

# out at work

FROM  
PREJUDICE  
TO PRIDE

## WHY DOES BEING OUT AT WORK MATTER?

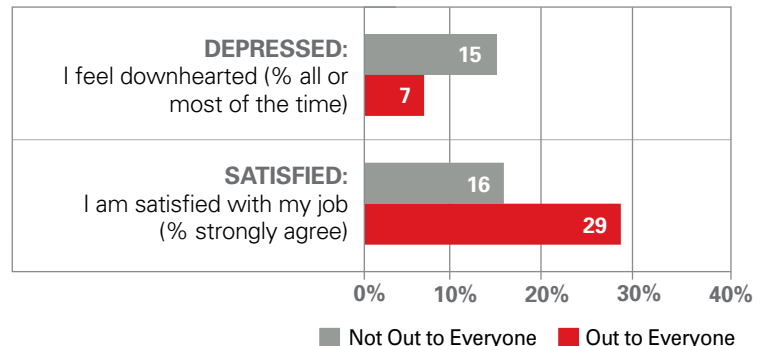


### Concealing Compromises Wellbeing

LGBTIQ+<sup>1</sup> employees who are not out to everyone at work<sup>2</sup> are:

**Twice as likely** to **feel down** as employees who are out to everyone at work

**45% less likely** to be **satisfied** with their job



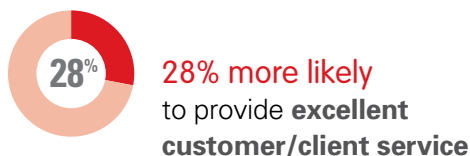
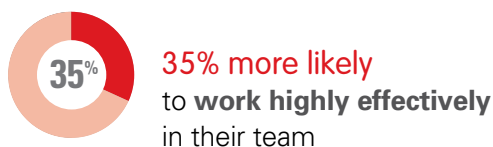
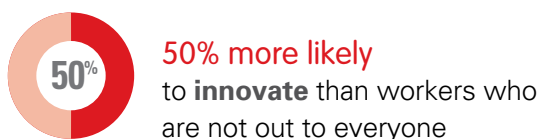
"By being out in a safe environment you can be the best possible version of yourself"

"I don't want special treatment, I just want the same opportunities as anyone else, to not have to conceal who I am at work"



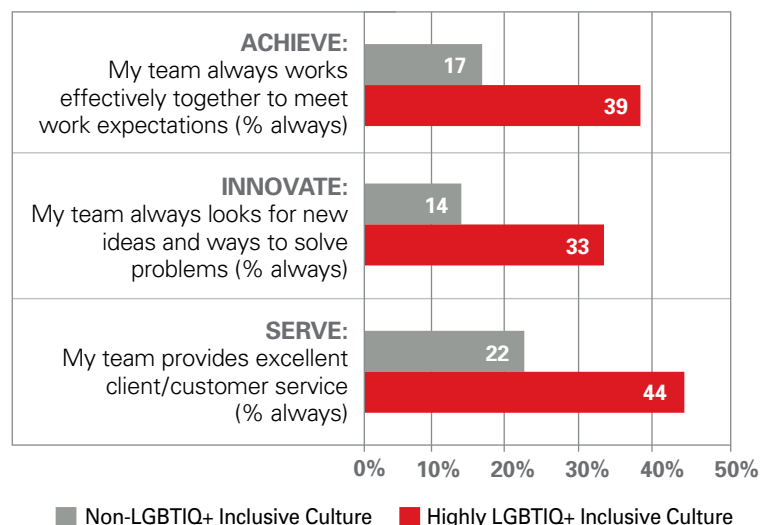
### Being Out at Work Drives Performance

LGBTIQ+ employees who are out to everyone at work are:



### LGBTIQ+ Inclusive Cultures Drive Performance

Employees in organisations which are highly LGBTIQ+-inclusive<sup>3</sup> are at least **twice as likely** as employees in non-inclusive cultures to **achieve, innovate, and provide excellent customer/service**.



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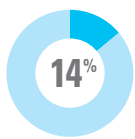
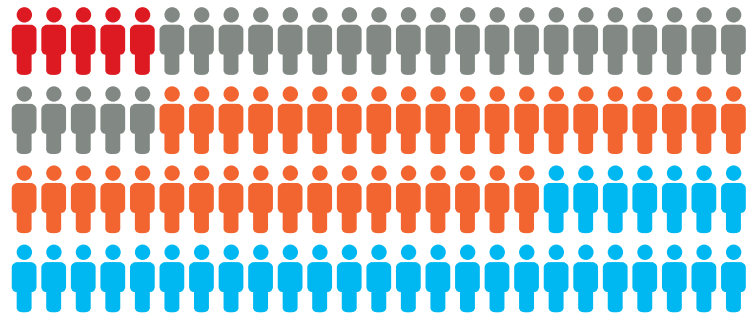
**starobserver**

# WHO'S OUT AT WORK? THE-STATE-OF-PLAY

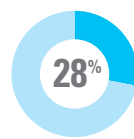
While 74% of LGBTIQ+ respondents in our survey told us that it was important to them to be able to be out at work, only 32% were out to everyone with whom they work.

If LGBTIQ+ workers in our survey were 100 people, approximately<sup>4</sup>:

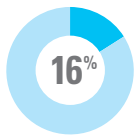
- 5 would be out to no one
- 25 would be out to some people
- 38 would be out to most people
- 32 would be out to everyone



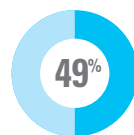
14% of workers with more than one LGBTIQ+ attribute (e.g. they may be transgender and gay) were **out to everyone** at work



28% of workers who are trans or gender diverse were **out to no one at work** – compared to only 4% of LGB workers



16% of bisexual workers were **out to everyone** at work



49% of LGB workers openly talk about their identity with colleagues vs 9% with clients/customers.

## WHAT ENABLES BEING OUT AT WORK?

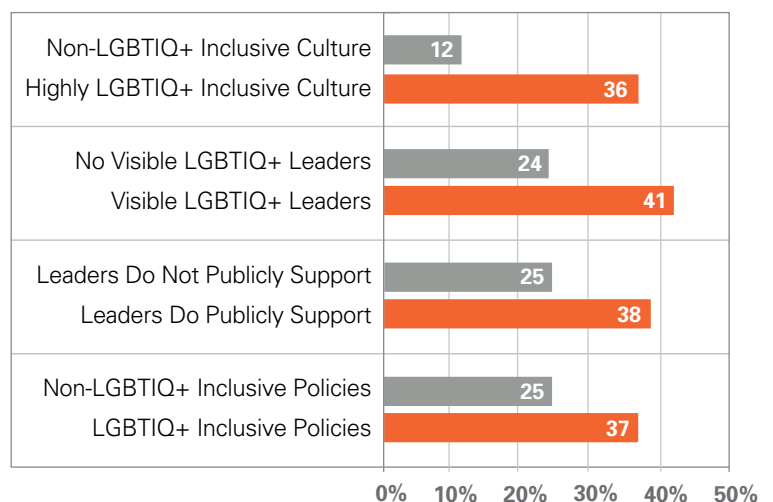
### It's More Than Just Policies: Culture is What Counts

More than anything else – it was having an **LGBTIQ+ inclusive culture** that made LGBTIQ+ people feel safe to be themselves at work. LGBTIQ+ people in highly inclusive cultures were three times as likely as workers in non-inclusive cultures to be out to everyone at work

### Genuine Bold Leadership is Critical for Culture

LGBTIQ+ people in organisations with strong LGBTIQ+ leadership were **one and half times as likely** as workers with none, to be out to everyone at work

% of LGBTIQ+ Workers Who are Out to Everyone at Work



1 'LGBTIQ+' refers to lesbian, gay, bisexual, transgender/gender diverse, intersex, and queer – the '+' recognises that LGBTIQ doesn't include a range of other terms that people identify with, or use to describe themselves.

2 Out to All Versus Not Out to All – Out to All workers indicated this on the survey, while Not Out to All workers indicated that they were Out to Most, Out to Some or Out to No One.

3 Workers in Highly LGBTIQ+ Inclusive Cultures scored their organisation on average at least 5 or above out of 7 on survey questions asking how inclusive their organisation is (where 7 = very inclusive, 4 = neutral, and 1 = not inclusive). Workers in Low Inclusive Cultures scored their organisation on average less than 4 out of 7.

4 These numbers are approximate, as this way of representing the findings requires rounding down or up percentages with decimal places e.g. 5.4% (87) of all 1614 LGBTIQ+ survey respondents has been rounded down in this figure to five.