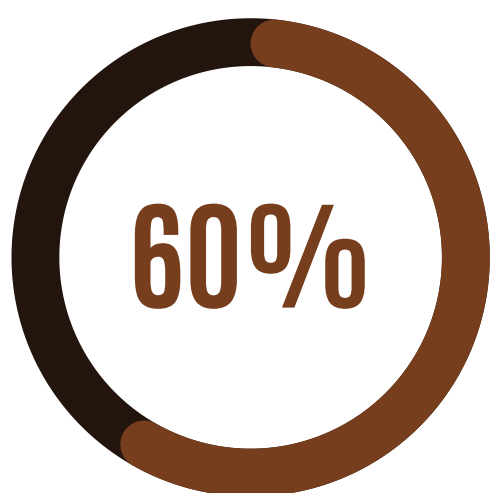


Women of Colour in the Workplace Survey Report 2021

Prepared in partnership with
Dr Catherine Archer, Murdoch University



Most of the women who responded had experienced discrimination in the workplace (60%) while 40% had not. While 30% believed their identity as a woman of colour was valued in the workplace, 43 % did not, and the remainder answered "maybe".

A total of 543 women of colour completed the survey, with 7% identifying as being Aboriginal or Torres Strait Islander.

Most respondents (70%) were between 25 and 34 and 70% worked full-time. Questions were not mandatory, so some questions had fewer answers than others.

The women reported being employed in more than 250 different roles, and those who did not identify as Aboriginal or Torres Strait Islander had heritage from more than 60 different nations.

57%

Identity as a woman of colour

Most respondents (57%) felt they had faced challenges in the workplace related to their identity as a woman of colour while 21% did not believe so and the remainder were unsure (answered 'maybe').

59%

Diversity & Inclusion policy

While 59 % said their workplace had a diversity and inclusion policy, 22% said it did not, and the remainder were unsure.

57.61%

White male leaders

The majority of respondents (57.61%) said the leader of their organisation was a man, not a person of colour, followed by a woman, not a person of colour, (25.63%) with just over 2% saying they were the organisation's leader and 6.58% saying the leader was a woman of colour.

Many of the women responding named 'mentoring' as a key need for future development in their careers, and other suggestions included networking, counselling, and structural change.

To download the full report, visit womenofcolour.org.au.



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We acknowledge the Wallumattagal clan of the Darug nation as the Traditional Custodians of the land upon which Women of Colour Australia is situated. We pay our respects to their Elders past and present. We acknowledge and honour the strength and resilience of Aboriginal and Torres Strait Islander women with whom we stand in solidarity. We acknowledge that as settlers on this stolen Aboriginal land, we are beneficiaries of the dispossession, genocide, and ongoing colonial violence against Aboriginal and Torres Strait Islander peoples. We believe that it is our collective responsibility to help dismantle the structural inequities and systemic barriers oppressing the original inhabitants of this land. We are also painfully aware that the land was taken forcibly, without a Treaty or reparations made. We have taken a practical step towards honouring sovereignty by paying the rent – and we invite you to do so too. This land is and always will be Aboriginal land. Sovereignty was never ceded.