

Appendix 2 Workforce diversity groups

| Number of actual staff in different workforce diversity groups* | 2019–20 | 2020–21 | 2021–22 |
|---|--------------|--------------|--------------|
| Men | 322 | 330 | 306 |
| Women | 1,037 | 1,109 | 1,121 |
| Unspecified gender** | 1 | 1 | 1 |
| Aboriginal and Torres Strait Islander people | 83 | 87 | 98 |
| People from racial, ethnic, ethno-religious minority groups | 294 | 310 | 324 |
| People whose first language is not English | 195 | 208 | 213 |
| People with disability | 86 | 97 | 103 |
| People with disability requiring a work-related adjustment | 17 | 21 | 24 |
| Total staff | 1,360 | 1,440 | 1,428 |

* Data includes casual staff.

**We are working with the NSW Public Service Commission to change the way we use language and ask employees about their gender identity, gender expression and pronouns across the sector in order to 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 (%) | 2019–20 | 2020–21 | 2021–22 |
|---|-------------------------|---------|---------|---------|
| Women | 50.0% | 76.2 | 77.1 | 78.5 |
| Aboriginal and Torres Strait Islander people | 3.3% | 8.0 | 8.1 | 8.7 |
| People whose first language spoken as a child was not English | 23.2% | 20.3 | 19.9 | 19.7 |
| People with disability | 5.6% | 9.1 | 9.4 | 9.4 |
| People with disability requiring a work-related adjustment | N/A | 1.8 | 2.0 | 2.3 |

Table 2: Trends in the distribution of workforce diversity groups

Distribution index

| Workforce diversity group | Benchmark or target (%) | 2019–20 | 2020–21 | 2021–22 |
|---|-------------------------|---------|---------|---------|
| Women | 100 | 92 | 93 | 93 |
| Aboriginal and Torres Strait Islander people | 100 | 89 | 88 | 86 |
| People whose first language spoken as a child was not English | 100 | 98 | 97 | 98 |
| People with disability | 100 | 101 | 97 | 100 |
| People with disability requiring a work-related adjustment | 100 | 103 | 98 | 104 |

Staff numbers as at 30 June 2022.

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.