

2021–2022 INCLUSION@WORK INDEX: MAPPING THE STATE OF INCLUSION IN THE AUSTRALIAN WORKFORCE



WHY IS INCLUSION@WORK IMPORTANT FOR AUSTRALIAN ORGANISATIONS?

Because employees *want* their workplace to be diverse and inclusive



3 out of 4 Australian workers *support* or *strongly* support their organisation taking action to create a workplace which is diverse and inclusive



Only 4% *oppose* or *strongly* oppose their organisation taking action

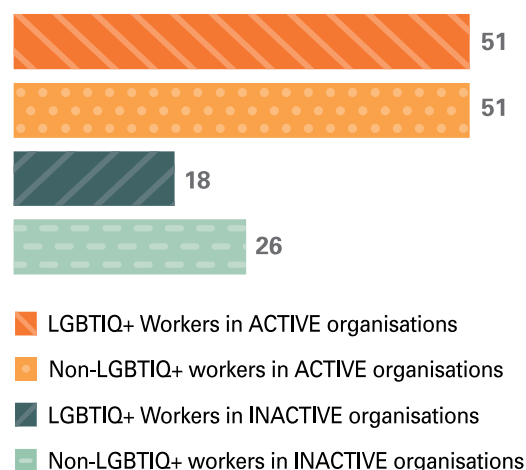
Because Inclusion@Work *benefits* EVERYONE

When organisations take action to create a more diverse and inclusive workplace **everyone** benefits.

In organisations taking action to create **a more diverse and inclusive workplace**, a similar **proportion of LGBTIQ+ workers and non-LGBTIQ+ workers were very satisfied with their jobs** – and significantly more satisfied those in organisations where no D&I action is being taken.

This is also the case for Aboriginal and/or Torres Strait Islander workers and non-Indigenous workers, workers with and without disability, culturally diverse and non-culturally diverse workers, and men and women.

Overall, how satisfied are you with your job? (% very satisfied)



Because Inclusion@Work *boosts* performance and wellbeing

Workplace inclusion significantly **increases performance and wellbeing**, and **decreases discrimination and/or harassment**. Clearly, it pays to be more inclusive!

Workers in inclusive teams¹ are:



11 times more likely to be highly effective than those in non-inclusive teams



10 times more likely to be innovative



6 times more likely to provide excellent customer service



4 times more likely to work extra hard



10 times more likely to be very satisfied



4 times less likely to leave their job in the next 12 months



4 times less likely to feel work has a negative or very negative impact on their mental health



5 times less likely to experience discrimination and/or harassment

1. Inclusive Teams = Respondents scored their team on average 4 or above out of 5 (where 5 = highly inclusive, 3 = neither inclusive or non-inclusive, 1 = not inclusive at all). Somewhat Inclusive Teams = Respondents scored their team on average between 3 and 4. Non-Inclusive Teams = Respondents scored their team on average less than 3.

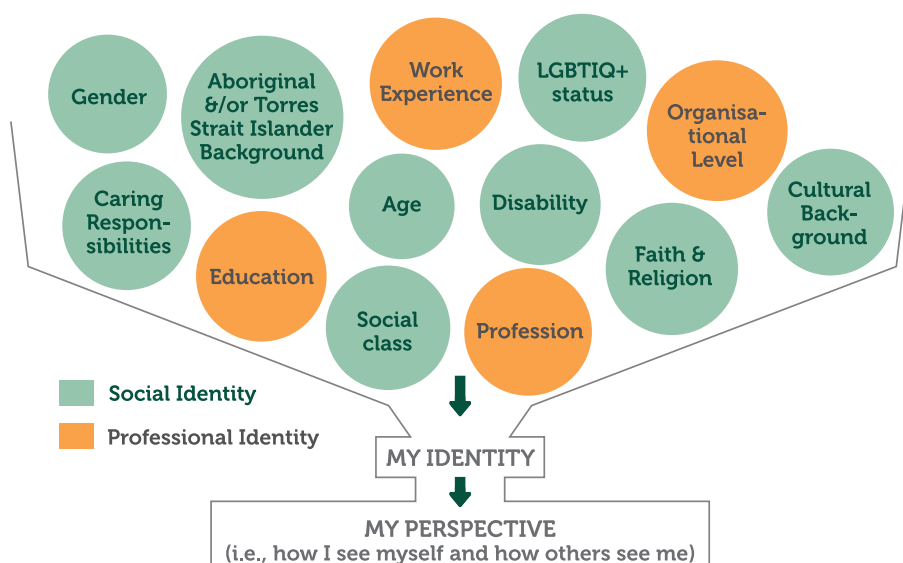
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WHAT IS DIVERSITY AND INCLUSION?

What is diversity?

Diversity refers to all the differences between people in how they identify in relation to their Social Identity, that is their Aboriginal and/or Torres Strait Islander background, age, caring responsibilities, cultural background, disability, gender, LGBTIQ+ status, social class, faith and religion, and their Professional Identity, that is their profession, education, work experiences, and organisational role.



What is inclusion?

Inclusion occurs when a diversity of people are respected, connected, progressing, and contributing to organisational success.

Respected: a diversity of people feel valued and respected for who they are.

Connected: a diversity of people feel connected to their co-workers and feel they belong.

Progressing: a diversity of people have opportunities to develop their career and progress.

Contributing: a diversity of people can contribute their talents to the organisation.



What is an inclusive team?

An inclusive team is one where a diversity of people feel that they:

- are respected and valued team members
- are able to be themselves
- can contribute and progress at work.



Who is an inclusive manager?

An inclusive manager is someone that creates an inclusive team environment, who:

- values differences
- seeks out and uses a diversity of ideas
- treats everyone fairly
- deals with inappropriate behaviour.



What is an inclusive organisation?

An inclusive organisation is one in which employees:

- trust they will be treated fairly
- feel diversity is valued and respected
- report that top leaders demonstrate a visible genuine, visible commitment to diversity and inclusion.