

# EQUALITY in the Workplace:

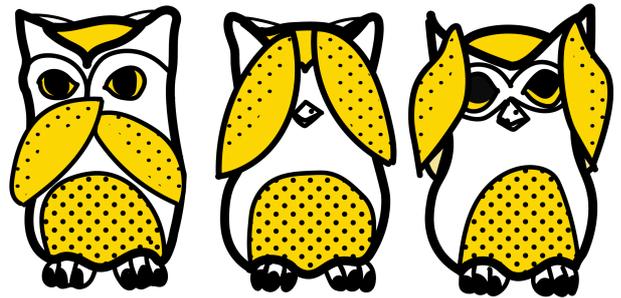
## Your current take...

In the past few weeks, a spot light has been shun on the current state of workplace culture, across industries and sectors. We have been able to see the clear effect that workplace culture has in enabling, or inhibiting, gender equality. So when it comes down to the everyday experiences, are we promoting equal, healthy and safe environments? To find out, we asked you.

# 73.5%

of females believe that gender equality is an issue.

# 53%

 of males agree.


We surveyed over 100 people of all genders, ranging from age 14 - 75+ across Australia.

We found overall only 69.2% of respondents believe gender equality is a real issue in Australian workplaces today. With over 20% more women identifying gender equality as an issue, it encourages us to question who experiences gender inequality more? How does this impact one's work life?

Correspondingly, 28.9% of respondents stated that gender equality depends on the workplace. So what makes a healthy workplace culture?

# 90.6%

of respondents agree more women are needed in leadership.

# 45%

of male respondents have never attended an IWD event.

Many respondents made connections between how gender equality is practiced in their personal and professional spheres. The behaviour one practices external to their workplace, often feeds into the behaviour that exists at work. International Women's Day continues to create a range of discussions around existing cultures that inhibit gender equality. Observing the links between these, helps us to understand how inequality escalates.

# EQUALITY in the Workplace:

Your current take...

## WORKPLACE

### BARRIERS ●●●

Each workplace faces unique barriers to achieving gender equality. Each individual has a different idea of gender equality. To understand the nuances that go unnoticed by many, we can look at workplace behaviour from a personal level. We asked the question “Why do you think women are still struggling to achieve full equality in the workplace?”. Here’s what people are really thinking...

“Women are often judged more harshly if they speak in a direct manner.”



“A major barrier is the way mothers are perceived in the workplace.”

“Fewer women are as ambitious as men to climb the ladder.”

“Toxic masculinity and traditional perspectives around gender are still very much alive in the workforce.”

## WORKPLACE

### ●●● CHANGE

With so many different factors going into these experiences, how do we know where to start? What do we do if we think we’re part of the problem? Changing workplace culture is an ongoing journey, and needs constant, conscious effort. It is an investment that will generate a return; when your people thrive, your business thrives too.

“Open doors (figuratively, not literally).”



“Support female co-workers when they feel discriminated against.”

“Examine your own biases and prejudices, and influence good process at every stage.”



“Stop being threatened by powerful women.”

“Be conscious allies and speak up when you see poor behaviour.”