

Promoting Diversity at Work

Diversity refers to the presence of multiple identity groups and cultures. Positive action requires an authentic commitment to include all individuals, regardless of differences in background, culture, gender or sexual orientation. Promoting diversity in the workplace means creating a supportive environment that enables all individuals to feel welcome and to be supported to thrive.



LGBTIQA+: Are we making progress?

To date, we've made some progress, but we're far from the ideal goal of ensuring every workplace is considered an inclusive and mentally safe environment for all individuals.

Estimates from the Australian Human Rights Commission suggest that 11% of Australians may have a diverse sexual orientation, sex or gender identity. However, 39% of these hide their sexuality or gender identity at work. Concerningly, 6% experience verbal abuse, 2% experience physical abuse and 1% experience other forms of insensitive, negative or abusive behaviour.

Promoting inclusion and diversity

Understand your bias

- Start by acknowledging your personal bias, any myths or stereotypes you held about LGBTIQA+
- Look for opportunities to develop an understanding of the LGBTIQA+ terminology and community

Be inclusive

- Use inclusive or gender-neutral language when asking about or referring to partners, spouses and family members
- Avoid making assumptions about others' preferences (e.g. women only interested in dating men)
- Connect and show respect to staff members from the LGBTIQA+ community, in the same way as you would for any other individual you work with
- Include LGBTIQA+ members in any work and formal and/or informal networking activities

Respect individual differences

- Respect the way each individual describes their gender, body and relationships
- Respect that not all LGBTIQA+ people wish to disclose and discuss their sexual orientation/gender identity with you personally, or in any circumstance at work

Take action

- Don't be a bystander to discrimination. Call out common trends or behaviours that hinder inclusiveness
- Speak out against any negative (e.g. homophobic, transphobic) comments including jokes/behaviours
- Open the dialogue and keep the conversation going.
- Get involved in initiatives and make suggestions of activities that promote LGBTIQA+ in your team and organisation