

Gender Equality, Diversity & Inclusion at ACU

report: Gender Equality, Diversity & Inclusion at ACU Overall Report

start: 07 Jun 2021

close: 18 Jun 2021

responses: 1000 (response rate 49%)

report margin of error: 2.0%

**voice
project**

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introduction

purpose

The purpose of this report is to present the results of the university's gender equality, diversity & inclusion survey. This report presents feedback on staff experience, and the impact these have had on their sense of belonging and wellbeing at work. Based on this understanding, an action plan should be created to provide a safe and inclusive workplace.

confidentiality

Reports are only produced when the minimum number of 10 people have fully completed their surveys. Individual rating scores from respondents are never shown in these reports.

about voice project

Voice Project's core purpose is 'improving organisations by giving people a voice'. At Voice Project we specialise in using employee, 360, and customer surveys to drive positive change for our clients, and since 2002 have given a voice to over 3 million staff and stakeholders across more than 3000 organisations. Further information about Voice Project can be found at www.voiceproject.com.

survey model

The questions in this survey were based upon on the Victorian Commission for Gender Equality in the Public Sector 2021 Survey.

outcome

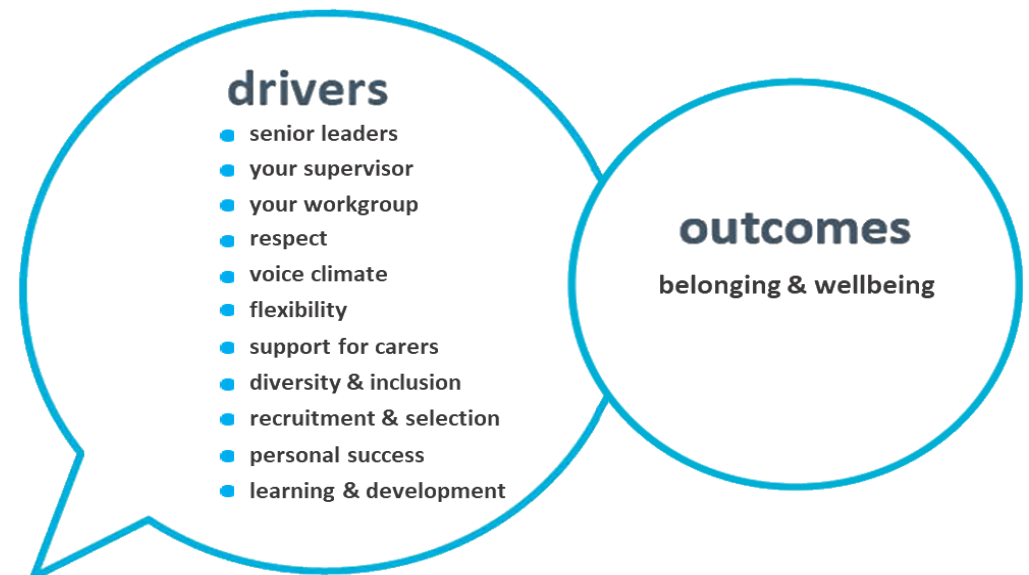
A Voice Project outcome was included in this survey to assess the impact of organisational practices:

- **Belonging and wellbeing** measures the level of acceptance, inclusion and positive emotions staff feel at work.

drivers

To identify how to increase belonging and wellbeing, this report assesses the impact a range of work practices have on the outcome. This assessment helps to identify areas where changes can be made to drive a greater sense of belonging and wellbeing.

For example, if employees are unclear if the university would act on disrespectful behaviours, this is likely to affect their sense of safety and support, impacting their level of belonging and wellbeing.



interpreting your results

definitions

The following definitions were referenced throughout the survey:

- **Senior leaders** are the Vice-Chancellor, Provost, Chief Operating Officer, the Deputy Vice-Chancellors, Vice-President, the Pro-Vice Chancellors, Executive Deans, Associate Vice-Chancellors, Directorate Directors, Research Institute Directors, and National Heads of School.
- **My immediate supervisor/manager** is the person you report directly to.
- **Discrimination** is when a person treats, or proposes to treat, a person unfavourably because of a personal characteristic or attribute.
- **Bullying** is repeated unreasonable behaviour directed at an employee that creates a risk to their health and safety.
- **Sexual harassment** is non-consensual or unwelcome sexual behaviour that could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment may be physical, spoken or written and can be directed at, and perpetrated by, persons of any sex or gender. A single incident can constitute sexual harassment, as can a broader pattern of behaviour.
- **A culturally safe environment**, is one that is spiritually, socially, emotionally and physically safe for people; where there is no challenge or denial of their identity, of who they are and what they need.
- **Your cultural identity** or background is the group to which you feel you belong. This might be the same as your parents, grandparents or ancestors, or it may be different based on your individual experiences.
- **Disability** includes long-term (lasting 6-months or more) physical, mental health, intellectual, neurological or sensory impairments which, in interaction with various attitudinal and environmental barriers, may hinder full and effective participation in society on an equal basis with others.

interpreting your results

current performance

The current performance of your organisation is reported using the statistics “% Favourable” (% Fav). The % Fav shows the percentage of people who responded favourably to your survey questions (i.e. by selecting the “Tend to Agree” or “Strongly Agree” option on your survey rating scale).

Traffic light colours are used to indicate whether the percentage favourable is “high” (80% or more people responded favourably), “moderate” (50<80% Fav) or “low” (less than 50% of people responded favourably).

The percentage of staff who reported experiences of negative behaviours is also reported. They are shaded blue based on frequency, whereby higher frequencies are shaded with darker shades of blue.

current performance
(% Fav)

high
>= 80%

moderate
50 < 80%

low
< 50%

interpreting your results

interpreting detailed results

excluded responses (% N/A):

For each category and question, the percentage of respondents who chose not to respond to the question (i.e. answered “Not Applicable/Don’t Know” on the survey rating scale) is shown in the column labelled “% N/A”. Analyses on all questions and categories did not include these responses.

distribution of responses:

The distribution of responses for each question and category is represented graphically (i.e. what proportion of respondents indicated responses of “Strongly Disagree”, “Tend to Disagree”, “Mixed Feelings/Neutral”, “Tend to Agree”, or “Strongly Agree” on any question or category).

top and bottom 5 lists and priority matrix:

Questions on negative behaviours have been excluded from all top and bottom 5 lists, and the priority matrix.

excluded responses

not applicable/
don't know
(% N/A)

distribution of responses



strongly disagree
(SD)

tend to disagree
(D)

mixed feelings/
neutral (M)

tend to agree (A)

strongly agree
(SA)

high level results

belonging & wellbeing

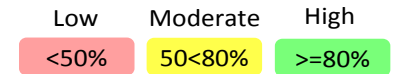
2021
% Fav

77%

- Belonging & wellbeing measures the level of acceptance, inclusion and positive emotions staff feel at work. Your survey data shows that belonging & wellbeing within the university is moderate, with 77% of survey respondents indicating they feel accepted and included at work.

performance overview

legend

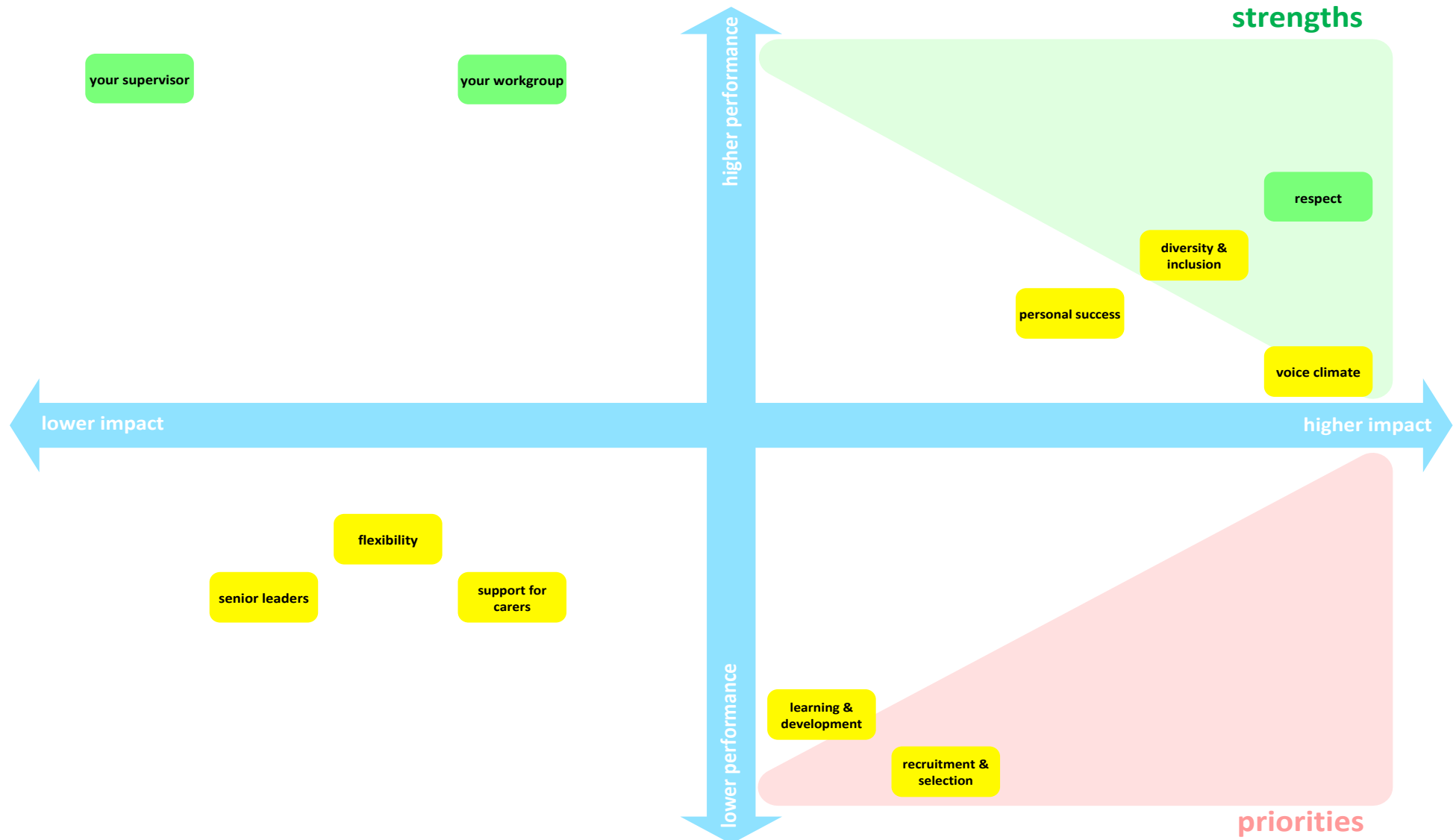


work practices



priority matrix

Based on analyses of the data from this survey, the practices are positioned on the matrix below in terms of performance (% favourable) and impact (the degree that each practice is likely to drive belonging and wellbeing). The potential priorities for improvement are in the bottom right (ie relatively low performance and high impact).



priorities

		2021 % Fav
Recruitment & Selection	I feel I have an equal chance at promotion in ACU	53%
Recruitment & Selection	ACU makes fair recruitment and promotion decisions, based on merit	55%
Voice Climate	I feel safe to challenge inappropriate behaviour at work	62%
Learning & Development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	56%
Respect	ACU takes steps to eliminate bullying, harassment and discrimination	66%

The table above expands on the priority matrix at a question level, identifying the questions where performance was rated lowest in comparison to the relative importance of the issue. Key improvement areas, or areas of high impact in which staff perceive performance could improve, have been identified. We recommend that you consider other sources of information such as open-text comments alongside this information when determining the areas you will action.

top 5 questions % favourable

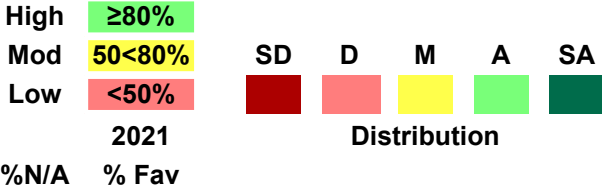
		2021 % Fav
Flexibility	ACU would support me if I needed to take family violence leave	93%
Your Workgroup	People in my workgroup accept others for being different	88%
Diversity & Inclusion	There is a positive culture within ACU in relation to employees who are Aboriginal and/or Torres Strait Islander	88%
Your Supervisor	My immediate supervisor/manager genuinely supports equality between genders	87%
Respect	ACU uses inclusive and respectful images and language	87%

bottom 5 questions % favourable

		2021 % Fav
Recruitment & Selection	I feel I have an equal chance at promotion in ACU	53%
Flexibility	There is a positive culture within ACU in relation to employees who use flexible work arrangements	53%
Recruitment & Selection	ACU makes fair recruitment and promotion decisions, based on merit	55%
Learning & Development	I am satisfied with the way my learning and development needs have been addressed in the last 12 months	56%
Voice Climate	I feel safe to challenge inappropriate behaviour at work	62%

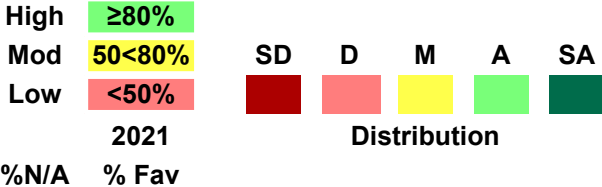
detailed results

category results



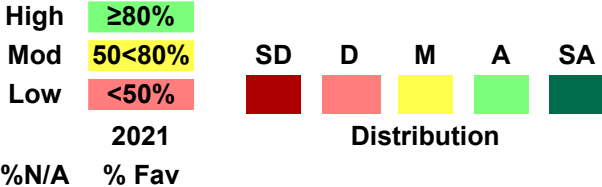
Category	%N/A	% Fav	SD	D	M	A	SA
BELONGING & WELLBEING	1%	77%					
WORK PRACTICES							
Senior Leaders	6%	69%					
Your Supervisor	3%	87%					
Your Workgroup	2%	86%					
Respect	3%	80%					
Voice Climate	2%	74%					
Flexibility	6%	70%					
Support for Carers	8%	69%					
Diversity & Inclusion	10%	79%					
Recruitment & Selection	7%	54%					
Personal Success	16%	76%					
Learning & Development	2%	59%					

question results



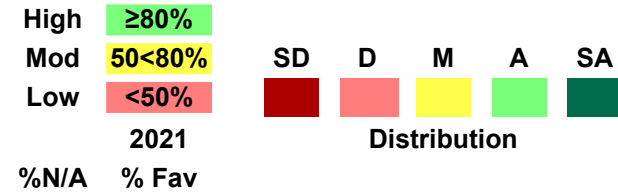
Category	Question	%N/A	% Fav	Distribution
Senior Leaders	1 Senior leaders actively support diversity and inclusion in the workplace	6%	69%	SD, D, M, A, SA
	2 My immediate supervisor/manager genuinely supports equality between genders	2%	87%	SD, D, M, A, SA
Your Supervisor	3 My immediate supervisor/manager works effectively with people from diverse backgrounds	3%	87%	SD, D, M, A, SA
	4 People in my workgroup accept others for being different	1%	88%	SD, D, M, A, SA
	5 People in my workgroup actively support diversity and inclusion in the workplace	2%	86%	SD, D, M, A, SA
Your Workgroup	6 In my workgroup work is allocated fairly, regardless of gender	3%	83%	SD, D, M, A, SA
	7 ACU encourages respectful workplace behaviours	0%	82%	SD, D, M, A, SA
	8 ACU takes steps to eliminate bullying, harassment and discrimination	5%	66%	SD, D, M, A, SA
Respect	9 At ACU, gender-based harassment and sexual harassment is not tolerated	4%	84%	SD, D, M, A, SA
	10 ACU uses inclusive and respectful images and language	2%	87%	SD, D, M, A, SA

question results



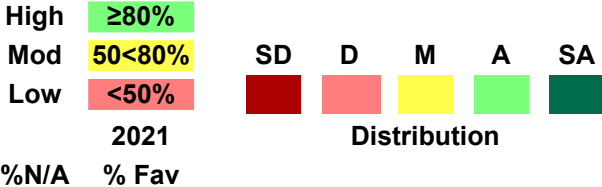
Category	Item	%N/A	% Fav	SD	D	M	A	SA
Voice Climate	11 I feel culturally safe at work	2%	85%					
	12 I feel safe to challenge inappropriate behaviour at work	1%	62%					
Flexibility	14 I have the flexibility I need to manage my work and other commitments	0%	77%					
	15 ACU would support me if I needed to take family violence leave	15%	93%					
	16 I am confident that if I requested a flexible work arrangement, it would be given due consideration	2%	66%					
	17 Using flexible work arrangements is not a barrier to success in ACU	6%	62%					
	18 There is a positive culture within ACU in relation to employees who use flexible work arrangements	5%	53%					

question results



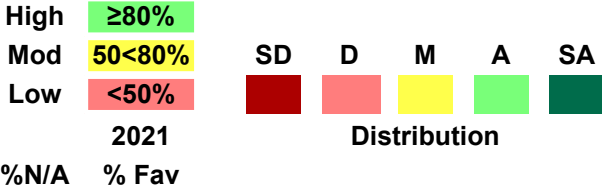
Category	Question ID	Question Text	%N/A	% Fav	SD	D	M	A	SA
Support for Carers	19	Having family responsibilities is not a barrier to success in ACU	8%	66%	0%	0%	0%	0%	0%
	20	Having caring responsibilities is not a barrier to success in ACU	11%	66%	0%	0%	0%	0%	0%
	21	There is a positive culture within ACU in relation to employees who have family responsibilities	6%	71%	0%	0%	0%	0%	0%
	22	There is a positive culture within ACU in relation to employees with caring responsibilities	9%	69%	0%	0%	0%	0%	0%
	23	ACU supports employees with family or other caring responsibilities, regardless of gender	8%	71%	0%	0%	0%	0%	0%
Diversity & Inclusion	24	There is a positive culture within ACU in relation to employees who are Aboriginal and/or Torres Strait Islander	13%	88%	0%	0%	0%	0%	0%
	25	There is a positive culture within ACU in relation to employees from varied cultural backgrounds	5%	84%	0%	0%	0%	0%	0%
	26	There is a positive culture within ACU in relation to employees of different sexes/genders	4%	78%	0%	0%	0%	0%	0%
	27	There is a positive culture within ACU in relation to employees of different age groups	4%	79%	0%	0%	0%	0%	0%
	28	There is a positive culture within ACU in relation to employees who identify as LGBTIQ+	17%	69%	0%	0%	0%	0%	0%
	29	There is a positive culture within ACU in relation to employees with disability	19%	75%	0%	0%	0%	0%	0%

question results



Category	Question ID	Question Text	%N/A	% Fav	SD	D	M	A	SA
Recruitment & Selection	30	ACU makes fair recruitment and promotion decisions, based on merit	8%	55%	10%	5%	10%	10%	10%
	31	I feel I have an equal chance at promotion in ACU	6%	53%	10%	5%	10%	10%	10%
Personal Success	32	Being Aboriginal and/or Torres Strait Islander is not a barrier to success in ACU	30%	85%	0%	0%	0%	0%	10%
	33	Cultural background is not a barrier to success in ACU	13%	81%	0%	0%	0%	0%	10%
	34	Gender is not a barrier to success in ACU	5%	73%	0%	0%	0%	0%	10%
	35	Age is not a barrier to success in ACU	7%	71%	0%	0%	0%	0%	10%
	36	Sexual orientation is not a barrier to success in ACU	19%	73%	0%	0%	0%	0%	10%
	37	Disability is not a barrier to success in ACU	23%	75%	0%	0%	0%	0%	10%

question results



Category	Item	%N/A	% Fav	SD	D	M	A	SA
Learning & Development	38 There are adequate opportunities for me to develop skills and experience in ACU	1%	63%	0%	0%	0%	0%	0%
	39 I am satisfied with the way my learning and development needs have been addressed in the last 12 months	3%	56%	0%	0%	0%	0%	0%
Belonging & Wellbeing	40 I feel a sense of belonging at ACU	1%	75%	0%	0%	0%	0%	0%
	41 People within ACU accept me for who I am	1%	84%	0%	0%	0%	0%	0%
	42 I would recommend ACU as a good place to work for people like me	1%	75%	0%	0%	0%	0%	0%
	43 I experience more positive than negative emotions at work	1%	75%	0%	0%	0%	0%	0%

negative behaviours questions

negative behaviours

≥50%
 20<50%
 <20%
 2021
 % Yes

Witnessed Behaviours	44	During the last 12 months in ACU, have you witnessed any of the following negative behaviours at work? Select all that apply	Answered (n)	2021 % Yes
		Bullying of a colleague	950	24%
		Discrimination against a colleague		14%
		Sexual harassment of a colleague		2%
		Violence or aggression against a colleague		4%
		No, I have not witnessed any of the situations above		69%

negative behaviours

≥50%
 20<50%
 <20%
 2021
 % Yes

Witnessed Behaviours	45	When you witnessed the above behaviour(s), did you do any of the following? Select all that apply	299	
		Took no action		6%
		Spoke to the person(s) who experienced the behaviour		63%
		Spoke to the person(s) who behaved in a negative way		22%
		Told the person(s) the behaviour was not OK		25%
		Told a colleague		29%
		Told a manager		41%
		Told Human Resources		11%
		Submitted a formal complaint		2%
		Other		11%

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

Bullying	46	During the last 12 months in ACU, have you personally experienced bullying at work? Select one	990	
		Yes - but I am not currently experiencing this behaviour		11%
		Yes - and I am currently experiencing this behaviour		5%
		No		76%
		Not sure		7%

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

Bullying	47	What type of bullying did you experience? Select all that apply	160	
		Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)		67%
		Verbal abuse		24%
		Intimidation and/or threats		38%
		Exclusion or isolation		43%
		Interference with my personal property and/or work equipment		4%
		Withholding essential information for me to do my job		33%
		Being assigned meaningless tasks unrelated to my job		18%
		Being given impossible assignment(s)		17%
		Other		15%

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

Bullying	48	How often have you experienced bullying? Select one	158	
		At least once a day		5%
		Once every few days		17%
		Once a week		21%
		Once a month		22%
		Less than once a month		35%

negative behaviours

			Answered (n)	2021 % Yes
Bullying	49	Who behaved in that way? Select all that apply	156	
		A colleague		35%
		A group of colleagues		12%
		My immediate manager or supervisor		38%
		A senior manager		37%
		Someone I supervise or manage		8%
		A client/customer/patient/stakeholder		4%
		A member of the public		0%
		A member of my household		0%

≥50%

20<50%

<20%

2021

% Yes

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

Bullying	50	Did you tell anyone about the bullying? Select all that apply	160	
		Submitted a formal complaint		6%
		Told a colleague		54%
		Told a manager		53%
		Told Human Resources		14%
		Told a friend or family member		38%
		Told someone else		16%
		I did not tell anyone about the bullying		9%

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

			Answered (n)	2021 % Yes
Bullying	51	Were you satisfied with the way your formal complaint was handled? Select one	8	
		Yes		
		No		
		Don't Know		

negative behaviours

≥50%
 20<50%
 <20%
 Answered
 (n)
 2021
 % Yes

Bullying	52	Please tell us why you did not submit a formal complaint. Select all that apply	152	
		I didn't think it was serious enough		13%
		I didn't think it would make a difference		52%
		I believed there would be negative consequences for my reputation (e.g. that I would be blamed or not believed or thought to be overreacting)		63%
		I believed there would be negative consequences for my career (e.g. opportunities for promotion, risk of being fired)		57%
		I believed there would be negative consequences for the person I was going to complain about		20%
		I didn't need to because I made the bullying stop		9%
		I didn't need to because I no longer had contact with the person(s) who bullied me		11%
		I thought the complaint process would be embarrassing or difficult		26%
		I didn't know who to talk to		4%
		I didn't know how to make a complaint		4%
		I didn't feel safe to report the incident		20%
		I was advised not to		11%
		Other		17%

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

Discrimination	53	During the last 12 months in ACU, have you personally experienced discrimination at work? Select one	989	
		Yes		10%
		No		79%
		Not sure		12%

negative behaviours

≥50%
 20<50%
 <20%
 2021
 % Yes

Discrimination	54	What type of discrimination did you experience? Select all that apply	Answered (n)	2021 % Yes
		Denied pay or conditions offered by ACU	92	15%
		Denied opportunities for promotion		37%
		Denied opportunities for transfer/secondment		9%
		Denied opportunities for training or professional development		12%
		Denied flexible work arrangements or other adjustments		20%
		Employment security - threats of dismissal or termination		13%
		Denied access to leave		11%
		Other		39%

negative behaviours

≥50%
 20<50%
 <20%
 2021
 % Yes

Discrimination	55	Which of the following attribute(s) was the discrimination based on? Select all that apply	Answered (n)	2021 % Yes
			90	
		Age		16%
		Disability		14%
		Employment activity (e.g. making a reasonable request for information about my employment entitlements, or communicating concerns about the provision of these entitlements)		23%
		Gender identity		17%
		Industrial and/or political activity		6%
		Marital status		6%
		Parent or carer status (including pregnancy and breastfeeding)		20%
		Physical features		6%
		Race		10%
		Religious belief or activity		3%
		Sex		12%
		Sexual orientation (including expunged homosexual conviction), or lawful sexual activity		3%
		Personal association with someone who has any of the above attributes (whether as a relative or otherwise)		4%

negative behaviours

≥50%
20<50%
<20%
 Answered
 (n)
 2021
 % Yes

Discrimination	56	How often have you experienced discrimination? Select one	90	
		At least once a day		2%
		Once every few days		7%
		Once a week		7%
		Once a month		17%
		Less than once a month		68%

negative behaviours

			Answered (n)	2021 % Yes
Discrimination	57	Who behaved in that way? Select all that apply	92	
		A colleague		29%
		A group of colleagues		5%
		My immediate manager or supervisor		40%
		A senior manager		49%
		Someone I supervise or manage		0%
		A client/customer/patient/stakeholder		3%
		A member of the public		1%
		A member of my household		0%

≥50%

20<50%

<20%

2021

% Yes

negative behaviours

			Answered (n)	2021 % Yes
Discrimination	58	Did you tell anyone about the discrimination? Select all that apply	95	
		Submitted a formal complaint		4%
		Told a colleague		36%
		Told a manager		22%
		Told Human Resources		12%
		Told a friend or family member		37%
		Told someone else		16%
		I did not tell anyone about the discrimination		32%

≥50%

20<50%

<20%

2021

% Yes

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

Discrimination	59	Were you satisfied with the way your formal complaint was handled? Select one	Answered (n)	2021 % Yes
		Yes		
		No		
		Don't Know		

negative behaviours

			Answered (n)	2021 % Yes
Discrimination	60	Please tell us why you did not submit a formal complaint. Select all that apply	91	
		I didn't think it was serious enough		18%
		I didn't think it would make a difference		53%
		I believed there would be negative consequences for my reputation (e.g. that I would be blamed or not believed or thought to be overreacting)		65%
		I believed there would be negative consequences for my career (e.g. opportunities for promotion, risk of being fired)		57%
		I believed there would be negative consequences for the person(s) I was going to complain about		21%
		I didn't need to because I made the discrimination stop		2%
		I didn't need to because I no longer had contact with the person(s) who discriminated against me		3%
		I thought the complaint process would be embarrassing or difficult		15%
		I didn't know who to talk to		8%
		I didn't know how to make a complaint		4%
		I didn't feel safe to report the incident		15%
		I was advised not to		8%
		Other		8%

≥50%
20<50%
<20%

negative behaviours

			Answered (n)	2021 % Yes
				≥50%
				20<50%
				<20%
Harassment	61	During the last 12 months in ACU, have you experienced any of the following behaviours at work? Select all that apply	961	
		Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation)		3%
		Intrusive questions about my private life or comments about my physical appearance		5%
		Unwelcome touching, hugging, cornering or kissing		1%
		Inappropriate physical contact (including momentary or brief physical contact)		1%
		Repeated or inappropriate invitations to go out on dates		0%
		Sexual gestures, indecent exposure or inappropriate display of the body		0%
		Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague		0%
		Sexually explicit email or SMS message		0%
		Request or pressure for sex or other sexual act		0%
		Sexually explicit pictures, posters or gifts that made me feel offended		0%
		Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc.)		0%
		Inappropriate staring or leering that made me feel intimidated		1%
		Any other unwelcome conduct of a sexual nature		0%
		No, I have not experienced any of the above behaviours at work		92%

negative behaviours

Answered (n)
 72

2021 % Yes

≥50%
 20<50%
 <20%

Harassment	62	How often have you experienced the behaviour(s)? Select one	72	
		At least once a day		1%
		Once every few days		0%
		Once a week		8%
		Once a month		21%
		Less than once a month		69%

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

Harassment	63	Who behaved in that way? Select all that apply	70	
		A colleague		61%
		A group of colleagues		13%
		My immediate manager or supervisor		23%
		A senior manager		24%
		Someone I supervise or manage		1%
		A client/customer/patient/stakeholder		4%
		A member of the public		1%
		A member of my household		1%

negative behaviours

		Answered (n)	2021 % Yes
			≥50%
			20<50%
			<20%
Harassment	64	70	
When the harassment happened to you, did you respond in any of the following ways? Select all that apply			
	Tried to laugh it off or forget about it		39%
	Pretended it didn't bother me		51%
	Avoided the person(s) by staying away from them		47%
	Told the person(s) the behaviour was not OK		26%
	Avoided locations where the behaviour might occur		26%
	Took time off work		7%
	Sought a transfer to another role/location/roster		1%
	Told a colleague		39%
	Told a manager		14%
	Told Human Resources		0%
	Told a friend or family member		30%
	Told someone else		11%
	Submitted a formal complaint		0%
	Other		0%

negative behaviours

≥50%

20<50%

<20%

Answered
(n)

2021
% Yes

Harassment	65	Were you satisfied with the way your formal complaint was handled? Select one	0
		Yes	
		No	
		Don't Know	

negative behaviours

≥50%
 20<50%
 <20%
 Answered
 (n)
 2021
 % Yes

Harassment	66	Please tell us why you did not submit a formal complaint. Select all that apply	70	
		I didn't think it was serious enough		61%
		I didn't think it would make a difference		46%
		I believed there would be negative consequences for my reputation (e.g. that I would be blamed or not believed or thought to be overreacting)		44%
		I believed there would be negative consequences for my career (e.g. opportunities for promotion, risk of being fired)		40%
		I believed there would be negative consequences for the person(s) I was going to complain about		16%
		I didn't need to because I made the behaviour stop		7%
		I didn't need to because I no longer had contact with the person(s) who engaged in these behaviours		9%
		I thought the complaint process would be embarrassing or difficult		26%
		I didn't know who to talk to		3%
		I didn't know how to make a complaint		3%
		I didn't feel safe to report the incident		10%
		I was advised not to		4%
		Other		3%

further information

questions

If you have any questions about these reports please contact Voice Project on (02) 8875 2800 or email enquiries@voiceproject.com.



improving organisations
by giving people a voice

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