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INDUSTRY INCLUSION INSIGHTS • 2024 AWEI Survey

SECTOR: Higher Education

General data

All Data		Organisations	Higher Education (H/E)	
169		Organisations	13	
41,497		Respondents	2,106	
10,198	24.6%	LGBTQ+ respondents in the sector	965	45.9%
10,058	24.2%	% respondents of Diverse sexuality	694	33.0%
4,987	49.6%	% Diverse Sexuality respondents 'Out'	361	52.0%
1,308	3.2%	% respondents of Diverse Gender	141	6.7%
546	41.7%	% Diverse Gender respondents 'open'	74	52.5%

Location

Respondents in this sector span all states and territories except Tasmania and the Northern Territory. A greater proportion of responses have been received from NSW (All: 29.6% vs H/E: 30.0%), WA (All: 11.7% vs H/E: 23.1%), and QLD (All: 21.1% vs H/E: 18.1%). 15.6% of higher education sector respondents work in regional, rural, or remote locations (All: 15.6% vs H/E: 11.8%).

Organisation position

Respondents are:
- 18.7% less likely to be in full-time paid roles (All: 84.5% vs H/E: 68.7%),
- 204.7% more likely to be in contract positions (All: 3.9% vs H/E: 11.8%),
- 271.5% more likely to be in temporary/casual roles (All: 2.0% vs H/E: 7.3%).
- 11.7% more likely to have been employed for between 4-10 years. (All: 27.1 % vs H/E: 30.7%)
- 10.5% less likely to have been employed over 20 years (All: 10.4% vs H/E: 9.3%).

- 5.6% less likely to have been employed under 1 year (All: 15.9% vs H/E: 15.0%).

Regarding the seniority of respondents, the higher education sector had 36.9% fewer Level 1 respondents (CEO or senior executives reporting to the CEO), with only Level 3 employees having a greater proportion with 6.7% more respondents than the all data set.

Other demographics:

Age

Respondents aged under 25 decreased by 33.9% compared to all respondents (All: 5.3% vs H/E: 3.5%), while those aged 55 and over increased by 38.5% (All: 14.3% vs H/E: 19.7%).

Proportionately, respondents were more likely by:
- 15.5% to be over 45 years of age (all: 41.4% vs. H/E: 47.4%).124.9% more likely to have a non-binary identity (All: 2.5% vs H/E: 5.6%)
- 112.4% more respondents use gender-neutral pronouns (All: 0.9% vs. H/E: 2.0%), and 134.1% more use rolling pronouns (All: 2.5 vs. H/E: 5.9%)

- 36.2% to identify with a diverse sexuality (All: 24.2% vs. 33.0%)

Personal Beliefs

Higher education sector respondents are more likely by:
- 8.2% to think an organisation's positive track record in this aspect of inclusion would influence them to join them. (All: 47.6% vs H/E: 68.9%).
- 27.1% to believe there are more than two genders (All: 58.1% vs H/E: 73.9%).
- 22.3% to believe their organisation should put more effort into this aspect of diversity & inclusion (All: 41.6% vs H/E: 50.9%).
- 7.5% to understand some of the unique challenges that people of diverse sexuality and/or gender face in the workplace (All: 81.6% vs H/E: 87.7%).
- 14.1% to believe awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year (All: 67.7% vs H/E: 77.2%).

Bullying and Harassment

Higher Education Sector respondents are less likely by:
- 12.9% agree that any negative commentary/jokes/innuendo targeting LGBTQ+ people is acted upon quickly (All: 60.4% vs H/E: 53.0%),
- 10.3% to agree managers are willing to address workplace incivility targeting people of diverse gender (All: 71.0% vs H/E: 64.5%),
- 9.1% to agree managers are willing to address workplace targeting people of diverse sexuality (All: 69.9% vs H/E: 62.7%)

Respondents are 5.7% <u>more</u> likely to have witnessed workplace incivility behaviours but 12.4% <u>less</u> likely to have witnessed serious bullying and harassment. They are also more likely to agree that behaviours are called out when witnessed.

Working with others

When considering the experiences of working with others, respondents are:
- 10.9% more likely to be comfortable having 'all-gender' or 'gender-neutral' toilets on our floor/area (assume male/female toilets are still available) (All: 78.4% vs H/E: 87.0%).
- 8.2% more likely to be comfortable using gender-neutral pronouns (All: 82.36% Vs H/E: 89.4%).
- 5.3% more likely to be comfortable referring to another employee by a different name or personal pronoun if they were to affirm their gender (All: 87.6% vs. H/E: 92.3%).

Allyship

49.5% of Higher education respondents are active allies (18.8% more than all respondents).

Higher Education respondents are more positive across most allyship measures by:
- 13.7% to knowing of active allies within their immediate area (All: 65.6% vs H/E: 74.6%).
- 22.6% to know of material or training available that would show them how to be an active ally (All: 56.7% vs H/E: 69.5%).
- 7.5% more agree that employees wishing to be allies are supported to do so. (All: 71.0% vs. H/E: 76.3%)

For those who are passive or not allies:
- 11.1% more felt being active allies would be frowned upon by someone/people with influence over their career (All: 4.5% vs H/E: 5.1%).
- 16.0% feel they are too busy to be an active ally (All: 41.1% vs. H/E: 47.6%)

To become an active ally, respondents are more likely to agree by:
- 11.8% that they need a better understanding of how to be an active ally (All: 38.5% vs H/E: 43.1%).
- 18.0% to needing more information on being an active ally with limited time (All: 46.2% vs H/E: 54.5%),

- 40.7% feel there is something else that would help them to be an active ally (All: 8.1% vs H/E: 111.4%).

They are also less likely by:
- 17.9% have a concern about being ridiculed or the target of jokes stops them from being an active ally (All: 4.8% vs H/E: 3.9%).
- 16.2% to feel they are being active allies would conflict with their personal beliefs or values (All: 14.2% vs H/E: 11.9%),
- 15.6% to advise they do NOT have a personal interest in LGBTQ inclusion or in being an active ally (All: 30.5% vs H/E: 25.7%), and
- 20.8% less likely to agree there is nothing that would convince them to be active allies (All: 23.3% vs H/E: 18.5%).

LGBTQ+ inclusivity within the Higher education Sector

86.6% more respondents within the higher education sector are LGBTQ+ (of diverse sexuality, diverse gender, and/or trans experience).

Of those that answered the LGBTQ+ questions, there is little difference in respondents 'outness' about their sexuality, though 'openness' for diverse gender respondents is 13.0% more likely.

Those 'out' at work are:
- 6.4% more agree there are visible out role models within the organisation that have the same, or similar, sexuality as them (All: 66.1% vs H/E: 70.3%)

Those 'not out' at work are:
- 12.9% more likely to feel they would not be accepted by some members of their team (All: 27.8% vs H/E: 31.3%),
- 9.8% less likely to be concerned they would become the target of sexualised jokes/innuendo (All: 24.8% vs H/E: 22.3%),
- 7.1% more likely to fear being the target of discrimination due to my diverse sexuality (All: 24.7% vs H/E: 26.4%).

Respondents of diverse sexuality advised being the targets of mild incivility 12.6% less than all (7.8% v s 8.8%) and the target of serious behaviours 10.4% more (2.9% vs 2.6%)

Trans and gender diverse respondents in this sector are 13.2% more likely to have undertaken affirmation processes in their current workplace (All: 49.2% vs H/E: 55.7%), but 10.1% less likely to be happy with the process undertaken (All: 58.1% vs H/E: 52.2%).

Those 'open' at work are:
- 10.4% more to agree there are visible open role models within the organisation that have the same, or similar, gender diversity as themselves (All: 37.2% vs H/E: 41.1%),
- 16.2% less likely to agree they have not experienced any exclusion based on their gender diversity (All: 68.6% vs H/E: 57.5%)

Across almost all reasons for being 'not open' at work, respondents are less likely to agree than all respondents by:
- 9.5% less to not wanting to be labelled because of their diverse gender (All: 65.8% vs H/E: 59.6%),
- 7.2% less to not being comfortable enough within themselves to be 'open' (All: 45.9% vs H/E: 42.6%),
- 39.8% less feel concerned they would become the target of jokes/innuendo around their gender (All: 42.4% vs H/E: 25.5%),
- 43.2% less to avoid inclusion initiatives because they don't want people to know that they are of diverse gender (All: 30.0% vs H/E: 17.0%)

The exceptions are that 12.7% more feel being open at work would negatively impact their career progression (All: 38.3% vs H/E: 43.9%), and 11.8% more feel some members of their team would not accept them (All: 53.3% vs H/E: 59.6%).

Recruitment and Policies

In recruitment, Higher Education respondents are less likely by:

- 6.9% to find the recruitment process to be inclusive of diverse gender applicants (All: 45.5% vs H/E: 42.3%),
- 8.8% to agree a contact person was identified to support diverse gender applicants (All: 12.9% vs H/E: 11.7%),
- 14.4% to agree application forms were inclusive of diverse gender applicants (All: 39.2% vs H/E: 33.6%),
- 20.7% fewer faced barriers with background/criminal checks because they are known by another name or gender (All: 8.9% vs H/E: 7.0%).

They are also 21.8% more likely to feel disadvantaged during the recruitment process as someone of a diverse gender (All: 6.4% vs H/E: 7.8%).

Higher Education respondents had more positive experiences relating to policies with:
- 25.1% more agreeing there is availability of 'all-gender' or 'gender-neutral' toilets (All: 37.8% vs H/E: 47.3%).
- 14.2% more agree they have the freedom to use toilets of choice (All: 46.8% vs H/E: 53.4%).
- 16.5% agreed there are well-communicated policies to support those affirming their gender (All: 45.2% vs H/E: 52.7%).
- 7.1% more acknowledgement of gender diversity beyond the binary of male/female. (All: 66.3% vs H/E: 71.0%).
- 14.5% more feel there is support to dress in a manner that aligns with their gender identity/expression (All: 60.7% vs H/E: 69.5%).