PRACTICE POINTS - **2025 AWEI EMPLOYEE SURVEY**

- 81% of respondents have identified one or more dimensions of diversity that apply to them and impact their workplace experiences.
- 74.4% of LGBTQ+ respondents have an intersectional diversity, which may further impact their workplace inclusion experiences.
- LGBTQ+ respondents, with an intersectional diversity, are up to 16.7% less likely to agree they "feel mentally well here"
- Aboriginal and Torres Strait Islander LGBTQ+ respondents are 30.8% less likely to feel mentally well within their organisation
- 48.3% of neurodiverse LGBTQ+ respondents agreed they would consider leaving their workplace for one that is more LGBTQ+ inclusive.
- Respondents of diverse sexuality with an intersectional diversity are 53.4% more likely not to be out in the workplace

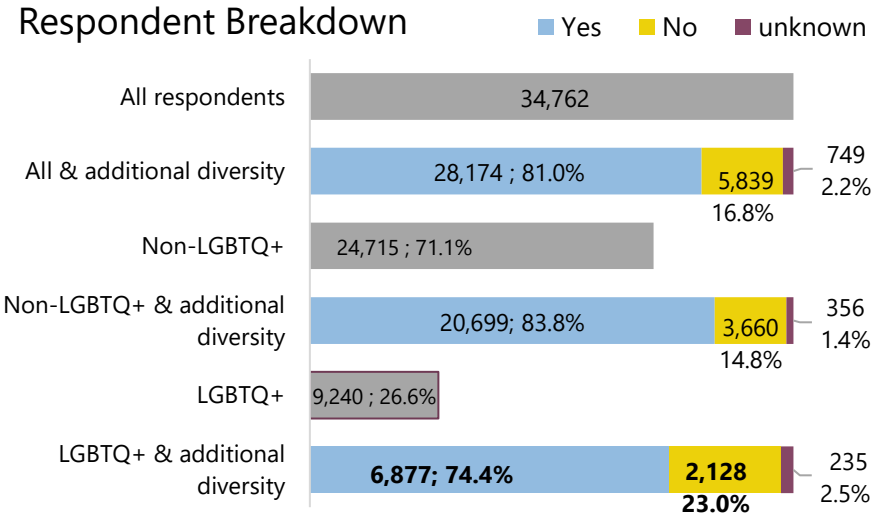
# EDITION 8: Applying an Intersectional Lens

## Insights from the 2025 AWEI Employee Survey

Whilst the AWEI employee survey is primarily focused on the experiences of LGBTQ+ employees compared to non-LGBTQ+ employees, it is essential to recognise that respondents often have one or more facets of their identity or background that may also influence their workplace experiences.

From this year's 34,762 responses:

- 5839 individuals have not identified any diversity aspect that they feel impacts their experience at work
- 28,175 individual respondents have identified one or more "additional" dimensions of diversity that apply to them,
- 9,240 individuals are LGBTQ+,
- 2,128 have only an LGBTQ+ diversity,
- 6,877 are LGBTQ+ and have identified one or more "additional" dimensions of diversity that apply to them.

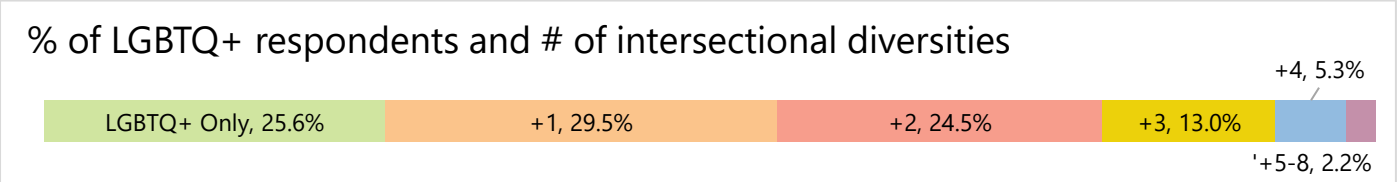



This practice point is focused on comparing the two cohorts of LGBTQ+ respondents: the 6,877 individual respondents with one or more additional diversities and the 2,128 respondents who have only an LGBTQ+ diversity.

When we talk about applying an intersectional lens, we need to review if policies and actions are supporting LGBTQ+ people in the organisation as a whole, but also acknowledging the different and barriers which can be in play for an employee who has the multiple diversity experiences, for instance a lesbian woman, who is a sole parent, or the barriers faced by a bi-sexual man, living with a disability, who was born overseas in a country where homosexuality is not accepted.

This is where the importance of a collective approach to DEI initiatives, policies, and actions lies, and where each network should collaborate on actions to support employees better overall.

We have previously explored the differing barriers faced by respondents of diverse sexuality, compared to trans and gender diverse respondents, and those who have both a diverse sexuality and diverse gender. This practice point provides a basis for further investigation within individual organisations and shows where beliefs and experiences differ between LGBTQ+ respondents with and without an additional facet of diversity. We note that there is significant overlap among individuals, with 45.0% of LGBTQ+ respondents indicating that between 2 and 8 identified diversity options apply to them.




It is not possible within our dataset to determine the individual impact of each facet of diversity when multiple areas are present. Each intersectional diversity is considered separately and compared in isolation to all others. Where possible, organisations should include this research in their overall DEI strategies to consider the impact that the co-occurrence of multiple areas of marginalisation may have on their workforce.

## Which intersectional experiences can we evaluate?

In addition to questions related to diversity of gender and sexual orientation, respondents are asked to select any of the following additional dimensions of diversity that apply to them:

1. Aboriginal, Torres Strait Islander, or both,
2. Culturally, linguistically or ethnically diverse a migrant, refugee or a person of colour (assigned *CALD/migrant/refugee/POC* within graphs)
3. Someone living with a disability or long-term health condition (may be physical, mental, intellectual or sensory) (assigned *disability* within graphs)
4. *Neurodivergent* (e.g., Autism, ADHD, Dyslexia)
5. A person of *faith/religious belief*
6. Being considered a *mature-age employee*
7. Having *caring responsibilities* for people *0-18 years*
8. Having *caring responsibilities* for people *19+ years*
9. Any other aspect other than LGBTQ+ not mentioned above[1]

[1] This field is used to add to our list of options in the future, where areas are consistently identified. We do not count those who have selected option 9 "any other", for various reasons including respondents using the text field to advise LGBTQ+ diversity, advising more than one additional diversity, not including a diversity within the text description, including an answer which was covered within the prior 8 options.

Options 6, 7 & 8 were asked for the first time in 2025. This is not an exhaustive list of diversities, and organisations should consider other areas where it is right for them, for instance, the Sapphire cohort, those LGBTQ+ cis and trans women and non-binary people perceived as women in the workplace.

This year, Pride Inclusion Programs has published LGBTQASB+ Mob & Work, which examines the intersectional experiences of First Nations LGBTQA+ individuals, sistergirls, and brotherboys, and is available to members. A publication focusing on the intersectional experiences of neurodiverse LGBTQ+ individuals is also scheduled for release later in the year.

## Respondent diversity

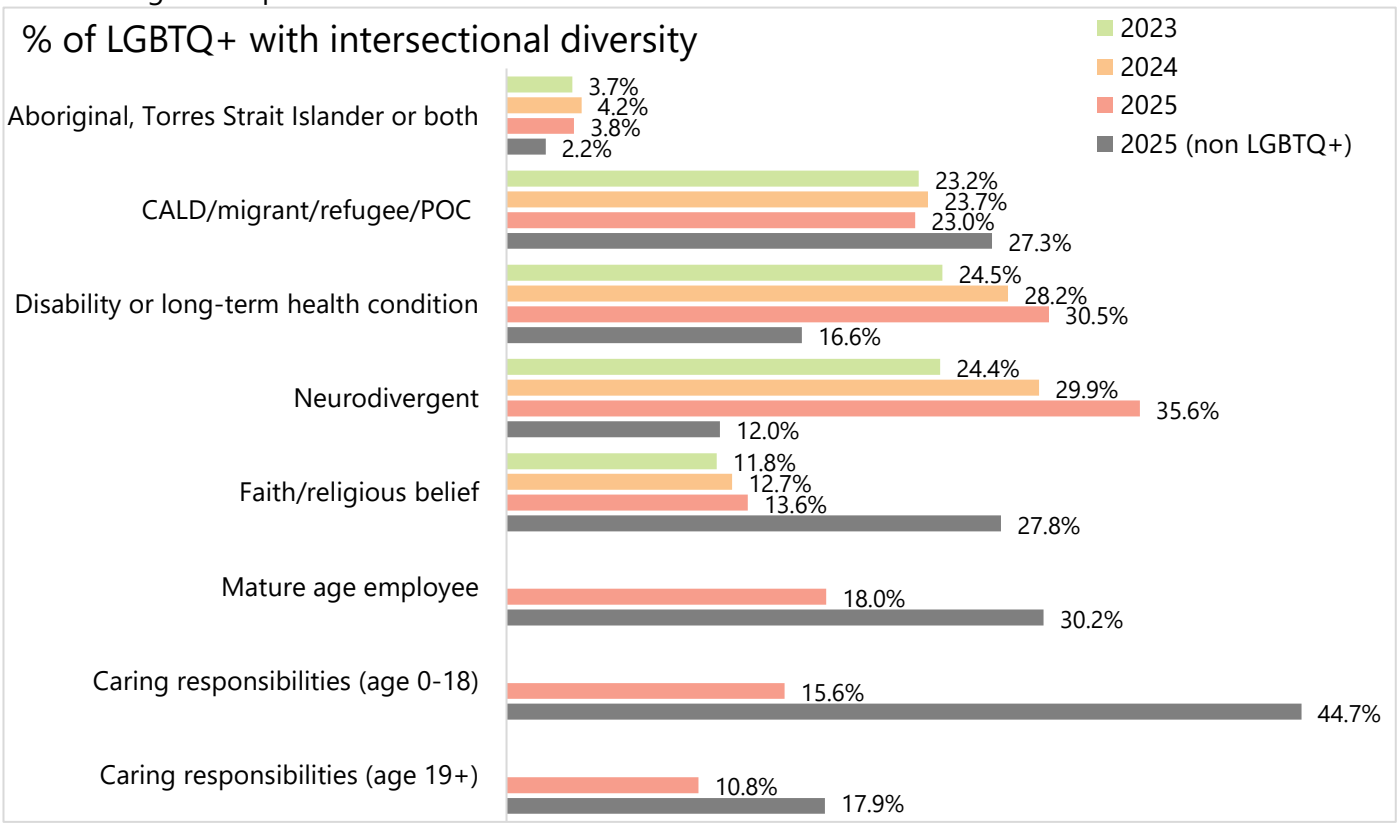
When we consider each facet of diversity separately, we can see that over the past three years, there has been an increase in respondents who are LGBTQ+ and are living with a disability, are neurodivergent, and are a person of faith. In 2025, we included three additional areas that had been consistently categorised as "other" in previous years. 18.0% of LGBTQ+ respondents also feel that they would be considered a mature age employee within their organisation, and 26.4% of LGBTQ+ respondents also have caring responsibilities for a person or people.

The data also shows that some diversity areas are more likely to be an intersectional experience for LGBTQ+ employees. This includes:

- 196.2% more likely to also be an employee who is neurodivergent
- 84.2% more likely to also be an employee who is living with a disability
- 74.1% more likely to also be an employee who is Aboriginal and /or Torres Strait Islander

Non-LGBTQ+ respondents are:

- 104.9% more likely to identify themselves as a person of faith or religion,
- 185.9% more likely to have caring responsibilities for another person 18 years or younger,
- 66.1% more likely to have caring responsibilities for someone 19+ years of age
- 68.4% more likely to consider themselves a mature-aged employee, &
- 19.0% more likely to identify they are culturally, linguistically, or ethnically diverse, a migrant, refugee or a person of colour.

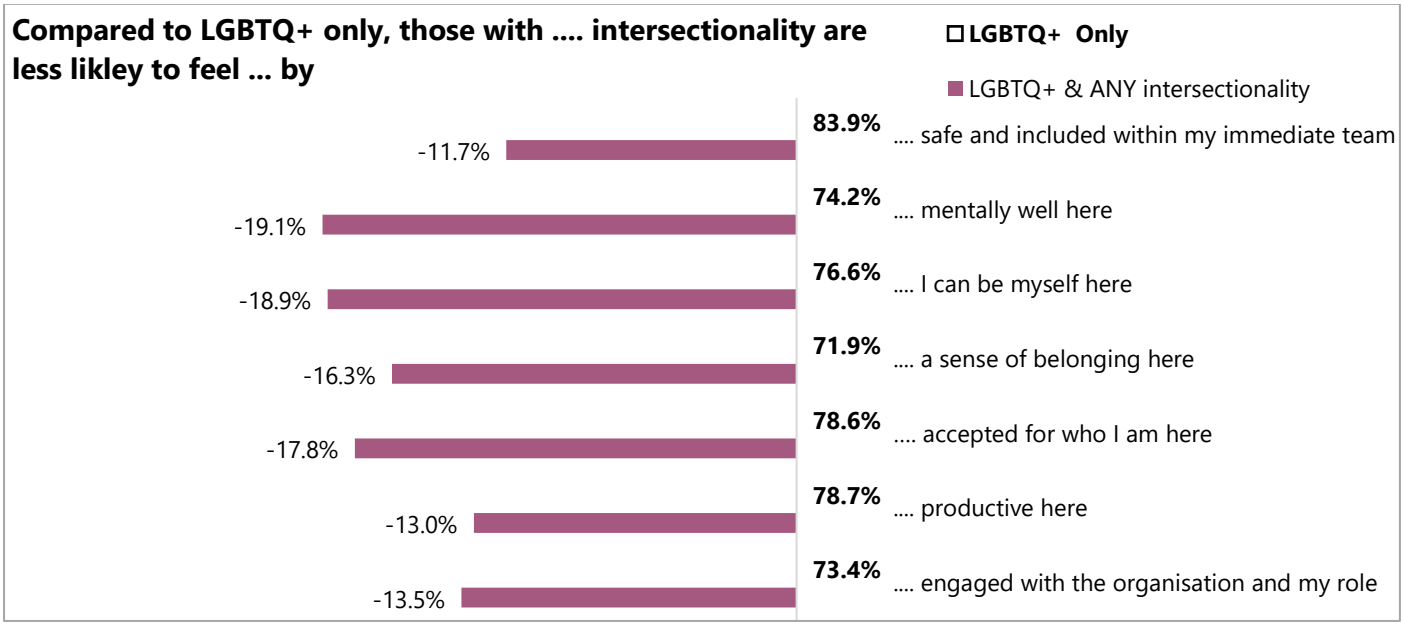


We describe this not suggesting that these areas are less important, but to highlight that the intersectional impact on LGBTQ+ employees who also have an experience in one of the areas that are "more likely" for non-LGBTQ+ individuals may be more significant, and understanding these potential impacts is crucial for developing holistic inclusion.

## Workplace wellbeing

LGBTQ+ respondents with an additional diversity are up to 16.7% less likely to agree to the "I feel…" health and wellbeing measures within the survey.

Productivity and engagement measures are up to 11.8% lower than those of respondents without an intersectional diversity.




Aboriginal and Torres Strait Islander LGBTQ+ respondents are experiencing the most significant impact on health and wellbeing, where they are up to 30.8% less likely to agree that they feel mentally well within their organisation.

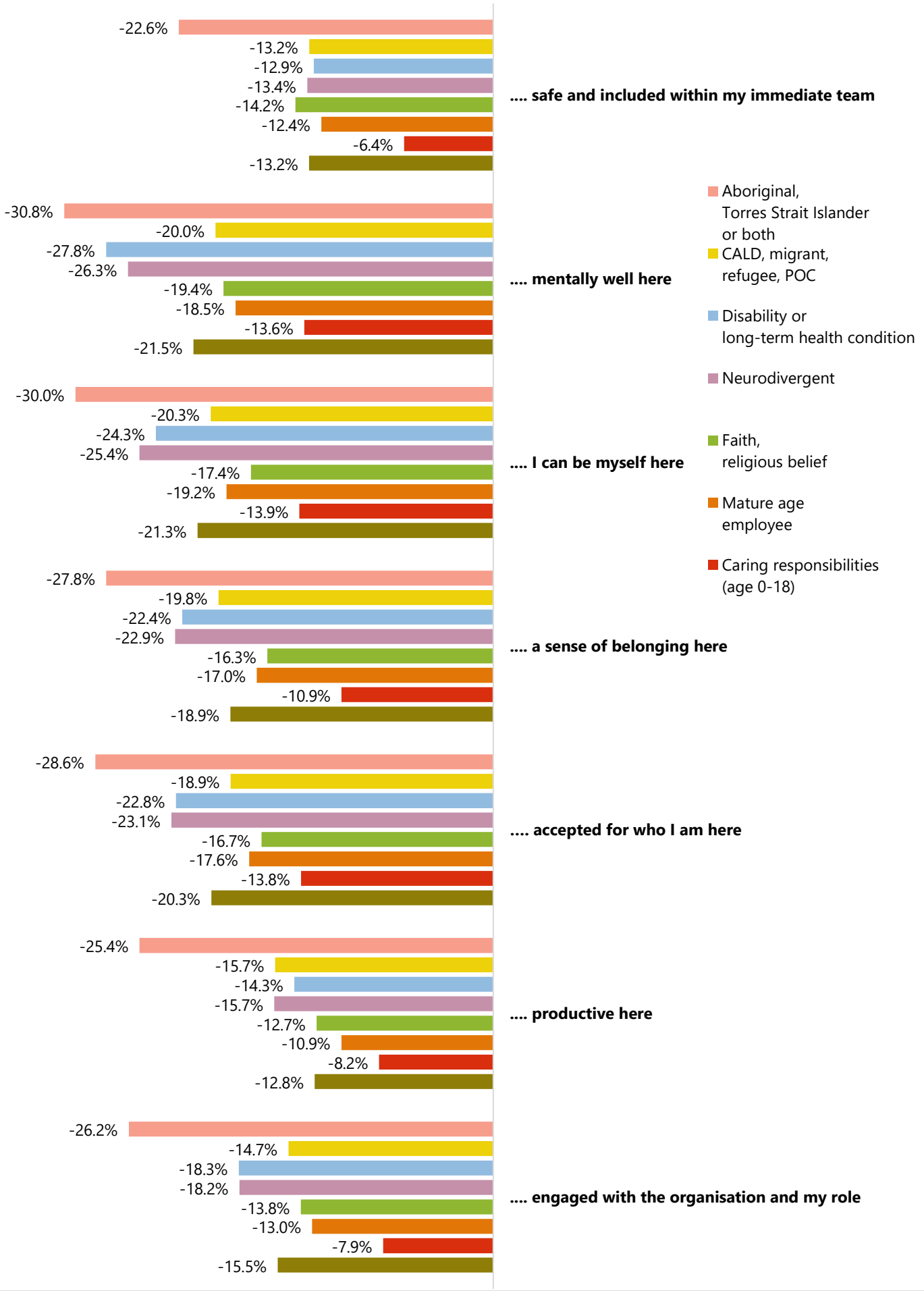
Mental wellbeing shows the most significant impact for LGBTQ+ people:

- with a disability - 27.8% less likely,
- who are neurodiverse - 26.3% less likely
- who are of faith or religious belief - 26.3% less likely, &
- with caring responsibilities for people over 19 years - 21.5% less likely.

LGBTQ+ respondents who are considered mature-aged employees experience between 10.9% and 19.2% less health and wellbeing, with feeling they can be themselves in the workplace showing the most significant impact.

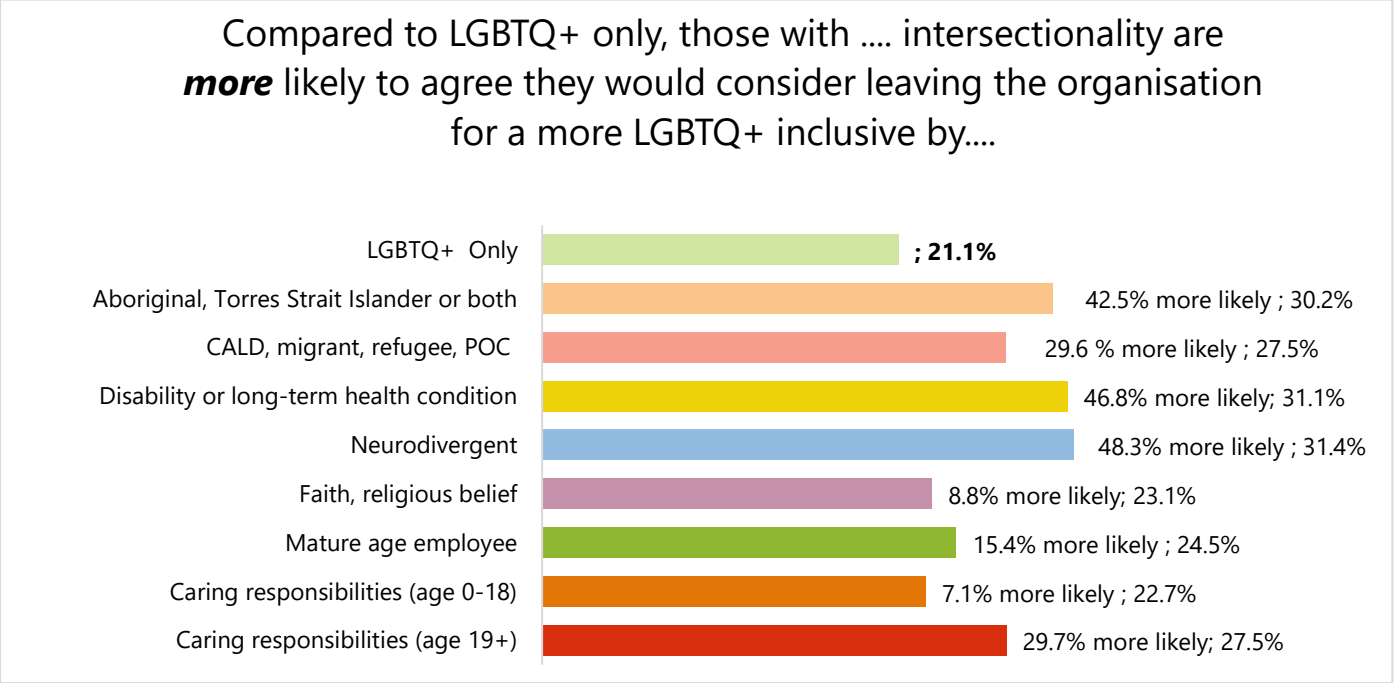
LGBTQ+ respondents with caring responsibilities for people 18 and under are overall experiencing the closest health and wellbeing measures of all intersectional cohorts, with the most significant discrepancies (13.9% less likely) to feel they can be "myself" and to feel they are accepted for who they are in their organisations.

Compared to LGBTQ+ only, those with .... intersectionality are ***less*** likley to feel ... by



## Work outcomes

21.2% of LGBTQ+ only respondents would consider leaving their workplace for one that is more LGBTQ+ inclusive. This increases by 48.3% for LGBTQ+ respondents who are neurodiverse, to 31.4%, and 30.4% for those also living with a disability.




Respondents with an intersectional diversity are between:

- 10.3% and 26.1% less likely to recommend their organisation as a good place to work.
- 17.9% and 33.9% less likely to feel their opportunities for advancement are high
- 10.4% and 18.95% less likely to feel secure in their role and to feel they will not lose their job
- 15.8% and 30.4% less likely to feel the organisation's culture will allow them to reach their full potential.

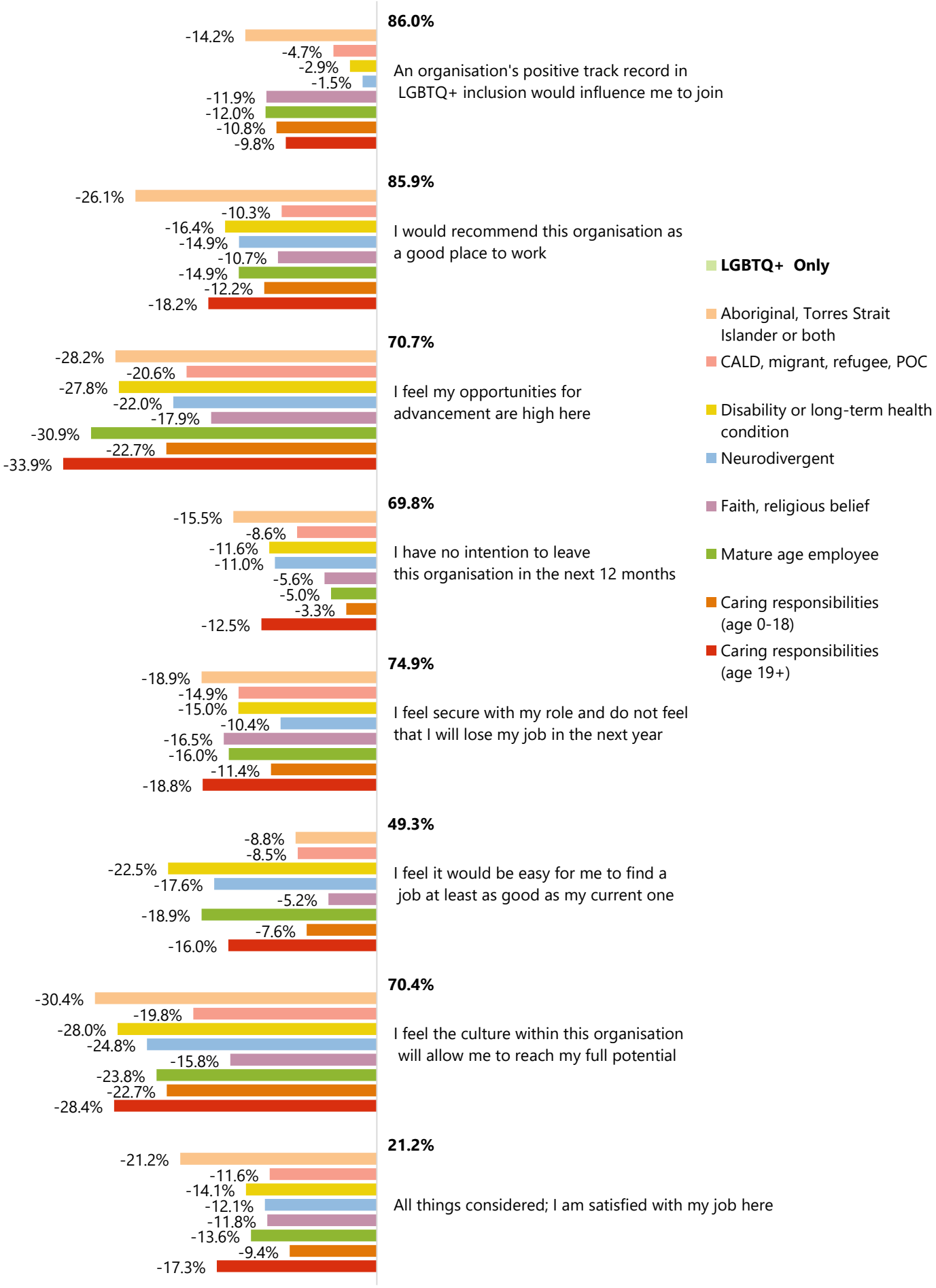
Across the nine outcome measures, the most significant impact is seen when considering opportunities for advancement and the ability for a respondent to reach their full potential within their organisation.

Overall job satisfaction among LGBTQ+ respondents is 84.6%, with a range of 9.4% to 21.2% less satisfaction across the cohorts.

LGBTQ+ Aboriginal and Torres Strait Islander respondents show the highest impact, with only 66.7% satisfied with their job, followed by 70.0% of LGBTQ+ respondents with caring responsibilities for a person over 19 years of age, and 72.0% of LGBTQ+ respondents living with a disability.

LGBTQ+ respondents with caring responsibilities for children 0-18 years have the nearest satisfaction among the only LGBTQ+ cohort at 76.7%.

## Compared to LGBTQ+ only, those with .... intersectionality are less likley to agree by...

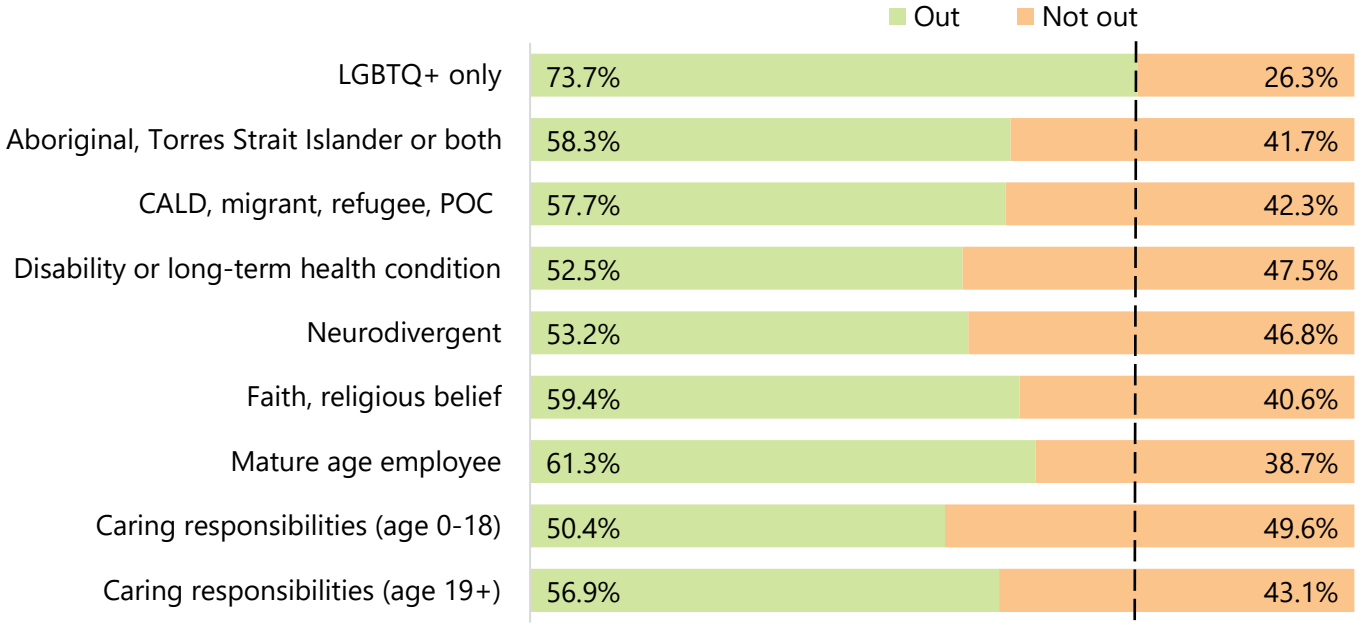


## Impact on being 'Out' and 'open'

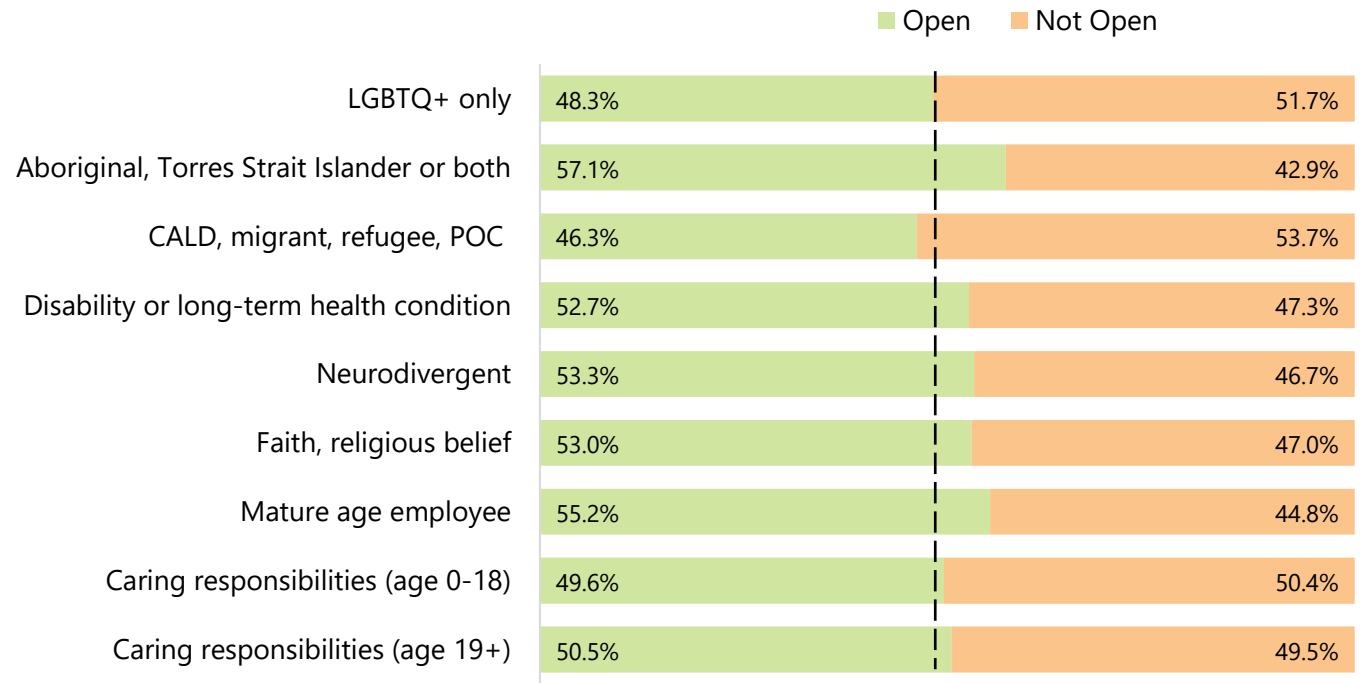
73.7% of respondents who are of diverse sexuality *without* an intersectional area are **out** in the workplace, whereas respondents with an intersectional diversity are on average 53.4% more likely **not to be out** in the workplace

LGBTQ+ respondents are more likely **not to be out** by;

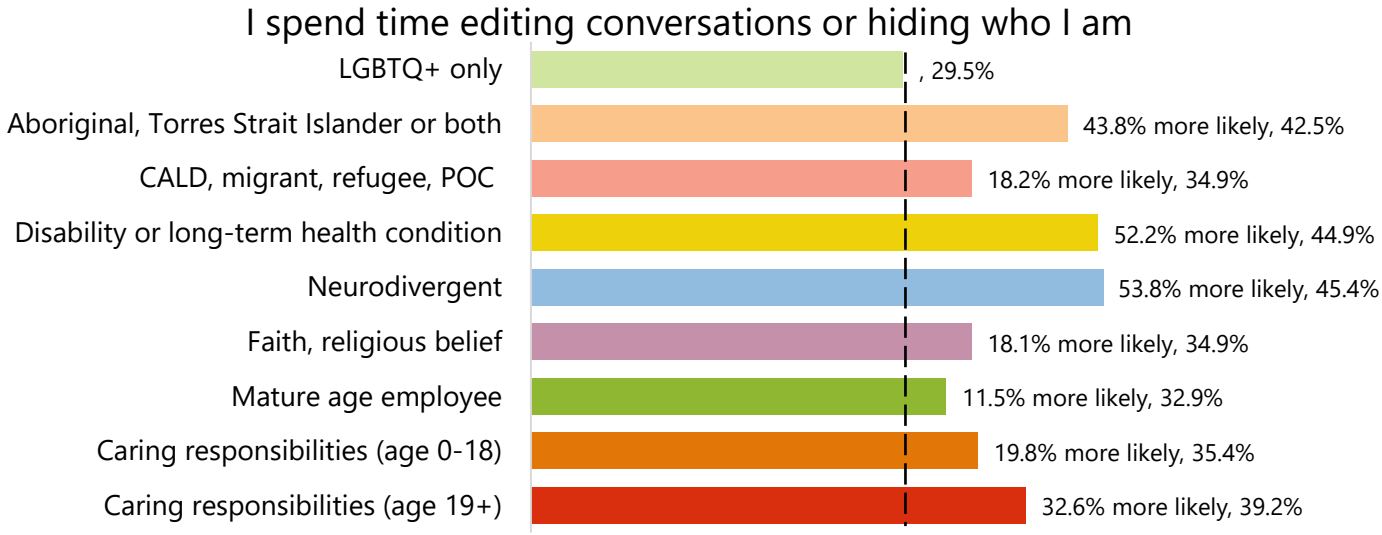
- 88.9% for those with caring responsibilities for individuals 18 or under (Out: 50.4%)
- 80.8% for those living with a disability (Out: 52.5%)
- 78.2% for those who are neurodiverse (Out: 53.2%)




For trans and gender diverse respondents, an intersectional diversity does not have the same impact. In the most part, all cohorts are actually more likely to be open in the workplace than those without an intersectional diversity, except respondents who are culturally and linguistically diverse, a migrant, refugee or a person of colour.



In addition to being out or open, in relation to their diverse sexuality or gender, respondents with an intersectional diversity are more likely to agree that they spend time editing conversations or hiding parts of themselves in the workplace. The most significant within the LGBTQ+ neurodivergent respondents and those living with a disability

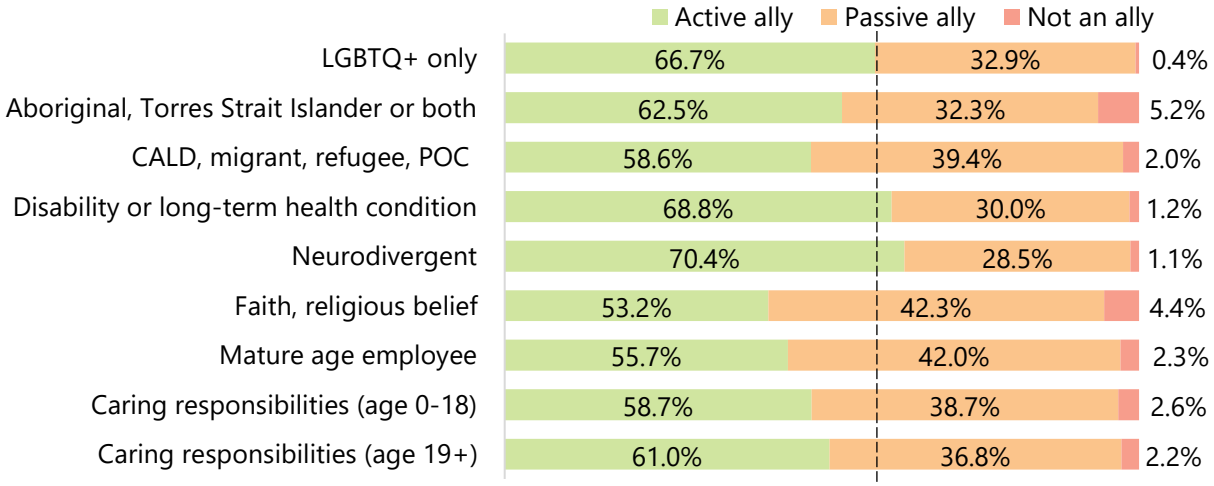



## Impact on allyship

66.7% of LGBTQ+ only respondents are active allies for other LGBTQ+ colleagues, but this drops slightly within the cohort of respondents with an intersectional diversity to 64.2%. LGBTQ+ respondents living with a disability are 3.2% more likely to be active allies, and those who are neurodivergent are 5.6% more likely. In comparison, all other cohorts are less likely to be active allies by between 6.2% and 20.2%.

Of greater concern is the increase in respondents across all areas who are not allies at all. Compared to the LGBTQ+ only cohort, not being an ally at all is more likely by;

- ⇑ 3 times more likely on average for respondents with an intersectional diversity
- ⇑ 2 .5 times for LGBTQ+ neurodivergent respondents
- ⇑ 2.8 times for LGBTQ+ respondents living with a disability
- ⇑ 4.7 times for LGBTQ+ CALD, migrant, refugee, POC respondents
- ⇑ 5.3 times for LGBTQ+ respondents with caring responsibilities for people 19 or over
- ⇑ 5.5 times for LGBTQ+ mature age respondents
- ⇑ 6.2 times for LGBTQ+ respondents with caring responsibilities for people 18 or under
- ⇑ 10.4 times for LGBTQ+ respondents of faith or religious belief
- ⇑ 12.1 times for LGBTQ+ Aboriginal and/or Torres Strait Islander respondents

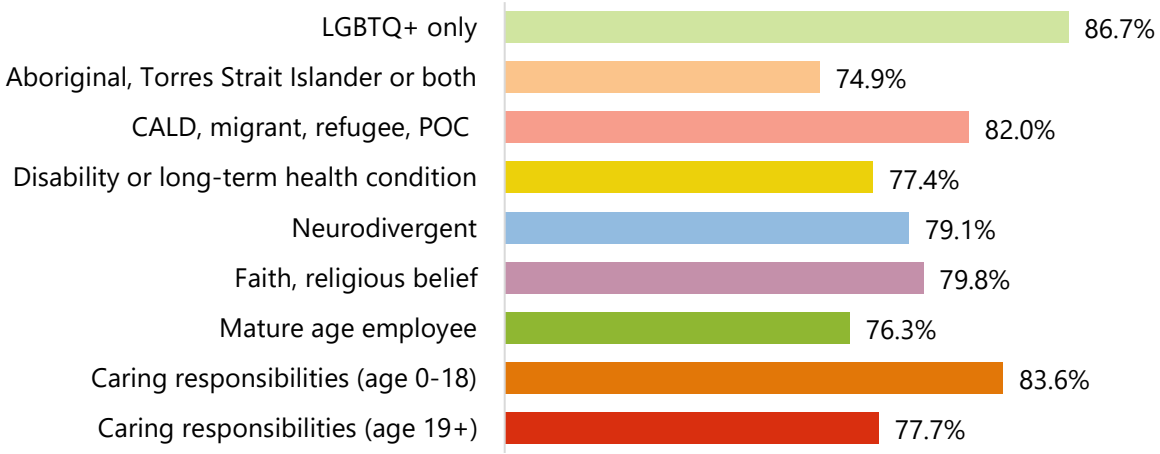


There are many possibilities for these results, and each individual will have their reasons for their allyship choices. Still, the added diversity facet and the additional barriers that come with this may be one of the causes for this reduced allyship, or that they are active allies for a diversity group other than LGBTQ+. They do not have the time or capacity to be an active ally for the LGBTQ+ community.

It is in this area that co-design of diversity networks and activities may have the most significant impact on overall allyship for all employees who have barriers to feeling fully included within the workplace.

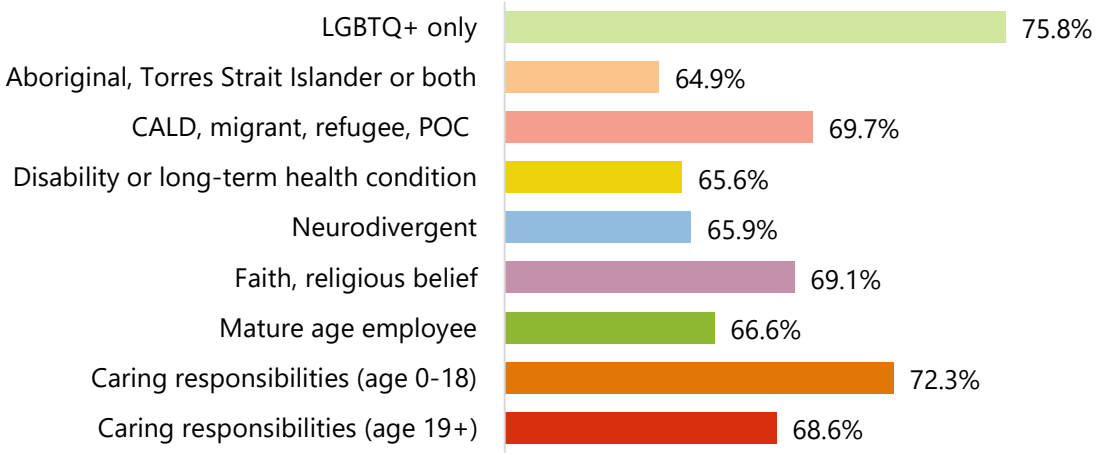
In relation to the organisations supporting employees who wish to be allies, 86.7% of the LGBTQ+ only cohort agree their organisation is supportive. Across cohorts with an intersectional diversity, this agreement reduces by between 3.6% and 13.6%.

**Employees who wish to be allies are supported to do so here**




Respondents aware of active executive allies or sponsors within their organisation are even more significantly reduced in the cohorts with an intersectional diversity.

**I know of active executive allies or sponsor/s within my organisation**



## Actions

1. Use the AWEI data or internal diversity data to understand the diverse nature of your organisation, including where people have multiple "diversity facets", and ensure you plan your inclusion initiatives to match.
2. Consider research initiatives to engage with your priority populations to better understand the unique challenges they face.
3. Support a coordinated approach to DEI initiatives, policies, and actions, where networks can bring their unique perspectives and collaborate on shared priorities. This will provide stronger and more consistent support for employees overall.
4. Ensure all teams involved in all employee support systems and processes have appropriate training to recognise intersectional vulnerabilities and provide culturally responsive support.
5. "You can't be what you can't see", so design platforms to boost the visibility of LGBTQ+ people with different experiences, backgrounds and identities, through events, storytelling, imagery, etc.
6. Consider that people with multiple minoritised aspects of their identity or background may face multiple career 'ceilings', and consider funding specific talent development programs
7. Vary the times and style of your inclusion events, to support more employees being able to attend.
8. Participate in the AWEI Submission and survey – it gives a wealth of information about your company culture; and assists in detecting early signs of disparity between employees.