

MEASURING

SOCIAL INCLUSION

The Inclusive Australia
Social Inclusion
Index



THE INCLUSIVE AUSTRALIA SOCIAL INCLUSION INDEX: 2020 REPORT

PREPARED FOR INCLUSIVE AUSTRALIA

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CONTENTS

FOREWORD	04
ADVANCING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS	07
EXECUTIVE SUMMARY: MEASURING SOCIAL INCLUSION IN AUSTRALIA	08
KEY FINDINGS	10
BEHAVIOUR AND ATTITUDE PROFILES	13
PREJUDICE AND DISCRIMINATION	15
EXPERIENCES OF DISCRIMINATION	16
BELONGING AND WELLBEING	20
INTERSECTIONALITY - WELLBEING & DISCRIMINATION	24
CONTACT	26
VOLUNTEERING TO HELP	27
ADVOCATING FOR INCLUSION	28
CONCLUSION	29
METHODOLOGY	30
REFERENCES	32



FOREWORD

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 people¹.

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 120 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 Nations' Sustainable Development Goals (SDGs), agreed by 193 countries from around the world in September 2015, sets 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, how far we have come and how we can continue to improve.

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 9** Industry, Innovation and Infrastructure: 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

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^{2,3}. People with disabilities continue to face discrimination from employers⁴. Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) people suffer from significantly higher levels of depression (and more attempted suicides) than the general population⁵. 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 inclusion⁶.

What is different about the Inclusive Australia Social Inclusion Index?

Previous research has focussed on particular social inclusion issues facing specific minority groups, such as new migrants and ethnic minorities⁷, Aboriginal and Torres Strait Islanders^{8,9}, or LGBTI people¹⁰. Although these existing studies provide a great amount of detail on these specific inclusion contexts, they lack the integrations 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 social inclusion in Australia by covering a wider array of social inclusion issues in one index – including the attitudes to and experiences of racial minorities, religious minorities, LGBTI people, Aboriginal and Torres Strait Islanders, women, people with disability, people on low incomes, young people and older people. 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 existing studies.

The index is constructed using data from four surveys of a total of over 7500 people across Australia. The demographic profile of our samples broadly reflect the demographic profile (e.g. age, gender, state) of the broader Australian population. We also include boosted samples of several minority groups, including racial and religious minorities, LGBTI, people with disability, and Aboriginal and Torres Strait Islanders to capture their experiences. Moreover, where possible, the survey questions come from scientifically-validated scales. This means that our data is likely to be more valid and reliable than currently-available data on social inclusion issues, which usually rely on a small number of untested survey questions.

Why develop an Index for social inclusion?

Until now, governments, NGOs and businesses have 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 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 will help to fulfil its potential.



How often will the Index be updated?

This document reports on the first four waves of data collection. The first wave was collected in May 2017, the second wave in December 2017, the third in December 2018, and the fourth in November-December 2019 (referred to as December 2019 in this report). We intend to continue to collect this data annually to track Australia's progress towards social inclusion.

The impact of Covid-19

Data collection for this report was undertaken before COVID-19 reached Australia. However, it should be recognised that the pandemic and associated lockdowns will have had a significant impact on many aspects of Australian's lives, including social inclusion.

For example, VicHealth found that Victorians' satisfaction with life and connection with others declined during lockdown restrictions[†]. In addition, according to the Survey of COVID-19 Responses to Understand Behaviour (SCRUB)[‡], Australian's life satisfaction and beliefs that things in life are worthwhile decreased between March and May 2020, increased slightly in June before decreasing again in July. In addition, SCRUB data indicates that most Australians have been keeping physically distant from others in public since March 2020. These findings indicate that Australians would have had fewer opportunities for contact with people from different groups, which is important for reducing prejudice and increasing empathy. Additionally, the decreases in wellbeing are likely to have disproportionately affected minority groups – such as those on low incomes, and racial minorities. The next wave of data collection for the Index will be undertaken toward the end of 2020 with the aim of determining the full impact of the pandemic on social inclusion in Australia.

^{*}<https://www.vichealth.vic.gov.au/media-and-resources/publications/coronavirus-victorian-wellbeing-impact-study>

[†] <https://www.scrubcovid19.org/>

KEY FINDINGS

1. SOCIAL INCLUSION IN AUSTRALIA STILL HAS ROOM FOR IMPROVEMENT

The Inclusive Australia Social Inclusion Index score was 63 out of 100 at the end of 2019. Compared to December 2018, in December 2019 there was a minor decrease for 'belonging and wellbeing', and minor increases for 'contact', 'volunteering', and 'advocacy' (see Figure 1). Despite these small changes, social inclusion has remained generally stable since the first wave of data collection in May 2017.



Fig 1: Social Inclusion Index Scores (out of 100)

	May 2017	Dec 2017	Dec 2018	Dec 2019
Overall score	62	61	62	63
Absence of discrimination and prejudice	68	70	67	68
Sense of belonging and wellbeing	67	66	66	63
Contact between groups	59	58	59	61
Volunteering to help minority groups	56	54	58	61
Advocating for inclusion	58	57	59	62

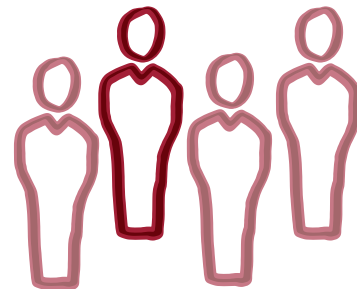
2. THE PERCENTAGE OF PEOPLE CLASSIFIED INTO THE FIVE SOCIAL INCLUSION PROFILES IS CHANGING



In Wave 1, five profiles were identified based on peoples' attitudes and behaviours related to social inclusion: 'Allies', 'Affected activists', 'Disillusioned', 'Indifferent', and 'Contented'. The percentage of people classified as 'Contented' decreased in December 2018 and again in December 2019.

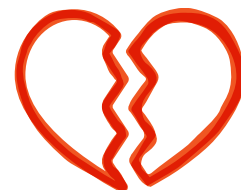
3. NEARLY ONE IN FOUR AUSTRALIANS HAS RECENTLY EXPERIENCED A FORM OF MAJOR DISCRIMINATION

As seen in 2018, at the end of 2019, 23% of Australians continue to report having experienced a major form of discrimination, such as being unfairly denied a job or unfairly discouraged from continuing education, within the last 2 years.



4. CERTAIN INTERSECTIONAL MINORITY GROUPS ARE MORE LIKELY TO EXPERIENCE DISCRIMINATION

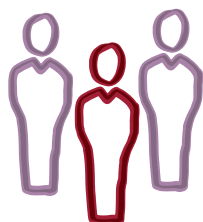
Experiences of everyday discrimination were most common among Aboriginal and Torres Strait Islanders with a disability and experiences of major discrimination were most common among Aboriginal and Torres Strait Islanders who identify as LGBTI and young people with a disability.



5. MOST AUSTRALIANS ARE NOT HIGHLY PREJUDICED, BUT A SIZEABLE MINORITY ARE

The highest levels of prejudice continue to be directed against religious minorities, racial minorities, Aboriginal and Torres Strait Islanders, LGBTI people, and young people. Although prejudicial attitudes against women, people with disabilities and older people are lower on average, they are still present and problematic.

6. LIFE SATISFACTION VARIES ACROSS MINORITY GROUPS



In December 2019, ratings of personal wellbeing were highest amongst religious minorities (average of 6.9 out of 10), and lowest among people with a disability (average of 5.6 out of 10) and people on low incomes (average of 5.4 out of 10).

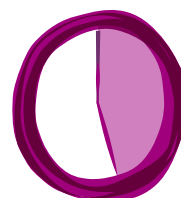
7. MANY AUSTRALIANS CONTINUE TO HAVE LITTLE TO NO CONTACT WITH CERTAIN MINORITY GROUPS, AND LACK OF CONTACT IS ASSOCIATED WITH HIGHER PREJUDICE.



Around one in three Australians say they either 'never' or 'less than once per year' have contact with Aboriginal and Torres Strait Islander people, or people from religious minority groups. Additionally, results show that the more contact a person has with minority groups, the lower their prejudice tends to be.

8. APPROXIMATELY TWO IN FIVE AUSTRALIANS ARE WILLING TO VOLUNTEER TO HELP MINORITY GROUPS

The median number of hours that people said they were willing to spend volunteering to help disadvantaged groups was twelve per month. Average willingness to volunteer was highest among religious minorities and young people.



12 hours

9. MOST PEOPLE ARE WILLING TO STOP DISCRIMINATION WHEN THEY SEE IT, BUT ARE NOT SO KEEN TO PARTICIPATE IN POLITICAL ACTIVITIES TO ENSURE EQUALITY.

Three in five people are 'moderately' or 'very' willing to say something when they see discrimination occurring. However, only one third are willing to share information on social media, and just one in five are willing to help organise a demonstration to ensure that everyone is treated equally. Average advocacy willingness was highest among religious and racial minorities.





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

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 compared to all other groups, with the exception of Affected Activists.



27.7%*

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 overrepresented in this group; approximately two thirds are female, and half have a Bachelor or Post-Graduate degree.



17.2%

Disillusioned: Affected by exclusion and in need of support

- Disillusioned people tend to have experienced discrimination but have relatively low willingness to volunteer or 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.



16.3%

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 subtle prejudice and have experienced an average amount of discrimination.
- Indifferent individuals tend to have average levels of education and income.



27.3%

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 slightly above average, and they strongly identify as Australians.
- Over four in five people in this group identify as White/Caucasian, and three in five are aged fifty or over.



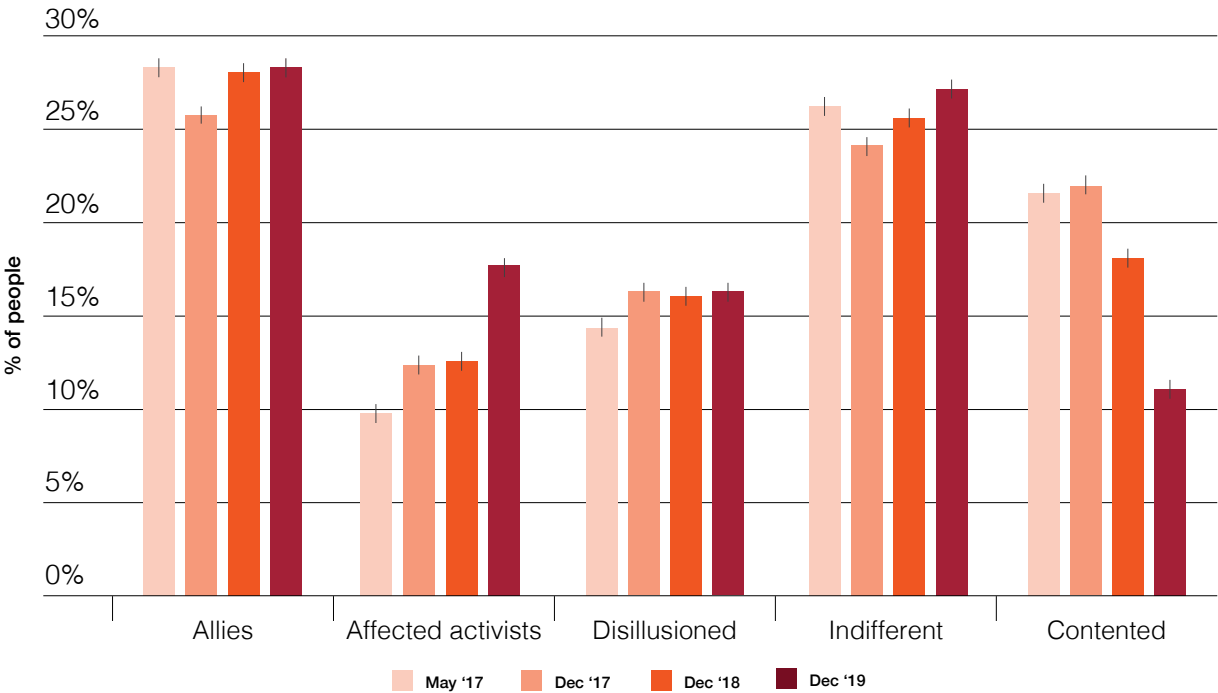
11.4%

*The percentages shown on this page were calculated using December 2019 data.

The proportion of the sample classified into each of the five typology groups has remained relatively stable across waves with some notable exceptions – see Figure 2. In December 2018 there was a significant decrease in the percentage of respondents who were classified as ‘Contented’ (18.1%) compared to December 2017 (22.3%). This proportion decreased significantly again in December 2019 to 11.4%. In addition, the percentage of people classified as ‘Affected activists’ increased significantly in December 2019 (17.2%) from December 2018 (12.2%).

This shift in group classification reflects the changes observed in the sub-indices, presented in the Key Findings, where there has been a slight decrease in ‘belonging and wellbeing’ and slight increases in ‘contact’, ‘volunteering’, and ‘advocacy’. In other words, more people are feeling disconnected but more people are also likely to take action to connect with and support others

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 members¹¹. When a person is highly prejudiced, they judge people negatively solely based on their membership of a social group (e.g. LGBTI person, Aboriginal and Torres Strait Islander person, person with disability).

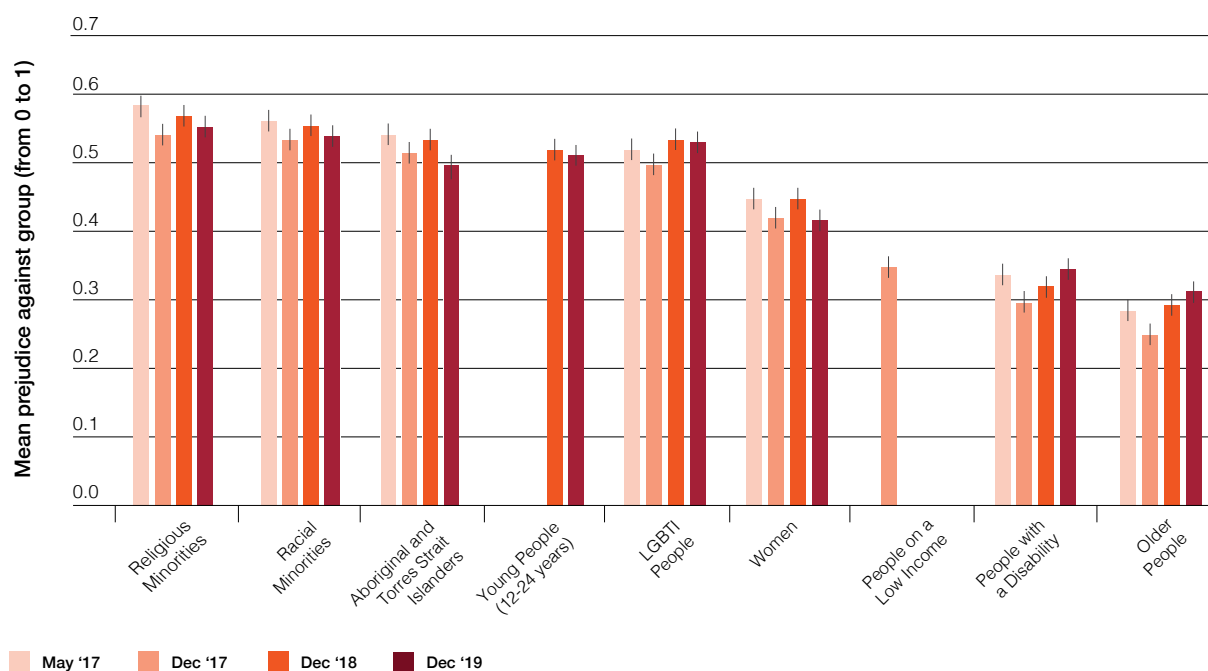
We measured prejudice towards a range of minority groups using items from a commonly-used and validated¹² set of survey questions. The questions ask people to indicate how much they agree or disagree with statements like 'Most politicians care too much about racial minorities,' 'It is just a matter of some people not trying hard enough'. If Indigenous Australians would only try harder they could be as well off as other Australian people', and 'Women are too easily offended'.¹²

As shown in Figure 3, prejudice in Australia has been generally highest against religious minorities, racial minorities, Aboriginal and Torres Strait Islander people, and LGBTI people. In December 2019, approximately one in five people were highly prejudiced (meaning that,

on average they 'moderately' or 'strongly' agreed with statements indicating prejudice) against racial minorities (23%), religious minorities (21%), LGBTI people (21%), or Aboriginal and Torres Strait Islander people (21%). Just over one in ten were highly prejudiced against young people (14%) or women (13%). In contrast, fewer people hold highly prejudiced views against people with a disability (7%), or older people (6%) but this should not be taken to mean that these groups do not experience discrimination.

While there were minor decreases in levels of prejudice towards most groups, Wave 4 averages were similar to Wave 2. In addition, there were some minor increases in prejudice towards people with a disability and older people, with averages higher than previous waves.

Figure 3: Prejudice against selected groups



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

EXPERIENCES OF DISCRIMINATION

DISCRIMINATION IS THE ‘BEHAVIOURAL EXPRESSION OF PREJUDICE’.¹¹

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’.¹²

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.^{13,14} In contrast, everyday discrimination refers to ‘more chronic, routine, and relatively minor experiences of unfair treatment’¹⁵, such as being treated with less respect and courtesy, receiving poorer service than others at restaurants or stores, or being called names.

The groups that report experiencing the most discrimination are, in rough order, Aboriginal and Torres Strait Islander Australians, young people (aged 18 to 24), LGBTI people, religious minorities, and people with disability. However, other groups still experience discrimination, albeit less frequently (as shown in Figure 4 and Figure 5).

Our results show that 23% of Australians report having experienced a major form of discrimination in the last 2 years, and this was consistent across all waves of data collection. However, the proportion of particular groups having experienced a major form of discrimination in the past 2 years increased in December 2019. In the first three waves, experiences of major discrimination remained generally stable, with most changes within the surveys’ margin of error. In December 2019, the proportion of Aboriginal and Torres Strait Islander Australians (52%), religious minorities (39%), and people with a disability (37%) experiencing major discrimination increased significantly compared to December 2018. The cause of these increases remains unknown but should be monitored in the future to see if it represents a trend or if it is just a short-term phenomenon.

As of December 2019, 29% of Australians report experiencing minor, ‘everyday’ forms of discrimination at least weekly, similar to findings from 2018. In contrast to levels of major discrimination, levels of everyday discrimination have seen more change over time.

Three changes are particularly prominent. 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 LGBTI people who experienced everyday discrimination increased significantly (from 33% in May to 46% in December 2017). In December 2018 and December 2019, everyday discrimination faced by LGBTI people returned closer to pre-Marriage-Law-Postal-Survey levels. Second, the percentage of Aboriginal and Torres Strait Islanders reporting that they experience a form of everyday discrimination at least weekly increased significantly, from 30% in December 2017 to 54% in December 2018, and remained high in December 2019 (55%). Finally, 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%). This finding needs to be monitored in future years to determine if it reflects an ongoing trend.

In 2018, a question was added which asked respondents the extent to which they believed White Australians were the victims of discrimination in Australia. This question was added because there were indications that some white people also feel discriminated against, which may be driving prejudice towards other minority groups. As shown in Figure 6, around three in five respondents, believed that

White Australians were the victims of discrimination to some extent (from 'slightly' to 'extremely'). The proportion who agreed that White Australians were the victims of discrimination decreased slightly from 76% in December 2018 to 73% in December 2019.

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

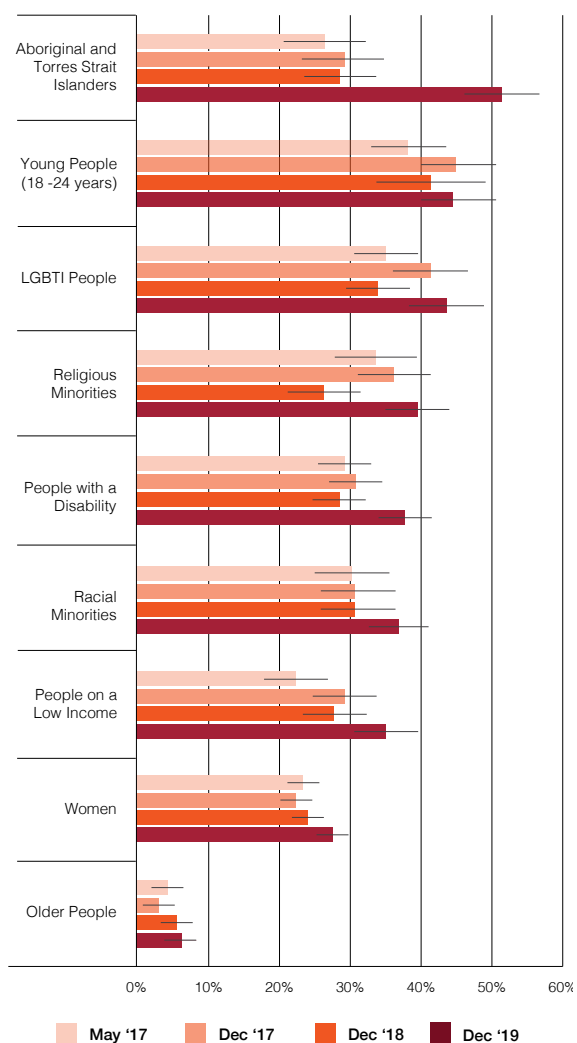


Figure 5: Percentage of people in groups who report experiencing one or more forms of everyday discrimination at least weekly.

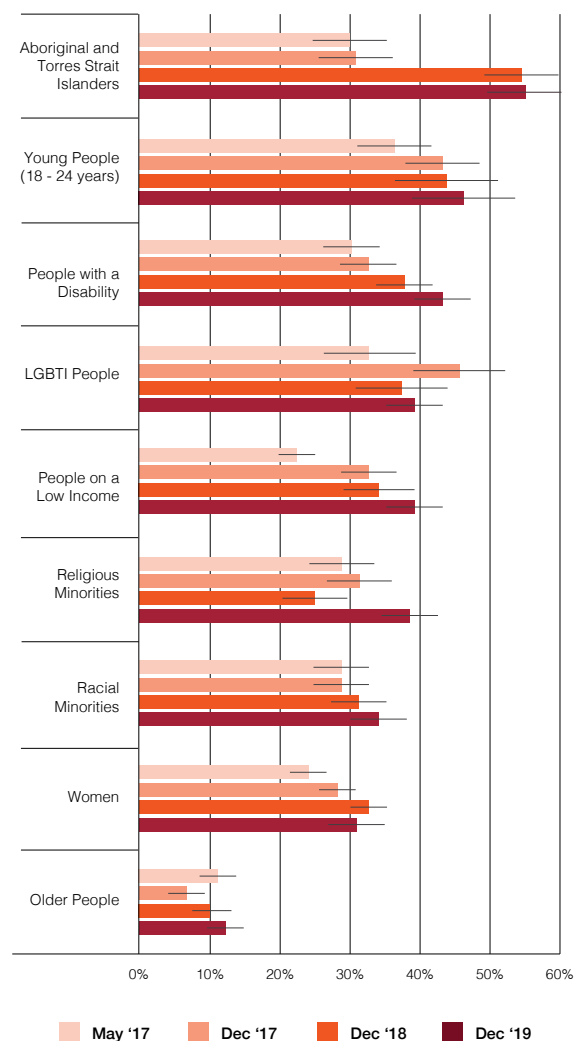
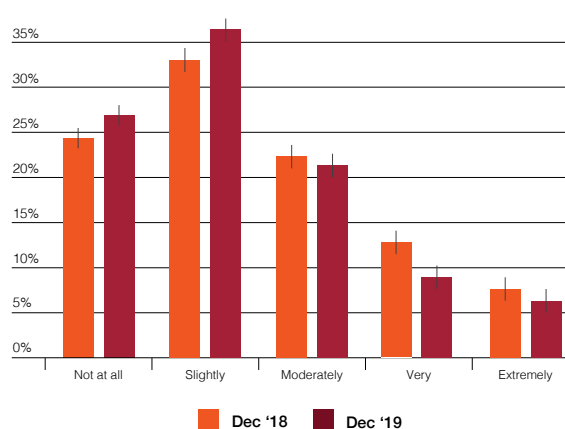
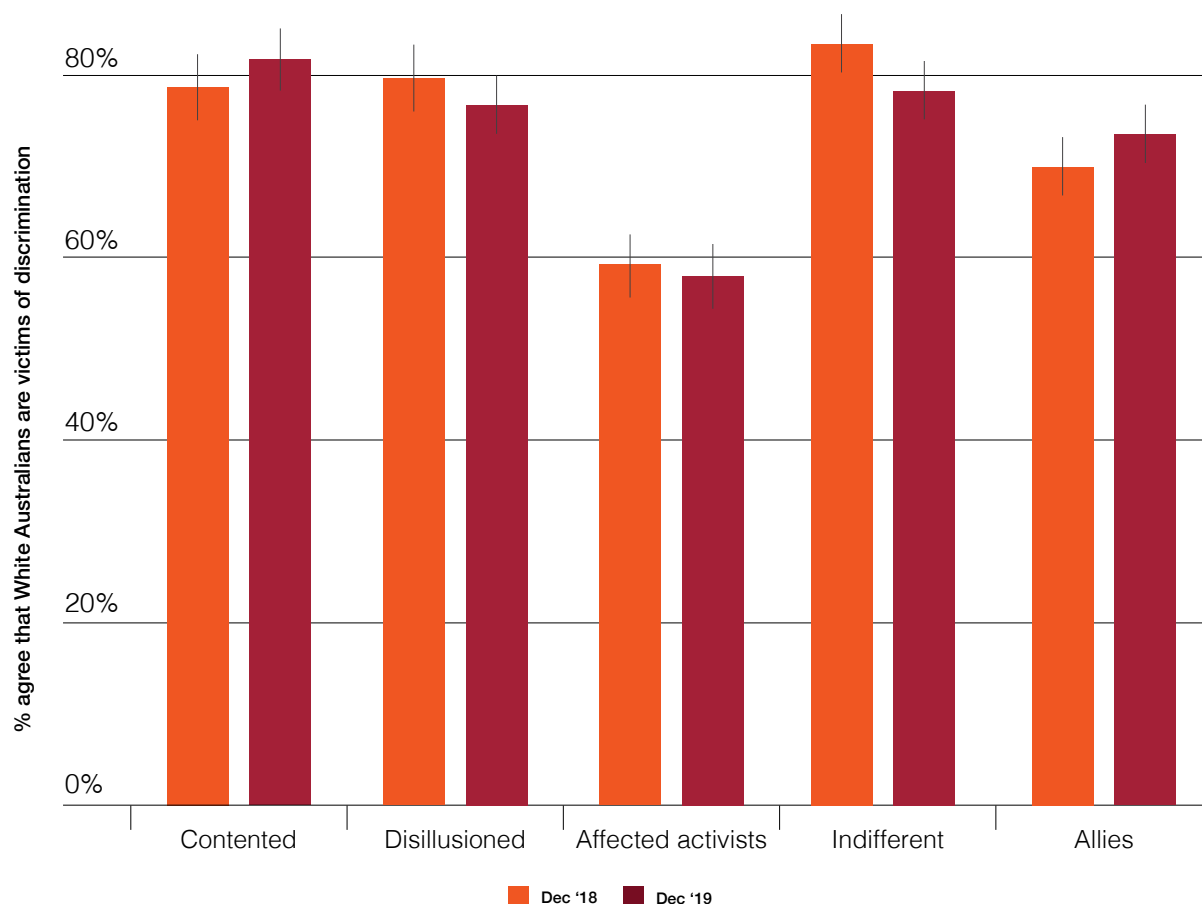


Figure 6: Extent to which people believe White Australians are victims of discrimination



As shown in Figure 7 below, in December 2018 and December 2019 around three quarters of people in most cluster groups agreed that White Australians were victims of discrimination to some extent. However, only around 60% of 'Affected activists' agreed. There was also a decrease in the proportion of 'Indifferent' people who agreed – from 86% in December 2018 to 77% in December 2019.

Figure 7: Percentage of people in each cluster that believe White Australian's are victims of discrimination to some extent (selected slightly, moderately, very or extremely)





BELONGING AND WELLBEING

SOCIAL CONNECTEDNESS AND BELONGING ARE IMPORTANT FOR MAXIMISING WELLBEING.

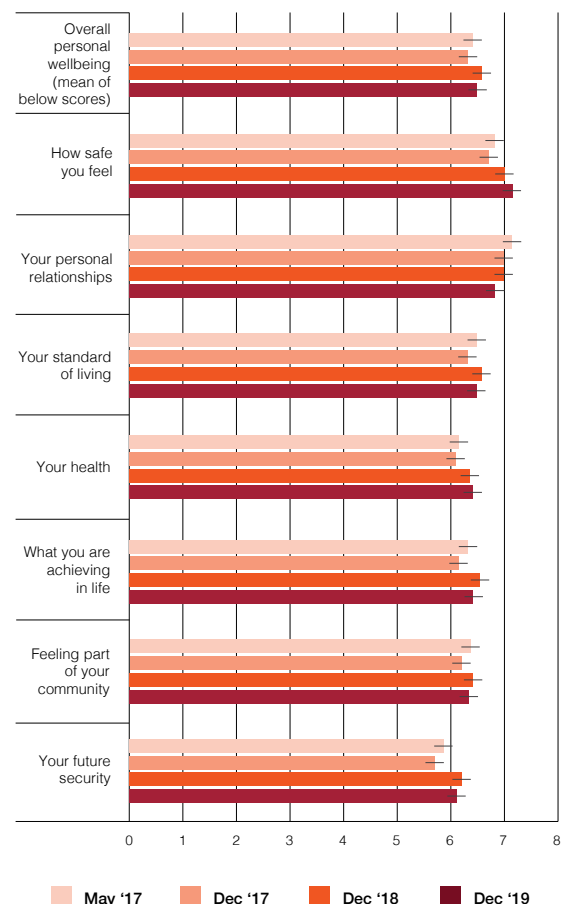
Previous research shows that having strong social networks and a strong sense of social identity (through belonging to groups) is associated with better health, reduced levels of depression and anxiety, and improved overall wellbeing^{16,17}.

Personal Wellbeing

Our results indicate that people in Australia rate their overall personal wellbeing as 6.5/10 on average*. People are most satisfied with how safe they feel and their personal relationships, and least satisfied with future security (see Figure 8). Australians' overall personal wellbeing was about the same in December 2019 as December 2018.

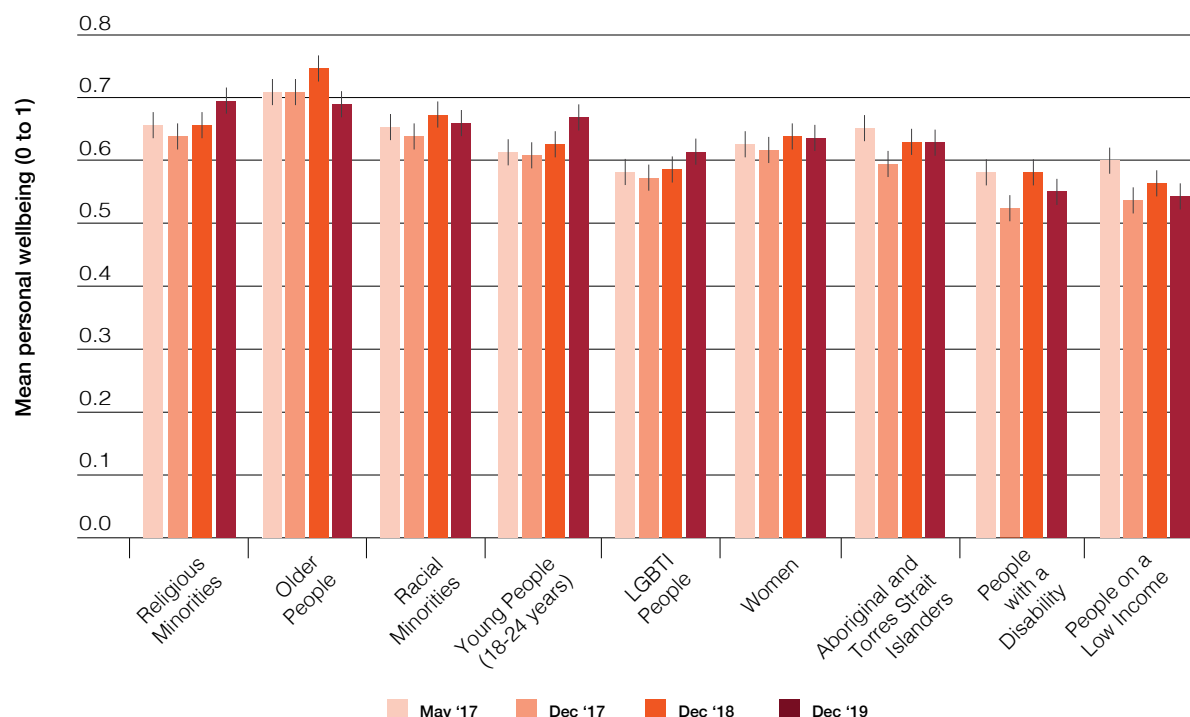
There were also some notable differences in personal wellbeing across different minority groups. In December 2019, levels of personal wellbeing were highest amongst religious minorities and older people, and lowest among people with disabilities and people on low incomes (see Figure 9). Personal wellbeing scores remained flat or decreased slightly for most groups. As shown below, personal wellbeing of older people decreased significantly between December 2018 and December 2019, returning to comparable 2017 levels. In addition, wellbeing has been trending upwards for religious minorities, young people, and LGBTI people since December 2017. This trend may be related to an increase in contact with these groups – see Figure 14 in the Contact section.

Figure 8: Reported levels of satisfaction with aspects of life (out of 10)



*Although comparable, the average personal wellbeing scores we measured were lower than those typically measured by other Australian surveys^{19,20}. 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.

Figure 9: Levels of personal wellbeing across groups



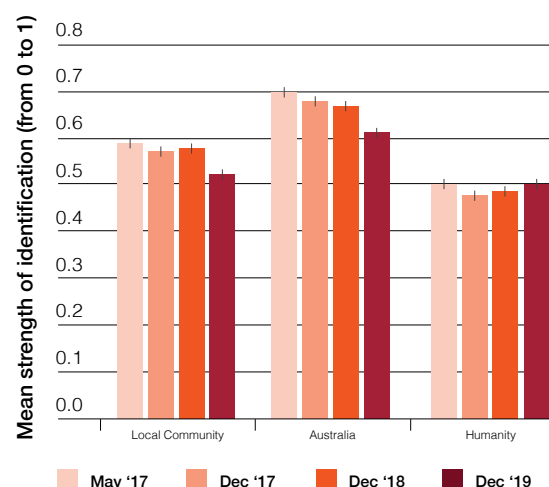
Identification with local communities, Australia, and all humanity.

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 humanity²⁰.

Our results indicate that people in Australia tend to identify strongest with Australia, followed by their local communities, and all humanity (see Figure 10). It is encouraging that average levels of identification with Australia are high, given that this indicates most people feel a sense of connection and belonging to Australia. However, 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^{20,21}. Given Australia's diverse population, such care may be beneficial for making Australia more socially inclusive.

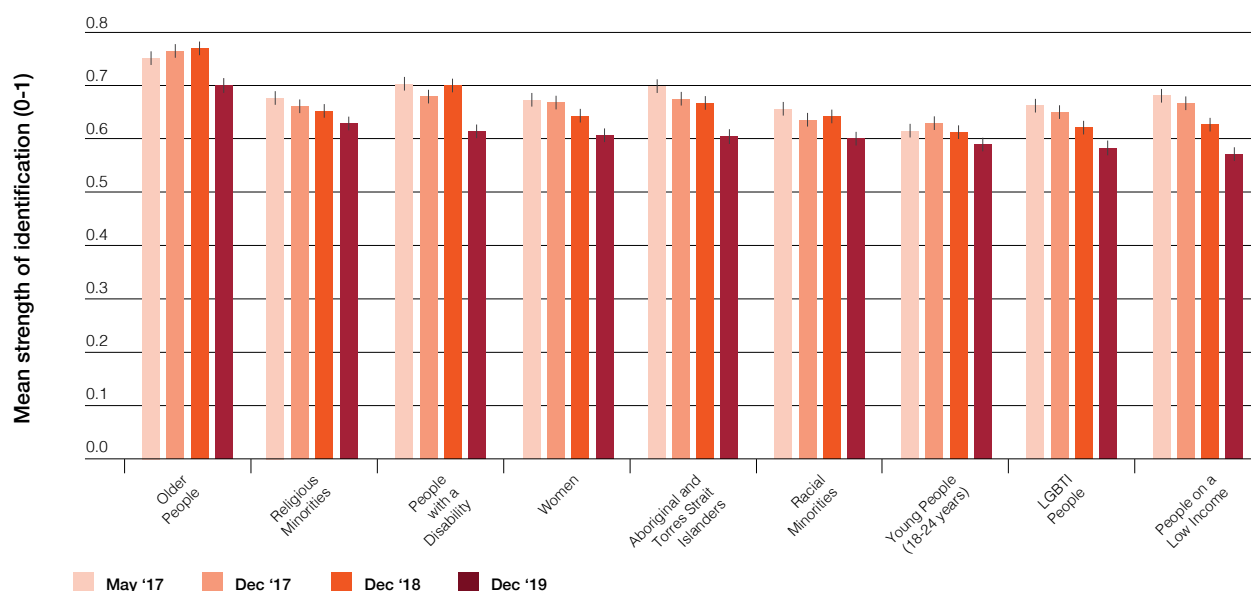
Identification with all humanity did not significantly differ across the four waves of data collection. However, identification with Australia has been trending downwards each wave. The average strength of identification with Australia and the local community was significantly lower in December 2019 (.62) than it was in December 2018 (.67) which was marginally lower than December 2017 (.68) and May 2017 (.70). The reason for this downward trend is unclear but will be monitored in future waves.

Figure 10: Average strength of identification with local community, Australia, and all humanity



While generally consistent, there are some differences in identification as Australian across groups. In December 2019, identification as Australian was strongest amongst older people and religious minorities, and lowest among LGBTI people and people on low incomes (see Figure 11). There was also a significant decrease in identification as Australian among older people, people with a disability, women, Aboriginal and Torres Strait Islanders, and people on low incomes between December 2018 and December 2019.

Figure 11. Average strength of identification as Australian across minority groups

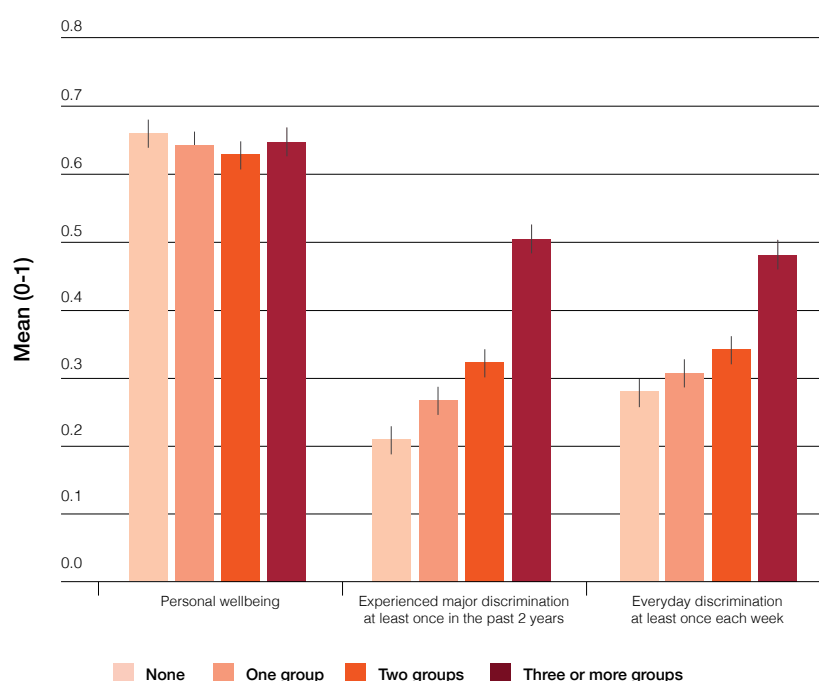




INTERSECTIONALITY - WELLBEING AND DISCRIMINATION

Personal wellbeing and experiences of discrimination are also different for people who identify with more than one minority group. They tend to experience significantly higher levels of discrimination. As shown in Figure 12, the more minority groups an individual belongs to the more likely they are to experience major and everyday discrimination – particularly when they belong to three or more groups.

Figure 12: Wellbeing and discrimination by number of minorities (wave 4)



Furthermore, certain intersectional minority groups report poorer wellbeing and more discrimination than others.

Figure 13 presents the mean scores (and 95% Confidence Intervals) for personal wellbeing and experiences of everyday and major discrimination (from 0 to 1) of intersected minority groups (i.e. people who identify with two minority groups). Data is presented for December 2019 where the group size is greater than 30.

As seen below, wellbeing was lowest among people on low incomes with a disability (0.45). Everyday discrimination was most common among Aboriginal or Torres Strait Islanders with a disability (0.51) and people with a disability who are also members of a religious minority (0.50). Similarly, experiences of major discrimination were most common among Aboriginal or Torres Strait Islanders who identify as LGBTI (0.69) and young people with a disability (0.69).

Figure 13: Personal wellbeing & experiences of discrimination by intersectional minority group membership (2019 data)

	Religious minorities	Racial minorities	LGBTI	Elderly	Disability	Indigenous	Low income	Young
Personal Wellbeing								
Racial minorities	0.69 (0.02)							
LGBTI	0.67 (0.06)	0.64 (0.05)						
Elderly	*	*	*					
Disability	0.67 (0.09)	0.63 (0.06)	0.54 (0.05)	0.60 (0.04)				
Indigenous	*	*	0.61 (0.06)	*	0.61 (0.06)			
Low income	0.62 (0.07)	0.61 (0.05)	0.54 (0.06)	0.59 (0.05)	0.45 (0.04)	0.52 (0.07)		
Young	0.66 (0.06)	0.67 (0.04)	0.59 (0.06)	*	0.60 (0.07)	0.63 (0.07)	0.58 (0.06)	
Women	0.68 (0.03)	0.66 (0.03)	0.60 (0.03)	0.67 (0.03)	0.54 (0.03)	0.63 (0.03)	0.55 (0.03)	0.65 (0.03)
Everyday discrimination								
Racial minorities	0.32 (0.03)							
LGBTI	0.36 (0.06)	0.36 (0.05)						
Elderly	*	*	*					
Disability	0.50 (0.07)	0.48 (0.06)	0.44 (0.05)	0.17 (0.03)				
Indigenous	*	*	0.48 (0.07)	*	0.51 (0.06)			
Low income	0.39 (0.07)	0.37 (0.06)	0.40 (0.07)	0.17 (0.04)	0.36 (0.05)	0.44 (0.08)		
Young	0.38 (0.06)	0.35 (0.05)	0.39 (0.06)	*	0.49 (0.08)	0.45 (0.08)	0.46 (0.06)	
Women	0.30 (0.04)	0.29 (0.03)	0.35 (0.04)	0.13 (0.02)	0.34 (0.04)	0.41 (0.04)	0.32 (0.04)	0.33 (0.04)
Major discrimination								
Racial minorities	0.38 (0.06)							
LGBTI	0.58 (0.13)	0.52 (0.11)						
Elderly	*	*	*					
Disability	0.66 (0.16)	0.67 (0.11)	0.57 (0.10)	0.05 (0.04)				
Indigenous	*	*	0.69 (0.11)	*	0.61 (0.10)			
Low income	0.50 (0.14)	0.48 (0.12)	0.51 (0.11)	0.07 (0.05)	0.33 (0.08)	0.61 (0.13)		
Young	0.56 (0.14)	0.4 (0.1)	0.50 (0.12)	*	0.69 (0.14)	0.61 (0.13)	0.60 (0.13)	
Women	0.35 (0.08)	0.33 (0.06)	0.45 (0.07)	0.05 (0.04)	0.32 (0.06)	0.47 (0.07)	0.32 (0.06)	0.42 (0.08)

* Data for intersectional groups smaller than n=30 have been suppressed due to small sample size

CONTACT

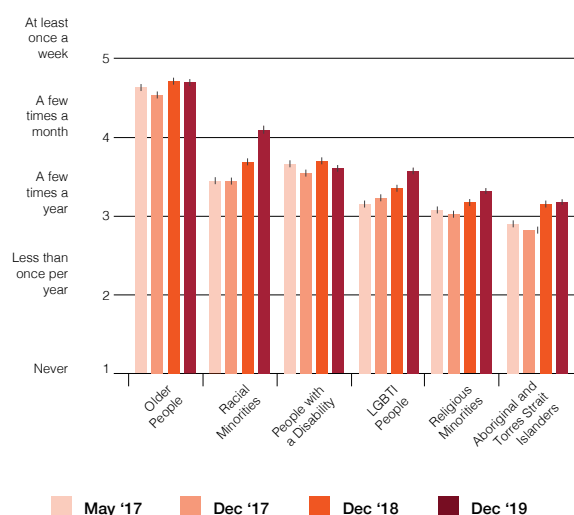
CONTACT BETWEEN PEOPLE OF DIFFERENT GROUPS IS IMPORTANT FOR BUILDING SOCIAL INCLUSION.

Research shows that contact between people from diverse groups reduces prejudice and increases empathy for other groups.^{22–24} 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. We also asked them about how many friends they have from these groups, and how close those friendships are.

CONTACT WITH MINORITY GROUPS

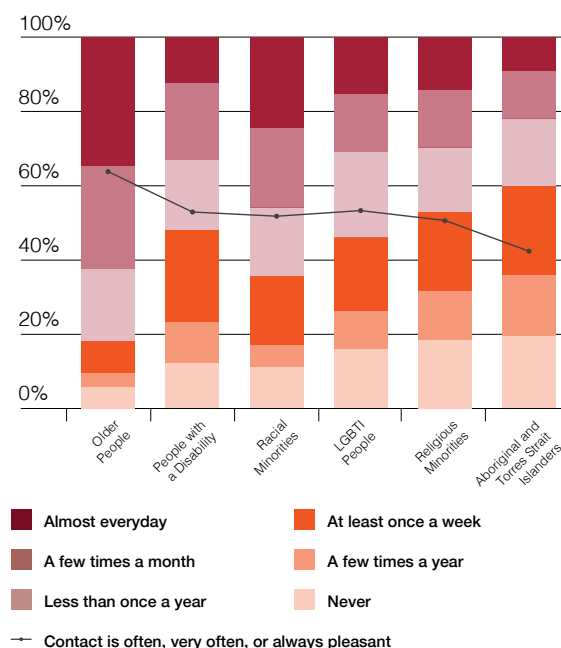
Results reveal that many Australians do not have much contact with people who belong to certain minority groups. Approximately one in six people ‘never’ have any contact with Aboriginal and Torres Strait Islander people, LGBTI people, or religious minorities. Encouragingly, however, the average amount of contact people had with racial minorities (4.1), LGBTI people (3.6), and religious minorities (3.4) was significantly higher in December 2019 compared to all previous waves (see Figure 14).

Figure 14: Average frequency of contact with people from minority groups



Our data shows that when people do have contact with minority group members, they most often find the experience to be a pleasant one. As shown in Figure 14, the percentage of people reporting contact as being ‘very often’ or ‘always’ pleasant varies from 44 to 63 percent depending on which group the person interacts with. Figure 15 also illustrates that the more contact people have with minority groups, the more they tend to perceive the contact as being pleasant.

Figure 15: Contact frequency and contact quality (2019 data)

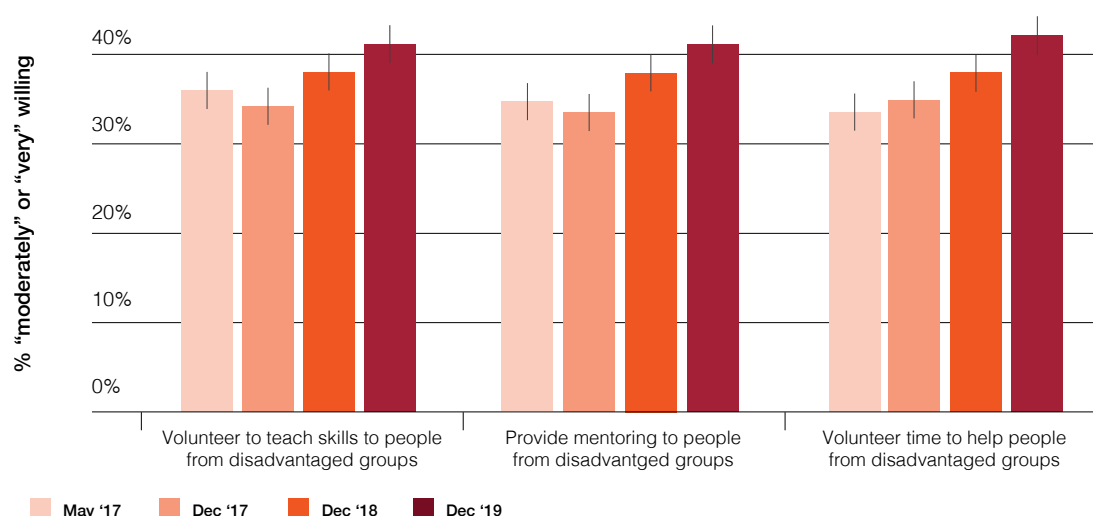


VOLUNTEERING TO HELP

OVERALL, OUR RESULTS INDICATE THAT A LITTLE OVER ONE THIRD OF AUSTRALIANS ARE WILLING TO VOLUNTEER TO ASSIST DISADVANTAGED GROUPS (SEE FIGURE 16).

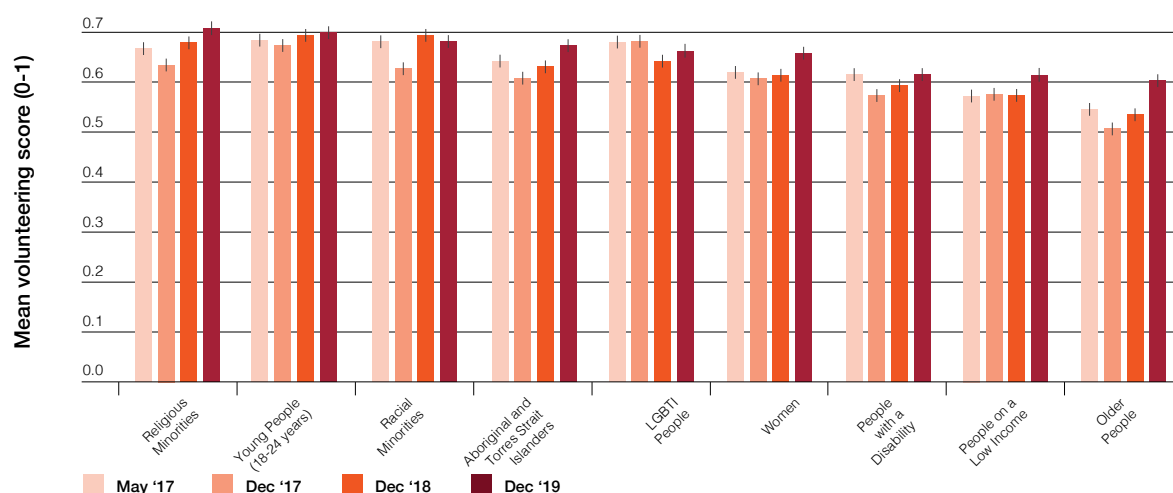
Australians' willingness to volunteer significantly increased in December 2019 compared to December 2018 but this increase was relatively small in size (from a mean of .58 to .61 on a scale ranging from 0 to 1). As of December 2019, the median number of hours that people say they are willing to volunteer to help disadvantaged groups was 12 hours per month (up slightly from 11 hours in December 2018).

Figure 16: Australians' willingness to volunteer to help disadvantaged groups



As shown in Figure 17, the average index score for volunteering across different minority groups was highest among religious minorities and young people and lowest among people on low incomes and older people – although the average index score increased marginally among both groups in December 2019 compared to December 2018. There was also a significant increase in volunteering willingness among women in December 2019 compared to December 2018.

Figure 17: 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.

The majority of respondents said they would be willing to say something if they saw discrimination occurring (61% 'moderately' or 'very' willing). Additionally, three in five Australians said they are willing to listen to and validate people who claim to be victims of discrimination (60% 'moderately' or 'very' willing). In contrast, Australians are 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 are 'moderately' or 'very' willing to participate

in activities such as helping to organise a demonstration (19%), share information on social media (34%) or donate money (35%).

Willingness to engage in all forms of advocacy either remained stable or increased marginally between December 2018 and December 2019. Specifically, willingness to listen to and validate people who claim to be victims of discrimination, to organise a demonstration, and to donate money significantly increased in December 2019 compared to December 2018 (see Figure 18).

Figure 18: Willingness to take actions to 'ensure that all people in Australia – regardless of race, gender, age, sexuality, disability, class, or religion – are treated equally'

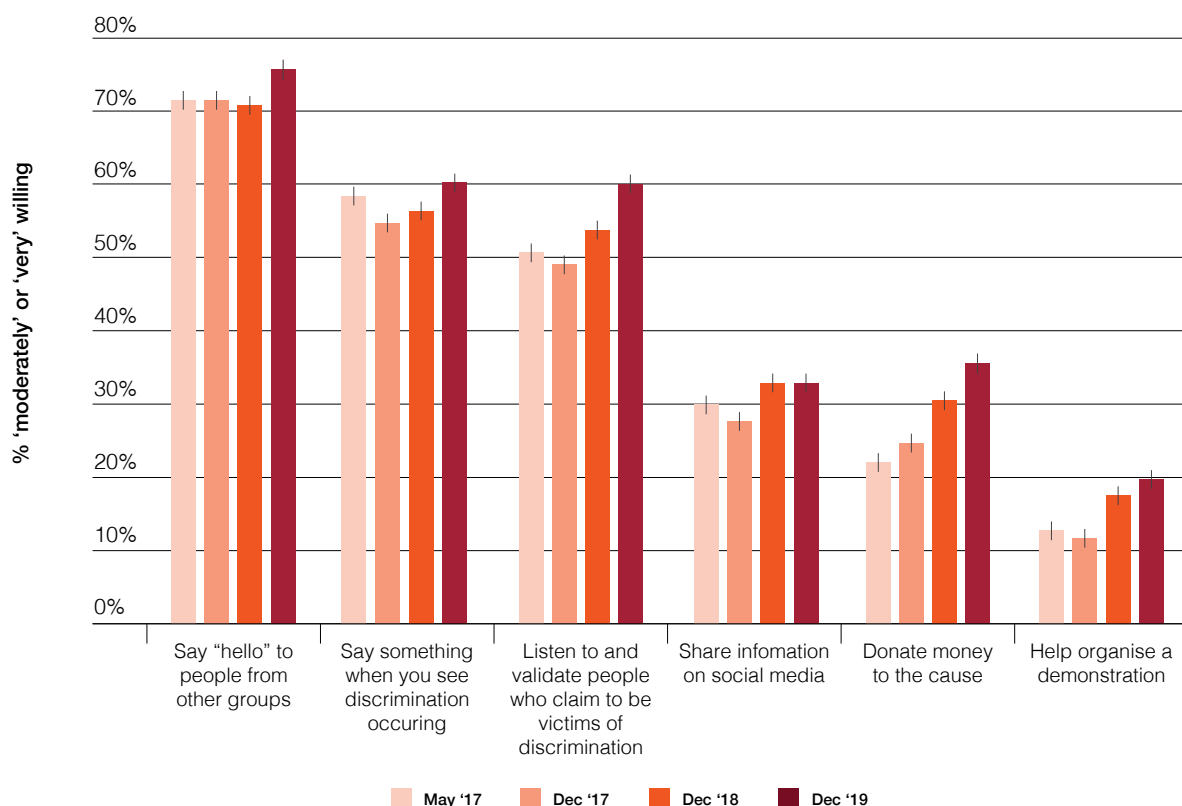
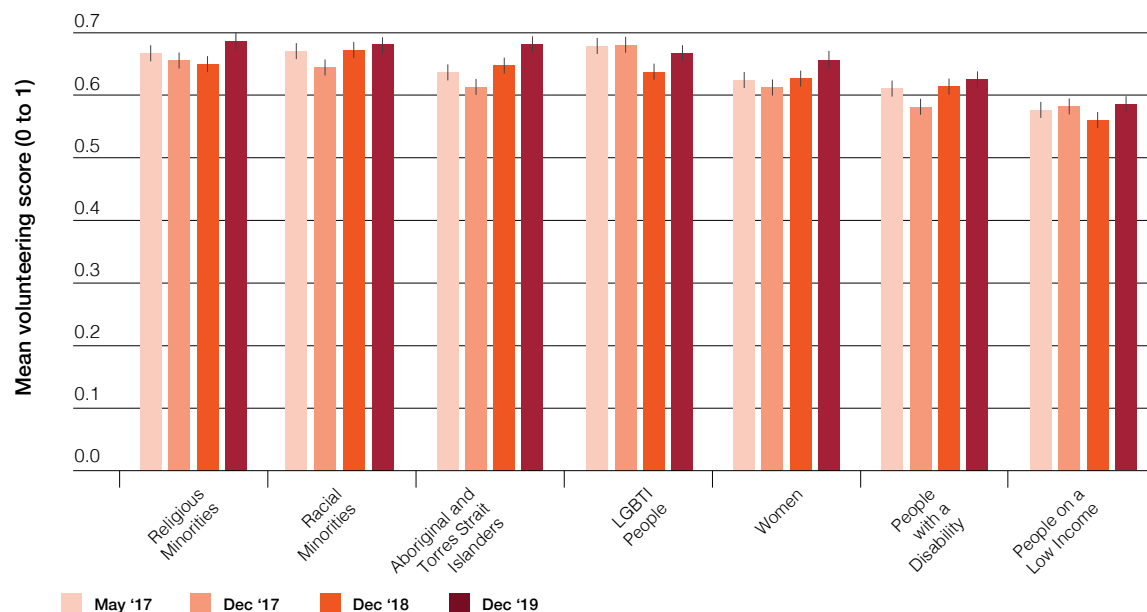


Figure 19 shows that the average index score for advocacy across minority groups was highest among religious and racial minorities and lowest among people with a disability and people on low incomes. Similar to volunteering, there was a significant increase in advocacy willingness among women between December 2018 and December 2019.

Figure 19: Average willingness to take actions to ensure that all people in Australia are treated equally



CONCLUSION

Although the majority of Australians are not highly prejudiced and are willing to act when they see discrimination occurring, our findings show that the Australian community still has a lot of room for improvement when it comes to maximising social inclusion.

The Inclusive Australia Social Inclusion Index provides a broad picture of how inclusive the Australian community is across a broad range of groups and indicators of social inclusion. Our findings indicate there are still substantial challenges that Australia must overcome to ensure that all Australians feel included. These challenges include reducing prejudice, creating more opportunities and desire for intergroup contact, and building minority groups' sense of wellbeing – many of which will have been additionally impacted by the COVID-19 pandemic.

Our data shows that there are five distinct types of people in the community when it comes social inclusion. Each of these groups have distinct characteristics and needs. Our research not only provides data to support this audience segmentation, it also quantifies the sizes of these groups and tracks the change in group size over time.

The results from four rounds of data collection show that although the overall level of social inclusion, as measured by the Social Inclusion Index score, has remained consistent, there have been a range of changes in sub-indicators. These include changes that neatly coincide with major events, such as greater levels of everyday discrimination being reported by LGBTI people around the time of the Australian Marriage Law Postal Survey.

Inclusive Australia will 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, 2000 people in December 2017, 1713 people in December 2018, and 1912 people in December 2019. Quota-random sampling was used to collect a sample (nWave 1 = 1200, nWave 2 = 1432, nWave 3 = 1200, nWave 4 = 1255) that reflected key demographic characteristics of the Australian population (age, gender, state). At Wave 3, 600 individuals who had completed earlier waves of the survey completed the survey again. This repeated sample was collected to facilitate longitudinal analyses, which can be used to examine what may be causing changes in indicators of social inclusion over time.

Table 1 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, LGBTI people, people with a disability, and Aboriginal and Torres Strait Islander groups) were collected with the goal to collect 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 1: Demographic characteristics

	2016 Census	Wave 1 May 2017	Wave 2 Dec 2017	Wave 3 Dec 2018	Wave 4 Dec 2019
Sex					
Male	49.3%	49.2%	49.5%	49.5%	48.8%
Female	50.7%	50.8%	50.3%	49.8%	51.2%
Indeterminate/intersex	n/a	0.0%	0.2%	0.7%	0.0%
Age					
18 - 29	20.9%	20.7%	19.9%	22.0%	22.5%
30 - 39	17.9%	19.8%	19.4%	20.2%	18.6%
40 - 49	17.4%	20.5%	18.4%	19.8%	19.3%
50 - 59	16.4%	16.7%	20.4%	15.8%	16.6%
60+	27.4%	22.3%	21.9%	22.3%	23.1%
Mean age (of all people over 18)	47.3	46.0	45.1	45.1	45.6
State					
New South Wales	32.0%	33.3%	33.8%	33.9%	33.6%
Victoria	25.3%	25.6%	27.2%	25.5%	25.3%
Queensland	20.1%	18.1%	16.7%	17.2%	17.0%
South Australia	7.2%	9.1%	8.3%	8.7%	8.8%
Western Australia	10.6%	9.4%	9.8%	9.7%	10.6%
Tasmania	2.2%	2.3%	2.6%	2.6%	2.9%
Northern Territory	1.0%	0.8%	0.5%	0.8%	0.2%
Australian Capital Territory	1.7%	1.4%	1.0%	1.7%	1.7%
Other Territories	0.0%	0.0%	0.0%	0.0%	0.0%

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.²⁶

The Inclusive Australia Social Inclusion Index and sub-indices were computed using the measures described in Table 2.

Table 2: Measures used in the Inclusive Australia Social Inclusion Index

Index	Measures used in calculating score
Inclusive Australia Social Inclusion Index	<ul style="list-style-type: none"> The average score of each of the five sub-indices below.
Sub-indices:	
Absence of prejudice and discrimination	<ul style="list-style-type: none"> Blatant and subtle prejudice towards several distinct minority groups (e.g. agreement with statements like ‘Women are too easily offended’)¹² Frequency of experiencing ‘everyday discrimination’ (e.g. ‘People act as if they think you are not smart.’)¹⁶ Frequency of experiencing ‘major discrimination’ (e.g. ‘unfairly stopped, searched, questioned, physically threatened or abused by the police’)^{15,16}
Belonging and wellbeing	<ul style="list-style-type: none"> Average satisfaction with several domains of life (e.g. health, standard of living)¹⁹ Strength of identification with Australia (e.g. ‘How close do you feel to each of the following groups? – Australians’)²¹
Contact and friendship	<ul style="list-style-type: none"> Quantity of contact with a range of minority groups²⁷ Quality of contact (i.e. contact was experienced as pleasant)²⁷
Volunteering to help	<ul style="list-style-type: none"> Willingness to volunteer to help minority groups
Advocating for inclusion	<ul style="list-style-type: none"> Willingness to intervene to directly help victims of discrimination (e.g. ‘Say something when you see discrimination occurring’) Willingness to take political actions to ensure equality (e.g. ‘Help organise a demonstration’)²⁸

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