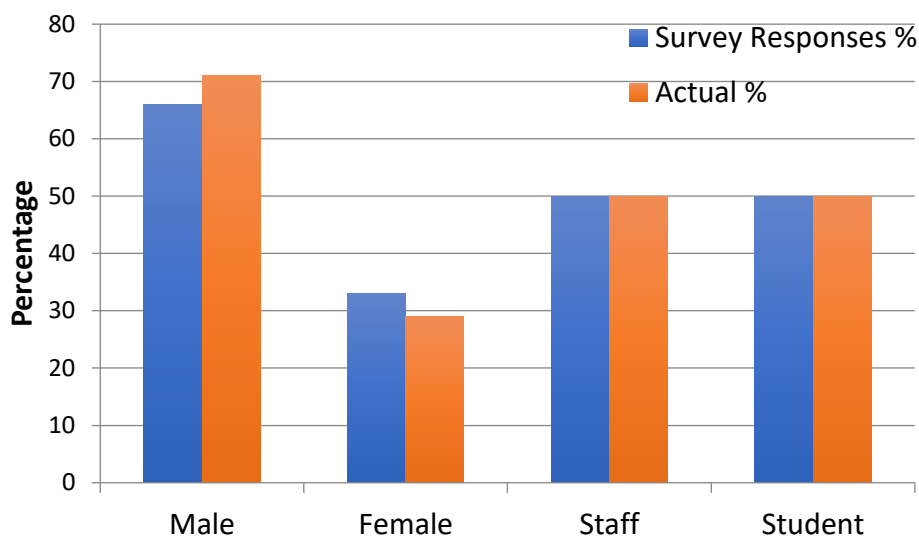


## School of Physics Climate Survey

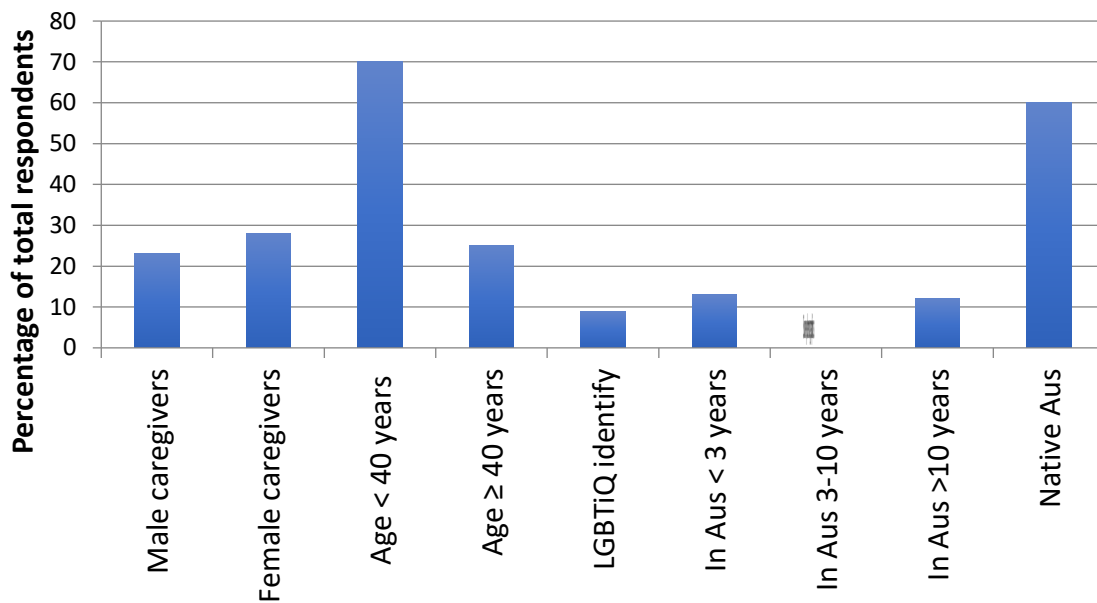
In 2017, the members of the School of Physics were invited to participate in an organizational climate survey conducted by the Equity and Diversity Committee which was analysed by an independent external consultant. The survey questions were developed with the assistance of CAASTRO and AAO. The responses were voluntary and anonymous. Below we present a snapshot of the survey outcome. The initiative fits within the Athena SWAN program and the ASA Pleiades awards. For questions or enquiries contact Jacinta den Besten ([jacinta.den@unimelb.edu.au](mailto:jacinta.den@unimelb.edu.au)).

### Demographics



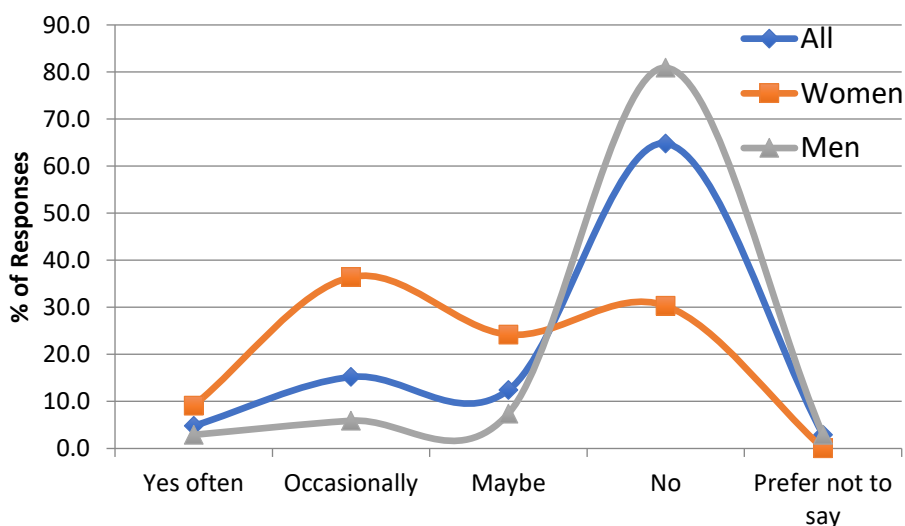
The blue data shows demographic distribution of the survey response in percentage while the orange data shows the School of Physics demographics. This demonstrates that the survey response represents the School of Physics demographics well. Women tend to respond to surveys more often than men. Overall just over 50% of the department responded to the survey which is considered a good response rate.

## Survey demographics



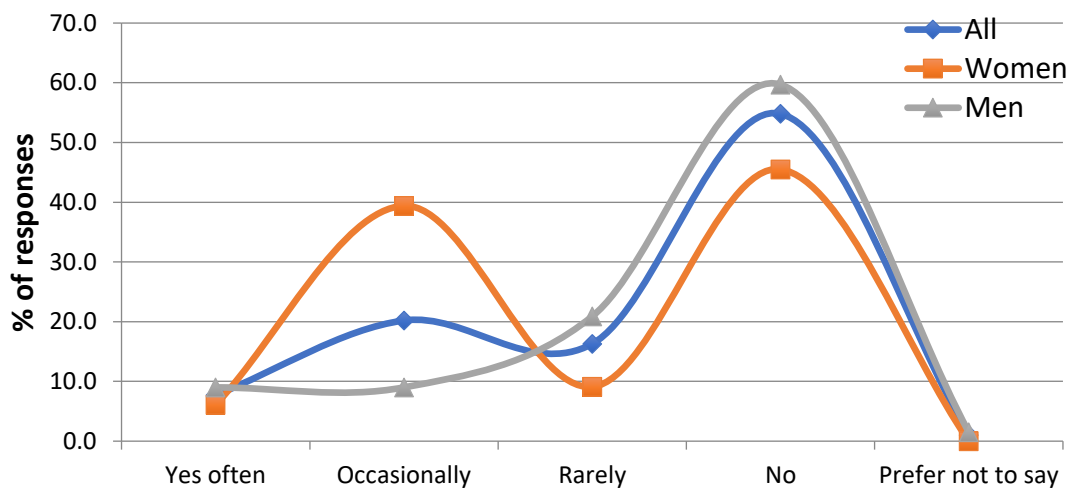
Assuming the data of the survey is reflective of the School of Physics as indicated by the first graph, this data presents more detailed overview of the demographics. The first two bars present the percentage of total males, or females respectively, who are caregivers. In addition to the age data presented, there was the same age distribution for each gender. The LGBTIQ percentage in the School of Physics is above the national percentage of 3%. The School of Physics is international with 40% non-Australian members.

## Treated differently due to identity



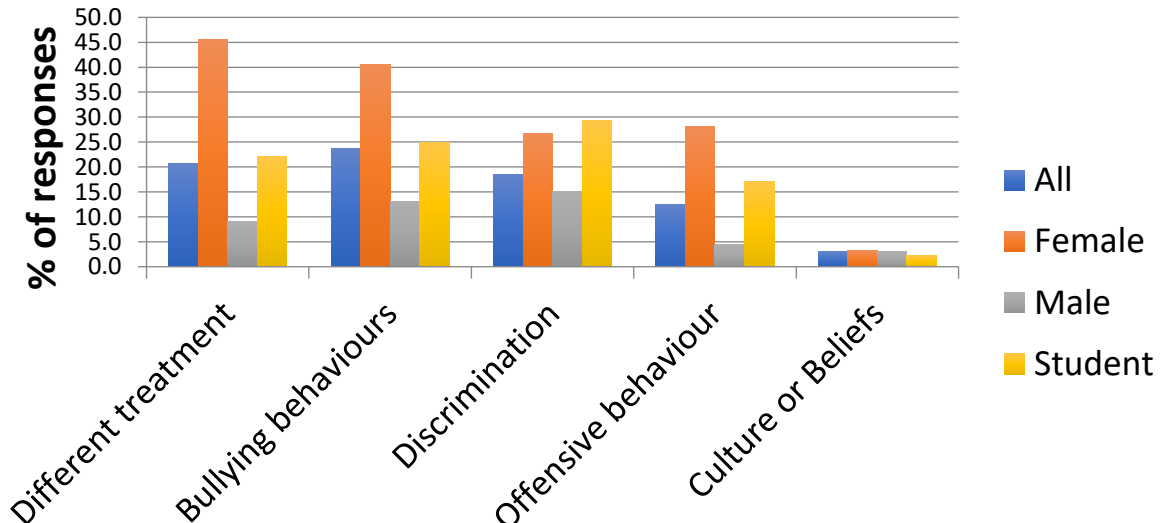
The survey data shows that men are unlikely to feel treated differently due to any aspect of their identity (e.g. gender, ethnicity, religion, sexual orientation, medical condition or disability). Alternatively women are more likely to feel occasionally treated differently than not.

## Experienced discrimination due to identity



Women are four times as likely to perceive occasional discrimination due to an aspect of their identity than men in the past two years. Overall, both genders show similar percentage of no perceived discrimination (at 45% female and 55% male) but men perceive a lower frequency of discrimination.

## School experiences



This data shows the percentage of all survey responses who gave a positive response to questions on being treated differently due to their identity; being subject of bullying, belittling, gossip, or being ignored; experiencing discrimination; being subject of jokes, inappropriate or offensive behavior; or made feel uncomfortable due to cultural beliefs. The data indicates that women and students feel that they experience this behaviour more often. Cultural, racial and religious beliefs are generally respected among the School members.