

CAUL 2023 Equity, Diversity and Inclusion Survey | All Staff Survey

Frequency distributions | All respondents

Where is the library that you currently work at based?

537 Responses

| Field | Choice Count |
|---|--------------|
| Queensland | 32% 170 |
| New South Wales | 19% 101 |
| Western Australia | 16% 84 |
| Victoria | 15% 78 |
| North Island/Te Ika-a-Māui | 10% 56 |
| South Australia | 6% 31 |
| Australian Capital Territory | 1% 5 |
| South Island/Te Waipounamu | 1% 5 |
| Northern Territory | 1% 4 |
| Tasmania | 1% 3 |
| Outside Aotearoa New Zealand or Australia | 0% 0 |
| Total | 537 |

Would you describe the library that you work at as being based in

531 Responses

| Field | Choice Count |
|-----------------------------|--------------|
| A metropolitan / urban area | 79% 418 |
| A regional area | 21% 112 |
| A rural / remote area | 0% 1 |
| Total | 531 |

What is your primary mode of work?

536 Responses

| Field | Choice Count |
|--|--------------|
| On campus | 52% 281 |
| Remote | 2% 11 |
| Even split of on campus and remote | 10% 51 |
| Split of on campus and remote with more time on campus | 32% 170 |
| Split of on campus and remote with more time remote | 4% 23 |
| Total | 536 |

What age group do you belong to?

532 Responses

| Field | Choice Count |
|-------|--------------|
| 15-17 | 0% 0 |
| 18-24 | 3% 14 |
| 25-29 | 7% 37 |
| 30-34 | 11% 56 |
| 35-39 | 15% 82 |
| 40-44 | 15% 81 |
| 45-49 | 13% 67 |
| 50-54 | 15% 81 |
| 55-59 | 13% 67 |
| 60-64 | 7% 37 |
| 65-69 | 2% 8 |
| 70+ | 0% 2 |
| Total | 532 |

How would you describe your gender?

537 Responses

| Field | Choice Count |
|---|--------------|
| Woman/Female | 74% 399 |
| Man/Male | 19% 101 |
| Non-binary | 4% 24 |
| Prefer not to answer | 2% 10 |
| I use a different term - please specify | 1% 3 |
| Total | 537 |

Do you have a transgender or gender diverse gender experience or a trans history?

527 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 6% 31 |
| No (Cisgender) | 89% 467 |
| Unsure | 2% 12 |
| Prefer not to answer | 3% 17 |
| Total | 527 |

Do you have an intersex variation? An intersex variation is a variation in sex characteristics.

532 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 0% 1 |
| No | 97% 514 |
| Unsure | 1% 4 |
| Prefer not to answer | 2% 13 |
| Total | 532 |

How do you describe your sexual orientation?

534 Responses

| Field | Choice Count |
|-------------------------------------|--------------|
| Heterosexual (Straight) | 66% 355 |
| Bisexual | 11% 59 |
| Homosexual (Gay/Lesbian) | 7% 38 |
| I use another term - please specify | 5% 29 |
| Prefer not to answer | 5% 26 |
| Asexual | 4% 19 |
| Unsure | 1% 8 |
| Total | 534 |

What is your highest level of qualification?

538 Responses

| Field | Choice Count |
|--|--------------|
| Master's degree | 37% 200 |
| Graduate diploma | 25% 137 |
| Bachelor's degree | 18% 97 |
| Another qualification - please specify | 5% 27 |
| Graduate certificate | 4% 20 |
| Doctorate | 4% 19 |
| Bachelor's degree with honours | 3% 18 |
| Senior secondary education (e.g. Year 12, Senior Secondary Certificate of Education) | 2% 12 |
| Prefer not to answer | 1% 4 |
| Junior secondary education (e.g. Year 10) | 1% 3 |
| I do not have a formal qualification | 0% 1 |
| Total | 538 |

Do you have a library and/or information studies specific qualification?

522 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 79% 412 |
| No | 20% 105 |
| Prefer not to answer | 1% 5 |
| Total | 522 |

In which of the following functional areas do you work? Select all that apply.

530 Responses

| Field | Choice Count |
|-----------------------|--------------|
| Collections | 40% 210 |
| Education | 37% 198 |
| Research | 37% 198 |
| Reference | 30% 160 |
| Projects | 25% 132 |
| Technical | 25% 132 |
| Other, please specify | 25% 130 |
| Procurement | 13% 71 |
| Finance | 8% 40 |
| Total | 530 |

In which of the following functional areas do you work? Select all that apply.

Filter applied: Diverse

312 Responses

| Field | Choice Count |
|-----------------------|--------------|
| Collections | 39% 121 |
| Research | 38% 117 |
| Education | 37% 116 |
| Reference | 32% 100 |
| Other, please specify | 26% 82 |
| Technical | 24% 76 |
| Projects | 23% 71 |
| Procurement | 11% 33 |
| Finance | 4% 13 |
| Total | 312 |

How would you describe your role type? Select the option that best applies to what you spend most of your time doing.

535 Responses

| Field | Choice Count |
|--|--------------|
| Librarian | 37% 200 |
| Library technician | 15% 78 |
| Other, please specify | 13% 72 |
| Leader | 13% 67 |
| Manager | 12% 64 |
| Other professional (e.g. IT professional, finance officer, marketing professional, user experience specialist) | 9% 48 |
| Archivist | 1% 6 |
| Total | 535 |

Which of these best reflects the level of your current role?

538 Responses

| Field | Choice Count |
|----------------------|--------------|
| Team member | 66% 356 |
| Manager | 18% 97 |
| Senior Manager | 6% 32 |
| Executive | 6% 31 |
| New graduate | 2% 10 |
| Student staff member | 1% 8 |
| Trainee | 1% 4 |
| Total | 538 |

Which of these best reflects the level of your current role?

Filter applied: Diverse

317 Responses

| Field | Choice Count |
|----------------------|--------------|
| Team member | 68% 217 |
| Manager | 17% 55 |
| Executive | 4% 14 |
| Senior Manager | 4% 13 |
| New graduate | 3% 9 |
| Student staff member | 2% 6 |
| Trainee | 1% 3 |
| Total | 317 |

Is your current employment:

536 Responses

| Field | Choice Count |
|--|--------------|
| Full time continuing | 70% 375 |
| Full time fixed term | 6% 34 |
| Part time continuing | 15% 83 |
| Part time fixed term | 3% 16 |
| Casual | 2% 11 |
| Other, please specify | 1% 5 |
| Multiple concurrent fixed term and/or continuing contracts and/or casual positions within a library | 2% 9 |
| Multiple concurrent fixed term and/or continuing contracts and/or casual positions with at least one outside a library | 1% 3 |
| Total | 536 |

How long is your current contract (in months)? (If you have multiple concurrent roles, please enter your longest current contract in a library)

65 Responses

| Field | Choice Count |
|---------------------------------------|--------------|
| 1-3 months | 2% 1 |
| 4-6 months | 20% 13 |
| 7-12 months | 32% 21 |
| 13-18 months | 8% 5 |
| more than 18 months and up to 2 years | 8% 5 |
| more than 2 years and up to 3 years | 5% 3 |
| more than 3 years and up to 5 years | 26% 17 |
| Total | 65 |

Do you identify with an Indigenous or First Nations group?

538 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 4% 22 |
| No | 95% 509 |
| Prefer not to answer | 1% 7 |
| Total | 538 |

With which Indigenous or First Nations group/s do you identify? Please select all that apply

22 Responses

| Field | Choice Count |
|-----------------------------|--------------|
| Aboriginal | 55% 12 |
| Māori | 45% 10 |
| Pasifika | 0% 0 |
| Torres Strait Islander | 0% 0 |
| Other country First Nations | 0% 0 |
| Total | 22 |

How would you describe your cultural background? Please choose all that apply.

533 Responses

| Field | Choice Count |
|--|--------------|
| Australian | 52% 352 |
| European (including British) - please specify | 22% 149 |
| New Zealand European | 6% 42 |
| Pākehā | 5% 35 |
| Southeast Asian - please specify | 2% 16 |
| North American - please specify | 2% 14 |
| Chinese | 2% 13 |
| Aboriginal | 2% 13 |
| Māori | 1% 10 |
| Indian | 1% 7 |
| Prefer not to answer | 1% 6 |
| Latin American - please specify | 1% 5 |
| Other Ethnicity - please specify | 1% 4 |
| Other Asian - please specify | 1% 4 |
| African - please specify | 0% 3 |
| Middle Eastern - please specify | 0% 2 |
| Fijian | 0% 2 |
| Unsure | 0% 1 |
| Other Pasifika / Pacific Island cultural background - please specify | 0% 1 |
| Tongan | 0% 1 |
| Samoan | 0% 1 |
| Other country First Nations - please specify | 0% 0 |
| Torres Strait Islander | 0% 0 |
| Tuvaluan | 0% 0 |
| Tokelauan | 0% 0 |
| Niuean | 0% 0 |
| Cook Islands Māori | 0% 0 |

| Field | Choice Count |
|-------|--------------|
| Total | 681 |

In which country were you born?

Responses included in the list below are based on those included in the Australian Census and the most frequently cited countries in the most recent New Zealand Census data.

531 Responses

| Field | Choice Count |
|--|--------------|
| Australia | 68% 359 |
| Aotearoa New Zealand | 11% 56 |
| Other country - please specify | 10% 54 |
| England | 6% 30 |
| South Africa | 2% 9 |
| China (excluding Special Administrative Regions (SARs) and Taiwan) | 1% 7 |
| Malaysia | 1% 6 |
| Vietnam | 0% 2 |
| Phillippines | 0% 2 |
| India | 0% 2 |
| Hong Kong | 0% 2 |
| Tonga | 0% 1 |
| Fiji | 0% 1 |
| Vanuatu | 0% 0 |
| Tuvalu | 0% 0 |
| Tokelau | 0% 0 |
| Taiwan | 0% 0 |
| Scotland | 0% 0 |
| Samoa | 0% 0 |
| Papua New Guinea | 0% 0 |
| Niue | 0% 0 |
| Macau | 0% 0 |
| Kiribati | 0% 0 |
| Italy | 0% 0 |
| Cook Islands | 0% 0 |
| Total | 531 |

In what languages could you have a conversation about a lot of everyday things? (Select all that applies)

Responses included in the list below are based on those included in the Australian Census and the most frequently cited languages in the most recent New Zealand Census data.

521 Responses

| Field | Choice Count |
|---------------------------------|--------------|
| English | 97% 506 |
| Other language - please specify | 13% 70 |

| | | |
|--|----|-----|
| Mandarin | 2% | 12 |
| Italian | 1% | 7 |
| Te Reo Māori | 1% | 6 |
| New Zealand Sign Language | 1% | 3 |
| Chinese - other dialect - please specify | 0% | 2 |
| Auslan | 0% | 2 |
| Greek | 0% | 2 |
| Cantonese | 0% | 2 |
| Vietnamese | 0% | 1 |
| Arabic | 0% | 1 |
| Aboriginal and/or Torres Strait Islander language - please specify | 0% | 1 |
| Tamil | 0% | 0 |
| Cook Island Māori | 0% | 0 |
| Tongan | 0% | 0 |
| Sāmoan | 0% | 0 |
| Total | | 521 |

What is your religion?

Responses included in the list below are based on those included in the Australian Census and the most frequently cited religions in the most recent New Zealand Census data.

537 Responses

| Field | Choice Count |
|--|--------------|
| No religion | 68% 366 |
| Catholic | 7% 40 |
| Anglican (Church of England) | 6% 34 |
| Prefer not to answer | 6% 31 |
| Other - please specify | 4% 21 |
| Uniting Church | 2% 12 |
| Buddhism | 2% 9 |
| Presbyterian | 1% 8 |
| Baptist | 1% 7 |
| Hinduism | 1% 5 |
| Islam | 1% 4 |
| Māori religions, beliefs, and philosophies | 1% 3 |
| Greek Orthodox | 1% 3 |
| Judaism | 0% 2 |
| Total | 537 |

Social class - Do you identify as:

524 Responses

| Field | Choice Count |
|-----------------------------|--------------|
| Working class | 20% 107 |
| Lower middle class | 26% 135 |
| Upper middle class | 23% 119 |
| Upper class | 0% 0 |
| Other term - please specify | 5% 24 |
| None of these | 13% 69 |
| Prefer not to answer | 5% 24 |
| Unsure | 9% 46 |
| Total | 524 |

How many people (including yourself) live in your household?

527 Responses

| Field | Choice Count |
|-------|--------------|
| 1 | 18% 97 |
| 2 | 39% 204 |
| 3 | 18% 97 |
| 4 | 17% 90 |
| 5 | 6% 31 |
| 6 | 1% 6 |
| 7 | 0% 1 |
| 8 | 0% 1 |
| Total | 527 |

In the last two weeks, have you provided unpaid care for another person? For example, children, elderly or disabled people.

536 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 42% 226 |
| No | 56% 302 |
| Unsure | 1% 4 |
| Prefer not to answer | 1% 4 |
| Total | 536 |

Q92 - Did you care for someone (or help care for someone) who has a disability, mental illness, drug or alcohol dependency, chronic condition, dementia, terminal or serious illness, or who needs care due to ageing?

534 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 24% 127 |
| No | 74% 396 |
| Prefer not to answer | 2% 11 |
| Total | 534 |

Did you provide care for any children?

538 Responses

| Field | Choice Count |
|---|--------------|
| Yes, child/ren for whom I am a parent or legal guardian | 32% 173 |
| Yes, child/ren for whom I have regular and ongoing caring responsibilities but for whom I am not a parent or legal guardian | 3% 15 |
| Yes, child/ren who is/are in my care under formal or informal fostering arrangements | 0% 1 |
| No | 64% 344 |
| Prefer not to answer | 1% 5 |
| Total | 538 |

Do you identify as neurodivergent?

Definitions of neurodivergence vary, with some definitions including mental health conditions like obsessive compulsive disorder and bipolar disorder in addition to autism and attention deficit hyperactivity disorder, while other definitions do not include these. This question is asking whether you identify as neurodivergent, rather than offering a specific definition. You'll have more opportunity to tell us about your neurodivergence in the next question.

538 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 18% 95 |
| No | 73% 392 |
| Unsure | 8% 43 |
| Prefer not to answer | 1% 8 |
| Total | 538 |

Which types of neurodivergence do you identify with? Select all that apply.

127 Responses

| Field | Choice Count |
|-------------------------------|--------------|
| ADHD | 39% 50 |
| Autism | 35% 44 |
| Prefer not to disclose | 21% 27 |
| Other - please specify | 16% 20 |
| Sensory processing disorder | 13% 16 |
| Obsessive compulsive disorder | 8% 10 |
| Dyscalculia | 6% 7 |
| Dyslexia | 5% 6 |
| Bipolar disorder | 2% 3 |
| Acquired neurodiversity | 2% 3 |
| Tourette's syndrome | 2% 3 |
| Dyspraxia | 2% 2 |
| Total | 127 |

Have you experienced a mental health challenge, or received a mental health diagnosis, in the last 12 months (including ongoing or long-term mental health conditions)?

536 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 38% 203 |
| No | 56% 298 |
| Unsure | 3% 16 |
| Prefer not to answer | 4% 19 |
| Total | 536 |

Do you identify as having a disability or long term health condition?

537 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 28% 149 |
| No | 65% 347 |
| Unsure | 5% 26 |
| Prefer not to answer | 3% 15 |
| Total | 537 |

What type of disability or health condition do you have? (Please select as many as relevant)

175 Responses

| Field | Choice Count |
|------------------------|--------------|
| Mental health | 46% 81 |
| Physical health | 39% 68 |
| Other - please specify | 21% 37 |
| Mobility | 9% 16 |
| Hearing | 8% 14 |
| Prefer not to answer | 7% 13 |
| Vision | 7% 12 |
| Learning | 5% 9 |
| Total | 175 |

To what extent do you agree with the following statements?

537 Responses

| Field | Strongly disagree | Disagree | Agree | Strongly agree | Total |
|--|-------------------|------------|-------------|----------------|-------|
| I trust my library to be fair to all employees and students | 1.682% 9 | 10.654% 57 | 58.879% 315 | 28.785% 154 | 535 |
| I feel I am respected at work | 1.304% 7 | 77.076% 38 | 54.004% 290 | 37.616% 202 | 537 |
| I feel like the work I do is recognised and rewarded to the same degree as the work done by my colleagues | 1.682% 9 | 15.514% 83 | 50.093% 268 | 32.710% 175 | 535 |
| The culture of my library is accepting of people with different ideas and backgrounds | 1.308% 7 | 79.720% 52 | 54.579% 292 | 34.393% 184 | 535 |
| I feel that I am an important part of my team | 1.126% 6 | 69.006% 48 | 50.094% 267 | 39.775% 212 | 533 |
| At my library, all staff have equal opportunity to progress in their career regardless of sexuality, gender, race, age, religion, family status, caring responsibilities, etc. | 3.002% 16 | 17.073% 91 | 48.218% 257 | 31.707% 169 | 533 |
| My library does not tolerate sexist, homophobic, racist or other inappropriate jokes or comments | 0.749% 4 | 45.431% 29 | 48.315% 258 | 45.506% 243 | 534 |
| I believe that in my library, harassment is not tolerated | 1.311% 7 | 78.427% 45 | 50.562% 270 | 39.700% 212 | 534 |
| If I experienced a negative behaviour at my library (for example, physical or verbal aggression, discrimination, harrasment, etc.), I would feel comfortable reporting it | 3.377% 18 | 12.195% 65 | 47.842% 255 | 36.585% 195 | 533 |

To what extent do you agree with the following statements?

Filter applied: Diverse

317 Responses

| Field | Strongly disagree | Disagree | Agree | Strongly agree | Total |
|--|-------------------|------------|-------------|----------------|-------|
| I trust my library to be fair to all employees and students | 2.208% 7 | 11.356% 36 | 59.937% 190 | 26.498% 84 | 317 |
| I feel I am respected at work | 2.208% 7 | 77.886% 25 | 52.681% 167 | 37.224% 118 | 317 |
| I feel like the work I do is recognised and rewarded to the same degree as the work done by my colleagues | 2.540% 8 | 15.873% 50 | 48.889% 154 | 32.698% 103 | 315 |
| The culture of my library is accepting of people with different ideas and backgrounds | 1.577% 5 | 11.672% 37 | 55.521% 176 | 31.230% 99 | 317 |
| I feel that I am an important part of my team | 1.911% 6 | 11.783% 37 | 49.045% 154 | 37.261% 117 | 314 |
| At my library, all staff have equal opportunity to progress in their career regardless of sexuality, gender, race, age, religion, family status, caring responsibilities, etc. | 4.777% 15 | 19.745% 62 | 47.134% 148 | 28.344% 89 | 314 |
| My library does not tolerate sexist, homophobic, racist or other inappropriate jokes or comments | 1.266% 4 | 47.595% 24 | 50.316% 159 | 40.823% 129 | 316 |
| I believe that in my library, harassment is not tolerated | 1.266% 4 | 10.443% 33 | 50.316% 159 | 37.975% 120 | 316 |
| If I experienced a negative behaviour at my library (for example, physical or verbal aggression, discrimination, harassment, etc.), I would feel comfortable reporting it | 4.127% 13 | 14.921% 47 | 44.127% 139 | 36.825% 116 | 315 |

Does your university have formal equity, diversity and inclusion (EDI) policies or procedures?

539 Responses

| Field | Choice Count |
|--------|--------------|
| Yes | 82% 442 |
| No | 1% 7 |
| Other | 1% 5 |
| Unsure | 16% 85 |
| Total | 539 |

At what level are these formal EDI policies or procedures? Select all that apply.

440 Responses

| Field | Choice Count |
|---------------------|--------------|
| Institutional level | 90% 397 |
| Library level | 24% 104 |
| Team level | 8% 34 |
| Not sure what level | 11% 47 |
| Total | 440 |

How well do you know these policies or procedures?

438 Responses

| Field | Choice Count |
|--|--------------|
| I know the contents of the policies and/or procedures very well | 7% 31 |
| I know the policies/procedures exist, have an idea of what they cover, and know where to find them | 80% 351 |
| I know the policies/procedures exist but do not know what they cover or where to find them | 13% 56 |
| Total | 438 |

How well do you know these policies or procedures?

Filter applied: Diverse

261 Responses

| Field | Choice Count |
|--|--------------|
| I know the contents of the policies and/or procedures very well | 8% 21 |
| I know the policies/procedures exist, have an idea of what they cover, and know where to find them | 77% 200 |
| I know the policies/procedures exist but do not know what they cover or where to find them | 15% 40 |
| Total | 261 |

Overall, to what extent do you feel these institutional level policies or procedures have been successfully implemented?

355 Responses

| Field | Choice Count |
|-----------------------|--------------|
| Very unsuccessful | 3% 10 |
| Somewhat unsuccessful | 6% 23 |
| Somewhat successful | 56% 200 |
| Very successful | 19% 66 |
| I'm not sure | 16% 56 |
| Total | 355 |

Overall, to what extent do you feel these institutional level policies or procedures have been successfully implemented?

Filter applied: Diverse

203 Responses

| Field | Choice Count |
|-----------------------|--------------|
| Very unsuccessful | 2% 4 |
| Somewhat unsuccessful | 7% 14 |
| Somewhat successful | 59% 119 |
| Very successful | 19% 39 |
| I'm not sure | 13% 27 |
| Total | 203 |

Overall, to what extent do you feel these library level policies or procedures have been successfully implemented?

112 Responses

| Field | Choice Count |
|-----------------------|--------------|
| Very unsuccessful | 3% 3 |
| Somewhat unsuccessful | 8% 9 |
| Somewhat successful | 47% 53 |
| Very successful | 36% 40 |
| I'm not sure | 6% 7 |
| Total | 112 |

Overall, to what extent do you feel these library level policies or procedures have been successfully implemented?

Filter applied: Diverse

75 Responses

| Field | Choice Count |
|-----------------------|--------------|
| Very unsuccessful | 3% 2 |
| Somewhat unsuccessful | 4% 3 |
| Somewhat successful | 51% 38 |
| Very successful | 36% 27 |
| I'm not sure | 7% 5 |
| Total | 75 |

Overall, to what extent do you feel these team level policies or procedures have been successfully implemented?

54 Responses

| Field | Choice Count |
|-----------------------|--------------|
| Very unsuccessful | 7% 4 |
| Somewhat unsuccessful | 2% 1 |
| Somewhat successful | 43% 23 |
| Very successful | 37% 20 |
| I'm not sure | 11% 6 |
| Total | 54 |

Has your workplace instituted any EDI initiatives for staff? Initiatives may include, but not limited to: Ally program, formal support groups, working groups, training and staff development, celebration of significant dates and events, affirmative action hiring

534 Responses

| Field | Choice Count |
|--------|--------------|
| Yes | 81% 434 |
| No | 2% 12 |
| Unsure | 16% 83 |
| Other | 1% 5 |
| Total | 534 |

At what level are these initiatives?

431 Responses

| Field | Choice Count |
|---------------------|--------------|
| Institutional level | 85% 366 |
| Library level | 45% 195 |
| Team level | 8% 34 |
| Not sure what level | 7% 29 |
| Total | 431 |

Overall, what impact do you feel these initiatives have had?

426 Responses

| Field | Choice Count |
|--------------------|--------------|
| Extremely negative | 0% 0 |
| Somewhat negative | 1% 5 |
| Somewhat positive | 62% 265 |
| Extremely positive | 33% 142 |
| No impact | 3% 14 |
| Total | 426 |

How has COVID-19 impacted on equity and diversity in your library?

522 Responses

| Field | Choice Count |
|-----------------|--------------|
| Much worse | 2% 9 |
| Somewhat worse | 10% 51 |
| About the same | 70% 364 |
| Somewhat better | 16% 86 |
| Much better | 2% 12 |
| Total | 522 |

How has COVID-19 impacted on equity and diversity for you personally?

526 Responses

| Field | Choice Count |
|-----------------|--------------|
| Much worse | 2% 9 |
| Somewhat worse | 7% 37 |
| About the same | 71% 373 |
| Somewhat better | 17% 88 |
| Much better | 4% 19 |
| Total | 526 |

Has your workplace instituted any EDI initiatives for staff? Initiatives may include, but not limited to: Ally program, formal support groups, working groups, training and staff development, celebration of significant dates and events, affirmative action hiring

Filter applied: Diverse

313 Responses

| Field | Choice Count |
|--------|--------------|
| Yes | 83% 260 |
| No | 3% 8 |
| Unsure | 13% 41 |
| Other | 1% 4 |
| Total | 313 |

Over the last three years, do you generally feel that equity, diversity and inclusion at your institution has become

525 Responses

| Field | Choice Count |
|-----------------|--------------|
| Much worse | 2% 11 |
| Somewhat worse | 6% 31 |
| About the same | 43% 227 |
| Somewhat better | 43% 224 |
| Much better | 6% 32 |
| Total | 525 |

Over the last three years, do you generally feel that equity, diversity and inclusion at your institution has become

Filter applied: Diverse

308 Responses

| Field | Choice Count |
|-----------------|--------------|
| Much worse | 3% 8 |
| Somewhat worse | 6% 20 |
| About the same | 43% 133 |
| Somewhat better | 42% 129 |
| Much better | 6% 18 |
| Total | 308 |

To what extent do you think the following sectors and subsectors are supportive and accepting

525 Responses

| Field | Not at all supportive and accepting | Slightly supportive and accepting | Moderately supportive and accepting | Extremely supportive and accepting | Total |
|---|-------------------------------------|-----------------------------------|-------------------------------------|------------------------------------|-------|
| Academic Libraries | 1% 6 | 10% 52 | 43% 225 | 46% 240 | 523 |
| Higher education sector | 1% 7 | 15% 78 | 51% 263 | 32% 163 | 511 |
| GLAM (Galleries, Libraries, Archives, Museums) sector | 1% 3 | 11% 57 | 42% 211 | 46% 229 | 500 |

To what extent do you think the following sectors and subsectors are supportive and accepting

Filter applied: Diverse

311 Responses

| Field | Not at all supportive and accepting | Slightly supportive and accepting | Moderately supportive and accepting | Extremely supportive and accepting | Total |
|---|-------------------------------------|-----------------------------------|-------------------------------------|------------------------------------|-------|
| Academic Libraries | 2% 5 | 10% 30 | 46% 142 | 43% 133 | 310 |
| Higher education sector | 2% 6 | 18% 56 | 52% 162 | 28% 85 | 309 |
| GLAM (Galleries, Libraries, Archives, Museums) sector | 0% 1 | 11% 32 | 46% 141 | 43% 130 | 304 |

You indicated that you identify as neurodivergent, have experienced a mental health challenge and/or have a disability or health condition. Have you ever requested a workplace adjustment or accommodation?

192 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 40% 77 |
| No | 56% 107 |
| Prefer not to answer | 4% 8 |
| Total | 192 |

Was your request for an adjustment or accommodation supported?

77 Responses

| Field | Choice Count |
|----------------------|--------------|
| Yes | 81% 62 |
| No | 16% 12 |
| Prefer not to answer | 4% 3 |
| Total | 77 |

Was the adjustment or accommodation satisfactory?

61 Responses

| Field | Choice Count |
|-------------------------------------|--------------|
| Yes - include a comment if you wish | 89% 54 |
| No - include a comment if you wish | 8% 5 |
| Prefer not to answer | 3% 2 |
| Total | 61 |

Why haven't you requested any adjustments? Select all that apply.

105 Responses

| Field | Choice Count |
|---|--------------|
| Not required | 43% 61 |
| Concerned I may be treated differently | 18% 26 |
| Concerned it may disadvantage me now or in the future | 19% 27 |
| I don't believe my request will be accommodated | 6% 9 |
| Other - please specify | 12% 17 |
| Prefer not to answer | 2% 3 |
| Total | 143 |

Who do you feel comfortable disclosing your diversity to in your library - Gender diversity

Filter applied: Trans or gender diverse history

31 Responses

| Field | Choice Count |
|---------------------------------------|--------------|
| Library leadership | 29% 18 |
| Line manager | 26% 16 |
| Colleagues | 34% 21 |
| Not comfortable disclosing to anybody | 11% 7 |
| Prefer not to answer | 0% 0 |
| Total | 62 |

Who do you feel comfortable disclosing your diversity to in your library

- Sexuality

Filter applied: LGBTQA

130 Responses

| Field | Choice Count |
|---------------------------------------|--------------|
| Library leadership | 25% 66 |
| Line manager | 28% 76 |
| Colleagues | 36% 96 |
| Not comfortable disclosing to anybody | 10% 28 |
| Prefer not to answer | 1% 2 |
| Total | 268 |

Who do you feel comfortable disclosing your diversity to in your library

- Indigenous identity

Filter applied: Indigenous or First Nations

22 Responses

| Field | Choice Count |
|---------------------------------------|--------------|
| Library leadership | 28% 15 |
| Line manager | 35% 19 |
| Colleagues | 37% 20 |
| Not comfortable disclosing to anybody | 0% 0 |
| Prefer not to answer | 0% 0 |
| Total | 54 |

Who do you feel comfortable disclosing your diversity to in your library

- Indigenous identity

Filter applied: Mental health condition in the last 12 months or disability or long term health condition (mental health option selected)

25 Responses

| Field | Choice Count |
|---------------------------------------|--------------|
| Library leadership | 25% 13 |
| Line manager | 31% 16 |
| Colleagues | 37% 19 |
| Not comfortable disclosing to anybody | 8% 4 |
| Prefer not to answer | 0% 0 |
| Total | 52 |

Who do you feel comfortable disclosing your diversity to in your library

- Neurodivergence

Filter applied: Neurodivergent

93 Responses

| Field | Choice Count |
|---------------------------------------|--------------|
| Library leadership | 17% 27 |
| Line manager | 31% 49 |
| Colleagues | 33% 52 |
| Not comfortable disclosing to anybody | 17% 27 |
| Prefer not to answer | 1% 1 |
| Total | 156 |

Who do you feel comfortable disclosing your diversity to in your library

- Disability

Filter applied: Disability or long term health condition

103 Responses

| Field | Choice Count |
|---------------------------------------|--------------|
| Library leadership | 21% 39 |
| Colleagues | 30% 56 |
| Line manager | 38% 71 |
| Not comfortable disclosing to anybody | 11% 21 |
| Prefer not to answer | 1% 2 |
| Total | 189 |

Who do you feel comfortable disclosing your diversity to in your library? (Total is number of respondents)

474 Responses

| Field | Library leadership | Line manager | Colleagues | Not comfortable disclosing to anybody | Prefer not to answer | Total |
|--|--------------------|--------------|-------------|---------------------------------------|----------------------|-------|
| Caring responsibilities | 50.437% 173 | 80.175% 275 | 70.262% 241 | 6.706% 23 | 3.499% 12 | 343 |
| Age | 63.333% 266 | 73.333% 308 | 78.333% 329 | 9.524% 40 | 3.810% 16 | 420 |
| Cultural diversity (including cultural background, language, religion) | 60.068% 176 | 72.355% 212 | 80.887% 237 | 8.191% 24 | 3.413% 10 | 293 |
| Socio-economic status | 32.337% 119 | 43.750% 161 | 49.185% 181 | 35.054% 129 | 9.511% 35 | 368 |
| Other diversity facet - please specify | 25.000% 7 | 42.857% 12 | 35.714% 10 | 25.000% 7 | 21.429% 6 | 28 |