

Appendix 2 Workforce diversity groups

Number of actual staff in different workforce diversity groups*	2019–20	2020–21	2021–22
Men	322	330	306
Women	1,037	1,109	1,121
Unspecified gender**	1	1	1
Aboriginal and Torres Strait Islander people	83	87	98
People from racial, ethnic, ethno-religious minority groups	294	310	324
People whose first language is not English	195	208	213
People with disability	86	97	103
People with disability requiring a work-related adjustment	17	21	24
Total staff	1,360	1,440	1,428

* Data includes casual staff.

**We are working with the NSW Public Service Commission to change the way we use language and ask employees about their gender identity, gender expression and pronouns across the sector in order to promote a positive workplace culture of inclusion and safety where diversity is valued.

Parliamentary annual report tables

Table 1: Trends in the representation of workforce diversity groups

% Total staff

Workforce diversity group	Benchmark or target (%)	2019–20	2020–21	2021–22
Women	50.0%	76.2	77.1	78.5
Aboriginal and Torres Strait Islander people	3.3%	8.0	8.1	8.7
People whose first language spoken as a child was not English	23.2%	20.3	19.9	19.7
People with disability	5.6%	9.1	9.4	9.4
People with disability requiring a work-related adjustment	N/A	1.8	2.0	2.3

Table 2: Trends in the distribution of workforce diversity groups

Distribution index

Workforce diversity group	Benchmark or target (%)	2019–20	2020–21	2021–22
Women	100	92	93	93
Aboriginal and Torres Strait Islander people	100	89	88	86
People whose first language spoken as a child was not English	100	98	97	98
People with disability	100	101	97	100
People with disability requiring a work-related adjustment	100	103	98	104

Staff numbers as at 30 June 2022.

Table 1 and Table 2 data does not include casual staff. The data in these tables is sourced from the Public Service Commission's annual diversity report.

A Distribution Index of 100 indicates that the centre of the distribution of the EEO groups across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more

concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

The Distribution Index is not calculated where Workforce Diverse group or non-Workforce Diverse group numbers are less than 20.