



Athena SWAN Gender Equity Survey (HC17039)

Summary Report of Selected Findings for the Faculty of Medicine



Survey Background

- The aim of the survey was to explore and understand the views of UNSW staff in relation to gender equity and diversity within the workplace.
- Administered online and open to all continuing and fixed term Academic and Professional staff (n = 6000 approx.) plus approx. 9000 casual staff (treated as a separate cohort).
- Invitation from Vice Chancellor, plus additional cascaded communications from Faculties, Schools, and key networks (e.g. WiRN, ECAN etc).
- The survey was “live” for 3 weeks over March 2017 and was administered by the Voice Project on behalf of the UNSW Athena SWAN Pilot team.
- Achieved an overall response rate of 25% (n = 1488 completed surveys) - excluding the casual staff cohort.
- The project received approval from the UNSW Human Research Ethics Advisory Panel B (HC17039).

Data Inclusions

- This report presents analysis of data from respondents who met the following criteria:
 - Identified as either male or female¹
 - Identified their appointment type as academic or professional
 - Indicated being in a fixed-term or continuing position
- In this report analysis is presented for two cuts of the above dataset selected for the Faculty:
 - a) per cent agreement² for each survey item by gender (male and female)
 - b) per cent agreement by gender and appointment type (academic or professional) for each item

1. Due to a very low number of participants declaring non-binary gender (less than 10 in total) these cases have been excluded from the dataset as per Ethics requirements. This means that only participants identifying as male or female can be included in the analysis.

2. Agreement here is an aggregate of “Strongly Agree” and “Agree” response categories.

Workplace Culture: % agreement² by gender (all staff)

| | Faculty of Medicine | | | | UNSW | |
|---|---------------------|-----|--------|----|---------|---------|
| | F (136) | | M (43) | | F (661) | M (313) |
| | | n | | n | | |
| Views about the workplace | | | | | | |
| UNSW values staff diversity | 79% | 107 | 91% | 39 | 76% | 83% |
| UNSW is committed to achieving a gender diverse workforce | 65% | 89 | 86% | 37 | 67% | 81% |
| Those in leadership positions at UNSW genuinely support gender equity. | 51% | 70 | 74% | 32 | 49% | 73% |
| My immediate supervisor / manager genuinely supports equality between women and men. | 80% | 109 | 86% | 37 | 82% | 89% |
| UNSW has policies and procedures in place to effectively prevent gender-based discrimination | 55% | 75 | 81% | 35 | 54% | 72% |
| I am proud to work at UNSW | 85% | 116 | 79% | 34 | 85% | 82% |
| Workplace culture | | | | | | |
| UNSW uses women as visible role models. | 69% | 94 | 79% | 34 | 72% | 81% |
| Social activities in my work unit are inclusive with respect to gender. | 86% | 117 | 91% | 39 | 83% | 87% |
| Language, behaviours, and communications that stereotype genders are unacceptable in my work unit. | 78% | 106 | 88% | 38 | 76% | 86% |
| In my organisation sex-based harassment is not tolerated. | 90% | 122 | 93% | 40 | 85% | 91% |
| If I were to express concern about gender equity issues and/or sexual harassment at UNSW, I am confident that it would be dealt with effectively. | 62% | 84 | 65% | 28 | 57% | 75% |

Promotion & development: % agreement² by gender (all staff)

| | Faculty of Medicine | | | | UNSW | |
|---|---------------------|-----|--------|----|---------|---------|
| | F (136) | | M (43) | | F (661) | M (313) |
| | | n | | n | | |
| Participation and promotion practices | | | | | | |
| Work is allocated in my work unit on the basis of merit irrespective of gender. | 80% | 109 | 86% | 37 | 76% | 84% |
| Individuals of all genders are recognised equally for their contributions at UNSW. | 64% | 87 | 77% | 33 | 61% | 80% |
| I feel that I have peer support networks that I can access for career progression. | 56% | 76 | 58% | 25 | 52% | 62% |
| I understand the promotion process and criteria at UNSW. | 73% | 54 | 76% | 22 | 81% | 83% |
| I have been proactively encouraged to apply for promotion at UNSW. | 35% | 26 | 34% | 10 | 36% | 40% |
| I feel there is sufficient support and guidance regarding promotion at UNSW. | 49% | 36 | 52% | 15 | 51% | 63% |
| Training and career development | | | | | | |
| I feel I am encouraged to progress my career goals at UNSW | 64% | 87 | 67% | 29 | 59% | 67% |
| I am informed about training/development programs and workshops offered by the University. | 82% | 112 | 77% | 33 | 73% | 77% |
| At UNSW, I am encouraged to undertake training and pursue personal development opportunities relevant to my career. | 64% | 87 | 70% | 30 | 60% | 59% |
| UNSW's training / development programs and workshops meet my needs. | 51% | 69 | 42% | 18 | 40% | 45% |

² Agreement is a combination of "agree" and "strongly agree" response categories

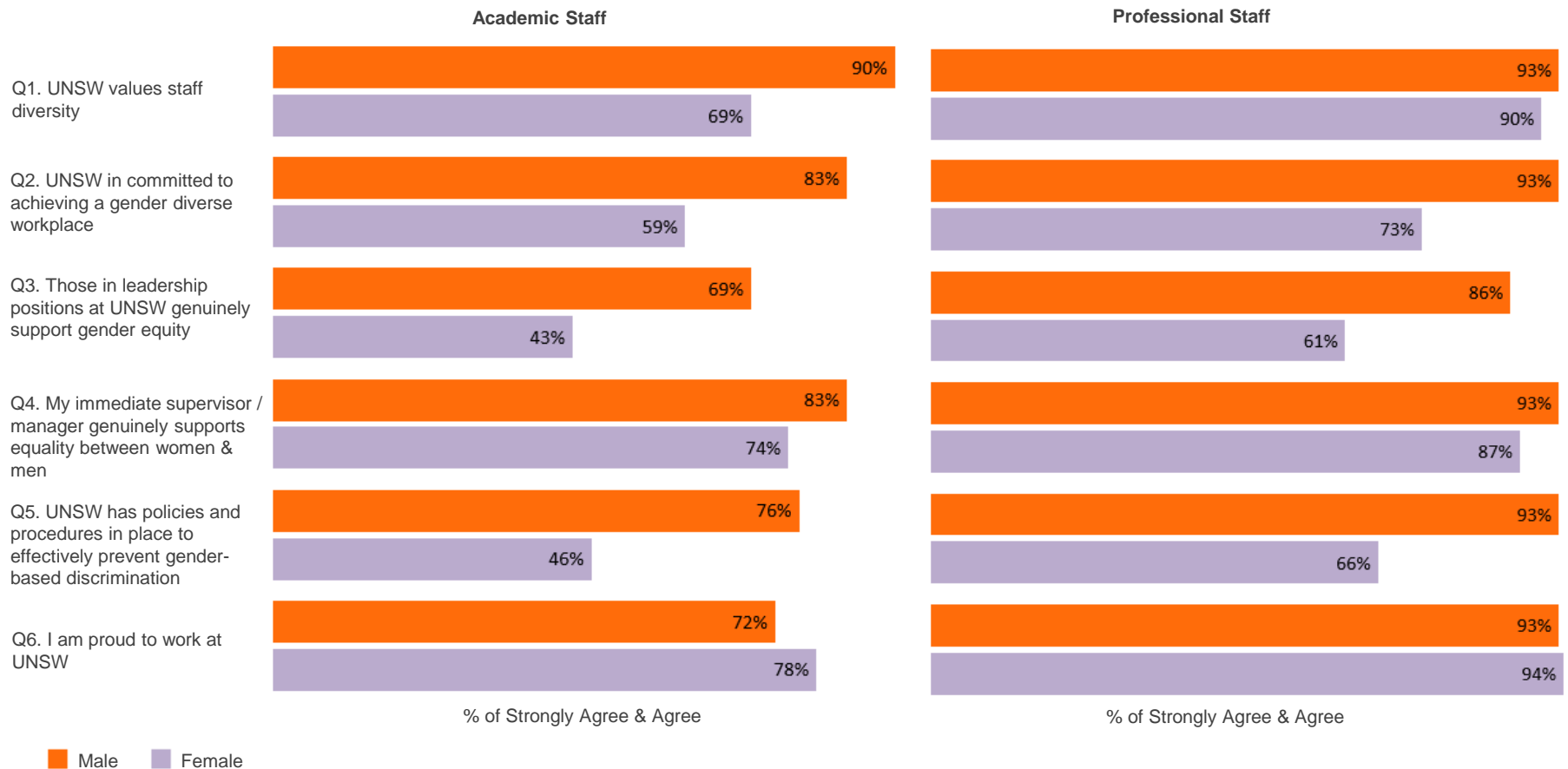
Flexible work and caring: % agreement² by gender (all staff)

| | Faculty of Medicine | | | | UNSW | |
|---|---------------------|----|--------|----|---------|---------|
| | F (136) | | M (43) | | F (661) | M (313) |
| | n | | n | | | |
| Flexible work | | | | | | |
| Flexible work is actively encouraged at UNSW. | 63% | 85 | 77% | 33 | 56% | 60% |
| My commitment to this organisation would not be questioned if I chose to use flexible work options. | 62% | 84 | 65% | 28 | 54% | 60% |
| I have the flexibility I need to manage my work and personal life, including caring responsibilities. | 70% | 95 | 84% | 36 | 69% | 80% |
| Parenting and caring responsibilities | | | | | | |
| I have a good understanding of the support available to UNSW employees with caring responsibilities. | 42% | 57 | 30% | 13 | 46% | 40% |
| I am satisfied with the maternity and parental leave options available to UNSW staff. | 61% | 83 | 51% | 22 | 64% | 51% |
| My immediate supervisor / manager is responsive to my needs when I have caring responsibilities. | 71% | 97 | 72% | 31 | 70% | 71% |
| Leave arrangements are sufficiently flexible to enable me to handle important caring issues. | 70% | 95 | 74% | 32 | 69% | 72% |

² Agreement is a combination of "agree" and "strongly agree" response categories

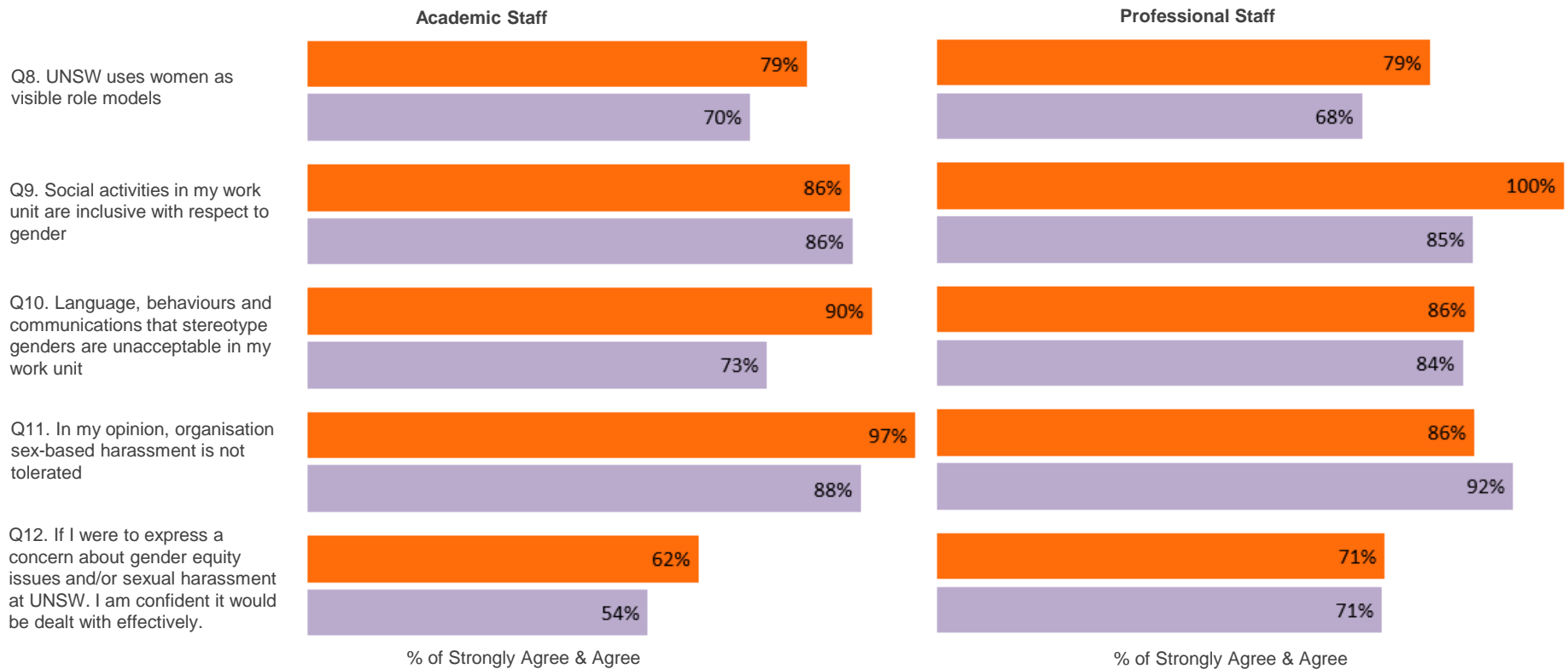
General views about the workplace

Per cent agreement with survey items by gender and appointment type



Workplace Culture

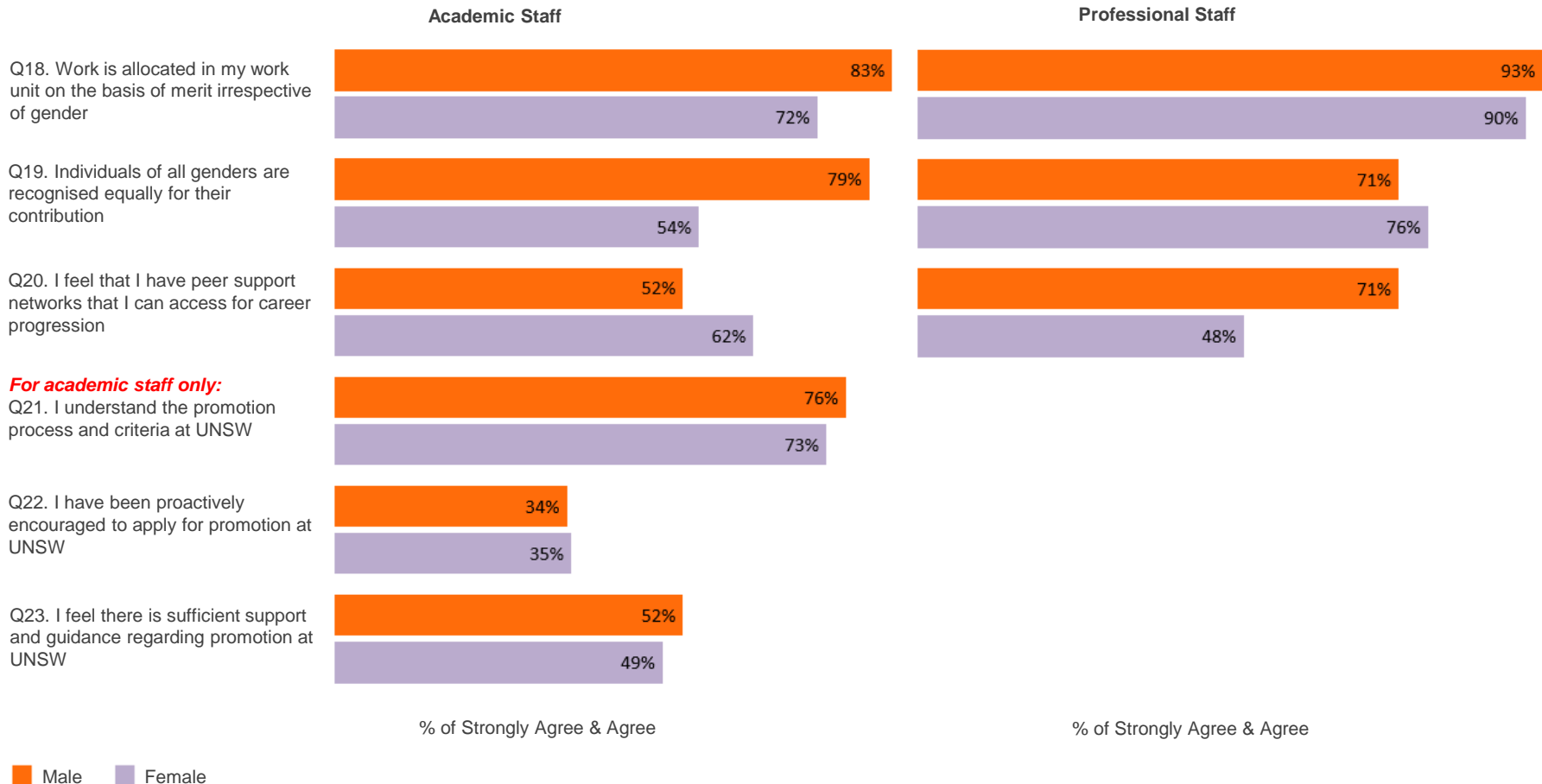
Per cent agreement with survey items by gender and appointment type



Male Female

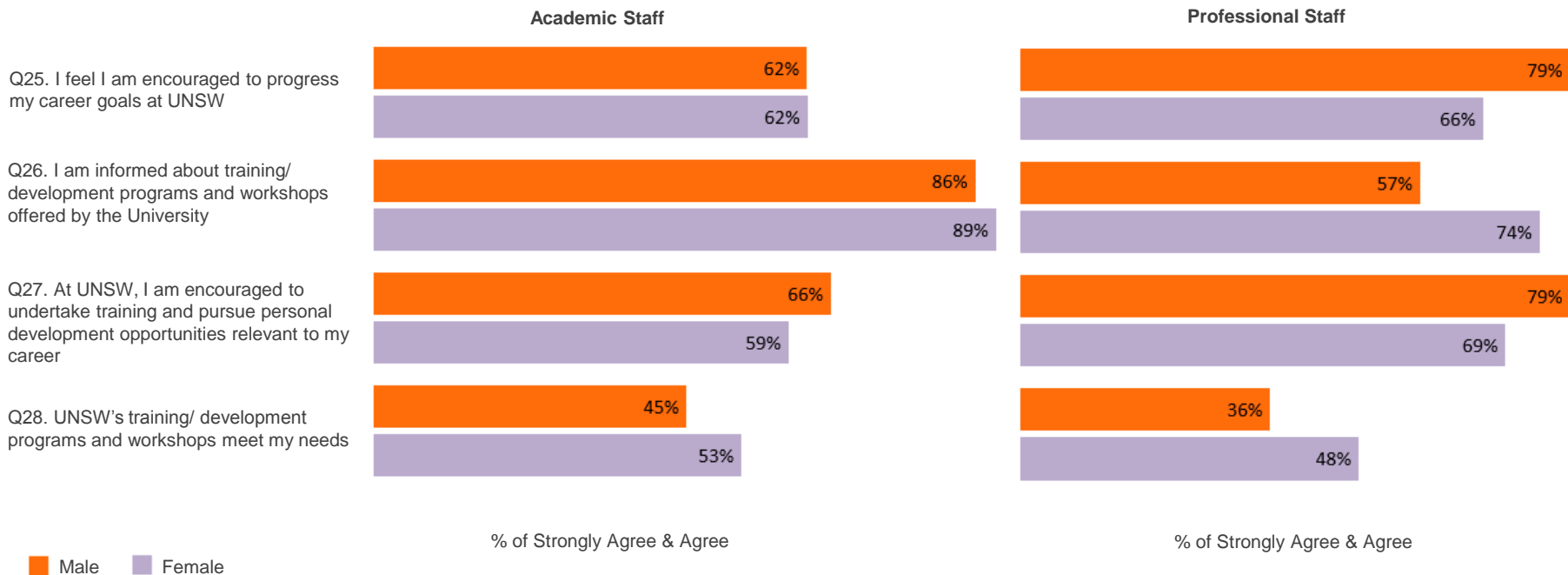
Participation and promotion

Per cent agreement with survey items by gender and appointment type



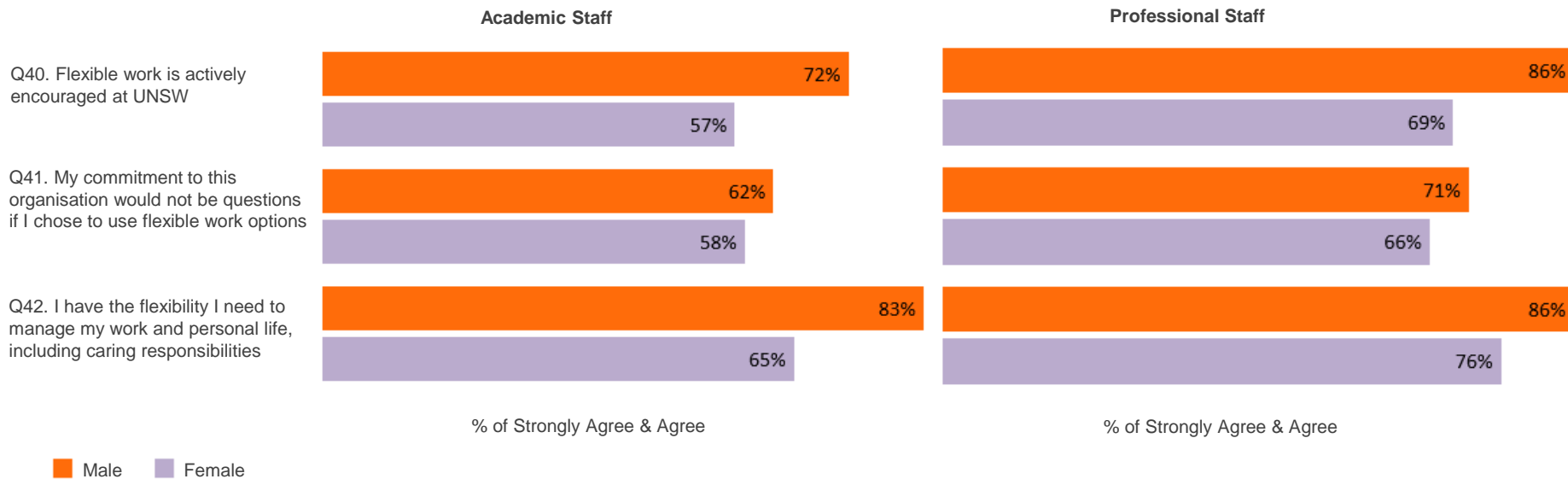
Training & Career Development

Per cent agreement with survey items by gender and appointment type



Flexible Work

Per cent agreement with survey items by gender and appointment type



Parenting & Caring Responsibilities

Per cent agreement with survey items by gender and appointment type

