



Diversity and Inclusion Survey Results 2024

AQIA's Diversity and Inclusion Advisor, Matt Levy ran a diversity survey designed to assess the current state of diversity and inclusion in the Active Industry, and identify areas for improvement. The survey ran in October-November 2024, and clubs and organisations across Queensland were invited to participate. The survey captured responses from 43 participants on various aspects of diversity and inclusion within their organisations.

Purpose of question: To get respondent's feedback on the level of diversity in their team/department.

Results: Overall results show that most respondents perceived a moderate level of diversity in their teams, though only a small group rated it as highly diverse, indicating potential room for improvement.

Way forward: There is a need for organisations to consider targeted recruitment or development programs to bring in and promote diverse perspectives within teams and departments.

Purpose of question: To find out whether respondents believe their organisations actively encourage inclusivity and diverse perspectives in decision-making processes.

Results: The results show that while a majority believes there are active inclusivity efforts, nearly a quarter felt these efforts are lacking, suggesting that their organisations could improve in fostering inclusivity more consistently.

Way forward: It will be a good idea to establish guidelines that encourage diverse perspectives in meetings and projects.



Purpose of question: To find out respondents' reported comfort level when working with colleagues from different backgrounds, cultures, or experiences.

Results: The results indicate that a good number of organizations have cultivated a high level of comfort among employees working with diverse peers, a positive indicator for inclusion.

Way forward: Organisations will need to develop and implement inclusivity practices and ensure this comfort is maintained across all organisational levels and departments.

Purpose of question: Find out if there are any barriers that the respondents felt were a hindrance to the full inclusion of diverse groups within their organisations.

Results: Results indicate that nearly half the respondents have identified some barriers to full inclusion, and about 10% consider these as significant, suggesting that organisational strategies to address these barriers may be needed.

Way forward: Organisations to discuss ways of identifying and eliminating specific barriers, such as through diversity audits, focus groups, or setting up dedicated inclusion task forces.

Purpose of question: To get an indication of how often respondents participate in diversity and inclusion initiatives or training offered by their organisation.

Results: Results suggest that respondents' participation in diversity and inclusion training is moderate, though there is a notable percentage that rarely or never engages, indicating a potential gap in engagement or access.

Way forward: Organisation to look for ways to make D&I initiatives more engaging, accessible, and aligned with employee interests, such as tailored training or flexible participation options.

Purpose of question: On a personal level, respondents were also asked to indicate whether, if given the opportunity, they would participate in a recruitment program for diverse workers.

Results: Their responses reveal that there is a positive interest in recruitment programs for diverse workers, with half willing to participate and others seeking more information, which shows an opportunity to build inclusive recruitment pathways.

Way forward: organisations are encouraged to consider developing clear, accessible recruitment pathways and providing information sessions to increase awareness and engagement.

Conclusion

Overall, addressing perceived barriers, fostering inclusivity in decision-making and improving engagement with D & I initiatives represent critical opportunities moving into the future. The results of the survey must be seen as a benchmark for an ongoing improvement journey to create a more inclusive and actively engaged environment for all employees.



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