

# 2019–2020 *INCLUSION@WORK* INDEX: MAPPING THE STATE OF INCLUSION IN THE AUSTRALIAN WORKFORCE

## Support Grows for *Inclusion@Work*



**43% of workers strongly support** their organisation taking action to create a workplace which is diverse and inclusive – up from 37% in 2017



**LGBTIQ+ workers were most likely to be strongly supportive – 59%**, up from 50% in 2017



**Male workers were least likely to be strongly supportive – 38%**, though they also had one of the greatest increases in strong support, up from 31% in 2017

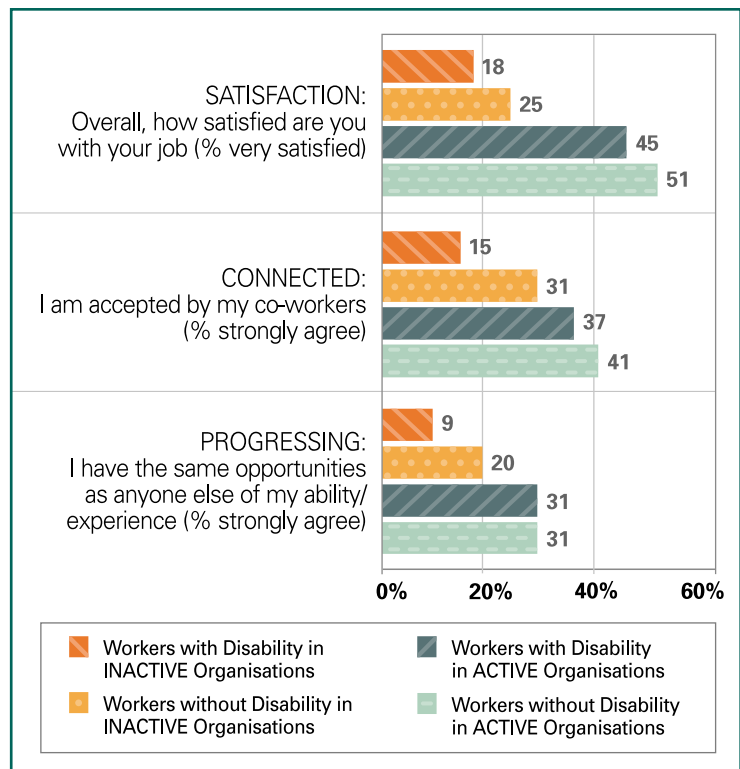


**Only 3% oppose or strongly oppose** their organisation taking action – the same as in 2017

## *Inclusion@Work* Benefits EVERYONE

In organisations taking action to create a more diverse and inclusive workplace, **a similar proportion of workers with and without disability were very satisfied with their jobs** – and significantly more satisfied than workers with and without disability in organisations where no action was being taken.

This was **also the case for how accepted workers felt** and whether they felt they had the **same opportunities**.



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## The State of Inclusion

In 2019, while *Inclusion@Work* continues to matter to Australian workers, benefits everyone (not just people from target or minority groups), and boosts employee performance and wellbeing, **some employees experience much less inclusion and more exclusion** than their colleagues.

