



Australian Government

Australian Public Service Commission

# Employees who identify as LGBTI+ in the Australian Public Service

April 2021

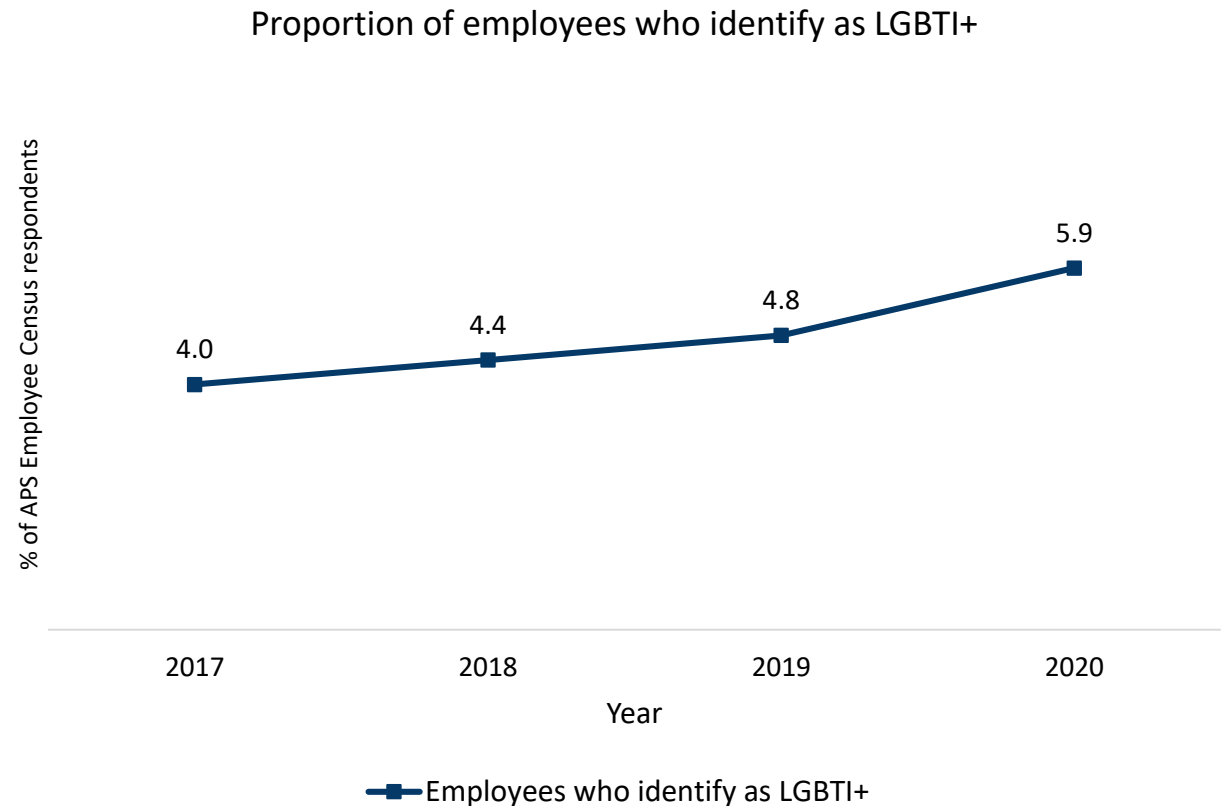
Research Note 01-21



# The proportion of employees who identify as LGBTI+ has increased

In the 2020 APS Employee Census, 6,329 employees (5.9%) identified as LGBTI+.

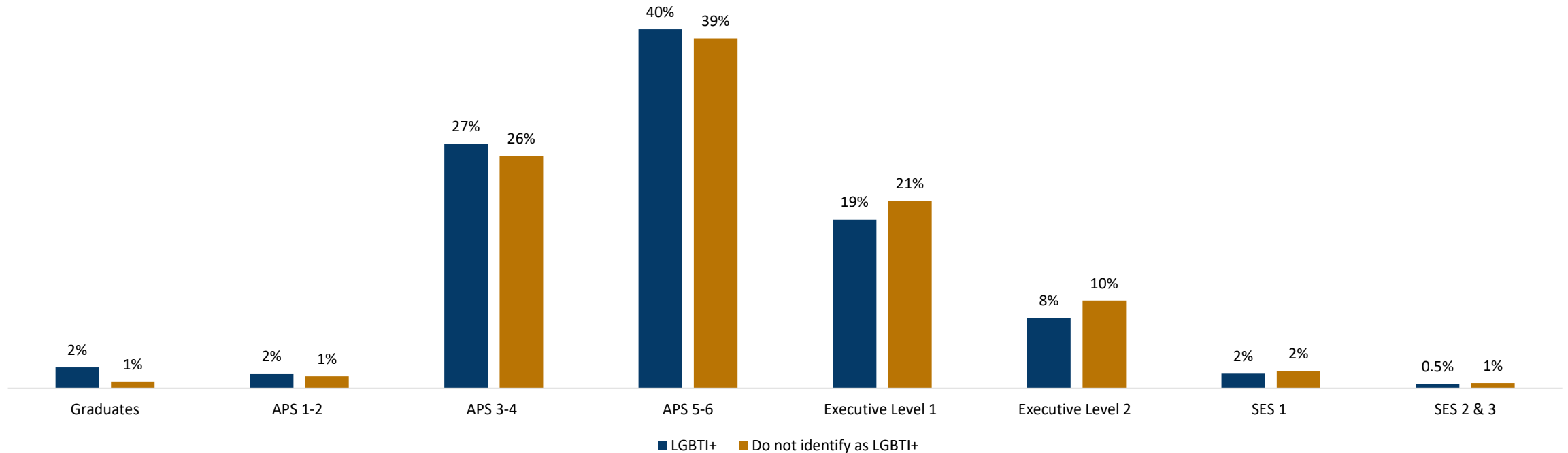
This was an increase on the 4,983 employees (4.8%) who identified as LGBTI+ in 2019.



Source: APS Employee Census



# Employees who identify as LGBTI+ are employed across all classification levels of the Australian Public Service

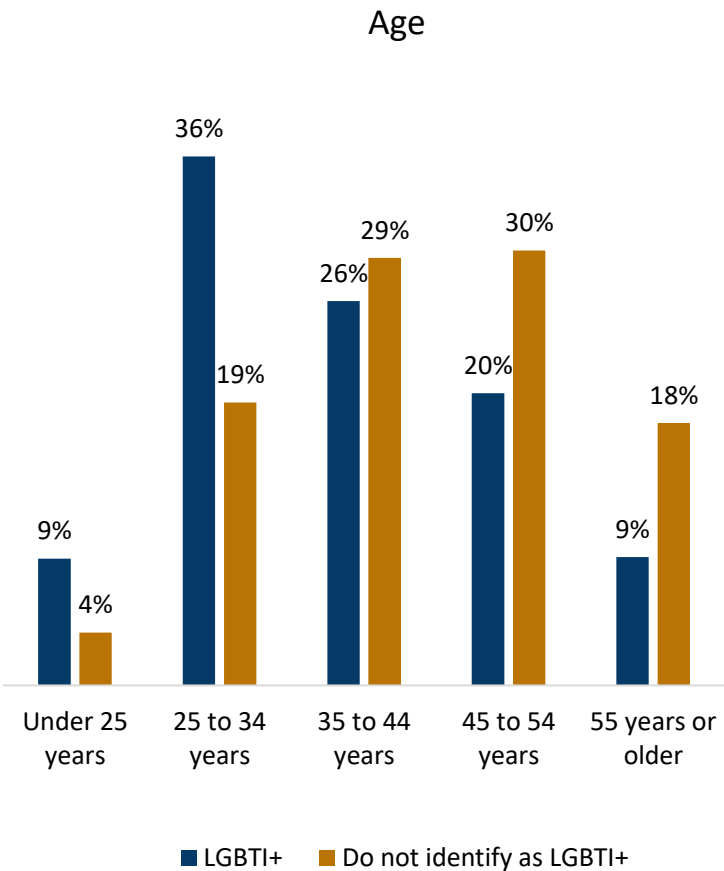
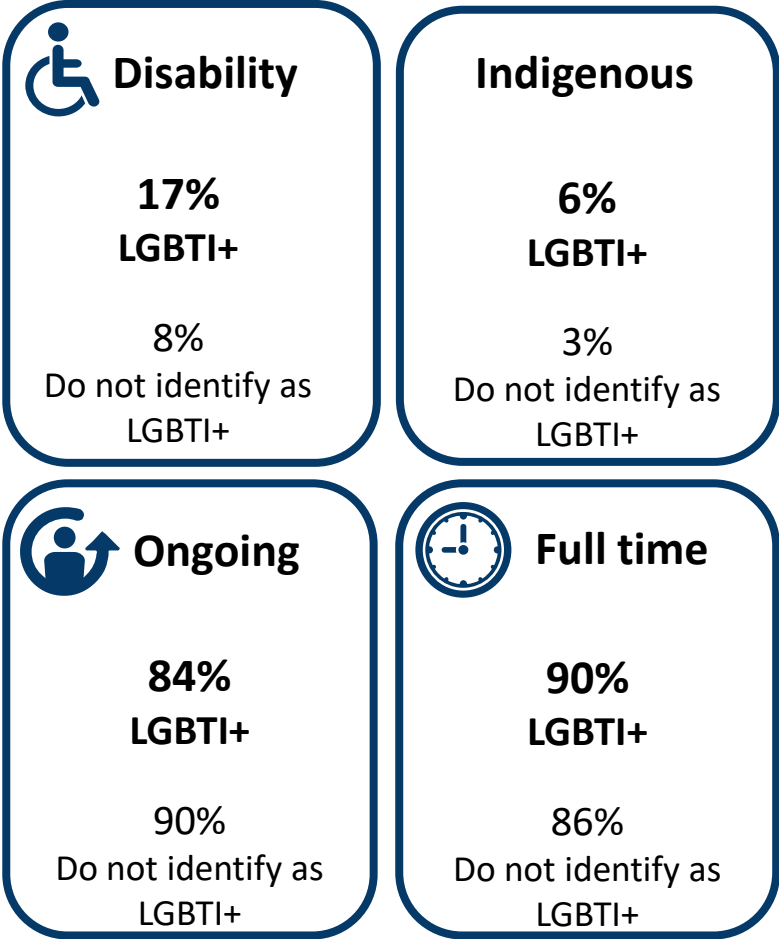
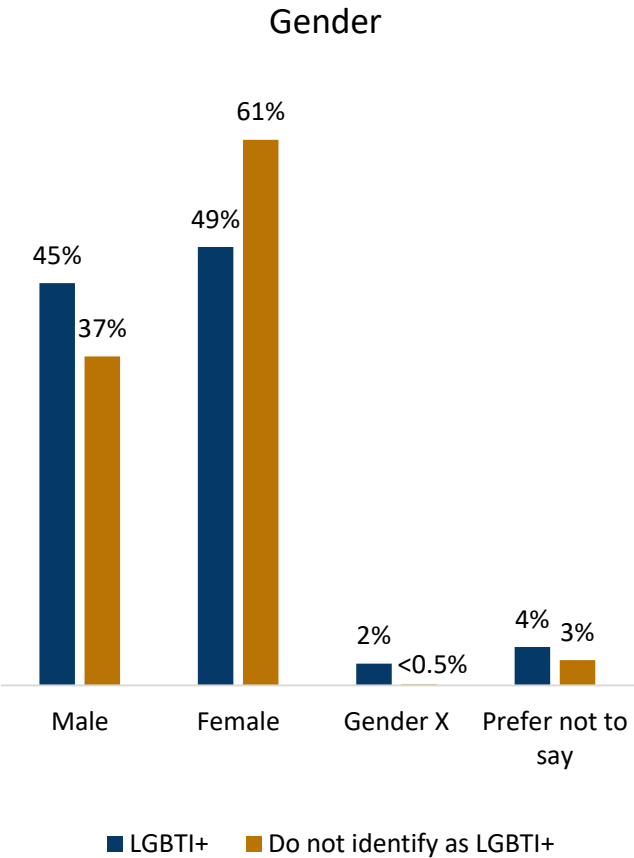


Similar to those who do not identify, most employees who identify as LGBTI+ are employed between the APS 3 level and the Executive 1 levels (86%).

Source: 2020 APS Employee Census



# Employees who identify as LGBTI+ are more likely to represent another diversity group and be younger than other employees



# Employees who identify as LGBTI+ reported high levels of engagement and slightly lower awareness of APS support for their wellbeing

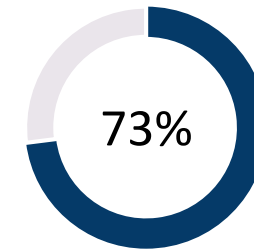
Employee Engagement Index scores reflect whether respondents feel emotionally connected and committed to their organisation.

The Employee Engagement Index score for the APS overall is 73%.

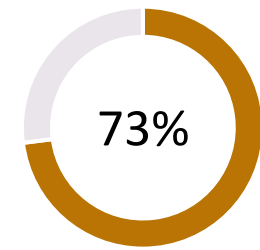
Wellbeing Index scores reflect whether respondents feel their health and wellbeing is supported.

The Wellbeing Index score for the APS overall is 70%.

Employee Engagement Index score

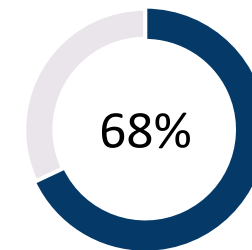


LGBTI+ employees

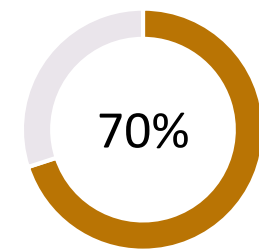


Employees who do not identify as LGBTI+

Wellbeing Index score



LGBTI+ employees

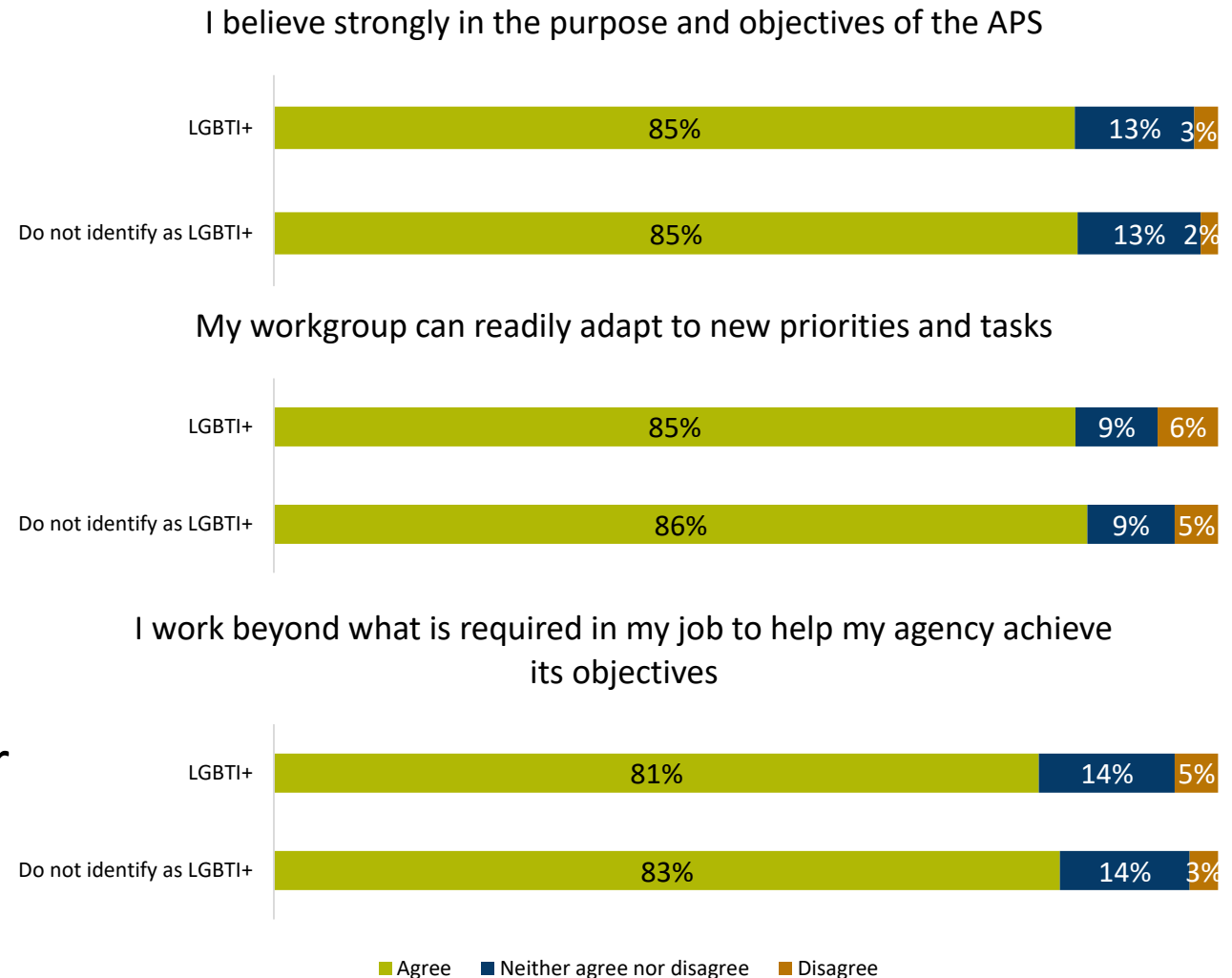


Employees who do not identify as LGBTI+

# LGBTI+ employees believe strongly in the APS and are a vital part of the adaptive workforce striving to achieve its objectives

Similar to their colleagues who do not identify as LGBTI+, employees who identify show strong belief (85%) in the purpose and objectives of the APS.

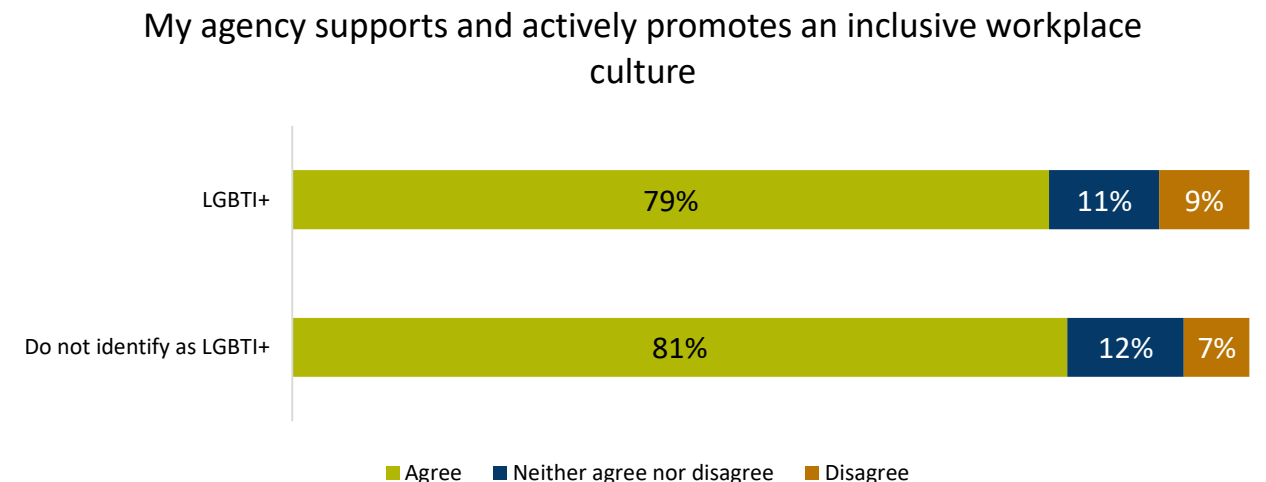
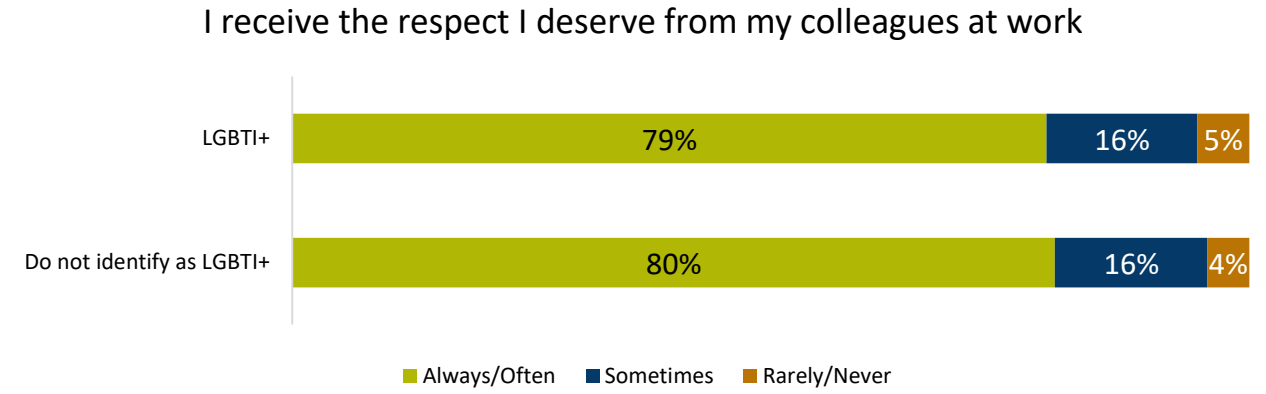
They demonstrate this purpose through their flexibility to prioritise and adapt with colleagues to complete workgroup tasks, and their willingness to work beyond what is required by their job to help achieve their agency's objectives.



# The majority of LGBTI+ employees perceive respect and inclusion in their workplaces

2020 APS Employee Census responses indicate that employees who identify as LGBTI+ and employees who do not identify share similar perceptions about the respect they receive from colleagues in the workplace.

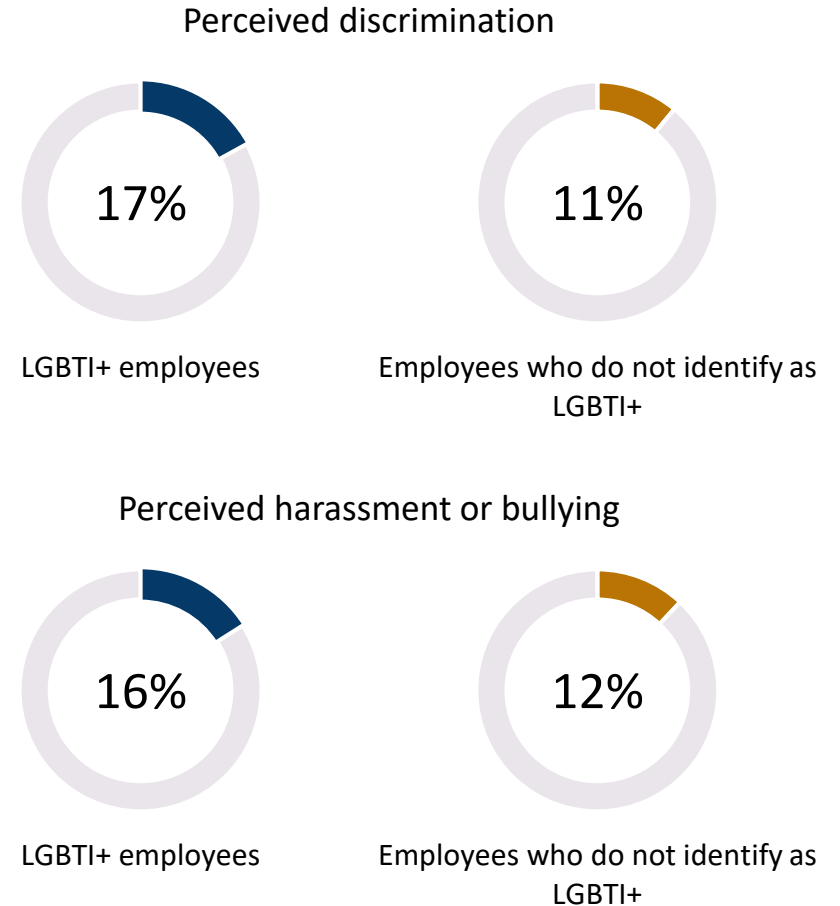
The majority of employees who identify as LGBTI+ agree their agency supports and actively promotes an inclusive workplace culture. However, this proportion is slightly lower than that agreed by their colleagues who do not identify as LGBTI+.



# A larger proportion of employees who identify as LGBTI+ perceived discrimination and harassment or bullying in the workplace

One in six employees who identify as LGBTI+ perceived discrimination on the basis of their background or a personal characteristic in the course of their employment over the previous 12 months.

One in six employees who identify as LGBTI+ perceived that they had been subjected to harassment or bullying in their current workplace during the previous 12 months.





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