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THE UNIVERSITY OF MELBOURNE



AUSTRALIAN PUBLISHERS ASSOCIATION

# Australian Publishing Industry Workforce Survey on Diversity and Inclusion

## 2022

# Acknowledgements

This report was prepared on the lands of the Wurundjeri Woi Wurrung people of the Kulin Nation, who are the Traditional Custodians of land that was never ceded. We pay our respects to their Elders, past and present.

The *Australian Publishing Industry Workforce Survey on Diversity and Inclusion* was funded by the University of Melbourne and the Australian Publishers Association and carried out by Susannah Bowen and Beth Driscoll. Susannah and Beth would like to acknowledge the constructive suggestions and support offered by the Australian Publishers Association and the First Nations and People of Colour in Publishing Network. We thank Susan Pinkney, Head of Research at The Publishers Association (UK) for generously sharing her survey expertise with us. Thank you to those who promoted the survey, including publishers, the Small Press Network and *Books+Publishing*. We are most deeply grateful to all the individuals who took part in the survey.

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# Foreword

The *Australian Publishing Industry Workforce Survey on Diversity and Inclusion*, produced by Beth Driscoll and Susannah Bowen from the University of Melbourne in partnership with the Australian Publishers Association, is a major step in the pursuit of a publishing industry that welcomes and serves all Australians.

Its portrait of our sector is familiar but raises important questions about our diversity, inclusiveness and wellbeing. We are a publishing industry that offers places for many women and also for many people identifying as LGBTQ+, but a home for few Indigenous Australians, Australians from non-Anglo-Celtic backgrounds, or working-class Australians.

All told, we have a highly able and committed workforce, but our workforce doesn't always represent the breadth of our culture. This plays into what and how we publish and the extent to which we reach, or don't reach, all potential readers.

The study is the first major outcome following the APA's 2021 elevation of diversity and inclusion to be an industry priority. This survey's hard data tells us we have a great deal of work ahead and provides a solid base from which we can lead change as an association, as publishing houses, and as individual workers.

The survey is not just the product of Susannah Bowen's and Beth Driscoll's expertise and labour, and the input of APA staff, it also rests upon the enthusiastic participation of many publishers. We were heartened by how publishers of all kinds responded to the survey. It has given us confidence that this study will be the first of many, and we look forward to measuring the progress we make over the coming years.

Since commissioning the workforce survey, the APA has also empanelled a Diversity and Inclusion Working Group, led by Astrid Browne of Hardie Grant Explore, which will lead industry discussion and action. We look forward to your thoughts about the survey outcomes and your thoughts about where we should go from here.



James Kellow
President, Australian Publishers Association

# Introduction

This survey came about as a result of several discussions about shared concerns regarding diversity and inclusion in publishing and book culture. Books are important to and cherished by a diversity of readers; these readers are best served by an industry that is also diverse, that draws on the strengths of different perspectives and that provides sustainable, positive work cultures where people can thrive.

Data is one of the tools that can move the Australian publishing industry towards this goal. We were particularly inspired by two prior pieces of research: the *Publishing Workforce: Diversity, Inclusion and Belonging* survey, run annually by the Publishers Association (UK) since 2017, and *It's Hard to Be What You Can't See: Diversity Within Australian Publishing, Lessons in Diverse and Inclusive Publishing from the United Kingdom*, the 2019-2020 APA Beatrice Davis Editorial Fellowship report by Radhiah Chowdhury. The UK survey had gathered data on the publishing workforce each year for five years; Chowdhury's groundbreaking report called in its recommendations for more data about the Australian industry.

The *Australian Publishing Industry Workforce Survey on Diversity and Inclusion* addresses that data gap. Its aim was to collect data on the Australian publishing industry workforce to support future targeted initiatives to increase diversity and inclusion in the industry. We wanted the survey to give important insights about the shape of the industry now. Importantly, we also designed it to be replicable so the industry can track progress over time.

What this initial run of the survey reveals is perhaps not surprising. The Australian publishing industry is largely white, including a high percentage who identify as British. Fewer than 1% of publishing professionals are First Nations Australians. The workforce is concentrated in Sydney and Melbourne, skews young and female, especially at the lower levels, and is more likely than the general population to be privately educated and to have a postgraduate degree. The industry has high LGBTQ+ representation. If the picture is not surprising, the potential for change is now evident: the data provides the insights necessary for targeted redress initiatives, and repeated iterations of the survey will allow for change to be tracked and progress to be measured.

The most heartening thing about this survey has been the goodwill and buy-in from across the Australian publishing industry, itself evidence of a strong desire for positive change. We would like to thank Australian Publishers Association staff and board members who helped make this survey happen and those in industry who supported, promoted, discussed and responded to the survey.



Susannah Bowen and Beth Driscoll
University of Melbourne

# Methodology

The survey was approved by University of Melbourne's Office of Research Ethics and Integrity, reference number 2022-23053-24932-3. Ethical measures incorporated into the survey design included making it opt-in, anonymous, and allowing participants to skip questions. The wording of survey questions was informed by the *Publishing Workforce: Diversity, Inclusion and Belonging* survey (UK, 2021) to allow for international benchmarking, and is aligned to best practice for collection of socio-demographic data as guided by the Australian Bureau of Statistics, Australian Census and Diversity Council of Australia recommendations.

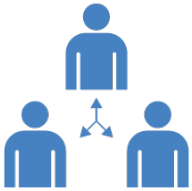
The survey was open to respondents between 1 March and 8 April, 2022. It was distributed by the Australian Publishers Association to member publishers, individuals and by newsletter, by the Small Press Network to their members, and publicised in *Books+Publishing*, industry newsletters and through social media channels. Survey responses were analysed using Qualtrics software and thematic coding.

# Participation

Responses came from 989 individuals. The survey invited and received responses from people working across the breadth of the publishing industry in Australia: children's, independent, scholarly and journals, schools and education, tertiary and professional, and trade. Responses came from large, medium and small publishing houses, and from freelancers and self-employed professionals.

The APA's estimate of the total Australia publishing workforce is 3700 to 6300 individuals, suggesting a response rate of between 15.6% and 26.75% and giving a confidence level of 99% with a margin of error of 4%; a very strong result. The high uptake of the survey shows widespread desire for and commitment to change, one of the most positive outcomes of this project.

# Key Findings

| | |
|---|---|
|  | Fewer than 1% of Australian publishing industry professionals identify as First Nations. 10.5% identify with a European culture (other than British), compared to an estimated 18% of the Australian population. 8.5% of respondents nominate an Asian cultural identity, compared with 17% of the Australian workforce. |
|  | 21% of respondents identify as LGBTQ+. This compares to estimates of 11% in the Australian population. The majority of LGBTQ+ respondents are open or partially open about their sexuality at work. |
|  | Women make up the majority of the Australian publishing workforce. 84.4% of survey respondents identify as women, 13.8% identify as men, and 2% identify as non-binary or prefer to use another term. The proportion of men increases for senior roles. |
|  | 35.4% of respondents were experiencing mental health conditions at the time of responding to the survey. This compares with 25% of respondents to a similar survey of the UK publishing industry in 2021, which itself was an increase from 20% in 2020. |
|  | 24.7% of publishing professionals report having a long-term health condition or disability including a physical or mental health condition. 5.2% of respondents have a disability. |

| | |
|---|---|
|  | 33.6% of respondents come from backgrounds that could be described as lower middle or working class. 24.8% of respondents were located in places other than Sydney or Melbourne. |
|  | The Australian publishing workforce is highly educated. More than 85% of respondents hold a degree, and more than half hold at least one postgraduate degree. This compares to 24% of the Australian population holding an undergraduate degree. 48% of respondents attended private schools, compared to around 30% in the Australian population. |

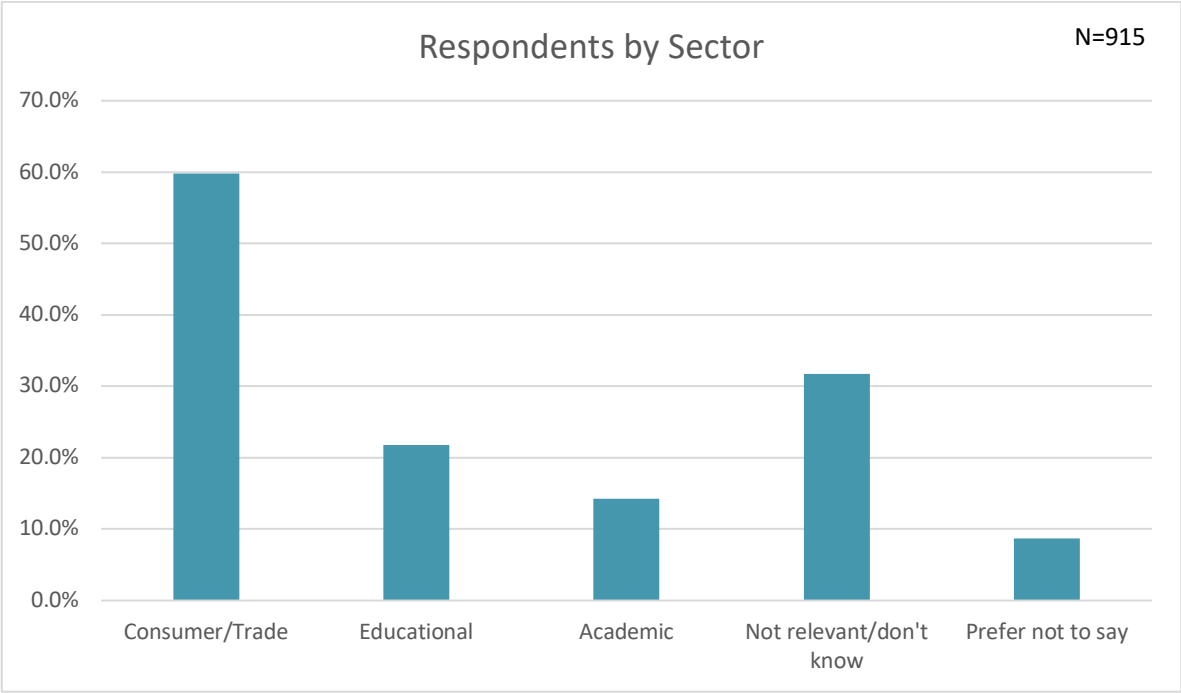
# About our Respondents

There were 989 responses to the survey. About two-thirds of participants were from medium or large organisations. There was also a significant number of responses from small or micropublishers, and 121 responses from freelancers, consultants or other self-employed professionals. Respondents named more than 83 different organisations as their primary employer or workplace.

In terms of department (response base of 826),

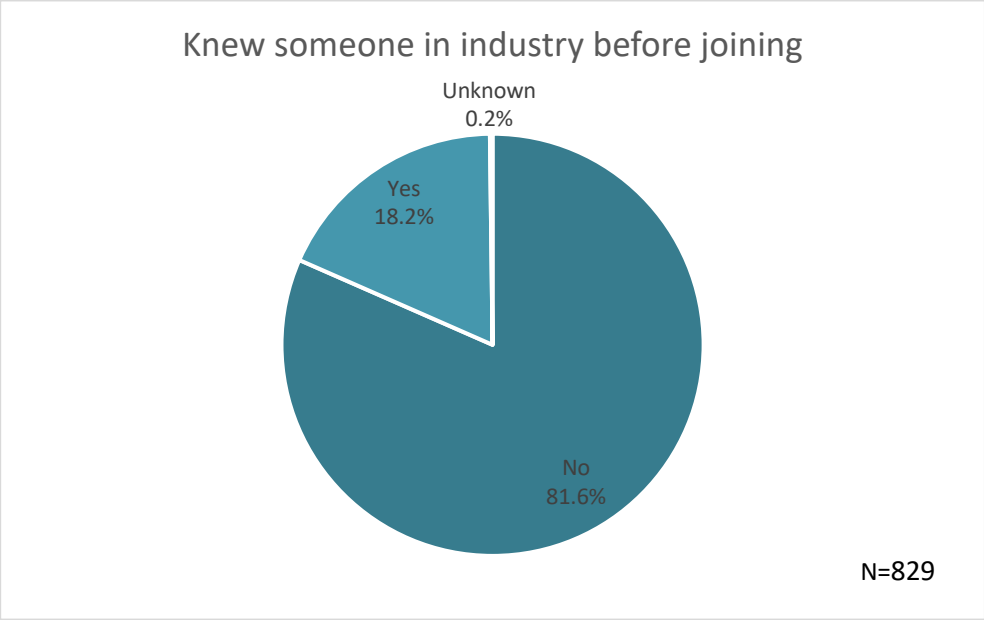
- 31.4% work in editorial
- 13.6% in publishing/commissioning
- 11.4% in sales
- 7.5% in marketing
- 5% in production
- 3.9% in publicity
- and smaller numbers in other areas.

In terms of sector, 59.8% worked in consumer/trade publishing, 21.8% in education publishing, 14.3% in academic publishing and 3.2% said it was not relevant/didn't know.




A large proportion of respondents identified as employees who do not have management responsibilities (385). There was also strong participation from managers (192), senior managers (75), and executive managers / CEOs including those from small and large organisations, micropresses and sole traders (127) (N=813).

Most respondents (81.5%) did not know someone who worked in the industry before they started their career in publishing; 18.2% did know someone. This is similar to the *Publishing Workforce 2021* (UK) survey results where 83% of respondents did not know someone in publishing before starting their career, and 15% did.[i]




# Ethnicity and Culture

The survey design sought to enable people to describe the complexity of their ethnic and cultural identities, including multiple and mixed identities. The question asked respondents how they would describe their cultural background, explaining that "Your cultural background is the cultural/ethnic group(s) to which you feel you belong or identify. This background may be the same as your parents, grandparents, or your heritage, or it may be the country you were born in or have spent a great amount of time in, or you feel more closely tied to."

Respondents were invited to select up to two cultural backgrounds: for each of these, they could select both a broad category and a more narrow category (for example "Australian Peoples" and then "Torres Strait Islander"). This approach allowed for greater self-determination on the part of respondents, but produced some intricacy in the data. Of note is that 132 people answered that they were unsure of their cultural background, and that 71 respondents took the free-text opportunity to self-describe their cultural background (for example with a third cultural category, or a particular family history), indicating the complexity of this form of identification.

In total, 801 respondents gave information about one of their broad cultural identities, of whom 724 then identified a more specific narrow identity within this category. 637 respondents also identified a second broad cultural group, 586 of whom then further specified a narrow category in that group. In calculating percentages, we have taken 801 as our respondent base.

63.8% of respondents selected Australian Peoples as one or both of their broad cultural backgrounds. Many of those who did not select Australian Peoples instead selected British.

Of those who identified with Australian Peoples, fewer than 1.0% then specified an Australian Aboriginal, South Sea Islander or Torres Strait Islander identity. This result is consistent with findings reporting 1% of the Australian cultural and creative workforce as First Nations, compared to 1.7% of the overall workforce[ii] and 3.2%[iii] of the Australian population.

After Australian Peoples, the next most common broad cultural background selected was British, nominated by 30.8% of respondents as either first or second cultural group or both. A popular cultural identity (nominated by 13.4% of respondents) was one broad selection as Australian Peoples and the other broad selection British.

10.5% of respondents identified with a broad European cultural identity, that is Eastern, Northern, Western, Southern, South Eastern European or Irish (and excluding British). This compares to an estimated 18% of the Australian population.[iv]

8.5% of respondents nominated an Asian cultural identity, including Chinese, South East Asian (Maritime or Mainland), North East, Southern and Eastern Asian cultures. Diversity Council Australia research shows that 17% of Australian workers identify as being from an Asian cultural background.[v] In relation to the different kinds of roles, those nominating an Asian cultural identity made up 9% of respondents who worked in editorial, 6.4% in publishing/commissioning, 5.9% in sales, marketing and publicity, and 11.5% of all other respondents (including those based in finance, production, rights, operation, communications, and administration). There were some roles where no respondents identified with an Asian cultural identity, but the number of respondents for those roles was too low for us to report results and maintain anonymity.

Respondents were asked in which languages they could have a conversation about everyday things. 73.7% of respondents nominated that they speak only English. This is on par with the Australian population, where 21% of Australians speak a language other than English at home.[vi]

Of those who spoke second languages, the most common options were European languages including French, Italian, German, Dutch (16.5%, 133 respondents). 21 respondents nominated Chinese and 22 nominated “Other South East Asian Languages”. Most people who nominated additional languages speak one additional language; a number speak several; and a handful of respondents speak five or six languages. Three respondents use sign languages.

Respondents were asked their country of birth. 74.5% were born in Australia. The next most popular birth countries were England (6.7%), New Zealand (2.9%), USA, South Africa, Canada and Scotland each with under 2%, then a long tail of 32 other countries nominated by one or two respondents.

Australia Census 2021 data reports 29.1% of the population born overseas, with the most popular other birth countries England, India and China.[vii]

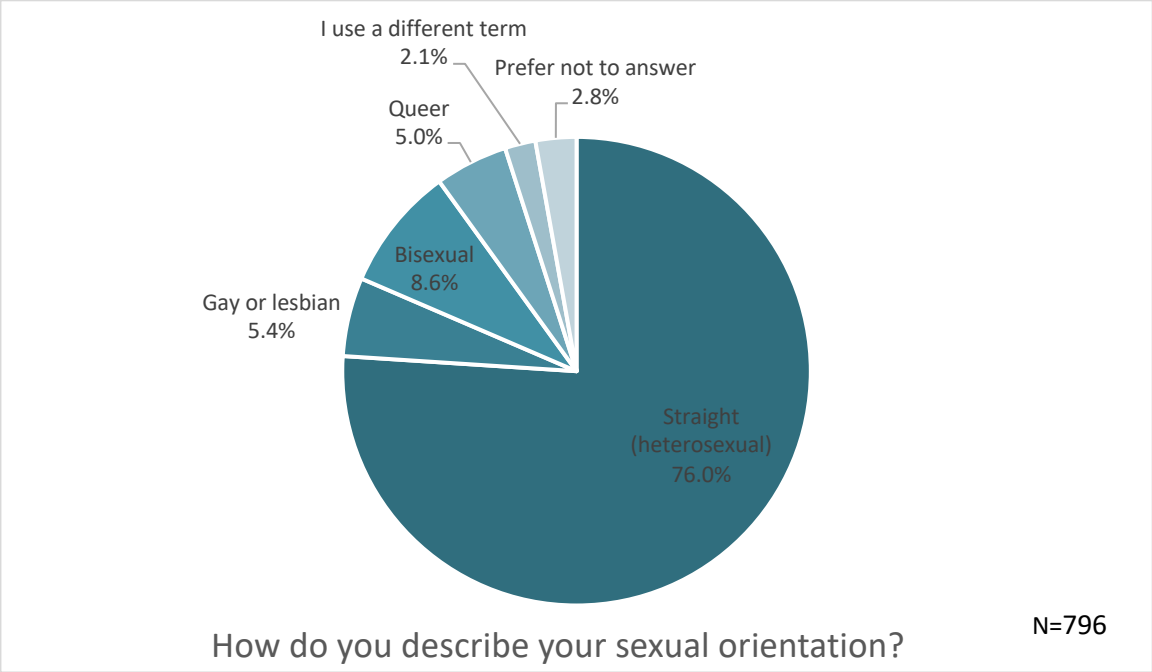
# Religion or Belief

Most respondents (72.4%) stated they had no religion or spiritual belief. 8.5% identified as Catholic, 5.3% as Anglican, 1.6% as Uniting Church, and 1% or fewer as Muslim, Presbyterian, Hindu, Greek Orthodox, or Baptist. Following Australia Standard Classification of Cultural and Ethnic Groups, Judaism was listed as a cultural choice rather than a religion. Some of the religions selected under the free-text option for Other included Jewish, Pagan and Shinto.

Overall, 27.7% of respondents were affiliated with a religion or spiritual belief. This compares with 2021 Australian Census data that 38.9% of respondents identify with no religion.[viii] The UK 2021 Publishers Association Survey similarly found that, in contrast to overall UK population data where a majority of people identify with a religion, most respondents indicated that they were non-religious (60%).[ix]

# LGBTQ+

75.5% of respondents described their sexual orientation as straight (heterosexual). 5.4% described their sexual orientation as gay or lesbian, 8.6% as bisexual, and 5% as queer. 2.1% used a different term, including pansexual and asexual. Overall, 21% of respondents identified as LGBTQ+.




To compare this survey with others, The *Publishing Workforce 2021* (UK) survey shows 13% of respondents either identifying as lesbian, gay, or bisexual, or preferring to self-describe their sexual orientation, with representation growing at each survey. *Books+Publishing's* 2018 survey reports 13% respondents as identifying with the LGBTQIA+ community.[x] The Australia Council for the Arts suggests 11% of the Australian population identified as LBGTIQ+ in 2012.[xi]

In this survey, of those who described themselves as bisexual, gay, lesbian, different term and queer, 79.7% were open (47%) or partially open (37.7%) about their sexuality at work, and 19% were not open about their sexuality at work. This is on par with 2022 global workplace data from Deloitte showing less than half of LGBT+ employees (45%) are out about their sexual orientation to the majority of their colleagues and approximately one fifth are not open about their sexual orientation to anyone at work.[xii]

# Gender

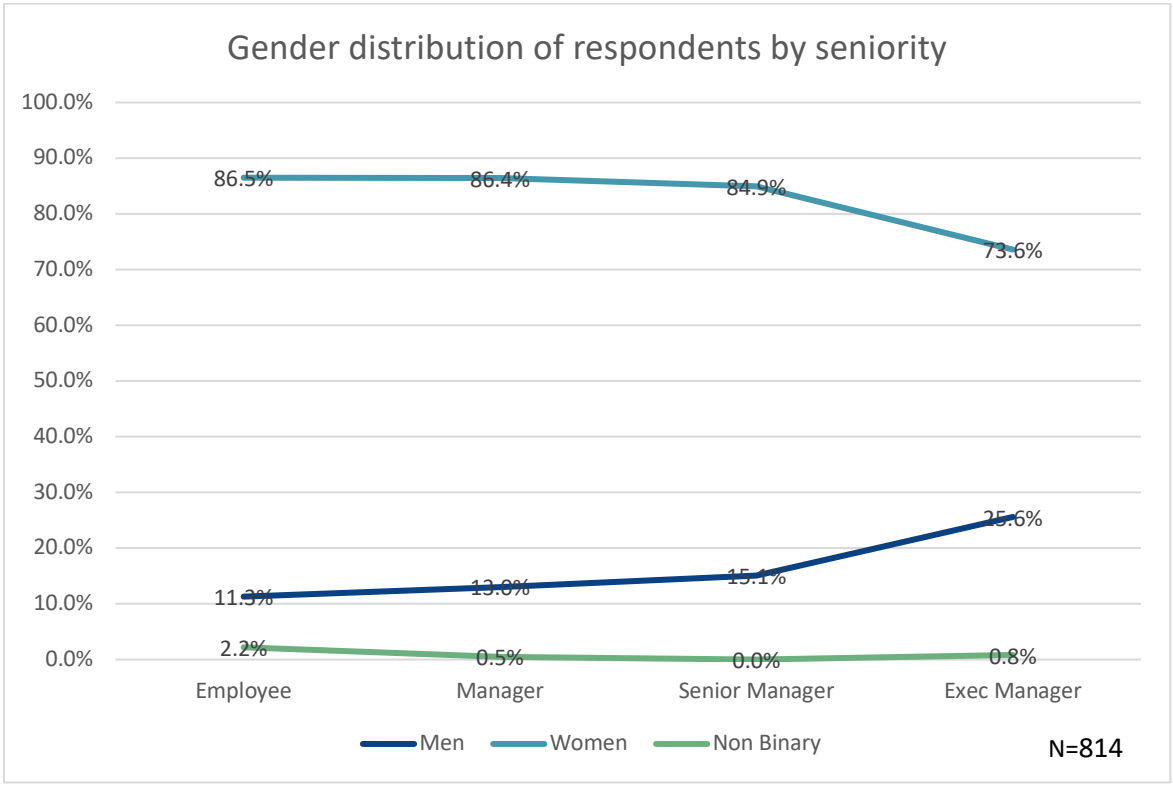
Most respondents (84.4%) identified as women. 13.8% identified as men, and 2% identified as non-binary or other terms (genderqueer, genderfluid). Two respondents preferred not to specify their gender. 1.8% of respondents identified as transgender/gender diverse, or as having a trans history.

This is a higher proportion of women than in other Australian industries; overall women make up just under half of the paid workforce in Australia.[xiii] *Books+Publishing's* 2018 employment survey of the Australian booktrade also reports respondents as overwhelmingly female (87%), also noting "*Books+Publishing* readers are around 77% female (according to subscriber lists, reader surveys and Google Analytics) and the publishing industry has a similar gender make-up".[xiv] In the *Publishing Workforce 2021* (UK) survey, 63% of respondents identified as female, 36% as male and fewer than 1% preferred to self-describe.[xv]

In this survey, when reviewing data from respondents who shared both their seniority and gender identity,

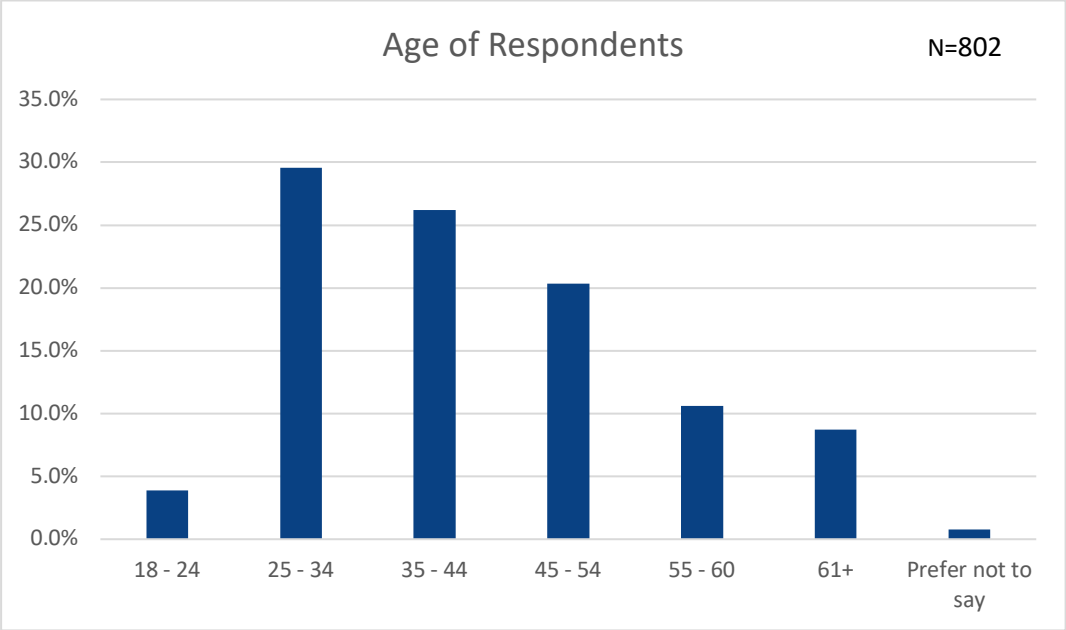
- Women and non-binary individuals are most heavily represented in the group of employees without management responsibility
- As respondents' job roles move up the ranks of seniority, the proportion of men increases
- The proportion of women remains relatively static through employee / management / senior management ranks, and reduces sharply in the executive director / C-suite / owner category

| Seniority | Male | Female | Non Binary |
|---|---|---|---|
| Employee e.g. No line management/ project management responsibility | 11.3% | 86.5% | 2.2% |
| Management e.g. Line Manager/ Supervisor, Project Manager, Team Leader | 13.0% | 86.4% | 0.5% |
| Senior Management e.g. Head of Department | 15.1% | 84.9% | 0.0% |
| Executive Management e.g. Director / C-suite / owner | 25.6% | 73.6% | 0.8% |



# Age

Respondents were distributed across age ranges, with the most responses coming from those aged 25-34 (29.6%) and 35-44 (26.2%).



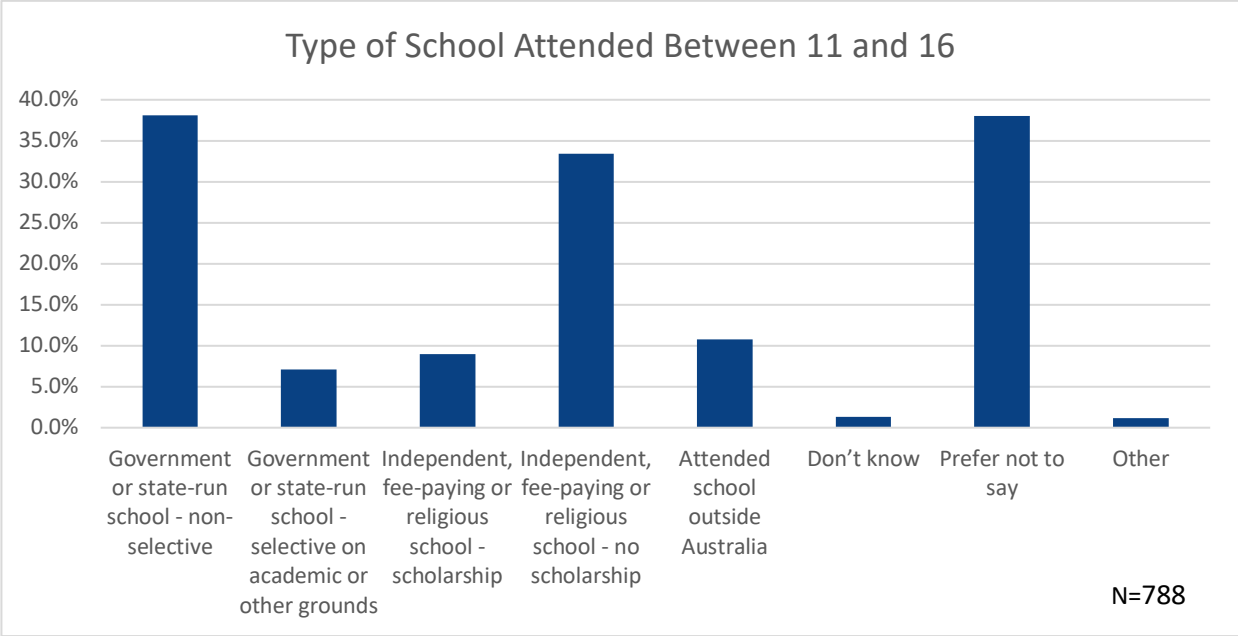

# Socio-Economic Background and Education

To understand the socio-economic status of the household in which respondents grew up, the survey asked respondents, "What was the occupation of your main household earner when you were about aged 14?".

42.4% of respondents nominated "modern professional & traditional professional occupations", such as teacher, accountant or engineer. A further 20.1% of respondents answered "Senior, middle or junior managers or administrators". This suggests a majority of respondents (62.5%) come from backgrounds that could be described as middle or upper middle class. For comparison, one 2015 report indicates around 51% of Australians can be defined or describe themselves as middle class.[xvi]

5.4% respondents answered "clerical and intermediate occupations" such as secretary or childcare worker. 9.7% of respondents answered "technical and craft occupations" such as mechanic or plumber, and a further 8.7% selected "manual and service occupations" such as postal worker or sales assistant. 9.8% answered "small business owners", such as corner shop or taxi or single restaurant owners. This suggests 33.6% of respondents come from backgrounds that could be described as lower middle or working class.

Another survey question that relates to class asked respondents about the type of school they attended between the ages of 11-16.




Of those respondents who went to school in Australia and answered this question (N=677):

- 51.6% of respondents attended government schools (selective or non-selective)
- 48.4% of respondents attended independent or religious schools (scholarship or no scholarship)

Current Australian school data (students studying now) shows enrolment at government schools at around 65% and independent or religious schools 35%;[xvii] other studies over time show government schools holding 70% and independent and religious schools 30% of students.[xviii]

In terms of education level, more than 85% of respondents reported holding a degree, and more than half respondents hold at least one postgraduate degree (51%). Those with vocational qualifications or school leavers certificate (Year 12 or equivalent) were very much in the minority. This proportion of respondents with degrees is significantly higher than the Australian population, measured at 24% holding a bachelor degree in 2017.[xix] This survey result is very similar to the *Publishing Workforce 2021* (UK) survey which shows 83% of respondents have a degree or higher qualification, and *Books+Publishing's* 2018 survey showing over 93% of respondents hold a tertiary qualification (45% postgraduate, 41% bachelor degree.)[xx]

37% of respondents were the first in their family to attend university. Currently, "first in family" are about half of Australian university enrolments.[xxi]

Of those who attended university in Australia (N=602), the most recent university attended was nominated as

- 21% University of Melbourne
- 13% University of Sydney
- 10% RMIT
- 6% Monash University
- Other universities had 5% or lower respondents

# Geographic Location

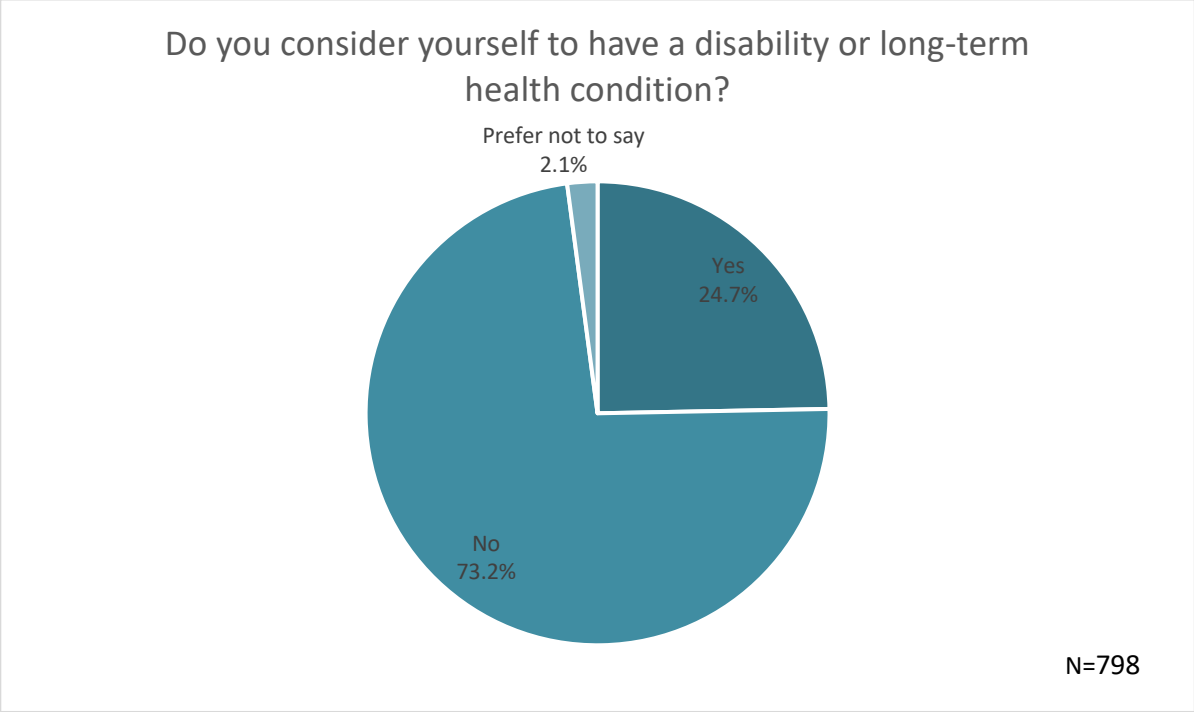
A majority (75.2%) of respondents live in either Melbourne (41.9%) or Sydney (33.3%). This is a striking concentration. It is more concentrated than general Australian workforce data, which indicates that 41% of workers are located in Greater Sydney and Greater Melbourne.[xxii]

8% of respondents live in Brisbane, with smaller numbers in regional NSW, Perth, regional Victoria, the ACT, regional Queensland, and regional WA. Only 1 respondent is based in Tasmania and none are based in the Northern Territory.

There was greater diversity in where respondents had spent their childhood, although the most commonly identified childhood locations were still Melbourne (at 23.7%) and Sydney (at 21.2%). 9.2% of respondents grew up in regional Australia (6.8% in regional Victoria) and 9% spent their childhood in the United Kingdom or Europe.

# Health and Disability

24.7% of respondents reported having a long-term health condition or disability (physical or mental health). This compares to 13% of *Publishing Workforce 2021* (UK) survey respondents who were asked the same question.[xxiii]



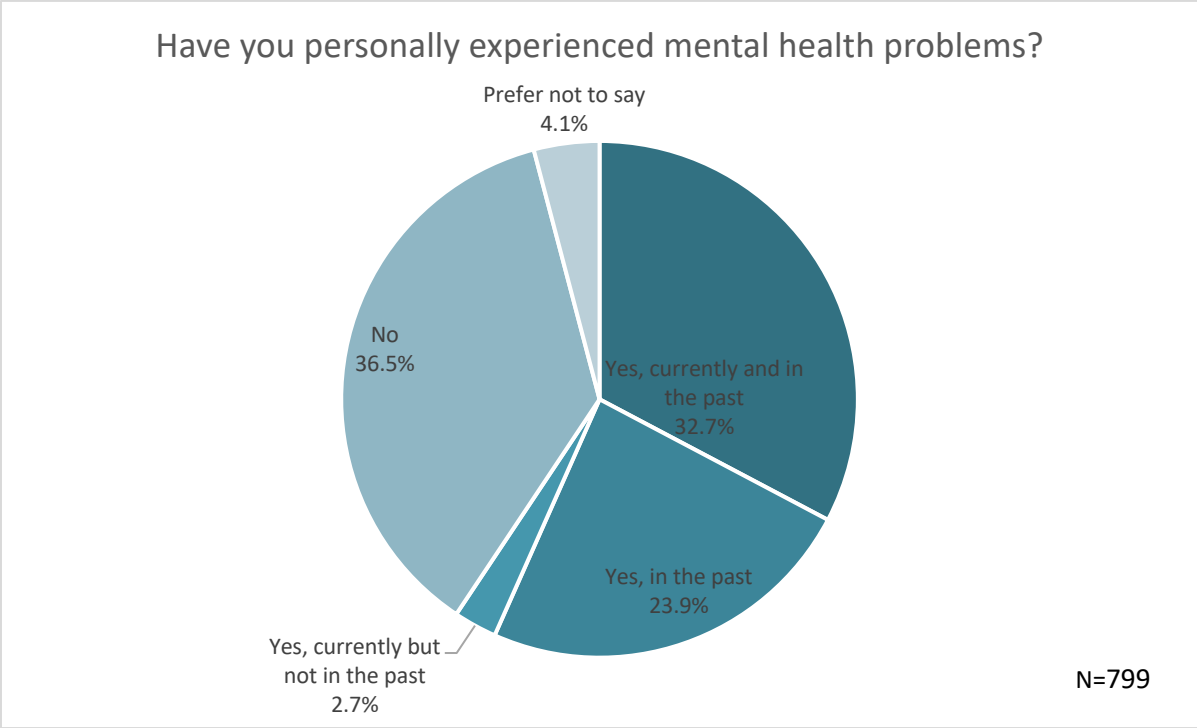

Those who answered yes were asked if they had any of a number of conditions expected to last at least 12 months. The most common answer selected was mental health condition (47.3% of those who identified a condition), followed by "long-term illness, disease or condition not otherwise specified" (31.4% of those who identified a condition).

5.2% of all respondents to the question about disability and long-term illness specified that they had sight loss, hearing loss, development disorder, voice loss, learning difficulty, learning disability or physical disability. *Books+Publishing*'s 2018 employment survey reports 3% of respondents living with a disability;[xxiv] Australia Council for the Arts reports 9% of cultural and creative industries workforce as living with disability, consistent with Australian workforce.[xxv] 17.7% of the Australian population lives with disability.[xxvi]

Of respondents with a long-term condition, only 27.5% were fully open about this at work. A large proportion of respondents (41.5%) were partially open about their condition at work, and 30% were not open at all about their condition at work.

# Mental Health

More than a third of respondents (35.4%) were experiencing mental health conditions at the time of responding to the survey. More than half (59.3%) had experienced mental health issues, either currently and in the past (32.7%), in the past (23.9%), or currently but not in the past (2.8%). A number of respondents chose not to answer this question (Response base=799).




Only 17.1% of those with a mental health condition had been open about this at work. A further 43.9% were partially open about their mental health condition at work, and 38.4% were not at all open about their mental health condition at work.

The rates of mental health conditions are higher than reported in the *Publishing Workforce 2021* (UK) survey, where 25% of respondents were currently experiencing mental health problems, and a further 19% had experienced mental health problems in the past.[xxvii] The Australian survey, as more recent, may have revealed more effects of the ongoing COVID pandemic.

Pre-pandemic (2017-2018) Australian data showed that around 20% of the population had a mental health or behavioural condition.[xxviii] More recent data indicates that the COVID-19 pandemic had a very significant impact on mental health challenges in Australia. The ABS National Study of Mental Health and Wellbeing released in 2022 indicates that over two in five Australians aged 16-85 years (43.7% or 8.6 million people) have experienced a mental disorder at some time in their life. Anxiety was the most common group of longer-term mental disorders (16.8% or 3.3 million people).[xxix]3.4 million Australians aged 16 to 85 years (approximately 17% of population) consulted a professional for their mental health in 2020-21.[xxx] Mental ill health is higher for women, and for younger age groups: one in five Australians aged 16 to 34 years reported “high or very high levels of psychological distress.”[xxxi]

# Caring Responsibilities

56.1% of respondents have no carer responsibilities. For those who do, the most common responsibility is children (30.1% of respondents). 8.6% have elder care responsibilities, and 4.7% care for an adult with illness or disability. A small number preferred not to say. These numbers are somewhat in line with population data that indicates 10.8% of Australians are carers for people with disability or for older people.[xxxii]

The survey data is also comparable to *Publishing Workforce 2021* (UK) results showing 26% of UK respondents have childcare responsibilities. The rate of adult care is higher in the Australian survey (4% of UK respondents have adult care responsibilities).

Of those who need flexibility for caring, 63.2% have or largely have the flexibility they need and 24% have some flexibility. Some have not requested flexibility. Only 2.1% cannot secure the workplace flexibility they need.

# Inclusion and Belonging

Respondents were asked for their level of agreement with a range of statements about inclusion and belonging at their organisation and in the publishing industry.

Most respondents indicated that they felt included at their organisation (87.8% strongly agreed or agreed), like they belong (85% strongly agreed or agreed) and are respected (85.8% strongly agreed or agreed). 73.5% of respondents either strongly agreed or agreed that their organisation values diversity and inclusion, with 73.2% feeling their organisation was making progress in addressing diversity and inclusion.

However, there was a striking gap between these answers and how respondents perceived the industry more broadly. Only 38.2% agreed or strongly agreed that the culture in the publishing industry is inclusive.

This indicates a perception on the part of respondents that the industry is not welcoming to diverse people, even when the respondents themselves feel included. Asking this question again will be a useful way to track perceptions of the industry and its diversity and inclusion over time.

| | I feel included at my organisation | I feel like I belong at my organisation | I feel respected at my organisation | I can be my authentic self at work | Perspectives like mine are included in the decision making at my organisation | My organisation values and is committed to diversity and inclusion | My organisation is making progress in addressing diversity and inclusion | The culture in the publishing industry is inclusive |
|---|---|---|---|---|---|---|---|---|
| **Strongly agree** | 52.7% | 48.8% | 50.4% | 43.1% | 37.8% | 36.2% | 34.3% | 13.3% |
| **Agree** | 35.1% | 36.2% | 35.4% | 38.2% | 37.9% | 37.3% | 38.9% | 24.9% |
| **Neither agree nor disagree** | 6.4% | 9.5% | 8.0% | 11.0% | 12.9% | 17.7% | 17.1% | 27.1% |
| **Disagree** | 2.9% | 3.0% | 2.9% | 4.5% | 7.0% | 4.6% | 5.6% | 25.4% |
| **Strongly disagree** | 2.0% | 1.7% | 2.4% | 2.3% | 3.4% | 2.6% | 2.6% | 8.9% |
| **Prefer not to say** | 0.9% | 0.7% | 0.9% | 0.9% | 0.9% | 1.6% | 1.4% | 0.4% |
| **Agree or strongly agree** | **87.8%** | **85.0%** | **85.8%** | **81.4%** | **75.7%** | **73.5%** | **73.2%** | **38.2%** |

# Respondents' Suggestions for Improvements to Diversity

362 participants responded to our open-ended question, "What improvements, if any, can be made to improve the level of diversity in your organisation or networks and create a more inclusive culture?". We thematically coded these answers. The two key topics that emerged were the need for (1) diverse recruitment and (2) improved in-house culture.

The most common theme raised was **diverse recruitment.** Specific suggestions included:

- advertising jobs more widely and through different channels to the usual ones
- addressing structural racism in recruitment processes
- quotas and other deliberate efforts to employ people dissimilar to those doing the hiring

The issue of diverse recruitment was specifically linked to the question of transparent and better pay conditions. This was seen as necessary so that people who were not from privileged backgrounds could enter the publishing industry. Similarly, respondents suggested support for alternative pathways into the industry, such as not requiring a university degree. Along with better pay in general, paid internships were singled out by a number of respondents as initiatives that could help.

The second main theme that emerged in the open-ended responses was the need for **in-house cultural change**. These were ideas about ensuring everyone is safe and supported to thrive at work. The suggestions were often very granular and specific, indicating that they were based on lived experience of the barriers experienced by marginalised groups within the industry. They offer a very powerful counterbalance to the suggestions about diversifying recruitment. As one respondent wrote, "Stop hiring diverse staff and not supporting them." The message of these suggestions is that simply increasing representation within the industry is not enough. Work must be done to make sure publishing professionals are treated fairly and not burned out by their experiences in the industry.

The kind of in-house cultural change sought include:

- **Meaningful inclusion:** More opportunities to really get to know coworkers rather than just training sessions, an openness to having difficult conversations, and genuine opportunities for career advancement
- **Cultural safety:** creating environments where people feel they can bring their whole selves to work; making sure staff are supported in roles and not expected to be representative of a particular viewpoint within the workplace; providing regular training, avenues for feedback, and forums to safely address bad culture
- **Need for whole of company action:** change needs to come from top-level management and include everyone

# Contact

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