



Workplace Equity

Global voices and perspectives

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Workplace Equity Project



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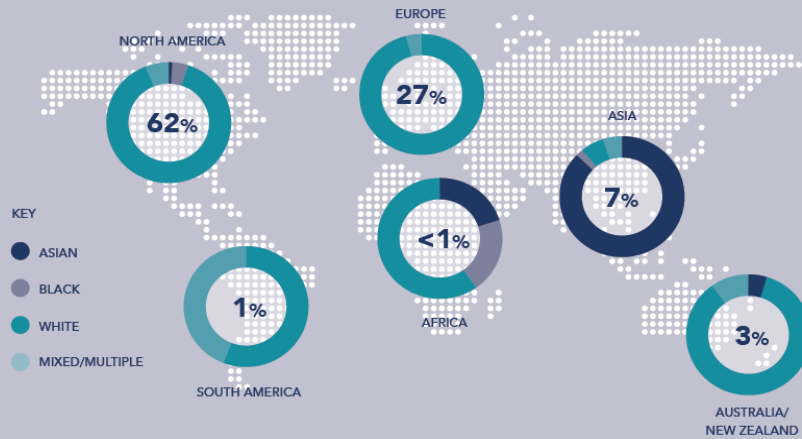
Workplace Equity
Project Co-founders

The Survey

Perceptions of workplace equity in scholarly publishing, from **1,182** voices across **6** continents.

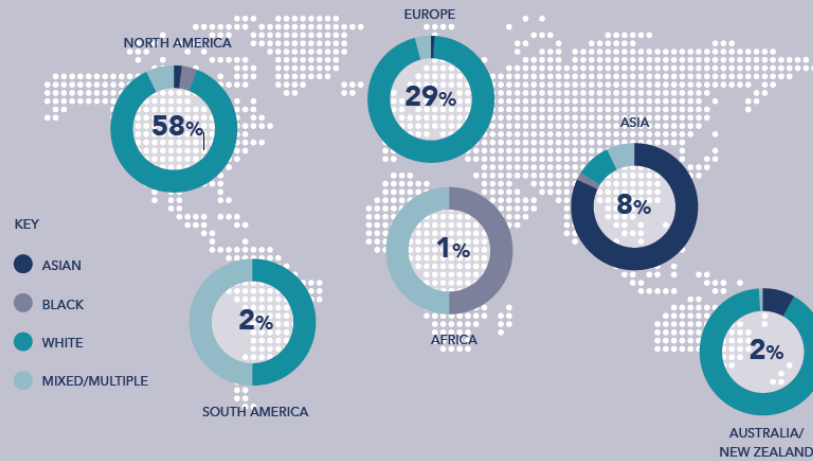


Where do we live? (845 respondents)

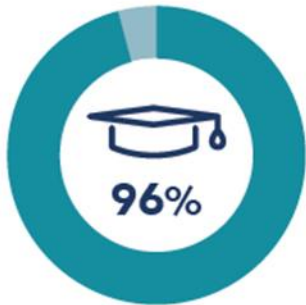


Indicates some migration from Africa, Asia, Europe and South America to Australia and North America

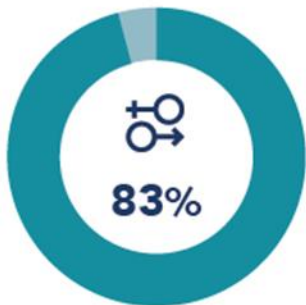
Where were we born? (843 respondents)



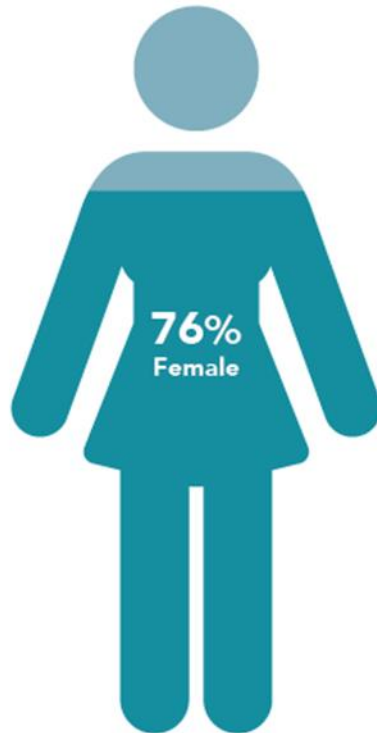
The workforce reflects imbalances in diversity



Bachelor's degree or higher



Heterosexual



White ethnicity



Age 20 - 35





Compensation structures are inconsistent

Northern America



73% vs 55%

Salary up to \$100k



20% vs 33%

Salary above \$100k

Asia and Northern Europe

Report the lowest salary bands in higher proportions

Report higher salary bands in more significant proportions

Asian

Black

Report the second lowest band in the highest proportion

Earn at the lowest salary band in the highest proportion

Direct line management practice defines individual experience irrespective of organizational policy

Within my organization, it varies by sub-organization and within that it varies by team, so even if a company has a flexible policy, that can be overridden by a strict manager and vice versa. Management education is the key.

Often benefits that the employer offers are derailed by managers who don't subscribe to them. Push back causes problems...

Managers talk the talk but don't walk the walk which makes it difficult for people not to think that they will be penalised for not behaving in the same way/working the same hours etc.

Attitude of immediate line manager is far more important than culture in the company as a whole. I've been unlucky on that score..."



Demographic	All Respondents	Senior/Executive Managers
Male / Female / Non-binary	21% / 76% / 1%	33% / 65% / 1% MORE MALES
Straight / Gay / Bisexual	83% / 5% / 5%	85% / 6% / 5%
20-35 / 36-50 / 51-65 Age Groups	34% / 43% / 20%	5% / 55% / 38% OLDER
White / Black / Multiple / Asian / Other	81% / 2% / 6% / 8% / 3%	91% / 0% / 3% / 5% / 1% WHITER, LESS DIVERSE
PhD / Master's / Bachelor's Degrees/Secondary School	12% / 40% / 44% / 1%	14% / 44% / 40% / 3%
% Caregivers	40%	28% FEWER CAREGIVING RESPONSIBILITIES
<\$50K / \$50-100K / >\$100K	29% / 40% / 23%	4% / 26% / 59% HIGHER PAY

Attitudes: Own Opportunities

Measuring Agreement (weighted average, 1- 5)	All Respondents	S/E Manager	Female	White Male	Black	Gay/Lesbian
I am being paid fairly for the work that I do	3.07	3.62	3.02	3.12	2.52	2.92
I have fair opportunities to be promoted	2.74	2.93	2.71	2.75	2.57	3.15

Attitudes: Others' Opportunities

Measuring Agreement (weighted average, 1- 5)	All Respondents	S/E Manager	Female	White Male	Black	Gay/Lesbian
I believe that people of all genders have the same opportunities to be promoted in the industry	2.98	3.09	2.86	2.97	2.81	3.08
I believe that people of all ethnicities have the same opportunities to be promoted in the industry	2.87	2.81	2.80	2.88	2.33	3.08
I believe that people of all ages have the same opportunities to be promoted in the industry	2.70	2.55	2.63	2.65	2.33	2.77

Attitudes: Others' Opportunities

Measuring Agreement (weighted average, 1- 5)	All Respondents	S/E Manager	Female	White Male	Black	Gay/Lesbian
I believe that people of all religious beliefs have the same opportunities to be promoted in the industry	3.42	3.39	3.49	3.50	3.25	3.54
I believe that people of all sexual orientations have the same opportunities to be promoted in the industry	3.50	3.37	3.52	3.56	2.90	3.54

Results from the survey indicate that outcomes diverge for colleagues based on:

- Age
- Gender
- Ethnicity
- Geographic location

To advance equity and drive cultural change we can:

- fight implicit bias
- enable sponsorship and advocacy
- facilitate development networks
- challenge exclusionary practices



Thank you!

Any questions?

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