

INDUSTRY INCLUSION INSIGHTS • 2023 AWEI SURVEY

Higher Education

General data

All data (All)		Higher Education (H/E)		
192		Organisations	12	6.3%
40,331		Respondents	2,304	5.7%
10,085	25.0%	LGBTQ+ respondents in the sector	798	34.6%
9,972	24.7%	% respondents of Diverse sexuality	790	34.3%
5,220	52.3%	% Diverse Sexuality respondents 'Out'	435	55.1%
1,119	2.8%	% respondents of Diverse Gender	137	5.9%
464	41.5%	% Diverse Gender respondents 'open'	65	47.4%

Location

Respondents in this sector span all states and territories other than Tasmania. A greater proportion of responses have been received from the NT (All: 0.4% vs H/E: 1.2%) and QLD, (All response 17.1% vs H/E: 36.0%). 34.9% of respondents are from NSW. 10.6% more Higher Education sector respondents work in regional, rural or remote locations (All: 15.24% vs H/E: 6.8%)

Organisation position

Respondents are:

- 18.0% less likely to be in Full time paid roles (All: 83.6% vs H/E: 68.5%),
- 188.5% more likely to be in contract positions (All: 4.1% vs H/E: 11.9%), &
- 176.1% more likely to be in temporary/casual roles (All: 2.5% vs H/E: 7.0%).
- 19% more likely to have been employed for between 3-10 years. (All: 29.9% vs H/E: 35.6%)
- 14% less likely to have been employed under 3 years, (All: 41.1% vs H/E: 35.4%).

Personal Beliefs

Higher education sector respondents are more likely by:

- ✓ 19.1% to believe there are more than two genders (All: 62.6% vs H/E: 74.5%).
- ✓ 17.0% to believe their organisation should put more effort into this aspect of diversity & inclusion (All: 45.7% vs H/E: 53.4%).

Awareness and visibility

Within the last year:

- ✗ 7.7% fewer respondents agree there has been communication of initiatives surrounding LGBTQ+ inclusion (All: 80.3% vs H/E: 74.1.0%),
- ✓ 10.1% more respondents are aware of training being available (All: 68.0% vs H/E: 74.8%),
- ✗ 10.3% fewer respondents attended at training (All: 47.4% vs H/E: 42.5%).

Bullying and Harassment

Higher Education Sector respondents are less likely by:

- ✗ 15.5% to feel any negative commentary/jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly (All: 59.1% vs H/E: 50.0%),
- ✗ 13.4% to feel managers are willing to address workplace incivility (negative commentary,

- jokes and/or innuendo) targeting people of diverse sexuality (All: 66.0% vs H/E: 57.1%),
- ✘ 14.1% to feel managers address workplace incivility behaviours towards people of diverse genders (All respondents: 65.1% vs H/E: 56.0%),
- ✘ 9.4% to agree there are identified avenues to safely report bullying and harassment related to sexuality and/or gender (All: 75.9% vs H/E: 68.7%)

They are also:

- ✘ 8.4% more likely to have witnessed workplace incivility (All: 14.8% vs H/E: 16.1%), &
- ✓ 6.4% less likely to have witnessed serious bullying behaviours (All: 4.6% vs H/E: 4.3%)
- ✘ 10.6% more likely to say that no one called out workplace incivility (All: 28.6% vs H/E: 31.6%), and
- ✘ 34.7% more likely to advise serious behaviours were not called out by anyone (All: 21.3% vs H/E: 28.7%).

Working with others

Comfortable levels are higher by:

- ✓ 7.7% using they/them/their personal pronouns (All: 83.7% vs H/E: 90.1%),
- ✓ 5.5% having 'all-gender' or 'gender-neutral' toilets on our floor/area (All: 80.5% vs H/E: 85.0%).

Allyship

Higher Education respondents are more positive across most allyship measures by:

- ✓ 10.5% to knowing of active allies within their immediate area (All: 65.2% vs H/E: 72.0%)
- ✓ 19.9% to knowing of material or training available that would show them how to be an active ally (All: 55.0% vs H/E: 65.9%).
- ✓ 14.6% than all respondents to feel they are active allies (All: 43.2% vs H/E: 49.5%),
- ✓ 25.0% less likely to say that they are "not an ally", do not support LGBTQ+ Inclusion (All: 3.6% vs H/E: 2.7%).

Though 7.0% fewer agree to knowing of active executive allies or sponsor/s within their organisation (All: 60.9% vs H/E: 56.6%)

LGBTQ+ respondents

38.5% more respondents within the Higher Education sector are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience)

They are:

- 117.1% more likely to advise a non-binary gender identity (All: 2.2% vs H/E: 4.7%)
- 13.0% less likely to identify as straight (All: 72.9% vs H/E: 63.4%),
- 48.5% more likely to identify with an 'emerging' sexuality (Bi/Pan/Queer/Ace or a different term) (All: 13.1% vs H/E: 19.4%),
- 119.9% more likely to use exclusively gender-neutral (they/them) pronouns (All: 0.9% vs H/E: 2.0%),
- 83.3% more using rolling pronouns (All: 2.1% vs H/E: 3.9%).

LGBTQ+ inclusivity within the Higher education Sector

There is little difference to respondents 'outness' about their sexuality, though 'openness' for diverse gender respondents is 3.7% more likely.

Higher Education respondents are:

- ✘ 8.0% more likely to spend time editing conversations or hiding who they are (All: 29.8% vs H/E: 32.2%)
- ✘ 5.1% less likely to feel that the level of executive endorsement of sexuality and/or gender diverse inclusion initiatives has been positive (All: 71.2% vs H/E: 67.5%),
- ✓ 11.4% less likely to advise experiencing discrimination regarding their diverse sexuality or gender in their current workplace (All: 18.7% vs H/E: 16.6%)

Those 'out' at work are less likely by:

- ✘ 4.7% to feel there are visible out role models within the organisation (All: 68.3% vs H/E: 65.1%).
- ✘ 5.1% to believe their sexuality would **not** have any impact on career progression (All: 79.4% vs H/E: 75.3%).
- ✘ 6.2% to feel inclusion initiatives have had a positive impact on how they feel about their own sexuality (All: 71.5% vs H/E: 67.1%).

Those 'not out' are less likely by:

- ✓ 24.6% to avoid inclusion initiatives because they do not want people to know they are of diverse sexuality (All: 23.5% vs H/E: 18.6%).
- ✓ 21.1% to be concerned they would become the target of sexualised jokes/innuendo (All: 23.5% vs H/E: 18.6%).
- ✓ 13.1% to feel they are not out because they are uncomfortable within themselves (All: 37.6% vs H/E: 32.7%).
- ✓ 13.2% to fear being the target of discrimination due to their sexuality (All: 23.2% vs H/E: 20.2%)
- ✓ 8.0% to feel being out would negatively impact their career progression (All: 22.9% vs H/E: 21.1%)

Respondents of diverse sexuality advised being the target of workplace incivility behaviours 15.8% less, and the target of serious bullying and harassment 46.0% less.

For trans and gender diverse respondents, those in this sector are 16.2% more likely to have undertaken affirmation processes in their current workplace (All: 45.0% vs H/E: 52.3%) but are 4.7% less likely to be happy with the process (All: 56.1% vs H/E: 53.5%).

Those 'open' at work are:

- ✗ 20.0% more likely to feel they have been deliberately misgendered in the past year (All: 22.1% vs H/E: 26.6%),
- ✗ 15.8% less likely to agree people make an effort to use their personal pronouns (All: 63.1% vs H/E: 53.1%)
- ✗ 8.8% less likely to feel comfortable and safe discussing workplace issues related to their gender diversity with their manager (All: 72.5% vs H/E: 66.2%), &

Though, 24.9% more likely to agree there are visible out role models within their organisation (All: 45.6% vs H/E: 56.9%).

For those 'not open' at work:

- ✓ 4.9% less agree it is because they do not want to be labelled because of their diverse gender. (All: 65.7% vs H/E: 62.5%).
- ✓ 7.3% less agree the negative social media commentary and mainstream news media

reporting targeting LGBTQ people has impacted their willingness to be open (All: 58.4% vs H/E: 54.7%).

- ✓ 9.6% less fear being the target of discrimination due to their diverse gender. (All: 47.1% vs H/E: 56.9%).
- ✗ 20.2% more respondents agree to avoiding inclusion initiatives because they do not want people to know they are of diverse gender (All: 33.6% vs H/E: 40.4%).

Recruitment experiences of those of diverse gender and/or trans experience are more positive with:

- ✓ 21.6% more likely disclose their gender diversity during application process (All: 28.4% vs H/E: 34.5%)
- ✓ 20.1% more likely to feel application forms were inclusive of diverse gender (All: 35.4% vs H/E: 42.5%)
- ✓ 11.5% less likely to feel barriers with reference checks (All: 9.1% vs H/E: 8.0%)
- ✓ 10.9% less likely with background and criminal checks (All: 9.9% vs H/E: 8.9%)

But 5.7% more likely to agree that they feared being discriminated because of their gender diversity.

Higher Education respondents had more positive experiences relating to policies with:

- ✓ 31.0% more freedom to use toilets of choice (All: 42.5% vs H/E: 55.7%)
- ✓ 28.8% more is availability of 'all-gender' or 'gender-neutral' toilets (All: 34.8% vs H/E: 44.8%)
- ✓ 16.4% more support to dress in a manner that aligns with their gender identity/expression (All: 63.5% vs H/E: 73.9%)
- ✓ 10.3% more acknowledgement of gender diversity beyond the binary of male/female. (All: 66.0% vs H/E: 72.8%)