



Equity, Diversity and Inclusion at CEPAR Survey 2019

Report 2020

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Acknowledgment

We would like to thank Alison Williams and Lisa Gulesserian for their research assistance with the development of this report.

We also thank Amy Brushwood and Anne Gordon for helping with distributing the survey to the CEPAR members.

Executive summary

The CEPAR Equity, Diversity & Inclusion Survey 2019 (December) is the first to be undertaken by CEPAR and focuses on five main aspects. First, the diversity of CEPAR respondents in terms of age, gender, ethnicity, nationality, language, disability, roles, hours worked and care responsibilities. Second, work-life balance and flexibility at CEPAR. Third, perceptions regarding inclusiveness within CEPAR and the EDI practices which respondents experience. Fourth, practices encouraging collaboration at CEPAR and last, development practices and opportunities at CEPAR.

All questions were analysed by gender. The response rate was 49%.

The main findings point to both differences and similarities in how respondents of different genders experience the work they do within CEPAR:

- There are more mature (55 years old and above) male respondents than mature female respondents.
- Over half of male respondents are Chief Investigators, while only 9% of female respondents play the same role.
- More than 50% of the respondents are of Anglo-Celtic or European ethnicity.
- 87% of the respondents use English as their primary language.
- Half of all respondents work part-time for CEPAR (<35 hours per week).
- Almost half of the female respondents have responsibility for providing childcare, compared to only 18% of the male respondents. Also, only one third of these women always share childcare responsibility with someone else. In contrast, all male respondents say they always share childcare responsibility with someone else.
- About 18% of females and 9% of males provide eldercare. Men always share the eldercare with someone else, while only 25% of women do so.
- Almost 14% of females provide care for a disabled person.
- More men than women feel they have an adequate balance between work and personal/family life.
- More men than women feel they have adequate access to flexible working options.
- Women worry more than men about what they have in common with their CEPAR colleagues.
- Most respondents think CEPAR has, and allows, for a diverse workforce. Also, they value diversity and consider themselves diversity and inclusion champions. However, when looking at specific practices, different genders report different perceptions of how CEPAR encourages career progression. Women tend to have less positive perceptions. For example, while all male respondents agree that CEPAR encourages the career progression of both men and women, only 77.3% of female respondents agree.
- About one third of women and men agree that CEPAR encourages the career progression of Aboriginal and/or Torres Strait Islander peoples. Seventy per cent of men and 63.6% of women neither agree or disagree.
- Most respondents agree that their contact with colleagues of different disciplines, age, gender, sexual orientation, ethnicity and of Aboriginal and Torres Strait Islander origin is positive and cooperative. But females tend to express less positive perceptions.
- More women than men say they have been asked and would also like to be asked to perform work outside the scope of their job description as an opportunity for development.

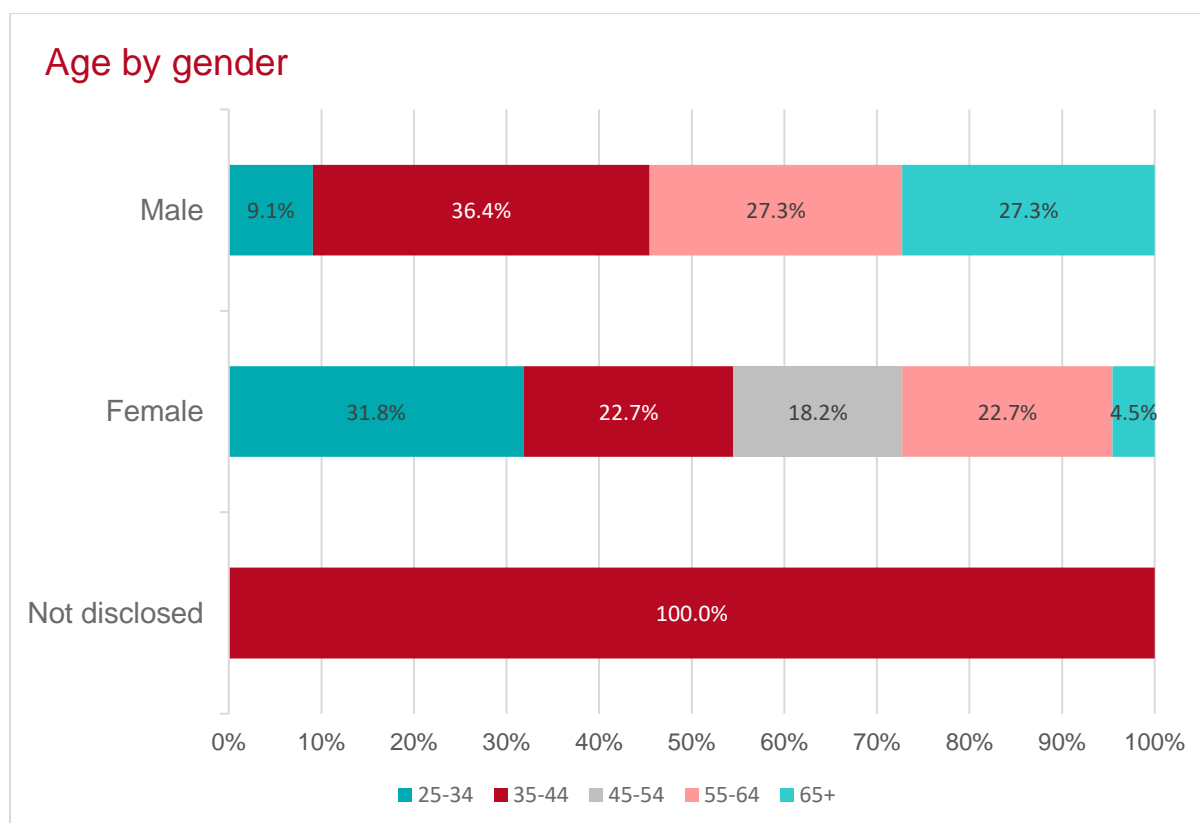
Method

The survey data was collected using an online survey platform. The survey questionnaire was distributed electronically to 76 academic and professional CEPAR staff, with 37 respondents – a response rate of 49%. The questions included in the questionnaire are items previously used in established research projects. All questions were cross-tabulated by self-identified gender. Although the question asking for respondents' gender provided for multiple categories, respondents fell under only three categories: male, female or choose not to disclose. Hence most of the graphs only include these three categories. No respondents were excluded from the analyses.

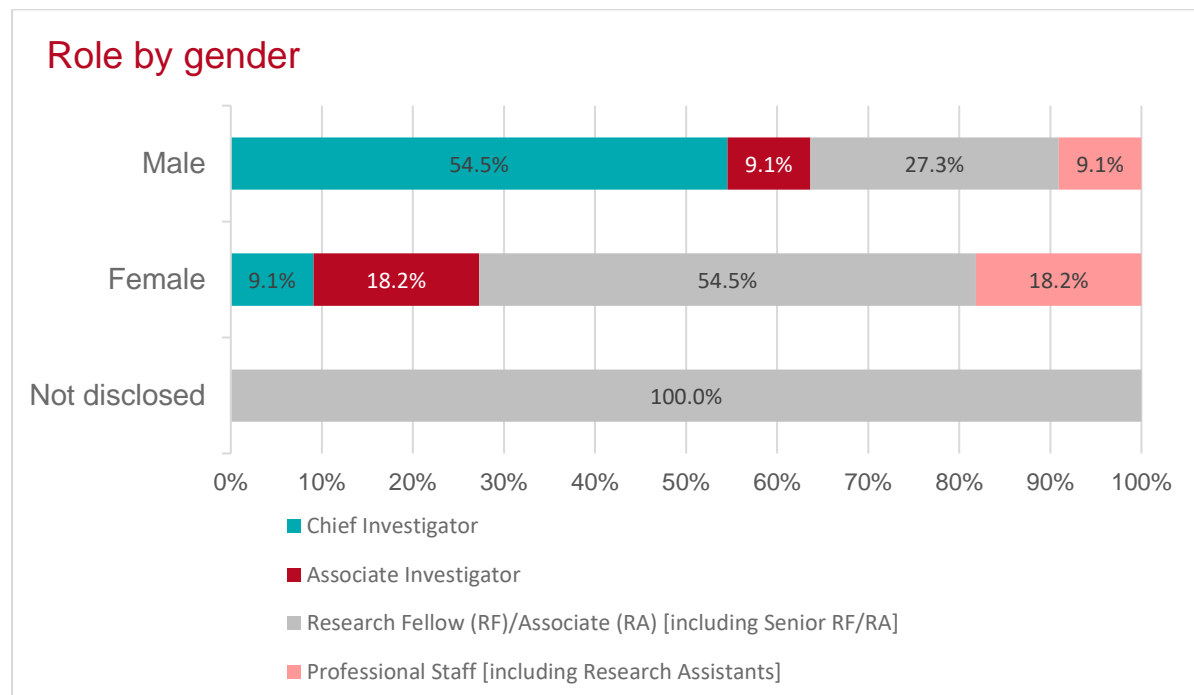
Results

Diversity at CEPAR

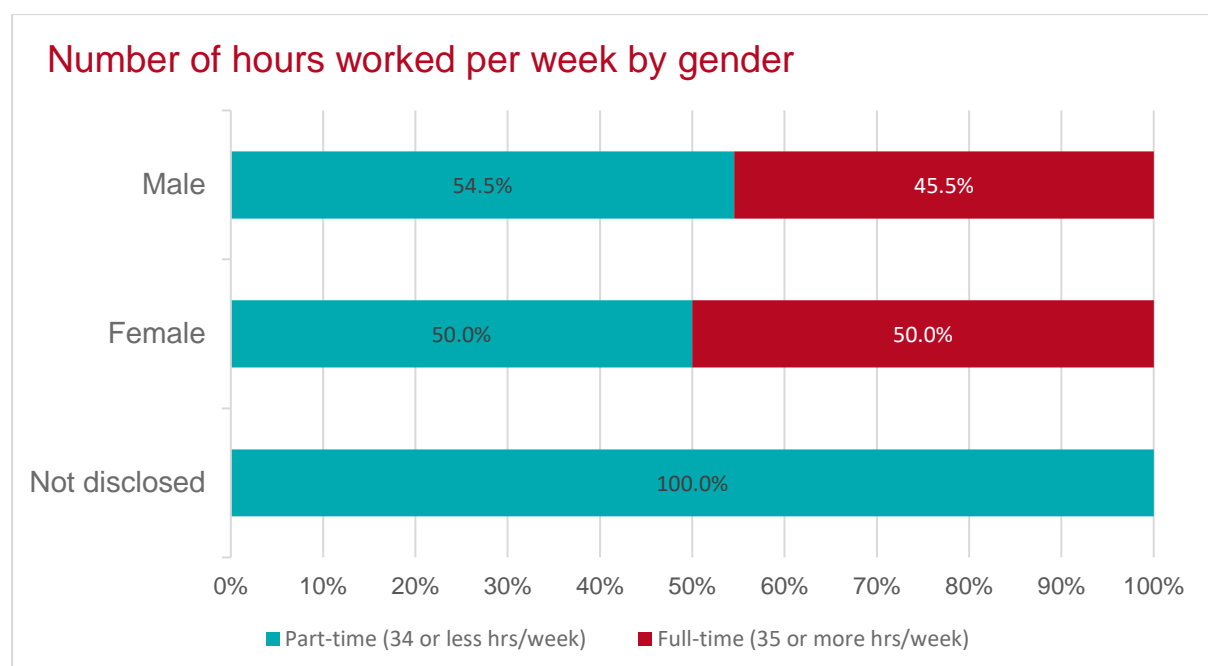
Results of the CEPAR Equity, Diversity & Inclusion Survey 2019 show that the age distribution varies greatly by gender. 54.6% of the male respondents are 55 years old or above, while only 27.2% of females fall within this age category. Female respondents tend to be either young or middle-aged, while male respondents are equally distributed among the young and mature categories.



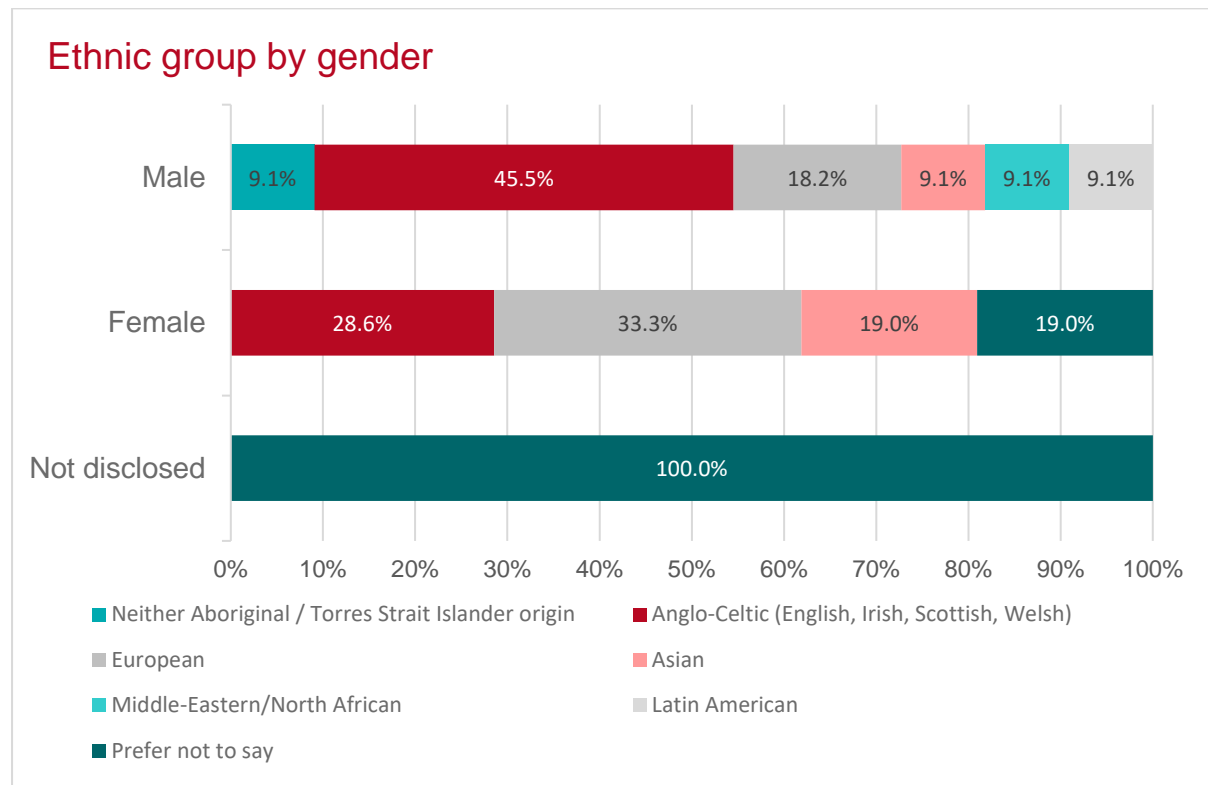
The age distribution differences are mirrored by the differences in roles among men and women. While 54.5% of male staff are Chief Investigators, only 9.1% of women hold the same role. Twice as many women hold Associate Investigator, Research Fellow and Professional staff roles than men.



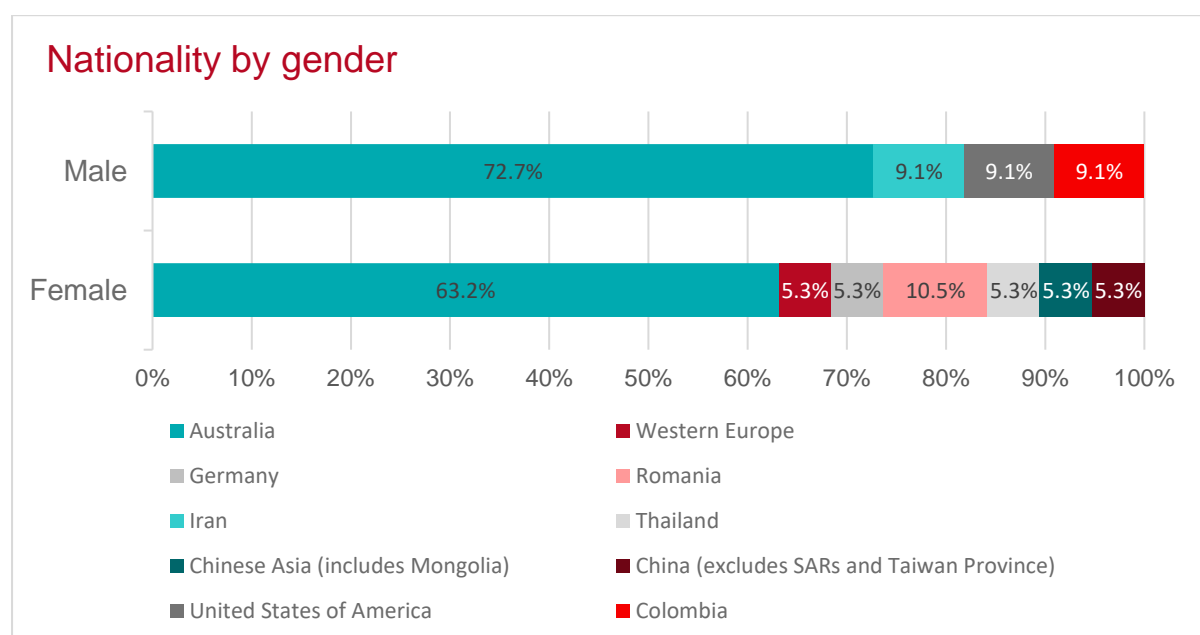
When looking at the number of hours worked per week on CEPAR-related matters, more male respondents work part-time hours (34 or less hrs/week) than their female counterparts. All respondents who chose not to disclose their gender work part-time.



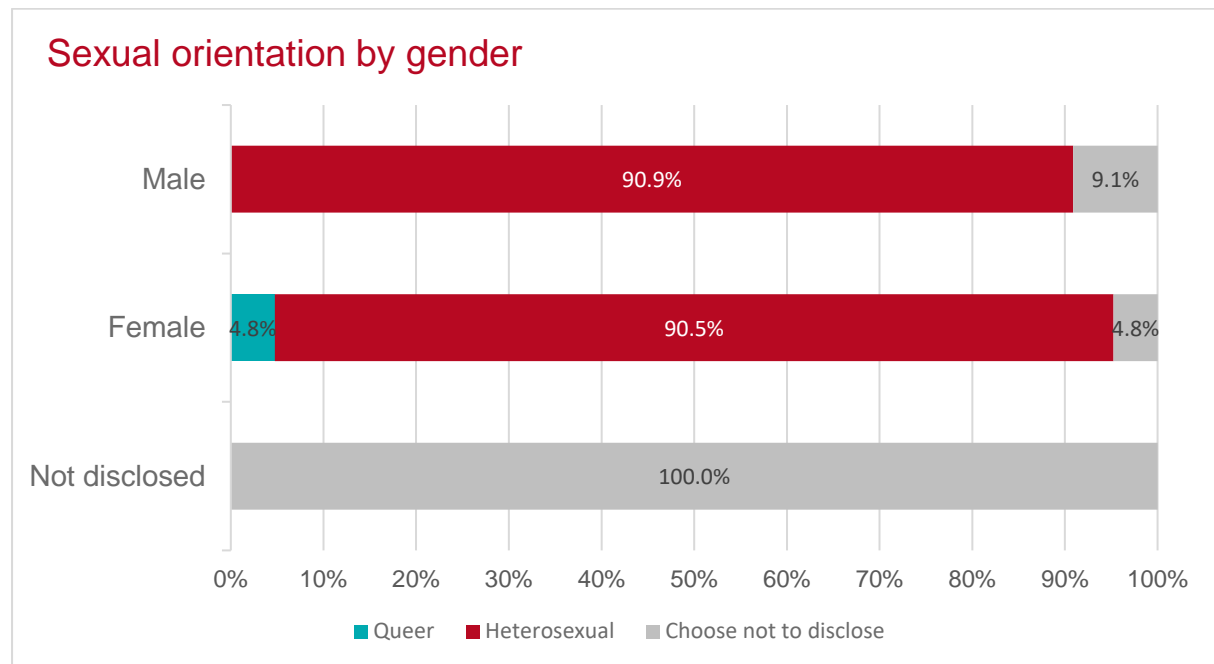
More than 50% of CEPAR respondents are of either Anglo-Celtic or European ethnicity. The second largest group is of Asian origin, followed by Middle-Eastern/North African and Latin American ethnic groups.



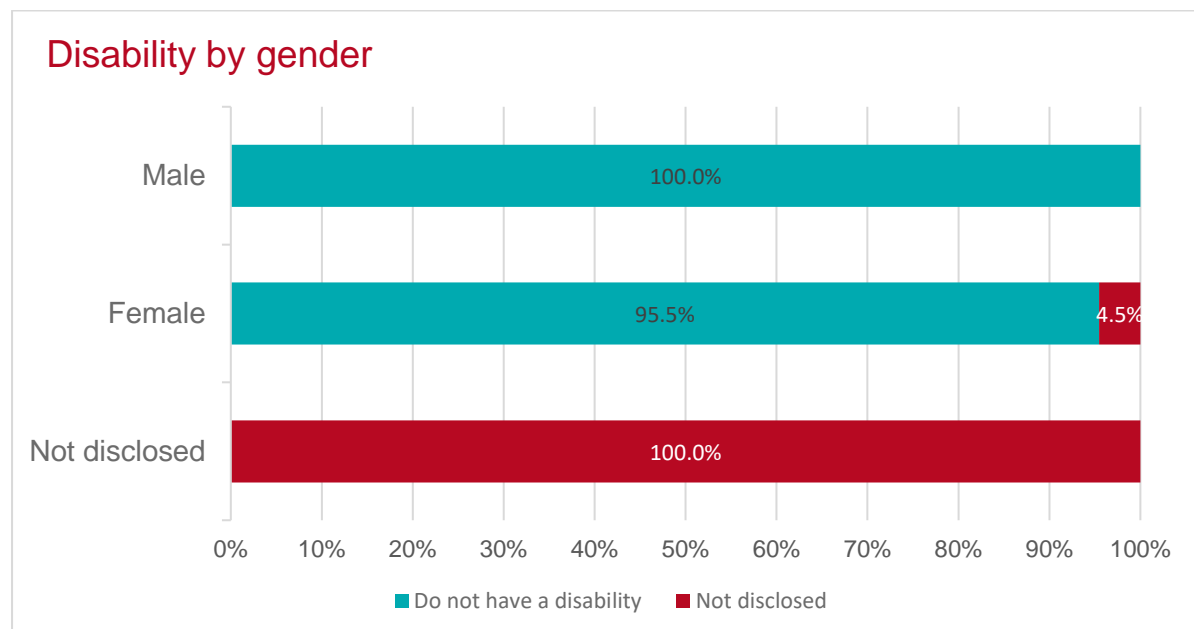
The nationality of CEPAR staff is quite diverse. While most of the respondents are Australians, nearly 36% of the female respondents and 27% of the male respondents are of a nationality other than Australian.



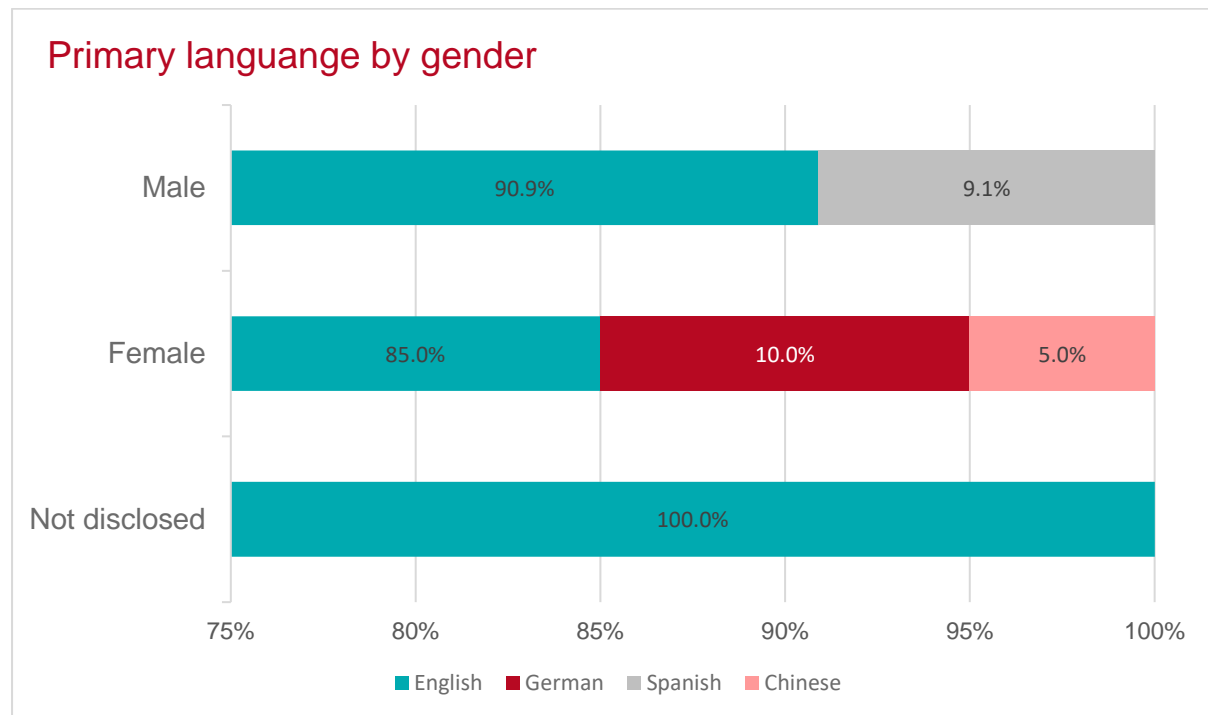
In terms of sexual orientation, CEPAR respondents are not very diverse, with over 90% of both female and male respondents identifying as heterosexual.



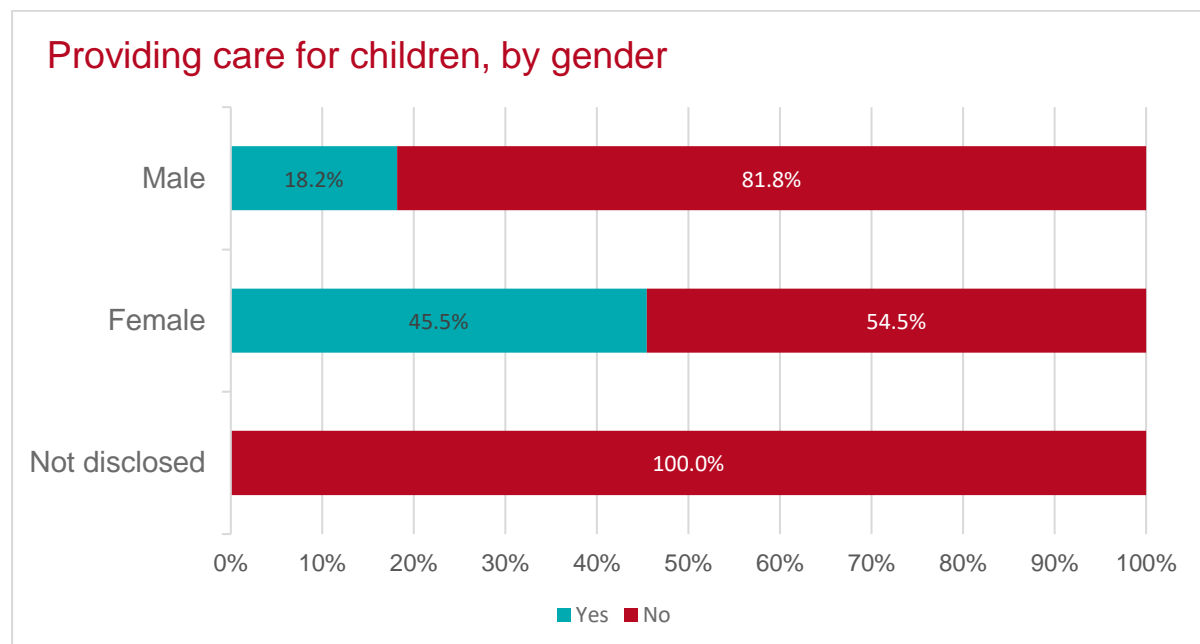
The majority of respondents report they do not have a disability. 4.5% of female respondents, and 100% of those who did not disclose their gender chose not to disclose whether they have a disability. This may raise questions about respondents' sensitivity to this topic.



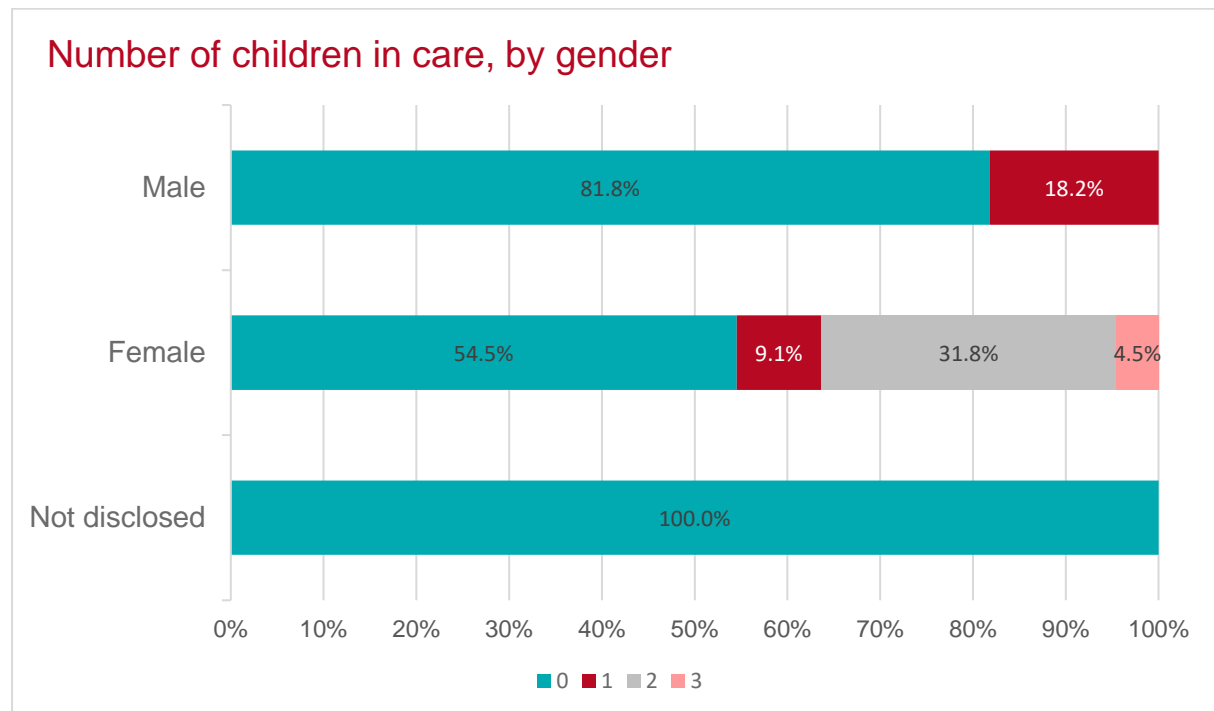
Over 90% of male respondents and 85% of female respondents primarily speak English. The other 9.1% of male respondents and 15% of female respondents speak German, Spanish or Chinese.



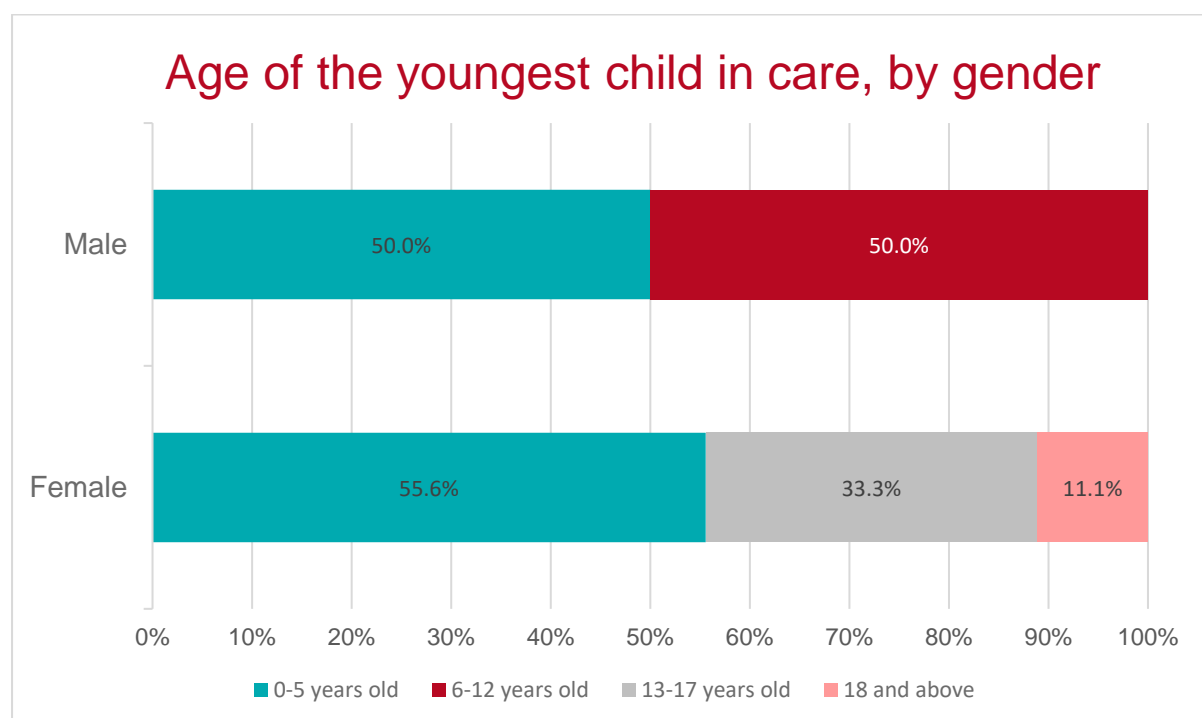
While 45.5% of female respondents say they provide care for children, only 18% of male respondents do so.



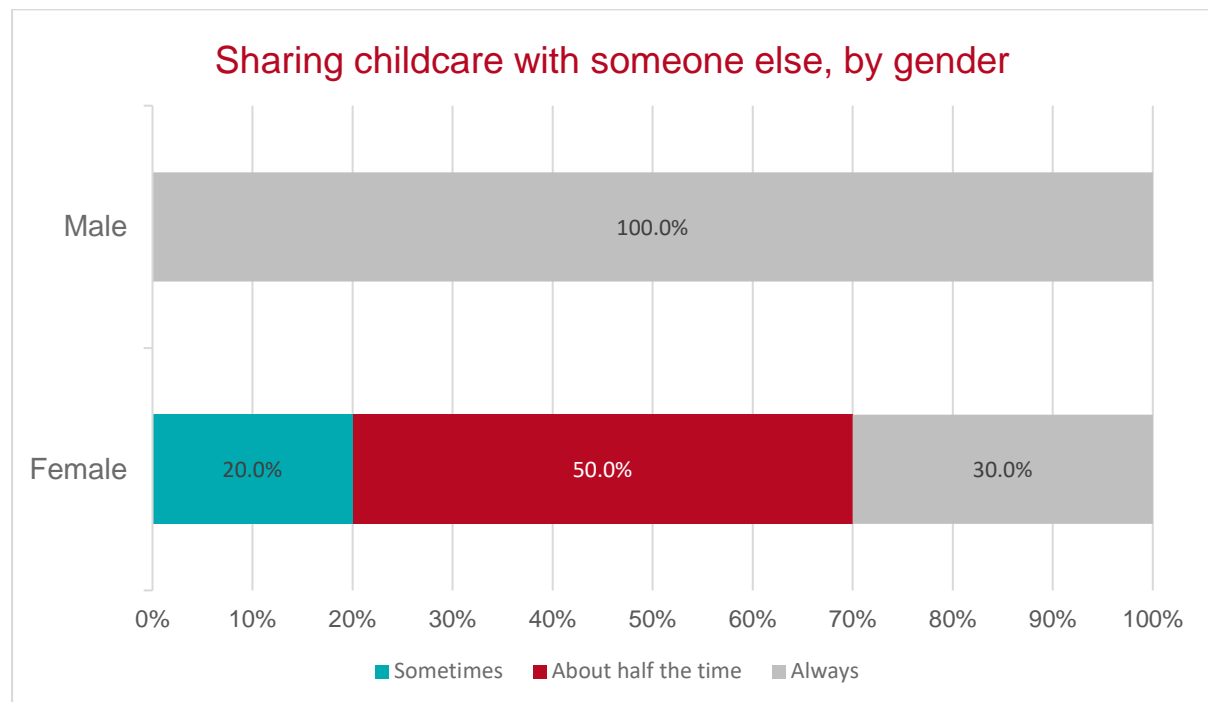
All men who have childcare responsibilities say they have one child in their care, while women say they have one, two, or three, with 31% of women caring for two children



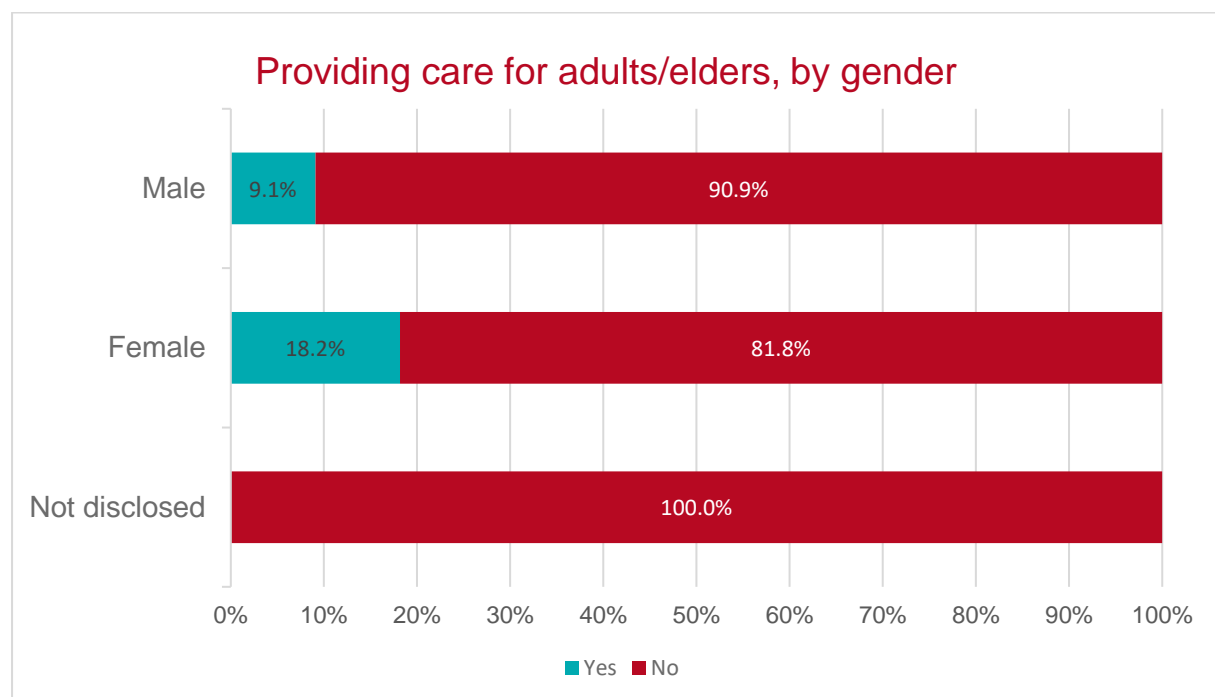
Most CEPAR respondents with childcare responsibilities care for very young children (0-5 years old) and young children (6-12 years old), followed by those who care for teenagers (13-17 years old). Only 11% of female carers care for children who are 18 years and older.



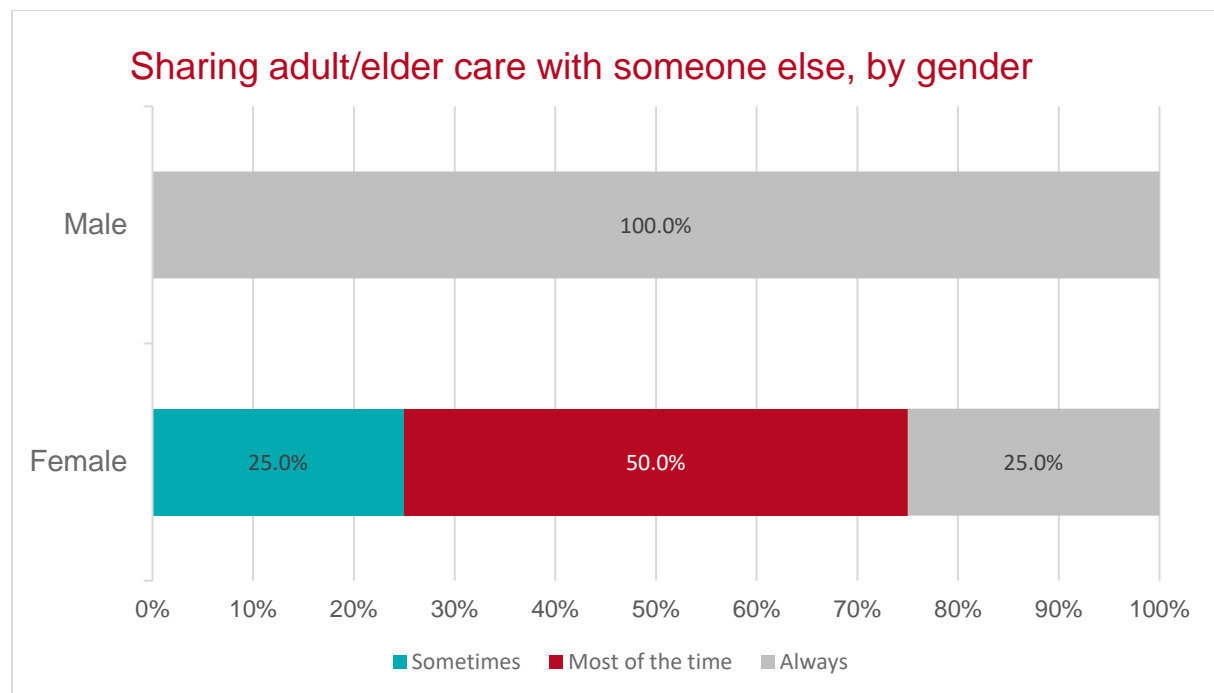
Men who care for children always share this responsibility with someone else, while only 30% of women do so. This suggests that the childcare related flexibility needs might be different among male and female respondents.



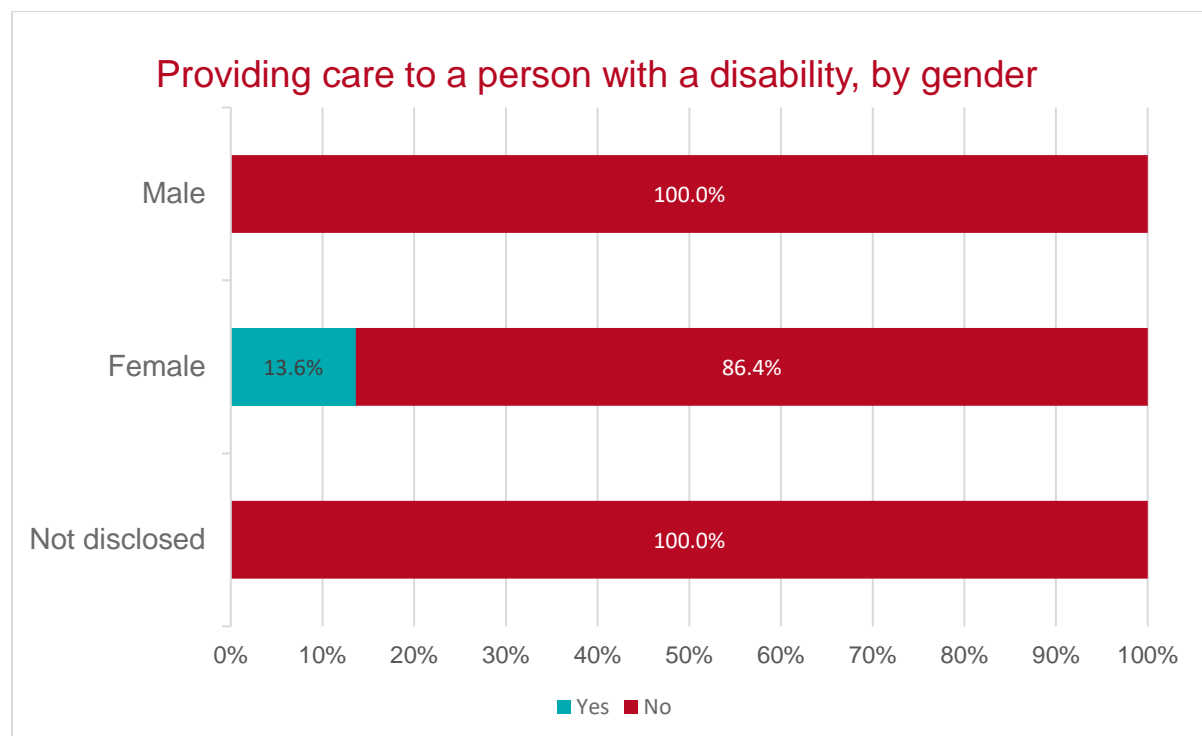
Among CEPAR respondents, twice as many women (18.2%) than men (9.1%) provide care for elders or adults.



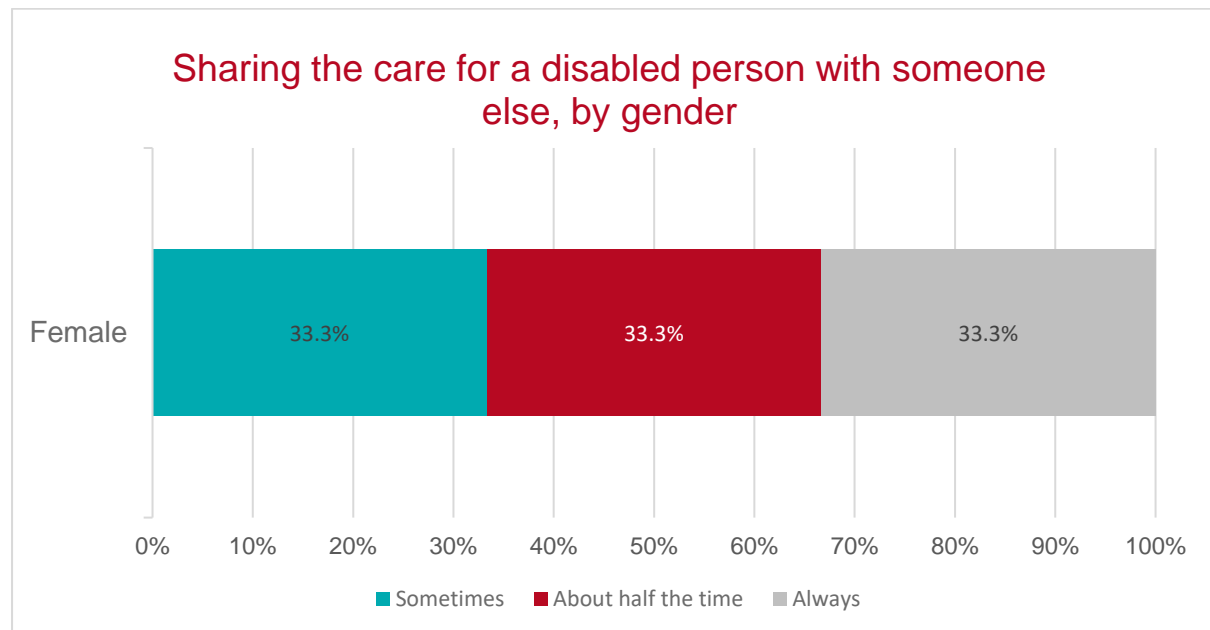
While men always share their adult or eldercare with someone else, only 25% of women do so. 50% of women share the care with someone else most of the time and 25% only share these responsibilities sometimes. This demonstrates that more women than men provide care to an adult or elder, and that women also tend to be the main carer.



13.6% of female respondents provide care to a person with disability, while none of the male respondents do so.

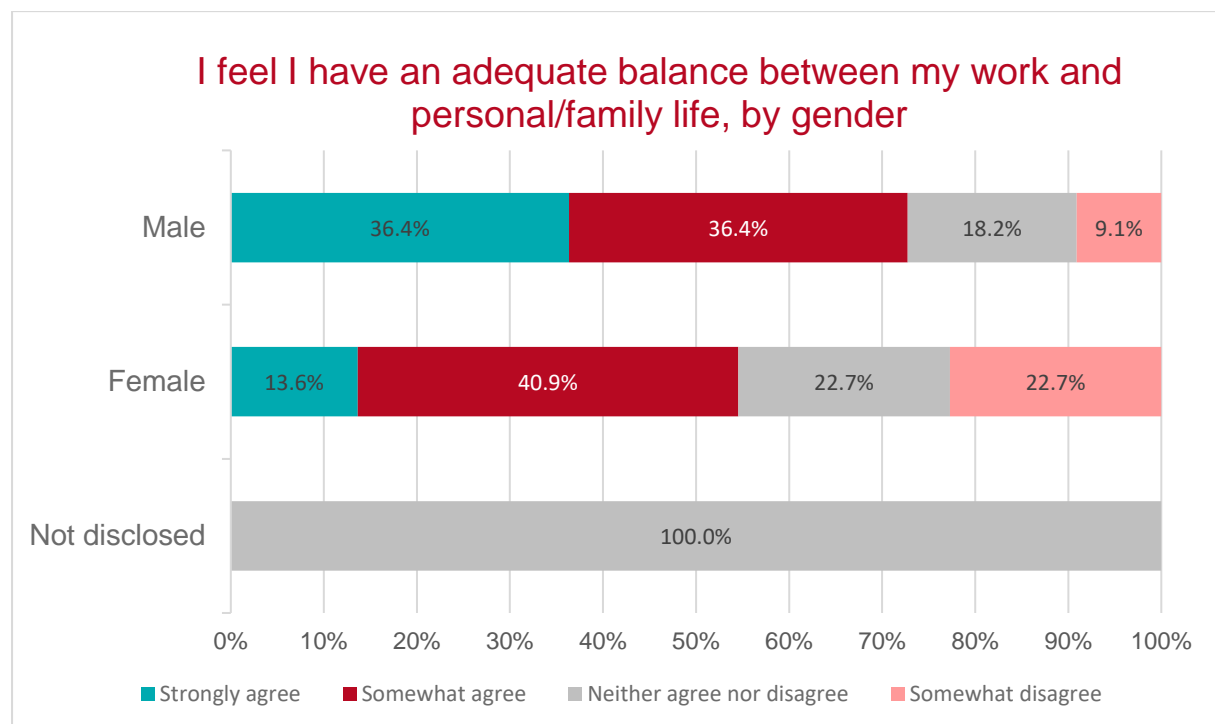


Only one-third of women providing care to a disabled person always share this responsibility with someone else.

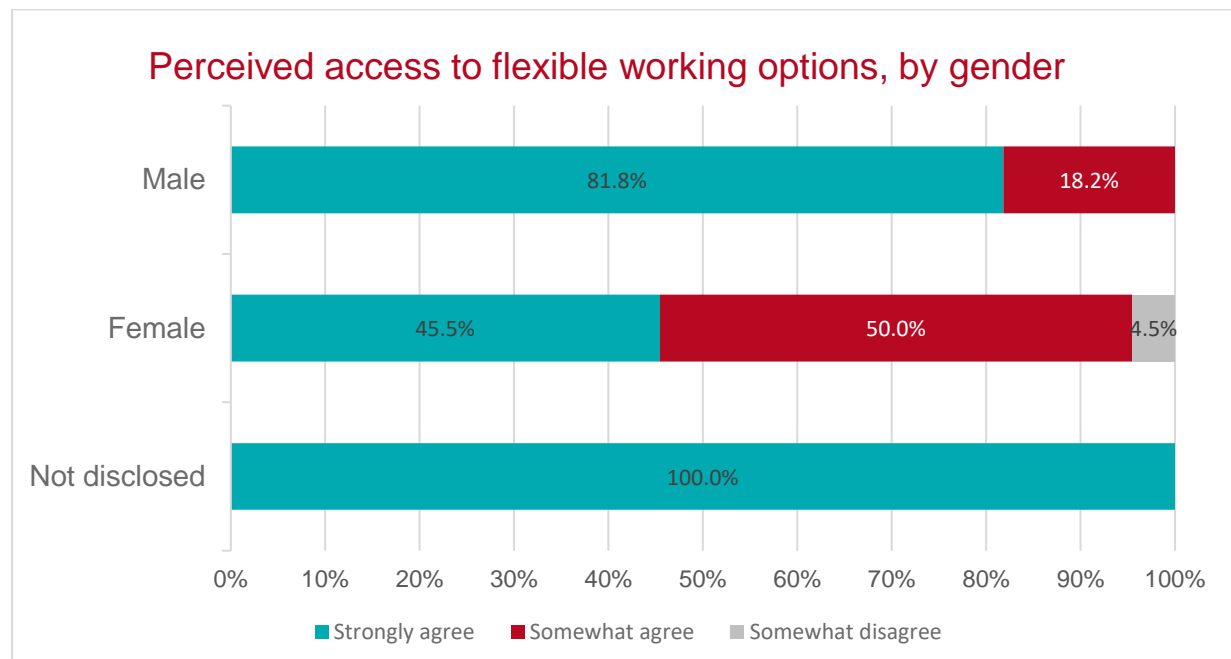


Work-life balance and flexibility at CEPAR

Almost three-quarters (72.8%) of male respondents and 54.5% of female respondents agree they have an adequate work-family balance. At the opposite end, 9.1% of males and 22.7% of females somewhat disagree. This may be due to the differences previously observed in their care responsibilities.

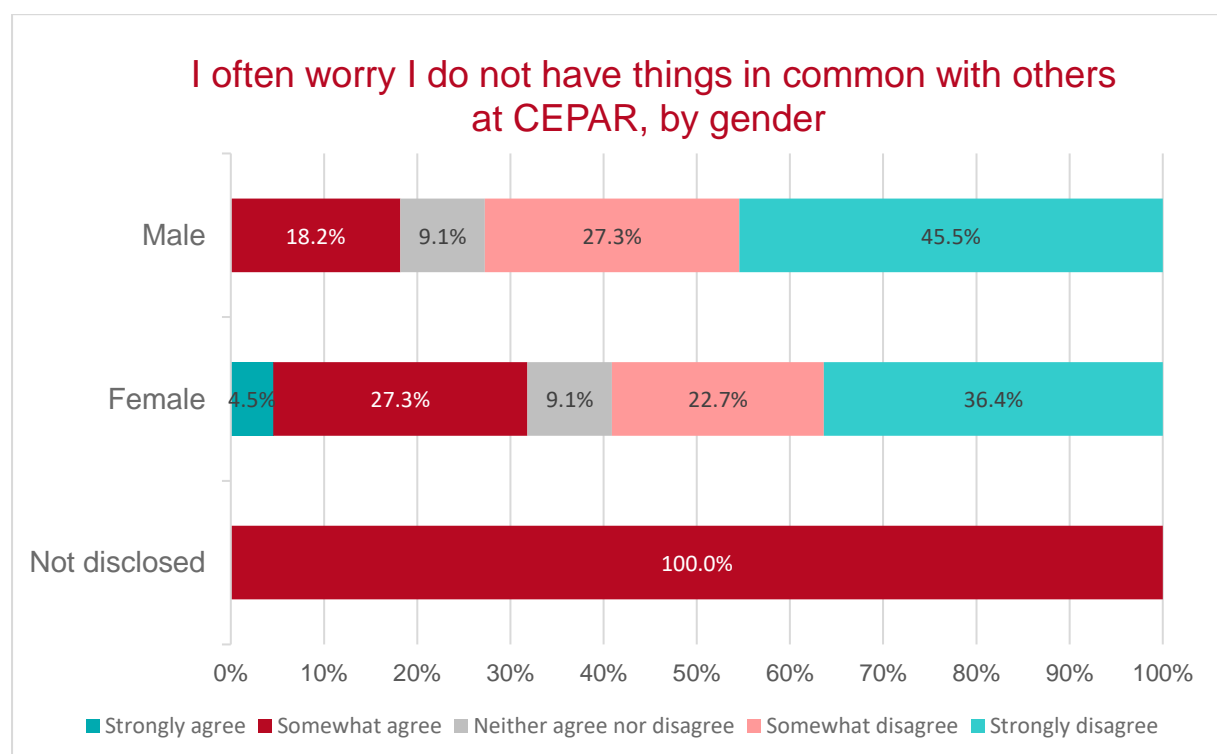


Almost twice as many men as women strongly agree they have proper access to flexible working options. At the opposite end, 4.5% of female respondents somewhat disagree that they have access to flexible options.

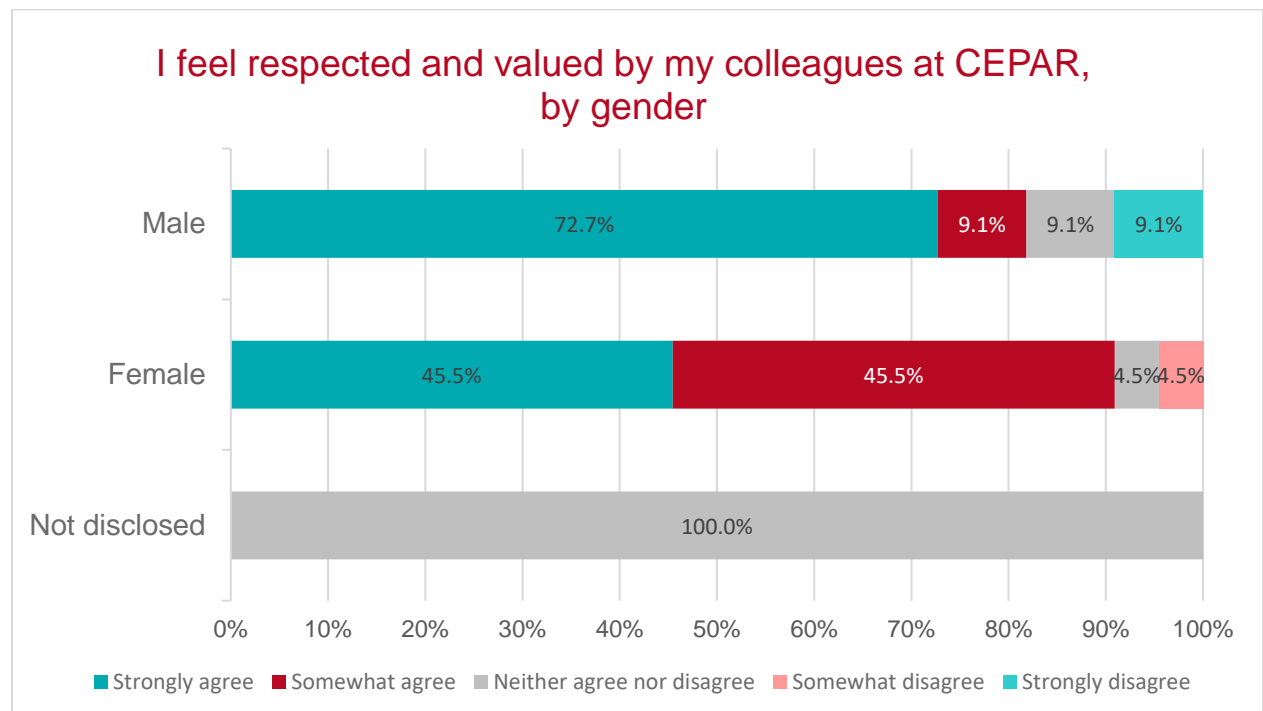


Inclusion at CEPAR

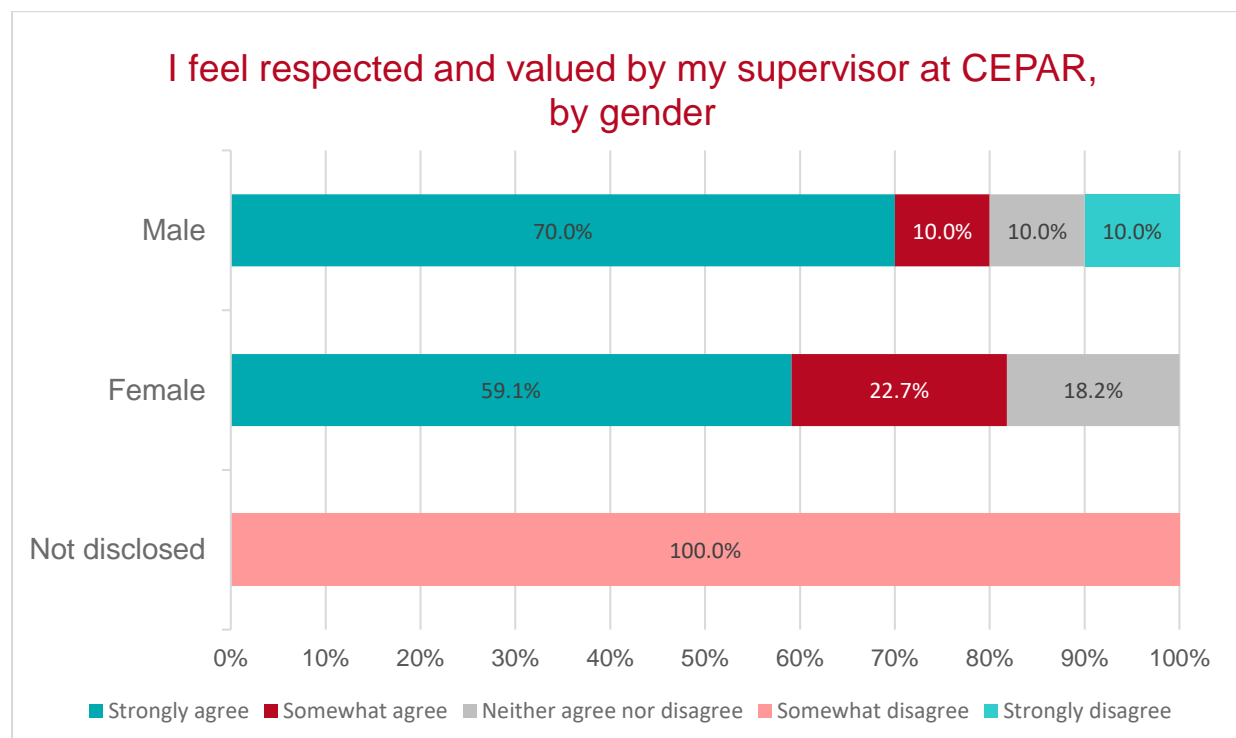
27.3% of male respondents and 31.8% of female respondents often worry that they do not have things in common with others at CEPAR.



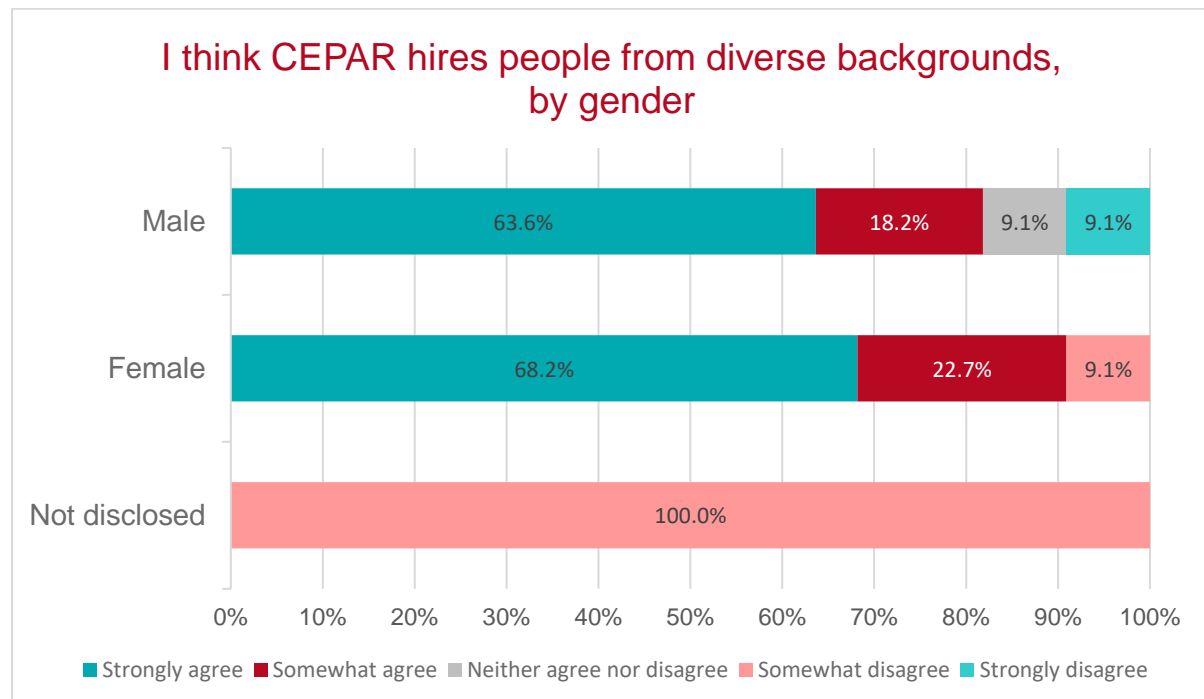
There is strong support for respectful working relationships within CEPAR, with 81.8% of males and 91% of females agreeing they feel respected and valued by their colleagues. At the opposite end, 9.1% of male respondents strongly disagree with the statement.



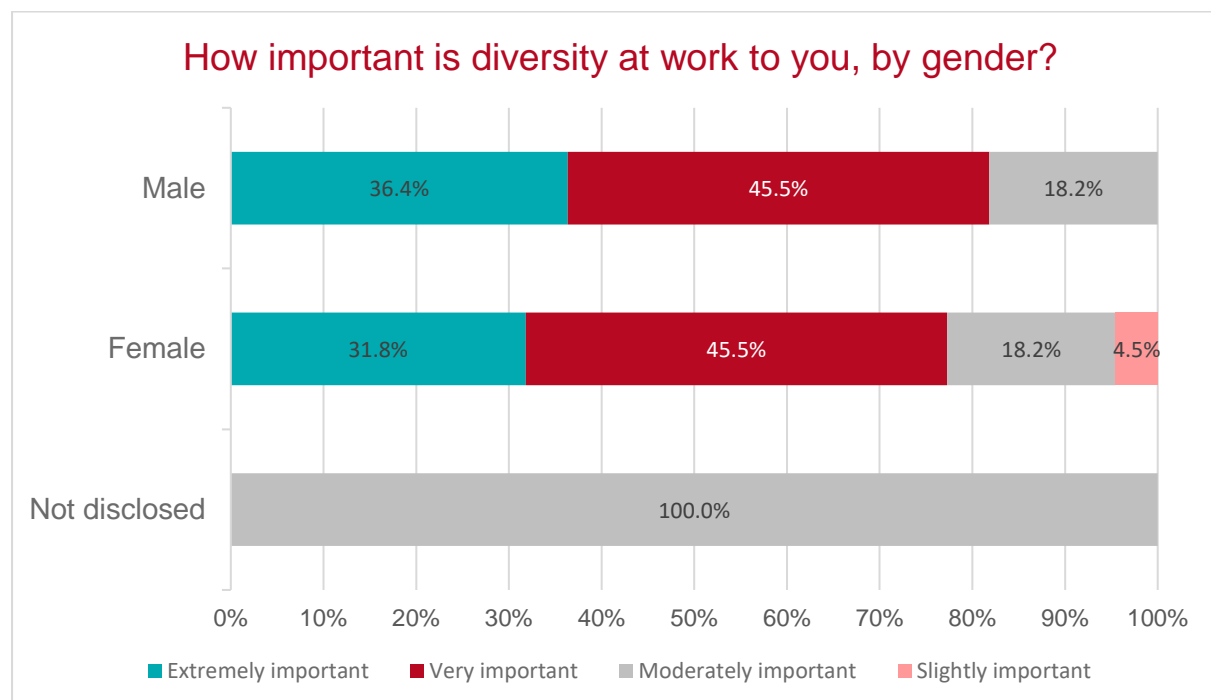
Similar proportions of men (80%) and women (81.8%) at CEPAR feel respected and valued by their supervisor. However, 10% of men strongly disagree that they feel respected by their supervisor at CEPAR, and all of those who did not disclose their gender somewhat disagree.



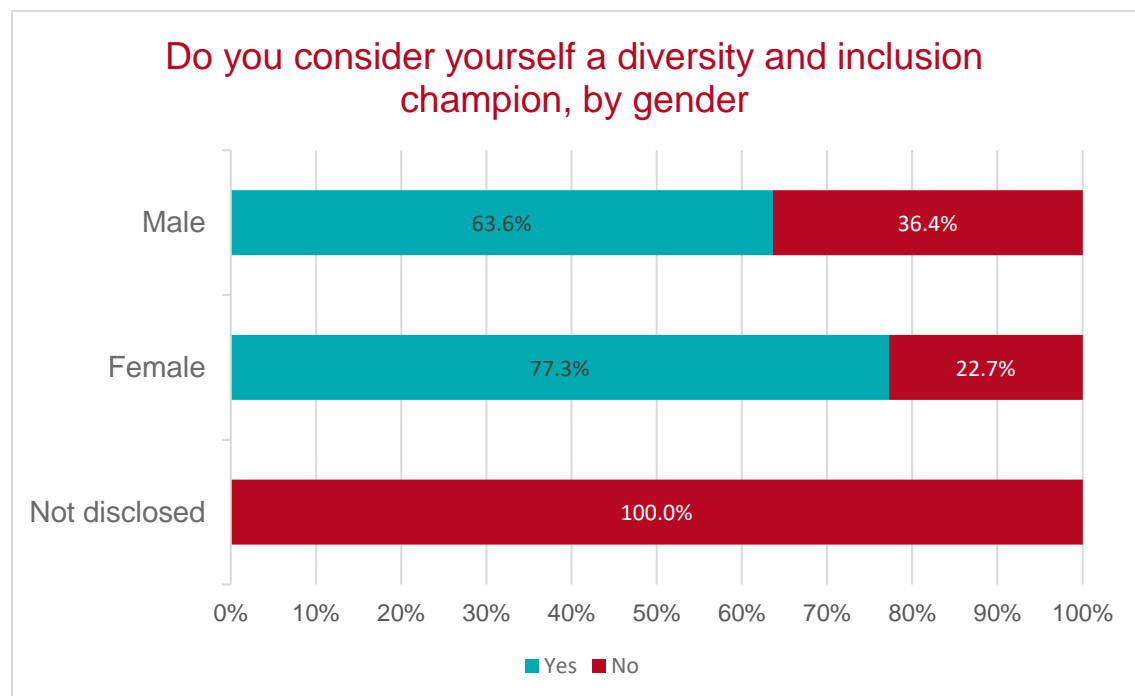
Most CEPAR respondents agree that CEPAR hires people from diverse backgrounds, while about 9% disagree.



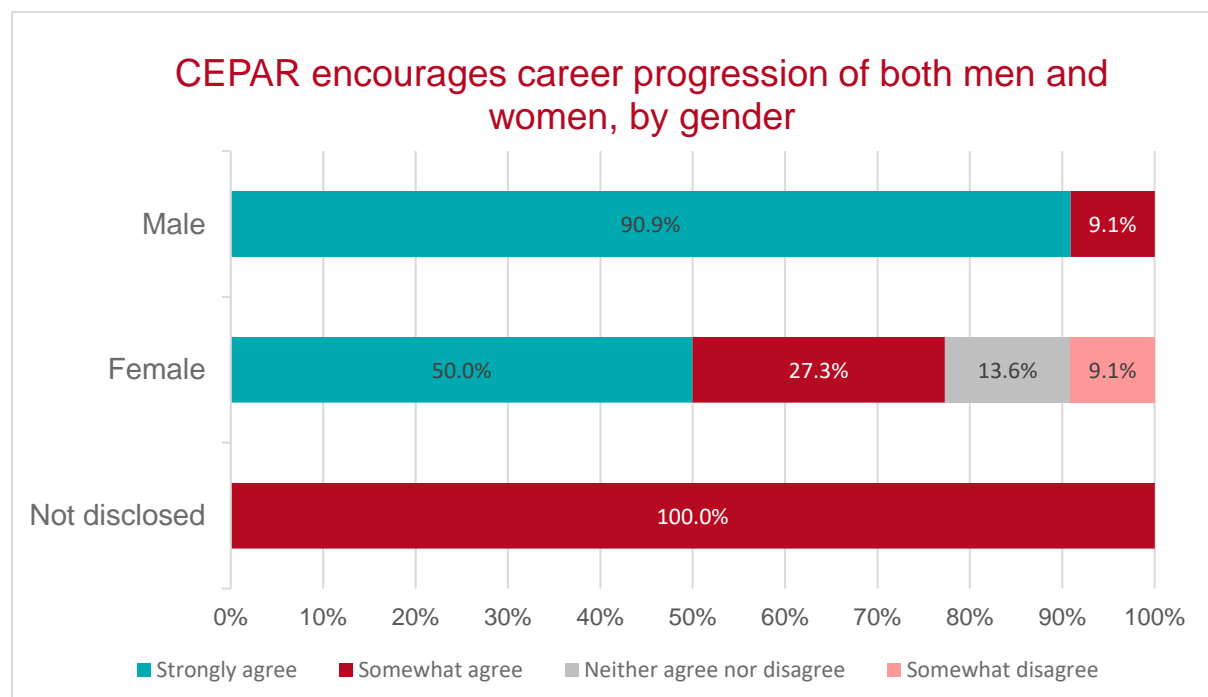
The vast majority of respondents say diversity is very, or extremely, important to them. However, about 18% of men and 22% of women at CEPAR say diversity is moderately or only slightly important to them.



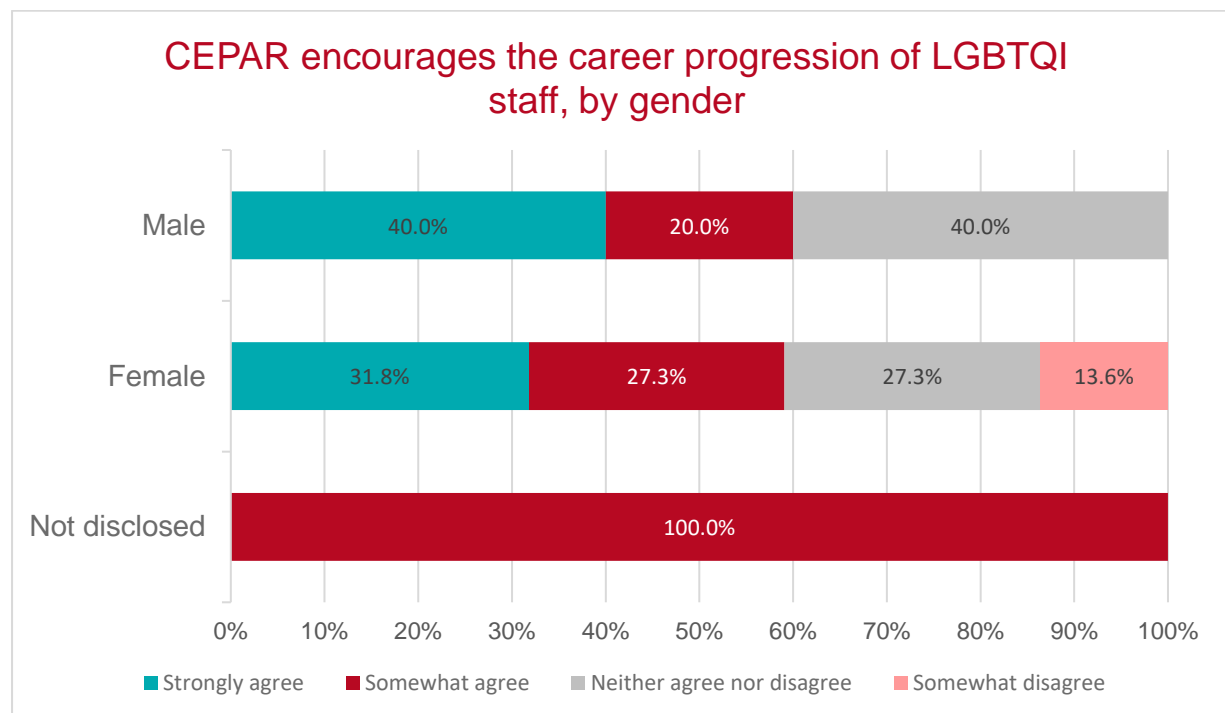
More women (77.3%) than men (63.6%) consider themselves diversity and inclusion champions.



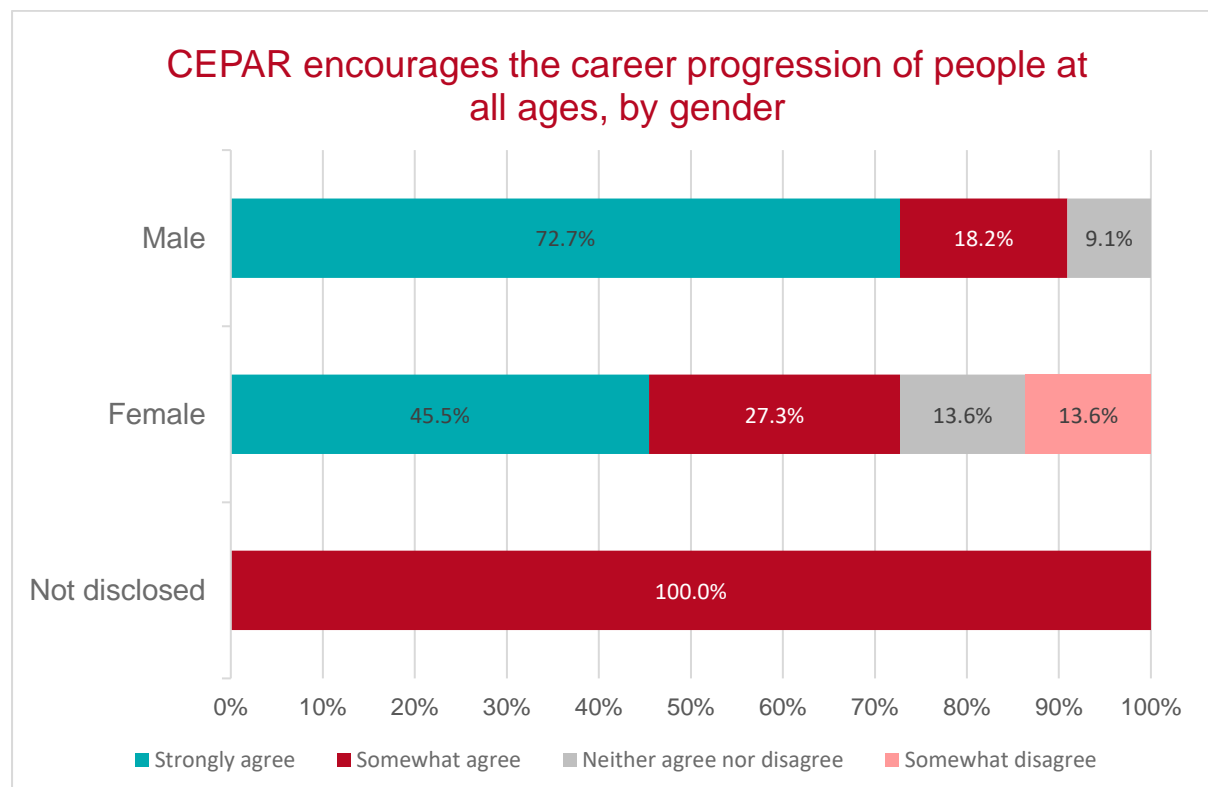
All male respondents agree that CEPAR encourages career progression of both men and women, while only 77.3% of the female respondents think this is the case. 9.1% of women disagree with the statement.



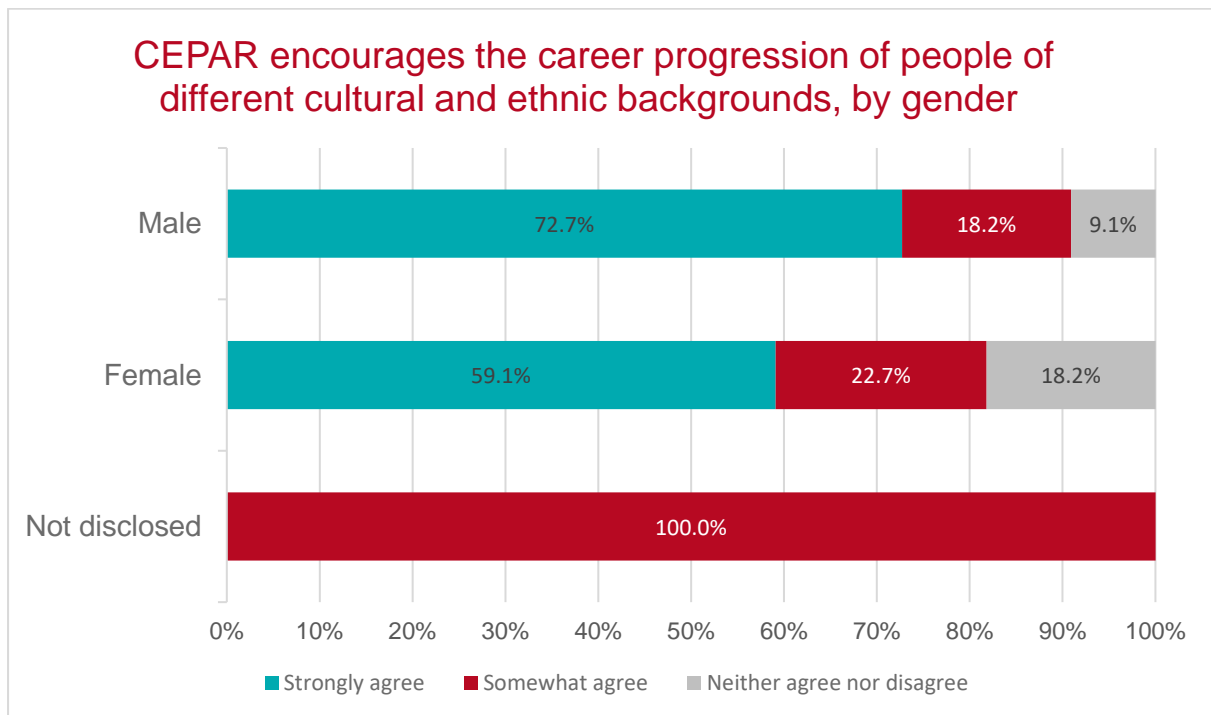
Approximatively 50% of respondents agree that CEPAR encourages the career progression of LGBTQI staff. However, 13.6% of women disagree with the statement.



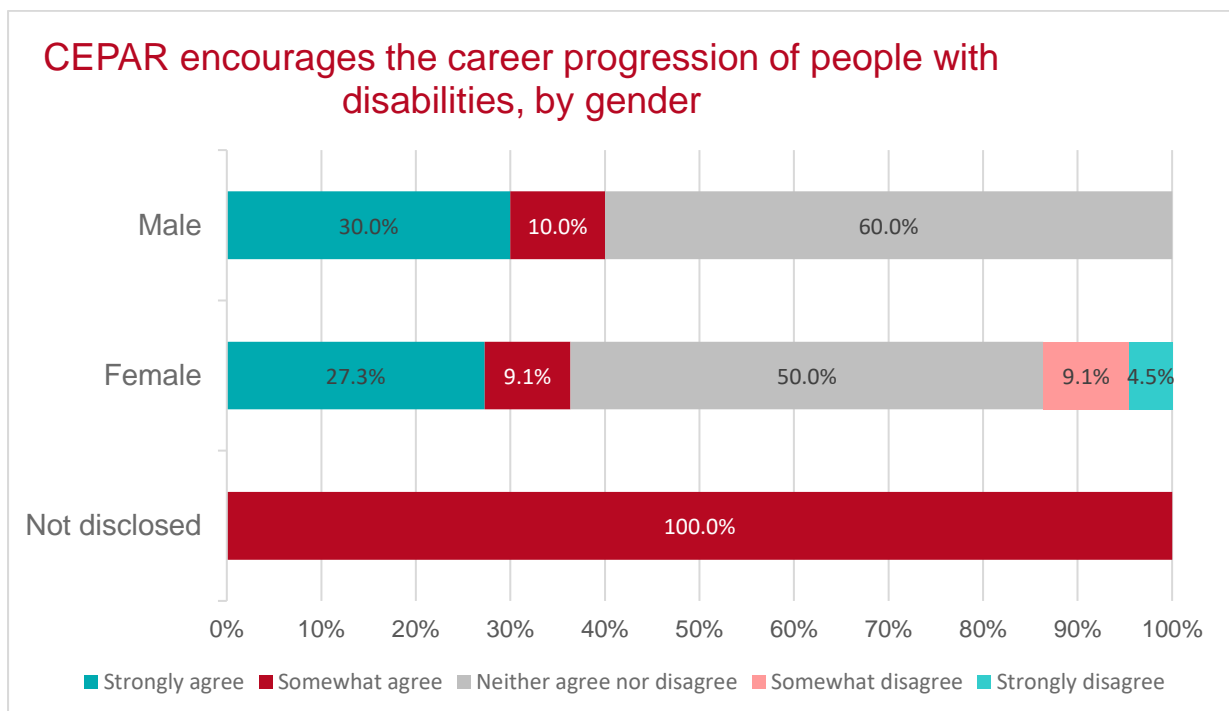
More men (90.9%) than women (72.8%) agree that CEPAR encourages the career progression of people at all ages.



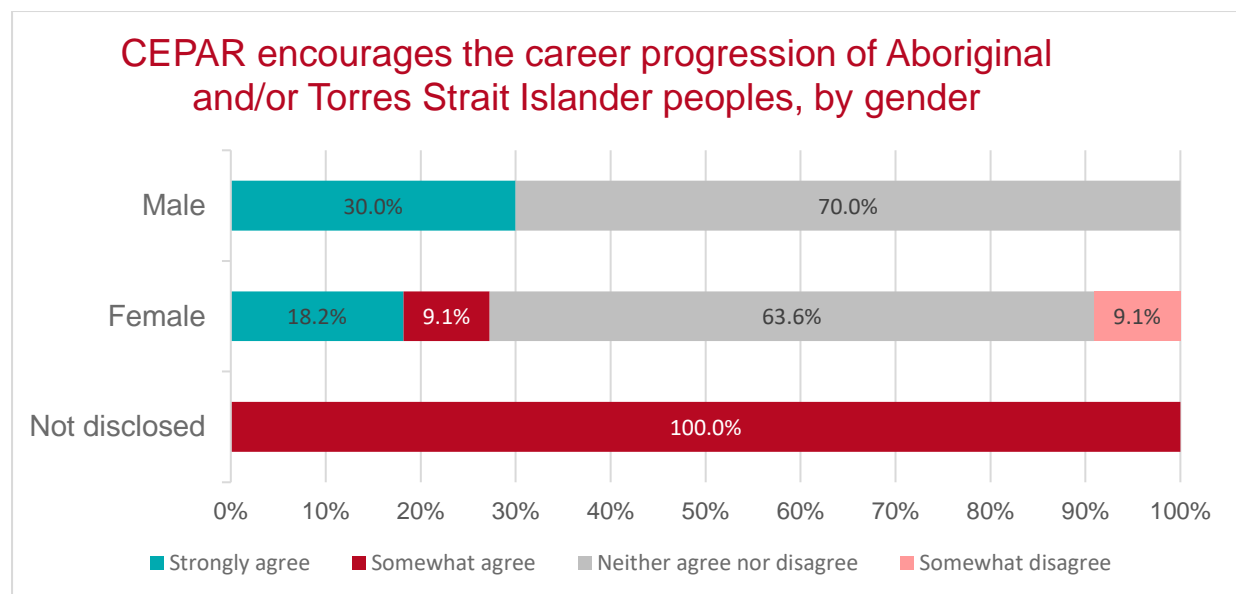
90.9% of men and 81.8% of women agree that CEPAR encourages the career progression of people of different cultural and ethnic backgrounds.



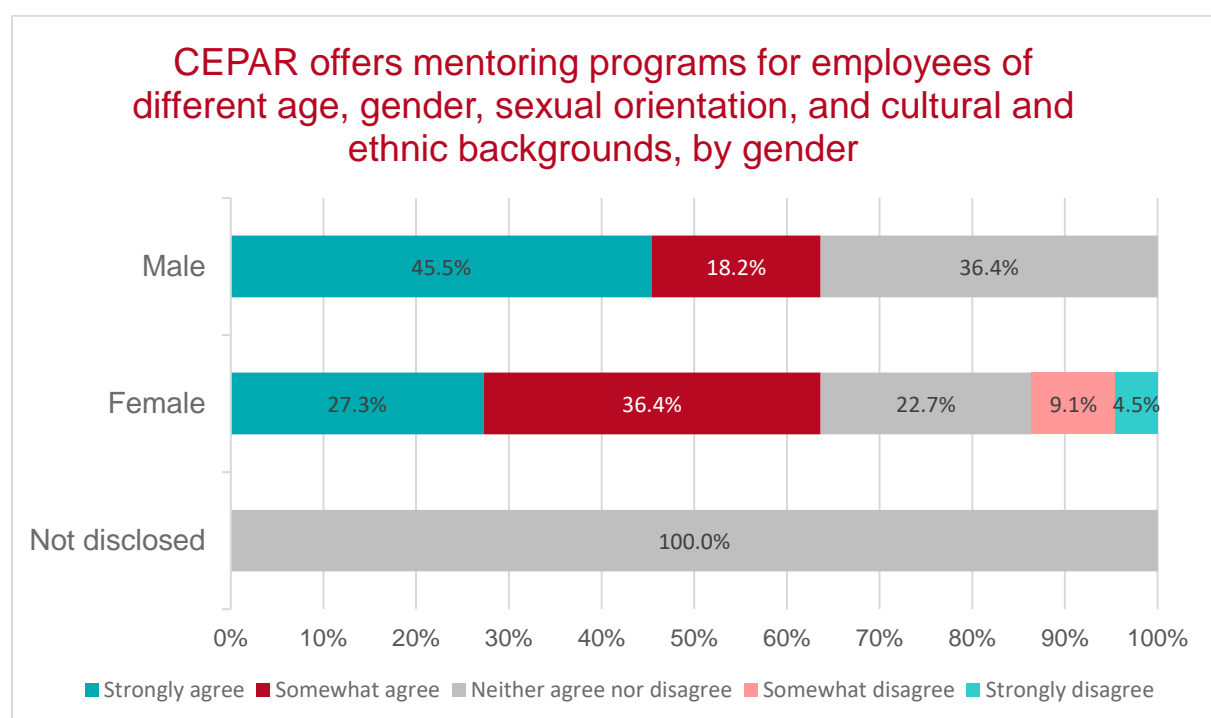
A higher percentage of men than of women agree that CEPAR encourages the career progression of people with disabilities, with 4.5% of females disagreeing.



About one third of women and men agree that CEPAR encourages the career progression of Aboriginal and/or Torres Strait Islander peoples. 9.1% of women somewhat disagree. 70% of men and 63.6% of men neither agree or disagree which points at respondents being unaware of policies and practices in this area.

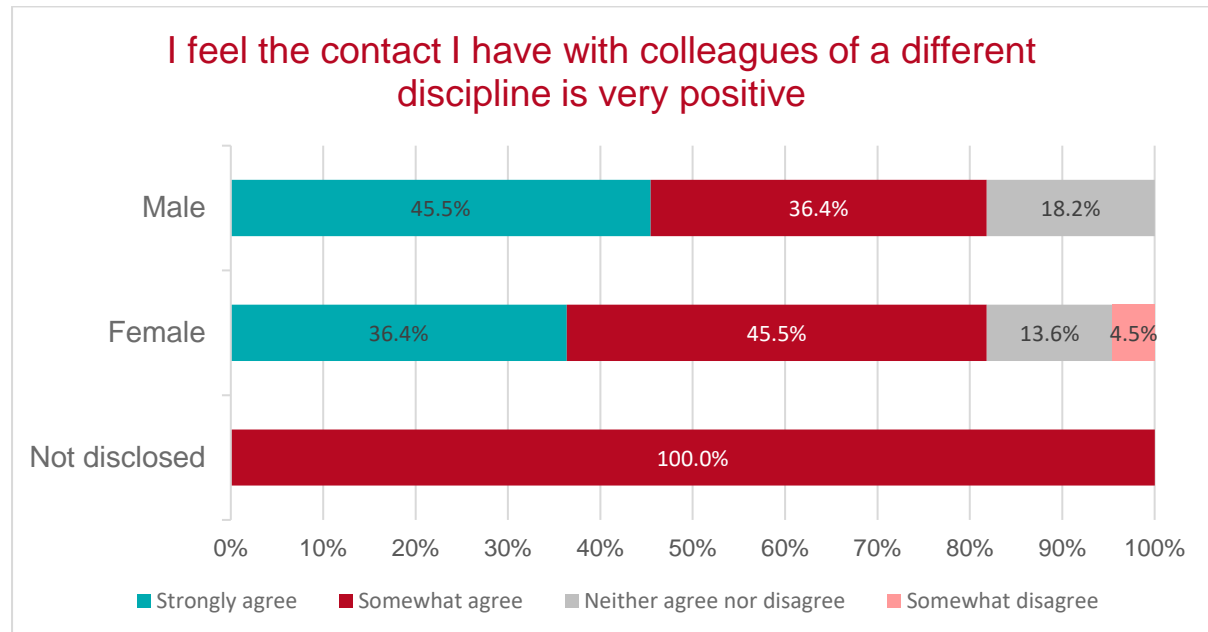


Both male and female respondents agree that CEPAR offers mentoring programs for employees of different age, gender, sexual orientation and cultural and ethnic backgrounds. 13.6% of female employees disagree.

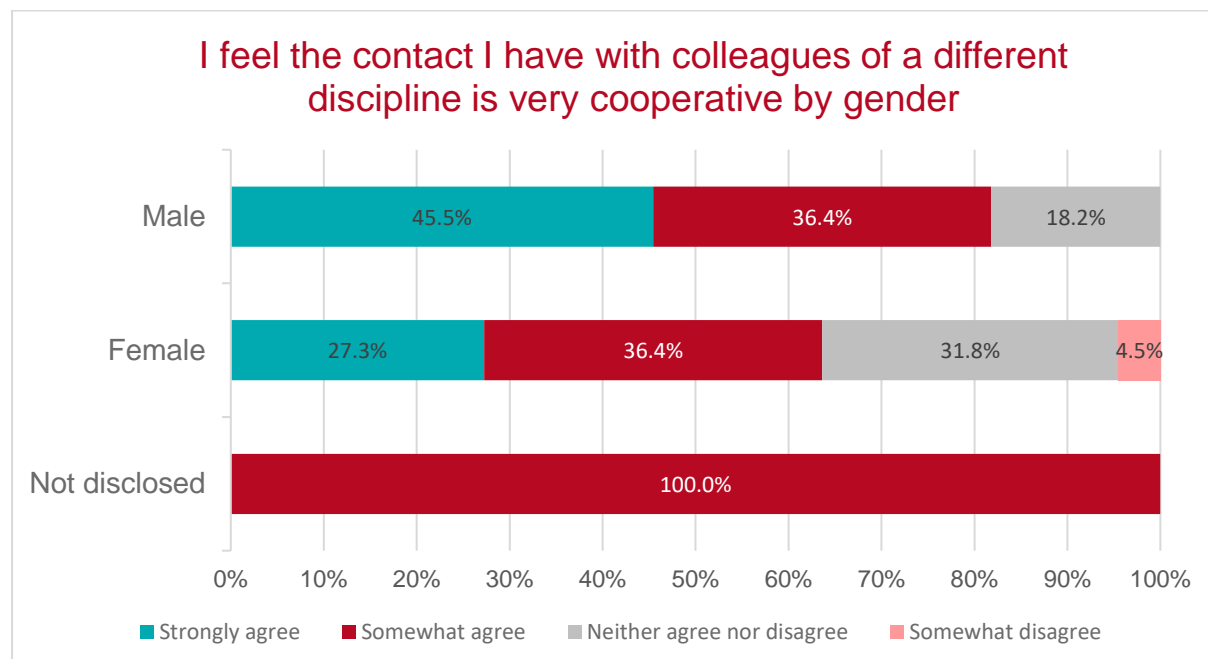


Collaboration at CEPAR

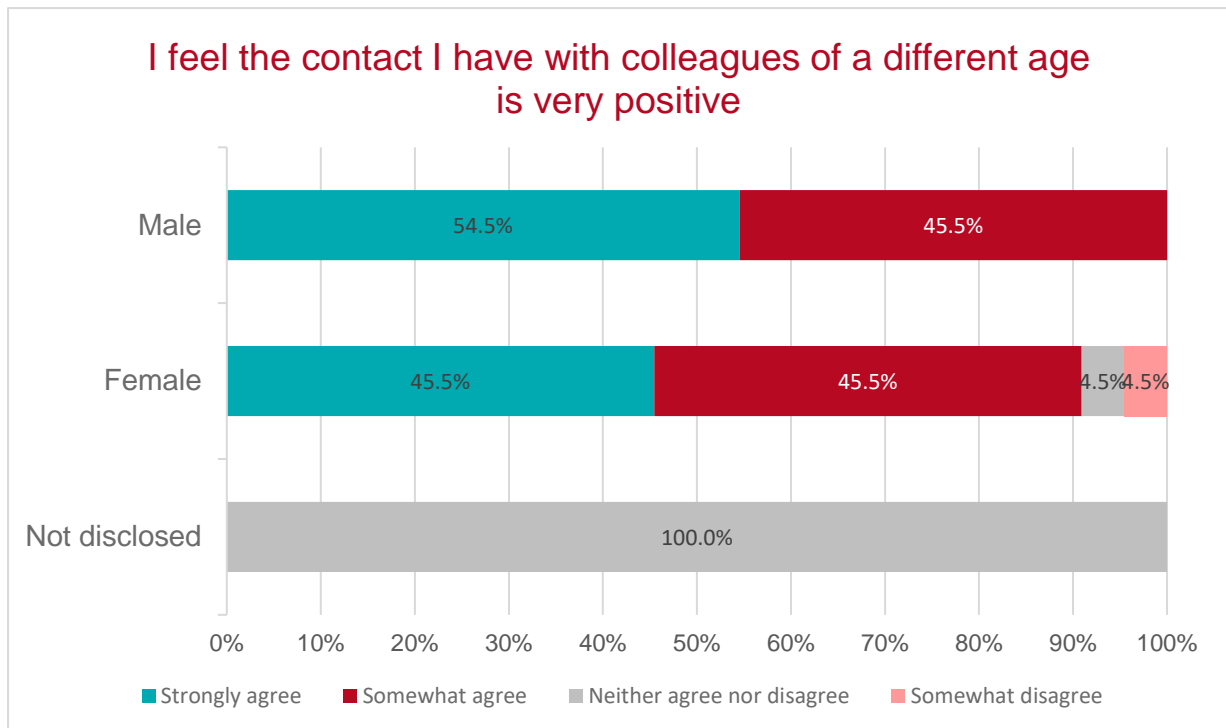
Most CEPAR respondents (about 80%) feel the contact they have with colleagues of a different discipline is very positive. 4.5% of women disagree.



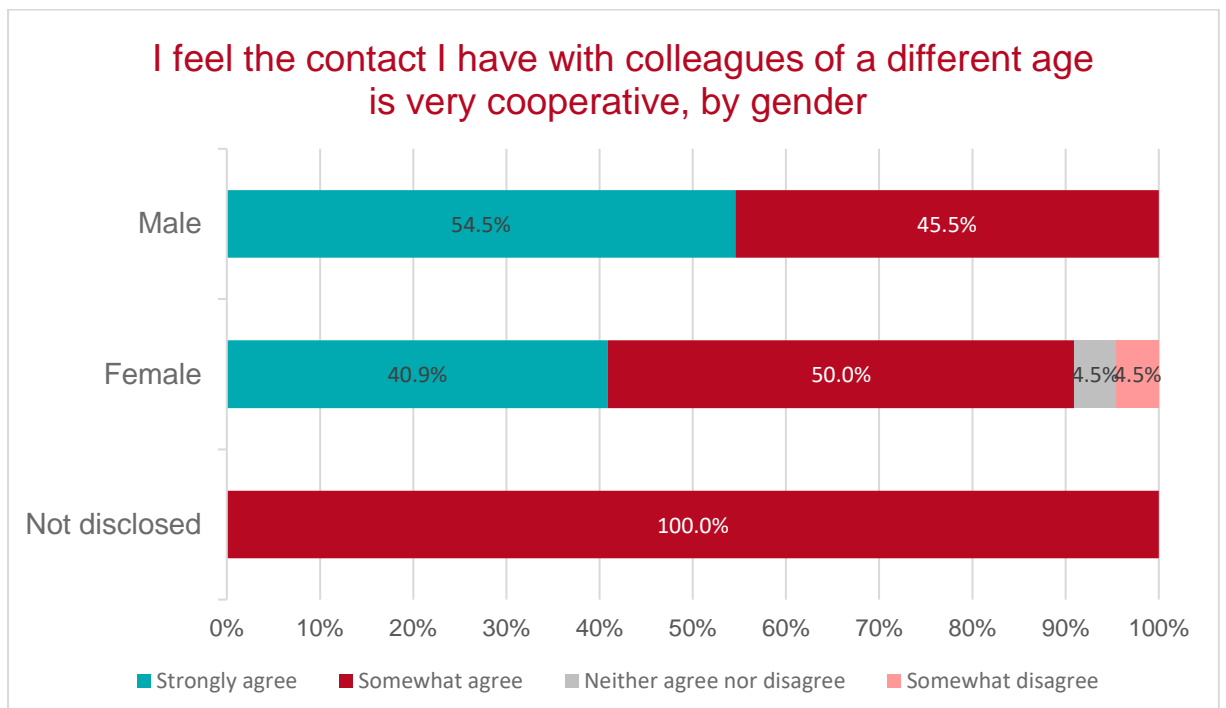
More men (81.9%) than women (63.7%) feel the contact with their colleagues of a different discipline is very cooperative. 4.5% of women disagree.



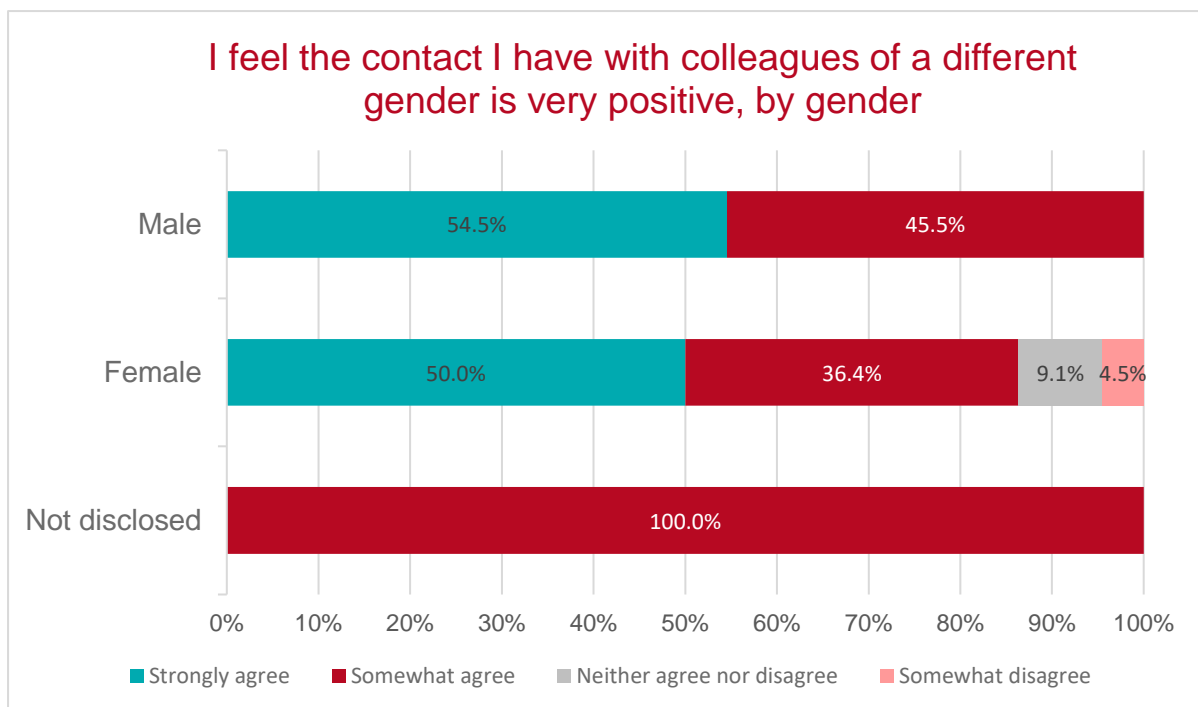
All men and most women agree their contact with colleagues of a different age is very positive.



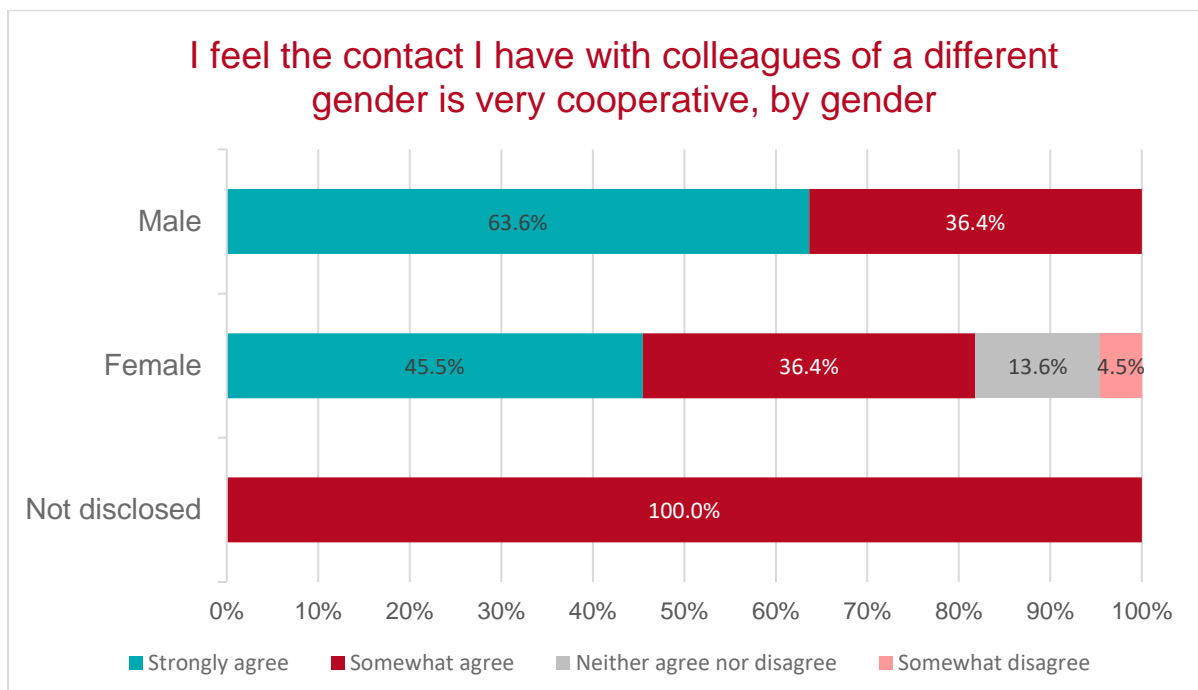
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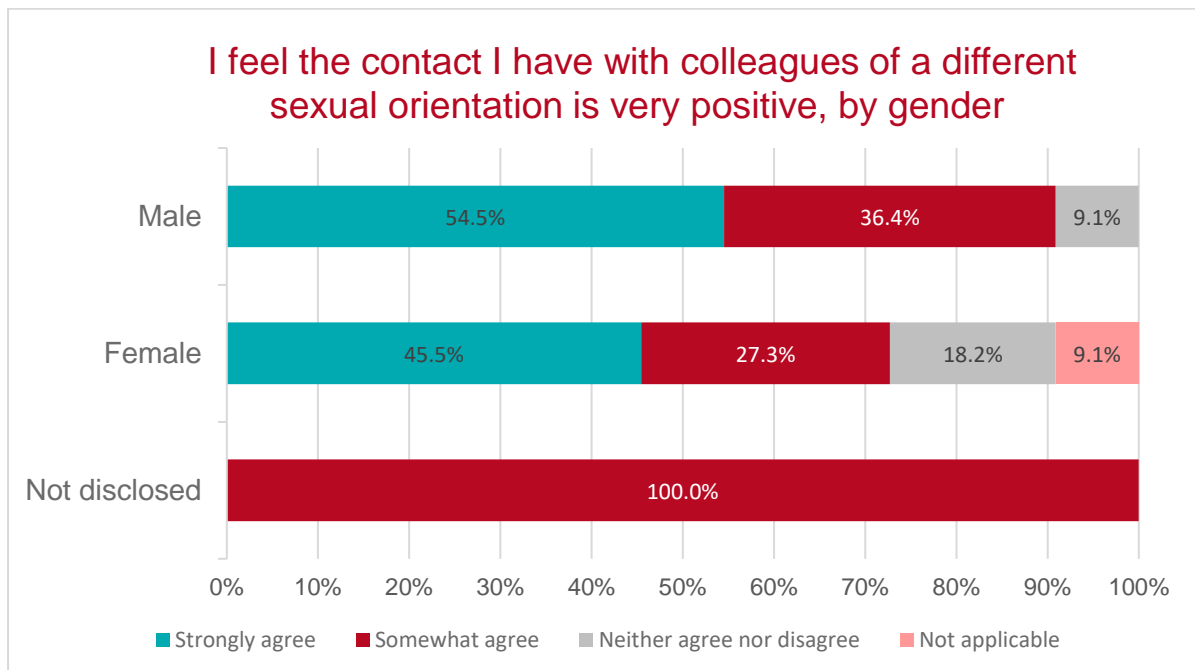
All men and 86.4% of women agree their contact with colleagues of a different gender is very positive.



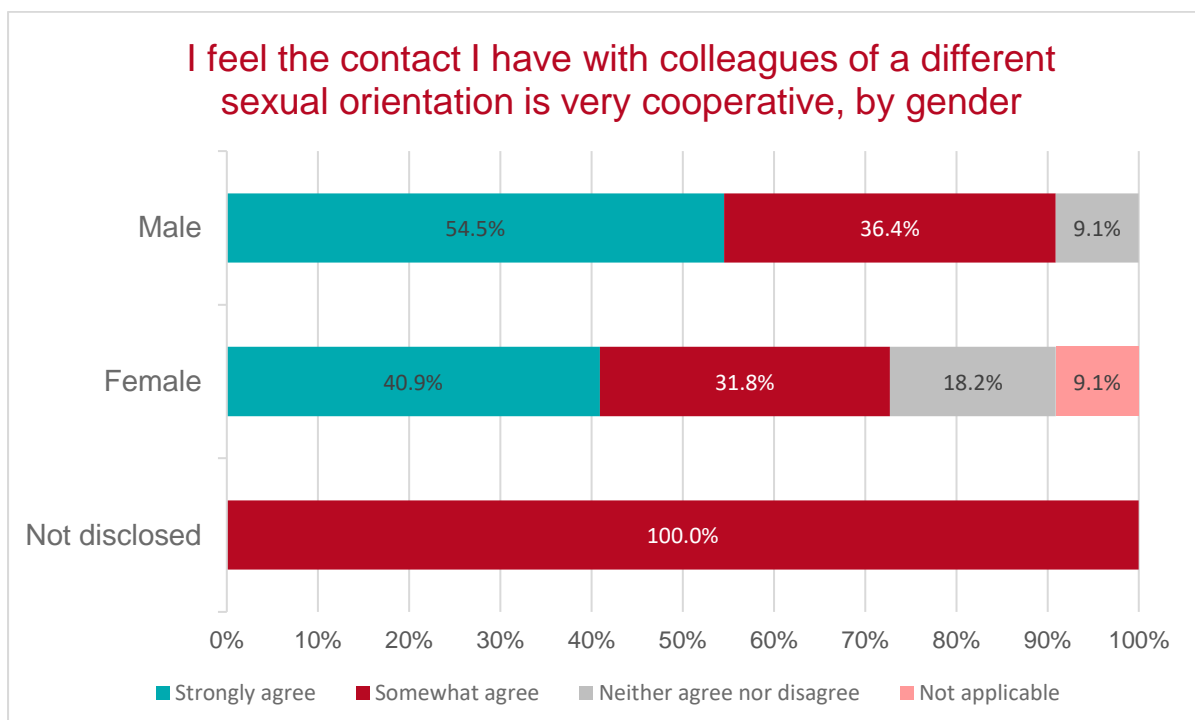
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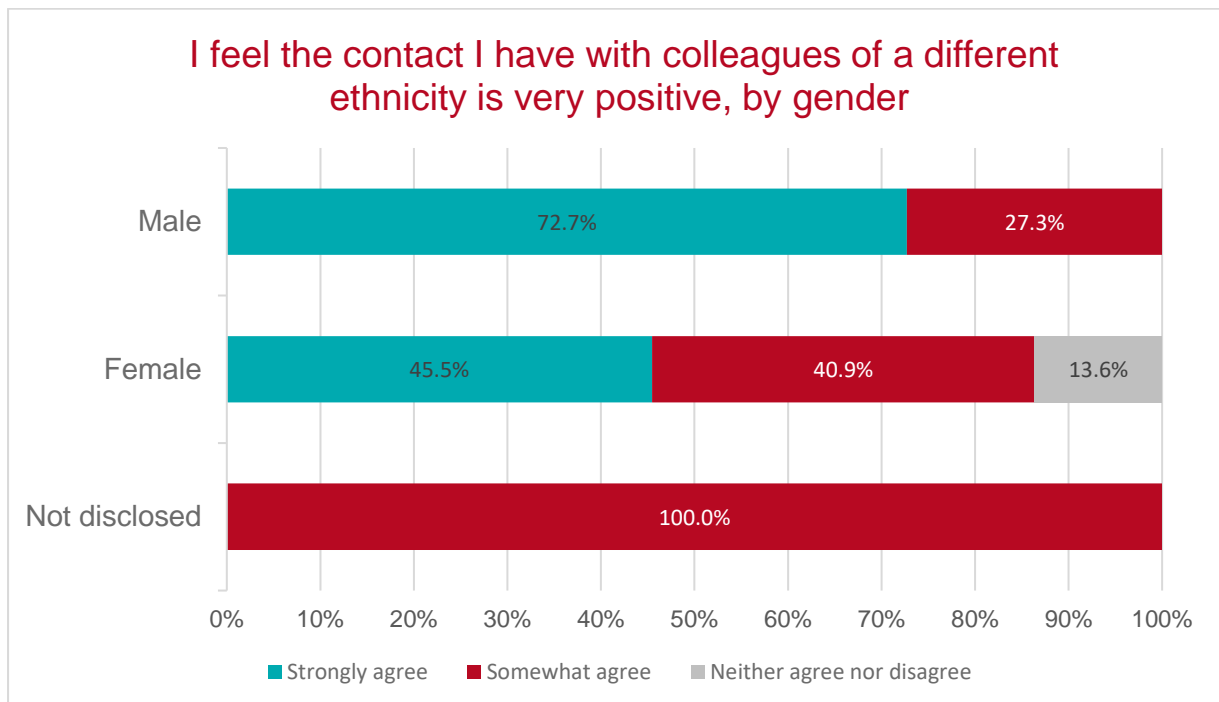
Approximatively 91% of men and 72.8% of women feel their contact with colleagues of a different sexual orientation is very positive. 9.1% of women disagree.



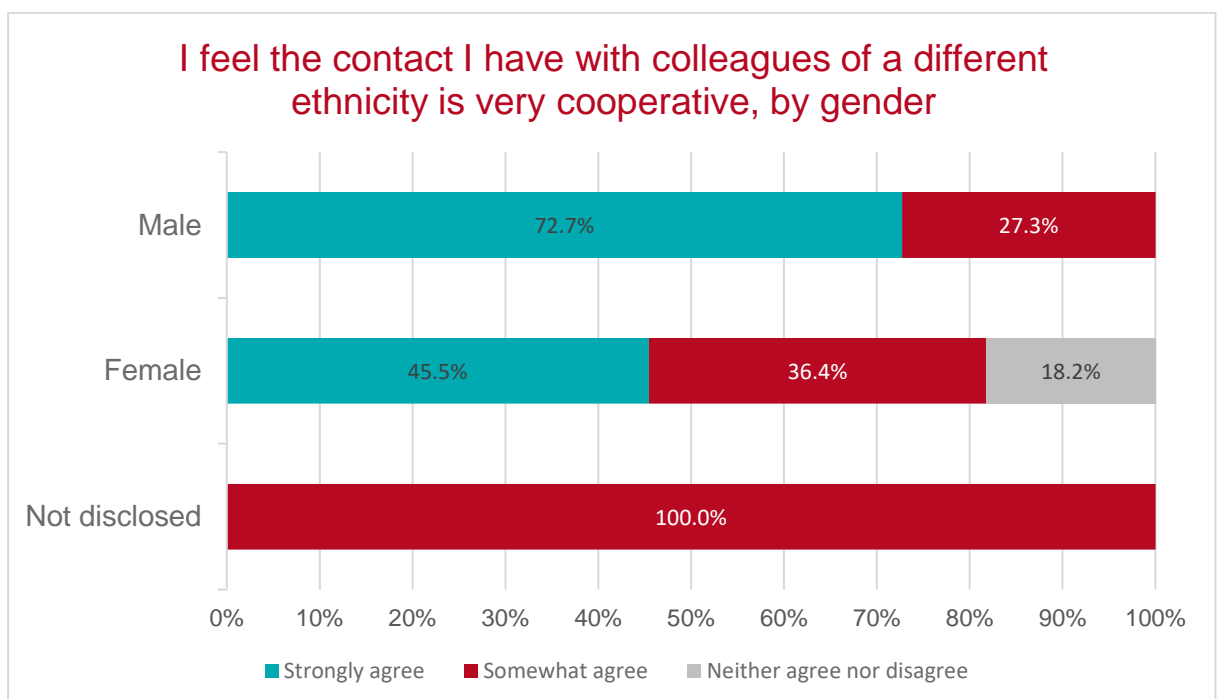
90.9% of men and 72.7% of women feel their contact with colleagues of a different sexual orientation is very cooperative. 9.1% of women disagree.



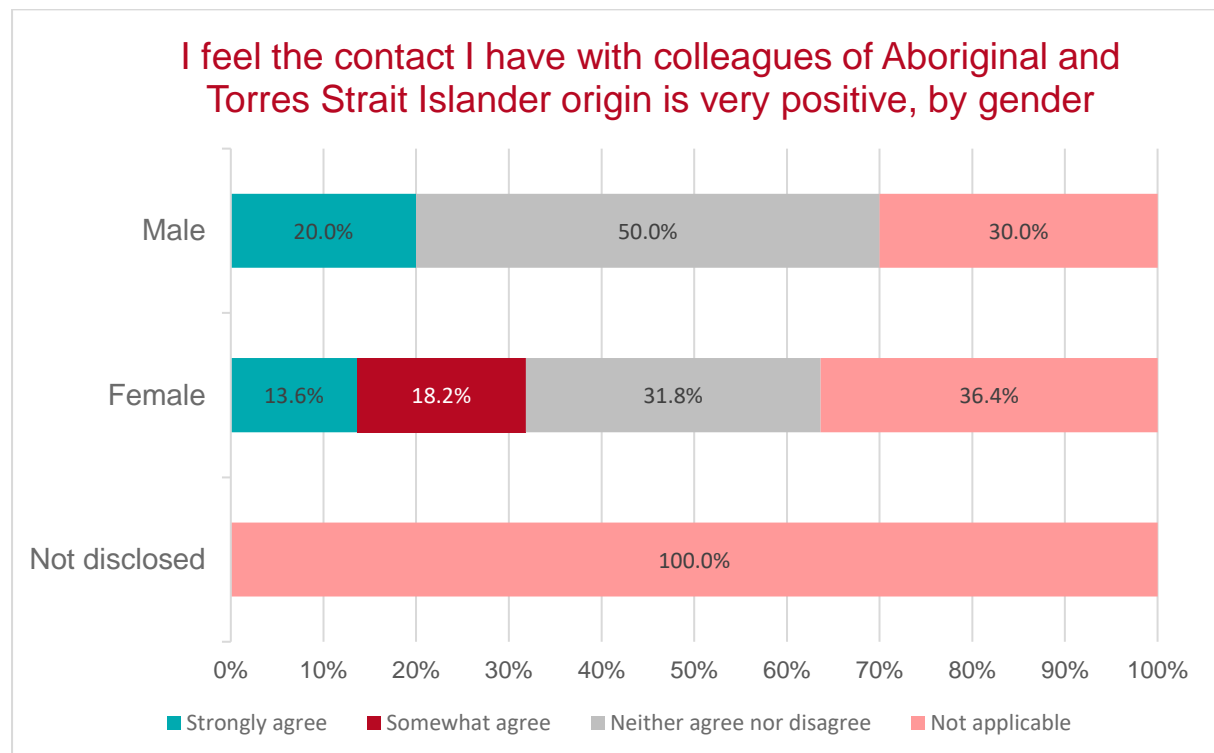
All men and 86.4% of women feel their contact with colleagues of a different ethnicity is very positive. 13.6% of women disagree.



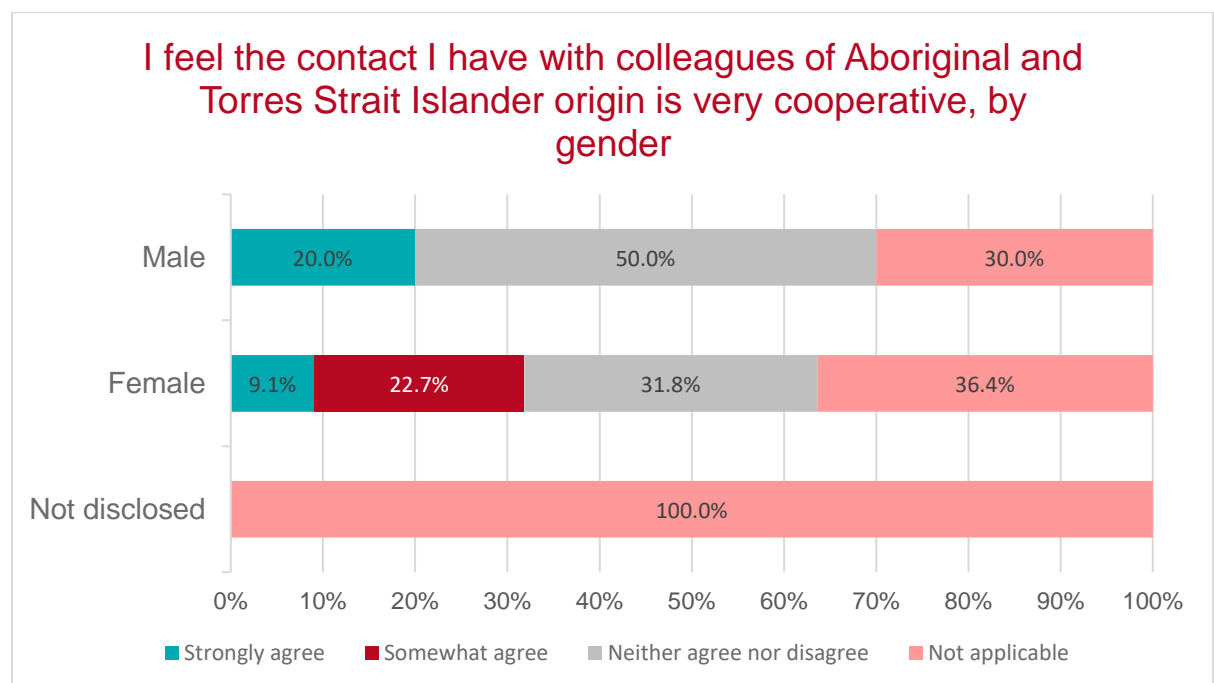
All men and 81.9% of women feel their contact with colleagues of a different ethnicity is very cooperative.



20% of men and 31.8% of women agree their contact with colleagues of Aboriginal and Torres Strait Islander origin is positive. The rest of the respondents either neither agree nor disagree or say it is not applicable.

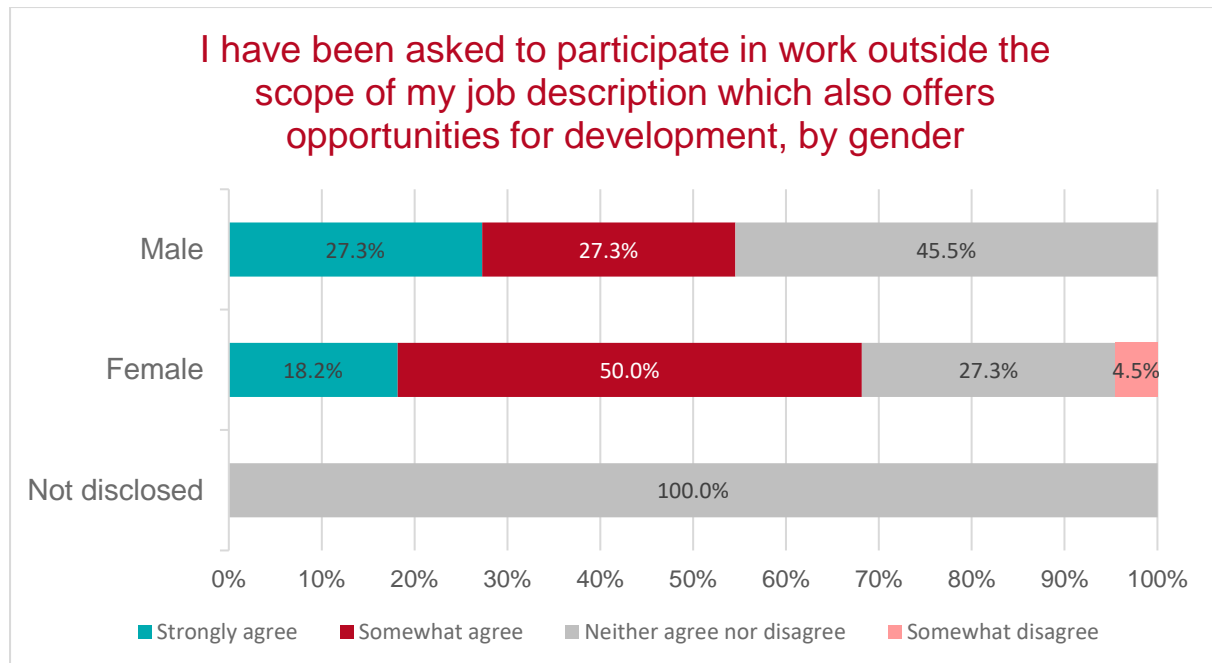


About 20% of men and 31.8% of women agree their contact with colleagues of Aboriginal and Torres Strait Islander origin is very cooperative. The rest of the respondents either neither agree nor disagree or say it is not applicable.

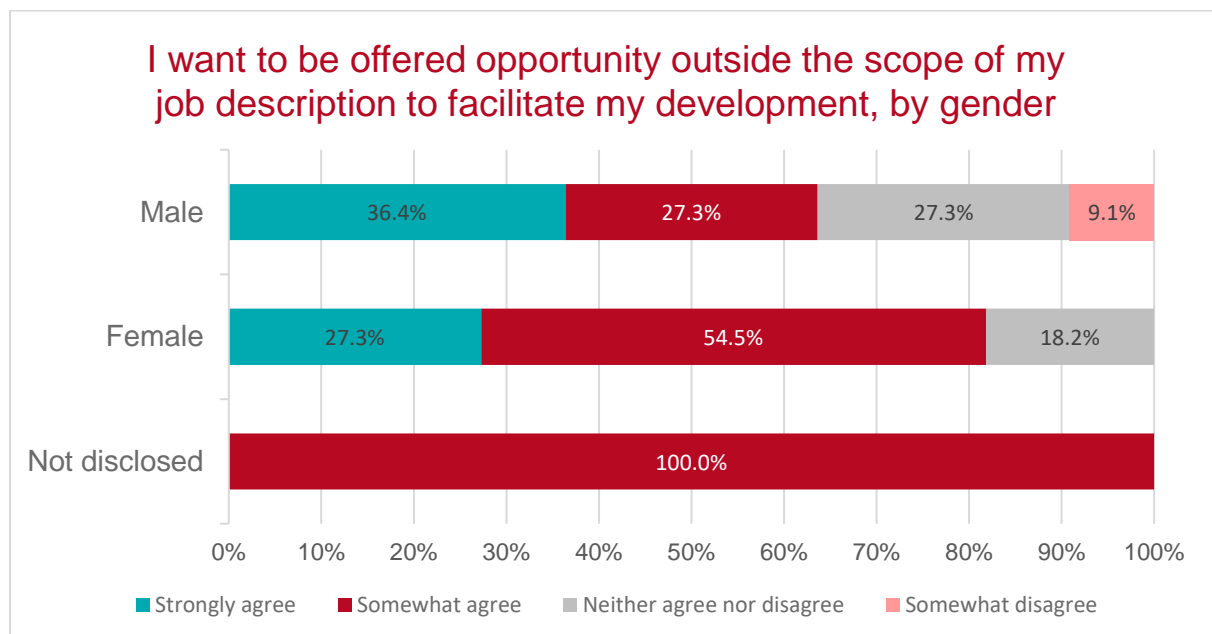


Development at CEPAR

Among the respondents, more women (68.2%) than men (54.6%) say they have been asked to participate in work outside the scope of their job description which also offers opportunities for development.



In addition, more female respondents (81.8%) than males (63.7%) say they want to be offered the opportunity to do work outside the scope of their job description so as to facilitate their professional development. At the opposite end, 9.1% of men do not want to be offered any work outside their job description.



Respondents' free form comments

- “Does CEPAR already have some research scheme/fund that enables someone to apply for small seed funds or development grants that either takes account of ROPE track record or even better is targeted towards helping researchers from diverse backgrounds? If not, this would be a great initiative to support D&I.”
- “To capture sex diversity (eg intersex), you could also ask CEPAR employees about sex assigned at birth and compare to gender identity.”
- “Age questions seem to be confounded with related work experience. Not clear which is the focus.”
- “All comments on neither agree or disagree above are because I have not had any experience in that issue.”