State of the sector 2025 Diversity dashboard

Metric	Aboriginal and/or Torres Strait Islander	Australian South Sea Islander	Person with disability	Neuro-divergent	Culturally and linguistically diverse	Women in leadership	Identify as woman	Identify as man	Gender diverse	LGBTQIA+
Progress toward target										
Target	4%	No target	12%	No target	12%	50%	No target			
% (MOHRI)	2.73%	0.30%	3.63%	N/A	8.96%	55.59%	68.91%	30.38%	0.22%	N/A
No. of employees vs target	8,809 12,904	No target	11,725 38,712	No target	28,889 38,712	2,435 2,190	No target			
% (WfQ)	3.95%	0.63%	11.74%	9.90%	11.75%	N/A*	57.70%	35.81%	0.96%	6.59%
Employee engagement										
Overall engagement	60%	63%	55%	56%	71%	94%	64%	60%	39%	60%
Pride	64%	64%	61%	64%	78%	96%	71%	68%	44%	68%
Recommendation	61%	62%	57%	59%	75%	96%	67%	63%	43%	64%
Inspiration	60%	66%	52%	53%	69%	96%	63%	56%	38%	58%
Motivation	60%	63%	51%	52%	69%	96%	61%	56%	35%	58%
Personal attachment	56%	58%	51%	51%	63%	87%	57%	56%	35%	52%
Safe, respected and included										
Safe, respected and included	69%	71%	66%	70%	80%	96%	79%	76%	54%	76%
Safe	72%	73%	73%	75%	84%	96%	83%	81%	59%	79%
Respected	67%	71%	64%	68%	79%	96%	77%	74%	51%	74%
Included	67%	68%	63%	68%	78%	96%	76%	74%	51%	75%

Source: WfQ 2024 and MOHRI March 2025.

*Leadership classification is not captured in the WfQ survey.