

From: s 47E(d)
Subject: Complete the Inclusive Employer Index Survey and help shape our workforce [SEC=OFFICIAL]
Date: Monday, 1 September 2025 12:20:03 PM
Attachments: [image001.png](#)
[image002.jpg](#)



Colleagues,

The Inclusive Employer Index Survey is now open. It's confidential and will take less than 10 minutes to complete.

The survey is run by Diversity Council Australia and Diversity Atlas, both independent experts in workplace inclusion. It helps us understand how we're doing on inclusion and diversity and where we can improve.

Your input is vital. The results will be compared against other leading organisations across Australia, giving us clear insight into how we measure up and how we can improve.

The survey is open to all staff, no matter your background or experience and closes on Friday 12 September.

I strongly encourage you to take part and share your views.

Please complete the survey using the link for your work group below.

- [Corporate Enabling Group](#)
- [Customer Service Delivery Group](#)
- [Payments and Integrity Group](#)
- [Program Design Group](#)
- [Service Delivery Excellence Group](#)
- [Strategy and Performance Group](#)
- [Technology and Digital Programs Group](#)

For more information, go to the [Inclusion and Diversity Hub](#).

Thank you,

Randall Brugeaud
Chief Operating Officer



Services Australia acknowledges the Traditional Custodians of the lands we live on.

We pay our respects to all Elders, past and present, of all Aboriginal and Torres Strait Islander nations.

From: s 47E(d)
Subject: From David's Desk: Monday 17 November 2025 [SEC=OFFICIAL]
Date: Monday, 17 November 2025 10:54:18 AM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)



Hello everyone,

Integrity is at the heart of how we serve the community.

It's about doing what's right – not just when it's easy, but in every decision we make.

We've established an [Internal Integrity Taskforce](#) to strengthen our approach.

The taskforce will focus on developing an agency-wide view of integrity and insider threat risks, supporting a strong culture of accountability and ethical decision-making.

This work is strongly connected to our 2030 Vision and 2030 Strategy, which call on us to act transparently, make ethical and evidence-based decisions and lead with integrity.

It's a fitting time to reflect on these values during Fraud Awareness Week, which shines a light on practical ways we can all demonstrate integrity in our daily work.

I encourage all of you to explore the [Fraud Awareness Week 2025](#) activities and resources throughout the week.

Strengthening customer security

Speaking of fraud awareness, I'd like to update you on 2 key projects improving how we protect customer information.

The Uplift Agency Linking Processes has strengthened how customers link their Medicare, Centrelink and Child Support accounts to myGov. Customers must now use multi-factor authentication, adding an extra layer of security. This change helps protect customer accounts from scammers.

We're also trialling the Enterprise Customer Authentication Tool (ECAT). ECAT helps staff authenticate customers more consistently and securely at the start of each interaction. About 200 staff across the agency are participating in the trial, which is expected to roll out nationally from late 2026.

These changes build on recommendations from the [Keeping myGov Secure](#) report.

I'll keep you updated as the projects progress.

A workplace for all

Services Australia has been recognised as a Diversity Council Australia (DCA) Inclusive Employer for 2025-2026.

Workplaces are selected using an in-depth survey that measures and analyses workplace diversity and inclusion experiences against national benchmarks. Organisations that exceed the national benchmark in at least 5 out of 6 areas are recognised and celebrated by DCA.

I'm proud of this recognition which reflects the work we've been doing across the agency to create a workplace where people feel valued, respected, connected and able to contribute.

We'll use our [Workplace belonging strategy](#) to guide practical actions that strengthen inclusion and make belonging a lived experience for all staff.

Have a great week everyone.

Regards,

David

David Hazlehurst, Chief Executive Officer



SERVICES AUSTRALIA

servicesaustralia.gov.au | Follow us on     



Services Australia acknowledges the Traditional Custodians of the lands we live on. We pay our respects to all Elders, past and present, of all Aboriginal and Torres Strait Islander nations.

Was this email useful?



2025-2026 Inclusive Employer Index

Services Australia

2025-2026 Inclusive Employer Index report

Table of contents

About Diversity Council Australia	3
Message from our CEO	3
A note on language	4
Specific terms	4
What is the Inclusive Employer Index?	5
What is D&I?	6
What is diversity?	7
What is an inclusive team?	9
What is an inclusive manager?	9
What is an inclusive organisation?	9
Measuring inclusion	9
Snapshot: Diversity in your sample	10
Team inclusion	12
How inclusive are your teams?	12
Inclusive leadership	13
How inclusive are your managers?	13
Organisational climate	13
How inclusive is your organisational climate?	14
Inclusion is good for people	16
The impact of inclusion on your people	16
Inclusion is good for business	18
The impact of inclusion on your team performance	18
How common is discrimination and harassment?	20
Where is exclusion coming from?	22
What is the source of discrimination and harassment in your organisation?	22
How common is everyday exclusion?	23
Does inclusion reduce exclusion?	24
Where to go after reading this report	26
Inclusive Employer Index method	29
Glossary of terms	30

About Diversity Council Australia

Diversity Council Australia (DCA) is the nation's leading independent peak body for diversity and inclusion.

We are a member-based, not-for-profit, with a strong network of over 1,300 member organisations, including some of Australia's largest employers. For over 40 years we have been at the forefront of helping shape more equitable workplaces, contributing to a stronger economy and fairer society.

Our evidence-led approach is centred on lived experience, and our research consistently shows that inclusive organisations are more innovative, productive, and resilient in changing environments.

Through groundbreaking research, practical tools, events, advocacy, education and training, we provide expert guidance and advice across a spectrum of diversity dimensions to employees, leaders, policymakers and the broader community. We equip organisations with the tools and insights they need to champion the undeniable benefits of diversity and inclusion.

Workplace inclusion is achieved when all employees feel they are respected, connected, contributing, and progressing at work. This creates an environment where everyone feels valued and can reach their full potential.

Message from our CEO

As the CEO of Diversity Council of Australia, it is my great pleasure to thank you for participating in the 2025–2026 Inclusive Employer Index. In my first year leading this wonderful organisation, I have been inspired by the phenomenal work being done across Australia to build fairer, more inclusive workplaces.

We are pleased to share your tailored report, which provides a comprehensive view of how your organisation's diversity and inclusion compares with the Australian workforce and leaders in this space.

The Inclusive Employer Index is more than just a diagnostic tool. It's a chance to reflect on areas for growth, plan next steps, and celebrate your organisation's diversity and inclusion.

We hope these findings will support your ongoing efforts to foster a truly inclusive workplace, and we look forward to continuing to support your inclusion journey in the year ahead.

Catherine Hunter
Chief Executive Officer, Diversity Council Australia



A note on language

Language is a powerful tool for building inclusion (or exclusion) at work. The way we speak to each other can create a culture in which everyone can feel valued, respected and part of the team (included), rather than undervalued, disrespected and out of place (excluded). DCA is committed to language that is respectful, accurate and relevant.

We recognise that no single term would capture everyone's lived experience, and different groups or individuals prefer certain terms. We recognise and respect each person's right to identify with terms that they feel most comfortable with. Where quoting other organisations or existing research, we have used the terms from those sources.

Constantly evolving. Language is socially constructed, dynamic and constantly evolving. As people's lived experiences change, so too does the language we use to describe ourselves. So, as well as recognising that one label or description may not capture the breadth and depth of the lived realities of a group, we understand that descriptions change over time.

Lived experiences. The terminology we have used in this guide is based on advice from peak groups consisting of and representing people with lived experiences.

Willing to change. Our intention has always been to be inclusive of everyone. We acknowledge that we may not always get it right but commit ourselves to be open to change, to listening and to continuing to learn from people with lived experience.

Specific terms

Aboriginal and/or Torres Strait Islander people(s). We use the terms "Aboriginal and Torres Strait Islander peoples", "Aboriginal and/or Torres Strait Islander peoples" (where the "and/or" recognises that some individuals belong to both groups) or "First Nations". However, we recognise that this approach is not without contention. These terms do not reflect the diversity of Aboriginal and/or Torres Strait Islander peoples. Moreover, many prefer to be known by their specific group or clan names. We only use the term "Indigenous" when citing work that has used it.

Binary gender language. We recognise that some people's gender experiences and identities cannot be captured by binary language. Occasionally we use binary language in this report. Even though we recognise that gender does not exist in binary categories, these categories have very real effects, and sometimes binary language is necessary to convey the gendered nature and dynamics of our society.

Disability. We use person-first language with the term "people with disability" but recognise that people with disability sometimes prefer identity-first language (i.e. "disabled people"). We also recognise that when we use the term "disability" without breaking it down, we do not reflect the diversity in disabilities and how people's experiences differ as a result. Further, some communities may not define themselves as disabled at all (e.g. Autistic and Deaf communities) but are still considered as such in policy language.

What is the Inclusive Employer Index?

Diversity Council Australia (DCA) has been tracking the state of inclusion in the Australian workforce and DCA members since 2017 through our Inclusive Employers Index. Now in its sixth iteration, we have again partnered with Diversity Atlas to enable participating organisations to:

1. Measure their progress over time in creating diverse and inclusive workplaces
2. Benchmark their D&I results against the Australian workforce and other participating DCA members.

Our aspiration is to:

- encourage Australian organisations to achieve inclusion in their workplaces
- encourage Australians to consider workplace inclusion for a broad set of workers – that is, not just workplace inclusion for men and women (most commonly considered by employers) but also by age, cultural background, caring responsibilities, disability status, Indigeneity, sexual orientation, gender identity, and more.

Who is surveyed?

As part of this project, DCA surveyed:

- A nationally representative sample of 3000 Australian workers about their inclusion experiences and used the survey findings to create a National Index benchmark.
- The workforces of 88 DCA members covering 28,278 employees about their inclusion experiences and used these findings to create a DCA Member Index benchmark.
- 5908 of your employees.

What is D&I?

What is diversity?

Diversity is the mix of people in your organisation.

Diversity refers to all the ways in which we differ (e.g. Aboriginal and/or Torres Strait Islander background, age, education, gender, profession).

What is inclusion?

Inclusion is getting this mix to work.

Inclusion occurs when a diversity of people are respected, connected, progressing and contributing to organisational success.



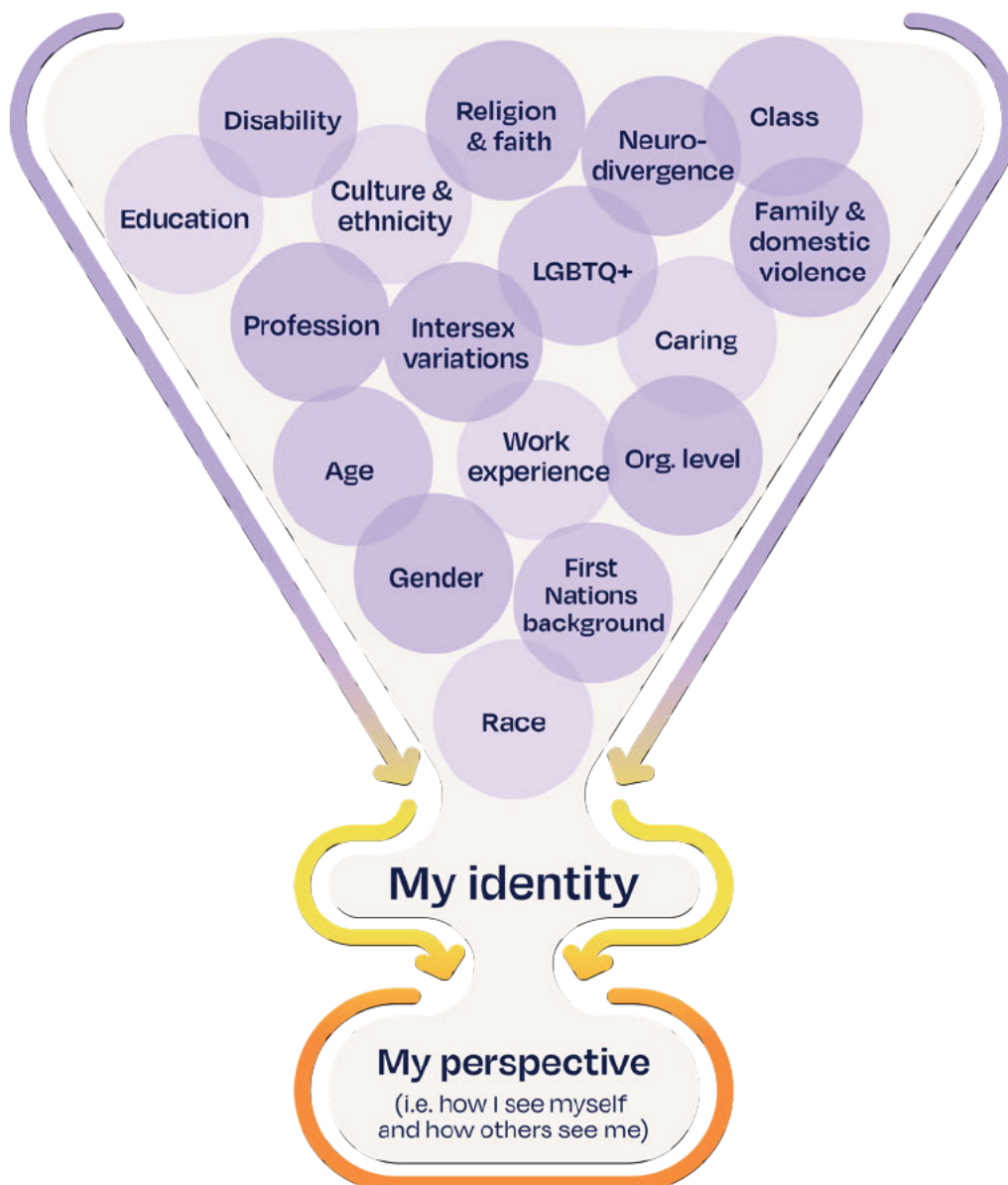
2025-2026 Inclusive Employer Index report

What is diversity?

Diversity refers to all the differences between people in how they identify in relation to:

- **social identity** (such as their Aboriginal and/or Torres Strait Islander background, age, caring responsibilities, cultural background, disability, gender, faith/no religion, LGBTIQ+ status, and social class); and
- **professional identity** (such as their profession, education, work experiences, and organisational role).

What is diversity?



2025-2026 Inclusive Employer Index report



What is inclusion?

Inclusion occurs when a diversity of people are respected, connected, progressing and contributing to organisational success.

- **Respected.** Inclusion occurs when a diversity of people at work feel valued and respected for who they are.
- **Connected.** Inclusion occurs when a diversity of people feel connected to their co-workers and so have a sense of belonging.
- **Progressing.** Inclusion occurs when a diversity of people at work have opportunities to develop their career and progress.
- **Contributing.** Inclusion occurs when a diversity of people can contribute their talents and energies to the organisation.

Remember that different people will experience inclusion differently. For example, being respected at work may look and feel different for a young Anglo-Celtic graduate and an older Chinese-Australian executive. It's important we all learn about each other's identities so we can understand how they influence our views and experiences of inclusion.

2025-2026 Inclusive Employer Index report

What is an inclusive team?

An inclusive team is one where a diversity of people feel that they:

- are respected and valued team members
- are able to be themselves
- can contribute and progress at work.

What is an inclusive manager?

An inclusive manager is someone who creates an inclusive team environment. For this report, we defined an inclusive manager as someone who:

- values differences
- seeks out and uses a diversity of ideas
- treats everyone fairly
- deals with inappropriate behaviour.

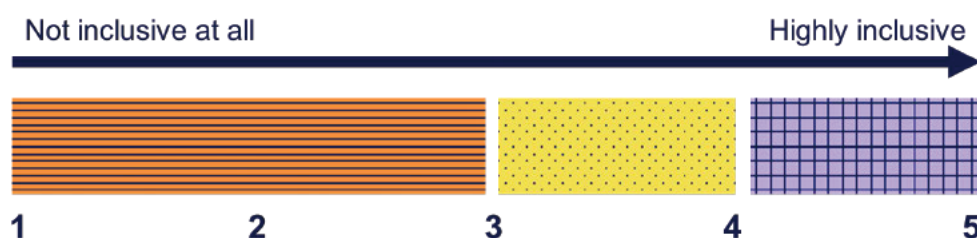
What is an inclusive organisation?

For this report, an inclusive organisation is defined as one in which employees:

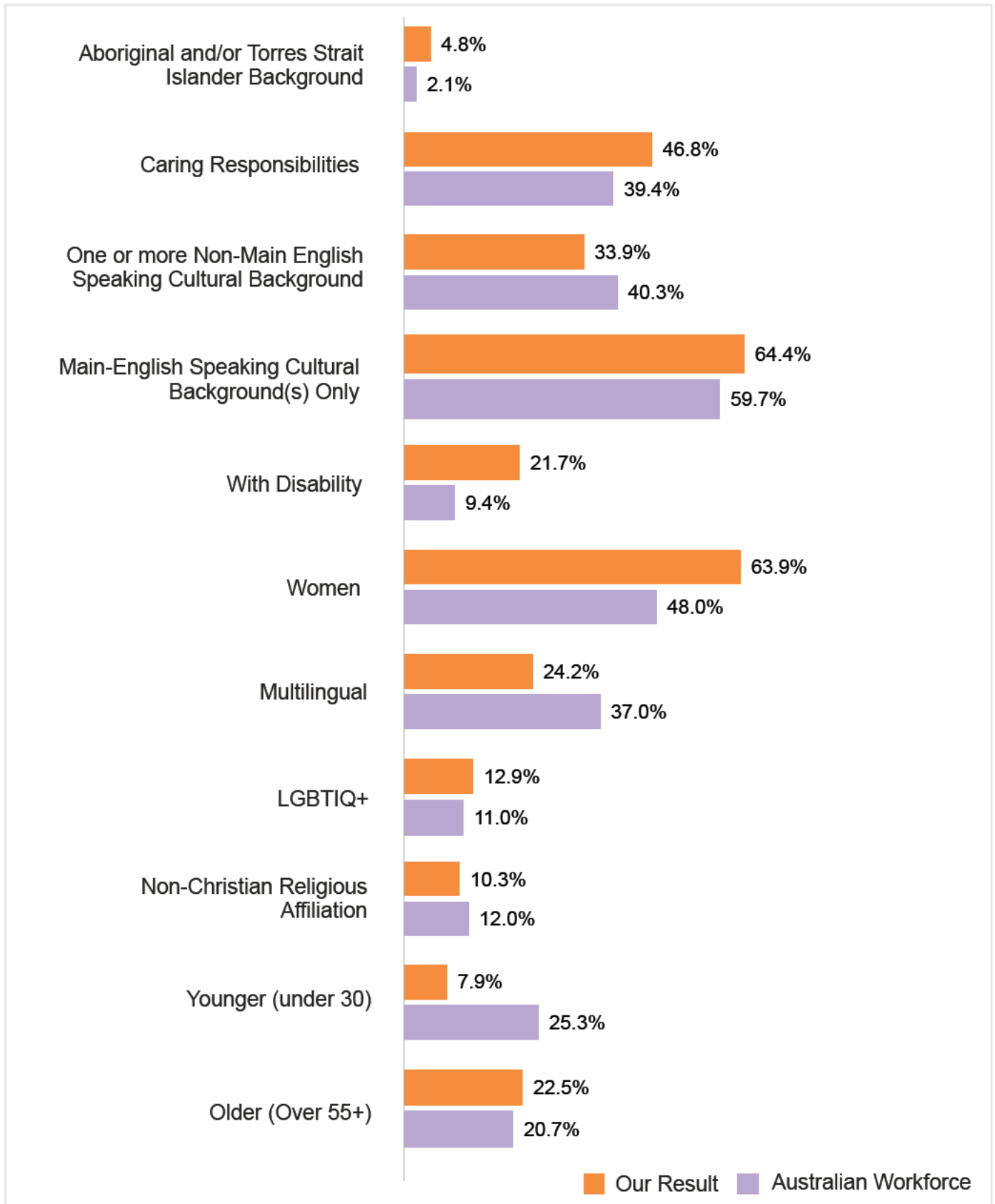
- trust they will be treated fairly
- feel diversity is valued and respected
- report that top leaders demonstrate a genuine, visible commitment to diversity and inclusion.

Measuring inclusion

Respondents were asked a series of questions about how inclusive their team, immediate manager, and organisation was. Based on their answers, an average score out of 5 was calculated.



2025-2026 Inclusive Employer Index report

Snapshot: Diversity in your sample

How inclusive are you?

2025-2026 Inclusive Employer Index report

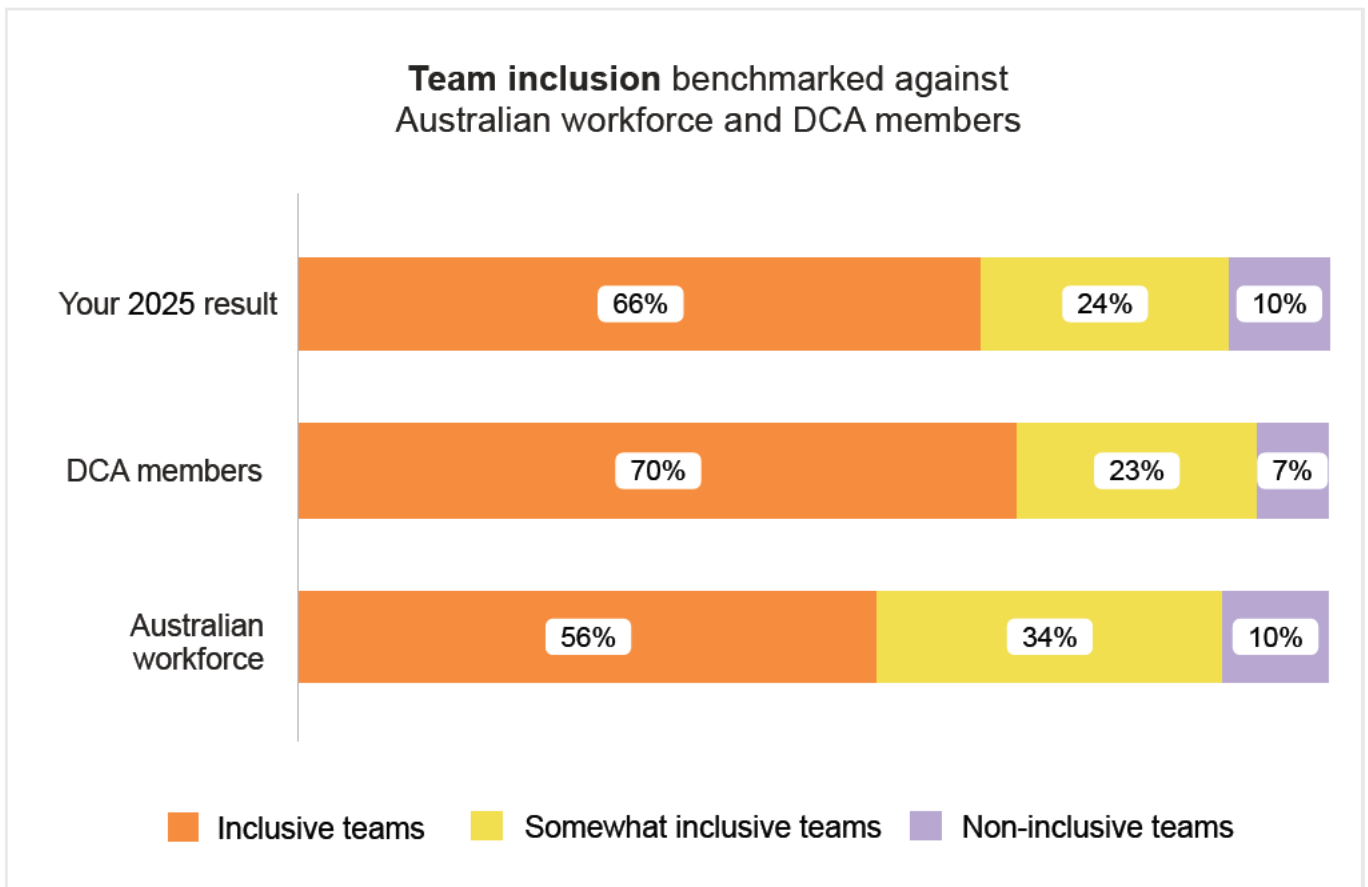
Team inclusion

How inclusive are your teams?

Your employees answered survey questions regarding their immediate work team (defined as “the people you work with day-to-day to achieve common work goals”). Team inclusion was measured in 4 key domains most consistently referred to in the literature as representing workplace inclusion. These four domains were: respected, connected, contributing, and progressing (see page 9).

A total of 12 questions were used to measure employee experience in these 4 key inclusion domains. Their answers were used to calculate a score out of 5, where 1 = no inclusion and 5 = high inclusion. Employees were classified as being in an “**inclusive**” team when they reported a score of at least 4. Employees were classified as being in a “**somewhat-inclusive**” team if they reported a score between 3 and 4, while “**non-inclusive**” was assigned for those reporting a score of less than 3.

The chart below shows the results of our analysis, benchmarked against DCA members and the Australian workforce.



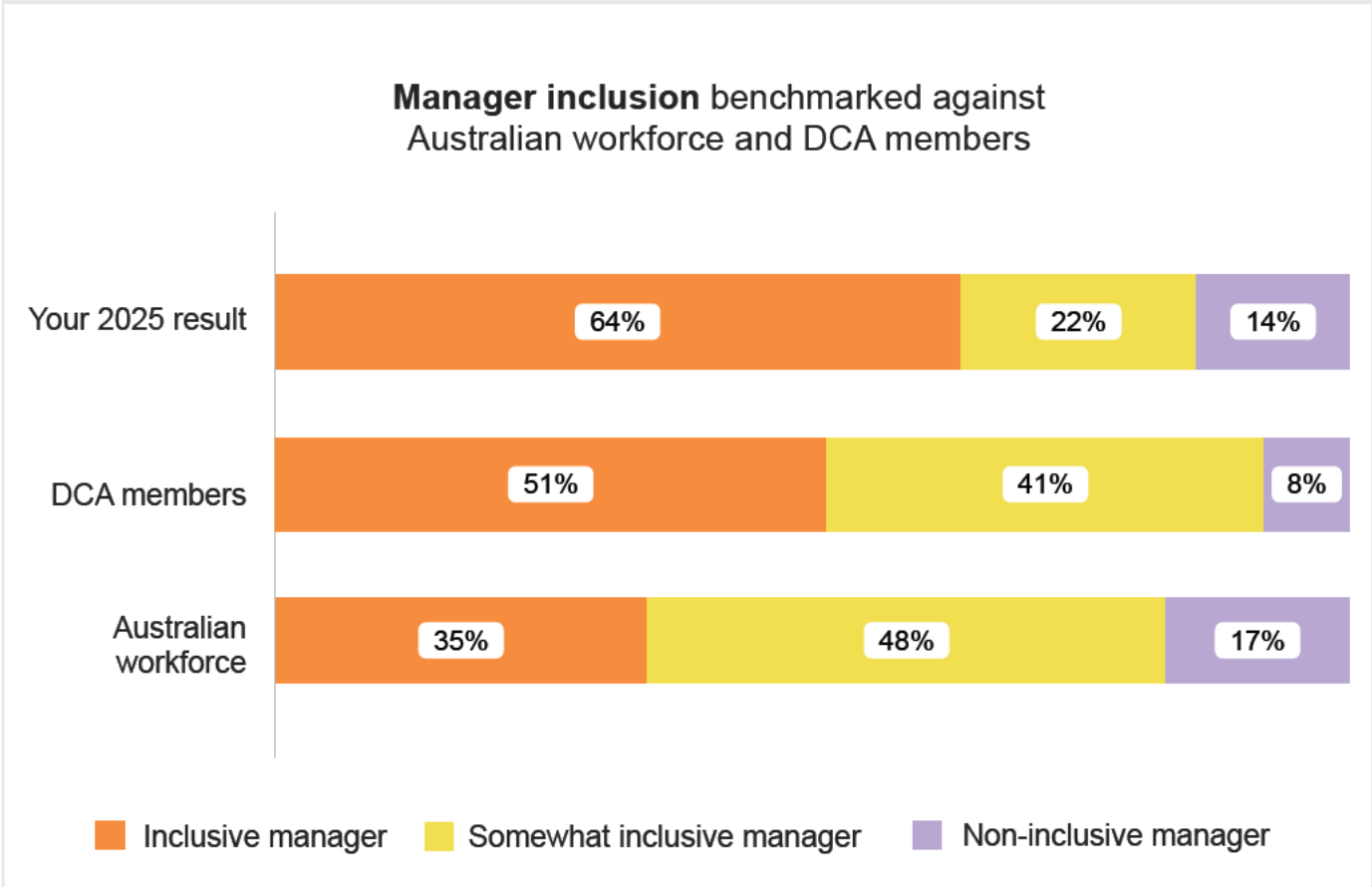
Inclusive leadership

How inclusive are your managers?

Your employees answered 5 questions related to inclusive leadership. Employees reported on how they felt their immediate manager values having a diverse and inclusive team, seeks out ideas from all employees, treats everyone fairly, addresses exclusive behaviour, and prefers people who are similar to them.

Each employee’s responses were given a score out of 5 with 1= not inclusive and 5 = highly inclusive. We classified managers who got a score of at least 4 out of 5 as “**inclusive**”. Managers with a score 3 to 4 were classed as “**somewhat inclusive**” and managers with a score less than 3 were deemed as “**non-inclusive**”.

The chart below shows the results of our analysis, benchmarked against DCA members and the Australian workforce.



2025-2026 Inclusive Employer Index report

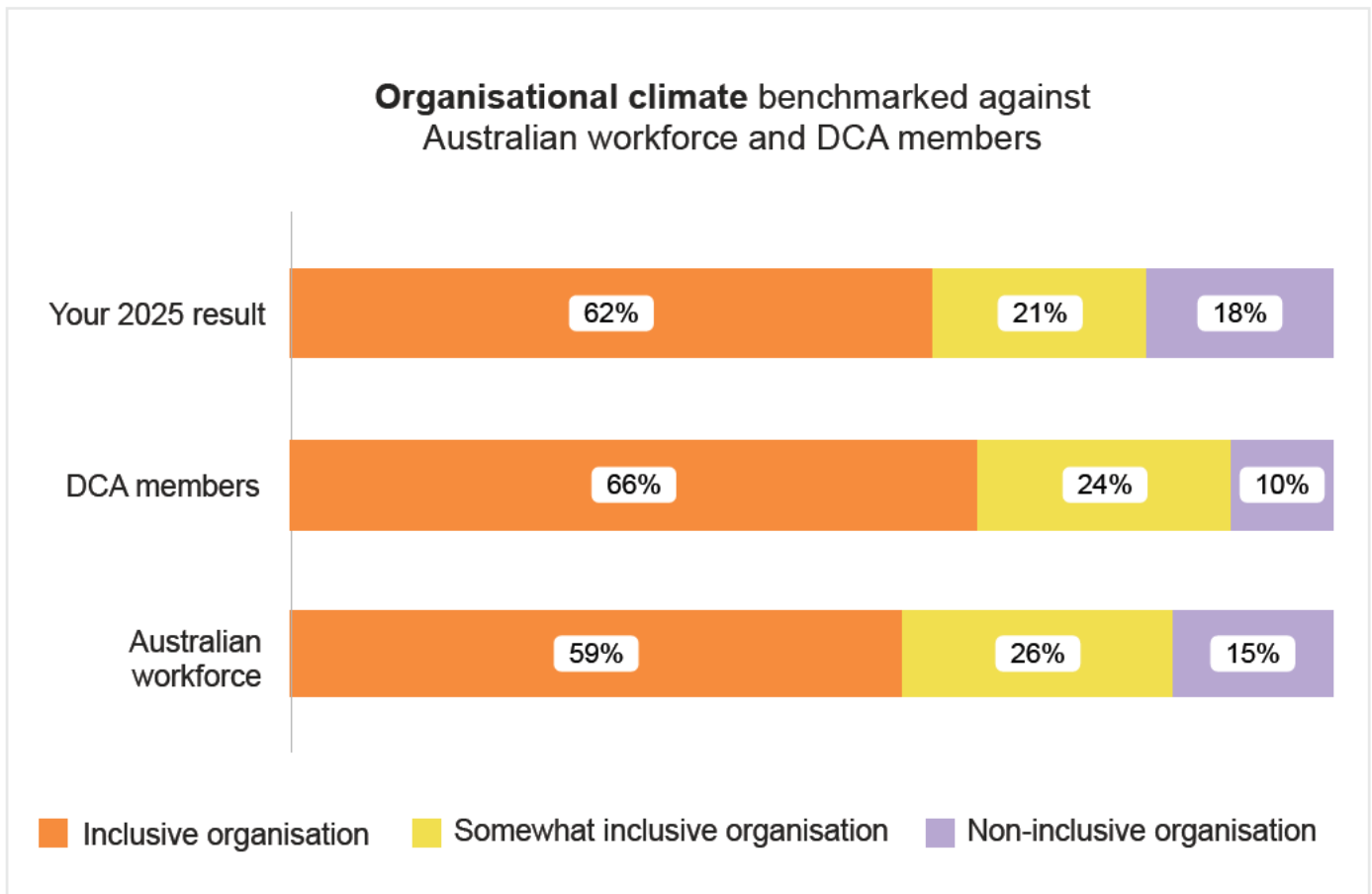
Organisational climate

How inclusive is your organisational climate?

Your employees answered 4 questions related to inclusive organisational climate. The questions were created to gauge how your employees viewed; what extent their organisation had an inclusive culture where diversity is valued, if they could trust their organisation to treat them fairly, and if their top leaders demonstrate visible commitment to diversity and inclusion.

The responses were used to create a score out of 5 (where 1 = not inclusive and 5 = highly inclusive). Employees in “**inclusive**” organisational climates had given a score of at least 4. Employees in “**somewhat inclusive**” organisational climates were those who had a score of between 3 and 4, while employees in “**non-inclusive**” organisational climates were those with a composite score of less than 3.

The chart below shows the results of our analysis, benchmarked against DCA members and the Australian workforce.



Your case for inclusion

2025-2026 Inclusive Employer Index report

Inclusion is good for people

The impact of inclusion on your people

Each Index we run continues to illustrate the positive impact inclusion has on employee wellbeing.

For example, employees in **inclusive teams** consistently report being very satisfied with their job, wanting to stay in their organisation, regularly receiving useful feedback, and feeling work has a positive impact on their mental health.

This is the same in your organisation. With employees in inclusive teams being:

7.9x

more likely
to be very satisfied than your
workers in non-inclusive teams

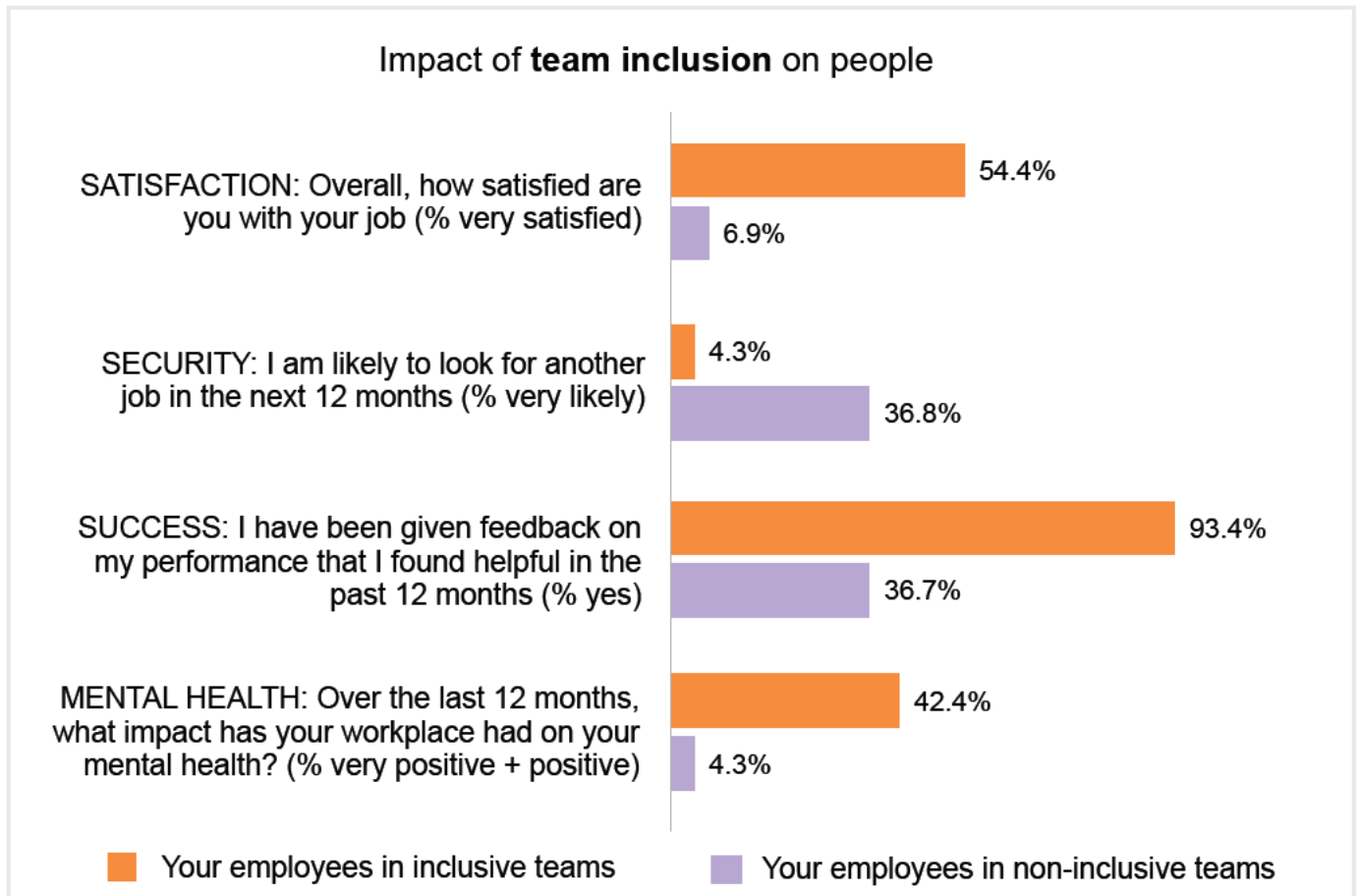
2.5x

more likely
to receive constructive
feedback they found helpful

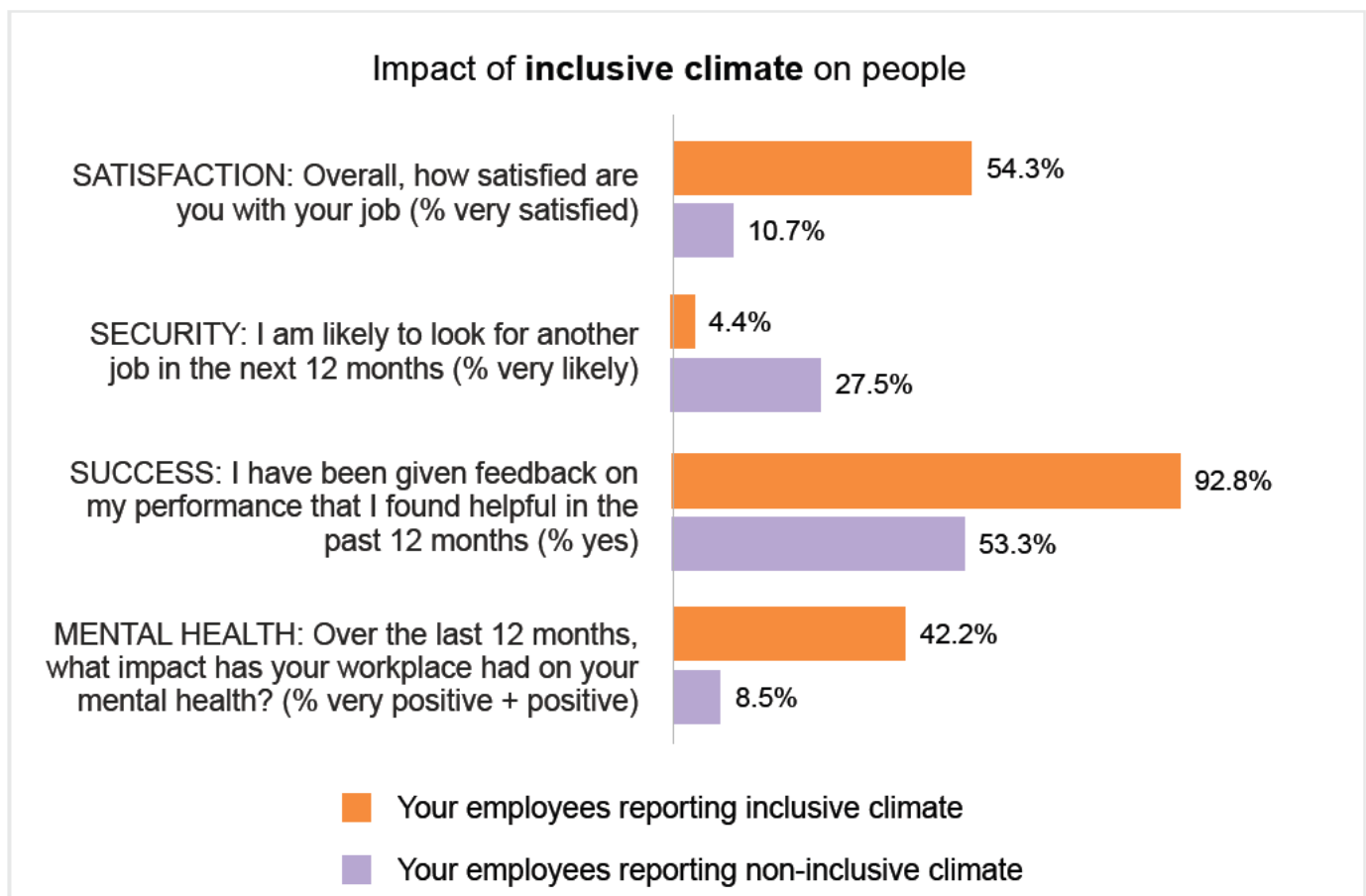
8.6x

less likely
to leave the workplace in
the next 12 months

A comparable trend is evident for inclusive managers and organisations (see next page).



2025-2026 Inclusive Employer Index report



2025-2026 Inclusive Employer Index report

Inclusion is good for business

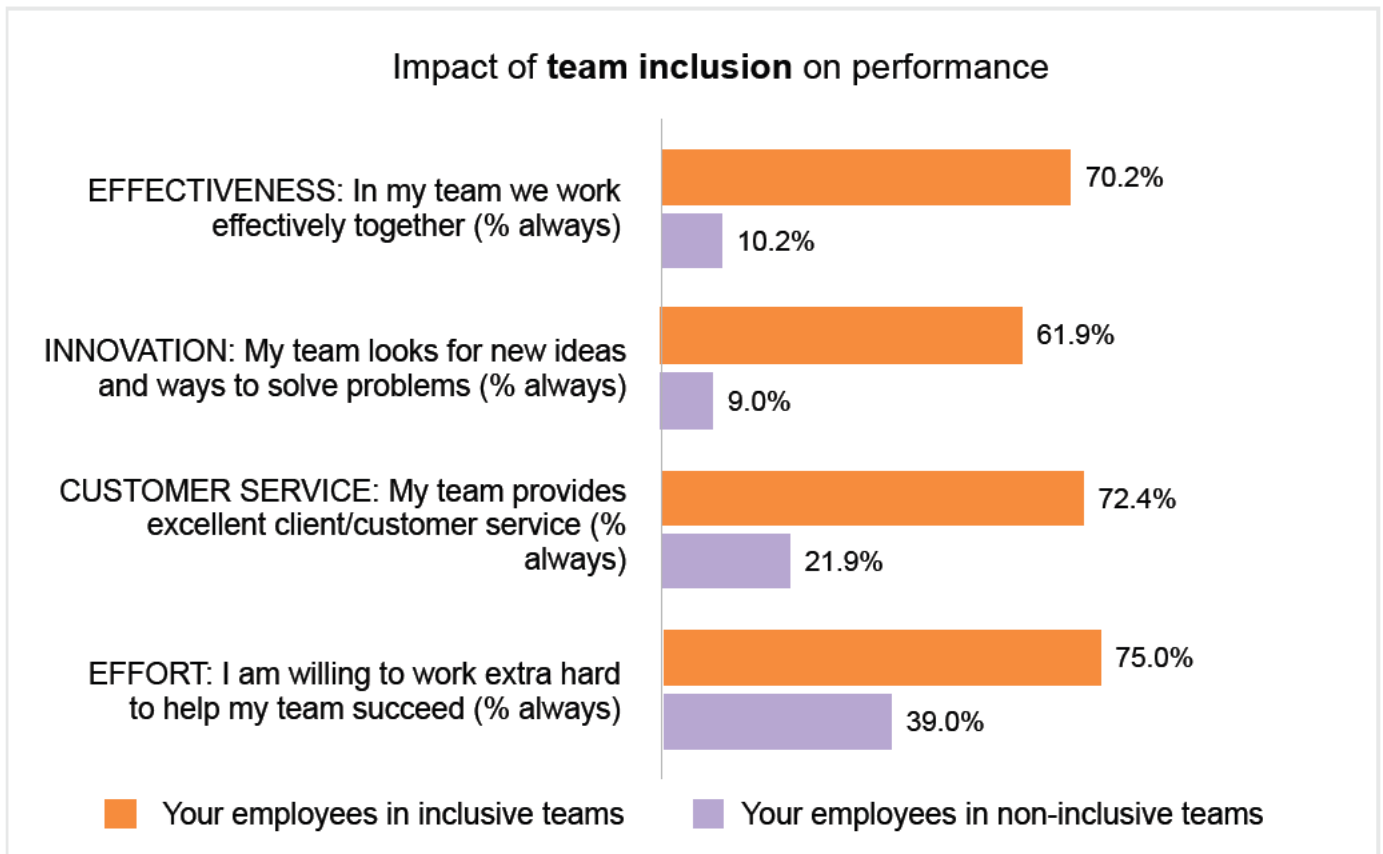
The impact of inclusion on your team performance

Inclusion is much more than a 'feel good' exercise – it can fuel performance too. For example, workers in **inclusive teams** consistently report their teams are highly effective, innovative, provide excellent customer/client service, and work extra hard.

This is the same in your organisation, with employees in inclusive teams being:

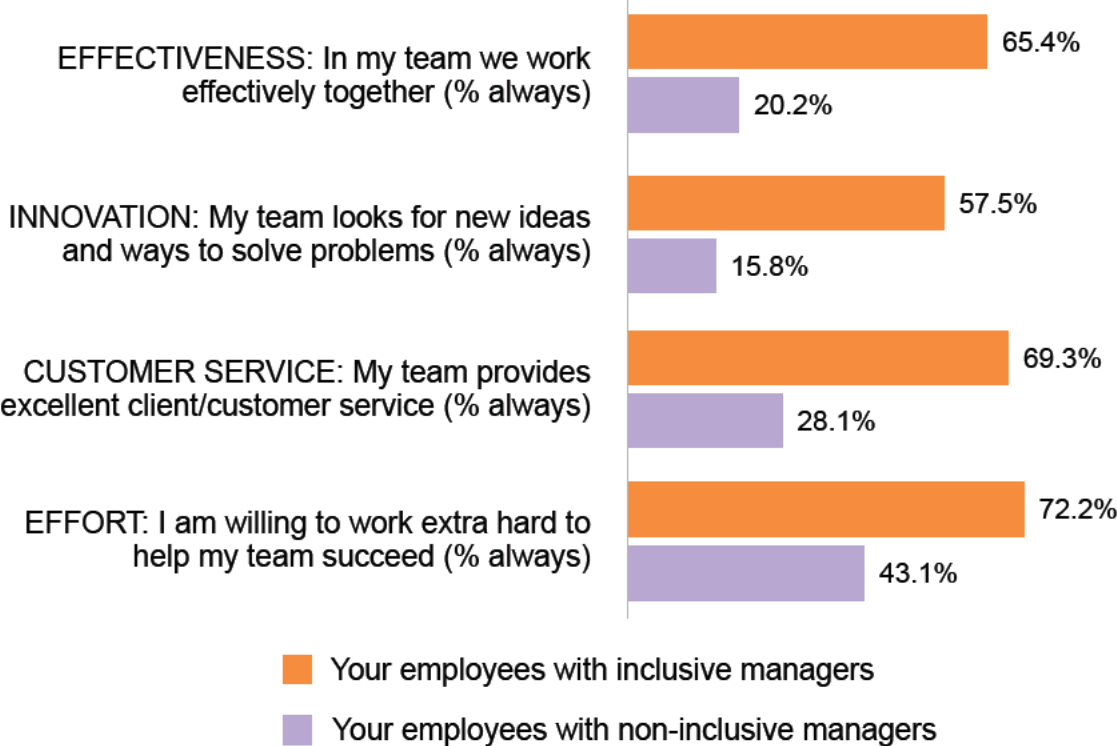


A comparable trend is evident for inclusive managers and organisations (see next page).

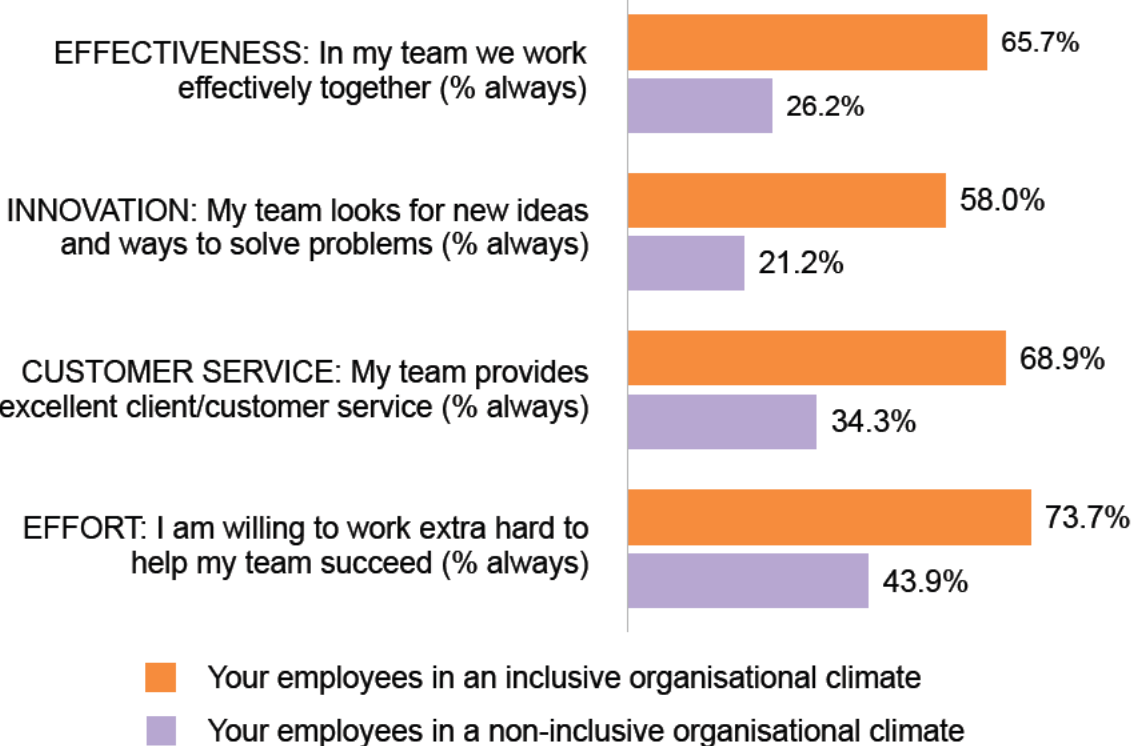


2025-2026 Inclusive Employer Index report

Impact of **inclusive managers** on performance



Impact of **inclusive organisations** on performance



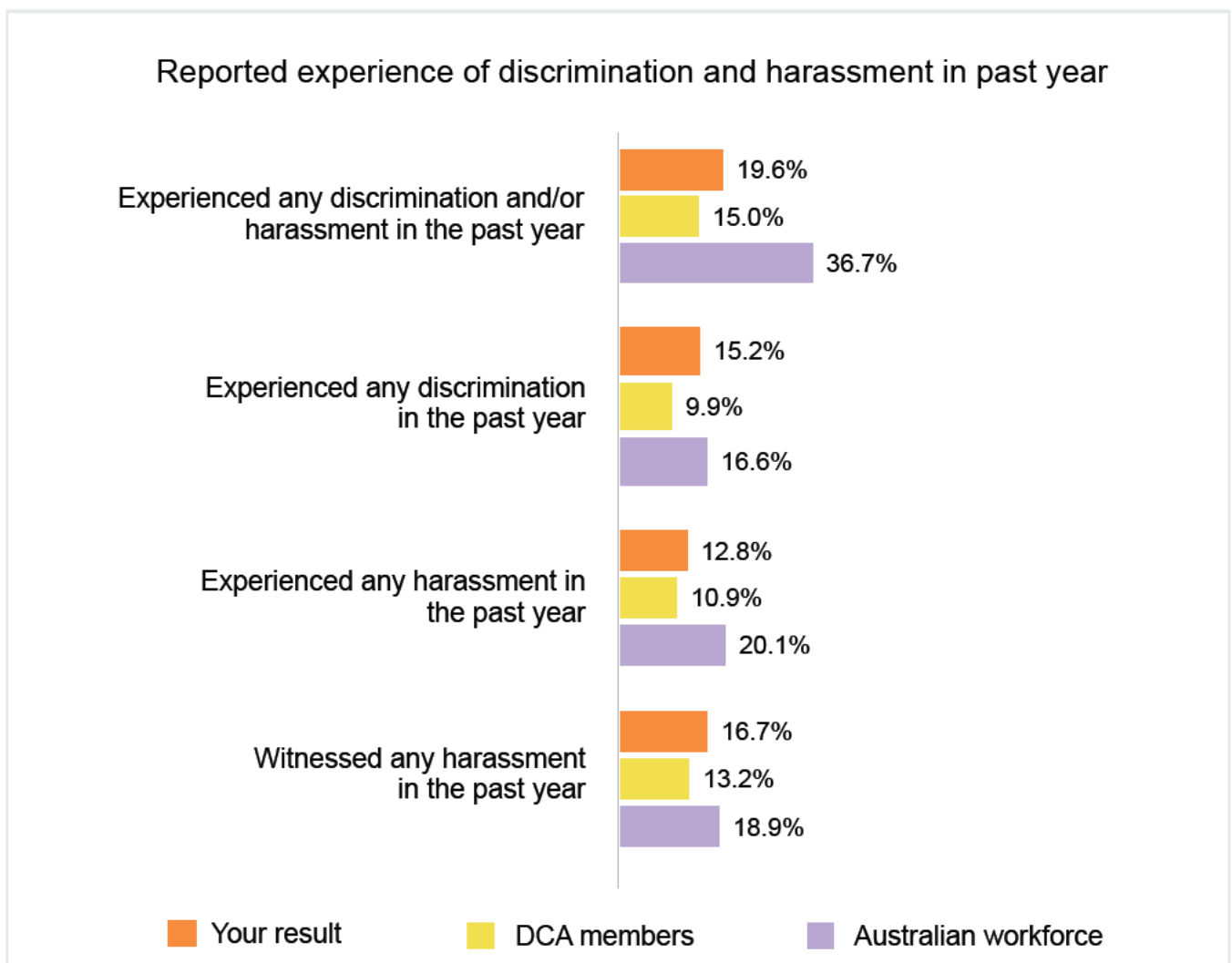
What is the state of exclusion?

How common is discrimination and harassment?

Your employees were asked about their personal experience with discrimination, harassment, and witnessing harassment while at work.

- **Discrimination** was defined as unfair treatment because of a person's Aboriginal and/or Torres Strait Islander background, age, culture/ethnicity, disability, gender, sexual orientation or gender identity in the 12 months prior to taking the survey.
- **Harassment** was defined as unwelcome comments, slurs, jokes, images or physical touch based on a person's Aboriginal and Torres Strait Islander background, age, culture/ethnicity, disability, gender, sexual orientation or gender identity in the 12 months prior to taking the survey.

This chart shows how common reported experiences of discrimination and harassment in your organisation are relative to the Australian workforce and DCA members.

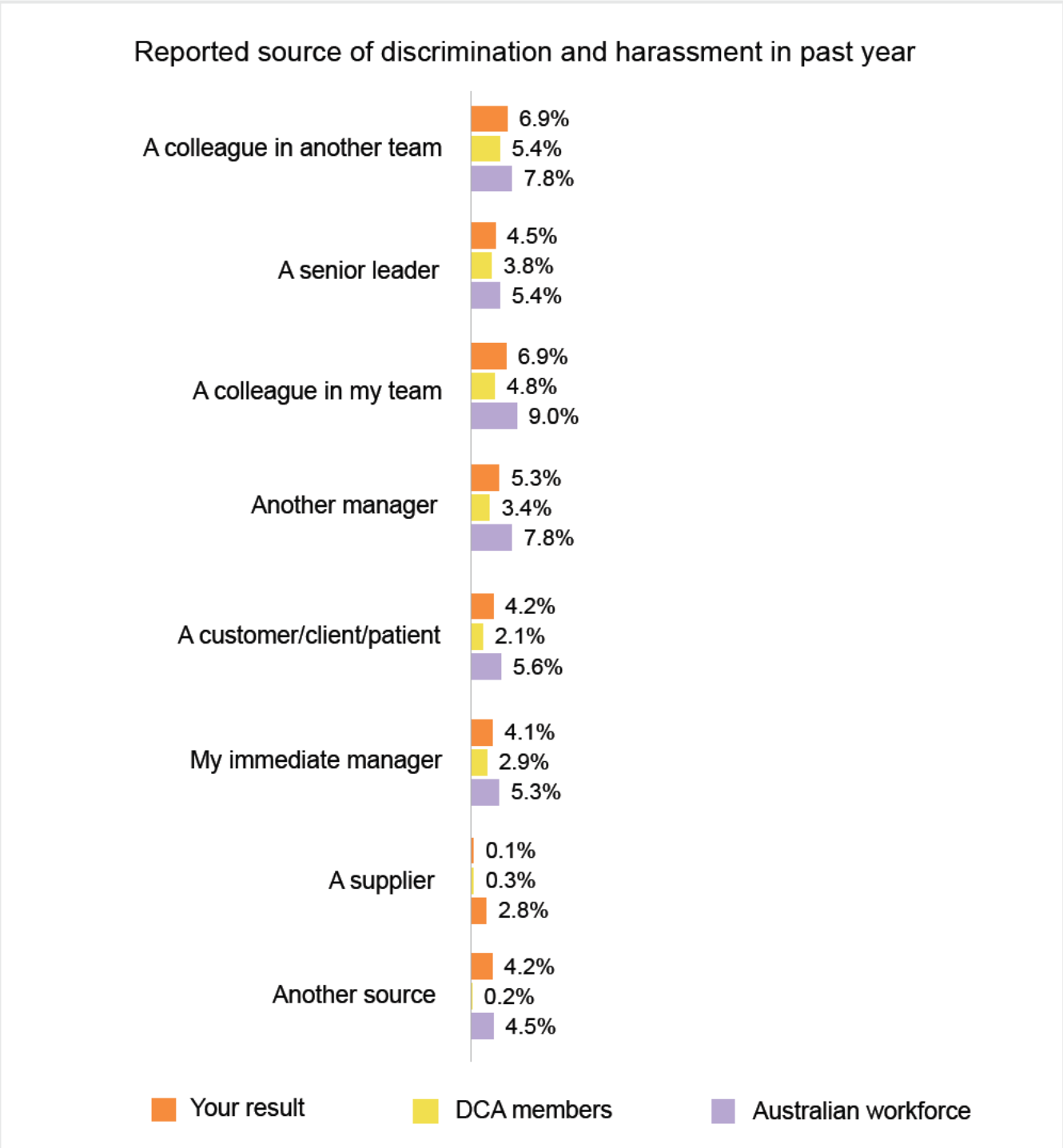


Where is exclusion coming from?

What is the source of discrimination and harassment in your organisation?

This year’s Inclusive Employer Index asked your employees about the source of their personal experience with discrimination and harassment while at work.

This chart shows from whom your employees experience discrimination and harassment in the workplace.

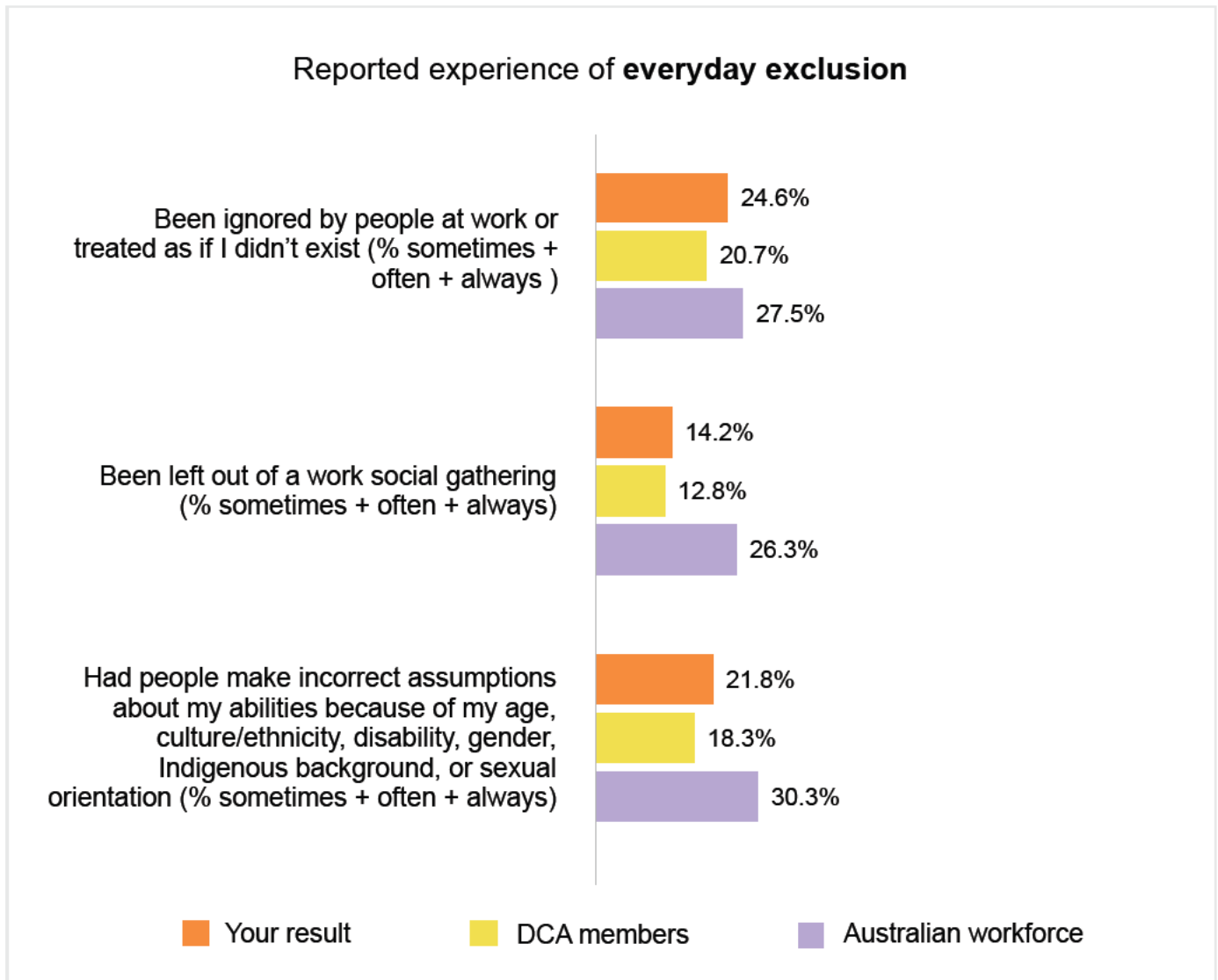


2025-2026 Inclusive Employer Index report

How common is everyday exclusion?

Exclusion does not only have to look like personal experience of discrimination or harassment in the workplace – more indirect behaviours can be just as exclusionary. Everyday exclusion tends to be more subtle and common than discrimination and harassment, including behaviours like being ignored or treated as if you do not exist, being left out of work social gatherings, and having people make assumptions about your abilities based on your identity.

This chart shows the proportion of employees in your organisation reporting they sometimes, often or always experience everyday exclusionary behaviours, relative to the Australian workforce and DCA members.



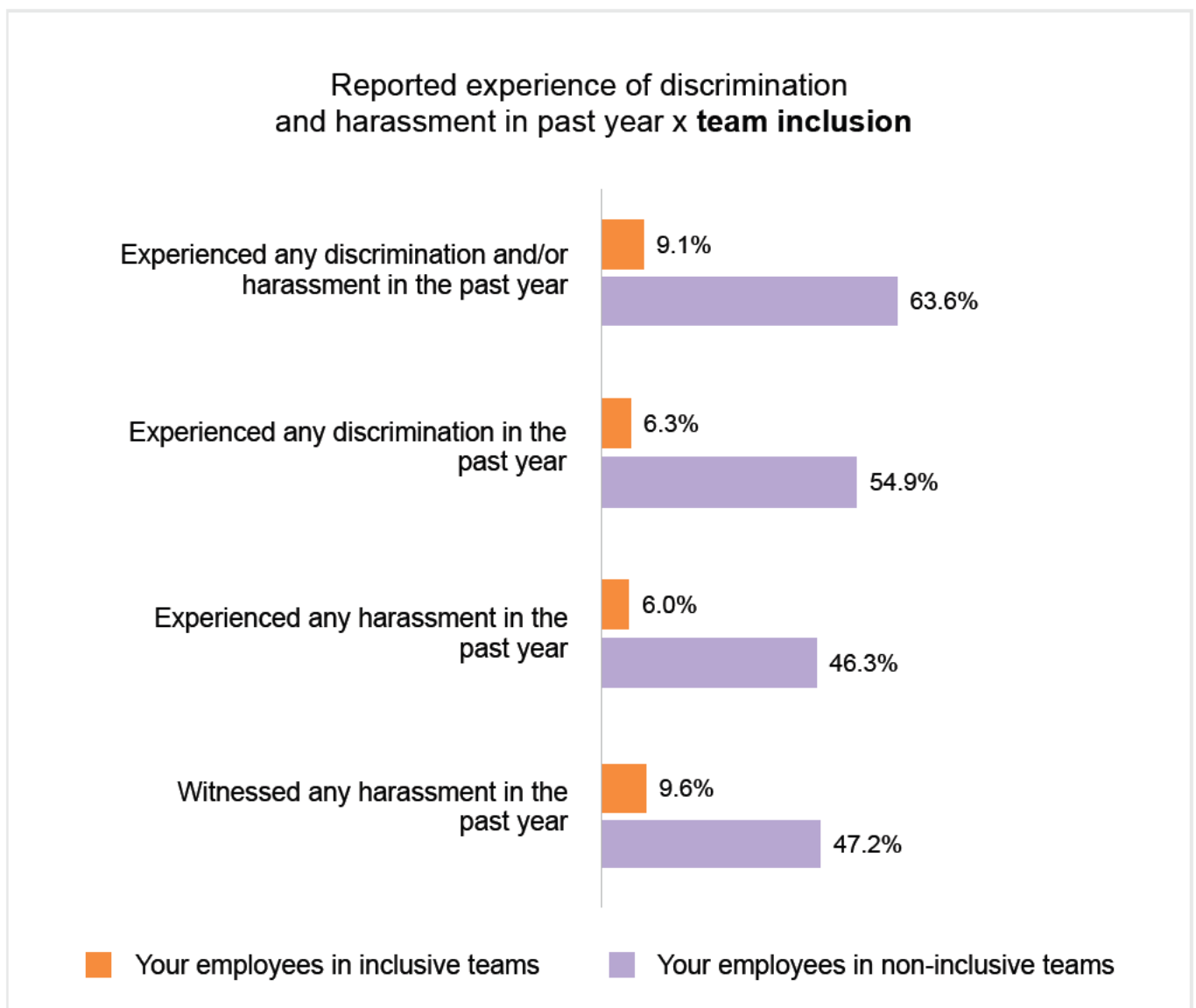
2025-2026 Inclusive Employer Index report

Does inclusion reduce exclusion?

Inclusion isn't just good for boosting wellbeing and performance – it also reduces the risk of discrimination and harassment in the workplace.

In contrast, working in non-inclusive teams, with non-inclusive managers, and in non-inclusive organisations significantly increases your risk of experiencing discrimination and/or harassment while at work. For employees, this can harm wellbeing and mental health. For organisations, this can risk costly lawsuits and loss of organisational reputation.

The following chart shows the impact of team inclusion on your respondent's reported experience with discrimination, harassment, and witnessing harassment.



Where to go from here

2025-2026 Inclusive Employer Index report

Where to go after reading this report

1. Go through the data on your dashboard to take a deeper dive into your results.

The dashboard shows your results across all questions and at different levels of analysis, including:

- your diversity profile, benchmarked against the Australian workforce
- how your employees responded to each inclusion question, benchmarked against the Australian workforce and DCA members
- how your employees responded to each inclusion question based on their diversity (i.e. based on Aboriginal and/or Torres Strait Islander background, age, caring status, cultural background, disability, gender, multilingual ability, LGBTIQ+ identity, and religious affiliation).

Use the “How to Explore the Data on Your Dashboard” report for more guidance on making the most of exploring your data.

2. Report back some of your findings to your employees, executive teams, and your Board.

People can be more engaged with future D&I surveys and initiatives when some results are reported back to them. Examples of ways DCA members have reported their Index results in the past include:

- sharing a 1-page infographic celebrating the diversity of the workforce
- sharing a 2-page infographic celebrating the diversity of the workforce, along with inclusion areas you are doing well and inclusion areas of opportunity
- sharing results and this PDF report with D&I Committees, Employee Resource Groups and networks.

2025-2026 Inclusive Employer Index report

3. Determine areas for D&I focus.

After going through your data, determine the areas you need to focus D&I attention on.

Depending on your results, this could include:

- **focusing on general inclusion areas** (e.g. increasing workforce diversity to reflect the Australian workforce, building inclusive leadership capabilities, building employee awareness on D&I action, etc.)
- **focusing on specific diversity areas** (e.g. focusing on building disability inclusion if your results show low inclusion for employees with disability).

4. Access DCA resources to guide your D&I work.

DCA has a range of resources available to guide the D&I initiatives and focus areas identified in your Index results. This includes:

- DCA [research and guides](#)
- our catalogue of [past](#) and [upcoming events](#) covering a wide range of D&I areas
- dedicated [resources](#) across several diversity topics
- perspective pieces, including blog posts, opinion pieces, case studies [and more](#)

Additional information

Inclusive Employer Index method

The 2025–2026 Inclusive Employer Index was developed over 8 key stages:

1. **Review of literature.** DCA conducted an in-depth review of industry and academic research in 2016 and 2017, investigating how to define and measure workplace inclusion.
2. **Development of 2017–2018 Draft Survey.** DCA enlisted the feedback of an Expert Panel consisting of academic and practitioner members to inform development of a first draft of the Index survey based on the literature review. The first draft contained 70 questions with questions focusing on measuring team inclusion team and individual outcomes and diversity-related demographics.
3. **Pilot of 2017–2018 Draft Survey.** The draft survey was piloted in a DCA member organisation. Statistical analysis of the pilot data set was conducted to assist with reducing the survey length and confirming questions grouped together across inclusion dimensions.
4. **Finalisation of 2017–2018 Survey.** Pilot findings were used to finalise a 50-question survey. Survey questions were chosen based on their ability to generate findings that were academically rigorous, could be of practical use to organisations, and cover key inclusion-related themes.
5. **Review of 2019–2020 Survey.** The Expert Panel was once again consulted to seek feedback, along with DCA members that had participated in the 2017 Index. Statistical analyses were conducted to reduce the survey in some areas to ensure it did not adversely affect its ability to measure inclusion.
6. **Review of 2021–2022 Survey.** To help track results against the prior two Indexes, changes to the 2021–2022 survey were minimal, involving the removal of four survey questions where prior results had demonstrated limitations in the ability to capture meaningful data.
7. **Review of 2023–2024 Survey.** Changes to the 2023-2024 Index were again minimal, including removing one everyday exclusion question and positively wording three previously negatively worded questions. Two questions were also added: one on source of discrimination/harassment, and one on impact of work on mental health.
8. **Review of 2025-2026 Survey.** There were minimal changes to the 2025-2026 Index, consisting of a wording change to inclusion and exclusion questions to reflect responses on the basis of religion, and a change to the wording of responses about caring responsibilities. Two questions were added and wording altered to align the survey to the Workplace Gender Equality Agency's (WGEA) updated Employer of Choice Citation requirements.

2025-2026 Inclusive Employer Index report

Glossary of terms

Aboriginal and/or Torres Strait Islander. Refers to those who selected having an Aboriginal background, Torres Strait Islander background, or both an Aboriginal and Torres Strait Islander background.

Age. ‘Younger’ refers to those aged 29 and below. ‘Mid’ refers to those aged between 30 and 54 years of age. ‘Older’ refers to those aged 55 years and above.

Australian Workforce Benchmark. Also referred to as the “National Index”. A national average benchmark derived from a nationally representative survey of 3,000 Australian workers conducted in May 2025.

Caring responsibilities. Those with caring responsibilities reported caring for a child or children and/or adult(s), with or without disability in the two weeks leading up to taking the survey.

DCA Member Benchmark. A benchmark derived from all employees of participating DCA members taking the survey in 2025.

Discrimination. Defined as unfair treatment because of a person’s Aboriginal and/or Torres Strait Islander background, age, culture/ethnicity, disability, gender identity, religion or sexual orientation in the 12 months prior to taking the survey.

Disability. Refers to those who self-reported an impairment or condition that impacts daily activities, communication and/or mobility, and has lasted or is likely to last 6 months or more.

Flexible workers. Refers to those who selected they had accessed one or more forms of flexible work options in the 12 months prior to taking the survey.

Harassment. Defined as unwelcome comments, slurs, jokes, images or physical touch based on a person’s Aboriginal and Torres Strait Islander background, age, culture/ethnicity, disability, gender, gender identity, religion or sexual orientation in the 12 months prior to taking the survey.

LGBTIQ+. We use the acronym LGBTIQ+ – lesbian, gay, bisexual, trans / gender diverse, intersex variation, and queer – the ‘+’ recognises that LGBTIQ doesn’t describe a range of other terms that people identify with.

cont. on following page

2025-2026 Inclusive Employer Index report

Main English-Speaking Background (MESB). Derived from the ABS's "Main English-Speaking Country of Birth" (MESB) category, which includes the United Kingdom (England, Scotland, Wales, Northern Ireland), Republic of Ireland, New Zealand, Canada, United States of America, and South Africa. The list of main English-speaking countries (MESB) is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. See DCA's [Counting Culture report](#) for more information on this.

MESB, Non-MESB, Both. 'MESB' refers to those who selected main-English speaking backgrounds only. 'Non-MESB' refers to those who selected non-main-English speaking backgrounds only. 'Both' refers to those who selected a main-English speaking background and a non-main-English speaking background.

Multilingual. Refers to those who reported being able to have a conversation about a lot of everyday things in one or more languages other than English.

Non-Christian religious background. Refers to those who identified as having a religious affiliation that was not a Christian denomination (e.g., Buddhism, Hinduism, Islam, Judaism, Sikhism). Non-Christian religious background does not include those who indicated they have no religious affiliation.