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

Where is the library that you currently work at based?
476 Responses

Field	Choice Count	
Queensland	36%	170
New South Wales	21%	101
Western Australia	18%	84
Victoria	16%	78
South Australia	7%	31
Australian Capital Territory	1%	5
Northern Territory	1%	4
Tasmania	1%	3
Outside Aotearoa New Zealand or Australia	0%	0
South Island/Te Waipounamu	0%	0
North Island/Te Ika-a-Māui	0%	0
Total		476

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

Field	Choice Count	
A metropolitan / urban area	77%	363
A regional area	23%	106
A rural / remote area	0%	1
Total		470

What is your primary mode of work?
474 Responses

Field	Choice Count	
On campus	49%	231
Remote	2%	11
Even split of on campus and remote	11%	51
Split of on campus and remote with more time on campus	33%	158
Split of on campus and remote with more time remote	5%	23
Total		474

What age group do you belong to?

470 Responses

Field	Choice Count	
15-17	0%	0
18-24	2%	9
25-29	8%	36
30-34	11%	50
35-39	15%	69
40-44	15%	71
45-49	13%	62
50-54	15%	71
55-59	13%	59
60-64	7%	34
65-69	1%	7
70+	0%	2
Total		470

How would you describe your gender?

475 Responses

Field	Choice Count	
Woman/Female	75%	356
Man/Male	18%	86
Non-binary	4%	21
Prefer not to answer	2%	10
I use a different term - please specify	0%	2
Total		475

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

467 Responses

Field	Choice Count	
Yes	6%	26
No (Cisgender)	89%	414
Unsure	2%	11
Prefer not to answer	3%	16
Total		467

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

472 Responses

Field	Choice Count	
Yes	0%	1
No	97%	458
Unsure	0%	2
Prefer not to answer	2%	11
Total		472

How do you describe your sexual orientation?

472 Responses

Field	Choice Count	
Heterosexual (Straight)	67%	315
Bisexual	11%	52
Homosexual (Gay/Lesbian)	7%	32
I use another term - please specify	5%	25
Prefer not to answer	5%	24
Asexual	3%	16
Unsure	2%	8
Total		472

What is your highest level of qualification?

476 Responses

Field	Choice Count	
Master's degree	35%	167
Graduate diploma	27%	127
Bachelor's degree	18%	87
Another qualification - please specify	5%	26
Graduate certificate	4%	19
Doctorate	4%	17
Bachelor's degree with honours	3%	16
Senior secondary education (e.g. Year 12, Senior Secondary Certificate of Education)	2%	9
Prefer not to answer	1%	4
Junior secondary education (e.g. Year 10)	1%	3
I do not have a formal qualification	0%	1
Total		476

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

463 Responses

Field		Choice Count
Yes	80%	369
No	19%	89
Prefer not to answer	1%	5
Total		463

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

469 Responses

Field		Choice Count
Collections	38%	180
Education	38%	179
Research	37%	173
Reference	32%	149
Projects	26%	120
Technical	26%	120
Other, please specify	24%	114
Procurement	13%	60
Finance	7%	32
Total		469

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

Filter applied: Diverse

273 Responses

Field		Choice Count
Collections	39%	106
Education	38%	104
Research	37%	101
Reference	34%	92
Other, please specify	26%	70
Technical	25%	68
Projects	24%	65
Procurement	11%	29
Finance	4%	11
Total		273

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

472 Responses

Field	Choice Count	
Librarian	38%	177
Library technician	16%	77
Other, please specify	12%	57
Leader	12%	56
Manager	12%	56
Other professional (e.g. IT professional, finance officer, marketing professional, user experience specialist)	9%	44
Archivist	1%	5
Total		472

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

475 Responses

Field	Choice Count	
Team member	67%	317
Manager	18%	87
Executive	6%	27
Senior Manager	5%	25
New graduate	2%	9
Student staff member	1%	7
Trainee	1%	3
Total		475

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

Filter applied: Diverse

277 Responses

Field	Choice Count	
Team member	69%	192
Manager	17%	48
Executive	4%	12
Senior Manager	3%	9
New graduate	3%	8
Student staff member	2%	6
Trainee	1%	2
Total		277

Is your current employment:

474 Responses

Field		Choice Count
Full time continuing	67%	317
Full time fixed term	7%	34
Part time continuing	17%	80
Part time fixed term	3%	15
Casual	2%	11
Other, please specify	1%	5
Multiple concurrent fixed term and/or continuing contracts and/or casual positions within a library	2%	9
Multiple concurrent fixed term and/or continuing contracts and/or casual positions with at least one outside a library	1%	3
Total		474

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

63 Responses

Field	Choice Count
1-3 months	2% 1
4-6 months	21% 13
7-12 months	30% 19
13-18 months	8% 5
more than 18 months and up to 2 years	8% 5
more than 2 years and up to 3 years	5% 3
more than 3 years and up to 5 years	27% 17
Total	63

Do you identify with an Indigenous or First Nations group?

475 Responses

Field	Choice Count
Yes	3% 12
No	96% 457
Prefer not to answer	1% 6
Total	475

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

12 Responses

Field		Choice Count
Aboriginal	100%	12
Māori	0%	0
Pasifika	0%	0
Torres Strait Islander	0%	0
Other country First Nations	0%	0
Total		12

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

471 Responses

Field		Choice Count
Australian	59%	348
European (including British) - please specify	24%	143
Southeast Asian - please specify	3%	16
Aboriginal	2%	13
North American - please specify	2%	12
Chinese	2%	11
New Zealand European	2%	11
Indian	1%	5
Prefer not to answer	1%	4
Other Ethnicity - please specify	1%	4
Latin American - please specify	1%	4
Other Asian - please specify	1%	3
Pākehā	1%	3
African - please specify	0%	2
Unsure	0%	1
Middle Eastern - please specify	0%	1
Fijian	0%	1
Tongan	0%	1
Samoan	0%	1
Māori	0%	1
Other country First Nations - please specify	0%	0
Torres Strait Islander	0%	0
Other Pasifika / Pacific Island cultural background - please specify	0%	0
Tuvaluan	0%	0
Tokelauan	0%	0
Niuean	0%	0
Cook Islands Māori	0%	0

Field	Choice Count
Total	585

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.

470 Responses

Field	Choice Count	
Australia	76%	355
Other country - please specify	10%	48
England	6%	28
Aotearoa New Zealand	3%	12
South Africa	1%	6
Malaysia	1%	6
China (excluding Special Administrative Regions (SARs) and Taiwan)	1%	6
Vietnam	0%	2
Phlippines	0%	2
India	0%	2
Tonga	0%	1
Hong Kong	0%	1
Fiji	0%	1
Vanuatu	0%	0
Tuvalu	0%	0
Tokelau	0%	0
Taiwan	0%	0
Scotland	0%	0
Samoa	0%	0
Papua New Guinea	0%	0
Niue	0%	0
Macau	0%	0
Kiribati	0%	0
Italy	0%	0
Cook Islands	0%	0
Total		470

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.

459 Responses

Field	Choice Count	
English	97%	446
Other language - please specify	12%	56

Mandarin	2%	11
Italian	2%	7
Chinese - other dialect - please specify	0%	2
Auslan	0%	2
Greek	0%	2
Cantonese	0%	2
Vietnamese	0%	1
Arabic	0%	1
Aboriginal and/or Torres Strait Islander language - please specify	0%	1
Tamil	0%	0
Cook Island Māori	0%	0
Tongan	0%	0
Sāmoan	0%	0
New Zealand Sign Language	0%	0
Te Reo Māori	0%	0
Total		459

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.

475 Responses

Field	Choice Count	
No religion	68%	324
Catholic	8%	37
Anglican (Church of England)	6%	30
Prefer not to answer	5%	25
Other - please specify	4%	18
Uniting Church	3%	12
Buddhism	2%	9
Baptist	1%	7
Presbyterian	1%	6
Hinduism	1%	5
Islam	1%	4
Greek Orthodox	1%	3
Judaism	0%	2
Māori religions, beliefs, and philosophies	0%	0
Total		475

Social class - Do you identify as:

462 Responses

Field		Choice Count
Working class	21%	96
Lower middle class	26%	118
Upper middle class	23%	106
Upper class	0%	0
Other term - please specify	4%	19
None of these	13%	60
Prefer not to answer	4%	20
Unsure	9%	43
Total		462

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

465 Responses

Field		Choice Count
1	18%	86
2	38%	179
3	18%	84
4	17%	80
5	6%	29
6	1%	5
7	0%	1
8	0%	1
Total		465

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

473 Responses

Field		Choice Count
Yes	43%	205
No	55%	260
Unsure	1%	4
Prefer not to answer	1%	4
Total		473

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?

471 Responses

Field	Choice Count	
Yes	24%	112
No	74%	349
Prefer not to answer	2%	10
Total		471

Did you provide care for any children?

475 Responses

Field	Choice Count	
Yes, child/ren for whom I am a parent or legal guardian	33%	158
Yes, child/ren for whom I have regular and ongoing caring responsibilities but for whom I am not a parent or legal guardian	3%	13
Yes, child/ren who is/are in my care under formal or informal fostering arrangements	0%	1
No	63%	298
Prefer not to answer	1%	5
Total		475

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.

475 Responses

Field	Choice Count	
Yes	17%	83
No	73%	349
Unsure	7%	35
Prefer not to answer	2%	8
Total		475

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

108 Responses

Field	Choice Count	
ADHD	42%	45
Autism	36%	39
Prefer not to disclose	21%	23
Other - please specify	17%	18
Sensory processing disorder	9%	10
Obsessive compulsive disorder	8%	9
Dyscalculia	5%	5
Dyslexia	4%	4
Acquired neurodiversity	3%	3
Tourette's syndrome	3%	3
Bipolar disorder	2%	2
Dyspraxia	2%	2
Total		108

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)?

474 Responses

Field	Choice Count	
Yes	38%	182
No	55%	261
Unsure	3%	15
Prefer not to answer	3%	16
Total		474

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

474 Responses

Field	Choice Count	
Yes	28%	133
No	64%	304
Unsure	5%	22
Prefer not to answer	3%	15
Total		474

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

155 Responses

Field	Choice Count	
Mental health	45%	70
Physical health	40%	62
Other - please specify	20%	31
Mobility	9%	14
Prefer not to answer	8%	12
Hearing	8%	12
Vision	6%	10
Learning	5%	8
Total		155

To what extent do you agree with the following statements?

474 Responses

Field	Strongly disagree	Disagree	Agree	Strongly agree	Total
I trust my library to be fair to all employees and students	1.903% 9	10.782% 51	58.985% 279	28.330% 134	473
I feel I am respected at work	1.477% 7	7.173% 34	53.586% 254	37.764% 179	474
I feel like the work I do is recognised and rewarded to the same degree as the work done by my colleagues	1.695% 8	15.466% 73	49.788% 235	33.051% 156	472
The culture of my library is accepting of people with different ideas and backgrounds	1.483% 7	9.534% 45	54.449% 257	34.534% 163	472
I feel that I am an important part of my team	1.277% 6	8.723% 41	50.851% 239	39.149% 184	470
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.	2.979% 14	17.447% 82	47.447% 223	32.128% 151	470
My library does not tolerate sexist, homophobic, racist or other inappropriate jokes or comments	0.849% 4	5.096% 24	48.620% 229	45.435% 214	471
I believe that in my library, harassment is not tolerated	1.486% 7	8.705% 41	50.106% 236	39.703% 187	471
If I experienced a negative behaviour at my library (for example, physical or verbal aggression, discrimination, harrassment, etc.), I would feel comfortable reporting it	3.191% 15	12.979% 61	47.660% 224	36.170% 170	470

To what extent do you agree with the following statements?

Filter applied: Diverse

277 Responses

Field	Strongly disagree		Disagree		Agree		Strongly agree		Total
I trust my library to be fair to all employees and students	2.527%	7	11.552%	32	60.289%	167	25.632%	71	277
I feel I am respected at work	2.527%	7	8.664%	24	51.625%	143	37.184%	103	277
I feel like the work I do is recognised and rewarded to the same degree as the work done by my colleagues	2.545%	7	17.091%	47	46.909%	129	33.455%	92	275
The culture of my library is accepting of people with different ideas and backgrounds	1.805%	5	12.274%	34	54.513%	151	31.408%	87	277
I feel that I am an important part of my team	2.190%	6	11.314%	31	50.000%	137	36.496%	100	274
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.	4.745%	13	20.073%	55	45.620%	125	29.562%	81	274
My library does not tolerate sexist, homophobic, racist or other inappropriate jokes or comments	1.449%	4	7.246%	20	50.362%	139	40.942%	113	276
I believe that in my library, harassment is not tolerated	1.449%	4	11.594%	32	48.913%	135	38.043%	105	276
If I experienced a negative behaviour at my library (for example, physical or verbal aggression, discrimination, harrassment, etc.), I would feel comfortable reporting it	4.000%	11	16.000%	44	44.000%	121	36.000%	99	275

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

476 Responses

Field		Choice Count
Yes	85%	403
No	1%	5
Other	1%	4
Unsure	13%	64
Total		476

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

401 Responses

Field		Choice Count
Institutional level	90%	360
Library level	24%	95
Team level	7%	30
Not sure what level	11%	44
Total		401

How well do you know these policies or procedures?

399 Responses

Field		Choice Count
I know the contents of the policies and/or procedures very well	7%	29
I know the policies/procedures exist, have an idea of what they cover, and know where to find them	81%	323
I know the policies/procedures exist but do not know what they cover or where to find them	12%	47
Total		399

How well do you know these policies or procedures?

Filter applied: Diverse

236 Responses

Field		Choice Count
I know the contents of the policies and/or procedures very well	8%	19
I know the policies/procedures exist, have an idea of what they cover, and know where to find them	77%	182
I know the policies/procedures exist but do not know what they cover or where to find them	15%	35
Total		236

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

326 Responses

Field		Choice Count
Field		Choice Count
Very unsuccessful	3%	10
Somewhat unsuccessful	5%	17
Somewhat successful	56%	182
Very successful	20%	64
I'm not sure	16%	53
Total		326

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

184 Responses

Field		Choice Count
Very unsuccessful	2%	4
Somewhat unsuccessful	6%	11
Somewhat successful	58%	107
Very successful	20%	37
I'm not sure	14%	25
Total		184

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

104 Responses

Field		Choice Count
Very unsuccessful	3%	3
Somewhat unsuccessful	7%	7
Somewhat successful	47%	49
Very successful	38%	39
I'm not sure	6%	6
Total		104

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

Filter applied: Diverse

70 Responses

Field		Choice Count
Very unsuccessful	3%	2
Somewhat unsuccessful	3%	2
Somewhat successful	51%	36
Very successful	37%	26
I'm not sure	6%	4
Total		70

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

49 Responses

Field		Choice Count
Very unsuccessful	8%	4
Somewhat unsuccessful	0%	0
Somewhat successful	41%	20
Very successful	41%	20
I'm not sure	10%	5
Total		49

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

471 Responses

Field		Choice Count
Yes	83%	393
No	2%	8
Unsure	14%	67
Other	1%	3
Total		471

At what level are these initiatives?

390 Responses

Field		Choice Count
Institutional level	85%	333
Library level	45%	174
Team level	7%	26
Not sure what level	6%	24
Total		390

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

387 Responses

Field		Choice Count
Extremely negative	0%	0
Somewhat negative	1%	5
Somewhat positive	60%	234
Extremely positive	35%	134
No impact	4%	14
Total		387

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

461 Responses

Field		Choice Count
Much worse	2%	9
Somewhat worse	9%	41
About the same	69%	317
Somewhat better	18%	82
Much better	3%	12
Total		461

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

464 Responses

Field		Choice Count
Much worse	2%	9
Somewhat worse	6%	26
About the same	70%	326
Somewhat better	18%	84
Much better	4%	19
Total		464

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

273 Responses

Field	Choice Count	
Yes	86%	234
No	2%	5
Unsure	12%	32
Other	1%	2
Total		273

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

463 Responses

Field	Choice Count	
Much worse	2%	11
Somewhat worse	6%	26
About the same	43%	198
Somewhat better	43%	198
Much better	6%	30
Total		463

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

Filter applied: Diverse

269 Responses

Field	Choice Count	
Much worse	3%	8
Somewhat worse	6%	16
About the same	44%	118
Somewhat better	41%	111
Much better	6%	16
Total		269

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

463 Responses

Field	Not at all supportive and accepting		Slightly supportive and accepting		Moderately supportive and accepting		Extremely supportive and accepting		Total
Academic Libraries	1%	6	10%	45	42%	192	47%	218	461
Higher education sector	2%	7	14%	63	51%	232	33%	151	453
GLAM (Galleries, Libraries, Archives, Museums) sector	1%	3	11%	50	41%	184	47%	207	444

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

Filter applied: Diverse

272 Responses

Field	Not at all supportive and accepting		Slightly supportive and accepting		Moderately supportive and accepting		Extremely supportive and accepting		Total
Academic Libraries	2%	5	9%	25	45%	123	44%	118	271
Higher education sector	2%	6	17%	45	53%	142	29%	77	270
GLAM (Galleries, Libraries, Archives, Museums) sector	0%	1	11%	30	46%	122	43%	114	267

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?

171 Responses

Field	Choice Count	
Yes	40%	69
No	56%	96
Prefer not to answer	4%	6
Total		171

Was your request for an adjustment or accommodation supported?

69 Responses

Field		Choice Count
Yes	81%	56
No	14%	10
Prefer not to answer	4%	3
Total		69

Was the adjustment or accommodation satisfactory?

55 Responses

Field		Choice Count
Yes - include a comment if you wish	89%	49
No - include a comment if you wish	7%	4
Prefer not to answer	4%	2
Total		55

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

94 Responses

Field		Choice Count
Not required	42%	54
Concerned I may be treated differently	18%	23
Concerned it may disadvantage me now or in the future	18%	23
I don't believe my request will be accommodated	7%	9
Other - please specify	13%	16
Prefer not to answer	2%	3
Total		128

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

Field	Percentage of Responses
Library leadership	62%
Line manager	54%
Colleagues	65%
Not comfortable disclosing to anybody	23%
Prefer not to answer	0%

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

Field	Percentage of Responses	
Library leadership	100%	50%
Line manager	100%	56%
Colleagues	100%	71%
Not comfortable disclosing to anybody	100%	23%
Prefer not to answer	100%	2%
Total		

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

Field	Percentage of Responses	
Library leadership	100%	75%
Line manager	100%	92%
Colleagues	100%	83%
Not comfortable disclosing to anybody	100%	0%
Prefer not to answer	100%	0%
Total		

Mental health challenges
Filter applied: Mental health challenges
174 Responses

Field	Percentage of Responses
Library leadership	18%

Line manager	52%
Colleagues	44%
Not comfortable disclosing to anybody	29%
Prefer not to answer	3%

Disability
Filter applied: Disability or long term health condition
88 Responses

Field	Percentage of Responses
Library leadership	35%
Line manager	64%
Colleagues	49%
Not comfortable disclosing to anybody	22%
Prefer not to answer	2%

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

Field	Percentage of Responses	
Library leadership	100%	28%
Line manager	100%	52%
Colleagues	100%	54%
Not comfortable disclosing to anybody	100%	28%
Prefer not to answer	100%	1%
Total		

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

416 Responses

Field	Library leadership		Line manager		Colleagues		Not comfortable disclosing to anybody		Prefer not to answer		Total
Caring responsiblities	49.834%	150	78.738% 237		69.767% 210		6.977%	21	3.654%	11	301
Age	63.760%	234	73.297% 269		77.929% 286		9.537%	35	4.360%	16	367
Cultural diversity (including cultural background, language, religion)	60.643%	151	71.486% 178		80.321% 200		9.639%	24	3.614%	9	249
Socio-economic status	31.646%	100	42.405% 134		48.101% 152		36.392%	115	9.810%	31	316
Other diversity facet - please specify	29.167%	7	41.667% 10		33.333%	8	25.000%	6	25.000%	6	24