

Leadership and the diversity deficit in international education

Speakers

Ruby Biscuit - Macquarie University International College

Shanton Chang - University of Melbourne

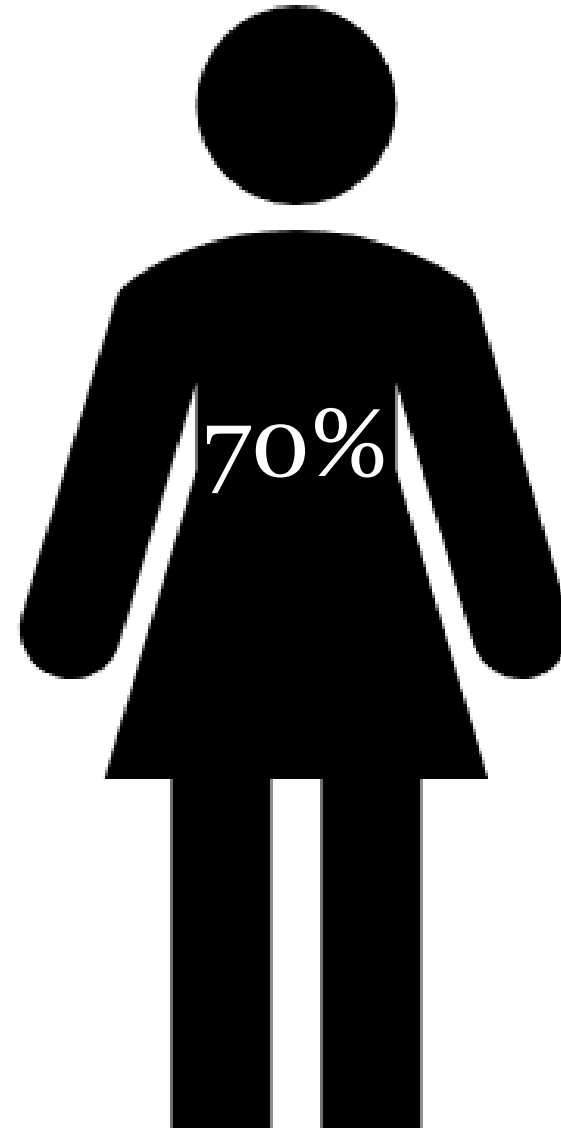
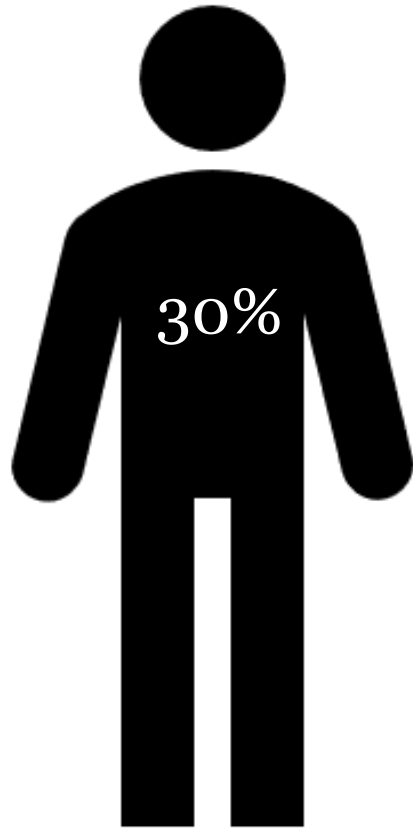
Julia Hoon - Bond University

Rachelle Towart - Pipeline Talent

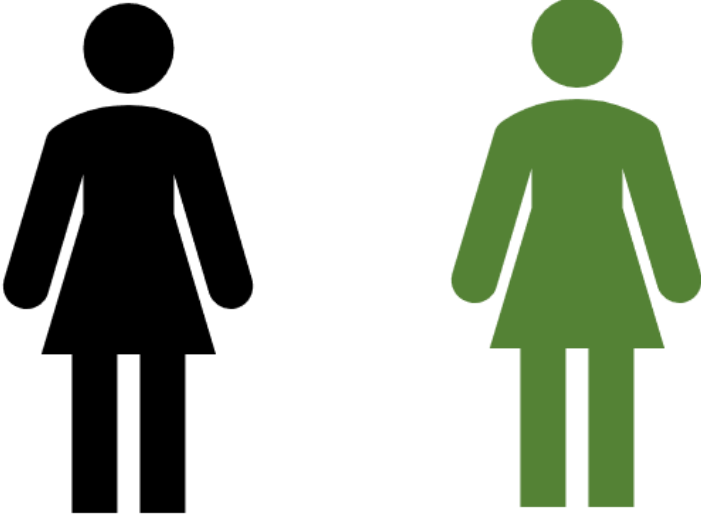
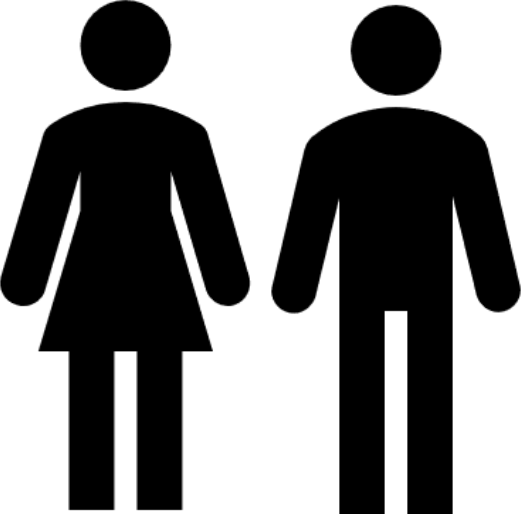
Designed and supported by IEAA professional network conveners

Research by Arfa Noor

International Education Diversity Survey – respondent demographic

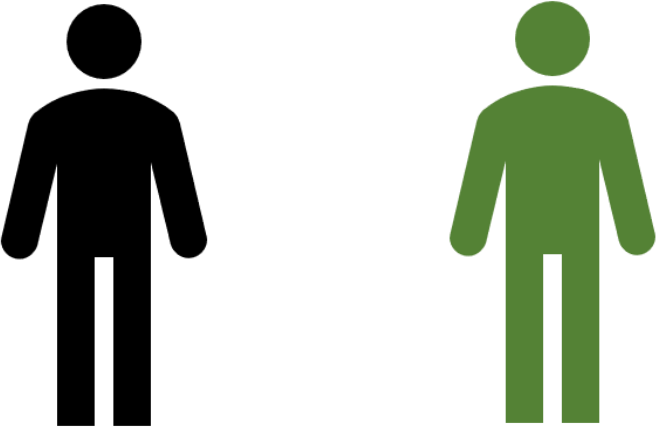


Identify as Culturally and Linguistically Diverse



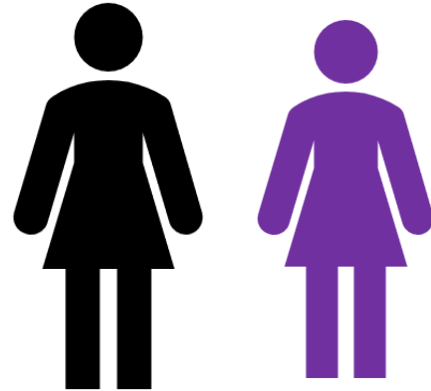
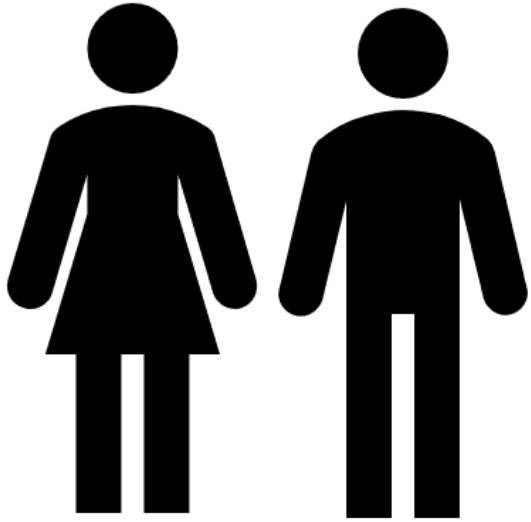
38%

43%
of all respondents

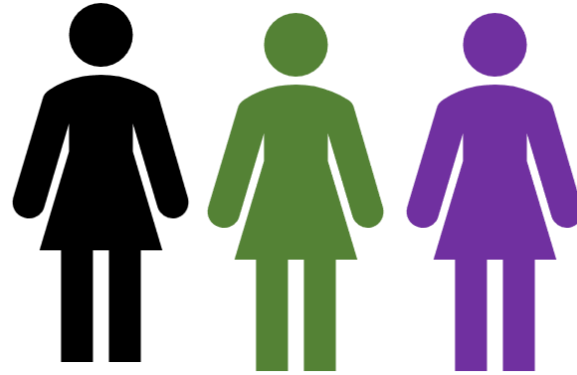


53%

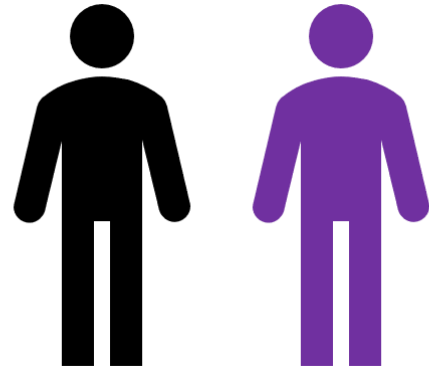
Identify as LGBTIQ+



6%



3%



5%

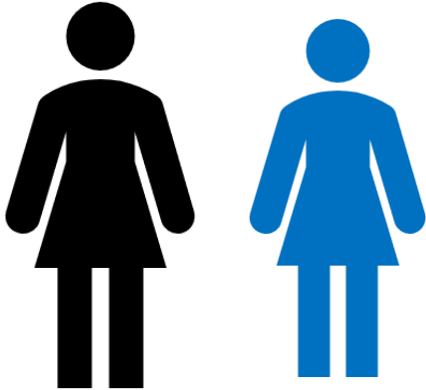
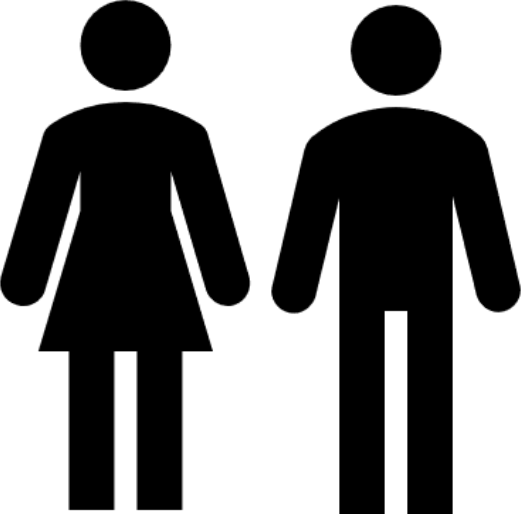


3%

11%

of all respondents

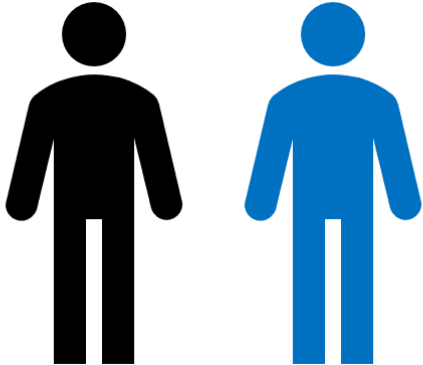
Identify with Ability Diversity



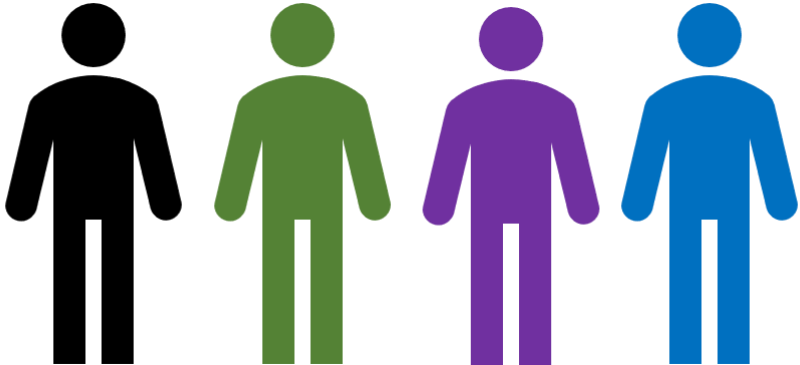
7%



1%



3%



1%

10%
of all respondents

Do you think Australian international education is a diverse industry?



71%

Yes



16%

No



12%

Not Sure

Do you think this diversity is represented among managers and leaders in the industry?



50%

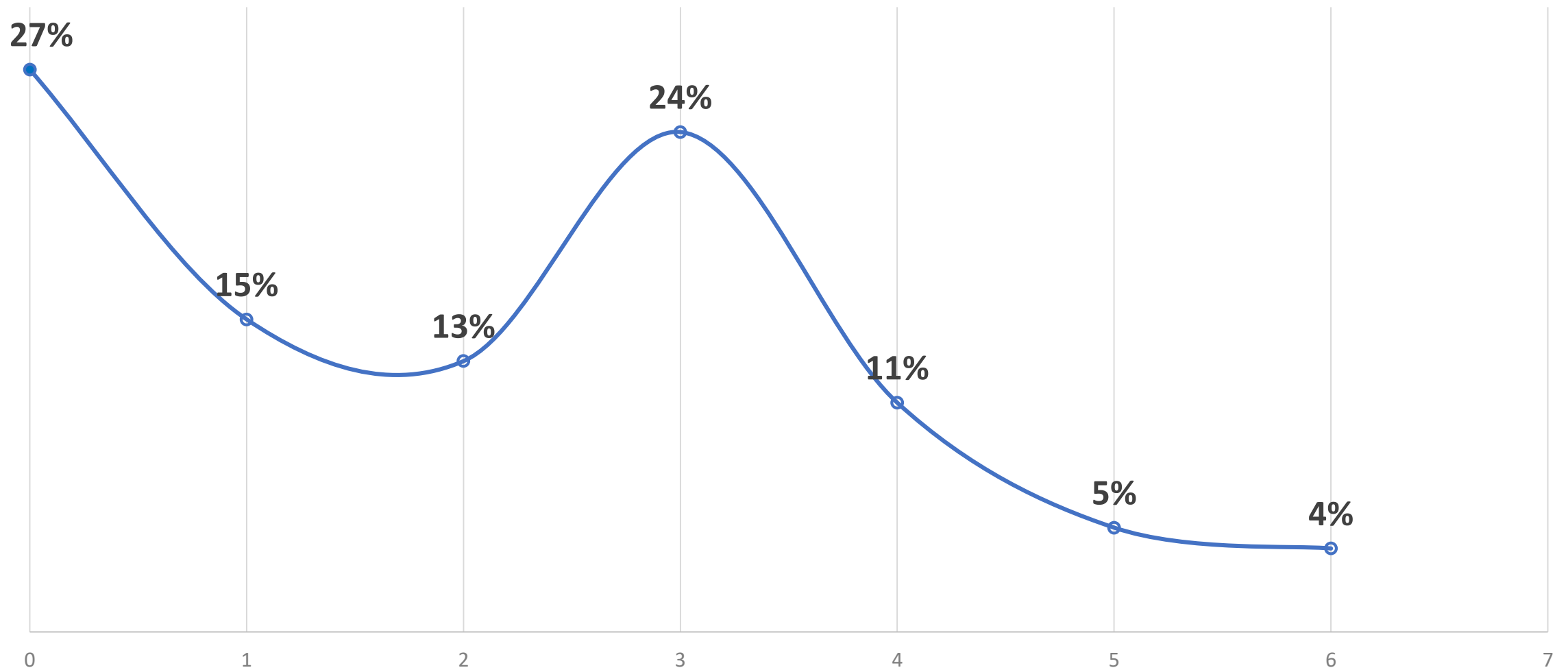
Yes



50%

No

Do you worry that your progress in Int'l Ed will be slower because of your gender?



Do you worry that your progress in Int'l Ed will be slower because of your gender?

Never

Occasionally

Constantly

0 - 2

3 - 4

5 - 6



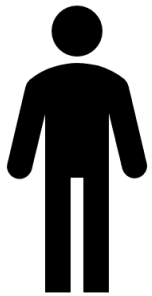
44%



41%



13%



77%

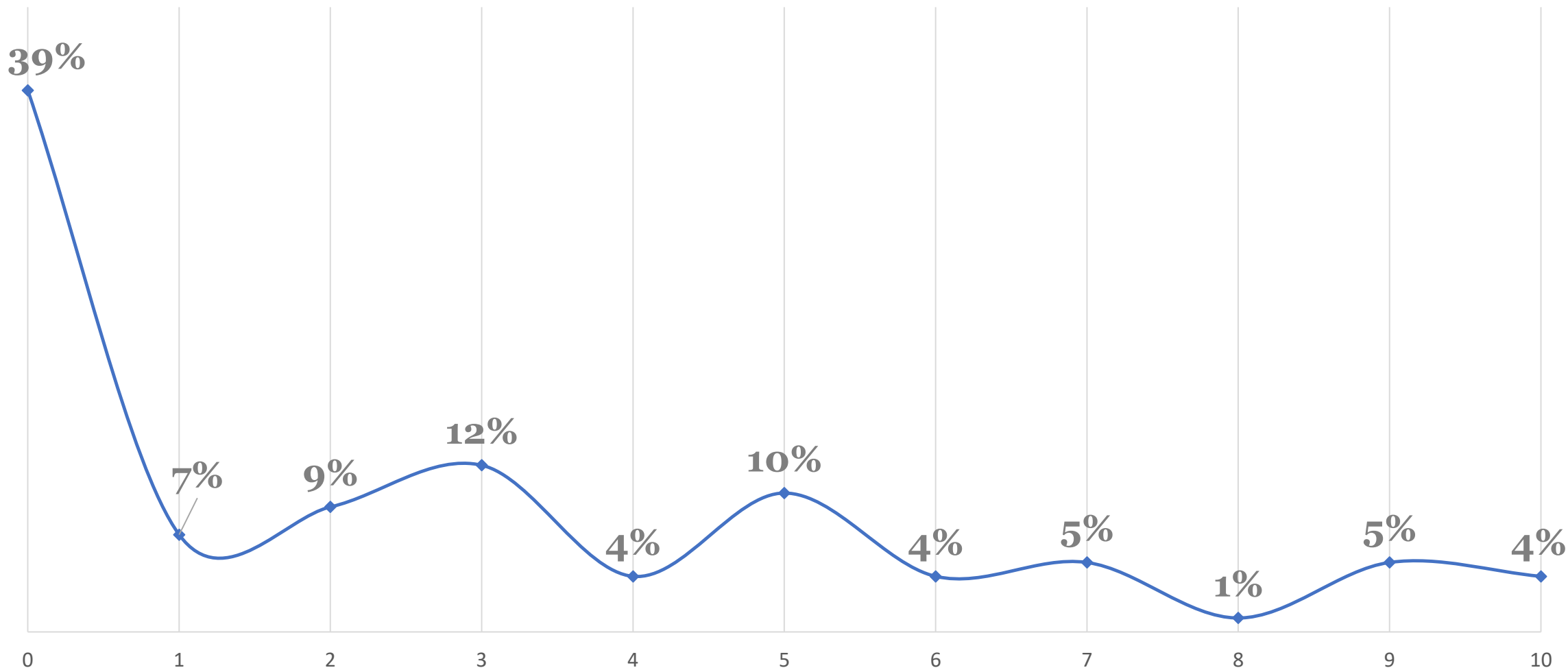


20%



3%

DO YOU WORRY THAT YOUR PROGRESS IN INT'L ED WILL BE SLOWER BECAUSE OF YOUR RACE?



Do you worry that your progress in Int'l Ed will be slower because of your race?

Never

Occasionally

Constantly

0 - 3

4 - 7

8 - 10



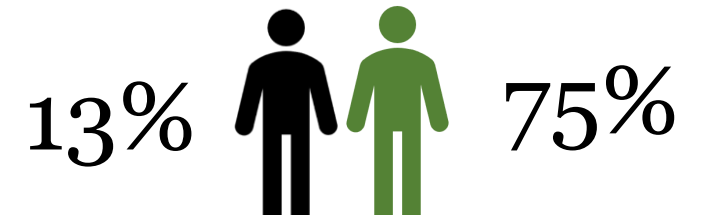
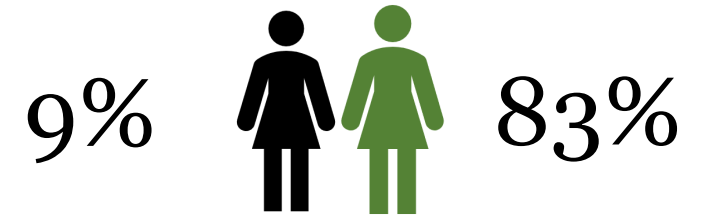
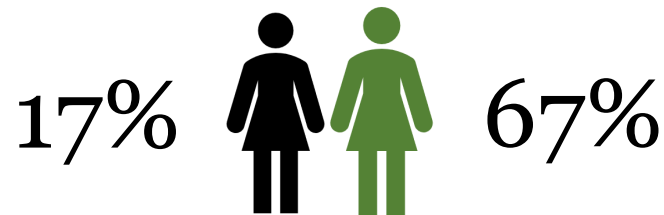
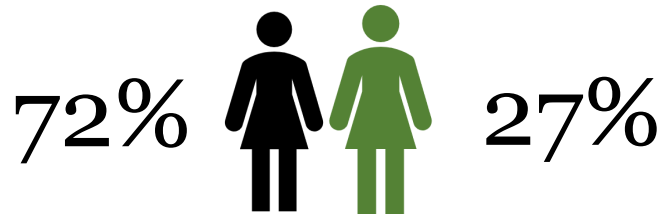
44%



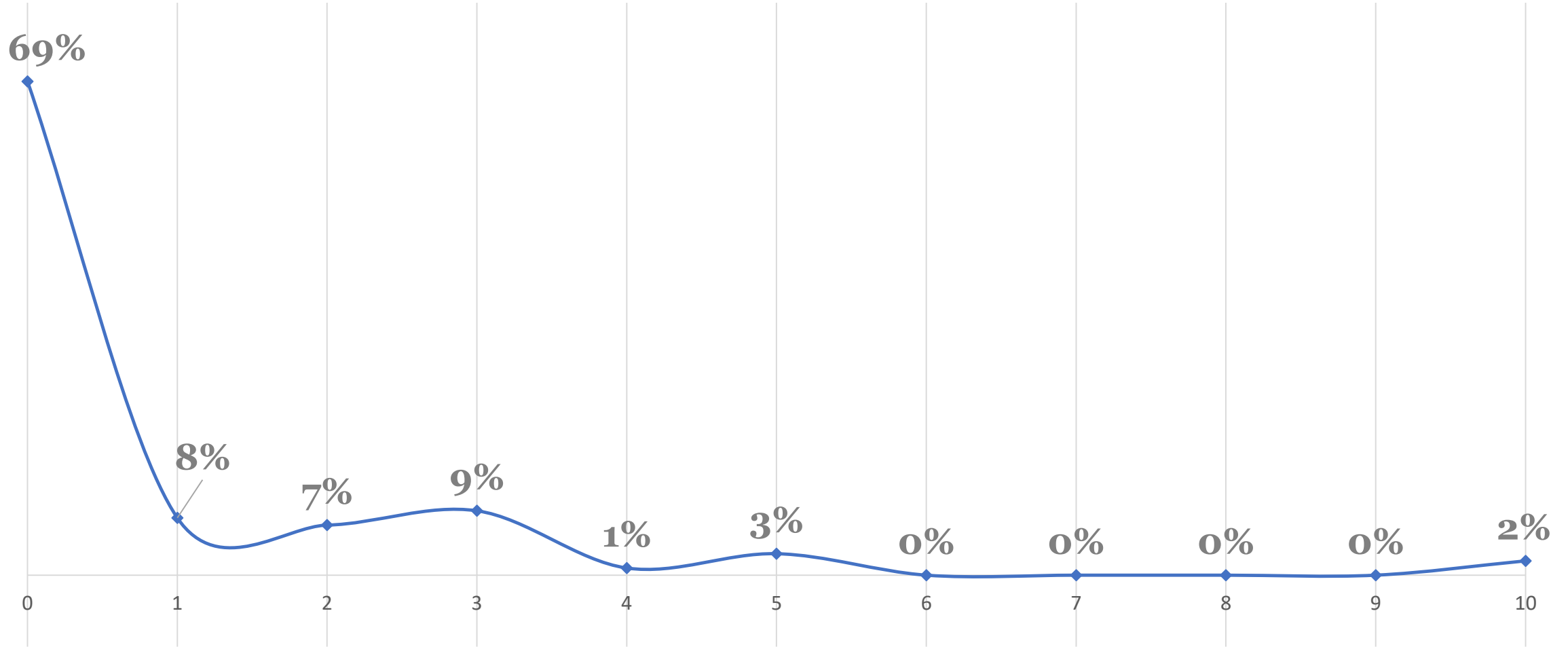
37%



19%



DO YOU WORRY THAT YOUR PROGRESS IN INT'L ED WILL BE SLOWER BECAUSE OF YOUR SEXUAL ORIENTATION?



Do you worry that your progress in Int'l Ed will be slower because of your sexual orientation?

Never

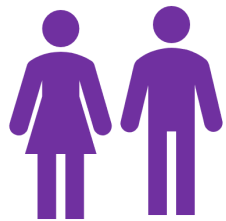
Occasionally

Constantly

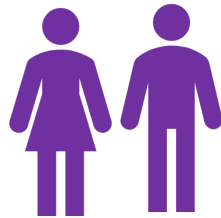
0 - 3

4 - 7

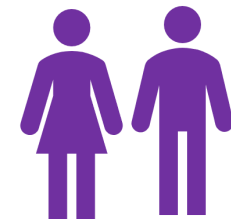
8 - 10



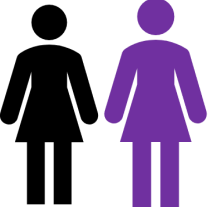
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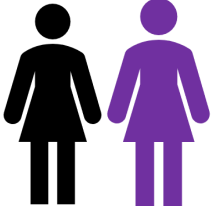


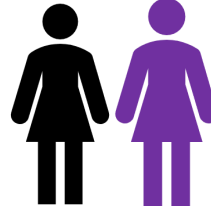
27%

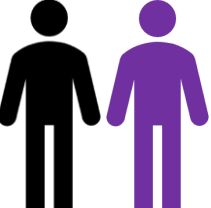


18%

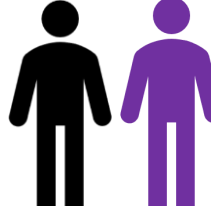
94%  5%

3%  100%

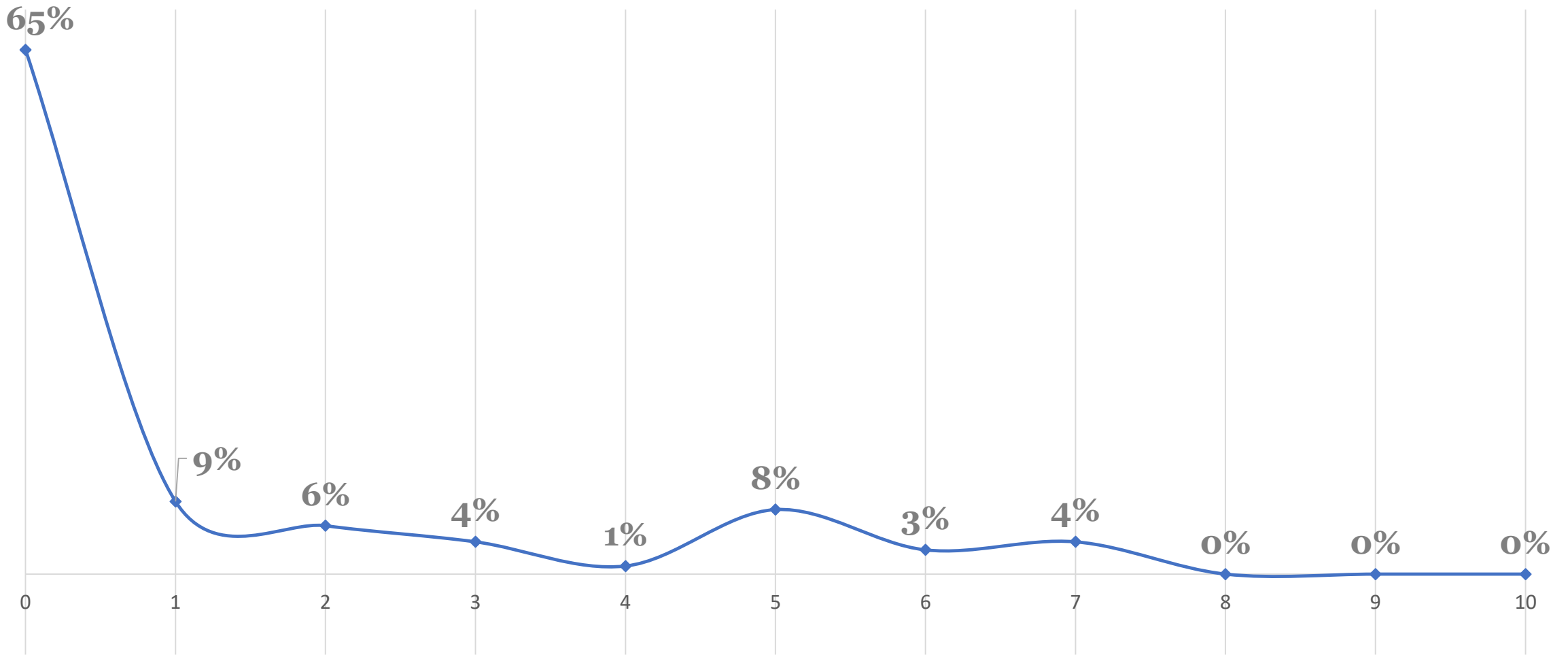
0%  0%

87%  12%

7%  50%

7%  50%

DO YOU WORRY THAT YOUR PROGRESS IN INT'L ED WILL BE SLOWER BECAUSE OF YOUR PHYSICAL ABILITY?



Do you worry that your progress in Int'l Ed will be slower because of your physical ability?

Never

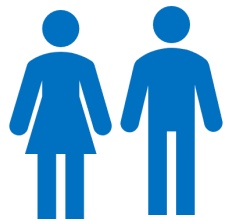
Occasionally

Constantly

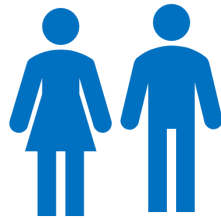
0 - 3

4 - 7

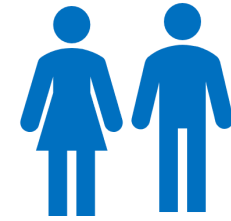
8 - 10



70%

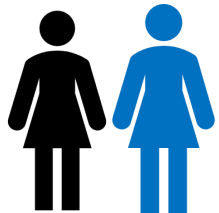


30%



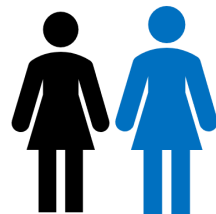
0%

84%



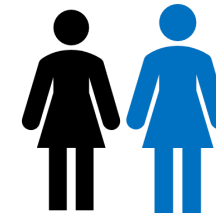
8%

14%



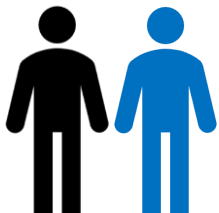
20%

0%



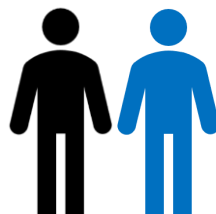
0%

80%



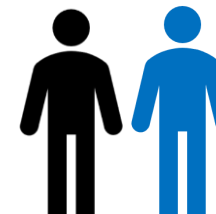
8%

20%



17%

0%



0%

Do you know people with ability diversity in your workplace?



40%

Yes



23%

No



34%

Not Sure

Have you faced or witnessed sexism in the workplace?

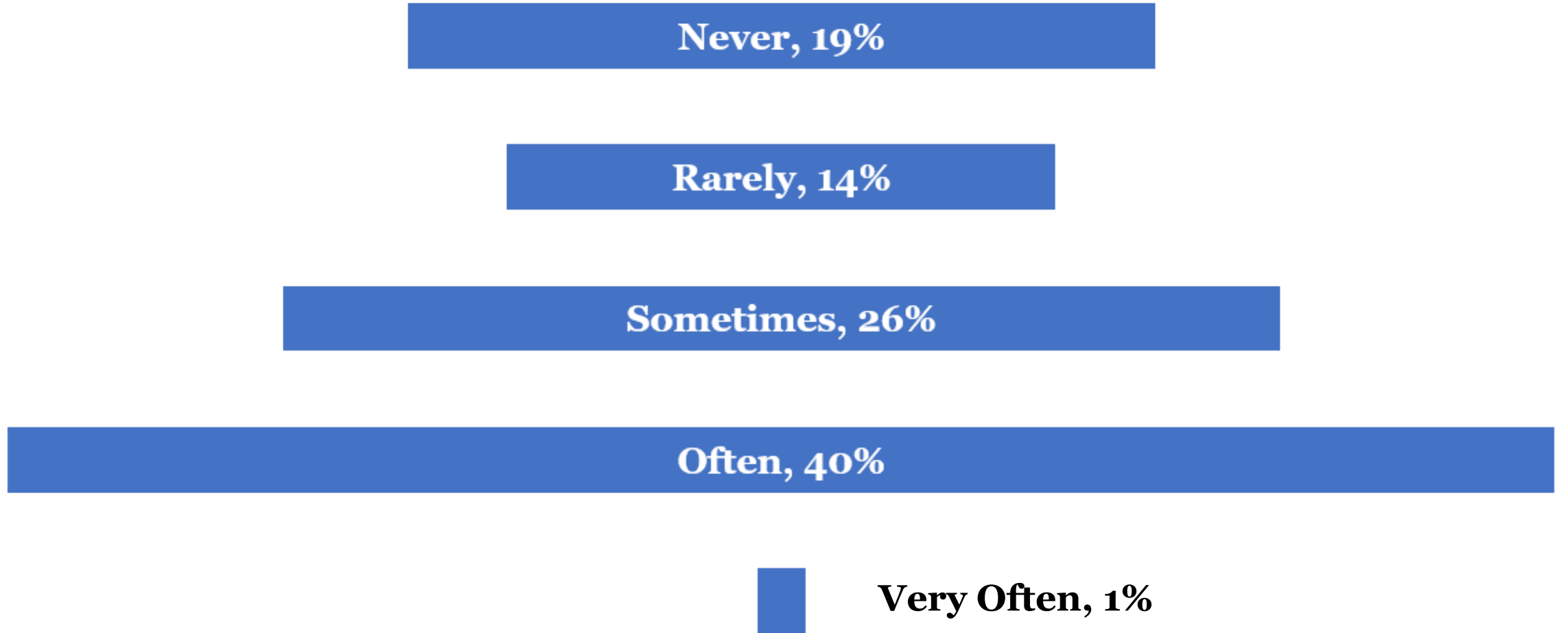
Never, 19%

Rarely, 14%

Sometimes, 26%

Often, 40%

Very Often, 1%



Have you faced or witnessed sexism in the workplace?

Never	Rarely	Sometimes	Often	Very Often
-------	--------	-----------	-------	------------



53%



65%



74%



82%



90%



47%



35%



23%



18%



10%

Would you describe it as casual or overt sexism?

Casual
92%

Overt
8%



74%



80%

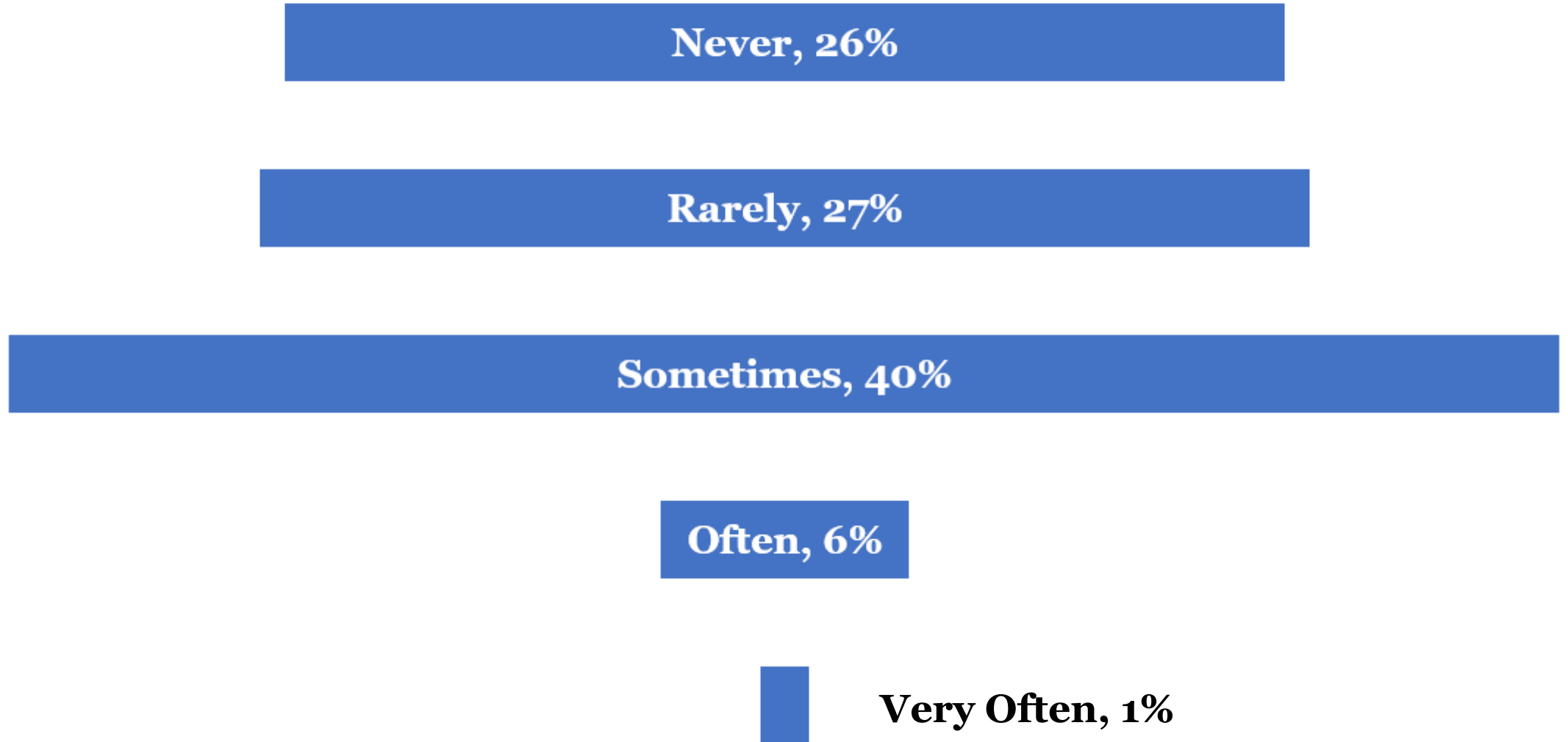


26%



20%

Have you faced or witnessed racism in the workplace?



Have you faced or witnessed racism in the workplace?

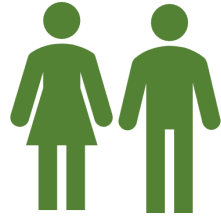
Never	Rarely	Sometimes	Often	Very Often
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35%



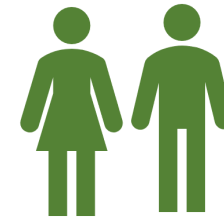
29%



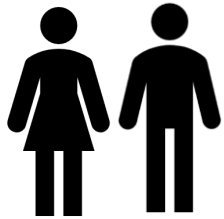
45%



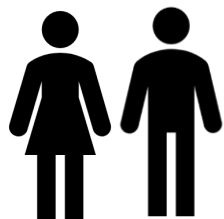
80%



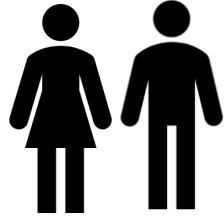
90%



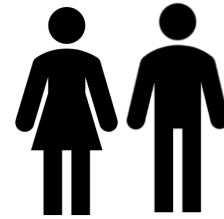
65%



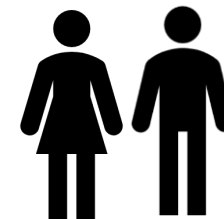
71%



55%



20%

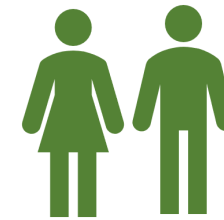


10%

Would you describe it as casual or overt racism?

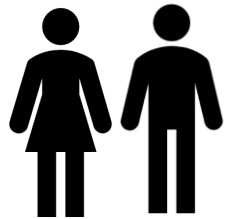
Casual
76%

Overt
24%

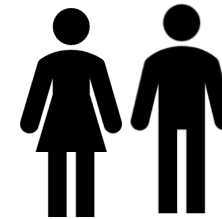


36%

64%



64%



36%



Have you faced or witnessed homophobia or transphobia in the workplace?

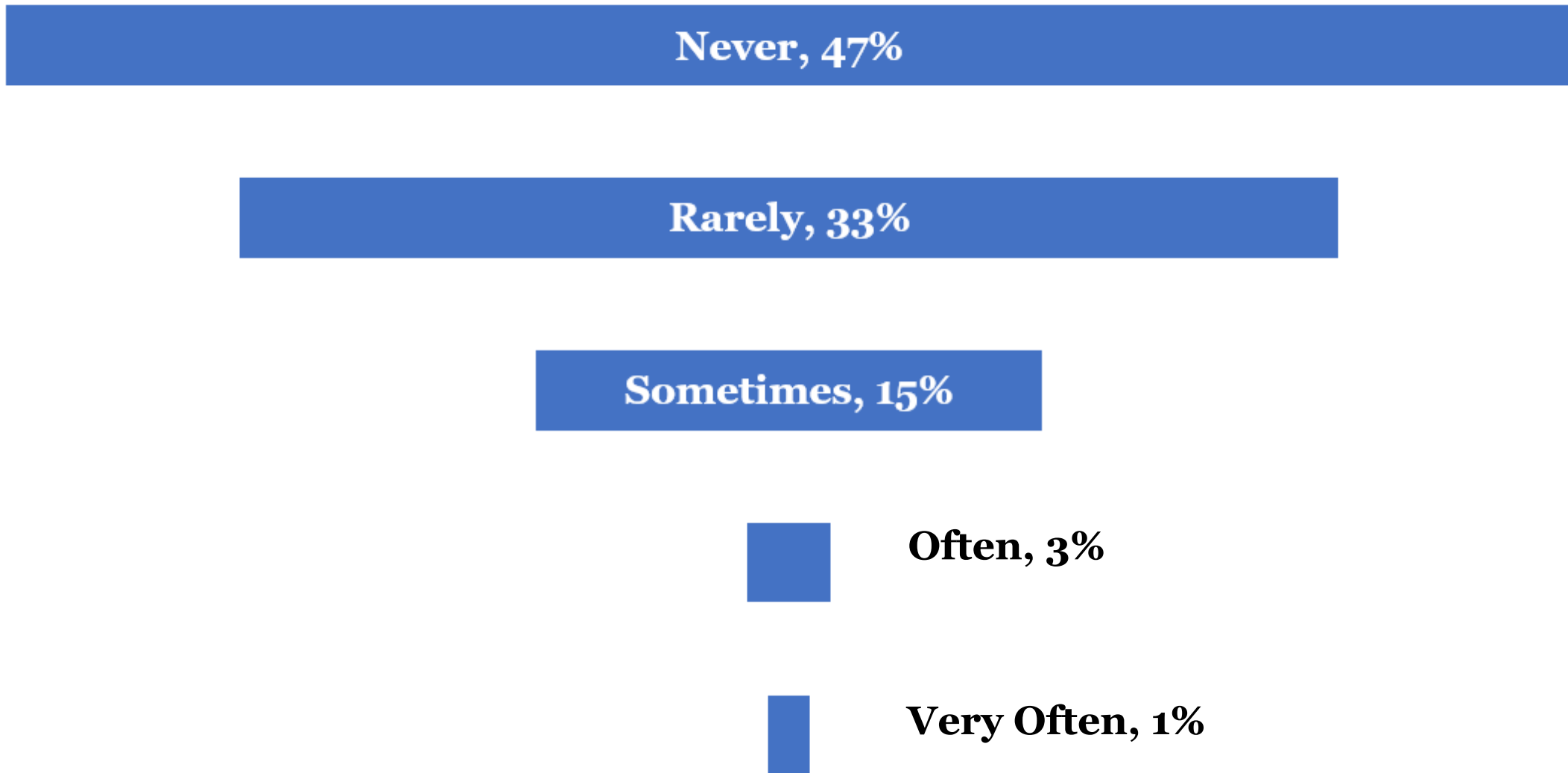
Never, 47%

Rarely, 33%

Sometimes, 15%

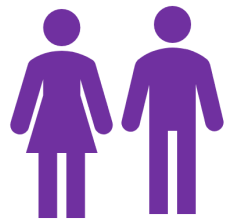
Often, 3%

Very Often, 1%

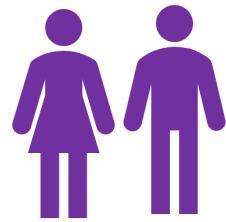


Have you faced or witnessed homophobia or transphobia in the workplace?

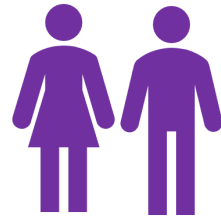
Never	Rarely	Sometimes	Often	Very Often
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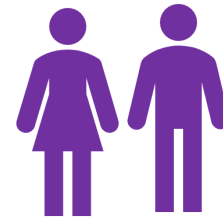
0%



15%



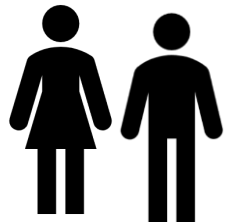
17%



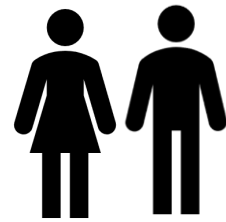
0%



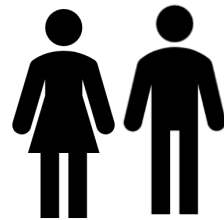
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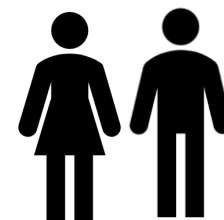
100%



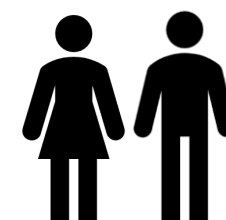
85%



83%



100%



100%

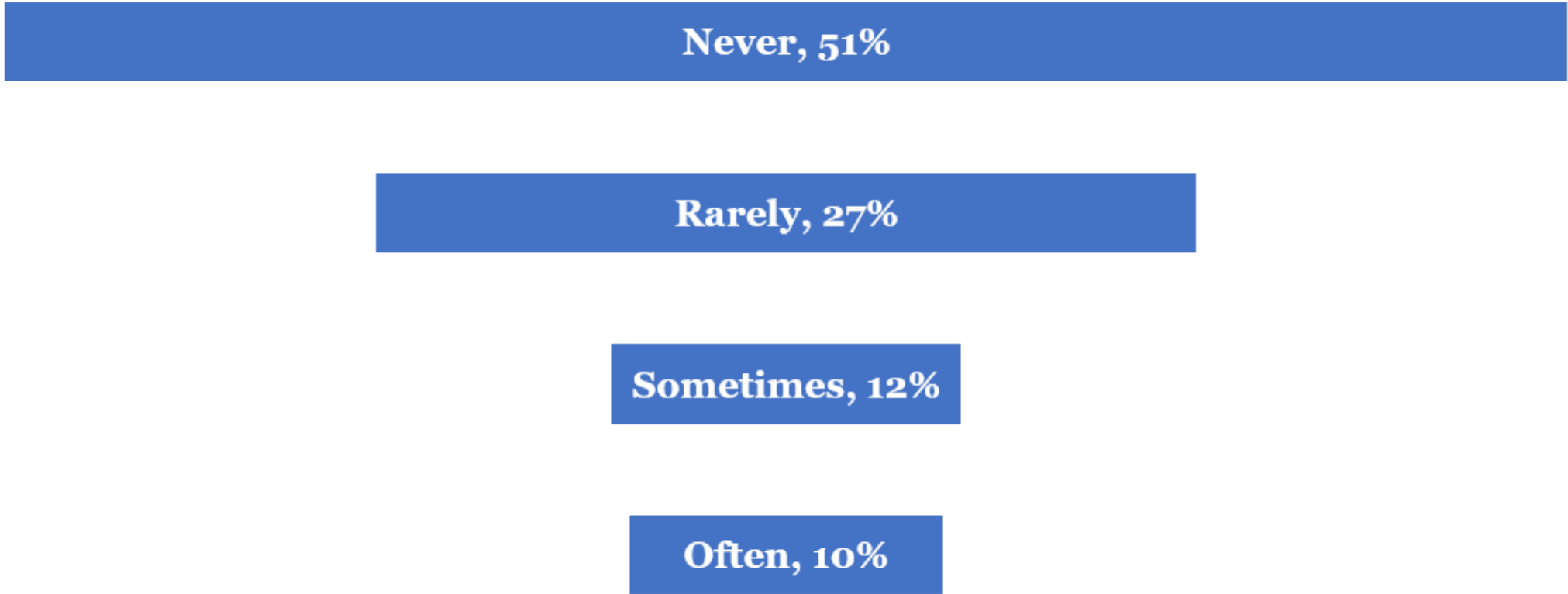
Have you faced or witnessed ableism in the workplace?

Never, 51%

Rarely, 27%

Sometimes, 12%

Often, 10%



How comfortable do you feel addressing casual racism or sexism among your peers/colleagues?

