

## Appendix 2 Workforce diversity groups

Number of actual staff in different workforce diversity groups*	2020–21	2021–22	2022–23	2023–24
Men	330	306	353	454
Women	1,109	1,121	1,236	1,314
Unspecified gender**	1	1	2	4
Aboriginal and Torres Strait Islander people	87	98	124	134
People from racial, ethnic, ethno-religious minority groups	310	324	367	419
People whose first language is not English	208	213	247	277
People with disability	97	103	124	135
People with disability requiring a work-related adjustment	21	24	34	35
<b>Total staff</b>	<b>1,440</b>	<b>1,428</b>	<b>1,591</b>	<b>1,772</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**

Workforce diversity group	Benchmark or target (%)	% Total staff			
		2020–21	2021–22	2022–23	2023–24
Women	50	77.1	78.5	77.6	74.2
Aboriginal and Torres Strait Islander people	3.3	8.1	8.7	9.5	9.3
People whose first language spoken as a child was not English	23.2	19.9	19.7	19.6	19.5
People with disability	5.6	9.4	9.4	9.8	9.6
People with disability requiring a work-related adjustment	N/A	2.0	2.3	2.7	2.5

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

Workforce diversity group	Benchmark or target (%)	Distribution index			
		2020–21	2021–22	2022–23	2023–24
Women	100	93	93	94	98
Aboriginal and Torres Strait Islander people	100	88	86	88	93
People whose first language spoken as a child was not English	100	97	98	97	99
People with disability	100	97	100	98	98
People with disability requiring a work-related adjustment	100	98	104	97	96

#### Notes

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.