RSAA demographic survey results

Background

RSAA conducted an anonymous demographic survey of academic and professional staff in August 2022. 54 staff completed the survey (74%). Only two casual academics completed the survey. In turn, the completion rate accounts for only full time and part time staff not casuals.

Australian population data is provided throughout this report to highlight the level of representation in our workforce. Data is taken from the Australian census results published by the Australian Bureau of Statistics.

1. **Staff identifying gender**

51% of the Australian population identify as female and 49% as male. Any staffing numbers in the following table that are below these percentages are recognised as underrepresentation (highlighted in red). Any numbers that are within a 40-60% split is recognised as achieving parity.

Staffing Category	Data set	Staff identifying as			
		Female	**Male**	**Non-binary / gender non-conforming**	**Unknown (prefer not to say)**
Early and Mid-Career Academic (A/B/C)	Survey responses	26.3% (5)	68.4% (13)	0% (-)	5.3% (1)
	ANU Insight report	29.0% (9)	71.0% (22)	0% (-)	0% (-)
Senior Academics (D/E)	Survey responses	8.3% (1)	83.3% (10)	0% (-)	8.3% (1)
	ANU Insight report	15.8% (3)	84.2% (16)	0% (-)	0% (-)
Professional Staff (Administration, Cleaner, Hospitality, Grounds, Library and Printing streams)	Survey responses	85.7% (6)	14.3% (1)	0% (-)	0% (-)
	ANU Insight report	71.4% (10)	28.6% (4)	0% (-)	0% (-)

Professional Staff (Technical, Research, Engineering, IT, Specialist and Maintenance streams)	Survey responses	7.1% (1)	71.4% (10)	14.3% (2)	7.1% (1)
	ANU Insight report	5.3% (12)	92.1% (39)	1.9% (1)	0% (-)
Casual Academic (A-E)	Survey responses	50% (1)	0% (-)	0% (-)	50% (1)
Casual Professional (All streams)	Survey responses	0% (-)	0% (-)	0% (-)	0% (-)

2. **Fields reported by School**

The following fields have been reported on a whole of School basis due to the small number of staff who identify. Underrepresentation is recognised in the following table where the number of staff is below the % of the Australian population who identify in the respective field. Population data is not known or not recorded for all areas.

Staff identifying as/with	Yes (Survey response)	Prefer not to say	Yes (Insight report)	Australian population
Aboriginal or Torres Strait Islander	1.9% (1)	5.6% (3)	2.0% (2)	3.3%
BIPOC	14.8% (8)	3.7% (2)	N/A	N/A
LGBTQIA+	11.1% (6)	9.3% (5)	N/A	3 - 4%*
Member of the Ally network	35.2% (19)	7.4% (4)	N/A	N/A
Disability	7.4% (4)	3.7% (2)	1.0% (1)	17.7%
Neurodivergent	7.4% (4)	5.6% (3)	N/A	N/A

* It is difficult to show the % of the Australian population who identify as LGBTQIA+. This is a diverse community and population data is not available for many groups within this community, particularly in Australia. The 3-4% reflects individuals who identify as L, G, B in national survey data from 2018 and census data from 2016. Despite this, 6.4% is a positive number and likely reflective of the Australian population. This should be celebrated and more staff should be encouraged to join the Ally network in active support and inclusion

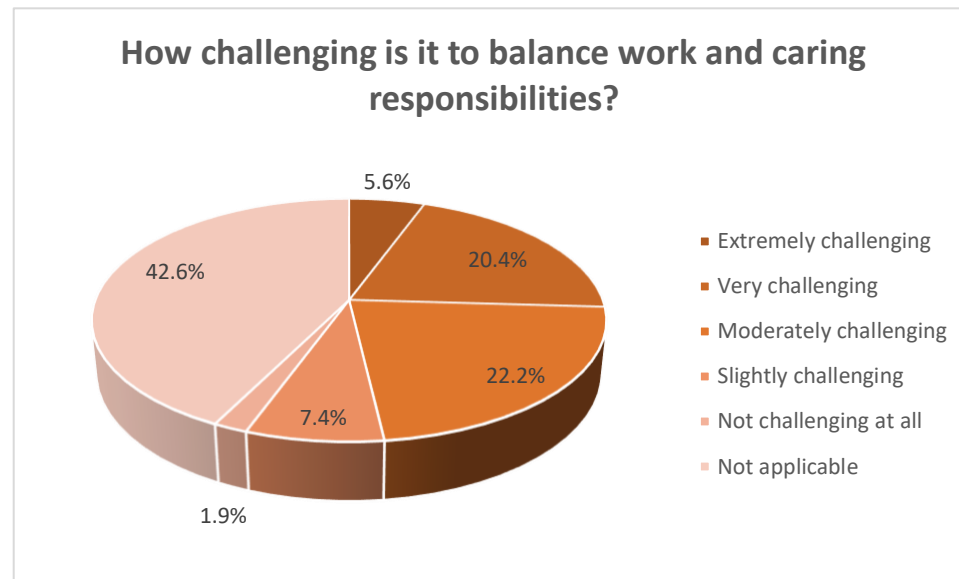PoC is not recorded in Australian population data.

3. **Fields reported by appointment**

The following fields have been reported on by appointment (academic, professional and casual) as there was a greater number of respondents identifying with each question. Underrepresentation is recognised in the following tables where the number of staff is below the % of the Australian population who identify in the respective field. Population data is not known or not recorded for all areas.

Staff identifying as/from	Appointment	Yes (Survey)	Prefer not to say	Yes (Insight report)	Australian population
Born overseas	Academic	71.0% (22)	6.5% (2)	72.0% (36)	
	Professional	47.6% (10)	4.8% (1)	40.4% (21)	29.1%
	Casual	0% (-)	0% (-)	N/A	
	Total	**59.3% (32)**	**5.6% (3)**	**55.9% (57)**	
Non English speaking background	Academic	45.2% (14)	6.5% (2)	12.0% (6)	
	Professional	23.8% (5)	4.8% (1)	1.9% (1)	N/A
	Casual	50.0% (1)	0% (-)	N/A	
	Total	**37.0% (20)**	**5.6% (3)**	**6.9% (7)**	
Speaking a language other than English at home	Academic	45.2% (14)	6.5% (2)	22.0% (11)	
	Professional	19.0% (4)	4.8% (1)	3.8% (2)	N/A
	Casual	100% (2)	0% (-)	N/A	
	Total	**37.0% (20)**	**5.6% (3)**	**12.7% (13)**	

Staff identifying as/from	Appointment	Yes	Prefer not to say	Not applicable
First in family to go to University	Academic	29.0% (9)	6.5% (2)	0% (-)
	Professional	33.3% (7)	4.8% (1)	14.3% (3)
	Casual	100% (2)	0% (-)	0% (-)
	Total	**33.3% (18)**	**5.6% (3)**	**5.6% (3)**

Staff identifying as having	Appointment	Yes	Prefer not to say
Caring responsibilities**	Academic	38.7% (12)	3.2% (1)
	Professional	61.9% (13)	4.8% (1)
	Casual	100% (2)	0% (-)
	Total	**50.0% (27)**	**3.7% (2)**

How challenging is it to balance work and caring responsibilities?

- Extremely challenging
- Very challenging
- Moderately challenging
- Slightly challenging
- Not challenging at all
- Not applicable

5.6%
20.4%
42.6%
22.2%
7.4%
1.9%

**This question accounts for anyone with unpaid caring responsibilities including children. Due to the broad definition it is too difficult to provide a comparison to population data. 10% of the Australian population have unpaid caring responsibilities not including care for a child. 40.2% of Australian households have children with 16.4% of households having young children (usually implying greater caring needs).

Staff completing		Yes (in last 2 yrs)	Yes (+ 2 yrs ago)	Yes (Total)
Unconscious bias training	Academic (A-C)	47.4% (9)	21.1% (4)	68.4% (13)
	Academic (D-E)	75.0% (9)	8.3% (1)	83.3% (10)
	Professional	38.1% (8)	9.5% (2)	47.6% (10)
	Total	**48.1% (26)**	**14.8% (8)**	**63.0% (34)**

4. **Free text responses**

The RSAA survey had the largest amount of free text responses across the College. This demonstrates strong engagement in the process. Respondents noted:

- 'The school needs to work on current staff member's bias more, especially around gender and sex'.
- 'One thing I noticed is that food is essential to my culture and sharing/preparing food is an intimate activity. Some of my co-workers don't seem to understand this and make passive aggressive comments'.
    - CoS has been working with central HR to develop guidance on the use and approval of cultural leave. It notes that food preparation can be culturally significant and supervisors should approve cultural leave for individuals who are preparing for an event including family or community meals.
- 'Be sensitive to people's emotions'.
- One individual made what looks to be an inappropriate comment, highlighting the above two comments are likely valid and the School should reinforce appropriate behaviours and the need to be respectful and inclusive of colleagues, 'some days I feel I could identify as a pampered cat. Is there a community for that?'
- 'I have young kid. Young kids are challenging. The University policies and processes, as well as local management, make these challenges manageable'.
- 'Isolation and difficulties keeping even remotely regular hours even with video connections'.
- Several staff identified as practicing a particular religion:
    - Christian
    - Jewish
    - Buddhist
- Some respondents spoke about multiple aspects of their identity highlighting diversity:
    - Family members are LBGQTI+ and I'm a practicing Buddhist
- A small number of respondents spoke about their sexual orientation and identifying or knowing individuals in the LGBTQIA+ community:
    - Straight
    - Gender diverse
    - Family members identify in the LGBTQIA+ community (as above)
- A small number of staff identified:
    - Age particularly an older demographic
    - Low SES

5. **Age**

Age was not asked in the demographic survey as this information is available on Insight. The below data does not include casual appointments.

Age ranges	20-29	30-39	40-49	50-59	60-69
Number of staff	14	34	26	19	9

Category	Average age
Academic	41
Professional	44
Total	43

6. **Attraction data**

To assist in the development of a School hiring strategy, data has been provided from ANU Recruit.

Between January 2018 and August 2022:

RSC vacancies	No.	%
Appoint with advert	73	53.3
Appoint without advert	64	46.7
Total jobs	**137**	**100.0**

The above table has been provided as unconscious bias is far more likely to influence an appointment without advertisement (usually few strategies to mitigate bias). While the School is likely to advertise more often given As the Astronomy field is concentrated in a few countries, the School is more likely to advertise a vacancy. However, this is advantageous as it enables hiring managers to put measures in place that mitigate unconscious bias.

Between January 2018 and August 2022, candidates indicated that they located RSC jobs through the following sources:

Source for candidates made an offer	
ANU External Website	21
Employee Referral/Word of Mouth	25
Existing Employee	19
Facebook	1
Jobs.ac.uk	1
My Career	1
UniJobs	1
Seek	5
Total offers made	**73**

Source for candidates shortlisted	
Academickeys	1
ANU External Website	90
Employee Referral/Word of Mouth	93
Existing Employee	41
Facebook	4
Jobs.ac.uk	3
LinkedIn	6
My Career	2
Science Careers	3
Seek	41
Twitter	3
UniJobs	5
Total candidates shortlisted	**288**

The School could consider using different job boards specific for Indigenous Australians, Australians with disability, and Women in Science etc. The only diverse job board used by the School was Indigenous Jobs Australia and this was only used a handful of times over a four year period.