

Rainbow Communities

Representation



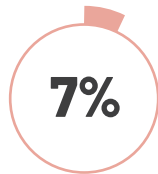
of the sector's workforce

▲ 3%

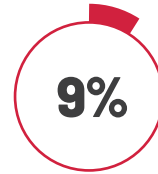


of people in governance roles

&



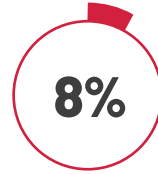
of Chairs



of paid employees

▲ 3%

&



of people in leadership roles

▲ 3%

Inclusion



One third have complete trust in their organisation to handle integrity issues appropriately and effectively

Less likely to



- feel they can speak up without being punished or humiliated
- feel their organisation put its commitment to DE&I into practice

More likely to



- have no trust in their organisation to handle integrity issues appropriately and effectively



In the last 12 months, discrimination, harassment or bullying in the workplace has been -

experienced by 18% (vs 10% Total Sample), and **observed by 33%** (vs 20% Total Sample).

Equity



\$72,500

Median annual income - **9%** vs total sample



\$38.46

Median hourly rate - **5%** vs total sample

Engagement

88% are satisfied in their current role

Less likely to



- see excellent opportunities for themselves in the sector

More likely to



- see no benefits in working in the sector
- see more barriers to career progression

3 barriers seen most differently



Poor salary/ remuneration



Poor leadership



Bias (e.g., based on age, gender, ethnicity, disability, sexual orientation or other)

Information has been sourced from the 2024 Diversity, Equity and Inclusion Survey, which provides insights on the make-up and experiences of board members and employees working in the play, active recreation and sport sector.



44% describe their future opportunities as excellent or good

2024