

## **DIVERSITY SURVEY – ZENTRALE ERGEBNISSE**

Präsentation, Fakultätssitzung, 13. Dezember 2021

Patricia Purtschert und Crispin Thurlow  
*Co-Präsidentin/Präsident, Gleichstellungskommission*

Undertaken on behalf of the Faculty, this survey represents an important initial step in the Faculty's Equality and Diversity Action plan officially launched in January 2021. This is a four-year plan which now runs until the end of 2024.

A key feature of the new action plan is its intersectionality, expanding the Faculty's commitment to issues of gender equality by also addressing issues of ageism, class inequality, mental health, and sexuality. In October 2020, the Faculty voted strongly in favour of supporting a special focus on issues of race/ethnicity and disability. This was therefore the focus of the Diversity Survey.

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The survey was commissioned from the IZFG's expert survey team, headed by Dr Janine Lüthi. The goal was two-fold:

- (a) to get a rough idea of how many people in our Faculty identify as disabled, People of Color or from ethnic minority background; and,
- (b) to learn more about the on-the-ground realities for, and experiences of, members of our community who identify in one or more of these ways.

As requested, two reports were produced and delivered in June:

- a long report which contains more detailed qualitative information; this information is also confidential and so held by the GSK for helping to inform any concrete measures in the next three years.
- a short report with the main findings; this is what we have submitted to the Dean's Office and to the Faculty. We have also shared the report with the central administrations Abteilung für Gleichstellung (AfG). A copy of the short report will be available on request via the GSK's webpage together with a copy of this executive summary.

Unsere Fakultät hat schweizweit einen der höchsten Frauenanteile aller Fakultäten bei Professuren (46%), Dozenturen (53%) und Assistenzen (61%).

Auch wenn diese Zahlen erfreulich sind, wöhnt sich unsere Fakultät hier noch nicht am Ziel. Wir arbeiten weiterhin an der Verbesserung und dem Erhalt der Gleichstellung auf allen Stufen, besonders im Hinblick auf die Karrierewege und -chancen von Frauen.

Auszug: Webseite der Gleichstellungskommission der Phil.-Hist. Fakultät

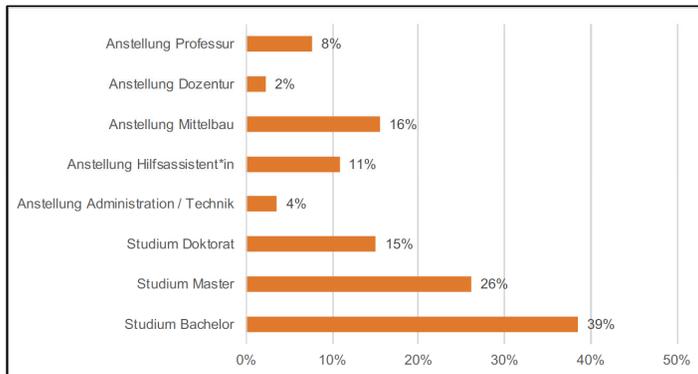
As general orientation, we offer the following extract from *Gleichstellung* webpage. In many ways, our faculty has much to be proud of when it comes to, for example, our record on gender equality. Having said which, our professoriate certainly does not adequately reflect our student body which is at least 62% female.

By the same token, the university's central AfG apparently considers our new Action Plan to be exemplary – a role model for other faculties. However, our general attitude – as you see here – is that we should not rest on our laurels, but always strive – as the Faculty of *Humanities* – to create even more equality and an even more socially, culturally and intellectually diverse community.

**Tabelle 1.** Ungefähre Rücklaufquote

	Mitarbeitende	Studierende
Gesamtpopulation	756	2329
Umfrageteilnehmende	176	341
<b>Rücklauf</b>	<b>23 %</b>	<b>15 %</b>

**Abbildung 1.** Umfrageteilnehmende nach Personengruppen



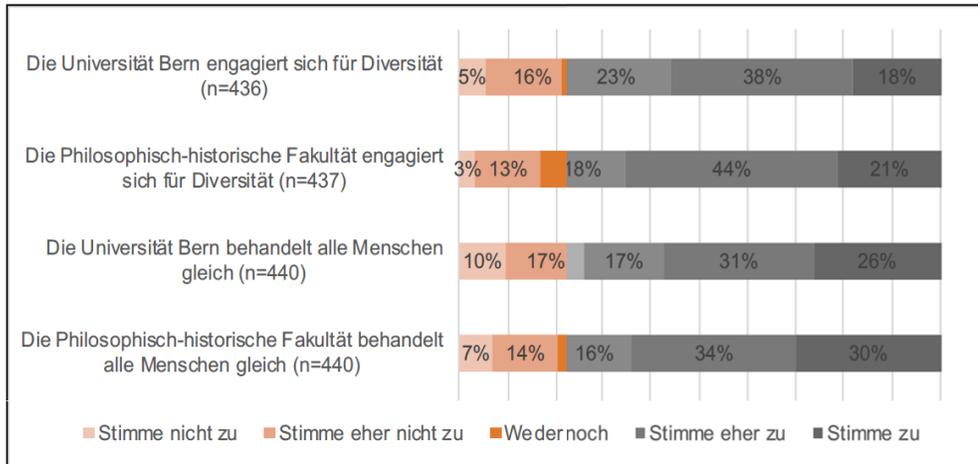
The Diversity Survey was directed at academic and administrative staff and students across the Faculty of Humanities. Of these constituencies, we had responses from 23% and 15% respectively.

*We take this opportunity to offer special thanks to the 42% of our professorial colleagues who responded. Thank you.*

The IZFG's research unit tell us that, in their experience, these are actually very typical and respectable response rates. We were especially pleased to have input from students and admin staff as well

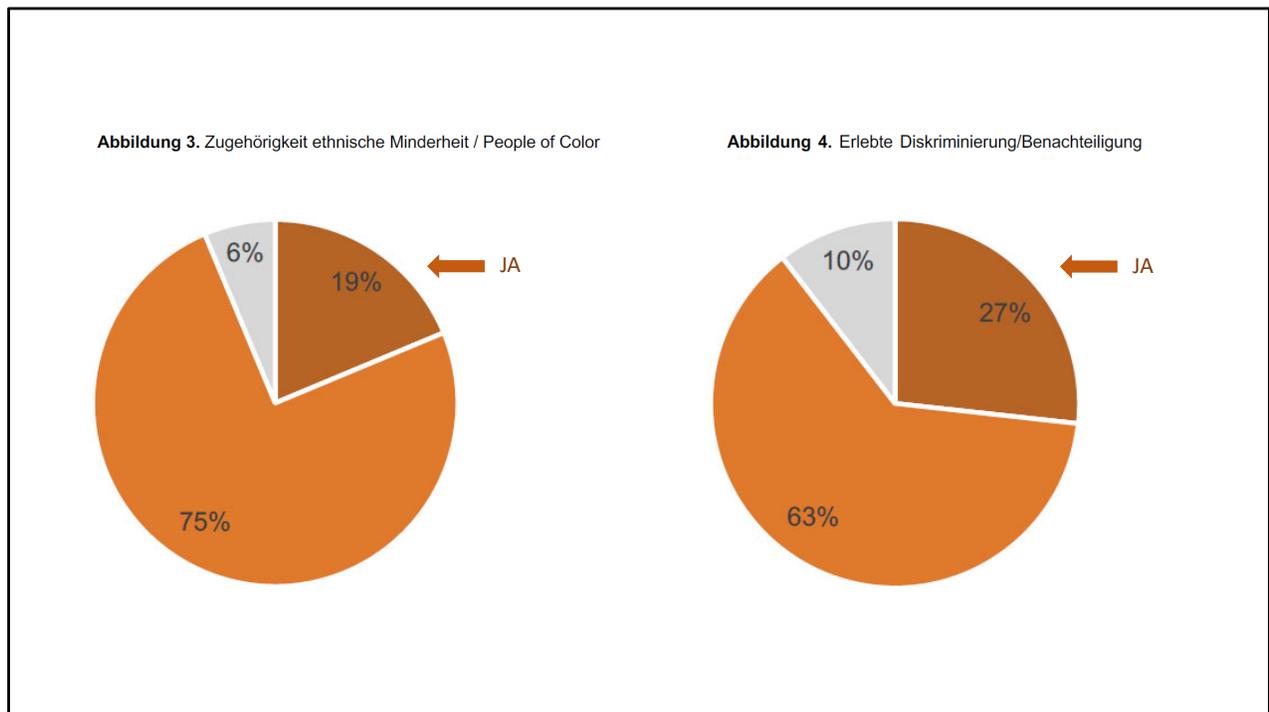
Ultimately, we are most interested in the qualitative feedback we now have regarding people's experiences along with recommendations they propose for improvements.

**Abbildung 2.** Diversität an der Phil.-hist. Fakultät



In terms of the general climate, we offer the following table. This shows that, for the most part, people in our Faculty perceive the University and specifically the Faculty as being reasonably engaged in, and supportive of, social diversity.

It does strike us as interesting, however, that some 20% of our respondents felt differently about this; they were somewhat more negative and pessimistic. The GSK believes this is something we could and should be taking note of.



Again, we are just sharing here an impression of the general climate in our faculty.

First, for People of Color and people from ethnic minority backgrounds ...

Perhaps not surprisingly, the number of people who identify this way is quite small (figure left)– at least it was only a fifth of our respondents. Our faculty – staff and students – continues to be very White. It does seem that the student body appears to be three times more racially and ethnically diverse than our staff body.

Again, we are pleased to see that 63% of those staff and students who do identify as People of Color or as coming from an ethnic do not report experiences of racism or ethnic discrimination (figure right). Notwithstanding, we do note that 27% have had negative experiences.

Not depicted there, the report also showed that nearly a fifth (18%) of the total respondents reported having witnessed discrimination directed at People of Color or those people with an ethnic minority background. This is somewhat more concerning, we think.

Abbildung 10. Beeinträchtigung oder Behinderung

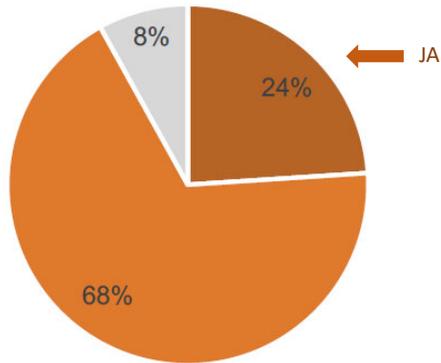
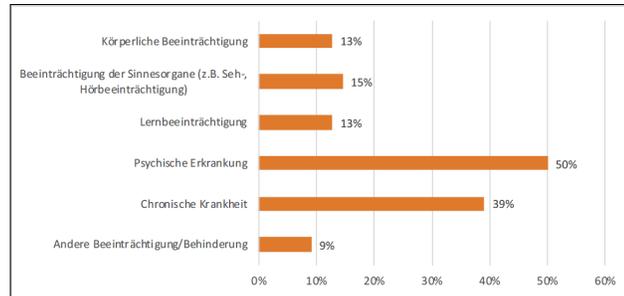


Abbildung 11. Form der Beeinträchtigung oder Behinderung



In terms of people living with an impairment or disability, just under a quarter of our respondents identified this way (figure left). This is a lot more than we ourselves had expected. Again, this is the first time we – as a Faculty – have had any concrete idea about the number of disabled people in our faculty.

Of these respondents (figure right), it's worth noting that many people report more than one disability of impairment. Just over 40% have a physical, sensory or learning disability. While some 40% are living with a chronic illness and a further 50% with mental illness. We think this is extremely important information for our faculty to have.

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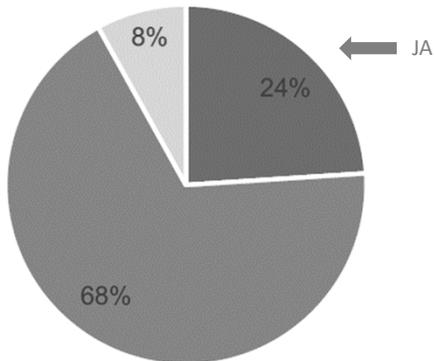
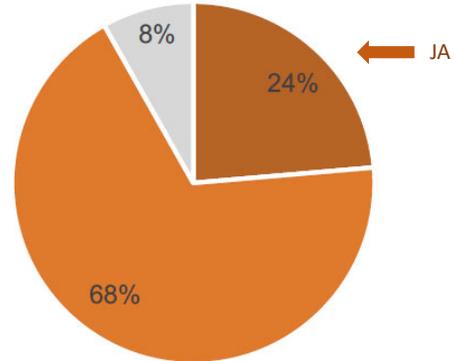
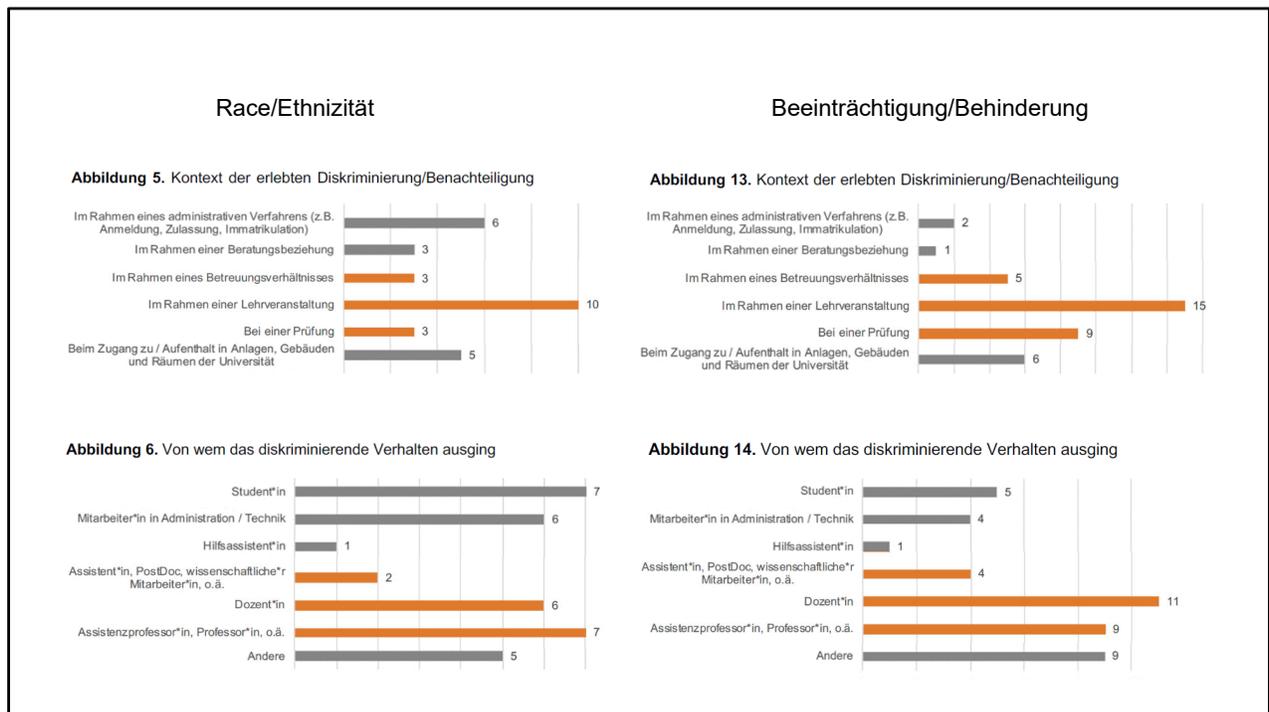


Abbildung 12. Erlebte Diskriminierung/Benachteiligung



In terms of prejudicial or discriminatory experiences (figure right), the numbers appear to be *slightly* better. Some 68% of people with disabilities or impairments reported experiencing none. While nearly a quarter reported having been disadvantaged or discriminated against.

Meanwhile, and not depicted here, nearly a fifth (17%) of the total survey respondents reported having witnessed prejudicial or discriminatory actions directed at people with a disability or impairment.

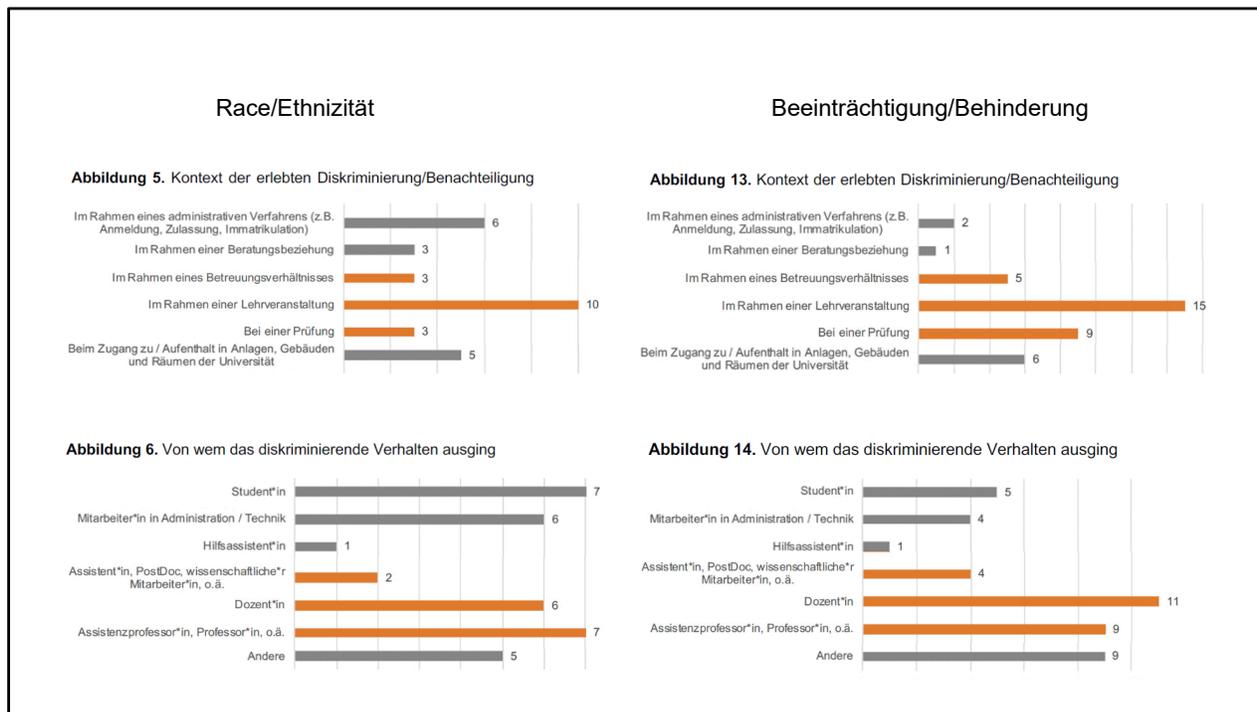


Here, we offer a snapshot of the contexts for any prejudicial or discriminatory actions; specifically, these extracts from four different tables: first for race/ethnicity and second for disability.

Where people do experience or witness discriminatory actions, much of this appears to take place in/around teaching and learning, and much of this appears to be done by teaching staff – professors, lecturers and/or assistants.

The picture is slightly different in terms of race/ethnicity and disability.

While problems with mentoring and teaching appear to be a source of concern for both groups of people, this seems to be somewhat more common for people with disabilities.



The Diversity Survey does give us – as a Faculty – some important feedback from our students (and other respondents in the survey) when it comes to their experience of discrimination from assistants, lecturers and professors.

To be clear, without look closely at the qualitative feedback – respondents’ actual experiences and observations of discrimination – it’s hard to make sense of these numbers. For now, though, we have clear evidence that our Faculty is not experienced as a completely safe or comfortable or satisfactory environment for everyone.

We are confident that there are ways we can improve this situation if we are willing to do the work.