CAUL 2023 Equity, Diversity and Inclusion Survey | All Staff Survey
Frequency distributions | Aotearoa respondents

Where is the library that you currently work at based?

61 Responses

Field	Choice Count	
North Island/Te Ika-a-Māui	92%	56
South Island/Te Waipounamu	8%	5
Outside Aotearoa New Zealand or Australia	0%	0
Western Australia	0%	0
Victoria	0%	0
Tasmania	0%	0
South Australia	0%	0
Queensland	0%	0
Northern Territory	0%	0
New South Wales	0%	0
Australian Capital Territory	0%	0
Total		61

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

60 Responses

Field	Choice Count	
A metropolitan / urban area	90%	54
A regional area	10%	6
A rural / remote area	0%	0
Total		60

What is your primary mode of work?

61 Responses

Field	Choice Count	
On campus	80%	49
Remote	0%	0
Even split of on campus and remote	0%	0
Split of on campus and remote with more time on campus	20%	12
Split of on campus and remote with more time remote	0%	0
Total		61

What age group do you belong to?

61 Responses

Field	Choice Count	
15-17	0%	0
18-24	8%	5
25-29	2%	1
30-34	10%	6
35-39	21%	13
40-44	15%	9
45-49	8%	5
50-54	16%	10
55-59	13%	8
60-64	5%	3
65-69	2%	1
70+	0%	0
Total		61

How would you describe your gender?

61 Responses

Field	Choice Count	
Woman/Female	69%	42
Man/Male	25%	15
Non-binary	5%	3
I use a different term - please specify	2%	1
Prefer not to answer	0%	0
Total		61

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

59 Responses

Field	Choice Count	
Yes	8%	5
No (Cisgender)	88%	52
Unsure	2%	1
Prefer not to answer	2%	1
Total		59

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

Field	Choice Count	
Yes	0%	0
No	93%	55
Unsure	3%	2
Prefer not to answer	3%	2
Total		59

How do you describe your sexual orientation?
61 Responses

Field	Choice Count	
Heterosexual (Straight)	64%	39
Bisexual	11%	7
Homosexual (Gay/Lesbian)	10%	6
I use another term - please specify	7%	4
Asexual	5%	3
Prefer not to answer	3%	2
Unsure	0%	0
Total		61

What is your highest level of qualification?
61 Responses

Field	Choice Count	
Master's degree	54%	33
Bachelor's degree	16%	10
Graduate diploma	15%	9
Senior secondary education (e.g. Year 12, Senior Secondary Certificate of Education)	5%	3
Doctorate	3%	2
Bachelor's degree with honours	3%	2
Another qualification - please specify	2%	1
Graduate certificate	2%	1
Prefer not to answer	0%	0
I do not have a formal qualification	0%	0
Junior secondary education (e.g. Year 10)	0%	0
Total		61

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

58 Responses

Field		Choice Count
Yes	72%	42
No	28%	16
Prefer not to answer	0%	0
Total		58

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

59 Responses

Field		Choice Count
Collections	51%	30
Research	41%	24
Education	31%	18
Other, please specify	25%	15
Technical	20%	12
Projects	19%	11
Reference	19%	11
Procurement	17%	10
Finance	12%	7
Total		59

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

Filter applied: Diverse

37 Responses

Field		Choice Count
Research	41%	15
Collections	41%	15
Other, please specify	30%	11
Education	30%	11
Technical	22%	8
Reference	22%	8
Projects	14%	5
Procurement	8%	3
Finance	3%	1
Total		37

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

61 Responses

Field		Choice Count
Librarian	38%	23
Other, please specify	25%	15
Leader	16%	10
Manager	13%	8
Other professional (e.g. IT professional, finance officer, marketing professional, user experience specialist)	5%	3
Archivist	2%	1
Library technician	2%	1
Total		61

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

61 Responses

Field		Choice Count
Team member	62%	38
Manager	16%	10
Senior Manager	10%	6
Executive	7%	4
New graduate	2%	1
Trainee	2%	1
Student staff member	2%	1
Total		61

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

Filter applied: Diverse

38 Responses

Field		Choice Count
Team member	63%	24
Manager	18%	7
Senior Manager	8%	3
Executive	5%	2
New graduate	3%	1
Trainee	3%	1
Student staff member	0%	0
Total		38

Is your current employment:

60 Responses

Field	Choice Count	
Full time continuing	93%	56
Full time fixed term	0%	0
Part time continuing	5%	3
Part time fixed term	2%	1
Casual	0%	0
Other, please specify	0%	0
Multiple concurrent fixed term and/or continuing contracts and/or casual positions within a library	0%	0
Multiple concurrent fixed term and/or continuing contracts and/or casual positions with at least one outside a library	0%	0
Total		60

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

2 Responses

Field	Choice Count	
1-3 months	0%	0
4-6 months	0%	0
7-12 months	100%	2
13-18 months	0%	0
more than 18 months and up to 2 years	0%	0
more than 2 years and up to 3 years	0%	0
more than 3 years and up to 5 years	0%	0
Total		2

Do you identify with an Indigenous or First Nations group?

61 Responses

Field	Choice Count	
Yes	16%	10
No	82%	50
Prefer not to answer	2%	1
Total		61

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

10 Responses

Field	Choice Count	
Aboriginal	0%	0
Māori	100%	10
Pasifika	0%	0
Torres Strait Islander	0%	0
Other country First Nations	0%	0
Total		10

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

60 Responses

Field	Choice Count	
Pākehā	34%	32
New Zealand European	33%	31
Māori	10%	9
European (including British) - please specify	6%	6
Australian	3%	3
Prefer not to answer	2%	2
Indian	2%	2
Chinese	2%	2
Middle Eastern - please specify	1%	1
North American - please specify	1%	1
Other Asian - please specify	1%	1
African - please specify	1%	1
Other Pasifika / Pacific Island cultural background - please specify	1%	1
Fijian	1%	1
Unsure	0%	0
Other country First Nations - please specify	0%	0
Other Ethnicity - please specify	0%	0
Southeast Asian - please specify	0%	0
Latin American - please specify	0%	0
Torres Strait Islander	0%	0
Tuvaluan	0%	0
Tokelauan	0%	0
Niuean	0%	0
Tongan	0%	0
Cook Islands Māori	0%	0
Samoan	0%	0
Aboriginal	0%	0

Field	Choice Count
Total	93

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.

59 Responses

Field	Choice Count	
Aotearoa New Zealand	75%	44
Other country - please specify	8%	5
South Africa	5%	3
Australia	5%	3
England	3%	2
Hong Kong	2%	1
China (excluding Special Administrative Regions (SARs) and Taiwan)	2%	1
Vietnam	0%	0
Vanuatu	0%	0
Tuvalu	0%	0
Tonga	0%	0
Tokelau	0%	0
Taiwan	0%	0
Scotland	0%	0
Samoa	0%	0
Phlilippines	0%	0
Papua New Guinea	0%	0
Niue	0%	0
Malaysia	0%	0
Macau	0%	0
Kiribati	0%	0
Italy	0%	0
India	0%	0
Fiji	0%	0
Cook Islands	0%	0
Total		59

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.

60 Responses

Field	Choice Count	
English	97%	58
Other language - please specify	22%	13

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

Field	Choice Count	
Te Reo Māori	10%	6
New Zealand Sign Language	5%	3
Mandarin	2%	1
Tamil	0%	0
Cook Island Māori	0%	0
Tongan	0%	0
Sāmoan	0%	0
Chinese - other dialect - please specify	0%	0
Auslan	0%	0
Greek	0%	0
Italian	0%	0
Vietnamese	0%	0
Cantonese	0%	0
Arabic	0%	0
Aboriginal and/or Torres Strait Islander language - please specify	0%	0
Total		60

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.

60 Responses

Field	Choice Count	
No religion	68%	41
Prefer not to answer	10%	6
Anglican (Church of England)	7%	4
Māori religions, beliefs, and philosophies	5%	3
Other - please specify	5%	3
Presbyterian	3%	2
Catholic	3%	2
Judaism	0%	0
Baptist	0%	0
Greek Orthodox	0%	0
Hinduism	0%	0
Buddhism	0%	0
Islam	0%	0
Uniting Church	0%	0
Total		60

Social class - Do you identify as:

60 Responses

Field		Choice Count
Working class	17%	10
Lower middle class	28%	17
Upper middle class	20%	12
Upper class	0%	0
Other term - please specify	8%	5
None of these	15%	9
Prefer not to answer	7%	4
Unsure	5%	3
Total		60

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

60 Responses

Field		Choice Count
1	18%	11
2	40%	24
3	22%	13
4	15%	9
5	3%	2
6	2%	1
Total		60

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

61 Responses

Field		Choice Count
Yes	33%	20
No	67%	41
Unsure	0%	0
Prefer not to answer	0%	0
Total		61

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?

61 Responses

Field	Choice Count	
Yes	23%	14
No	75%	46
Prefer not to answer	2%	1
Total		61

Did you provide care for any children?

61 Responses

Field	Choice Count	
Yes, child/ren for whom I am a parent or legal guardian	23%	14
Yes, child/ren for whom I have regular and ongoing caring responsibilities but for whom I am not a parent or legal guardian	3%	2
Yes, child/ren who is/are in my care under formal or informal fostering arrangements	0%	0
No	74%	45
Prefer not to answer	0%	0
Total		61

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.

61 Responses

Field	Choice Count	
Yes	20%	12
No	67%	41
Unsure	13%	8
Prefer not to answer	0%	0
Total		61

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

19 Responses

Field	Choice Count	
Sensory processing disorder	32%	6
Autism	26%	5
ADHD	26%	5
Prefer not to disclose	21%	4
Other - please specify	11%	2
Dyscalculia	11%	2
Dyslexia	11%	2
Bipolar disorder	5%	1
Obsessive compulsive disorder	5%	1
Acquired neurodiversity	0%	0
Tourette's syndrome	0%	0
Dyspraxia	0%	0
Total		19

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)?

60 Responses

Field	Choice Count	
Yes	32%	19
No	62%	37
Unsure	2%	1
Prefer not to answer	5%	3
Total		60

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

61 Responses

Field	Choice Count	
Yes	26%	16
No	67%	41
Unsure	7%	4
Prefer not to answer	0%	0
Total		61

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

20 Responses

Field	Choice Count	
Mental health	55%	11
Other - please specify	30%	6
Physical health	30%	6
Vision	10%	2
Hearing	10%	2
Mobility	10%	2
Prefer not to answer	5%	1
Learning	5%	1
Total		20

To what extent do you agree with the following statements?

61 Responses

Field	Strongly disagree		Disagree		Agree		Strongly agree		Total
I trust my library to be fair to all employees and students	0.000%	0	8.333%	5	58.333%	35	33.333%	20	60
I feel I am respected at work	0.000%	0	4.918%	3	57.377%	35	37.705%	23	61
I feel like the work I do is recognised and rewarded to the same degree as the work done by my colleagues	0.000%	0	16.393%	10	52.459%	32	31.148%	19	61
The culture of my library is accepting of people with different ideas and backgrounds	0.000%	0	9.836%	6	55.738%	34	34.426%	21	61
I feel that I am an important part of my team	0.000%	0	9.836%	6	45.902%	28	44.262%	27	61
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.	3.279%	2	13.115%	8	54.098%	33	29.508%	18	61
My library does not tolerate sexist, homophobic, racist or other inappropriate jokes or comments	0.000%	0	6.557%	4	45.902%	28	47.541%	29	61
I believe that in my library, harassment is not tolerated	0.000%	0	6.557%	4	52.459%	32	40.984%	25	61
If I experienced a negative behaviour at my library (for example, physical or verbal aggression, discrimination, harrassment, etc.), I would feel comfortable reporting it	3.279%	2	6.557%	4	49.180%	30	40.984%	25	61

To what extent do you agree with the following statements?

Filter applied: Diverse

38 Responses

Field	Strongly disagree		Disagree		Agree		Strongly agree		Total
I trust my library to be fair to all employees and students	0.000%	0	7.895%	3	57.895% 22		34.211% 13		38
I feel I am respected at work	0.000%	0	0.000%	0	60.526% 23		39.474% 15		38
I feel like the work I do is recognised and rewarded to the same degree as the work done by my colleagues	0.000%	0	7.895%	3	63.158% 24		28.947% 11		38
The culture of my library is accepting of people with different ideas and backgrounds	0.000%	0	5.263%	2	63.158% 24		31.579% 12		38
I feel that I am an important part of my team	0.000%	0	13.158% 5		44.737% 17		42.105% 16		38
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.	5.263%	2	15.789% 6		57.895% 22		21.053%	8	38
My library does not tolerate sexist, homophobic, racist or other inappropriate jokes or comments	0.000%	0	7.895%	3	50.000% 19		42.105% 16		38
I believe that in my library, harassment is not tolerated	0.000%	0	2.632%	1	57.895% 22		39.474% 15		38
If I experienced a negative behaviour at my library (for example, physical or verbal aggression, discrimination, harrassment, etc.), I would feel comfortable reporting it	2.632%	1	7.895%	3	44.737% 17		44.737% 17		38

To what extent do you agree with the following statements?

Filter applied: Diverse

38 Responses

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

61 Responses

Field		Choice Count
Yes	62%	38
No	3%	2
Other	2%	1
Unsure	33%	20
Total		61

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

38 Responses

Field		Choice Count
Institutional level	95%	36
Library level	24%	9
Team level	11%	4
Not sure what level	8%	3
Total		38

How well do you know these policies or procedures?

38 Responses

Field		Choice Count
I know the contents of the policies and/or procedures very well	5%	2
I know the policies/procedures exist, have an idea of what they cover, and know where to find them	71%	27
I know the policies/procedures exist but do not know what they cover or where to find them	24%	9
Total		38

How well do you know these policies or procedures?

Filter applied: Diverse

24 Responses

Field		Choice Count
I know the contents of the policies and/or procedures very well	8%	2
I know the policies/procedures exist, have an idea of what they cover, and know where to find them	71%	17
I know the policies/procedures exist but do not know what they cover or where to find them	21%	5
Total		24

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

28 Responses

Field	Choice Count	
Field	Choice Count	
Very unsuccessful	0%	0
Somewhat unsuccessful	21%	6
Somewhat successful	61%	17
Very successful	7%	2
I'm not sure	11%	3
Total		28

Overall, to what extent do you feel these institutional level policies or procedures have been successfully implemented?
Filter applied: Diverse
18 Responses

Field	Choice Count	
Very unsuccessful	0%	0
Somewhat unsuccessful	17%	3
Somewhat successful	61%	11
Very successful	11%	2
I'm not sure	11%	2
Total		18

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

8 Responses

Field	Choice Count	
Very unsuccessful	0%	0
Somewhat unsuccessful	25%	2
Somewhat successful	50%	4
Very successful	13%	1
I'm not sure	13%	1
Total		8

Overall, to what extent do you feel these library level policies or procedures have been successfully implemented?
Filter applied: Diverse
5 Responses

Field	Choice Count	
Very unsuccessful	0%	0
Somewhat unsuccessful	20%	1
Somewhat successful	40%	2
Very successful	20%	1
I'm not sure	20%	1
Total		5

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

Field	Choice Count	
Very unsuccessful	0%	0
Somewhat unsuccessful	20%	1
Somewhat successful	60%	3
Very successful	0%	0
I'm not sure	20%	1
Total		5

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
61 Responses

Field	Choice Count	
Yes	66%	40
No	7%	4
Unsure	25%	15
Other	3%	2
Total		61

At what level are these initiatives?

40 Responses

Field		Choice Count
Institutional level	80%	32
Library level	53%	21
Team level	20%	8
Not sure what level	13%	5
Total		40

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

38 Responses

Field		Choice Count
Extremely negative	0%	0
Somewhat negative	0%	0
Somewhat positive	79%	30
Extremely positive	21%	8
No impact	0%	0
Total		38

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

59 Responses

Field		Choice Count
Much worse	0%	0
Somewhat worse	15%	9
About the same	78%	46
Somewhat better	7%	4
Much better	0%	0
Total		59

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

60 Responses

Field		Choice Count
Much worse	0%	0
Somewhat worse	17%	10
About the same	77%	46
Somewhat better	7%	4
Much better	0%	0
Total		60

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
38 Responses

Field	Choice Count	
Yes	66%	25
No	8%	3
Unsure	21%	8
Other	5%	2
Total		38

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

Field	Choice Count	
Much worse	0%	0
Somewhat worse	8%	5
About the same	47%	28
Somewhat better	42%	25
Much better	3%	2
Total		60

Over the last three years, do you generally feel that equity, diversity and inclusion at your institution has become
Filter applied: Diverse
37 Responses

Field	Choice Count	
Much worse	0%	0
Somewhat worse	11%	4
About the same	38%	14
Somewhat better	46%	17
Much better	5%	2
Total		37

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

60 Responses

Field	Not at all supportive and accepting		Slightly supportive and accepting		Moderately supportive and accepting		Extremely supportive and accepting		Total
Academic Libraries	0%	0	10%	6	55%	33	35%	21	60
Higher education sector	0%	0	25%	14	55%	31	20%	11	56
GLAM (Galleries, Libraries, Archives, Museums) sector	0%	0	13%	7	48%	26	39%	21	54

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

Filter applied: Diverse

37 Responses

Field	Not at all supportive and accepting		Slightly supportive and accepting		Moderately supportive and accepting		Extremely supportive and accepting		Total
Academic Libraries	0%	0	11%	4	51%	19	38%	14	37
Higher education sector	0%	0	27%	10	54%	20	19%	7	37
GLAM (Galleries, Libraries, Archives, Museums) sector	0%	0	6%	2	51%	18	43%	15	35

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?

21 Responses

Field	Choice Count	
Yes	38%	8
No	52%	11
Prefer not to answer	10%	2
Total		21

Was your request for an adjustment or accommodation supported?

8 Responses

Field		Choice Count
Yes	75%	6
No	25%	2
Prefer not to answer	0%	0
Total		8

Was the adjustment or accommodation satisfactory?

6 Responses

Field		Choice Count
Yes - include a comment if you wish	83%	5
No - include a comment if you wish	17%	1
Prefer not to answer	0%	0
Total		6

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

11 Responses

Field		Choice Count
Not required	47%	7
Concerned I may be treated differently	20%	3
Concerned it may disadvantage me now or in the future	27%	4
I don't believe my request will be accommodated	0%	0
Other - please specify	7%	1
Prefer not to answer	0%	0
Total		15

Who do you feel comfortable disclosing your diversity to in your library - Gender diversity
Filter applied: Trans or gender diverse history
5 Responses

Field	Percentage of Responses
Library leadership	40%
Line manager	40%
Colleagues	80%
Not comfortable disclosing to anybody	20%
Prefer not to answer	0%

Who do you feel comfortable disclosing your diversity to in your library - Sexuality
Filter applied: LGBQA
19 Responses

Field		Percentage of Responses
Library leadership	100%	58%
Line manager	100%	74%
Colleagues	100%	89%
Not comfortable disclosing to anybody	100%	11%
Prefer not to answer	100%	0%
Total		

Who do you feel comfortable disclosing your diversity to in your library - Indigenous identity
Filter applied: Indigenous or First Nations
10 Responses

Field		Percentage of Responses
Library leadership	100%	60%
Line manager	100%	80%
Colleagues	100%	100%
Not comfortable disclosing to anybody	100%	0%
Prefer not to answer	100%	0%
Total		

Mental health challenges
Filter applied: Mental health challenges
21 Responses

Field	Percentage of Responses
Library leadership	19%

Line manager	52%
Colleagues	52%
Not comfortable disclosing to anybody	48%
Prefer not to answer	0%

Disability
Filter applied: Disability or long term health condition

15 Responses

Field	Percentage of Responses
Library leadership	53%
Line manager	100%
Colleagues	87%
Not comfortable disclosing to anybody	13%
Prefer not to answer	0%

Who do you feel comfortable disclosing your diversity to in your library - Neurodivergence
Filter applied: Neurodivergent

12 Responses

Field	Percentage of Responses	
Library leadership	100%	33%
Line manager	100%	58%
Colleagues	100%	67%
Not comfortable disclosing to anybody	100%	33%
Prefer not to answer	100%	0%
Total		

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

56 Responses

Field	Library leadership		Line manager		Colleagues		Not comfortable disclosing to anybody		Prefer not to answer		Total
Caring responsiblities	55.000%	22	90.000%	36	77.500%	31	5.000%	2	2.500%	1	40
Age	59.615%	31	73.077%	38	82.692%	43	9.615%	5	0.000%	0	52
Cultural diversity (including cultural background, language, religion)	57.143%	24	76.190%	32	85.714%	36	0.000%	0	2.381%	1	42
Socio-economic status	36.000%	18	50.000%	25	56.000%	28	28.000%	14	8.000%	4	50
Other diversity facet - please specify	0.000%	0	50.000%	2	50.000%	2	25.000%	1	0.000%	0	4