

## Appendix 2 Workforce diversity groups

Number of actual staff in different workforce diversity groups*	2018–19	2019–20	2020–21
Men	327	322	330
Women	999	1,037	1,109
Unspecified gender**	0	1	1
Aboriginal and Torres Strait Islander people	68	83	87
People from racial, ethnic, ethno-religious minority groups	227	294	310
People whose first language is not English	165	195	208
People with disability	73	86	97
People with disability requiring a work-related adjustment	15	17	21
<b>Total staff</b>	<b>1,326</b>	<b>1,360</b>	<b>1,440</b>

\* Data includes casual staff.

\*\* We will be reviewing 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**

% Total staff

Workforce diversity group	Benchmark or target (%)	2018–19	2019–20	2020–21
Women	50	75.5	76.2	77.1
Aboriginal and Torres Strait Islander people	3.3	5.1	8.0	8.1
People whose first language spoken as a child was not English	23.2	12.5	20.3	19.9
People with disability	5.6	5.5	9.1	9.4
People with disability requiring a work-related adjustment	N/A	1.1	1.8	2.0

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

Distribution index

Workforce diversity group	Benchmark or target (%)	2018–19	2019–20	2020–21
Women	100	93	92	93
Aboriginal and Torres Strait Islander people	100	89	89	88
People whose first language spoken as a child was not English	100	95	98	97
People with disability	100	100	101	97
People with disability requiring a work-related adjustment	100	N/A	103	98

Staff numbers as at 30 June 2021.

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.