CAUL
COUNCIL OF AUSTRALIAN UNIVERSITY LIBRARIANS

2023 Equity, Diversity and Inclusion (EDI) Survey

Report Launch

Thursday 26 September 2024
9:00 - 10:30 (AWST) / 10:30 - 12:00 (ACST) / 11:00 - 12:30 (AEST) / 1:00 - 2:30 (NZST)

Welcome and Acknowledgement

The Council of Australian University Librarians (CAUL) acknowledges the Traditional Owners of Country throughout Australia and the lands on which Council Members live and work. We pay our respect to the Elders past, present and emerging, for all Indigenous people, wherever they are located.

Housekeeping

- Recording the Project Team presentation

- Microphones and cameras

- Chat

Event overview

- **Project approach and methodology**
  - Lisa Ogle, Associate Director, Academic Engagement and Client Services, University of Newcastle

- **Findings – EDI at Your Institution Survey (aka Senior Leaders Survey)**
  - Dr Antonia Mocatta, Director, Central Services, University of Sydney Library

- **Findings – All Staff Survey**
  - Flic French, Outreach Librarian, University of Queensland

- **Recommendations**
  - Erin Roga, Liaison Librarian, Federation University Australia

- **Reflections on the project**

- **Invited speakers**
  - Kim Tairi, University Librarian, Auckland University of Technology
  - Emilia Bell, Manager, Research and Digital Services, Murdoch University
  - Nikki Andersen, Manager (Digital Experience), University of Southern Queensland

- **Wrap up**

The EDI Survey Project

- CAUL strategic priority
- EDI survey aims – to understand:
  - Staff profile of sector
  - EDI work across sector
  - Perceptions
- Informed by lived experience
- Two surveys
- Recommendations

Approach and methodology

- Project Team:
  - Nine representatives from CAUL Member institutions in Australia and Aotearoa New Zealand
  - CAUL Director, Strategy & Analytics
- Environmental scan of existing EDI surveys and best practice
- Collaborative and considered development of survey instrument
  - Complexity of capturing intersectionality and cross-cultural differences
- Two Qualtrics surveys developed – target audiences of library staff and library leaders

Approach and methodology

- All Staff Survey
  - All staff from CAUL institutions invited to participate
  - Designed to capture EDI profile, experiences, and perceptions of staff working in academic libraries
- EDI at Your Institution Survey / Senior Leaders Survey
  - University Librarians, Directors, Deputies
  - Designed to capture the scope and maturity of institutional and library EDI strategy & initiatives
- Privacy, confidentiality and sensitivity were considered

Data collection: All Staff Survey

- Background - location, work mode, age, gender, sexuality

- Education - work experience, role type and qualifications

- Ethnicity - cultural identity, languages spoken

- Socioeconomic - household, caring responsibilities

- Health - disability, mental health, neurodiversity

- Experiences with and perceptions of EDI strategy, policy, support and initiatives in institutions and libraries

- Impact of COVID-19

- 539 respondents

Data collection: Senior Leader Survey

- EDI strategy, planning, roles and initiatives for clients and staff

- EDI maturity of the institution and the library

- Challenges in implementing EDI initiatives

- Level of influence the library has on EDI within the institution

- 60 respondents

Findings: EDI at Your Institution

Context and leadership

- 72% of leaders indicated their parent institution has few policies in the EDI space and continues to develop

- Library senior leaders believe they have only a low (17%) to moderate (75%) influence over institutional EDI

- Library leaders believe the library's EDI maturity to be on par with (65%) or behind (13%) their university

Findings: EDI at Your Institution
Supporting workplace diversity

- EDI activities for library staff typically include

  - Offering professional development opportunities (83%)

  - Celebrating significant dates / events (80%)

- Only 40% made EDI a strategic priority

Findings: EDI at Your Institution

Spaces to support diverse clients

- The creation of dedicated diversity spaces (44%)

- A focus on physical and digital accessibility (28%)

- Displaying visible indicators of allyship (26%)

- Signage to designate the library as a safe space (14%)

- Display of Indigenous flags, artwork or Acknowledgements (20%)

- Multilingual signage (31%)

Findings: EDI at Your Institution

Service to support diverse clients

- Celebrating diversity days (56%)
- Diversity content in exhibitions and book displays (25%)
- Training for frontline staff who interact with diverse clients (22%)
- Accessibility and assistive technologies (7%)
- Doing nothing (7%)

Findings: EDI at Your Institution

EDI in collections

- 50% responded that EDI goals and principles guide collections and services
- 32% do not prioritise EDI in collections and services
- 18% were unsure
- Where EDI principles do guide collections and services
  - 33% cited a values-based commitment
  - 15% articulate these in collections development guidelines
  - 22% cite university strategy as the driver
  - 22% are actively de-colonising the collection

# Findings: EDI at Your Institution

Challenges

- The most frequently identified issue was resourcing (65%) including funds, space and staffing

- Lack of staff capability and awareness is a concern (12%)

- Lack of workforce diversity is seen as an impediment (16%)

Findings: EDI at Your Institution
CAUL's role

- CAUL's role to develop and promote EDI best practice principles and guidelines (53%)

- Knowledge sharing and skills development

  - Suggested community of practice (27%)

  - Curated professional development program (24%)

  - Opportunities to showcase sectoral best practice (18%)

Findings: All Staff Survey
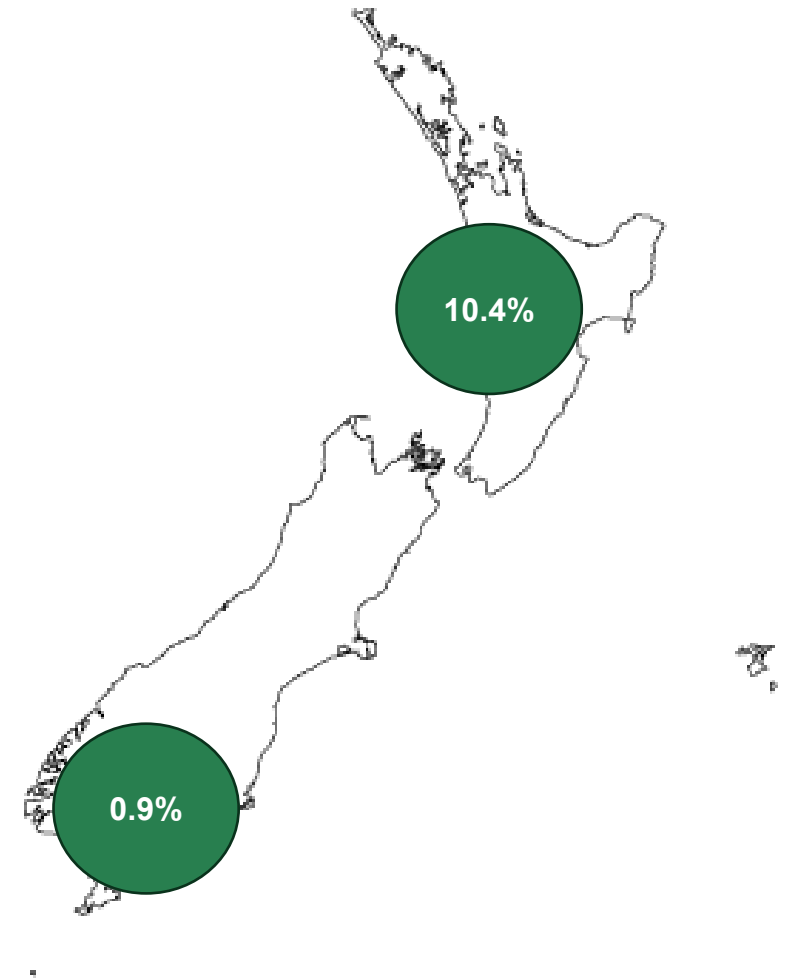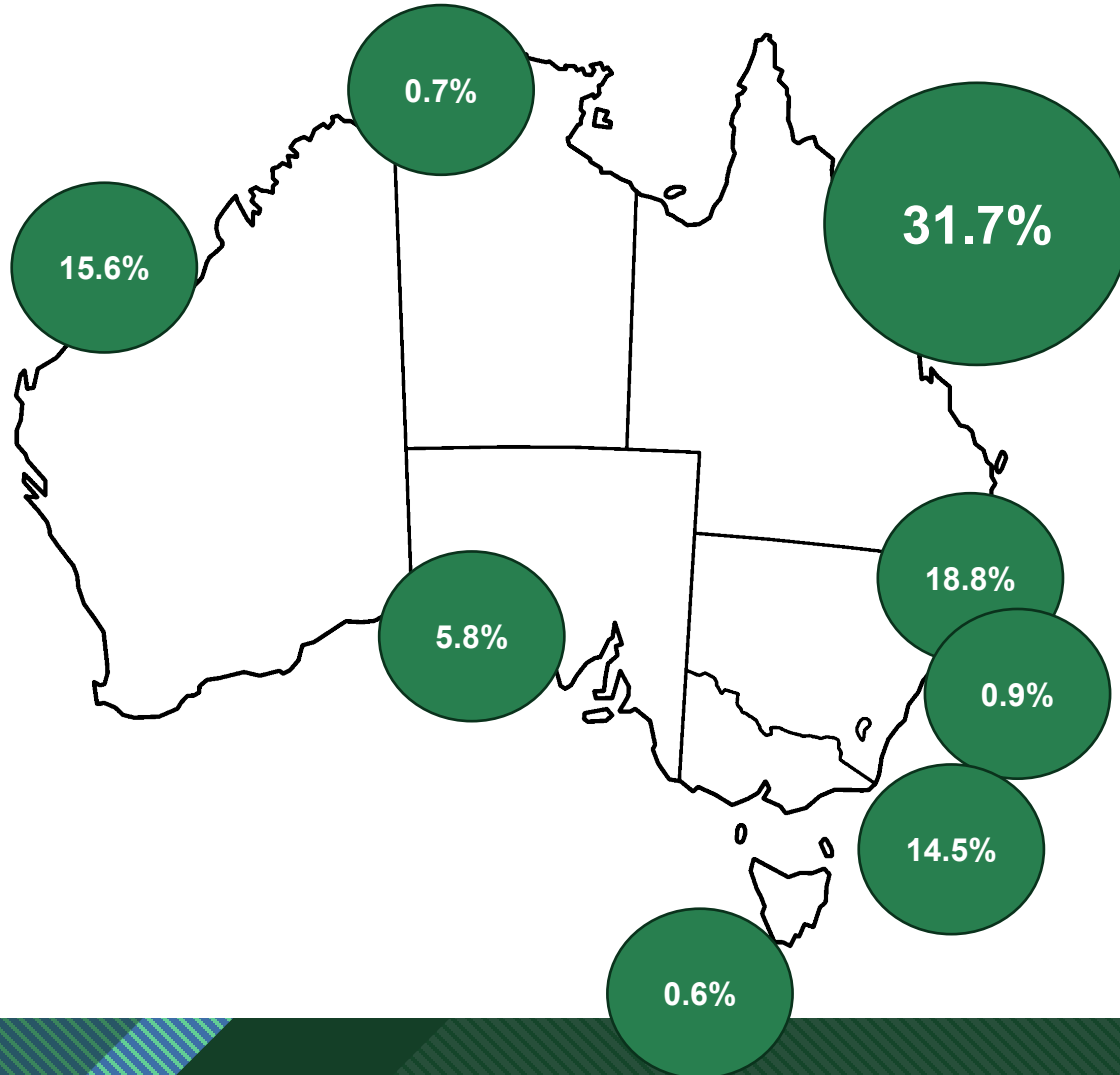
Findings: All Staff Survey
Gender

Woman/female	Man/male	Non-binary	Prefer not to answer	Agender
74.4%	18.8%	4.5%	1.9%	0.4%

How would you describe your gender (n=537)?

Findings: All Staff Survey
LGBTQIA+ identities

Sexual orientation	Percentage of respondents
Heterosexual (straight)	66.8%
Bisexual	11.4%
Homosexual (gay or lesbian)	7.1%
Prefer not to answer	4.9%
Asexual	3.6%
Queer	2.1%
Pansexual	1.9%
Unsure	1.5%
Another term	0.8%

How do you describe your sexual orientation (n=534)?

Findings: All Staff Survey
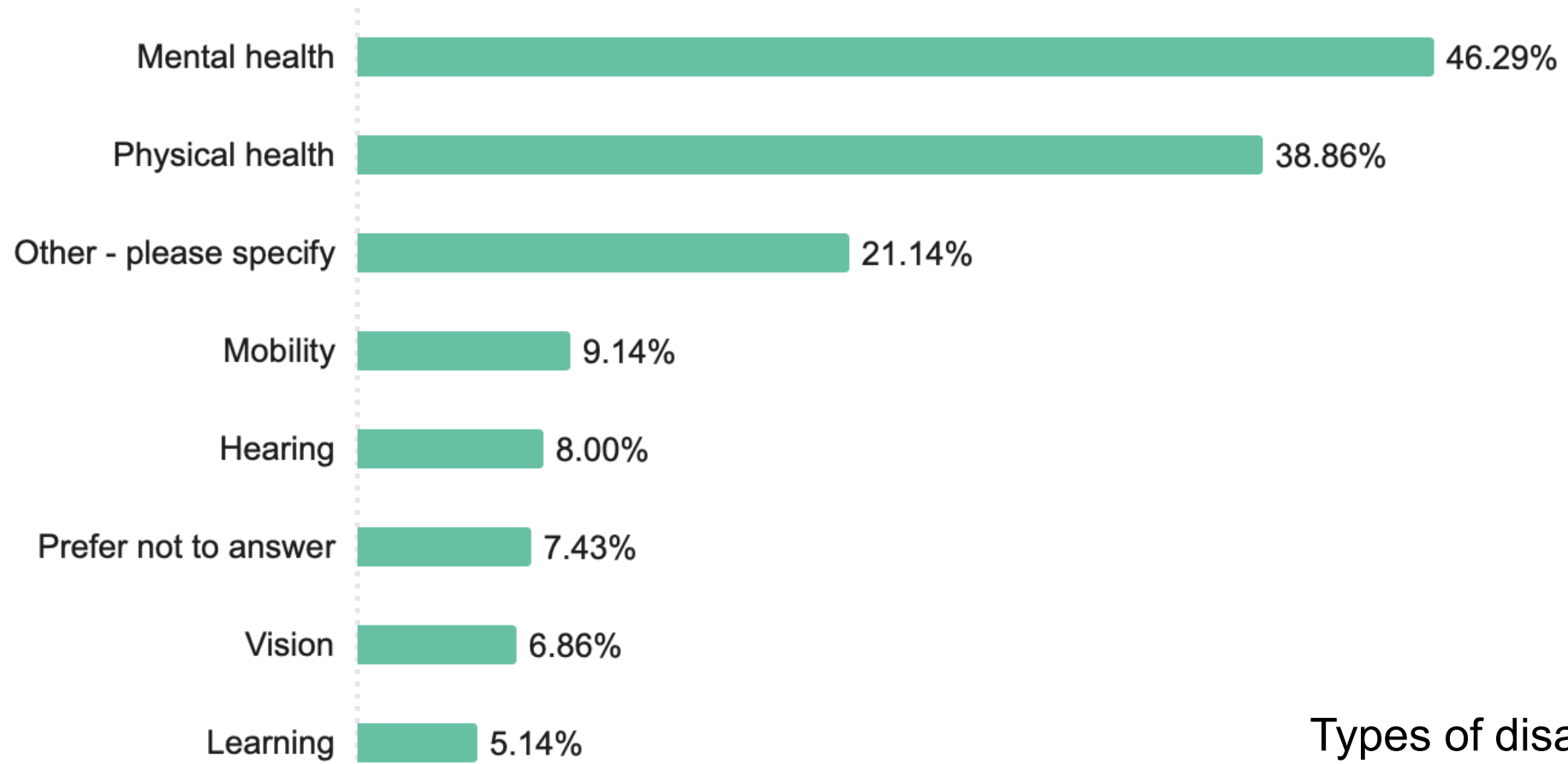## Aboriginal and Māori employment

Findings: All Staff Survey
Cultural background

Australian	352
European (including British)	151
Pakeha/New Zealand European	77
Asian	24
Southeast Asian	16
North American	14
Aboriginal	13
Maori	10
Indian	7
Prefer not to answer	6
Pasifika/Pacific Nation	5

How would you describe your cultural background?
Please choose all that apply. (n=533)
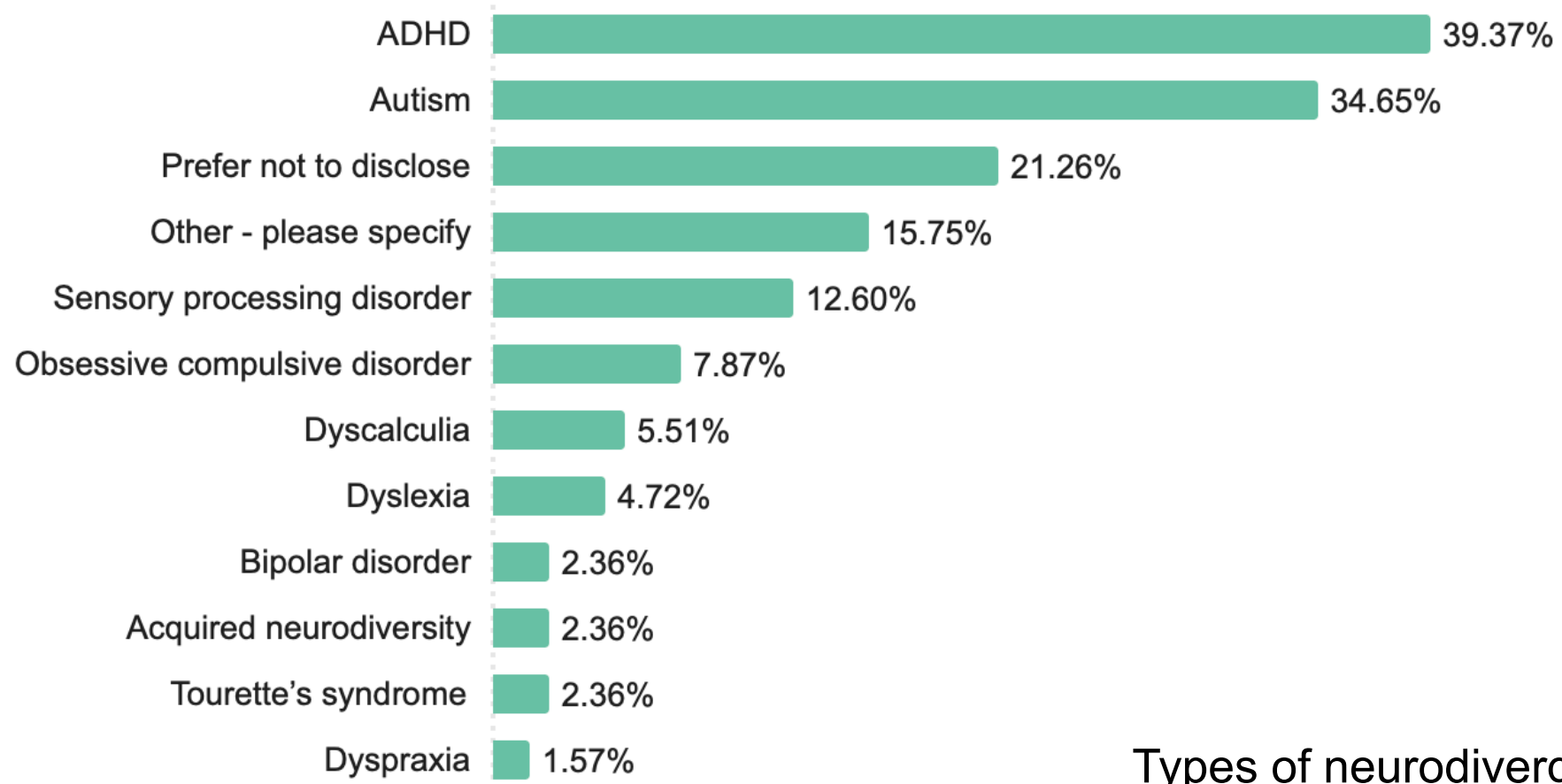
Findings: All Staff Survey
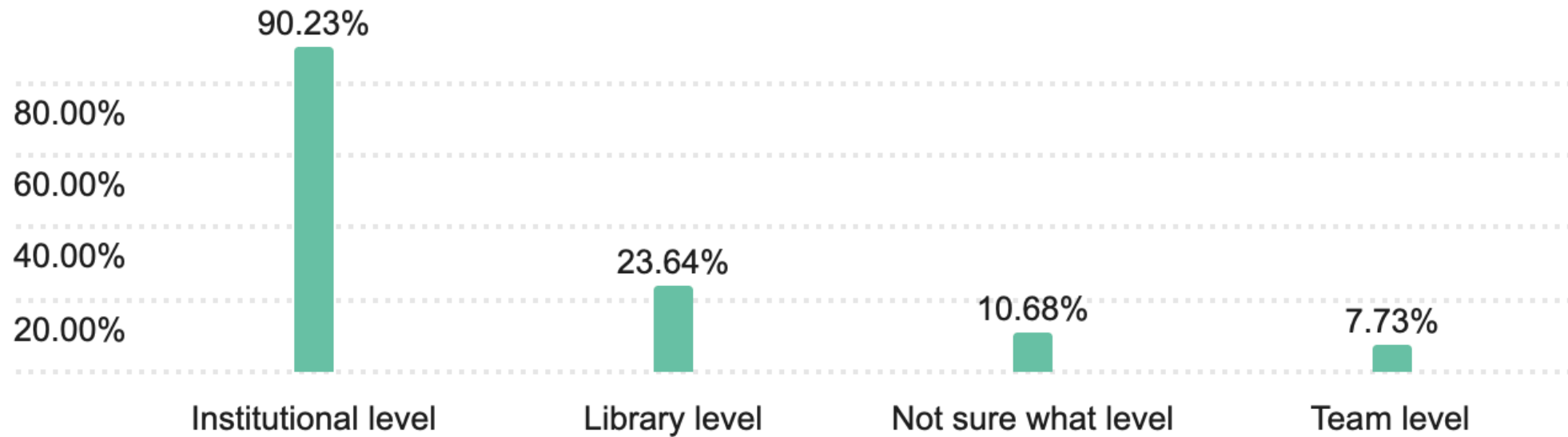## Disability and mental health

Types of disability (n=175)

Type of disability	Percentage
Mental health	46.29%
Physical health	38.86%
Other - please specify	21.14%
Mobility	9.14%
Hearing	8.00%
Prefer not to answer	7.43%
Vision	6.86%
Learning	5.14%

Findings: All Staff Survey
Neurodivergence

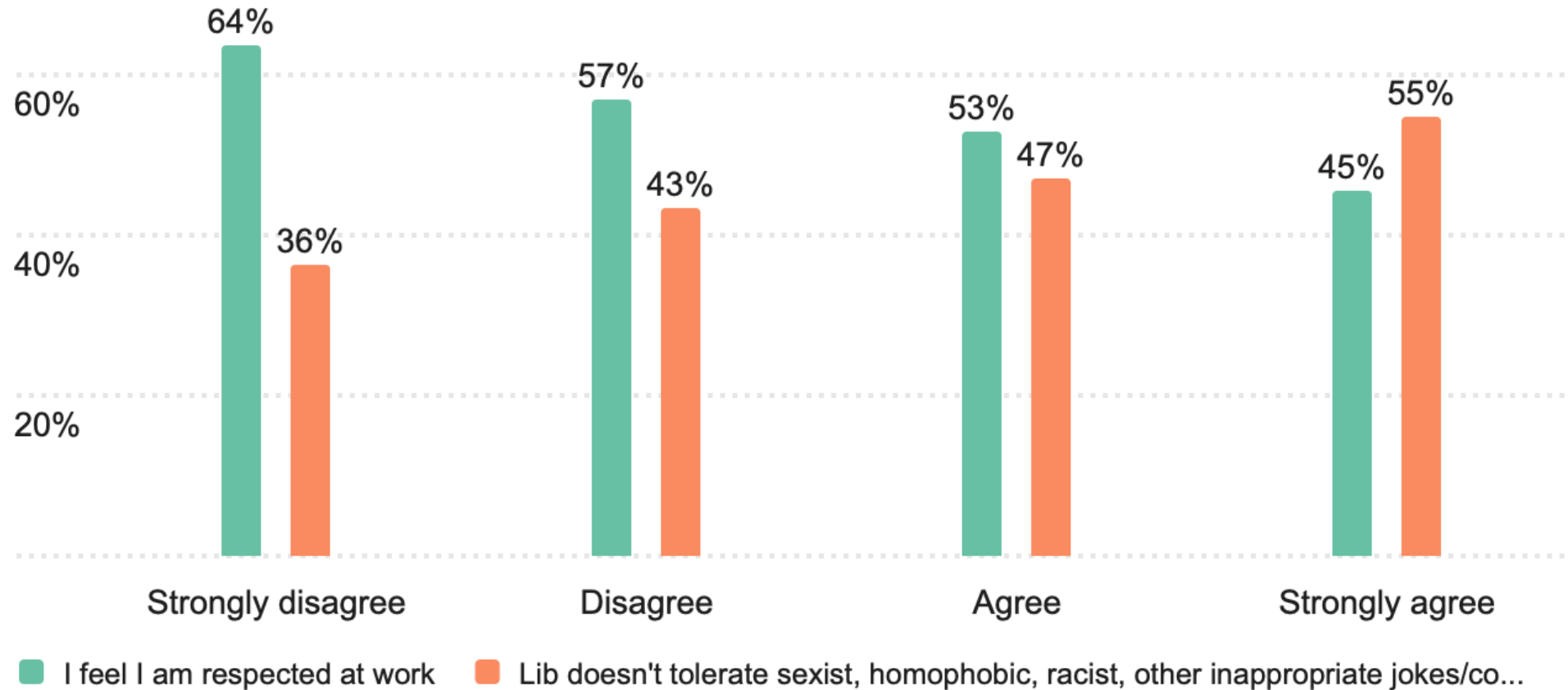Types of neurodivergence (n=127)

Levels of institutional policies (n=440)

Impact of EDI Initiatives (n=426)

Findings: All Staff Survey
Respect at work

	Strongly disagree	Disagree	Agree	Strongly agree
I feel I am respected at work	64%	57%	53%	45%
Lib doesn't tolerate sexist, homophobic, racist, other inappropriate jokes/co...	36%	43%	47%	55%

■ I feel I am respected at work   ■ Lib doesn't tolerate sexist, homophobic, racist, other inappropriate jokes/co...
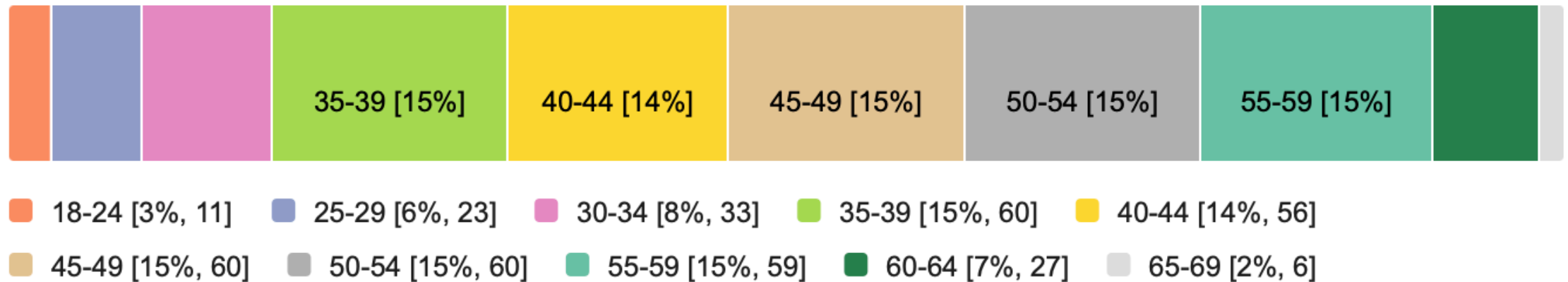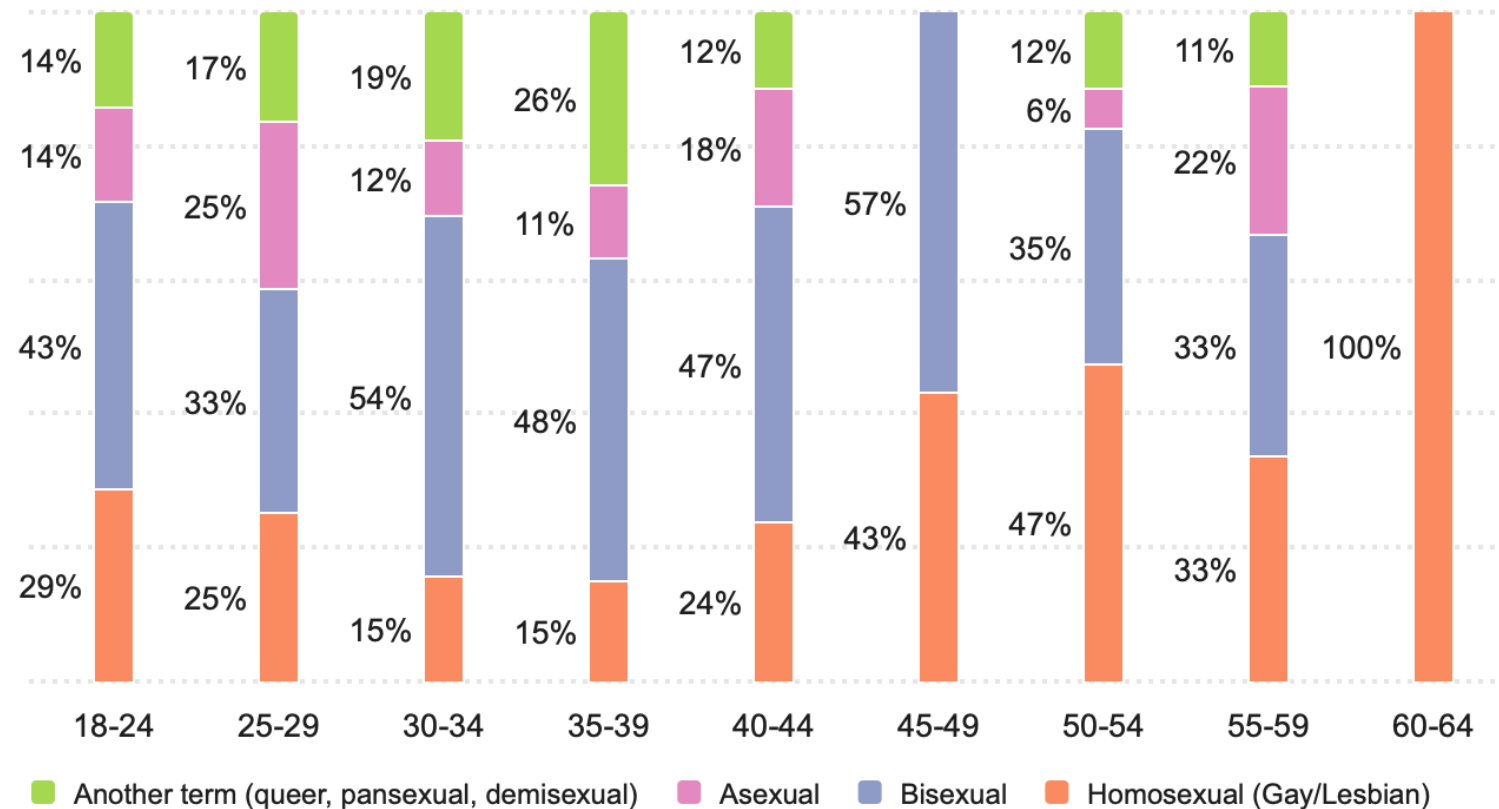
(n=537)

Findings: All Staff Survey
Emerging diversity trends

Age distribution of female respondents (n=395)
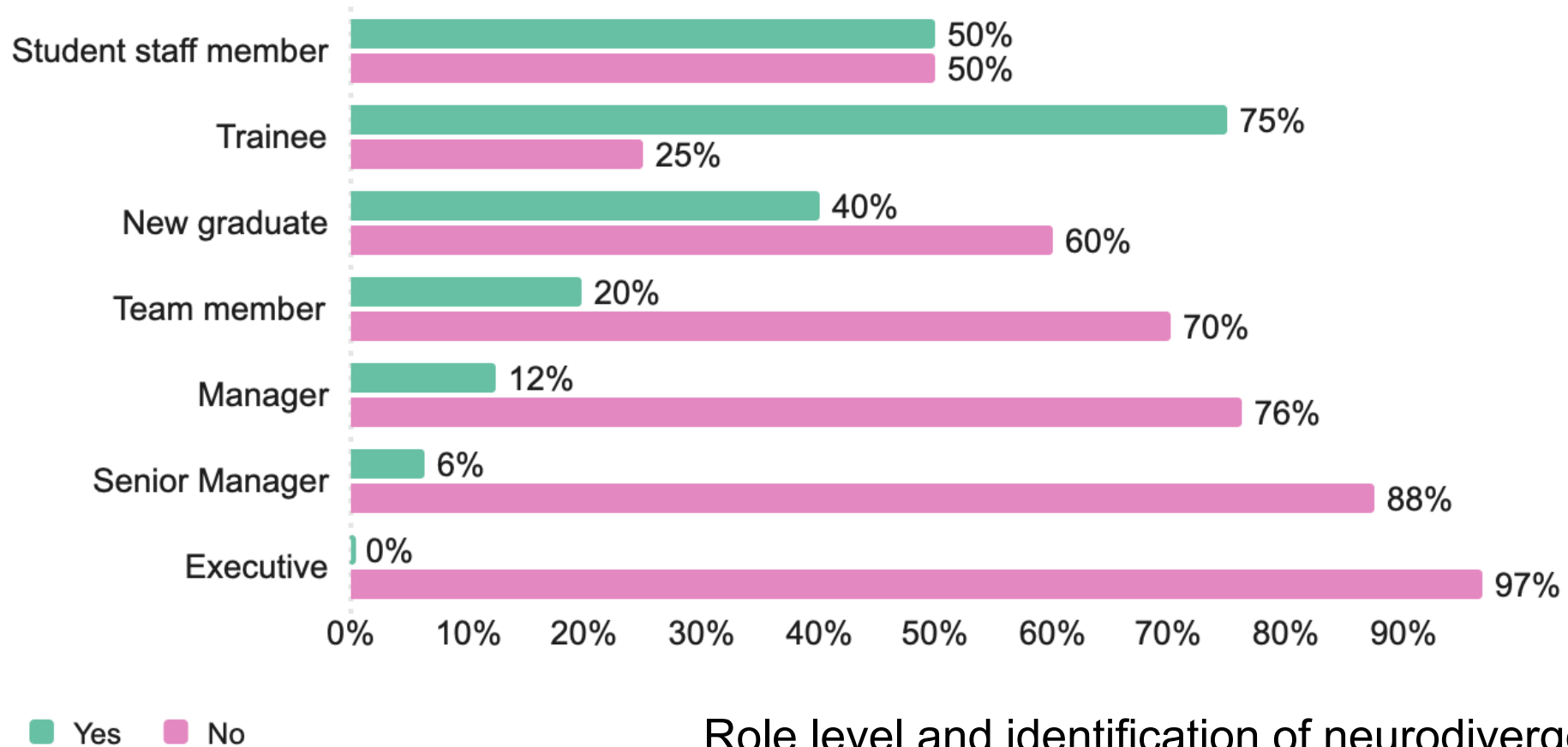
Findings: All Staff Survey
Emerging diversity trends

Age distribution of lesbian, gay, bisexual, queer, asexual, pansexual and demisexual respondents (n=137)

Findings: All Staff Survey
Emerging diversity trends

Role level and identification of neurodivergence (n=537)

Recommendations - CAUL

- Consider training and/or knowledge sharing for both staff and senior leadership to increase awareness and skills related to EDI

- Support appropriate ways to increase the number of Indigenous and First Nations people in the university library workforce to at least levels commensurate with the general population

- Conduct the EDI survey again in three years to establish advances or changes in the sector

Recommendations - sector

- Leaders support and promote strategic EDI initiatives and policies within their library contexts, with particular regard to key cohorts identified in the report

- Leaders support an environment that allows staff to pursue EDI initiatives in order to make the workplace a welcoming and supportive environment for all

- Leaders undertake strategic workplace development, including retention and recruitment, to ensure greater diversity within the library workforce

- Leaders address any local staff capability EDI deficits with targeted training

Reflections on the project

Guest speakers

E koekoe te tūī, e ketekete te kākā,
e kūkū te kererū

It takes all kinds of people

Kim Tairi, Kaitoha Puka/University Librarian, Te Mātāpuna Library & Learning Services, AUT

Positionality

"If you have no experience of inequity, you might not see it. What deliberate actions can we take to overcome inequity?"

Dr Han O'Regan , Ngāi Tahu, ONZM

Te Tiriti o Waitangi

Articles

1. Kawanatanga – Partnering for mutual benefit
2. Tino rangatiratanga – Māori retain chieftanship of their taonga, land, resources and mātauranga (knowledge)
3. Oritetanga – All NZ citizens have the right to the same outcomes – Equity
4. Wairuatanga – Spiritual Diversity is assured

Approaches

Equity Mindset

- look at what we do
- our environment
- our values
- Identify strengths and gaps

Equity by Design

- inequity is designed into some of our systems & practices
- Challenge is to design actively for equitable outcomes

Equity in Action

- implement equitable strategies
- hold ourselves and others to account

Dr Hannah O'Regan , Ngāi Tahu, ONZM

Taking action

Open our eyes

Open our heart

Open our minds

Dr Hannah O'Regan , Ngāi Tahu, ONZM

Tēnā koutou katoa

Thank you everyone who contributed to report and continue to be part of the conversation. Together we can make a difference.

Special thanks to Dr Hana O'Regan for sharing her whakaaro (ideas/undestanding), pakiwaitara (stories), manaaki (generosity) and working to improve outcomes for the indigenous peoples of Aotearoa New Zealand

Dr Han O'Regan , Ngāi Tahu, ONZM

Wrap-up