

FACT SHEET ONE

TRANS &
GENDER
DIVERSE

EMPLOYMENT & RECRUITMENT CHALLENGES

31 MARCH 2023 – TRANS DAY OF VISIBILITY



I applied for promotions internally – I cannot even get an interview for the jobs.

These fact sheets are part of Pride in Diversity's ongoing commitment to support trans and gender diverse people seeking employment and have been generously sponsored by BHP.

Silent Discrimination: How employers who cease contact with trans and gender diverse applicants fail in diversity and inclusion.

Welcome to this first in a short series of fact sheets around recruitment and employment for people who have a trans and/or a gender diverse experience and the barriers they face. This Fact Sheet has been made possible by generous support from BHP.

While a lot of work has been done to support trans and gender diverse people within the workplace over the last couple of years, few could refute that there is still much to do. Organisations have the opportunity to address some of the difficult challenges faced by trans and gender diverse people in securing meaningful work aligned with their skills and experience. **These challenges are predominantly faced during the initial stages of the application and recruitment process.**

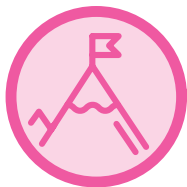
In this fact sheet we look at the findings of a study conducted by Curtin University in Western Australia regarding these early application/recruitment challenges. Curtin University is ranked in the top one per cent of universities worldwide in the highly regarded Academic Ranking of World Universities (ARWU) 2022. This study has been supplemented by data from Pride in Diversity's landmark Australian Workplace Equality Index (AWEI) Employee Survey which had close to 45,000 respondents and is one of the most respected surveys of its type globally. Notes on how to address these challenges are provided by the team at Pride in Diversity.

54%

of trans and gender diverse employees **feared being discriminated** against because of their gender identity.

20%

of respondents felt that the recruitment process **wasn't inclusive.**



31.3%

of trans and gender diverse employees reported **moderate to very high levels of anxiety** related to their gender identity during the recruitment process.

Trans and gender diverse people continue to experience significant issues in employment and the recruitment process.

Despite progress towards inclusion and diversity in the workplace, the reality remains that trans and gender diverse individuals face daunting barriers to employment, beginning with the recruitment process. **54% of trans and gender diverse employees feared being discriminated against because of their gender identity**, as set out in data sourced from the 2022 Australian Workplace Equality Index Employee Survey.

Research outcomes from the Curtin University study revealed that the key five challenges which trans and gender diverse people say they face in Australia are:

- **Silent Discrimination** – Stalled or discontinued recruitment processes once the applicant discloses their gender diverse experience, or instances where the employer ceases any contact with the applicant after disclosure in an interview.
- **Level of understanding** – The need for applicants to explain gender identity in an interview, in instances where employers are seen to expect or prefer cis gendered employees.
- **Identity Denied** – Challenges posed by name changes and affirming gender.
- **Safety in Systems** – Systems or process that collect or disclose gender information.
- **Binary view** – The ability to “pass” impacting acceptance.

Challenge 1: Silent Discrimination

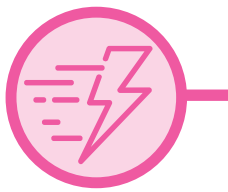
“I applied for promotions internally – I cannot even get an interview for the jobs.”

Candidates who disclosed their gender diverse experience at the start of, or during the recruitment process reported that this was often followed by the application being discontinued, stalled or the cessation of communication altogether. This was also often linked with either limited or no feedback.

The anxiety caused by this is also reflected within the AWEI Employee Survey 2022 data where **20% of respondents felt that the recruitment process wasn't inclusive.**

The Curtin University study also revealed that despite working within organisations active in LGBTQ inclusion, **31.3% reported moderate to very high levels of anxiety related to their gender identity during the recruitment process** for their current job.

“I transitioned in 2017. Before that time, I had no issues with employment. I was in a good job, I could always get work, but yeah, once I transitioned it became a bit of a different story.”



Action Points: Tips for employers



I transitioned in 2017. Before that time, I had no issues with employment. I was in a good job, I could always get work, but yeah, once I transitioned it became a bit of a different story.

For more information about how we can partner with your organisation call **02 9206 2139** or visit **prideinclusionprograms.com.au**

For copies of the “**Trans and gender diverse people belong in Australian workplaces**” social media tiles contact your PID Relationship Manager .

- 1. Be explicit.** Make it clear in job advertisements and on all available first points of contact that diversity is valued and that if the applicant has trans or gender diverse experience there are support and inclusion policies in place. Where there is any unacceptable behaviour, each employer's codes of conduct must hold people managers accountable for calling out unacceptable conversations and/or behaviours within their teams.
- 2. Communication.** Throughout the application process clearly articulate that there is a dedicated point of contact to assist throughout, confirm that training of all people involved in recruitment process has been completed to allow all involved to understand specific challenges for trans and gender diverse folk, along with how to navigate the challenges.
- 3. Training.** Specific trans and gender diverse awareness training across your own or your external recruitment agencies. There will be times that those recruiting do not know that candidates are trans or gender diverse. In these instances, certain questions and voiced assumptions can significantly increase levels of anxiety and stress already being experienced by applicants applying for the role.
- 4. Interviewing.** It is critical that employers have awareness of challenges and fears faced by applicants with a trans and gender diverse experience. Recruitment personnel must make a commitment to ensure that the trans or gender diverse candidate feels comfortable and supported during the process. Introductions can include using your own pronouns, and it would be ideal to have LGBTQ representation on any panel when there is knowledge of an applicant with a trans or gender diverse experience.



TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

68.1%

of **Australian workplaces** participating in the AWEI have policies in place to **support trans employees affirm their gender.**

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

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Q: WHAT
DOES YOUR
ORGANISATION
DO WELL?

Very proactive and wanting to **support people** eg. my daughter recently told me **she is transfemme** and the **ally group** created a **parents support group.**

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

93.4%

of **Australian employees** surveyed said they **welcome gender diverse people** in their team.

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

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Q: WHAT
DOES YOUR
ORGANISATION
DO WELL?

They have recently included **non binary gender identifications** on employee profiles and continue to add ways to **help trans and non binary people feel accepted.**

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

89.7%

of **Australian employees** surveyed said their team **fully supports** any **team member who affirms their gender.**

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

We support Australian workplaces to be **inclusive.**

WE SUPPORT WORKPLACES TO BE INCLUSIVE
OF TRANS AND GENDER DIVERSE PEOPLE
www.prideinclusionprograms.com.au

pridein
diversity

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

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Q: WHAT
DOES YOUR
ORGANISATION
DO WELL?

By making **trans and gender diversity a focus** and implementing a new training module feels like **we are being listened to and supported** to help make **us more visible.**

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

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BELONG IN AUSTRALIAN WORKPLACES

83.1%

of **Australian employees** surveyed said they'd be comfortable **using they/their/them personal pronouns** for **non binary people** at work.

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

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Q: WHAT
DOES YOUR
ORGANISATION
DO WELL?

I really loved reading the **policy on transitioning employees.** As someone who has **trans people in my life who I love** it makes me feel so happy to see **positive steps towards inclusion.**

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

89.1%

of **Australian employees** surveyed said they'd **refer to a co worker** by a **different name or pronoun/s** if they were **affirming their gender.**

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

“
Q: WHAT
DOES YOUR
ORGANISATION
DO WELL?

In recent years they have **really moved forwards** with gender inclusive work such as **all gender bathrooms, transition paid leave, genderless dress code** and more.

(Pride in Diversity (2022), Australian Workplace Equality Index (AWEI) National Employee Survey, ACCO's Pride Inclusion Programs)

TRANS AND GENDER DIVERSE PEOPLE



BELONG IN AUSTRALIAN WORKPLACES

100%

standing with our **trans and gender diverse** co workers, friends, family, partners, neighbours and baristas.

WE SUPPORT WORKPLACES TO BE INCLUSIVE
OF TRANS AND GENDER DIVERSE PEOPLE
www.prideinclusionprograms.com.au

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