Online appendix

Table A1. Sample descriptive statistics

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | % / Mean | Standard deviation |
| Model variables |  |  |  |
| Sexual identity (LGBTQ+ only), % |  |  |  |
| Gay/Lesbian | 3,414 | 64.8 |  |
| Bisexual | 1,119 | 21.2 |  |
| Pansexual | 306 | 5.8 |  |
| Queer | 260 | 4.9 |  |
| Asexual | 112 | 2.1 |  |
| Straight (gender diverse) | 30 | 0.6 |  |
| Other | 29 | 0.5 |  |
| Gender identity (LGBTQ+ only), % |  |  |  |
| Cisgender man | 2,595 | 49.2 |  |
| Cisgender woman | 2,225 | 42.2 |  |
| Trans man | 81 | 1.5 |  |
| Trans woman | 108 | 2.0 |  |
| Non-binary, assigned male at birth | 60 | 1.1 |  |
| Non-binary, assigned female at birth | 130 | 2.4 |  |
| Agender | 26 | 0.5 |  |
| Other identity not listed | 45 | 0.8 |  |
| Wellbeing (range: 1 to 5) |  |  |  |
| I feel safe and included in my team | 5,265 | 4.4 | 0.8 |
| I feel I can be myself at work | 5,261 | 4.1 | 1.0 |
| I feel accepted for who I am | 5,266 | 4.3 | 0.9 |
| I feel mentally well at work | 5,267 | 3.9 | 1.0 |
| I feel productive at work | 5,257 | 4.3 | 0.8 |
| I feel engaged with the organisation and my work | 5,266 | 4.1 | 0.9 |
| I feel a sense of belonging here | 5,264 | 3.9 | 1.0 |
| *Total index (1 to 5)* | 5,270 | 4.2 | 0.7 |
| Age group, % |  |  |  |
| <24 years old | 450 | 8.5 |  |
| 25-34 years old | 1,849 | 35.1 |  |
| 35-44 years old | 1,532 | 29.1 |  |
| 45-54 years old | 1,036 | 19.7 |  |
| 55-64 years old | 368 | 6.9 |  |
| 65+ years old | 19 | 0.4 |  |
| Prefer not to respond | 16 | 0.3 |  |
| Respondent identifies as Indigenous, % |  |  |  |
| Yes | 194 | 3.7 |  |
| No | 4,965 | 94.2 |  |
| No response | 111 | 2.1 |  |
| Respondent identifies as coming from a CALD background, % |  |  |  |
| Yes | 563 | 10.7 |  |
| No | 4,596 | 87.2 |  |
| No response | 111 | 2.1 |  |
| Respondent identifies with someone living with a disability, % |  |  |  |
| Yes | 400 | 7.6 |  |
| No | 4,759 | 90.3 |  |
| No response | 111 | 2.1 |  |
| Respondent identifies as a person of faith, % |  |  |  |
| Yes | 393 | 7.5 |  |
| No | 4,766 | 90.4 |  |
| No response | 111 | 2.1 |  |
| Educational attainment, % |  |  |  |
| Primary education | 33 | 0.6 |  |
| Secondary education | 585 | 11.1 |  |
| Certificate/Diploma | 1,145 | 21.7 |  |
| Bachelor’s degree/Graduate certificate/ Diploma | 2,293 | 43.5 |  |
| Postgraduate degree | 1,184 | 22.5 |  |
| Other | 30 | 0.6 |  |
| Location of work, % |  |  |  |
| Metropolitan | 4,620 | 87.7 |  |
| Regional | 512 | 9.7 |  |
| Remote | 65 | 1.2 |  |
| Rural | 73 | 1.4 |  |
| Sector of work, % |  |  |  |
| Federal government | 1,494 | 28.3 |  |
| State government | 697 | 13.2 |  |
| Local government | 176 | 3.3 |  |
| Higher education | 557 | 10.6 |  |
| NFP/Community/NGO/Charity | 112 | 2.1 |  |
| Private Sector | 2,234 | 42.4 |  |
| Position in workplace, % |  |  |  |
| Senior and executive | 527 | 10 |  |
| Middle management | 639 | 12.1 |  |
| Operations/Support/Others | 4,104 | 77.9 |  |

*Notes:* Australian Workplace Equality Index Employee Survey 2020 data. LGBTQ+: Lesbian, Gay, Bisexual, Trans, Queer and other (+) identity terms. CALD: Culturally and Linguistically Diverse.