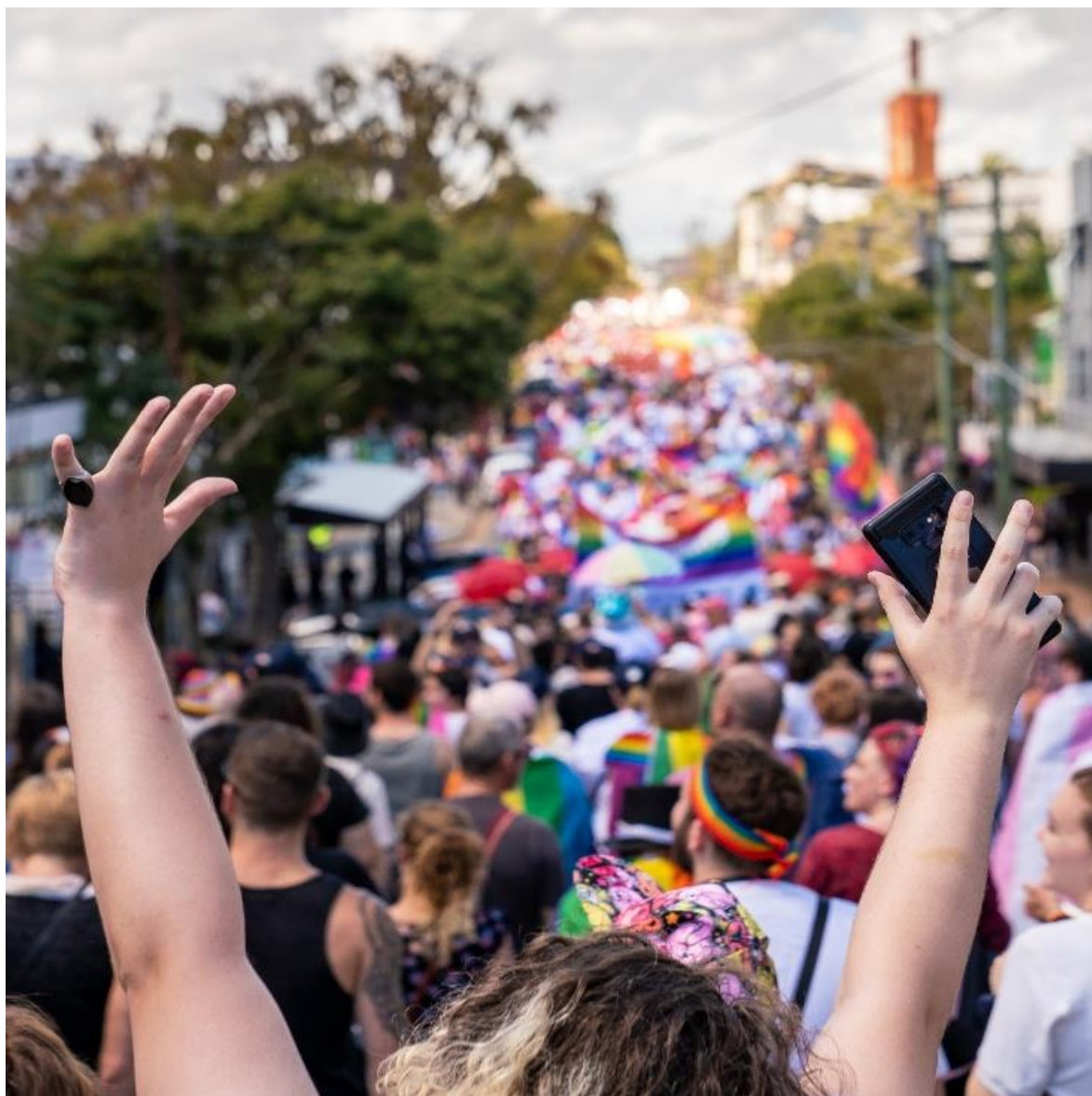


UQ Ally Action Plan Annual Report 2019



1. Context

1.1 Overview

The University of Queensland (UQ) is committed to developing and maintaining, a welcoming, respectful and inclusive work and study environments where all people feel comfortable and safe being their authentic selves.

The University of Queensland Ally Action Plan 2019-2022 (Action Plan/the Plan) provides strategic direction and planning framework for LGBTIAQ+ inclusion efforts at UQ and establishes priorities for UQ's Ally Action Committee (UQ AAC). This plan is the third iteration of the UQ Ally Action Plan and builds on the work achieved in previous years.

This report serves to review the Plan's first year of implementation, celebrating the successes of the UQ Ally Network and identifying challenges that can inform and support its ongoing implementation.

1.2 Strategic Context

The UQ AAC was established in November 2016, to drive and coordinate activities which foster a culture and community at UQ that is inclusive, respectful, informed and supportive of gender, sex and sexuality diverse peoples. The UQ AAC exists within a well-established diversity and inclusion governance, oversight and accountability framework. While the UQ AAC oversees the LGBTIAQ+ portfolio of Workplace Diversity and Inclusion (WD&I), WD&I endeavours to apply an intersectional lens to all of their activities and as such, LGBTQIA+ inclusion should also be mainstreamed throughout all other portfolios.

The Plan, and the work of the UQ AAC, aligns with The University of Queensland's values and goals outlined in the:

- UQ Strategic Plan 2018-2021,
- UQ Student Strategy 2016-2020,
- UQ SAGE Athena SWAN Gender Action Plan 2019-2023, and
- Workplace Diversity and Inclusion Strategy 2019-2022.

The Plan is also informed by Pride in Diversity, and feeds into UQ's annual submission to the Australian Workplace Equality Index, to ensure planning reflects national best practice.

1.3 Key Achievements

UQ has achieved some very positive outcomes in LGBTIAQ+ inclusion over the past year. Highlights include (but are not limited to):

- Partnering with other Brisbane-based universities to march in the Brisbane Pride March under the banner "University Unity" for the second time, with senior UQ representation by the Provost and PVC T&L.
- UQ Ally Action Committee members presented at several national conferences on LGBTIAQ+ inclusion, including the annual Pride in Practice.
- Facilitating eight Ally Workshops, including focussed workshops for specific cohorts, including Human Resources (HR). These efforts increased the UQ Ally Network by 170.45% over the past 18 months¹, which now represents 6.83%² of the UQ FTE staff cohort.; already reaching the goal set for 2022 .
- Completing the second UQ Ally Network Engagement Survey with a 33% increase in respondents.

¹ The Ally network grew from 170 people in August 2018, to 476 in December 2019.

² As of December 2019.

- Recognising multiple days of significance and key dates on the University calendar through targeted events and activities, including flying the Rainbow and Transgender flags at St Lucia, Gatton and Herston campuses during important dates.



- Creating and delivering a new 'Ally Train the Trainer' program to increase the number of trained Ally Workshop facilitators at UQ, which will further enhance the reach and scope of the Ally training and grow the Ally network.

2. Vision

The UQ Ally Network, driven by the Ally Action Committee, vision is for UQ to be a national leader for the inclusion, respect and support of gender, sex and sexuality diversity in education and employment. This vision will be realised through the achievement of the following objectives:

1. Increased visibility of the UQ Ally Network consistently across the University.
2. Empowering the UQ Ally Network to create positive change for LGBTIAQ+ inclusion across the University.
3. Embedding LGBTIAQ+ inclusion in all University business.
4. Improving UQ's external engagement to contribute to developing LGBTIAQ+ inclusive communities.

3. Governance

3.1 Implementation

The UQ Ally Action Plan implementation is guided by the UQ 6A Inclusion Framework, as outlined in The University of Queensland Workplace Diversity and Inclusion Strategy 2019-2022.

The Ally Action Committee, with support from the Ally Executive Champions (AEC) and Workplace Diversity and Inclusion, is responsible for implementing the Action Plan. This Plan is supported by an implementation plan that provides the actions, timeframes, responsible officers and reporting mechanisms for the UQ AAC to achieve its objectives.

Implementation is achieved through the use of existing resources available to support the UQ Ally Network, in addition to additional support provided by the Executive Champion/s who guide the AAC on securing any additional resources needed to successfully implement the Plan.

3.2 Monitoring and Reporting

This report is delivered annually by the UQ AAC and measures the progress of the Plan during the previous twelve months. The report is shared with the UQ Ally Executive Champion/s in December each year, before being presented annually to the Senate Committee for Equity, Diversity and Inclusion in March the following year. Once endorsed by the Senate, the report is made available to all staff and students via a web portal.

The Senate Committee for Equity, Diversity and Inclusion, in partnership with Workplace Diversity and Inclusion, is responsible for monitoring the implementation of the Plan.

4. Visibility

Objective 1: Increase the visibility of the UQ Ally Network consistently across the University

4.1 Workshops

In addition to almost doubling the number of trained Ally staff at UQ, three of the University's most-senior members of staff became Allies and Champions, a role intended to be formalised during the Plan's implementation, while an additional two formally hold the AEC position.

Workplace Diversity and Inclusion continued to provide administrative support to the Ally Network, including creating a new database of current Ally membership and completing a full audit of all members through correspondence and terminated appointments.

4.2 Events

The UQ Ally Network contact list, database and website are accurately maintained by Workplace Diversity and Inclusion, who also facilitated the Ally Network's inclusion at St Lucia and Gatton Open Days, Market Days, New Staff Expos and Teaching and Learning week in 2019.

In addition, the Ally Network has hosted events to celebrate national days of significance such as International Day against Homophobia, Biphobia, Intersexism and Transphobia and (17 May), Pride Month (August), Wear it Purple Day (August 30) and Transgender Day of Remembrance (20 November). The Ally Network regularly worked in collaboration with other areas of the University, including the Student Experience Team, to support the development and promotion of these events.

4.2.1 Ally Network-led Events

A full list of events that the Ally Network took the lead on is provided below:

- UQ Market Day – St Lucia (20 February): The Ally Network hosted a stall promoting its work.
- Trans Day of Visibility (26 March): Celebrated with a Great Court picnic.
- International Day against Homophobia Transphobia and Biphobia (17 May): Celebrated with a UQ Ally Network morning tea in the Great Court; and local events including an afternoon tea at Emmanuel College hosted by some of its residents and a morning tea hosted by the Student Employability team.
- New Staff Expo (10 July): Workplace Diversity and Inclusion hosted a stall promoting the Ally Network.
- Open Day St Lucia, Herston and Gatton (August): Workplace Diversity and Inclusion hosted a stall promoting the Ally Network, with support from volunteers of the Ally Network.
- Pride Month (August): LGBTIAQ+ trivia and pizza night to mark the anniversary of the Stonewall Riots, in partnership with the Student Experience Team. UQ staff and students marched under the University Unity banner along with staff and students from Griffith and QUT; placed Pride history signage in the Great Court of St Lucia and screened the Pride film shown at twilight on the Grassy Knoll.
- Wear it Purple Day (August 30): a research showcase, networking and afternoon tea at St Lucia and Herston campuses for a total of 55 attendees across both locations.
- Pride March and Rally (September 21): 80 UQ Staff members, including the Provost and the Pro-Vice-Chancellor of Teaching and Learning (and Ally Executive Champion), and their families marched in the Brisbane Pride March and Rally.

- Transgender Day of Remembrance (20 November), which featured a memorial in the Michie Forecourt honouring the victims of trans-phobic violence and discrimination.

4.2.2 LGBTIAQ+ Inclusion at UQ

In addition, Faculty/School/Institute-level Diversity and Inclusion Committees and members of the Ally Network regularly partnered with other areas of the University to provide expertise and input, and to support the development and promotion of other events and programs, such as:

- A Wear It Purple Day morning tea (29th Aug 2019) was organised in the School of Pharmacy. This was the first time that this event was run in the school, with staff and students of the collocated Queensland Alliance for Environmental Health Sciences (QAEHS) also invited.
- On 30th August, the Australian Institute of Bioengineering and Nanotechnology celebrated Wear it Purple Day with a catered morning tea that was open to all staff and students.
- LGBTIAQ+ Inclusion in Sport (7 May): a half-day conference that aimed to create a dialogue around the inclusion of LGBTIQ+ individuals and groups within sport.
- LGBTIAQ+ STEM Day (5 July): UQ celebrated the international day of LGBTIAQ+ people in science, technology, engineering and maths (STEM) with the UQ Ally Network and SEQ Australian Science Communicators. This event was sponsored by ARC Centre of Excellence for Engineered Quantum Systems.
- The AAC has also supported the ARC Centre of Excellence for Engineered Quantum Systems to add rainbow logos to profile photos for people who have completed Ally training at their university (equs.org).
- UQ Mental Health Champions Networking Session – LGBTIAQ+I themed.
- ‘Reflections on *teaching diversity* to a *diverse* student cohort...’ delivered at UQ’s annual School of Veterinary Science Teaching Forum.
- On gender: Work in Progress Seminars.
- The UQ Law Society Annual Rainbow Networking Drinks (18 September).
- Consultation on a new Teaching and Learning project for the UQ Gender Studies Minor.
- National Coming out Day (11 October): Gatton campus had Shane Barrington, an LGBTIAQ+ Veterinarian from North Brisbane, come in as a guest speaker.
- Two Ally Action Committee members spoke on the Faculty of Science’s Annual Leadership and Mentoring Program in Science (16 October).
- One of the student representatives on the Ally Action Committee was invited to give two twenty-minute presentations to incoming science leaders within the Faculty of Science.
- A representative of the Ally Action Committee was invited by Emmanuel College to speak on the importance of recognizing the value and importance of individual diversity to build innovation and success in the workplace.
- Office of Marketing and Communications commenced a review of the UQ Brand and Tone of Voice Guidelines to which the AAC was able to ensure LGBTIAQ+ language considerations were appropriately considered through the participation of Allies on the review panel. An AAC member



currently acts as the UQ Brand Management Assistant and is part of UQ's Style Guide and Copy Bank team.

- The Faculty of Humanities and Social Science developed an app called STACKS which is aimed to help improve the student experience and keep students happy and healthy on campus. Members of the Ally Action Committee had input into the designing of the app and the provision of LGBTIAQ+ resources.
- The School of Pharmacy conducted an online anonymous survey of student and staff opinions on areas of relevance to the Diversity and Inclusion committee in late 2019. This aimed to find out the perceived levels of activity; areas of personal importance; and areas of strategic importance relating to diversity and inclusion activities within the school. Of the 51 responses – 14 indicated that they were interested in UQ Ally training, and 18 in LGBTIAQ inclusion and gender diversity.
- The Faculty of Medicine did a student-staff partnership project on improving teaching of LGBTIAQ+ topics in the medical program.
- The Facu

4.2.3 External events with UQ Ally Representation or Sponsorship

- AAC Student Representative, Christopher Hanson, facilitated a workshop for parents, family, carers and friends of young LGBTIAQ+ people who would like to learn how to better support these young people with Open Doors Youth Service.
- UQ's Director of Student Employability and member of the AAC, Dr Dino Willox was invited to speak on the Global Employability Speaker Panel at the International Student Leadership Forum.
- Dr Willox was also invited to speak on a panel for Wear it Purple Day hosted by the Queensland Public Sector LGBTIAQ+ Steering Committee, on being out at work, and how we can better support young LGBTIAQ+ people.
- Dr Francisco Perales presented two sessions at the 2019 Pride in Practice conference:
 - Perales, F. & Campbell, A. (2019) 'The Health/Wellbeing of Australian LGB Populations: a Statistical Portrait – Pride in Practice conference – 27/11/2019 – Sydney (Australia) /
 - Hough, D. & Perales, F. (2019) 'Insights from Current AWEI Employee Survey Data & Future Directions' – Pride in Practice conference – 26/11/2019 – Sydney (Australia)

As previously noted, UQ flew the Rainbow Flag on key dates in the LGBTIAQ+ calendar at St Lucia, Gatton and Herston campuses, on the following key dates:

- International Day against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) (17 May);
- O Week Semester 2 (15/07/2019-19/07/2019);
- Gatton Open Day (18 August);
- Wear it Purple Day (30 August);
- Bisexuality Day (23 September);
- National Coming out Day (11 October).

In addition, the Transgender flag was flown at St Lucia, Gatton and Herston campuses during Transgender Day of Visibility and Transgender Awareness week, including Transgender Day of Remembrance.

4.3 LGBTIAQ+ Inclusive Marketing and Communication



The Ally Network, via the Ally Action Committee, regularly partnered with the UQ Office of Marketing and Communication to ensure all marketing and communications were inclusive of LGBTIAQ+ communities. As such, stories of LGBTIAQ+ inclusion were promoted and through various channels, including UQ News, the Small Change blog, and Contact Magazine. Such pieces included:

- [UQ's Dedication to diversity recognised](#)
- [From Camp to Community](#)
- [From 'Face of UQ' to champion of diversity](#)
- [Equal experience](#)
- [Domestic violence in rainbow families](#)
- [Online abuse towards LGBTIAQ+ people: It's still happening](#)
- [Student, staff member, Sistergirl](#)
- [A perspective on trans visibility](#)
- [The importance of identity](#)
- [How can Allies make the process of transitioning at work easier?](#)

4.4 Promotion of UQ research in LGBTIAQ+ Inclusion

The following UQ research was promoted through regular Ally Network communications:

- ['Gay gene' search reveals not one but many – and no way to predict sexuality](#): Brendan Zietsch (30 August 2019)
- [How many Australians are not heterosexual? It depends on who, what and when you ask](#): Francisco Perales and Alice Campbell (11 June 2019)
- Female Sexual Fluidity by Alice Campbell was a wild card entry in the [3 Minute Thesis](#) competition.

5. Empower

Objective 2: Empower the UQ Ally Network to Create Positive Change for LGBTIAQ+ Inclusion across the University

In 2019, the Ally Action Committee facilitated three network meetings, with the goal of creating a community of practice that provided opportunities for UQ Allies to:

- share information and experiences;
- develop new skills and knowledge;
- keep up-to-date with strategic initiatives;
- contribute to the development and implementation of strategic initiatives; and
- network and build relationships with other Allies.

Networking events incorporated:

- an UQ Ally Showcase;
- a presentation on UQ's results in the Australian Workplace Equality Index; and
- an Intersex 101 lecture by leading advocate on intersex experiences, Morgan Carpenter.

An opportunity was also extended for one member of the Ally Network to travel to Sydney to participate in the annual Pride in Practice conference, along with the Senior Manager of Workplace Diversity and Inclusion. This opportunity was awarded to Tarriaki Duncan, based on her ongoing commitment and support of the UQ Ally Network.

In November 2019, the Ally Action Committee and Workplace Diversity and Inclusion coordinated an Ally Workshop Train the Trainer for members of the Ally Network as a way to meet the demand of the Ally Workshop (as of December 2019, the workshop consistently had more than 30 people on each waiting list) and empower the network.

Twelve participants were trained through a two-part process – a deep-dive facilitated by Queensland Aids Council, and an internal facilitator training – strategically developed to ensure the integrity, expertise and reputation of the UQ Ally Workshop is upheld. It is anticipated that the new pool of facilitators will be able to enhance the capacity for hosting workshops, beyond those that are set up through the University's Staff Development program. This will also enable the delivery of localised trainings when requested, which will potentially growing the UQ Ally Network exponentially over the coming years.

The UQ Ally Network Yammer page is regularly used for information sharing, including in the distribution of new resources and sharing of relevant events. Further to this, the Ally toolkit is consistently updated with additional information and skill-building resources, while the Ally Workshop is updated to ensure that the learnings are current and in-line with industry best-practice. Workplace Diversity and Inclusion is working towards setting up a UQ Ally Network Sharepoint site for collaboration and information-sharing, to transition away from the Yammer page.

In 2019, the Ally Network was able to increase the funds that will be available in 2020, from \$8000 in 2019 to an approved \$12,700 in 2020. While this is a significant increase, it is noted that currently there are no additional funds dedicated to LGBTIAQ+ inclusion, or the Ally Network, outside of that which is funded through the Staff Development Program. As the Ally Network continues to grow and the benchmark is raised by the Australian Workplace Equality Index, it is anticipated that additional budget and resourcing will be sought over the coming year.

In October 2019, Workplace Diversity and Inclusion circulated an Ally Network Engagement Survey as a way to better understand the growing network and how to improve and strengthen that network. The results of the survey indicated that allies are more engaged than ever, but there is still more work to be done (further information, including recommendations can be found in the Appendix).

6. Embed

Objective 3: Embed LGBTIAQ+ Inclusion in All University Business

In 2019, the UQ Ally Network was led by two AEC roles, with defined roles and responsibilities. The AECs met quarterly, along with the Chair/s of the Ally Action Committee and the Senior Manager of Workplace Diversity and Inclusion, to provide advice, guidance and input on relevant matters. These positions were integral in raising the visibility of the Ally Network across the university and in providing strategic guidance on how to optimise LGBTIAQ+ inclusion and sense of belonging across both student and staff cohorts.

The relationship between the Queer Collective and the Ally Network was strengthened through regular collaboration on events, including UQ Market Day, and Queer Collective representation on the Ally Action Committee. In 2019, plans were made to connect the Queer Collective and Ally Network stalls during Market Day and other similar events, to further strengthen the collaboration between the two networks and provide a visible united profile for LGBTIAQ+ inclusion at UQ. In addition, Workplace Diversity and Inclusion established an informal 'meet-and-greet' with members of the Queer Collective, as a forum for sharing experiences and objectives, and mechanism for facilitating communication in the future. This meeting was very successful and is intended to happen on a semi-regular basis into the future.

Gender, sex and sexuality diversity and inclusion have continued to be embedded in UQ policies, procedures, guidelines and tools as HR moves towards a principles-based policy framework. The revised Equity, Diversity and Inclusive Behaviour Policy covers staff and student diversity and inclusion principles and is supported by several procedures. The policy is a Senate reserved policy and underwent extensive consultation to ensure it was inclusive.

In addition, in 2019, an audit of the University's Policies and Procedures Library (PPL) indicated a number of HR policies/procedures used gendered language (such as 'he' or 'she' and 'his' or 'hers'). These included:

5.20.07a	Visiting Academic – Policy
5.20.15a	Honorary and Adjunct Title Holders – Policy
5.41.05a	Probation and Confirmation of Continuing Staff (Academic Staff) – Policy
5.43.09a	Transfer and Travel between University Locations – Policy
5.60.13b	Compassionate Leave – Procedure
5.70.08a	Staff Grievance Resolution – Policy
5.70.08b	Staff Grievance Resolution – Procedure
5.70.13a	Medical Conditions Affecting Performance – Policy
5.70.13b	Medical Conditions Affecting Performance – Procedure
5.70.17a	Criteria for Academic Performance – Policy
5.80.12a	Promotion of Academic Staff Levels A-D – Policy
5.80.14b	Promotion to Professor – Procedure

An internal audit resulted in planned action taken to amend the policies in question during the regular review process for policies and procedures.

The Ally Action Committee, via Workplace Diversity and Inclusion, regularly provides advice and guidance into relevant strategies and plans, particularly where UQ Ally Network is identified as a stakeholder, including the UQ Sage Athena Swan Action Plan, and the UQ Mental Health Strategy 2018-2021. In addition, the AAC is regularly consulted when members of the UQ community require advice (including language formulations, LGBTIAQ+ representation, and or input) on the various area's work on LGBTIAQ+ inclusion.

Building on earlier work to develop a procedure for staff and students who wish to affirm their gender, a number of potential hotspots have been identified as being problematic, at times harmful, to staff and students who are affirming/have affirmed their gender previously. These hotspots are a result of the multi-system IT landscape of the University and result in the use of the person being deadnamed³ unexpectedly in public forums such as class role-calls. There are some cases where students have been unable to change the display name on their Microsoft Outlook profile and so are deadnamed whenever that email is used. The Ally Action Committee has taken this issue very seriously and is currently working with the ITS unit to systematise and reduce these instances. This work is expected to remain a priority into 2020.

7. Improve

Objective 4: Improve UQ's External Engagement to Contribute to Developing LGBTIAQ+ Inclusive Communities

In 2019, UQ was recognised with a Silver Employer ranking in the 2019 Australian Workplace Equality Index (AWEI), which is the definitive national benchmark for LGBTIAQ+ inclusion in the workplace, and which places UQ in the top 10-20% of highest-ranking employers in Australia. This is a significant improvement on the previous three years, where the highest level attained was bronze accreditation. The results from the 2019

³ Deadnaming is the act of calling someone by their birth name after they have changed their name and is often used in the context of trans people who have changed their name as part of their gender affirmation.

index were fed back to: the Ally Network; the AAC; Workplace Diversity and Inclusion; and senior members of the University, to enhance their awareness and understanding.

UQ continues to maintain its close-working relationship with Pride in Diversity, the hosts of the AWEI, through regular engagement, participation in Pride in Diversity initiatives. In 2019, UQ was pleased to support the application of Dr Francisco Perales for his partnership with Pride in Diversity to strengthen the data collected by the AWEI. Dr Perales' engagement with Pride in Diversity has solidified the University's reputation as a national leader in LGBTIAQ+ inclusion, while promoting the existing expertise and skills of our researchers. The AAC, along with Pride in Diversity, looks forward to the outcomes of this partnership which has the capacity to deepen the understanding of LGBTIAQ+ inclusion in Australia.

Workplace Diversity and Inclusion continues to manage the membership of Pride in Diversity, as well as facilitating Ally Network participation in all LGBTIAQ+ inclusion events, such as Pride in Diversity Roundtable and Networking Drinks, the University Unity collaboration for Brisbane Pride March, and coordination and hosting of the national Ally conference, in partnership with other Queensland universities scheduled for 2020. In addition, the Ally Network and the AAC promotes and encourages its members to present at UQ events, as well as national conferences and symposiums on LGBTIAQ+ inclusion and utilises opportunities for sponsorship, including a LGBTIAQ+ dinner at the Astronomical Society of Australia conference.

Appendix: UQ Ally Network Engagement Survey 2019

1. Context

In 2018, the UQ Ally Action Committee (UQ AAC) developed and delivered a UQ Ally Network Engagement survey. This was the first time UQ Ally Network engagement had been measured in this way and provided an opportunity to compare the data and improve the survey in 2019.

2018: There were 170 UQ Allies at the time of the delivery of the survey (August 2018). 41 UQ Allies participated in the survey, which resulted in a **24% response rate**.

2019: There were 383 UQ Allies at the time of the delivery of the survey (October 2019). 125 UQ Allies participated in the survey, which resulted in a **33% response rate**.

2. Understanding the UQ Ally Network

2.1 Gender and sexuality

The majority of survey respondents identified as cisgender (87.2%) and heterosexual (52.8%) with an increase of Allies disclosing their sexuality as gay, lesbian or bisexual.

Of note, 4% of respondents preferred not to disclose their sexuality in this survey.

Figure 1: gender of survey respondents

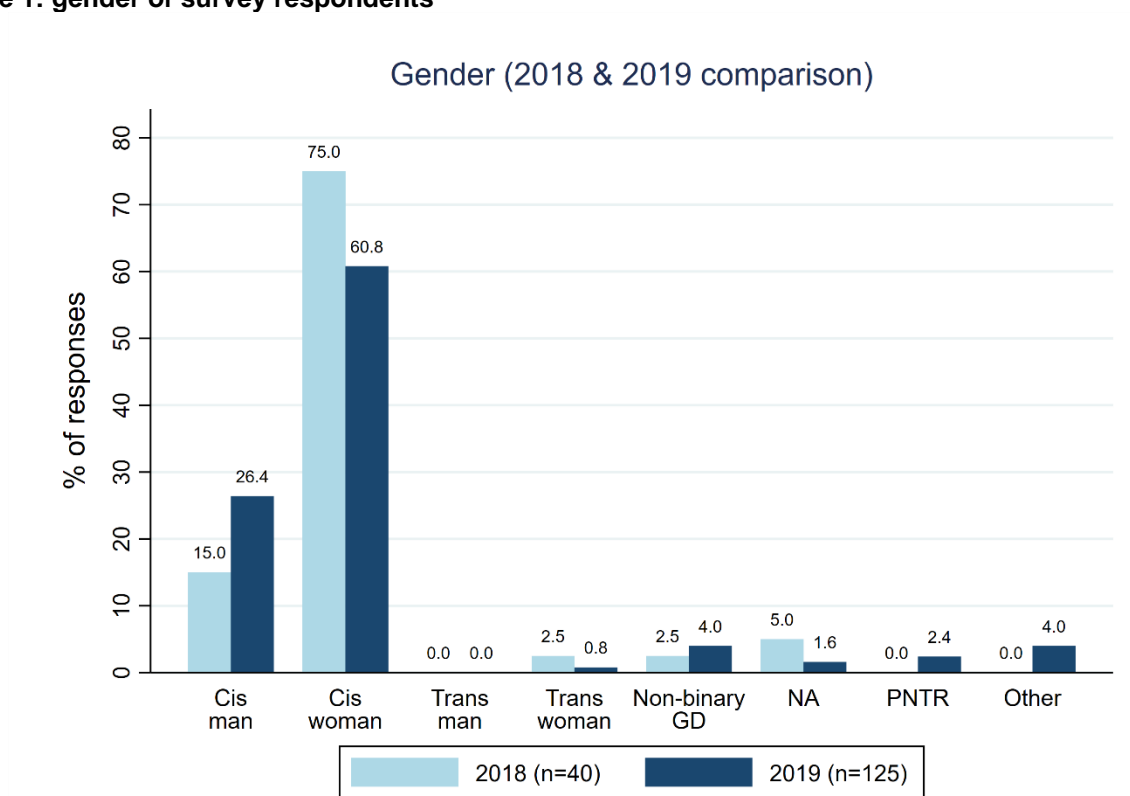
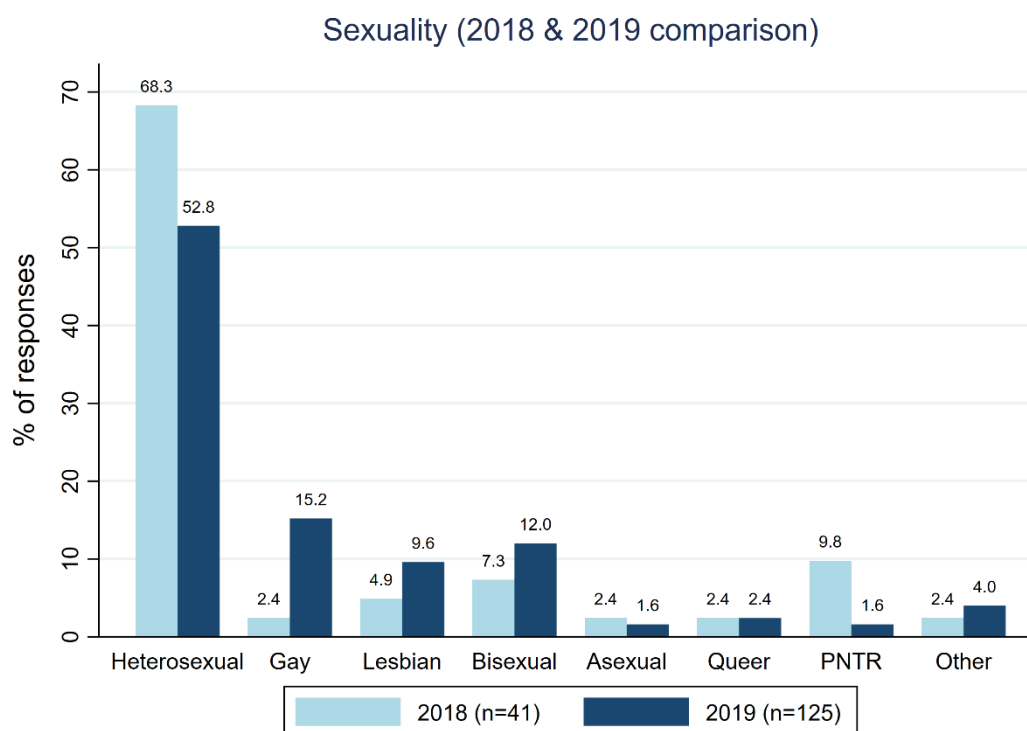


Figure 2: sexuality of survey respondents

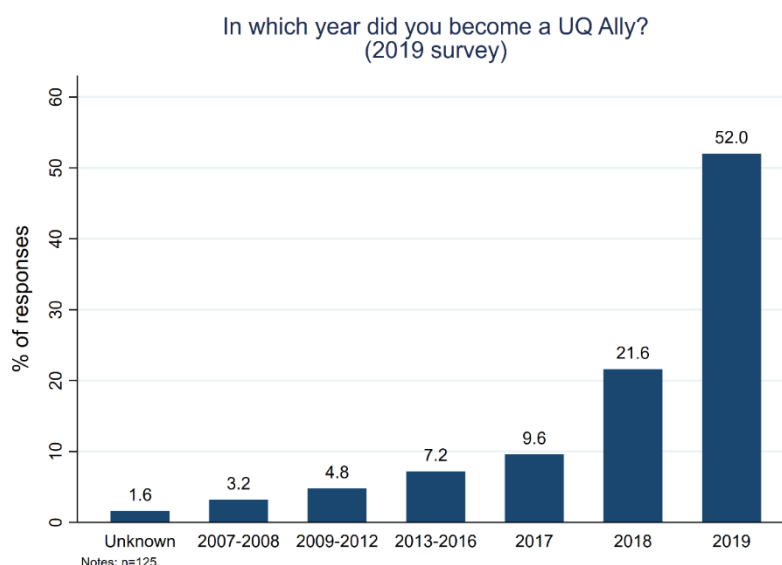


2.2 When Allies joined the UQ Ally Network

52% of survey respondents joined the UQ Ally Network in 2019. 38.4% of respondents have been Allies for six years or less and 8% of respondents have been a member of the UQ Ally Network for more than six years.

This demonstrates that while most members of the UQ Ally Network are new, we still have a number of long-standing engaged Allies.

Figure 3: Year Allies joined the UQ Ally Network

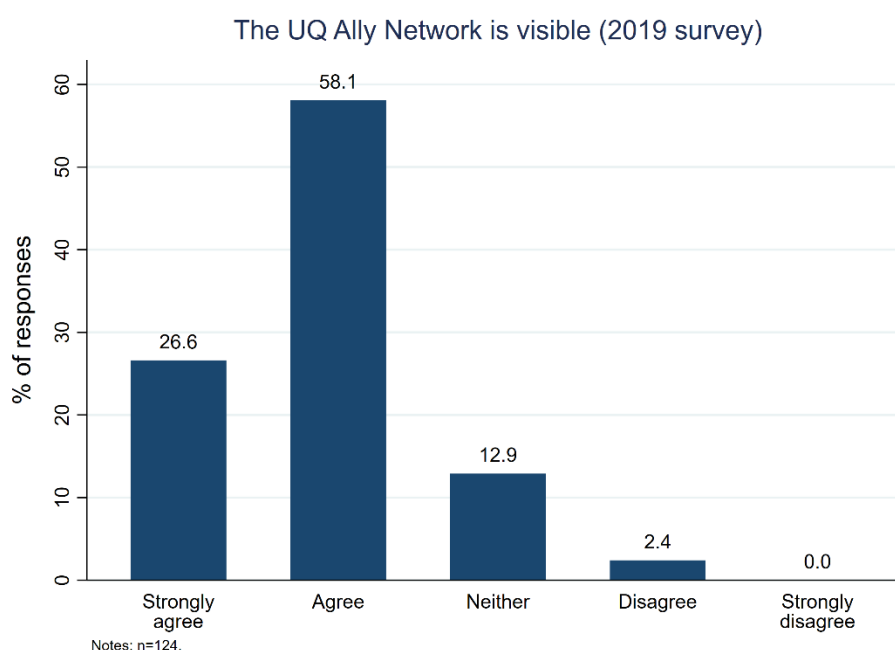


3. Engagement and visibility

3.1 Visibility

84.7% of survey respondents feel that the UQ Ally Network is visible. Some staff who identified that they neither agree or disagree or don't feel that the UQ Ally Network is visible (15.3%) responded in text that they responded this way because they don't feel that the Network has a "well-known presence" across all areas of the University. No Allies strongly disagreed about the visibility of the UQ Ally Network.

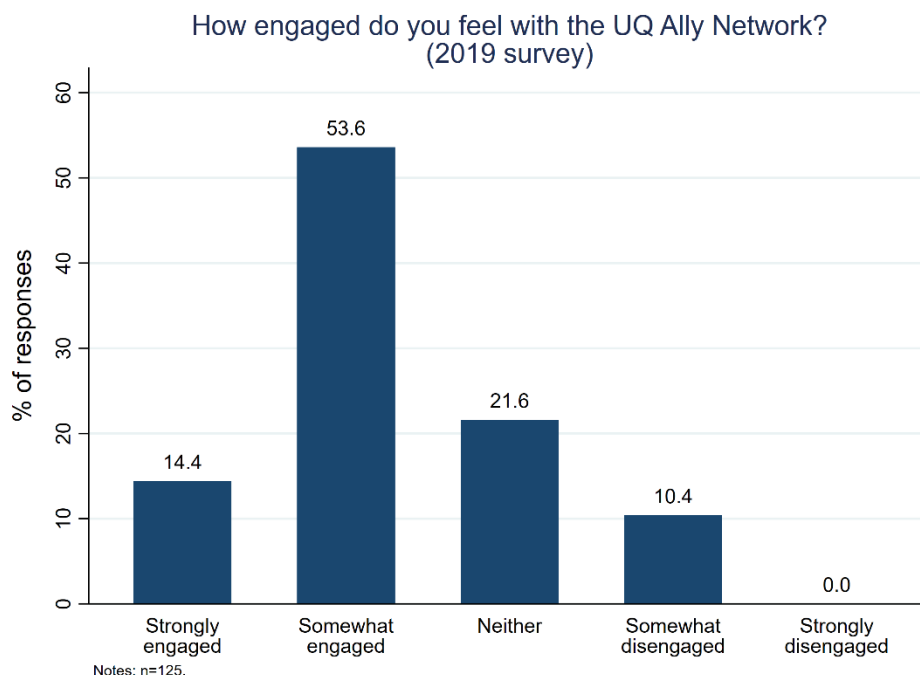
Figure 4: UQ Allies' perceptions of the visibility of the UQ Ally Network



3.2 Engagement

68% of survey respondents feel engaged with the Network. No Allies feel strongly disengaged.

Figure 5: UQ Allies' feelings of engagement with the UQ Ally Network



The survey respondents identified a number of things that they consider to be the best things about being a UQ Ally. Figure 6 provides a word cloud that demonstrates a number of key themes. This word cloud draws on words, rather than phrases, and has been developed to exclude arbitrary words that didn't reflect the intended message of respondents (e.g. to do, having etc.).

Figure 6: Word cloud depicting UQ Allies' responses to what they feel is the best thing about being a UQ Ally



Some key themes emerged as being the best things about being a UQ Ally:

- **Support:** contributing to developing an environment where staff and students feel welcome and included.

- **Visibility:** visible messages of support and symbols of inclusion.

4. Ally communication

4.1 Type of Information communicated

86.3% of survey respondents feel that the information circulated is helpful. Most respondents reflect that they like the information that they receive now, in particular information about:

- events;
- fact sheets and other information resources;
- updates on initiatives, policy and legislation; and
- practical tips about being an Ally.

Figure 7 provides a word cloud that illustrates a number of key themes in the types of information that the UQ Allies like to receive. This word cloud draws on words, rather than phrases, and has been developed to exclude arbitrary words that didn't reflect the intended message of respondents (e.g. able, seems, really etc.).

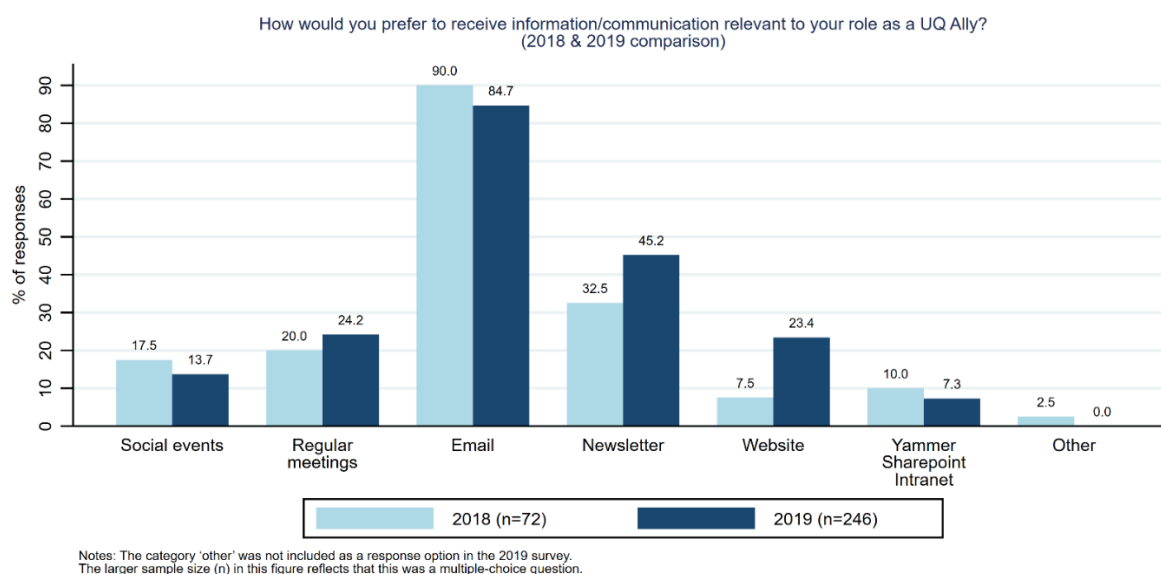
Figure 7: Word cloud depicting UQ Allies' responses to what information they enjoy receiving in their role as a UQ Ally



4.2 Method of communication

84.7% of survey respondents identify email as their preferred platform for communication and information sharing. There was a significant increase of interest in receiving information via a newsletter or website, which may be something to consider in future years.

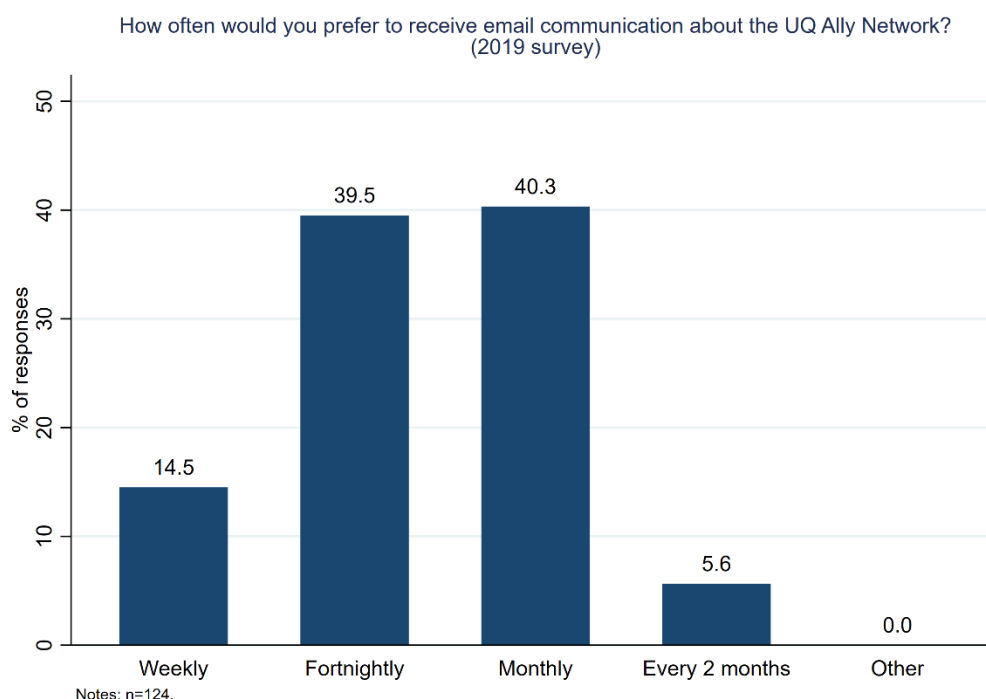
Figure 8: UQ Allies' preferred platform for information sharing and communication



4.3 Frequency of communication

Survey respondents indicated that they enjoy receiving regular email communication. The majority of respondents indicated that their preference is to have monthly or fortnightly communication.

Figure 9: UQ Allies' preferred frequency of communication

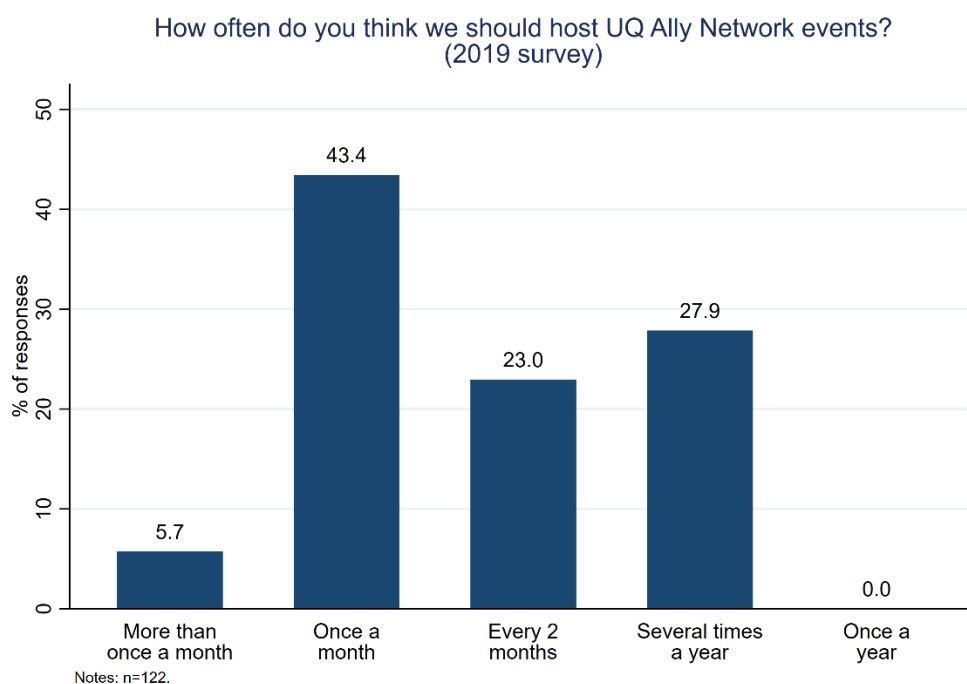


5. Ally events

5.1 Frequency of events

The UQ Ally Network's preference is to have regular events, ideally once a month (43% of respondents).

Figure 10: UQ Allies' preferred frequency of events

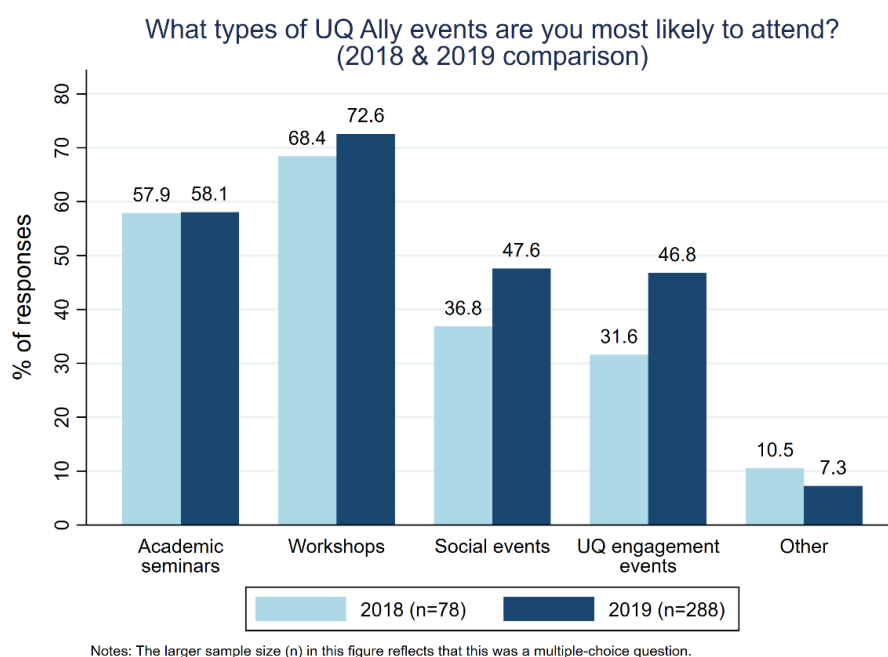


5.2 Types of events

There was more than a 10% increase to last year's survey in regards to interest in social events and UQ engagement events. However, UQ Allies still identified that they are most likely to attend:

- Academic seminars on topics of gender and sexuality; and
- Workshops with practical information about managing gender and sexuality in the workplace.

Figure 11: Types of events UQ Allies are likely to attend

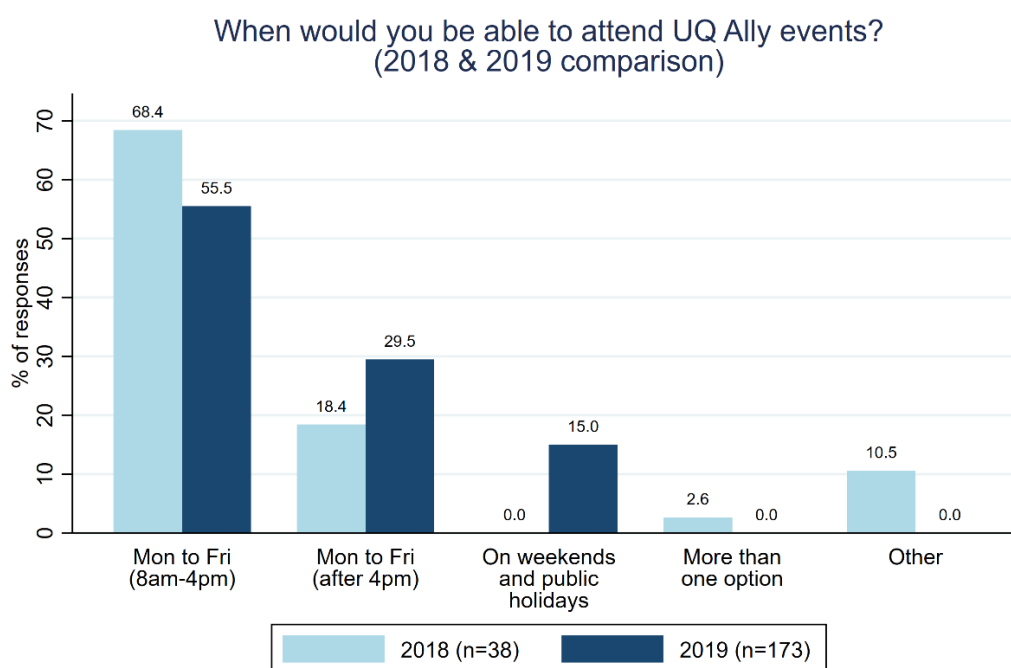


5.3 Availability of UQ Allies to attend events

55.5% of survey respondents indicated that they are able to attend events on workdays, during work hours. This is 12.9% less than the responses showed in 2018. However, this almost equals the 11.1% that said they would be able to attend after 4pm on work days.

In 2018, no one felt that they would be able to attend UQ Ally Network events on weekends, but this has increased to 15% in the last 12 months.

Figure 12: Availability of UQ Allies to attend events



Notes: The category 'other' and the category 'more than one option' was not included as a response option in the 2019 survey. The larger sample size (n) in this figure reflects that this was a multiple-choice question.

5.4 Identified barriers for engaging in UQ Ally Network events

UQ Allies identified two key reasons that prevent them from engaging with the UQ Ally Network through events:

- their role isn't flexible enough to have time away from the office during work hours; and/or
- caring responsibilities prevent them from engaging in events outside of core business hours.

A number of UQ Allies responded that they are unable to attend events for a number of reasons, but seek engagement with the UQ Ally Network through other means, such as providing visible messages of inclusion and sharing information with others.

Recommendations

Based on the feedback provided by the UQ Ally Network through the UQ Ally engagement survey, Workplace Diversity and Inclusion has devised a number of recommendations on how the UQ Ally Action Committee can enhance the engagement of the UQ Ally Network, including (but not limited to):

- Hosting regular Ally Network meetings that focuses on professional and personal development, in accordance with the 2017-2018 UQ Ally Action Plan.

- Devising a communication strategy to be implemented from 2019 that will embed the feedback provided by UQ Allies in the survey.
- Forward-planning all future events to reflect the availability of the UQ Ally Network.
- Further investigating how to better engage LGBTIAQ+ members of the UQ Ally Network.

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