

MEASURING

# SOCIAL INCLUSION

The Inclusive Australia  
Social Inclusion  
Index



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## WELCOME TO COUNTRY

Inclusive Australia acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

# THE INCLUSIVE AUSTRALIA SOCIAL INCLUSION INDEX: 2022 REPORT

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## PREPARED FOR INCLUSIVE AUSTRALIA

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## FOREWORD

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The impact of social exclusion in Australia cannot be overstated. Social exclusion costs the Australian economy \$45 billion each year, and affects 6.7 million people<sup>1</sup>.

However, at the heart of Australia's culture are values of respect and fairness, and the majority of Australian people are not highly prejudiced.

Despite this, one in four Australians experience major discrimination based on their age, gender identity, sexual orientation, religion, ability or origin.

This is why Inclusive Australia is building a cross-sector movement to change societal attitudes and behaviours towards people from different backgrounds, perspectives and circumstances.

In the recent Inclusive Australia Social Inclusion Index study, Inclusive Australia commissioned BehaviourWorks Australia at the Monash Sustainable Development Institute to gauge five key aspects of social inclusion using scientifically-informed scales.

The survey looked at:

- Individual levels of belonging and wellbeing;
- Contact and friendship with minority groups;
- Prejudicial attitudes and experiences of discrimination;
- Willingness to volunteer for social inclusion;
- Willingness to advocate for social inclusion.



Inclusive Australia has a clear strategy to shift ingrained behaviours and attitudes by:

1. Guiding the national narrative on social inclusion, enabling people individually or collectively to address discrimination and form connections with others.
2. Accelerating and amplifying the efforts of organisations and individuals who choose to be a part of the Inclusive Australia network through campaigns and advocacy.
3. Providing technical and physical platforms for collaboration, to enable us to leverage existing expertise and networks, drive convergence and collective action, and offer shared learning and measurement.
4. Developing tools to evaluate, measure, compare and improve current social inclusion activities in Australia, providing an overarching nationwide context to the issues being addressed.

We would like to thank Nicholas Faulkner, Sarah Kneebone, Liam Smith and Kun Zhao from Monash University for undertaking this important research. We would also like to acknowledge the contribution of the Inclusive Australia Board in contributing guidance and expertise to these research outcomes and the Inclusive Australia movement. Furthermore, we would not have a movement without the organisations and individuals who make up our alliance, and we would like to extend our thanks to every single person who has been involved to date.

Andrea Pearman, CEO, Inclusive Australia

Michael Daddo, Chair, Inclusive Australia



# ADVANCING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

## WORKING TOGETHER TO CREATE A PEACEFUL, PROSPEROUS AND PROTECTED PLANET

The United Nation’s Sustainable Development Goals, agreed by 193 countries from around the world in September 2015, set out a framework of 17 targets for social equity, economic growth and environmental protection.

### Sustainable Development Goals and Social Inclusion

Four of the SDGs highlight the need for promoting equality, reducing disadvantage within and between nations and creating inclusive workplaces, communities and cities (see box). Meeting these goals in Australia requires cultural, social, attitudinal and behavioural change. Measuring these changes through the Inclusive Australia Social Inclusion Index provides us with an understanding of where we are coming from and how far we have come.

For further information about the SDGs, see

<https://sustainabledevelopment.un.org/sdgs>

#### SDGs for Social Inclusion

- GOAL 5** Gender Equality: Achieve gender equality and empower all women and girls
- GOAL 8** Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- GOAL 10** Reduced Inequalities: Reduce inequality within and among countries
- GOAL 11** Sustainable cities and communities: Make cities and human settlements inclusive, safe, resilient and sustainable

Figure 1: The Global Goals For Sustainable Development.



# EXECUTIVE SUMMARY: MEASURING SOCIAL INCLUSION IN AUSTRALIA

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The idea of the ‘fair go’ is an important part of Australia’s popular culture, yet across the country, millions of Australians do not get a ‘fair go’

Parts of Australia’s population routinely experience forms of discrimination and exclusion as they go about their daily lives. Women and cultural minorities remain underrepresented in the leadership positions of Australian organisations<sup>1,2</sup>.

People with disability continue to face discrimination from employers<sup>3</sup>. Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, and other sexuality and gender diverse (LGBTIQ+) people suffer from significantly higher levels of depression (and more attempted suicides) than the general population.<sup>4</sup> These are just a few of many examples that indicate there is a clear need to improve social inclusion in Australia.

To facilitate progress towards social inclusion, it is important to have comprehensive and robust measurements available to track that progress. These measurements are what the Social Inclusion Index seeks to provide.

## What is social inclusion?

Social inclusion is a multifaceted concept. The Inclusive Australia Social Inclusion Index focuses on five key aspects of social inclusion, using items from scientifically-tested scales to measure individuals’:

1. Sense of belonging and wellbeing;
2. Prejudicial attitudes and experiences of discrimination;
3. Amount and quality of contact with people from minority groups;
4. Willingness to volunteer in inclusion activities; and
5. Willingness to advocate for social inclusion.

These categories were determined through a process that captured the views of a panel of experts on diversity and inclusion<sup>5</sup>.

## What’s different about the Inclusive Australia Social Inclusion Index?

Previous research on social inclusion has focussed on particular issues facing specific minority groups, such as immigrants and ethnic minorities<sup>6</sup>, Aboriginal and Torres Strait Islander peoples<sup>7,8</sup>, or LGBTIQ+ people<sup>9</sup>.

Although these existing studies provide a great amount of detail on these specific inclusion contexts, they lack the integration needed to measure the progress Australia is making in social inclusion overall. Rather than measuring progress in social inclusion broadly, they focus on specific issues or minority groups. As a result, they each tell only part of Australia’s social inclusion story.

In contrast, the Inclusive Australia Social Inclusion Index provides a unique overview of Australia’s social inclusion by covering a wider array of social inclusion issues in one index—including the attitudes and experiences of racial minorities, religious minorities, LGBTIQ+ people, Aboriginal and Torres Strait Islander peoples, women, people with disability, people on low incomes, young people (aged 18–24 years), and older people (aged over 65 years). It seeks to provide a ‘big picture’ view, and captures several important measures (e.g., prejudicial attitudes, experiences of discrimination, willingness to advocate for inclusion) that have not been included together in previous studies. In addition to capturing multiple dimensions of social inclusion, the index looks at multiple minority groups in order to understand experiences of intersectionality and ways in which different intersecting aspects of an individual’s identity can impact discrimination and wellbeing.

The index is constructed using data from six surveys of a total of over 11,000 people across Australia. The demographic profile of our samples reflects the demographic profile (i.e., age, gender, state) of the broader Australian population. We also include boosted samples of several minority groups, including racial and religious minorities, LGBTIQ+ people, people with disability, and Aboriginal and Torres Strait Islander peoples to capture their experiences. Moreover, where possible, the survey questions come from scientifically-validated scales. This ensures the reliability of our data, and allows us to understand the links between our findings and scientific research and theory.

## Why develop an index for social inclusion?

Until the development of the Social Inclusion Index, governments, NGOs, and businesses had very few tools available to measure Australia's progress towards social inclusion overall. The Inclusive Australia Social Inclusion Index provides evidence that can help track progress and evaluate initiatives to improve social inclusion broadly in Australia.

In addition to releasing this report, we also encourage scientists and researchers to contact us about co-authoring research using the raw Social Inclusion Index data to help improve knowledge about the causes, consequences, and correlates of social inclusion. This report only scratches the surface of what it is possible to analyse using this data—collaboration with other researchers could help to fulfil its potential.

## How often will the index be updated?

This document reports on the first six waves of data collection. The first wave was collected in May 2017, and the most recent wave was collected in December 2021. We intend to continue to collect this data annually to track Australia's progress towards social inclusion.



# KEY FINDINGS

## 1. WHILE SOCIAL INCLUSION IN AUSTRALIA REMAINED LARGELY STABLE TWO YEARS INTO THE COVID-19 PANDEMIC, THERE WAS A DROP IN PEOPLE’S SENSE OF BELONGING AND WELLBEING.

The Inclusive Australia Social Inclusion Index score was 62 out of 100 at the end of 2021, one point higher than in the previous year (see Figure 1). As in previous waves, most of the change has happened in the aspects of inclusion at the level of the sub-indices. In particular, people’s sense of belonging and wellbeing dropped on a number of different measures. There were also small increases in people’s willingness to volunteer and advocate for inclusion, indicating a slight recovery in these sub-indices following the first year of the pandemic.

Fig 1. Social Inclusion Index and subindex scores (out of 100) over time

	May 2017	Dec 2017	Dec 2018	Dec 2019	Dec 2020	Dec 2021
<b>Social Inclusion Index</b>	<b>62</b>	<b>61</b>	<b>62</b>	<b>63</b>	<b>61</b>	<b>62</b>
Absence of discrimination and prejudice	68	70	67	68	69	69
Sense of belonging and wellbeing	67	66	66	63	65	62
Contact between groups	59	58	59	61	57	58
Volunteering to help marginalised groups	56	54	58	61	55	59
Advocating for inclusion	58	57	59	62	58	61

## 2. DISCRIMINATION EXPERIENCED BY ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES REMAINED ELEVATED, ACCOMPANIED BY DECLINES IN OTHER ASPECTS OF SOCIAL INCLUSION FOR THIS GROUP

The increase in major and everyday discrimination experienced by Aboriginal and Torres Strait Islander peoples (first seen in December 2018–2019) has remained elevated. Around half of Aboriginal and Torres Strait Islander respondents experienced major discrimination (such as being unfairly fired) in the past 2 years and everyday discrimination (such as being treated poorly by others) at least weekly. In December 2021, there was also a drop in personal wellbeing and identification with Australia seen among Aboriginal and Torres Strait Islander peoples. As with previous years, other Australians had the least contact with Aboriginal and Torres Strait Islander peoples of all selected minority groups.

## 3. ASPECTS OF PERSONAL WELLBEING AND CONNECTION WITH AUSTRALIA DROPPED, WITH THE LATTER CONTINUING A TREND THAT BEGAN AT THE START OF THE INDEX IN MAY 2017

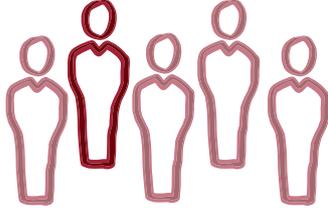
Many of the changes in Wave 6 of the survey were characterised by drops in personal wellbeing and connection. In particular, there was a drop in wellbeing related to how much Australians felt part of their community (and to a lesser extent how safe they felt). Identification with Australia and with the community continued to decline in December 2021, although identification with all humanity remained unchanged.

## 4. LIKE THE PREVIOUS YEAR, PEOPLE DEMONSTRATED SURPRISING RESILIENCE AGAINST THE IMPACT OF THE COVID-19 PANDEMIC IN DECEMBER 2021. HOWEVER, THE EXTENT TO WHICH PEOPLE BELIEVED THAT AUSTRALIANS DEMONSTRATED VALUES SUCH AS FAIRNESS AND RESPECT DROPPED.

Around half (or more) respondents stated that the pandemic did not change outcomes such as access to work and education, although it was considered to have a net negative impact on their financial position, connection to family/friends, and children’s access to care/education. However, compared with the previous year, the degree to which respondents believed that Australians demonstrated certain values (i.e., fairness, respect, tolerance, compassion, equal opportunity for all, and freedom and dignity of the individual) declined.

**5. ALTHOUGH A SIZEABLE MINORITY OF AUSTRALIANS WERE HIGHLY PREJUDICED, THERE WAS AN EMERGING TREND OF DECLINING PREJUDICIAL ATTITUDES TOWARDS CERTAIN GROUPS**

Although nearly one in five people expressed highly prejudiced attitudes towards some groups, it is promising that prejudice has been trending down over the last six waves of the survey, particularly towards religious minorities, racial minorities, Aboriginal and Torres Strait Islander peoples, and women.



**6. THE WORKPLACE IS A COMMON SETTING FOR MAJOR AND EVERYDAY DISCRIMINATION, AND FOR THE FIRST TIME, WE EXAMINED PERCEPTIONS OF DIVERSITY PRACTICES AND INCLUSION IN THE WORKPLACE AND ACROSS INDUSTRIES**



Around half of Australians believed that their workplace fitted the definition of a socially inclusive workplace “Very much” or “Extremely so”, in which “people are treated equally regardless of differences such as culture, race, gender, religion, age, sexual orientation, disability, or socio-economic background”. On a number of measures of inclusion, Construction and mining and Manufacturing lagged behind other industries.

**7. THERE WERE SMALL INCREASES IN WILLINGNESS TO VOLUNTEER AND ADVOCATE FOR SOCIAL INCLUSION, FOLLOWING A DROP IN THE FIRST YEAR OF THE COVID-19 PANDEMIC**

In December 2021, over one-third of Australians were willing to volunteer to assist disadvantaged groups. The majority were also willing to greet people from other groups or listen to and validate people who are victims of discrimination.



**8. THE PERCENTAGE OF PEOPLE CLASSIFIED INTO THE FIVE SOCIAL INCLUSION PROFILES CHANGED**

In the first wave of the survey in May 2017, five profiles were identified based on peoples’ attitudes and behaviours related to social inclusion:



**Allies**



**Affected activists**



**Disillusioned**



**Indifferent**



**Contented**

Since then, the percentage of people classified as ‘Contented’ and ‘Allies’ have shown a largely downward trend, while those of ‘Affected activists’ and the ‘Disillusioned’ have been on the rise.



## WE IDENTIFIED FIVE PROFILES BASED ON PEOPLE'S BEHAVIOUR AND ATTITUDES

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### **PEOPLE ENGAGE WITH SOCIAL INCLUSION IN A VARIETY OF WAYS.**

By analysing how experiences, attitudes and behaviours vary across the population, it is possible to identify distinct types of individuals. Understanding these types can help governments and organisations consider what kinds of engagement might work best for different people. In the first wave of data collection (May 2017), we used a statistical tool called cluster analysis to identify five profiles based on people's socially-inclusive attitudes and behaviours. Each subsequent wave the new sample is then classified into the five groups based on their attitudes and behaviours.

# BEHAVIOUR AND ATTITUDE PROFILES

## Allies: Prepared to act to support social inclusion

- Allies express a strong motivation to volunteer and advocate for social inclusion.
- Allies have relatively high levels of contact with minority groups, low levels of prejudice, have high personal wellbeing and strongly identify as Australians.
- There are more university-educated people in this group, along with the Affected Activists, compared with other groups.



22.4%

## Affected Activists: Affected by exclusion and want to do something about it

- Affected Activists have a strong willingness to volunteer and advocate for social inclusion.
- Affected Activists have the lowest level of prejudice and are also most likely to have personally experienced discrimination.
- Females and university-educated people are over-represented in this group; approximately two-thirds are female, and nearly half have a bachelor or postgraduate degree.



18.4%

## Disillusioned: Affected by exclusion and in need of support

- Disillusioned people tend to have experienced discrimination but have relatively low willingness to advocate for social inclusion.
- They also tend to have low personal wellbeing and weak identification with Australia.
- People in this group tend to have relatively low household incomes compared to people in other groups.



19.7%

## Indifferent: Disinterested and inactive

- People in this group tend to be about average on most indicators of social inclusion.
- They tend to be only slightly willing to advocate or volunteer for social inclusion.
- They also tend to express high levels of prejudice and have experienced an average amount of discrimination.
- Indifferent individuals tend to have average levels of education and income.



26.6%

## Contented: Happy with the status quo

- Contented individuals tend to have very little personal experience of discrimination, relatively high levels of prejudice, and very low willingness to volunteer or advocate for inclusion.
- Their personal wellbeing is above average and they strongly identify as Australians.
- Over four in five people in this group identify as White/Caucasian, and three-quarters are aged fifty or over.

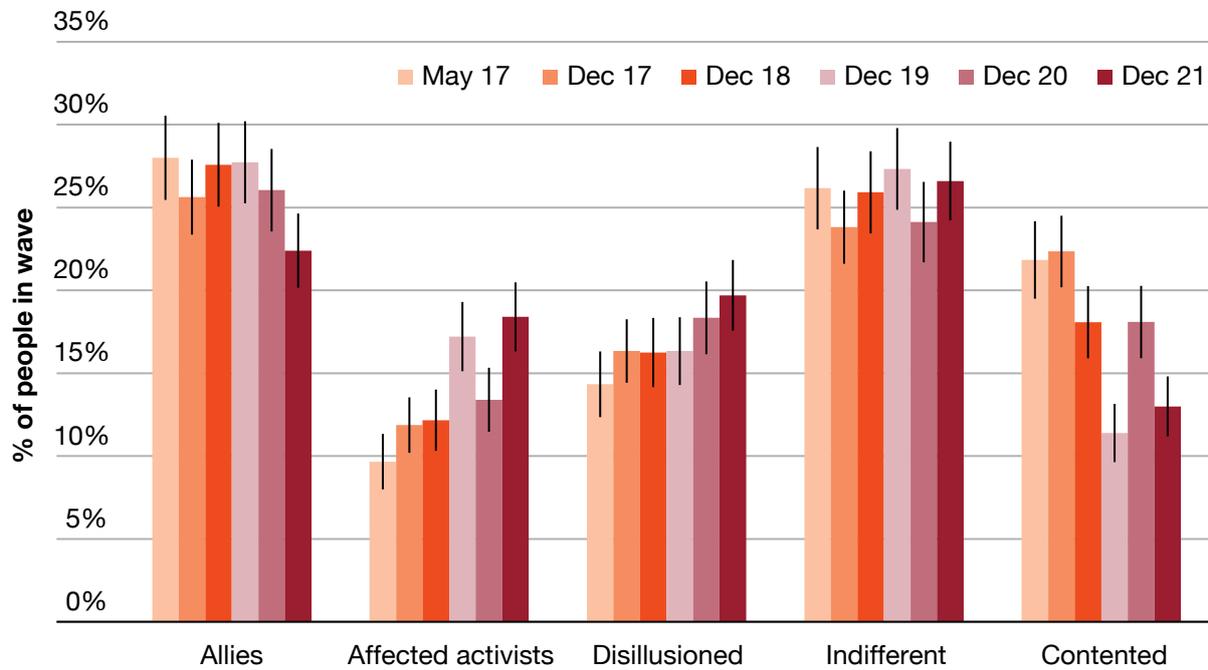


13.0%

The percentages shown on this page were calculated using December 2021 data.

The proportion of the sample classified into each of the five typology groups has shown some trends over the six waves of the survey (see Figure 2). The size of the ‘Contented’ group declined overall from 2017 to 2021, despite an increase in 2020. The ‘Allies’ group has also become smaller, while the ‘Affected Activists’ and ‘Disillusioned’ groups have both grown since May 2017.

**Figure 2: Percentage of people in each typology group**



# PREJUDICE AND DISCRIMINATION

## PREJUDICIAL ATTITUDES

Prejudice refers to holding unfavourable attitudes towards a social group and its members<sup>10</sup>. When a person is highly prejudiced, he or she judges people negatively solely based on their membership of a social group (e.g. LGBTIQ+ person, Aboriginal and Torres Strait Islander, person with disability).

We measured prejudice towards a range of minority groups using items from a commonly-used and validated<sup>11</sup> set of survey questions. The questions ask people to indicate how much they agree or disagree with statements like ‘Most politicians care too much about racial minorities,’ ‘It is just a matter of some people not trying hard enough. If young people would only try harder they could be as well off as other Australian people’, and ‘Women are too easily offended’.<sup>11</sup>

### Prejudice in 2021

As shown in Figure 3, prejudice in Australia has been generally highest against religious minorities, racial minorities, Aboriginal and Torres Strait Islander peoples, young people, and LGBTI people.

In December 2021, nearly one in five people were highly prejudiced (meaning that, on average they ‘Moderately’ or ‘Strongly’ agreed with statements indicating prejudice) against Aboriginal and Torres Strait Islander peoples (18%) and racial minorities (17%).

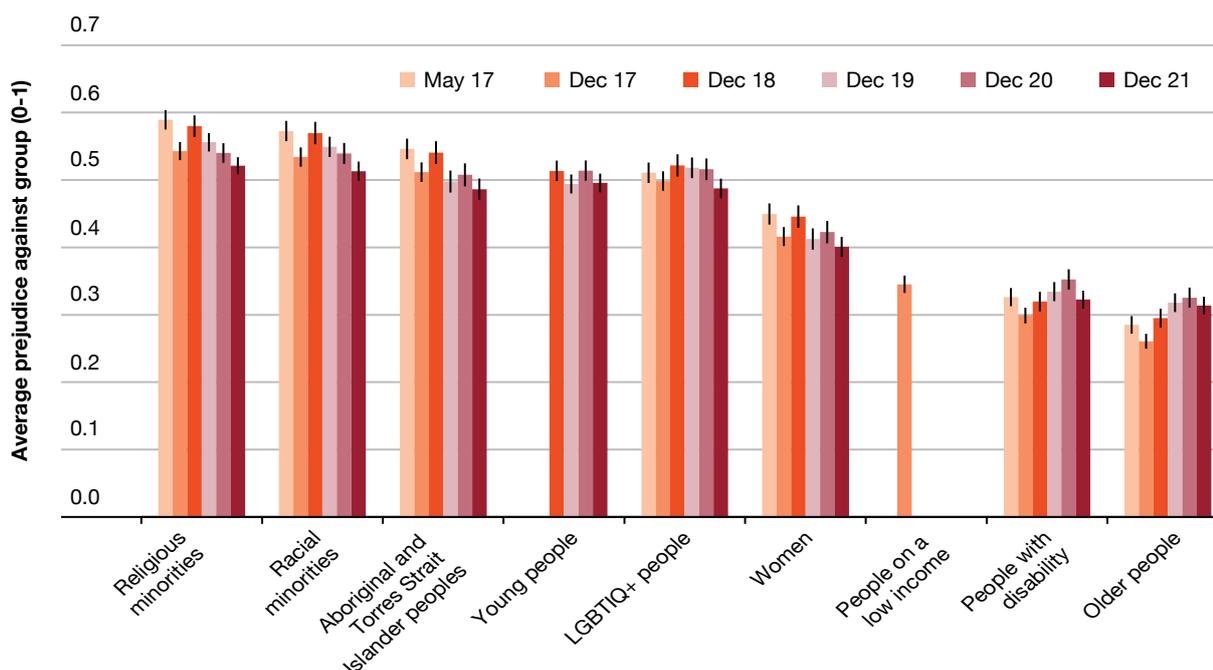
In contrast, fewer people held highly prejudiced views against people with a disability (5%) and older people (4.7%), but this should not be taken to mean that these groups did not experience discrimination.

### Changes in prejudice over time

It is promising that prejudice has been trending down across the last six waves of the survey, particularly towards religious minorities, racial minorities, Aboriginal and Torres Strait Islander peoples, and women.

For most other groups, prejudice levels remained largely unchanged compared with May 2017. The only exception was prejudice towards older people, which was slightly higher in December 2021 compared with the first two waves of the survey. However, prejudice against this group remains low relative to the other groups.

Figure 3: Prejudice against selected groups



Note: Prejudice against young people and people on a low income were not measured in every wave of data collection.

# EXPERIENCES OF DISCRIMINATION

## DISCRIMINATION IS THE ‘BEHAVIOURAL EXPRESSION OF PREJUDICE’.<sup>10</sup>

While prejudice refers to negative attitudes, discrimination refers to the ‘acting out’ of those negative attitudes. Discrimination occurs when there is ‘unequal treatment of people based on the groups or categories to which they belong’.<sup>12</sup>

We measured people’s experiences of two types of discrimination: major discrimination and everyday discrimination. Major discrimination includes types of serious unfair treatment, such as being unfairly denied a promotion or job, or discouraged from continuing education.<sup>13,14</sup> In contrast, everyday discrimination refers to ‘more chronic, routine, and relatively minor experiences of unfair treatment’<sup>15</sup>, such as being treated with less respect and courtesy, receiving poorer service than others at restaurants or stores, or being called names.

### Discrimination in 2021

Almost a quarter of Australians reported having experienced a major form of discrimination at the end of 2021. The groups that reported experiencing the most discrimination were Aboriginal and Torres Strait Islander peoples and young people, followed by (in rough order) religious minorities, people with disability, and LGBTIQ+ people. Other groups still experienced discrimination, albeit some less frequently (as shown in Figure 4 and Figure 5).

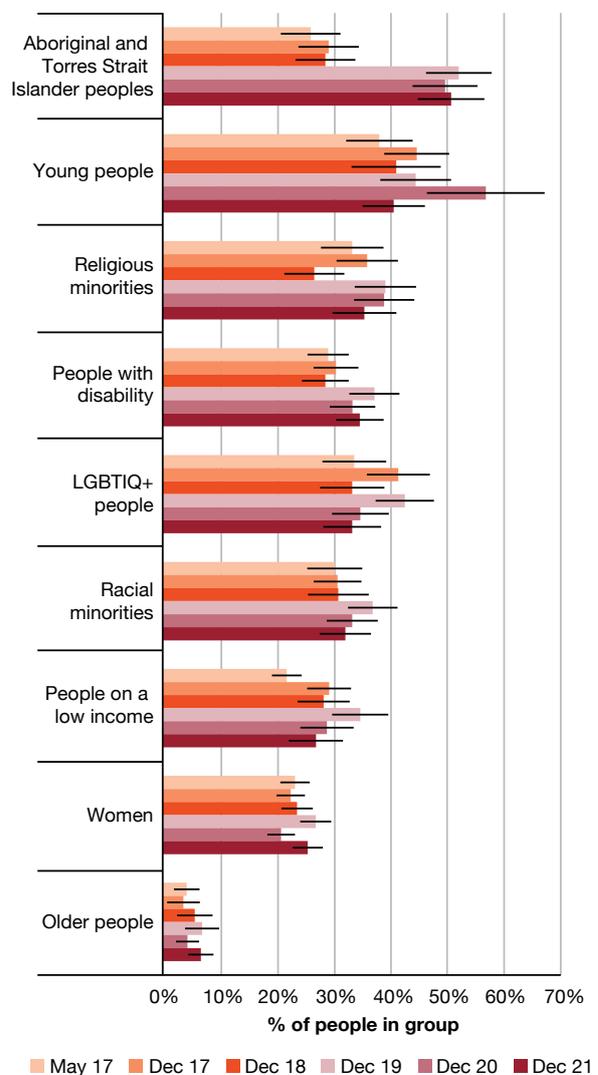
The types of major discrimination that people experienced showed similar patterns across all minority groups. Not being hired for unfair reasons was the most common experience for almost all groups, while being denied a bank loan, refused accommodation for rent or sale, and discouraged from education were less common.

### Changes in discrimination over time

The proportion of particular minority groups experiencing a major form of discrimination has changed in recent years. In December 2019, reports of major discrimination among both Aboriginal and Torres Strait Islander peoples increased substantially (a smaller increase was seen for some other groups, including people with disability and people on a low income). This remained elevated by the end of 2021, with half of Aboriginal and Torres Strait Islander peoples experiencing major discrimination in the last 2 years. The cause of this increase is unknown, but should be investigated and monitored.

While there was a sharp increase in the percentage of young people who reported experiencing major discrimination in 2020 (57%), this has since returned to 2017 levels (41%).

**Figure 4: Percentage of people in minority groups who report experiencing at least one form of major discrimination in the past two years**



## Experiences of everyday discrimination

In December 2021, 27% of Australians reported experiencing minor, 'everyday' forms of discrimination at least weekly, similar to findings from 2018 and 2019.

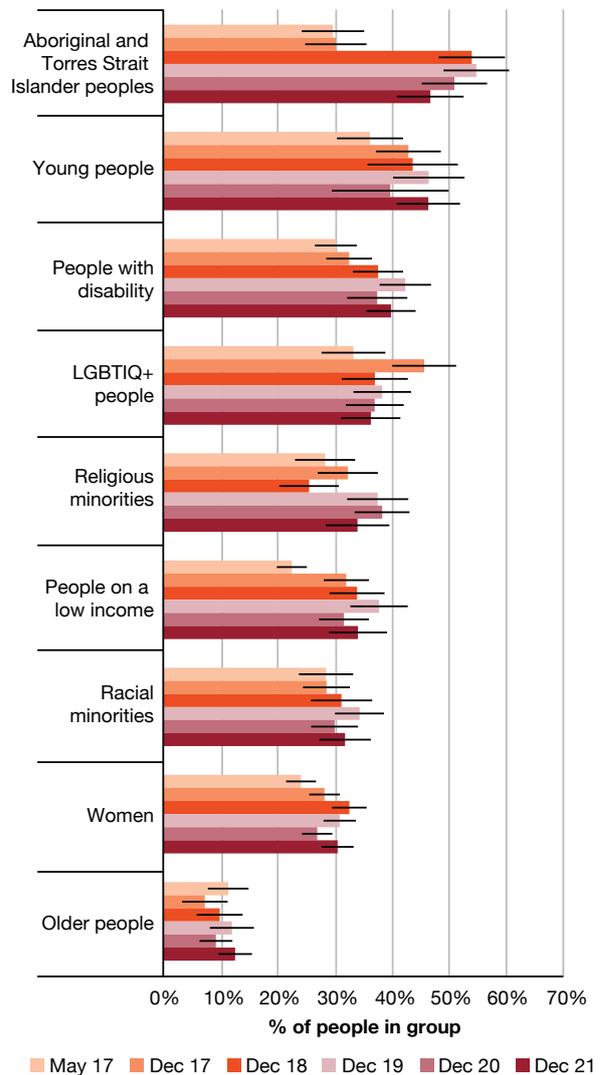
There have been some prominent changes in everyday discrimination over the last six waves of the survey. First, in December 2017, around the time of the Federal Government's Australian Marriage Law Postal Survey (which asked Australians if they thought the law should be changed to allow same-sex couples to marry), the percentage of LGBTIQ+ people who experienced everyday discrimination increased significantly (from 33% in May to 46% in December 2017). By December 2021, the level of everyday discrimination faced by LGBTIQ+ people returned closer to pre-Marriage-Law-Postal-Survey levels (36%).

Second, in December 2019 there was a significant increase in the percentage of religious minorities experiencing everyday discrimination compared to December 2018 (from 26% to 38%), and this figure was high before dropping slightly in 2021 (34%).

Third, the percentage of Aboriginal and Torres Strait Islanders reporting that they experienced a form of everyday discrimination at least weekly increased significantly, from 30% in December 2017 to 54% in December 2018. This has remained high in December 2019 (55%), December 2020 (51%), and December 2021 (47%). Given that this has been observed for three waves now, it is looking increasingly less likely that this is an aberration, and so should be further investigated and addressed.

The types of everyday discrimination that people experienced showed similar patterns across all minority groups. Other people acting as if they were better, other people acting as if the respondent were not smart, being treated with less respect and with less courtesy were the most common types of everyday discrimination reported by all groups.

Figure 5: Percentage of people in minority groups who experienced one or more forms of everyday discrimination at least weekly



## Self-reported reasons for discrimination

Respondents were also directly asked for the reasons for their experiences of discrimination. Age was cited by 42% of people who experienced everyday discrimination and by 41% of people who experienced major discrimination, followed by gender, and to a lesser extent, education/income and race. For everyday discrimination, weight (22%) and physical appearance (20%) were also among the most common reasons.

Despite the fact that the data were collected at a time when there was heated discussion in the media and public about COVID-19 vaccine mandates, COVID-19 vaccine status was seldom mentioned by respondents as a reason for experiences of discrimination, appearing in around 2% of other reasons for everyday and major discrimination.

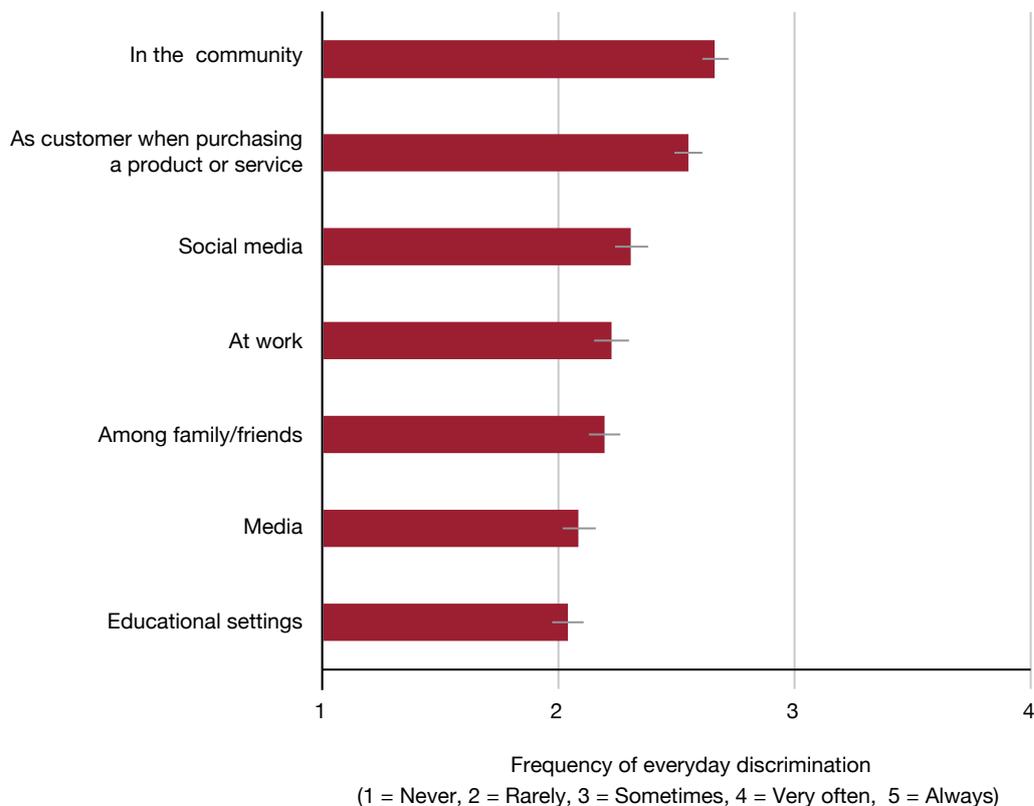
## Where did discrimination occur?

For the first time in December 2021, we asked respondents about the environments in which they had experienced discrimination. The findings here indicated that instances of discrimination tended to occur relatively uniformly across many settings.

Respondents reported experiencing everyday discrimination most frequently in the community and as a customer when purchasing goods and services, and least frequently in educational settings, however, the differences between these were relatively small (see Figure 6). For example, 15% of people who experienced everyday discrimination said that this happened 'Very often' or 'Always' in the community, vs. 11% for educational settings.

We further asked respondents in which settings they tended to experience discrimination as a customer. These included retail and supermarkets, healthcare, banking and financial, charities, social and government services, legal and police, utilities, community and religious groups, and community sports. However, responses did not vary considerably across settings, with 8% of people stating that it happened 'Very often' or 'Always' in retail and supermarkets, vs. 7.2% for community sports.

Figure 6: Frequency of everyday discrimination experienced across settings, December 2021



# BELONGING AND WELLBEING

## SOCIAL CONNECTEDNESS AND BELONGING ARE IMPORTANT FOR MAXIMISING WELLBEING.

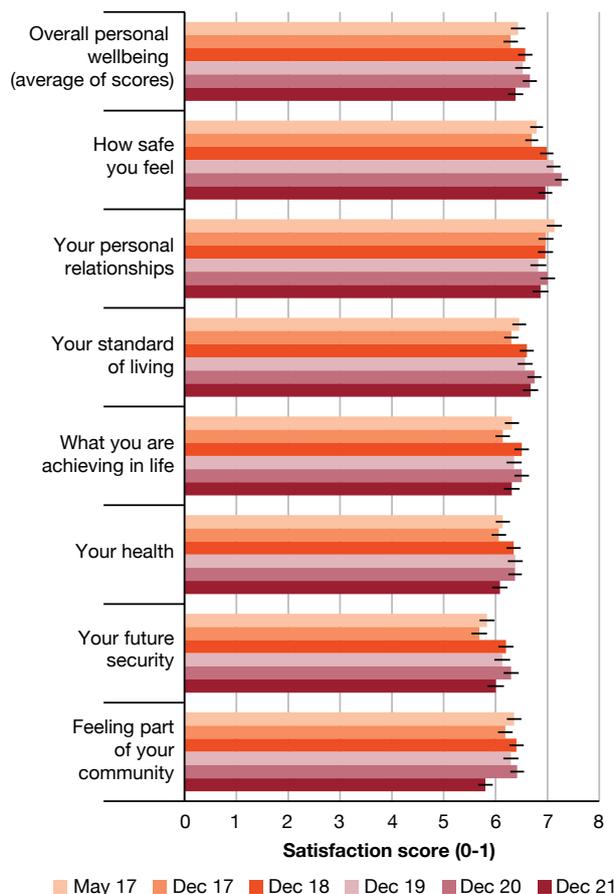
Previous research shows that having strong social networks and a strong sense of social identity (through belonging to groups) is associated with better health, reduced levels of depression and anxiety, and improved overall wellbeing<sup>16,17</sup>.

### PERSONAL WELLBEING

Our results indicate that people in Australia rated their overall personal wellbeing as 6.4/10 on average in December 2021. People were most satisfied with how safe they felt and their personal relationships, and least satisfied with feeling part of their community (see Figure 7).

Australians' overall personal wellbeing had dropped compared with the year before, though it was around the same level as earlier years of the survey. This recent drop in wellbeing was particularly driven by drops in how much Australians felt part of their community and how safe they felt.

**Figure 7: Reported levels of satisfaction with aspects of life (Score out of 10)**

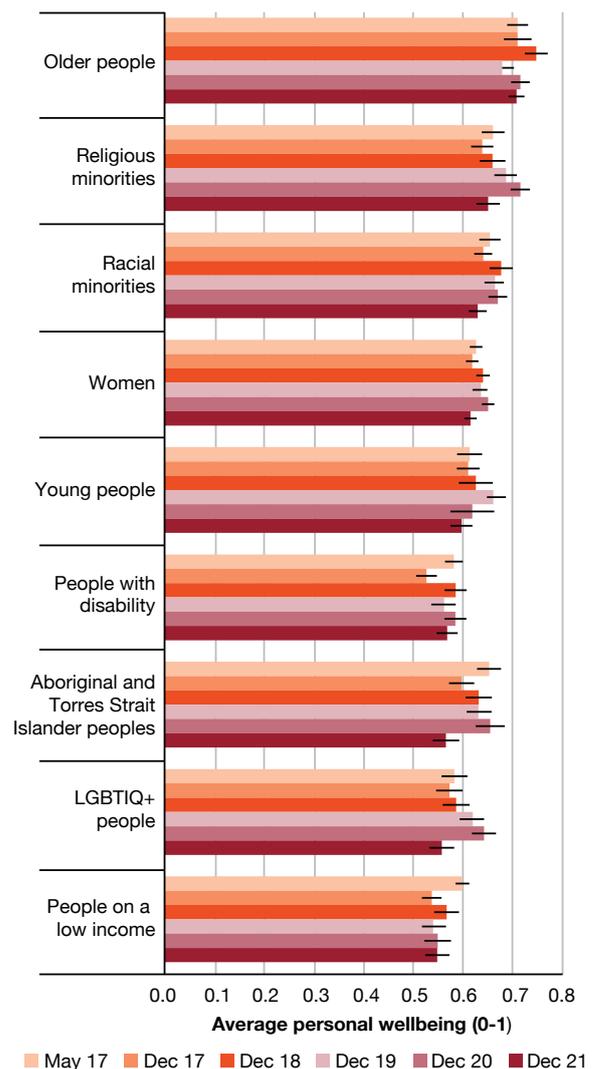


† Although comparable, the average personal wellbeing scores we measured were lower than those typically measured by other Australian surveys<sup>18,19</sup>. We speculate that this difference may be because respondents answered questions about other aspects of social inclusion (e.g., prejudice and discrimination) prior to responding to the personal wellbeing items. We have kept this question ordering consistent across waves to ensure that patterns are comparable over time.

There were some notable differences in personal wellbeing across different minority groups. In December 2021, levels of personal wellbeing were highest among older people and religious minorities, and lowest among people on low incomes (see Figure 8).

The past year has also seen greater drops in wellbeing for Aboriginal and Torres Strait Islander peoples, LGBTIQ+ people, and religious minorities. All three groups showed declines in wellbeing related to their health, what they were achieving in life, feeling part of their community, and their future security.

**Figure 8: Levels of personal wellbeing across minority groups (0-1)**



## IDENTIFICATION WITH LOCAL COMMUNITIES, AUSTRALIA, AND ALL HUMANITY

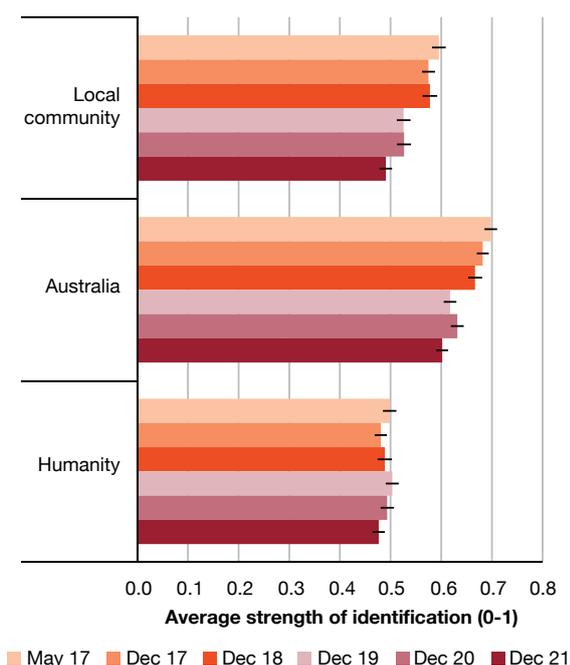
Building a strong sense of social identification with Australia and other groups is an important part of promoting a socially inclusive society. People who identify with a group care about and feel a sense of connection with other members of that group. They are also more likely to act in ways that benefit and promote those groups. We used items from a scientifically-tested measure to investigate how strongly people identified with their local community, with Australia as a whole, and with all of humanity<sup>20</sup>.

Our results indicated that people in Australia tend to identify most strongly with Australia, followed by their local communities, and all humanity (see Figure 9).

However, both identification with the local community and with Australia have shown clear downward trends since the start of the survey in May 2017. In the most recent wave, this is consistent with other indicators such as the drop in wellbeing from feeling part of the community and the net negative impact of the COVID-19 pandemic on connections to family and friends in 2020–21.

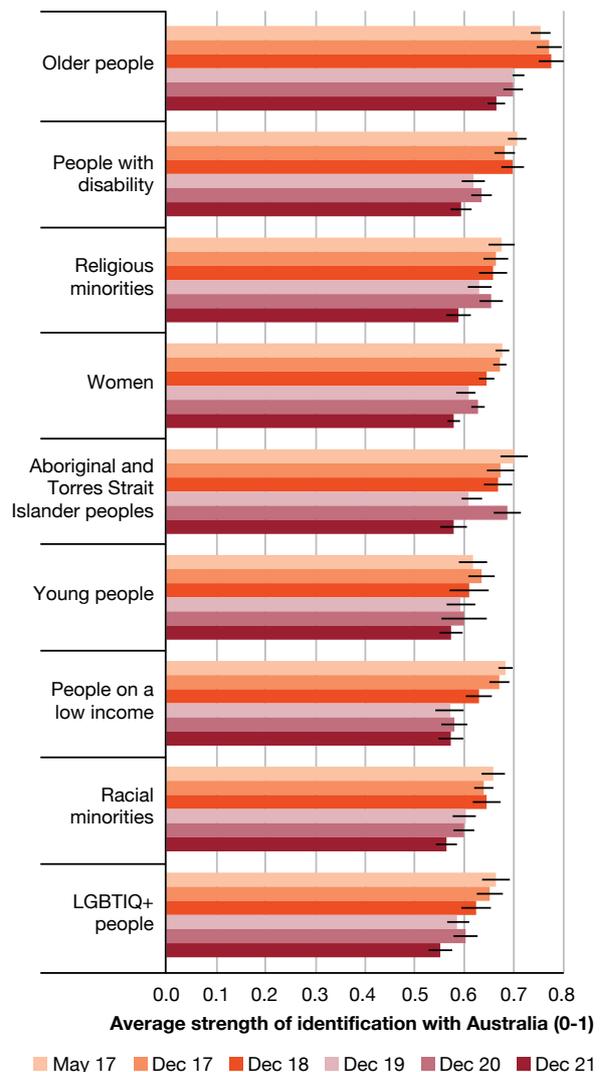
Identification with all humanity did not significantly change across the last five waves of data collection, and the relatively lower levels of identification with all humanity may represent an opportunity for improvement. Previous research has shown that individuals who strongly identify with all humanity care more than others about issues that affect people who are different to themselves<sup>20,21</sup>. Given Australia's diverse population, such care may be beneficial for making Australia more socially inclusive.

**Figure 9: Average strength of identification with local community, Australia, and all humanity**



Identification with Australia was strongest for older people, while levels of identification were similar among the remaining groups (see Figure 10). Apart from young people, all groups showed a trend of weaker identification with Australia over time. In particular, identification among Aboriginal and Torres Strait Islander peoples dropped significantly in the most recent wave.

**Figure 10: Average strength of identification as Australian across minority groups**



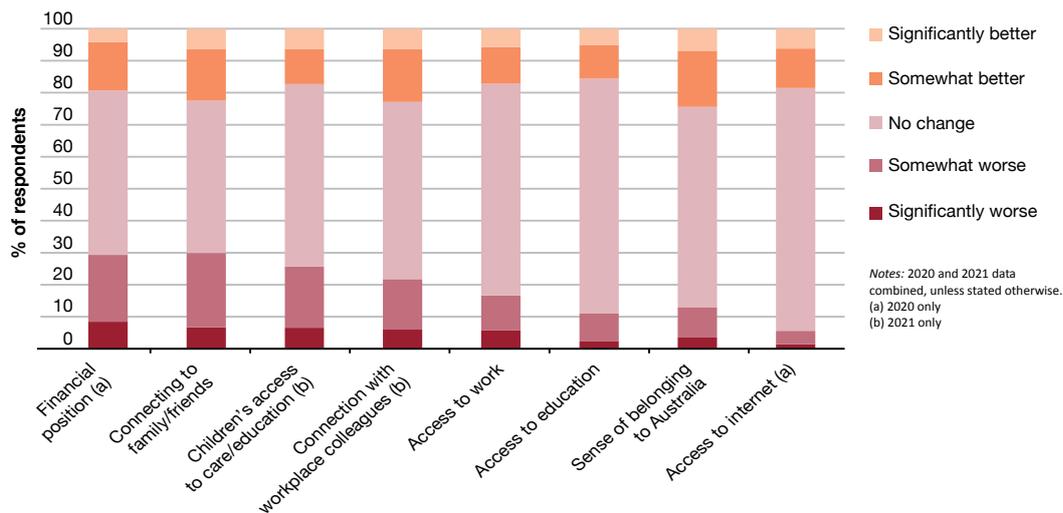
## IMPACTS OF COVID-19

The COVID-19 pandemic reached in Australia in January 2020. Given the impact that the pandemic had on individuals' daily lives, we introduced new questions in the 2020 and 2021 waves to ask individuals about how they believed the pandemic had affected them and their country.

We asked if COVID-19 had made various outcomes better or worse for respondents. In general, the impact of COVID-19 was smaller than expected, with around half to three-quarters of respondents stating that COVID-19 led to no change in these outcomes, as shown in Figure 11. However, there were differences across outcomes, with COVID-19 considered to have had net-negative impacts on respondents' financial positions (29% worse vs. 19% better), their connection to family and friends (30% better vs. 23% worse), and their children's access to care and education (26% worse vs. 17% better). In contrast, COVID-19 was considered to have had the greatest net-positive impacts on respondents' access to internet (19% better vs. 5.6% worse) and their sense of belonging to Australia (24% better vs. 13% worse).

The share of respondents who believed that their sense of belonging was worse doubled between 2020 and 2021, consistent with the drop in identification with Australia and in wellbeing related to feeling part of the community.

**Figure 11: Beliefs about whether COVID-19 made various outcomes better or worse**

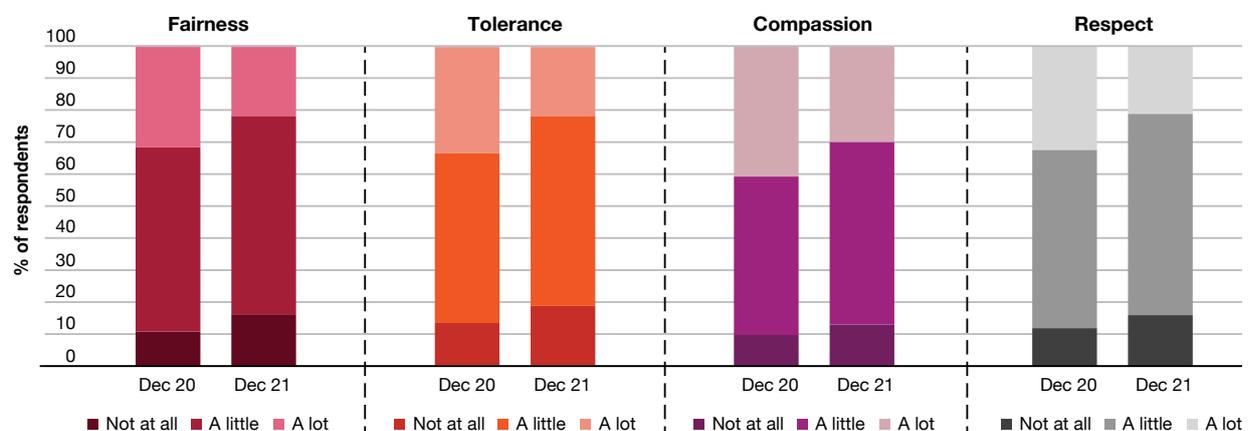


We also asked respondents to indicate the extent to which they believed Australians had demonstrated several values during the pandemic (see Figure 12). These values included fairness, respect, tolerance, compassion for those in need, equal opportunity for all, and freedom and dignity of the individual.

Compassion for those in need was considered by 41% and 30% of respondents (in 2020 and 2021 respectively) to have been demonstrated 'A lot'. Meanwhile, just 27% and 22% of respondents in the same years considered Equal opportunity for all to have been demonstrated 'A lot' by Australians during the pandemic.

Furthermore, the degree to which respondents believed Australians demonstrated these values dropped for all six values between December 2020 and December 2021. For all values, the share of those agreeing with 'A lot' decreased and the share of those agreeing with 'Not at all' increased.

**Figure 12: Changes in beliefs about the extent to which Australians demonstrated various values during the pandemic**



# INTERSECTIONALITY, DISCRIMINATION AND WELLBEING

## INTERSECTIONALITY REFERS TO HOW INDIVIDUALS CAN IDENTIFY WITH MULTIPLE INTERSECTING GROUPS AT THE SAME TIME.

For example, an individual may identify as female, LGBTIQ+, and Aboriginal and Torres Strait Islander. By surveying people belonging to multiple groups, our study provides a unique opportunity to shed light on how intersectionality influences experiences of discrimination and personal wellbeing in Australia.

Belonging to multiple intersecting groups (i.e., religious minorities, racial minorities, LGBTIQ+ people, people with disability, older people, people on a low income, Aboriginal or Torres Strait Islander peoples, and/or young people) was relatively common in the data. As can be seen in Figure 13, among people who were on a low income, over half belonged to two or more other minority groups. In contrast, close to half of older people only belonged to this one group, with fewer experiences of intersectionality.

Figure 14 explores the nature of these intersecting identities further and presents the frequency of multiple group identities, for all waves of the survey combined. Note that this figure only presents pairs of groups and that a separate group for women is not included due its large numbers compared with the remaining groups. Common intersecting groups were people with disability who were also on a low income (1,191 respondents), religious minorities who were also racial minorities (1,011 respondents), and older people who were on a low income (643 respondents). People on a low income were frequently seen in combination with most other minority groups, making economic disadvantage a common characteristic of being in a minority group.

**Figure 13: Identity with number of other groups by minority group, all waves combined (%)**

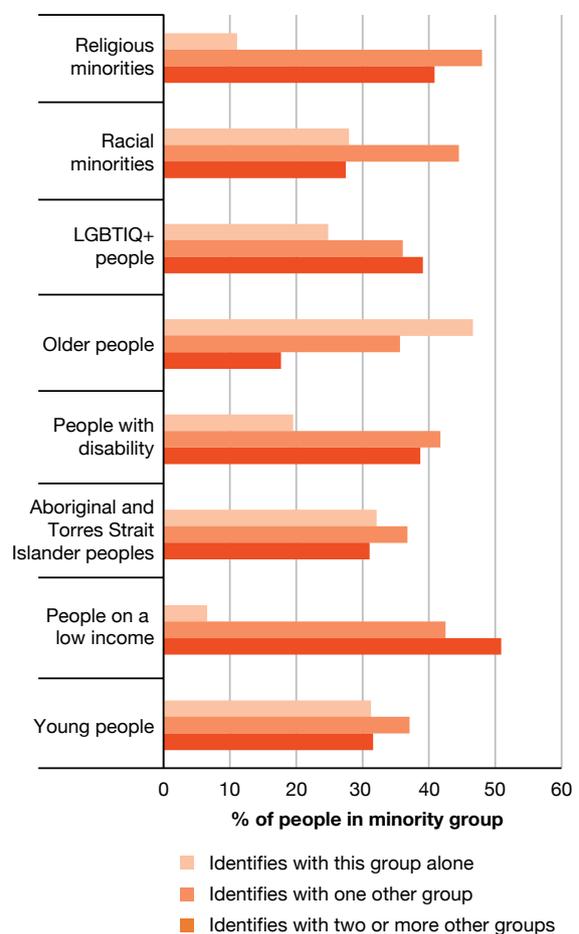
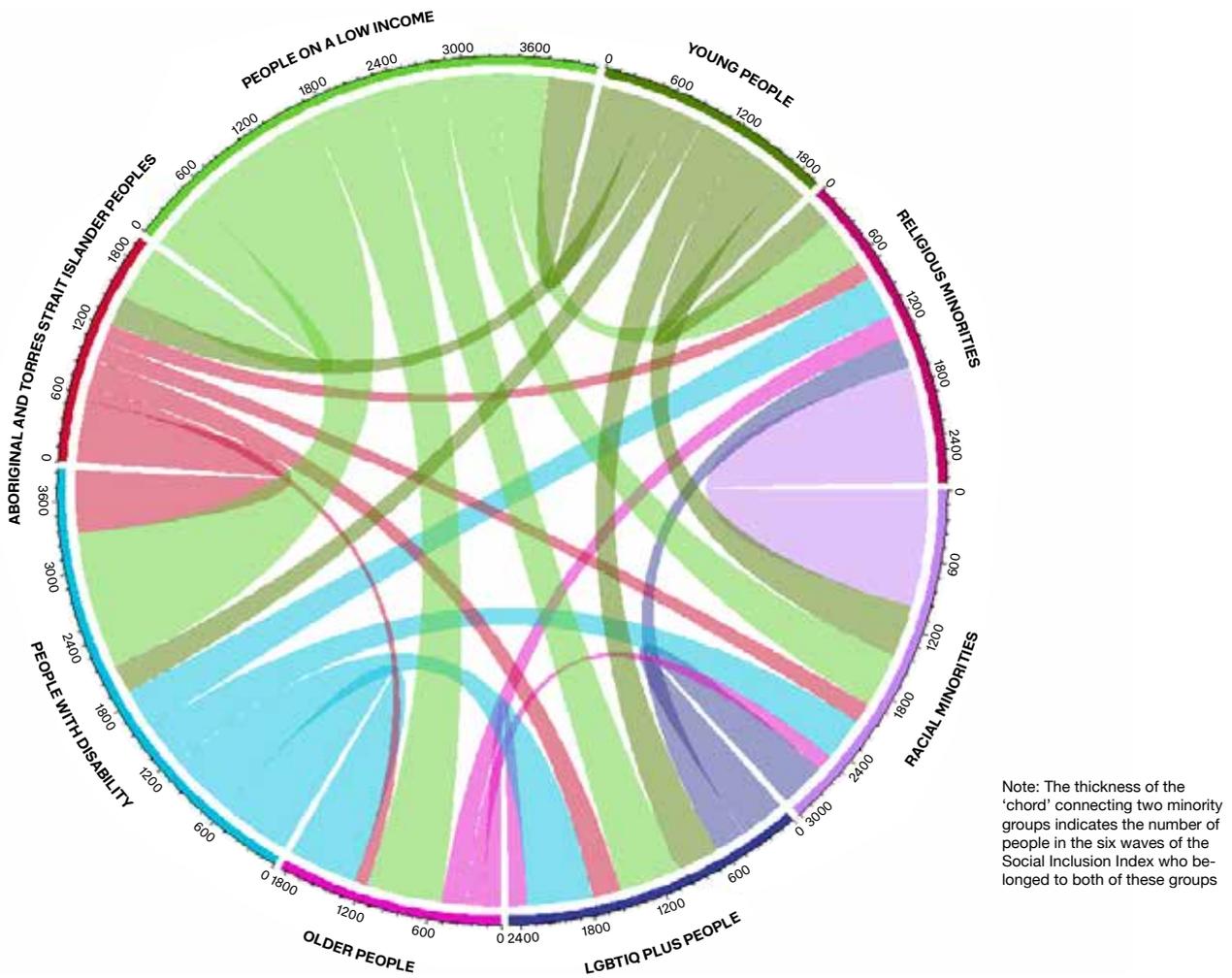


Figure 14: Frequency of multiple group identities, all waves combined



Individuals who belonged to more than one minority group tended to experience more discrimination and lower wellbeing (see Figure 15). For example, across all waves of data, 17% of individuals who did not identify with any minority groups experienced major discrimination in the past two years, compared with 22% for individuals identifying with one group, 27% identifying with two groups, and 38% identifying with three or more groups. Likewise, 23% of individuals who did not identify with any minority groups experienced everyday discrimination at least once each week, but this almost doubled among individuals who identified with three or more groups.

Figure 15: Discrimination and wellbeing by identity with number of minority groups, all waves combined (0-1)

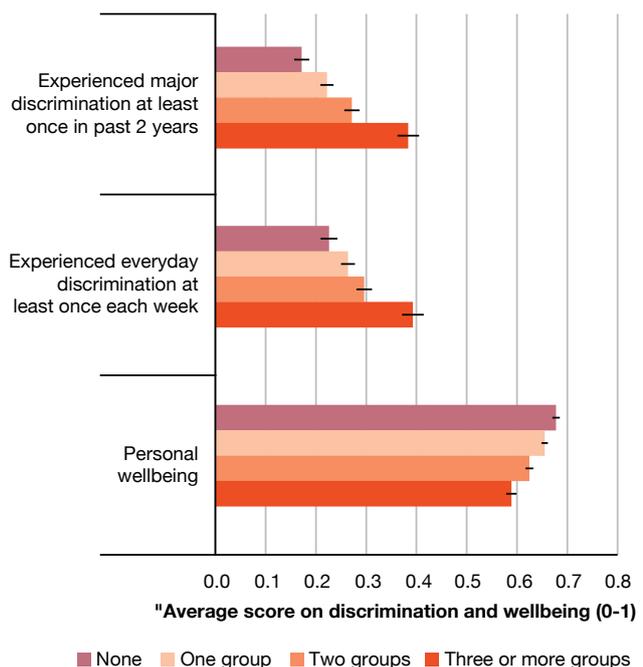


Table 1 shows the average scores and 95% confidence error margins for experiences of everyday and major discrimination, as well as personal wellbeing, among people from intersected minority groups. Data from all six waves are included in this analysis to maximise the sample size.

Major discrimination and everyday discrimination was highest among Aboriginal and Torres Strait Islander peoples who identified as LGBTIQ+, and young people with disability. Around two-thirds of people who were Aboriginal and Torres Strait Islander and LGBTIQ+, and 62% of young people with disability, experienced major discrimination in the last 2 years. Similarly, 57% and 59% of people in these respective groups experienced everyday discrimination at least once a week.

Personal wellbeing was lowest for people with disability who were also on a low income, and LGBTIQ+ people on a low income.

**Table 1: Discrimination and wellbeing by intersectional group, all waves combined**

	Religious minorities	Racial minorities	LGBTIQ+ people	Older people	People with disability	Aboriginal and Torres Strait Islander peoples	People on a low income	Young people
<b>Personal wellbeing</b>								
Racial minorities	0.69 (0.01)							
LGBTIQ+ people	0.64 (0.03)	0.64 (0.02)						
Older people	0.70 (0.02)	0.72 (0.03)	0.67 (0.03)					
People with disability	0.62 (0.02)	0.62 (0.02)	0.52 (0.02)	0.64 (0.02)				
Aboriginal and Torres Strait Islander peoples	0.68 (0.03)	0.65 (0.03)	0.60 (0.03)	0.72 (0.04)	0.57 (0.02)			
People on a low income	0.60 (0.02)	0.59 (0.02)	0.50 (0.02)	0.66 (0.02)	0.49 (0.01)	0.55 (0.02)		
Young people	0.64 (0.03)	0.64 (0.02)	0.56 (0.02)	--	0.58 (0.03)	0.62 (0.03)	0.57 (0.02)	
Women	0.66 (0.01)	0.65 (0.01)	0.59 (0.01)	0.70 (0.01)	0.54 (0.01)	0.60 (0.01)	0.57 (0.01)	0.60 (0.01)
<b>Everyday discrimination</b>								
Racial minorities	0.31 (0.01)							
LGBTIQ+ people	0.41 (0.03)	0.37 (0.03)						
Older people	0.14 (0.02)	0.15 (0.03)	0.16 (0.03)					
People with disability	0.36 (0.03)	0.41 (0.03)	0.41 (0.02)	0.16 (0.01)				
Aboriginal and Torres Strait Islander peoples	0.42 (0.04)	0.43 (0.04)	0.47 (0.03)	0.20 (0.04)	0.43 (0.02)			
People on a low income	0.32 (0.02)	0.31 (0.02)	0.37 (0.02)	0.15 (0.01)	0.29 (0.01)	0.34 (0.02)		
Young people	0.40 (0.03)	0.36 (0.02)	0.40 (0.02)	--	0.48 (0.03)	0.42 (0.03)	0.41 (0.02)	
Women	0.28 (0.01)	0.28 (0.01)	0.35 (0.02)	0.13 (0.01)	0.31 (0.01)	0.36 (0.01)	0.28 (0.01)	0.35 (0.02)
<b>Major discrimination</b>								
Racial minorities	0.36 (0.03)							
LGBTIQ+ people	0.54 (0.06)	0.46 (0.05)						
Older people	0.06 (0.03)	0.09 (0.05)	0.12 (0.05)					
People with disability	0.45 (0.05)	0.52 (0.05)	0.46 (0.04)	0.06 (0.02)				
Aboriginal and Torres Strait Islander peoples	0.60 (0.07)	0.54 (0.07)	0.66 (0.06)	0.06 (0.05)	0.47 (0.04)			
People on a low income	0.40 (0.05)	0.37 (0.04)	0.43 (0.04)	0.05 (0.02)	0.28 (0.03)	0.40 (0.04)		
Young people	0.55 (0.06)	0.43 (0.05)	0.50 (0.05)	--	0.62 (0.06)	0.55 (0.06)	0.51 (0.05)	
Women	0.33 (0.03)	0.28 (0.02)	0.38 (0.03)	0.03 (0.01)	0.30 (0.02)	0.38 (0.03)	0.28 (0.02)	0.39 (0.03)

# CONTACT

## CONTACT BETWEEN PEOPLE OF DIFFERENT GROUPS IS IMPORTANT FOR BUILDING SOCIAL INCLUSION.

Research shows that contact between people from diverse groups reduces prejudice and increases empathy for other groups.<sup>22-24</sup> Understanding where there is limited contact between groups could help identify potential areas to improve social inclusion. We asked people about the amount and quality of contact they have with members of several minority groups.

### FREQUENCY OF CONTACT WITH MINORITY GROUPS

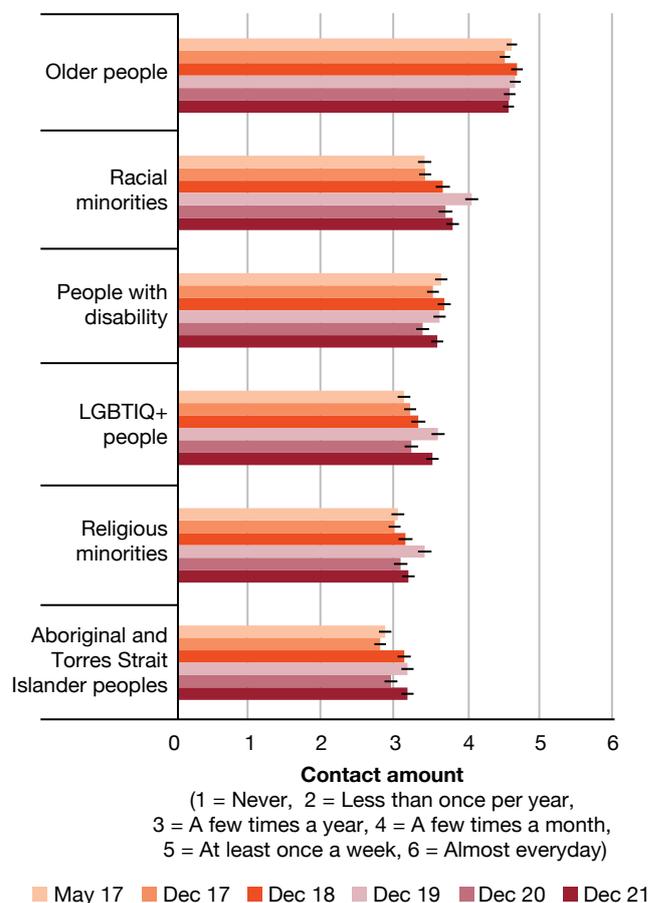
Results revealed that many Australians do not have much contact with people who belong to certain minority groups. In December 2021, almost one in five said that they ‘Never’ had contact with religious minorities and 17% of people said that they ‘Never’ had contact with Aboriginal and Torres Strait Islander peoples. In contrast, most people had a consistently high level of contact with older people throughout the six waves of the survey, with a third stating that they had ‘Almost everyday’ contact with this group.

While the overall contact sub-index score showed little change between December 2020 and December 2021, contact with some groups showed promising increases during this time, namely LGBTIQ+ people, people with disability, and Aboriginal and Torres Strait Islander peoples (see Figure 16).

### QUALITY OF CONTACT WITH MINORITY GROUPS

Our data again showed that when people did have contact with minority group members, they most often found the experience to be a pleasant one. The percentage of people reporting contact as being ‘Very often’ or ‘Always’ pleasant varied from 38% to 60% across groups. Moreover, we found that the more contact people had with minority groups, the more they tended to perceive the contact as being pleasant, and the more they perceived the contact as pleasant, the less they tended to express prejudice towards those groups

Figure 16: Average amount of contact with people from minority groups



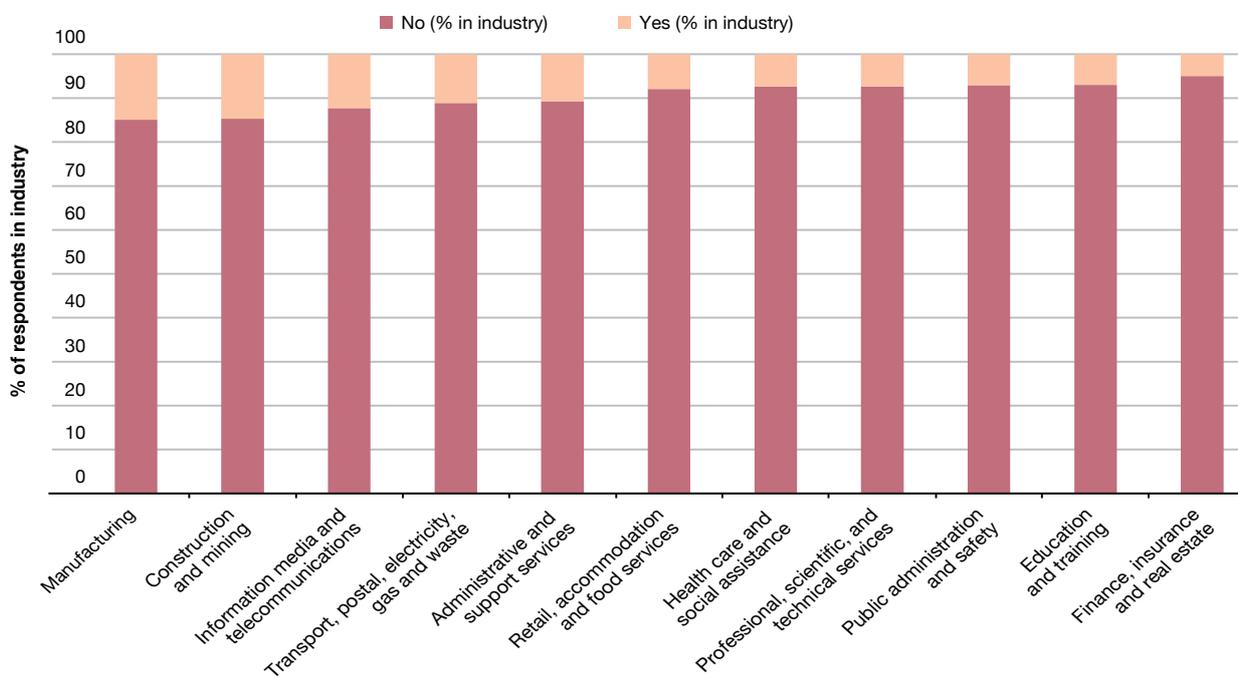
# SOCIAL INCLUSION IN THE WORKPLACE

For the first time, we report on experiences of social inclusion in the workplace and by industry. To ensure adequate sample sizes, data were combined across waves 3 to 6 of the survey (December 2018–December 2021), where possible.

The workplace was a major setting for discrimination, with the common forms of major discrimination being not hired for a job for unfair reasons (9% of respondents) or unfairly fired from a job or denied a promotion (8% of respondents). In addition, 8% of respondents reported being unfairly denied assistance, support, or resources to do their job and 8% reported being unfairly discouraged from taking up training or job opportunities at work. Among Australians who had experienced everyday discrimination, 40% stated that these experiences happened at work “Sometimes”, “Very often”, or “Always”.

We also examined workplace inclusion by industry for the 11 largest industries in the survey, categorised using the Australian and New Zealand Standard Industrial Classification (ANZSIC)<sup>25</sup>. On several aspects of social inclusion, Construction and mining, and Manufacturing lagged behind other industries. For example, Figure 17 shows that 5–7% of respondents working in Finance, insurance, and real estate, Education and training, and Public administration and safety reported being unfairly fired or denied a promotion. However, this had doubled to tripled among respondents working in Manufacturing and Construction and mining.

**Figure 17: Percentage of respondents reporting being unfairly fired or denied a promotion in the last two years, by industry, December 2018–December 2021 combined**



## WORKPLACE INCLUSION, DIVERSITY PRACTICES, AND INCLUSIVE PERCEPTIONS

In December 2021, we asked respondents the extent to which they believed that their workplace fitted the definition of a socially inclusive workplace (i.e., ‘one in which people are treated equally regardless of differences such as culture, race, gender, religion, age, sexual orientation, disability, or socio-economic background’). Around half of Australians (53%) believed that their workplace fitted this definition “Very much” or “Extremely so”. This was highest for respondents working in large organisations with 1000 or more employees.

We also introduced two new measures of workplace inclusion. First, respondents were asked about four aspects of workplace practices to support diversity. These were picked from a larger sample of domains of workplace diversity and inclusion<sup>26</sup> and consisted of whether (1) staff from diverse backgrounds were represented throughout the organisation, (2) there were fair recruitment and promotion processes, (3) there were flexible working arrangements, and (4) there were adjustments to workplace environments for people with disability and older staff. Because responses to these items were highly correlated, they were combined into a single score reflecting workplace diversity practices.

Second, we asked respondents about ‘informal’ perceptions of inclusion in their workplace. Six questions were adapted from the Diversity Engagement Survey<sup>27</sup> that aims to measure institutional progress in inclusion and engagement. The original survey measured eight inclusion factors, however for brevity, our selected questions focused on trust (e.g., ‘If I raised a concern about discrimination, I am confident my institution would do what is right’) and appreciation of individual attributes (e.g., ‘Someone at work seems to care about me as an individual’). All of these items were also highly correlated and combined into a single score reflecting inclusive perceptions.

While these are no means a comprehensive measure of workplace inclusion (in the way that the Social Inclusion Index exhaustively captures social inclusion at the community level), they are intended to provide an indicator of workplace inclusion that should be followed up with more comprehensive investigation.

Overall, most Australians were satisfied with practices for diversity and equality in their workplaces. Around 70% felt that their organisations were “Good” or “Very good” at ensuring staff from diverse backgrounds were represented or providing fair recruitment and promotion processes.

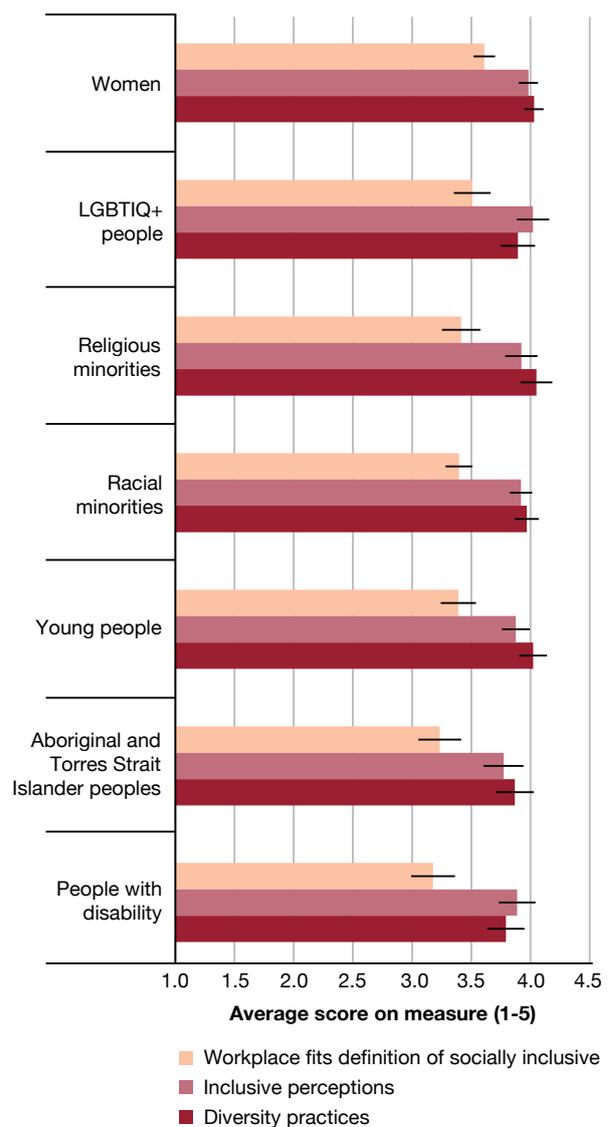
Nevertheless, a sizeable proportion of Australians had less positive perceptions of inclusion in their workplace. Around 10–14% of respondents disagreed with statements such as “If

I raised a concern about discrimination, I am confident that my organisation would do what is right” and “I am valued as an individual by my organisation”.

Figure 18 presents average scores for the above measures of workplace diversity practices and inclusive perceptions for different groups. It also includes the average score when respondents were asked whether their workplace met the definition of socially inclusive.

The results showed a similar pattern for all three measures, with people with disability and Aboriginal and Torres Strait Islander peoples reporting relatively lower scores for their workplaces.

**Figure 18: Average scores on three measures of workplace diversity and inclusion for different groups, December 2021**



Note: Data for older people and people on a low income are not presented due to small sample sizes.



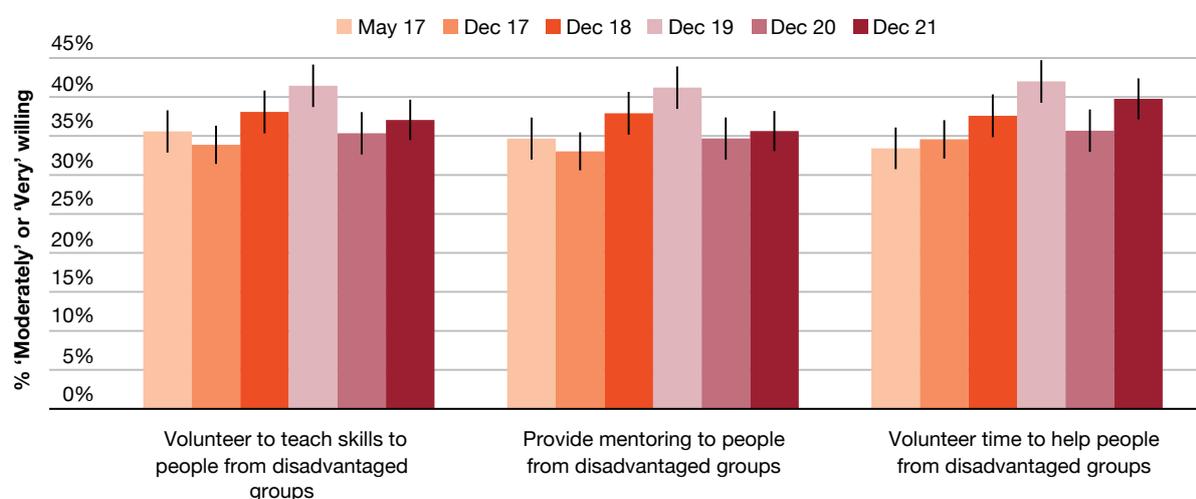
# VOLUNTEERING TO HELP

**OVERALL, OUR RESULTS INDICATE THAT OVER ONE THIRD OF AUSTRALIANS ARE WILLING TO VOLUNTEER TO ASSIST DISADVANTAGED GROUPS IN A VARIETY OF WAYS (SEE FIGURE 19).**

The overall level of willingness to volunteer trended upwards in the late 2010s before dropping significantly in December 2020 (which showed a volunteering sub-index score of 0.55 vs. 0.61 the year before, on a scale ranging from 0 to 1). This level of willingness increased slightly to 0.59 in the most recent wave.

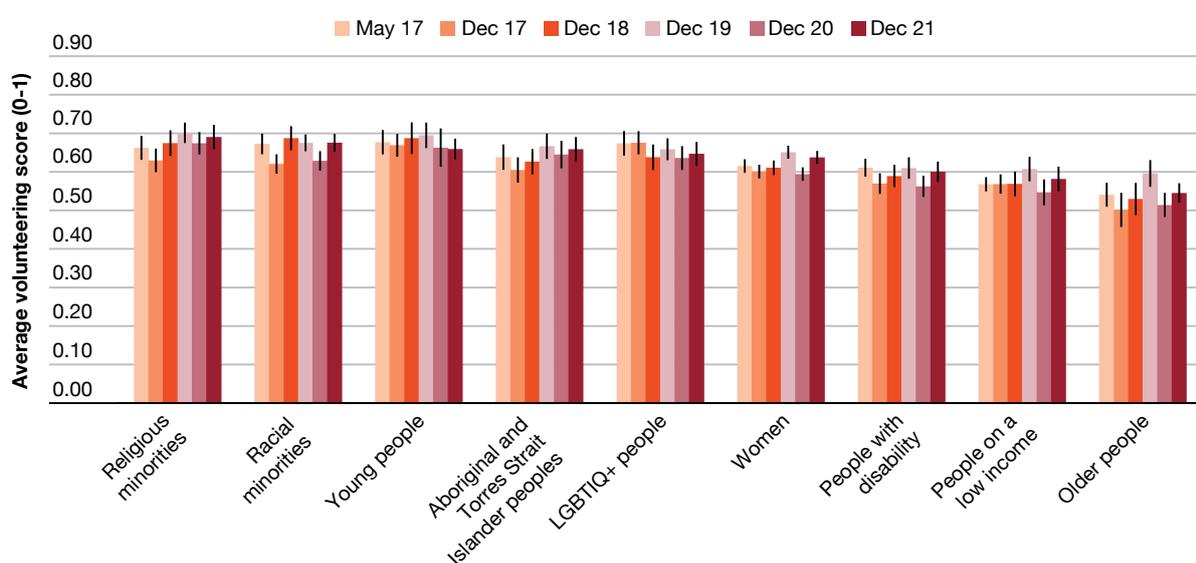
As of December 2021, the median number of hours that people say they are willing to volunteer to help disadvantaged groups was 16 hours per month (up from 10 hours in the year before).

**Figure 19: Australians' willingness to volunteer to help disadvantaged groups**



As shown in Figure 20, the average sub-index score for volunteering across different minority groups was highest among religious minorities and racial minorities, and lowest among older people and people on low incomes. With the exception of women, who showed a slight increase in willingness to volunteer, it remained largely unchanged for all groups between December 2020 and December 2021.

**Figure 20: Average willingness to volunteer across minority groups**



# ADVOCATING FOR INCLUSION

Providing vocal support for social inclusion helps to place it on the political agenda, demonstrates to society that prejudice is not acceptable, and can help amplify voices from minority groups.

Our results show that Australians are willing to do some forms of advocacy more than others (see Figure 21). Three-quarters of respondents were willing to say ‘hello’ to people from other groups and more than half were willing to say something if they saw discrimination occurring (58% ‘Moderately’ or ‘Very’ willing).

In contrast, Australians were less willing to participate in political activities to ensure that all people in Australia are treated equally regardless of the groups to which they belong. For example, relatively fewer people were ‘Moderately’ or ‘Very’ willing to participate in activities such as helping to organise a demonstration (18%), sharing information on social media (32%) or donating money (32%).

Like volunteering, the overall level of willingness for advocacy trended upwards in the late 2010s before dropping slightly in December 2020. In the most recent wave, it showed a slight increase (with an advocacy sub-index score of 0.61 compared with 0.58 the year before, on a scale from 0 to 1).

In December 2021, when asked about how frequently respondents performed any of the advocacy behaviours shown in Figure 21, the median response was ‘A few times a year’.

**Figure 21: Willingness to take actions to ‘ensure that all people in Australia – regardless of race, gender, age, sexuality, disability, class, or religion – are treated equally’**

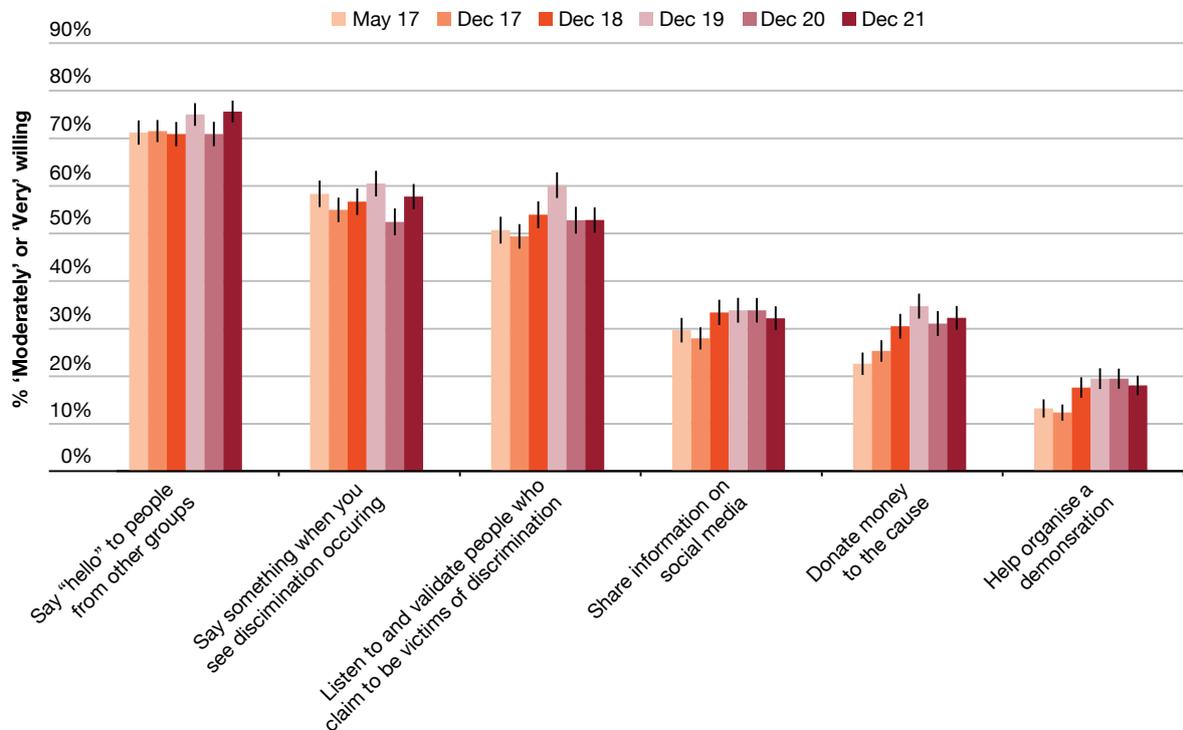
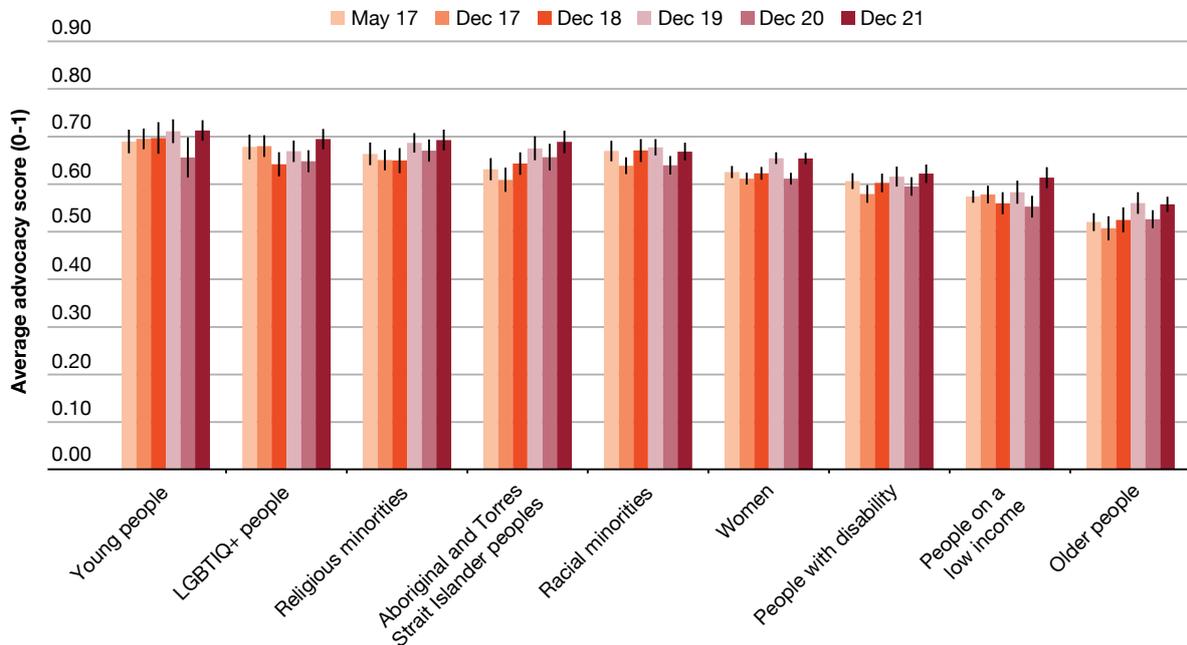


Figure 22 shows that the average sub-index score for advocacy across minority groups was highest among young people and LGBTIQ+ people, and lowest among older people and people on low incomes. Willingness to advocate for inclusion was generally stable across minority groups, with slight increases for some groups in the most recent wave.

**Figure 22: Average willingness to take actions to ensure that all people in Australia are treated equally**



# CONCLUSION

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Two years into the COVID-19 pandemic, social inclusion in Australia has continued to demonstrate remarkable resilience. The overall Inclusive Australia Social Inclusion Index score has remained stable, increasing one point in the past year to 62 out of 100. There are signs of recovery, with willingness to volunteer and advocate for social inclusion showing slight increases from a year earlier.

Despite this, there are also signs that belonging and wellbeing has slightly deteriorated, with drops in wellbeing related to feeling part of the community. Along with this, the extent to which people believed that Australians demonstrated values such as fairness, equal opportunity, and compassion fell in the second year of the pandemic. This has occurred against a background of longer-term declining identification with Australia and with the community over the life of the index.

In the sixth wave of the survey, trends in prejudice and discrimination are also becoming clearer. It is promising that prejudice towards certain groups has shown a steady decline over this time. However, this has not been entirely mirrored by trends in discrimination and it is concerning that Aboriginal and Torres Strait Islander peoples continue to experience elevated levels of major and everyday discrimination. This is further accompanied by drops in personal wellbeing and identification with Australia by this group in the past year.

These findings have thus highlighted a number of challenges that must be overcome to ensure that all Australians feel included, with the results pointing to ways in which this could be achieved, through creating opportunities for contact and encouraging willingness to volunteer and advocate for inclusion.

Inclusive Australia will continue to use these findings to guide its efforts to make Australia a more inclusive nation and encourages other organisations to use our data to help target their efforts to improve social inclusion. Measuring progress is critical for evaluation, and the Inclusive Australia Social Inclusion Index provides a unique set of data that helps to achieve this goal.

# METHODOLOGY

## Sampling

BehaviourWorks Australia at Monash University, as part of Inclusive Australia, drafted a survey that was administered online to 1862 people in the Australian community in May 2017, 2045 people in December 2017, 1713 people in December 2018, 1912 people in December 2019, 1990 people in December 2020, and 2059 people in December 2021. Quota-random sampling was used to collect a sample (nWave 1 = 1200, nWave 2 = 1432, nWave 3 = 1200, nWave 4 = 1255, nWave 5 = 1194, nWave 6 = 1333) that reflected key demographic characteristics of the Australian population (age, gender, state).

Table 3 shows how the Inclusive Australia Social Inclusion Index samples compare to Australian census statistics. Additionally, at each wave, boosted samples of selected minority groups (including racial minorities, religious minorities, LGBTIQ+ people, people with disability, and Aboriginal and Torres Strait Islander peoples) were collected with the goal to have at least 267 people from each of these groups. We selected this number because statistical power calculations indicated that this sample size would provide a margin of error of approximately +/- 5% for each minority group for expected proportions on many binary outcome variables.

**Table 3: Demographic characteristics of nationally representative samples**

	2016 Census	Wave 1 May 2017	Wave 2 Dec 2017	Wave 3 Dec 2018	Wave 4 Dec 2019	Wave 5 <sup>^</sup> Dec 2020	Wave 6 Dec 2021
<b>Sex</b>							
Male	49.3%	49.2%	49.5%	49.5%	48.8%	44.0%	49.5%
Female	50.7%	50.8%	50.3%	49.8%	51.2%	55.9%	50.3%
Indeterminate/intersex	n/a	0.0%	0.2%	0.7%	0.0%	0.1%	0.2%
<b>Age</b>							
18 to 29	20.9%	20.7%	19.9%	22.0%	22.5%	10.3%	18.8%
30 to 39	17.9%	19.8%	19.4%	20.2%	18.6%	19.8%	18.1%
40 to 49	17.4%	20.5%	18.4%	19.8%	19.3%	22.9%	14.5%
50 to 59	16.4%	16.7%	20.4%	15.8%	16.6%	20.7%	22.0%
60+	27.4%	22.3%	21.9%	22.3%	23.1%	26.3%	26.6%
Mean age (all people over 18)	47.3	46.0	45.1	45.1	45.6	51.1	48.8
<b>State</b>							
New South Wales	32.0%	33.3%	33.8%	33.9%	33.6%	32.4%	31.3%
Victoria	25.3%	25.6%	27.2%	25.5%	25.3%	26.7%	25.6%
Queensland	20.1%	18.1%	16.7%	17.2%	17.0%	17.8%	20.8%
South Australia	7.2%	9.1%	8.3%	8.7%	8.8%	10.1%	7.1%
Western Australia	10.6%	9.4%	9.8%	9.7%	10.6%	9.1%	10.7%
Tasmania	2.2%	2.3%	2.6%	2.6%	2.9%	2.8%	2.5%
Northern Territory	1.0%	0.8%	0.5%	0.8%	0.2%	0.3%	0.8%
Australian Capital Territory	1.7%	1.4%	1.0%	1.7%	1.7%	0.8%	1.3%
Other Territories	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Note: <sup>^</sup> In Wave 5, an error by the market research panel resulted in the demographic profiles not being as closely aligned to census statistics as in previous waves. To ensure error this did not impact the index findings, we checked results using rim weighting<sup>28</sup>, and found no substantial impact on the overall index scores and sub-scores. The overall index score using weighting was identical to one decimal place (61.1), and sub-scores were all within approximately one point of the unweighted findings. As such, we report unweighted results for consistency with other waves.

## Notes on interpretation

For all analyses in this report, the nationally representative samples were used for producing estimates of the Australian population overall, while the full samples including boosts were used when examining differences between minority groups.

Throughout the report, whenever ‘significant’ differences are mentioned, these differences were statistically significant at the  $p < .05$  level (two-sided). Error bars shown on charts in this report represent 95% confidence intervals.

## Index construction

We followed OECD guidelines for index construction when developing the Inclusive Australia Social Inclusion Index.<sup>29</sup> The Inclusive Australia Social Inclusion Index and sub-indices were computed using the measures described in Table 4.

**Table 4: Measures used in the Inclusive Australia Social Inclusion Index**

Index	Measures used in calculating score
<b>Inclusive Australia Social Inclusion Index</b>	The average score of each of the five sub-indices below, each of which are standardised on a 0 to 100 scale.
<b>Sub-indices</b>	
<b>Absence of prejudice and discrimination</b>	Blatant and subtle prejudice towards several distinct minority groups (e.g., agreement with statements like <i>‘Women are too easily offended’</i> ) <sup>11</sup>  Frequency of experiencing ‘everyday discrimination’ (e.g., <i>‘People act as if they think you are not smart’</i> ) <sup>15</sup>  Frequency of experiencing ‘major discrimination’ (e.g., <i>‘unfairly stopped, searched, questioned, physically threatened or abused by the police’</i> ) <sup>13,14</sup>
<b>Belonging and wellbeing</b>	Average satisfaction with several domains of life (e.g., health, standard of living) <sup>18</sup>  Strength of identification with Australia (e.g., <i>‘How close do you feel to each of the following groups? – Australians’</i> ) <sup>20</sup>
<b>Contact and friendship</b>	Quantity of contact with a range of minority groups <sup>30</sup>  Quality of contact (i.e., contact was experienced as pleasant) <sup>30</sup>
<b>Volunteering to help</b>	Willingness to volunteer to help minority groups
<b>Advocating for inclusion</b>	Willingness to intervene to directly help victims of discrimination (e.g., <i>‘Say something when you see discrimination occurring’</i> )  Willingness to take political actions to ensure equality (e.g., <i>‘Help organise a demonstration’</i> ) <sup>31</sup>

# REFERENCES

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