

MEASURING

SOCIAL INCLUSION

The Inclusive Australia
Social Inclusion
Index



THE INCLUSIVE AUSTRALIA SOCIAL INCLUSION INDEX: 2019 REPORT

PREPARED FOR INCLUSIVE AUSTRALIA

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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 a more socially inclusive Australia 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 don’t focus on looking across contexts to measure the progress Australia is making in social inclusion overall. 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 approximately 6000 survey responses collected from 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, people with disability, and Aboriginal and Torres Strait Islanders to better capture their experiences. Moreover, where possible, the survey questions come from scientifically-validated scales.

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 holistically. The Inclusive Australia Social Inclusion Index provides evidence that can help track progress and evaluate initiatives to improve social inclusion in Australia.

How often will the Index be updated?

This document reports on the first three waves of data collection. The first wave was collected in May 2017, the second wave in December 2017, and the third in December 2018. We intend to continue to collect this data annually to track Australia's progress towards social inclusion.

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.



KEY FINDINGS

1. SOCIAL INCLUSION IN AUSTRALIA STILL HAS ROOM FOR IMPROVEMENT

The Inclusive Australia Social Inclusion Index score was 62 out of 100 at the end of 2018. It has remained generally stable since the first wave of data collection in May 2017 (see Figure 2). This score suggests that Australia has room for improvement in social inclusion.



Fig 2: Social Inclusion Index Scores (out of 100)

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

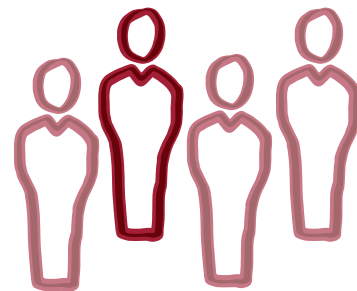
2. FIVE PROFILES WERE IDENTIFIED BASED ON ATTITUDES AND BEHAVIOURS RELATED TO SOCIAL INCLUSION:



- Allies
- Affected activists
- Disillusioned
- Indifferent
- Contented

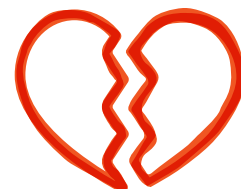
3. NEARLY ONE IN FOUR AUSTRALIANS HAS RECENTLY EXPERIENCED A FORM OF MAJOR DISCRIMINATION

At the end of 2018, one in four of Australians reported 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.



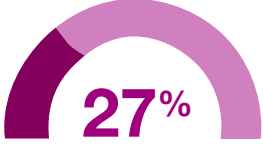
4. EXPERIENCING DISCRIMINATION IS ASSOCIATED WITH LOWER WELLBEING

People who have experienced major discrimination report significantly lower personal wellbeing (15% lower) and identification with Australia (7% lower) than those who have not experienced such discrimination.



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

The highest levels of prejudice are directed towards religious and racial minorities. 27% of Australians express high average levels of prejudice against these groups. Although prejudicial attitudes against women, people with disability and older people are lower on average, they are still present and problematic.



6. LIFE SATISFACTION VARIES ACROSS MINORITY GROUPS



Ratings of personal wellbeing in our sample are highest amongst older people (average of 7.5 out of 10) and lowest among people with disability (average of 5.9 out of 10), people on low incomes (average of 5.7 out of 10) and LGBTI people (average of 5.9 out of 10).

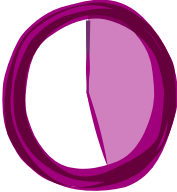
7. MANY AUSTRALIANS HAVE LITTLE TO NO CONTACT WITH CERTAIN MINORITY GROUPS AND LACK OF CONTACT IS ASSOCIATED WITH HIGHER PREJUDICE.



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

8. APPROXIMATELY ONE THIRD OF 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 eleven per month.



11 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.

Over half (57%) of people are 'moderately' or 'very' willing to say something when they see discrimination occurring. However, only one third (33%) are willing to share information on social media and just 18% are willing to help organise a demonstration to ensure that everyone is treated equally.





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. We used a statistical tool called cluster analysis to identify five profiles based on people's socially-inclusive attitudes and behaviours.

SOCIAL INCLUSIVE 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 and strongly identify as Australians.
- There are more university-educated people in this group than all but the Affected Activists group.



28%

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 are also most likely to have personally experienced discrimination.
- They tend to only weakly identify as Australians but have high personal wellbeing.
- Females and university-educated people are overrepresented in this group; approximately two thirds are female and 40% have a bachelor or post-graduate degree.



12%

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%

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 moderate levels of subtle prejudice and have experienced a slightly below-average amount of discrimination.
- They tend to have average levels of education and income.



26%

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 tends to be slightly above average and they strongly identify as Australians.
- Nine in ten people in this group identify as White/Caucasian and nearly two-thirds are aged fifty or over.



18%

*Percentages shown on this page were calculated using December 2018 data.

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

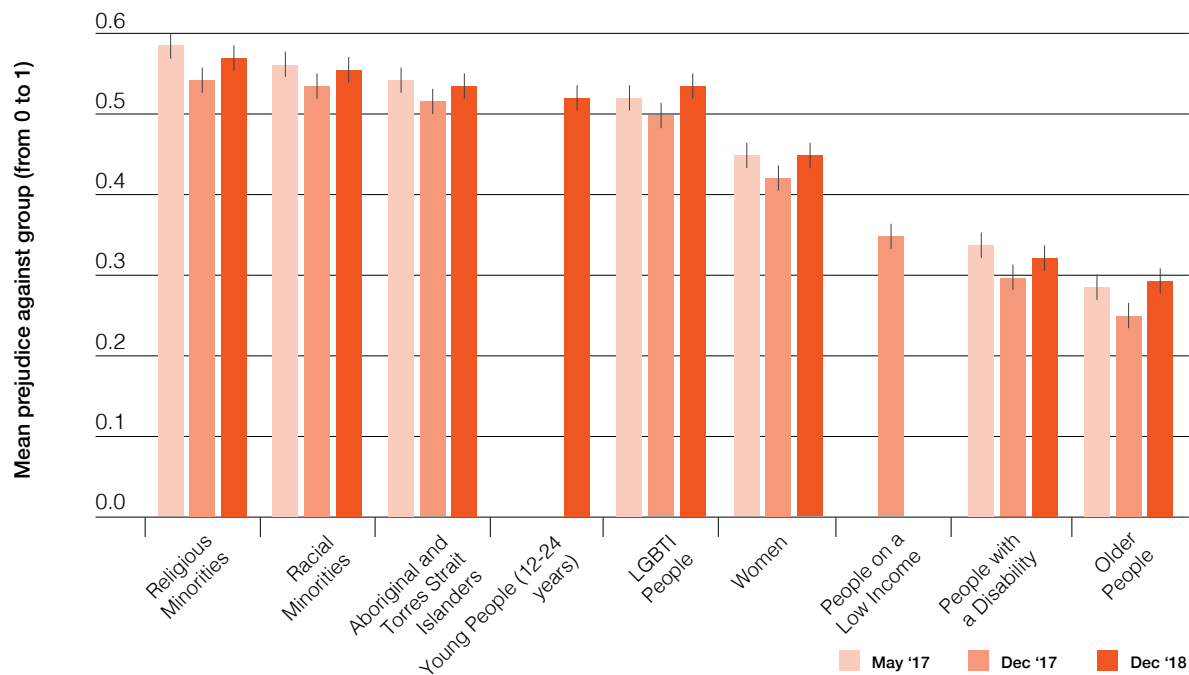
We found that prejudice in the Australian community is highest against religious minorities, racial minorities, and Aboriginal and Torres Strait Islanders. As of December 2018, approximately one in four people are highly

prejudiced (meaning that, on average they ‘moderately’ or ‘strongly’ agreed with statements indicating prejudice) against religious minorities (27%), racial minorities (27%), or Aboriginal and Torres Strait Islander people (25%).

Approximately one in five people are highly prejudiced against LGBTI people (21%), and one in six are highly prejudiced against women (17%) or young people (17%). In contrast, fewer people hold highly prejudiced views against older people (4%), or people with disability (6%), but this should not be taken to mean that these groups do not experience discrimination.

Levels of prejudice towards all groups trended generally flat across the three waves of data, with Wave 1 and Wave 3 averages being similar.

Figure 3: Prejudice against selected minority 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’.¹³

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.^{14,15} In contrast, everyday discrimination refers to ‘more chronic, routine, and relatively minor experiences of unfair treatment’¹⁶, such as being treated with less respect and courtesy, receiving a lower standard of service than others at restaurants or stores, or being called derogatory names.

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. Similarly, as of December 2018, 27% of Australians report experiencing minor, ‘everyday’ forms of discrimination at least weekly, a significant increase from 22% one year earlier.

The groups that report experiencing the most discrimination are, in approximate order (the exact order varies depending on which year is examined), young people (aged 18 to 24), LGBTI people, racial minorities, Aboriginal and Torres Strait Islander people, and people with disability. However, other groups still experience discrimination, albeit less frequently (as shown in Figures 4 and 5). **Moreover, our data shows that individuals who belong to more than one minority group tend to experience significantly higher levels of discrimination than people who belong to only one minority group.**

Experiences of major discrimination have remained generally stable over the three waves, with most changes within the surveys’ margin of error. However, one notable exception is that there appears to have been a significant drop in experiences of major discrimination among

religious minorities in 2018. The cause of this decrease remains unknown but should be monitored in future to see if these improvements are maintained, or if they are just a short-term phenomenon.

In contrast to levels of major discrimination, levels of everyday discrimination have seen more change over time. Two 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). As of December 2018, everyday discrimination faced by LGBTI people has returned to close to pre-Marriage-Law-Postal-Survey levels (37%).

Second, the percentage of Aboriginal and Torres Strait Islander people reporting that they experience a form of everyday discrimination at least weekly has increased dramatically in 2018, from 30% in December 2017 to 54% in December 2018. Given that it is difficult to recruit representative samples of this group to survey, it is possible this change could be due to random fluctuation. As such, this finding needs to be monitored in future years to determine if it reflects an ongoing trend. Our data cannot pinpoint the reason for this increase.

Finally, there have been upward trends in the amount of everyday discrimination reported by people on low incomes, women, and people with disability. For each of these groups, levels of everyday discrimination are significantly higher as of December 2018 than they were in May 2017.

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

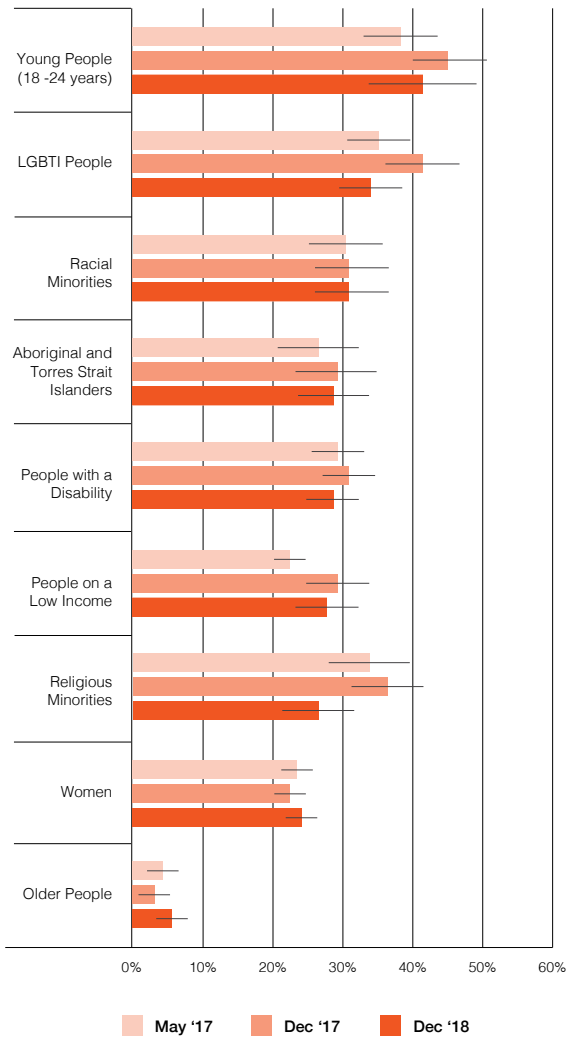
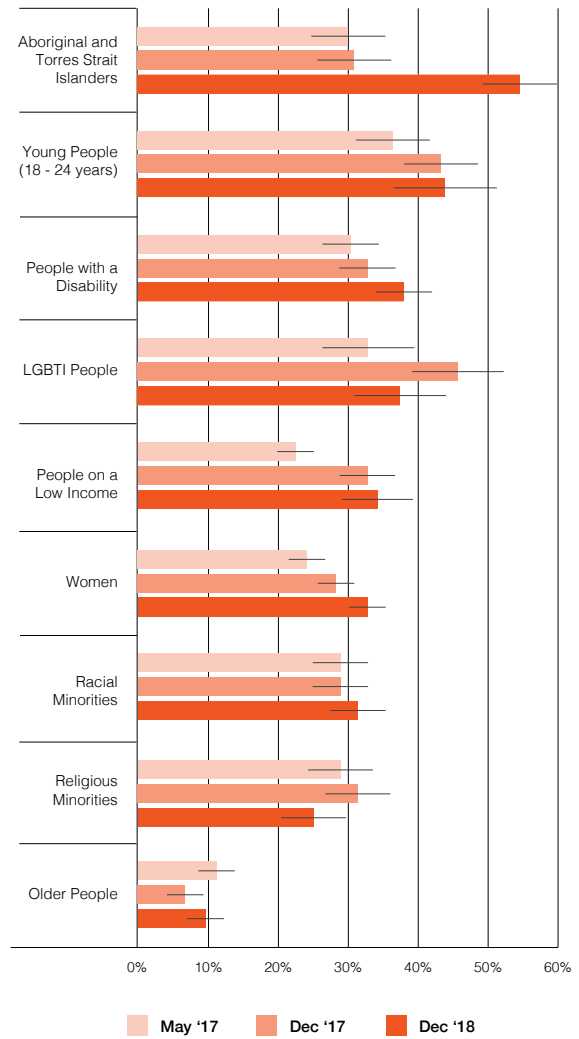
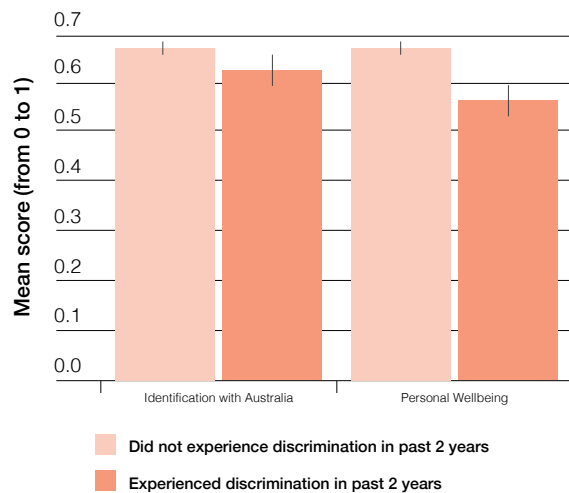


Figure 5: Percentage of people in minority groups who report experiencing one or more forms of everyday discrimination at least weekly.



Experiencing discrimination is significantly associated with negative outcomes for people’s wellbeing and feelings of belonging in Australia. People who have experienced major discrimination in the last two years have 15% lower personal wellbeing and 7% lower identification with Australia, than people who have not experienced this discrimination (see Figure 6).

Figure 6: Differences in personal wellbeing and identification with Australia between people who did or did not experience major discrimination, 2018 data



BELONGING AND WELLBEING

SOCIAL CONNECTEDNESS AND BELONGING ARE IMPORTANT FOR MAXIMISING WELLBEING.

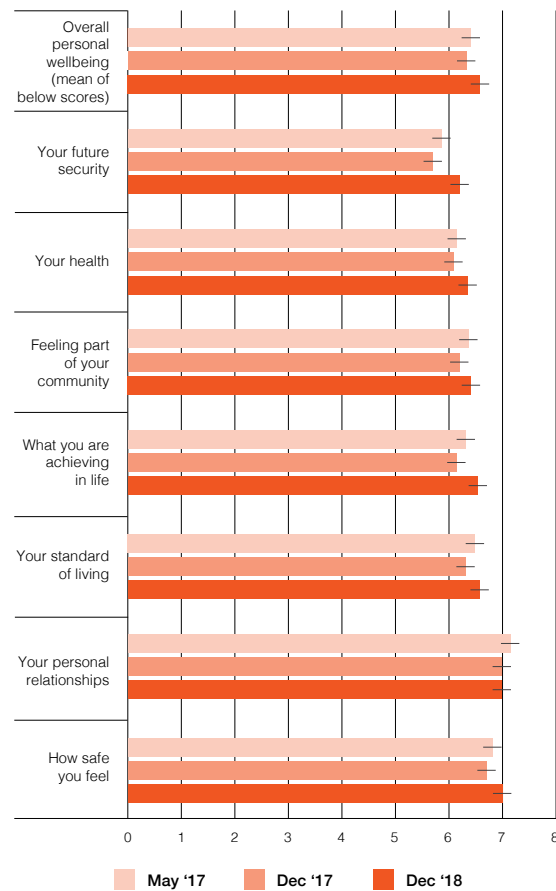
Previous research shows that having strong social networks and a strong sense of social identity (through belonging to groups) is associated with better health, reduced levels of depression and anxiety, and improved overall wellbeing.^{17,18}

Personal Wellbeing

Our results indicate that people in Australia rate their overall personal wellbeing as 6.6/10* on average. People are most satisfied with their personal relationships and how safe they feel, and least satisfied with future security (see Figure 7). Australians' overall personal wellbeing was slightly (but statistically significantly) higher in December 2018 than December 2017. However, while statistically significant, this change was small in magnitude (from 6.3/10 in December 2017), and needs to be monitored over the coming years to establish if it represents a meaningful ongoing trend.

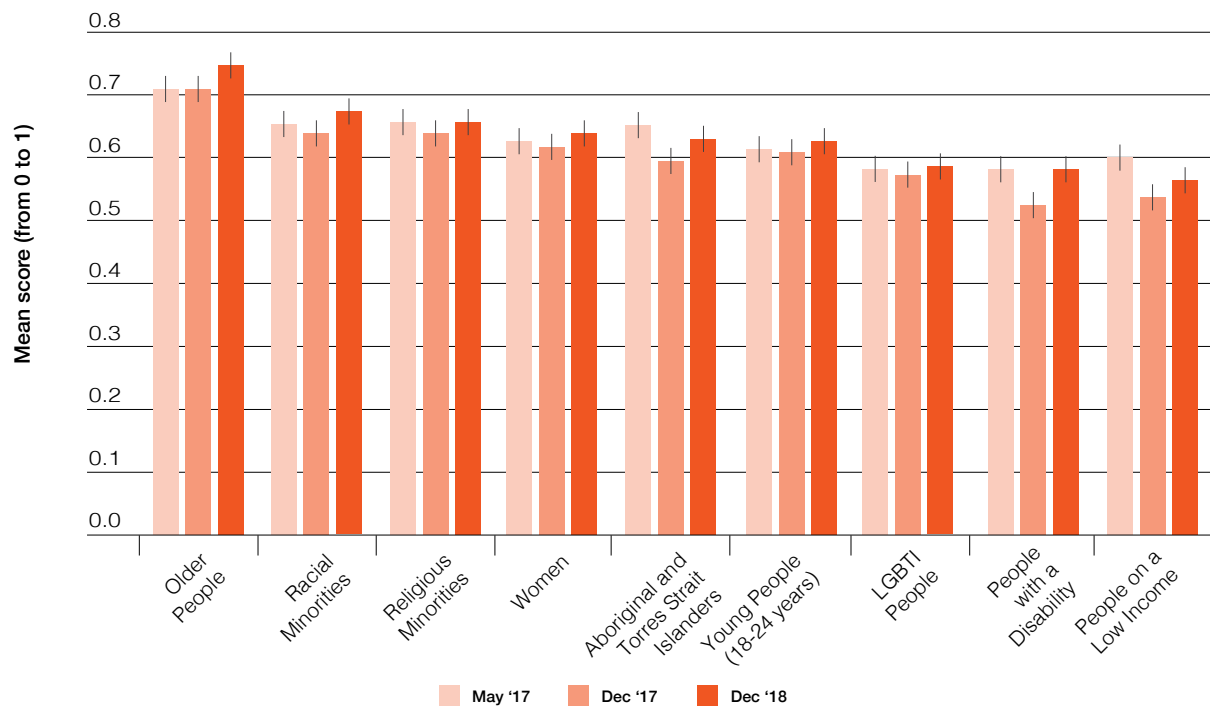
There are differences in personal wellbeing across minority groups. Overall levels of reported personal wellbeing are highest amongst older people, and lowest among people with a disability, people on low incomes, and LGBTI people (see Figure 8). Overall personal wellbeing scores trended flat for most groups between May 2017 and December 2018. As shown in Figure 7, most differences between the three waves of data collection were within the margins of error of the survey. However, there were some exceptions. The personal wellbeing of people on low incomes, Aboriginal and Torres Strait Islander people, and people with a disability was slightly lower in December 2017 than May 2017 or December 2018. Additionally, older people's overall wellbeing was slightly (but statistically significantly) higher in December 2018.

Figure 7: 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 8: Levels of personal wellbeing across minority groups



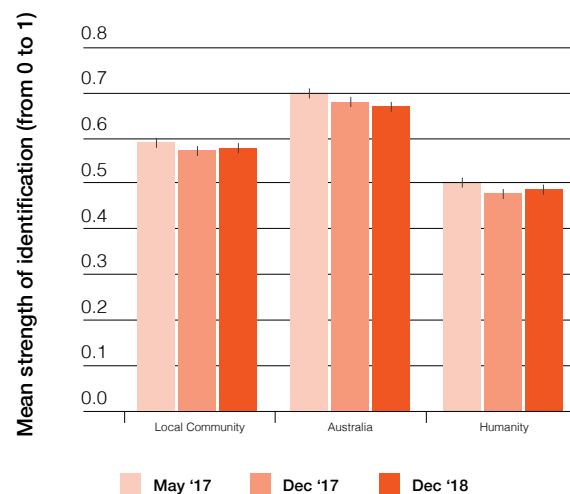
Identification with local communities, Australia, and all humanity.

Building a strong sense of social identification with Australia and with 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.²¹

Our results indicate that people in Australia tend to identify strongly with Australia, moderately strongly with their local communities, and moderately with all humanity. 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 area 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.^{21,22} Given Australia's diverse population, such care may be beneficial for making Australia more socially inclusive.

Identification with local communities and with all humanity did not significantly differ across the three waves of data collection. However, identification with Australia trended downwards. The average strength of identification with Australia was slightly, but statistically significantly, lower in December 2018 than it was in May 2017. The reason for this reduction is unclear but will be monitored in future waves.

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



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.²³⁻²⁵ 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.

Results reveal that many Australians do not have much contact with people who belong to certain minority groups. Approximately one in five people 'never' have any contact with Aboriginal and Torres Strait Islander people or LGBTI people. One in four 'never' have contact with religious minorities. Encouragingly, however, the average amount of contact people had with members of all minority groups except religious minorities was slightly (but statistically significantly) higher in 2018 than in previous waves (see Figure 10).

Our data shows that when people do have contact with minority group members, they often find the experience to be a pleasant one. As shown in Figure 11, the percentage of people reporting contact as being 'very often' or 'always' pleasant varies from 40 to 67 percent depending on which group the person interacts with. Figure 11 also illustrates that the more contact people have with minority groups, the more they tend to perceive the contact as being pleasant. Similarly, contact is significantly negatively associated with prejudice, meaning that the more contact a person has had with minority groups, the lower their prejudice tends to be. This finding further supports the potential benefits of increasing the frequency with which people have contact with others from diverse groups.

Figure 10: Average frequency of contact with people from minority groups

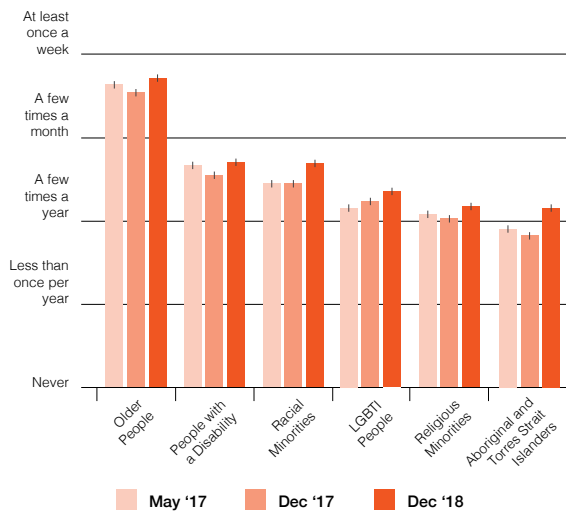
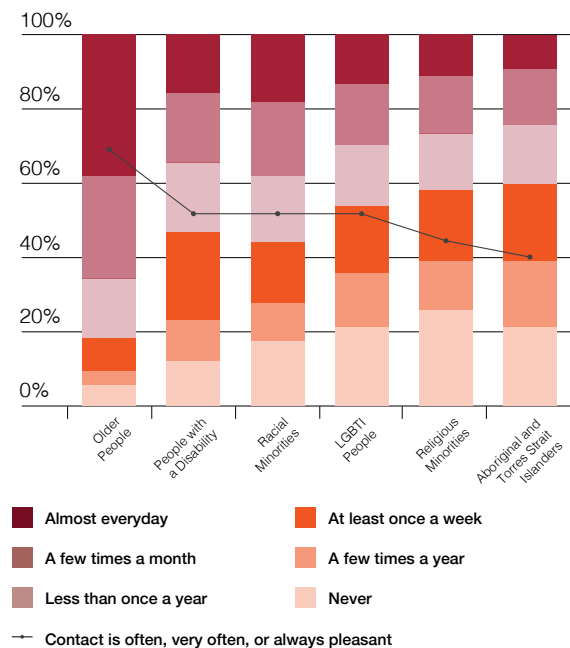


Figure 11: Contact frequency and contact quality, 2018

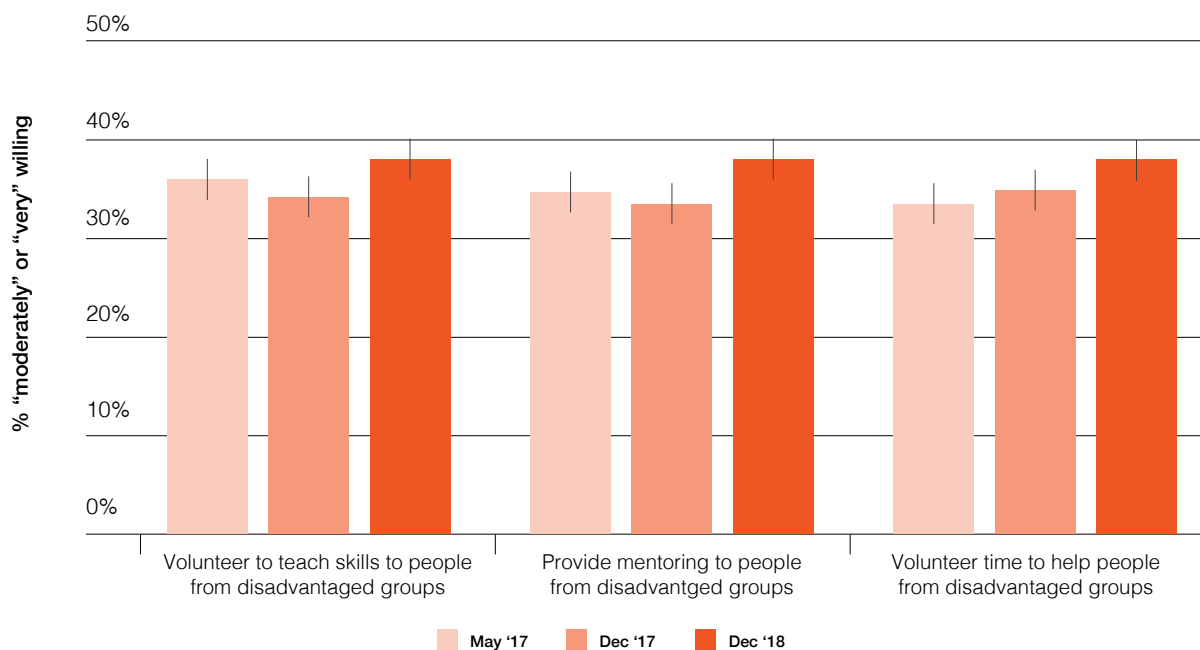


VOLUNTEERING TO HELP

OVERALL, OUR RESULTS INDICATE THAT APPROXIMATELY ONE THIRD OF AUSTRALIANS ARE WILLING TO VOLUNTEER TO ASSIST DISADVANTAGED GROUPS.

There was a statistically significant increase in Australians' willingness to volunteer between December 2017 and December 2018, but this increase was very small in size (from a mean of .54 to .58 on a scale ranging from 0 to 1). As of December 2018, the median number of hours that people say they are willing to volunteer to help disadvantaged groups is 11 hours per month.

Figure 12: Australians' willingness to volunteer to help disadvantaged groups



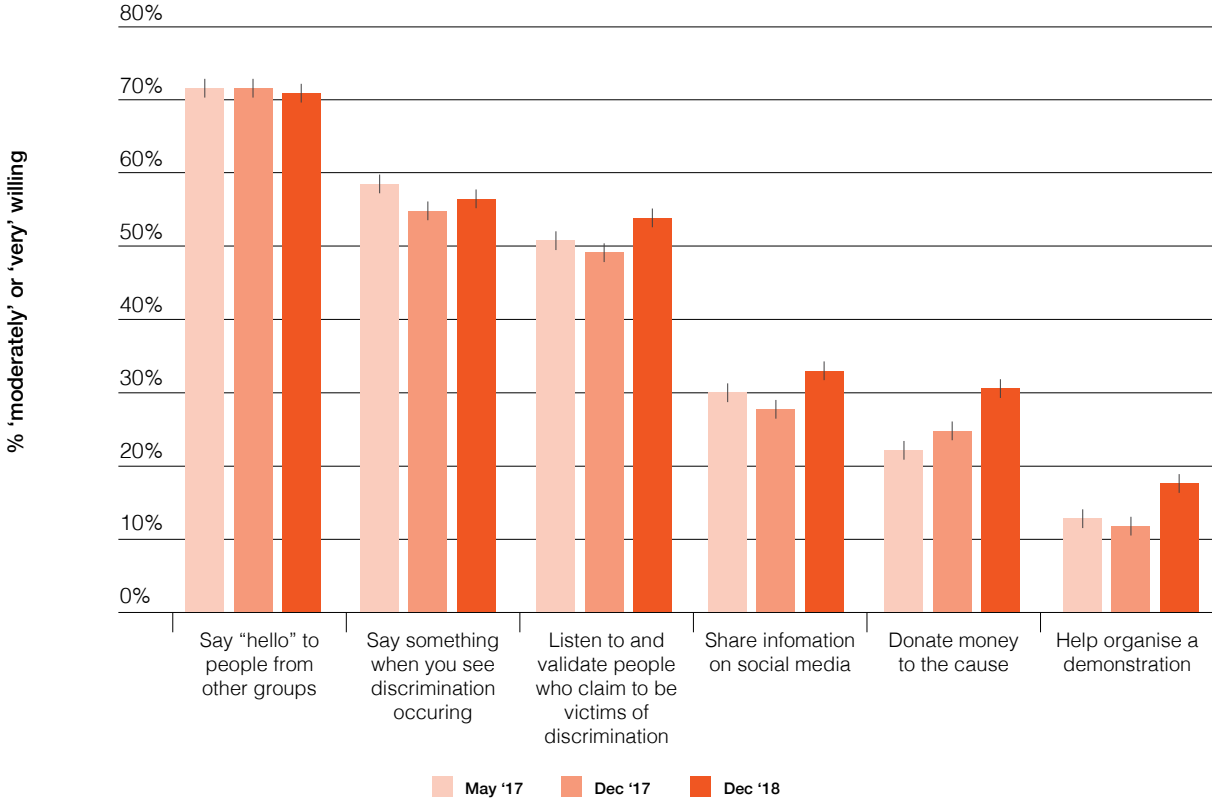
ADVOCATING FOR INCLUSION

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 (57% 'moderately' or 'very' willing). Additionally, approximately half of Australians said they are willing to listen to and validate people who claim to be victims of discrimination (54% '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 (18%), share information on social media (33%) or donate money (31%).

Willingness to engage in some forms of advocacy – such as saying something when you see discrimination occurring, or listening to victims of discrimination – remained stable over the three waves of data collection. However, willingness to engage in other forms of advocacy – specifically, donating money, and helping to organise a demonstration – were slightly (and statistically significantly) higher in December 2018 than in earlier waves (see Figure 13).

Figure 13: Willingness to take actions to 'ensure that all people in Australia – regardless of race, gender, age, sexuality, disability, class, or religion – 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 in social inclusion.

For the first time, the Inclusive Australia Social Inclusion Index provides a picture of how inclusive the Australian community is across a broad range of minority 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 friendship, and building minority groups' sense of wellbeing.

Our data shows that there are five distinct types of people in the community when it comes social inclusion. As described earlier, 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 for the first time.

The results from three 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 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 the Monash Sustainable Development Institute, 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, and 1713 people in December 2018 by Australia Post. Quota-random sampling was used to collect a sample (nWave¹ = 1200, nWave² = 1432, nWave³ = 1200) that reflected key demographic characteristics of the Australian population (age, gender, state).

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