



2019

NEW ZEALAND WORKPLACE EQUALITY STUDY

EMPLOYEE SURVEY



WELCOME FROM OUR RAINBOW TICK PROGRAMME MANAGER



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Nau mai, Haere mai, Piki mai!

Welcome to the first New Zealand Workplace Equality Study (NZWES).

It is with great pleasure and pride we present the results from the 2019 NZWES, run by the Rainbow Tick, New Zealand's not-for-profit LGBTI+ workplace support programme.

The Rainbow Tick is based in Kāhui Tū Kaha, a Ngāti Whātua owned NGO. Improving the psychological and emotional well-being of our communities in the workplace provides the rationale for the work that we at Rainbow Tick do. Kāhui Tū Kaha's values of Manaakitanga, Rangatiratanga and Whakawhanaungatanga sit at the heart of our work.

The NZWES 2019 is the first survey of its type in New Zealand. It measures the lived experiences and understandings of employees across a wide range of services, industries and business sectors all of which are enrolled in the Rainbow Tick programme and active in the field of Rainbow employee inclusion.

We have had over 1,800 responses from more than 40 different Rainbow Tick organisations. This is an excellent result and provides us with invaluable and robust local data on this subject for the first time. Regardless of people's gender identity, sexual orientation, or intersex status, their views have been collected and voices heard. These evidence-based insights will help us better understand the realities of life for people from our various Rainbow communities while at work, and these results also give us insights into what their fellow workers perceive.

This is vital information for us as we continue in our work of developing our programme and helping employers and workplaces become more welcoming and safer for people from our communities. Designing and maintaining effective programmes like this demands good data, and our work is immensely strengthened by this research.

We would like to acknowledge the very generous support given to this project by Spark. We could not have proceeded without it, nor without the expertise in data collection and analysis provided by the team at Big Picture.

We would also like to acknowledge the support of our Australian counterparts and Allies at Pride in Diversity who so kindly allowed us to model our survey on theirs. This gives us a great opportunity for some trans-Tasman comparisons in this field.

This research will be valuable for more than just our own work, and we look forward to sharing it and seeing it used by those of us working in this field across the country and beyond.

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Thanks to our study sponsor, Spark NZ

2019 PARTICIPATION OVERVIEW

Language is often contentious and we acknowledge that any one 'label' or description cannot adequately define the rich diversity within our community. As a result, the language used comes with the full acknowledgment that not all will be comfortable with our choice of words. Our intention is to be as succinct as we can with our words, but inclusive of all.

SEXUAL ORIENTATION

The study looked to differentiate between the experiences of heterosexual (often referred to as 'straight') employees and non-heterosexual employees (including, but not limited to gay, lesbian, bisexual, takatāpui, asexual, queer, pansexual employees).

GENDER DIVERSE

For the purpose of this survey, the term trans/gender diverse includes those who choose to identify as trans, those with a trans history, those who identify as gender diverse, tangata ira tane, whakawahine, bi-gender, fa'afafine, gender fluid, gender queer, non-binary, agender, or other.

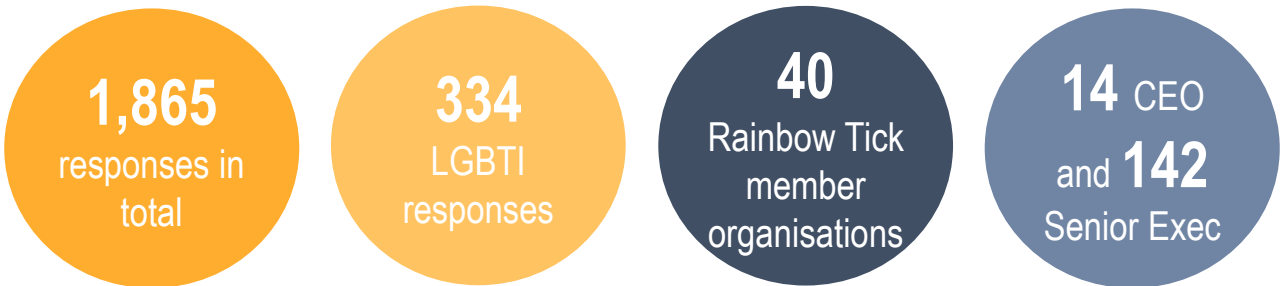
INTERSEX

People with an intersex status are born with physical, hormonal, or genetic features that are neither wholly female nor wholly male, or a combination of female and male.

2019 PARTICIPATION OVERVIEW

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

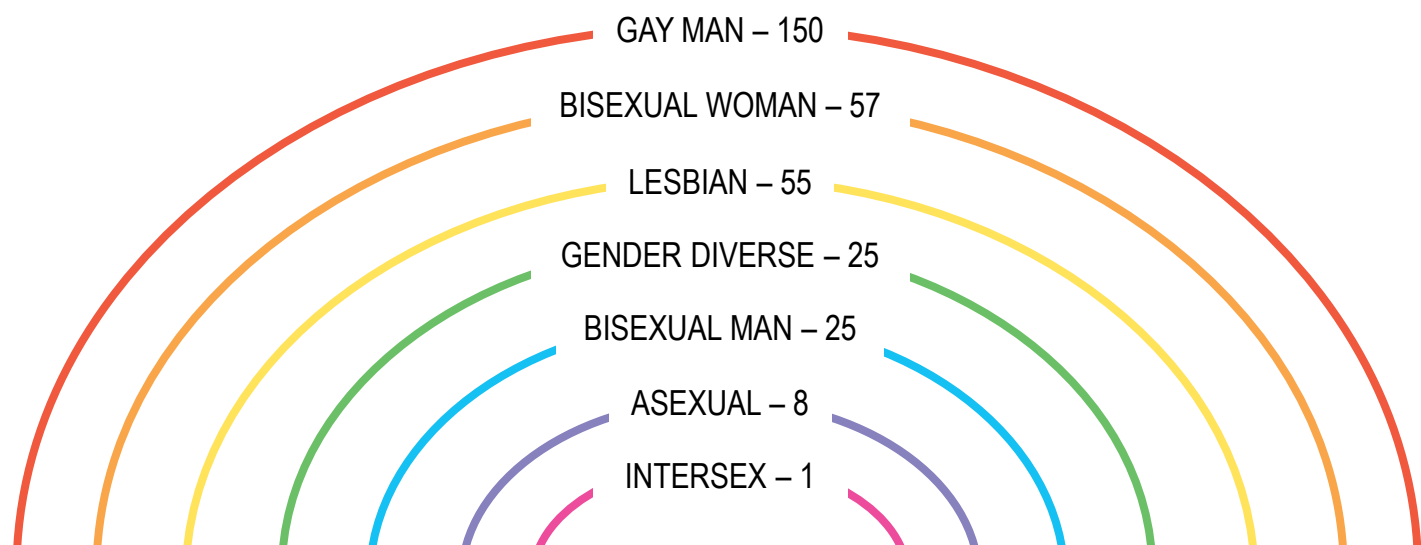
SURVEY RESPONSES



RAINBOW TICK PARTICIPATING ORGANISATIONS

ADHB	Fletchers	Massey	Spark
Animates	Fonterra	Mediaworks	The Coffee Club
ANZ	Genesis Energy	Meridian Energy	Tower Insurance
ASB	GHD	NIWA	Vector
Auckland Museum	Horton Group	NZME	Vista Group
AUT	HQSC	Otago Polytechnic	Vodafone
Bell Gully	HSBC	Russell McVeagh	Westpac
Estee Lauder	JLL	Simpson Grierson	WSP Opus
EY	KPMG	Sky City	Xero
F&P Healthcare	Lion	Southern Cross Insurance	Z Energy

LGBTI SURVEY PARTICIPATION



EXECUTIVE SUMMARY

KEY HIGHLIGHTS



83% of LGB employees feel they can be themselves at work

73% of LGB employees are out to their managers and 78% are out at work

Why? Mostly because they want to be authentic at work, have the freedom to talk openly and not having to put so much energy into censoring what they say



A third of LGB employees feel being out has made them more productive, none said it made them less productive

A quarter believe being out has had a positive impact on the opportunities offered to them or their career progression



Across all employees, personal belief in and support for LGBTI inclusion initiatives in the workplace is high at 94%

89% of employees say they understand why LGBTI inclusion is important to their workplace

While all employment levels show strong belief and confidence, Leaders more strongly believe that a manager and the organisation at large genuinely supports LGBTI inclusion (more so than employees do). The same is seen in Leaders' more strongly believing that LGBTI employees can comfortably be themselves at work.



CEO's and SLT more strongly believe their organisation communicates LGBTI inclusion than their employees believe to be the case, though it's relatively high amongst all (92% CEO and SLT, 90% middle management vs 82% other employees)



Employees are less likely than senior and middle management to know where to get information about inclusion initiatives

41% of all employees feel their organisation should do more when it comes to LGBTI workplace inclusion. 60% of LGBTI employees feel their organisation should do more



85% of employees have never heard negative commentary from their leaders in regard to LGBTI people or inclusion initiatives

22% LGBTI employees indicate they've heard negative commentary from leaders in their workplace



85% of LGBTI are confident their managers/team leaders would address bullying/ harassment of LGBTI employees

56% of employees are personally aware of visible, active LGBTI Allies/ Champions within their organisation

58% of employees believe their organisation should do more promotion of Allies/Champions

25% of Allies/Champions have called out inappropriate comments/ jokes targeting LGBTI people

EXECUTIVE SUMMARY

As part of the newly established annual New Zealand Workplace Equality Study (NZWES), employees were invited to take part in an optional online survey about their organisation's LGBTI inclusion initiatives. In this first year the study has been undertaken in New Zealand, 1,865 employees took part, across 40 different Rainbow Tick member organisations.

The majority (93%) of the participating employees are employed in a city/metropolitan area, mostly within our main regions - Auckland (61%), Wellington (16%) and Canterbury (11%).

This study comprehensively understands the views and beliefs of employees, with respect to: their personal beliefs and support for LGBTI inclusion, LGBTI inclusion culture within their organisation, the communication and visibility of LGBTI 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 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. 78% of respondents were heterosexual. Of those that indicated they were not heterosexual, 13% identified as lesbian, 14% as a same sex attracted female, 37% as gay men, and 6% as a same sex attracted male. 3% indicated they were 'asexual' and 1 respondent was intersex. 25 respondents (1% of the total) identified as gender diverse.

Amongst the participants were 14 CEO's, 142 senior leadership team members, 545 middle management, and 1,026 employees. All participants are collectively referred to as 'employees' for the following reported results, regardless of employment status.

PERSONAL BELIEFS AND SUPPORT FOR LGBTI INCLUSION

Employees were asked about their personal beliefs on LGBTI inclusion in the workplace. Personal support was very high for LGBTI workplace inclusion, with 94% indicating their support. Personal beliefs and support for LGBTI inclusion, along with their importance, were similar irrespective of leadership status, age, or whether the respondent was LGBTI or not. 89% of respondents understand why LGBTI inclusion is important to their workplace, and this is a consistently held view regardless of employees' age or leadership level. However, LGBTI employees are more likely to have a higher level of understanding around why LGBTI inclusion is important to an organisation, compared to non-LGBTI employees.

INCLUSION CULTURE

In addition to their personal views, employees were also asked their views on how LGBTI-inclusive the culture is within their organisation. Overall, 90% of employees agree their organisation genuinely supports LGBTI inclusion – however, non-LGBTI employees tend to rate their organisation's inclusiveness higher (92% agree) than LGBTI employees (85%). LGBTI employees are somewhat less likely to believe LGBTI employees can comfortably be themselves at work, without fear of constant innuendo, jokes or negative commentary, than non LGBTI employees do (83% vs 89%). However, all employees hold similar belief their manager genuinely supports LGBTI workplace inclusion (87% LGBTI employees vs 89% non-LGBTI) and both have high support for LGBTI colleagues being able to talk about their life at work, have photos on their desk etc., (97%vs 95% respectively).

While all employment levels show strong belief and confidence, Leaders more strongly believe that a manager and the organisation at large genuinely supports LGBTI inclusion (more so than employees do). The same is seen in Leaders' more strongly believing that LGBTI employees can comfortably be themselves at work.

EXECUTIVE SUMMARY

INTERNAL COMMUNICATION & VISIBILITY

Employees were asked to indicate their perceptions of their organisations' internal communication and visibility about LGBTI inclusion initiatives.

85% of employees believe their organisation communicates LGBTI inclusion internally to a large or moderate extent (though this was somewhat lower for LGBTI employees at 75%). 80% of employees indicated they know where to go for more information on LGBTI inclusion within their organisation.

The majority (60%) of non-LGBTI employees feel their organisation is 'fine as it is' when it comes to doing more or less in the area of workplace LGBTI workplace inclusion, but only one third of LGBTI respondents think this. 41% of employees overall believe their organisation should do more in the area of LGBTI workplace inclusion, particularly LGBTI respondents (60% agree) and younger respondents (49% of under 30 yr olds agree).

Leaders more strongly believe their organisation communicates LGBTI inclusion than their employees (92% CEO and SLT, 90% middle management vs 82% other employees). Similarly, employees are less likely than senior and middle management to know where to get information about inclusion initiatives.

EXTERNAL COMMUNICATION

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

68% of respondents believe their organisation communicates LGBTI inclusion externally, and 50% would be influenced in their decision to join an organisation by its track record in LGBTI inclusion. LGBTI employees are more likely to be influenced by an organisation's track record (73%) and only 61% believe their organisation communicates LGBTI inclusion initiatives externally.

Leaders are more likely to feel their organisation communicates LGBTI inclusion externally (to clients/customer/supplier/partners) than do employees at lower levels. Similarly, leaders were more likely than employees at lower levels to say an organisation's track record in LGBTI inclusion would influence their decision to join it.

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 in regard to LGBTI people or LGBTI inclusion initiatives.

Only 3% of all employees have personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at their workplace, however this rises to 8% of LGBTI employees. 1% of all employees have personally witnessed or been made aware of more serious LGBTI employee bullying/harassment.

LGBTI employees are more likely to indicate they have heard negative commentary from leaders in their organisation (22% vs 13% of non-LGBTI employees).

Leaders, managers and employees all have very high levels of confidence that bullying would be addressed by managers.

Though still relatively high overall, LGBTI employees showed less confidence that their managers/ team leaders would address bullying/ harassment of LGBTI employees, (85% compared to 92% of non-LGBTI employees).

EXECUTIVE SUMMARY

THE ROLE OF ALLIES OR CHAMPIONS

Employees were asked about the role of LGBTI 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 LGBTI employees. Non-LGBTI employees are more likely to say they were an Ally or Champion (72% compared to 18% of LGBTI employees). Others were 'unsure' as opposed to not being an ally/champion.

Over half (56%) of employees are personally aware of visible, active LGBTI Allies/ Champions within their organisation, with LGBTI employees slightly more aware of these individuals than others.

Around a third of LGBTI or non-LGBTI employees were particularly aware of any formal structure, training or support mechanisms in place for LGBTI Allies/ Champions within their organisation – and under 30 yrs are the most unaware of these (54% of under 30 yrs are only vaguely aware or not aware at all).

Nearly 60% of all employees believe their organisation should do more promotion of Allies/Champions, with LGBTI employees being more likely than non-LGBTI employees to feel this way (68% vs 54%).

Leaders are more likely to be aware of the organisational support mechanisms in place for LGBTI Allies/Champions (48%), compared to middle management (36%) and employees (24%). The majority of Leaders (two thirds) believe their organisation should do more promotion of Allies/Champions, with just over half middle management and employees feeling the same.

Noting that 124 people commented, the key reasons for not wanting to be an LGBTI Ally/Champion are "its against my religion or cultural beliefs" (19%), "I don't know enough about why I should be an Ally" (16%), "I don't believe we should be involved in this work" (15%), "everyone should be treated equally / shouldn't have to treat LGBTI differently / shouldn't need a group".

1,168 people said they had personally shown active support in the last year. The top 6 ways were:

- Making a concerted effort to change language to be more inclusive (68%)
- Openly talked to my team/ colleagues about LGBTI inclusion (41%)
- Actively sought to understand the experiences of LGBTI people (40%)
- Attended LGBTI events held at my organisation (38%)
- Made a concerted effort to be more visible as an Ally within the organisation (38%)
- Called out inappropriate comments/ jokes targeting LGBTI people (25%)

LGBTI employees have shown more active support in almost all areas than non-LGBTI employees, except for making a concerted effort to change language to be more inclusive, where all employees were equally likely to undertake this.

EXECUTIVE SUMMARY



LGBTI EMPLOYEES FEEL THEY CAN BE THEMSELVES AT WORK

THE LIVED EXPERIENCE: LESBIAN, GAY BISEXUAL EMPLOYEES

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=310) were then asked questions about their lived experience as LGB employees within their organisation.

An inclusive culture is very important to 98% of lesbians, and to gay men (89%) and bisexual women (86%) and to bisexual men (80%).

The majority of LGB employees believe openly out role models are important to their sense of inclusion (88%). This is particularly important to lesbians (96%) and gay men (91%).

The most important attributes of a role model is their willingness to support others (79% of LGB employees feel this is the most important attribute of a role model), emotional intelligence (71%) and their capacity to be open about their identity (71%).

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

- Training and workshops to spread awareness and improve knowledge
- Their organisation needs to employ a more diverse range of people across employees and management
- LGB employees need more visibility/ visual representation (e.g. see ourselves on websites etc; have a visibly 'out' senior manager)

73% of these LGB employees are out to their manager and half feel this has not changed their relationship with them. Lesbians and gay men are more likely to be out to their managers (89% for both) compared to only 40% of bisexual women and 36% of bisexual men.

The majority of these employees who are out at work feel comfortable in being out. 27% believe being out to their manager has changed their relationship for the better and the remaining 23% are unsure, (0% 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 (27%)
- I just wouldn't feel comfortable being out to my manager (24%)
- Not relevant/ don't feel it is any of their business (23%)
- Has not come up in conversation (20%)
- I think it would make them uncomfortable (19%)

Encouragingly, 81% of these LGB employees believe their manager genuinely supports LGBTI inclusion (82% of lesbians, 89% of bisexual women, 80% gay men and 84% bisexual men). 84% of these LGB employees feel confident their manager would address any negative LGBTI related commentary or jokes within their team.

EXECUTIVE SUMMARY

78% of these LGB employees are out at work (completely out or to a moderate extent). Being authentic at work had the most influence on their decision to be out (82% said it had the most influence), followed by having the freedom to talk about life/partner/community (74%) and having to put less energy into censoring what you say (68%).

Conversely, people's main reasons for not being out at work are not feeling comfortable (33%), not feeling it's relevant to work/it's personal (31%), not wanting to be labelled (28%) and it not being appropriate within my immediate work area (15%).

9% of LGB 'expend energy hiding this aspect of myself to fit in within my work environment' – but just over three quarters do not (78%).

The majority of LGB employees don't feel being out has impacted their productivity (64%). The remaining third feel it has made them more productive.

While 37% think it's had no impact on the opportunities offered to them or their career, a quarter believe being out has had a positive impact on the opportunities offered to them or their career progression.

Encouragingly, 98% of LGB employees have not been personally bullied or harassed because of their sexual orientation within the last year and only 3% indicated they have experience unwanted negative commentary or jokes (to a moderate or large extent).

Similarly, 93% of LGB employees have never considered leaving their current employment due to bullying or harassment. 1% said they are looking to leave (this being a contributing factor).

Of those whose organisation does have an LGBTI Employee/ Ally Network, only half of the LGB employees are active in it (52%).

Not being active in it was largely due to a lack of time (42% said they don't have enough time to be involved). 35% indicated they just don't get involved in these kind of activities at work and 21% said they don't want to be labelled.

Just over half of lesbians and gay men (51% and 52% respectively) indicated that LGBTI workplace inclusion initiatives have had a positive impact on how they feel about their orientation. However, very few LGB employees indicated that these initiatives were responsible for them coming out at work (7%) or have made them feel somewhat more self-conscious or uncomfortable (6%).

The roles LGB employees felt were the most important for an LGBTI Ally/Champion was calling out inappropriate comments or jokes targeting LGBTI people, addressing bullying/ harassment targeting LGBTI people, openly talk to team/ colleagues about LGBTI people, and reporting bullying/ harassment targeting LGBTI people.

THE LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

Employees were asked if they identified themselves as gender diverse and 25 employees (1% of the total) told us they did.

Of these 25 employees, 12 were assigned male at birth and 13 female. When asked which is the closest to how they personally identify, 5 selected male, 6 female, and 12 trans/gender diverse.

Positively, 3 in 5 believe their organisation is fully supportive of gender diverse employees and 4 in 5 would recommend their current organisation as a place where gender diverse people could comfortably work, but under half feel comfortable about being open about their gender diversity at work.

EXECUTIVE SUMMARY

When asked for their suggestions about how to make the workplace culture more inclusive of gender diverse people, 6 people suggested more information and training about the topic, sensitivity to the topic and how to support it. A further 3 employees suggested that their organisation actively addresses inappropriate behaviours/ comments/ jokes, and another 3 people suggested having toilets/ changing facilities' available for non-binary/ non-conforming people, as well as gender neutral employee ID's.

The three greatest barriers to employment faced by these gender diverse employees are general fears of discrimination, general fear of outing and dress codes. Positively, most of these employees faced no anxiety during the recruitment process.

Gender diverse employees believe the recruitment process could be made easier for trans/ gender diverse people through more indication that the organisation is inclusive (state in the job applications that they are LGBTI positive), and through more options for gender identity and sexual orientation on forms (or don't require gender identification).

Only 2 gender diverse employees disclosed this fact to their current employer in the recruitment process (and were very satisfied with this process).

Positively, almost all of these gender diverse employees have not experienced any negative attitudes towards trans/gender diverse employees within the last year, although 1 in 10 have experienced this to a moderate or large extent. Encouragingly, 9 in 10 do not agree that they have been personally bullied or harassed because of their gender identity.

4 in 5 gender diverse employees have never considered leaving their current employment as a result of bullying, harassment or constant innuendo.

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

2 in 5 of these gender diverse employees are aware of inclusion or transition policies for gender diverse employees in their organisation and half believe they benefit gender diverse employees.

3 in 4 gender diverse employees consider LGBTI inclusion initiatives important to their level of engagement but almost half say these initiatives have not had any impact on how they feel about their gender identity at work. Only 1 in 4 say it has had a positive impact and 1 in 10 said negative impact.

Nearly half of gender diverse employees believe having LGBTI Allies/ Champions in their organisation has improved their sense of inclusion in their workplace.

Almost all gender diverse employees feel openly trans and/or gender diverse role models are important to their sense of inclusion in their workplace. The most important attributes for these role models are:

- Willingness to support others
- Capacity to be open about their identity
- Emotional intelligence
- Communication skills
- Readily identifiable/ visible as a role model
- Leadership skills
- Expertise/ achievements in their field

IN-DEPTH PARTICIPATION

DEMOGRAPHICS

There were **1,865** people who participated in this year's survey.
The demographic breakdown of these participants is shown below.

BY LOCATION	Responses	Percentage
City/ Metropolitan	1,733	93%
Regional	83	4%
Rural	31	2%
Remote	8	0%
TOTAL	1,865	

BY ETHNICITY	Responses	Percentage
NZ European (Pakeha)	1,249	67%
Other European	196	11%
Maori	94	5%
Samoan	21	1%
Cook Island Maori	6	0%
Tongan	6	0%
Other Pacific Peoples	9	0%
Chinese	34	2%
Indian	80	4%
Other Asian	45	2%
Other	89	8%
Prefer not to answer	36	2%
TOTAL	1,865	

Responses were compared between age group, employment status, and LGBTI identity.

No quotas were applied to reflect a nationally representative sample of employees by age, gender, location or ethnicity.

IN-DEPTH PARTICIPATION

DEMOGRAPHICS

Employees fell across a range of ages, most were 25-40 years and were team members, graduates or internal consultants.

BY AGE GROUP	Responses	Percentage
18-24 years	169	9%
25-29 years	314	17%
30-34 years	271	15%
35-39 years	282	15%
40-44 years	243	13%
45-49 years	216	12%
50-54 years	190	10%
55-65 years	163	9%
>65 years	16	1%

BY EMPLOYMENT STATUS	Responses	Percentage
Leaders: CEO + SLT	156	8%
Middle Management: team leaders/ supervisors	545	29%
Employees: team member/ graduate/ internal consultant	1,020	55%
External Consultant/ Contractor	21	1%
Professional – flat structure	6	<1%

IN-DEPTH PARTICIPATION

DEMOGRAPHICS

	Referred to in the report as	Responses	Percentage
Heterosexual/ Opposite or Other Sex Attracted	Heterosexual	1458	78%
Same Sex Attracted, Identify as Male	Gay Man	150	8%
Same & Other Sex Attracted, Identify as Male	Bisexual (M)	25	1%
Same Sex Attracted, Identify as Female	Lesbian	55	3%
Same & Other Sex Attracted, Identify as Female	Bisexual (F)	57	3%
Neither Sex Attracted	Asexual	8	0%
Gender Diverse	Gender Diverse	25	1%
Intersex	Intersex	1	<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 LGBTI employees vs non-LGBTI employees. LGBTI employees were any of the above classifications excluding Heterosexual, and non-LGBTI were Heterosexual (who indicated they were heterosexual, were not gender diverse nor were they intersex).

SIGNIFICANT DIFFERENCES

Significant difference 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.



Significantly higher/lower

SECTION 1: PERSONAL BELIEFS AND SUPPORT FOR LGBTI INCLUSION

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

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

LGBTI vs. NON-LGBTI employees

Personal support for LGBTI workplace inclusion, and the belief that it is important is very high for both LGBTI and non-LGBTI employees.

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

How important do you personally believe LGBTI inclusion initiatives are to an organisation? Overall: 95%



To what extent do you understand why LGBTI inclusion is important to an organisation? Overall: 89%



Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion." Overall: 94%



SECTION 1: PERSONAL BELIEFS AND SUPPORT FOR LGBTI INCLUSION

AGE GROUP

While people's personal belief that LGBTI inclusion initiatives are important declines somewhat amongst older employees, belief remains relatively high. 97% of employees under 30 believe inclusion initiatives are important, 95% of 39-39 year olds and 95% of 40-54 year olds and 91% of employees over 54 years.

Personal support towards LGBTI workplace inclusion decreases with age - 96% of under 30 year olds say they personally support it, 95% of 30-39 year olds, 94% of 40-54 year olds, and 89% of 55+ year olds.

The understanding of why LGBTI inclusion initiatives are important is fairly consistent across all age groups at around 90%.

LEADERSHIP

All employment levels indicated they believe LGBTI inclusion initiatives are important to an organisation. 98% of Leaders (CEO's and Senior Leadership Team) told us they are very or extremely important, as did 96% of Middle Management and 94% of employees.

When it comes to understanding why LGBTI inclusion initiatives are important, Leaders have a very high understanding (98%). However all other employees also indicated relatively high understanding (91% Middle Management, 87% employees).

"I personally support LGBTI workplace inclusion," deems true for the vast majority of all employees, despite their employment status, with over 90% of each group indicating they agree with this statement.

SECTION 2: LGBTI INCLUSION CULTURE

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

Survey Question	Data selection for chart
To what extent do you believe your organisation genuinely supports LGBTI 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 LGBTI workplace inclusion.”	Strongly agree/ Agree
Please state your level of agreement with the statement “I believe that LGBTI employees within my immediate work area could comfortably be themselves at work without fear of constant innuendo, jokes or negative commentary.”	Strongly agree/ Agree
Please state your level of agreement with the statement “I think we should absolutely support LGBTI colleagues to talk about their life at work, have photos on their desk and bring family members to work events.”	Strongly agree/ Agree

LGBTI vs. NON-LGBTI RESPONDENTS

Non-LGBTI employees tend to rate their organisations' inclusiveness higher than LGBTI employees. Fewer LGBTI employees believe their organisation genuinely supports LGBTI inclusion (85% vs 92%), and that LGBTI employees within their work area could comfortably be themselves at work without fear of constant innuendo, jokes or negative commentary (83% vs 89%).

On the other hand, LGBTI employees have similar views as non-LGBTI employees in believing their manager genuinely supports LGBTI workplace inclusion (87% and 89% respectively), and both have high support for LGBTI colleagues being able to talk about their life at work, have photos on their desk etc. (97% and 95% respectively).

To what extent do you believe your organisation genuinely supports LGBTI inclusion? Overall: 90%



SECTION 2: LGBTI INCLUSION CULTURE

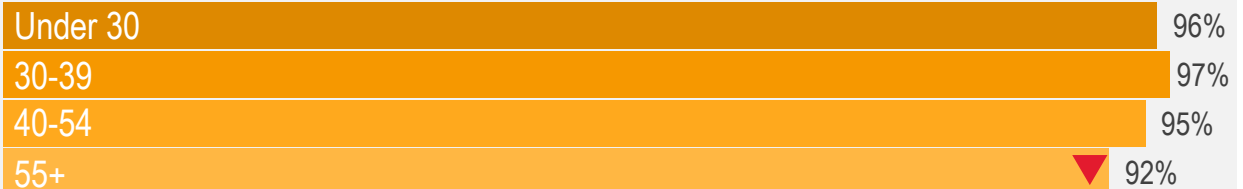
AGE GROUP

Older employees have a slightly stronger belief their organisation genuinely supports LGBTI inclusion (92% vs 87% under 30 year olds), and fewer feel it's appropriate to support LGBTI colleagues to talk about their life at work, have photos on their desk and bring family members to work events.

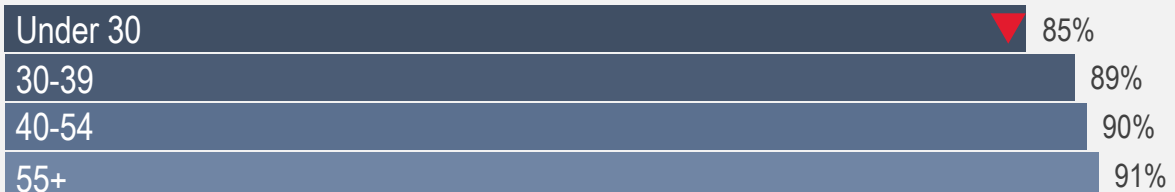
Fewer younger employees agree that LGBTI employees in their work area could comfortably be themselves at work without fear of constant innuendo, jokes or negative commentary.

All age groups have similar confidence that managers they engage with genuinely support LGBTI workplace inclusion (at around 89% agreement).

Please state your level of agreement with the statement "I think we should absolutely support LGBTI colleagues to talk about their life at work, have photos on their desk and bring family members to work events." Overall: 96%



Please state your level of agreement with the statement "I believe that LGBTI employees within my immediate work area could comfortably be themselves at work without fear of constant innuendo, jokes or negative commentary." Overall: 88%



LEADERSHIP

While all employment levels show strong belief and confidence, Leaders more strongly believe that a manager and the organisation at large genuinely supports LGBTI inclusion (more so than employees do). The same is seen in Leaders' more strongly believing that LGBTI employees can comfortably be themselves at work.

There is consistently high support for LGBTI colleagues to talk about their life across all employment levels.

SECTION 2: LGBTI INCLUSION CULTURE

Participants were also asked to add any comments to feed back to their organisations in regards to LGBTI 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 LGBTI inclusion or related initiatives.	Open textbox

Of the 455 employees who provided a comment...

42%

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

190 employees

n=

81	told us we should be focusing on overall inclusiveness and not singling out anyone – everyone should be treated as equals
65	said there should be compulsory LGBTI awareness/ education for everyone
20	said Rainbow Tick is very beneficial, and that knowing an organisation has a Rainbow Tick makes them feel more comfortable
14	said that support and advice needs to be made more known and available
14	would like to see more LGBTI events and activities
11	simply said their organisation could always improve and do more
7	suggested that a communication/ feedback platform could be made for LGBTI
16	told us they support and include LGBTI people but don't think it should be 'paraded' around so much/ over communicated
14	said that someone's sexuality has nothing to do with the workplace
10	told us their organisation currently doesn't act on LGBTI issues, is unaware, and/or ignores feedback
5	told us they had never heard of Rainbow Tick or LGBTI Allies before this survey

SECTION 3: COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

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

Survey Question	Data selection for chart
To what extent do you believe your organisation communicates LGBTI 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 LGBTI inclusion within this organisation."	Strongly agree/ Agree
Do you believe your organisation should do more or less in the area of LGBTI workplace inclusion?	Much more/ Somewhat more
How much do you agree or disagree that people managers in your organisation should be trained in LGBTI inclusion?	Strongly agree/ Agree

LGBTI vs. NON-LGBTI RESPONDENTS

Only 75% of LGBTI employees believe their organisation communicates LGBTI inclusion internally, significantly lower than non-LGBTI employees (87%). LGBTI employees also agree more strongly that managers should be trained in LGBTI inclusion vs non-LGBTI employees (84% vs 77%).

60% of LGBTI employees believe their organisation should do more in the area of LGBTI workplace inclusion compared to only 36% of non-LGBTI employees. The majority of non-LGBTI employees indicated their organisation is 'fine as it is' (59%) while only one third of LGBTI employees think this.

There is no difference between LGBTI and non-LGBTI employees in knowing where to go for information on LGBTI inclusion within their organisation (77% and 80% respectively).

To what extent do you believe your organisation communicates LGBTI inclusion internally (to people in your workplace)?
Overall: 85%



Do you believe your organisation should do more or less in the area of LGBTI workplace inclusion? Overall: 41% (more), 55% (fine as is) 4% (less)



SECTION 3: COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

AGE GROUP

80% of employees under 30 years believe their organisation communicates LGBTI inclusion internally, significantly lower than older age groups. Fewer under-30 year olds agree they would know where to go for more information on LGBTI inclusion within their organisation (71%) compared with the older age groups (79% 30-39yrs, 84% 40-54yrs, and 86% 55+yrs).

All age groups similarly agree that managers should be trained in LGBTI inclusion (around 78% agree).

Younger employees more strongly believe their organisation should do more in the area of LGBTI workplace inclusion (49%) and fewer indicated their organisation is fine as it is. Only 29% of over 55 year olds believe their organisation should do more.

LEADERSHIP

From this study we now know that leaders tend to feel their organisation communicates LGBTI inclusion more strongly than their employees (92% CEO & SLT, 90% Middle Management vs 82% employees).

Under three quarters of employees know where to go to get information about inclusion initiatives, compared to 85% of Middle Management and 90% of CEO's & SLT.

Leaders more strongly believe that managers should be trained in LGBTI inclusion (90% agree), compared to 76% of Middle Management and 77% of employees.

SECTION 4: EXTERNAL IMPACT OF LGBTI INCLUSION INITIATIVES

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

Survey Question	Data selection for chart
To what extent do you believe your organisation communicates LGBTI inclusion externally (clients/ customers/ suppliers/ partners)?	Large extent/ Moderate extent
To what extent would an organisation's track record in LGBTI inclusion influence your decision to join an organisation?	Large extent/ Moderate extent

LGBTI vs. NON-LGBTI RESPONDENTS

68% of all employees believe their organisation communicates LGBTI inclusion initiatives externally - 70% LGBTI employees vs 61% non-LGBTI employees. Only 3% of employees believe their organisation does not do this at all.

An organisation's track record in LGBTI inclusion would have a significantly greater influence on LGBTI employees decision to join an organisation (73%) compared to non-LGBTI employees (44%).

To what extent do you believe your organisation communicates LGBTI inclusion externally (clients/ customers/ suppliers/ partners)? Overall: 68%



To what extent would an organisation's track record in LGBTI inclusion influence your decision to join an organisation? Overall: 50%



SECTION 4: EXTERNAL IMPACT OF LGBTI INCLUSION INITIATIVES

AGE

Age does not play much of a role in driving employees' beliefs around the external impact of an organisation's LGBTI inclusion initiatives. Also, an organisation's track record in LGBTI inclusion is similar for all employees, regardless of their age.

The belief that their organisation communicates LGBTI inclusion externally increases with age. 66% of those under 30 and aged 30-39yrs believe their organisation does communicate LGBTI inclusion externally, 71% of 40-54yrs and 76% of those over 55yrs.

LEADERSHIP

78% of Leaders believe their organisation communicates LGBTI inclusion externally, more so than employees at lower employment levels. Similarly, Leaders indicated an organisation's track record would influence their decision to join an organisation more than other employment levels do (59% vs 51% Middle Management and 47% employees).

To what extent do you believe your organisation communicates LGBTI inclusion externally (clients/ customers/ suppliers/ partners)? Overall: 68%



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 LGBTI people or our LGBTI 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 commentary or jokes targeting LGBTI people at your place of work?	Large extent/ Moderate extent
Having confirmed that you have witnessed or been made aware of negative commentary or jokes targeting LGBTI people at your place of work, what was your response?	List provided
To what extent within the last 12 months (current employer only) have you personally witnessed or been made aware of more serious LGBTI employee bullying/ harassment at your place of work?	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 most would address bullying/ harassment of LGBTI employees.”	Strongly agree/ Agree

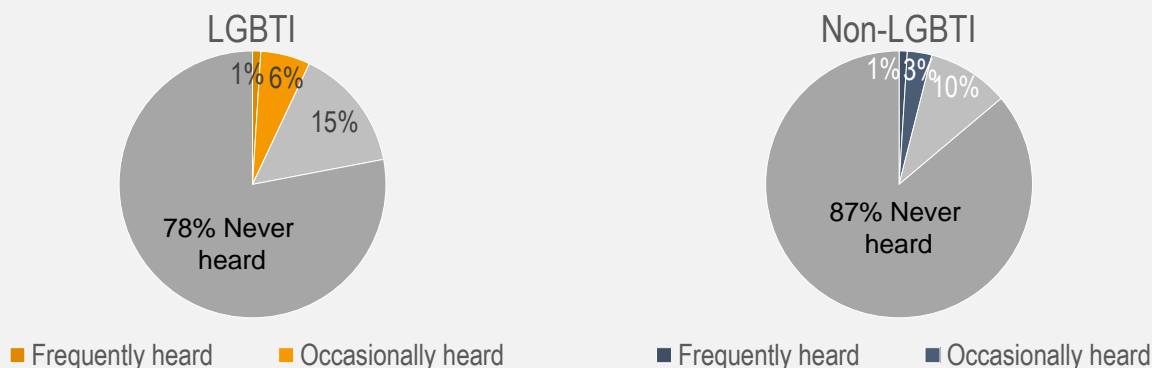
LGBTI vs. NON-LGBTI RESPONDENTS

LGBTI employees were more likely to indicate that within the last year they have heard negative commentary from leaders in their organisation (22% vs 13% of non-LGBTI employees).

Though still relatively high overall, LGBTI employees (89%) showed less confidence that their managers/ team leaders would address bullying/ harassment of LGBTI employees, compared to 94% of non-LGBTI employees.

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 LGBTI people or our LGBTI inclusion initiatives with the last year." Overall: 85% (never heard), 11% (rarely heard), 3% (occasionally heard), 1% (frequently heard)

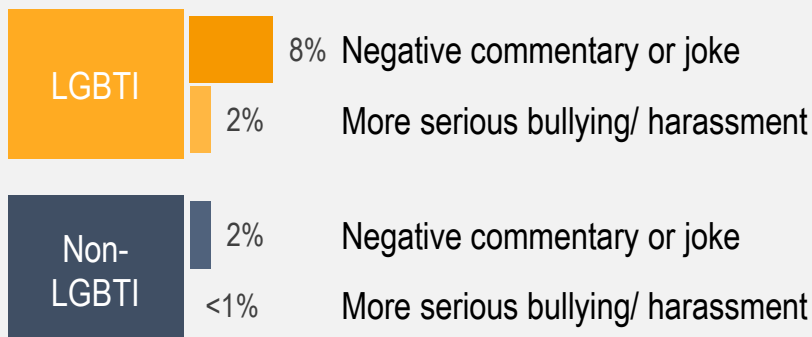


Please state your level of agreement with the statement "I feel confident that the Managers/ Team Leaders that I engage with most would address bullying/ harassment of LGBTI employees." Overall: 89%



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 LGBTI people at your place of work? Overall: 3%

To what extent within the last 12 months (current employer only) have you personally witnessed or been made aware of more serious LGBTI employee bullying/ harassment at your place of work? Overall: 1%



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

92% of LGBTI employees have never witnessed or been aware of serious bullying (meaning 8% have) and 98% of non-LGBTI employees (meaning 2% have). However 38% of LGBTI employees have witnessed or been made aware of negative commentary or jokes and 21% of non-LGBTI employees.

Amongst those who had witnessed or been made aware of negative commentary or jokes targeting LGBTI people, LGBTI employees were more likely to respond in some way. 40% of non-LGBTI employees did not respond at all, compared to 30% of LGBTI employees. The main response was to call out or challenge the behaviour, however very few employees (LGBTI or non-LGBTI) reported the behaviour (6%).

AGE GROUP

Age does not impact employees' likelihood to have heard of bullying (82% of under 30 year olds have never heard anything, 86% of 30-39 year olds, 88% of 40-54 year olds and 83% of 55+ year old's). All employees, regardless of age had high confidence their managers/ team leaders would address bullying (93%).

Whilst employees who have witnessed or been aware of any bullying/ harassment is very low, under 30 year olds were the least likely to respond in any way to negative commentary or jokes targeting LGBTI people.

LEADERSHIP

Again, amongst all employment levels the number of employees who indicated they have witnessed or been made aware of any bullying/ harassment is very low.

There is also very little difference between leaders and other employees in hearing negative commentary with 83% of Leaders having never heard anything, 87% of Middle Management, 85% of employees and the majority of External Consultants/ Contractors.

Confidence levels in managers addressing bullying are very high amongst Leaders (95%), Middle Management (94%) and employees (93%) and are slightly lower for External Consultants/ Contractors.

SECTION 6: ALLIES

Employees were asked about the role of LGBTI 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 LGBTI 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 LGBTI-inclusive workplace environment and are prepared to openly support their LGBTI colleagues as a result.

Survey Question	Data selection for chart
Do you consider yourself an ally/ Champion of LGBTI employees within your workplace?	Yes
Are you personally aware of visible, active LGBTI Allies/ Champions within your organisation?	Yes
Are you aware of any formal structure, training or support mechanisms in place for LGBTI 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

LGBTI vs. NON-LGBTI RESPONDENTS

63% of employees consider themselves an Ally/ Champion of LGBTI employees – and non-LGBTI employees are more likely to indicate they were an Ally or Champion (72% compared to only 18% of LGBTI employees). Many of the remaining employees told us they were ‘unsure’ or that they were an LGBTI person.

Over half (56%) of employees were personally aware of visible, active LGBTI Allies/ Champion within their organisation. LGBTI employees were slightly more aware of Allies/ Champions (60% vs 55% of non-LGBTI employees). Around a third of LGBTI or non-LGBTI employees were particularly aware of any formal structure, training or support mechanisms in place for LGBTI Allies/ Champions within their organisation, (30% of employees overall being aware, 31% vaguely aware and 40% being unaware).

LGBTI employees are more likely than non-LGBTI employees to believe their organisation should do more promotion of Allies. The majority of employees feel their organisation should do more promotion of Allies/ Champions.

Do you believe your organisation should do more or less promotion of Allies/ Champions? Overall: 58% (more), 3% (less)

MORE

LESS

LGBTI

68%

1%

Non-LGBTI

54%

3%

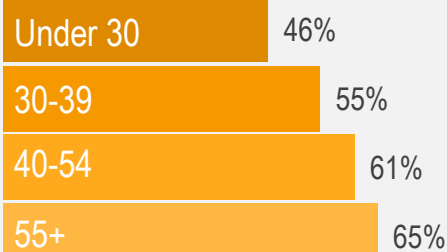
SECTION 6: ALLIES

AGE GROUP

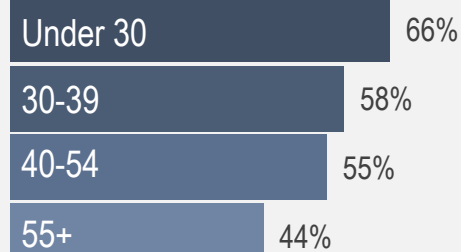
Age is not a factor impacting whether employees identify themselves as an Ally/ Champion. Nor did age have much impact on awareness of any formal structure, training or support mechanisms in place within organisations for LGBTI Allies/ Champions. Those under 30yrs are least likely to be aware of these mechanisms (54% are only vaguely aware or not aware at all).

Awareness of visible, active Allies/ Champions within organisations increased with age, while belief that their organisation should do more promotion of Allies/ Champions decreased.

Are you personally aware of visible, active LGBTI Allies/ Champions within your workplace? Overall: 56%



Do you believe your organisation should do more promotion of Allies/ Champions? Overall: 58%



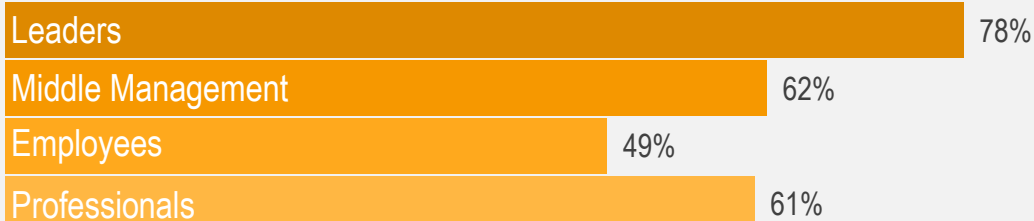
LEADERSHIP

A greater proportion of Leaders indicated they are an Ally/ Champion (79%), compared to 67% of Middle Management, and 58% of employees. Leaders are significantly more aware of visible, active LGBTI Allies/ Champions within the workplace, while under half of employees are aware.

Leaders are also significantly more aware of any formal structure, training or support mechanisms in place for LGBTI Allies/ Champions within their organisations (48%), compared to only 36% of Middle Management, and 24% of employees.

Just over half of Middle Management and employees believe their organisations should do more promotion of Allies/ Champions, compared to two thirds of Leaders.

Are you personally aware of visible, active LGBTI Allies/ Champions within your workplace? Overall: 56%



SECTION 6: ALLIES

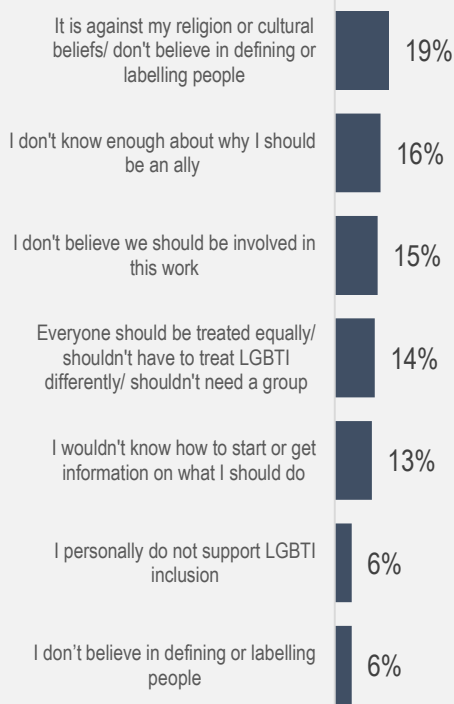
Survey Question	Data selection for chart
Which of the following responses below would most closely reflect your reasons for NOT being an LGBTI Ally/ Champion?	List provided
Please identify any active support that you have personally shown, as an LGBTI Ally/ Champion, within the last year (current employer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

NOT ALLIES/
CHAMPIONS



OVERALL

Which of the following responses below would most closely reflect your reasons for NOT being an LGBTI Ally/ Champion?

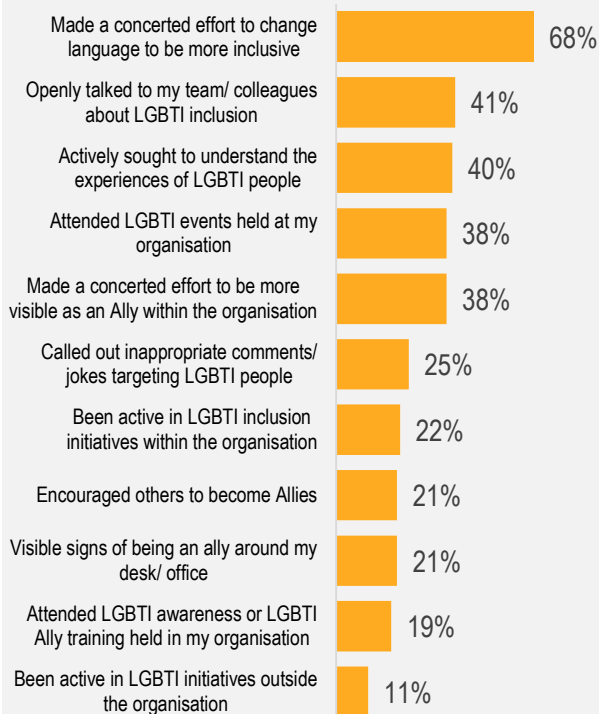


ALLIES/
CHAMPIONS



OVERALL

Please identify any active support that you have personally shown, as an LGBTI Ally/ Champion, within the last year (current employer only)



AGE GROUP

Younger employees (under 30yrs) are more likely to make a concerted effort to change language to be more inclusive, and encourage others to become Allies.

LGBTI vs. NON-LGBTI RESPONDENTS

LGBTI employees have shown more active support in almost all areas than non-LGBTI employees, except for making a concerted effort to change language to be more inclusive, where all employees were equally likely to undertake this.

LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

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=310) were then asked questions about their lived experience as LGB employees within their organisation.

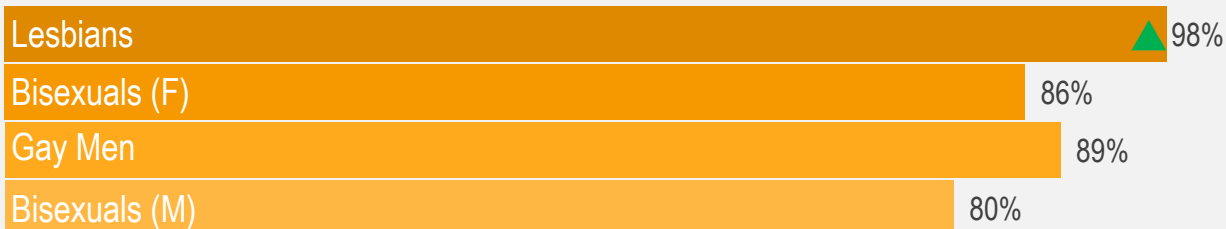
ORGANISATIONAL INCLUSION

Survey Question	Data selection for chart
How important is an LGBTI inclusive culture to your level of engagement?	Extremely important/ Very important/ Somewhat important
How important do you believe openly out role models are to your sense of inclusion within your organisation?	Extremely important/ Very important/ Somewhat important
In your experience, what are the MOST important attributes of a role model?	List provided

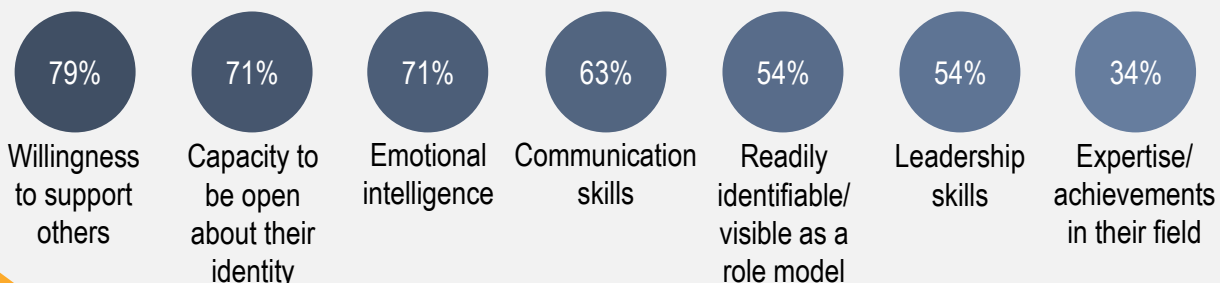
An inclusive culture is very important to 98% of lesbians, and to gay men (89%) and bisexual women (86%) and to bisexual men (80%).

The majority of LGB employees believe openly out role models are important to their sense of inclusion (88%). This is particularly important to lesbians (96%) and gay men (91%). The most important attributes of a role model is their willingness to support others (79% of LGB employees feel this is the most important attribute of a role model), emotional intelligence (71%) and their capacity to be open about their identity (71%).

How important is an LGBTI inclusive culture to your level of engagement? Overall: 89%



In your experience, what are the MOST important attributes of a role model?



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 LGBTI people, what would it be?	Open textbox

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

n=

16	training and workshops to spread awareness and improve knowledge
12	their organisation needs to employ a more diverse range of people across employees and management
11	LGB employees need more visibility/ visual representation (e.g. see ourselves on websites etc; have a visibly 'out' senior manager)
10	more events relating to LGBTI topics
7	their organisation needs to raise awareness of LGBTI issues
6	getting senior leaders more actively involved and being more visible
6	to treat them all the same and that LGB employees don't need to be made a fuss of
5	more focus should be made on places out of Auckland and Wellington
5	they need more support for LGBTI people and to having others stand up for them in the workplace

LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

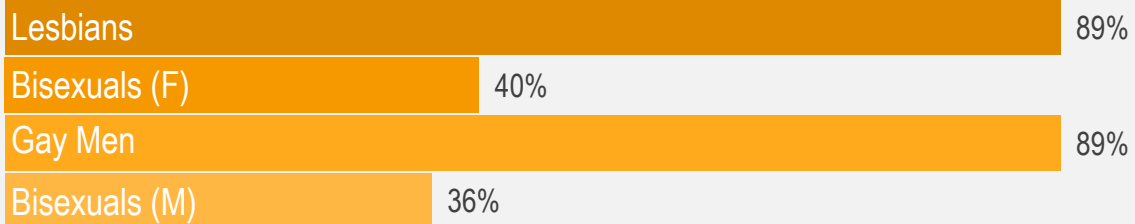
MANAGERIAL SUPPORT

Survey Question	Data selection for chart
Are you out to your 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 LGBTI inclusion”?	Strongly agree/ Agree
To what extent do you agree with the statement “I feel confident that my manager would address any negative LGBTI related commentary or jokes within my team”?	Extremely comfortable/ Somewhat comfortable

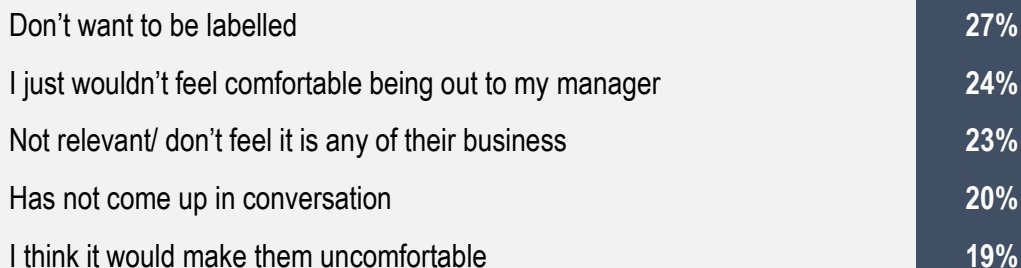
73% of these LGB employees are out to their manager and half feel this has not changed their relationship with them. 27% believe being out to their manager has changed their relationship for the better and the remaining 23% are unsure, (0% believe it has changed their relationship for the worse).

Lesbians and gay men are more likely to be out to their managers, (89% for both), compared to only 40% of bisexual women and 36% of bisexual men.

Are you out to your manager? Overall: 73%



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

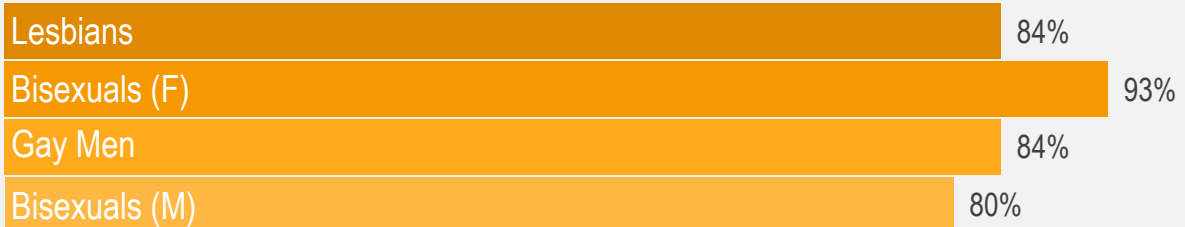


LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

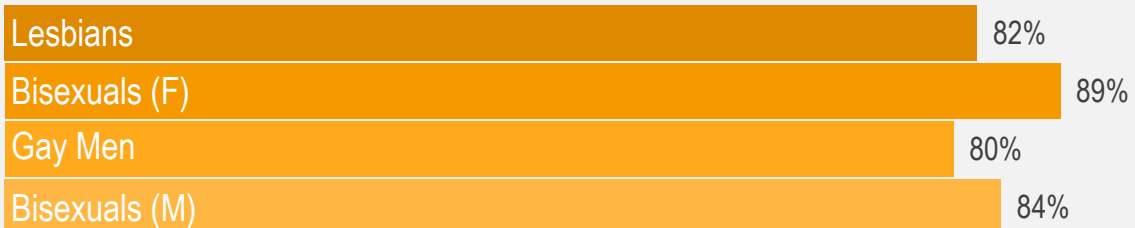
Encouragingly, 81% of LGB employees believe their manager genuinely supports LGBTI inclusion (82% of lesbians, 89% of bisexual women, 80% gay men and 84% bisexual men).

Similarly, 84% of LGB employees feel confident their manager would address any negative LGBTI 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 LGBTI related commentary or jokes within my team"? Overall: 84%



To what extent do you agree with the statement "I believe my manager genuinely supports LGBTI inclusion"? Overall: 81%



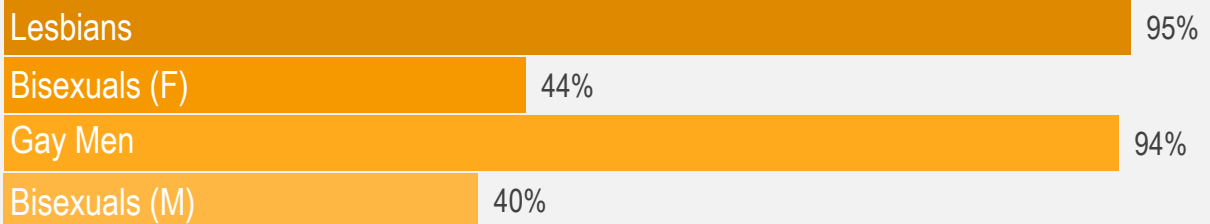
LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

BEING OUT AT WORK

Survey Question	Data selection for chart
To what extent are you out about your sexual orientation 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

78% of these LGB employees 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 work than bisexual men or women.

To what extent are you out about your sexual orientation at work? Overall: 78%



The key influences for why 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 the main reasons are their lack of feeling comfortable, not feeling it's relevant, and not wanting to be labelled.

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

82%	Being authentic at work
74%	Having the freedom to talk about life/ partner/ community
68%	Putting less energy into censoring what you say
48%	Ability to be a visible role model for others
31%	Finding friends and support in the LGBTI community
31%	Option to bring partner to events

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

33%	Wouldn't feel comfortable being out at work
31%	Not relevant to work/ it's personal
28%	Don't want to be labelled
15%	Wouldn't be appropriate within my immediate work area
15%	I think it would make people uncomfortable
15%	Not enough out people at work to make me think it would be okay
10%	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

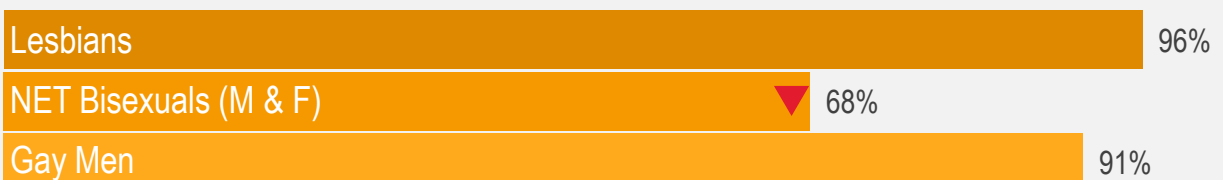
Encouragingly, 91% of these LGB employees who are out at work feel comfortable in being out. Comfort levels are higher for lesbians and gay men than bisexual men and women. Similarly lesbians and gay men find it more important to be out at work, however being out is still fairly important to bisexual employees also. 87% of LGB employees told us being out at work is important to them.

78% of these LGB employees disagree that they expend energy to hide this aspect of themselves to fit in, 9% agree that they do (particularly Lesbian employees).

At work (with your peers and colleagues), how comfortable do you feel being out? Overall: 91%



How important is it for you to be out at work? Overall: 87%

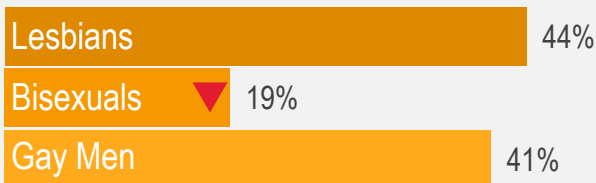


LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

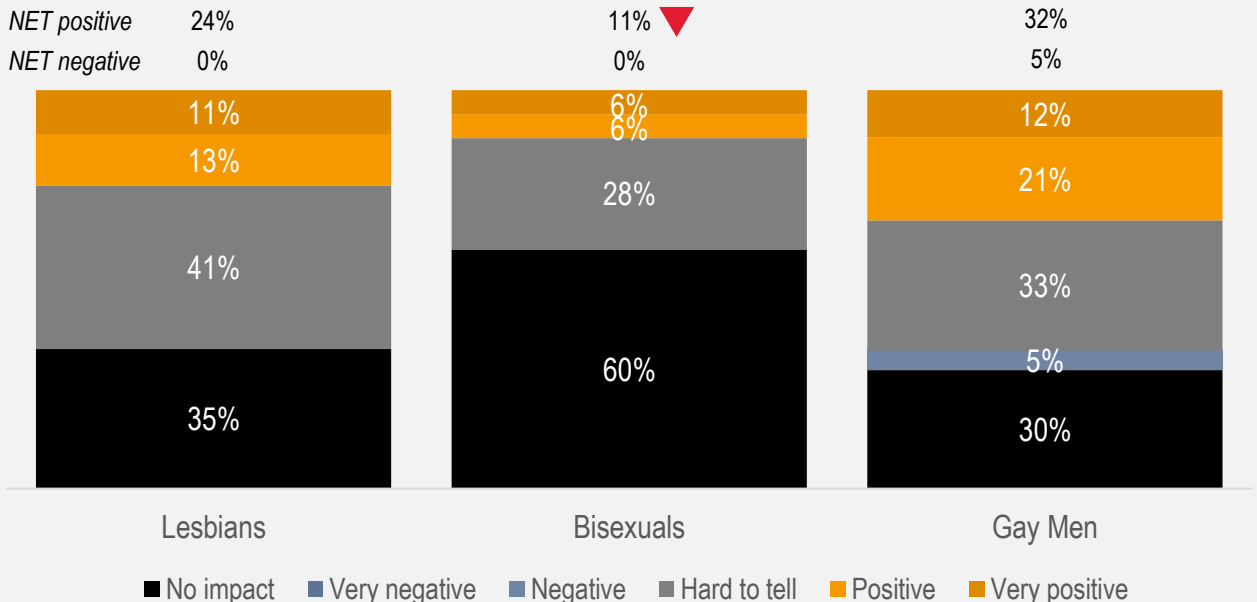
The majority of out LGB employees do not feel being out at work has had any impact on their productivity (64%). This is greater for bisexual men and women (81%) compared to 56% of lesbians and 59% of gay men. The remaining 35% of LGB employees feel it has made them more productive.

1 in 4 believe being out has had a positive impact on the opportunities offered to them or their career progression, 3% believe being out has had a negative impact, 34% think it's hard to tell the impact and 37% think it's had no impact at all.

What impact has being out at work had on your productivity? Overall: 35%



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: 26% (positive), 3% (negative)



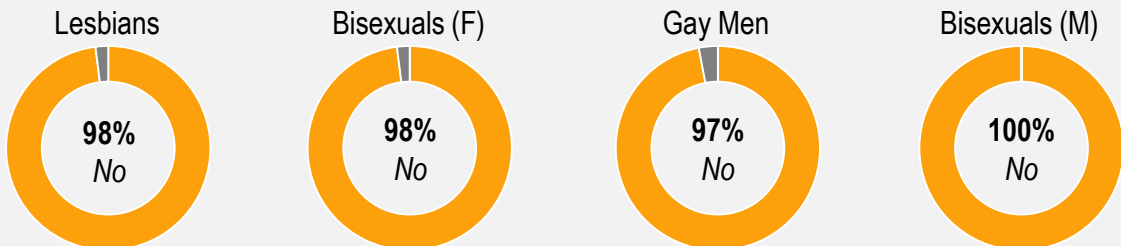
LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

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 in regard to 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 constant innuendo directly related to yours or other sexual orientation?	Never

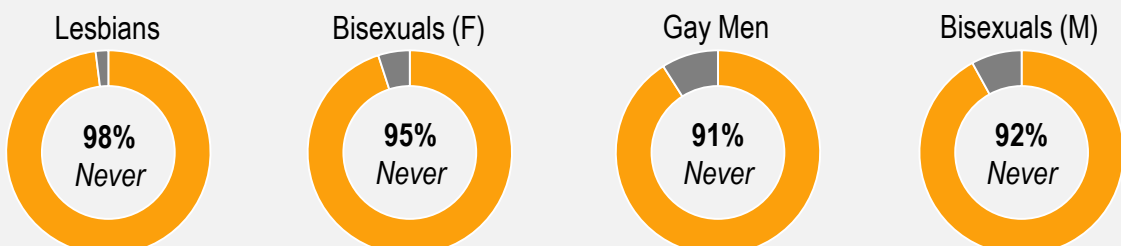
Encouragingly, 98% of LGB employees have not been personally bullied or harassed because of their sexual orientation within the last year and only 3% indicated they have experience unwanted negative commentary or jokes (to a moderate or large extent).

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: 98%



Similarly, 93% of LGB employees have never considered leaving their current employment due to bullying or harassment. 5% said they have rarely considered it, 2% said occasionally, 1% said they are looking to leave (this being a contributing factor), and 0% 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 constant innuendo directly related to yours or other sexual orientation? Overall: 93%



LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

ATTITUDES TO ALLIES/ CHAMPIONS

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

61% of LGB employees indicated their organisation does have an LGBTI Employee/ Ally Network, 10% said they do not, and 29% were unsure. There was no difference between lesbians, bisexual women, gay men and bisexual men in their knowledge or awareness of these networks.

However, of those who told us their organisation does have an LGBTI Employee/ Ally Network, only half of the LGB employees are active in it (52% vs 48% inactive).

Employees who are not active in their organisation's LGBTI Employee/ Ally Network was largely due to a lack of time - 42% said they don't have enough time to be involved. 35% indicated they just don't get involved in these kind of activities at work and 21% said they don't want to be labelled. Less contributing factors (12% for each) were not wanting people to make assumptions about them, and not seeing themselves represented at these events.

Of the 97 employees who provided a comment, there were 3 clear suggestions on how LGB employees think the network could be made more visible and effective:

30%
29 employees

suggested having more social events and activities (less formal gatherings)

21%
20 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

10%
10 employees

suggested having awareness/ informative trainings for Allies/ Champion as well as everyone else, and holding regular sessions that anyone can attend if they wish

LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

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

Nearly half of LGB employees feel Allies/ Champions in their workplace are easily identified and accessible. This is consistent across lesbians, bisexuals and gay men. The remaining mostly said ‘neither nor’ rather than no.

53% of LGB employees believe having LGBTI Allies/ Champions in their organisation has improved their sense of inclusion and 19% believe having Allies/ Champions has not at all improved their sense of inclusion.

Just over half of lesbians and gay men (51% and 52% respectively) indicated that LGBTI workplace inclusion initiatives have had a positive impact on how they feel about their orientation. However, very few LGB employees indicated that these initiatives were responsible for them coming out at work (7%) or have made them feel somewhat more self-conscious or uncomfortable (6%).

LIVED EXPERIENCE: LESBIAN, GAY, BISEXUAL EMPLOYEES

LGB employees felt the most important behaviour for an LGBTI Ally/ Champion was to call out inappropriate comments or jokes targeting LGBTI people (even more so for lesbians and bisexual women), followed by addressing bullying/ harassment targeting LGBTI people.

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

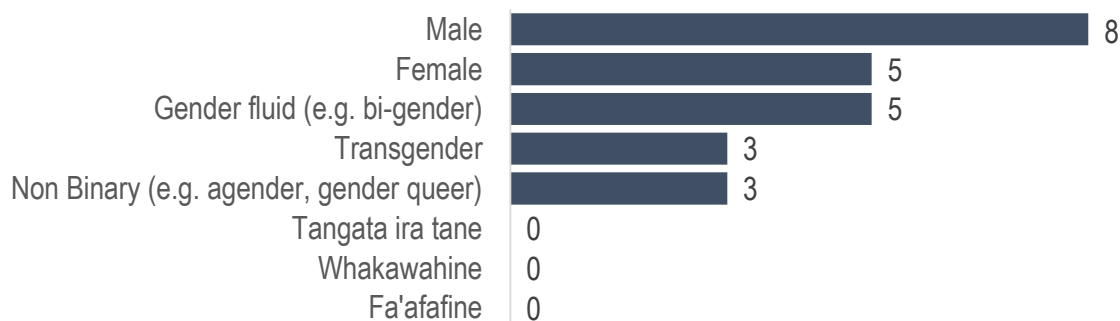
81%	Call out inappropriate comments or jokes targeting LGBTI people
71%	Address bullying/ harassment targeting LGBTI people
66%	Openly talk to team/ colleagues about LGBTI people
66%	Report bullying/ harassment targeting LGBTI people
57%	Actively seek to understand the experiences of, and challenges experienced by LGBTI people within the workplace
54%	Be active in LGBTI inclusion initiatives within the organisation
52%	Attend LGBTI events held at my organisation
52%	Attend LGBTI awareness or LGBTI Ally training held within my organisation
50%	Make a concerted effort to change their language to be inclusive
46%	Make a concerted effort to be more visible as an Ally within the organisation
45%	Encourage others to become Allies
41%	Have a role within the organisation's LGBTI employee network
33%	Have visible signs of being an Ally around their desk/ office (pins, postcards, posters, coasters, info etc.)
30%	Be active in LGBTI initiatives outside of the organisation
18%	Write on the importance of LGBTI inclusion in the workplace
18%	Speak at conferences, internal events or other external events on the importance of LGBTI inclusion

LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

Employees were asked if they identified themselves as gender diverse and 25 employees told us they did (1% of the total).

Of these 25 employees, 12 were assigned male at birth and 13 female. When asked which is the closest to how they personally identify, 5 selected male, 6 female, and 12 trans/gender diverse.

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



With only 25 gender diverse employees we can only report the following results as indicative only.

ORGANISATIONAL SUPPORT

Positively, 3 in 5 believe their organisation is fully supportive of gender diverse employees and 4 in 5 would recommend their current organisation as a place where gender diverse people could comfortably work, but under half feel comfortable about being open about their gender diversity at work.

When asked for their suggestion to feed back to employers about how to make the culture more inclusive of gender diverse people at work, 6 people suggested more information and training about the topic, sensitivity to the topic and how to support it. A further 3 employees suggested that their organisation actively addresses inappropriate behaviours/ comments/ jokes, and another 3 people suggested having toilets/ changing facilities' available for non-binary/ non-conforming people, as well as gender neutral ID's.

LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

RECRUITMENT PROCESS

The three greatest barriers to employment faced by these gender diverse employees were general fears of discrimination, general fear of outing and dress codes. Positively, most of these employees faced no anxiety during the recruitment process, with only a few employees experiencing moderate to low anxiety.

Only 2 gender diverse employees disclosed this fact to their current employer (and were very satisfied with this process).

Gender diverse employees believe the recruitment process could be made easier for trans/ gender diverse people through more indication that the organisation is inclusive (state in the job applications that they are LGBTI positive), and through more options for gender identity and sexual orientation on forms (or don't require gender identification).

BULLYING IN THE WORKPLACE

Positively, the vast majority of these gender diverse employees have not experienced any negative attitudes towards trans/gender diverse employees within the last year, although 1 in 10 have experienced this to a moderate or large extent. Encouragingly, 9 in 10 do not agree that they have been personally bullied or harassed because of their gender identity.

4 in 5 gender diverse employees have never considered leaving their current employment as a result of bullying, harassment or constant innuendo, while less than 1 in 10 are looking to leave now with this being a contributing factor.

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

LIVED EXPERIENCE: GENDER DIVERSE EMPLOYEES

LGBTI WORKPLACE INCLUSION INITIATIVES

2 in 5 gender diverse employees are aware of inclusion or transition policies for gender diverse employees in their current organisation and half believe that LGBTI inclusion initiatives benefit gender diverse employees.

3 in 4 gender diverse employees consider LGBTI inclusion initiatives important to their level of engagement but almost half say these initiatives have not had any impact on how they feel about their gender identity at work. Only 1 in 4 say it has had a positive impact and 1 in 10 said negative impact.

LGBTI ALLIES/ CHAMPIONS AND ROLE MODELS

Nearly half of gender diverse employees believe having LGBTI Allies/ Champions in their organisation has improved their sense of inclusion in their workplace. The most important behaviours for an Ally are :

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

4 in 5 gender diverse employees feel openly trans and/or gender diverse role models are important to their sense of inclusion in their workplace. The most important attributes for these role models are :

- Willingness to support others
- Capacity to be open about their identity
- Emotional intelligence
- Communication skills
- Readily identifiable/ visible as a role model
- Leadership skills
- Expertise/ achievements in their field

THE NEW ZEALAND WORKPLACE EQUALITY STUDY



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