allies/ champions in their workplace (56% vs 39% regional and 38% rural).

AGE

Older employees (55 years and older) are less likely to feel their organisation should do more promotion of allies/ champions and more strongly feel their organisation is 'fine as it is' (50%). 45% of these older employees believe their organisation should do more promotion of allies/ champions, compared to 66% of under 30 year olds, 62% of 30-39 year olds and 52% of 40-54 year olds.

SECTION 6: ALLIES

Survey Question	Data selection for chart
Which of the following responses below would most closely reflect your reasons for NOT being an LGBTTTQIA+ ally/ champion?	List provided
Please identify any active support that you have personally shown, as an LGBTTTQIA+ ally/ champion, within the last year (current employer only)	List provided

NOT ALLIES/ CHAMPIONS

Employees who indicated they were not LGBTTTQIA+ allies/ champions were asked what their reason for this were. The most common reasons were it is against their religion or cultural beliefs, they don't know enough about why they should be an ally, and that they don't think they should be involved in this work.

OVERALL

Which of the following responses below would most closely reflect your reasons for NOT being an LGBTTTQIA+ ally/ champion?



SECTION 6: ALLIES

ALLIES/ CHAMPIONS

Nearly two thirds of employees who indicated they were LGBTTTQIA+ allies/ champions said they have made a concerted effort to use more inclusive language, and nearly half said they have personally supported LGBTTTQIA+ colleagues.

OVERALL

Please identify any active support that you have personally shown, as an LGBTTTQIA+ ally/ champion, within the last year (current employer only)



LGBTTTQIA+ vs. NON-LGBTTTQIA+ EMPLOYEES

LGBTTTQIA+ employees have shown more active support in almost all areas than non-LGBTTTQIA+ employees, except for making a concerted effort to change language to be more inclusive, be more visible, and encouraging other to becomes allies where all employees were equally likely to undertake this.

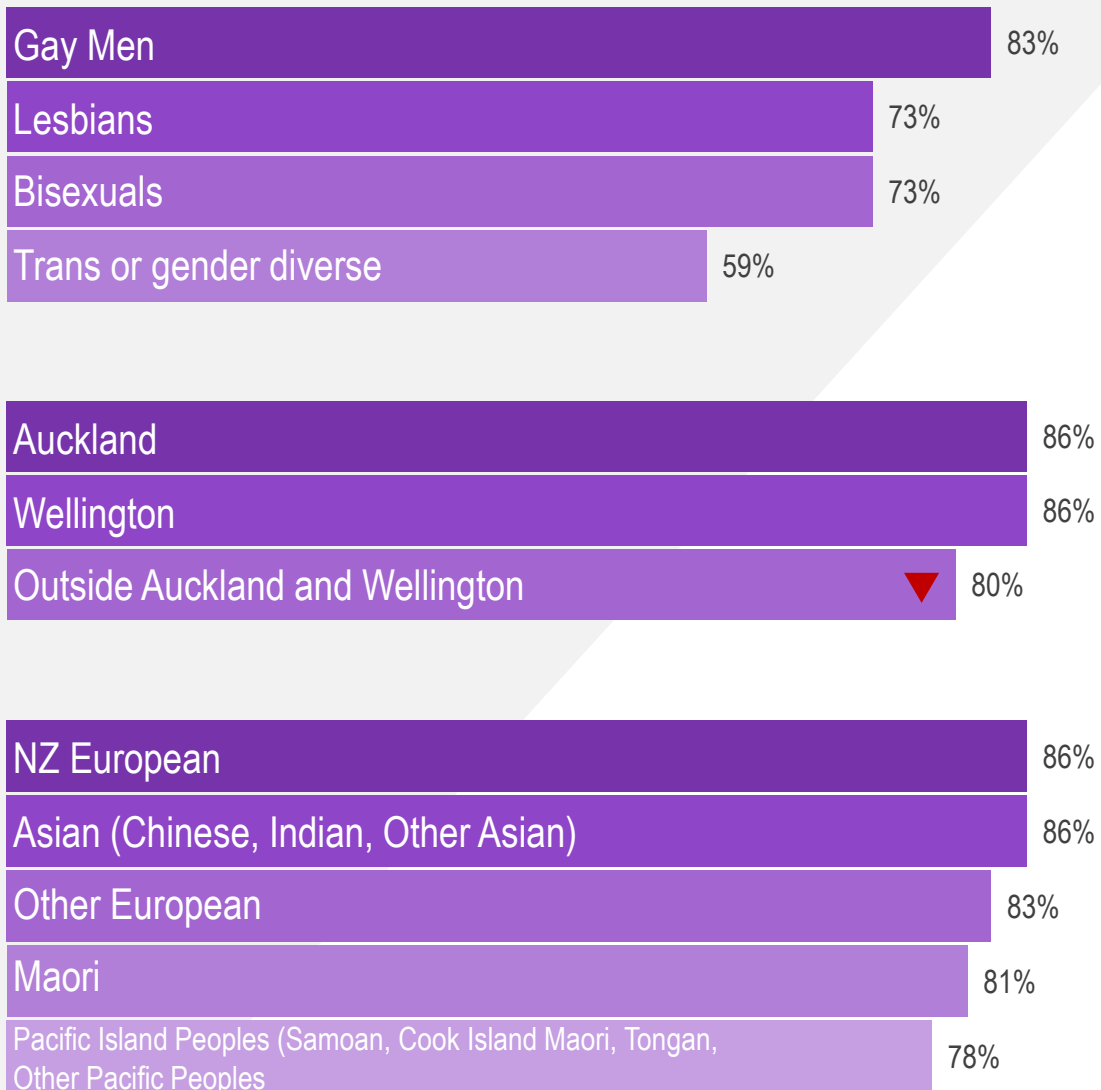
REGION

Though it was the most common active support type for all employees, those working in Wellington were even more likely to have changed their language to be more inclusive. However it is Auckland employees who have shown more personal support for their LGBTTTQIA+ colleagues and are more likely to encourage others to become allies.

LIVED EXPERIENCE: DO EMPLOYEES FEEL LGBTTQIA+ CAN COMFORTABLY BE THEMSELVES AT WORK?

Employees were asked to indicate to what degree they agreed with the statement "I believe that LGBTTI+ employees within my immediate work area could comfortably be themselves at work without fear of innuendo, jokes or negative comments."

Overall: 84%, LGBTTQIA+: 76%, non-LGBTTQIA+: 86%



LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Employees were asked to indicate if they were heterosexual or if their sexual orientation is towards people of the same sex or gender, or people of the same and different sex or genders. Those who indicated the latter (n=518) were then asked questions about their lived experience as LGB employees within their organisation.

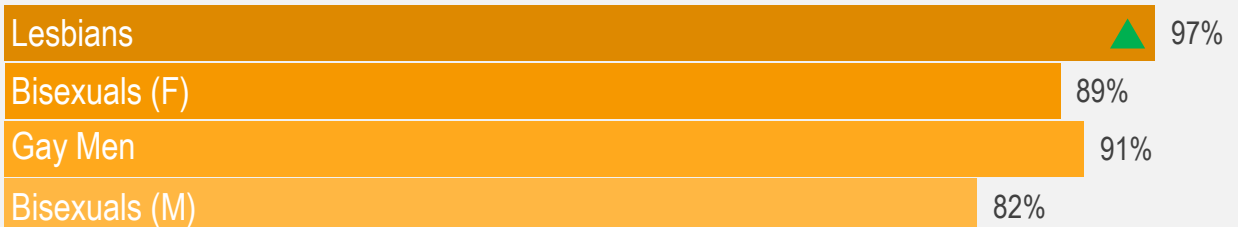
ORGANISATIONAL INCLUSION

Survey Question	Data selection for chart
How important is an LGBTTTQIA+ inclusive culture to your level of engagement?	Extremely important/ Very important/ Somewhat important
How important do you believe having others in your workplace who are out is to your sense of inclusion within your organisation?	Extremely important/ Very important/ Somewhat important

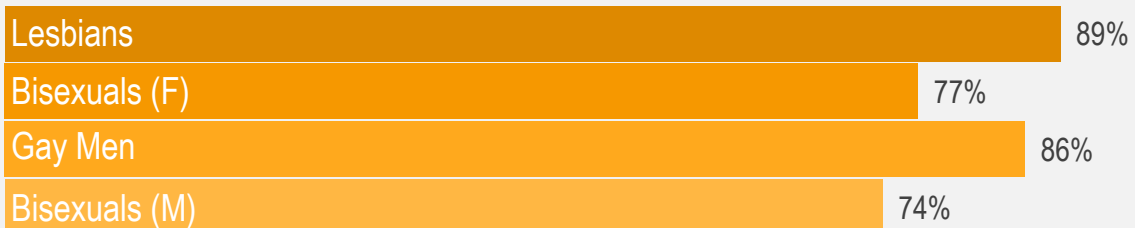
An inclusive culture is very important to 97% of lesbians, and to gay men (91%) and bisexual women (89%) and to bisexual men (82%).

The majority of LGB employees believe having others who are out in their workplace is important to their sense of inclusion (83%). This is particularly important to lesbians (89%) and gay men (86%).

How important is an LGBTTTQIA+ inclusive culture to your level of engagement? Overall: 90%



How important do you believe having others in your workplace who are out is to your sense of inclusion within your organisation? Overall: 83%



LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Employees were also given the opportunity to feed back suggestions to create a more inclusive culture.

Survey Question	Data selection for chart
If there is one suggestion that you would like to feed back to your employer in terms of making the culture more inclusive of LGBTTQIA+ people, what would it be?	Open textbox

185 LGB employees took the opportunity to provide a suggestion...

n=

- 32 training, inductions and workshops for all staff to improve knowledge
- 29 improve awareness and increase visibility of the LGBTTQIA+ community
- 26 more LGBTTQIA+ employees in management and leadership roles
- 23 repercussions for discrimination of LGBTTQIA+ employees
- 19 don't make a big deal about the topic/ treat and respect them like everybody else and then it will truly be inclusive
- 13 provide more support for LGBTTQIA+ employees
- 12 more social events/ activities to celebrate diversity and inclusivity

“

*“Some real life data of the impacts of homophobia these days, i.e. still very tangible negative impacts that people may not be aware of. **There is a level of complacency that everything is fine now, when the reality is quite different for many in our community**”*

*“Don't make such a big deal about it. **As a human being you should have the same regard for me as you would any other group of people**, be they straight, gay, lesbian, bi etc... It kind of feels like a lot of pressure when there are these grand gestures made, a sort of 'tokenism' comes into play because of that. **We have an amazing community and yet we are just the same as everyone else**”*

”

LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

MANAGERIAL SUPPORT

Survey Question	Data selection for chart
Are you out to your direct manager?	Yes
Please select the main reasons for not being out to your Manager.	List provided
Do you believe that being out at work has changed your relationship with your manager?	Yes – for the better/ Yes – for the worse/ Unsure/ No
To what extent do you agree with the statement “I believe my manager genuinely supports LGBTTQIA+ inclusion”?	Strongly agree/ Agree
To what extent do you agree with the statement “I feel confident that my manager would address any negative LGBTTQIA+ related commentary or jokes within my team”?	Strongly agree/ Agree

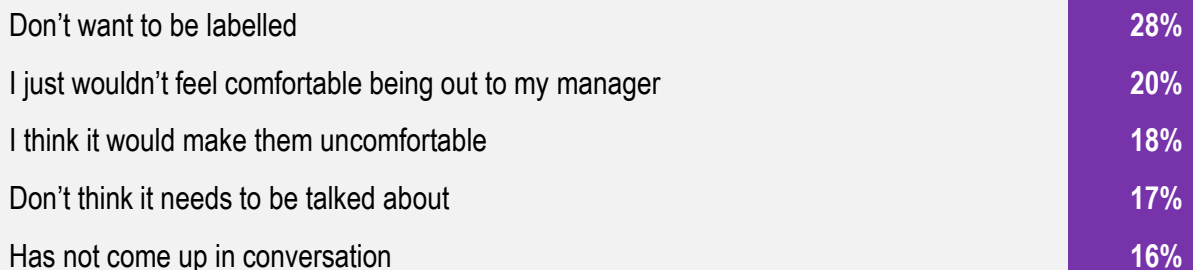
65% of these LGB employees are out to their direct manager and just over half feel this has not changed their relationship with them. 26% believe being out to their manager has changed their relationship for the better and 17% are unsure, (only 1% believe it has changed their relationship for the worse).

Lesbians and gay men are more likely to be out to their managers, (around 90% for both), compared to only 33% of bisexual women and 29% of bisexual men.

Are you out to your direct manager? Overall: 65%



Please select the main reasons for not being out to your Manager.

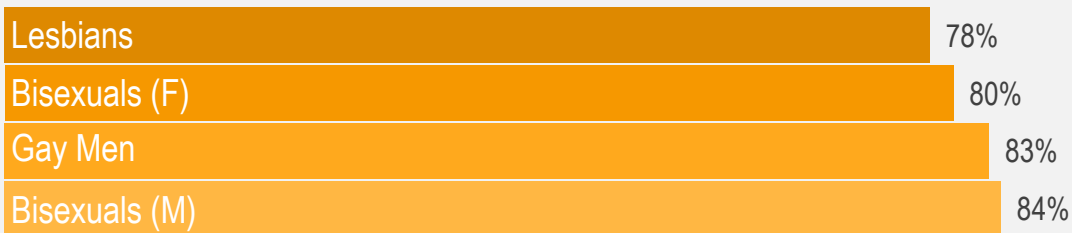


LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

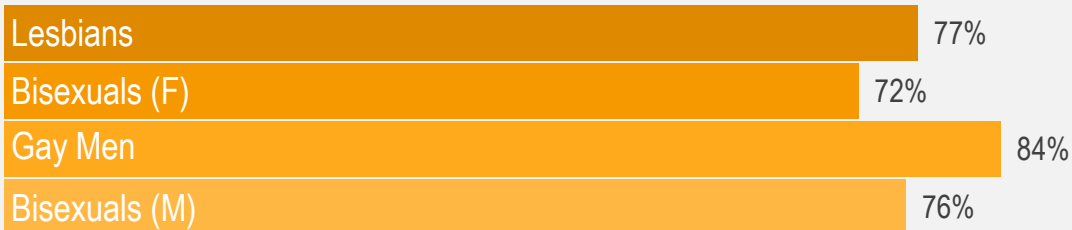
Just over three quarters of these LGB employees (77%) believe their manager genuinely supports LGBTTTQIA+ inclusion (77% of lesbians, 72% of bisexual women, 84% gay men and 76% bisexual men).

Similarly, 80% of these LGB employees feel confident their manager would address any negative LGBTTTQIA+ related commentary or jokes within their team.

To what extent do you agree with the statement "I feel confident that my manager would address any negative LGBTTTQIA+ related commentary or jokes within my team"? Overall: 80%



To what extent do you agree with the statement "I believe my manager genuinely supports LGBTTTQIA+ inclusion"? Overall: 77%



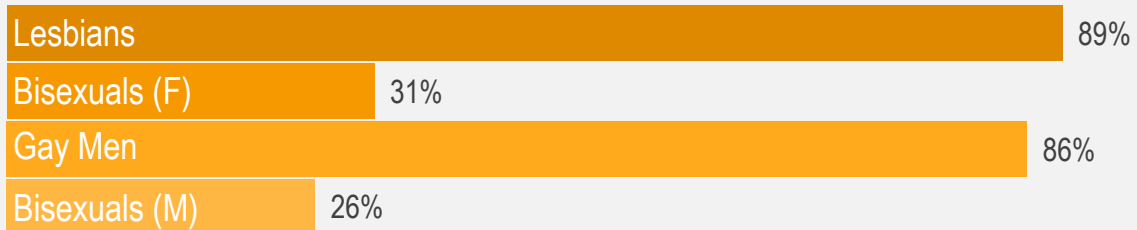
LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

BEING OUT AT WORK

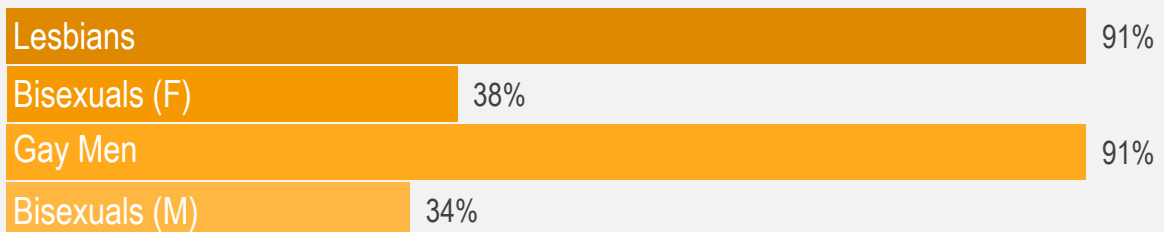
Survey Question	Data selection for chart
To what extent are you out about your sexual orientation to most people in your life?	Completely/ Moderate extent
To what extent are you out about your sexual orientation at work?	Completely/ Moderate extent
Which of the following has MOST influenced your decision to be out at work?	List provided
Please select the main reasons for not being out at work.	List provided

Similar proportions of these LGB employees are both out in their personal lives and at work. 62% state they are out to most people in their lives at home and in their personal life (either completely out or to a moderate extent) and 67% state they are out at work (either completely out, or to a moderate extent). There is a far higher proportion of lesbians and gay men who are out at home and at work than bisexual men or women.

To what extent are you out about your sexual orientation to most people in your life? Overall: 62%



To what extent are you out about your sexual orientation at work? Overall: 67%



LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

The key influences for why these LGB employees are out at work is the ability to be authentic at work and having the freedom to openly communicate with others about their life, partner and community. On the other hand for those LGB employees who are not at all out at work (108 LGB employees) the main reasons are not wanting to be labelled, their lack of feeling comfortable, and the worry it would make others feel uncomfortable.

Which of the following has MOST influenced your decision to be out at work?

71%	Being authentic at work
69%	Having the freedom to talk about life/ partner/ community
60%	Putting less energy into censoring what you say
43%	Ability to be a visible role model for others
33%	Option to bring partner to events
31%	Finding friends and support in the LGBTTQIA+ community- <i>Significantly higher for Bisexual Men</i>

Please select the main reasons for NOT being out at work.

37%	Don't want to be labelled
34%	Wouldn't feel comfortable being out at work
19%	I think it would make people uncomfortable
15%	Not necessary/ relevant
13%	Not enough out people at work to make me think it would be okay
12%	Unsure of repercussions
10%	Don't want to be the target of gay jokes or sexual innuendo

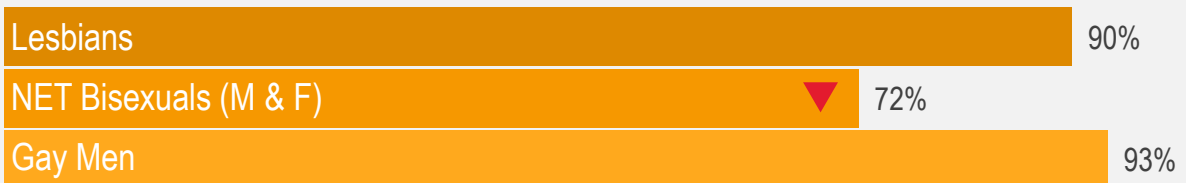
LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Survey Question	Data selection for chart
At work (with your peers and colleagues), how comfortable do you feel being out?	Extremely comfortable/ Somewhat comfortable
How important is it for you to be out at work?	Extremely important/ very important
To what extent do you agree with the statement “I expend energy hiding this aspect of myself to fit in within my work environment”?	Agree/ Disagree/ Neither nor
What impact has being out at work had on your productivity?	Significantly more productive/ More productive
What impact do you believe being out at work has had on the opportunities offered to you or your career progression within your current organisation?	Very positive/ Positive/ Hard to tell/ Negative/ Very negative/ No impact

85% of these LGB employees who are out at work feel comfortable in being out, but that leaves 15% (n=64) of these LGB employees not feeling this level of comfort. Comfort levels are higher for lesbians and gay men than bisexual men and women. Similarly lesbians and gay men find it more important to be out at work, however being out is still fairly important to bisexual employees also. 82% of LGB employees told us being out at work is important to them.

73% of these LGB employees disagree that they expend energy to hide this aspect of themselves to fit in, but 13% agree that they do.

At work (with your peers and colleagues), how comfortable do you feel being out? Overall: 85%



How important is it for you to be out at work? Overall: 82%

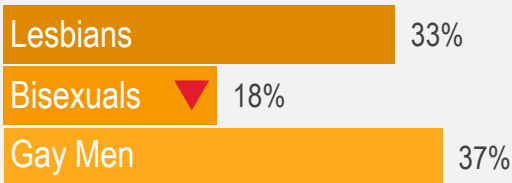


LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

The majority of out LGB employees do not feel being out at work has had any impact on their productivity (69%). This is greater for bisexual men and women (80%) compared to 66% of lesbians and 63% of gay men. The remaining 30% of LGB employees feel it has made them more productive.

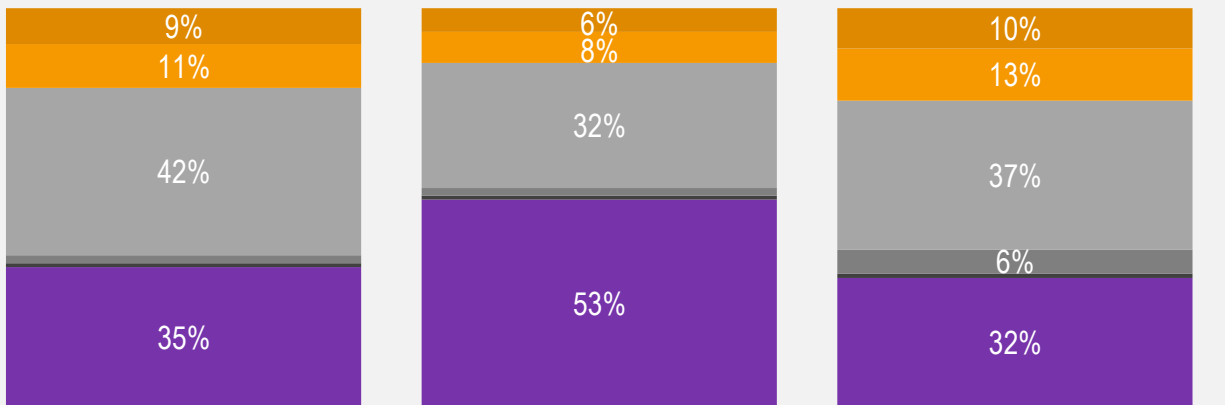
1 in 5 believe being out has had a positive impact on the opportunities offered to them or their career progression, 5% believe being out has had a negative impact, 37% think it's hard to tell the impact and 39% think it's had no impact at all.

What impact has being out at work had on your productivity? Overall: 30%



What impact do you believe being out at work has had on the opportunities offered to you or your career progression within your current organisation? Overall: 20% (positive), 5% (negative)

	Lesbians	Bisexuals	Gay Men
NET positive	20%	14%	24%
NET negative	3%	2%	7%



Legend: ■ No impact ■ Very negative ■ Negative ■ Hard to tell ■ Positive ■ Very positive

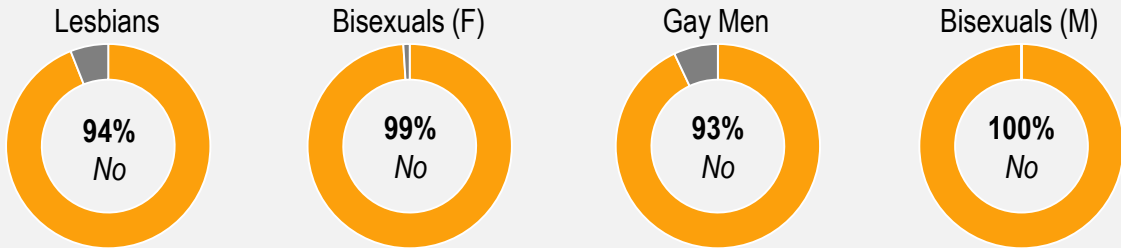
LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Survey Question	Data selection for chart
To what extent have you personally experienced unwanted negative commentary or jokes about your sexuality at your current place of employment within the last year?	Large extent/ Moderate extent
Do you agree with the statement “I have been personally bullied or harassed because of my sexual orientation at my current place of work within the last year”?	No
Have you ever considered leaving your current employment as a result of bullying, harassment or negative comments directly related to yours or other sexual orientation?	Never

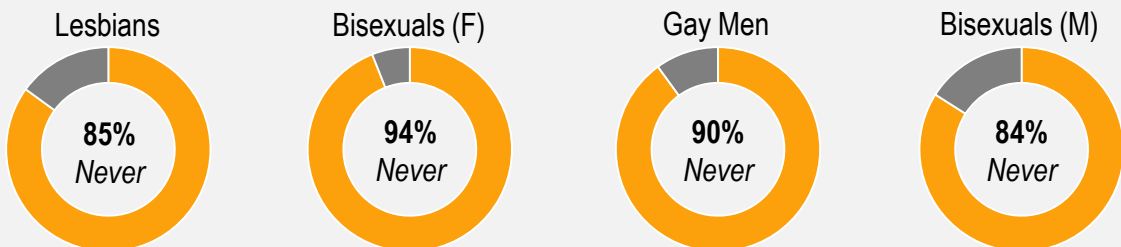
Encouragingly, 95% of these LGB employees have not been personally bullied or harassed because of their sexual orientation within the last year though 5% indicated they have experienced unwanted negative commentary or jokes (to a moderate or large extent).

Do you agree with the statement “I have been personally bullied or harassed because of my sexual orientation at my current place of work within the last year”? Overall: 95%



88% of these LGB employees have never considered leaving their current employment due to bullying or harassment. 6% said they have rarely considered it, 5% said occasionally, 1% said they are looking to leave (this being a contributing factor), and 1% said they are looking to leave (this being the main reason).

Have you ever considered leaving your current employment as a result of bullying, harassment or negative comments directly related to yours or other sexual orientation? Overall: 88%



LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

ATTITUDES TO ALLIES/ CHAMPIONS

Survey Question	Data selection for chart
Does your organisation have an LGBTTTQIA+ Employee/ Ally Network? (May be named differently)	Yes
To what degree are you active in your LGBTTTQIA+ employee network?	Very active/ moderately active/ moderately inactive/ inactive
What are your main reasons for not being more involved in the LGBTTTQIA+ network?	List provided
What suggestions would you like to make in terms of making the network more visible to effective?	Open textbox

52% of these LGB employees indicated their organisation does have an LGBTTTQIA+ Employee/ Ally Network, but 42% said they were unsure - the remaining 6% said they do not. Gay men had significantly higher knowledge of these networks within their organisation (65%). However, of those who told us their organisation does have an LGBTTTQIA+ Employee/ Ally Network, only half of the LGB employees are active in it (51% vs 49% inactive), and there are no difference between lesbians, bisexual women, gay men and bisexual men in their activeness of this network.

LGB employees who are not active in their organisation's LGBTTTQIA+ Employee/ Ally Network indicated this was mainly due to just not getting involved in these types of activities at work (39%) and a lack of time (37%).

Of the 80 employees who provided a comment, there were 3 clear suggestions on how LGB employees think the network could be made more visible and effective:

- 35%**
28 employees

suggested raising the awareness and visibility of the network to everyone by communicating it more and giving more information to people outside of the network
- 24%**
19 employees

suggested having more social events and activities (less formal gatherings) and making more effort to get people involved
- 19%**
15 employees

suggested having more management representatives/ leaders involved to engage with the issues

“**Active higher management engagement.** Having a **dedicated diversity officer position** would provide a highly visible focal point for people to approach for support. Could also help **co-ordinate activities that are often left to LGBT+ staff** without having the resources, funding or time to do so.”

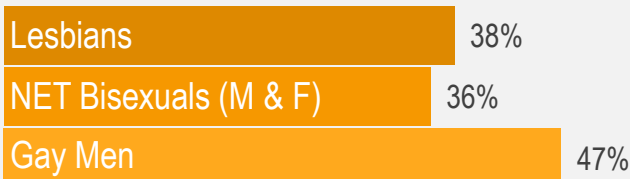
LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

Survey Question	Data selection for chart
Please state your level of agreement with the statement “LGBTQTIA+ Allies/ Champions within my workplace are easily identified and accessible”?	Yes
To what extent do you believe having LGBTQTIA+ Allies/ Champions in your organisation has improved your sense of inclusion within the workplace?	Large extent/ Moderate extent
In relation to the impact of LGBTQTIA+ Workplace Inclusion Initiatives on you personally, please select ALL statements that apply. LGBTQTIA+ Workplace Inclusion Initiatives...	List provided
Please select the behaviours that you feel are MOST important for an LGBTQTIA+ Ally/ Champion in terms of impact and encouragement of an inclusive culture.	List provided

2 in 5 of these LGB employees feel Allies/ Champions in their workplace are easily identified and accessible. This is consistent across lesbians, bisexuals and gay men.

42% of these LGB employees believe having LGBTQTIA+ Allies/ Champions in their organisation has improved their sense of inclusion but 22% believe having Allies/ Champions has not improved their sense of inclusion at all.

Please state your level of agreement with the statement “LGBTQTIA+ Allies/ Champions within my workplace are easily identified and accessible”? Overall: 40%



Nearly half of gay men (47%) indicated that LGBTQTIA+ workplace inclusion initiatives have had a positive impact on how they feel about their sexual orientation (compared to 39% of lesbians and 29% of bisexuals). However, very few LGB employees indicated that these initiatives were responsible for them coming out at work (5%) or have made them feel somewhat more self-conscious or uncomfortable (6%). 50% of these LGB employees indicated that LGBTQTIA+ workplace inclusion initiatives have had no impact on how they feel about their sexual orientation.

LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

LGB employees felt the most important behaviour for an LGBTTTQIA+ Ally/ Champion was to call out inappropriate comments or jokes targeting LGBTTTQIA+ people, followed by addressing bullying/ harassment targeting LGBTTTQIA+ people.

Please select the behaviours that you feel are MOST important for an LGBTTTQIA+ Ally/ Champion in terms of impact and encouragement of an inclusive culture.

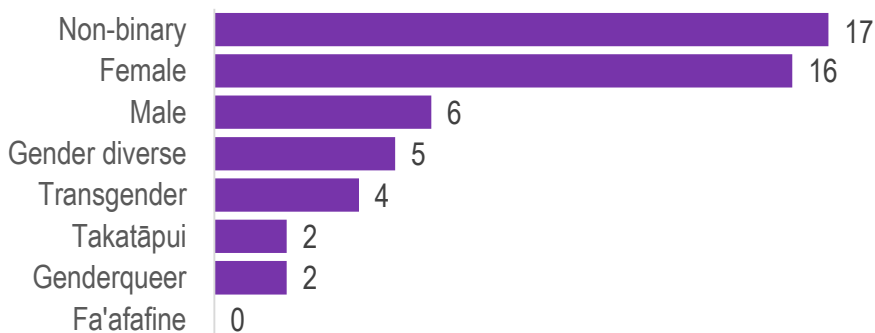
80%	Call out inappropriate comments or jokes targeting LGBTTTQIA+ people
74%	Address bullying/ harassment targeting LGBTTTQIA+ people
70%	Report bullying/ harassment targeting LGBTTTQIA+ people
66%	Personally supporting LGBTTTQIA+ colleagues
58%	Make a concerted effort to change their language to be inclusive
58%	Openly talk to team/ colleagues about LGBTTTQIA+ inclusion
52%	Actively seek to understand the experiences of, and challenges experienced by LGBTTTQIA+ people within the workplace
45%	Be active in LGBTTTQIA+ inclusion initiatives within the organisation
44%	Make a concerted effort to be more visible as an Ally within the organisation
44%	Encourage others to become Allies
43%	Attend LGBTTTQIA+ awareness of LGBTTTQIA+ ally training held within my organisation
39%	Attend LGBTTTQIA+ events held at my organisation
32%	Have a role within the organisation's LGBTTTQIA+ employee network
31%	Have visible signs of being an Ally around their desk/ office
24%	Be active in LGBTTTQIA+ initiatives outside of the organisation
18%	Write on the importance of LGBTTTQIA+ inclusion in the workplace
17%	Speak at conferences, internal events or other external events on the importance of LGBTTTQIA+ inclusion

LIVED EXPERIENCE: TRANS & GENDER DIVERSE EMPLOYEES

Employees were asked if they identified themselves as trans or gender diverse and 59 employees told us they did (2% of total employees who took part in this study). This is over double the number of trans or gender diverse employees who took part in the 2019 survey.

Of these 59 employees, 19 were assigned male at birth, 37 female, 2 intersex, and 1 preferred not to say.

Participants were also asked to choose which description most accurately depicts how they choose to identify:



With only 59 trans or gender diverse employees we can report the following results as indicative only.

ORGANISATIONAL SUPPORT

Half (28 employees) believe their organisation is fully supportive of trans or gender diverse employees and nearly 2 in 3 would recommend their current organisation as a place where trans or gender diverse people could comfortably work. Half feel comfortable about being open about their gender diversity at work (even though 75% feel comfortable being open at home in their personal life with peers) and 10 employees choose not to be open at all. The largest driver for being open about their gender identity at work is the ability to be authentic at work. The majority of these trans or gender diverse employees (32 employees) say being open about their gender identity at work has had no impact on their productivity. For those who do feel being out has had some sort of impact on their productivity, the vast majority indicated this was a positive impact. When asked what kind of impact being open at work has had on opportunities given to them or their career progression at their current organisation, most said it was hard to tell, a handful said it was positive, and a few said it was negative.

When asked for their suggestion to feed back to employers about how to make the culture more inclusive of trans and gender diverse people at work, 12 trans or gender diverse people said they just wanted acceptance and to be treated equally, with no judgement. A further 8 employees suggested that their organisation provides more information and education about the topic and what policies are in place, and another 7 people suggested having toilets/ changing facilities' available for non-binary people.

LIVED EXPERIENCE: TRANS & GENDER DIVERSE EMPLOYEES

RECRUITMENT PROCESS

The greatest barrier to employment experienced by half of these trans or gender diverse employees was general fears of discrimination. Around 2 in 5 also indicated administrative forms not being inclusive, misgendering and facilities were all barriers.

Only half of these employees faced no anxiety during the recruitment process, with 11 facing high anxiety, 9 moderate, and 9 low.

Trans or gender diverse employees believe the recruitment process could be made easier for trans and gender diverse people by adding more options on forms for gender identity, through more indication that the organisation is inclusive (e.g. clearly stating inclusion policies, introductions to known allies), and by asking for preferred pronouns.



*State to every candidate (not just the gender diverse 'looking' ones) **what the official policy is on gender diversity**. List **key practical efforts the business takes to be inclusive** (like facilities, use of neutral language in official documents etc.) and ask about preferred names before any employee administration is started*

*It should be clear and visible as early as possible that the employers strive for inclusive practices. It should not fall on us to start the conversation – **we should be allowed to opt in if we feel comfortable to***



BULLYING IN THE WORKPLACE

Only half of these trans or gender diverse employees have not experienced any negative attitudes towards trans or gender diverse employees within the last year. 1 in 5 have experienced this to a moderate or large extent.

However, just over one third of these trans or gender diverse employees have considered leaving their current employment as a result of bullying, harassment or negative comments.

Only 6 out of 10 feel confident that their manager would address transphobic behaviour or any form of bullying/ harassment towards trans or gender diverse employees.

LIVED EXPERIENCE: TRANS & GENDER DIVERSE EMPLOYEES

LGBTQTIA+ WORKPLACE INCLUSION INITIATIVES

Only one third of these employees are aware of inclusion or transition policies for trans or gender diverse employees in their current organisation and believe that LGBTQTIA+ inclusion initiatives benefit trans and gender diverse employees.

4 in 5 trans or gender diverse employees consider LGBTQTIA+ inclusion initiatives important to their level of engagement. Half say these initiatives have not had any impact on how they feel about their gender identity at work. One third say it has had a positive impact and nearly 1 in 10 indicated a negative impact.

Half of these trans or gender diverse employees feel their organisation's LGBTQTIA+ Employee network is strongly inclusive of trans and gender diverse employees, but one third say they are not involved with it.

LGBTQTIA+ ALLIES/ CHAMPIONS

4 in 5 gender diverse employees feel openly trans or gender diverse employees are important to their sense of inclusion in their workplace. Nearly half of these trans or gender diverse employees believe having LGBTQTIA+ allies/ champions in their organisation has improved their sense of inclusion in their workplace.

The most important behaviours for an ally are:

- Call out inappropriate comments or jokes targeting LGBTQTIA+ people
- Address bullying/ harassment targeting LGBTQTIA+ people
- Report bullying/ harassment targeting LGBTQTIA+ people
- Personally support LGBTQTIA+ colleagues
- Make a concerted effort to change their language to be inclusive
- Actively seek to understand the experiences of, and challenges experienced by, LGBTQTIA+ people within the workplace
- Openly talk to team/ colleagues about LGBTQTIA+ inclusion

DISCUSSION AND RECOMMENDATIONS

IMPORTANCE OF LGBTTTQIA+ VOICES

“Some real-life data of the impacts of homophobia these days, i.e. still very tangible negative impacts that people may not be aware of. There is a level of complacency that everything is fine now, when the reality is quite different for many in our community.”

Respondents felt differently about some aspects of LGBTTTQIA+ inclusion in their workplaces, based on whether they had lived experience as part of the LGBTTTQIA+ community. Non-LGBTTTQIA+ respondents were more likely to believe that their organisation genuinely supports LGBTTTQIA+ inclusion and that LGBTTTQIA+ employees could comfortably be themselves at work, than LGBTTTQIA+ respondents. LGBTTTQIA+ respondents were more likely to believe that their organisation should do more to support LGBTTTQIA+ inclusion. The difference in perception of the workplace culture indicates a potential awareness gap in noticing and addressing jokes, innuendo or negative commentary about the LGBTTTQIA+ community, within the non-LGBTTTQIA+ respondents. When these actions go unnoticed by the majority, this can unintentionally reinforce harmful behaviour within the workplace culture and indicate that it is not safe for LGBTTTQIA+ employees to be out at work. Often the burden of calling out and educating on these behaviours falls on LGBTTTQIA+ employees themselves, which can be exhausting and isolating. For our LGBTTTQIA+ respondents, one of the most important aspects of LGBTTTQIA+ allyship was allies noticing and addressing these situations when they occur.

What can we do about it?

- Learn to notice microaggressions that affect our LGBTTTQIA+ co-workers (see Tackling Rainbow microaggressions workbook).
- Kindly call our workmates out when they use non-inclusive language (see Calling out LGBTTTQIA+ discrimination workbook).
- Give space for LGBTTTQIA+ voices when issues of Rainbow inclusion are being discussed (see Speaking up but not speaking over workbook).

DISCUSSION AND RECOMMENDATIONS

IMPORTANCE OF TRANS AND GENDER DIVERSE VOICES

“State to every candidate (not just the gender diverse ‘looking’ ones) what the official policy is on gender diversity. List key practical efforts the business takes to be inclusive (like facilities, use of neutral language in official documents etc.) and ask about preferred names before any employee administration is started.”

Trans and gender diverse employees face challenges from recruitment through to employment, with fears of discrimination, isolation and support systems not being in place. Less than half of trans and gender diverse respondents felt comfortable being out at work and half had experienced negative attitudes in the workplace. This is further compounded by anxiety surrounding fears of discrimination throughout the recruitment process. Survey respondents believed that the recruitment process could be more accessible for trans and gender diverse people by adding more options on forms for gender, recruiters stating their pronouns and asking interviewees for theirs and through more clear indication that the organisation is inclusive of gender diversity. It is important for trans and gender diverse employees to be able to update their name and gender/title in company systems, and for organisations to develop transition policies and plans to support employees who are transitioning or thinking of transitioning. This helps managers gain familiarity with supporting transitioning employees and ensures a systematic approach. These policies should be readily and easily accessible for any employee to access, without needing to request access from their manager or HR. Only one third of trans and gender diverse survey respondents were aware of inclusion or transition related policies within their organisation. Two-thirds of trans and gender diverse employees were part of an LGBTTTQIA+ network group at work, compared to half of LGB employees. Furthermore, almost half of trans and gender diverse employees reported that having LGBTTTQIA+ allies and champions in their organisation has improved their sense of inclusion in the workplace. This demonstrates the importance of robust and inclusive support networks within the workplace, to support the wellbeing of trans and gender diverse employees.

What can we do about it?

- Normalise the sharing of pronouns, practice makes perfect (see Pronouns workbook)
- Practise explaining what LGBTTTQIA+ inclusion means in your organisation to candidates (ask us for some specific recruitment scenarios to work through)
- Find out whether LGBTTTQIA+ network groups are meeting the needs of trans and gender-diverse staff. E.g. does the group have a welcoming name that does not centre the gay and lesbian experience?

DISCUSSION AND RECOMMENDATIONS

BI ERASURE

Bisexuals face a great amount of stigma surrounding their sexuality, resulting in discrimination and erasure, largely due to a lack of understanding and awareness. In our survey, 4 out of 5 bisexual employees felt that an LGBTTTQIA+ inclusive culture was important for their engagement at work, however, less than a third have found LGBTTTQIA+ inclusion initiatives have had a positive impact on them. Furthermore, bisexual employees were less likely to be out in their home and/or work life than gay and lesbian employees. The prevalence of negative stereotyping of bisexual people may contribute to bisexuals feeling they cannot come out and may feedback into a lack of representation and presence within the LGBTTTQIA+ community. This indicates a need for greater focus on bisexual inclusion, when developing LGBTTTQIA+ inclusion initiatives. While many LGBTTTQIA+ inclusion initiatives are effective for the whole community, some members face different challenges which require more specific attention to resolve.

What can we do about it?

- Call out examples of heteronormativity, helping contribute to a safer workplace for our bisexual co-workers (see Heteronormativity workbook)
- Raise awareness of bisexuality through acknowledging days of significance such as Celebrate Bisexuality Day, September 23.
- Challenge our own internal heteronormative assumptions and biases around bisexuality.

DISCUSSION AND RECOMMENDATIONS

PERSPECTIVES ON LGBTTTQIA+ INCLUSION DIFFER BY EMPLOYMENT LEVEL

Perspectives on LGBTTTQIA+ inclusion and awareness of on-going work in the LGBTTTQIA+ inclusion space differed based on whether the respondents were in leadership positions or not. Almost all survey respondents in leadership positions felt that their organisation communicates LGBTTTQIA+ inclusion internally and considered LGBTTTQIA+ inclusion initiatives to be important. This consistently high level of interest in developing LGBTTTQIA+ inclusive workplaces from leadership is encouraging, as it indicates motivation to build LGBTTTQIA+ inclusion into the organisational framework through policy and strategic planning. Planning at this level builds the framework that guides the development of an LGBTTTQIA+ inclusive culture. However, awareness of internal communications and support systems for LGBTTTQIA+ allies or champions was far lower amongst employees in non-leadership positions. This disparity demonstrates the importance of consistent communication surrounding LGBTTTQIA+ inclusion, to ensure all employees can access support resources and are aware of ongoing developments in this space. It also highlights a need for leadership to monitor the perception and awareness of LGBTTTQIA+ inclusion throughout their organisation, to maintain a clear picture of where the wider organisation sits on the inclusion journey and identify any areas that need more attention. 4 out of 5 CEOs and people in Senior Leadership teams considered themselves to be LGBTTTQIA+ allies or champions, compared to just under half of employees in non-leadership positions. Although this contrast does not necessarily mean that non-leadership environments are less supportive or inclusive, it suggests a need for strengthening internal communication on issues of LGBTTTQIA+ inclusion and allyship education.

What can we do about it?

- Leaders committed to LGBTTTQIA+ inclusion can make a difference by talking to their staff and individual teams about why they see LGBTTTQIA+ inclusion as important.
- Share the regular Rainbow Tick newsletter to keep your co-workers abreast of news, resources, case studies and ways to engage with LGBTTTQIA+ communities.
- Review the internal communications strategy on issues of LGBTTTQIA+ inclusion. Ask who is being reached, and who isn't?

DISCUSSION AND RECOMMENDATIONS

EXPERIENCES OF LGBTTTQIA+ INCLUSION DIFFER BY LOCATION

Perceptions of workplace inclusivity and safety for LGBTTTQIA+ employees varied greatly between metropolitan and rural locations, with greater confidence in organisational support within cities, than rural or regional areas. City-based employees were more likely to be aware of LGBTTTQIA+ allies and information support in their workplace; had greater confidence in their managers to address LGBTTTQIA+ bullying, and were more likely to believe that the workplace culture was supportive and inclusive for LGBTTTQIA+ employees, than regional or rural locations. This likely reflects an intersection between workplace location and local social attitudes towards the LGBTTTQIA+ community. While New Zealand's larger cities tend to have greater awareness and acceptance of diversity and inclusion, this is not evenly distributed throughout the country. Heteronormative expectations of gender roles, expression and sexuality tend to be more deeply embedded in non-metropolitan environments, which can filter through to the workplace culture. This highlights the need to 'meet people where they are at' in relation to LGBTTTQIA+ inclusion and consider the local awareness of and attitudes towards the LGBTTTQIA+ community when developing approaches to improve workplace inclusivity. This is particularly important for organisations that span multiple locations. These organisations may need to tailor their organisational approach locally to address this socio-cultural variability.

What can we do about it?

- Investigate how attitudes towards LGBTTTQIA+ inclusion vary across geographic location within our organisations.
- Tailor education and inclusion initiatives to meet the needs of these different locations.
- Bring awareness to and challenge heteronormative biases within our working environments.

