Athena Swan Survey 2019 - The Numbers

DNR = Did not Respond

A. Respondent demographics

N=59

**Gender:** 18 female, 33 male, 4 Prefer not to say, 4 DNR

**Sexual Orientation:** 1 Homosexual; 45 Heterosexual; 7 Prefer Not to Say; 6 DNR

**Age:** 1 person Under 25, 14 people 26-35, 18 people 36-45, 10 people 46-55, 9 people 56 and above, 6 DNR

**Work:** 53 Full-time, 2 Part-time, 2 Prefer not to say, 2 DNR

**Role:** 15 Lecturers, 11 Senior Lecturers, 6 Readers, 6 Professor, 3 Professional-Services 1-4, 1 Technical-Services 1-4, 4 Technical-Services 5-6, 1 Other, 5 Prefer Not to say, 7 DNR

**Current contract:** 52 Permanent/open-ended, 4 Fixed-term/Temporary, 3 DNR

**Post Description:** 1 Clinical Academic, 40 Non-clinical academic, 11 Professional services or technical staff, 7 DNR

**Time in current job:** 17 0-2 years, 13 2-5 years, 7 5-10 years, 8 11-20 years, 6 21+ years; 8 DNR

**Caring responsibilities:** 30 Yes, 19 No, 4 Prefer not to say, 6 DNR

1. The Athena Swan Initiative

On average, respondents agreed that they were aware of the Athena Swan initiative in SBCS ($M=5.02$, $SD=1.50$). **There is general awareness of the Athena Swan initiative in SBCS.** A decrease from the last two surveys (2017: $M=5.96$; 2015: $M=6.00$)

**New question:** Participants were asked about the number of aims that were important to them rather than the recognition of aims

On average, respondents said that 7 AS aims were important to them ($M=6.71$, $SD=4.28$)

**Important aims**

- Seminars and meetings held in core hours – 32 Yes
- Mentoring encouraged for all staff – 33 Yes
- Gender balance when arranging seminar series – 25 Yes
- **Improved gender balance at all levels** – 37 Yes
- **Improved BAME representation at all levels** – 36 Yes
- **Improved gender balance in decision making committees** – 34 Yes
- Improved BAME representation in decision making committees – 31 Yes
- Improved gender balance in recruitment panels – 30 Yes
- Improved BAME representation in recruitment panels – 27 Yes
- Support career advancement for women – 28 Yes
- Menopause guidelines – 19 Yes
- **Parental leave** – 35 Yes
- Part-time and flexible working – 29 Yes
- None of the above – 3 Yes
- Other – 2 Yes

One person said that they ‘hate that mentoring is encouraged for all staff’

One person said support for staff (men or women) with caring responsibilities

On average, respondents agreed that they support Athena Swan and EDI initiatives in SBCS. **There is general support for the Athena Swan initiative:** **Decrease from the last surveys** (2017: $M=6.36$, $SD=.93$; 2015: $M=6.17$).
On average, respondents slightly agreed that Athena Swan and EDI initiatives are effectively communicated in SBCS $M=4.71$, $SD=1.46$. Decrease since 2017 survey (2017: $M=5.45$, $SD=1.31$; 2015: $M=4.44$, $SD=1.42$).

**New questions:**

On average, respondents slightly agreed that SBCS addressed the AS and EDI initiatives that are important to me ($M=4.71$, $SD=1.50$).

On average, respondents slightly disagreed that AS and EDI initiatives in SBCS are irrelevant for me ($M=2.81$, $SD=1.83$).

On average, respondents were neutral that SBCS’ Athena Swan and EDI initiatives having improved working conditions for all staff ($M=4.40$, $SD=1.42$).

**Gender differences?**

There were gender differences in perceptions of initiative importance, irrelevance, and support.

Women agreed more that SBCS addressed the AS and EDI initiatives that were important to them ($M=5.29$, $SD=1.57$) relative to men ($M=4.45$, $SD=1.31$; $t(46)=1.98$, $p=.053$).

Men disagreed less that AS and EDI initiatives were irrelevant for me ($M=3.34$, $SD=1.63$) relative to women ($M=1.31$, $SD=.60$; $t(43.46)=-6.22$, $p<.001$).

Women marginally agreed more that they supported AS and EDI initiatives in SBCS ($M=6.25$, $SD=1.18$) relative to men ($M=5.53$, $SD=1.39$; $t(46)=1.77$, $p=.083$).

### 2. Staff Treatment

**New questions:**

On average, respondents slightly agreed that in SBCS, staff are treated on their merits, irrespective of gender ($M=5.25$, $SD=1.61$).

On average, respondents slightly agreed that in SBCS, staff are treated on their merits, irrespective of protected characteristics ($M=5.53$, $SD=1.40$).

On average, participants disagreed that they had experienced a situation where they had felt uncomfortable because of their gender ($M=2.13$, $SD=1.86$). [2017: On average, respondents disagreed they had been treated unfavourably because of their gender ($M=2.22$, $SD=1.67$). Same as the 2015 survey].

On average, participants disagreed that they had experienced a situation where they had felt uncomfortable because of a protected characteristic ($M=2.33$, $SD=2.11$). [2017: On average, respondents disagreed that they had been treated unfavourably because of other protected characteristics ($M=2.23$, $SD=1.80$). Same as the 2015 survey].

34% of respondents indicated that they would report if they were treated unfairly or discriminated against on the basis of gender (36% Unsure, 17% No, 13.6% DNR).

42% of respondents indicated that they would report if they were treated unfairly or discriminated against due to a protected characteristic (32% Unsure, 14% No, 11.9% DNR).
76% of respondents have undertaken unconscious bias training (6.8% Unsure, 10.2% No, 6.8% DNR).

**Gender differences?**

There were gender differences in the experience of a situation where the respondent has felt uncomfortable because of their gender

Men disagreed more that they have had an experience where they felt uncomfortable because of their gender ($M=1.56$, $SD=1.01$) relative to women ($M=3.22$, $SD=2.53$; $t(20.11)=2.66$, $p=.015$).

**3. Workplace culture**

On average, respondents check off 4-5 workplace descriptors ($M=4.62$, $SD=1.61$)

*Workplace descriptors*
- **Supportive** – 43 Yes ($2017$: 28, $2015$: 30)
- **Inclusive** – 31 Yes ($2017$: 27, $2015$: 13)
- **Miserable** – 5 Yes ($2017$: 20, $2015$: 7)
- **Demotivating** – 15 Yes
- **Competitive** – 19 Yes ($2017$: 20, $2015$: 15)
- **Happy** – 18 Yes ($2017$: 15, $2015$: 9)
- **Welcoming** – 37 Yes ($2017$: 26, $2015$: 21)
- **Macho** – 6 Yes ($2017$: 7, $2015$: 5)
- **Cliquey** – 12 Yes ($2017$: 14, $2015$: 18)
- **Rewarding** – 8 Yes
- **Pressurized** – 36 Yes ($2017$: 33, $2015$: 32)
- **Stressful** – 28 Yes
- **Sexist** – 4 Yes ($2017$: 2, $2015$: 4)
- **Racist** – 1 Yes
- **Other** – 6 Yes ($2017$: 4, $2015$: 4) (Ageist, Chaotic management, friendly, In a couple of committees/groups there is an over-representation of men, money-oriented, secretive/lack of transparency)

**We have social and networking events in SBCS**

9 – Yes, and I attend regularly

**33 – Yes, and I attend occasionally**

6 – Yes, but I am unable to attend (Organized at the wrong time)

4 - Yes, and I choose not to attend

2 – No, but I wish we had them

2 - No, and I would not want to attend

3 - DNR

On average, respondents slightly agreed that they enjoyed SBCS social and/or networking events ($M=4.74$, $SD=1.68$)

On average, respondents slightly agreed that SBCS social and/or networking events promote inclusion ($M=4.72$, $SD=1.55$)

On average, respondents were neutral as to whether SBCS social and/or networking events contributed to their well-being ($M=4.19$, $SD=1.88$)

**We have social and/or networking events in my department**

18 – Yes, and I attend regularly

**26 – Yes, and I attend occasionally**
3 – Yes, but I am unable to attend (Organized at the wrong time)
1 - Yes, and I choose not to attend
3 – No, but I wish we had them
2 - No, and I would not want to attend
6 - DNR

On average, respondents slightly agreed that they enjoyed departmental social and/or networking events \( (M= 5.32, \text{SD}=1.45) \)

On average, respondents slightly agreed that departmental social and/or networking events promote inclusion \( (M= 5.33, \text{SD}=1.37) \)

On average, respondents slightly agreed that departmental social and/or networking events contributed to their well-being \( (M= 4.77, \text{SD}=1.86) \)

**Successes and achievements are celebrated in SBCS**

28 – Yes
1 – No
9 – Sometimes, but only for certain people
2 – DNR

**Successes and achievements are celebrated in my department**

3 – No \((2017: 7, 2015: 2)\)
24 – Sometimes but not every time \((2017: 19, 2015: 25)\)
4 – Sometimes, but only for certain people \((2017: 6, 2015: 13)\)
4 – DNR \((2017: 2, 2015: 1)\)

**Gender differences?**

None

**4. Visibility and Representation**

On average, respondents slightly agreed that SBCS is a diverse and inclusive workplace \( (M= 5.39, \text{SD}=1.16) \)

On average, respondents were neutral that when they look around SBCS, they see diverse and inclusive images \( (M= 4.68, \text{SD}=1.50) \)

On average, respondents slightly agreed that SBCS promotional materials showcase diversity and inclusion \( (M= 5.14, \text{SD}=1.35) \).

**Gender differences?**

None

**5. Promotion and Progression**

On average, respondents were neutral that career advancement information was effectively communicated in SBCS \( (M=3.89, \text{SD}=1.58) \).
On average, respondents were neutral that support for career advancement is provided in SBCS ($M=3.98$, $SD=1.66$).

On average, respondents slightly disagreed that decisions about progression within SBCS were fair and transparent ($M=3.57$, $SD=1.63$).

On average, respondents slightly disagreed that decisions about promotions within SBCS were fair and transparent ($M=3.50$, $SD=1.73$).

**Gender differences?**

None

6. **Workload responsibilities and distributions**

On average, respondents slightly disagreed that the workload model in SBCS is transparent ($M=3.51$, $SD=1.76$). (2017: $M=3.58$, $SD=1.82$) **No change**

On average, respondents slightly disagreed that the workload model in SBCS is fair ($M=3.54$, $SD=1.58$). (2017: $M=3.30$, $SD=1.60$) **Slight improvement**

On average, respondents were neutral that they had a say in their allocation to different workload roles and responsibilities ($M=3.82$, $SD=1.75$). (2017: $M=3.52$, $SD=1.76$) **Slight improvement**

On average, respondents slightly disagreed that there is a regular rotation of workload roles and responsibilities ($M=3.32$, $SD=1.62$). (2017: $M=2.82$, $SD=1.48$) **Improvement**

**Gender differences?**

Women disagreed more strongly that the workload model in SBCS was transparent ($M=2.38$, $SD=1.66$) relative to men ($M=3.80$, $SD=1.69$; $t(43)=-2.55$, $p=.014$).