**People matter survey for gender equality reporting 2025**

**Suggested key messages**

Here you’ll find key messages to assist you to promote and get the most out of the **People matter survey for gender equality reporting**.

Tailor these messages to suit your organisation’s context as required. Promoting the value of the survey tells employees that their voice matters and encourages stronger participation.

**Overall messages**

* The People matter survey for gender equality reporting 2025 (the survey) will take place from Monday, 28 April to Friday 16 May (3 weeks).
* The Commission for Gender Equality in the Public Sector offers the People matter survey for gender equality reporting as an effective way for organisations to find out what they’re doing well and where they need to focus to progress gender equality.
* The survey is a safe and anonymous way for employees to tell organisations about what they experience in their workplace.
* It offers employees a chance to have their say on different aspects of their workplace experience of gender equality, diversity, inclusion and cultural safety.
* Employee participation is optional, but the survey is relevant to all employees regardless of where and how they work, including on the frontline.
* The survey results provide vital insight into whether or not organisations are taking positive steps to improve gender equality, eliminate negative workplace behaviours, and ensure the workforce reflects the diversity of the Victorian community.
* We don’t shy away from survey results that tell us where we need to improve. We take responsibility for our results and use this information to plan and implement initiatives and changes. This is why we encourage our people to complete the survey.
* Employee participation is optional, but the survey is relevant to all employees regardless of what their role is.
* Safe, healthy workplaces with a positive culture result in better outcomes for the communities we serve.
* The survey has been developed with the [Commission for Gender Equality in the Public Sector](https://www.genderequalitycommission.vic.gov.au/) and the [Victorian Public Sector Commission](https://vpsc.vic.gov.au/) to help organisations report on progress made towards gender equality in their workplace.
* Reporting on progress is a requirement under the Gender Equality Act 2020 (the Act).
* The Act was developed to improve workplace gender equality in the Victorian public sector, universities, and organisations.

**Messages on reporting and transparent publication**

* De-identified and anonymised results from all organisations will be reported to the Commission for Gender Equality in the Public Sector as part of each organisation’s Progress Report.
* The Commission for Gender Equality in the Public Sector will also publish select de-identified and anonymised results on its Insights Portal.
* The Commission for Gender Equality in the Public Sector and the Victorian Public Sector Commission protect the anonymity of survey participants by de-identifying data, not reporting on responses where an organisation has fewer than 10 participants, and not linking free text comment reports with other survey information.
* All information is handled in line with Victorian and Commonwealth law as set out in the Victorian Public Sector Commission’s [data collection statement](https://vpsc.vic.gov.au/privacy/).

**Survey background messages**

* The Victorian Public Sector Commission independently runs the survey.
* Access to timely, trusted data such as the People matter survey has helped the Victorian Government maintain a public sector that strives for an inclusive, high-performing and engaged workforce.

**Where can I get more information**

If you have further questions about the survey, please get in touch with the Commission for Gender Equality in the Public Sector on [enquiries@genderequalitycommission.vic.gov.au](mailto:enquiries@genderequalitycommission.vic.gov.au)