

## EDI STAFF SURVEY 2024

### Demographic Results

#### Purpose

This report summarises the responses from staff to the *demographic* and *role at the University* sections to the Maynooth University Equality, Diversity and Inclusion (EDI) Staff Survey, which was circulated to staff on the 17<sup>h</sup> of May 2024 and closed on the 16<sup>th</sup> of August 2024.

#### Response Rate

511 participants engaged with the survey, representing an overall response rate of approximately 39%.

63% of respondents identified as *woman*, 31% as *man*, 2% identified as *non-binary*, 1% selected *prefer to self-describe*, and 4% preferred not to say.

#### Anonymity

The survey data in raw form was available only to the Office of the Vice-President for Equality and Diversity.<sup>1</sup>

The data presented here has been aggregated to preserve the anonymity of respondents. Where a detailed cross-tabular analysis including gender is presented, gender minorities have not been included for reasons of anonymity. Similarly, percentages rather than numbers per category have been included for reasons of anonymity.

#### Multiple Response Questions

Where respondents had the possibility of choosing multiple answers to a question, this has been noted on the graph. Bars and columns in these graphs give a percentage of the respondents to the question who selected that response, rather than the percentage of the total responses to options in that question. These percentages will add to more than 100%.

---

<sup>1</sup> Office of the Vice President for Equality and Diversity (EDI Office), [Vice President for Equality and Diversity | Maynooth University](#). Contact us at [equality@mu.ie](mailto:equality@mu.ie).

# Table of Contents

List of Figures.....	2
List of Tables.....	3
Survey Respondents by Equality Grounds .....	4
By Gender Identity .....	4
By Sex Assigned at Birth .....	4
By Age .....	5
By Religion .....	5
By Civil Status .....	6
By Ethnicity .....	6
By Sexual Orientation .....	7
By Disability .....	7
By Caring Responsibilities.....	10
Survey Respondents by Role at University .....	11
By Contracted Position .....	11
By Grade of Post .....	12
By Contract Type .....	13
By Full or Part-Time Hours.....	13
By Length of Time Working at MU.....	14
By Salary Range.....	14
By Work Location.....	15

## List of Figures

Figure 1. Respondents by Gender Identity (n=511) .....	4
Figure 2. Respondents answering: Does this [gender] match the sex you were assigned at birth? (n=511) .....	4
Figure 3. Respondents by Age (n=511) .....	5
Figure 4. Respondents by Religion (n=510) .....	5
Figure 5. Respondents by Civil Status (n=511) .....	6
Figure 6. Respondents by Ethnicity (n=511) .....	6
Figure 7. Respondents by Sexual Orientation (n=511) .....	7

Figure 8. Respondents With or Without a Disability (n=511).....	7
Figure 9. Breakdown of Disclosed Disabilities, Impairments, Health Conditions and/or Learning Differences (n=126).....	8
Figure 10. Extent to which the condition has a long-term impact on respondents' ability to carry out day to day activities (n=122).....	8
Figure 11. Respondent Awareness of Access to Reasonable Accommodations (n=136) .....	9
Figure 12. Respondents by Neurodivergence (n=511).....	10
Figure 13. Respondents by Caring Responsibilities (n=511).....	10
Figure 14. Disclosed Respondent Caring Responsibilities (n=357).....	10
Figure 15. Disclosed Respondent Childcare by Age Range (n=215) .....	11
Figure 16. Respondent Contracted Position at MU (n=511).....	11
Figure 17. Academic Respondent by Grade of Post (n=187).....	12
Figure 18. ATP Respondent by Grade of Post (n=201) .....	12
Figure 19. Research Respondent by Grade of Post (n=33).....	12
Figure 20. Respondent by Contract Type (n=511) .....	13
Figure 21. Respondent by Contract to Work Full and Part-Time Hours (n=511) .....	13
Figure 22. Respondent Length of Time Working at MU (n=511).....	14
Figure 23. Respondent Salary Range (n=511).....	14
Figure 24. Respondent by Work Location (n=511) .....	15

## List of Tables

Table 1. Respondent Levels of Agreement with Disability Questions (n=138) .....	9
---	---

# Survey Respondents by Equality Grounds

## By Gender Identity

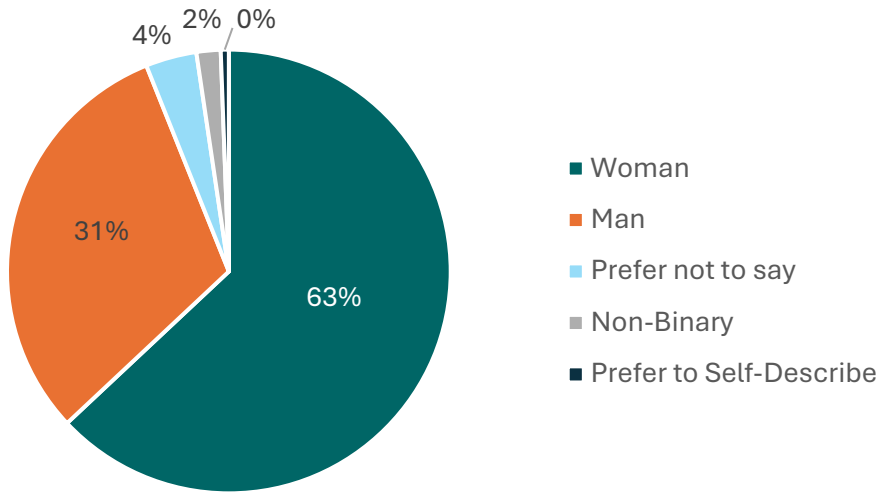


Figure 1. Respondents by Gender Identity (n=511)

## By Sex Assigned at Birth

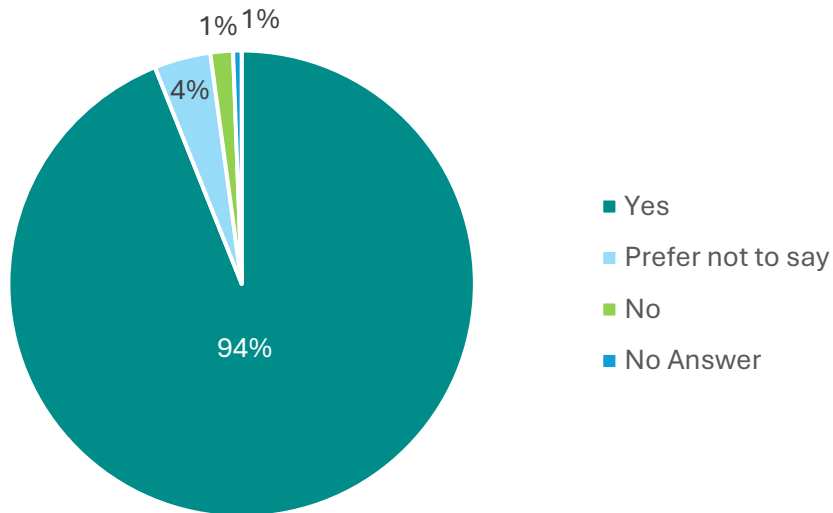


Figure 2. Respondents answering: Does this [gender] match the sex you were assigned at birth? (n=511)

## By Age

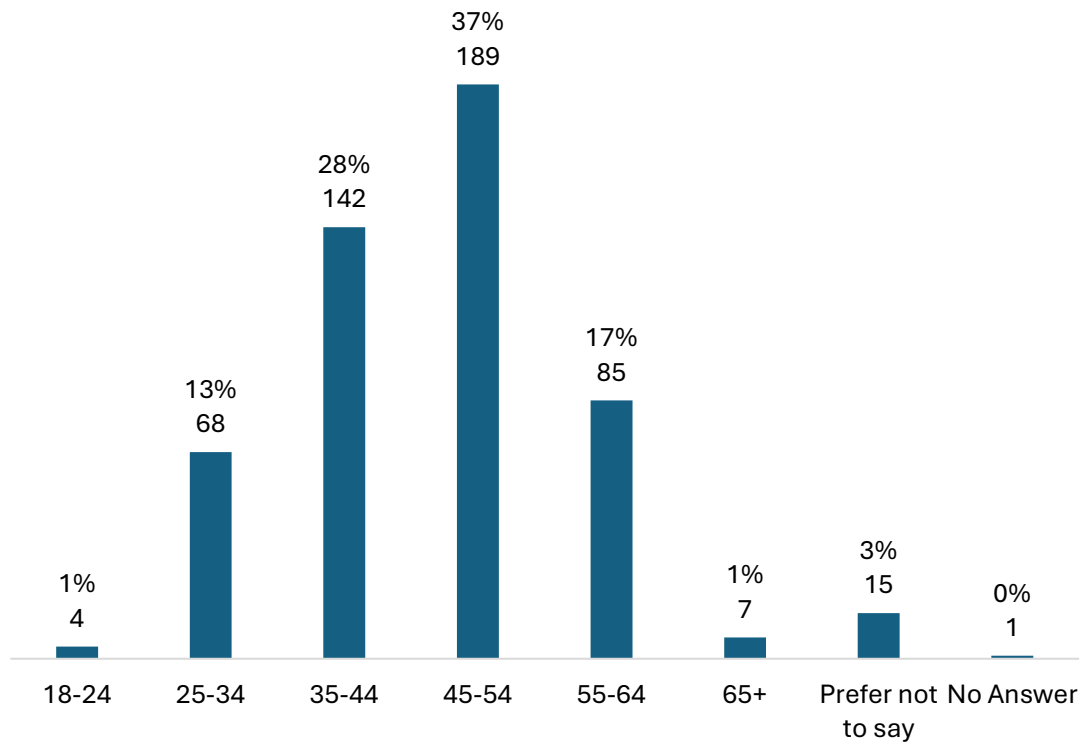


Figure 3. Respondents by Age (n=511)<sup>2</sup>

## By Religion

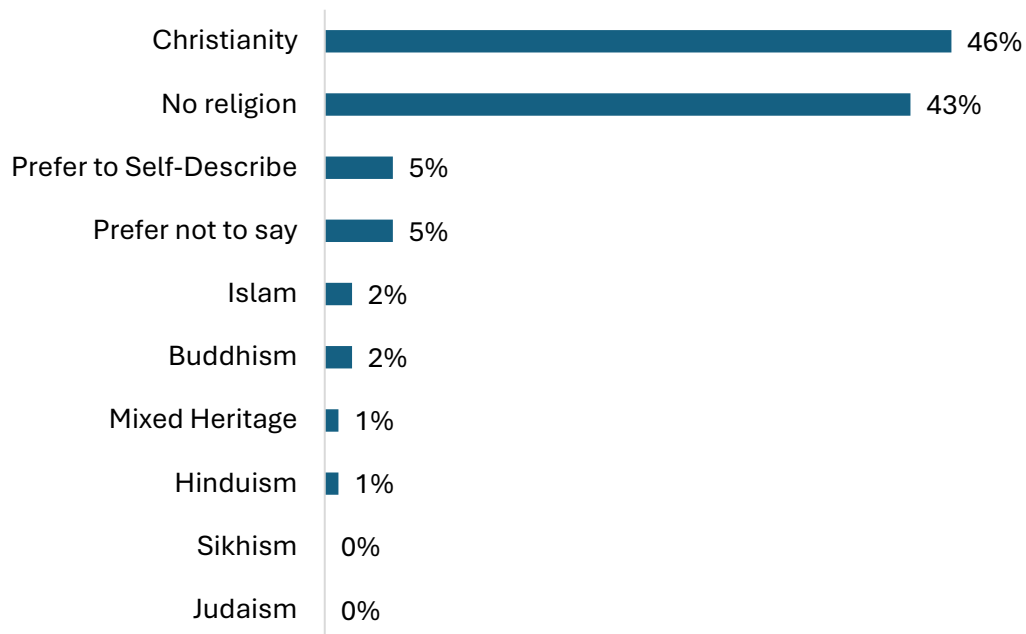


Figure 4. Respondents by Religion (n=510)<sup>3</sup>

<sup>2</sup> For example, 4 respondents are aged between 18-24, representing 1% of total survey respondents.

<sup>3</sup> This was a multi-response question.

## By Civil Status

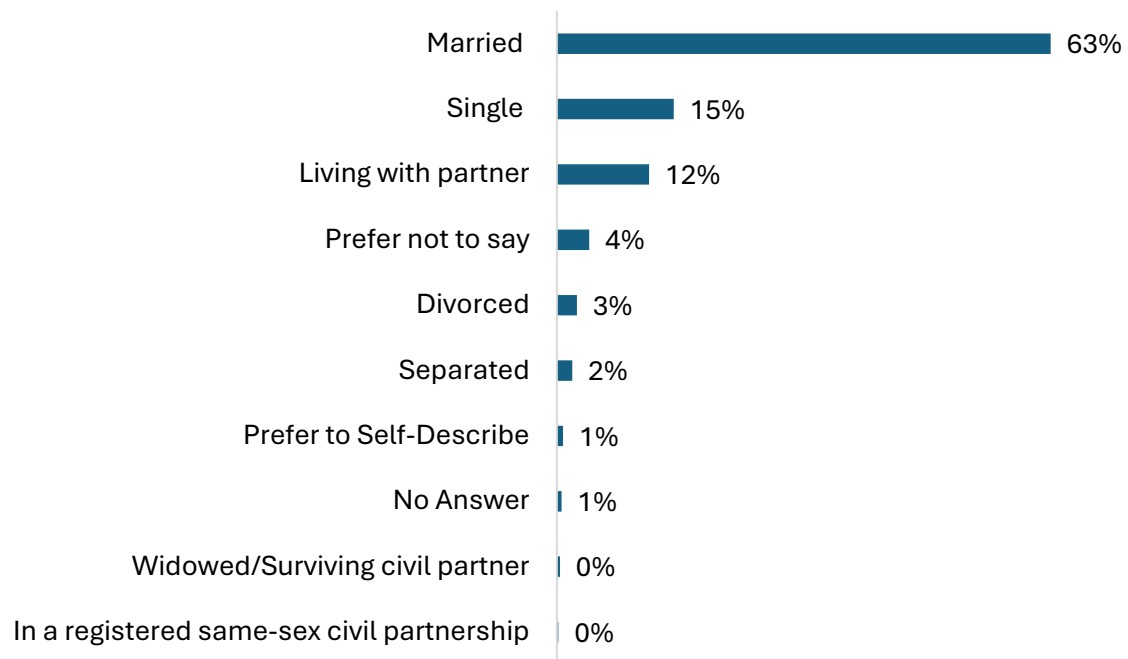


Figure 5. Respondents by Civil Status (n=511)

## By Ethnicity

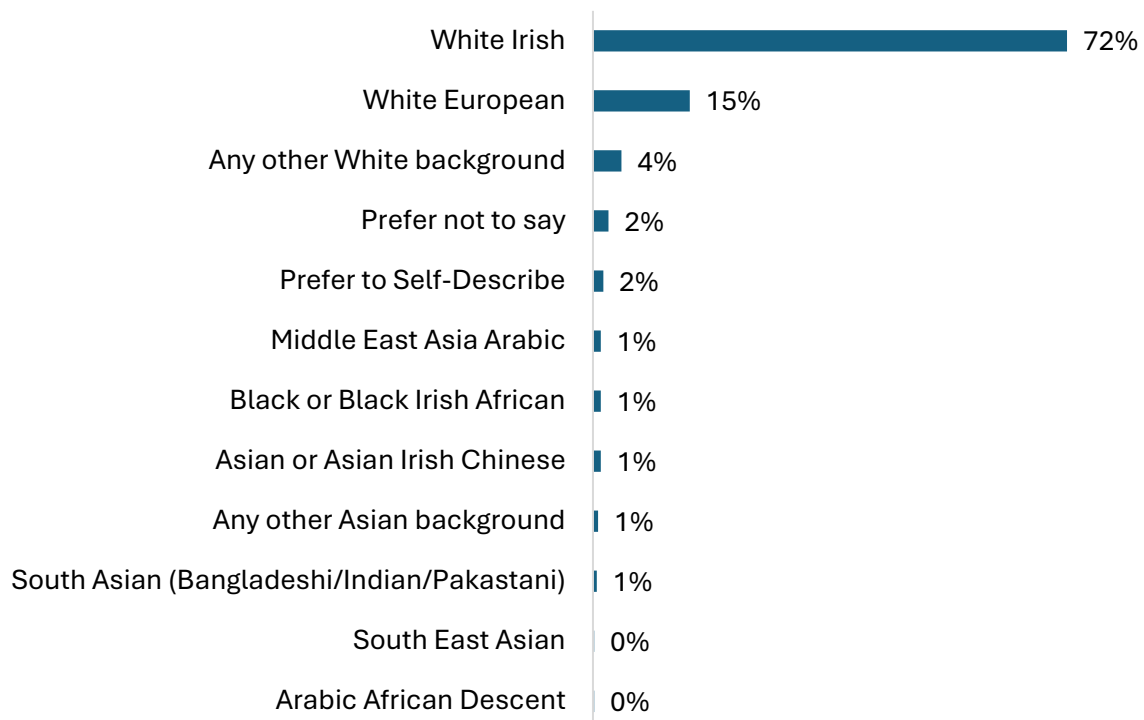


Figure 6. Respondents by Ethnicity (n=511)

9% (n=48) of respondents consider themselves to be from a minority ethnic background (within the Irish context).

## By Sexual Orientation

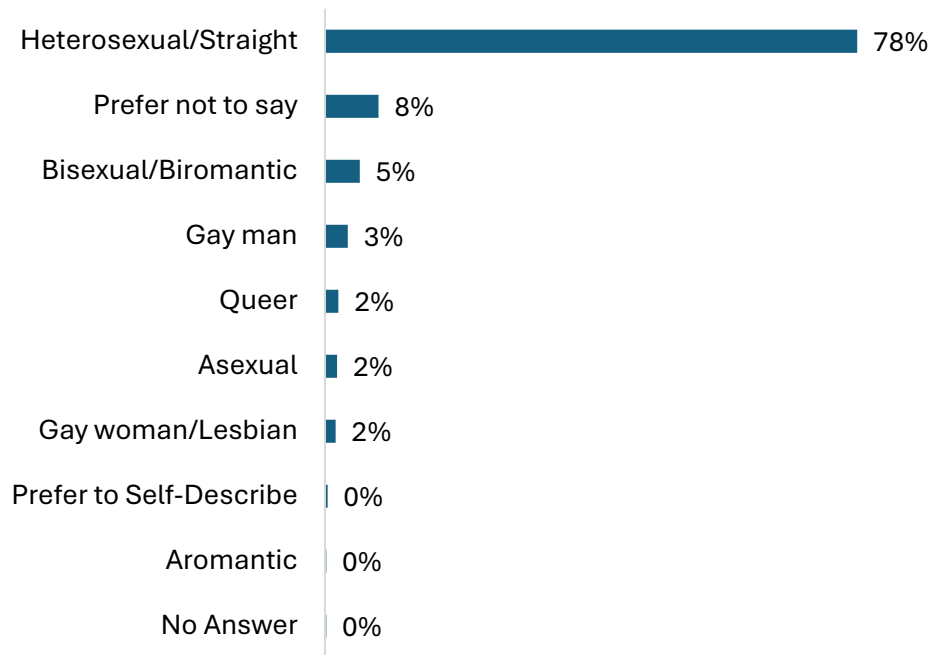


Figure 7. Respondents by Sexual Orientation (n=511)

## By Disability

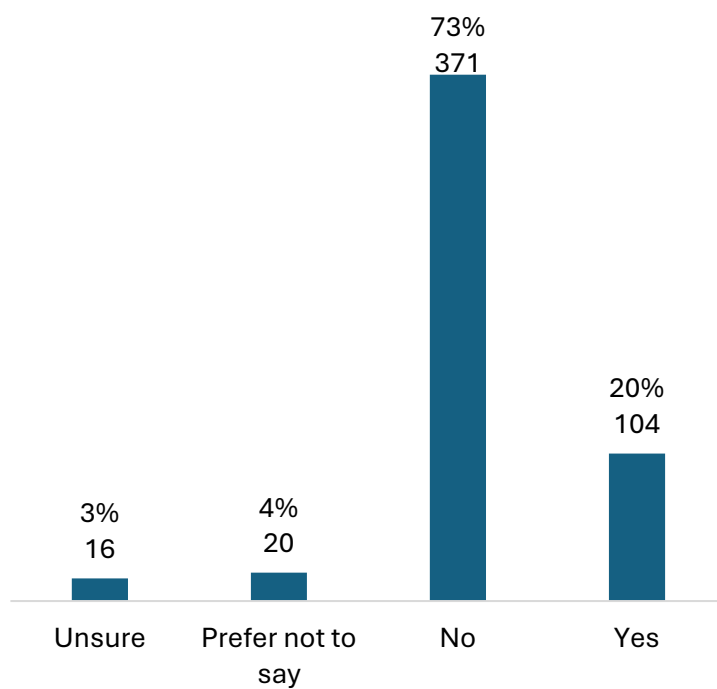


Figure 8. Respondents With or Without a Disability (n=511)<sup>4</sup>

<sup>4</sup> For example, 16 respondents answered *unsure* when asked if they had a disability, impairment, health condition (including mental health) or learning difference, representing 3% of total survey respondents.

A section of the survey was only asked to respondents who answered *yes*, *unsure* or *prefer not to say* to the question: *Do you consider yourself to have a disability, impairment, health condition (including mental health) or learning difference?* (See figures 9-10 and Table 1 below):

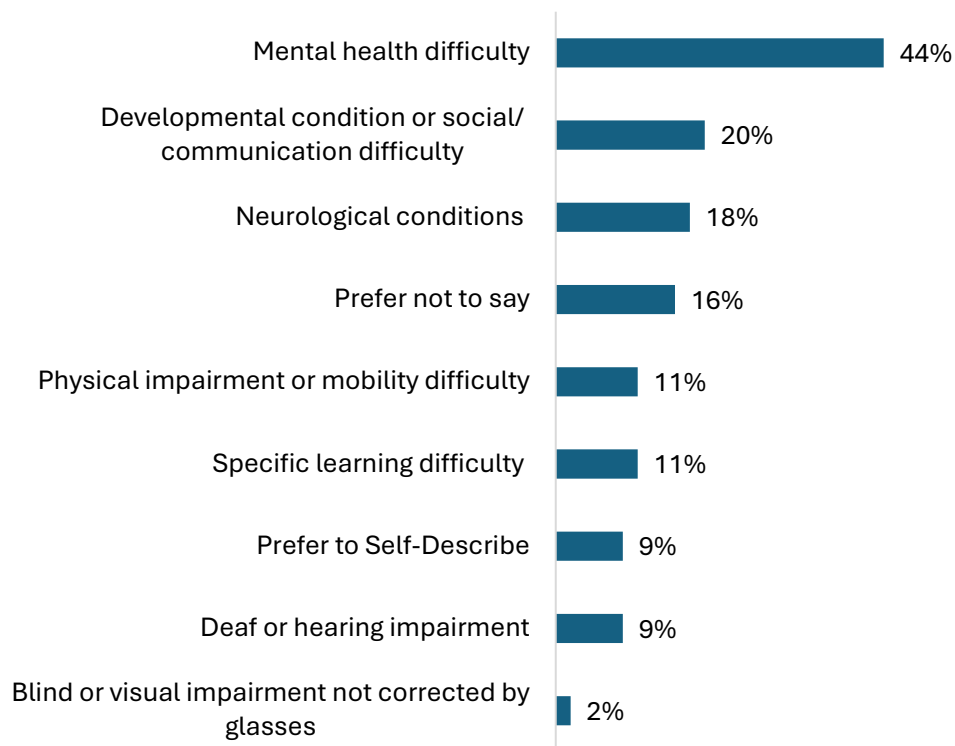


Figure 9. Breakdown of Disclosed Disabilities, Impairments, Health Conditions and/or Learning Differences (n=126)<sup>5</sup>

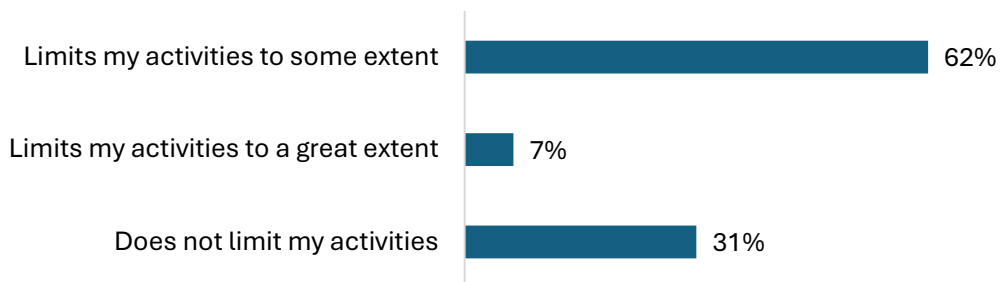


Figure 10. Extent to which the condition has a long-term impact on respondents' ability to carry out day to day activities (n=122)

<sup>5</sup> This was a multi-response question.



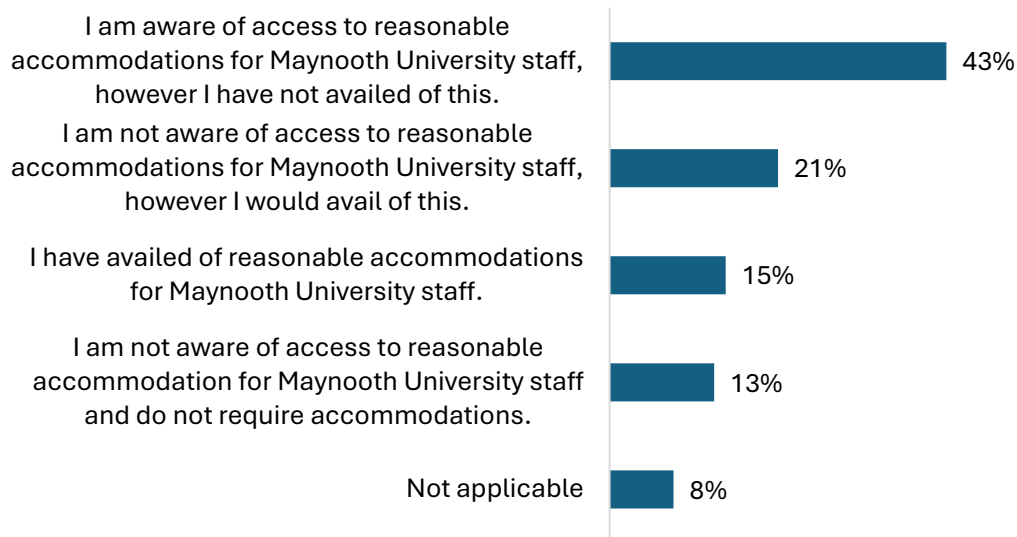


Figure 11. Respondent Awareness of Access to Reasonable Accommodations (n=136)

Table 1. Respondent Levels of Agreement with Disability Questions (n=138)

<b>The University would respond positively to any requests for reasonable accommodation.</b>	
Strongly Agree	14%
Agree	34%
Neither Agree nor Disagree	28%
Disagree	10%
Strongly Disagree	8%
N/A	5%
<b>I feel comfortable disclosing my disability, impairment, health condition or learning difference to my work team without fear of discrimination or negative treatment.</b>	
Strongly Agree	15%
Agree	28%
Neither Agree nor Disagree	13%
Disagree	24%
Strongly Disagree	18%
N/A	2%
<b>Disclosure of a disability, impairment, health condition or learning difference would have a negative impact on my career at Maynooth University.</b>	
Strongly Agree	16%
Agree	30%
Neither Agree nor Disagree	22%
Disagree	19%
Strongly Disagree	10%
N/A	2%
<b>I feel there is a stigma when discussing disability in the University.</b>	
Strongly Agree	13%
Agree	28%
Neither Agree nor Disagree	28%
Disagree	18%
Strongly Disagree	11%
N/A	3%

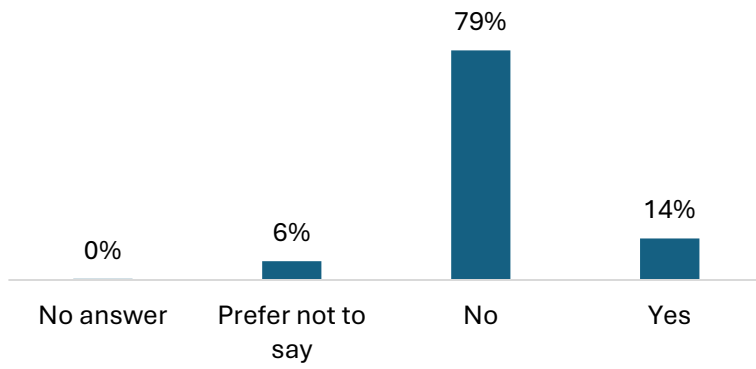


Figure 12. Respondents by Neurodivergence (n=511)

### By Caring Responsibilities

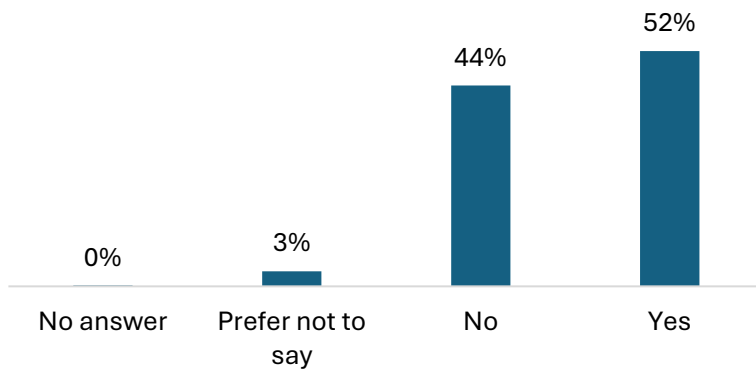


Figure 13. Respondents by Caring Responsibilities (n=511)

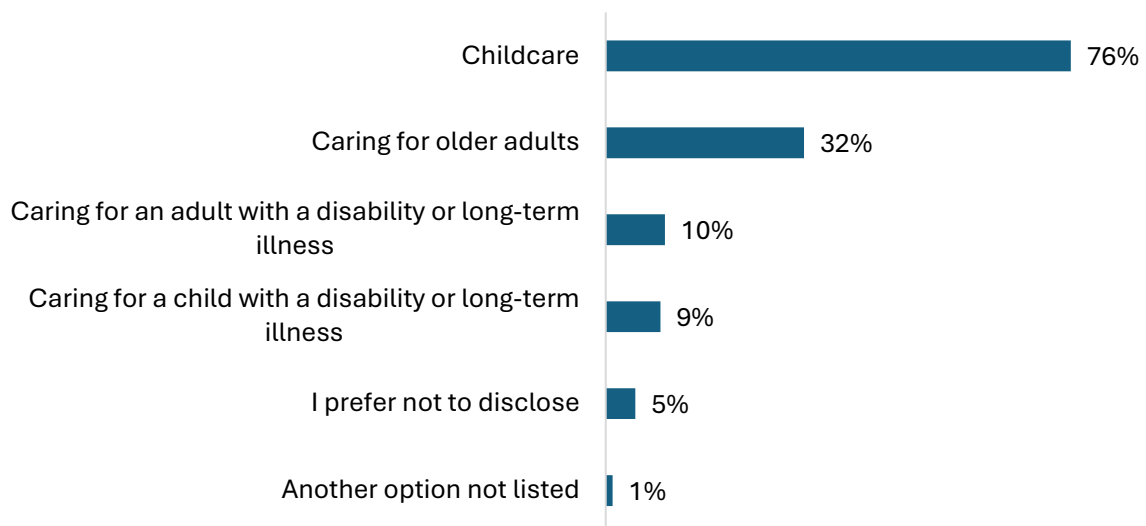


Figure 14. Disclosed Respondent Caring Responsibilities (n=357)<sup>6</sup>

<sup>6</sup> This was a multi-response question.

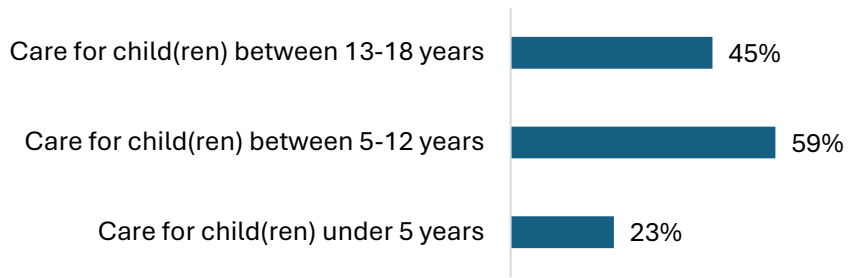


Figure 15. Disclosed Respondent Childcare by Age Range (n=215)<sup>7</sup>

## Survey Respondents by Role at University

### By Contracted Position

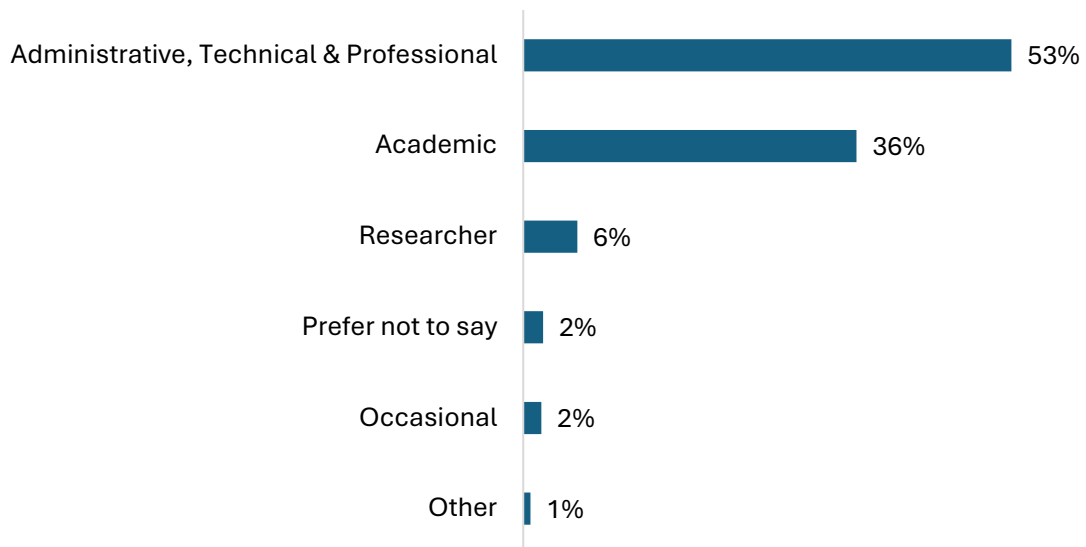


Figure 16. Respondent Contracted Position at MU (n=511)

<sup>7</sup>This was a multi-response question.

## By Grade of Post

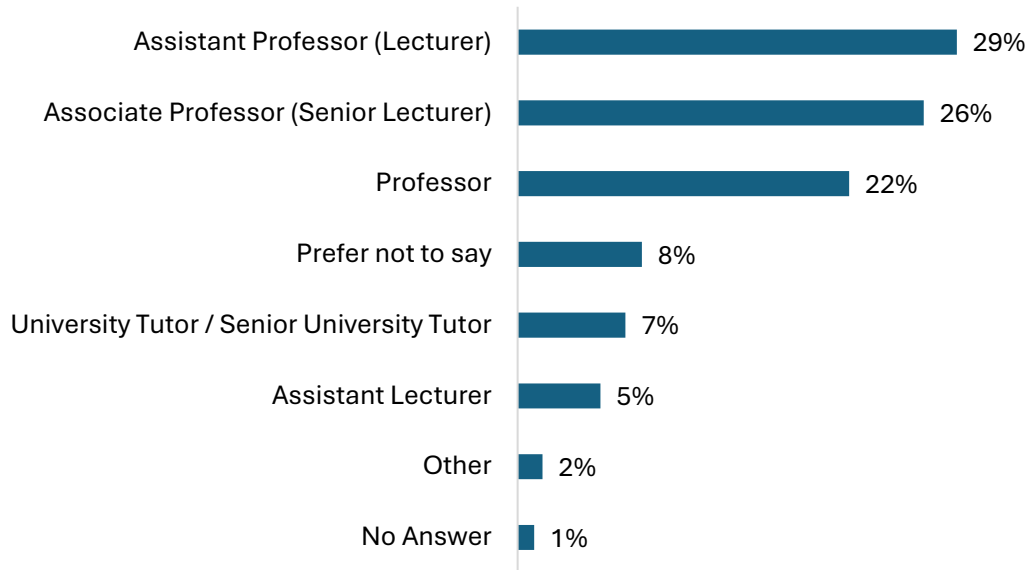


Figure 17. Academic Respondent by Grade of Post (n=187)

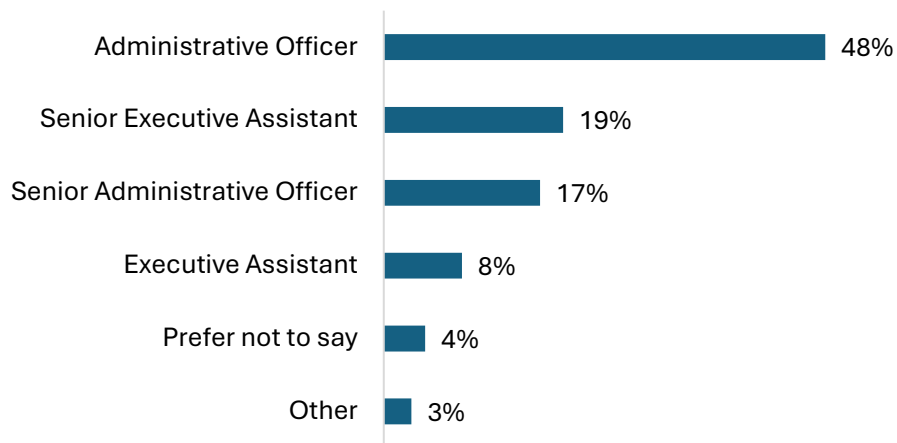


Figure 18. ATP Respondent by Grade of Post (n=201)

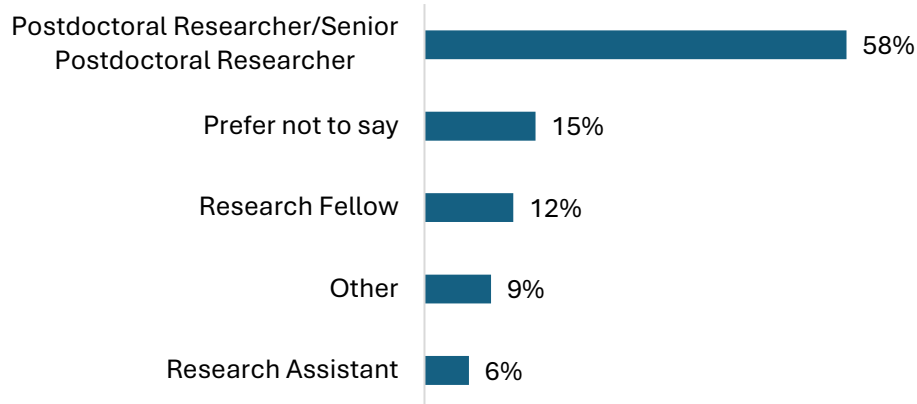


Figure 19. Research Respondent by Grade of Post (n=33)

## By Contract Type

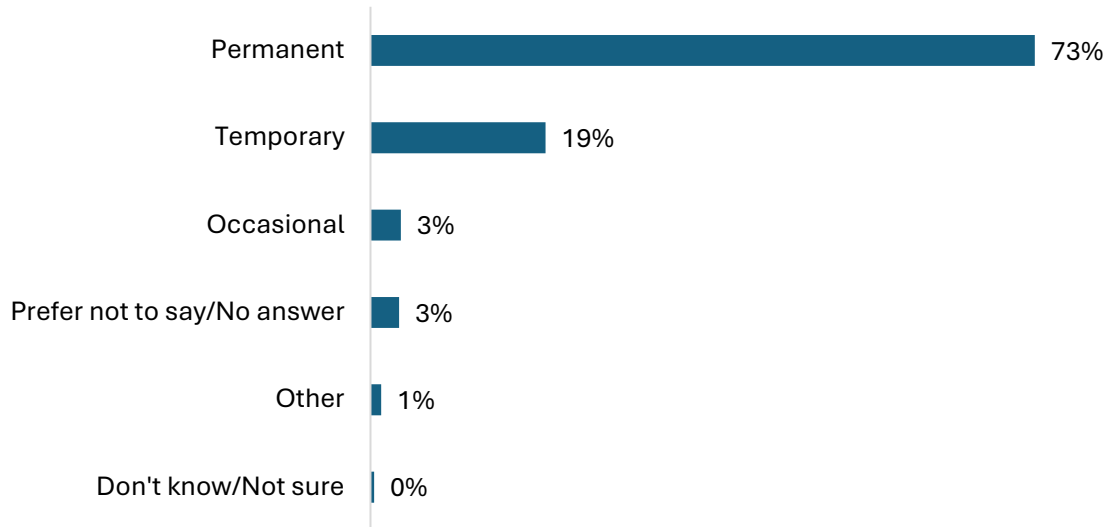


Figure 20. Respondent by Contract Type (n=511)

## By Full or Part-Time Hours

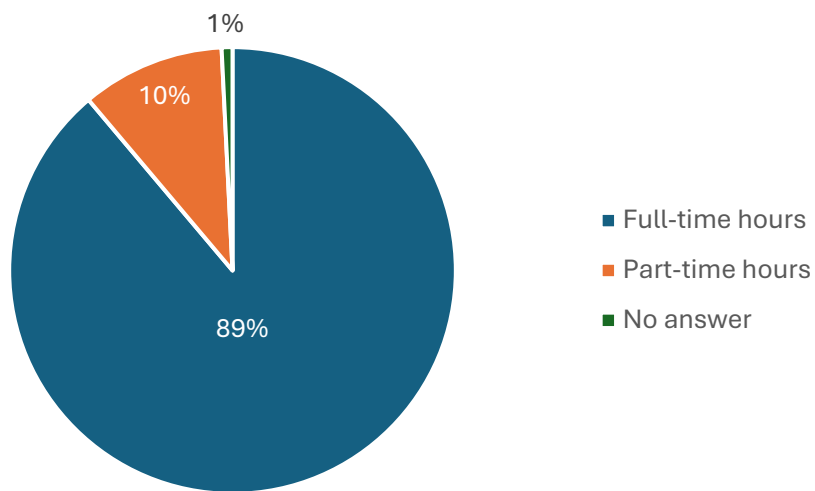


Figure 21. Respondent by Contract to Work Full and Part-Time Hours (n=511)

## By Length of Time Working at MU

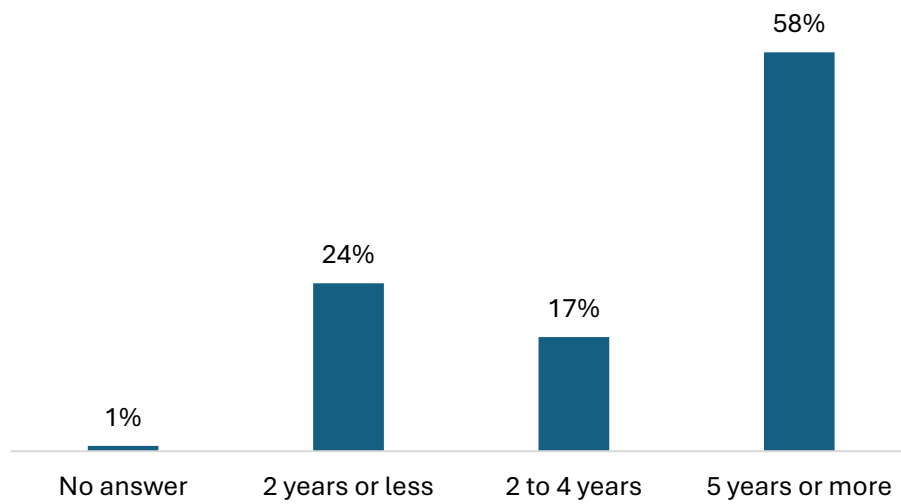


Figure 22. Respondent Length of Time Working at MU (n=511)

## By Salary Range

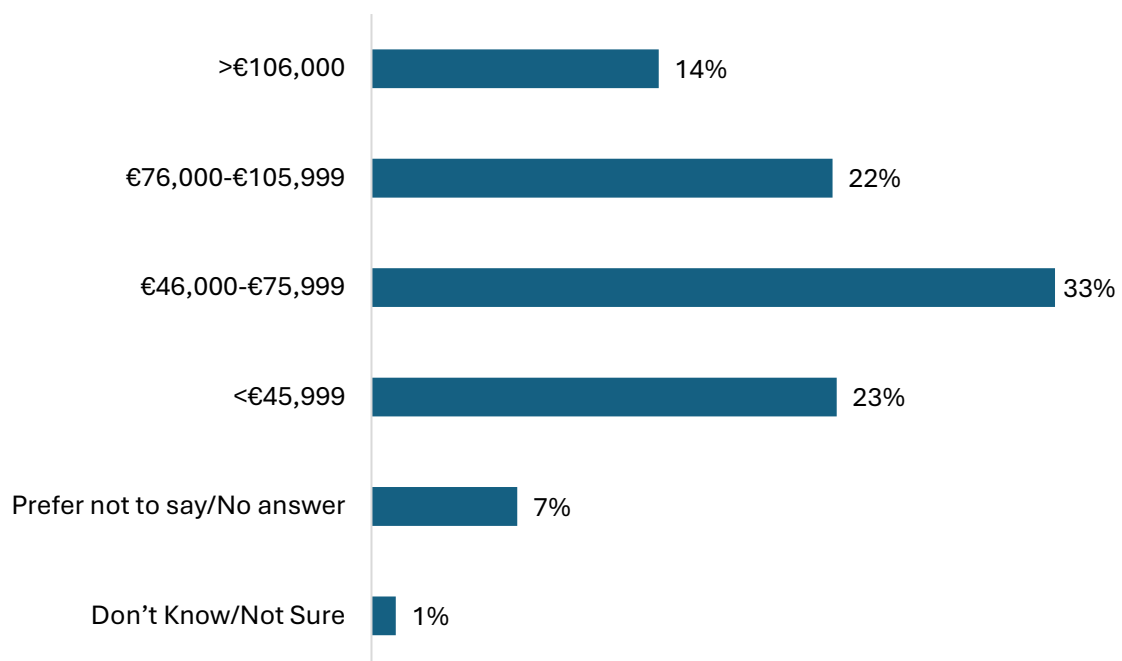


Figure 23. Respondent Salary Range (n=511)<sup>8</sup>

<sup>8</sup> Reflects current annual earnings.

## By Work Location

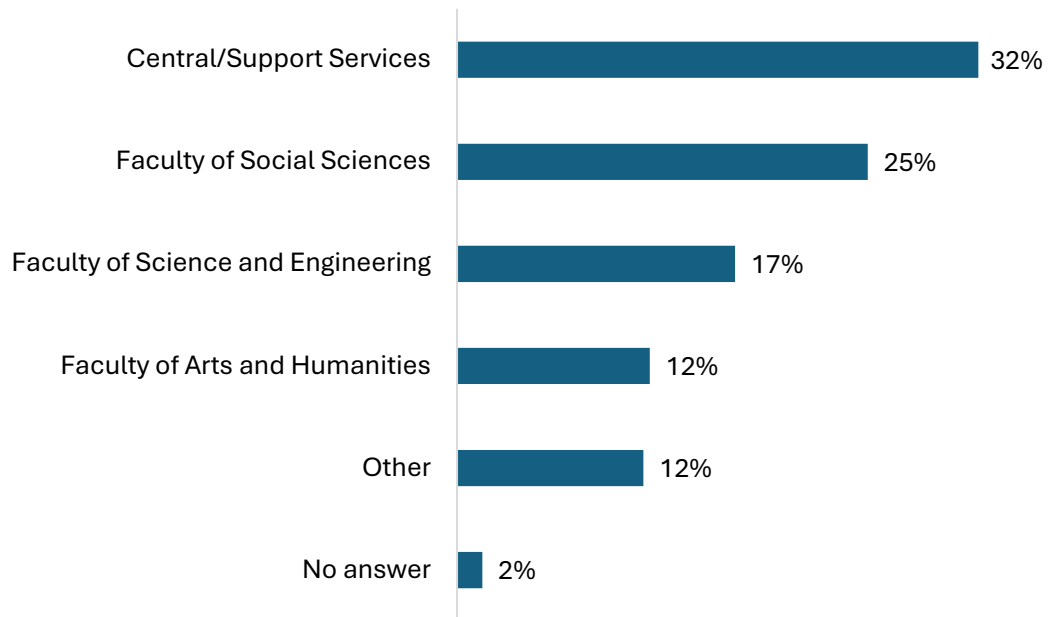


Figure 24. Respondent by Work Location (n=511)