

IAQ D&I Diversity Survey Key Findings

- A total of 43 people responded to the survey.
- The majority of respondents belong to large organisations with over at least 1,000 employees.
- The majority of these organisations operate on an international scale.
- The majority of these organisations operate within either the professional services sector or the engineering/design sector.
- Most survey respondents were in some form of leadership position at their organisation. A significant portion were also standard employees.
- Although most survey respondents were IAQ representatives for their organisations, most of them were not IAQ board members.
- Although most survey respondents stated that their organisation had hiring policies in place that promote diversity, just over half stated that their organisation had formal targets for workplace diversity.
- Gender and Aboriginal and Torres Strait Islander diversity were the biggest focuses within respondent organisation's diversity and inclusion policies.
- Respondents felt that their organisations demonstrated their commitment to diversity the most through "entitlements, policies, and procedures", "diversity strategies and activities", and "company culture and support offerings".
- Respondents felt that to improve diversity within their organisation in the future, the focus must be placed on "entitlements, policies, and procedures", "key performance indicators", "diversity strategies and activities", and "employee engagement and representation".
- Respondents felt that the biggest barriers to diversity and inclusion were "employee engagement and representation", "executive accountability and opportunities", and "bias, behaviours and language".
- Respondents felt that the policies and initiatives that have had the biggest impact in shifting diversity within their organisation involved "entitlements, policies, and procedures", "company culture and support offerings", and "diversity strategies and activities".
- Respondents felt that the policies and initiatives that haven't worked involved "diversity strategies and activities", "company culture and support offerings", and "employee engagement and representation".
- Respondents felt that changes to create long-lasting, positive change regarding diversity within their organisations involved "company culture and support offerings", "key performance indicators", and "diversity strategies and activities".
- Respondents indicated that respondents felt the IAQ D&I working group could assist them the most in things involving "diversity strategies and activities". With a significant desire to also get assistance in things involving "training and education", and "promotion and celebration of diversity".