

## Appendix 2 Workforce diversity groups

Number of actual staff in different workforce diversity groups*	2019-20	2020-21	2021-22	2022-23
Men	322	330	306	353
Women	1,037	1,109	1,121	1,236
Unspecified gender**	1	1	1	2
Aboriginal and Torres Strait Islander people	83	87	98	124
People from racial, ethnic, ethno-religious minority groups	294	310	324	367
People whose first language is not English	195	208	213	247
People with disability	86	97	103	124
People with disability requiring a work-related adjustment	17	21	24	34
<b>Total staff</b>	<b>1,360</b>	<b>1,440</b>	<b>1,428</b>	<b>1,591</b>

\*Data includes casual staff

\*\*We will review the way we ask employees about their gender identity or gender expression, including their pronouns, to ensure we 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**

Workforce diversity Group	Benchmark or target (%)	% Total staff			
		2019-20	2020-21	2021-22	2022-23
Women	50%	76.2	77.1	78.5	77.6
Aboriginal and Torres Strait Islander people	3.30%	8.0	8.1	8.7	9.5
People whose first language spoken as a child was not English	23.20%	20.3	19.9	19.7	19.6
People with disability	5.60%	9.1	9.4	9.4	9.8
People with disability requiring a work-related adjustment	N/A	1.8	2.0	2.3	2.7

**Table 2: Trends in the distribution of workforce diversity groups**

Workforce diversity Group	Benchmark or target (%)	Distribution index			
		2019-20	2020-21	2021-22	2022-23
Women	100	92	93	93	94
Aboriginal and Torres Strait Islander people	100	89	88	86	88
People whose first language spoken as a child was not English	100	98	97	98	97
People with disability	100	101	97	100	98
People with disability requiring a work-related adjustment	100	103	98	104	97

Note

Staff numbers as at 30 June 2023.

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.