



Rainbow
Special Interest Group

Community Wellbeing survey
August 2024



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





Leadership

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

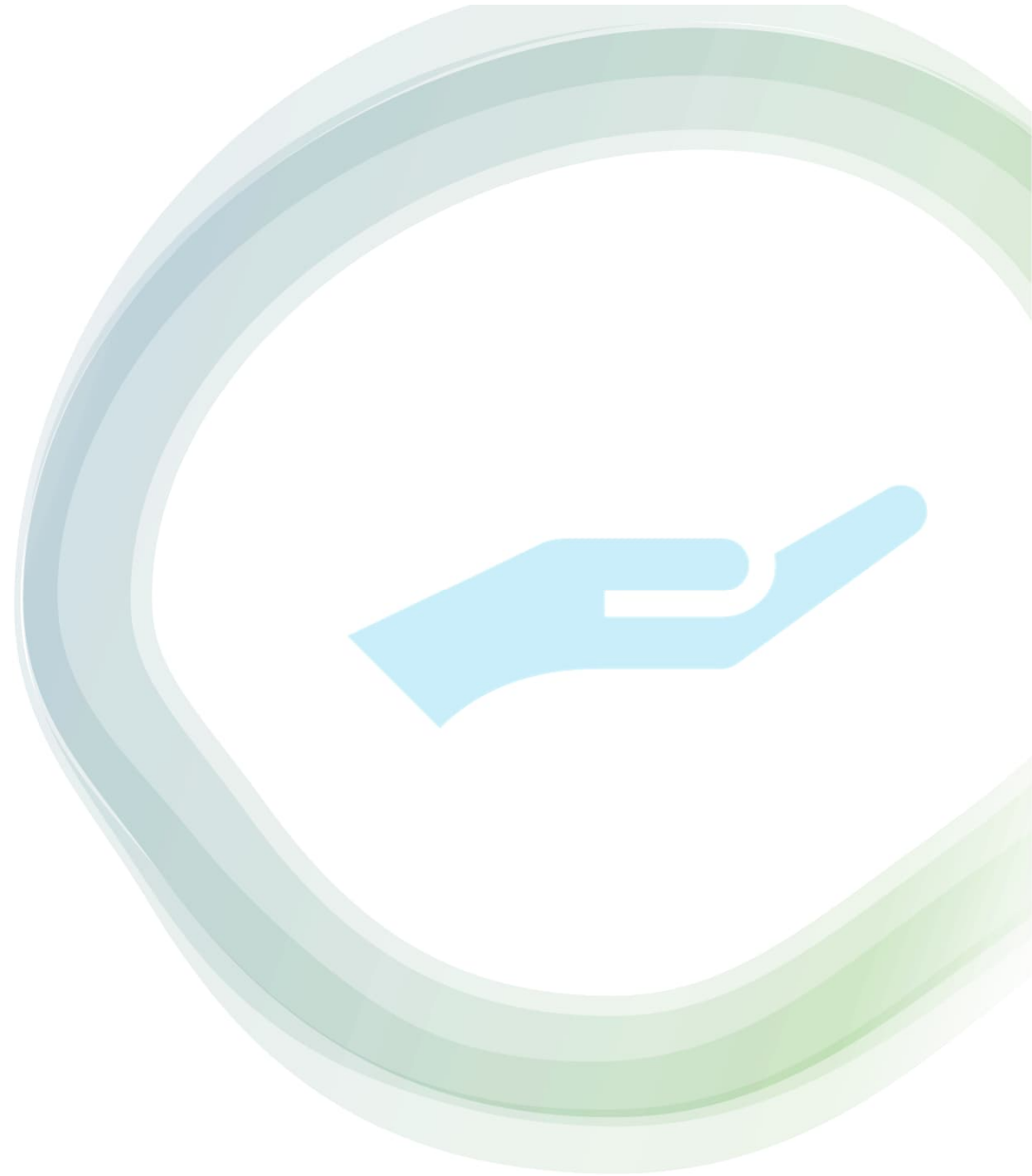
Support and training

- **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



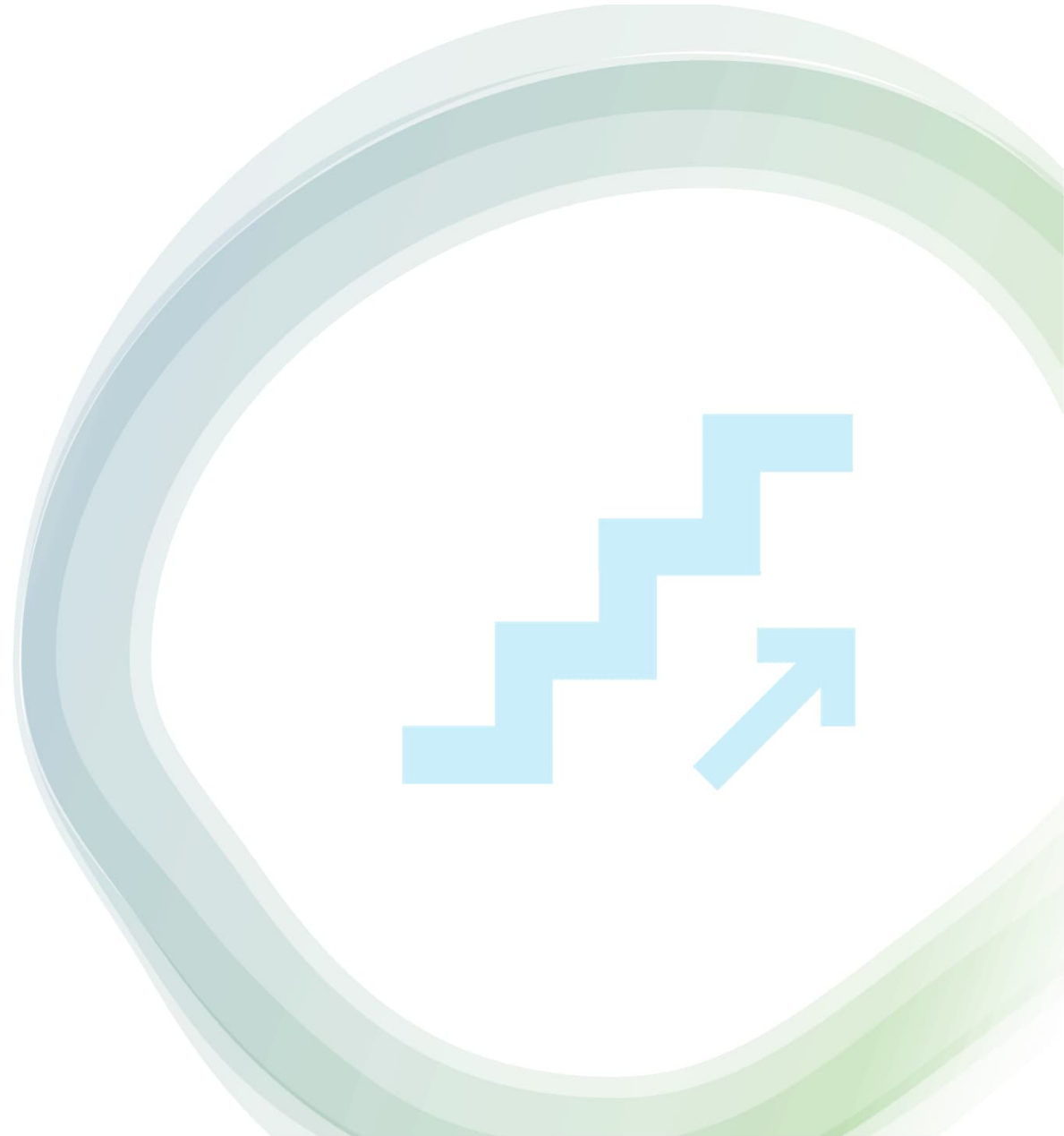
Support and training

- **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

- 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