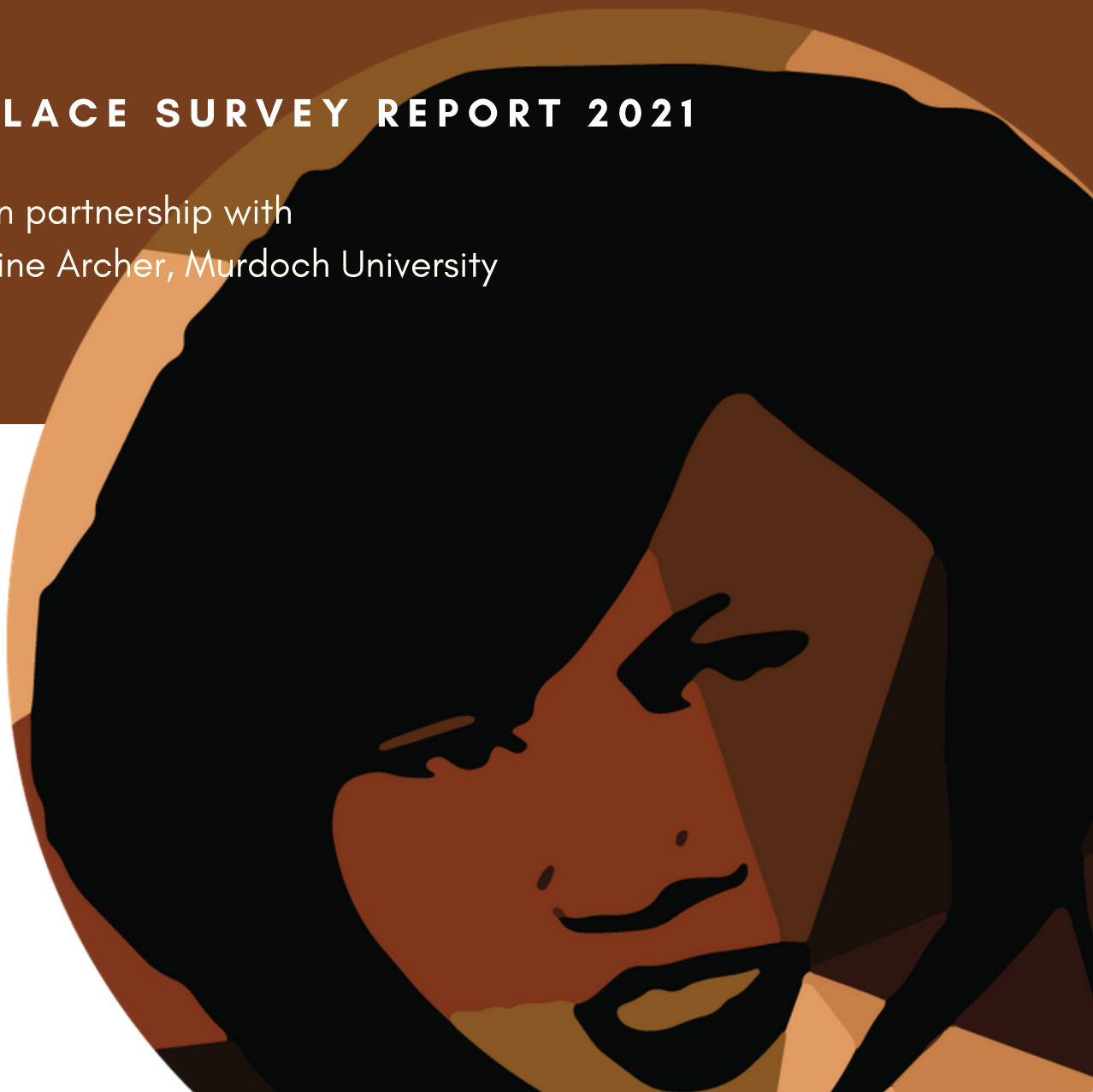


# WOMEN OF COLOUR AUSTRALIA

**WORKPLACE SURVEY REPORT 2021**

Prepared in partnership with  
Dr. Catherine Archer, Murdoch University



# ACKNOWLEDGMENT OF COUNTRY

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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. This land is and always will be Aboriginal land. Sovereignty was never ceded.

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# ABOUT WOMEN OF COLOUR AUSTRALIA

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Women<sup>1</sup> of Colour Australia (WoCA) is a not-for-profit organisation founded in August 2020 to champion women of colour through programs of education, community support initiatives, and advocacy. WoCA envisages a world where girls and women of colour are afforded equitable opportunities to reach their full potential and will work hard to advocate, support, and strengthen the lives and experiences of women of colour in all spaces and places within Australia.

WoCA stands in solidarity with Aboriginal and Torres Strait Islander women, the original and first matriarchs of this land, and welcomes all to join our movement and help us create a fairer and more equitable Australia for all women of colour.

The Women of Colour in the Workplace online survey (the survey) was the initiative of the Founder and Managing Director of WoCA, Brenda Gaddi, and was conducted in partnership with Murdoch University researcher Dr Catherine Archer. The survey received ethics approval through Murdoch University and was pilot tested before distribution.

The survey sought to explore the professional and workplace experiences of Australian women of colour. It was launched in November 2020 and was distributed using social media, including WoCA's private Facebook group and LinkedIn community, and via email links through various networks.

<sup>1</sup> The following is the definition of women used by Women of Colour Australia: Transgender and cisgender, all those who experience or have experienced oppression as women, including non-binary and gender non-conforming people and all those who identify as women. Self-definition is at the discretion of the individual. Definition credit: [wire.org.au](http://wire.org.au)

# EXECUTIVE SUMMARY

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## Data Highlights

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.

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".

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

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.

# RATIONALE FOR RESEARCH

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The purpose of the research is to:

- Establish who identifies as a woman of colour and how they feel identifying as a woman of colour in Australia
- Explore positive and negative experiences of being a woman of colour in a professional context
- Identify barriers for women of colour in achieving their professional goals and how they can be addressed
- Discover how women of colour would best benefit from the women of colour organisation's involvement (i.e., education and learning opportunities for women of colour, cultural diversity training for workplaces, personal support/counselling, etc)
- Find out how the organisation can help create better access and equity on behalf of the communities that it represents
- Provide informed advice for women of colour, leaders, and organisations to better champion women of colour in the workplace
- Identify workplace opportunity trends when overlaying gender with intersectional identities (ethnicity, sexuality, etc) in Australia

The pay gap for women and barriers to career success are well documented. In Australia, the full-time average weekly ordinary earnings for women are 13.4% less than for men (Workplace Gender Equality Agency, 2021). The COVID-19 pandemic has contributed to further challenges for women in the workforce. However, it has been argued by Hill that “perhaps the most crucial gap in our gender pay gap analysis is the failure to apply an intersectional lens when disaggregating the data” (Hill, 2020). An intersectional approach would provide an understanding as to how gender overlaps with other identities to impact the way oppression and discrimination are experienced.

Existing research suggests that the challenges for women of colour in the workforce are complex and challenging, because of the weaving of gender with other forms of identity such as ethnicity and religion (Syed and Pio, 2010). Women are not a homogenous category. Understanding diverse identities and how they impact women's experience of employment, economic security, and leadership is crucial to understanding the real gender pay gap for all women in Australia (Hill, 2020). Single-level conceptualisations of diversity fail to address the complexities of gender and ethnicity.

WoCA's research aims to start identifying the intersectional issues faced by women of colour in the contemporary Australian workplace.

# METHODOLOGY

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The Women of Colour in the Workplace online survey was developed and launched in late 2020 and was distributed on the WoCA website, through social media, including LinkedIn and Facebook and via email links and through various networks of the organisation. The survey used Qualtrics (an online survey tool) and received ethics approval from Murdoch University. Prior to launch, the survey was pilot tested. It aimed to explore the experiences of women of colour in the contemporary Australian workplace. The survey was the initiative of the Founder and Managing Director of Women of Colour, Brenda Gaddi, and was conducted in partnership with Murdoch University researcher Dr Catherine Archer. This survey was designed in collaboration with WoCA.



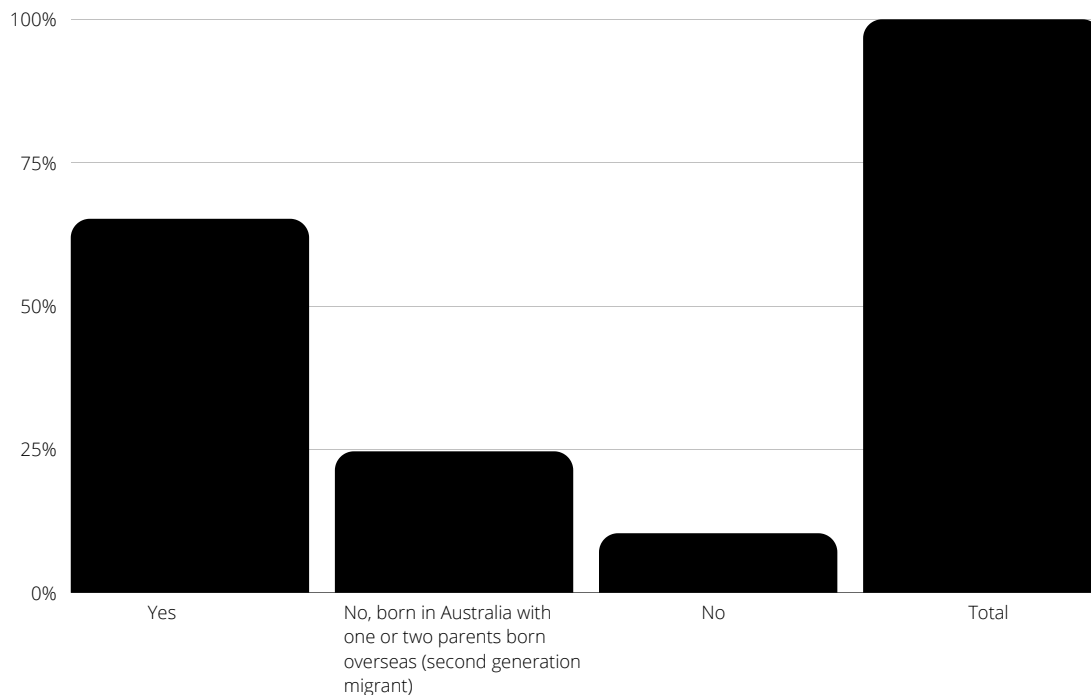
# RESULTS

## Demographic information: Age, location of respondents, and number of children

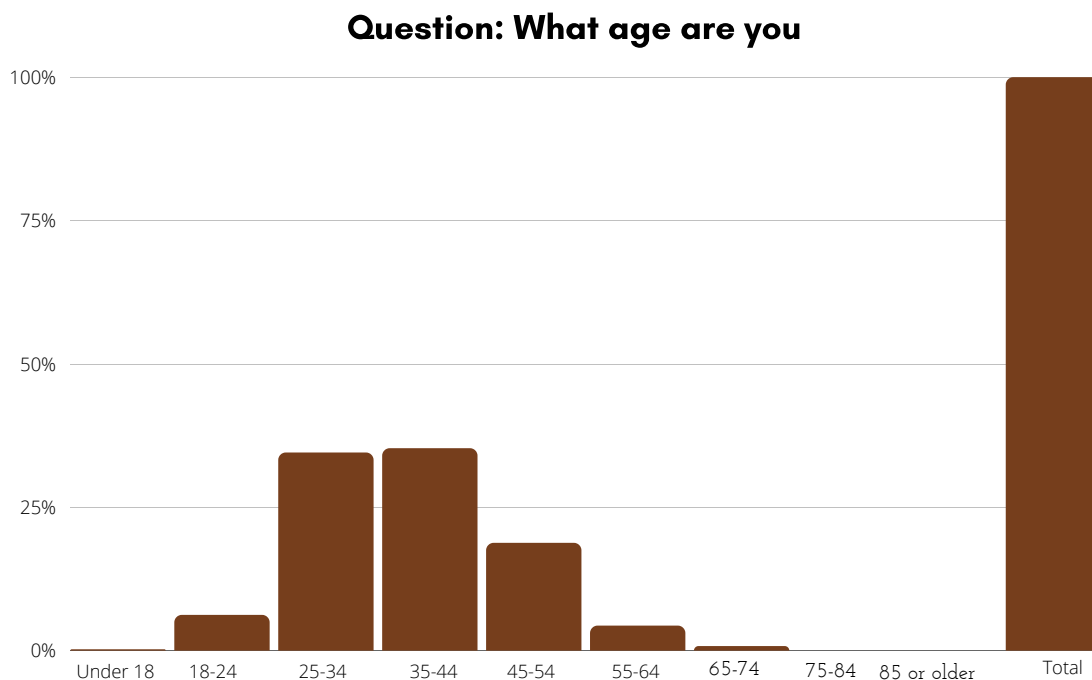
A total of 543 women of colour completed the survey, with 7% identifying as being Aboriginal or Torres Strait Islander. However, to complete the survey, respondents could skip questions, so some questions had fewer respondents.

More than 60% of those who completed the survey were born overseas and more than 20% were born in Australia with parents born overseas. For a full list of countries, the women are from, please see the appendices.

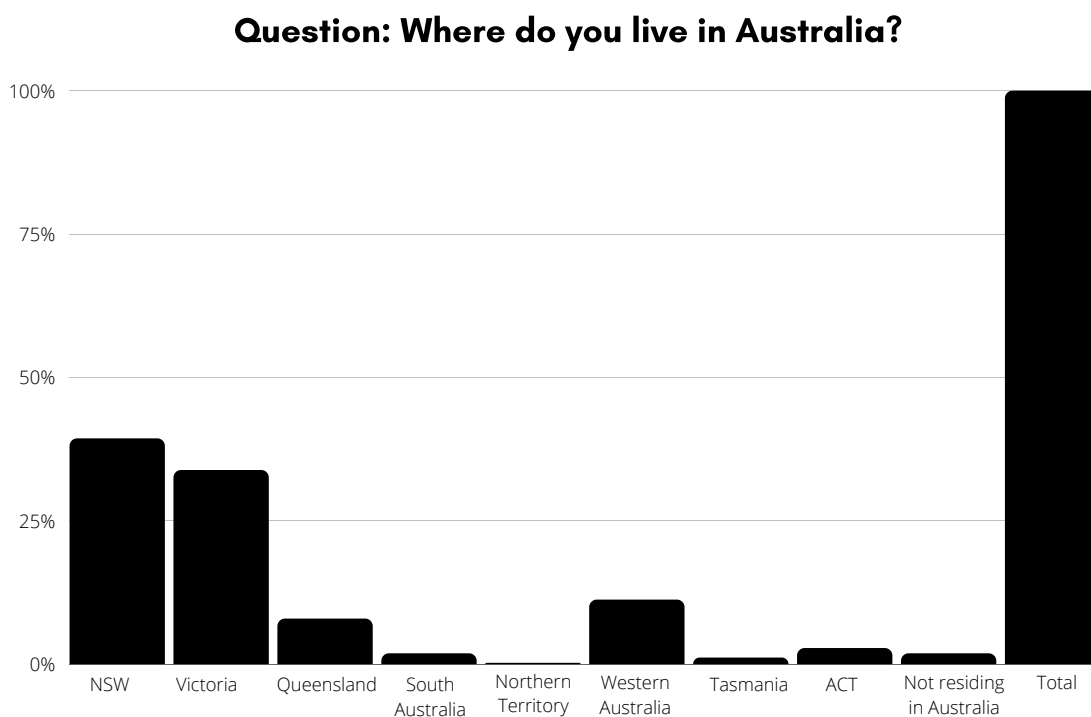
### Question: Were you born overseas?



The majority of respondents were aged between 25 and 44 (72%), with 18.76% 45-54 and only 4.32% 55-64.



Most respondents were in NSW and Victoria, with 39.34% in NSW and 33.82% in Victoria, 11.28% in WA, and 7.9% in Queensland.

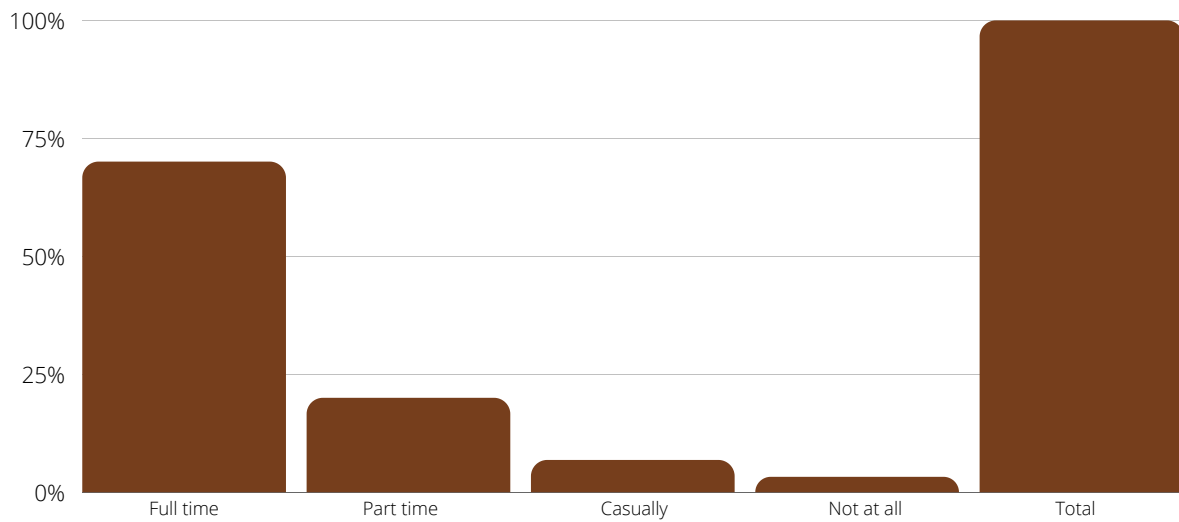


More than half of those who completed the survey (56%) had no children under 18. However, 13% had other dependents, including older children, parents, grandparents, partners, and other relatives.

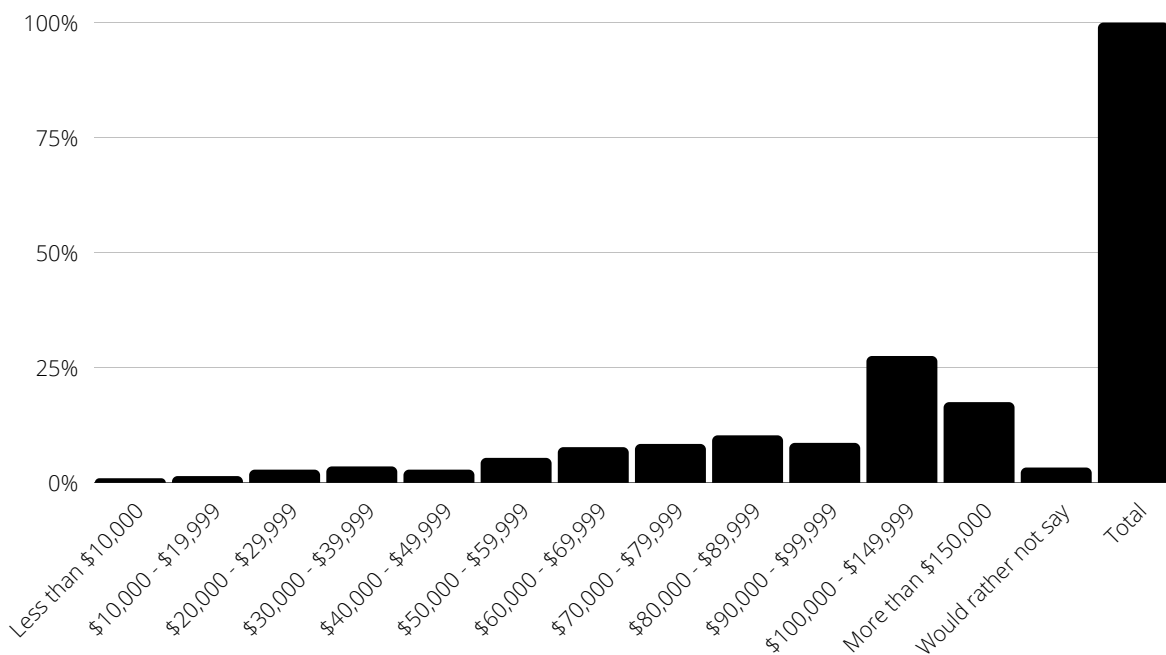
## Working Status

A total of 70.06% of respondents worked full time, and 19.96% worked part-time, with 6.78% working casually and the rest not all. This figure differs from statistics for all women in Australia, where women are more likely to work part-time and constitute 37.9% of all full-time employees and 67.2% of all part-time employees (Workplace Gender Equality Agency, 2021). Many of the women who responded were in white-collar professional roles. The highest number of respondents were in the salary bracket of \$100,000 to \$149,990 (27.51%). For a full list of the respondents' professions/work roles see the appendices.

### Question: Do you work full time, part-time, casually or not at all in paid employment?



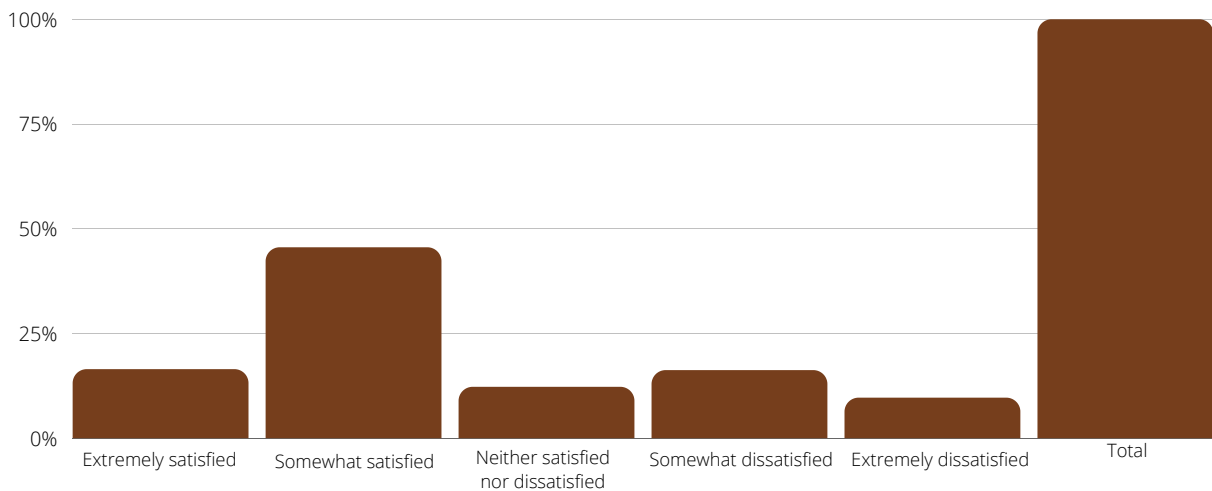
### Question: What is your annual income?



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## Satisfaction at Work

**Question: How satisfied are you with your current role in your workplace?**



While 16.43% were extremely satisfied, 45.54% were somewhat satisfied. However, 16.2% were somewhat dissatisfied and 9.62% were extremely dissatisfied.

When asked to elaborate on why they may have been dissatisfied, many of the comments were illuminating. These are a small sample of the responses from different women.

“I am the only woman of colour in my small office, and it's sometimes difficult to challenge microaggressions and blind spots that my colleagues have. Thankfully I work with some wonderful allies who always have my back, but this seems to be along generational lines. My older colleagues are much less aware of race issues than my younger colleagues.”

“I enjoy the challenges and nature of the work at my organisation but I feel I've had to fight very hard to get here. My progression has been ok but not as quick as my non women of colour peers. I don't have many mentors or models and certainly, no sponsors to get me through to the next level like my non-women of colour peers.”

“I do feel that in my industry you are more highly valued if you are a white heterosexual male. As a woman who is from a culturally diverse background, you need to be more forceful in order to be heard and have the same opportunities as white men. It is exhausting. However, having said that, I recognise I'm lucky in that I love my role and am generally very satisfied with it and lucky to be in it.”

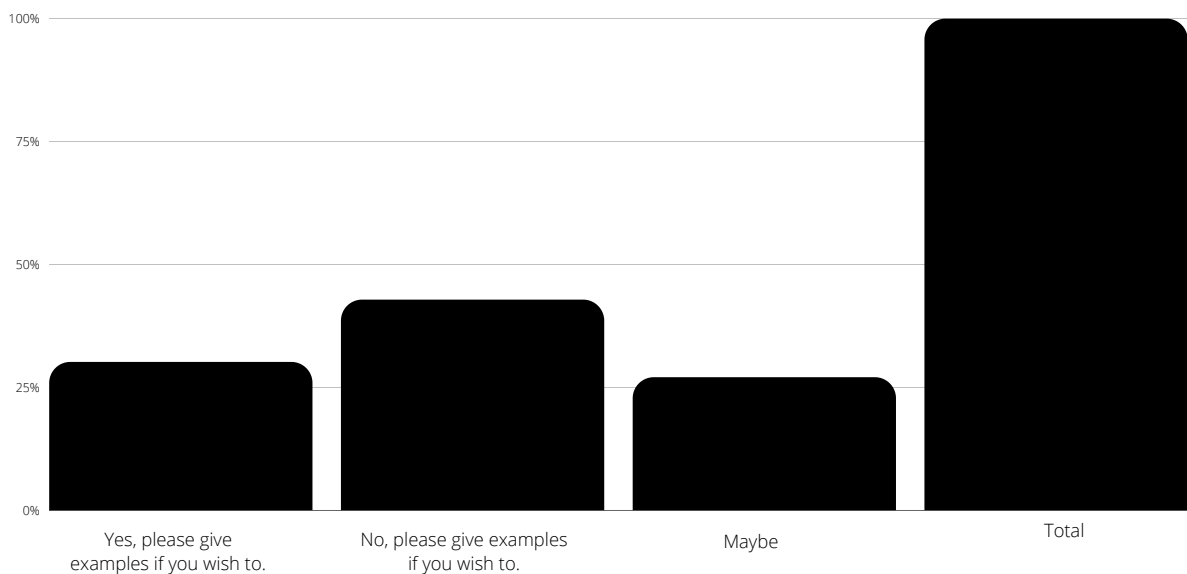
“I struggle as a Senior Aboriginal team member to feel culturally safe at work and truly be listened to on Aboriginal matters.”

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## Identity as a woman of colour

### Question: Do you believe your identity as a woman of colour is recognised and valued in the workplace?

When asked if they felt their identity as a woman of colour was recognised and valued in the workplace, the majority answered 'no' or 'maybe', with 42% saying no and 27.03% saying maybe and only 30.14% saying 'yes'.



Those who answered 'yes' elaborated in reasons for satisfaction, including the following comment:

"Because we are a self-determined First Nations organisation my leadership is critical to the well-being of the company and staff and to the success of the company."

For those who were not satisfied, tokenism and racism came up as issues.

"Whilst I am satisfied with my role and the position, I am in [an] organisation where the higher I climb the whiter the organisation is. There is still a long way to go with women of colour being represented in leadership roles."

"I work in a primarily white media organisation, so I think they rely on me a bit to bolster their diversity image."

"I am involved in the companies RAP [Reconciliation Action Plan] and I feel my lived and cultural experience is often not listened to and rather people in diversity positions speak with more authority on Aboriginal matters."

"Not a bit! lots of hidden racism."

"No, there are very few people of colour in the senior levels... and few women - so it is more a novelty - there is systemic racism, but the organisation doesn't recognise this and refer to 'merit' as the sole criteria for their choices."

"Co-workers have discussed black/brown face with me and told me they see no issue with it."

"I feel used to implement the organisations Reconciliation Action Plan and to create events for NAIDOC week etc. Yet, I feel unappreciated and isolated."

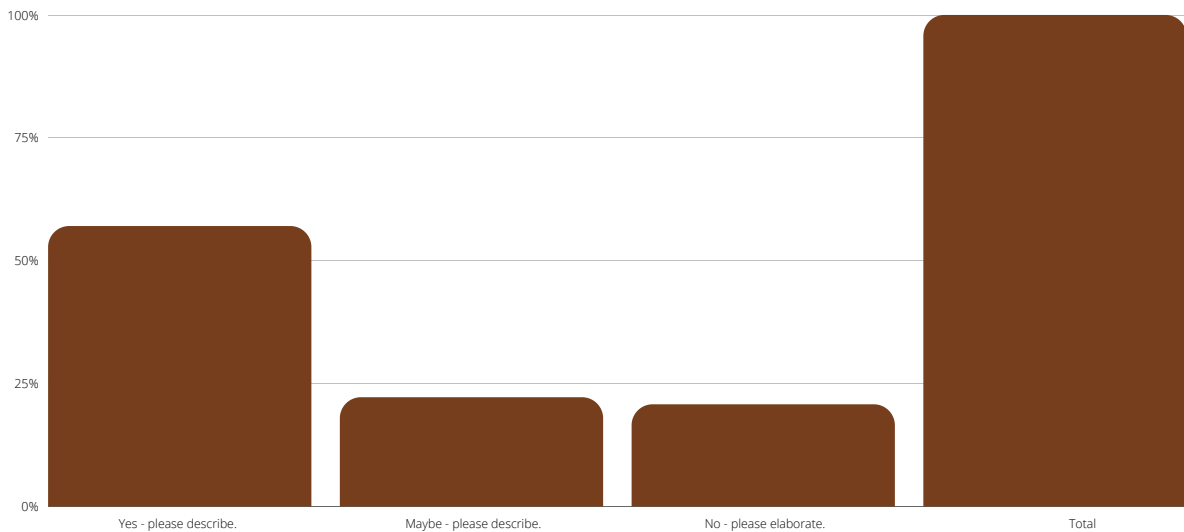
"There is no acknowledgement of my lived experiences of racism in the workplace. I mustered the courage once to let a manager know about an incident and she said...well, I wasn't there...and continued the meeting as if nothing had happened. We have never spoken about it."

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## Challenges in the workplace

The majority of women said that they had faced challenges in the workplace (57.04%) related to their identity as a woman of colour. For those who described the challenges, common themes included racism, tokenism, sexism, and a combination of these.

### Question: Have you faced any challenges in the workplace related to your identity as a Woman of Colour?



The following comments highlight some of the issues mentioned by respondents:

"My voice is dismissed, ignored, I am gaslighted."

"Racism - racist remarks. Assuming that I wasn't born here. Even though I was and having to defend it/explain it."

"There isn't a genuine understanding of the place of First Nations women in society, including post generational trauma, etc."

"I don't get appreciation since most of the employees are white Australians."

"Although I have demonstrated skills, I have been passed over for various positions."

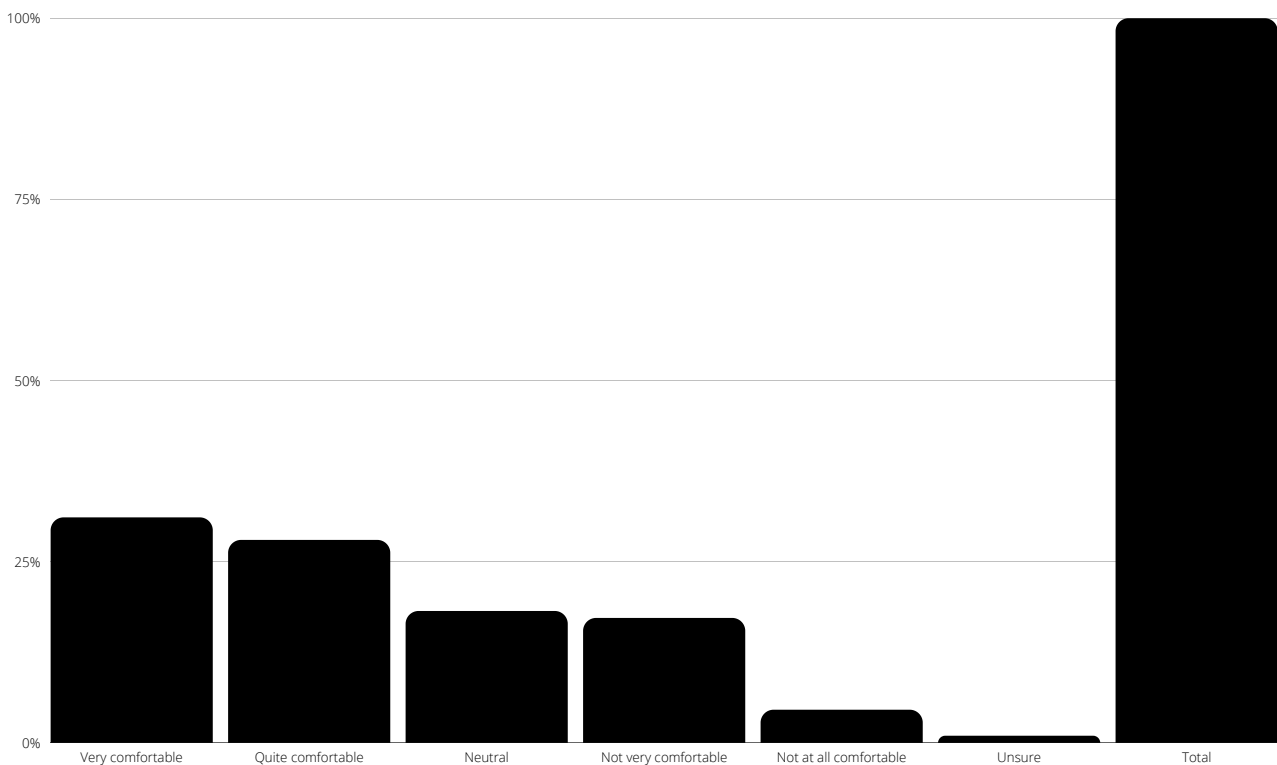
"Perceptions around my background, accent, and gender."

"Mostly around been being taken seriously. Also have had racist jokes said around me, followed by "I'm not racist" or "I'm just joking"."

## Expression of Identity

When asked to what extent they felt comfortable expressing their identity as a woman of colour in the workplace, the respondents were split in their responses. While 31.1% said they felt very comfortable, 27.99% felt quite comfortable, 18.18% were not neutral, 17.22% were not very comfortable and 4.55% were not at all comfortable.

### Question: To what extent do you feel comfortable expressing your identity as a Woman of Colour in the workplace?

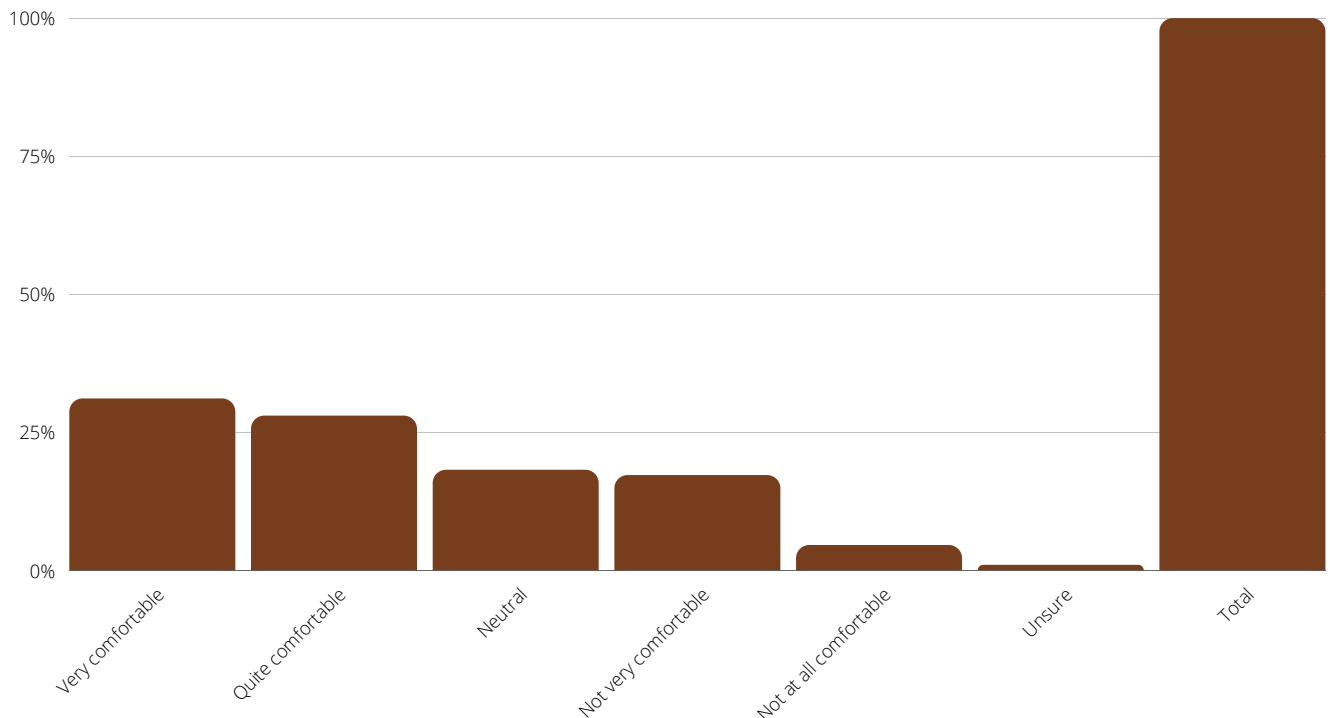




## Discrimination

Most of women surveyed had experienced discrimination in the workforce – almost 60% (59.57%) with 40.43% saying they had not experienced discrimination.

### Question: Have you experienced any discrimination in the workplace?



The follow-up question asked for a response to the question:

*Have the instances of discrimination been related to gender, sexuality, ethnicity, other? Please describe.*

One respondent also took issue with the question

“.... discrimination is a very legal category and does not capture the lived experience of microaggression...I feel angry just having to force my answer into this box and tick "no". This will skew the stats – the 'discrimination' is all the way through – even before you get the job– and again, your account of single-axis discrimination is very anti-intersectional...”

For the women who had experienced discrimination, some of their comments were hard to read.

“Yes. One colleague said goodbye to me at the end of the day with a Nazi salute.”

Many described a combination of factors.

“Pretty sure all of the above, but how can you prove it. People say no, it’s not because of that. But my question is, how do I know it’s not because of that? And how can they prove it? Why do I have to always prove it?”

Another discussed her application for a position.

“Gender and ethnicity. For example, during a hiring process, the panel members fought about whether I would fit the "culture" of my place of employment. I ranked higher in the interviews than my white male counterparts who were also offered the role, but I had to face an additional barrier (in the mind of one-panel member) about whether I would culturally fit into the role/team. Upon others advocating for me, I was offered the role and proved myself over and over again. However, without this initial opportunity and support from other members on the panel, I would be in a different situation today.”

Many of the comments related to racism and some respondents discussed combinations of sexism, racism, ageism (being considered too young or too old), having children, religious prejudice, accents, and height.

“Sexual harassment and bullying.”

While some felt that being older meant they were discriminated against, others felt their youthful appearance meant they were discriminated against, as the following quotes illustrate.

“My being Aboriginal and gender, also as an older woman now I sense that aspect is relevant.”

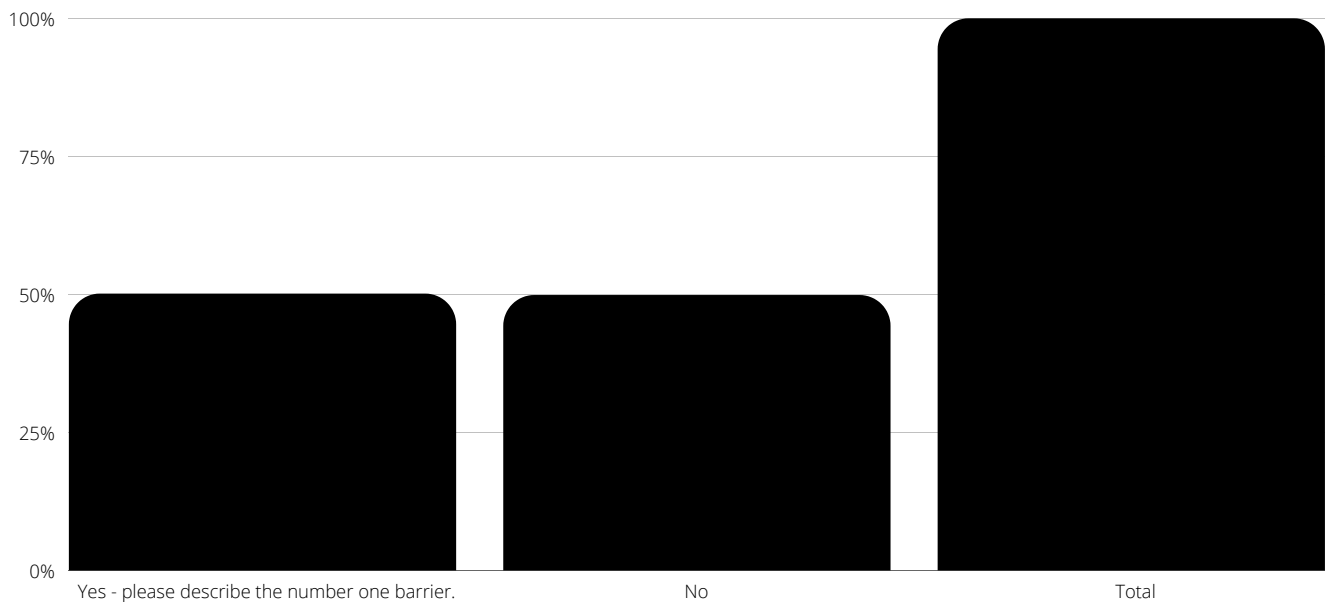
“Ethnicity, age (always commenting on my youthfulness and not taking me seriously) and my faith (Christian).”

“Ethnicity and gender: In my current workplace I have had colleagues assume others were talking about me simply because they happened to mention "Indian". In previous jobs, I have had people say things like "oh you're young...you're likely to have kids soon, right?.”

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## Cultural barriers

**Question: Are there any current cultural barriers within your workplace holding you back from achieving your goals?**



The question of ‘cultural barriers’ saw a divided response with approximately 50% of respondents saying there were no barriers and 50% saying there were barriers in place.

Many of those who had said ‘yes’ described all-white, often male leadership, as the following comments illustrate.

“White men and women in leadership roles and their unconscious bias. The colonial mentality which they don’t see or recognise. Why is there a woman of colour movement? There should be a movement that talks about white fragility and colonial culture led by white people.”

“Lack of sensitivity and respect towards Asian heritage and culture. Ignorance and not wanting to know more about other cultures. The perception of white supremacy.”

“The general acceptance and endorsement of behaviours and values associated with Caucasian/Anglo-Saxon cultures mean that you are always on the sideline unless you too embrace BBQs, Beer, Beaches, and Rugby.”

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## Diversity and Inclusion Policies

While 58.69% of respondents said their organisation had a diversity and inclusion policy, 21.91% said their organisation did not, and 19.4% were unsure. Almost 30% (29.67%) said they thought the policy was suitable. However, 28.67% said the policy was not suitable, and 41.67% were unsure.

For those who thought the policy was unsuitable or were unsure, the following comments illustrate some of the issues raised.

“It is words only, not enacted.”

“The policy specifically only protects Aboriginal or LGBTI communities. We need to perform factual analysis of the challenges at play for other minority groups and support them.”

“There is no commitment to Racial Diversity.”

“Like almost all policies in academia, they sound good but have a little match to reality when implemented.”

“It is race-evasive.”

“Very one-dimensional and easy to pass an online training test. Just part of the induction.”

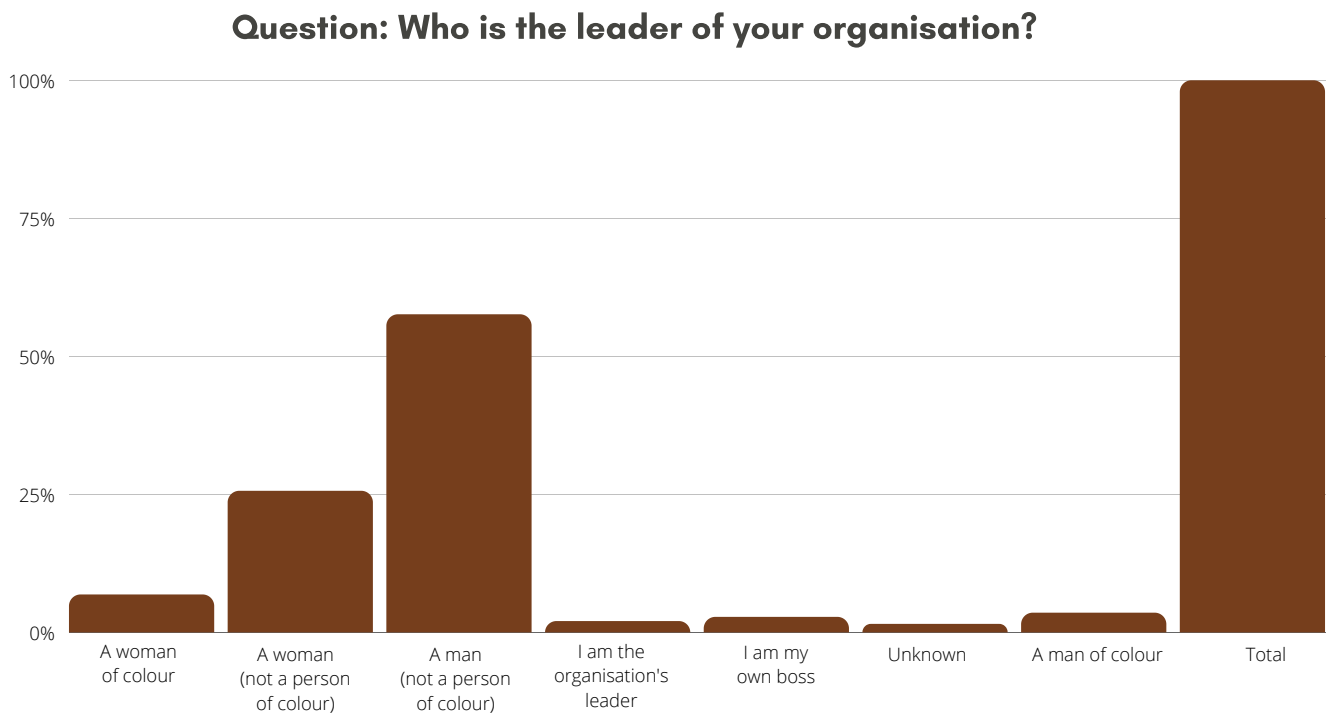
“It’s not implemented.”

“Lack of broader awareness; lack of a clear strategy.”

“It's out of date.”

## What does Australian leadership look like?

When asked who the leader of their organisation was, most respondents (57.61%) said it 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.



Similarly, when asked if the key managers or other senior people in their organisation were from diverse backgrounds, almost 70% said “no”.

When asked “do you feel if you were to raise issues in your workplace related to your cultural identity you would be heard and respected?”, 36.02% said yes, 31.37% said no and 32.61% were unsure.

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## Diversity Training

In answer to the question: "Does your organisation provide cultural diversity training?", 48.4% said yes and 51.60% said no. Of those whose organisations had training, 41.64% felt it was useful and 24.44% did not while 33.89% were unsure.

For those who thought it was useful, one said:

"I think it can be dangerous to assume that people know that kind of thing that would seem obvious to a lot of us. While it can just be a box ticking exercise, it's an important box nonetheless."

However, others felt that the training was not useful.

"I feel like they're more so quick 10-15 minute tick and click modules that don't include anything meaningful for the person doing the training. A lot of the time it feels like it's there for the sake of being there, to look like they're doing something."

"Current training isn't compulsory, and only covers LGBTI and Aboriginal Cultural training. Both trainings are amazing but tend to feel like they're 'preaching to the converted. While the mandatory equal opportunity and anti-discrimination online training are nothing more than a tick box exercise. There is no training regarding broader cultural diversity."

When asked if the training was developed in collaboration with persons from diverse backgrounds, 27.99% said yes, 10.06% said 'no' but 51.96% were unsure.

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## Overcoming barriers

When asking the question: “What are three things that would help you overcome barriers in your professional life?”, respondents answered with the following themes: structural change, respect, mentors, quotas, recognition of value, training, more role models, leadership, diversity at the top, affordable child-care, networking, career guidance, and counselling.

One respondent wrote: “Less white men in senior management positions in practically every industry. Better D&I training in businesses. Being able to live in other areas of the country; unfortunately, Melbourne is the only city I haven’t experienced serious racist incidents.”

Another wrote:

“1. Non-person of colour employees addressing unconscious bias and barriers that women of colour face in employment and career progression. 2. Having the vocabulary/knowledge to approach situations where I am openly/subtly discriminated against as a woman of colour. 3. Not having to rely on person of colour-specific programs to enter the workforce in my field (political communications), which is predominantly headed by non-person of colour men.”

And this respondent said:

1. Let the work speak and not my colour, race, gender. 2. Let the work speak and not my colour, race, gender. 3. Let the work speak and not my colour, race, gender.

Finally, this respondent’s answer summed up many concerns:

“Recognition of value as women of colour, going beyond tokenistic actions, cultural and diversity training for everyone.”

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## Most pressing issues facing women of colour in Australia

This question asked for extended responses and many issues were raised, as seen in the response below:

“Racism/sexism together, being ignored and discounted and added in as a diversity tick box by white feminist movement. Also, the weak form of the neoliberal corporate impetus of conflating diversity inclusion with anti-racism and intersectionality.”

“Justifying their work all the time. Being punished but the white person does the same [and] they get away with it. Not being offered the opportunity to grow. People go for coffee, and they leave you behind, they just cannot connect with you.”

“Not enough women of colour in senior positions, less of us at the top making it harder to be seen and heard. Double glass ceiling to breakthrough.”

“Representation and leadership development programs, support networks, practical solutions to thrive, financial literacy programs.”

“No support from the mainstream of society.”

“If we're not being overlooked, we're highly sexualised or seen as (just) caregivers.”

“Australian organisations are still struggling with gender diversity, the push towards gender diversity has allowed for women to enter into professional roles; however, there is still a gap in terms of providing them with a nurturing environment to grow their careers. Many Australian organisations are still male dominated at the executive levels and in certain industries....it is a huge challenge for women to have a voice. You can only imagine the challenges faced by women of colour/minority in such organisations.”



“Micro-aggressions in the workplace, gender pay-gap comes to mind, entering the workforce and navigating racial and unconscious bias, I have met a lot of immigrant women of colour who have/struggling to get their first break in Australia (I was in a similar situation too) so many [are] told they have to get 'Australian experience' to get a job and ending up in unpaid gigs to get that experience.”

“Violence against women— domestic violence rates are too high; having professional networks to develop & progress careers.”

“I'm not sure. General racism for most, but Indigenous Australians are probably the people to ask, as they would have the most troubling experiences.”

“Pale stale males who like to oppress us.”

“Lack of representation in mainstream news and entertainment media, lack of diverse voices/people actively expressing why and how they hold their values. Lack of understanding/promotion of women as a specific group of society in need to support, representation, funding, education, etc.”

**If this report has raised concerns about your wellbeing, please contact Lifeline on 13 11 14.**

## **With much gratitude and thanks**

Our sincere thanks to all who helped us make this survey possible. It was an ambitious project for an organisation still in its infancy stage.

Thank you to the allied organisations namely Harmony Alliance, Diversity Council Australia, Diversity Arts Australia, and Media Diversity Australia for their invaluable support in the wider distribution of the survey.

Thank you to Vu Consulting, a WOC owned, WOC led and WOC staffed communications agency that donated its services in ensuring the report gets the amplification it needs and deserves within the mainstream media and new media. Special mention to Caroline La Rose for all her hard work.

Thank you to the Murdoch University class of MCM683 Communication Management: Professional Perspectives who also contributed to research for Women of Colour Australia.

And lastly but most importantly, to all the women who responded to the survey, thank you for trusting us. We see you and we stand with you.

## **In solidarity and sisterhood,**

Women of Colour Australia Leadership Team

Dr Pilar Kasat, Chair

Brenda Gaddi, Founder and Managing Director

Atheena Peter, Secretary and Founding Non-Executive Director

Ching Gee, Non-Executive Director

Dr Umber Rind, Non-Executive Director

Diana Ojajune, Non-Executive Director

Tekan Cochrane, Non-Executive Director

Jade Hoskins, Non-Executive Director

Eshna Khadka, Non-Executive Director

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## Appendices

### Countries of origin for respondents (as described by the women)

Afghanistan

Ankara

Born in Aust but brought up overseas and migrated back

Born in the United Arab Emirates

Botswana

Brazil

Britain and Malaysia

Canada

Chile

China

Colombia

Congo DRC

El Salvador

England

Eritrea

Fiji

Ghana

Hong Kong

India

India via the UK

India/New Zealand

Indonesia

Iran

Iraq

Japan

Kenya

Lebanon

Malaysia

Mauritius

Mexico

Nepal  
Netherlands  
New Zealand  
Nigeria  
NZ and Singapore  
NZ born in Fiji  
Pakistan Muslim  
Papua New Guinea  
Philippines  
Philippines and England  
PNG but naturalised at birth due to Australian parents.  
Refugee - Iraq  
Russia  
Rwanda  
Samoa  
Seychelles  
Singapore  
Solomon Islands  
Somalia  
South Africa  
South Sudan  
Sri Lanka  
Taiwan  
Thailand  
UK - Indian  
United Arab Emirates  
United Kingdom  
United States  
Uruguay  
Vanuatu  
Vietnam  
Zimbabwe

**Titles of work roles of respondents (as reported by the women and note that some were repeated several times, for example, 'lawyer')**

Academic

Academic; medical practitioner; educator; researcher

Accountant

Acoustic engineer

Admin & Customer service

Admin/Teaching support

Administration

Administrator, Event manager, film producer

Analyst

Artist

Artistic Director and Co-CEO of First Nations theatre company

Arts Administration

Arts Manager

Arts Producer

Associate Professor

Audiologist

Auditor

Banker

Banking - customer executive

Barrister

Barrister/lawyer

Business Analyst

Business Development + Marketing

Business Improvement

Business owner

Campaign Assistant

Canteen Coordinator

Capacity Building

Case Officer

Case Worker

CEO

CFO  
Change and learning HR specialist  
Change Manager  
Clerical  
Client manager  
Client Services officer  
Clinical Psychologist  
Clinical Research Assistant  
CMO  
Co-founder and Operations Director  
Colourist  
Commercial strategy  
Comms and Marketing Manager  
Communications Coordinator  
Communications Manager  
Communications Officer  
Communications Advisor  
Community Development  
Community Engagement  
Community Engagement Officer  
Community Liaison / Customer Service / Administration Professional  
Community worker  
Consultant  
Content Consultant  
Content Executive  
Contract Manager  
Corporate  
Corporate Training Facilitator  
Counsellor  
Creative Arts Manager  
Creative Services' journalist and property market reporter  
Cultural Advisor  
Customer Experience Designer

Customer Service  
Data Engineer/ Chief Data Officer / CTO  
Digital Campaigner  
Digital engagement partner  
Digital Marketer  
Digital Media Manager  
Digitisation Officer  
Director  
Director, Fed Government  
Disabilities employment  
Dispute Resolution Officer  
Diversity and inclusion consultant  
Doctor  
Domestic Violence Specialist  
Editor  
Education  
Education Support Officer  
Education Worker  
Engagement Coordinator  
Engineer  
Enterprise Portfolio Management  
Executive  
Executive Advisor  
Executive Assistance  
Executive Manager in banking  
Executive Officer  
Exercise physiologist  
Facilities & Procurement Coordinator  
Film & TV Development & Production Executive  
Finance  
Finance and HR Officer  
Financial associate advisor  
Financial Planning and Analysis Manager



Fitness Instructor  
Freelance - subcontractor  
Fund manager  
General Manager  
General Manager, Arts Organisation  
Geochemist  
GM  
GM - Marketing  
Government Lawyer  
Government policy and legislation  
Government worker  
Graduate Lawyer  
Graphic Designer  
Head of Communications  
Head of Remuneration and Benefits  
Health Project Lead  
HR  
HR Business Partner  
HR Consultant  
HR Executive  
HR Leader  
HR Manager  
Human Resources Officer  
Human Rights advocate  
Impact specialist  
Insurance Consultant  
Intelligence Analyst  
IT  
IT Professional  
IT Project Lead  
IT Project Manager / Change Manager  
IT risk manager  
Journalist

Law graduate  
Lawyer  
Lawyer  
Lawyer, CEO  
Learning & Development  
Lecturer  
Legal Administrator  
Legal Assistant  
Legal counsel  
Legal/Policy  
Librarian  
Lingerie saleswomxn  
Management  
Management and Leadership Consulting and training  
Management Consultant  
Manager  
Manager at a small business  
Manager TAFE Services  
Marketing  
Marketing and Comms  
Marketing Consultant  
Marketing Coordinator  
Marketing Manager  
Marketing professional  
Marketing specialist  
Master data analyst  
Media  
Media and communications officer (social media content producer)  
Media Executive  
Medical Admin but I should be manager by now my promotion was given to a white woman instead  
Mental health Policy professional  
Mentor, researcher

Multicultural health liaison officer  
Nurse  
Office Administrator  
Office worker  
Operations Coordinator  
Operations Manager  
Paralegal  
Pharmaceutical research  
Pharmacist  
PhD student and researcher  
Physiotherapist  
Policy Advisor  
Policy officer  
Political adviser (Senate)  
Postdoc Research Fellow, Medicinal Chemistry  
Postdoc researcher  
PR  
PR Professional  
Principal Advisor for NSW Government  
Principal Policy Officer  
Product Manager  
Production Assistant  
Production Secretary- Film & TV  
Professional Staff  
Profit First Business Coach  
Program manager  
Project manager  
Project Manager in engineering consultancy.  
Project Officer  
Psychologist  
Public Health Advisor  
Public Health officer  
Public Officer

Public policy  
Public relations  
Public Servant  
Radiographer  
Receptionist  
Recovery Vehicle attendant  
Recruiter  
Recruitment Consultant  
Registered Nurse  
Relationship Manager  
Researcher  
Research Assistant  
Research Management  
Researcher/production coordinator  
Researcher/Psychologist  
Retail  
Retail Assistant  
Retired but undertake a voluntary role and sit on a Government Board  
Reward and governance  
Risk Management consultant  
Risk manager  
Science communication  
Scientist  
Scientist-public health project manager  
Self-employed  
Self Employed Mind Health & Wellbeing Coach and Youth Mentor  
Senior Accountant  
Senior Commercial Manager  
Senior Communications & Engagement Officer  
Senior Education Officer at TAFE NSW AMEP  
Senior Executive  
Senior Financial Accountant  
Senior HR Consultant  
Senior Inclusion and Engagement Lead

Senior Lead Equity & Inclusion  
Senior Manager  
Senior Manager, Government Dept.  
Senior Manager, Marketing  
Senior Project Manager at a digital publisher  
Senior public servant  
Senior Sales Operations Manager  
Senior Software Developer  
Senior Talent Acquisition Consultant/ Coach  
Service Manager  
Services Manager  
Social policy & projects lead/ manager  
Social Worker  
Software Engineer  
Solicitor  
Solicitor /Registered Migration Agent  
Stakeholder engagement  
Strategy  
Strategy Consultant  
Student  
Student and research assistant  
Student engaged in hospitality (room attendant) as a part time  
Student/ part time cleaner  
Superannuation consultant  
Supply Chain Analyst  
Supply Chain Leader  
Supply Planner  
Talent Acquisition Consultant  
Talent Acquisition Lead  
Tax Lawyer  
Teacher  
Teacher & Assistant Principal (organisation - primary school)  
Team Leader

Technology Consultant  
Theatre, film, arts, events  
Town Planner  
Training Manager  
University administrator  
University lecturer  
university Professional staff  
University student  
UX Designer  
Welfare  
Work in digital/I.T  
Workforce Development and Industry Participation Advisor  
Writer  
Writer and head of content  
Youth worker