



## **Council of University Classical Departments Equality and Diversity**

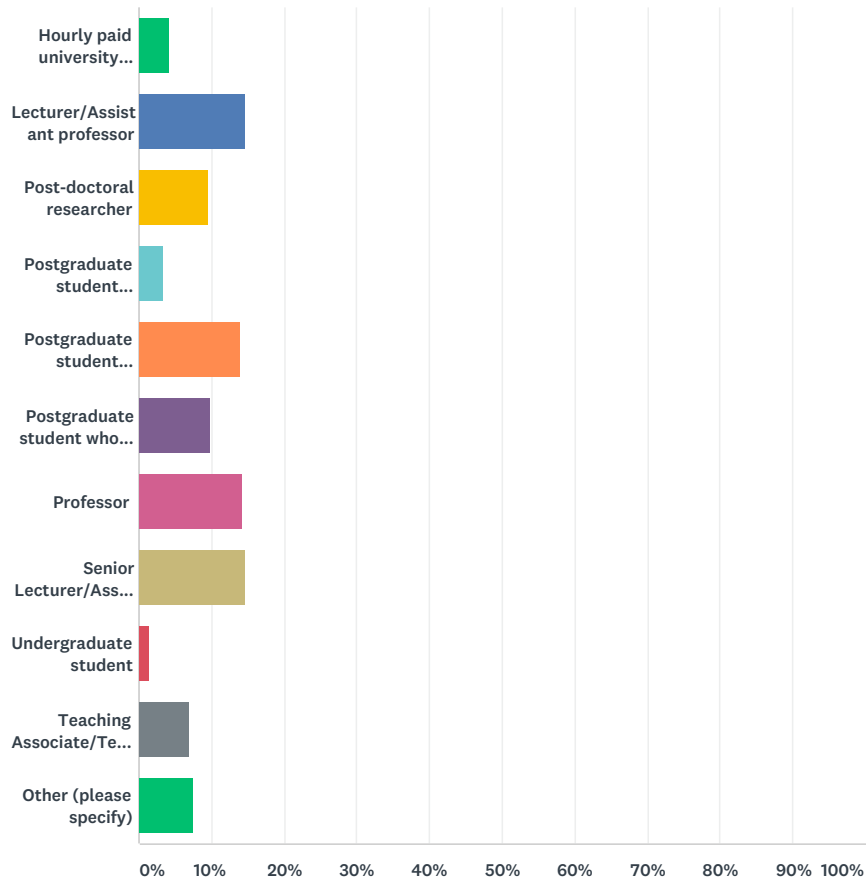
### **Survey Results 2019**

This survey of UK university-based Classicists was undertaken  
in Summer 2019 by CUCD with experts consultants

Total responses: 294 responses

# Q1 Which of these best describes your role as a Classicist?

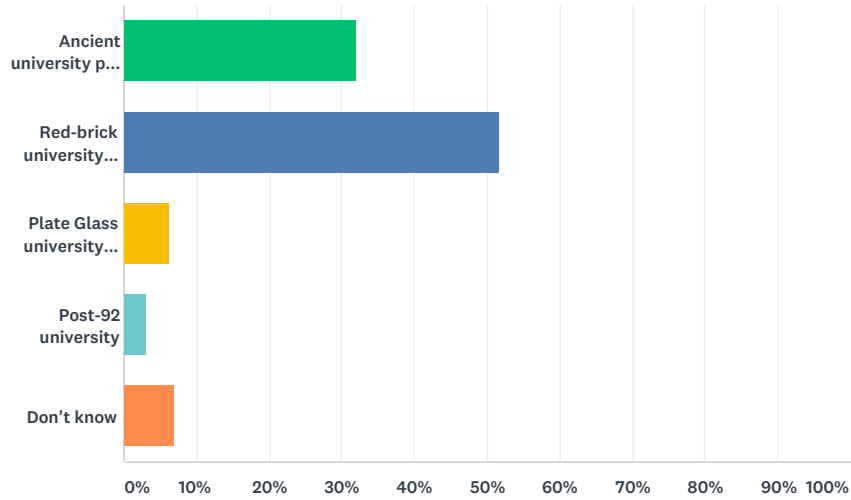
Answered: 294 Skipped: 0



ANSWER CHOICES	RESPONSES	
Hourly paid university teacher	4.08%	12
Lecturer/Assistant professor	14.63%	43
Post-doctoral researcher	9.52%	28
Postgraduate student (Masters)	3.40%	10
Postgraduate student (Research – PhD)	13.95%	41
Postgraduate student who also teaches	9.86%	29
Professor	14.29%	42
Senior Lecturer/Associate Professor/Reader	14.63%	43
Undergraduate student	1.36%	4
Teaching Associate/Teaching Fellow	6.80%	20
Other (please specify)	7.48%	22
<b>TOTAL</b>		<b>294</b>

## Q2 With what type of institution are you currently affiliated?

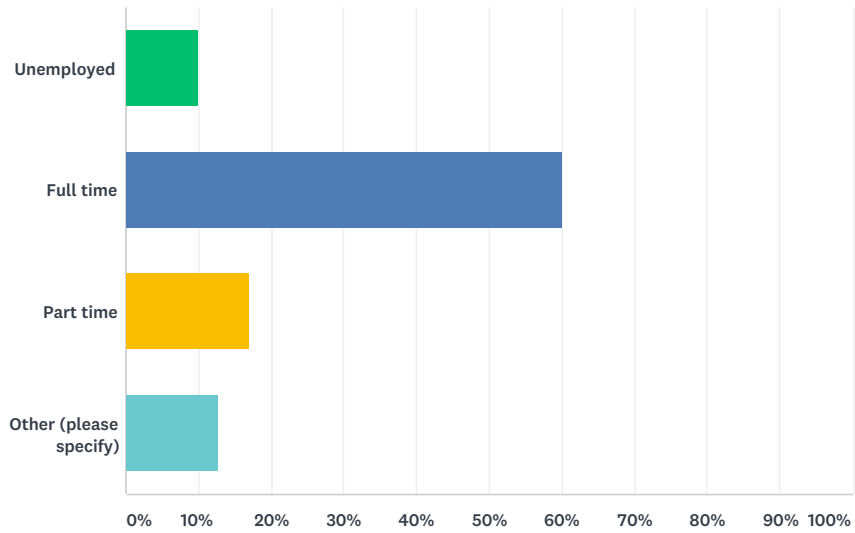
Answered: 288 Skipped: 6



ANSWER CHOICES	RESPONSES	
Ancient university pre 1800	31.94%	92
Red-brick university 1800-1960	51.74%	149
Plate Glass university 1960-92	6.25%	18
Post-92 university	3.13%	9
Don't know	6.94%	20
<b>TOTAL</b>		<b>288</b>

### Q3 What is your employment status?

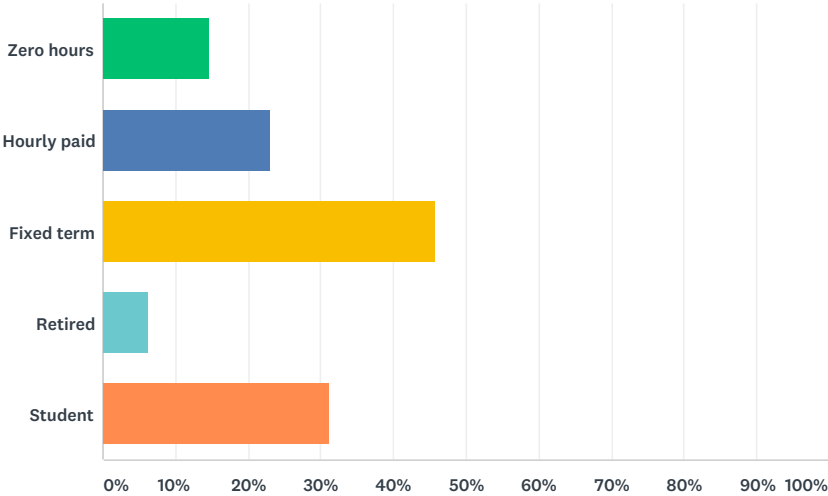
Answered: 288 Skipped: 6



ANSWER CHOICES	RESPONSES	
Unemployed	10.07%	29
Full time	60.07%	173
Part time	17.01%	49
Other (please specify)	12.85%	37
TOTAL		288

# Q4 What sort of contract do you have? (tick all that apply)

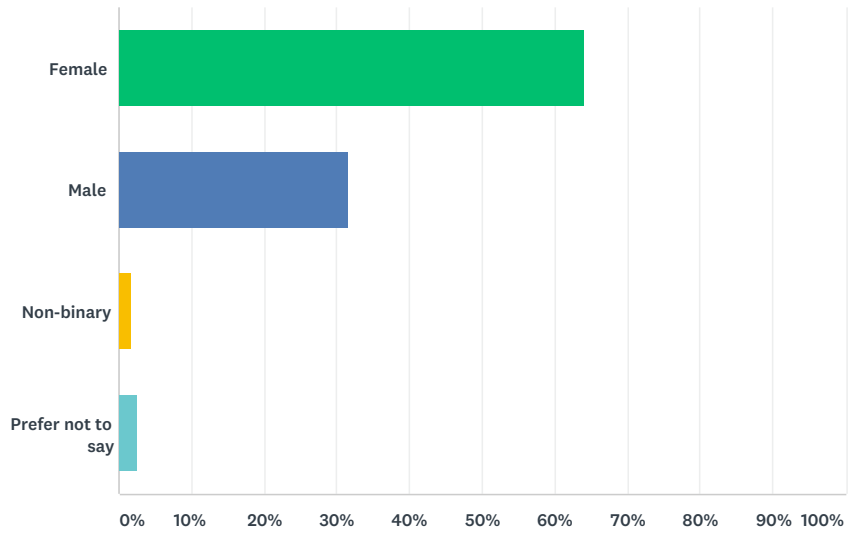
Answered: 157 Skipped: 137



ANSWER CHOICES	RESPONSES	
Zero hours	14.65%	23
Hourly paid	22.93%	36
Fixed term	45.86%	72
Retired	6.37%	10
Student	31.21%	49
Total Respondents: 157		

# Q5 With which gender identity do you currently identify?

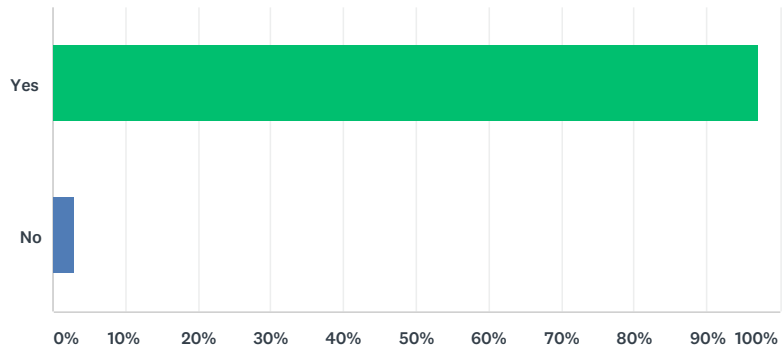
Answered: 284 Skipped: 10



ANSWER CHOICES	RESPONSES	
Female	64.08%	182
Male	31.69%	90
Non-binary	1.76%	5
Prefer not to say	2.46%	7
TOTAL		284

## Q6 Is this the gender to which you were assigned at birth?

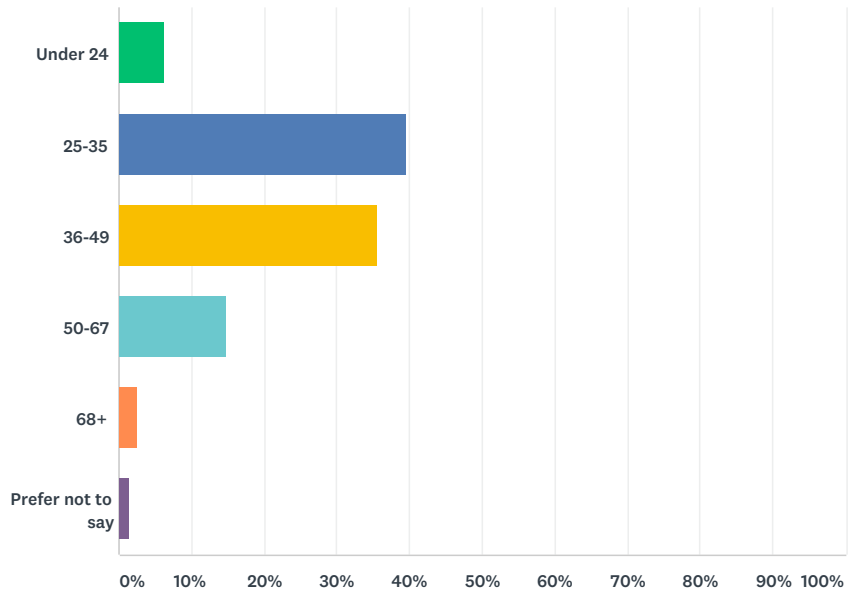
Answered: 280 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	97.14%	272
No	2.86%	8
TOTAL		280

# Q7 What age group do you belong to?

Answered: 284 Skipped: 10

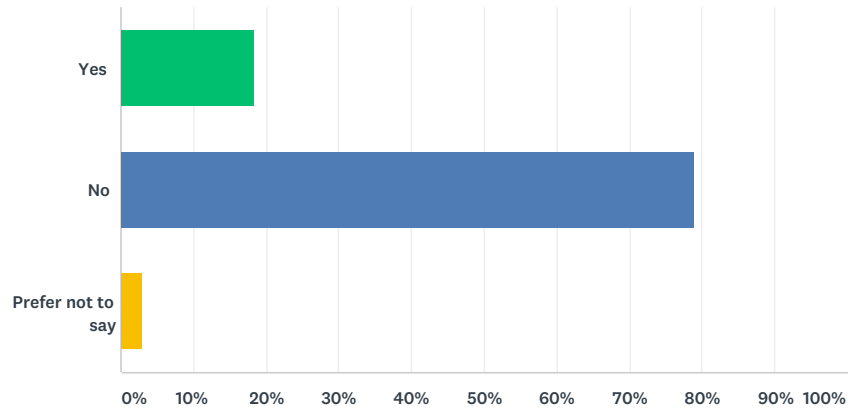


ANSWER CHOICES	RESPONSES	
Under 24	6.34%	18
25-35	39.44%	112
36-49	35.56%	101
50-67	14.79%	42
68+	2.46%	7
Prefer not to say	1.41%	4
TOTAL		284



Q8 The Equalities Act 2010 describes a person with a disability as someone who has a physical or mental impairment that has a substantial and adverse long-term effect on his or her ability to carry out day to day activities. Do you consider yourself to have a disability?

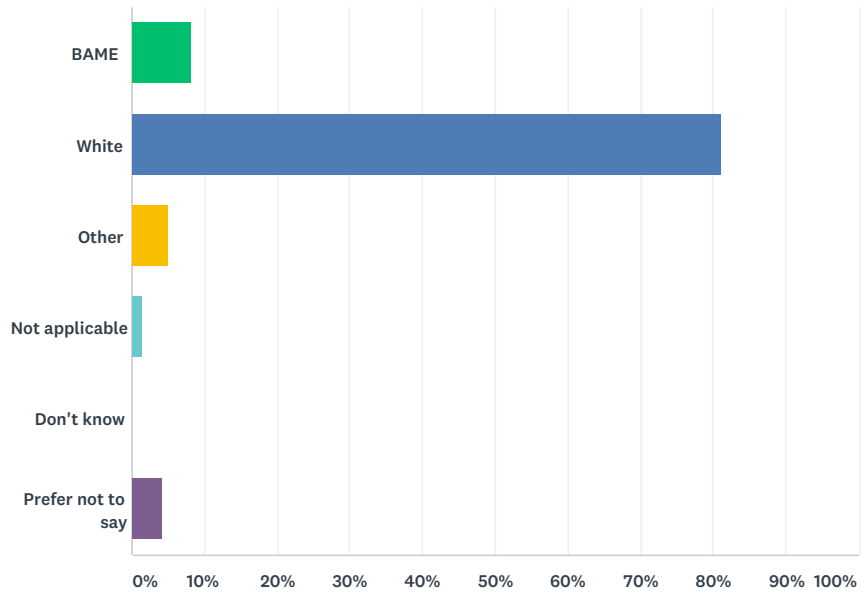
Answered: 283 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	18.37%	52
No	78.80%	223
Prefer not to say	2.83%	8
TOTAL		283

## Q9 With which ethnic identity do you most identify?

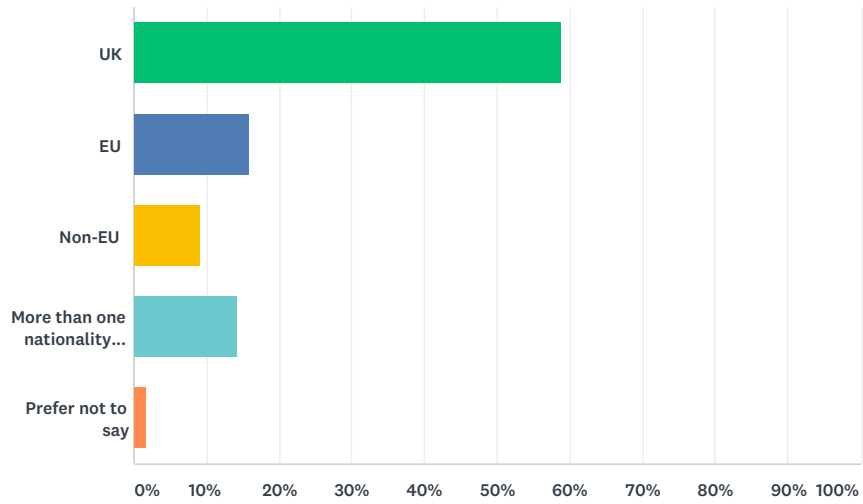
Answered: 283 Skipped: 11



ANSWER CHOICES	RESPONSES	
BAME	8.13%	23
White	81.27%	230
Other	4.95%	14
Not applicable	1.41%	4
Don't know	0.00%	0
Prefer not to say	4.24%	12
TOTAL		283

# Q10 What is your nationality?

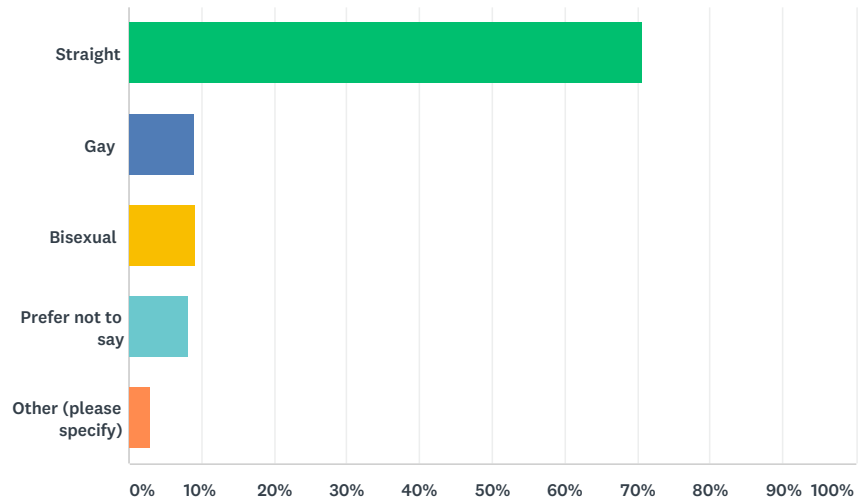
Answered: 282 Skipped: 12



ANSWER CHOICES	RESPONSES	
UK	58.87%	166
EU	15.96%	45
Non-EU	9.22%	26
More than one nationality including UK	14.18%	40
Prefer not to say	1.77%	5
TOTAL		282

# Q11 With which sexual identity do you currently most identify?

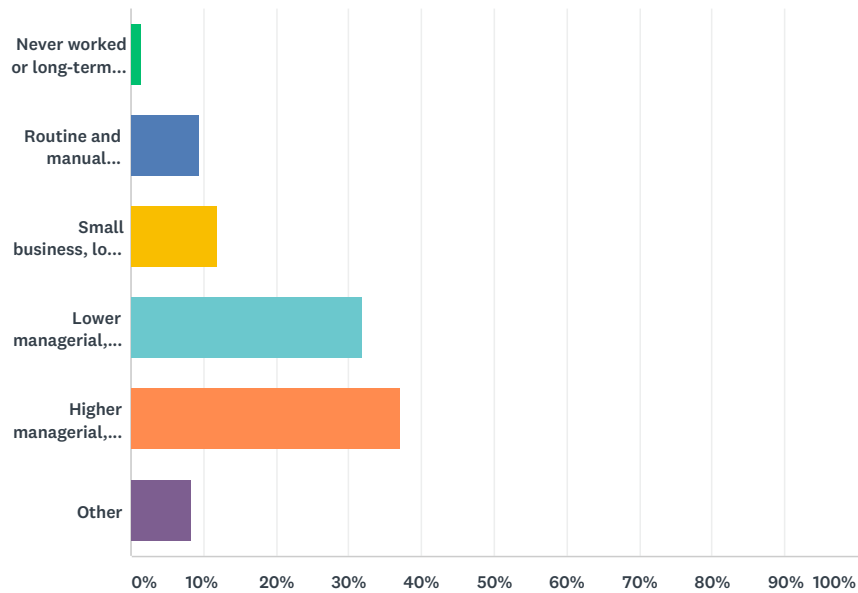
Answered: 280 Skipped: 14



ANSWER CHOICES	RESPONSES	
Straight	70.71%	198
Gay	8.93%	25
Bisexual	9.29%	26
Prefer not to say	8.21%	23
Other (please specify)	2.86%	8
<b>TOTAL</b>		<b>280</b>

Q12 What was your parents' work situation when you were under 18?  
Please answer with regard to the higher earner. Categories taken from  
the Office for National Statistics UK.

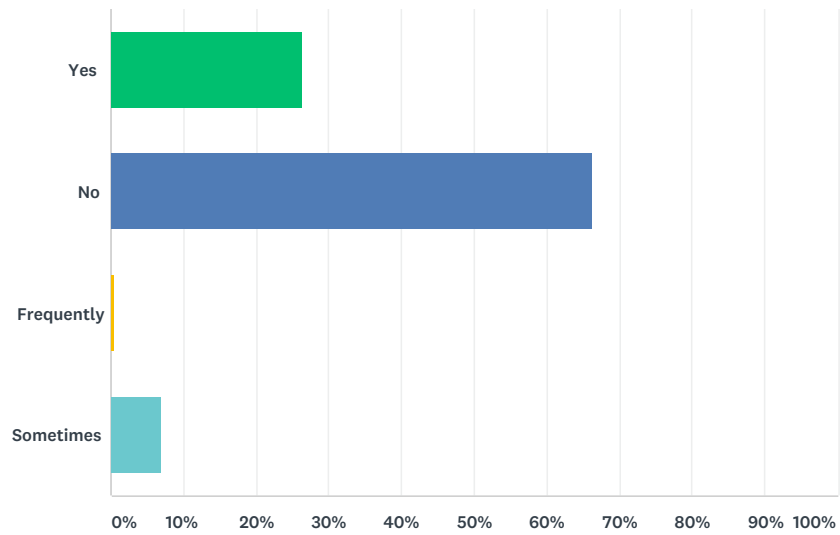
Answered: 276 Skipped: 18



ANSWER CHOICES	RESPONSES	
Never worked or long-term unemployed	1.45%	4
Routine and manual employment	9.42%	26
Small business, lower supervisory or technical	11.96%	33
Lower managerial, administrative or professional	31.88%	88
Higher managerial, administrative or professional	36.96%	102
Other	8.33%	23
<b>TOTAL</b>		<b>276</b>

### Q13 Do you have caring responsibilities that affect your ability to work (e.g. for children under 18 or sick, elderly or disabled family members)?

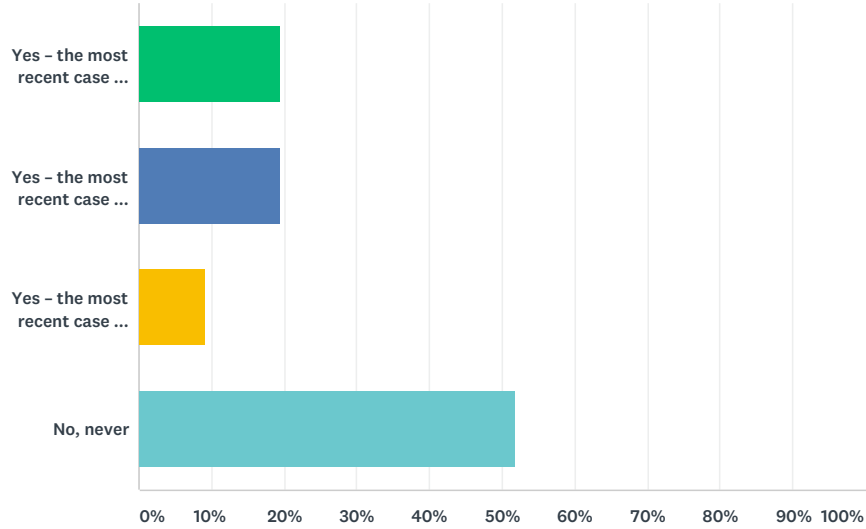
Answered: 276 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	26.45%	73
No	66.30%	183
Frequently	0.36%	1
Sometimes	6.88%	19
TOTAL		276

Q14 In a teaching context (whether you are teaching, being taught or observing) have you ever felt discriminated against because of your gender, race or ethnicity, disability, or sexual orientation, or any other reason?

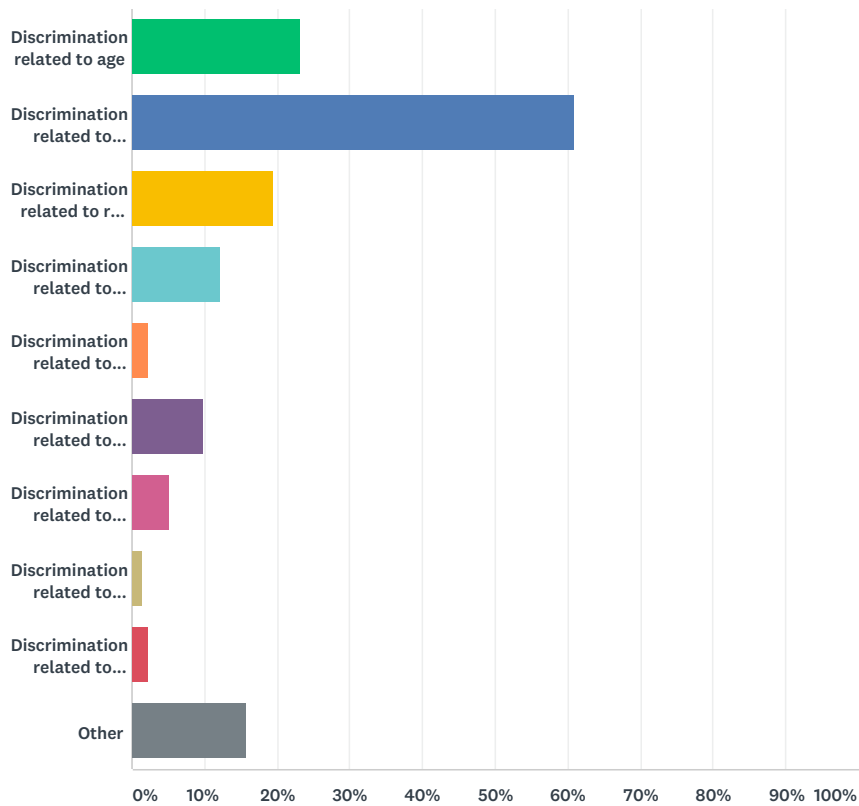
Answered: 272 Skipped: 22



ANSWER CHOICES	RESPONSES	
Yes – the most recent case was within the last year	19.49%	53
Yes – the most recent case was one to five years ago	19.49%	53
Yes – the most recent case was more than five years ago	9.19%	25
No, never	51.84%	141
<b>TOTAL</b>		<b>272</b>

## Q15 Regarding the most recent episode of discrimination, how was this motivated?

Answered: 133 Skipped: 161

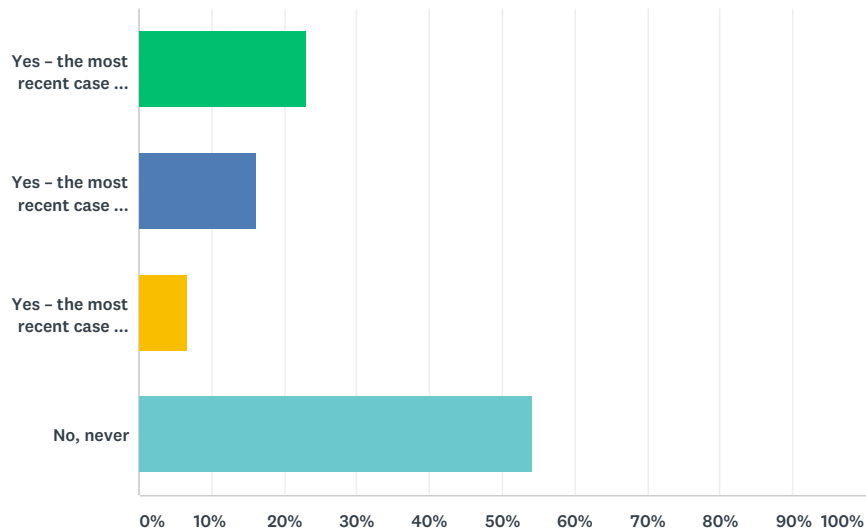


ANSWER CHOICES	RESPONSES	
Discrimination related to age	23.31%	31
Discrimination related to gender	60.90%	81
Discrimination related to race or ethnicity	19.55%	26
Discrimination related to disability	12.03%	16
Discrimination related to religion	2.26%	3
Discrimination related to pregnancy or maternity	9.77%	13
Discrimination related to sexual orientation	5.26%	7
Discrimination related to gender reassignment	1.50%	2
Discrimination related to marriage or civil partnership	2.26%	3
Other	15.79%	21
Total Respondents: 133		



**Q17 In a teaching context (whether you are teaching, being taught or observing) have you witnessed discrimination because of gender, race or ethnicity, disability, or sexual orientation, or any other reason?**

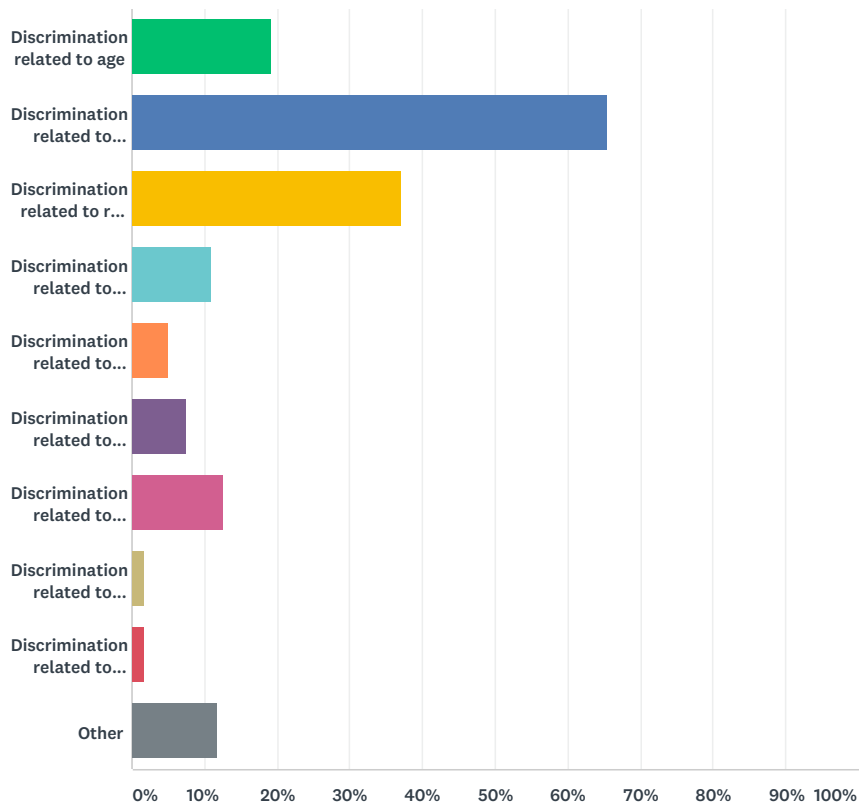
Answered: 266 Skipped: 28



ANSWER CHOICES	RESPONSES	
Yes – the most recent case was within the last year	22.93%	61
Yes – the most recent case was one to five years ago	16.17%	43
Yes – the most recent case was more than five years ago	6.77%	18
No, never	54.14%	144
<b>TOTAL</b>		<b>266</b>

## Q18 Regarding the most recent episode of discrimination, how was this motivated?

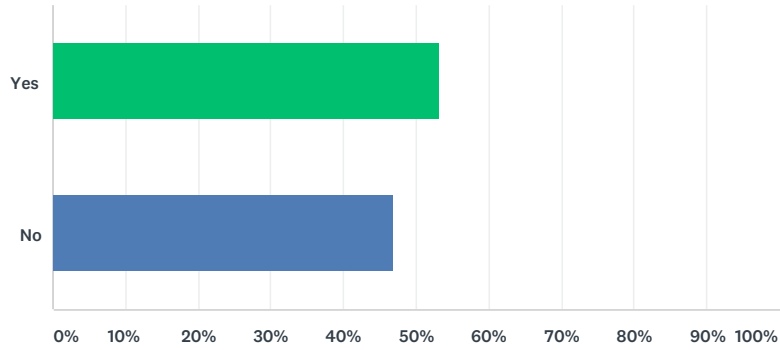
Answered: 119 Skipped: 175



ANSWER CHOICES	RESPONSES	
Discrimination related to age	19.33%	23
Discrimination related to gender	65.55%	78
Discrimination related to race or ethnicity	36.97%	44
Discrimination related to disability	10.92%	13
Discrimination related to religion	5.04%	6
Discrimination related to pregnancy or maternity	7.56%	9
Discrimination related to sexual orientation	12.61%	15
Discrimination related to gender reassignment	1.68%	2
Discrimination related to marriage or civil partnership	1.68%	2
Other	11.76%	14
Total Respondents: 119		

Q20 In a teaching context, have you experienced or witnessed teaching practices that have been particularly effective in making you (or others) feel included? For more information about what might constitute inclusive teaching, including a definition, see guidance issued by UCL.

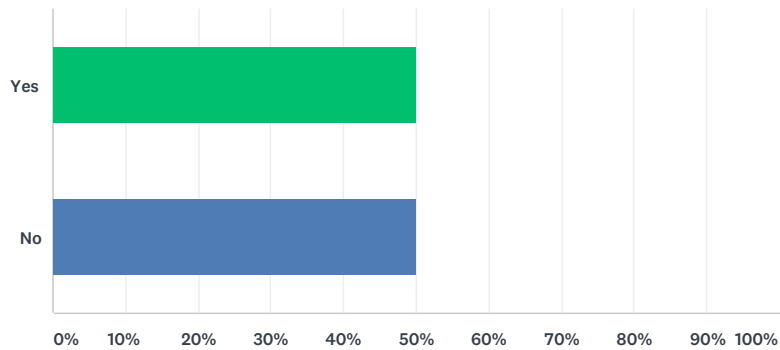
Answered: 250 Skipped: 44



ANSWER CHOICES	RESPONSES	
Yes	53.20%	133
No	46.80%	117
TOTAL		250

## Q22 Have you been involved in recruitment processes (such as participating in shortlisting committees or interview panels) for jobs in your university?

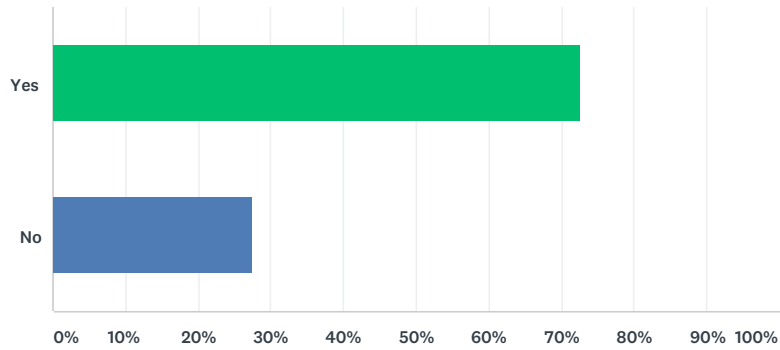
Answered: 260 Skipped: 34



ANSWER CHOICES	RESPONSES	
Yes	50.00%	130
No	50.00%	130
TOTAL		260

## Q23 Have you received training for equality and diversity or unconscious/implicit bias in recruitment?

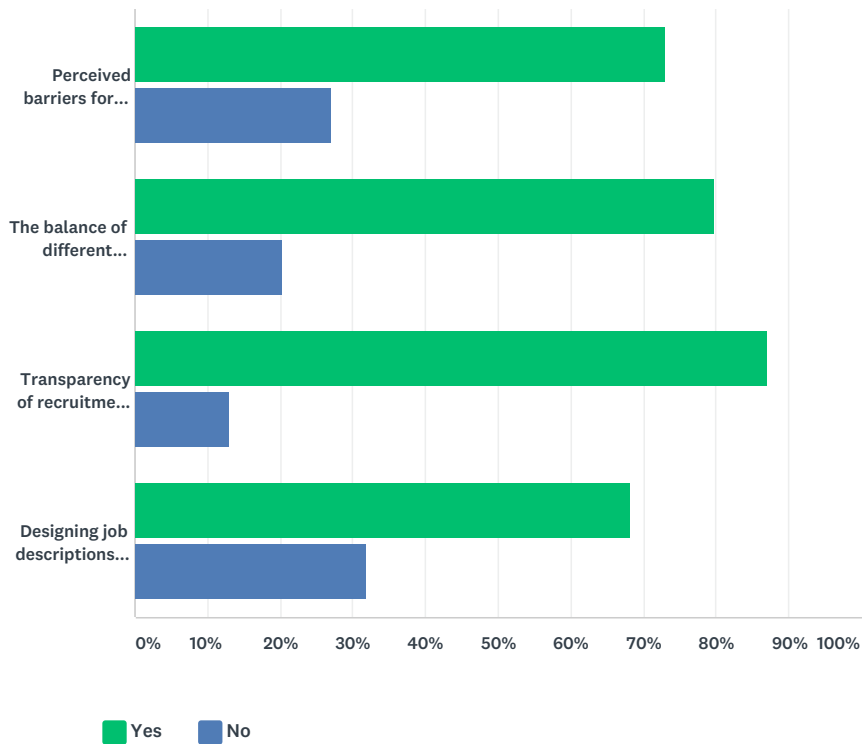
Answered: 131 Skipped: 163



ANSWER CHOICES	RESPONSES	
Yes	72.52%	95
No	27.48%	36
TOTAL		131

## Q24 Have you taken into consideration the following in your department or other university recruitment context?

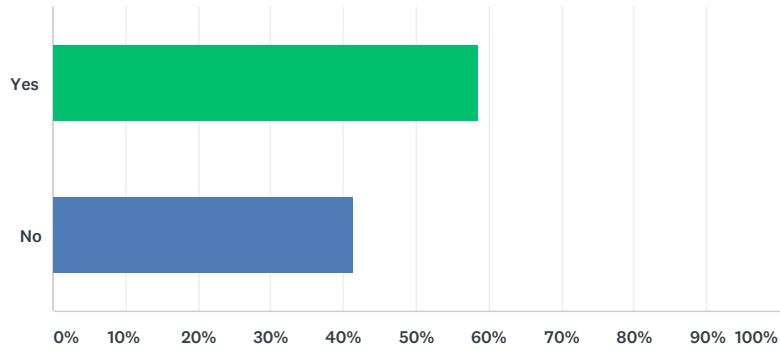
Answered: 123 Skipped: 171



	YES	NO	TOTAL
Perceived barriers for people with protected characteristics applying for jobs	72.95% 89	27.05% 33	122
The balance of different genders, races, or other characteristics in the make-up of your unit	79.67% 98	20.33% 25	123
Transparency of recruitment processes	86.99% 107	13.01% 16	123
Designing job descriptions and criteria to appeal to a diverse pool of applicants	68.29% 84	31.71% 39	123

Q25 Do you feel that your department (or school or faculty, if recruitment takes place at these levels) is taking effective action to improve equality and diversity in recruitment processes?

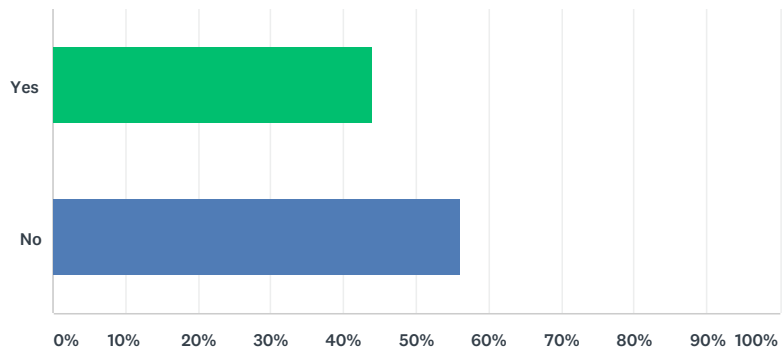
Answered: 121 Skipped: 173



ANSWER CHOICES	RESPONSES	
Yes	58.68%	71
No	41.32%	50
TOTAL		121

## Q27 Have you perceived discrimination in the allocation of academic administrative roles?

Answered: 250 Skipped: 44

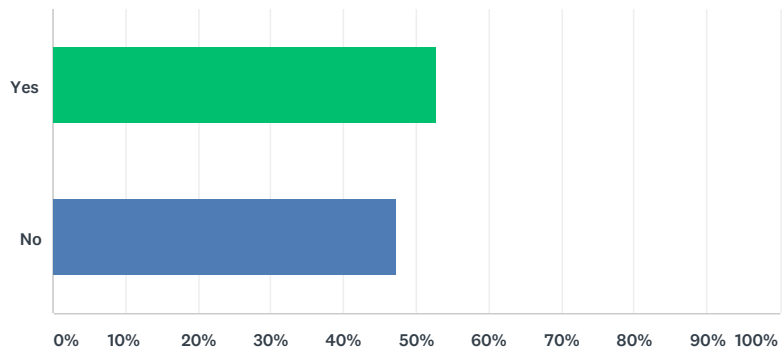


ANSWER CHOICES	RESPONSES	
Yes	44.00%	110
No	56.00%	140
TOTAL		250



## Q28 Have you perceived discrimination in perceptions of academic administrative roles?

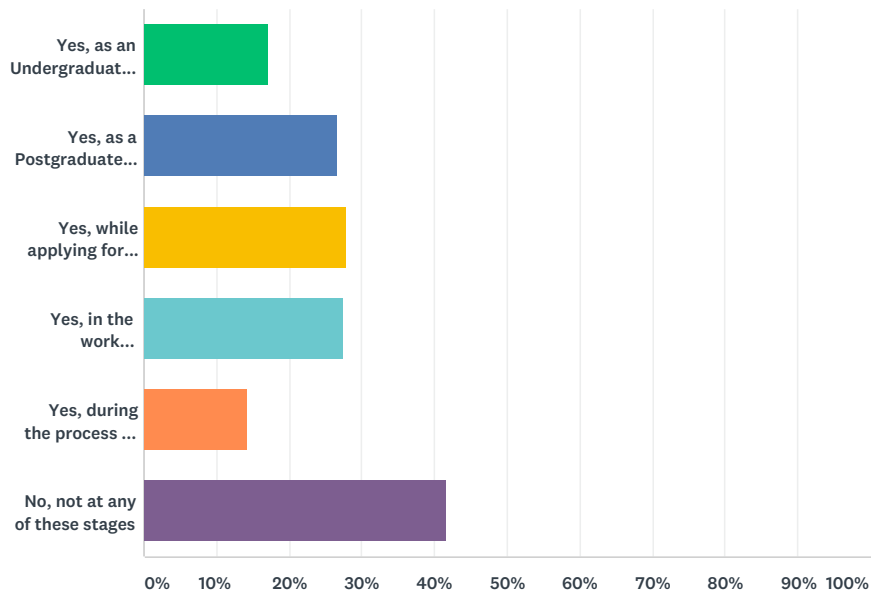
Answered: 248 Skipped: 46



ANSWER CHOICES	RESPONSES	
Yes	52.82%	131
No	47.18%	117
TOTAL		248

## Q30 Have you ever felt discriminated against because of your gender, race, disability or sexual orientation or any other reason in a way that has negatively affected your career progression at any of the following stages?

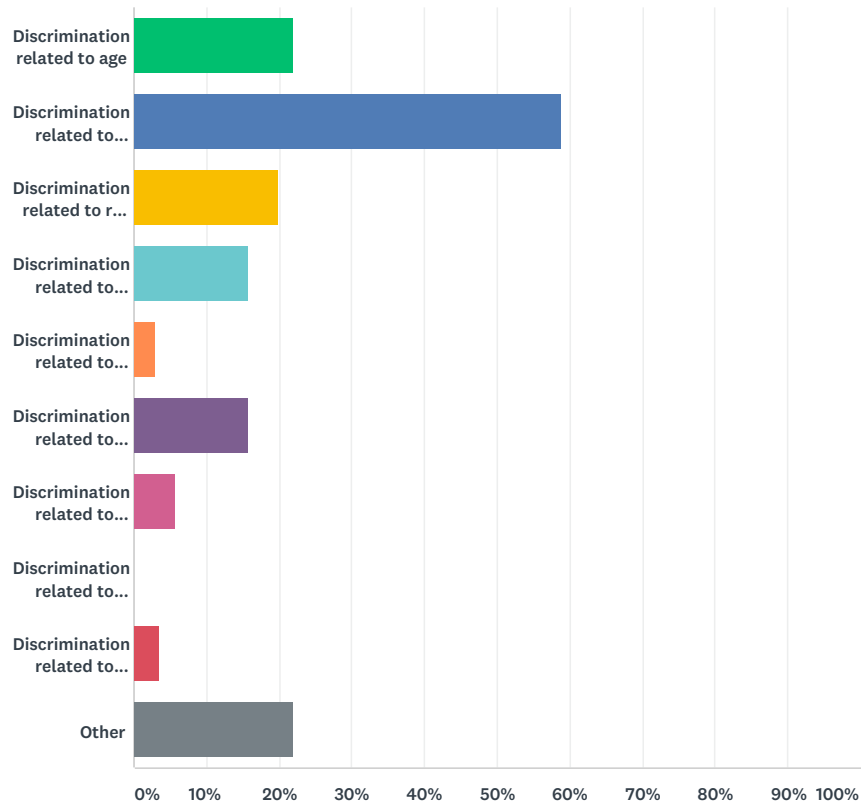
Answered: 238 Skipped: 56



ANSWER CHOICES	RESPONSES	
Yes, as an Undergraduate student	17.23%	41
Yes, as a Postgraduate student	26.47%	63
Yes, while applying for jobs	27.73%	66
Yes, in the work environment while undertaking an academic post	27.31%	65
Yes, during the process of applying for promotion	14.29%	34
No, not at any of these stages	41.60%	99
Total Respondents: 238		

## Q31 How were these episodes of discrimination motivated?

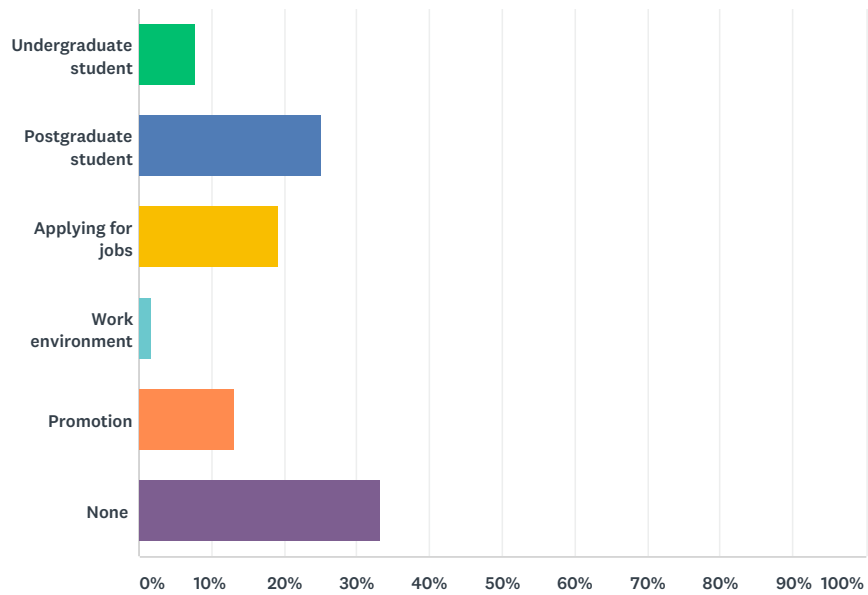
Answered: 141 Skipped: 153



ANSWER CHOICES	RESPONSES	
Discrimination related to age	21.99%	31
Discrimination related to gender	58.87%	83
Discrimination related to race or ethnicity	19.86%	28
Discrimination related to disability	15.60%	22
Discrimination related to religion	2.84%	4
Discrimination related to pregnancy or maternity	15.60%	22
Discrimination related to sexual orientation	5.67%	8
Discrimination related to gender reassignment	0.00%	0
Discrimination related to marriage or civil partnership	3.55%	5
Other	21.99%	31
Total Respondents: 141		

### Q33 Have you received effective advice or support about career choices at the following stages?

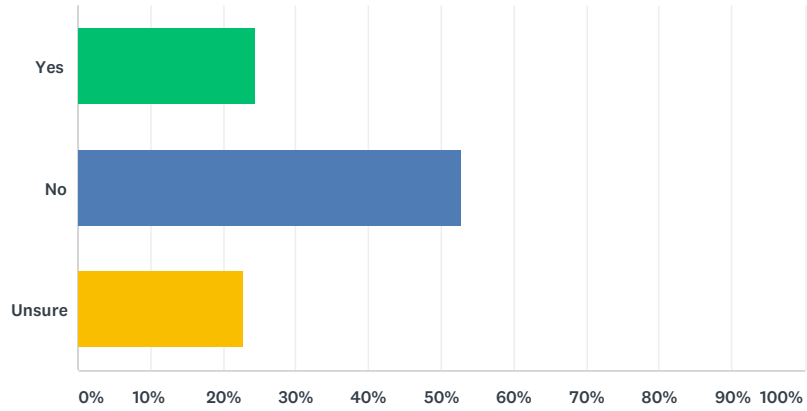
Answered: 235 Skipped: 59



ANSWER CHOICES	RESPONSES	
Undergraduate student	7.66%	18
Postgraduate student	25.11%	59
Applying for jobs	19.15%	45
Work environment	1.70%	4
Promotion	13.19%	31
None	33.19%	78
<b>TOTAL</b>		<b>235</b>

### Q35 Are you currently thinking of leaving the profession?

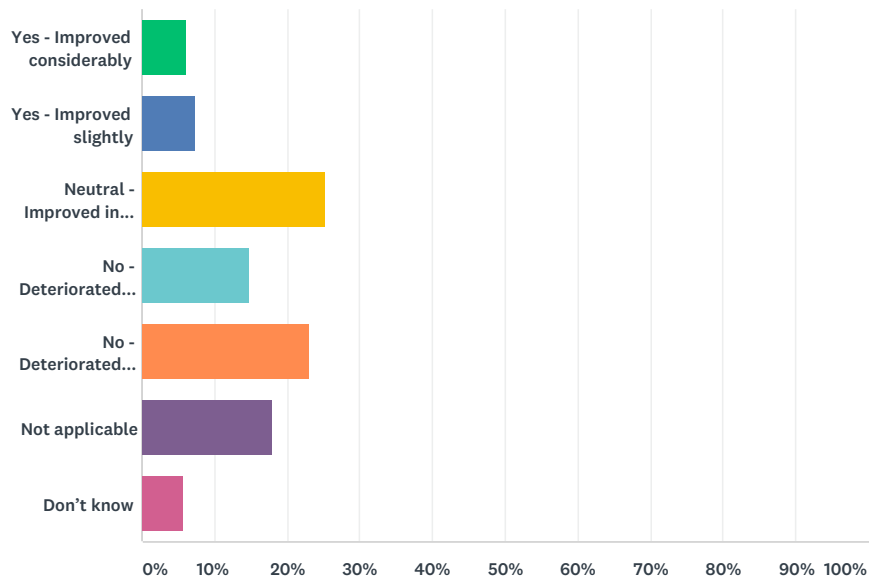
Answered: 237 Skipped: 57



ANSWER CHOICES	RESPONSES	
Yes	24.47%	58
No	52.74%	125
Unsure	22.78%	54
TOTAL		237

Q37 Do you feel that conditions of work in your current post have improved in the last five years? If you have not been in post for five years, but have held similar posts elsewhere, please answer with regard to conditions in UK HE Classics as you have experienced them.

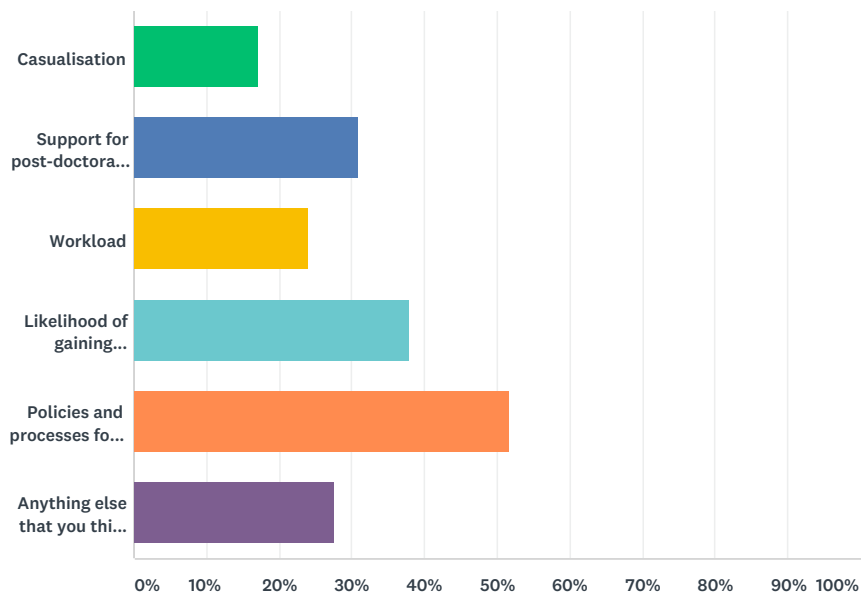
Answered: 234 Skipped: 60



ANSWER CHOICES	RESPONSES
Yes - Improved considerably	5.98% 14
Yes - Improved slightly	7.26% 17
Neutral - Improved in some respects but not in others	25.21% 59
No - Deteriorated slightly	14.96% 35
No - Deteriorated considerably	23.08% 54
Not applicable	17.95% 42
Don't know	5.56% 13
<b>TOTAL</b>	<b>234</b>

## Q38 With respect to which of the following elements have the conditions improved?

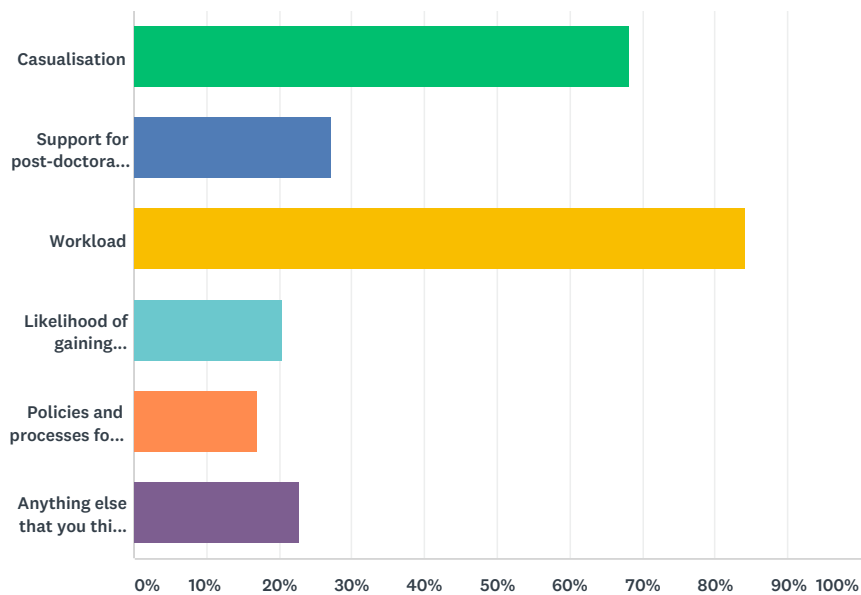
Answered: 29 Skipped: 265



ANSWER CHOICES	RESPONSES
Casualisation	17.24% 5
Support for post-doctoral students	31.03% 9
Workload	24.14% 7
Likelihood of gaining flexible working arrangements	37.93% 11
Policies and processes for dealing with harassment, bullying or discrimination	51.72% 15
Anything else that you think might affect women and BAME colleagues or colleagues with other protected characteristics disproportionately (please specify below)	27.59% 8
Total Respondents: 29	

## Q39 With respect to which of the following elements have the conditions deteriorated?

Answered: 88 Skipped: 206

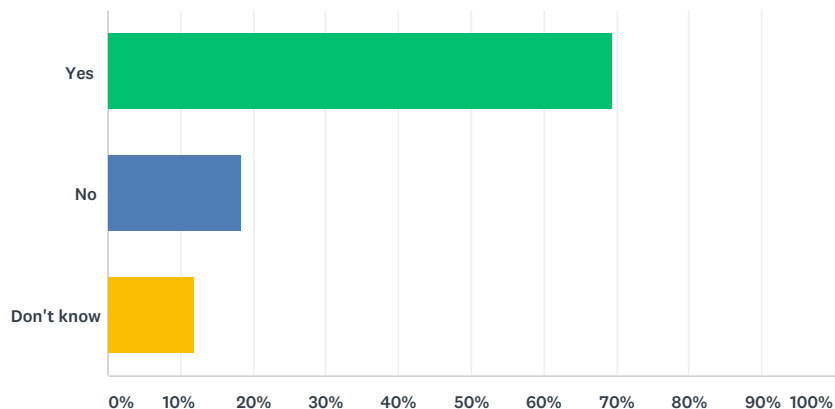


ANSWER CHOICES	RESPONSES	
Casualisation	68.18%	60
Support for post-doctoral students	27.27%	24
Workload	84.09%	74
Likelihood of gaining flexible working arrangements	20.45%	18
Policies and processes for dealing with harassment, bullying or discrimination	17.05%	15
Anything else that you think might affect women and BAME colleagues or colleagues with other protected characteristics disproportionately (please specify below)	22.73%	20
Total Respondents: 88		



Q41 Are you aware of modules in your department that focus on (or include significant coverage of) material about people with protected characteristics (gender, race and ethnicity, disability, sexuality)?

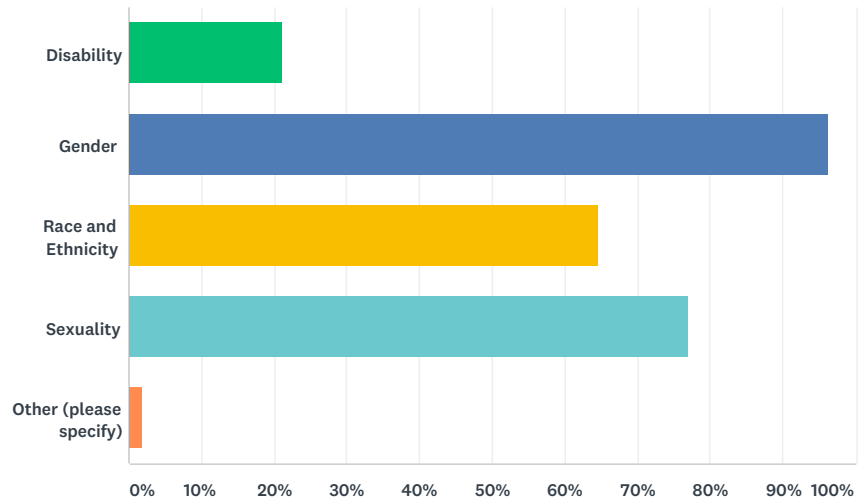
Answered: 233 Skipped: 61



ANSWER CHOICES	RESPONSES	
Yes	69.53%	162
No	18.45%	43
Don't know	12.02%	28
TOTAL		233

Q42 Which characteristics do the module(s) focus on? Tick all that apply.

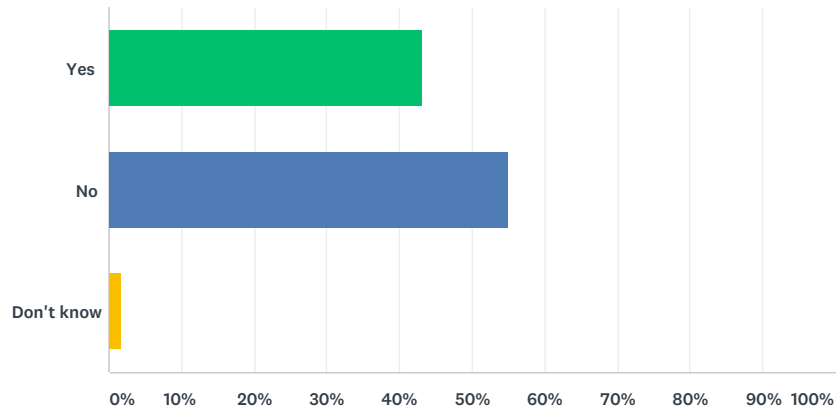
Answered: 161 Skipped: 133



ANSWER CHOICES	RESPONSES	
Disability	21.12%	34
Gender	96.27%	155
Race and Ethnicity	64.60%	104
Sexuality	77.02%	124
Other (please specify)	1.86%	3
Total Respondents: 161		

Q43 Do you teach or have you taught in the last three years modules that focus on (or include significant coverage of) material about people with protected characteristics (gender, race and ethnicity, disability, sexuality)?

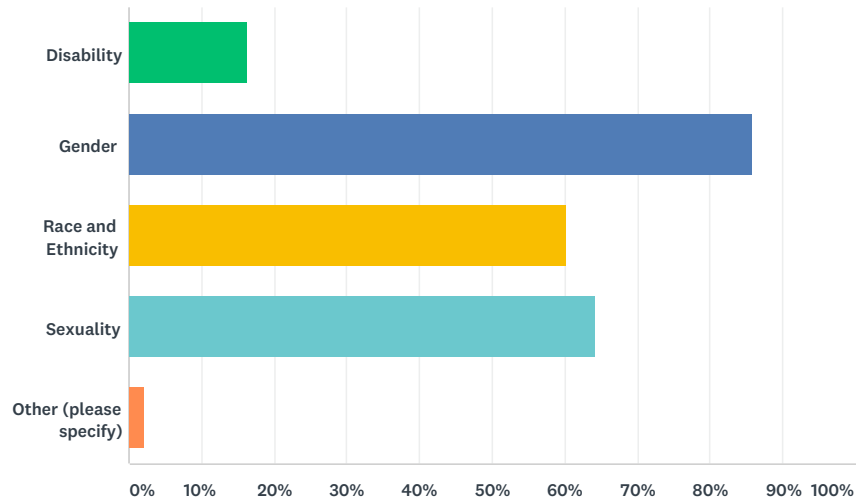
Answered: 227 Skipped: 67



ANSWER CHOICES	RESPONSES	
Yes	43.17%	98
No	55.07%	125
Don't know	1.76%	4
TOTAL		227

Q44 Which characteristics do the module(s) focus on? Tick all that apply.

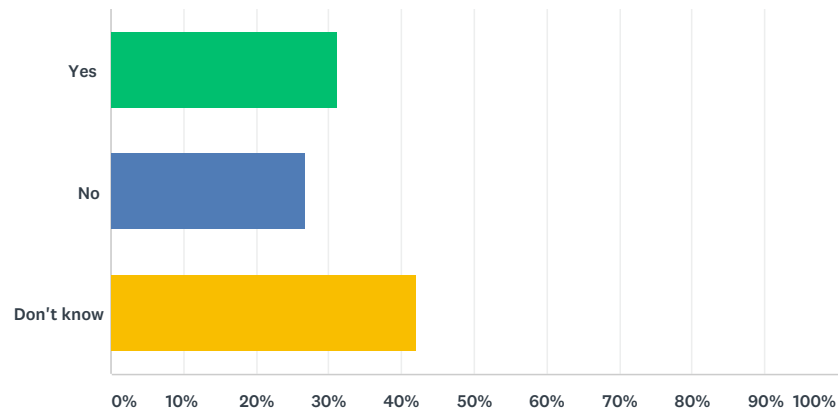
Answered: 98 Skipped: 196



ANSWER CHOICES	RESPONSES	
Disability	16.33%	16
Gender	85.71%	84
Race and Ethnicity	60.20%	59
Sexuality	64.29%	63
Other (please specify)	2.04%	2
Total Respondents: 98		

# Q45 Has your department chosen to increase such provision in recent years?

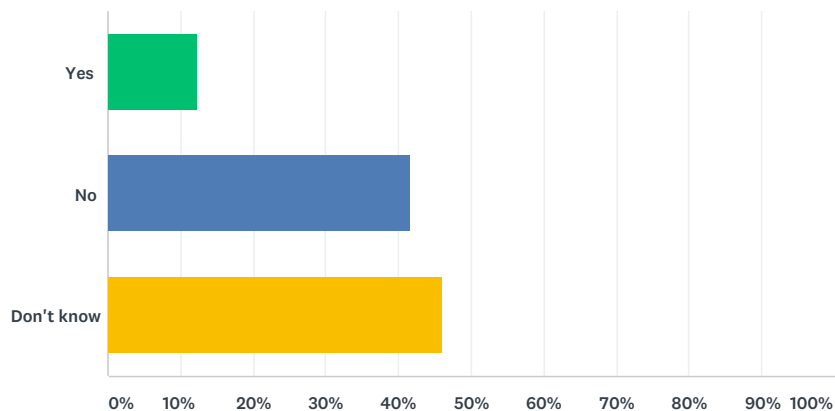
Answered: 231 Skipped: 63



ANSWER CHOICES	RESPONSES	
Yes	31.17%	72
No	26.84%	62
Don't know	41.99%	97
TOTAL		231

# Q46 Have there been any barriers or objections or reductions to such provision?

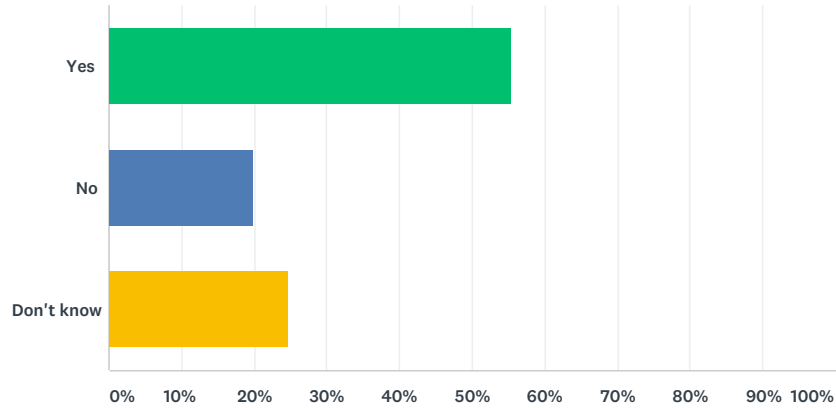
Answered: 228 Skipped: 66



ANSWER CHOICES	RESPONSES	
Yes	12.28%	28
No	41.67%	95
Don't know	46.05%	105
TOTAL		228

Q47 Is there an awareness in your department of the importance of engaging with the scholarship of under-represented groups of scholars (women, scholars of colour, disabled scholars) in your teaching e.g. on reading lists?

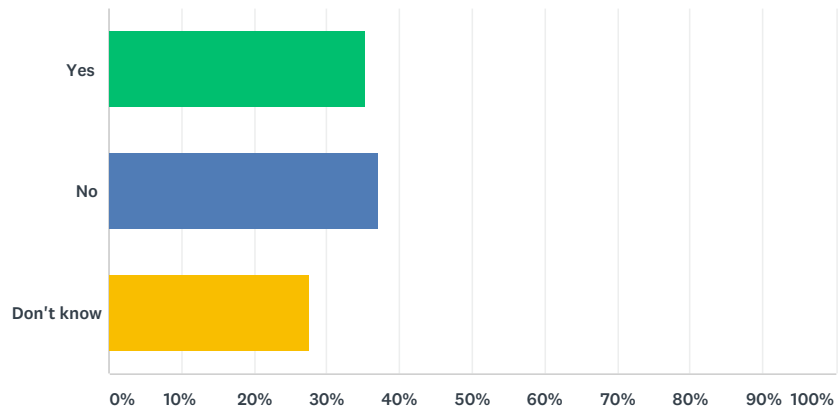
Answered: 227 Skipped: 67



ANSWER CHOICES	RESPONSES	
Yes	55.51%	126
No	19.82%	45
Don't know	24.67%	56
TOTAL		227

# Q48 Is there active encouragement in your department to engage with the work of under-represented groups of scholars in your teaching e.g. on reading lists?

Answered: 224 Skipped: 70

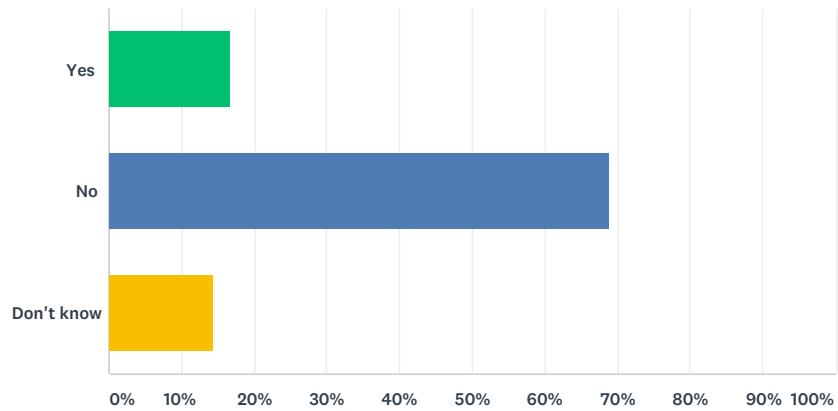


ANSWER CHOICES	RESPONSES	
Yes	35.27%	79
No	37.05%	83
Don't know	27.68%	62
TOTAL		224



Q49 Have you experienced any barriers or objections to engaging with the work of under-represented scholars in the department's teaching e.g. on reading lists?

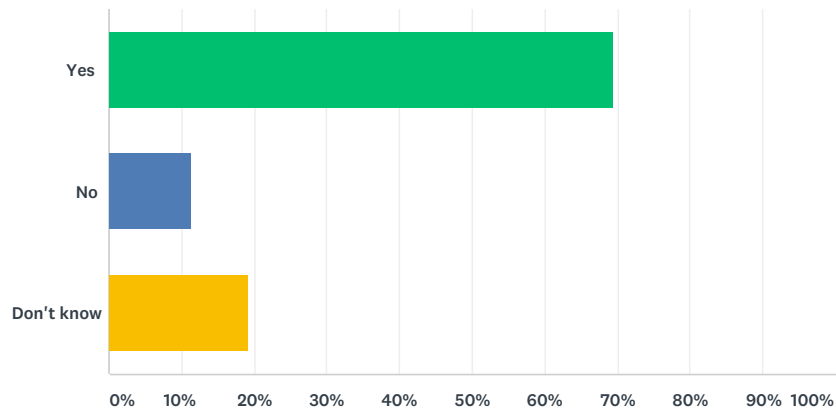
Answered: 222 Skipped: 72



ANSWER CHOICES	RESPONSES	
Yes	16.67%	37
No	68.92%	153
Don't know	14.41%	32
TOTAL		222

# Q50 Do you teach modules from an inclusive perspective, either in relation to subject matter or pedagogical methods?

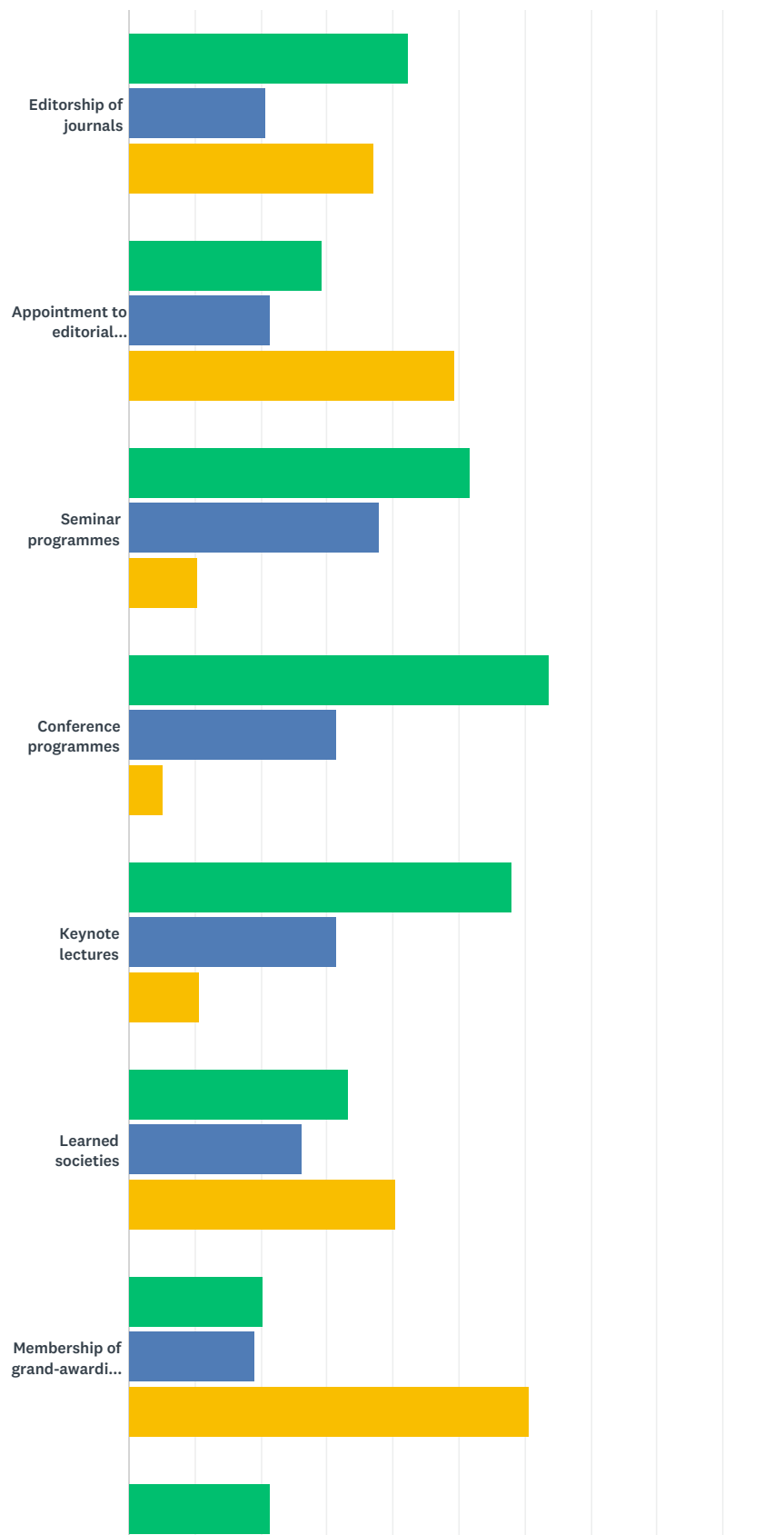
Answered: 213 Skipped: 81

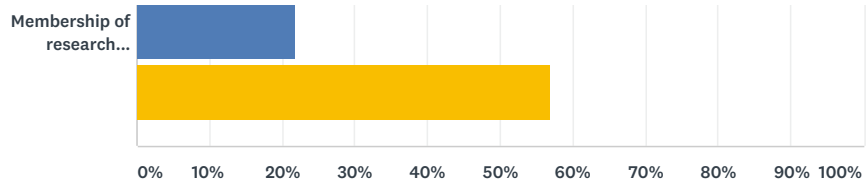


ANSWER CHOICES	RESPONSES	
Yes	69.48%	148
No	11.27%	24
Don't know	19.25%	41
TOTAL		213

# Q52 Across the profession of Classics, ancient history and related disciplines, have you perceived gender inequality in the following?

Answered: 216 Skipped: 78



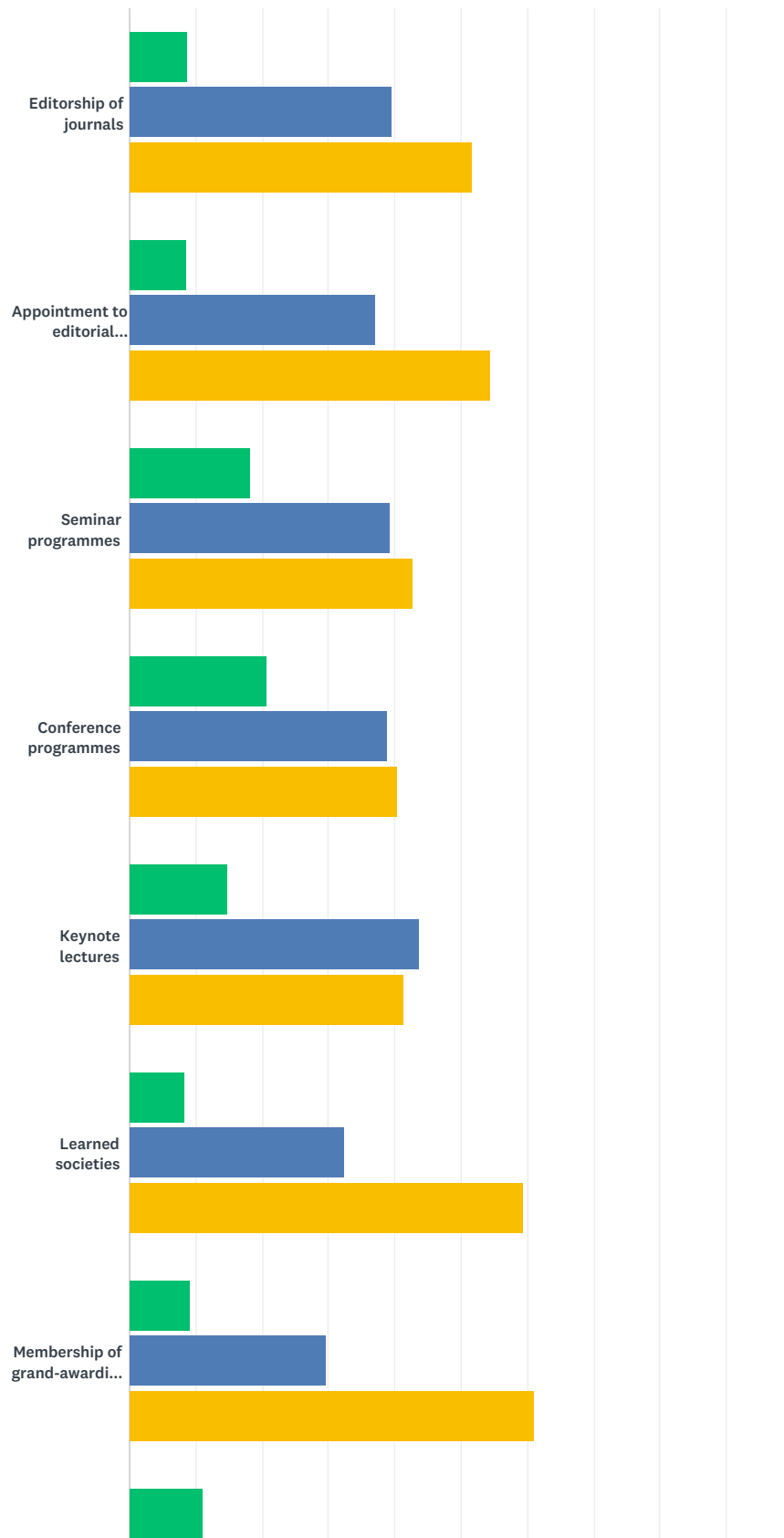


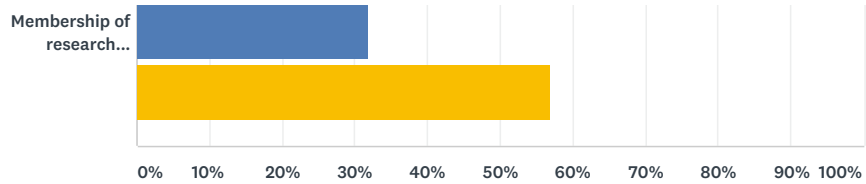
■ Yes   
 ■ No   
 ■ Don't know

	YES	NO	DON'T KNOW	TOTAL
Editorship of journals	42.25% 90	20.66% 44	37.09% 79	213
Appointment to editorial boards	29.38% 62	21.33% 45	49.29% 104	211
Seminar programmes	51.66% 109	37.91% 80	10.43% 22	211
Conference programmes	63.51% 134	31.28% 66	5.21% 11	211
Keynote lectures	57.94% 124	31.31% 67	10.75% 23	214
Learned societies	33.33% 70	26.19% 55	40.48% 85	210
Membership of grand-awarding bodies or panels	20.38% 43	18.96% 40	60.66% 128	211
Membership of research assessment panels	21.33% 45	21.80% 46	56.87% 120	211

# Q54 Do you perceive the following as operating in ways that are supportive of BAME (Black and minority ethnic) scholars?

Answered: 209 Skipped: 85



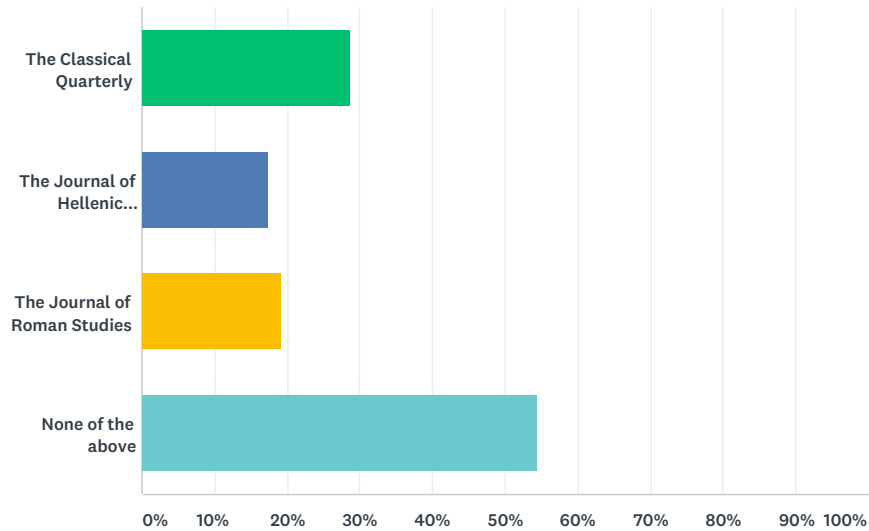


■ Yes   
 ■ No   
 ■ Don't know

	YES	NO	DON'T KNOW	TOTAL
Editorship of journals	8.70% 18	39.61% 82	51.69% 107	207
Appointment to editorial boards	8.65% 18	37.02% 77	54.33% 113	208
Seminar programmes	18.18% 38	39.23% 82	42.58% 89	209
Conference programmes	20.67% 43	38.94% 81	40.38% 84	208
Keynote lectures	14.90% 31	43.75% 91	41.35% 86	208
Learned societies	8.33% 17	32.35% 66	59.31% 121	204
Membership of grand-awarding bodies or panels	9.13% 19	29.81% 62	61.06% 127	208
Membership of research assessment panels	11.11% 23	31.88% 66	57.00% 118	207

## Q56 Have you submitted work to any of the following journals?

Answered: 213 Skipped: 81



ANSWER CHOICES	RESPONSES	
The Classical Quarterly	28.64%	61
The Journal of Hellenic Studies	17.37%	37
The Journal of Roman Studies	19.25%	41
None of the above	54.46%	116
Total Respondents: 213		

Nb. The original question sequence has been preserved but some answers have been omitted as they invited respondents to give further individual comment