

Equality, Diversity and Inclusion Staff Survey 2022

Demographic Results

Purpose

This report summarises the responses from staff to the 'Demographics' and 'Role at the University' sections of the Maynooth University *Equality & Diversity Staff Survey* which was circulated to staff on the 8th of March 2022 and closed on the 27th of March 2022.

Response rate

There were 473 respondents to the survey overall, representing an overall response rate of approximately 39%.

Of the overall responses, 59% of respondents identified as female, 36% as male, 1% identified as non-binary, 1% another option not listed and 3% 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.¹

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 may have been included in some sets of responses 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%.

¹ Office of the Vice President for Equality and Diversity (EDI Office), www.maynoothuniversity.ie/edi contact us at equality@mu.ie.

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Profile of Respondents

By Gender Identity

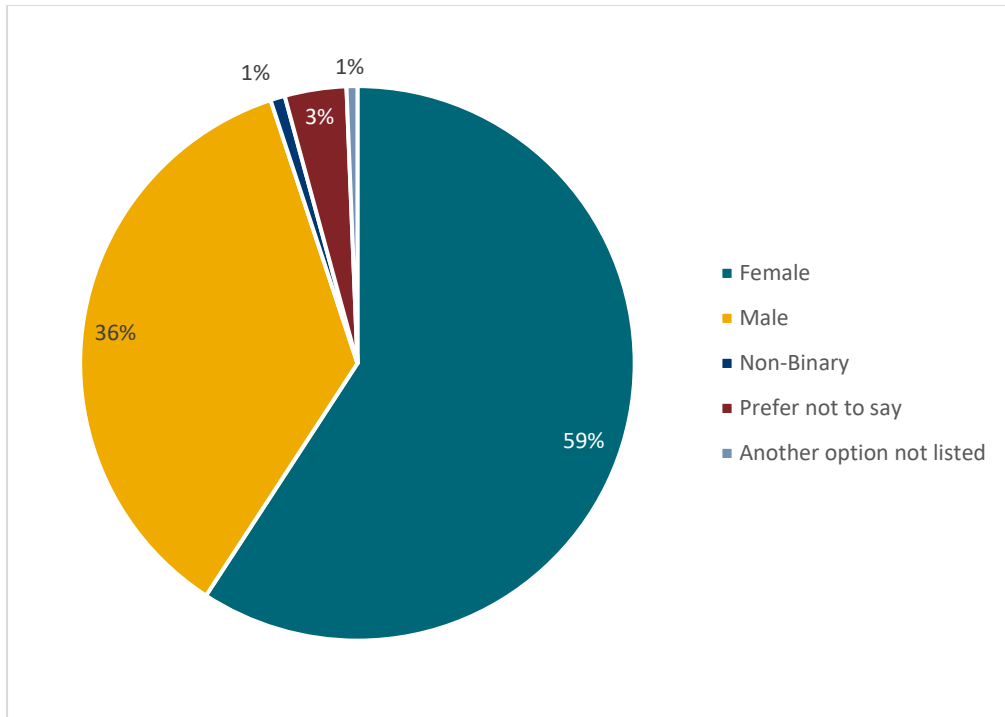


Figure 1. Respondents by gender identity (n=473)

By Sex Assigned at Birth

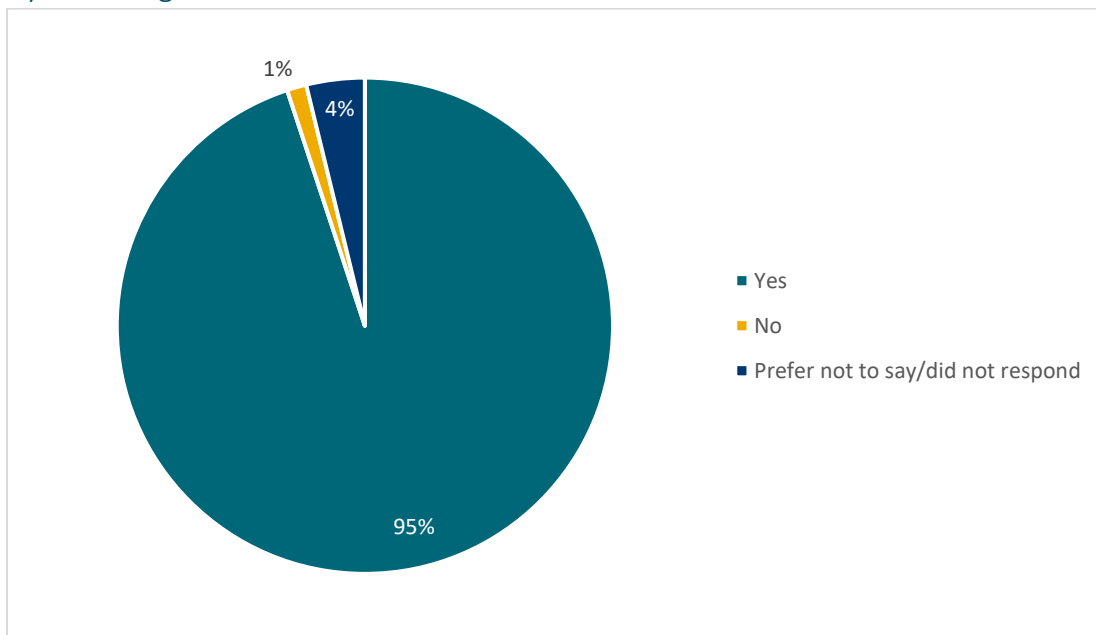


Figure 2. Respondents answering 'yes', 'no', 'prefer not to say/did not respond' to the question 'Does this match the sex you were assigned at birth?' (n=473)

By Age

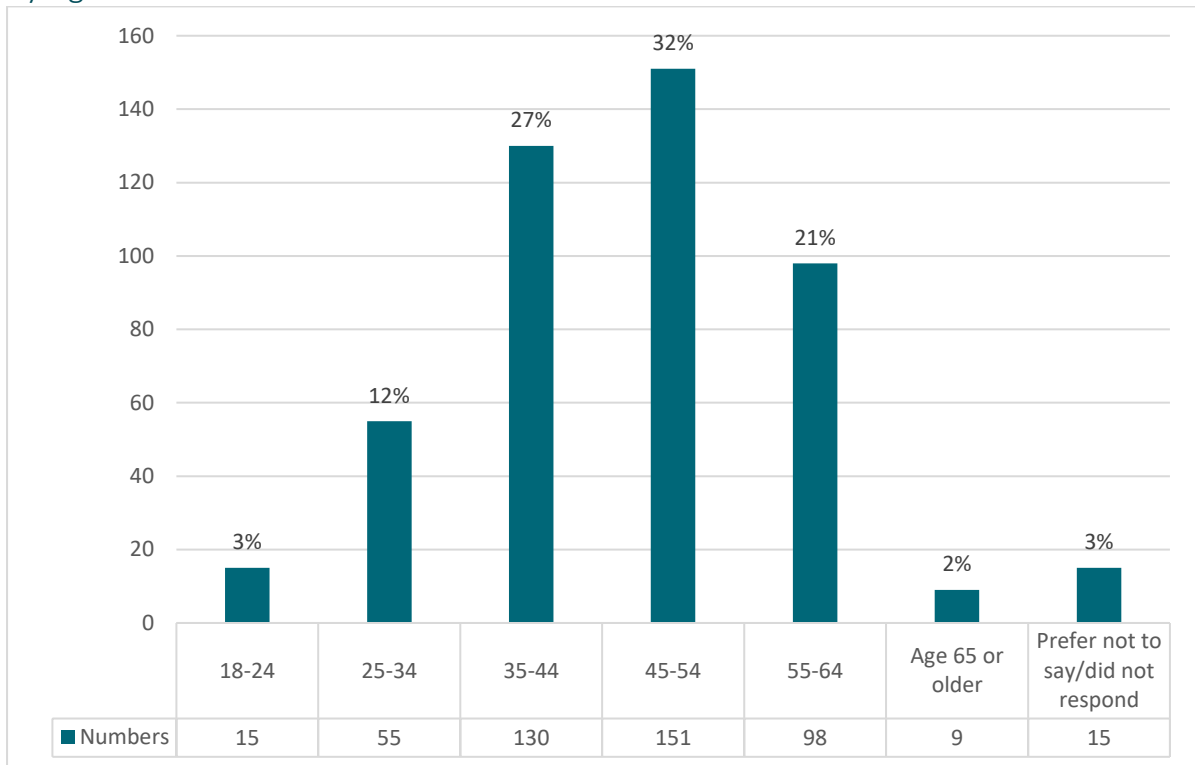


Figure 3. Respondents by Age (n=473)

By Religion

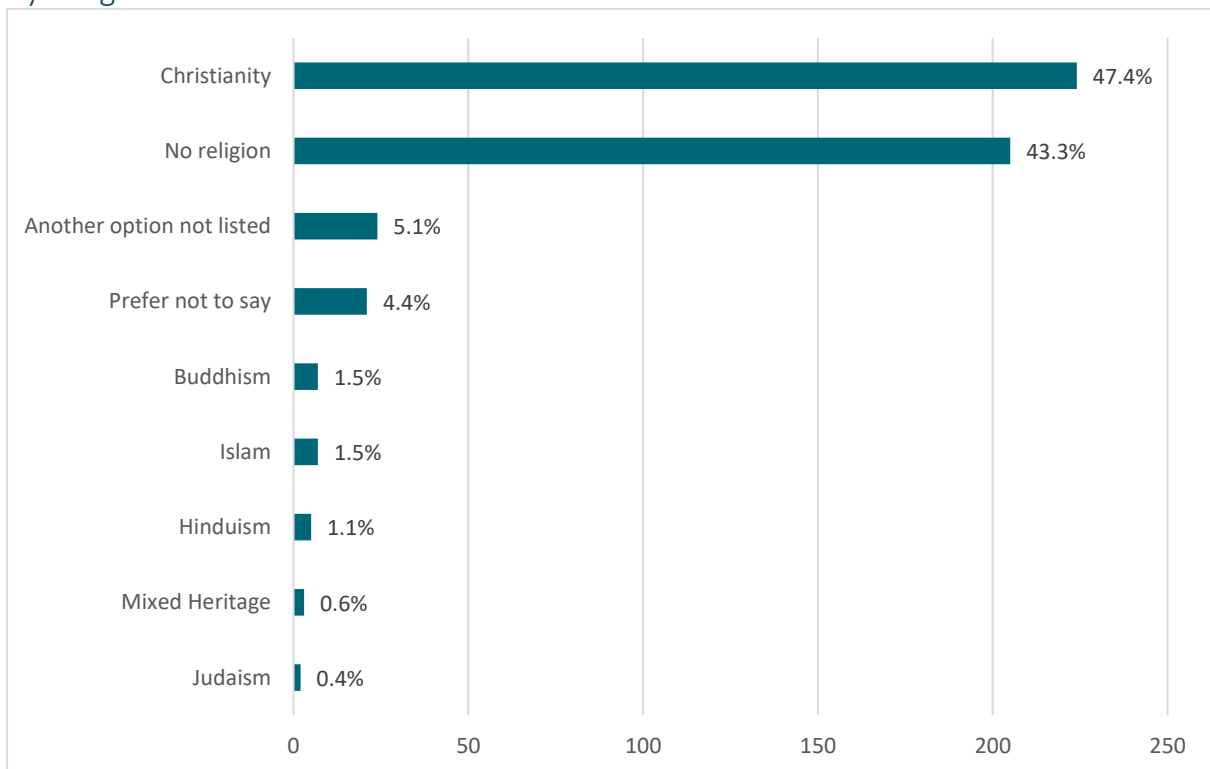


Figure 4. Respondents by Religion, some respondents chose multiple options (n=473)

Religious Denominations

Table 1. Specific religious denominations mentioned by respondents

Roman Catholic	42
Agnostic	5
Other specific religion	5
Explanation of nuanced spiritual experience	5
Atheist	3
Anglican	2
Presbyterian	2

By Civil Status

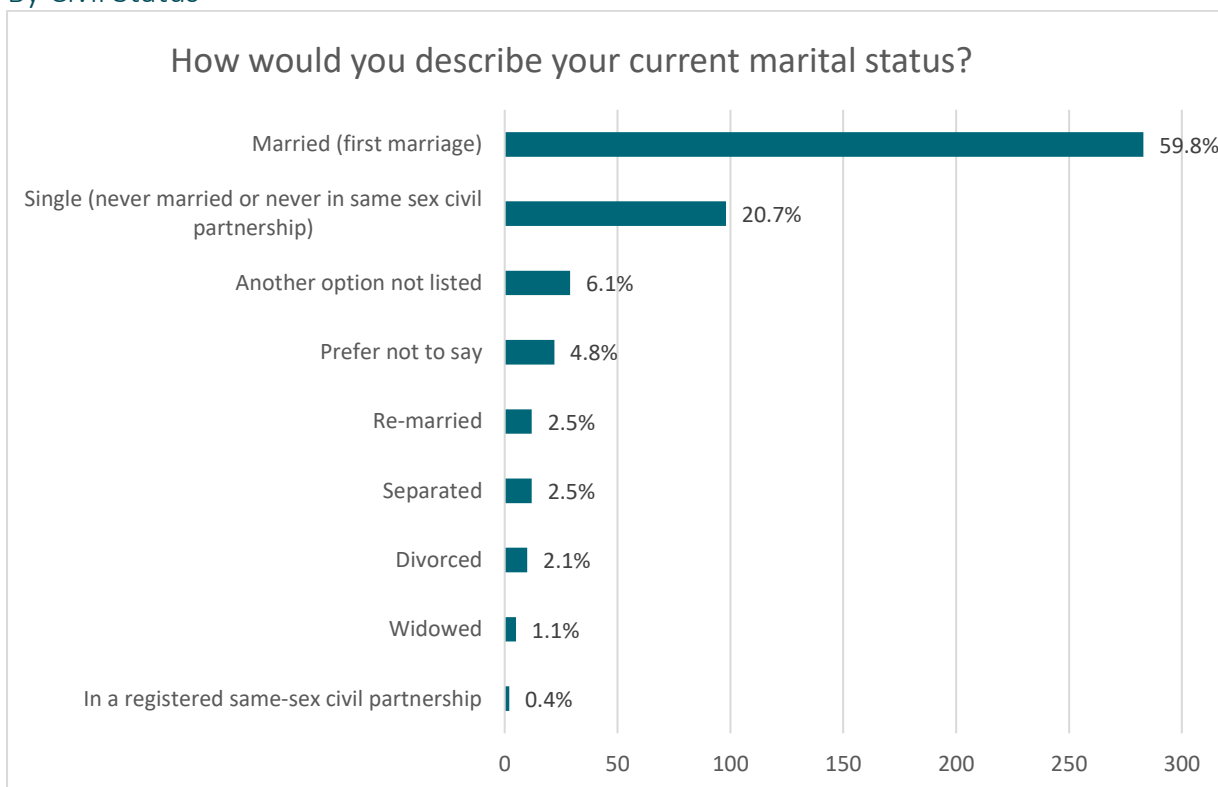


Figure 5. Respondents by Civil Status (n=473)

By Ethnicity

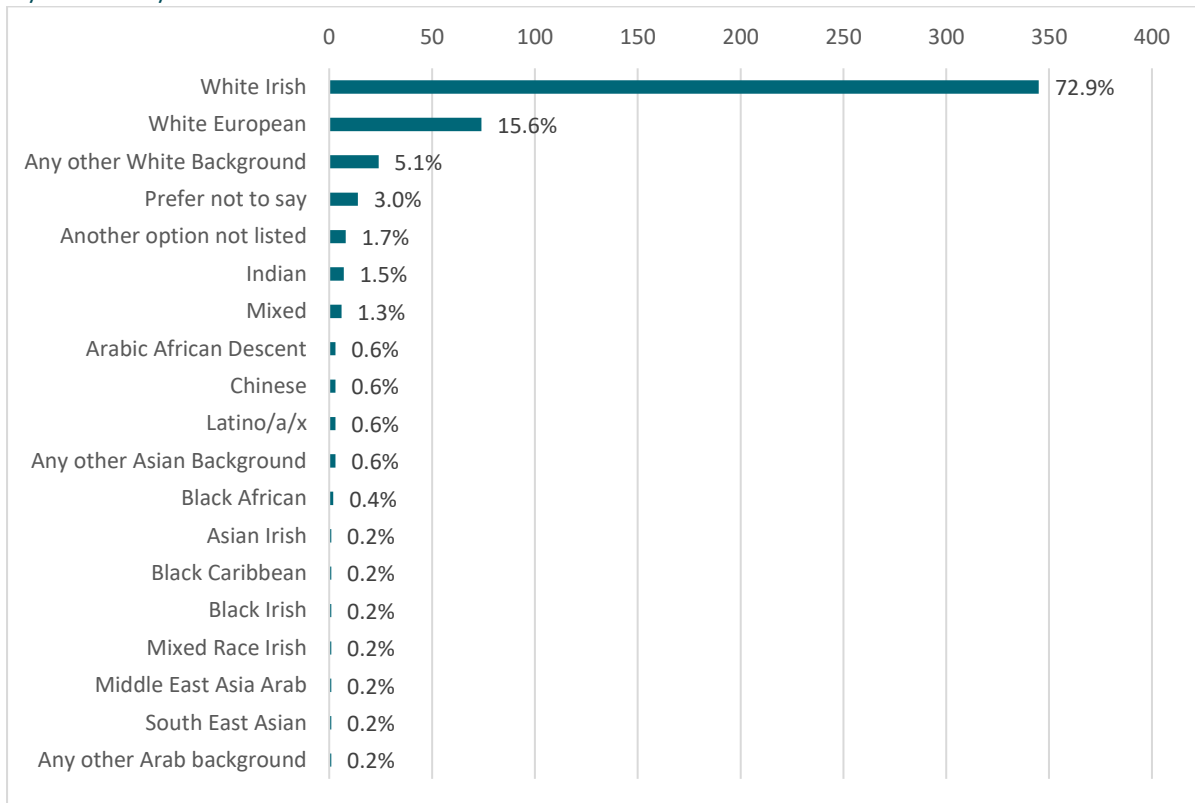


Figure 6. Respondents by Ethnicity, some respondents chose multiple options (n=473)

By Sexual Orientation

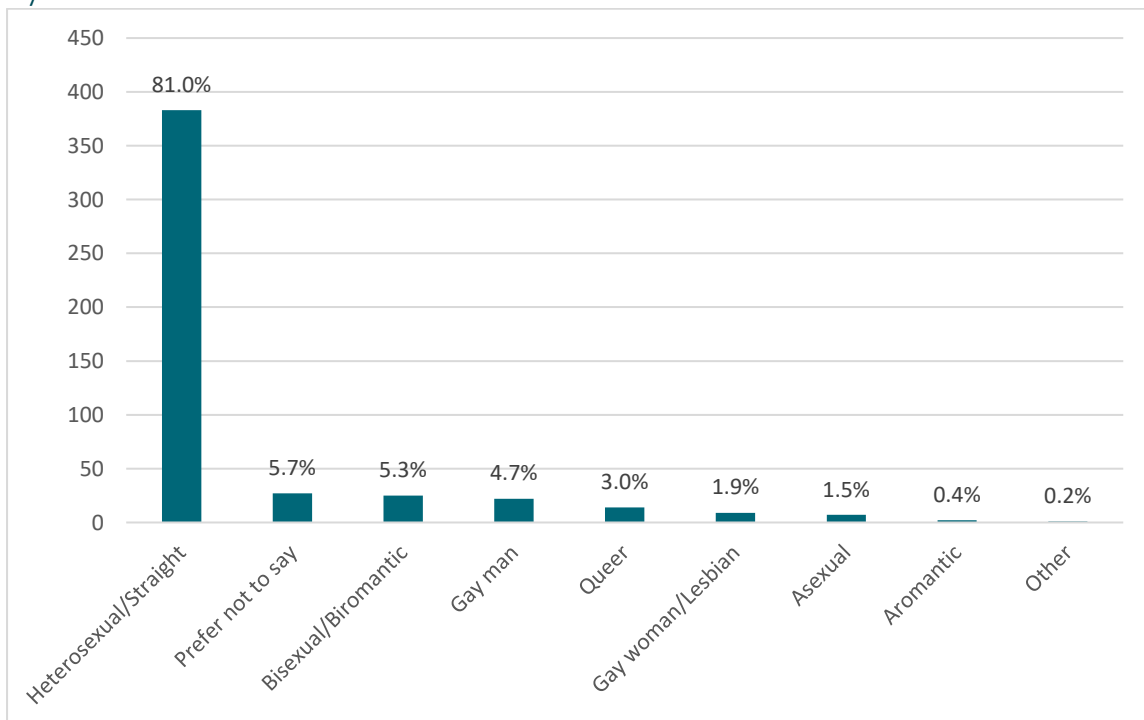


Figure 7. Respondents by Sexual Orientation, some respondents chose multiple options (n=473)

By Disability

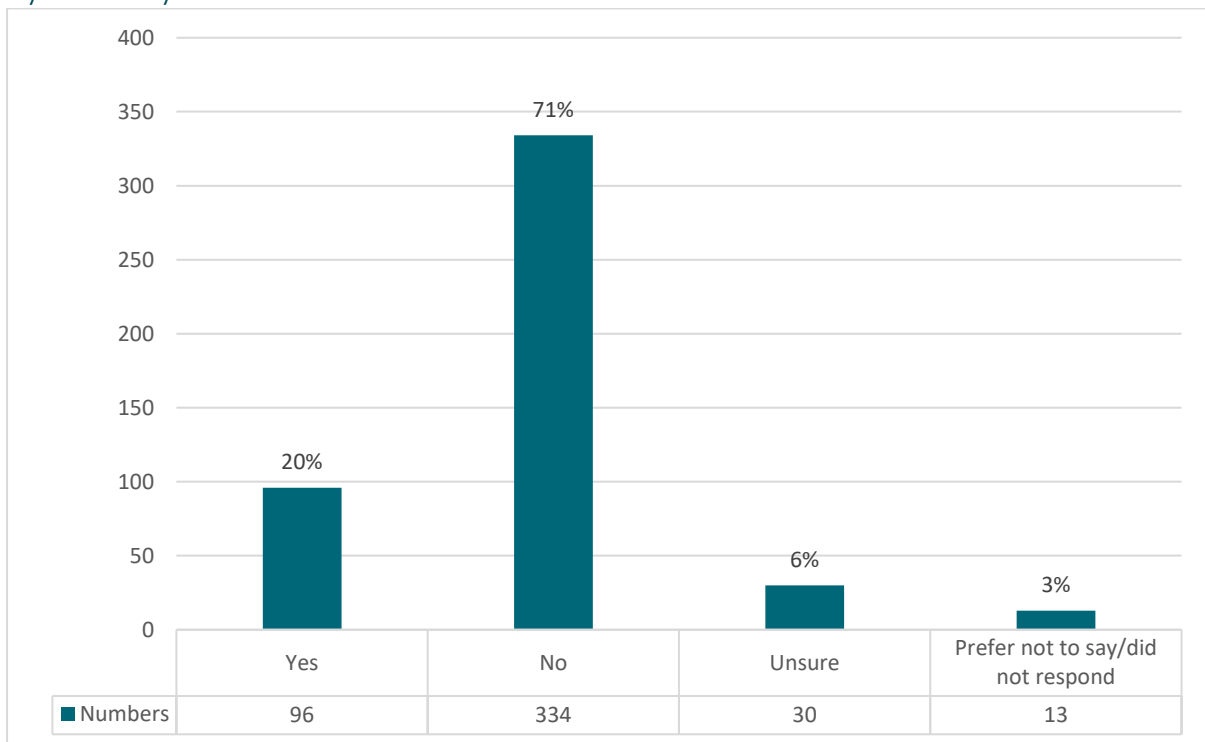


Figure 8. Respondents with or without a disability, impairment, health condition (including mental health) or learning difference (n=473)

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?” (N=139). Figures 9 and 10 were part of this section.

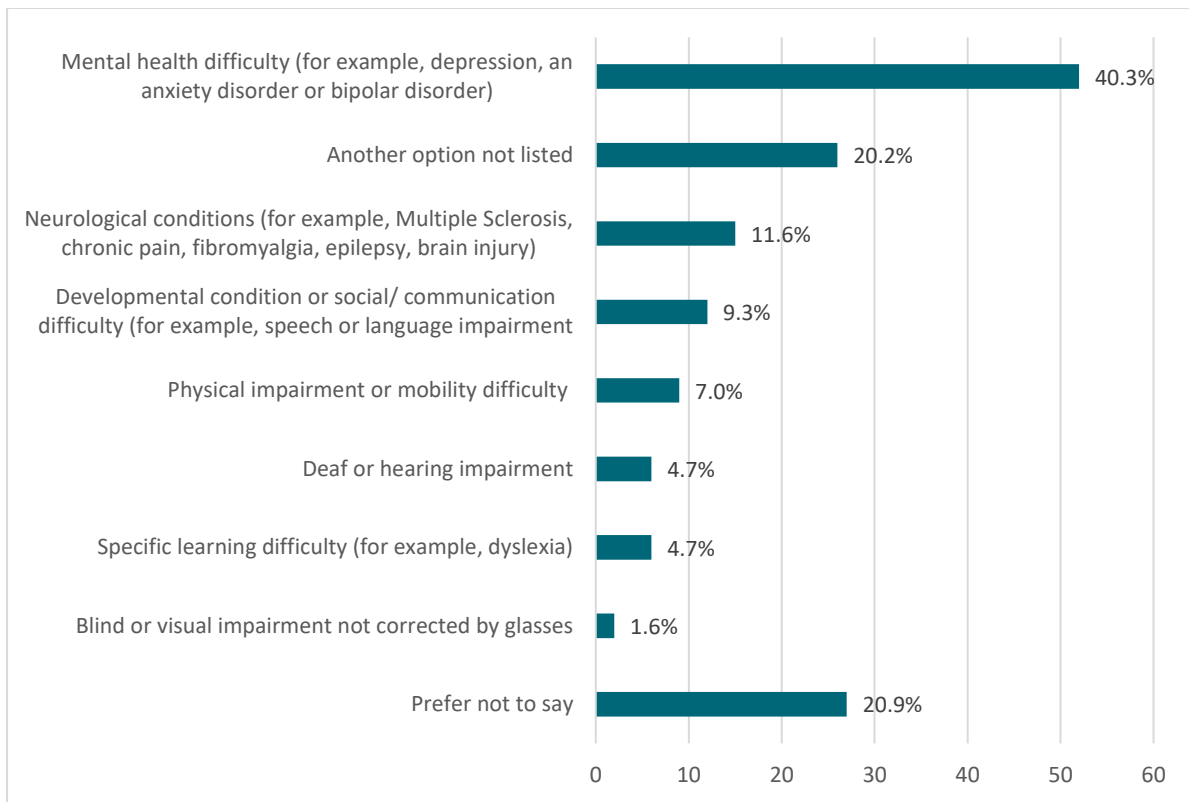


Figure 9. Breakdown of disclosed disabilities, impairments, health conditions (including mental health) and/or learning differences, some respondents chose multiple options (n=129)

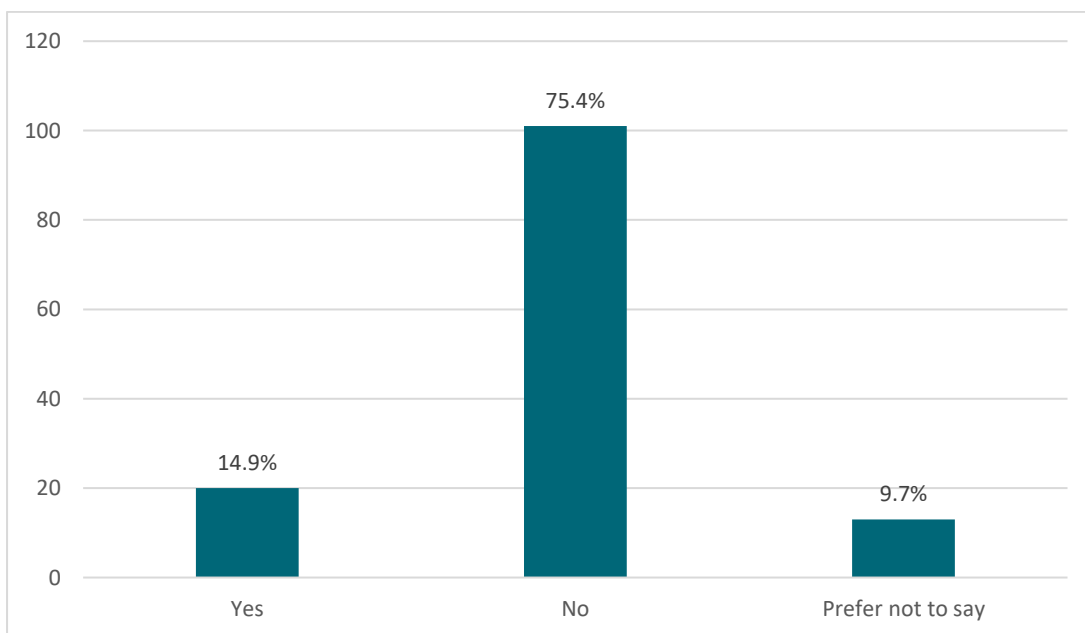


Figure 10. Respondents by neurodivergence (n=134)

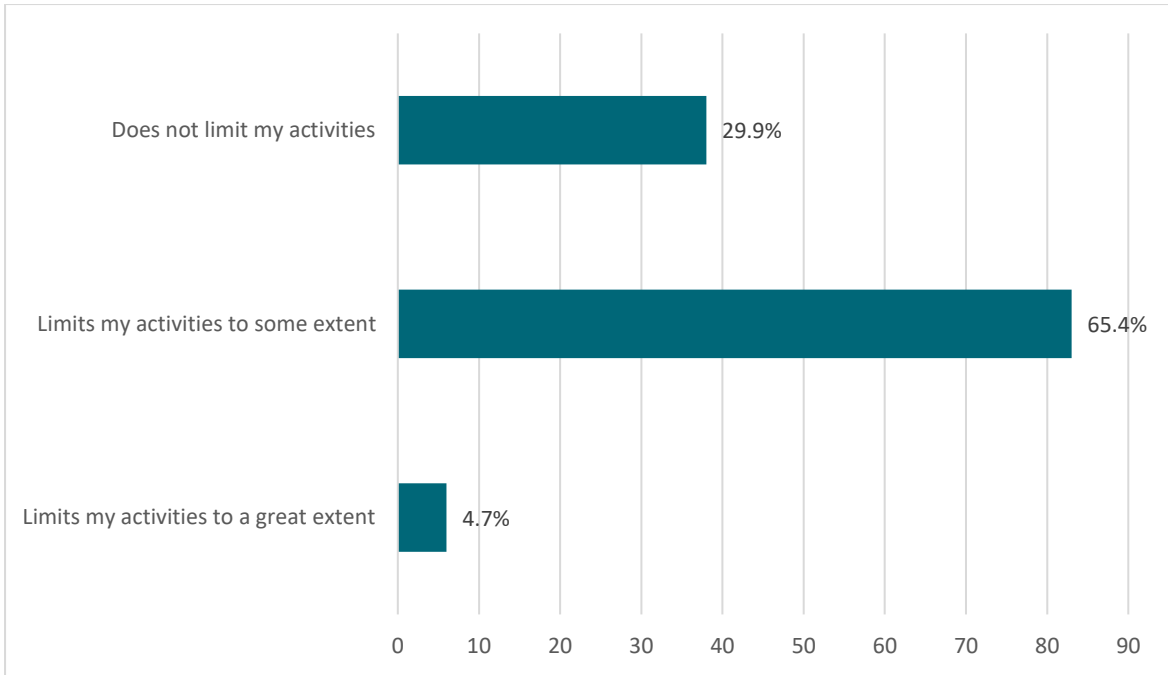


Figure 11. Extent to which the condition has a long-term impact on respondents' ability to carry out day to day activities (n=127)

By Caring Responsibilities

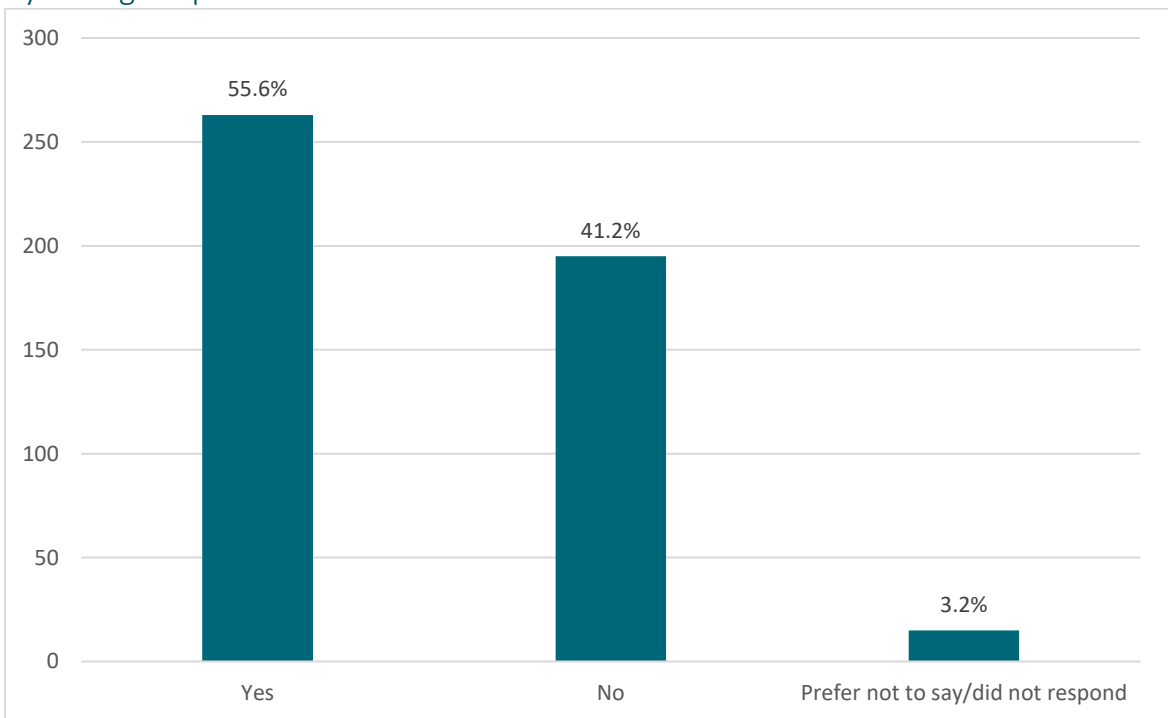


Figure 12. Respondents by caring responsibilities (n=473)

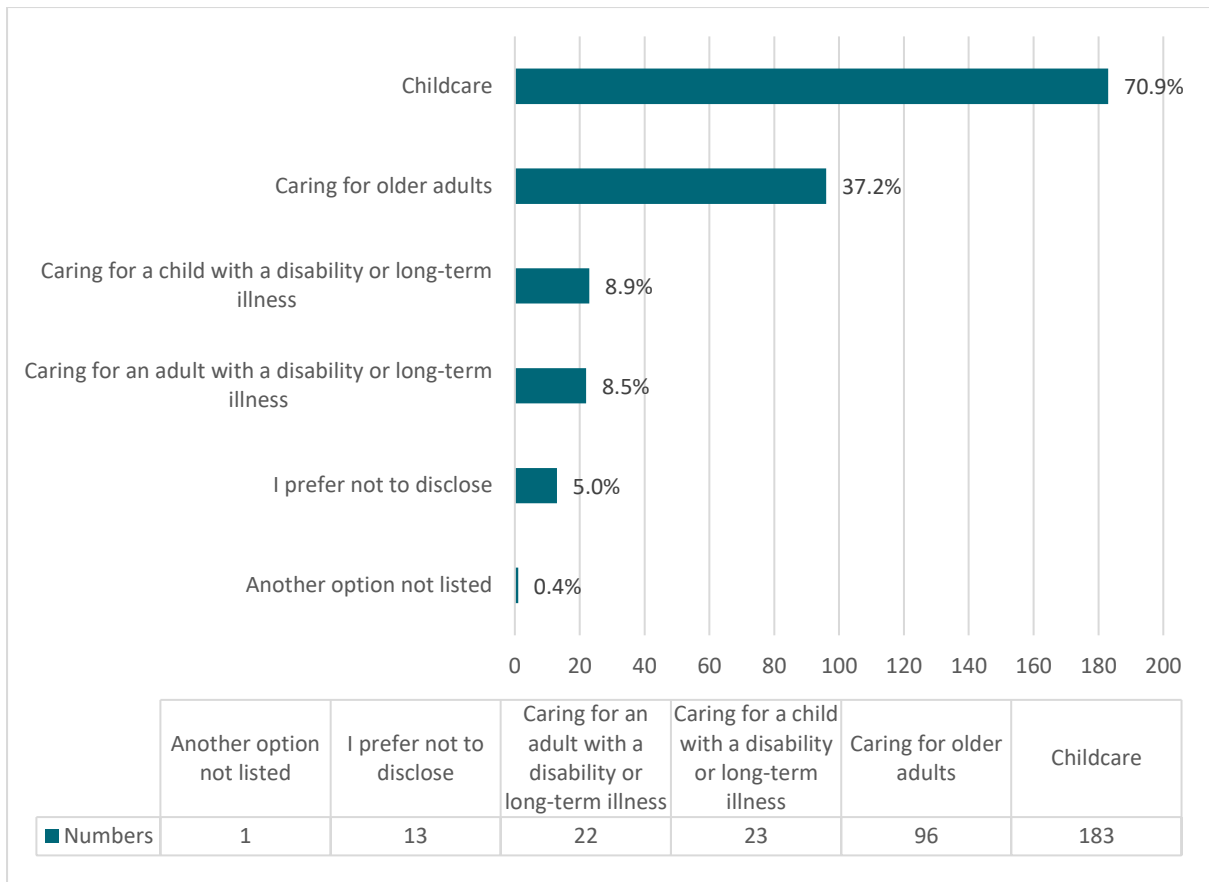


Figure 13. Breakdown of disclosed caring responsibilities, some respondents chose multiple options (n=258)

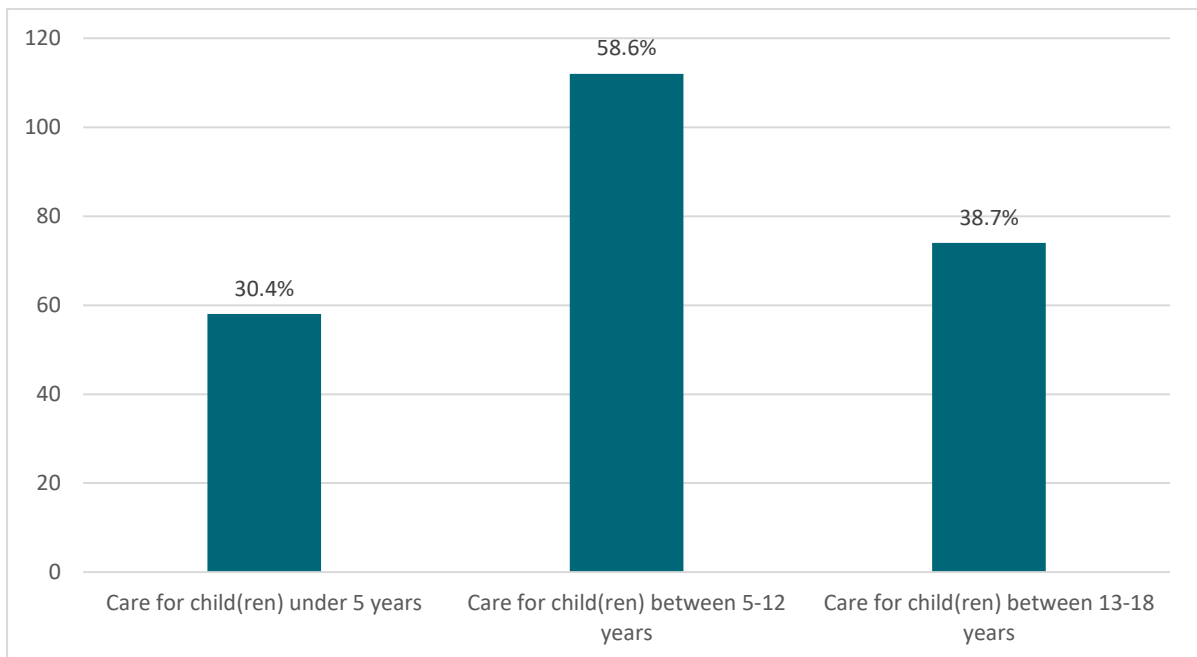


Figure 14. Respondents caring for children by the age of the child or children they care for, some respondents chose multiple options (n=191)

By contract type

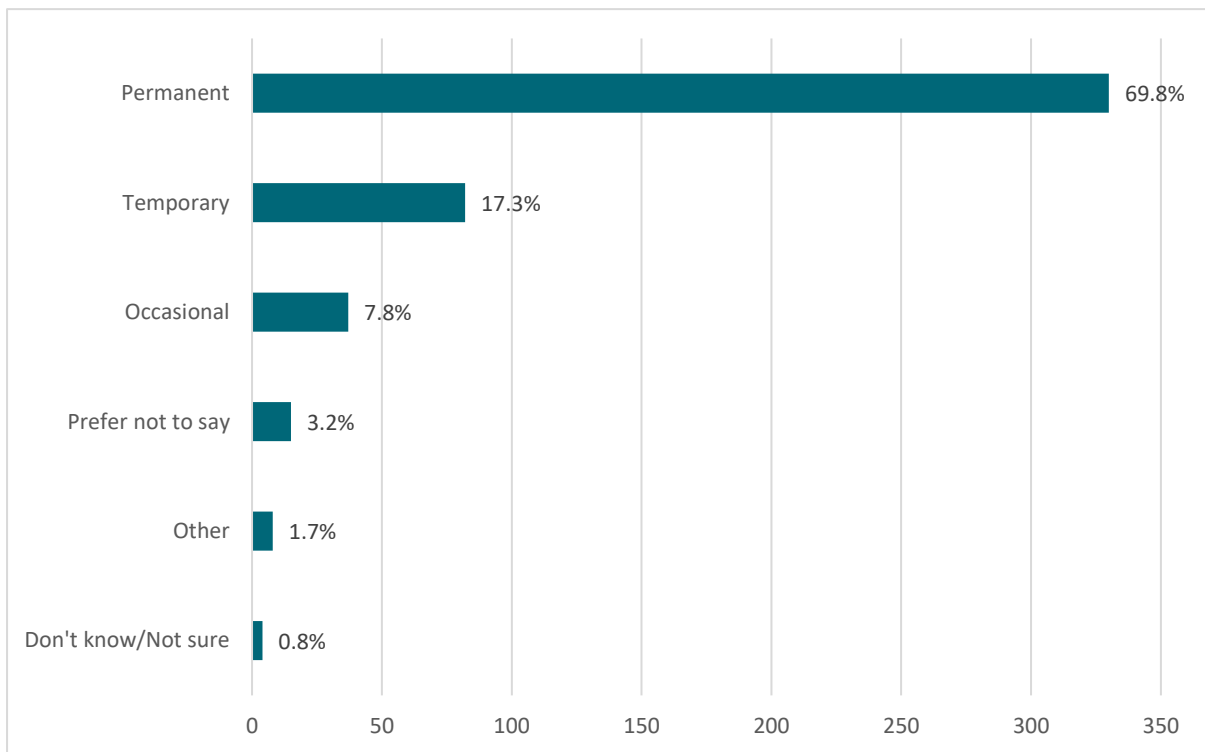


Figure 15. Respondents by contract type, some respondents chose multiple options (n=473)

By full or part-time hours

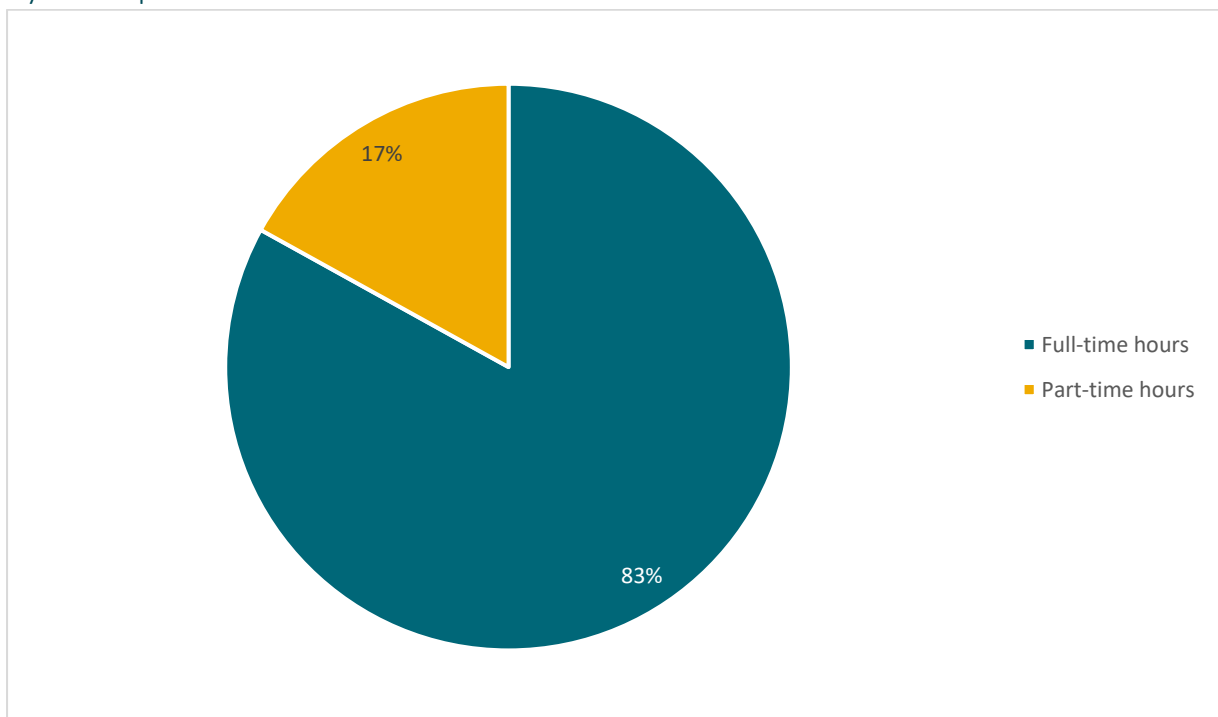


Figure 16. Respondents by contract to work full and part-time hours (n=466)

By length of time working at MU

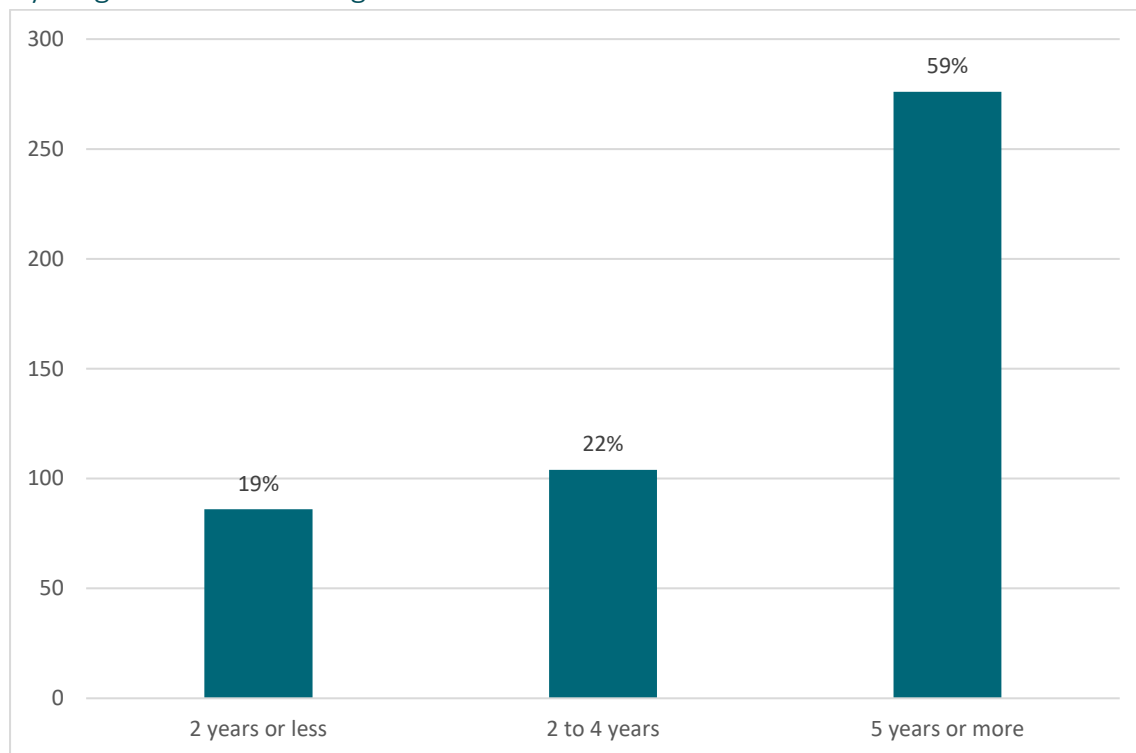


Figure 17. Respondents by length of time working at Maynooth University (n=466)

By salary range

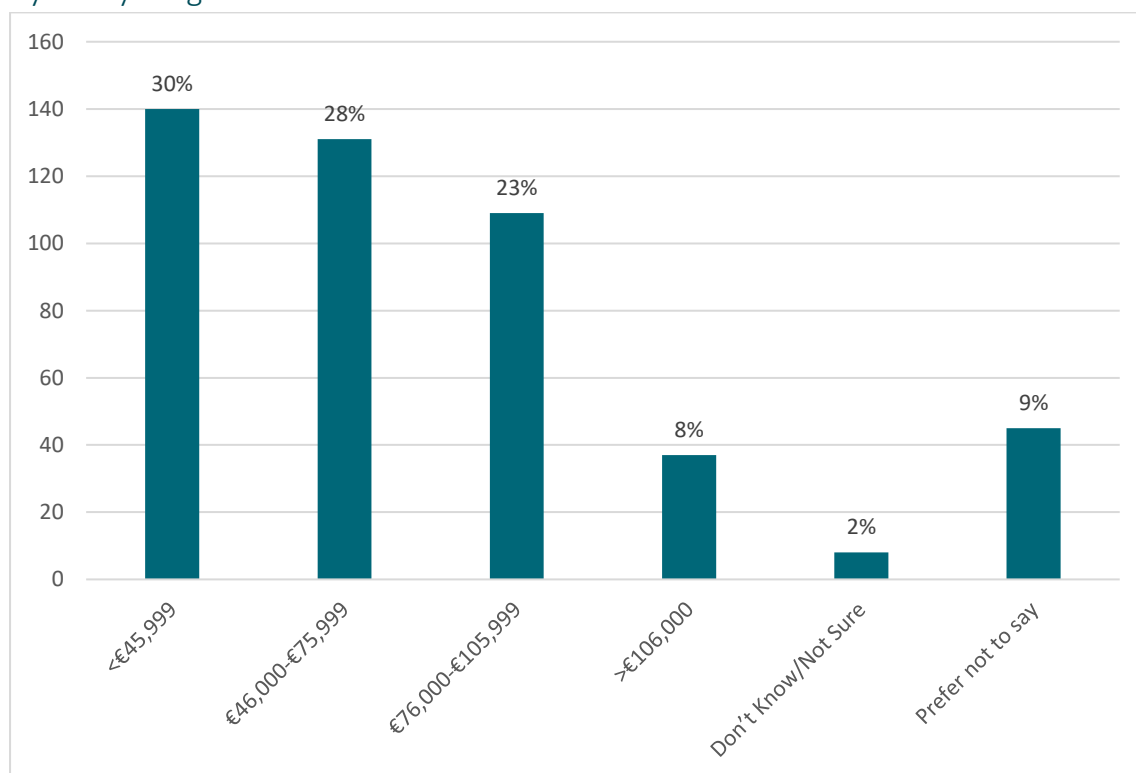


Figure 18. Respondents by salary range reflecting their current annual earnings (n=470)

By work location

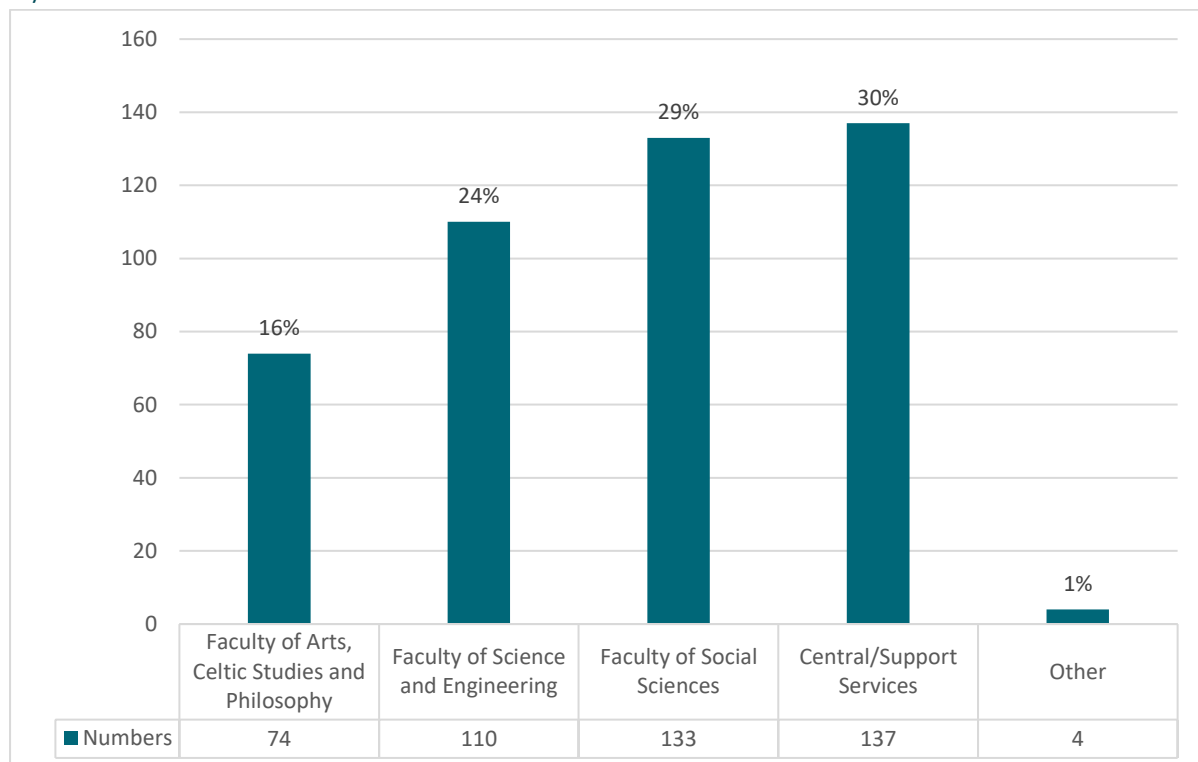


Figure 19. Respondents by work location (n=458)

By contracted position

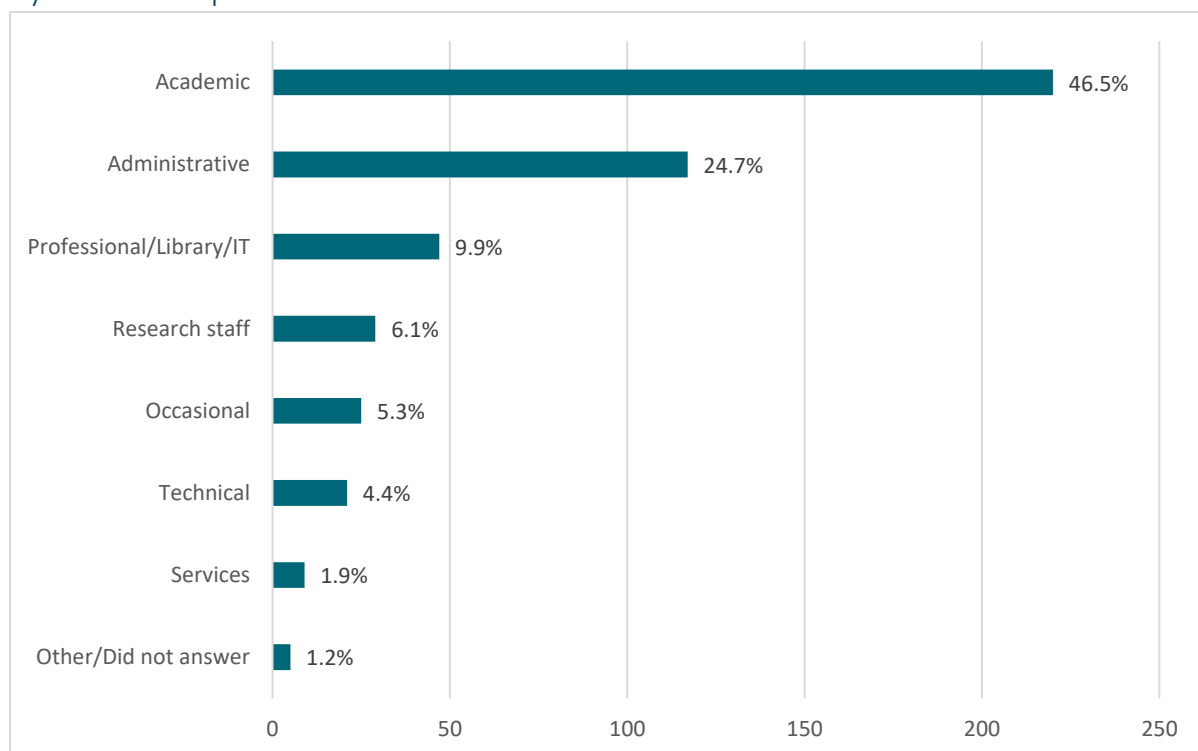


Figure 20. Respondents by contracted position at MU (n=473)

By grade of post

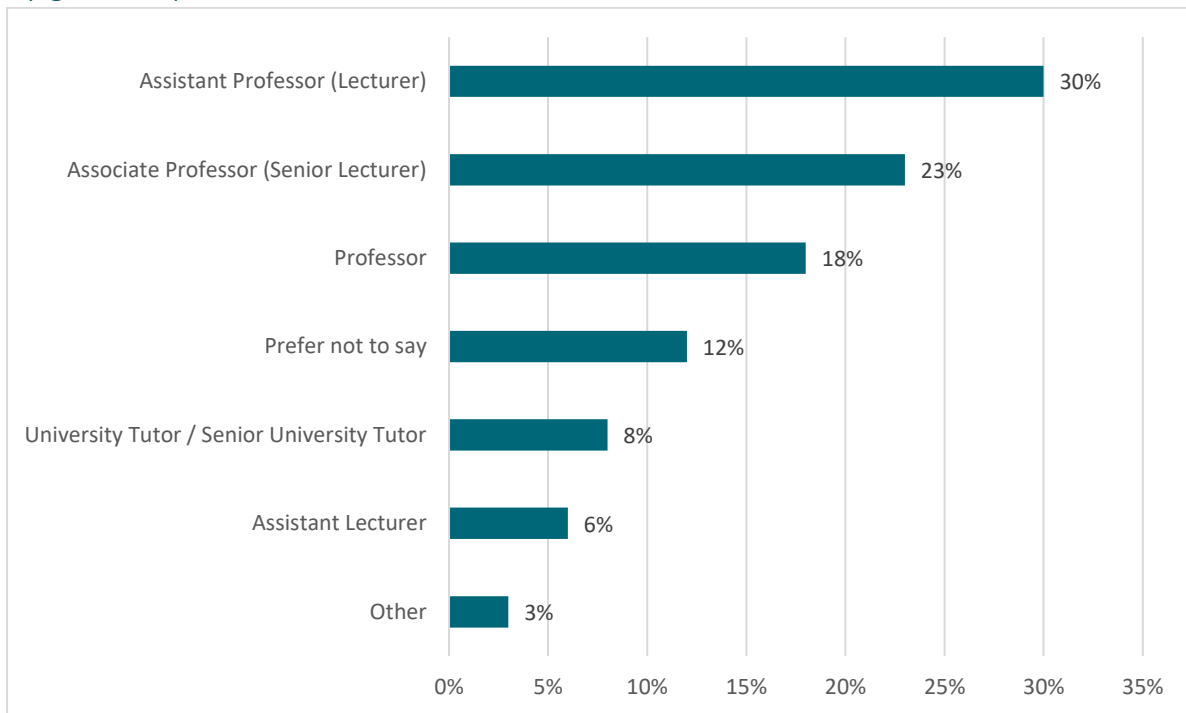


Figure 21. Academic respondents by grade of their post (n=219)

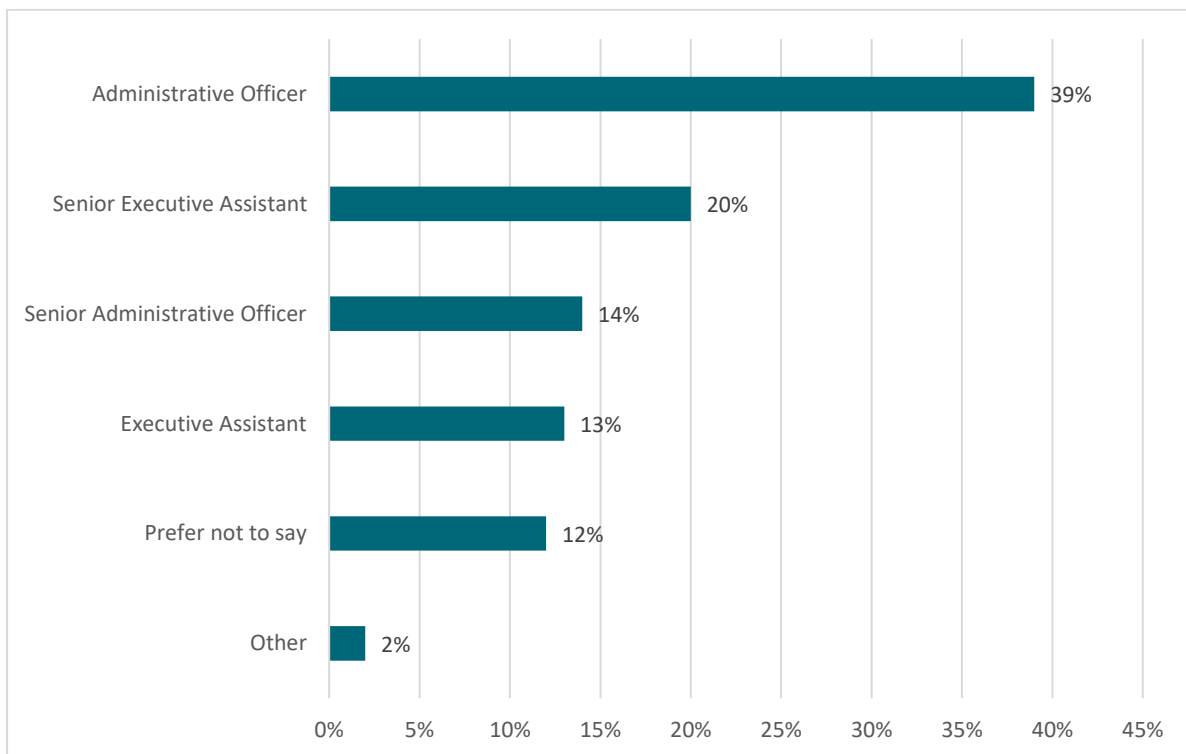


Figure 22. Administrative respondents by grade of their post (n=117)

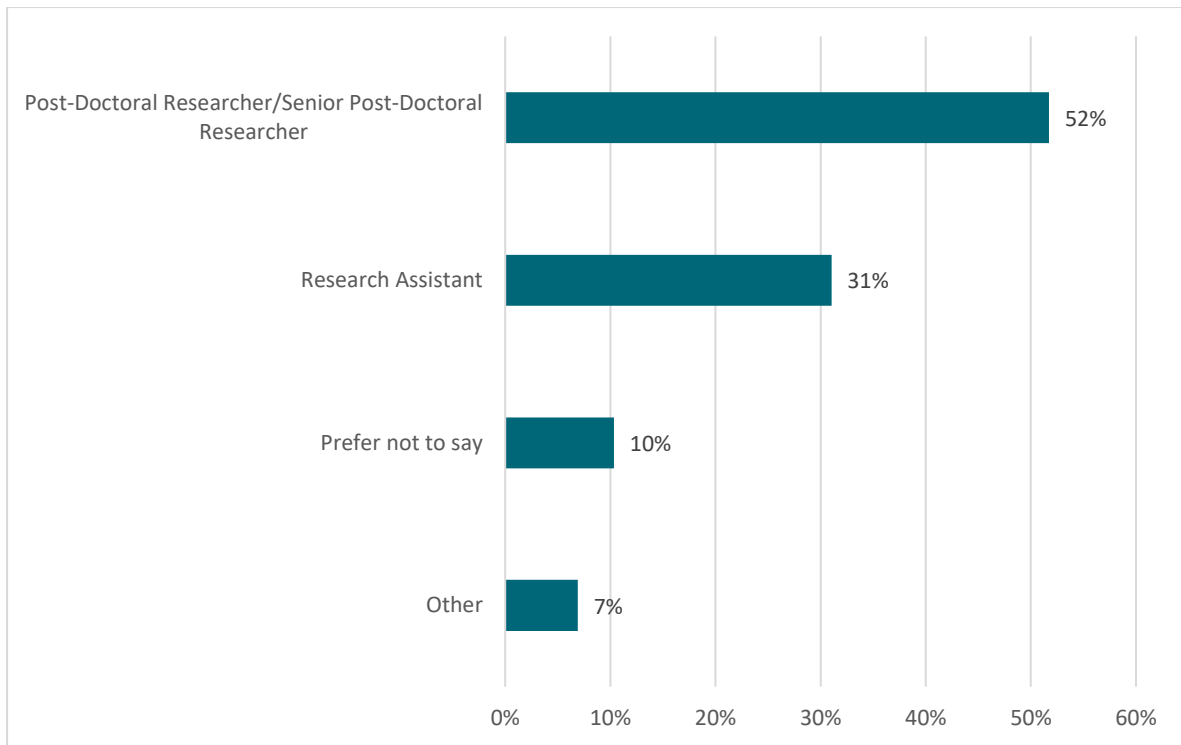


Figure 23. Research staff respondents by grade of their post (n=29)