



**Rainbow**  
**Special Interest Group**

Community Wellbeing survey  
August 2024



# Survey focus

- Our members
- Wellbeing
- Leadership
- Training and support



## About our members



40% Auckland  
25% Canterbury



90% office based

77% are from  
companies with

**500+**

employees



50% mid-career  
20% graduates

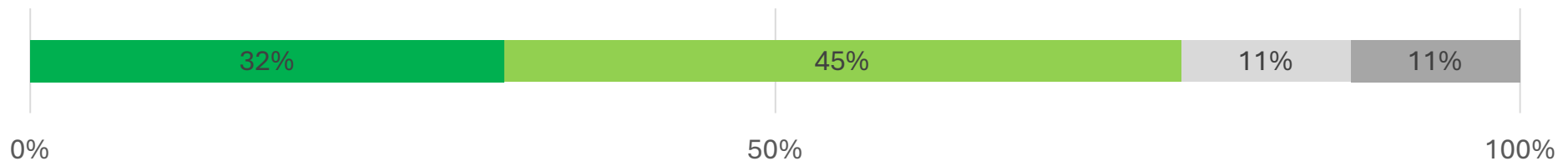
# Wellbeing

- **Positive feedback on**
  - experience with manager, being respected by colleagues
  - company commitment to creating a welcoming and inclusive
  - Processes in place to deal with any issues
- **Notable differences between interactions within and outside of the company when it comes to**
  - Equal opportunity
  - And being authentic self

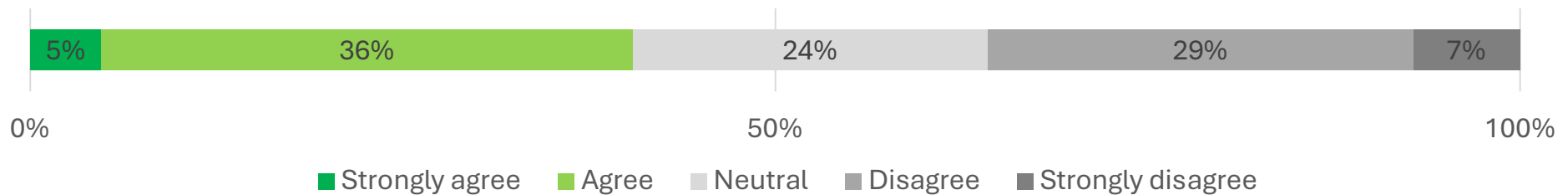


# Wellbeing – authentic self

- I feel comfortable to be my authentic self regardless of my sexual orientation or gender identity **at work**



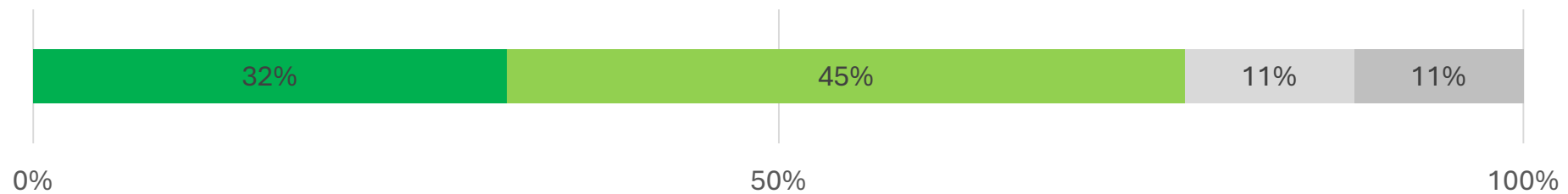
- I feel comfortable to be my authentic self regardless of my sexual orientation or gender identity to people I work with **outside of my organisation including suppliers, contractors, customers**



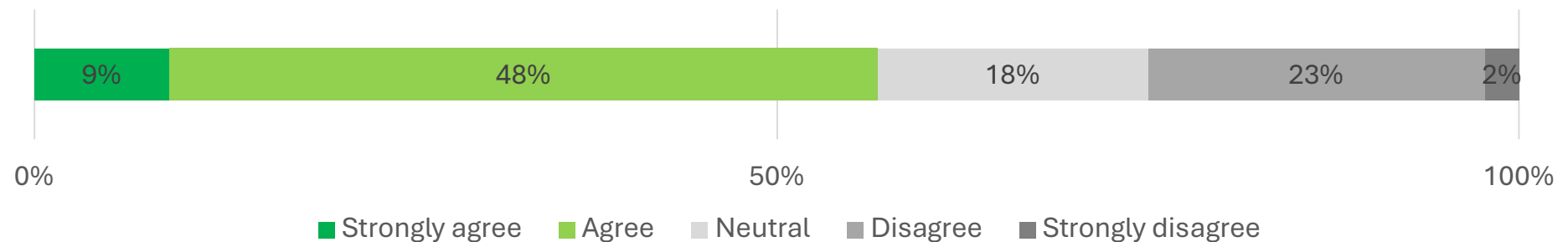
■ Strongly agree ■ Agree ■ Neutral ■ Disagree ■ Strongly disagree

# Wellbeing – equal opportunity

I believe that I have equal opportunity for career advancement regardless of my sexual orientation or gender identity **in my organisation**

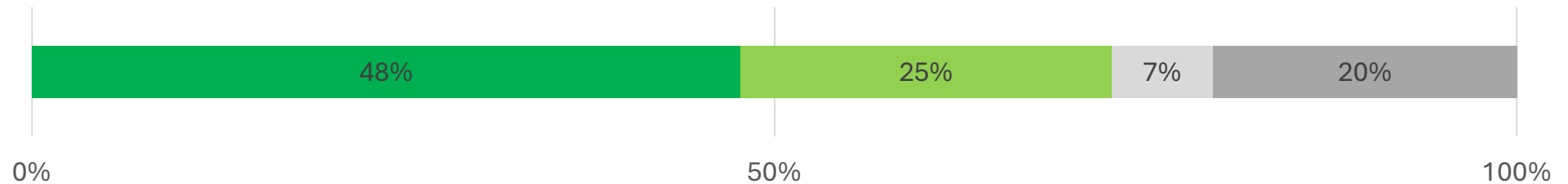


I believe that I have equal opportunity for career advancement regardless of my sexual orientation or gender identity **in our industry**

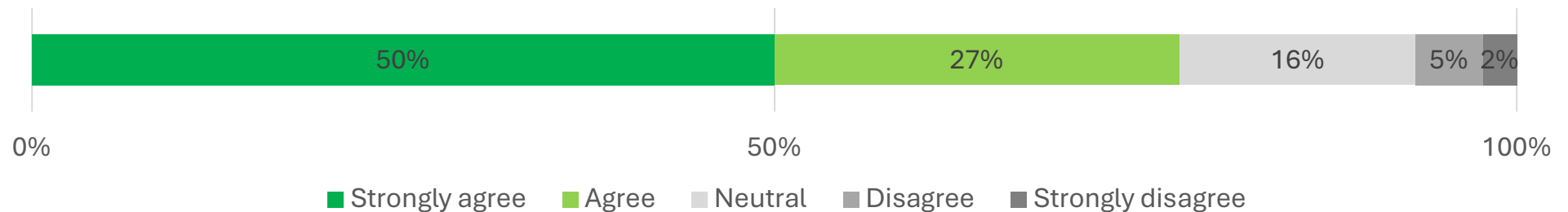


# Wellbeing – direct report

- I feel comfortable to be out to my manager about my sexual orientation or gender identity

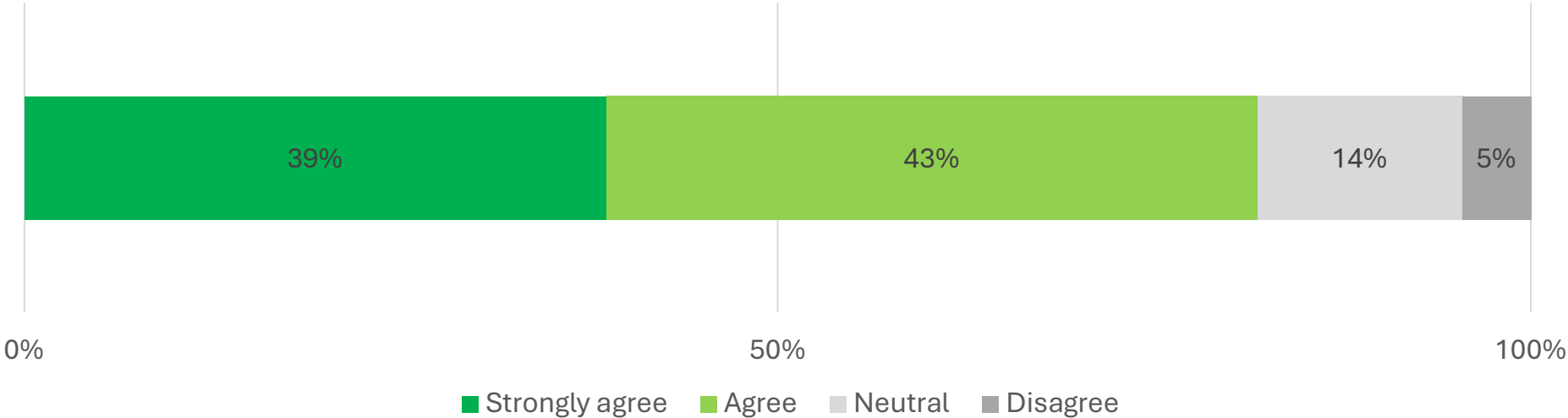


- I feel like my manager genuinely cares about my wellbeing regardless of my sexual orientation or gender identity



# Wellbeing

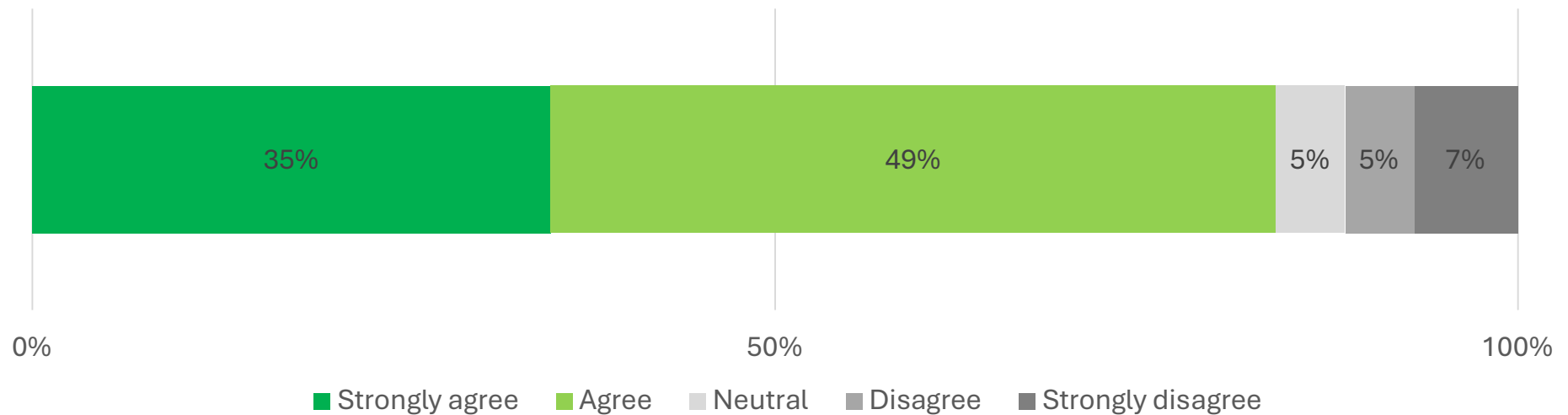
- I feel respected in my organisation regardless of my sexual orientation or gender identity





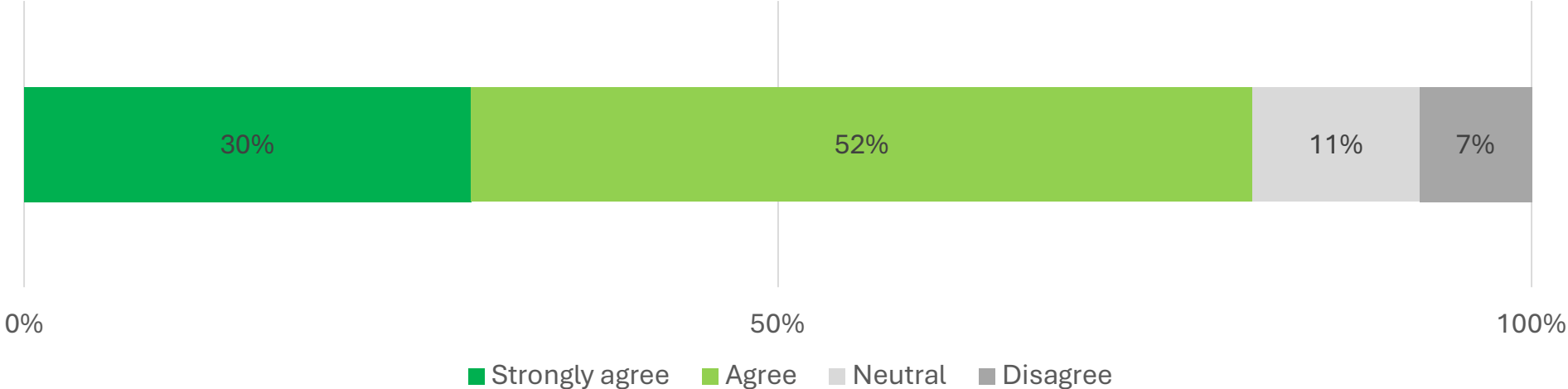
# Wellbeing

- If an issue arises, I have someone/ a process I am comfortable to raise it within my company and it will be dealt with confidentially and appropriately



# Wellbeing

- I believe that my organisation is genuinely committed to creating a safe, welcoming and inclusive workplace for our Rainbow Communities



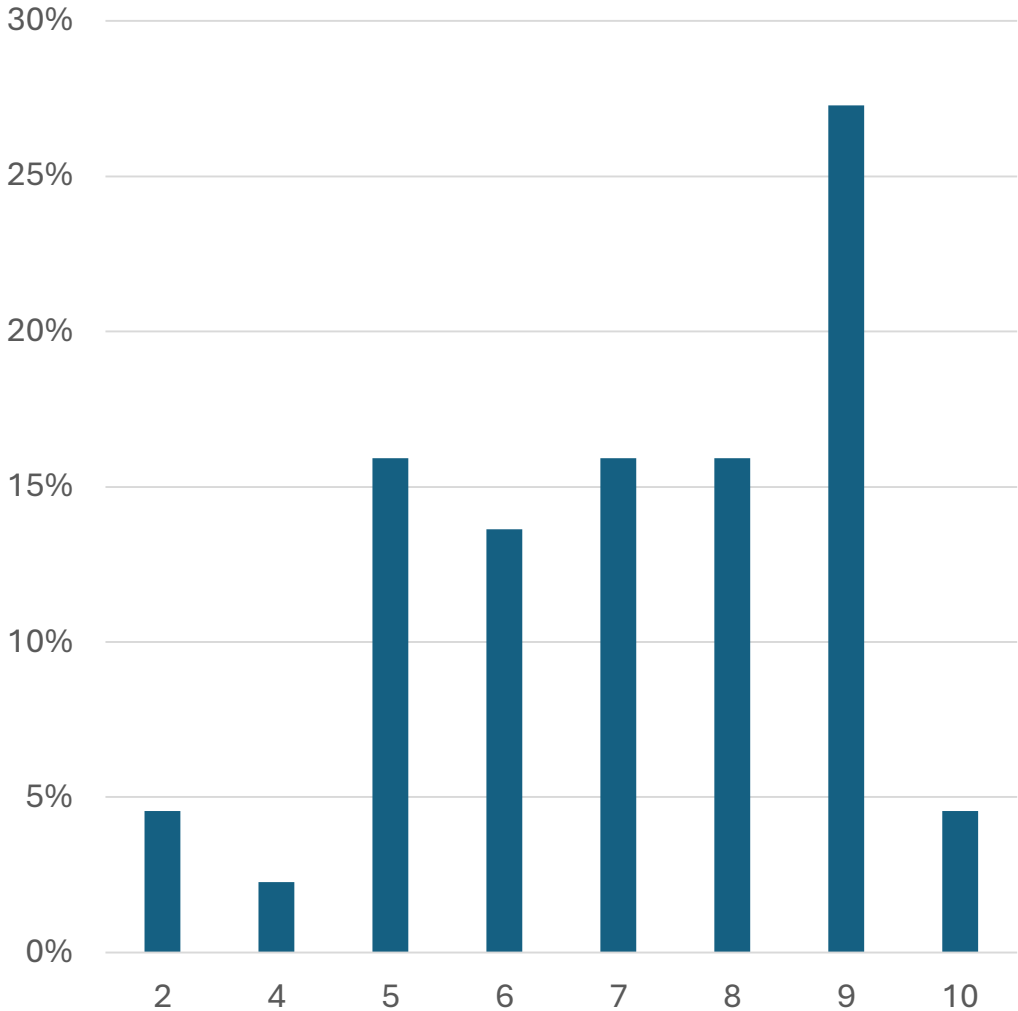


## Leadership

- Positive recognition of effort from the leadership team on promoting rainbow inclusivity
- LGBTTQUIA+ leaders may not be so visible (50/50)

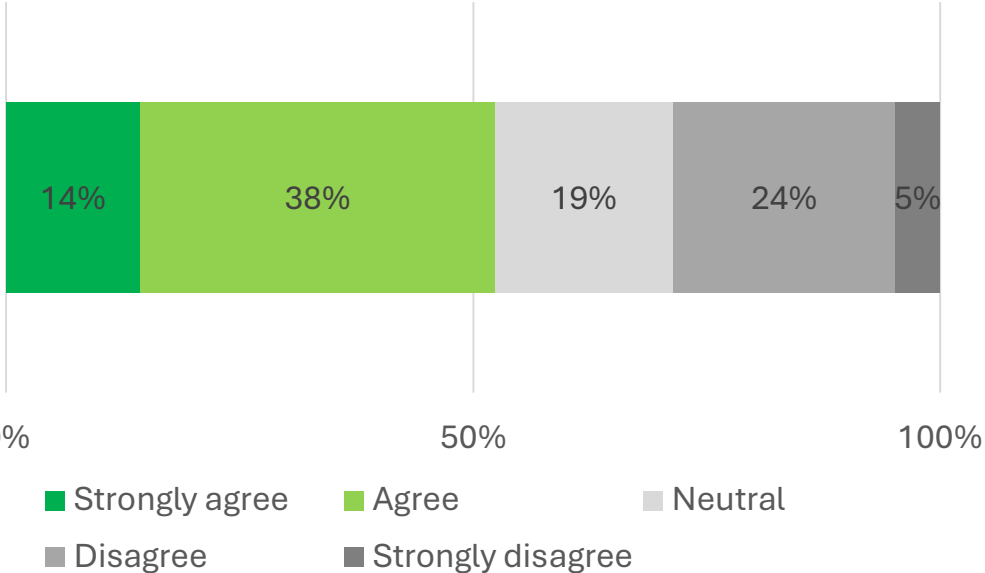
# Leadership

On a scale of 0-10, how do you rate your leadership team effort to promote rainbow inclusivity?



# Leadership

LGBTTQUIA+ leaders within my organisation are visible and can be positive role models



# Support and training

- **D&I training** provided for starter, team members and manager. However less frequently for managers (at 40%).
- **Community is unsure if**
  - training has been provided at the right level to build understanding and awareness
  - training are well implemented



# Support and training

- **Most common support** – Anti-bullying / D&I Policy (80%)
- **Least common support**
  - Gender-neutral bathroom (25%)
  - Gender-neutral dress code ( 41%)
- A slightly more positive response on the effectiveness of resources implementation



# Supporting and training

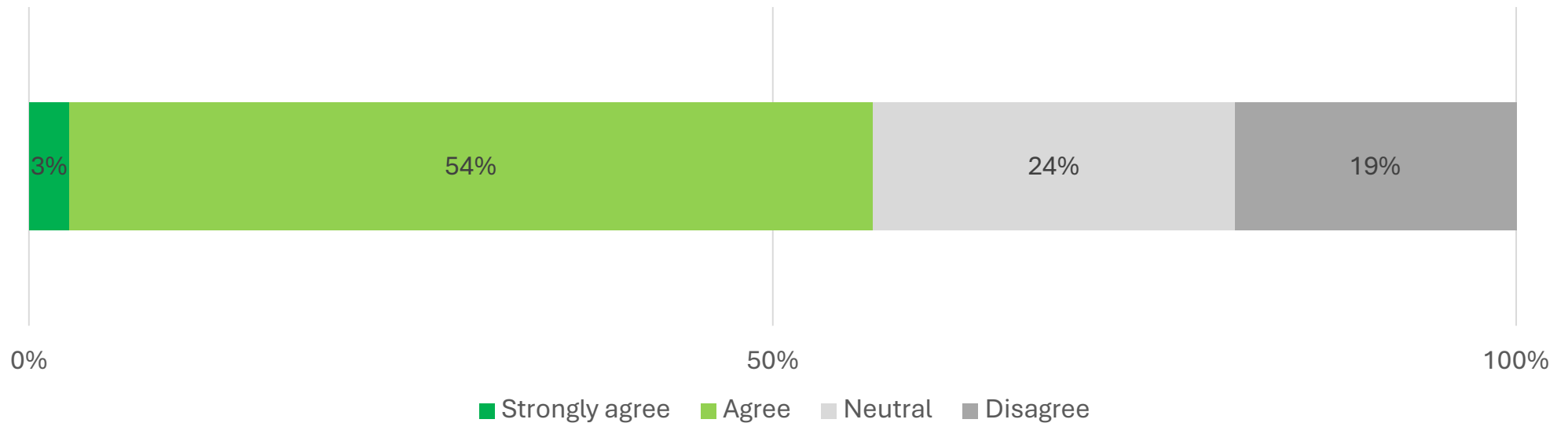
- What training does your company have in place to support your LGBTTQUIA+ workforce?





# Supporting and training

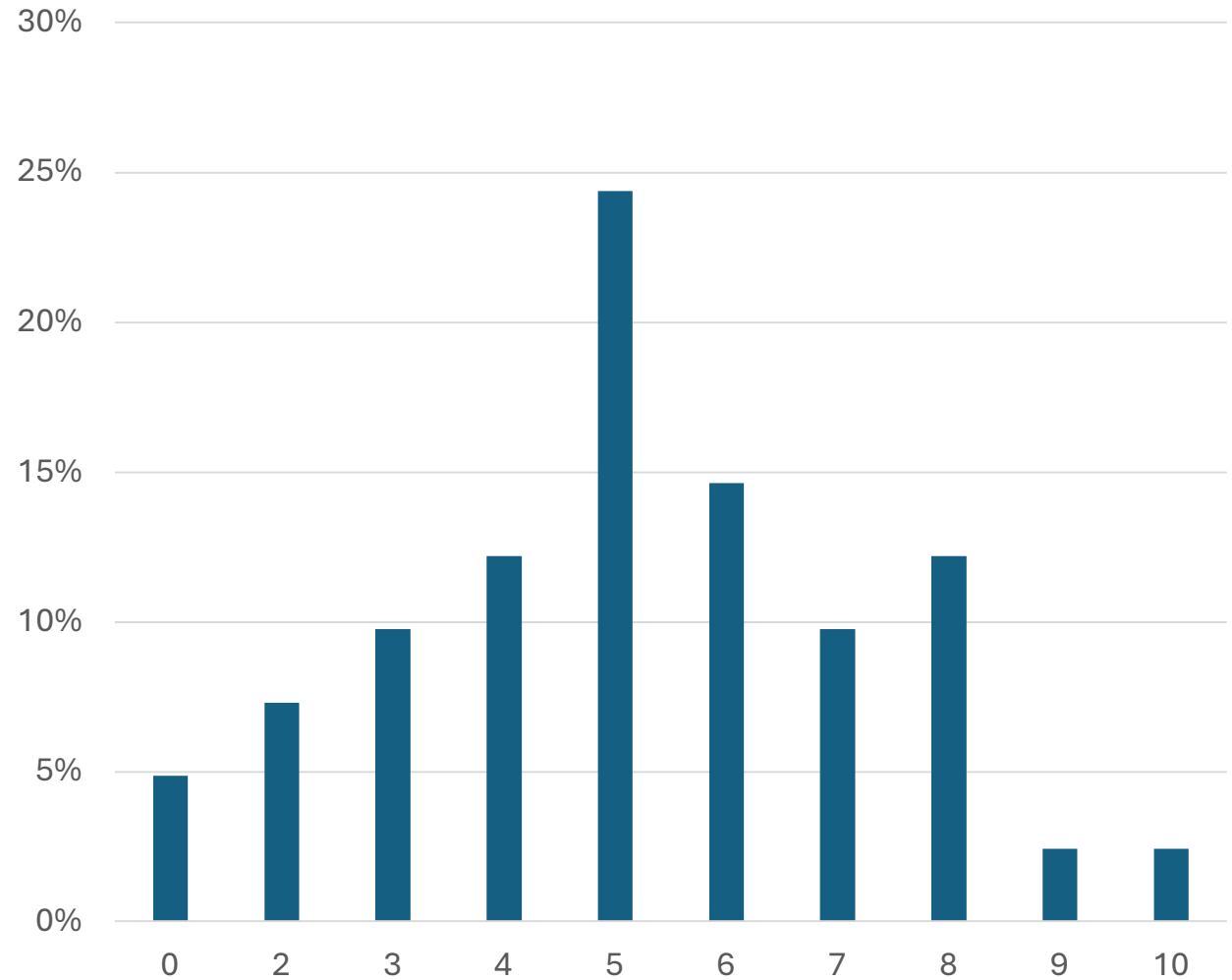
- I feel like the training above has been provided at the appropriate level to build understanding and awareness of our rainbow communities?



# Supporting and training

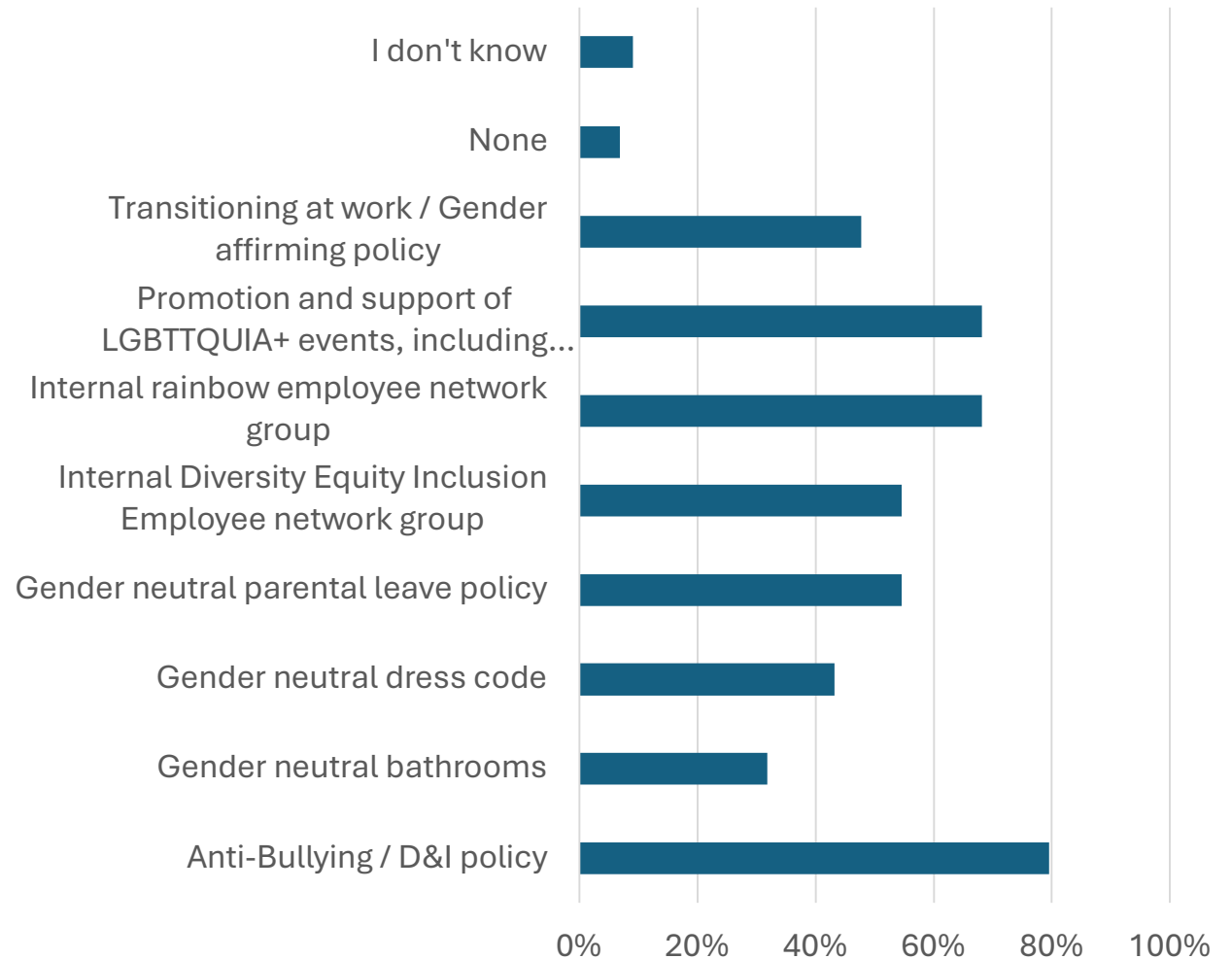
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- How well do you think these training are being implemented? 0-10



# Supporting and training

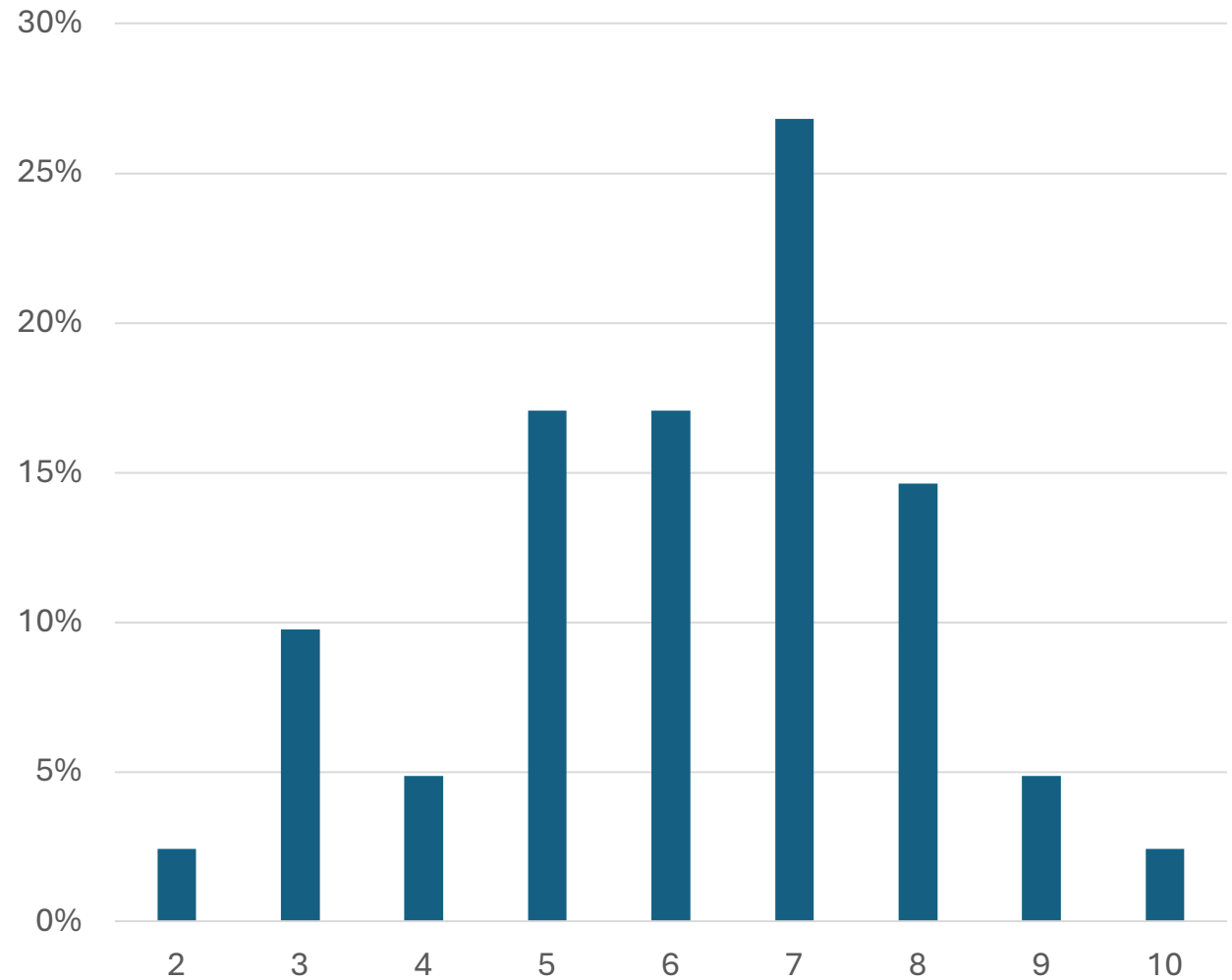
- What resources / policies does your company have in place to support your LGBTTQUIA+ workforce?



# Supporting and training

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- How well do you think these resources are being implemented?



# Supporting and training

- Area of improvements from employers
  - Advocacy and Support for LGBTTQUIA+ Communities
  - Education and Training
  - Visibility and Representation
  - Leadership and Communication



# Supporting and training

## RSIG's role

- Challenges the industry
- Identify Areas for Improvement
- Create a sense of belonging and community





## Next steps



RSIG 2025 objectives



Industry policy guide



Follow up surveys