

Evaluation summary

Queensland public sector LGBTIQ+ inclusion strategy 2017–2022

The Queensland Government values its LGBTIQ+ employees.

A strong sense of inclusion for all employees—regardless of sexual orientation, gender identity and sex characteristics—was a driving objective of the original [Queensland public sector LGBTIQ+ inclusion strategy 2017–2022](#) (the strategy).

The Public Sector Commission (PSC), formerly the Public Service Commission, evaluated the strategy in late 2022, in consultation with the Queensland Public Sector LGBTIQ+ Steering Committee (the steering committee).

The evaluation found that key strategy commitments were fulfilled, and excellent progress had been achieved, including:

- greater awareness of LGBTIQ+ experiences through participation in events, such as:
 - Wear it Purple Day
 - International Day Against Homophobia Biphobia and Transphobia
 - International Non-Binary People’s Day
 - Intersex Awareness Day
 - Transgender Day of Visibility
- greater workplace inclusion, connection and support, with individual agencies implementing their own LGBTIQ+ steering committees or working groups
- visible LGBTIQ+ allyship demonstrated by employees wearing rainbow lanyards or socks and widespread use of preferred pronouns in email signature blocks
- increased sector-wide education and awareness opportunities, through steering committee sponsorship of Queensland Human Rights Commission’s [diversity awareness training](#) for smaller agencies
- increased awareness of LGBTIQ+ matters through the steering committee’s monthly newsletter
- greater agency support for employee participation in the Brisbane Pride Festival, with more LGBTIQ+ employees marching under their own agency banner.

Future focus areas

Employee opinion trends from 2017, 2019 and 2021 Working for Queensland survey data¹ formed part of the evidence for the evaluation. The data show LGBTIQ+ employees generally have a less positive experience in the workplace across most key factors of inclusion, relative to non-LGBTIQ+ employees.

While there are consistent improvements in many factors from 2017 to 2021, there remain areas of concern, including that:

- LGBTIQ+ employees regularly experience greater rates of workplace bullying and sexual harassment than non-LGBTIQ+ employees
- there is a continuing downward trend of LGBTIQ+ employee wellbeing and safety in the workplace

¹ [Working for Queensland Survey - Dataset - Open Data Portal | Queensland Government](#)

- greater recognition and consideration are needed to improve the workplace experiences and support for regional LGBTIQ+ employees, understanding that preferences and opportunities may differ from non-regional LGBTIQ+ employees.

Continuing commitment to safe, respectful and inclusive workplaces

While ongoing progress can largely be attributed to agency implementation of the strategy, it is the dedication of the steering committee and employees across the sector who have built momentum for LGBTIQ+ inclusion over the past five years.

The [Queensland public sector inclusion and diversity strategy 2021–2025](#) aims to improve the experience of all Queensland government LGBTIQ+ employees, through initiatives that enable a public sector where everyone feels safe, respected and included.

The PSC continues to partner with the steering committee to deliver this important work.

For more information, please contact the Public Sector Commission, Strategic Workforce Futures team.