

Gari Yala

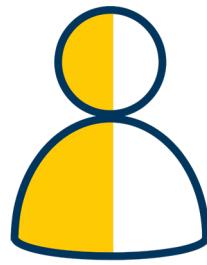
SPEAK THE TRUTH: GENDERED INSIGHTS

In 2020, the Gari Yala (Speak the Truth) report surveyed more than **1,000** Aboriginal and/or Torres Strait Islander workers.

We took the results and analysed them through a gendered lens, to better understand the experience of Indigenous women and men at work. There are a number of common workplace challenges for Indigenous men and women but gendered analysis reveals that Indigenous women with caring responsibilities are the group most likely to experience disadvantage and discrimination in the workplace.



WHAT THE DATA SHOWS:



51.5%

Currently, just over half of all Aboriginal and Torres Strait Islander women are in the workforce compared with 65% of Aboriginal and Torres Strait Islander men.

The Gari Yala survey found that Indigenous women:



often feel unsafe in the workplace.



often bear the extra responsibility for making their workplaces culturally sensitive and engaged.



and are less likely than Indigenous men to receive support from their workplaces if they encounter racism.

RACISM AND DISCRIMINATION:



Only 1 in 4

Indigenous women said they feel supported when they experienced racism at work.



3 in 10

Aboriginal and Torres Strait Islander employees (women and men) feel high or moderate 'identity strain' at work: the strain employees feel when they themselves, or others, view their identity as not meeting the norms or expectations of the dominant culture in the workplace.¹

THE TRIPLE JEOPARDY EFFECT: Indigenous, woman, carer

Indigenous women who are also carers experience 'triple jeopardy'. That is, the combination of these three aspects of their identity overlap to amplify their experiences of discrimination and exclusion at work. Compared with all other Indigenous workers, Indigenous women carers:



They are the least likely to be supported – about **4 in 10** disagreed or strongly disagreed they had the support needed when they experienced racism or harassment.



They are more likely to carry the cultural load in their workplace – the extra unpaid work and expectations to educate others to make their workplace culturally sensitive. About **6 in 10** reported they had a moderate or high cultural load.



They are more likely to work in 'inauthentic organisations' – about **7 in 10** work in places that do not genuinely include and treat Aboriginal and Torres Strait Islanders as equals in the workplace.

THE IMPACTS OF HIERARCHY:



THE FOCUS AREAS FOR BUSINESSES:

Employers and managers need to pay close attention to the workplace culture they create.

WORKPLACE INCLUSION AND SAFETY:

Cultural safety means being able to practise your culture free of ridicule or condemnation.

Aboriginal and Torres Strait Islander women in culturally safe working environments are:

- the **most satisfied** with their jobs and the **least likely** to be considering leaving their employer in the future.
- This leads to less staff turnover for employers, and less time and money spent on recruitment.

On the other side, Indigenous women in culturally unsafe workplaces are:

- more likely** than Indigenous women in culturally safe workplaces to be treated unfairly;
- more likely** than Indigenous women in culturally safe workplaces to hear racial or ethnic slurs at work.

COMPENSATING FOR UNPAID WORK FAIRLY:



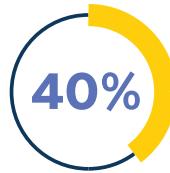
Indigenous women are more likely to bear higher cultural load, that is, the additional load that Aboriginal and Torres Strait Islander people take on at work (e.g. organising NAIDOC week activities, advising on Indigenous issues, initiatives or content).

SUPPORTING CARING:

Organisations need to uphold the diversity and inclusion practices they promise.



of **male** Indigenous workers with caring responsibilities say their organisations over-promise on the benefits for Aboriginal and Torres Strait Islander workers.



of **female** Indigenous workers with caring responsibilities say their organisations over-promise on the benefits for Aboriginal and Torres Strait Islander workers.

¹ Diversity Council Australia/Jumbunna Institute (Brown, C., D'Almada-Remedios, R., Gilbert, J., O'Leary, J. and Young, N.) Gari Yala (Speak the Truth): Centreing the Work Experiences of Aboriginal and/or Torres Strait Islander Australians, Sydney, Diversity Council Australia/Jumbunna Institute, 2020.
Gari Yala (Speak the Truth): Gendered Insights Report was authored by Gomeroi researcher, Dr. Olivia Evans, and is a joint project by the UTS Jumbunna Institute, Diversity Council of Australia, and the Workplace Gender Equality Agency.