

# BEING SEEN: A SPOTLIGHT ON BI+ INCLUSION IN THE WORKPLACE



**pridein  
diversity**





### **Sponsorship**

Pride in Diversity would like to thank EY Australia for sponsoring this initiative and allowing us to provide a much-needed spotlight on Bi+ inclusion in the workplace. Without their support, the printing of this publication would not be possible. We also thank EY Australia for providing a case study and lived experience profile for inclusion within this publication.

### **Acknowledgements**

We thank Pride in Health + Wellbeing for their expertise and for providing health and wellbeing analysis. We thank KPMG and RMIT University for providing case studies for inclusion within this publication. We thank Capgemini, Cohealth, KPMG, PwC, QBE Insurance and Woolworths Group for providing lived experience profiles for inclusion within this publication.

### **Copyright © 2022 ACON'S Pride Inclusion Programs**

Any content extracted from this publication must be done so only with the prior consent of ACON's Pride Inclusion Programs and must be referenced accordingly. Soft copies of this publication can be downloaded free of charge from the member's section of our website. For more information about ACON's Pride Inclusion Programs and LGBTQ Inclusion within Australian workplaces, health service provision or sport, go to **[www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)**


### **Key Contributors**

Ellie Watts, Penny McKay, Kristie Rue, Claire Allen, Dawn Emsen-Hough, and Finlay Long.

DEDICATED TO  
MY TEENAGE SELF:

FREDDIE WAS  
BISEXUAL





# Can you fit in and stand out?

A better working world is one  
where LGBT+ people belong.

**#ProudToBelong**

**#BetterWorkingWorld**

The better the question.  
The better the answer.  
The better the world works.



# PROUD SPONSORS

EY is proud to sponsor this Pride in Diversity report, Being Seen: A Spotlight on Bi+ Inclusion in the Workplace.

Diversity, equity and inclusiveness (DE&I) are core to who we are and how we work. We hold a collective commitment to foster an environment where all differences are valued, practices are equitable, and everyone experiences a sense of belonging. That way, we can maximise the power of different perspectives and backgrounds in all our work.

We are committed to being a bold voice on DE&I, amplifying different perspectives in pursuit of building a better world for our clients and communities. That's why this work on Bi+ inclusion is so important. We know that Bi+ people make up the largest portion of our LGBTQ community, but we rarely hear their stories, see any positive representation of Bi+ people or have the opportunity to understand and address their specific challenges. This leads to Bi+ invisibility, a lack of belonging and the Pride in Diversity research tells us that Bi+ people's mental health suffers as a result. Given the increasingly large numbers of people who identify as Bi+ in our workforces, that should matter to every employer who cares about creating a safe and inclusive workplace.

I encourage organisations across Australia to consider how they can make their workplaces more inclusive for Bi+ people and thank Pride in Diversity for their focus on this important topic.

## **David Larocca**

EY Regional Managing Partner  
and CEO, Oceania



# A NOTE ON TERMINOLOGY

Terminology around sexuality and gender diversity is rapidly evolving to move beyond the binary. Expression of sexuality and gender may be influenced by a range of social, geographical and political factors. As definitions of bisexuality under the Bi+ umbrella have expanded to include attraction to non-binary and gender diverse identities, Bi+ people may use different terms such as pansexual and/or queer to describe their sexuality. A Bi+ person may use different terms in private vs public spaces or use these terms interchangeably.

Similarly, understanding of gender identity is important. Gender identity refers to people's intrinsic understanding of self and is different to sexual orientation, which refers to a person's sexual or romantic attraction. Bi+ people can be cisgender, transgender, non-binary, gender diverse, or a different gender identity. The use of 'Bi+ umbrella' acknowledges that the use of identity-affirming language is integral to removing barriers to health and wellbeing and creating access to inclusive workplaces more broadly.

Throughout this publication we use the term 'LGBTQ' to refer to all people who identify as sexuality diverse and/or gender diverse and acknowledge that language is continually evolving. Whilst the LGBTQ acronym is commonly expanded to include intersex and asexual people, as well as 2S or SB to represent two-spirit or sistergirl and brotherboy First Nations people, sexuality and gender diverse (SGD) is also gaining popularity. We use this shorthand for the sake of brevity whilst acknowledging that LGBTQ communities are far more diverse than this acronym suggests and that it does not specifically cover all identities within the diverse and sometimes overlapping identities of non-heterosexual and/or not cis-gender people.



# CONTENTS

Foreword	1
Introduction: Shining a Light on Bi+ Inclusion in the Workplace	2
What Pride in Diversity's AWEI Employee Survey tells us	3
Spotlight: Demographics	4
Spotlight: Out at Work	8
Spotlight: Role Models	12
Spotlight: Bullying and Harassment	14
Spotlight: Education and Awareness	16
Spotlight: Intersectionality	18
Spotlight: Impact of LGBTQ Inclusion Initiatives	25
Spotlight: Visibility of Inclusion	26
Spotlight: Employee Networks	30
Spotlight: Active Allies	34
Spotlight: Community Engagement	36
Spotlight: Employee Wellbeing and Engagement	38
Bi+ Mental Health and Wellbeing: Insights from Pride in Health + Wellbeing	42
Conclusion	47
Appendix 1: Glossary	48
Appendix 2: Bi+ Days of Significance	49
Endnotes	50







# FOREWORD

Although Bi+ people account for the largest group within the LGBTQ community,<sup>1</sup> they remain largely unseen in Australian workplaces and do not experience belonging to the same extent as other diverse sexualities.<sup>2</sup> Despite substantial improvements and overall workforce support in workplace inclusion practices for people of diverse sexualities and genders, Bi+ people remain poorly supported, inadequately represented and predominantly invisible.

Experiences of erasure and invisibility, as well as stigma and discrimination, contribute to Bi+ people feeling pressure to conceal their sexual orientation.<sup>3</sup> Consistent with findings from Pride in Diversity's Australian Workplace Equality Index (AWEI) Survey over several years, Bi+ employees are significantly less likely to be out in their workplace and less likely to feel productive, engaged and a sense of belonging when compared with gay and lesbian employees.<sup>4 5 6</sup>

Aligned with these findings, stories of lived experience from Bi+ employees have consistently highlighted a need to focus on targeted Bi+ inclusion initiatives in Australian workplaces. The need to increase and maintain workplace visibility and inclusion is not only essential to improve workplace engagement for Bi+ employees, but critical for the overall health and wellbeing of the Bi+ community. Experiences of biphobia, bi-erasure and not being out is also associated with poorer mental health for the Bi+ community, and research shows that Bi+ people experience significantly higher rates of mental health concerns when compared to their gay and lesbian counterparts.<sup>7</sup>

There is a strong need for Australian workplaces to focus on targeted inclusion initiatives that will improve the visibility, sense of belonging and health and wellbeing of their Bi+ employees. Undertaking focused action acknowledges the unique differences amongst sexuality and gender diverse communities, and bridging these differences is essential to building a workplace where everyone feels safe and valued. Doing so may facilitate increased workforce engagement, productivity, and overall wellbeing as Bi+ people are enabled to bring their whole self to work and realise their full potential.

To accomplish this, workplaces need to understand and acknowledge not only the impacts of Bi-erasure in workplace initiatives but also the specific barriers to health and wellbeing that Bi+ employees may face, even when accessing mental health support services such as an Employee Assistance Program (EAP). Drawn from the 2022 Pride in Health + Wellbeing's Health + Wellbeing Equality Index (HWEI) Survey, almost three in ten sexuality and gender diverse people have avoided seeking health and wellbeing support due to experiencing discrimination from previous service providers.<sup>8</sup> Additionally, the majority of Bi+ people would prefer to access an LGBTQ inclusive service, yet most frequently utilise mainstream services.<sup>9</sup>

The long-term consequences of care avoidance may contribute to greater health and wellbeing disparities for Bi+ people, subsequently impacting their workplace experience.<sup>10</sup>

This guide, the first of its kind to represent the experience of Bi+ employees in Australia, aims to highlight key disparities between Bi+ and other sexuality and gender diverse employees within the workplace. We aim to equip employers with knowledge of specific challenges faced by the Bi+ community and provide key recommendations on how to make work environments more inclusive of Bi+ people. It is important to note that research into the lived experiences of Bi+ communities is still limited, and many Bi+ people also identify with a range of diverse and intersectional identities. These include Aboriginal and Torres Strait Islander communities, people with culturally and linguistically diverse backgrounds, people of colour, people living with a disability, people with a refugee background, people of faith, and people living in rural, remote and underserved communities. We acknowledge that this guide is not exhaustive, and further work is needed to elevate these experiences within this area of diversity and inclusion.

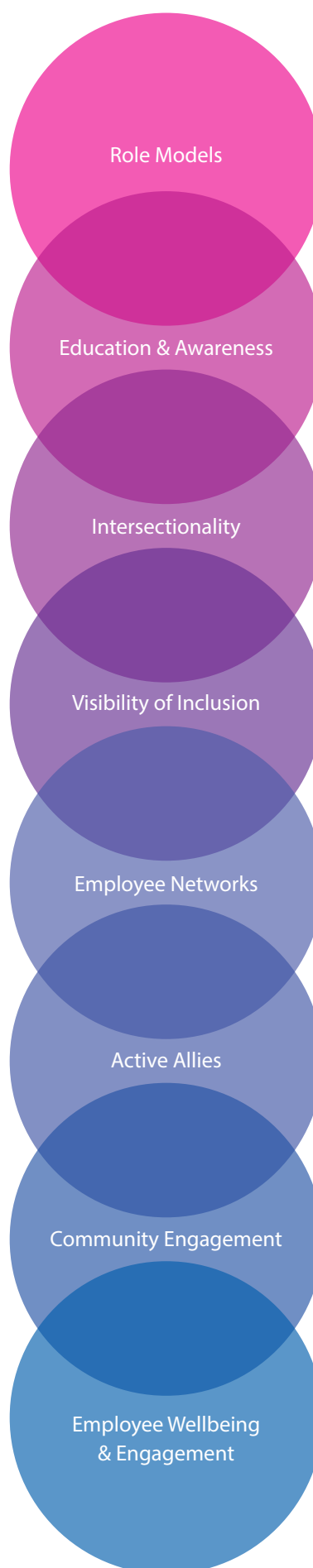


# INTRODUCTION: SHINING A LIGHT ON BI+ INCLUSION IN THE WORKPLACE

The absence of inclusion or willingness to fully understand harmful behaviour towards Bi+ employees negatively impacts productivity, customer satisfaction, team cohesion, creativity, and efficiencies. From a person-centred perspective, inclusion is the right thing to do, and from a business perspective as well. Data utilised in business cases for inclusion consistently demonstrates tangible business benefits for employers who show a commitment to best practice within their organisation's inclusive culture.<sup>11</sup>

Workplaces with a culture of biphobia and bi-erasure do not create opportunities for Bi+ employees to be themselves at work or access the support they need when it comes to their mental health and wellbeing. Increased experiences of stigma and discrimination decrease the likelihood of Bi+ employees being out in the workplace and compromises their mental health and wellbeing. This directly impacts the ability for all Bi+ employees to be productive, innovative and engaged, and limits opportunities for growth and development.<sup>12</sup>

It is important to consider the unique needs of Bi+ people when developing inclusion, visibility, and education initiatives that include sexuality and gender diverse communities. Contained in this guide are eight key recommendations and suggestions to support making workplaces more inclusive of Bi+ employees. These recommendations can be implemented by all organisations, whether in the early stages of their inclusion journey, or advanced in advocating for inclusive workplace experiences for people of diverse sexualities and genders.



# WHAT PRIDE IN DIVERSITY'S AWEI EMPLOYEE SURVEY TELLS US

The AWEI Employee Survey, which accompanies the AWEI Index every year, is Australia's richest source of annual and local data that focuses on both inclusion initiatives for people of diverse sexualities and genders and the impact of these initiatives on employees, regardless of how they identify.<sup>13</sup>

The AWEI Employee survey aims to capture the feelings of staff toward inclusion at their organisation. Whilst the survey is run each year, it is not a longitudinal survey due to differing organisations and respondents year on year.

Survey questions are monitored and evaluated each year to ensure that current language and terminology is integrated, and to ensure that any new developments or challenges around inclusion of people of diverse sexualities and genders are captured.

For these reasons any year-on-year comparisons are given as insights into possible trends only, and may

not reflect the full experience of people within any one year. These trends however are important to highlight overall experience and change within the Australian workplace context.

This publication is focused on respondents to the 2022 survey (n44,970) who work in Australia and does not include any respondents working overseas in order to reduce discrepancy based on overseas country cultural and attitudinal differences.

Not all respondents received the question regarding sexual orientation. The survey only routed this question to those who identified as having a diverse sexuality or gender (n9,676). A further 1,713 respondents from within this demographic either chose to skip this question altogether or selected the 'Prefer not to respond' option.

Row Labels	Respondents	Used In Publication
Asexual	278	
Bisexual	1979	1979
Gay, Lesbian (Homosexual)	4151	4151
Pansexual	671	671
Queer	549	
Straight (Heterosexual)	171	
An orientation not listed above	164	
Prefer not to respond	156	
Not answered	1557	
GRAND TOTAL	9676	6801

For this publication, we have focused on those who identified as Bisexual (n1,979), Pansexual (n671) or Gay/Lesbian (homosexual) (n4,151), a total of 6,801 respondents for 2022.

Gay/Lesbian people have been included within the publication for comparative purposes.



As this publication includes year-on-year comparisons which are given as insights into possible trends, the demographics of respondents for 2020 and 2021 using the same logic as above is presented below.

	2020	2021	2022
Gay, Lesbian (Homosexual)	3490	3586	4151
Bisexual	1160	1578	1979
Pansexual	321	430	671
TOTAL	4971	5594	6801

Despite the sustained effort made by Australian organisations in workplace inclusion practices for people of diverse sexualities and genders, the AWEI Survey continues to report that Bi+ employees do not experience belonging in the workplace to the same extent as other diverse sexualities and face unique challenges when attempting to bring their whole selves to work (AWEI 2020, 2021, 2022).

The AWEI data used in this publication focuses on bisexual and pansexual respondents, and their gay/lesbian counterparts by exploring the differences in perceptions, perspectives and lived experiences in their workplaces. Respondents were employed within organisations active in LGBTQ inclusion.

## SPOTLIGHT: DEMOGRAPHICS

Although Bi+ people account for the largest group within the LGBTQ community, they remain largely invisible in Australian workplaces and do not experience belonging to the same extent as other diverse sexualities. The 2022 AWEI Survey showed that of the 7,948 respondents who identified with a diverse sexual orientation, gay/lesbian respondents made up the majority (61%, n4,151), followed by bisexual (24.90%, n1,979) and pansexual (8.44%, n671) respondents.

The 2022 survey also showed a 3.2% and 28.4% increase in the number of bisexual and pansexual respondents, with a 4.8% decrease in the number of gay/lesbian respondents when compared to the year before.

Respondents to the AWEI Survey who identify as bisexual and pansexual have continually increased over the last three years. Since 2020, bisexual and pansexual respondents have increased by 24.7% and 52.8% respectively, whilst gay/lesbian respondents have decreased by 13.1%.

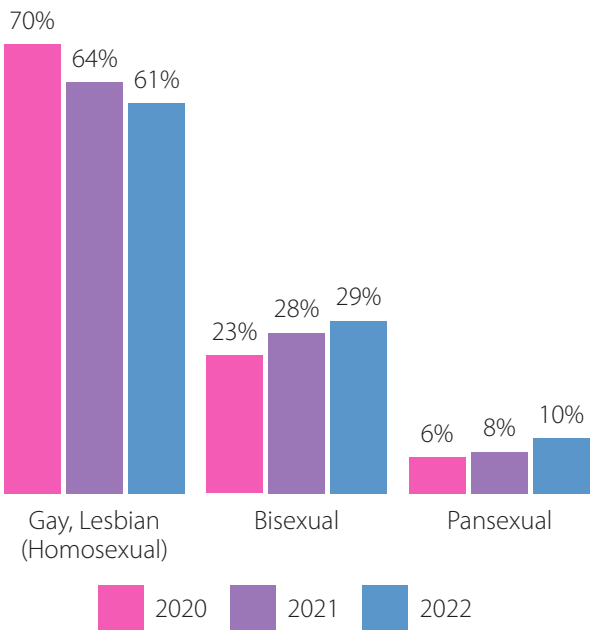


Image: Bisexual and pansexual respondents have increased, gay/lesbian respondents have decreased

## AGE

The 2022 AWEI Survey showed that 61.19% of bisexual and 57.68% of pansexual respondents were under 35 years old, in comparison to only 35.75% of gay/lesbian respondents.

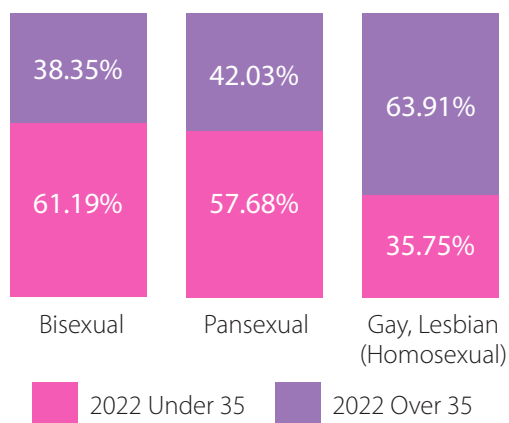


Image: Sexual orientation by age

The AWEI Survey reflects that Bi+ respondents under 35 years were either more likely to participate in or identify their sexuality within the survey than their gay/lesbian counterparts. Over the last three years, there has been a 21% and 37.4% increase in bisexual and pansexual respondents under 35 years old, with a 17.5% decrease in gay/lesbian employees under 35 years old. This may be due to Bi+ employees feeling more comfortable to disclose their sexual orientation as workplace inclusion for people of diverse sexualities and genders becomes more visible.

## ROLE TYPE

The 2022 AWEI Survey showed that 53.5% of bisexual and pansexual respondents were either in a graduate or team member role, in comparison to 40.86% of gay/lesbian respondents. 2022 responses also showed that approximately 13% of both bisexual and pansexual respondents were in middle management or senior leadership roles, compared to 28.4% of gay/lesbian respondents.

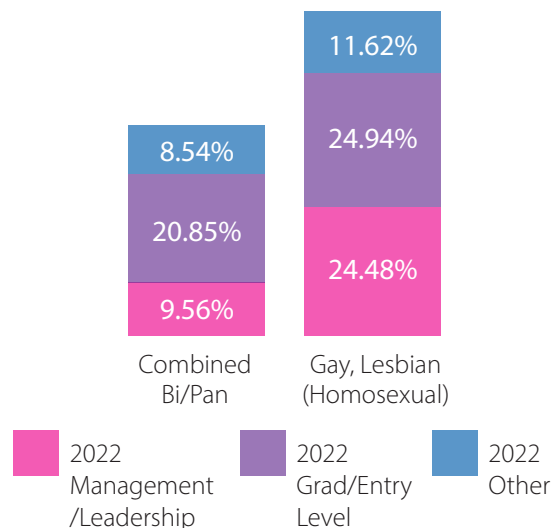



Image: Role type by sexual orientation

Over the last three years, there has been a 45.4% and 57.6% increase in bisexual and pansexual respondents in graduate/team member roles, with a 14.9% decrease evident in gay/lesbian respondents.

Over the past three years, AWEI Survey data has consistently shown that the younger an employee, the less likely they are to be out at work, regardless of sexuality and/or gender identity. However, comparison of the above diverse sexualities shows that bisexual employees are mostly likely to be not out at all. A higher representation of Bi+ respondents in graduate or team member roles under 35 years also suggests that early career support for Bi+ employees is an area of focus for workplaces to acknowledge and consider.

*"Early in my career I was advised by a senior manager (who approached me due to having heard 'rumours') that being openly bisexual in the workplace would severely limit my opportunities. I have never forgotten this confronting and frightening conversation and whilst I am a confident person and can share my experiences with those I trust, I am not open about my sexuality in the workplace, mainly due to this experience. The worst thing was that the manager openly identifies as lesbian."*





"I feel like I'm hidden because I'm a man in a relationship with a female partner, but I'm pansexual. Everyone assumes I'm straight and I don't know what I'd gain by being out, but fear what I'd lose."

## GENDER IDENTITY

The 2022 AWEI Survey found that there were noticeable differences when comparing gay/lesbian and Bi+ respondents by gender identity (including men, women, and gender diverse respondents). A standout finding from the 2022 AWEI Survey is that 72.56% of bisexual and 67.66% of pansexual respondents were women; compared to only 30.02% gay/lesbian respondents.

Respondents to the AWEI Survey who were bisexual and pansexual women have continued to increase since 2020. Over the last three years, there has been an 18.2% increase in bisexual and a 36.6% increase in pansexual respondents who identified as women. However, the same trend is not evident for gay/lesbian women, with a 21.6% decrease evident since 2020.

*"I find that I cannot separate the impact of being a woman and being bisexual in the workplace. I am in a male dominated field and my primary issue is not overt sexism or homophobia, but microaggressions and bad assumptions. People make a lot of assumptions about what or who a woman is supposed to be, and many of those assumptions are heteronormative as well as sexist."*

*"As a pansexual woman I don't feel comfortable with everyone knowing my sexuality for fear of being viewed as promiscuous or weird."*

*"I am very conscious of potential biases towards bisexual women, especially as I am with a male partner."*

Although respondents to the AWEI Survey who identified as women were more likely to be bisexual or pansexual than gay/lesbian, the same trend is not evident when compared with men. In 2022, only 21.22% of bisexual respondents and 14.16% of pansexual respondents were men, compared to 67.36% of gay respondents.

Similar trends are evident between men and women when looking at increases in bisexual and pansexual respondents since 2020. Over the last three years, there has been an 23.1% increase in bisexual and an 81.7% increase in pansexual respondents who identified as men. This same trend is not evident for gay men, with a 4.2% decrease evident over the last three years.

When looking at the 6,801 gay/lesbian, bisexual and pansexual respondents to the 2022 AWEI Survey, data shows that 6.39% (435) of these respondents had a diverse gender identity. Of these gender diverse respondents, more than half were bisexual and pansexual, compared to only 34.3% who were gay/lesbian.

Over the last three years, a noticeable trend is evident for pansexual, gender diverse respondents. Since 2020, there has been an 14.3% increase in respondents who were pansexual and had a diverse gender identity, whereas bisexual and gay/lesbian respondents with a diverse gender identity decreased by 2.6% and 8.2% respectively.

This increase suggests that pansexual respondents with a diverse gender identity are feeling more comfortable to disclose both their sexual orientation and gender diversity as workplace inclusion for people of diverse sexualities and genders becomes more visible.



## SPOTLIGHT: OUT AT WORK

The AWEI Survey has consistently reported over the last three years that Bi+ employees are significantly less likely to be out at work when compared with gay/lesbian employees.

The 2022 AWEI Survey found that only 25.84% of bisexual and 35.67% of pansexual respondents were out to everyone/most they worked with, compared with 82.8% of gay/lesbian respondents.

In 2022, the top reason for not being out selected by bisexual respondents was **“I am not comfortable enough within myself to be out at work” (38.9%)**, and for pansexual respondents **“I do not feel it would be accepted by some members of my team (33.4%)**.

The AWEI Survey reflects a concerning trend for bisexual employees and the degree to which they are out at work. Over the last three years, there has been a 40% decrease in bisexual respondents reporting that they were out to everyone/most people they worked with. However, increases were evident for both pansexual (27.6%) and gay/lesbian respondents (9.4%).

Stories of lived experience over the last three years of the AWEI Survey further support the hesitancy bisexual employees feel about being out at work.

*“What scares me about sharing more on my experience is closed door conversations of my colleagues. In the main I know my team would be accepting, but there is a fear of what people would say behind your back.”*

**“Anxious. It is hard to know who will be accepting, and who could turn around and be negative.”**

*“Worried about being negatively viewed or impacted personally and professionally due to orientation.”*

**“I am very much closeted due to my own self-hate.”**

### HOW DOES GENDER IDENTITY IMPACT ON BI+ PEOPLE’S EXPERIENCE OF BEING OUT AT WORK?

Each year in the AWEI Survey, we see that LGBTQ women are less likely to be out than LGBTQ men. However, when we explore the difference in responses from lesbian and gay people who are or may be perceived as women to bisexual and pansexual people who are or may be perceived as women, we see a vast difference in people’s experiences.

The 2022 AWEI Survey reported that 3,134 respondents were gay/lesbian, bisexual or pansexual women. Of these respondents, 49.32% (n1,546) were out to everyone/most they work with. However, when we break this down by orientation, only 24.4% of bisexual and 10.3% of pansexual women were out to everyone/most they work with, compared with 65.3% of gay/lesbian women.

Although bisexual and pansexual women are significantly less likely to be out at work than gay/lesbian women, there has been an increase in the degree to which Bi+ women are out at work. Since 2020, there has been a 44.8% increase in bisexual and 34% increase in pansexual women reporting that they were out to everyone/most they worked with. On the other hand, a 13.5% decrease is evident for gay/lesbian women.

"I just don't feel able to be myself. As a bi woman married to a cis man, most people assume I am straight. I don't have the energy to continually correct people's assumptions."





*"Since female bisexuality is fetishised and can alienate straight people, and I'm in a primary heterosexual relationship, I've largely justified being in the closet at work as 'not relevant'. I recently had a bisexual manager I was out with however, and I realised that I've had to edit out huge chunks of my personal life from most interactions for years."*

*"Previously I was out at work as a lesbian, the end of a long-term relationship and my dating again allowed me to explore my sexuality and affirm that I am pansexual rather than lesbian. Whilst my queerness in general is not an issue at work, I do feel more challenge coming out again – the change in my sexuality challenges people's expectations."*

*On the whole everyone has been as they should, unaffected by my disclosure, but the body language and non-verbal communication infrequently demonstrates surprise or confusion. This has highlighted for me that my less binary sexuality is a little more challenging for people (and therefore for me)."*

The 2022 AWEI Survey reported that 3,310 respondents were gay, bisexual or pansexual men. Of these respondents, 74.35% (n2,461) were out to everyone/most they work with. However, when we compare this by orientation, only 3.8% of bisexual and 1.1% of pansexual men were out to everyone/most they work with, compared with 95% of gay men.

As evidenced when comparing women of diverse sexualities, bisexual and pansexual men are significantly less likely to be out at work than gay men. However, there has also been an increase in the degree to which Bi+ men are out at work. Since 2020, there has been a 24% increase in bisexual and 45.4% increase in pansexual men reporting that they were out to everyone/most they worked with. A 1.1% decrease is evident for gay men.

*"As a bisexual male in a long term traditional married relationship, I am in a not very well accepted category of sexuality in our society in general, and in the category that has been shown to be least likely to be 'out' at work, and on that basis I choose to only be 'out' to a very select few in the workplace."*

*"The broad support from allies within the organisation is wonderful, but \*so\* broad that I think people assume I am an ally rather than Bi/Pan. This is fine but as a man married to a woman and with children, I feel that my sexuality is invisible unless I broadcast it myself."*

For Bi+ employees with a diverse gender identity, their experience of being out at work was similar when compared with their gay/lesbian counterparts.

The 2022 AWEI Survey reported that 335 respondents were gay/lesbian, bisexual or pansexual and had a diverse gender identity. Of these respondents, 73.13% (n245) were out to everyone/most they work with.



Image: Word cloud on responses from Bi+ respondents to AWEI Survey (2022) question asking respondents to describe what it is like working for their organisation as a person of diverse sexuality and/or gender.

When we break this down by orientation, 24.9% of bisexual and 25.7% of pansexual respondents (50.6%) with a diverse gender identity were out to everyone or most people they work with, compared with 49.4% of gay/lesbian respondents.

Over the last three years, there has been a 20% increase in pansexual gender diverse employees reporting that they were out to everyone or most people they worked with. A 10.4% and 2.8% decrease was evident for bisexual and gay/lesbian gender diverse employees.

*"I feel if I had the energy, I would talk more about my identity, but I just haven't been bothered to risk any negative implications such as the constant apologies and having to explain non-binary and bisexuality and my partner who identifies the same. It is a bit exhausting."*

*"As a bi person, coming out is usually met with questioning my sexuality or its authenticity and while I do not think this would happen in a professional setting, I'd rather protect myself from needing to deal with it."*

Despite some increases in the degree to which Bi+ employees of all genders reported being out at work, Bi+ people report experiencing 'coming out' as particularly complicated. In situations where their identity is not well understood or is not recognised as legitimate, some describe an exhausting process of constantly having to explain themselves to others.

*"I think as a bisexual female in a heterosexual marriage I feel like I don't really fit into the LGBTQ community, or that I'm not seen. And I don't know how I feel about it. I am hesitant to out myself because I fear judgement that people wouldn't take my sexual identity seriously or it would in some way undermine my relationship."*

*"I'm only out at work to a very select few people that I trust. Bisexuality is not widely understood, and lack of education means that I don't feel comfortable sharing this information with people in my organisation that I do not know well or do not know what their reaction is likely to be."*



# SPOTLIGHT: ROLE MODELS

Visible role models are critical to helping sexuality and diverse gender people build a sense of belonging and vision for the future. However, Bi+ employees experience a lack of belonging in the workplace due to the lack of visible Bi+ role models and leaders.

Bi+ respondents to the 2022 AWEI Survey spoke of not seeing any visible Bi+ people in their organisations and were fearful of being held back by imposter syndrome. Respondents also spoke of only being aware of visible leaders who were gay or lesbian, and therefore didn't have any Bi+ role models they could look up to. Bi+ senior leaders who were out at work spoke of the importance of being out at work, however also said that they wished they had been able to see visible role models earlier in their career.

Workplaces have an opportunity to re-imagine the concept of a role model to make it easier for Bi+ people to understand how they can act as role models. Through increasing the visibility and active participation of Bi+ role models and leaders, workplaces can support Bi+ employees to come out at work and improve their sense of belonging.

## ORGANISATIONAL INVISIBILITY

### Bi+ people experience a lack of belonging due to the invisibility of Bi+ role models and leaders

- "I don't see people visibly like me – especially in leadership. Bisexuality has always been stigmatised and viewed as a sign of depravity, especially by those in the community. I have a fear of imposter syndrome that constantly holds me back."
- "There is great visibility for people who identify as homosexual which is great, but less so for bisexuality or people who are non-binary in leadership positions."

- "I don't know of bisexual leaders across the university so I can't say there are role models I could look up to."
- "This is the first organisation I've ever been out at; it did not feel approachable until now in a corporate setting for me. As a senior leader in the business, I am at a point where I think it's really important to be out at work though – I wish I could've looked up and seen someone 'like me' when I was younger."

## ORGANISATIONAL VISIBILITY

To increase visibility within the organisation, undertake the following steps which can be progressively built upon.

### 1. Increase the visibility and active participation of Bi+ role models and leaders

#### Start with:

- Seek opportunities to showcase Bi+ people across the organisation through storytelling
- Empower Bi+ employees by showcasing Bi+ leaders at all levels (executive, senior, mid-level and emerging) across the organisation
- Influence emerging Bi+ role models by highlighting examples of authentic behaviours and day to day actions<sup>14</sup>
- Review current mentoring or leadership programs and their content for Bi+ inclusivity

#### Progress to:

- Provide opportunities to develop leadership and storytelling skills for Bi+ employees<sup>15</sup>
- Engage with existing mentoring and networking channels to help connect Bi+ people
- Engage with LGBTQ organisations and inter-industry LGBTQ groups to help connect Bi+ people
- Build opportunities to provide Bi+ early career (graduates and interns) employees with mentoring from Bi+ leaders and role models

## LIVED EXPERIENCE

"I encountered stigma around my sexuality as a Bi+ woman before I even knew I was a Bi+ woman. In fact, I believe it is because of the societal stigma around bisexuality that it took me so long to realise I was actually bisexual. Growing up I was never able to see any visible, loud or proud Bi+ role models. Bisexuality was portrayed in the media (and still can be to this day) as a promiscuous sexuality, as an experiment or as being 'halfway to gay'. I didn't believe that being Bisexual could be a valid identity and therefore assumed that I must be straight. This was until I was in my early-20's, and I had become more confident and comfortable in knowing and being my true self.

For all these reasons, it's important to me that I use my privilege and my platform at Woolworths Group to be the visible Bi+ role model that I couldn't see when I was growing up. Every day I feel grateful that Woolworths provides me with a platform to showcase mine and other Bi+ identities to 180,000 Australians, and I hope that I am doing my small part in normalising Bi+ experiences.

The level of acceptance I have felt in the workplace for my sexuality, has allowed me to come out again about my newly diagnosed invisible disability (chronic and progressive illness). Although I am feeling a similar level of vulnerability as I did when I first came out in my early-20's, I am reassured by the fact that my workplace offers me a level of support and flexibility that makes me feel confident in seeking the intervention I need for my intersectional identity."

**Nic Hennessy (she/her)**

**Inclusion Partner at Woolworths Group**

**Co Chair of Proud at Woolworths Group and  
Co Host of the LGBTQ+ Let's Get Behind the  
Questions Podcast**

**Sapphire Inspire Award Winner, 2021 Australian  
LGBTQ Inclusion Awards**

"As a bisexual woman living with an invisible disability, I feel like I wear a double cloak of invisibility. I have spent a lot of my life not really seeing anyone like me. I spent so many years questioning if there was something wrong with me, if I was meant to keep parts of myself hidden, if I was actually straight or gay and was just making things up for attention. I honestly believed a lot of the awful things I heard from the world around me.

Thankfully, I found my home when I was able to immerse myself in my workplace LGBTQ+ employee network. It took me two years of volunteering as an 'ally' to finally feel safe to say, 'Surprise! I'm not just an ally – but I'm a member of the community I'm fighting for'. I'm so grateful for the support and systems that were in place that encouraged me to embrace the part of myself that I had previously thought that I had to hide in shame. It was with this support, along with the PwC and Pride in Diversity report 'Where Are All the Women?', that encouraged me to connect with other professional queer women and co-create Rainbow Women. Rainbow Women is a network to connect and empower professional LGBTIQ+ women (and those that identify with womanhood in some way) to be their authentic selves in all aspects of their lives.

In creating Rainbow Women, I have been able to embrace who I truly am, which has even led me to meet my beautiful fiancé, Zac. Zac not only accepts, but celebrates, all parts of me! Whilst we are in a 'straight-passing' relationship, we both intentionally label our relationship as 'queer'. The act of ensuring we are visible and open about our queerness helps us to challenge those around us to never make assumptions by what they think they can see. Not everything is visible."

**Alix Sampson (she/her)**

**Senior Manager – Diversity, Inclusion & Wellbeing  
Lead for Consulting, PwC**

**Co-Founder, Rainbow Women**

**Sapphire Inspire Award Winner, 2020 Australian  
LGBTQ Inclusion Awards**



# SPOTLIGHT: BULLYING & HARASSMENT

Employees with a diverse sexuality still witness and are often the target of inappropriate workplace behaviours and serious bullying, despite workplace inclusion practices for people of diverse sexualities and genders and support from most people.

The AWEI survey shows some noticeable differences between Bi+ and gay/lesbian employees regarding bullying and harassment experiences. The 2022 AWEI Survey reported that gay/lesbian employees were more likely than Bi+ employees to:

	Gay/ Lesbian	Bisexual/ Pansexual
Witness negative behaviours or mild harassment	64%	36%
Witness more serious bullying	86%	15%
Be the target of unwanted jokes, innuendo, or commentary	77%	22%
Be the target of more serious bullying/sexual harassment	78%	23%

*"Within my own team, I've experienced criticism, jokes and discrimination for being an out bisexual woman in an opposite sex relationship."*

*"It is nothing short of terrifying. I am not out, some people are, and I see the way they are ignored and stereotyped. I hear ridiculous comments and jokes and I retreat into my shell of safety, because my colleagues have already exposed what they think of LGBTQI gender identities and sexuality."*

These differences may be because gay/lesbian employees are more likely to be out at work than Bi+ employees. As gay/lesbian employees are out at work at significantly higher rates than Bi+ employees, they may be more focused on the behaviour of their teammates toward them and their colleagues.

Those who are not out may be more introspective in their workplaces and anxious about what they may be revealing, rather than focusing on the behaviour of their colleagues.

Although these findings report that Bi+ employees are less likely to witness or be the target of inappropriate workplace behaviours than their gay/lesbian counterparts, stories of lived experience from the last three years of AWEI Survey responses highlight that bullying and harassment remains an issue for Bi+ employees.

Bi+ respondents spoke of feeling nervous when talking about their identity or partner in the workplace for fear of discrimination or harassment by their colleagues. They also spoke of feeling isolated and fearful, with some respondents reporting that they had experienced inappropriate jokes, comments, and stereotypes such as "not being gay enough".

*"I came out to a couple of colleagues, and they gossiped and told half the office. I regretted my decision to come out as bi."*

*"Within my immediate team I have suffered from taunts of not being 'gay enough'."*

*"I'm a female who identifies as pansexual, and have a partner who is also a female, so often when telling stories about her I become nervous of being discriminated or harassed (verbally or physically) by either customers or other employees."*

“Being a bisexual woman openly allows for cis men to make jokes about wanting “threesomes” therefore I no longer mention my orientation.”





# SPOTLIGHT: EDUCATION & AWARENESS

Training, education, and awareness initiatives have played a vital role in increasing the visibility and knowledge of sexuality and gender diverse identities and experiences in the workplace. However, a continued lack of understanding and knowledge of Bi+ identities and experiences has often resulted in Bi+ people remaining largely invisible. As a group who is often invisible in society, in data collection and in health care, Bi+ people can find that their identities and specific challenges have been overlooked in broader LGBTQ inclusion work by organisations.

Bi+ respondents to the 2022 AWEI Survey spoke of their identities being made to feel not valid or real due to a lack of understanding, education, and acknowledgement in their workplace. Respondents also spoke of their hesitancy to come out at work due to stigmatising stereotypes and misconceptions, as well as experiences of having their Bi+ identity erased due to assumptions made about their sexual orientation based on the gender of their partner.

It is crucial to consider the unique experiences of Bi+ people when developing training and education initiatives that include sexuality and gender diverse communities. The specific inclusion of Bi+ identities and experiences in these initiatives provides an opportunity for workplaces to reduce experiences of biphobia, bi-erasure, stigma, and discrimination, as well as better understand the needs of the Bi+ community within their workforce and across society.

## ORGANISATIONAL INVISIBILITY

### **Bi+ people feel marginalised and stigmatised due to a lack of awareness in the workplace**

- “I feel like people in my organisation do not understand what pansexual means and wouldn’t be interested in understanding, so I have not come out to too many people.”
- “There needs to be more education around different sexualities and genders. Bisexuality can be made to feel like it’s not a valid or “real” sexuality due to comments and lack of acknowledgement.”

### **Bi+ people are unlikely to come out at work due to stigmatising stereotypes and misconceptions**

- “While I feel I could be ‘out’ in my team, I don’t feel that pansexuality or bisexuality is fully understood. Because my current relationship appears to be heteronormative, I choose not to disclose as I see it as personal and feel it fits the majority. I don’t know if there would be any stigma to coming out, but I prefer not to bother.”

### **Bi+ identities are often erased due to assumptions made that Bi+ people are straight or gay based on the gender of their partner**

- “As a bisexual person, most people assume your sexuality based on the gender of your partner. So, it is not easy to identify yourself as that in the workplace; and therefore, not easy to identify/be correctly identified as LGBTIQ.”

## ORGANISATIONAL VISIBILITY

To improve visibility within the organisation, undertake the following steps which can be progressively built upon.

### **1. Increase awareness and understanding of Bi+ identities, assumptions, stereotypes, and misconceptions**

#### **Start with:**

- Provide opportunities to showcase Bi+ people across the organisation through storytelling and ensure this covers their experience of stereotypes and misconceptions

- Ensure that any LGBTQ awareness or inclusion training features clear examples of Bi+ identities and their experience of stereotypes and misconceptions
- Distribute current and accurate information on Bi+ experiences or awareness raising across the organisation

**Progress to:**

- Include Bi+ inclusive examples in mandatory training modules such as anti-discrimination or unconscious bias training
- Provide dedicated Bi+ awareness training sessions

**2. Recognise the complexity of stigma and discrimination and how it impacts Bi+ people in the workplace**

**Start with:**

- Provide opportunities for Bi+ employees to share their experiences with stigma and discrimination and how this impacts their workplace experience

**Progress to:**

- Utilise internal engagement surveys to understand the sense of belonging and level of wellbeing for Bi+ employees
- Consult with diverse Bi+ employees through focus groups to explore impacts from stigma and discrimination
- Engage HR/Grievance team to analyse incident reporting for Bi+ related instances and implement a process to mediate and/or action incidents

**3. Use inclusive language that reflects the diversity of people with diverse sexualities and genders, including Bi+ identities and experiences**

**Start with:**

- Review existing LGBTQ inclusive language and communications/media guides for examples of Bi+ inclusive language

- Review all references to LGBTQ inclusion and ensure that “gay” isn’t being used as shorthand when referring to the entire community
- Review all references to LGBTQ inclusion and ensure that people in different gender relationships are explicitly included
- Utilise internal social media and other communication channels to share externally produced resources on Bi+ inclusive language

**Progress to:**

- Include clear examples of inclusive and offensive language toward Bi+ people in LGBTQ inclusive language communications/media guides
- Develop dedicated language guides on using Bi+ inclusive language
- Empower management and senior leaders to role model the use of Bi+ inclusive language across the organisation
- Provide opportunities for Bi+ leaders and role models to share stories and experiences across the organisation about the impact of using Bi+ inclusive language



# SPOTLIGHT: INTERSECTIONALITY

There are some considerable differences when comparing the multi-faceted aspects of diversity experiences between Bi+ and gay/lesbian employees.

The 2022 AWEI survey showed a higher number of Bi+ respondents who were Aboriginal and/or Torres Strait Islander, a person of faith or identifying with a CALD background than gay/lesbian respondents.

	Gay/ Lesbian	Bisexual/ Pansexual
Aboriginal and/or Torres Strait Islander	2.74%	9.09%
Person of faith	4.87%	13.89%
CALD background	9.17%	17.37%

“No one cares if I am bisexual but they ALL care that I am a Christian.”

“Being a person who identifies as Aboriginal, Bisexual, ADHD and Bipolar I do feel shame about the impact these diversities can have on my work.”

The 2022 AWEI Survey showed a higher number of gay/lesbian respondents who were a person of colour or a mature age employee than Bi+ employees.

	Gay/ Lesbian	Bisexual/ Pansexual
Person of colour	63%	37%
Mature age employee	80%	25%

Over the last three years, there has been a 9% and 48% increase in bisexual and pansexual respondents reporting that they were a person of colour, with an 8% decrease evident for gay/lesbian respondents.

With a higher representation of Bi+ respondents under 35 years old, bisexual and pansexual mature aged respondents have decreased by 19% and 24% over the last three years, with an 8% decrease evident for gay/lesbian respondents.

“I’m a bisexual mixed-race young woman of colour. Sometimes I feel like people don’t “see me” as a person of colour, which means I am uncomfortable speaking about my experiences of racism or have been dismissed for identifying as a person of colour.

As a bisexual in a relationship with someone of the “opposite” gender, the same thing happens where people don’t “see me” as queer, meaning I feel uncomfortable speaking as part of the queer community, or assumed as straight. As a young woman, I generally feel men don’t take me seriously. It’s hard to separate whether this is solely because I’m a woman, or also because I’m young/a person of colour/queer.”

"It is hard being a person of CALD background, I'd rather not come out."





A standout observation from the 2022 AWEI Survey is the rate in which Bi+ employees reported living with a disability and/or being neurodiverse when compared to gay/lesbian respondents.

	Gay/ Lesbian	Bisexual/ Pansexual
Living with a disability	4.82%	24.49%
Neurodiverse	7.19%	49.39%

Of these three diverse sexualities, pansexual respondents represented the highest percentage of respondents living with a disability (14.37%) and being neurodiverse (29.52%). Over the last three years, there has been a 34% increase in pansexual respondents living with a disability, with a 1% and 10% decrease for bisexual and gay/lesbian respondents.

*"I am a disabled autistic bisexual woman. I don't know of any other women like me in my workplace."*

**"I don't feel safe disclosing my sexual and gender diversity when it's not safe for me to disclose my neurodiversity and disabilities."**

*"Being both neurodiverse and bisexual, I feel like I have to be particularly cautious in my interactions with others in the workplace to avoid making others uncomfortable."*

Another stand out observation is the comparison between cisgender and gender diverse respondents who were neurodiverse and bisexual, pansexual or gay/lesbian. The 2022 AWEI Survey showed that of the 162 gay/lesbian, bisexual and pansexual gender diverse respondents who were neurodiverse, 71% were bisexual or pansexual. Pansexual respondents comprised the majority at 40%.

Further, of the 688 gay/lesbian, bisexual and pansexual cisgender respondents who were neurodiverse, 65% were bisexual or pansexual. However, bisexual respondents comprised the majority at 47%, followed by 35% gay/lesbian and 18% pansexual.

*"Being trans, non-binary, of diverse sexuality, and neurodiverse, all adds up to the point where in my local teams there is no one visible like me. That feeling of uniqueness can be quite solitary even if there are colleagues with whom I overlap in one of those ways. It leaves me having to explain things to others not infrequently in a way that is more of a burden than if I experienced fewer of these things at once."*

Regardless of gender identity, over the last two years there has been a significant increase across all three diverse sexualities reporting that they were neurodiverse.

Gay/ Lesbian	Bisexual	Pansexual
45% increase	64% increase	65% increase

These findings suggest that Bi+ employees, in particular those with a diverse gender identity, may feel more comfortable in disclosing their sexual orientation, diverse gender identity and neurodiversity as workplace inclusion for all diverse identities becomes more visible.



“Intersectional challenges of being a bisexual woman of colour, who is dating a man. I don’t feel like there is any point in me “coming out” at work – I worry people would think I am being dramatic or making things up/wanting attention.”



Overlooking intersectional identities in workplace inclusion initiatives for all diverse identities can cause employees to feel excluded and impact their sense of belonging. However, Bi+ employees who have an intersectional identity can face unique challenges when it comes to their diverse sexuality and being open about who they are in the workplace. These unique challenges can also impact their ability to fully experience and/or benefit from the positive impact of inclusion initiatives.

Bi+ respondents spoke of feeling uncomfortable and intimidated to be open about their multi-faceted identities for fear of judgement or not being taken seriously. Respondents also spoke of already feeling like they didn't fit in, with some reporting that they were worried colleagues may think they were making things up or attention seeking. Additionally, respondents spoke of feeling isolated and alone in the workplace due to the lack of visibility of other Bi+ peers with shared experiences.

Through understanding the multi-faceted aspects of diverse Bi+ identities, workplaces can create supportive environments for Bi+ people and improve their sense of belonging and level of wellbeing.

## ORGANISATIONAL INVISIBILITY

### Multiple layers of diversity can provide added complexity for Bi+ people being out at work

- "I'm not out about either my neurodiversity or sexuality at work. I feel that these two things are highly related. I don't talk much about my personal life because it's very different to what I see represented, even within those of diverse sexual orientation. Talking about these things at work just feels like it would be exhausting – I'm sure no one would react badly, but I don't know how to start a conversation about it."
- "I feel as though as I identify as Torres Strait Islander if I was to come out as bi, I would just be put into another box. I have struggled with my Torres Strait Islander identity before, and I don't want to have to bring attention to another part of me and open myself up to judgement by others for simply being who I am."

### Bi+ people with intersectional identities can experience multiple forms of stigma and discrimination

- "I feel my colleagues would be supportive of me being bisexual and out, but I've only told one person because I believe I'd be seen as a bad person if people knew I was bisexual and choosing not to be in same-sex relationships because it conflicts with my religious convictions."
- "I probably avoid sharing regarding my sexual orientation as I'm already a person of colour, so I feel like that would remove me even further from the status quo. I already feel I don't fit in."

### Bi+ people from diverse backgrounds can feel excluded from LGBTQ spaces

- "I feel there is high visibility of non-straight, non-CALD/person of colour, cis men in these spaces. While I understand this is common throughout similar spaces, it makes it slightly more intimidating entering forums which are dominated by a similar kind of person."

## ORGANISATIONAL VISIBILITY

To improve visibility within the organisation, undertake the following steps which can be progressively built upon.

### 1. Understand and celebrate that Bi+ identities are diverse

#### Start with:

- Seek opportunities to learn more about the experiences of diverse Bi+ people
- Provide opportunities for diverse Bi+ people to share their stories across the organisation
- Utilise internal social media platforms to share resources and information about diverse Bi+ identities such as articles, videos, and podcasts
- Feature and amplify Bi+ stories on all diversity Days of Significance such as International Women's Day and The International Day for the Elimination of Racial Discrimination

- Include Bi+ speakers as part of all diversity events or Days of Significance such as on International Day of People with a Disability or during NAIDOC Week

#### **Progress to:**

- Invite subject matter experts to discuss issues that impact diverse Bi+ identities as part of all diversity Days of Significance

Provide opportunities to develop leadership and storytelling skills for diverse Bi+ employees

## **2. Understand how navigating multiple identities can also mean experiencing multiple forms of discrimination**

#### **Start with:**

- Research and acknowledge some of the additional barriers faced by Bi+ people from diverse backgrounds
- Seek opportunities to showcase diverse Bi+ people across the organisation through storytelling and ensure this covers their experience of stereotypes and misconceptions
- Utilise internal social media platforms to share resources across internal diversity networks on issues that may be relevant to Bi+ people

#### **Progress to:**

- Consult with diverse Bi+ employees through focus groups to explore impact from stigma and discrimination
- Include examples of intersectional Bi+ identities in mandatory training modules such as anti-discrimination or unconscious bias training
- Utilise internal engagement surveys to understand the sense of belonging and level of wellbeing for diverse Bi+ employees

## **3. Create a sense of belonging for diverse Bi+ people**

#### **Start with:**

- Connect with other internal diversity networks and explore opportunities for collaboration on initiatives that impact diverse Bi+ people
- Cross promote events between internal diversity networks that feature issues relevant to Bi+ people
- Research local diversity community groups and establish connections with key stakeholders
- Engage with LGBTQ organisations to develop an understanding of their initiatives that focus on diverse Bi+ identities and issues
- Review existing network communications and events for inclusivity for diverse Bi+ people e.g., those who are neurodiverse, living with a disability or from a culturally and linguistically diverse background

#### **Progress to:**

- Increase the presence or leadership of Bi+ people within other internal diversity networks
- Collaborate with internal diversity networks to deliver network information sessions featuring Bi+ identities and experiences
- Create safe spaces such as peer support groups for diverse Bi+ employees to connect and share their experiences
- Engage with existing mentoring and networking channels to help connect diverse Bi+ people
- Provide opportunities to connect diverse Bi+ employees with local diversity groups
- Consult with diverse Bi+ employees to develop network communications and events that are accessible and inclusive



## LIVED EXPERIENCE

"I started researching pansexuality after an internal comms article about Bi Visibility came out a few years ago. The communications and events by the Pride@KPMG network have normalised these conversations and helped me on my own becoming. I felt especially seen when I read a story of an 'out' and proud pansexual person in KPMG.

I cannot thank enough the people and friendships in the LGBTQ+ community that I've formed over the last few years which has given me the confidence to love and accept my whole and true self as a pansexual Asian Christian woman."

**Cherlyn Chia (she/her)**

**Associate Director in CFO Advisory, KPMG**

**President and Co-Founder, Asian Female Leaders**

"I've known that I was Bi+ for most of my adult life but it's always been an invisible part of my identity. The sexuality that people perceive those who are Bi+ is dependent on their current partner which means that it is almost always an active effort to inform people. This combined with the perception that Bi+ people are promiscuous means that I've never felt comfortable sharing this part of me with my colleagues out of fear they'd think I was attracted to them because I was talking about it.

Our Capgemini OUTfront LGBTQ+ network is the only place I was open until I was also diagnosed with ADHD during the COVID lockdown. I now had an invisible sexuality and an invisible neurodivergence. What I realised through being open in our new Neurodiversity@Capgemini community was that it wasn't going to completely stop being uncomfortable but the more I shared my ADHD the more it encouraged others to open up and be themselves.

It suddenly wasn't about me anymore and being visible was also advocating for others not open. That makes talking about sexuality and neurodivergence worth it."

**Charles Talbot (he/him)**

**Associate Manager, Applied Innovation Exchange, Capgemini**

# SPOTLIGHT: IMPACT OF LGBTQ INCLUSION INITIATIVES

Every year, the AWEI Employee Survey illustrates the significant impact that workplace inclusion initiatives for people of diverse sexualities and genders have for employees, including the overall positive impact of general organisational culture. However, this does not always translate for Bi+ employees, who continue to feel overlooked when discussing “gay and lesbian” inclusion work.

*“I’m used to bisexuality being forgotten in LGBT+ spaces and so don’t really engage with the LGBT+ community. For me, this then carries over into my work, where I don’t correct people or come out as bi+. On the one hand, I think that way I avoid a lot of the challenges of being diverse. On the other, it certainly puts a wall up and leaves me feeling disconnected or disengaged. When work puts on inclusion events, they tend to be flashy – hiring drag queens and being all flamboyant. I think the basic everyday stuff gets forgotten.”*

*“In more than 6 years with the firm, I’ve never had anyone “out” themselves as bisexual, talk about the challenges for bisexual people or even acknowledge that things like bringing a partner to work might be challenging, particularly if the gender of that partner changes (eg I might bring a man to the Christmas party one year then a woman a few years later). So, I don’t bring anyone. There’s no visibility of us – I feel like my sexuality is invisible.”*

The 2022 AWEI Survey reported significant differences between the impact of inclusion initiatives on these three diverse sexualities. Bi+ respondents were less likely than gay/lesbian employees to:

	Gay/ Lesbian	Bisexual/ Pansexual
Recommend their organisation as an inclusive place to work	62%	37%
Feel that active allies had positively impacted their sense of inclusion	64%	36%
Feel that inclusion initiatives had positively impacted how they feel about their sexuality	73%	27%

However, over the past two years, there has been a significant increase in the number of Bi+ respondents reporting that inclusion initiatives had positively impacted how they feel about their sexuality. Bisexual and pansexual respondents increased by 78% and 97% respectively, with gay/lesbian respondents decreasing by 14%. This is further supported by stories of lived experience across the last three years of AWEI Survey highlighting that workplace inclusion initiatives for people of diverse sexualities and genders have made a positive impact on Bi+ employees overall.

*“My organisation’s internal diversity & inclusion efforts make it a wonderfully safe and inviting place to work. I only felt safe to acknowledge my sexuality and come out at work (and to the world) after starting work there.”*

*“My current workplace is very supportive of all my diversities – disabilities, neurodiversity, non-binary + pansexual. It makes me feel more comfortable with my team and I actually want to go to work.”*



# SPOTLIGHT: VISIBILITY OF INCLUSION

Visibility of inclusion within the workplace contributes to the sense of belonging for many sexuality and gender diverse people, regardless of whether they are out at work. However, overlooking Bi+ identities and experiences in workplace inclusion initiatives can lead to Bi+ employees feeling excluded and disengaged.

Bi+ respondents to the 2022 AWEI Survey spoke of feeling forgotten, disconnected, and disengaged from their organisational inclusion initiatives, with some choosing to avoid them altogether. Respondents also spoke of feeling invisible due to the lack of acknowledgement and awareness about some of the challenges faced by Bi+ people in the workplace.

Through visible commitment to Bi+ inclusion by focusing on targeted inclusion initiatives, workplaces can improve the visibility, sense of belonging and engagement of their Bi+ employees.

## ORGANISATIONAL INVISIBILITY

### **Bi+ identities and experiences are not explicitly included in organisational LGBTQ initiatives**

- “There seems to be this perception that LGBT+ = gay men, maybe lesbians too. But being bisexual, you get used to being the forgotten initial and I certainly haven’t seen much done to change that here.”
- “To express bisexuality or pansexuality is shunned rather than embraced.”

### **Bi+ identities and experiences are not explicitly included in policies and processes**

- “Diminished sense of importance and acceptance for bisexual employees, especially those currently in heterosexual relationships. Bisexuality not viewed as ‘gay’ enough to warrant forthright inclusion.”

## ORGANISATIONAL VISIBILITY

To improve visibility within the organisation, undertake the following steps which can be progressively built upon.

### **1. Demonstrate clear commitment to Bi+ inclusion through visible celebrations of Days of Significance**

#### **Start with:**

- Celebrate Bi+ Days of Significance including Bisexual Visibility Day and Pansexual Visibility Day
- Feature and amplify Bi+ stories and experiences on other LGBTQ Days of Significance such as Trans Day of Visibility, IDAHOBIT and International Non-Binary People’s Day
- Include Bi+ speakers as part of discussions or events on other relevant LGBTQ Days of Significance

#### **Progress to:**

- Evolve the scale of Bi+ Days of Significance to whole of organisation celebrations
- Engage with LGBTQ organisations, industry groups or key external stakeholders to collaborate on Bi+ Days of Significance

### **2. Increase signs of Bi+ visibility in the workplace**

#### **Start with:**

- Promote Bi+ visibility through bisexual and pansexual flag pins, badges, flags, lanyards, posters, virtual backgrounds, and email signatures
- Encourage positive discussions of Bi+ identities and Bi+ allyship through storytelling
- Utilise internal social media platforms to share resources and information about Bi+ people such as articles, videos, and podcasts
- Include Bi+ people and stories in initiatives that celebrate LGBTQ identities

**Progress to:**

- When looking to visibly represent LGBTQ Inclusion physically through the workplace, move beyond the traditional pride flag colourings, and look to include Bi+ Flag (and other identity flag) colourings
- Develop dedicated Bi+ inclusion guides and make available to all employees

**3. Review Bi+ inclusivity within organisational strategic plans****Start with:**

- Review Bi+ inclusivity within LGBTQ component of organisational diversity strategy
- Consult with Bi+ employees about changes to strategic plans through focus groups
- Engage internal employee pride networks or diversity and inclusion working groups for consultation

**Progress to:**

- Include clearly defined Bi+ inclusion targets and/or action plans in diversity strategy

**4. Review Bi+ inclusivity within policies****Start with:**

- Consult with Bi+ employees about changes to policies through focus groups
- Engage internal employee pride networks or diversity and inclusion working groups for consultation
- Ensure appropriate Bi+ support through Employee Assistance Programs (EAP) provider policy frameworks

**Progress to:**

- Increase awareness and understanding by including Bi+ specific examples in relevant policies, such as:
  - > Bullying/harassment guidelines: Examples that constitute bullying or harassment for bisexual and pansexual employees – beyond that of gender diverse sexual orientation

- > Domestic & Family Violence policy: Examples of inclusive Bi+ DFV support that acknowledges the negative impact of bi-erasure.

**5. Review data collection questions for Bi+ inclusivity****Start with:**

- Ensure bisexual and pansexual identities are included in data collection questions
- Ensure gender diverse and non-binary identities are included in data collection questions
- Promote confidentiality by providing targeted information toward Bi+ employees explaining how and why data will be used
- Review language used when asking LGBTQ specific questions to ensure Bi+ identities, experiences and issues are being included

**Progress to:**

- Publish organisational reports on Bi+ inclusion featuring areas of success and opportunities for improvement
- Share insights with other businesses and industry bodies to understand macro trends

**6. Analyse and report on Bi+ engagement data****Start with:**

- Separate bisexual and pansexual data from gay/lesbian and heterosexual responses when reporting to understand Bi+ trends or issues
- Demonstrate organisational commitment to Bi+ inclusion by reporting specific Bi+ trends and issues to senior leadership

**Progress to:**

- Publish regular updates on trends/issues to engage workforce cohort on Bi+ specific updates
- Consult with Bi+ employees through focus groups to explore key trends and issues identified in reporting
- Share insights with other businesses and industry bodies to understand macro trends



## CASE STUDY: KPMG

### Building a picture of bi+ inclusion through data

The main sources of data we use at KPMG Australia (hereinafter, KPMG) to understand the workplace experiences of our bisexual and pansexual (bi+) people come from the Global People Survey (GPS), completed by people working in KPMG offices in Australia and across the globe and the Australian Workplace Equality Index (AWEI) survey, completed by people working at KPMG. Our data tells us that:

- Bisexual people are our biggest LGBTQ+ cohort, with about a third of our LGBTQ+ respondents in GPS and AWEI survey identifying as bisexual. Our pansexual cohort is much smaller in comparison to the bisexual cohort.
- Our bi+ cohorts experience some of the highest levels of inclusion in the workplace, compared to other LGBTQ+ cohorts. These levels have improved significantly over the last two years, mostly due to the uplift in their personal experience of inclusion (authenticity, belonging and meaningful work) and less so due to the enterprise perception of inclusion (acceptance, camaraderie and fairness). These six elements of inclusion are based on the model by McKinsey and Company.

What actions have helped KPMG to improve the inclusion of bi+ people?

- Collecting and analysing the survey responses of our bi+ people. It seems obvious but to improve inclusion, it is important to first understand its current state. At KPMG we continuously improve by updating the language used in GPS to be more inclusive and we explain to our LGBTQ+ people why their participation is important and how we use their responses to make KPMG more inclusive for LGBTQ+ people. These efforts helped in decreasing the numbers of LGBTQ+ people not disclosing their sexuality in GPS, and our bi+ cohort of respondents almost tripled in size in the last three years.
- Visible 'out' bi+ role models who are active in Pride@KPMG (our LGBTQ+ employee network)

significantly contribute towards the feeling of inclusion and belonging for our bi+ people. Many of these role models, like Cherlyn Chia, are women and have multiple intersections to their identity representing a broad range of lived experiences.

- Regular articles, education pieces and training for allies around what bisexuality and pansexuality is and is not as well as the LGBTQ+ employee network, focusing beyond L and G with a deliberate representation of other parts of the LGBTQ+ community. Our Pride for Women community within Pride@KPMG is an important way to provide visibility, community and validation of identity and belonging.

Building an inclusive workplace for our bi+ people is a journey, not a destination so there is still a lot to improve on.

- Unlike our other LGBTQ+ cohorts, almost half of our bisexual people are not 'out' at all at work, with only about 10% being 'out' to everyone at work. Over half of those who are not 'out' at all are women and young people (under 30).
- One of the biggest struggles of our bi+ people, (compared to the majority of GPS respondents) is to sustain the level of energy required to do their work, with the data indicating that their workloads can pose challenges to delivering their work to the high standard they aspire to.

We need to continue to focus on de-stigmatising bi+ identities to make the ability to be 'out' at work more commonplace, maintaining energy and resilience to do their job which may go hand-in-hand with self-editing.

To help our bi+ people with their low energy levels our People and Inclusion team, in collaboration with Pride@KPMG, is planning a resilience and well-being initiative. KPMG will augment the insights drawn from the data with the voices from our bi+ people throughout this initiative.



"I was able to come out this year because of the safety and support I feel working for my organisation."





# SPOTLIGHT: EMPLOYEE NETWORKS

LGBTQ employee networks provide opportunities for sexuality and gender diverse people and allies to contribute to the work of the organisation in driving LGBTQ inclusion. Additionally, these networks contribute to the sense of belonging and community connection for many sexuality and gender diverse people, regardless of whether they are out at work. However, experiences of erasure, invisibility, stigma, and discrimination from within LGBTQ communities can cause Bi+ people to feel unwelcome or excluded from these networks.

Bi+ respondents to the 2022 AWEI Survey spoke of feeling uncomfortable and “not queer enough” to join their organisation’s employee network due to being in a relationship with someone of a different gender. Respondents also spoke of their hesitancy to participate in celebratory events or networking initiatives due to not being out at work, with some reporting that their sense of inclusion may improve if there were more low-key casual events available.

LGBTQ employee networks have an opportunity to create a sense of belonging for Bi+ employees through targeted initiatives. Through visible commitment to Bi+ inclusion by focusing on these initiatives, employee networks can empower and validate Bi+ identities in the workplace.

## ORGANISATIONAL INVISIBILITY

**Bi+ people often don’t feel included or welcome in LGBTQ employee networks, especially those who are in different gender relationships**

- “It has consistently been made clear to me that I am not queer enough (ie not a white gay man) to have an option on queer representation in my workplace.”
- “I will always feel the sting of bi-erasure to an extent because I often don’t feel comfortable being in queer spaces when I am in a straight passing relationship.”

**Bi+ people often don’t feel included in LGBTQ employee network events**

- “I’ve also noticed that many of our queer social events tend to be from a male gay perspective (clubbing and drag queens) which doesn’t really embody the full rainbow of us all.”
- “Some of us are not out, and it would be nice to have more low-key inclusive events that are not so heavy on pride and are more casual.”

## ORGANISATIONAL VISIBILITY

To improve visibility within the organisation, undertake the following steps which can be progressively built upon.

### 1. Create a sense of belonging for Bi+ people through employee networks

**Start with:**

- Review network name to ensure it is inclusive of all diverse genders and sexualities
- Review network purpose and charter to ensure it includes Bi+ people and acknowledges diverse experiences under the Bi+ umbrella, including those who are in different gender relationships
- Promote how joining the network provides opportunities to meet and learn from other Bi+ people
- Ensure the committee overall have a diverse mix of sexualities and gender identities, including Bi+ representation
- Review network sustainability plan for Bi+ inclusivity

### Progress to:

- Include an identified Bi+ role as part of the network's documented leadership structure
- Include Bi+ identified roles in succession planning
- Commit to a minimum percentage of Bi+ representation amongst network membership

## 2. Empower and validate Bi+ identities through targeted network initiatives

### Start with:

- Review current network strategy or action plans for Bi+ inclusivity
- Communicate what the network is currently doing to be more inclusive of Bi+ people
- Review current network welcome material to ensure it is inclusive of Bi+ identities and explicitly includes Bi+ people in different gender relationships
- Develop a working group with Bi+ representation to help determine how the network or organisation can be more inclusive of Bi+ people
- Review current network events and initiatives for Bi+ inclusivity and consult with Bi+ employees to find out how to make events more inclusive

### Progress to:

- Include clearly defined Bi+ inclusion targets and/or action plans in network strategy
- Actively recruit Bi+ employees to join the network through targeted campaigns and track their engagement
- Provide a Bi+ buddy to new Bi+ employees and/or network members
- Establish a Bi+ advisory group to provide subject matter expertise and promote their expertise across the organisation
- Encourage Bi+ employees to participate in network events by offering a variety of events and networking initiatives that consider diverse engagement levels and attendance options

## LIVED EXPERIENCE

"As EY's Unity network leader, I was conscious that we had never talked specifically about the B in LGBTQ. So, when I saw in our people survey that the largest cohort of our LGBTQ people identified as Bi, I knew we had to make some changes.

Firstly, we ensured we had visible Bi+ representation on our Unity committee for the first time, we ran Bi+ awareness training, hosted a panel session on Bi+ inclusion which was made available to all EY people globally and we set up a fledgling online community for Bi+ people to connect in a safe space.

Over time, we've seen more and more people join that group, as they gradually feel more confident to share their identity at work. We've also actively engaged with other organisations to build momentum and scale around this work.

I think this demonstrates the power of our collective Pride networks to be active allies for each other, which ultimately makes the whole LGBTQ community stronger."

**Gina Mills (she/her)**

**Chief of Staff, Global Tax Smart Delivery, EY**

**Oceania Unity Network Leader**



## CASE STUDY: EY AUSTRALIA & NEW ZEALAND

### How might we enhance Bi+ inclusion in the workplace?

Despite Bi+ people making up the highest proportion of the LGBTQ population, Bi+ people are significantly less likely to be out at work compared with gay or lesbian people. Our focus group discussions at EY Australia and New Zealand showed that many Bi+ people felt they did not belong in our Unity LGBTQ pride network, mirroring findings from Pride in Diversity across its members.

Some of the barriers included:

- Lack of confidence, feeling they were not “gay enough” to be part of the network
- Fear of being judged as unfaithful or ‘greedy’ by talking about being Bi+ when in a relationship
- Lack of profile and visibility of Bi+ people and experiences in the workplace

The research showed that Bi+ people have a lower sense of belonging in the workplace and are more likely than gay and lesbian people to keep their sexual orientation hidden. It also showed that Bi+ people have higher incidences of mental health issues compared to the average population. Bi+ inclusion is therefore a pressing issue which most corporates are yet to address.

To focus on these issues, EY teams designed an interactive, immersive workshop on Bi+ inclusion and brought together a group of 12 large corporates in the EY wavespace™ innovation centres in Auckland and Sydney. The two locations were connected virtually via technology and operated as one trans-Tasman group to collaborate and co-design the future of Bi+ inclusion.

First, we heard about the lived experience of Bi+ people; second, we created shared visions for the future of Bi+ inclusion; and third, we prioritised initiatives by impact and effort.

Using a design thinking methodology, we put the experience of Bi+ people at the heart of the challenge, acknowledged the unique challenges they face and identified multiple ways to address their sense of belonging in the workplace.

Some of the prioritised suggestions were:

- Leveraging openly Bi+ people in TV shows as a way to discuss the topic rather than expecting someone from your organisation to shoulder the burden
- Creating a specific Bi+ stream within the organisation’s Pride network
- Publicising the workshop internally and via social media so that those who want to be more visible feel safer to come out
- Building new contacts from this group to create momentum and critical mass across multiple organisations rather than going it alone

By acknowledging our own growth opportunity in this space, we created an environment where we could collaboratively solve this problem with other organisations. In the process, we built a strong support network that all participants could leverage to achieve momentum and critical mass for progressing real, tangible impact for Bi+ people in Corporate Australia.

"My workplace could do more to support those of diverse gender identity and those of diverse sexualities other than gay/lesbian."



## SPOTLIGHT: ACTIVE ALLIES

The visibility of active allies within the workplace contributes to the sense of inclusion for many sexuality and gender diverse people, regardless of whether they are out at work. However, LGBTQ ally resources and initiatives often provide knowledge that focuses on same gender attracted people and overlooks Bi+ identities, experiences, and challenges.

Bi+ respondents to the 2022 AWEI Survey spoke of feeling like organisational ally initiatives and resources weren't inclusive of Bi+ experiences and didn't provide sufficient knowledge or information on how to be a Bi+ ally. Respondents also spoke of experiencing abuse, exclusion, and a lack of understanding from within the LGBTQ community, with some reporting that they struggled to understand why some sexuality and gender diverse people weren't active allies within their own community.

It is crucial to curate targeted initiatives and resources about what it means to be an active ally to Bi+ people. The specific inclusion of Bi+ identities and experiences in these resources provides an opportunity for workplaces to reduce experiences of biphobia, bi-erasure, stigma, and discrimination. Through targeted Bi+ ally resources, workplaces can create supportive environments for Bi+ people and improve their sense of belonging within sexuality and gender diverse communities.

### ORGANISATIONAL INVISIBILITY

**LGBTQ ally resources often provide knowledge focused on same gender attracted people and don't explicitly include Bi+ identities and experiences**

- "To date my experience of activities in support of LGBTQI+ diversity initiatives have been largely about gay and lesbian inclusions. Not so much about bisexuality, intersex and gender diversity, particularly the latter. Would be good to elevate visibility of these elements of LGBTQI+ diversity also."

### Bi+ people experience exclusion and a lack of understanding from within the LGBTQ community

- "Allies are vital. I still struggle to understand why we have a split between people of diverse sexuality and/or gender and allies. People within the LGBTQ+ community should be allies too. As a bi/pan man, the worst abuse I had to face came from gay men and women. We need to ensure our allies are from both the community and outside the community. They need to be visible, and their role needs to be clear."
- "I want to know what I can do as an LGBTQIA+ person to better support my community, and how I can encourage others to be active allies too."

### ORGANISATIONAL VISIBILITY

To improve visibility within the organisation, undertake the following steps which can be progressively built upon.

#### 1. Increase the visibility of Bi+ ally resources and materials

##### Start with:

- Review internal LGBTQ ally resources for Bi+ inclusivity
- Utilise internal social media and other communication channels to share externally produced resources on how to be a Bi+ ally
- Acknowledge some of the additional barriers faced by people from culturally and linguistically diverse backgrounds who want to be Bi+ allies

##### Progress to:

- Include specific examples of Bi+ allyship in LGBTQ ally resources
- Develop accessible dedicated ally guides or resources on how to be an effective Bi+ ally, including support for those from a culturally and linguistically diverse background who may be unfamiliar with this language



## 2. Empower all LGBTQ employees to be Bi+ allies

### Start with:

- Provide opportunities for LGBTQ employees to connect and share what allyship means to them
- Encourage allies to challenge Bi+ stereotypes and misconceptions from within the community

### Progress to:

- Provide opportunities for LGBTQ employees to connect and share what allyship means to them
- Profile LGBTQ employees about why they are a Bi+ ally and share their stories across the organisation
- Develop ally training targeted toward LGBTQ people and feature clear examples of Bi+ allyship from within the community

## 3. Equip executive allies and senior leadership to be visible Bi+ allies

### Start with:

- Provide guidance to executive allies to reference Bi+ inclusion when discussing people of diverse sexualities, rather than the “gay community”
- Engage executive allies and senior leadership to promote Bi+ Days of Significance or LGBTQ initiatives featuring Bi+ speakers or stories

### Progress to:

- Profile executive allies about why they are a Bi+ ally and share their stories across the organisation
- Provide opportunities for senior leaders to share their support of the Bi+ community in communications and discussions about LGBTQ people

## 4. Support confidential contacts to understand Bi+ issues

### Start with:

- Engage with confidential contact network to review their level of knowledge and awareness around Bi+ identities and issues

### Progress to:

- Provide educational resources to support contacts having discussions with Bi+ employees

## LIVED EXPERIENCE

“As a gay man, it’s very important for me to support and celebrate my Bi+ community because it’s only right to recognise, value, respect and include the lived experiences and the perspective that they bring to our community. This group within our community has been unfairly labelled, judged and excluded just because of the attractions that they have and the stigma that is attached to it.

This discrimination sadly has come from not only outside of the community but also from within the community. It’s not acceptable to deny them their identity. As a person who has had to stand up for myself against other’s preconceived notions or judgemental attitude, I know what it feels like to be invalidated and mistreated. Nobody should be treated like this just because they have the identity that they do and the attractions that they have.

I will stand by my Bi+ community because who they are and how they identify is equally worth standing up for. It is up to me to listen, learn, discover and appreciate the perspective and the stories they have to share. They enrich our community and being their ally makes us all the more a community of amazing people.”

**Mel Pavee-Williams (he/him)**

**Organisational Development & Employee Experience Coordinator, QBE Insurance**

# SPOTLIGHT: COMMUNITY ENGAGEMENT

Workplaces who support and engage with sexuality and gender diverse communities play an important role in increasing the visibility and awareness of these identities, experiences, and challenges in society. However, Bi+ inclusion and identities are often overlooked or excluded from external promotion, campaigns and community consultation which can impact the sense of belonging for Bi+ communities.

Bi+ respondents to the 2022 AWEI Survey spoke about the impact that their family and social relationships had on their ability to be out at work, regardless of how inclusive their workplace was. Respondents also shared feeling that the industry they worked in was not visibly inclusive of sexuality and gender diverse people, which contributed to their hesitancy to be out at work.

Rather than assuming LGBTQ inclusion initiatives cover Bi+ specific experiences, employers need to consult meaningfully with their Bi+ employees and key community stakeholders. By promoting their commitment to Bi+ inclusion through community engagement and dedicated fundraising, workplaces can better understand the needs and experiences of the Bi+ community and improve the sense of belonging for their Bi+ employees.

## ORGANISATIONAL INVISIBILITY

### **Social inequality and exclusion impact the likelihood of Bi+ employees being out in the workplace**

- “Whether I am out at work is not only influenced by the organisational environment and people at work. I am not out in my personal life, so therefore I cannot afford to be out at work either, regardless of how welcoming or affirming the work environment is. So that broader social and personal environment has a veto over the extent to which I can be myself at work.”

- “I’m not ‘out’ as bisexual at work, but that has less to do with my workplace and more to do with anti-LGBT+ sentiments in our broader industry, country and within my family.”

## ORGANISATIONAL VISIBILITY

To improve visibility within the organisation, undertake the following steps which can be progressively built upon.

### **1. Promote commitment to Bi+ inclusion through external promotion**

#### **Start with:**

- Promote Bi+ Days of Significance on external social media platforms
- Review communication materials for Bi+ inclusivity & look for opportunities to feature Bi+ representation
- Engage with marketing teams to explore promotional opportunities featuring Bi+ communities
- Research if there are any Bi+ specific issues that should be included in external marketing campaigns

#### **Progress to:**

- Include Bi+ inclusion in published information when mentioning sexual orientation e.g., in website content, annual reports or information resources
- Provide opportunities for Bi+ employees to have their stories featured on external platforms
- Include Bi+ visibility in LGBTQ marketing and promotional materials, such as featuring the bisexual and pansexual flags/colours or Bi+ groups at pride marches
- Lead by example by having work in Bi+ inclusion covered by an independent/media source

### **2. Evaluate recruitment processes for Bi+ inclusivity**

#### **Start with:**

- Engage with talent acquisition teams to review their level of knowledge and awareness around Bi+ identities and issues

- Review current recruitment campaigns and materials for Bi+ inclusivity
- Review LGBTQ support information on external facing job application websites for Bi+ inclusivity

**Progress to:**

- Provide LGBTQ awareness training to talent acquisition teams with a focus on Bi+ barriers and challenges that may be faced during recruitment process
- Provide Bi+ applicants a chance to speak to someone with lived experience in your organisation as part of the recruitment process

**3. Evaluate Bi+ inclusivity of customer facing / service user processes**

**Start with:**

- Review forms/intake processes to ensure language is inclusive of Bi+ identities and relationships
- Engage with customer/client facing teams to review their level of knowledge and awareness around Bi+ identities and issues

**Progress to:**

- Provide LGBTQ awareness training to customer/client facing teams with a focus on Bi+ barriers and challenges that may be faced when accessing services
- Promote Bi+ visibility when engaging with customers/clients through bisexual or pansexual flag pins, badges, flags, lanyards, posters, virtual backgrounds, and email signatures

**4. Support Bi+ community initiatives and engage in community consultation**

**Start with:**

- Research local Bi+ community groups and establish connections with key stakeholders
- Engage with LGBTQ organisations to develop an understanding of their initiatives that focus on Bi+ identities and issues

**Progress to:**

- Support Bi+ community groups through pro-bono work, sponsorship or other financial support

- Invite stakeholders from Bi+ community groups to participate in consultation or focus groups
- Provide funding for Bi+ employees to participate in dedicated events that address Bi+ issues such as conferences

**5. Promote Bi+ issues through fundraising**

**Start with:**

- Leverage opportunities to fundraise for Bi+ specific initiatives on Days of Significance or other dedicated events

**Progress to:**

- Collaborate with Bi+ community groups to develop fundraising opportunities

**CASE STUDY: RMIT UNIVERSITY**

**Promoting our commitment to Bi+ inclusion through community engagement and consultation**

In the redevelopment of our Diversity & Inclusion Framework and Action Plans, it was crucial that we centred the voices of our diverse community members and sought to hear, from those that are often underrepresented. We ran dedicated Bi+ consultation sessions with students and staff to make space for safe sharing and discussion. We also reached out to a peak Bi+ community organisation to discuss this work and better understand the needs and experiences of this marginalised community.

RMIT has since built a positive working relationship with this organisation, and we are now discussing and planning future opportunities for collaboration and community building. We're proud to be contributing to awareness raising and support for the Bi+ community at RMIT and beyond.



# SPOTLIGHT: EMPLOYEE WELLBEING & ENGAGEMENT

There is a clear trend when comparing employee wellbeing and engagement experiences of these three diverse sexualities. Bi+ employees report poor workplace experiences and are significantly less likely to feel productive, engaged, and a sense of belonging than gay/lesbian employees. These differences may be because gay/lesbian employees are more likely to be out at work than Bi+ employees. Feeling safe enough to be out at work leads to higher rates of productivity, as a direct result of feeling a sense of belonging and able to bring their whole selves to work.

When comparing the wellbeing and engagement experiences between these three diverse sexualities, the 2022 AWEI Survey reported some significant differences. Bi+ employees were less likely than gay/lesbian employees to feel:

	Gay/ Lesbian	Bisexual/ Pansexual
Productive	60%	36%
Engaged with the organisation and their work	85%	50%
Sense of belonging	60%	35%
Safe and included within immediate teams	62%	38%
Be their self at work	65%	35%

*"I only feel like I can be out a little bit, and I don't feel like I take my authentic self to work. That is frustrating, and it makes me less productive and less inclined to participate in workplace initiatives."*

The 2022 AWEI Survey showed a concerning disparity in the rate Bi+ employees were likely to feel mentally well at work. Only 18% of Bi+ respondents reported they felt mentally well at work, compared with 81% of gay/lesbian respondents.

*"It involves a lot of trying to gauge people's likely reactions to you and adjusting accordingly, so it can be stressful and tiring."*

**"It is extremely difficult hiding almost your entire self at work and struggling silently."**

Despite Bi+ employees consistently reporting poor workplace experiences compared with their gay/lesbian counterparts, stories of lived experience from the last three years of the AWEI Survey demonstrate that when Bi+ employees feel safe and supported to be out at work, they report positive impacts on their productivity, engagement, sense of inclusion and health and wellbeing.

*"The past year has been monumental in terms of self-acceptance and awareness of my bisexuality and what that means in terms of my lived experiences. Very grateful to my organisation for offering me the opportunity to continually reflect and learn."*



"I feel more comfortable with myself, and it has a positive impact on my mental health and wellbeing. I feel like it is a place where I belong and feel cared about."





Sexuality and gender diverse employees experience unique barriers around their engagement and wellbeing experiences in the workplace, which can contribute to poor health outcomes. In addition to this, Bi+ employees are less likely to feel productive, engaged and a sense of belonging which can impact their actual productivity and engagement in the workplace, as well as compromise their health and wellbeing.

Bi+ respondents to the 2022 AWEI Survey spoke of feeling exhausted due to constantly masking, self-editing and hiding their history for fear of being stigmatised or treated differently by their colleagues. Respondents also spoke of feeling isolated, experiencing loneliness, and not feeling safe enough to be their authentic self at work. Additionally, some respondents spoke of the pressure they felt to have a strong sense of their sexual orientation and expressed interest in being able to connect with their peers to share experiences and develop support networks.

Through understanding how stigma and discrimination can impact health outcomes for Bi+ employees, workplaces can work to actively increase the sense of belonging for Bi+ employees. Workplaces can ensure internal and external support resources are visibly Bi+ inclusive and create Bi+ safe spaces that empower Bi+ employees to bring their whole selves to work.

## ORGANISATIONAL INVISIBILITY

### **Increased experiences of stigma and discrimination is detrimental to the mental health and wellbeing of Bi+ people and impacts their sense of belonging in the workplace**

- "It impacts my ability to feel comfortable and safe within the organisation. I'm always masking and hiding my history, which is exhausting. I catch myself before I come out about my history, in fear of being treated differently and stigmatised. I want to feel included and a sense of belonging with everyone else, but I have a history and experiences that are vastly different. I don't feel like I can relate to anyone at work, which makes me feel lonely and always on the outside."

- "I am not out at work because my anxiety makes me uncomfortable talking about myself (and because I have some residual internalised biphobia from not having had same-sex relationships before), not because I fear discrimination."
- "Not being your authentic self bleeds into all aspects of your life & psyche."
- "A lot of stigma comes from ourselves before we walk in the door and our organisation needs to support staff working through that."

### **Bi+ people experience compromised wellbeing and workplace engagement due to loneliness and isolation**

- "It's like I have to wear a mask otherwise I risk being ostracised. It gets tiring."
- "It's hard to think of something positive at work in relation to my sexuality and gender. I feel so isolated and alone. I have tried to reach out and speak up, but I am exhausted."

### **Bi+ people often feel pressure to have a strong sense of identity and experience a lack of organisational support and community connection**

- "A space that could be developed further is for people still questioning their sexual or gender identity, opportunities to find out more from people about their experience and how they went about figuring it out. Sometimes it feels like you have to know if you're a LGBTQ+ member or ally and there's not a space for someone that feels kind of in-between."
- "Acknowledging that being unsure of your sexual orientation and gender identity is okay and demonstrating that the organisation will support people on whatever journey of discovery they are on. Having all the answers as well as a strong sense of identity is not always the case, and it's okay if people just simply don't know."
- "I feel that I have to hide my sexuality, not knowing anybody who identifies as bisexual makes it harder as you don't have a support network."



## ORGANISATIONAL VISIBILITY

To improve visibility within the organisation, undertake the following steps which can be progressively built upon.

### 1. Understand how discrimination and stigma affects health outcomes for Bi+ people

#### Start with:

- Keep up to date with current health research and trends on issues that impact Bi+ people
- Engage with LGBTQ health organisations to develop an understanding of their initiatives that focus on Bi+ mental health and wellbeing

#### Progress to:

- Consult with subject matter experts when reviewing workplace mental health and wellbeing initiatives for Bi+ inclusivity
- Invite subject matter experts to discuss Bi+ health outcomes as part of workplace mental health and wellbeing initiatives

### 2. Review internal formal HR/Grievance process for Bi+ inclusivity

#### Start with:

- Engage with HR/Grievance officers to review their level of knowledge and awareness around Bi+ identities and issues
- Consult with Bi+ employees through focus groups about current processes
- Engage internal employee pride networks or diversity and inclusion working groups for consultation

#### Progress to:

- Provide LGBTQ awareness training to HR/Grievance officers with a focus on Bi+ barriers and challenges that may be faced when reporting incidents

### 3. Review internal support information for Bi+ inclusivity

#### Start with:

- Include external Bi+ support resources on LGBTQ intranet page

- Include links to Bi+ community groups on LGBTQ intranet page

#### Progress to:

- Engage with subject matter experts to develop internal resources supporting Bi+ people

### 4. Review external support providers for Bi+ inclusivity

#### Start with:

- Audit EAP provider to ensure they have an understanding of Bi+ issues and inclusive practice for Bi+ service users

#### Progress to:

- Collaborate with EAP provider to develop resource on support available for Bi+ people

### 5. Provide opportunities to empower and connect Bi+ employees

#### Start with:

- Connect with Bi+ employees and seek to understand their experiences by listening to their stories
- Engage with Bi+ employees to validate their identities and support them to feel empowered at work
- Provide targeted information toward Bi+ people about why it's important to be out and why it matters

#### Progress to:

- Create safe spaces such as peer support groups for Bi+ employees to connect and share their experiences
- Provide opportunities to develop leadership and storytelling skills for Bi+ employees<sup>16</sup>
- Engage with existing mentoring and networking channels to help connect Bi+ people
- Engage with LGBTQ organisations and inter-industry LGBTQ groups to help connect Bi+ people

# BI+ MENTAL HEALTH & WELLBEING: INSIGHTS FROM PRIDE IN HEALTH + WELLBEING

## Spotlight

Central to all discussions around Bi+ mental health and wellbeing, is dispelling the myth that Bi+ people are inherently less well. Rather, the cumulative impact of ongoing discrimination, stigma, and abuse contributes to significant health disparities for Bi+ communities. Despite this, current data shows that many Bi+ people have close community connections, loving relationships and are resilient.<sup>17</sup> However, Bi+ people represent the largest group within the LGBTQ community and report poorer health and wellbeing outcomes compared with, gay, lesbian and other sexuality diverse populations.<sup>18 19</sup>

Bi+ people often report less self-acceptance of their sexuality and are less likely to disclose their sexual orientation when compared with their gay and lesbian counterparts. Additionally, they are often made to repeatedly disclose their sexuality to differentiate their sexual orientation from the perceived gender of their partner.<sup>20</sup> As identified across research to date, these recurrent experiences, whether at work or when accessing mental health support may have detrimental impacts on mental health and wellbeing.

Current data suggests that sexuality and gender diverse people most frequently access mainstream health and wellbeing services, despite feeling more respected in their identities when attending outwardly inclusive or dedicated LGBTQ services.<sup>21</sup> Concerningly,

*"Our organisation has always felt very inclusive to me, and I have never felt as though anyone is at all concerned or confused by my sexuality. In fact, I feel the opposite. I have always felt very included and supported by my management in this company."*

## LIVED EXPERIENCE

"As a Bi+ cis gender woman, the support I have received via the cohealth networks has been life affirming. It can often feel as though bisexuality doesn't "fit" anywhere, especially at work. And I know how important it is to be seen and heard as a way to positively affirm your identity – not just for me but for others who may struggle to find their safe place. The inclusion and support from my colleagues at cohealth has been a revelation!"

**Elizabeth Roberts (she/her)**

**Quality, Client Feedback and Privacy Advisor, cohealth**

**Service Provider of the Year, Australian Pride in Health + Wellbeing Awards 2022**

LGBTQ people requiring mental health support may avoid care due to stigma and negative experiences, and more than half of Bi+ health service users are more likely to use an accredited inclusive LGBTQ service than a mainstream provider.<sup>22 23</sup> However, LGBTQ people whose identities are respected and have a positive disclosure experience are more likely to stay engaged with support and experience a positive effect on their overall care.<sup>24</sup>

Overall, dedicated support for Bi+ communities across both workplace inclusion and mental health initiatives remain inadequate, particularly outside of metropolitan areas where access to inclusive healthcare is less readily available.<sup>25</sup> Therefore, Bi+ inclusion is an important consideration for employers to improve workplace engagement when selecting mental health support services for their staff, such as EAP providers. Organisations should evaluate the Bi+ inclusivity of their chosen EAP provider to mitigate risk of discrimination or biphobia towards Bi+ employees accessing wellbeing support through these channels.



"Personally, this company has made my experience in accepting my sexuality much easier than ever before. They do extremely well at educating staff and highlighting how important inclusion and language is for people of diverse sexuality and/or gender."

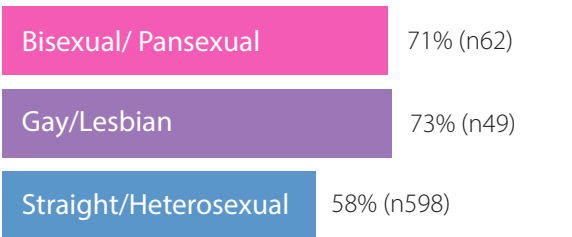


**What Pride in Health + Wellbeing’s HWEI Staff and Service User Survey tells us**

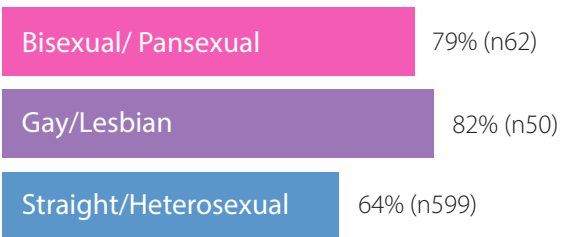
The HWEI Staff and Service User Survey accompanies the HWEI every year and provides insight into the experiences of employees who provide inclusive health and wellbeing services, and the clients who access those services. Whilst the survey captures the feelings of staff and service users towards inclusive practice annually, participating organisations and respondents differ each year.

The following questions in the 2022 HWEI Staff Survey relate to staff attitudes towards LGBTQ inclusive service provision. Of 833 respondents, 71 reported their sexual orientation as Bi+, 56 as Gay/Lesbian and 696 as Straight/Heterosexual.<sup>26</sup> When comparing responses between Bi+, gay/lesbian and straight/heterosexual employees, the 2022 HWEI Staff Survey reported the insights in the graphs below.

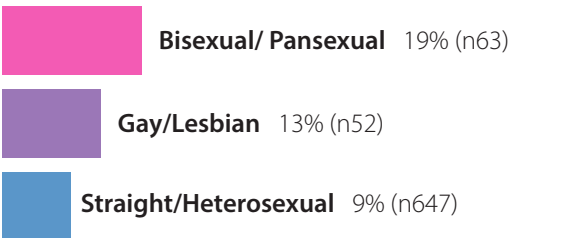
*Q. I am comfortable asking clients about their sexuality*



*Q. I am comfortable asking clients about their gender*



*Q. I have witnessed negative behaviours or mild harassment targeting people of diverse sexuality or gender within our services*

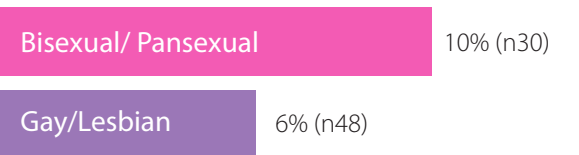


Encouragingly, these responses demonstrate that staff within health and wellbeing services are generally comfortable providing care for sexuality and gender diverse clients, and do not believe their personal beliefs prohibit them from providing inclusive care.

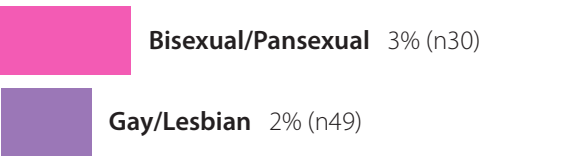
Both Bi+ and gay/lesbian staff members within health services are more likely than straight/heterosexual employees to feel comfortable in asking clients about their gender and sexuality. However, Bi+ employees were more likely than gay/lesbian employees to report witnessing negative behaviours/mild harassment towards sexuality/gender diverse clients, and twice as likely as their straight/heterosexual counterparts.

The following questions in the 2022 HWEI Service User Survey, related to service user experiences of LGBTQ inclusive service provision, reported the following insights. Of the 287 respondents, 32 reported their sexual orientation as Bi+, 52 as gay/lesbian and 158 as straight/heterosexual. When comparing responses regarding care avoidance between Bi+ and gay/lesbian service users reported:

*Q. I have postponed or delayed medical care in the past because I thought I would not be accepted*



*Q. I have postponed or delayed medical care in the last 12 months because I thought I would not be accepted*



## Health and Wellbeing Areas of Concern

Workplaces benefit from gaining deeper insight into the unique health and wellbeing challenges of their Bi+ employees. This knowledge informs key inclusion initiatives and builds the case for focusing on Bi+ inclusion specifically. Drawn from the largest survey to date on LGBTQ+ health in Australia, *Private Lives 3* reported a significant increase in people identifying as Bi+ compared with its previous iteration.<sup>27</sup> Broadly, there is a lack of research exploring the experiences of sexuality and gender diverse people across both workplace inclusion and health and wellbeing. Despite

this, Bi+ people are over-represented compared with their gay and lesbian counterparts across almost all health and wellbeing areas of concern, as presented in the table below.


Whilst this data shows that Bi+ people face significant barriers around health and wellbeing, there are many ways in which we can actively support Bi+ people to live well within our workplaces and communities. Our hope is that by shining a light on the challenges and actively including Bi+ people through key, targeted actions, we can continue to remove barriers and reduce these disparities for our diverse, expanding Bi+ community.

	Gay	Lesbian	Bisexual	Pansexual
High levels of psychological distress	43.7% (n837)	50.6% (n685)	66.7% (n902)	75.9% (n375)
Family/intimate partner physical violence	21.2% (n360)	29.3% (n369)	22.5% (n282)	31.1% (n145)
Sexual assault	34.4% (n671)	46.2% (n642)	57.1% (n792)	62% (n311)
Suicidality	3.3% (n46)	4.1% (n42)	6.0% (n69)	7.8% (n33)

### RECOMMENDED ACTION POINTS TO IMPROVE BI+ MENTAL HEALTH & WELLBEING

- Promoting active Bi+ allyship with both LGBTQ and with non-LGBTQ allies must be a priority area for organisations at every level
- Increasing visibility by placing Bi+ stories of lived experience at the centre of inclusion initiatives promotes self-determination
- Training beyond base-level LGBTQ awareness training to advance Bi+ inclusive service delivery
- Executive and SLT dedication to mainstream Bi+ inclusion and visibility in leadership positions
- Organisational commitment to continuous improvement and evaluation of inclusion initiatives
- Benchmarking of service delivery through HWEI and/or AWEI to drive change and further improvement
- Elevating inclusive support service visibility such as Bi+ inclusive EAP providers
- Bi+ excellence, including projects that showcase healthy Bi+ relationships such as ACON's 'Say It Loud Project'<sup>28</sup>





"Working for my organisation as a bisexual person is wonderful. I am strongly supported by my immediate team, as well as my LGBTQI+ network team, and know which members of our senior leadership are strong allies and would assist me if I ever needed it".



## CONCLUSION

Despite accounting for the largest group within the LGBTQ community, Bi+ people are underrepresented in Australian workplaces and do not experience belonging to the same extent as other diverse sexualities. These findings are associated with unique experiences of biphobia, invisibility and bi-erasure, which may be navigated along with a range of intersectional identities.

As explored throughout this publication, Bi+ people are less likely to be out at work than their gay/lesbian counterparts and less likely to be proud of their diverse sexuality. Bi+ people also experienced inappropriate workplace behaviours relating to their sexual orientation, including bullying and harassment. Bi+ people were also significantly more likely to identify as living with a disability and/or being neurodiverse than gay/lesbian employees.

The AWEI Survey showed that workplace inclusion initiatives for people of diverse sexualities and genders had an overall positive impact for organisational culture. However, Bi+ employees often reported experiences of feeling overlooked in these initiatives, including employee networks. As per the research presented in this publication, Bi+ people benefit from active allyship within their workplaces, both from LGBTQ and non-LGBTQ allies. Meaningful, accessible consultation with Bi+ people to develop inclusion initiatives is essential for Bi+ people to feel their experiences matter.

Bi+ employees report poor workplace experiences and are less likely to feel productive, engaged and a sense of belonging at work compared with their gay/lesbian counterparts. Feeling safe, as well as elevating Bi+ role models and leadership profiles is essential to boosting Bi+ engagement at work. Bi+ people navigate unique barriers around health and wellbeing, and Bi+ inclusive services, including EAP providers, are needed to address these challenges.

Finally, both AWEI and HWEI Survey findings suggest that Bi+ employees are also wonderful allies for the broader sexuality and gender diverse community and are an asset within their workplaces for inclusion initiatives.

This publication has provided insight into Bi+ specific challenges in the workplace, and recommendations to bridge these disparities. Our hope is this knowledge will provide a unique opportunity for employers and employees alike to elevate Bi+ visibility, experiences, and knowledge.

# APPENDIX 1: GLOSSARY

The following definitions are included for convenience and ease of reference to assist with understanding this guide. Some of the definitions are simplified and this list is not intended to provide a complete overview of each term, particularly those related to sexuality and gender diverse identities.

## **Agender**

A person who has does not have a gender or is gender neutral

## **Ally**

An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive, and conscious efforts that benefit people as a whole

## **Asexual or ace**

A person who may experience little to no sexual attraction, but may experience romantic attraction

## **Bisexual**

An individual who is romantically and/or sexually attracted to people of the same gender and people of another gender

## **Bi+ or Bi+ umbrella**

An umbrella term used to refer to people who experience attraction to more than one gender

## **Biphobia**

Biphobia is prejudice, fear or hatred directed towards bisexual people. This includes targeted undermining of the legitimacy of bisexual identities and occurs within and outside of the sexuality and gender diverse community

## **Bi-erasure**

Bi-erasure refers to the exclusion of bisexual people within conversations or spaces that are dedicated to the sexuality and gender diverse communities

## **Binary**

Binary is defined as relating to, composed of, or involving only two things

## **Cisgender or cis**

A term used to describe people who identify their gender as the same as what was presumed for them at birth (male or female)

## **Discrimination**

Unfair, harmful treatment because of a personal characteristic (such as sexuality and/or gender diversity) which are protected attributes under Australian law

## **Diverse sexualities and genders**

Refers to the broad range of diversity that exists across sex characteristics, sexual orientations, and gender identities

## **Gay**

Where a person is romantically and/or sexually attracted to people of the same sex and/or gender as themselves

## **Gender or gender identity**

Someone's personal sense of whether they are a man, woman, non-binary, agender, genderfluid, or a combination of one or more of these

## **Gender diverse, transgender or trans**

Inclusive umbrella terms used to refer to people whose assigned sex at birth does not match their gender identity

## **Genderfluid**

A term used to describe a person whose gender identity is not fixed and may change over time

## **Heteronormative**

Refers to the assumption or belief that heterosexuality is the default sexual orientation and views gender as binary

## **Heterosexual or straight**

An individual who is sexually and/or romantically attracted to the opposite gender

## **Intersectionality**

Refers to the ways in which various aspects of a person's identity (such as sexuality and/or gender diversity) can expose them to overlapping forms of discrimination and marginalisation

## **LGBTQ**

An abbreviation for Lesbian, Gay, Bisexual, Transgender, and Queer

**Lesbian**

A person that identifies as a woman who is sexually and/or romantically attracted to other people who identify as women, may also use the term gay or gay woman

**Non-binary**

Where a person's gender identity sits within, outside of, across or between the spectrum of the male and female binary

**Pansexual**

A person who is romantically and/or sexually attracted to people regardless of their gender identity

**Sex**

A classification usually made at birth as either male or female based on a person's external sex characteristics, rather than their lived experience of gender.

**Sexuality or Sexual orientation**

Describes an individual's romantic and/or sexual attraction to another person.

**Stereotype or Misconception**

An over-generalised belief about a group of people that applies these expectations to each person who belongs within this group (such as the sexuality and gender diverse community).

**Stigma**

Negative views or stereotypes about a person or group of people based on personal characteristics, such as sexuality and/or gender diversity.

**Queer**

An umbrella term used to describe a broad range of diverse sexualities and/or genders.

## APPENDIX 2: BI+ DAYS OF SIGNIFICANCE

### PANSEXUAL & PANROMANTIC AWARENESS DAY 24 MAY

Pansexual and Panromantic Awareness Day is a day to celebrate the pansexual and panromantic community and educate others on the community.

### BISEXUAL AWARENESS WEEK 16 – 22 SEPTEMBER

Bisexual Awareness Week is an annual celebration week held in September and promotes cultural acceptance of the bisexual community and creates a platform for advocating bisexual rights.

### BISEXUAL VISIBILITY DAY 23 SEPTEMBER

Bisexual Visibility Day or Celebrate Bisexuality Day is a day to recognise and celebrate bisexual people, the bisexual community, and the history of bisexuality.



# ENDNOTES

1. Human Rights Campaign Foundation, *Bisexual FAQ*, HRC Foundation, 2022 <https://www.hrc.org/resources/bisexual-faq>
2. Pride in Diversity (2022). *Australian Workplace Equality Index (AWEI) Employee Survey*. ACON's Pride Inclusion Programs.
3. Rainbow Health Victoria (Rosenberg, S., Carman, M., Power, J. and Taylor, J.) *Research matters: Bisexuality, health and wellbeing*, 2022, Rainbow Health Australia <https://rainbowhealthaustralia.org.au/media/pages/research-resources/research-matters-bisexual-health-wellbeing/2357976875-1655786484/bisexuality-health-wellbeing.pdf>
4. Pride in Diversity (2022). *Australian Workplace Equality Index (AWEI) Employee Survey*. ACON's Pride Inclusion Programs.
5. Pride in Diversity (2021). *Australian Workplace Equality Index (AWEI) Employee Survey*. ACON's Pride Inclusion Programs.
6. Pride in Diversity (2020). *Australian Workplace Equality Index (AWEI) Employee Survey*. ACON's Pride Inclusion Programs.
7. Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2020). *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*. ARCSHS Monograph Series No. 122. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University
8. Pride in Health + Wellbeing (2022). *Health and Wellbeing Equality Index (HWEI) Survey*. ACON's Pride Inclusion Programs.
9. Hill, A. O., et.al 2020. *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*.
10. Hill, A. O., et.al 2020. *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*.
11. Pride in Diversity, *LGBTQ Inclusion in the Workplace: Leading for Success*, 2021, ACON's Pride Inclusion Programs. <https://www.prideinclusionprograms.com.au/content/uploads/2021/10/2022-PiD-Brochure.pdf>
12. Out & Equal Workplace Advocates, *Bi+ Visibility in the Workplace: What You Need to Know For Bisexual Awareness Week and Beyond*, 2021, Out & Equal Workplace Advocates [https://outandequal.org/wpcontent/uploads/2021/09/BiVisibilityResource\\_R3.pdf](https://outandequal.org/wpcontent/uploads/2021/09/BiVisibilityResource_R3.pdf)
13. Pride in Diversity, *AWEI Employee Survey Data Analysis*, 2022, ACON's Pride Inclusion Programs. <https://www.pid-awei.com.au/2021-practice-points/>
14. Pride in Diversity, GLEE@PwC, *Where are all the women? Research into the low visibility and engagement of same-sex attracted women in the workplace*, August 2018, ACON's Pride Inclusion Programs, PwC Australia <https://www.pwc.com.au/publications/pdf/where-are-all-the-women-aug18.pdf>
15. Pride in Diversity, GLEE@PwC, 2018. *Where are all the women? Research into the low visibility and engagement of same-sex attracted women in the workplace*.
16. Pride in Diversity, GLEE@PwC, 2018. *Where are all the women? Research into the low visibility and engagement of same-sex attracted women in the workplace*.
17. LGBTIQ+ Health Australia, *Snapshot of Mental Health and Suicide Prevention Statistics for LGBTIQ+ People*, October 2021, LGBTIQ+ Health Australia [https://assets.nationbuilder.com/lgbtihealth/pages/549/attachments/original/1648014801/24.10.21\\_Snapshot\\_of\\_MHSP\\_Statistics\\_for\\_LGBTIQ\\_People\\_-\\_Revised.pdf?1648014801](https://assets.nationbuilder.com/lgbtihealth/pages/549/attachments/original/1648014801/24.10.21_Snapshot_of_MHSP_Statistics_for_LGBTIQ_People_-_Revised.pdf?1648014801)
18. Hill, A. O., et.al 2020. *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*.
19. Taylor, J., Power, J., Smith, E., Rathbone, M. *Bisexual mental health: Findings from the 'Who I Am' study*. Australian Journal of General Practice. Volume 48, Issue 3, March 2019.
20. Taylor, J., et.al 2019. *Bisexual mental health: Findings from the 'Who I Am' study*.
21. Hill, A. O., et.al 2020. *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*.
22. Hill, A. O., et.al 2020. *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*.
23. Hill, A. O., et.al 2020. *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*.
24. Macapagal K, Bhatia R, Greene GJ. *Differences in Healthcare Access, Use, and Experiences Within a Community Sample of Racially Diverse Lesbian, Gay, Bisexual, Transgender, and Questioning Emerging Adults*. LGBT Health. 2016 Dec <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5165667/>
25. Pride in Health + Wellbeing (2022). *Health and Wellbeing Equality Index (HWEI) Survey*. ACON's Pride Inclusion Programs.
26. Pride in Health + Wellbeing (2022). *Health and Wellbeing Equality Index (HWEI) Survey*. ACON's Pride Inclusion Programs.
27. Hill, A. O., et.al 2020. *Private Lives 3: The health and wellbeing of LGBTIQ people in Australia*.
28. ACON, *Say It Out Loud*, 2022, ACON Health Limited <https://sayitoutloud.org.au/learn-more/contact-us/>



### **Bi+ Inclusion Initiative**

Pride in Diversity's Bi+ Inclusion Initiative is a strategic initiative that was developed to generate greater awareness and visibility of Bi+ identities, experiences and unique challenges faced by Bi+ people in the workplace. This ongoing program of work aims to provide opportunities for employers and employees alike to elevate and empower Bi+ visibility, experiences and knowledge.

### **Pride in Diversity**

Pride in Diversity is the national not-for-profit employer support program for LGBTQ workplace inclusion specialising in HR, organisational change and workplace diversity. For more information go to:

**[www.prideindiversity.com.au](http://www.prideindiversity.com.au)**

### **Pride in Health + Wellbeing**

Pride in Health + Wellbeing is a national membership program that provides personalised support to organisations to improve their LGBTQ inclusion and thus improve the health and wellbeing of LGBTQ communities. For more information visit:

**[www.prideinhealth.com.au](http://www.prideinhealth.com.au)**

### **ACON Pride Inclusion Programs**

ACON's Pride Inclusion Programs are a social initiative of ACON. The three programs; Pride in Diversity, Pride in Health +Wellbeing, and Pride in Sport, help to make the places where LGBTQ community members live, work and play more inclusive of LGBTQ people. This is achieved by working with a range of organisations to help ensure that LGBTQ people feel included and supported. To find out more visit:

**[www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)**



PRIDE  
INCLUSION  
PROGRAMS







## **ACKNOWLEDGEMENT OF COUNTRY**

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of Country across Australia and their continuing connection to lands, waters, skies and communities.

We pay respect to Elders past, present and emerging, and extend this to all Aboriginal and Torres Strait Islander people.

Made on Aboriginal land – always was, always will be.