In 2021, we ran the **CCS Diverse Lived Experiences survey** to understand the hurdles or barriers CCS staff and students had faced during their career to inform the development of new GEDI Committee initiatives to support staff and their career progression.

### Who responded? 75 people
- **68%** women
- **31%** men
- **1%** non-binary (non-binary grouped with female participants to ensure anonymity)
- **11%** LGBTQIA+ community member
- **51%** born in Australia
- **56%** Academic staff (27% Level A; 34% Level B/C; 39% Level D/E)
- **20%** Professional staff (53% HEW 4-6; 34% HEW 7-8; 13% casual)
- **20%** Students; 4% other

### Do you feel your current Academic or HEW level is an adequate reflection of your level of experience/expertise?

- 46% thought their current level was an adequate reflection of their experience/expertise
- 41% thought their current level did not or might not reflect their experience/expertise
- Of those who selected ‘no’ or ‘maybe’, 80% were female

**Why?** These respondents answered “No”:

- “I feel that I am working at the next level based on metrics but my application for promotion was not supported”  
  – Female, part-time Academic Level B/C

- “Looking to get promoted” and “Time to upgrade”  
  – two Male full-time Academics Level B/C

- “I was a post-doc but when I had my child and needed flexible work arrangements, Monash refused my request and I had to give up my post-doc. I am now unable to work in research and instead in a support role.”  
  – Female, part-time Professional staff HEW 7-8

**Examples from a respondents who believe they have more experience than their current level:**

- “I have a lot of experience at higher HEW levels but this was a more secure Monash position.”  
  – Female, full-time Professional staff

- “Have a lot more responsibility and seniority than the level I am paid at.”  
  – Female part-time, Academic Level A

### We asked the survey respondents if they have ever felt their career progression has been negatively impacted in any way?

- Nearly half believed their career progression had been negatively impacted
- Of those who selected ‘yes’, 72% were female

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Prepared by Dr Lenka Vodstrcil, Dr Loretta Piccenna, Dr Catherine Carmichael and Dr Jess Borger on behalf of the CCS GEDI committee
We asked the survey respondents to select & explain which aspects had impacted their career progression

56% of respondents felt their career had been impacted by a lack of leadership and/or support for their career progression (80% of were female)

50% felt as though the workplace culture had impacted their career progression (76% were female)

45% were impacted by the COVID pandemic (82% were female)

43% have primary caregiver responsibilities that have impacted their career

- Women 9x more impacted by career responsibilities than male respondents

39% felt that they had struggled to find appropriate mentors

“Support to get career back on track after maternity leave was lacking. No mentorship, leadership or support available.” – Female, part-time Academic staff Level B/C

We asked the survey respondents if they had felt discriminated, bullied or harassed in any way during their time at CCS?

- 1 in 4 said they had been discriminated, bullied or harassed
- Of those who selected ‘yes’ 79% were female

What have you experienced during your time at Monash? N=33 responses

- 10 (30%) responses from people who had been bullied (Women 2x more likely)
- 15-18% responded that they had been discriminated against because of gender, or had felt discriminated or harassed because of another reason which included including being disrespected, experiencing sexism, or were excluded or overworked

We asked the survey respondents reported their experience to anyone?
And then if they reported it, were they happy with the response they received, or if unhappy, what could have been done better?

24 reported their experience
But only 9 were happy with the response they received

“We asked respondents to select from a list of options, what they would like the CCS GEDI committee to do for them?

Facilitate networking opportunities 35
Help identify appropriate mentors/mentees 31
Act as an advocate on your behalf to allow anonymous reporting of serious issues to senior management 23
Generalised advice on how to deal with adversity or other issues being faced 21
None of the above 17
Mental health first aid 16
Additional support for a particular issue (i.e beyond HR support) 10

Number of responses
### Take home messages

#### Career progression
- Nearly half of all respondents thought their current level was an adequate reflection of their experience/expertise
- But ~40% believed their career had been negatively impacted upon by one of 5 main factors:
  - Lack of leadership and/or support for their career progression
  - Workplace culture
  - COVID pandemic
  - Primary caregiver responsibilities
  - Inability to find appropriate mentors
- Women were 3-9x more likely to select each of these responses

#### Discrimination, bullying and harassment
- A quarter of respondents felt they had been discriminated against, bullied or harassed
  - Of those who selected ‘yes’ 80% were female
  - 1 in 3 who expanded on their answer responded that they had been bullied; 24 reported the incident and 9 were happy with the response they received

#### Advocacy and GEDI advice
- Based on the 2021 Lived experiences survey, CCS staff would like the GEDI committee to facilitate networking events, provide mentorship opportunities and advocate between staff and senior management

### CCS GEDI goals for 2022 and beyond

1. **CCS affirmative action checklist**
   - The Pre-event planning checklist to ensure gender equity and diversity of all participants to support inclusion is now available in all departments and on the CCS GEDI website, to help support the organizing of all CCS run conferences, symposiums, workshops and talks
   - The Post-event checklist to help collect data and identify how the CCS is addressing gender equity and supporting inclusivity in all CCS run events will be circulated in late 2022
   - MNHS D&I committee will rollout the Pre- and Post-checklist across the Faculty of Medicine Nursing Health Sciences

2. **Promotion support**
   - Increased engagement by leaders within CCS departments to actively identify female academics and professional staff to mentor, sponsor and champion to increase their visibility and support their career progression
   - The CCS Champions of GEDI mentoring program will commence in late 2022. Those CCS leaders available for mentoring will be made visible for students and EMCRs to approach for mentoring opportunities, with guidance provided on how to start and maintain successful mentoring relationships.

3. **Advocacy and GEDI advice**
   - CCS staff would like the GEDI committee to provide advice on how to deal with adversity and act an advocate between staff and senior management
   - Please contact members of the GEDI committee, including those that are qualified as mental health first aiders and members of the Ally Network, for confidential discussions.
   - All CCS GEDI committee member details are listed on our website: [https://www.monash.edu/medicine/ccs/equity-diversity-inclusion](https://www.monash.edu/medicine/ccs/equity-diversity-inclusion)