



Australian  
Institute of  
Architects

# Diversity and Inclusion in the Architectural Profession

A National Committee for Gender Equity initiative





# Information about the Institute

- The Australian Institute of Architects (Institute) is the peak body for the architectural profession in Australia. It is an independent, national member organisation with more than 14,500 members across Australia and overseas.
- The Institute's vision is: *Everyone benefits from good architecture.*
- The Institute's purpose is: *To demonstrate the value of architecture and support the profession.*
- At the time of this submission the National President is Stuart Tanner FRAIA and the Chief Executive Officer is Cameron Bruhn Hon. FRAIA.

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The Australian Institute of Architects recognises the unceded sovereign lands and rights of Aboriginal and Torres Strait Islander peoples as the First Peoples of these lands and waters. This recognition generates acknowledgement and respect for Aboriginal and Torres Strait Islander Countries, Cultures and Communities, and their ways of being, knowing and doing. Caring for Country practices including architecture and place shaping have existed on this continent since time immemorial. The Institute recognises a professional commitment to engage and act meaningfully through reciprocal partnership and relationships with Aboriginal and Torres Strait Islander peoples. Together we will support and develop the emergence of new possibilities for our shared future.

## A National Committee for Gender Equity initiative

Diversity & Inclusion consultant: Felicity Menzies, Include-Empower

Survey consultant: Survey Matters

Cover Image:

Victorian Pride Centre | Brearley Architects + Urbanists & Grant Amon Architects | Photographer: John Gollings

*The new Victorian Pride Centre on Fitzroy Street, St Kilda. It is Australia's first purpose-built LGBTIQ+ community hub, and celebrates the communities achievements, as well as Australia's cultural and social diversity.*

James Norman, 'We're back baby': how this Australian-first Pride Centre is restoring the hope of a neighbourhood', *The Guardian*, 29.07.2021.

A building with many round windows and a street with cars and trees

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# Foreword

Diversity and equity are core values held by the Institute, and as the peak advocacy body for architects in Australia, we acknowledge that it is important to act now to advocate for change. This survey is part of a broader steps taken by the Institute to lead a people-centred, gender-responsive, human-rights, and evidence-based transformation. To understand and to act, we must listen to our membership.

We are incredibly grateful to everyone who participated in the survey part of this project, by sharing their perspectives on the profession. For many, this would not have been an easy task, and we truly value your time and honesty. I would also like to thank the Institute's National Council for commissioning this project, the work of the National Committee for Gender Equity (NCGE) for their insights, and our hardworking policy and advocacy team for their research, analysis and presentation of findings.

A project of this nature and scale is unprecedented within the Institute's history, and will play an important role in moving forward, towards enacting cultural changes in the architectural profession.

**We want architectural practices to be more representative of the communities they serve, and to be inclusive of different ways to live, work and learn.**

Under the Institute's strategic pillars – to be ethical, effective, and engaged – we want to see these aspirations in practice.

CEO Cameron Bruhn Hon. FRAIA



# Mental Health Safety Note

Please note that some of the themes in this report include those of discrimination and harassment.

Should any of the material in this report cause you distress, please take a break to process your emotions and consider some helpful coping strategies.

**Beyond Blue (1300 224 636)** or **Lifeline (13 11 14)** can be contacted on the numbers provided.

# Positioning Statement

The Australian Institute of Architects is committed to proactively promoting equity, fairness and equality in practice and the profession, including equal access to opportunities, resources and the built environment. We will foster, value, respect and celebrate the contributions of those who bring diverse experiences, views and needs so that everyone can benefit from good architecture.

## Research Outcome Goals

1. To work towards Australia having a genuinely diverse architectural workforce
2. To improve the profession's culture for all students, practitioners, clients, consultants and other parties
3. Positively influence Australia's construction culture

## Project Background

This research was commissioned by the Institute at the request of its policy-making body, the National Council (directive NC19/35) following the successful adoption of the Gender Equity Policy.

Gender inequity in the Australian architectural profession has been well-documented and researched. Despite this, significant gaps in knowledge of the state of the diversity and inclusion of the Australian architectural profession currently exist within the Institute's membership database, Australian Bureau of Statistics (ABS) Census data and other organisations' research. As recommended by the Diversity Council of Australia (DCA) and other similar expert bodies/consultants, data collection is an integral part of identifying diversity trends (and gaps) which can inform the creation of policies and programs that seek to improve diversity within the Institute membership, and across architectural profession more broadly.

**The Institute's National Committee for Gender Equity (NCGE) has put forward recommendations to:**

- Undertake a national survey to collect the missing diversity data about our members and the profession more broadly.
- Engage a Diversity and Inclusion Consultant to assist with technical expertise, review the Survey questions, and undertake focus groups to further paint the full 'diversity picture' of the Institute.
- Write policy in line with the survey outcomes and recommendations from the consultant.

**To address these recommendations, the research project is divided into four stages:**

1. Diversity and inclusion policy research, formulation planning and survey review (item complete)
2. Diversity and inclusion national survey and stakeholder engagement via focus groups (this report represents a summary of this item)
3. Diversity and inclusion policy formulation diagnostic findings and recommendations
4. Diversity and inclusion policy drafting

1 See: Acumen Gender Equity note: <https://acumen.architecture.com.au/practice/human-resources/gender-equity/Equity and Diversity in the Australian Architecture Profession: Women, Work and Leadership project> (Gill 2015; Stead, Willis, Kaji-O'Grady, Whitehouse, Savage, Clark, Burns and Roan 2011-2014)

# Survey Overview

The survey was commissioned by the Australian Institute of Architects to the company Survey Matters. The survey was distributed to members of the Australian Institute of Architects via email for online completion, from 1 – 28 May 2023.

## 1,673 Respondents

1,673 respondents completed the survey and provided their feedback, who were both members and non-members of the Institute.

## 12% of membership

In May 2023, the Institute had 13,610 financial members, thus this figure accounts for 12% of the Institute's members completed responses, providing 95% confidence that actual results are within a +/- 3% confidence interval.

## 57 Questions

The survey contained 57 questions and had an average completion time of approximately 22 minutes. Survey data was analysed in Q Research Software and Microsoft Excel for in-depth analysis. Where applicable, results are presented in this report to show differences in perception based on demographics such as gender, age and nationality.

The national survey was divided into three sections:

**Part 1:** Demographics/Diversity data questions

**Part 2:** Inclusion data questions

**Part 3:** Open-ended comments

Invitation to participate in Focus Groups

## 612 Open-ended comments

As part of the survey, a total of 612 open-ended comments were received, providing for a range of themed insights beyond the survey. The program Chat GPT was used to undertake a themes analysis of survey data and produce summaries with a 10-20% data verification process.

At the end of Part 3 of the survey, respondents were invited to participate in virtual focus groups. The focus groups were facilitated by an external consultant conducted using the Zoom online platform. The focus groups were conducted confidentially in so far as reporting back to the Institute. This meant that the Institute has not viewed any recording nor received any direct transcript. Instead, the Institute has only been presented with a summary of themes arising from the focus group discussion. Participants were asked to reflect on and share their positive and negative perceptions and experiences of diversity and inclusion working in the architectural profession in Australia.

## 75 Focus group participants

Overall, approximately 75 participants participated in the focus groups. Each group was comprised of 8-15 participants. Although invited to participate, no members of the trans, gender diverse, or Aboriginal and Torres Strait Islander communities attended the focus groups.

Six x 120-minute virtual focus groups took place, and were grouped as detailed below:

- 2 x cultural and linguistically diverse (CALD)
- 1 x parents and carers
- 1 x disability
- 1 x LGBTIQ (group did not have trans or gender diverse participants)
- 1 x age and general

The focus groups yielded a range of responses, and summaries of the themes presented have been provided in this report.

# Assumptions / Data Weighing

- Where possible, the data collected has been benchmarked using Australian Bureau of Statistics (ABS) Census data, ABS Survey data, Department of Treasury, Department of Health data and the Institute's membership record data.
- The survey attracted a strong response by gender from females, representing 51% of respondents. ABS 2021 Census data indicates that just 34% of females make up the architectural profession. As such, the data has been weighed comparatively to ABS data. Where the data adjustment has been affected, this is presented by identifying the adjusted percentage (+/- adjustment percentage). For example, 75% (+2) respondents are employed full-time, indicates that the raw data notes 73% respondents in full-time employment, which has been adjusted by positive 2% to account for strong female gender response rates.
- This report has been prepared by the Institute and is not subject to assurance or other standards issued by the Australian Auditing and Assurance Standards Board and, consequently no opinions or conclusions intended to convey assurance have been expressed.
- No warranty of completeness, accuracy or reliability is given in relation to the statements and representations made by respondents/participants consulted as part of the process.

# Privacy Note

- The survey was conducted independently by Survey Matters, experts in membership research, on behalf of the Institute. Survey Matters are members of the Australian Market and Social Research Society (AMSRS) and as such are bound by its standards and code of professional behaviour.
- The Institute and its consultants are committed to fulfil obligations under the *Privacy Act 1988* (Cth) (Act) to protect the right to privacy when providing personal information.
- Participation in the survey and disclosure of demographic data was voluntary. Participants were able to skip over questions that they preferred not to answer.
- Answers remain confidential. Data was collated and reported to the Institute in aggregate and thematic form; with no individual responses identified.
- Any free text comments have been summarised using Chat GPT, and where quoted in the report, have been paraphrased to protect identification by writing style, or otherwise.
- The Focus Groups were facilitated independently by the Institute's Diversity and Inclusion Consultant, Felicity Menzies, CEO of Include-Empower.
- The focus groups were conducted online via Zoom.
- No Institute staff/representatives were present and the Institute was provided with a *Summary of Findings* report that presented summaries of the themes discussed in the sessions only.



# Key Findings

## 01

### Many respondents reported that the architectural profession remains dominated by older males and is inaccessible to those from lower socio-economic background

A third of respondents were aged under 35 and 56% of survey respondents were born outside of Australia. Despite this, along with the recorded Census/Institute membership data gender disparity, professional practice owners and principals remain significantly more likely to be older, Australian-born males, feeding perceptions that there is more to be done to promote diversity and inclusion in the profession.

Many statements were made in the open-ended comments section of the survey and several of the focus groups, which generally recognised some progress in promoting gender diversity, but left many respondents noting barriers to achieving cultural and socioeconomic diversity, with concerns of tokenistic attempts in the profession to address this issue.

## 02

### Female respondents were more likely to report that they combine career with caring roles, and to feel that their career is negatively impacted by this.

Female respondents (31%) were considerably more likely than male respondents (6%) to combine a career in architecture with a caring role. Females (65%) were more likely to report that taking parental leave has hindered their career prospects (compared to only 10% of males) and they were significantly more likely than men to say that accessing flexible working arrangements (24%) has impacted their career opportunities.

The 'Carer' Focus Group, specifically, and many open-ended comments support this key finding. Many issues are reported by parents and caregivers, around the need for accommodations to be made for caring responsibilities, need for consistent and more flexible work arrangements, issues of bias, financial barriers for those working part-time, and need for representation of mothers in leadership positions.

# Key Findings

## 03

Only 51% of respondents said that the architectural profession values diversity and inclusion – although nearly three quarters said progress is being made in their individual workplace.

While 73% of respondents agreed that their workplace promotes diversity and inclusion, this falls to just 51% who believe the overall profession does the same. Respondents were also consistently more likely to say that their own workplace is inclusive of all genders, people of different sexual orientation, cultural and ethnic backgrounds and age groups, as well as people with a disability and from different socioeconomic backgrounds than the profession overall.

Many statements made in the open-ended comments and focus groups highlighted the financial, time and process barriers for many in education and registration, which is a key long-term prohibitor of diversity within the profession.

An overall observation made is that it is uncommon for employers to have diversity and inclusion programs. There is a sense that some efforts made by practices are superficial, as the diversity and inclusion goals set by the practice so do not align with the experience of workers.

## 04

Female respondents were significantly less likely than male respondents to agree that the architectural profession values diversity and is inclusive of minority groups.

While 70% of male respondents reported that they believed the profession is inclusive of all genders, less than half (44%) of female respondents were of the same belief. Male respondents were also significantly more likely to agree that the profession is inclusive of people of different cultural, racial, ethnic and socioeconomic backgrounds, as well as those who have a disability, identify as LGBTQ+ or are of Aboriginal or Torres Strait Islander heritage.

Many open-ended responses and statements in all focus groups highlighted gender inequity issues in the profession. Albeit the progress of promoting gender diversity was acknowledged, many still expressed concerns about gender loss in the profession, lack of representation in leadership and lack of support in retaining diversity of talent. Many shared inappropriate stories of harassment and exclusion.

# Key Findings

## 05

### Respondents reported witnessing or experiencing harassment or discrimination in the workplace

Harassment in various forms has been reported to be witnessed or experienced in respondents' architectural workplaces in the last 12 months. 11% of respondents have witnessed or experienced sexual harassment, 14% of respondents have witnessed or experienced racial harassment and 11% of respondents have witnessed or experienced age-based harassment in the last 12 months. Female respondents and those who identify as LGBTIQ+ are more likely to say they have witnessed or experienced sexual harassment (17% for both respectively). Female respondents are also significantly more likely to have witnessed or experienced discrimination in hiring, promotion or development opportunities than other groups.

More than half of the open-ended comments received discussed themes of discrimination. Themes of discrimination and harassment were frequent across all of the focus groups. Many raised the need for awareness training, the need to remove barriers to registration and lack of representation in leadership.

# 01. Snapshot of the Profession



A large building with floor to ceiling windows and a black and yellow staircase in the centre

## Workforce Profile

Survey respondents reported being employed in a variety of roles, mostly on a full-time basis.

Adjusted data indicates that 75% (+2) of respondents were employed on a full-time basis. This percentage increases to 84% of architects employed in architectural practices. Some respondents were more likely to report lower participation in full-time employment.<sup>2</sup>

This included:

**69%** (0) of females employed full-time compared to **78%** (0) of males employed full-time

**62%** (+2) of people aged over 55 employed full-time compared to **82%** (+3) of 35-54 year olds employed full-time

**67%** (+4) of respondents who answered 'yes' when asked if they have a disability compared to **76%** (+1) of respondents who answered 'no' and who are employed full-time

Comparably, 9% (-2) of respondents reported that they are employed on a part-time basis, and 5% work on a casual basis or as a contractor.

The most significant demographic disparity for part-time employment was found to be for gender, with 5% (0) of male respondents compared to 16% (0) of female respondents in part-time employment.

Students, who comprised 5% of the respondents, represented 24% of those who reported that they are engaged in casual employment.

The most commonly reported role among survey respondents was that of Practice Owner/Principal, at 36% (+3) of the total. Project Architects and Architects represented 19% (-1) and 17% (0) respectively, while Graduates of Architecture accounted for a further 15% (-1) of the respondents. Practice Administration professionals made up 10% (-2), with Building Designers and Draftspersons each represented smaller proportions at 2% (0) and 1% (0) respectively. The data in Table 1 shows that respondents who were female, aged less than 35 or born overseas were less likely to report their role as being a Practice Owner/Principal.

Among respondents who indicated that they work in an architectural practice:

**11%** were sole practitioners, indicating that they operate their own architectural practices independently

**18%** worked in firms with 2-5 staff members

**27%** were employed in firms with 6-20 staff members

**16%** worked in firms with 21-50 staff members

**27%** worked in firms with more than 50 staff members

<sup>2</sup> Data has been weighed comparatively to ABS data to alleviate statistical bias. Where the data adjustment has occurred, this is signified by the +/- adjustment percentage provided in brackets.

## 01. Snapshot of the Profession

By comparison, Institute A+ practice membership data suggest that 83% of architectural practices are small practices comprising of <5 members:

67%

A+ practices comprise 1-2 members

17%

A+ practices comprise 3-5 members

12%

A+ practices comprise 6-20 members

3%

A+ practices comprise 21-50 members

1%

A+ practices comprise more than 50 members

ABS Businesses in Australia 2018-19 data<sup>3</sup>, supports the general distribution of business sizes (based on number of employees) captured in the Institute A+ practice membership data. This suggests that the survey data distribution may contain a sampling bias.

The dataset includes the Architectural, Engineering and Technical Services industries and suggests that:

79%

practices comprise of 1-9 employees

11%

practices comprise of 10-19 employees

9%

practices comprise of 20-99 employees

<1%

practices comprise of 100-199 employees

0.5%

practices comprise of 200+ employees

The disparity between survey respondents and membership data could be indicative of the limitation of accessibility (cost) of A+ membership for larger practices, incorporate non-member data, and reasonable adjustment based on the response rate of various demographics.

Most respondents (82%) reported that they work in firms located in capital cities. The next most frequently reported location were firms in regional areas (14%). A further 3% and 1% respectively reported working in firms located outside Australia or at remote locations.



2022 Symposium – Lost Opportunities | Event Photography

<sup>3</sup> Dataset: Business in Australia, 2018-19, TableBuilder; Headcount (ranges) by Australian and New Zealand Standard Industrial Classification (ANZSIC), 20061

A majority of respondents' employment in the architectural profession is metropolitan based full-time employment, within a mix of both large and small practices.

Figure 1: Employment status percentages

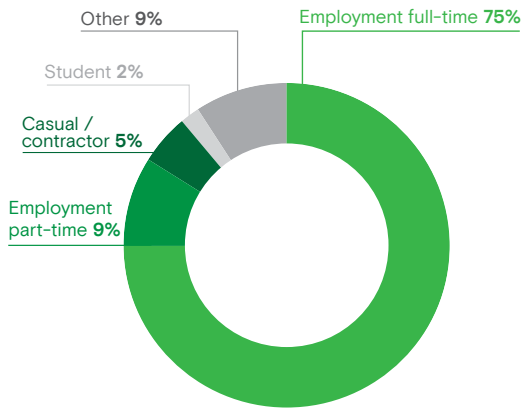


Figure 2: Firm location percentages

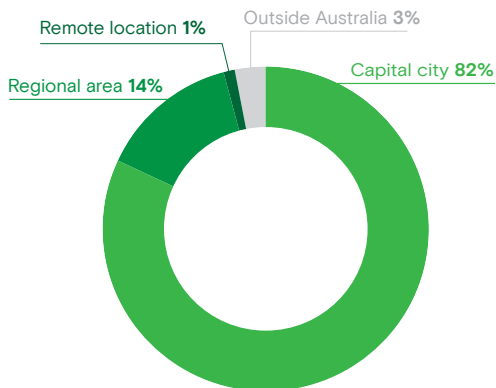
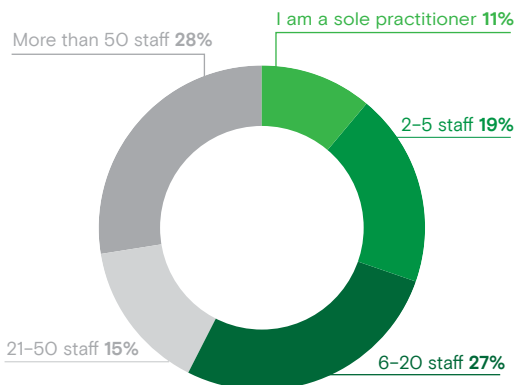


Figure 3: Firm size percentages



Timber Tower | KIRK | Photographer: Scott Burrows

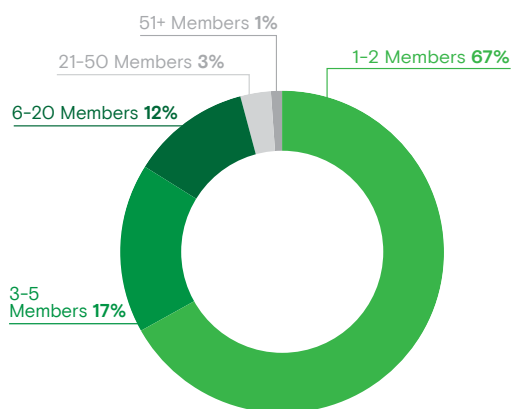
People conversing and standing around in a building

By comparison, the vast majority of A+ member practices are small practices.

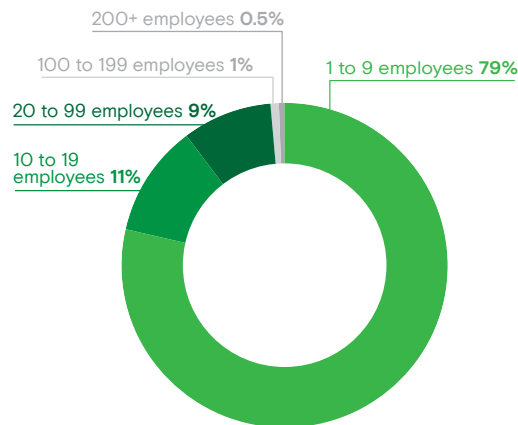
**Table 1:** Comparative firm size by A+ membership at Institute

Practice size	Number of practices	Percentage
Practice (1-2 Members)	1273	67%
Practice (3-5 Members)	314	17%
Practice (6-20 Members)	235	12%
Practice (21-50 Members)	56	3%
Practice (51+ Members)	24	1%
<b>Grand Total</b>	<b>1902</b>	<b>1902</b>

**Figure 4:** Comparative firm size by A+ membership at Institute



**Figure 5:** ABS Business level count for architectural, engineering and technical services industries, 2018-19



**Table 2:** Respondents' role in an architectural practice according to selected characteristics

	Total	Gender		LGBTIQ+ status		Age			Disability status		Origin of birth	
		male	female	Yes	No	< 35	35-54	> 55	Yes	No	Australia	Overseas
Practice owner/principal	36%	41%↑	26%↓	29%	37%	6%↓	40%	68%↑	43%	36%	41%↑	29%↓
Project Architect	19%	18%	21%	21%	19%	16%	25%↑	12%↓	10%	20%	17%	22%
Architect	17%	17%	15%	13%	17%	25%↑	15%	9%↓	14%	17%	15%	20%
Graduate of Architecture	15%	13%	18%	19%	14%	42%↑	5%↓	1%↓	9%	16%	14%	16%
Practice Administration	10%	6%	17%	14%	9%	8%	11%	7%	18%	9%	11%	8%
Building Designer	2%	2%	1%	3%	2%	2%	1%	2%	4%	1%	2%	2%
Draftsperson	1%	1%	1%	0%	1%	0%	2%	1%	2%	1%	0%↓	3%↑

Significantly higher / lower than total

Q. What best describes your employment status? n=1673

Q. What is your role in your architectural practice? n=1200

Q. What location do you predominantly practice in? n=1673

Q. How many staff are employed at your practice? n=1199



## Membership Profile

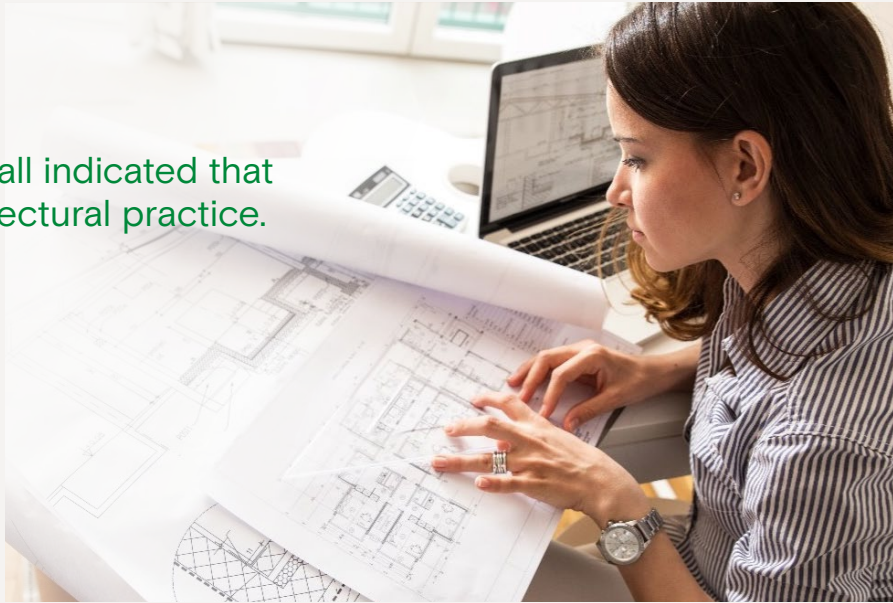
**58%** (+3) of respondents overall indicated that they are architects working in architectural practice.

However, there are different percentages of participation as an architect working in architectural practice observed for the characteristics of:

- **Gender:** 63% (0) of males versus 48% (0) of females
- **Disability:** 47% (+3) of respondents who answered 'yes' when asked if they have a disability versus 59% (+3) of respondents who answered 'no'
- **Age,** with lower participation of 43% (+1) for those under 35; the time taken to obtain architectural registration and to legally be able to call oneself an Architect, is likely to account for the disparity in this demographic.

A smaller proportion, 9% (-1) of respondents consisted of architects who are not currently working in architectural practices.

Students studying architecture made up 5% of the respondents, while retired architects and academics in architecture/built environment design each represented 3% (+1) and 3% (0) respectively. A further 15% (-1) responded that they are not architects but are working in an architectural firm.



A person looking at a blueprint

**73%** of respondents are members of the Australian Institute of Architects.

44% (+1) reported that they are Architect members, 9% (0) reported holding hold Graduate membership and 4% (0) reported themselves to be Student members.

Around one in twenty (7%) of respondents were Fellows, and 3% (0) had been honoured as Life Fellows. A further 2% (0) were Associate members and 4% (0) reported holding Affiliate membership.

**Table 3:** Field of work

	Total	Gender		LGBTIQ+ status		Age			Disability status	
		male	female	Yes	No	< 35	35-54	> 55	Yes	No
An architect working in an architectural practice	<b>58%</b>	63%↑	48%↓	53%	59%	43%↓	67%↑	58%	47%↓	59%↑
An architect not working in an architectural practice	<b>9%</b>	7%↓	12%↑	6%	9%	4%↓	11%↑	10%	9%	9%
A student studying architecture	<b>5%</b>	4%	5%	11%↑	4%↓	13%↑	2%↓	1%↓	8%↑	4%
A retired architect	<b>3%</b>	4%↑	1%↓	1%	3%	0%↓	0%↓	12%↑	4%	2%
An academic in architecture / built environment design	<b>3%</b>	3%	2%	3%	3%	1%	3%	4%	3%	2%
Not an architect, but working in an architectural practice	<b>15%</b>	13%↓	20%↑	18%	15%	29%↑	11%↓	7%↓	13%	16%
Other	<b>8%</b>	6%↓	11%↑	8%	8%	9%	6%	10%	14%↑	7%↓

Significantly higher / lower than total

Differences reported for membership elevation to fellowship, were found amongst survey respondents for the characteristics of:

- **Gender:** 9% (0) of males versus 4% (0) of females
- **LGBTIQ+ status:** 8% (+1) of cis-heteronormative individuals versus 4% (0) of LGBTIQ+ individuals
- **Location of birth:** 9% (+1) of those born in Australia versus 5% (0) of those born overseas

The Institute’s membership records demonstrate that the respondent membership rates generally follow the actual membership rates with the exception of non-members, who are not measured.

The Institute’s membership data indicates greater percentages than those in the survey for gender disparity among membership elevations of Fellows and Life Fellows.

Highlights of this data, in Table 3, include:

- **Fellows by gender:** 8% male versus 1% female
- **Life Fellows by gender:** 2% male versus 1% female

The Architects Accreditation Council of Australia (AACA) is the national organisation for Architects (Registration) Boards around Australia and reports 15,695 registered Architects in Australia as of 01 December 2022<sup>4</sup>. The Australian Bureau of Statistics (ABS) record a total of 19,337 Architects in the 2021 Census. Estimating that the AACA data would include potential life fellow, fellow and member categories, and ABS data total would include potential life fellow, fellow, member and associate categories<sup>5</sup>, it is estimated 7,300 – 9,500 architectural professionals are non-members of the Institute (which equates to 35–42%).

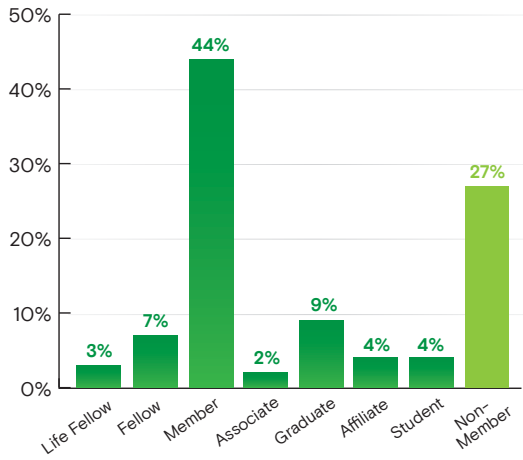
**Table 4:** Member category count: Fellows and Life Fellows

Member Category	Fellows	Count	Percentage
<b>Gender</b>			
	Female	187	1%
	Male	1056	8%
<b>Member Category</b>			
<b>Life Fellows</b>			
<b>Gender</b>			
	Female	72	1%
	Male	257	2%
<b>Grand Total of Members</b>		<b>13,610</b>	

<sup>4</sup> <https://aaca.org.au/architectural-profession-in-australia/>

<sup>5</sup> Note that the ABS data is based on people self-identifying their occupation, without strictly being registered with an Architectural Registration Board in Australia

**Figure 6: Membership status and level**

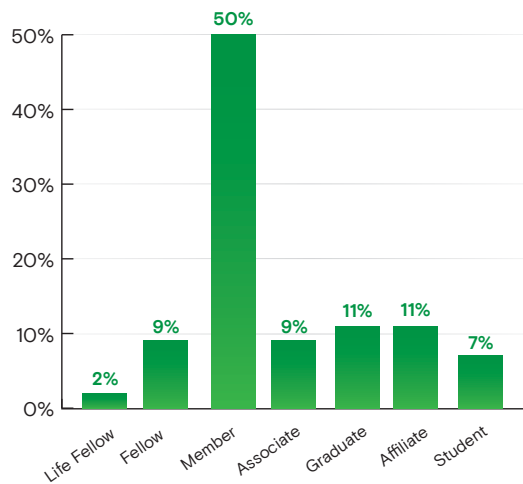


**Table 5: Membership status and level**

Member Status	Percentage
Life Fellow	3%
Fellow	7%
Member	44%
Associate	2%
Graduate	9%
Affiliate	4%
Student	4%
Non-Member	27%

Q. Are you: n=1673 / Q. Are you a member of the Australian Institute of Architects? n=1673

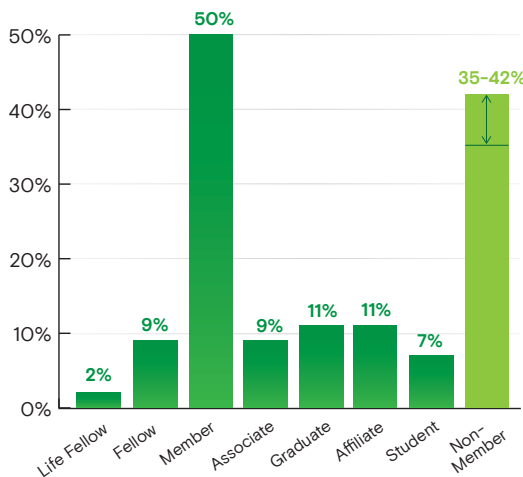
**Figure 7: Institute Membership rates per category**



**Table 6: Institute Membership rates per category**

Category	Count	Percentage
Life Fellow	329	2%
Fellow	1279	9%
Member	6749	50%
Associate	1278	9%
Graduate	1510	11%
Affiliate	1520	11%
Student (SONA)	945	7%
Grand Total	13,610	100%

**Figure 8: Institute Membership rates per category, indicating estimated rate of non-members**



**Table 7: Institute Membership rates per category**

Category	Count	Percentage
Life Fellow	329	2%
Fellow	1279	9%
Member	6749	50%
Associate	1278	9%
Graduate	1510	11%
Affiliate	1520	11%
Student (SONA)	945	7%
Non-Member	7338 - 9702	35-42%
Grand Total	13,610	

## Experience

A combination of experienced and emerging professionals contribute to the expertise and dynamic nature of the architectural profession.

Overall, 28% (-1) of respondents graduated with their qualifications within the last 10 years and 6% (-1) of respondents graduated less than 5 years ago.

The data also shows that 27% (-1) of respondents graduated from their architectural degree 11-20 years ago, while 22% (-1) graduated 21-30 years ago, signifying a substantial segment of architects with a wealth of experience (with the assumption that they had also become registered). A noteworthy proportion, 23% (+3), reported that they have been in the field for over 30 years, highlighting the presence of experienced professionals within the architectural profession.

Differences in years since graduation were observed for demographic characteristics including:

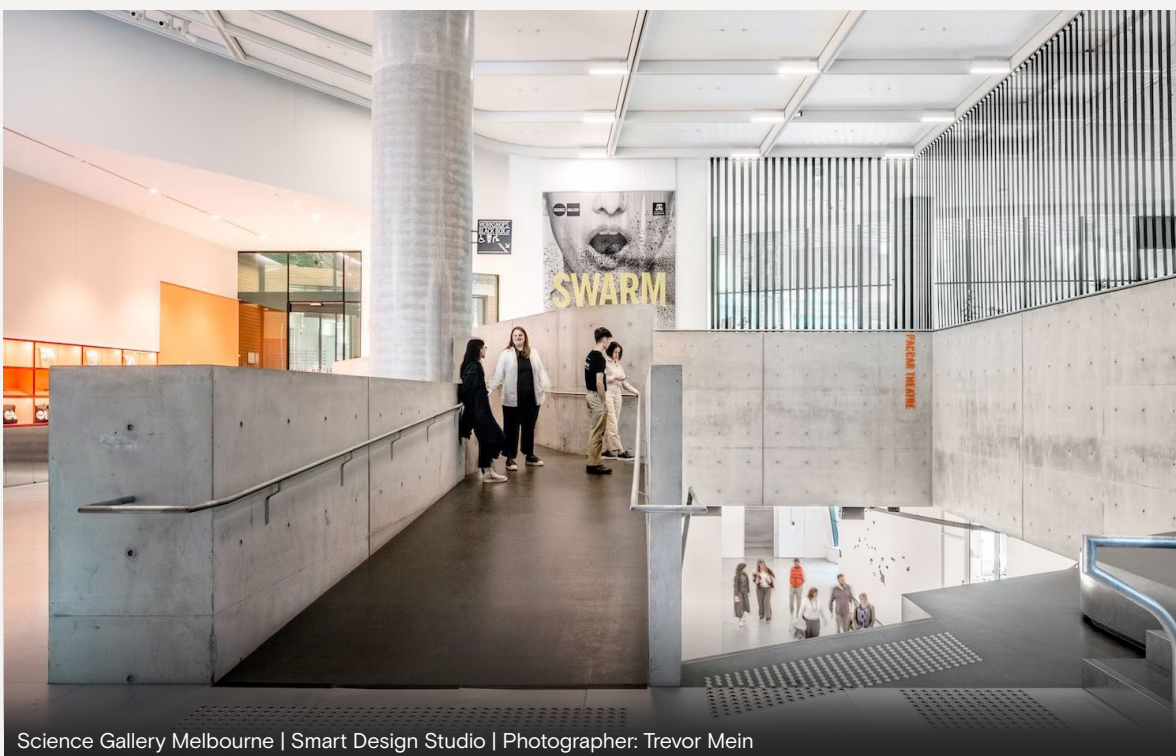
- **Gender:** indicating significantly lower female participation for respondents who graduated over 30 years ago; 28% (0) of males versus 9% (0) of females
- **Location of birth:** indicating lower participation for overseas-born respondents who graduated 31-40 years ago; 15% (+2) Australian-born versus 9% (-1) overseas-born

In terms of the duration of architects' registration with the architectural board, 84% (+1) of respondents reported that they are registered as an architect; 79% (+1) as a practicing architect and 5% (0) as a non-practicing architect.

Differences in registration status were observed for:

- **Gender:** with data indicating more unregistered females than males among respondents; 14% (0) of males versus 20% (0) of females
- **Location of birth:** indicating more unregistered overseas-born respondents than those born in Australia; 9% (-1) Australian-born versus 26% (-2) overseas-born

84% of respondents are registered architects with an Architectural Registration Board.



Science Gallery Melbourne | Smart Design Studio | Photographer: Trevor Mein

People standing on a ramp in a building

The architectural registration process requires an additional two-stage Overseas Qualification Process<sup>6</sup> followed by either Registration, the Experienced Practitioner Fast-Track to Registration process or the Architectural Practice Examination (APE) three-stage process.<sup>7</sup> These processes are time, cost or documentation intensive and create barriers for some immigrant professionals to register in Australia. It is acknowledged that some overseas-born professionals have gained their qualifications and registration in Australia and that these barriers may not apply to those professionals.

In terms of the duration of architects' registration with the architectural board, notably, 26% (-1) of respondents reported that they have been registered for less than five years.

A further 16% (-2) have been registered for 5-10 years, while 22% (-1) have been registered for 11-20 years, 17% (0) have been registered for 21-30 years and 18% (+4) for over 30 years suggesting a significant number of respondents who are significantly experienced architects.

Similar to 'years since graduation', differences in years since first becoming registered were observed for:

- **Gender:** indicating significantly lower female participation for respondents who registered over 30 years ago; 24% (0) of males versus 4% (0) of females

- **Location of birth:**
  - indicating lower participation for overseas-born respondents who registered 31-40 years ago; 13% (+2) Australian-born versus 6% (+1) overseas-born; and
  - higher participation for overseas-born respondents who registered less than 5 years ago; 22% (-1) Australian-born versus 34% (-1) overseas-born

Overall, the data highlights a diverse range of experience among respondents. Many respondents have been in the field for over two decades, while the presence of newer professionals is also evident, with a significant percentage of respondents registered for less than five years.

Figure 9: Years since graduation

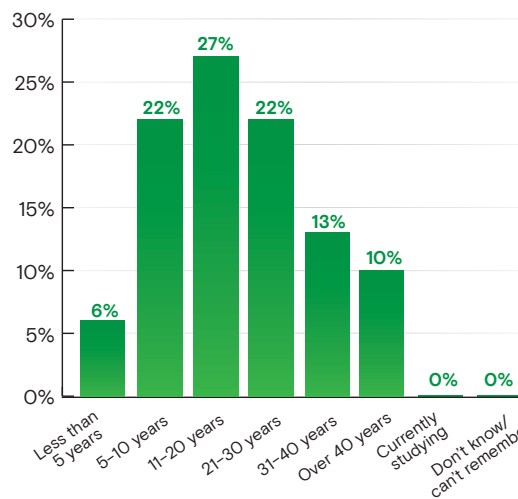


Table 8: Years since graduation

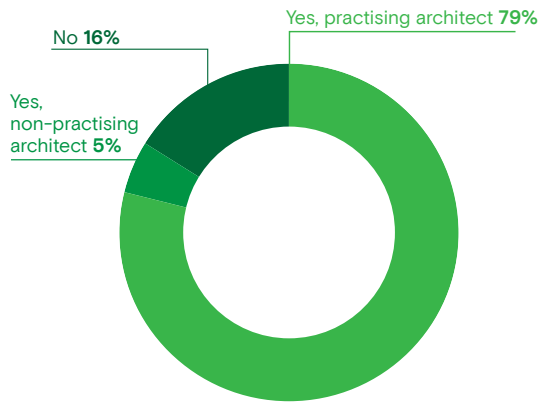
	Total	Gender		Origin of birth	
		male	female	Australia	Overseas
Less than 5 years	6%	5%↓	9%↑	6%	7%
5-10 years	22%	21%	24%	20%	25%
11-20 years	27%	25%↓	32%↑	25%	30%
21-30 years	22%	20%	26%	22%	22%
31-40 years	13%	15%↑	7%↓	15%↑	9%↓
Over 40 years	10%	13%↑	2%↓	11%	8%
Currently studying	0%	0%	0%	0%	0%
Don't know/can't remember	0%	0%	0%	0%	0%

Significantly higher / lower than total

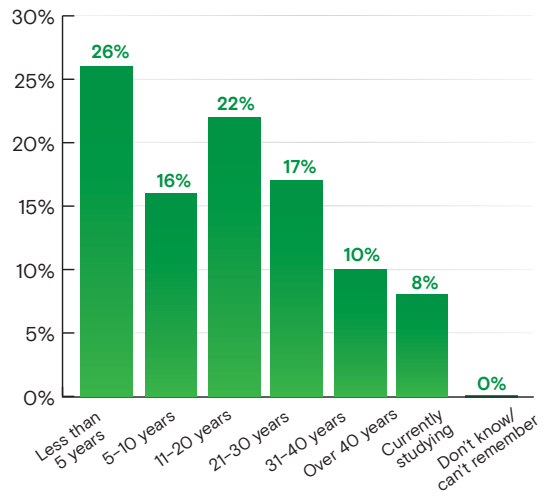
6 See: <https://aaca.org.au/overseas-qualifications-assessment/>; <https://aaca.org.au/architectural-practice-examination/> and <https://aaca.org.au/experienced-practitioner-assessment/>

7 Process flowchart: <https://aaca.org.au/registration-as-an-architect/>

**Figure 10:** Registration status



**Figure 11:** Years registered



**Table 9:** Registration status

	Total	Gender		Origin of birth	
		male	female	Australia	Overseas
Yes, practising architect	<b>79%</b>	80%	77%	84%↑	72%+
Yes, non-practising architect	<b>5%</b>	5%	3%	6%	3%
No	<b>16%</b>	14%+	20%↑	9%+	26%↑

Significantly higher / lower than total

**Table 10:** Years registered

	Total	Gender		Origin of birth	
		male	female	Australia	Overseas
Less than 5 years	<b>26%</b>	25%	28%	22%+	34%↑
5-10 years	<b>16%</b>	13%+	22%↑	16%	16%
11-20 years	<b>22%</b>	20%	26%	22%	23%
21-30 years	<b>17%</b>	17%	18%	18%	14%
31-40 years	<b>10%</b>	13%↑	3%+	13%↑	6%+
Over 40 years	<b>8%</b>	11%↑	1%+	9%	7%
Don't know / can't remember	<b>0%</b>	0%	0%	0%	0%

Significantly higher / lower than total

Q. How many years ago did you graduate from your architectural degree? n=1137

Q. Are you registered with the architect registration board in your State/Territory? n=1164

Q. How many years have you been registered? n=964

# Income

Income is dependent on experience, however, the survey data suggests a gender pay gap in the profession, with male respondents more likely to have reported that they were receiving a high salary than female respondents.

A base comparison can be made with the average Australian income as reported by the Australian Bureau of Statistics (ABS). The ABS estimated the average ordinary earnings for full-time adults in Australia in May 2023 to be \$1,838.10 per week or \$95, 581.20 per annum<sup>8</sup>.

While 21% (+3) of respondents reported earning an annual salary in excess of \$130,000, 30% (-3) reported earning less than \$78,000 per annum. The single largest proportion of respondents were those who reported earning a salary of \$91,000 to \$129,999 (22%). The highest income bracket, \$234,000 or more, was reported as being earned by only 5% (+1) of respondents.

In terms of experience, respondents with less than 5 years' experience tend to report earning less than \$91,000 per annum, while over two in five with between 5 and 10 years' experience reported earning between \$91,000 and \$129,999.

Respondents who reported earning salaries of \$130,000 or greater, were more likely to be found among those respondents with more than 10 but fewer than 40 years of experience. Just under one third (32%) of those with 11–20 years' experience reported earning more than \$130,000 rising to nearly half (49%) of those with between 21 and 30 years in the profession.

When comparing genders, males tended to report earning more than females, with larger proportions of male respondents who reported salaries in the higher income brackets compared to female respondents. Where 26% (0) of male respondents reported earning more than \$130,000 per annum, only 13% (0) of female respondents reported earning the the same income range.

This gender pay gap is corroborated by the ABS 2021 Census data and appears to be more pronounced. One possible explanation for the reduced disparity in the survey data findings compared to the ABS data, are the different gender ratios in the census versus the survey.

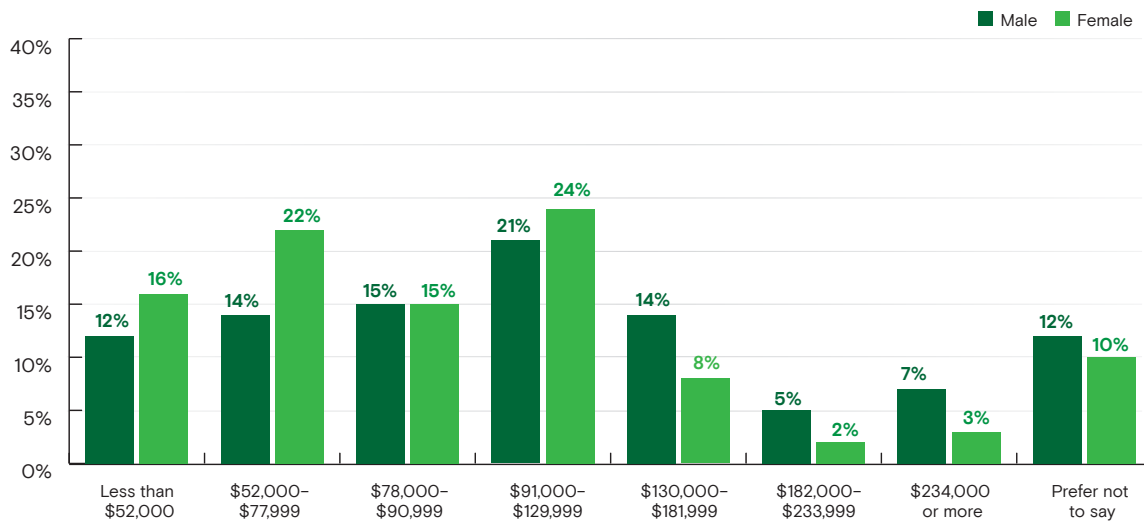
**Table 11:** Income distribution by gender, LGBTIQ+ status, age, disability status and origin of birth, LGBTIQ+ status, age, disability status and origin of birth

	Total	Gender		LGBTIQ+ status		Age			Disability status		Origin of birth	
		male	female	Yes	No	< 35	35-54	> 55	Yes	No	Australia	Overseas
Less than \$52,000	13%	12%↓	16%	15%	13%	18%↑	8%↓	19%↑	25%↑	12%↓	15%↑	11%↓
\$52,000–\$77,999	17%	14%↓	22%↑	16%	17%	35%↑	11%↓	6%↓	12%	17%	16%	18%
\$78,000–\$90,999	15%	15%	15%	18%	14%	22%↑	14%	8%↓	13%	15%	15%	14%
\$91,000–\$129,999	22%	21%	24%	21%	23%	16%↓	30%↑	15%↓	19%	22%	22%	23%
\$130,000–\$181,999	12%	14%↑	8%↓	14%	12%	2%↓	18%↑	14%	12%	12%	13%	11%
\$182,000–\$233,999	4%	5%↑	2%↓	1%	4%	0%↓	4%	8%↑	2%	4%	3%	5%
\$234,000 or more	5%	7%↑	3%↓	6%	5%	0%↓	6%	10%↑	7%	5%	6%	5%
Prefer not to say	12%	12%	10%	9%	12%	7%↓	10%	21%↑	11%	11%	11%	13%

Significantly higher / lower than total

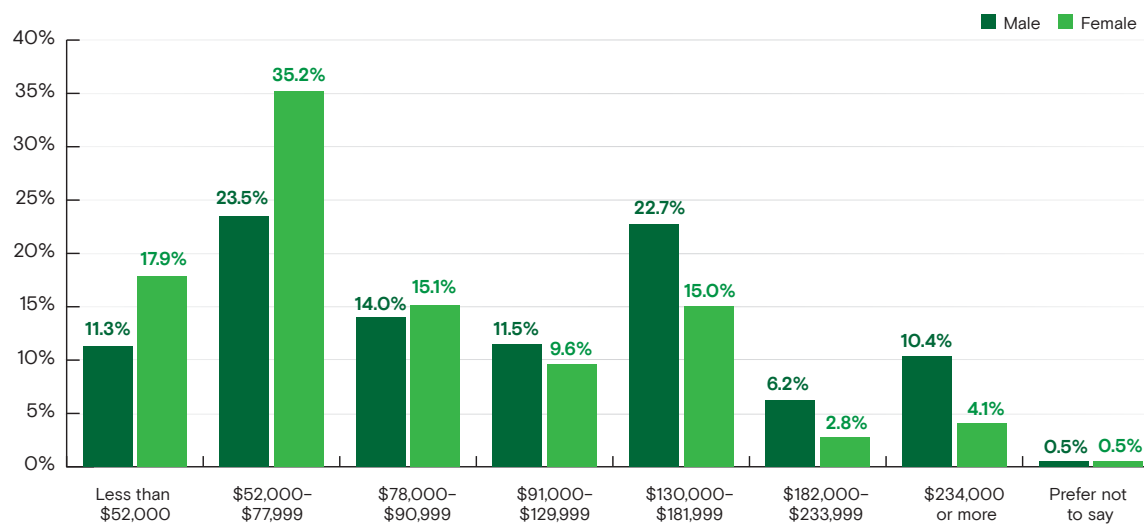
<sup>8</sup> <https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/average-weekly-earnings-australia/may-2023>

**Figure 12: Income distribution by gender**



Q. What is your average annual income for architectural work? Note: please include wages, bonuses, share and dividend income. n=1673

**Figure 13: ABS Census 2021: Income distribution by gender**



**Table 12: Income distribution by years registered**

	Total	Less than 5 years	5-10 years	11-20 years	21-30 years	31-40 years	Over 40 years
	1673	258	171	220	166	84	62
Less than \$52,000	14%	7%	8%	8%	7%	17%	34%
\$52,000-\$77,999	18%	15%	10%	8%	5%	10%	5%
\$78,000-\$90,999	15%	31%	17%	10%	6%	7%	10%
\$91,000-\$129,999	23%	32%	43%	32%	20%	12%	5%
\$130,000-\$181,999	11%	9%	13%	22%	21%	24%	5%
\$182,000-\$233,999	3%	1%	2%	4%	11%	4%	6%
\$234,000 or more	5%	1%	2%	6%	17%	13%	8%
Prefer not to say	11%	5%	5%	10%	11%	14%	27%

Significantly higher / lower than total



## International Experience

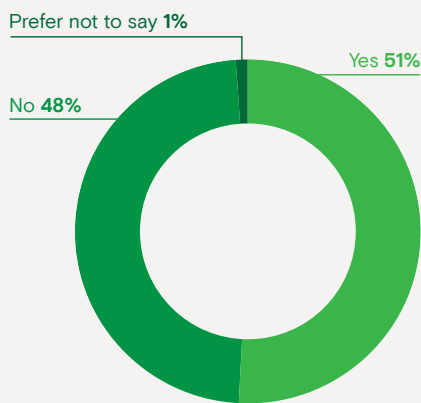
Over half of respondents reported that they have lived or worked overseas, and two-thirds reported having overseas experience in architecture.

The location most frequently indicated by respondents who reported that they have lived or worked overseas was in the United Kingdom and Ireland (31%). Western Europe was the next most frequently reported location (14%), with respondents having worked in a variety of countries including Germany (3%), the Netherlands (2%), France (2%), Italy (2%) and Sweden (1%). North America accounted for 11% of reported locations, including 7% in the United States and 4% in Canada. Additionally, East Asia and Southeast Asia each were reported as a location by 9% of respondents, with countries including Singapore (4%), Malaysia (4%), China (3%), Hong Kong (3%), Japan (2%) and India (2%).

Other regions exhibit relatively lower percentages. Oceania represents 8% of the architects' overseas work experience, while the Middle East accounts for 6%. Central & South Asia and Central & South America each contribute 4% and 3%, respectively, indicating a smaller presence in these regions.

As would be expected, those who migrated to Australia from another country are significantly more likely to have overseas work experience than those born in Australia. With approximately three in four of those who were born in the UK and Ireland (80%), the Middle East (77%), Eastern Europe (76%) and Western Europe (72%) having worked overseas.

**Figure 14:** International experience – worked or lived overseas, where worked or lived overseas



**51%** of respondents have lived or worked overseas

**Table 13:** Overseas experience in architecture

Sample	Total
Central & South Asia	4%
Oceania	8%
Central & South America	3%
Western Europe	14%
Middle East	6%
Eastern Europe	2%
Africa	2%
North America	11%
East Asia	9%
South East Asia	9%
United Kingdom & Ireland	31%
Prefer not to say	1%

- Q. Have you lived or worked in any country other than Australia for more than 6 months? n=1673
- Q. Where did you live and / or work? n= 857
- Q. Did you work in the architectural profession when you were overseas? n=857

# 02

## 02. Embracing Diversity



## Cultural Diversity

Almost two in five respondents reported that they were born outside Australia, with **36%** born outside Oceania.



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A group of young people posing for a photo, standing in a line

In comparison, the ABS 2021 Census General Population<sup>9</sup> data indicates that 29% of the general population are born overseas.

Overall, the survey suggests a diverse representation of cultural backgrounds in the architectural profession, at rates higher than in the general Australian population. Diversity can contribute to a rich and varied perspective in architectural practice, fostering creativity and innovation within the profession.

62% of respondents were born in Australia. Unsurprisingly, the most frequently reported cultural background is Australian Peoples, at 38% (+1) of respondents.<sup>10</sup> Comparably, 2021 Census data indicates that almost 71% of the population was born in Australia.

The second most frequently reported cultural background was British heritage, reported by 25% (-1) of the respondents. This is much higher than the 4% of the Australian population who, in the 2021 ABS Census, reported their cultural background as British. A Western European cultural background followed closely, reported by 16% (-1) of the respondents, but just 1% of the population (in the 2021 ABS Census).

Other significant cultural backgrounds reported by respondents included East/South European (10% in the survey and 3% of the population in the 2021 ABS Census), Irish (9% in the survey and almost 0% of population in the 2021 ABS Census), and Chinese/East Asian (8% in the survey and 5% of population in the 2021 ABS Census). 6% of respondents reported having a Central/Southern Asian cultural background (5% of population in the 2021 ABS Census), 4% of respondents reported having a Arab/Jewish/Middle Eastern cultural background (2% of population in the 2021 ABS Census), and 3% of respondents reported a cultural background as New Zealand Peoples (2% of population in the 2021 ABS Census).

Only 1% of respondents identified as Aboriginal and none identified as a Torres Strait Islander. The 2021 ABS Census indicates that Aboriginal and Torres Strait Islander people, represent 3.8%<sup>11</sup> of the total Australian population. Further Census data breakdowns by profession indicate that just 0.3% of Architects identify as Aboriginal and 0% identify as Torres Strait Islander.

Only **1%** of respondents are Aboriginal.

<sup>9</sup> <https://www.abs.gov.au/statistics/people/population/australias-population-country-birth/latest-release>

<sup>10</sup> Data has been weighed comparatively to ABS data to alleviate statistical bias. Where the data adjustment has occurred, this is signified by the +/- adjustment percentage provided in brackets.

<sup>11</sup> <https://www.abs.gov.au/statistics/people/aboriginal-and-torres-strait-islander-peoples/estimates-aboriginal-and-torres-strait-islander-australians/30-june-2021>

The Institute is committed to advancing understanding with First Nations peoples and has established a First Nations Advisory Committee and Cultural Reference Panel<sup>12</sup> who advocate and work toward establishing programs and policy to enrich the profession.

Architects speak a diverse range of other languages. The ability to communicate in multiple languages brings the potential for effective communication with clients, colleagues, and stakeholders from various linguistic backgrounds.

Survey data indicates that two in five (42%) respondents spoke a language other than English.

Chinese was the most commonly spoken non-English language reported by respondents, with 7% of all respondents indicating proficiency in this language. French followed closely at 6%, and German and Italian were each reported as spoken by 4% of all respondents.

South-East Asian languages (3%), South Asian languages (2%), and Japanese (2%) each represent a smaller proportion of the languages reported as spoken by respondents.

In the 2021 Census, 22.8% of people reported using a language other than English at home<sup>13</sup>. The top five languages were:

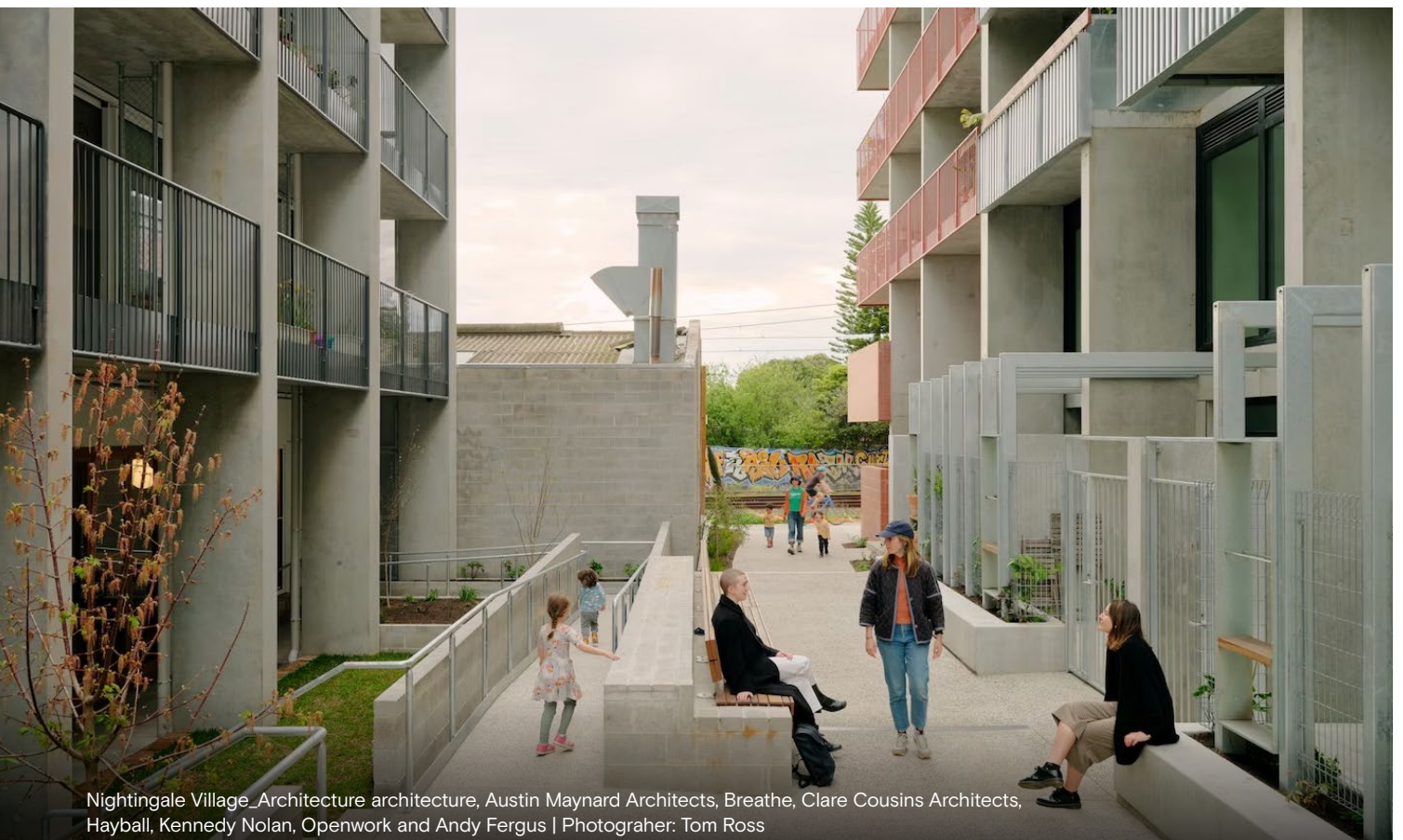
**2.7%**  
of the population speak Mandarin

**1.4%**  
of the population speak Arabic

**1.3%**  
of the population speak Vietnamese

**1.3%**  
of the population speak Cantonese

**0.9%**  
of the population speak Punjabi



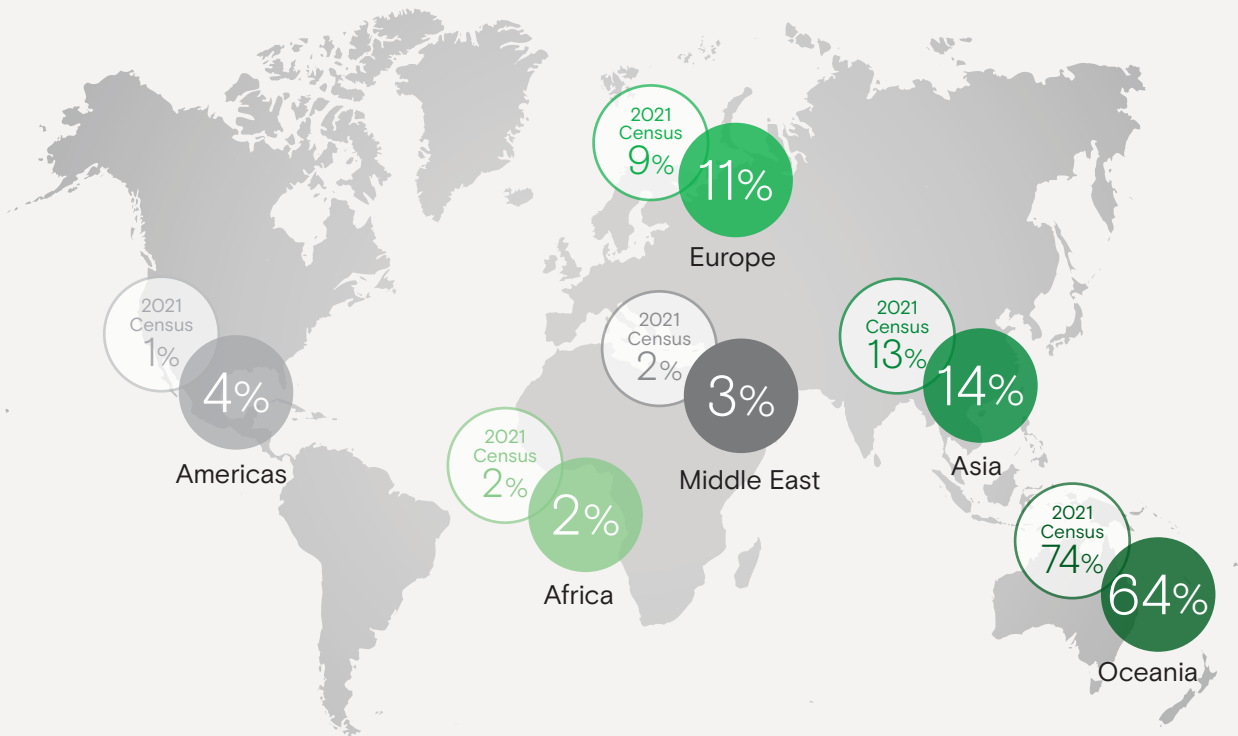
Nightingale Village\_Architecture architecture, Austin Maynard Architects, Breathe, Clare Cousins Architects, Hayball, Kennedy Nolan, Openwork and Andy Fergus | Photographer: Tom Ross

<sup>12</sup> <https://www.architecture.com.au/about/national-council-committees/first-nations-advisory-working-group-and-cultural-reference-panel>  
<sup>13</sup> <https://www.abs.gov.au/articles/cultural-diversity-australia>

A group of people standing in a courtyard

## Region of Birth

**Figure 15:** Region of Birth – comparative respondents rates x 2021 Census data



**38%** of respondents were born overseas

**42%** speak a language other than English

**Table 14:** Cultural backgrounds

	Survey	Census 2021
Australian Peoples	38%	71%
British	25%	4%
Western European	16%	6%
East / South European	10%	3%
Irish	9%	0.30%
Chinese / East Asian	7%	5%
Central / Southern Asian	6%	5%
South East Asian	5%	4%
Arab / Jewish / Middle Eastern	4%	2%
New Zealand Peoples	3%	2%
Central / South American	3%	1%
North American	2%	1%
African	1%	2%
Pacific Islander	0.40%	0.70%

**Table 15:** Cultural backgrounds and other languages spoken comparative data

	Survey	Census 2021*
Chinese	7%	3.9%
French	6%	0.3%
German	4%	0.3%
Italian	4%	0.9%
South-East Asian Languages	3%	3.1%
South Asian Languages	2%	1%
Japanese	2%	0.2%
Indo Aryan	1%	3.6%
Other Southern European	1%	1%
Greek	1%	0.9%

\*data based on "languages other than English being used at home"; based on Australian Standard Classification of Languages (ASCL), 2016

Q. Where were you born? n=1673

Q. How would you describe your cultural background? n=1673

Q. Do you speak a language other than English? n=1673

Q. What other languages do you speak? n=167

## Migration Experience

A little under half, **45%** (+2) of overseas-born respondents reported that they had migrated to Australia 20 or more years ago.

The next largest group were the 28% (-1) of respondents who had migrated 10-19 years ago. A further 18% (0) reported that they had migrated 5-9 years ago, while a smaller proportion, 6% (-1), reported that they had migrated 1-4 years ago. Only 2% (0) of overseas born respondents reported having migrated less than a year ago, and the same percentage chose not to disclose or were uncertain about their migration timeline.

Family reasons represented the most commonly reported reason by respondents who had migrated from all regions. Reported percentages given as 'family reasons' were:

**39%** Oceania

**36%** Europe

**34%** Africa

**27%** America

**26%** Asia

**23%** Middle East

Economic reasons were another driver of migration to Australia. While only 2% of respondents from the Middle East cited economic reasons for their migration, the percentage was considerably higher for Oceania (36%), Europe (20%) and America (19%).

Social reasons were reported by respondents from multiple regions. The Middle East had the highest percentage (16%) citing social reasons for migration, followed by Europe (13%), Oceania (9%), Asia (8%), Africa (8%) and America (7%).

Political reasons also have played a role in migration, although to varying degrees across regions. Respondents from Africa (18%) had the highest percentage citing political reasons, followed by the Middle East (9%), America (8%), and Europe (4%).



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A group of people standing in a hallway

Differences were observed when demographic characteristics of respondents are considered. These included:

- Female respondents were more likely to have migrated for family reasons than males, 34% (0) of females versus 28% (0) males
- Respondents who identify as LGBTIQ+ were less likely to migrate for family reasons, 22% (+2) LGBTIQ+ versus 9% for people who identified as cis-heteronormative (0)
- Those who identified as LGBTIQ+ were also more likely to have reported migrating for social reasons, with 22% (+2) versus 9% (0) for their cis-heteronormative counterparts
- Respondents aged over 55, were more likely to migrate for family reasons, 36% (-1) versus 29% (-1) average total, or political reasons, 8% (+1) versus 5% average total
- Respondents who responded 'yes' when asked if they have a disability were more likely to migrate for family reasons, 49% (+2) versus 28% (-1) of respondents who answered 'no'

Figure 16: Migration history

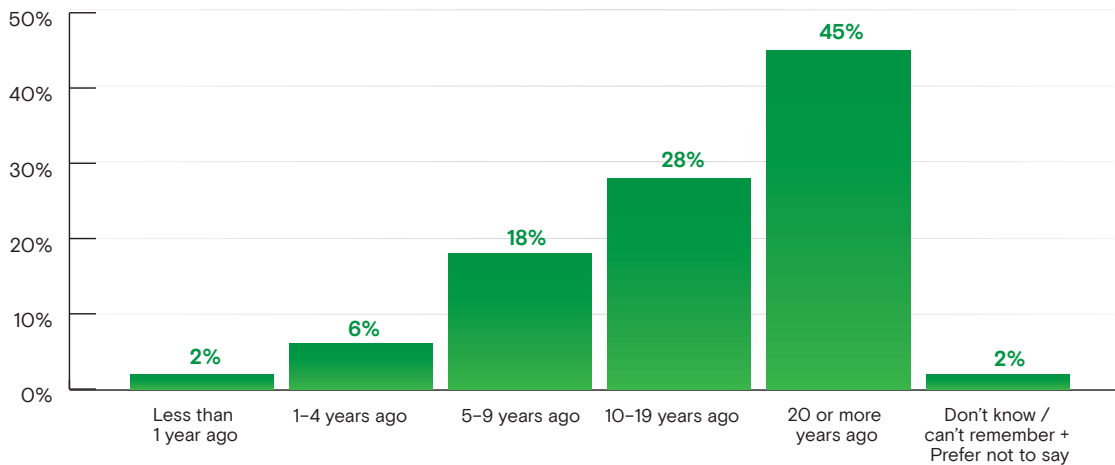


Table 16: Reasons for migration to Australia

Reasons for Migration to Australia	Total	Asia	Africa	Middle	America	Oceania	Europe
Sample	628	237	38	43	74	44	192
Family reasons	31%	26%	34%	23%	27%	39%	36%
Economic reasons	16%	12%	13%	2%	19%	36%	20%
Social reasons	10%	8%	8%	16%	7%	9%	13%
Political reasons	5%	3%	18%	9%	8%	0%	4%
Other	31%	42%	21%	40%	35%	14%	21%
Prefer not to say	7%	9%	5%	9%	4%	2%	6%

Q. When did you first come to Australia to live for 6 months or more? n=628  
 Q. Why did you come to Australia? n=628

Significantly higher / lower than total

## Gender, Age and Diversity

The survey had a strong response rate from females in the profession, representing **51%** of respondents.

This is different to the **34%** of people in the 2021 ABS Census, who reported their occupation as “architects” and were also female.

Adjusted gender data indicate that 34% (-17) of respondents identified as female, 65% (+18) identified as male and 1% (0) as non-binary or some another term.

Overall, 12% (0) of respondents identified as LGBTIQ+. The proportion of respondents under the age of 25 who identified as LGBTIQ+ was observed to be higher (28%) while the proportion of respondents aged over 65 who identified as LGBTIQ+ was considerably lower (5%).

A breakdown of the 12% of respondents who identified as LGBTIQ+ included respondents who identified as:

**5.4%** (+1) Lesbian, gay or homosexual

**3.0%** (0) Bisexual

**2.2%** (0) Queer

**0.3%** (0) Trans/gender diverse or intersex

**0.6%** (0) Use a different term



A group of people standing in a circle talking

The 2021 ABS Census did not include questions on sexual orientation or gender identity. In the ABS General Social Survey, approximately 4% of Australians described themselves as being gay, lesbian or bisexual in 2020.

A third of respondents were aged under 35 years of age, while nearly half (45%) were aged under 40. At the other end of the age spectrum, one in five were over 55 years of age.

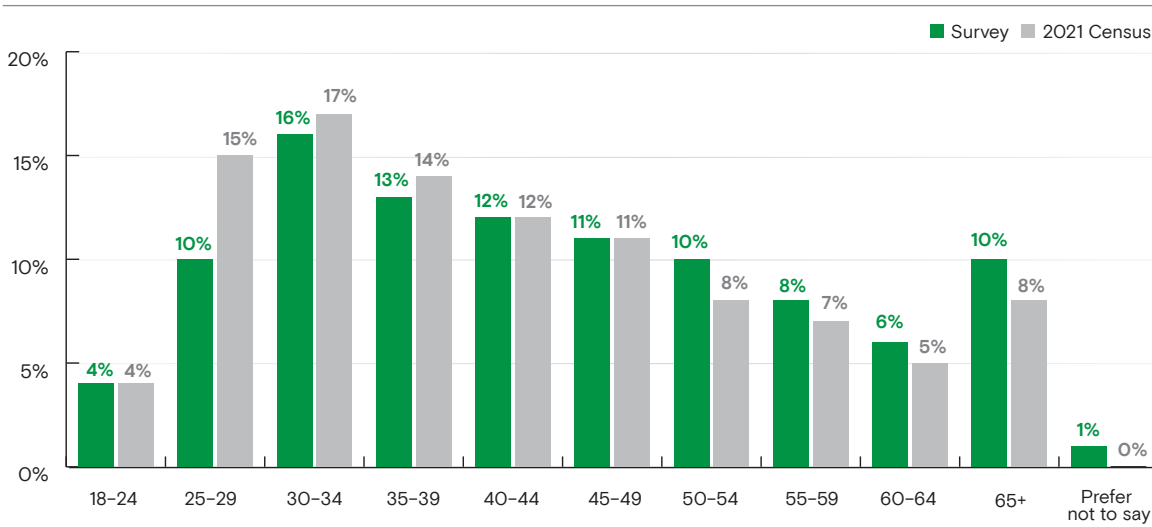
More gender balance was reported in younger demographics. While 70% of respondents aged over 55 years were male (compared to 30% who were female) young respondents were more likely to be female. Just under two thirds of respondents under 35 were female (59%), while only 37% were male.

Respondent age and gender ratios indicated a decline of older females, comparative to males in architecture. This is supported by comparative membership data of gender and age, indicating a lower representation of females in membership.

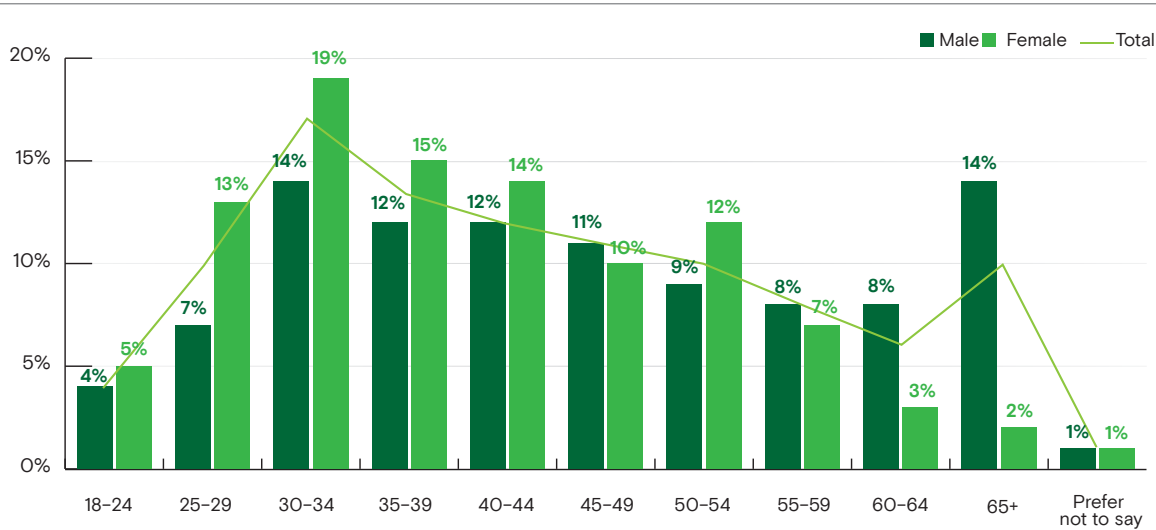
14 <https://www.abs.gov.au/statistics/people/people-and-communities/general-social-survey-summary-results-australia/latest-release#data-downloads>



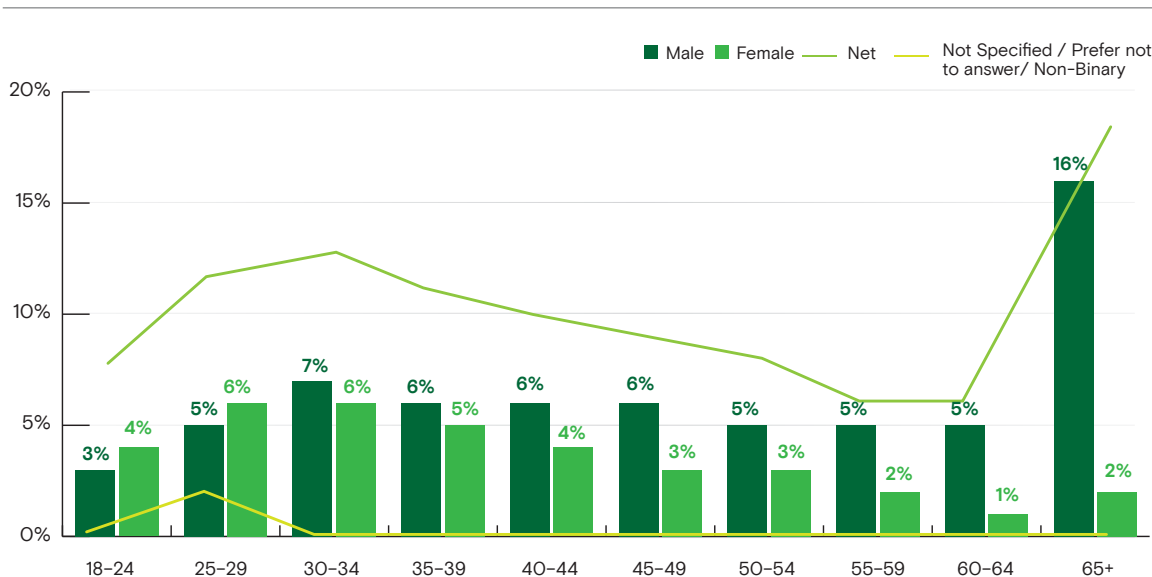
**Figure 17:** Respondent age and 2021 Census



**Figure 18:** Respondent age by gender, indicating lower representation of older females in architecture



**Figure 19:** Membership data age by gender, indicating a pronounced difference of female representation amongst older members



**Table 17:** Gender and sexual orientation – Survey and Census/ABS General Social Survey

Are you, or do you identify as, LGBTIQ+	Survey	Census / Abs Survey*
Sample	1673	
No	86%	
Lesbian / Gay / Homosexual	5.4%	Combined 4%
Bisexual	3.0%	
Queer	2.2%	
Trans/gender diverse, or trans history	0.3%	
Intersex variation	0.0%	
Use a different term	0.6%	
Prefer not to say	2.0%	
<b>Gender</b>		
Female	51%	34%
Male	47%	66%
Non-binary	1.0%	
Use a different term	0.3%	
Prefer not to say	0.5%	

\*data based on ABS 2021 Census or ABS 2020 General Social Survey

Q. Are you, or do you identify as, LGBTIQ+? n=1673

Q. How would you describe your gender? n=1673

Q. What is your age? n=1673



2023 Gold Medal Tour | EmAGN Breakfast | Photographer: Nina Hamilton

A group of people sitting on stairs listening to a speaker

## Educational Background

The raw survey data suggests that respondents come from diverse socio-economic backgrounds, and that a high proportion of their parents (54%) had also attained a bachelor’s degree or higher qualification as their highest level of education attainment.

Respondents themselves had even higher levels of educational attainment than their parents with 95% reported holding a bachelor’s degree or higher as their highest level of education attainment.

While a proportion of respondents came from families where their parents’ education level did not extend beyond high school (28%), the majority of respondents’ parents had attained higher levels of education.

For instance, 31% of respondents’ parents had a bachelor’s degree, 16% had a master’s degree, and 6% had a PhD.

Educational attainment among this professional group is notably higher than their parents. Over a third 37% (+1) of respondents reported holding a bachelor’s degree, which is only slightly higher than their parents (31%). However, 47 (-1)% of respondents have obtained a master’s degree, while only 16% of their parents have attained this level of education.

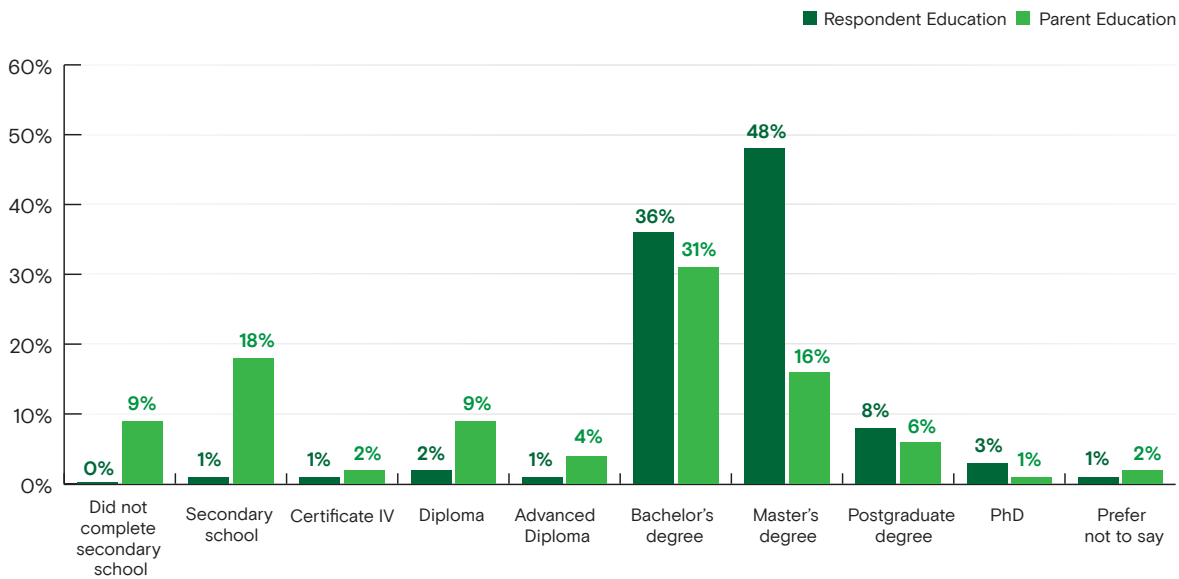
In terms of schooling type from ages 11-16, nearly half of respondents (48%) had attended state-run schools, 44% had attended independent schools, either fee-paying, or on a bursary or scholarship. This suggests a high proportion of professionals in the architecture profession may come from higher socioeconomic backgrounds.

**Table 18:** Level of Education – Respondents, Parents and General Population (2011 Census)

	Respondent Education	Parent Education	Census 2021*
Did not complete secondary school	0%	9%	21%
Secondary school	1%	18%	18%
Certificate IV	1%	2%	17%
Diploma	2%	9%	Combined 10.3%
Advanced Diploma	1%	4%	
Bachelor’s degree	36%	31%	20%
Master’s degree	48%	16%	Combined 12.1%
Postgraduate degree	8%	6%	
PhD	3%	1%	
Prefer not to say	1%	2%	-

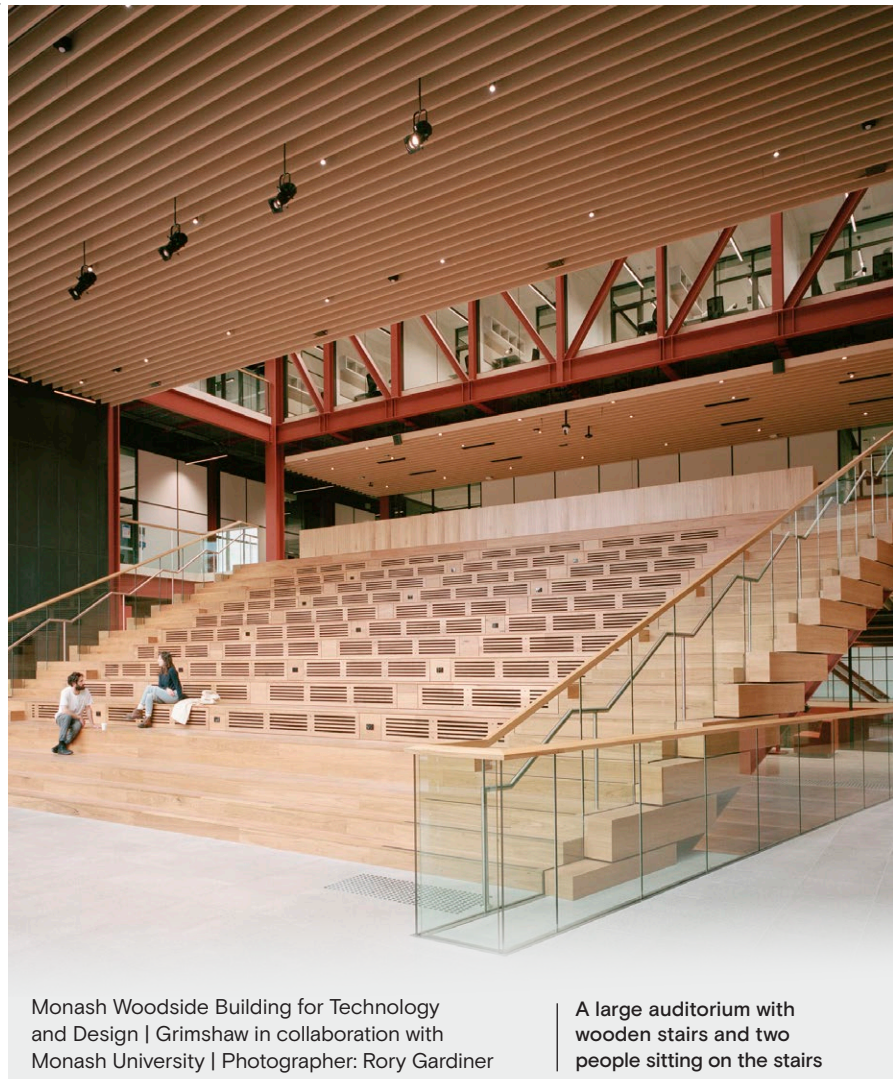
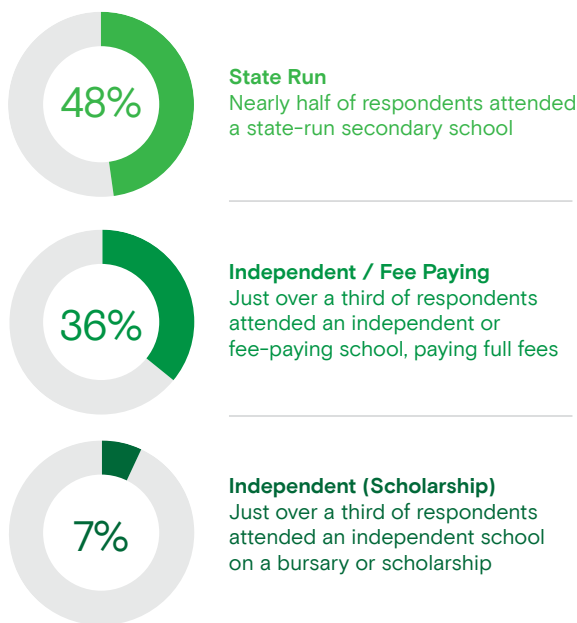
\*data based on people aged 15-74

**Figure 20:** Level of education – respondents, parents and general population (2011 Census)



Q. What is the HIGHEST level of qualifications achieved by any of your parents/guardians by the time you were 18? n=1673  
 Q. What type of school did you mainly attend from ages 11-16? n=1673 / Q. What is your highest level of education? n=1673

**Figure 21:** School type attended



Monash Woodside Building for Technology and Design | Grimshaw in collaboration with Monash University | Photographer: Rory Gardiner

A large auditorium with wooden stairs and two people sitting on the stairs

## Disability and Work Adjustments

The Australian Network on Disability<sup>15</sup> defines disability as:

**Disability includes physical, intellectual, psychiatric, sensory, neurological, learning disability, physical disfigurement and immunological – the presence in the body of disease-causing organisms. Examples of disability include hearing, speech or visual impairments (not corrected by wearing glasses or contact lenses); mental illness such as schizophrenia, depression and bipolar disorder; speech impairment such as stuttering; intellectual disability such as Down syndrome; others include arthritis, asthma, cancers, diabetes, dyslexia, epilepsy or facial disfigurements.**

The survey collected data on those who were living with a disability but did not collect information on the type of disability or level of limitation (profound, severe, moderate or mild). This has been identified as a key limitation which will be collected in future surveys.

Just over 10% (O) of respondents reported that they have a disability, evenly split across gender (10% male versus 11% female). A higher proportion of respondents who identified as LGBTIQ+ reported having a disability, 20% (-3) compared to 9% (O) of respondents who identified as cis-heteronormative.

11% (-2) of all respondents reported requiring adjustments to their work environment or flexible working arrangements to cater to their diversity.

However, amongst those respondents who reported having a disability, this increases to 36% (-3) who reported that they require adjustments to their work environment or flexible working arrangements due to their diversity. Females, 18% (O), were also more likely than males, 7% (O), to report that they require adjustments to their work environment or flexible working arrangements due to their diversity. Those identifying as LGBTIQ+, 12% (-3), were also more likely than those identifying as cis-heteronormative, 10% (-2), to report requiring adjustments to their work environment or flexible working arrangements.

2018 ABS Census data estimates 17.7% of the population living with disability in Australia<sup>16</sup>. The prevalence of disability increases with age: 11.6% people aged 0–64 years and 49.6% aged 65 years and over have a disability. Of the 17.7% of disabled persons, 3.2% had profound limitation, 2.6% had severe limitation, 4% had moderate limitation and 6.1% had mild limitation<sup>17</sup>.

More recent, 2021 ABS Census data<sup>18</sup> estimates 3% of architects require assistance with core activities, which suggests that this group may also live with severe-profound limitations.

**10% of respondents reported to have a disability.**

**11% reported that they require adjustments to their work environment or flexible arrangements due to their diversity.**

<sup>15</sup> <https://and.org.au/>

<sup>16</sup> <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release#:~:text=In%202018%20there%20were%204.4,years%20and%20over%20had%20disability.>

<sup>17</sup> <https://www.abs.gov.au/statistics/people/crime-and-justice/focus-crime-and-justice-statistics/latest-release>

<sup>18</sup> Dataset: Census of Population and Housing, 2021, TableBuilder: ASSNP Core Activity Need for Assistance by 6-digit level OCCP Occupation (Architect)

<sup>19</sup> The ABS "Core activity need for assistance (ASSNP)" variable records the number of people with a profound or severe core activity limitation. People with a profound or severe core activity limitation are those needing assistance in their day to day lives in one or more of the three core activity areas of self-care, mobility and communication because of long-term health condition (lasting six months or more).

Q. Do you have a disability? n=1673

Q. Do you require adjustments to your work environment or flexible arrangements due to your diversity? n=1673

“ There is limited visibility for inclusion of neurodivergent people or those with a physical disability. Many neurodivergent people are unable to enter the architectural profession due to the inflexible modes of work, and general environment that cannot meet their needs - overtime, time/fee pressures, deadlines are not conducive toward creating neurodivergent friendly environments.  
”  
Respondent A open ended comments

“ There is stigma around disability and discrimination in relation to hiring, retainment of employment after diagnosis and flexibility in the registration process.  
”  
Respondent B open ended comments

“ Diversity and inclusion are low on the agenda for architecture.  
From a physical access perspective, architectural education does not even cover accessibility beyond the minimum standards. The minimum standards are outdated, based on 40-year-old research and covers a very limited spectrum of disability. Understanding lived experience and inclusive or universal design does not even enter architectural education.  
The architectural practice culture with long hours is incredibly discriminatory against anyone who has a disability or caring responsibilities outside of work.  
The architectural profession could be doing more to drive change.  
”  
Respondent C open ended comments

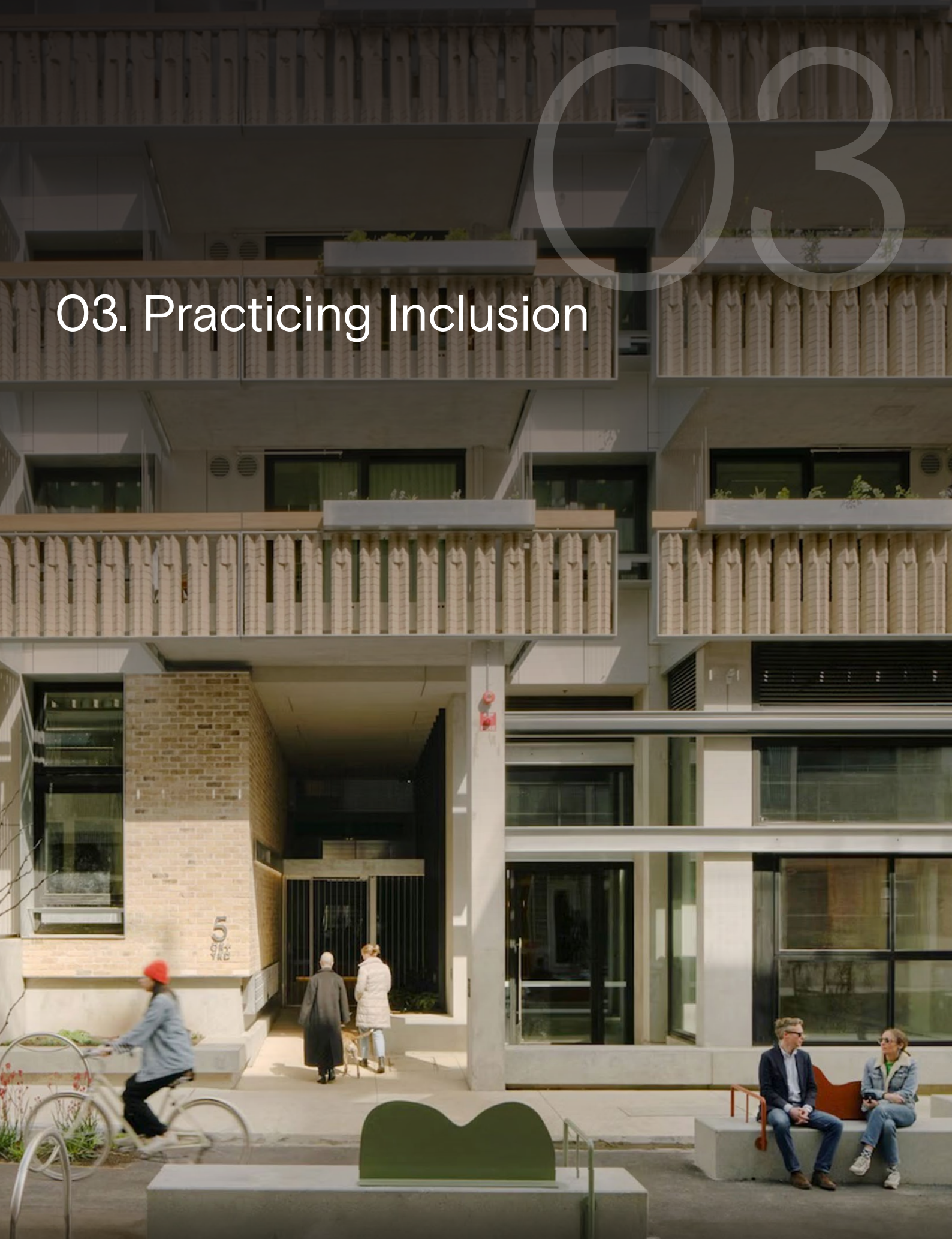
**17.7%** of the population are living with disability in Australia.

2018 ABS Census

A person in a wheelchair using a laptop



# 03. Practicing Inclusion



Nightingale Village | Architecture architecture, Austin Maynard Architects, Breathe, Clare Cousins Architects, Hayball, Kennedy Nolan, Openwork and Andy Fergus | Photographer: Tom Ross

A group of people outside of a multistory building

## Practicing Inclusion

**51%** (+4) of respondents agreed the architectural profession values diversity and inclusion.

**73%** (+1) agreed that their workplace values and promotes diversity and inclusion.<sup>20</sup>

Respondents reported that they believe that the profession is relatively inclusive of people who identify as part of the LGBTIQ+ community, with 66% (+2) who agreed that the profession and 74% (0) their own workplace is inclusive of the LGBTIQ+ community.

Respondents variably agreed that their practice acknowledges the importance of diversity when it comes to:

**80%** (0) of Racial, ethnic, cultural, and linguistic backgrounds agree

**79%** (+1) of Gender diversity agree

**77%** (0) of People of all ages agree

**74%** (0) of LGBTIQ+ community agree

**68%** (+1) of People from different socio-economic backgrounds agree

**54%** (+1) of Aboriginal Torres Strait Islander peoples agree

**49%** (+2) of People with disability agree

Respondents expressed relatively lower levels of agreement regarding the inclusion of Aboriginal and Torres Strait Islander people, individuals from different socio-economic backgrounds, and people with a disability.

These findings highlight the need for increased efforts to promote inclusivity and diversity for these underrepresented groups within the architectural profession, both in terms of addressing barriers to and creating equal opportunities for participation.

Respondents were consistently more likely to agree that their own workplace is inclusive than the architectural profession as a whole. This pattern is evident across various demographic groups:

- **Racial, ethnic, cultural, and linguistic diversity:** 80% (0) of respondents agreed their workplace is inclusive compared to 59% (+3) who agreed the architectural profession is of people from different racial, ethnic, cultural and linguistic backgrounds
- **Gender diversity:** 79% (+1) of respondents agreed that their workplace is inclusive, whereas only 61% (+5) agreed that the architectural profession is inclusive of all genders
- **Age diversity:** 77% (0) of respondents agreed their workplace is inclusive versus 56% (+3) who agreed the profession is inclusive
- **LGBTIQ+ community:** 74% (0) of respondents agreed their workplace is inclusive versus 66% (+2) who agreed the profession is inclusive
- **People from different socioeconomic backgrounds:** 68% (+1) of respondents agreed their workplace is inclusive versus 42% (+3) who agreed the profession is inclusive
- **Aboriginal Torres Strait Islander peoples:** 54% (+1) of respondents agreed their workplace is inclusive versus 38% (+3) who agreed the profession is inclusive
- **People with a disability:** 49% (+2) of respondents agreed their workplace is inclusive versus 33% (+4) who agreed the profession is inclusive

<sup>20</sup> Data has been weighed comparatively to ABS data to alleviate statistical bias. Where the data adjustment has occurred, this is signified by the +/- adjustment percentage provided in brackets.



This suggests that professionals in the architectural profession have a more positive view of their immediate work environment, potentially indicating that organisations within the profession have made progress in fostering inclusive practices and diversity initiatives. However, it also underscores the need for continued efforts to ensure inclusivity is promoted throughout the architectural profession more broadly.

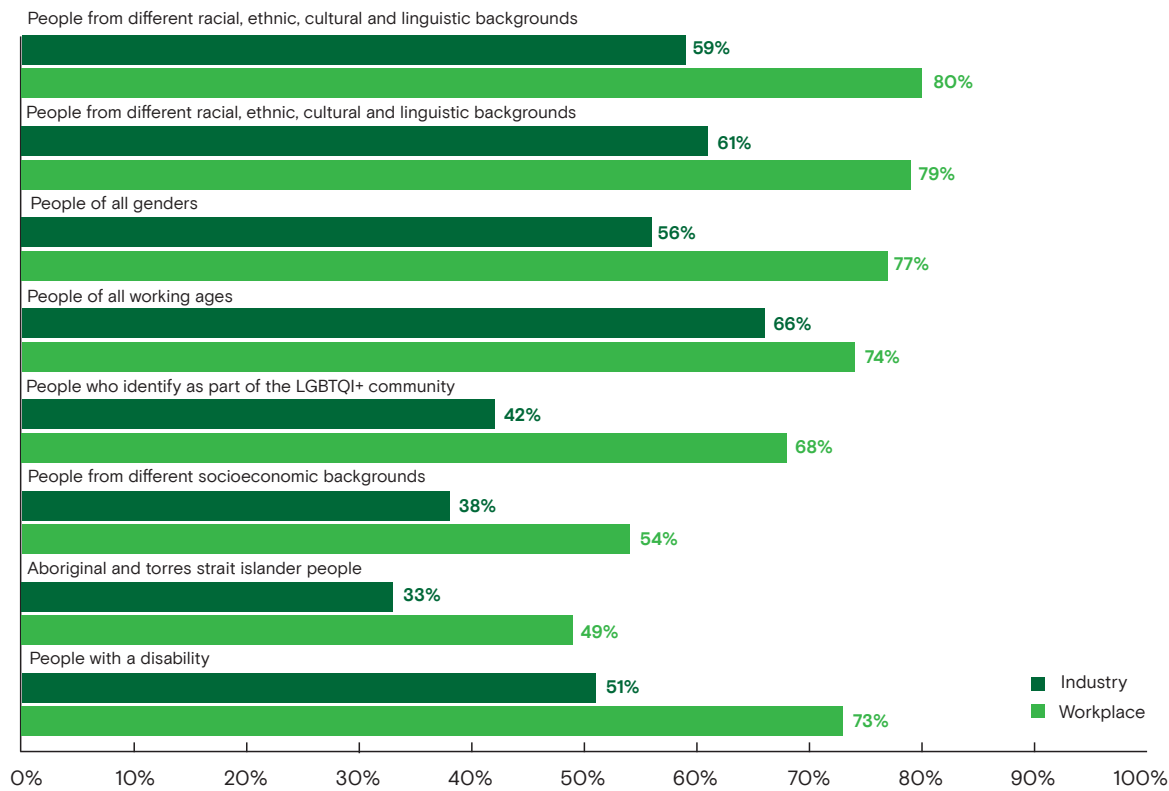


I work in a great practice, with equal representation of genders and people from different ethnic backgrounds. We are very inclusive and respectful of all race, religion and sexual orientations.

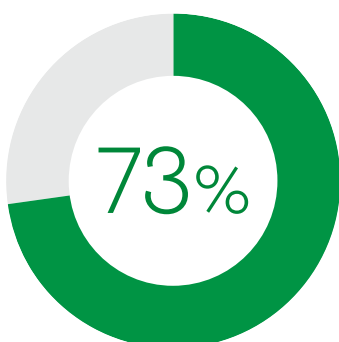
Respondent open-ended comment

There is a clear disparity in perception of inclusivity of respondents' workplaces and the profession as a whole.

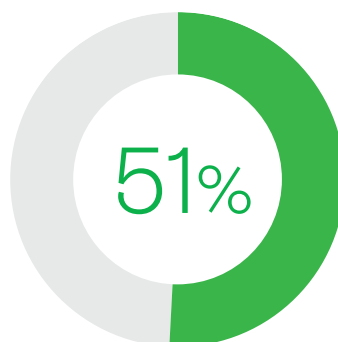
**Figure 22:** Workplace versus profession inclusivity



Q. To what extent do you agree with the following statements about the architectural industry / your workplace? n=1673



Respondents say their workplace values and promotes diversity and inclusion



Respondents say the architectural industry values and promotes diversity and inclusion

**51%** of respondents agreed the architectural profession is inclusive of and promotes diversity and inclusion.

**73%** of respondents stated that their workplace values and promotes diversity and inclusion.

There was lower agreement with both profession and workplace inclusivity questions compared to overall agreement level observed according to different demographic characteristics including:

- **Females respondents:** 13% less agreement for profession and 4% less agreement for their workplace
- **Those who identified as LGBTIQ+:** 13% less agreement for profession and 7% less agreement for their workplace
- **Respondents under 35:** 6% reported less agreement for profession and 4% less agreement for their workplace while respondents aged over 55 reported agreement increase of 9% and 0% respectively; indicating differences between these two age groups of 15% for profession and 4% for their workplace

**Table 19:** Inclusivity of architectural profession

	Total	Male	Female	LGBTIQ+	< 35	> 55	Has a Disability	Overseas Born
Promotes diversity and inclusion	<b>51%</b>	58%↑	38%↓	38%↓	45%↓	60%↑	45%	46%↓
People from different racial, ethnic, cultural and linguistic backgrounds	<b>59%</b>	64%↑	49%↓	48%↓	50%↓	71%↑	57%	54%↓
People of all genders	<b>61%</b>	70%↑	44%↓	45%↓	52%↓	72%↑	55%	61%
People of people of all working ages	<b>56%</b>	61%↑	46%↓	43%↓	55%	60%	48%	55%
People who identify as part of the LGBTIQ+ community	<b>66%</b>	70%↑	60%↓	57%↓	61%↓	67%	63%	64%
People from different socio-economic backgrounds	<b>42%</b>	48%↑	31%↓	24%↓	33%↓	59%↑	36%	44%
Aboriginal and Torres Strait Islander People	<b>38%</b>	44%↑	28%↓	24%↓	32%↓	47%↑	38%	31%↓
People with a disability	<b>33%</b>	41%↑	19%↓	13%↓	29%↓	43%↑	30%	35%

Q. To what extent do you agree with the following statements about the architectural industry? n=1673

Significantly higher / lower than total

# Only 52% of respondents agreed that people recruited to their organisation are representative of society as a whole.

While 73% (+1) of respondents reported that their workplace values and promotes diversity and inclusion, fewer agreed it is representative of society as a whole, 52% (+2).

There was lower agreement with both profession and workplace inclusivity questions compared to overall agreement level observed according to different demographic characteristics including:

- Males, 79% (0), were more likely to agree than females, 69% (0), that people at their workplace are treated fairly and equally.
- Males, 76% (0), were more likely than females, 69% (0), to agree that their workplace as valuing and promoting diversity and inclusion.
- Males, 72% (0), were more likely than females, 65% (0), to agree that leaders in their workplace role model inclusive behaviour.
- Males, 56% (0), were more likely than females, 46% (0), to agree that the people recruited into their organisation are representative of society as a whole.

Individuals with a disability were less likely to agree that people at their workplace are treated fairly and equally, 65% (+1) disabled versus 76% (+2) of respondents who do not have a disability agreed with the statement.

Figure 23: Workplace assessment of inclusivity

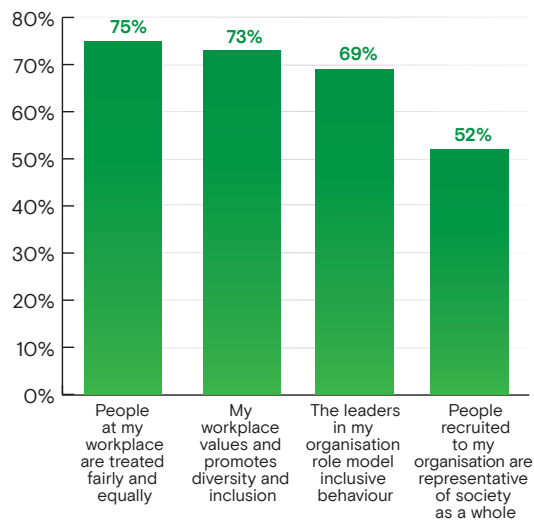
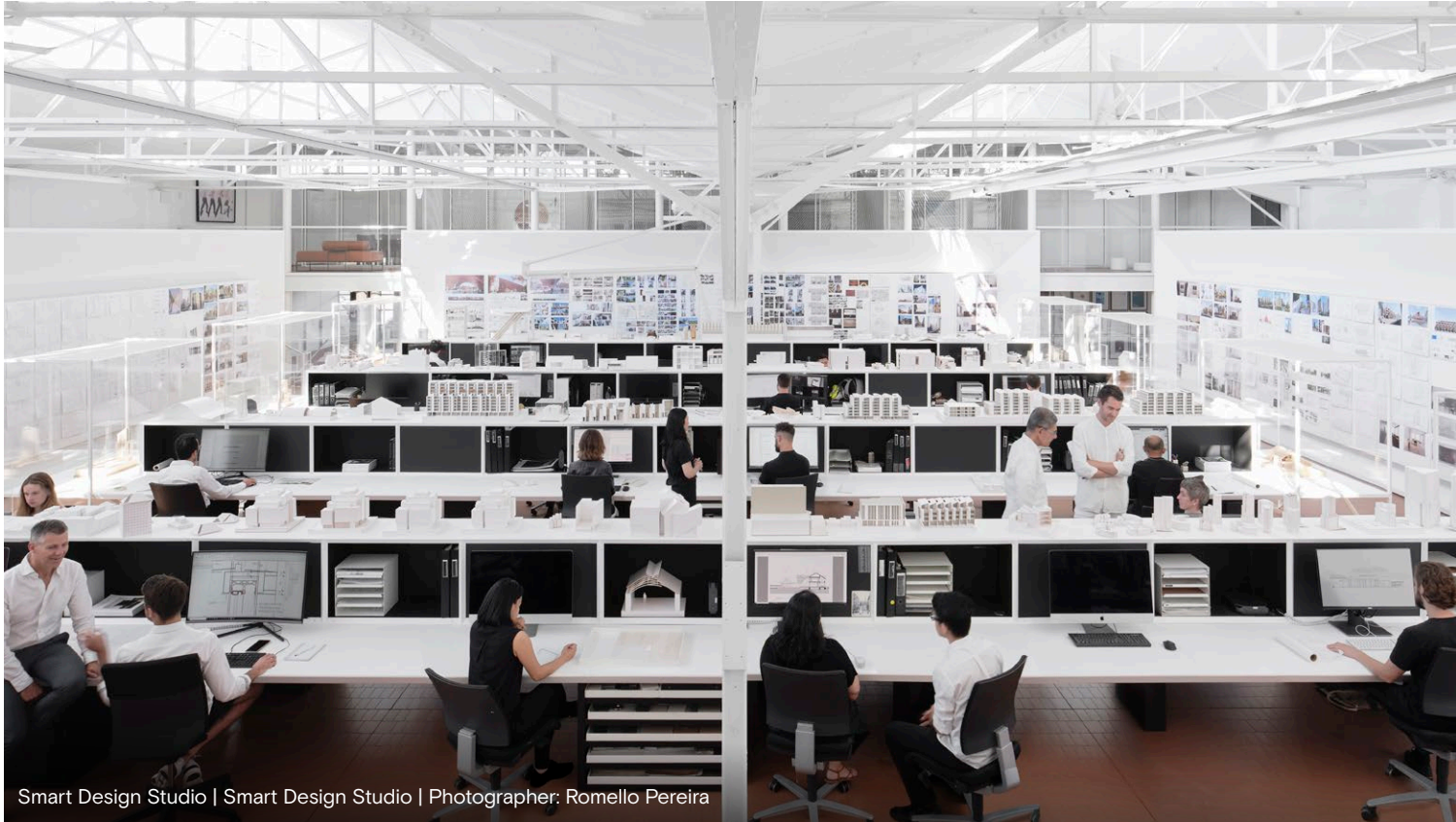


Table 20: Workplace assessment of inclusivity

	Total	Male	Female	LGBTIQ+	< 35	> 55	Has a Disability	Overseas Born
People at my workplace are treated fairly and equally	75%	79%↑	69%↓	72%	71%	78%	65%↓	74%
My workplace values and promotes diversity and inclusion	73%	76%↑	69%↓	66%	69%	73%	69%	72%
The leaders in my organisation role model inclusive behaviour	69%	72%↑	65%↓	63%	65%	69%	64%	67%
People recruited to my organisation are representative of society as a whole	52%	56%↑	46%↓	41%↓	48%	57%	44%	53%

Significantly higher / lower than total

Q. To what extent do you agree with the following statements about your workplace? n=1673



Smart Design Studio | Smart Design Studio | Photographer: Romello Pereira

**Overall, a majority of respondents reported positive experiences, feeling both safe and comfortable, and able to be themselves in their workplace.**

The majority of respondents, 84% (+1), agreed that they feel safe and comfortable in their workplace while 79% (+1) agreed that they feel that they can be themselves at work, highlighting a positive work environment.

78% (+1) of respondents agreed that they are treated fairly in their workplace, with a similar proportion, 77% (+1) who agree they have the flexibility in carrying out their roles, suggesting that they have the autonomy to manage their work in a way that suits them. These are both strong indicators of engagement with work.

When it comes to support, fewer respondents 67% (+1) agreed that they are provided with the necessary support to perform their roles effectively, indicating the presence of supportive structures and resources is possibly lacking in some organisations.

While balancing work-life demands is important to professionals, 64% (+1) agreed that they can achieve this balance.

Differences based on demographic characteristics are observed in several categories:

- **Gender disparity:** Females reported lower rates compared to males across all statements:
  - Feeling safe and comfortable at work: 86% (0) males versus 80% (0) females agreed
  - Being treated fairly: 80% (0) males versus 74% (0) females agreed
  - Flexibility in their role: 79% (0) males versus 72% (0) females agreed
  - Provided with the necessary support to perform their role: 71% (0) males versus 62% (0) females agreed
- **LGBTIQ+ community:** lower percentages of agreement were observed among respondents who identified as LGBTIQ+ compared to respondents who identified as cis-heteronormative across all statements:
  - Can be themselves at work: 72% (+3) LGBTIQ+ versus 80% (+1) cis-heteronormative
  - Feeling safe and comfortable at work: 7% (+2) LGBTIQ+ versus 85% (+1) cis-heteronormative
  - Flexibility in their role: 66% (0) LGBTIQ+ versus 78% (+2) cis-heteronormative
  - Balance work-life demands: 52% (0) LGBTIQ+ versus 65% (+1) cis-heteronormative
  - Provided with the necessary support to perform their role: 59% (0) LGBTIQ+ versus 69% (+2) cis-heteronormative

A group of people working in an office with computers and building models

- **Under 35 age group:** lower percentages of agreement were observed among respondents aged under 35 compared to older age brackets across several statements:
  - Can be themselves at work: 73% (+1) under 35's versus 81% (0) of 35-54 year old and 83% (+1) of over 55's
  - Flexibility in their role: 64% (+2) under 35's versus 80% (0) of 35-54 year old and 85% (0) of over 55's
  - Balance work-life demands: 57% (0) under 35's versus 63% (0) of 35-54 year old and 73% (+1) of over 55's
  - Provided with the necessary support to perform their role: 63% (+1) under 35's versus 67% (+3) of 35-54 year old and 73% (+4) of over 55's
- **Individuals with a disability:** report lower rates in all statements:
  - Can be themselves at work: 59% (0) of respondents who have a disability versus 82% (+1) of respondents who do not have a disability
  - Feeling safe and comfortable at work: 66% (+2) of respondents who have a disability versus 86% (+1) of respondents who do not have a disability
  - Flexibility in their role: 69% (+2) of respondents who have a disability versus 78% (+1) of respondents who do not have a disability
  - Balance work-life demands: 52% (+3) of respondents who have a disability versus 65% (+1) of respondents who do not have a disability
  - Provided with the necessary support to perform their role: 55% (+4) of respondents who have a disability versus 69% (+1) of respondents who do not have a disability
  - Being treated fairly: 64% (+2) of respondents who have a disability versus 80% (+1) of respondents who do not have a disability

Figure 24: Inclusive experiences at work

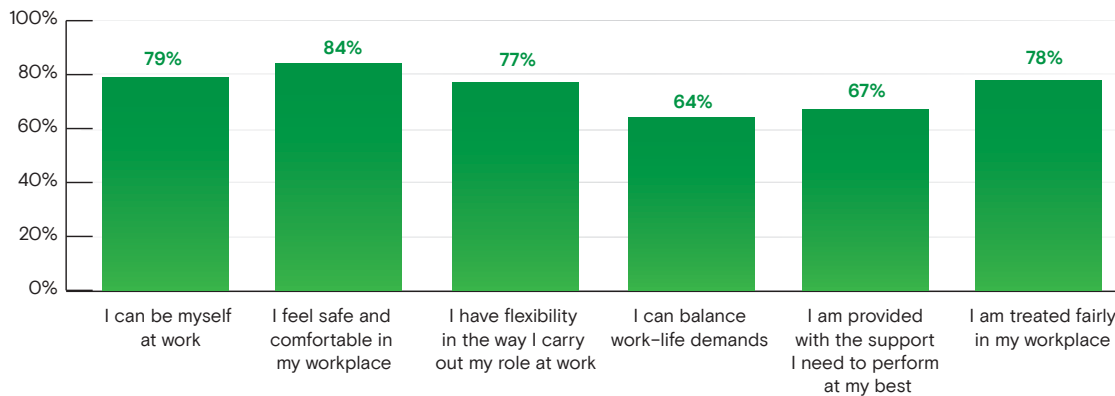


Table 21: Inclusive experiences at work

	Total	Male	Female	LGBTIQ+	< 35	> 55	Has a Disability	Overseas Born
I can be myself at work	79%	81%↑	77%	72%↓	73%↓	83%	59%↓	77%
I feel safe and comfortable in my workplace	84%	86%↑	80%↓	77%↓	82%	86%	66%↓	82%
I have flexibility in the way I carry out my role at work	77%	79%↑	72%↓	67%↓	64%↓	85%↑	69%↓	74%
I can balance work-life demands	64%	65%	61%	52%↓	57%↓	73%↑	52%↓	62%
I am provided with the support I need to perform at my best	67%	71%↑	62%↓	59%↓	63%↓	73%↑	55%↓	66%
I am treated fairly in my workplace	78%	80%↑	74%↓	75%	75%	79%	64%↓	74%↓

Q. To what extent do you agree with the following statements? n=1673

Significantly higher / lower than total

## Diversity & Inclusion Training

The majority of respondents, 63% (0), have not been offered diversity and inclusion training at a present or past employer.

Marginal demographic disparity in data is evidenced by:

- **Gender:** 62% (0) of males and 64% (0) of females reporting not having been offered this form of training.
- **LGBTIQ+ status:** 67% (+2) of respondents who identified as LGBTIQ+ individuals and 62% (-1) of respondents who identified as cis-heteronormative individuals not offered training
- **Disability:** 62% (0) of respondents who have a disability and 63% (0) of respondents who do not have a disability not offered training
- **Location of birth:** 64% (0) of Australia-born and 60% (-1) of overseas-born individuals not offered training

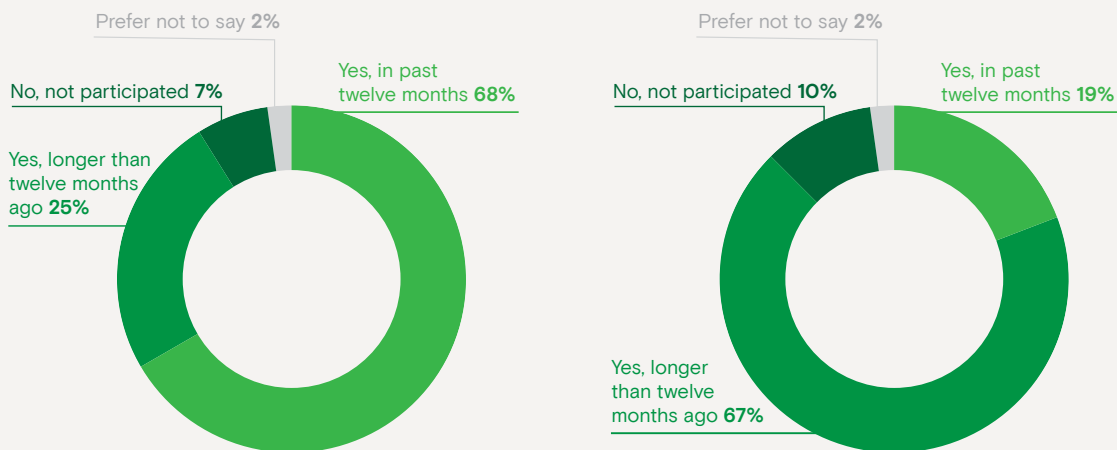
Respondents aged 45–49 were more likely (34%) to have been offered this training at their current employer, with their slightly younger colleagues (40–44 years of age) more likely to have been offered diversity and inclusion training at a previous employer.

Of those who have been offered training with their current employer, 93% (0) had participated, with 68% (-1) in the past twelve months, and 25% (+1) longer than twelve months ago.

The respondents offered diversity and inclusion training with a previous employer identified a similar uptake, with 87% (-2) having participated, 19% (0) in the past twelve months and 67% (-2) longer than twelve months ago.

**63%** of respondents reported that they have not been offered diversity & inclusion training.

**Figure 25:** Diversity and Inclusion Training at Current and Previous Employer



**Table 22:** Diversity and Inclusion Training at current and previous employer

Offered Diversity & Inclusion Training	Total
<b>Sample</b>	<b>1673</b>
Yes, at current employer	<b>22%</b>
Yes, at previous employer	<b>7%</b>
No, not offered	<b>63%</b>

Q. Have you been offered diversity and inclusion training at work? n=1673

Q. Have you ever participated in diversity and inclusion training at work? n=377 for current employer, n=126 for previous employer



The progress of diversity and inclusion in the profession has been minimal over the past four decades, and unmatched by the rate of progress of the client environment.

Clients now seek ways of delivering buildings that do not include the architectural profession.

Clients are diverse and seek inclusion and will not invest where they see and feel discrimination themselves.

The lack of diversity and inclusion in the profession is now a financial crisis for the profession.



Respondent D open-ended comment

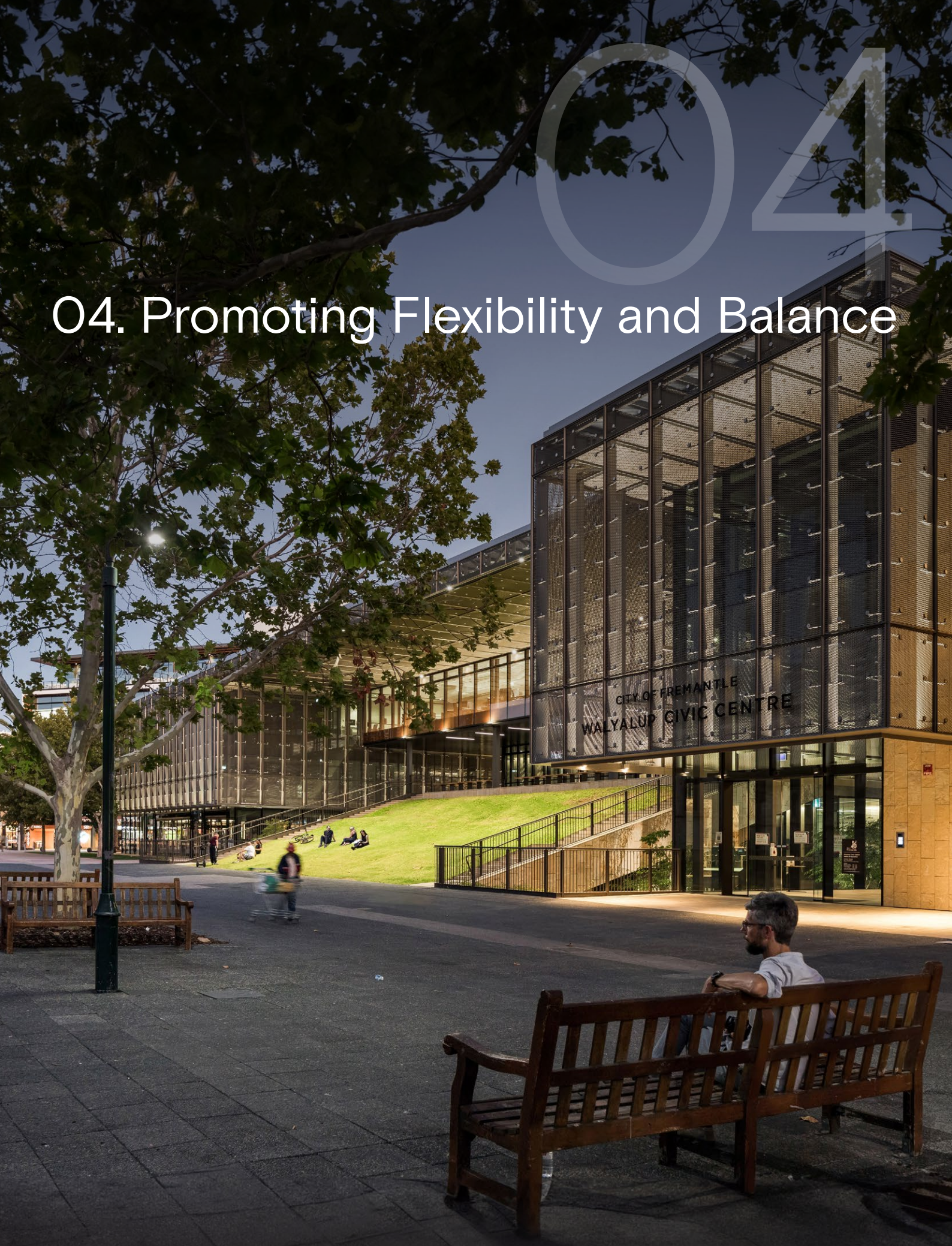
A group of people on a green lawn with umbrellas on top of a building



Victorian Pride Centre | Brearley Architects + Urbanists & Grant Amon Architects | Photographer: John Gollings

# 04

## 04. Promoting Flexibility and Balance



Walyalup Civic Centre | Kerri Hill Architects | Photographer: Gertjan Groen

A person sitting on a bench in front of a building



## Promoting Flexibility and Balance

Respondents reported undertaking a diverse range of additional work and caring responsibilities in addition to their paid work in the profession.

This includes combining architectural work with other paid work, volunteering, study, and various caregiving roles.

**Survey feedback indicates the presence of gender disparities, particularly in caring responsibilities, with females more likely to report taking on caregiving roles and dedicating more hours to unpaid care.**

Those aged between 35 and 50 were also more likely (43%) to be balancing work and caring commitments.

Overall, 17% (-4) of respondents reported that they combine architectural work with a carer role, 15% (-1) with other paid work, 16% (+1) with study and 13% (+1) of respondents reported combining architectural work with a volunteer role.<sup>21</sup> Those aged under 35 were more likely to be combining work with study commitments.

### Caring for children

A key reason reported by respondents for needing to balance work and other commitments is caring for children, with 34% (-1) of respondents who indicated they provide unpaid care, help, or assistance for children. Females, 39% (0) were more likely than men, 32%(0) to care for children.

**34%** reported providing unpaid care to children.

**Females reported carrying more responsibility and provide more care hours than males.**

The 35 to 50 year-olds were the most frequent age group to provide care for children, indicated by 53% (-2) of respondents. This compares with just 9% (0) of under 35's and 28% (-1) of over 55's. Those who identified as LGBTIQ+ were less likely to provide care for children, with 14% (0) of LGBTIQ+ respondents responded positively in comparison to 37% (-1) of those identifying as cis-heteronormative.



Killora Bay | Lara Maesele in association with Tanner Architects | Photographer: Adam Gibson

A person and child sitting on a window sill with blue arm chairs and a black coffee table in the foreground

### Caring for adults

Additionally, 15% (0) of respondents reported providing unpaid care for adult family members or others, with low gender disparity in percentages for 15% (0) of males and 17% (0) of females.

**15%** reported unpaid care for adult family members.

The over 55 year-olds were the most frequent age group to provide care for adults, indicated by 23% (-2) of respondents. This compares with just 11% (+1) of under 35's and 14% (-1) of the 35-54 year-olds. Those who identified as LGBTIQ+ were less likely to provide care for adults, with 12% (-1) of LGBTIQ+ respondents who responded positively in comparison to 16% (0) of those identifying as cis-heteronormative.

### Sharing care

Regarding the distribution of caring responsibilities, 53% (+2) of respondents indicated that their responsibilities were shared equally with others, highlighting a balanced approach to caring duties, with gender disparity of 44% (0) of females versus 59% (0) of males sharing care equally.

**53%** indicate that their responsibilities were shared equally with others.

The 35 to 50 year-olds were the most frequent age group to share care equally, indicated by 57% (+3) of respondents. This compares with 52% (+5) of under 35's and 44% (+3) of over 55's.

15% (-4) of respondents reported doing the majority of caring, with increased gender disparity of 31% (0) of females versus 6% (0) of males.

4% (-1) of respondents reported being the sole carer, with gender disparity of 7% (0) of females versus 3% of males (0).

### Hours of unpaid care

When examining the number of hours of unpaid care provided per week, the data indicates a range of commitment levels. 22% (0) of respondents reported providing more than 25 hours of unpaid care per week, with 35% (0) of females versus 15% of males falling into this category.

**22%** reported providing more than 25 hours of unpaid care per week.

The 35-54 year-olds were the most frequent age group to provide more than 25 hours of unpaid care per week, indicated by 28% (-4) of respondents. This compares with 24% (-2) of under 35's and just 6% (-1) of over 55's.

### 2021 ABS Census<sup>22</sup> data estimates that:

- 14% of the population undertook voluntary work for an organisation or group, with minor gender disparity: 15% of females versus 13% of males.
- 26% of the population provided unpaid child care for own and/or other child/children, with gender disparity of 30% of females versus 23% of males providing the care.
- 12% of the population provided unpaid assistance to a person with a disability, long-term health condition or due to old age, with gender disparity of 14% of females versus 10% of males.
- Hours of unpaid domestic work per week:
  - Comparably, survey respondents had higher caring responsibilities for children and adults, and provided more unpaid caring hours per week, than reported for the general population.
  - 34% and the majority of the population over 15 years old provided 5 to 14 hours of unpaid domestic work per week, with females more likely to undertake longer hours of unpaid work per week than males.

22 Census of Population and Housing: Unpaid work and care data summary 2021

# Unpaid Work and Caring Responsibilities

**Table 23:** Unpaid Work, Caring Responsibilities, Sharing Care Arrangements and Unpaid Caring Hours

	Total	Male	Female	LGBTIQ+	< 35	35-54	> 55	2021 Census*		
<b>Unpaid Work</b>								<b>Total</b>	<b>Male</b>	<b>Female</b>
Combine architectural and other paid work	15%	13%	17%	20%	16%	19%	10%	No Comparative Data		
Combine architectural work and a carer role	17%	6%↓	31%↑	12%	9%↓	33%↑	8%↓			
Combine architectural work and a volunteer role	13%	15%	10%	20%	6%	12%	19%↑			
Combine architectural work and study	16%	18%	13%	32%↑	36%↑	9%↓	5%↓			
Other	8%	8%	9%	3%	7%	12%	7%			
None of the above	40%	46%↑	32%↓	31%	34%	30%↓	54%↑			
Prefer not to say	2%	2%	1%	0%	1%	3%	2%			
<b>Caring Responsibilities</b>								<b>Total</b>	<b>Male</b>	<b>Female</b>
Yes, child or children	34%	32%↓	39%↑	14%↓	9%↓	53%↑	28%↓	26%	23%↓	30%↑
Yes, adult(s)	15%	15%	17%	12%	11%↓	14%	23%↑	12%	10%↓	14%↑
No	52%	53%	50%	72%↑	77%↑	37%↓	51%	62%	67%	56%
Prefer not to say	3%	4%↑	2%↓	5%	4%	3%	3%	**	**	**
<b>Caring Responsibilities</b>								<b>Total</b>	<b>Male</b>	<b>Female</b>
I am the sole carer	4%	3%↓	7%↑	1%	2%	5%	6%	No Comparative Data		
I do the majority of caring	15%	6%↓	31%↑	14%	11%	18%	12%			
My responsibilities are shared equally with others	53%	59%↑	44%↓	42%	52%	57%↑	44%↓			
I occasionally care for others	22%	26%↑	15%↓	39%↑	31%	17%↓	29%			
Other	2%	2%	2%	0%	0%	1%	5%↑			
Prefer not to say	3%	4%	1%↓	3%	4%	2%	5%			
<b>Caring Responsibilities</b>								<b>Total</b>	<b>Male</b>	<b>Female</b>
Less than 5 hours per week	24%	27%↑	18%↓	34%	38%↑	14%↓	42%↑	46%	56%↑	36%↓
5-10 hours per week	24%	29%↑	15%↓	37%	22%	22%	29%	34%	33%↓	36%↑
11-15 hours per week	15%	15%	14%	6%	7%	16%	15%	***	***	***
16-20 hours per week	11%	10%	14%	5%	7%	15%↑	5%↓	18%	10%↓	27%↑
20-25 hours per week	4%	4%	5%	1%	1%	5%	3%			
More than 25 hours per week	22%	15%↓	35%↑	16%	24%	28%↑	6%↓	****	****	****

\*based on Unpaid work and care data summary 2021

Significantly higher / lower than total

\*\*data combines “no” and “not stated”

\*\*\* data of unpaid domestic work 5-14 hours per week

\*\*\* data of unpaid domestic work more than 15 hours per week

Q. Do you combine your architectural work with any of the below? n=382 (asked of non full-time employees only)

Q. Do you regularly provide unpaid care, help or assistance for family members or others? n=1673

Q. Do you share the care, help or assistance with others? n=765

Q. Approximately how many hours of unpaid care, help or assistance do you provide per week? n=764

## Volunteer Work

Over the last 12 months 30% (0) of respondents had volunteered for an organisation associated with the architectural profession. Differences in reported volunteering experience according to demographic characteristics were observed for:

- **Gender:** 31% (0) females versus 30% (0) males
- **LGBTIQ+:** 34% (+1) of LGBTIQ+ versus 29% (-1) of cis-heteronormative
- **Older demographic:** 39% (-1) of over 55s versus 24% (0) of under 35s and 30% (0) of 35-54 year olds
- **Disability:** 34% (+1) of respondents who have a disability versus 29% (0) of respondents who do not have a disability
- **Location of birth:** 33% (0) Australian born versus 25% (-1) overseas born

Of these, 75% (+1) provided less than 5 hours of unpaid work per week over the last 12 months. A further 19% (-1) volunteered between 5 and 10 hours of their time each week to contribute to an organisation associated with the profession of architecture.

Fewer respondents donated more of their time than this, with 4% (0) volunteering to provide between 11 and 20 hours per week and 2% providing more than 20 hours of unpaid work each week.

There were negligible difference in the rates of volunteering based on gender, age, or other demographic characteristics.

**30%** of respondents had volunteered in the last 12 months.

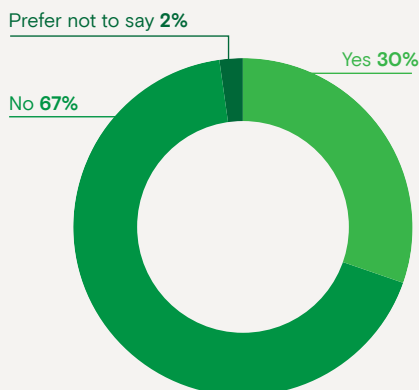
**Table 24:** Volunteer experience in architecture in the last 12 months

	Total	Gender			Age			Disability	Origin of birth	
		male	female	LGBTIQ+	< 35	35-54	> 55		Australia	Overseas
Yes	<b>30%</b>	30%	31%	34%	24%+	30%	39%+	34%	33%+	25%+
No	<b>67%</b>	67%	68%	66%	74%+	68%	58%+	63%	65%+	72%+
Prefer not to say	<b>2%</b>	3%+	1%+	0%	2%	3%	2%	2%	2%+	4%+

Q. In the last 12 months did you do any unpaid voluntary work for an organisation or group associated with the profession of architecture? n=1673

Significantly higher / lower than total

**Figure 26:** Volunteer experience in architecture in the last 12 months



**Table 25:** Volunteer hour contributions per week, in architecture in the last 12 months

	Total
Sample	<b>857</b>
Less than 5 hours per week	<b>75%</b>
5-10 hours per week	<b>19%</b>
11-15 hours per week	<b>3%</b>
16-20 hours per week	<b>1%</b>
20-25 hours per week	<b>1%</b>
More than 25 hours per week	<b>1%</b>

Q. Approximately how many hours of unpaid voluntary work within the profession of architecture do you do per week? n=512

## Flexible Working Arrangements

**28%** of respondents reported being able to choose both where and when they work.

Many respondents reported having flexibility in their current work arrangements, with 17% (+1) having the ability to choose their work location, 9% (0) having control over their working hours, and 28% (-1) having the flexibility to choose both.

Of those not accessing flexible working arrangements, 13% (+1) reported having the flexibility but choosing not to use it, while 9% (0) stated that their role is not suited for flexible work arrangements. Additionally, 11% (0) of respondents indicated that their employer does not permit flexible work locations or hours.

Differences according to demographic characteristics were observed for:

- **Gender:** more males (16%) than females (9%) reported having flexibility but choosing not to use it
- **Age:** under 35s were less likely to choose where they can work (13%) and where and when can work (12%), but more likely to have flexibility and choose not to use it (18%) or be not permitted flexibility by their employer (20%).

ABS Census 2021 data indicated that in August 2021<sup>23</sup>:

- 36% of employed Australians had an agreement to work flexible hours; and
- 41% of employed Australians regularly worked from home.



Nettletontribe Brisbane Studio | nettletontribe  
Photographer: Cameron Topping and Erika Kunde

A group of people sitting at a table in a library

**Table 26:** Flexible working in the architectural profession

	Total	Gender			Age			Disability
		male	female	LGBTIQ+	< 35	35-54	> 55	
Yes, I can choose where I work	17%	19%	15%	11%	13%↓	18%	21%	11%
Yes, I can choose the time(s) I work	9%	9%	8%	11%	11%	8%	8%	11%
Yes, I can choose where and when I do my work	28%	27%	31%	23%	12%↓	35%↑	34%↑	28%
Yes, I have flexibility, but choose not to use it	13%	16%↑	9%↓	14%	18%↑	12%	11%	8%
My role is not suited to flexible work locations or hours	9%	10%	8%	12%	11%	9%	8%	9%
No, my employer does not allow flexible work locations or hours	11%	10%	13%	19%↑	20%↑	8%↓	4%↓	11%
Other	9%	7%↓	13%↑	7%	11%	8%	9%	16%↑
Prefer not to say	3%	3%	3%	2%	5%	2%↓	4%	5%

Q. Do you have flexibility in your current work, such as location or working hours? Significantly higher / lower than total  
n= 1673

23 <https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/working-arrangements/latest-release>

## Work life balance the key driver of demands for flexible working arrangements.

Respondents had various reasons for accessing flexible working arrangements. The motivations in order of frequency included:

50%

(0) Achieving a better work-life balance

42%

(+2) Personal preference

32%

(-2) Child caring responsibilities

31%

(-1) Reducing commute time or costs

23%

(-1) Prioritising mental health

7%

(0) Adult caring responsibilities

6%

(-1) Study

6%

(0) Other undisclosed factors

3%

(0) Disability

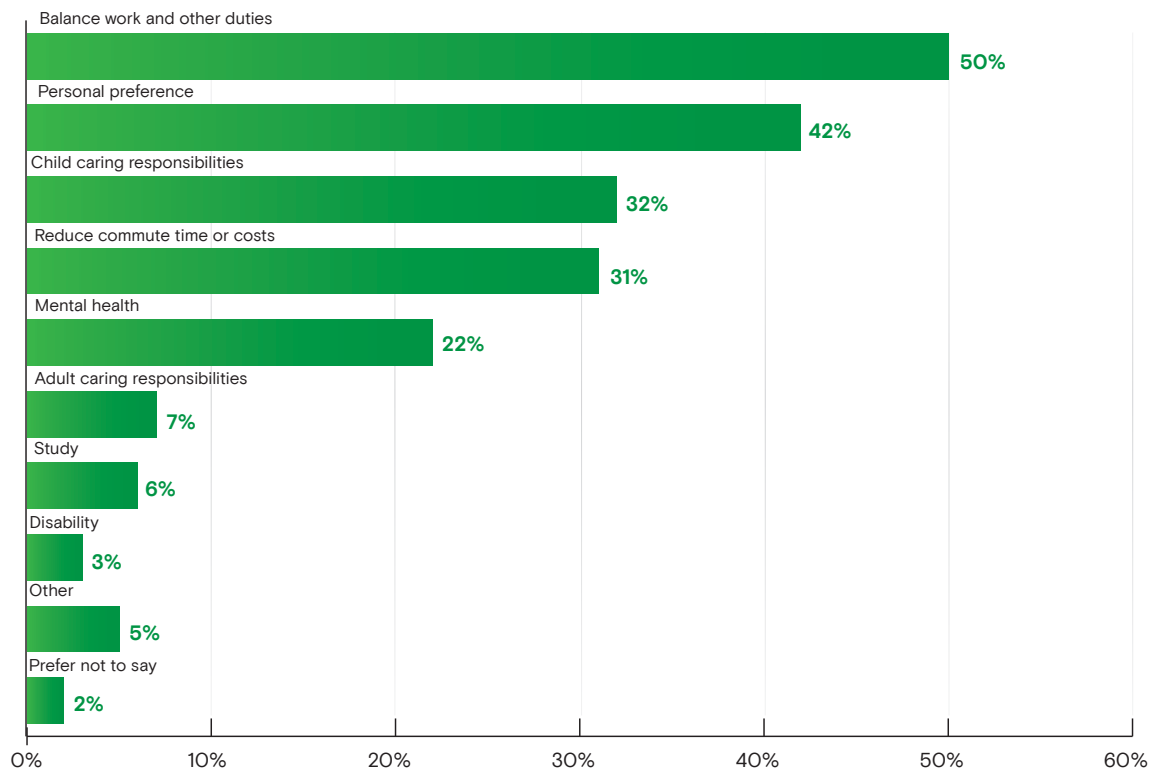
Differences according to demographic characteristics were observed for:

- **Gender:**
  - More males choosing flexible work for personal preference: 45% (0) males versus 35% (0) females
  - More females choosing flexible work to balance child caring responsibilities: 28% (0) males versus 41% (0) females
- **LGBTIQ+ community:**
  - Higher rates of choosing flexible work for mental health: 45% (-3) LGBTIQ+ versus 19% (0) cis-heteronormative
  - Higher rates of choosing flexible work for study: 14% (-1) LGBTIQ+ versus 34% (-2) cis-heteronormative
  - Lower rates of choosing flexible work to balance child caring responsibilities: 15% (-1) LGBTIQ+ versus 5% (-1) cis-heteronormative
- **Age:**
  - Under 35s were more likely to choose flexible work to balance work and other duties (60%), reduce commute (41%), mental health (34%) and study (13%)
  - 35 to 54 year olds were more likely to choose flexible work due to child caring responsibilities (57%)
  - Over 55s were more likely to choose flexible work due to personal preference (57%) or other reasons (9%)
- **Disability:**
  - More likely to choose flexible work for mental health (34%) or due to their disability (26%)

Those choosing not to use flexible work, do so for the following reasons:

- **To separate their work and personal life:** 73% (1)
- **Due to concerns about the impact on their career:** 14% (-2) or
- **Other unspecified reasons:** 15% (+1)

**Figure 27:** Reasons for choosing flexible work



Q. What are your main reasons for accessing flexible working arrangements? n=905 / Q. Why don't you use flexible working arrangements? n=211

**Table 27:** Reasons for choosing flexible work

	Total	Gender			Age			Disability
		male	female	LGBTIQ+	< 35	35-54	> 55	
Balance work and other duties	50%	49%	52%	51%	60%↑	49%	44%	52%
Personal preference	42%	45%↑	35%↓	50%	46%	32%↓	57%↑	37%
Child caring responsibilities	32%	28%↓	41%↑	15%↓	15%↓	52%↑	7%↓	32%
Reduce commute time or costs	31%	30%	33%	31%	41%↑	32%	22%↓	25%
Mental health	22%	21%	24%	45%↑	34%↑	23%	12%↓	34%↑
Adult caring responsibilities	7%	6%	7%	5%	4%	8%	7%	7%
Study	6%	4%	8%	14%↑	13%↑	4%	3%	9%
Disability	3%	3%	3%	1%	3%	3%	3%	26%↑
Other	5%	5%	6%	5%	5%	3%↓	9%↑	5%
Prefer not to say	2%	2%	1%	0%	2%	1%	2%	0%

Q. What are your main reasons for accessing flexible working arrangements? n=905

Significantly higher / lower than total

Q. Why don't you use flexible working arrangements? n=211

## Parental Leave

While parental leave was reported to be taken by both males and females, the reported length of time taken varied significantly for respondents based on gender.

Overall, 12% (-1) of respondents had taken paid parental leave over the last five years. This included 14% (0) of females and 11% (0) of males. Cis-heteronormative, 35 to 54 year-olds who do not have a disability were most likely to have accessed this type of leave entitlement.

As reported by the Grattan Institute, data from the Australian Bureau of Statistics (ABS) shows that just one in twenty fathers take primary parental leave, with 95% of all primary carers leave taken by mothers.

While both males and females reported taking time off on the birth or adoption of a child, the length of time being taken varied significantly. While 58% (0) of males generally take between 2 and 18 weeks, most or 80% (0) of females take over 18 weeks leave on the birth or adoption of a child.

**12%** accessed parental leave payments in last 5 years (14% females).

This extra time off is supported with additional paid parental leave by employers in a third of cases. A majority (54%) reported receiving no additional paid parental leave, although just over one in ten were given extra flexibility for an extended period of time.

The Workplace Gender Equality Agency (WGEA) has reported earlier this year that three in five employers of organisations of 100 or more employees, are offering paid parental leave, with the vast majority of those making it available equally. As noted in the 'Workforce Profile' section of this report, the ABS Businesses in Australia 2018-19 data, estimates that approximately 98.5% of business in the Architectural, Engineering and Technical Services industries fall below this reporting profile. As such there is significant comparable data available for comparison of parental leave entitlements in the architectural profession.

**Table 28:** Length of Parental Leave, and if additional support was offered by employer

Length of Parental Leave	Total	Gender	
		male	female
Less than two weeks	19%	30%↑	2%↓
Between two and 18 weeks	42%	58%↑	17%↓
More than 18 weeks	36%	7%↓	80%↑
Prefer not to say	4%	5%	2%

Additional Parental Leave Support offered by employer	Total	Gender	
		male	female
Yes	32%	*	32%
No	55%	*	53%
No, but I was offered flexible working arrangements for an additional period of time	11%	*	13%
Prefer not to say	2%	*	2%

\*small sample size of respondents

Significantly higher / lower than total

Q. Have you accessed parental leave after the birth or adoption of a child in the past five years? n=1673

Q. For your most recent birth or adoption, how long were you on leave? n=205

Q. Did your employer provide any additional paid parental leave? n=100

24 See: <https://grattan.edu.au/news/australia-may-have-just-taken-a-backward-step-on-paid-parental-leave/>, [https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/4125.O-Sep%202017-Media%20Release-One%20in%2020%20dads%20take%20primary%20parental%20leave%20\(Media%20Release\)-11](https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/4125.O-Sep%202017-Media%20Release-One%20in%2020%20dads%20take%20primary%20parental%20leave%20(Media%20Release)-11) and <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/4125.O-Sep%202018-Main%20Features-Work%20and%20Family%20Balance-7>

25 <https://www.wgea.gov.au/newsroom/parental-leave-scorecard#:~:text=Six%20per%20cent%20of%20employers,factors%3A%20industry%20and%20organisation%20size.>

26 Dataset: Business in Australia, 2018-19, TableBuilder; Headcount (ranges) by Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006



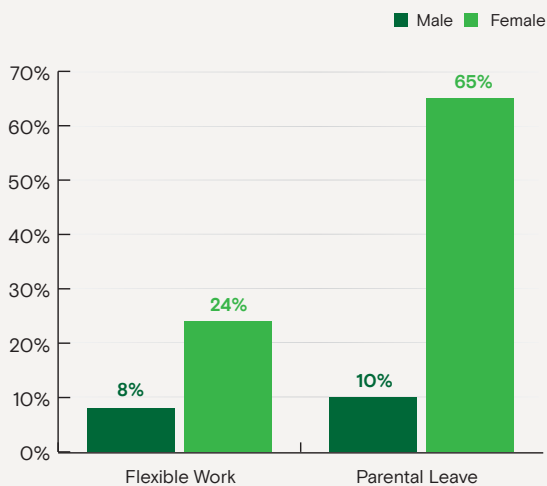
## Impact of Flexible Work or Leave Arrangements on Career Opportunities

Career impacts of flexible work and parental leave are predominantly experienced by females.

Overall, 13% (-3) of respondents agreed or strongly agreed that using flexible working arrangements has negatively affected their career opportunities or progression at work. However, almost a quarter (24%(0)) of females were much more likely to agree or strongly agree compared with only 8% (0) of males.

Females seem to be much more likely to experience negative impacts on their career from taking parental leave, with almost two-thirds (65% (0)) of female respondents who agreed (26%) or strongly agreed (39%) that taking parental leave has negatively impacted their career opportunities and progression. This compares to just 10% (0) of men.

**Figure 28:** Flexible Work and Parental Leave negative impacts on career opportunities and progression



The state of inclusion of practices in the profession is evidenced by the lack of practices openly discussing and advocating for paid parental leave.



Respondent E open-ended comment



It is very difficult to combine parenting for young children with the architectural profession, mainly due to the terrible culture around expected 'reasonable' long hours.

In most practices, there is no support around parental leave and childcare beyond Centrelink entitlement.

It is extremely difficult to secure promotions and climb the corporate ladder when taking a career break to birth/raise a baby. Architectural practices lack mentors in leadership and do not promote females either pregnant or working part-time.

Many females have to decide between becoming a parent or having a career.



Respondent F open-ended comment

**Table 29:** Flexible Work and Parental Leave negative impacts on career opportunities and progression

Flexible work negatively impacted career opportunities	Total	Gender	
		male	female
Strongly disagree	25%	28%↑	19%↓
Disagree	35%	36%	33%
Neutral	22%	22%	20%
Agree	8%	5%↓	14%↑
Strongly agree	5%	3%↓	10%↑
Unsure / Prefer not to say	5%	5%	4%

Parental Leave negatively impacted career opportunities	Total	Gender	
		male	female
Strongly disagree	16%	24%↑	4%↓
Disagree	35%	48%↑	16%↓
Neutral	14%	15%	13%
Agree	15%	8%↓	26%↑
Strongly agree	16%	1%↓	39%↑
Unsure / Prefer not to say	2%	4%	2%

Q. Using flexible working arrangements has hindered my career/affected my career opportunities and progression. n=904

Significantly higher / lower than total

Q. Taking parental leave has hindered my career/affected my career opportunities and progression. n=205



Two people embracing and holding a baby

# 05

## 05. Creating Safe Workplaces



A room with a table and chairs, large sliding door opening to a hallway and other rooms

## Creating Safe Workplaces

It is important to preface this section of the report with a statement of fact that notes that harassment, differential treatment and discrimination is both legally prohibited and unethical in Australian workplaces.

### **Any reported occurrence of such behaviour is unacceptable.**

The *Australian Human Rights Commission Act 1986*<sup>27</sup> (Cth) and the *Fair Work Act 2009* (Cth)<sup>28</sup> identifies and protects people from unlawful discrimination in the workplace, which includes discrimination on many grounds, including race, sex, age, gender identity, sexual orientation, physical or mental disability, family or carer's responsibilities, pregnancy, etc.

Codes of Professional Conduct, of the Institute<sup>29</sup> and of many Architectural Registration Boards have regulatory and ethical explicit clauses to protect the profession and those working with architects against discrimination.

While a majority of respondents have not witnessed or experienced bullying or harassment in the workplace, differential treatment in hiring or promotion is more common.

While 85% (+1) respondents reported having neither witnessed nor experienced sexual harassment, 82% (+1) have neither witnessed nor experienced racial harassment, 85% (+1) have neither witnessed nor experienced age-based harassment in the workplace in the last 12 months, there are some reports of this type of behaviour.

Overall, 7% (-1) reported having witnessed and 5% (-1) have experienced sexual harassment in the form of unwelcome sexual advances, displaying offensive materials of a sexual nature, requests for sexual favours, or other unwelcome verbal or physical conduct of a sexual nature.

Similarly, for racial harassment, including offensive or derogatory remarks, slurs, displaying offensive materials about race, cultural background or ethnicity, or other harmful or offensive conduct based on race or ethnicity, 11% (-1) reported having witnessed it and 4% (-1) had personally experienced it.

Finally, 7% (-1) reported having witnessed and 5% (-1) had personally experienced offensive or derogatory remarks, displaying offensive materials about age, or other harmful or offensive conduct based on age.

Overall, 87% (+1) of respondents also reported that they have not witnessed nor experienced refusal to make reasonable accommodations (for caring responsibilities, religious practices or beliefs, disability, or cultural practices). However, 7% (-1) have witnessed and 4% (-1) have personally experienced such behaviour.

Differential treatment in hiring, promotion or access to development opportunities is a more notable issue, with 14% (-1) reported witnessing it and 12% (-2) personally experiencing it.

12% (-1) reported having witnessed and 8% (-1) having personally experienced refusal for a reasonable request for flexible working arrangements.

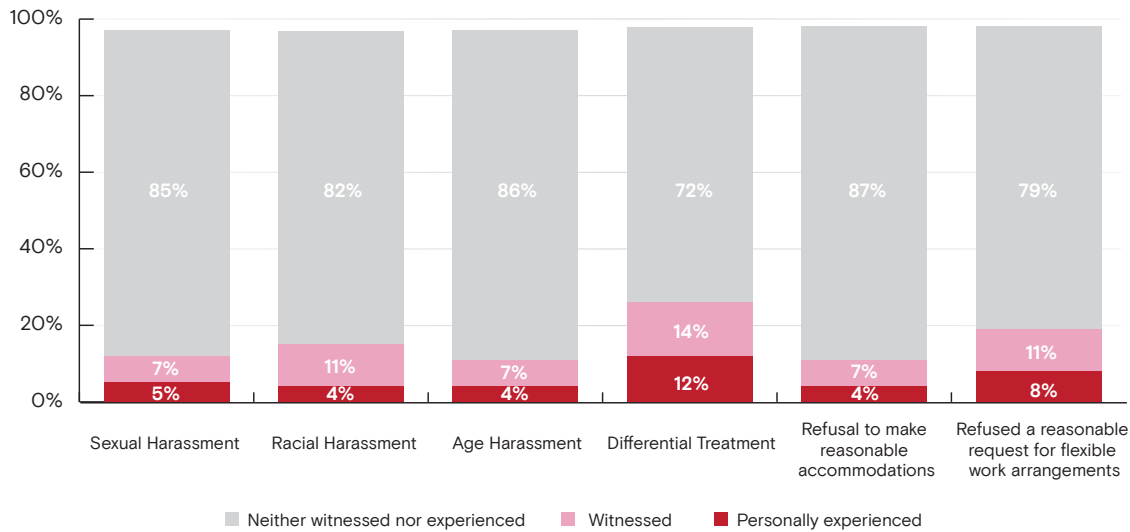
27 <https://humanrights.gov.au/our-work/employers/workplace-discrimination-harassment-and-bullying#:~:text=The%20Australian%20Human%20Rights%20Commission,record%20or%20trade%20union%20activity>

28 <https://www.fairwork.gov.au/tools-and-resources/fact-sheets/rights-and-obligations/workplace-discrimination>

29 <https://www.architecture.com.au/about/institute>

30 Data has been weighed comparatively to ABS data to alleviate statistical bias. Where the data adjustment has occurred, this is signified by the +/- adjustment percentage provided in brackets.

**Figure 29: Harassment and differential treatment summary**



Q. Have you personally experienced or witnessed any of the following types of behaviours in the workplace in the past twelve months? n=1673.

The Treasury<sup>31</sup> publishes metrics on the populations' experience of discrimination based on the 2020 ABS General Social Survey, the Scanlon Foundation Research Institute's *Mapping Social Cohesion Survey 2022* and Reconciliation Australia's *2022 Australian Reconciliation Barometer*.

The metric highlights that in 2020:

**13.3%**  
of Australians experienced some form of discrimination in the past 12 months

**5.8%**  
Discrimination is more prevalent for those with a disability, 15.8% compared to 12.4%

**30.1%**  
Discrimination is more prevalent in the LGBTIQ+ community, 30.1% compared to 12.5%

**16.1%**  
Discrimination is more prevalent for those born overseas 16.1% compared to 11.9% of those born in Australia

**20.8%**  
of people with mental health condition reported experiencing discrimination

**60%**  
of Aboriginal and Torres Strait Islander people have experienced racial discrimination in the past 6 months, as reported in, Reconciliation Australia 2022

31 Australian Government, The Treasury, 'Measuring What Matters' Dashboard: <https://treasury.gov.au/policy-topics/measuring-what-matters/dashboard/experience-of-discrimination>

## Sexual Harassment

The *ABS Personal Safety Survey*<sup>32</sup> defined sexual harassment:

**to have occurred if a person was subjected to behaviours that made them feel uncomfortable and were offensive due to their sexual nature.**

**8.7%** of Australian adults have experienced sexual harassment in 2021-22

**~75%** females  
compared to

**~25%** males

The ABS estimates that 8.7% of Australian adults have experienced sexual harassment in 2021-22, with higher prominence of females experiencing the harassment (approximately 75% of females compared to 25% males).

**7%** (-1) of respondents reported having witnessed sexual harassment

**5%** (-1) of respondents have personally experienced sexual harassment

Females, 9% (0), individuals who identify as LGBTIQ+, 12% (-2), and those with disabilities, 11% (0) reported higher rates of witnessing sexual harassment compared to males, 5% (0).

Females, 8% (0) reported higher rates of personally experiencing sexual harassment than males, 2% (0). Individuals with a disability also reported higher rates of personally experiencing sexual harassment, 10% (-1) of respondents with a disability compared to 3% (-1) of respondents who do not have a disability.

In terms of the locations where sexual harassment occurs, the office was the most commonly reported setting across all groups, with 62% (-1) of the total sample experiencing or witnessing sexual harassment there. Online platforms were also mentioned, particularly by individuals who identify as LGBTIQ+, 15% (+1). Client sites were reported as another notable location, with 21% (-1) of respondents who had experienced or witnessed sexual harassment in some form reporting incidents there. In terms of the perpetrators of sexual harassment, peers were most frequently identified, accounting for 47% (+2) of incidents. Managers were also mentioned as perpetrators, constituting 38% (-2) of incidents.

The gender of the perpetrator reported by respondents was predominantly male, 84% (-1), although there are variations within groups. Female perpetrators were reported by 21% (+4) of the total sample, but notably, they were more frequently identified by males (34%) compared to females themselves (10%).

**These findings highlight the need for continued efforts to address and prevent sexual harassment, fostering a safe and respectful work environment for all individuals in the profession.**

<sup>32</sup> <https://www.abs.gov.au/media-centre/media-releases/17-million-australians-sexually-harassed-2021-22>

**Table 30:** Sexual harassment experience

Sexual Harassment	Total	Male	Female	LGBTIQ+	Overseas Born (WESC)*	Overseas Born (other)	Disability	< 35	> 55
Sample	190	53	130	35	60	60	38	68	23
Witnessed	7%	5%	9%	10%	9%	6%	11%	8%	4%
Personally experienced	4%	2%	8%	7%	4%	4%	10%	4%	3%
<b>Where experienced / witnessed</b>									
Office	62%	58%	64%	54%	52%	51%	62%	63%	72%
Online	9%	13%	5%	15%	17%	3%	12%	6%	6%
Client site	21%	17%	23%	17%	30%	16%	22%	15%	9%
Other	17%	21%	14%	27%	9%	27%	10%	21%	9%
Prefer not to say	7%	6%	8%	4%	0%	14%	4%	9%	6%
<b>Who exhibited the behaviour</b>									
Peer	47%	53%	42%	36%	30%	41%	58%	47%	50%
Manager	38%	32%	42%	42%	48%	41%	28%	37%	34%
Client	16%	13%	18%	15%	22%	22%	12%	13%	3%
General Public	9%	13%	5%	15%	4%	8%	11%	11%	13%
Other	9%	8%	11%	4%	22%	8%	16%	7%	16%
<b>Gender of person who exhibited the behaviour</b>									
Male	84%	79%	89%	93%	91%	86%	86%	82%	68%
Female	21%	34%	10%	10%	17%	16%	32%	23%	35%
Other Gender	0%	0%	0%	1%	0%	3%	0%	1%	0%

\*WESC - Western English Speaking Country, includes respondents born in: the United Kingdom, Canada, Ireland, New Zealand, South Africa and United States

Significantly higher / lower than total

Q. Have you personally experienced or witnessed any of the following types of behaviours in the workplace in the past twelve months? n= 1673

Q. Where have you witnessed or experienced the below behaviours? n= 190

Q. Who exhibited the behaviour you witnessed or experienced? n=189

Q. Was the person who exhibited the behaviour you witnessed or experienced: n=189



Westconnex Tunnel Support Facility | Conybeare Morrison International with ACCIONA Construction Australia, Samsung C&T and Bouygues Construction Australia Joint Venture | Photographer: Mark Skye

A person walking on a road next to a multicolored building

## Racial Harassment

The Australian Human Rights Commission<sup>33</sup> reports that the Challenging Racism Project has found that **20%** of Australians surveyed had experienced racial discrimination.

**10%** (-1) of respondents reported having witnessed racial harassment

**4%** (-1) of respondents have personally experienced racial harassment

Racial harassment includes offensive or derogatory remarks, slurs, displaying offensive materials about race, cultural background or ethnicity, and other harmful or offensive conduct based on race or ethnicity.

Differences in reported witnessing of racial harassment were observed for:

- **Females:** 13% (0) compared to 8% (0) males
- **Individuals who identified as LGBTIQ+:** 15% (-1) compared to 9% (-1) of individuals who identified as cis-heteronormative

- **Those aged under 35:** 13% (-2) compared to 10% (0) 35-54 year olds and 5% (-1) of those aged over 55

Racial harassment and discrimination was reported as most likely to occur in the office, with 62% (-1) of those experiencing or witnessing racial harassment citing this location.

Other locations mentioned include:

- **client sites:** 24% (+1)
- **online platforms:** 12% (+1)
- **other locations:** 17% (+1)

Regarding the perpetrators of racial harassment, peers and managers were identified most frequently, accounting for 37% (-1) and 41% (-1) of incidents, respectively. Clients were mentioned as perpetrators in 21% (0) of cases, while the general public was identified as perpetrators for 15% (+1) of incidents.



Healesville Memorial Hall Refurbishment | Gregory Burgess Architects | Photographer: John Gollings

People walking on the street in front of a building with stairs and a ramp at the entrance as well as a large green tree

33 <https://humanrights.gov.au/our-work/education/who-experiences-racism>



**Table 31:** Racial harassment experience

Racial Harassment	Total	Male	Female	LGBTIQ+	Overseas Born (WESC)*	Overseas Born (other)	Disability	< 35	> 55
Sample	230	77	146	38	27	80	30	96	26
Witnessed	<b>10%</b>	<b>8%</b>	<b>13%</b>	<b>15%</b>	13%	10%	13%	<b>13%</b>	<b>5%</b>
Personally experienced	<b>4%</b>	<b>3%</b>	<b>5%</b>	5%	3%	<b>10%</b>	3%	<b>6%</b>	2%
<b>Where experienced / witnessed</b>									
Office	<b>62%</b>	61%	63%	63%	63%	54%	67%	66%	53%
Online	<b>12%</b>	16%	8%	15%	7%	9%	17%	16%	5%
Client site	<b>24%</b>	25%	22%	22%	33%	21%	21%	20%	18%
Other	<b>17%</b>	18%	16%	22%	11%	26%	16%	15%	26%
Prefer not to say	<b>9%</b>	10%	8%	7%	4%	13%	0%	9%	10%
<b>Who exhibited the behaviour</b>									
Peer	<b>37%</b>	35%	40%	33%	22%	39%	40%	38%	28%
Manager	<b>41%</b>	39%	44%	35%	48%	41%	52%	48%	25%
Client	<b>21%</b>	21%	21%	25%	15%	18%	30%	19%	10%
General Public	<b>15%</b>	18%	12%	20%	15%	20%	16%	16%	26%
Other	<b>13%</b>	14%	11%	11%	15%	13%	16%	12%	12%
<b>Gender of person who exhibited the behaviour</b>									
Male	<b>69%</b>	65%	74%	74%	85%	70%	71%	67%	46%
Female	<b>36%</b>	39%	33%	45%	31%	34%	42%	41%	52%
Other Gender	<b>3%</b>	5%	0%	0%	3%	4%	0%	0%	5%

\*WESC - Western English Speaking Country, includes respondents born in: the United Kingdom, Canada, Ireland, New Zealand, South Africa and United States

Significantly **higher** / **lower** than total

Q. Have you personally experienced or witnessed any of the following types of behaviours in the workplace in the past twelve months? n= 1673

Q. Where have you witnessed or experienced the below behaviours? n=230

Q. Who exhibited the behaviour you witnessed or experienced? n=230

Q. Was the person who exhibited the behaviour you witnessed or experienced: n=230

## Age Harassment

The Australian Institute of Health and Welfare (AIHW) reports that:

**20%** of older Australians (aged over 65) experienced age discrimination in the workplace in the last two years

**32%** of people over 55 years of age were more likely to experience age discrimination: 32% of people age 55–64 years old and 31% of those aged 50–64

There is negligible gender disparity in age discrimination: 28% men compared to 26% of females.

**7%** (-1) of respondents reported having witnessed age harassment

**4%** (-1) of respondents have personally experienced age harassment

In terms of personal experiences of age harassment, 6% (0) of females compared to 3% (0) of males reported personally experiencing it, suggesting a gender disparity. There were no significant variations within other groups.

The office is again the most likely place for age harassment to have occurred, with 61% (-2) of all reported recipients of age harassment experiencing or witnessing age harassment in that setting.

Differences in demographic characteristics were found among those most likely to report offices as the likely location for age discrimination including:

**66%** (0) of females

**64%** (-2) of those born overseas (aggregate for all locations except Australia)

**69%** (+1) of those aged under 35

Other locations mentioned include:

- **client sites:** 20% (-2)
- **online platforms:** 8% (+1)
- **other locations:** 17% (+1)

Managers were reported as the most common perpetrator of age-based harassment, accounting for 46% (-2) of incidents. This increases to 54% (+1) for incidents involving those under the age of 35.

33% (-3) of those who have witnessed or experienced age harassment reported that the behaviour was exhibited by a peer. Clients are mentioned as perpetrators in 12% (-1) of cases, while the general public is identified in 11% (0) of incidents.

“ Due to advances in technology, ageism is prominent in architecture. Junior staff are more technically advanced (but respected less for their achievements). There is disparity for older staff who can not keep up the with the technical requirements and find it difficult to be involved in delivery.

” Respondent G open-ended comment

**Table 32:** Age harassment experience

Age Harassment	Total	Male	Female	LGBTIQ+	Overseas Born (WESC)*	Overseas Born (other)	Disability	< 35	> 55
Sample	188	63	121	25	16	49	34	57	37
Witnessed	7%	6%	9%	10%	6%	8%	12%	7%	6%
Personally experienced	4%	3%	6%	4%	3%	3%	7%	4%	5%
<b>Where experienced / witnessed</b>									
Office	61%	56%	66%	59%	81%	61%	56%	69%	54%
Online	8%	10%	7%	13%	19%	8%	7%	10%	12%
Client site	20%	14%	26%	20%	19%	29%	11%	24%	23%
Other	17%	19%	14%	18%	6%	12%	32%	8%	16%
Prefer not to say	7%	10%	4%	3%	0%	10%	2%	7%	7%
<b>Who exhibited the behaviour</b>									
Peer	33%	26%	39%	30%	19%	43%	43%	39%	21%
Manager	46%	40%	52%	43%	63%	41%	47%	54%	42%
Client	12%	10%	15%	15%	19%	12%	7%	14%	16%
General Public	11%	10%	12%	8%	13%	12%	12%	12%	16%
Other	11%	13%	9%	18%	13%	10%	18%	7%	16%
<b>Gender of person who exhibited the behaviour</b>									
Male	69%	66%	72%	75%	88%	63%	69%	75%	63%
Female	34%	31%	38%	33%	25%	39%	38%	46%	32%
Other Gender	1%	2%	1%	0%	0%	2%	2%	0%	5%

\*WESC - Western English Speaking Country, includes respondents born in: the United Kingdom, Canada, Ireland, New Zealand, South Africa and United States

Significantly higher / lower than total

Q. Have you personally experienced or witnessed any of the following types of behaviours in the workplace in the past twelve months? N= 1673 /

Q. Where have you witnessed or experienced the below behaviours? n= 188

Q. Who exhibited the behaviour you witnessed or experienced? n=187

Q. Was the person who exhibited the behaviour you witnessed or experienced: n=187

“ Young graduates have been left out in the Architectural Profession with less opportunity to learn and participate in the Construction Profession.

Many move into technical positions (CAD/BIM) in lieu of getting experience and building skills in Contract Administration (further creating barrier toward registration). Firms appear to hire younger staff for profit, frequently paying lower salaries than the Architect Award rates.

” Respondent H open-ended comment

## Differential Treatment

Overall, **13%** (-1) of respondents reported that they have witnessed differential treatment in hiring, promotion or development opportunities.

**10%** (-2) of respondents have personally experienced differential treatment.

Those more likely to have personally experienced differential treatment by their employer include:

- **Females:** 17% (0) compared to 5% (0) of males
- **Respondents with a disability:** 14% (-3) compared to 9% (+2) of respondents with no disability
- **Those born overseas:** 12% (-2) compared to 8% (-2) of those born in Australia
- **Those aged 35-54:** 12% (-2) compared to 5% (-1) of the over 55s and 10% (-2) of the under 35s

The office (79%) was the most frequently reported place for differential treatment and harassment to occur, with managers (74%) being the most common perpetrator, who most likely is a male (69%).



A person and person looking at a computer screen

Many women have left the profession or considered leaving the profession due to exclusion. Examples of exclusionary behaviour include:

- Being given interior design or administrative tasks over architectural tasks due to type casting (stereotyping) that *“women are good at those things”*
- No access to parental leave, with no motivation to change as it is expected that women will not return after having children
- Being harassed and persistently approached to engage in sexual conduct, albeit declining on several occasions
- Being overlooked for promotions when undertaking similar/same tasks and workloads as their male counterparts.

Respondent I open-ended comment

**Table 33:** Differential treatment experiences

Differential Treatment	Total	Male	Female	LGBTIQ+	Overseas Born	Disability	< 35	> 55
Sample	382	117	254	52	158	52	141	34
Witnessed	13%	10%	16%	18%	15%	15%	18%	4%
Personally experienced	10%	5%	17%	10%	12%	14%	10%	5%
<b>Type of differential treatment</b>								
Gender	51%	37%	65%	53%	44%	50%	50%	28%
Ethnic or cultural background	36%	39%	33%	46%	52%	27%	38%	20%
Age	33%	26%	40%	28%	26%	38%	32%	65%
Carer status	23%	20%	26%	27%	22%	28%	19%	11%
Race	24%	32%	17%	25%	37%	28%	28%	22%
Language	20%	27%	13%	29%	32%	19%	19%	4%
Socio-economic background	18%	21%	15%	21%	21%	29%	17%	13%
Disability	9%	9%	10%	11%	4%	53%	4%	24%
Sexual orientation	6%	8%	4%	24%	6%	3%	9%	0%
Transgender status	2%	1%	2%	10%	0%	9%	2%	2%
Other	9%	10%	9%	12%	6%	15%	7%	17%
Prefer not to say	4%	6%	3%	5%	4%	0%	5%	7%
<b>Where experienced / witnessed</b>								
Office	79%	74%	83%	76%	75%	77%	82%	76%
Online	10%	11%	9%	12%	10%	17%	13%	11%
Client site	11%	13%	8%	10%	11%	15%	10%	20%
Other	10%	12%	7%	14%	13%	11%	9%	4%
Prefer not to say	7%	8%	7%	5%	8%	9%	6%	13%
<b>Who exhibited the behaviour</b>								
Peer	17%	20%	14%	26%	16%	27%	17%	11%
Manager	74%	68%	80%	67%	69%	75%	79%	72%
Client	10%	14%	6%	10%	10%	12%	9%	13%
General Public	9%	10%	8%	10%	13%	12%	7%	2%
Other	5%	5%	6%	7%	7%	7%	4%	0%
<b>Gender of person who exhibited the behaviour</b>								
Male	69%	65%	73%	75%	67%	77%	68%	71%
Female	34%	36%	34%	35%	36%	43%	41%	22%
Other Gender	2%	3%	1%	0%	3%	3%	4%	0%

\*WESC - Western English Speaking Country, includes respondents born in: the United Kingdom, Canada, Ireland, New Zealand, South Africa and United States Significantly higher / lower than total

Q. Have you personally experienced or witnessed any of the following types of behaviours in the workplace in the past twelve months? n=1673

Q. Which differential treatment in hiring, promotion or access to development opportunities have you witnessed or experienced? n =382

Q. Where have you witnessed or experienced the below behaviours? n= 382

Q. Who exhibited the behaviour you witnessed or experienced? n=381

Q. Was the person who exhibited the behaviour you witnessed or experienced: n=380

# Refusal to Make Reasonable Accommodations

**6%** of respondents reported having witnessed behaviour that amounts to refusal to make reasonable accommodations for an individual.

**4%** of respondents have personally experienced it.

Those more likely to have personally experienced refusal to make reasonable accommodations by their employer included:

- **Females:** 6% (0) compared to 2% (0) of males
- **Respondents who have a disability:** 10% (-2) compared to 3% (-1) of respondents who do not have a disability

The office (84%) was reported as the most likely place for a refusal to make reasonable accommodations to take place, by managers (81%), who are most likely male (65%).

**Table 34:** Refusal to make reasonable accommodations

Refusal to make reasonable accommodations	Total	Male	Female	LGBTIQ+	Overseas Born	Disability	< 35	> 55
Sample	168	50	114	25	58	35	55	21
Witnessed	6%	4%	9%	10%	5%	11%	7%	2%
Personally experienced	4%	2%	6%	4%	4%	10%	3%	3%
<b>Type of differential treatment</b>								
Caring responsibilities	57%	56%	58%	64%	50%	50%	48%	65%
Disability	23%	26%	18%	26%	17%	59%	18%	22%
Cultural practices	16%	24%	8%	25%	27%	9%	20%	13%
Religious practices or beliefs	12%	16%	8%	5%	9%	2%	14%	9%
Other	14%	12%	16%	5%	16%	9%	18%	8%
Prefer not to say	8%	6%	10%	0%	13%	2%	12%	7%
<b>Where experienced / witnessed</b>								
Office	84%	84%	85%	90%	83%	94%	88%	83%
Online	10%	10%	8%	10%	6%	11%	15%	6%
Client site	5%	4%	5%	3%	5%	6%	0%	5%
Other	3%	0%	5%	0%	4%	2%	1%	3%
Prefer not to say	5%	6%	4%	5%	5%	0%	6%	4%
<b>Who exhibited the behaviour</b>								
Peer	11%	14%	9%	11%	8%	22%	14%	15%
Manager	81%	78%	83%	90%	80%	87%	81%	61%
Client	6%	10%	3%	5%	7%	9%	7%	12%
General Public	4%	6%	3%	5%	4%	11%	7%	0%
Other	2%	0%	4%	5%	3%	2%	3%	0%
<b>Gender of person who exhibited the behaviour</b>								
Male	65%	62%	68%	70%	62%	75%	57%	65%
Female	38%	34%	42%	36%	42%	38%	49%	50%
Other Gender	1%	2%	0%	0%	0%	0%	0%	0%

\*WESC - Western English Speaking Country, includes respondents born in: the United Kingdom, Canada, Ireland, New Zealand, South Africa and United States

Significantly higher / lower than total

Q. Have you personally experienced or witnessed any of the following types of behaviours in the workplace in the past twelve months? n=1673 What refusal to make reasonable accommodations have you witnessed or experienced? n=168

Q. Where have you witnessed or experienced the below behaviours? n=168

Q. Who exhibited the behaviour you witnessed or experienced? n=382

Q. Was the person who exhibited the behaviour you witnessed or experienced: n=168

## Refusal of Reasonable Request for Flexible Working Arrangements

Overall, 11% (-1) of respondents reported having witnessed an individual being refused a reasonable request for flexible working arrangements, and 8% (-1) reported having personally experienced such refusal.

While only **8%** have personally been refused flexible working arrangements, this increases to **11%** for females.

Those more likely to have reported personally experience of refusal of reasonable request for flexible working arrangements by their employer include:

- Females: 11% (0) compared to 6% (0) of males

- Respondents who have a disability: 11% (-2) compared to 7% (-1) of respondents who do not have a disability
- Those identifying as LGBTIQ+: 11% (0) compared to 7% (-1) of those identifying as cis-heteronormative

Reasons given in order of occurrence for refusal include:

- Workload 32% (+1)
- Staffing concerns 31% (+1)
- No reason given 30% (-1)
- Other unspecified reason 25% (0)
- Costs 7% (+1)

The office (86%) is the most likely reported place for a refusal to make reasonable accommodations to take place, by managers (81%), who are most likely male (64%).

Two people walking through a building reception area



Northbourne Avenue | Bates Smart | Photographer: Peter Clarke

**Table 35:** Experiences of refusal of reasonable request for flexible working arrangements

Refusal to make reasonable accommodations	Total	Male	Female	LGBTIQ+	Overseas Born	Disability	< 35	> 55
Sample	168	50	114	25	58	35	55	21
Witnessed	11%	8%	15%	13%	10%	13%	16%	5%
Personally experienced	8%	6%	11%	11%	9%	11%	9%	5%
<b>Type of differential treatment</b>								
Workload	32%	36%	28%	36%	35%	34%	33%	28%
Staffing concerns	31%	34%	28%	36%	36%	32%	33%	29%
Costs	7%	9%	5%	12%	8%	6%	9%	8%
Other	25%	23%	26%	22%	18%	45%	22%	20%
No reason given	30%	28%	31%	28%	29%	18%	29%	27%
Prefer not to say	2%	2%	2%	3%	3%	2%	1%	6%
<b>Where experienced / witnessed</b>								
Office	86%	83%	90%	86%	87%	93%	90%	63%
Online	10%	14%	5%	12%	9%	6%	15%	6%
Client site	4%	6%	1%	1%	5%	2%	3%	10%
Other	4%	2%	6%	3%	2%	6%	4%	8%
Prefer not to say	4%	6%	2%	7%	3%	1%	1%	14%
<b>Who exhibited the behaviour</b>								
Peer	10%	11%	10%	11%	12%	12%	10%	14%
Manager	81%	77%	87%	75%	79%	87%	86%	63%
Client	2%	3%	1%	1%	4%	2%	0%	6%
General Public	0%	0%	1%	0%	0%	0%	1%	0%
Other	1%	1%	2%	1%	3%	0%	1%	0%
<b>Gender of person who exhibited the behaviour</b>								
Male	64%	61%	67%	73%	59%	81%	66%	63%
Female	37%	35%	40%	35%	37%	33%	40%	35%
Other Gender	0%	0%	0%	0%	0%	0%	0%	0%

\*WESC - Western English Speaking Country, includes respondents born in: the United Kingdom, Canada, Ireland, New Zealand, South Africa and United States Significantly higher / lower than total

Q. Have you personally experienced or witnessed any of the following types of behaviours in the workplace in the past twelve months? n=1673 /

Q. What reasons were given for the denial of a reasonable request for flexible working arrangements that you witnessed or experienced? n=311

Q. Where have you witnessed or experienced the below behaviours? n= 311

Q. Who exhibited the behaviour you witnessed or experienced? n=310

Q. Was the person who exhibited the behaviour you witnessed or experienced: n=310



## Other Experiences at Work

Safe Work Australia<sup>35</sup> defines workplace bullying as:

**workplace bullying is defined as repeated and unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety.**

**It is estimated that the national rate of workplace bullying is 9.7%.<sup>36</sup> It is estimated to cost up to \$36 billion annually in Australia.<sup>37</sup>**

**25%** (-2) of respondents reported facing challenges related to unreasonable deadlines and other demands

**20%** (-2) reported being ignored or not given credit for their work

**19%** (-2) reported being paid less for performing the same job or work

Those more likely to have reported experiencing other unfavourable experiences at work include:

- **Females:**
  - 31% (0) reported facing unreasonable deadlines and demands compared to 22% (0) of males
  - 26% (0) reported being ignored or not given credit for work done compared to 17% (0) of males
  - 27% (0) reported being paid less for performing same job or work of equal value compared to 14% (0) of males
  - 17% (0) reported being bullied or undermined compared to 8% (0) of males

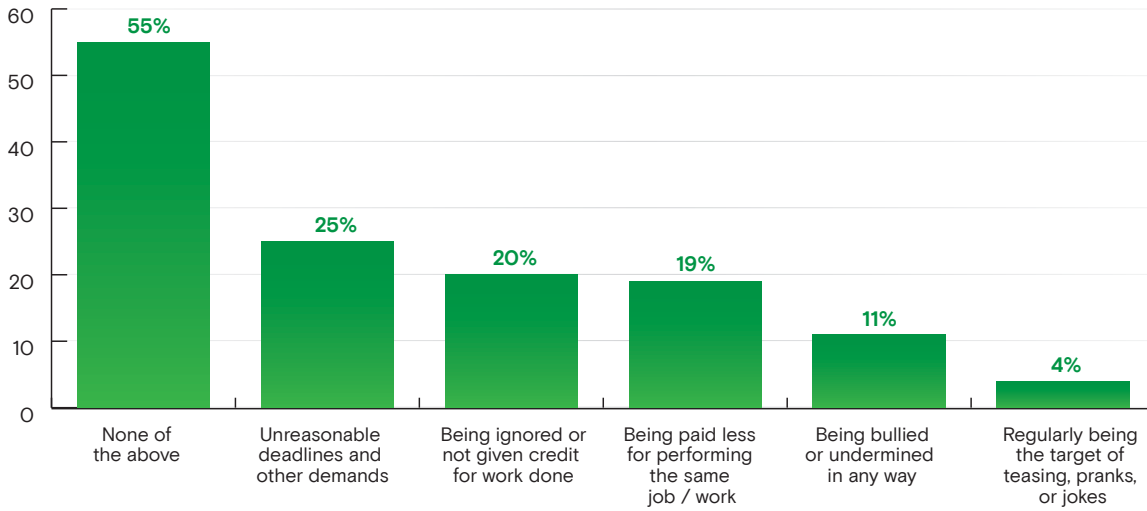
- **Those identifying as LGBTIQ+:**
  - 34% (0) reported facing unreasonable deadlines and demands compared to 24% (-2) of the cis-heteronormative
  - 27% (-1) reported being ignored or not given credit for work done compared to 19% (-2) of the cis-heteronormative
  - 19% (-1) reported being bullied or undermined compared to 10% (-2) of the cis-heteronormative
  - 8% (0) reported regularly being targets of teasing, pranks or jokes compared to 3% (0) of the cis-heteronormative
- **Respondents who have a disability:**
  - 36% (0) reported being ignored or not given credit for work done compared to 18% (-2) of respondents who do not have a disability
  - 20% (-3) reported being bullied or undermined compared to 10% (-1) of respondents who do not have a disability
  - 9% (0) reported regularly being targets of teasing, pranks or jokes compared to 3% (0) of respondents who do not have a disability
- **Under 35 age group:**
  - 37% (-1) reported facing unreasonable deadlines and demands compared to 25% (-1) of 35-54 year olds and 11% (-1) of over 55s
  - 27% (-2) reported being paid less for performing same job or work of equal value compared to 19% (-2) of 35-54 year olds and 7% (-2) of over 55

<sup>35</sup> *Guide for Preventing and Responding to Workplace Bullying*, Safe Work Australia, 2016. <https://www.safeworkaustralia.gov.au/system/files/documents/1702/guide-preventing-responding-workplace-bullying.pdf>

<sup>36</sup> See: *Bullying & Harassment in Australian Workplaces*, Safe Work Australia, 2016. <https://www.safeworkaustralia.gov.au/system/files/documents/1705/bullying-and-harassment-in-australian-workplaces-australian-workplace-barometer-results.pdf>; the figure is supported by 2022 APS Employee Census: [https://www.apsc.gov.au/working-aps/state-of-service/2022/report/culture/state-service-report-2021-22-chapter-2-diverse-and-inclusive-workplaces/21-respectful-workplaces#:~:text=Perceptions%20of%20harassment%20and%20bullying,12%20months%20\(Figure%2021\)](https://www.apsc.gov.au/working-aps/state-of-service/2022/report/culture/state-service-report-2021-22-chapter-2-diverse-and-inclusive-workplaces/21-respectful-workplaces#:~:text=Perceptions%20of%20harassment%20and%20bullying,12%20months%20(Figure%2021))

<sup>37</sup> Estimate based on Productivity Commission, 2010 and cited in *Bullying & Harassment in Australian Workplaces*, Safe Work Australia, 2016. <https://www.safeworkaustralia.gov.au/system/files/documents/1705/bullying-and-harassment-in-australian-workplaces-australian-workplace-barometer-results.pdf>

**Figure 30:** Experiences at work



**Table 36:** Experiences at work

	Total	Male	Female	LGBTIQ+	Overseas Born	Disability	< 35	> 55
Sample		785	856	192	628	177	528	338
None of the above	55%	61%	45%	45%	56%	39%	42%	74%
Unreasonable deadlines and other demands	25%	22%	31%	34%	23%	31%	37%	11%
Being ignored or not given credit for work done	20%	17%	26%	27%	20%	36%	23%	12%
Being paid less for performing the same job / work	19%	14%	27%	24%	20%	24%	27%	7%
Being bullied or undermined in any way	11%	8%	17%	19%	10%	20%	12%	5%
Regularly being the target of teasing, pranks, or jokes	4%	4%	4%	8%	4%	9%	5%	1%

Q. Have you personally experienced any of the following types of behaviours in your workplace in the past twelve months? n=1673

Significantly higher / lower than total

## Leaving the Profession

22% (-3) of respondents reported that they have left an employer in the architectural profession due to a lack of inclusion and/or discrimination and the same proportion having thought of leaving.

Groups of respondents, according to demographic characteristics, who reported that they were more likely to consider leaving the profession due to a lack of inclusion and discrimination include:

**35%**

(0) of females compared to 15% (0) of males

**35%**

(-4) of respondents who have a disability in comparison to 20% (-4) of respondents who do not have a disability

**26%**

(-3) of 35 to 54 year olds

*compared with*

**24%**

(-3) of under 35s and 9% (-2) of over 55s

**27%**

(-2) of those identifying as LGBTIQ+ compared to 20% (-4) of those identifying as cis-heteronormative

Similarly, groups of respondents who were more likely to have reported that they left an employer in the architectural profession due to a lack of inclusion and discrimination include:

**35%**

(0) of females compared to 16% (0) of males

**30%**

(-4) of respondents with a disability in comparison to 21% (-3) of respondents who do not have a disability

**29%**

(-4) of 35 to 54 year olds

*compared with*

**21%**

(-2) of under 35s and 11% (-3) of over 55s

**29%**

(-2) of those identifying as LGBTIQ+ compared to 21% (-4) of those identifying as cis-heteronormative

This feedback highlights the considerable impact that a lack of inclusion and discrimination can have on the profession, making addressing these concerns and promoting inclusivity essential to retain talented professionals.

**Table 37:** Leaving the profession

	Total	Male	Female	LGBTIQ+	Overseas Born	Disability	< 35	> 55
Sample	1673	785	856	192	628	177	528	338
I have thought about leaving the industry because of a lack of inclusion and/or discrimination	<b>22%</b>	<b>15%</b>	<b>35%</b>	27%	22%	<b>35%</b>	24%	<b>9%</b>
I have left an employer in the architectural industry because of a lack of inclusion/discrimination	<b>22%</b>	<b>16%</b>	<b>35%</b>	<b>29%</b>	23%	<b>30%</b>	21%	<b>11%</b>

Significantly **higher** / **lower** than total

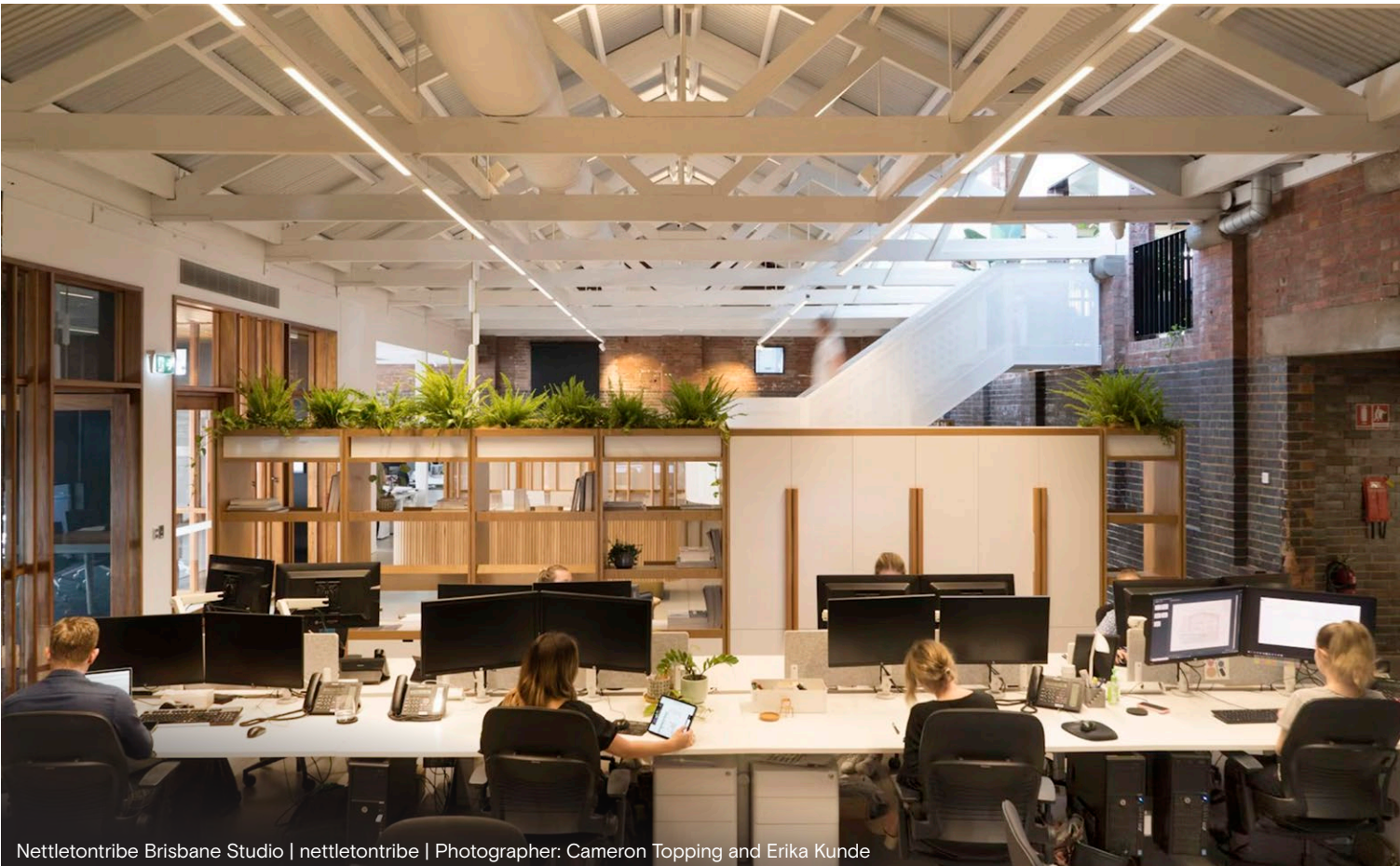
**22%** have left an employer in the architectural profession because of a lack of inclusion and discrimination.

“ This is a whole of society cultural issue.

Architecture requires an element of apprenticeship and mentorship to develop, so there is a need to continue to promote to our leaders the benefits in helping people grow and develop as architects who appear, sound or have backgrounds differing to ourselves.

” Respondent J open-ended comment

People sitting at computers in an office



Nettletontribe Brisbane Studio | nettletontribe | Photographer: Cameron Topping and Erika Kunde

# 06

## 06. Open Ended Comment Summary



Carpe Diem Companionway | Collins and Turner with Geyer | Photographer: Richard Glover

Multiple groups of people sitting at tables in a room with glass walls

As part of the survey, a total of 612 open-ended comments were received, providing for a range of themed insights beyond the survey. The program Chat GPT was used to undertake a themes analysis of survey data and produce summaries with 10–20% data verification process.

### **Gender disparities**

Respondents acknowledged progress for promoting gender diversity, in relation to a more balanced gender ratio and female representation in architectural education. However, concerns remain around gender loss in the profession, pertaining to when female architects start families. Some respondents feel that more support is needed to retain a diversity of talent. Many respondents also underscored a general lack of representation of females in senior leadership positions.

### **Cultural diversity**

Some respondents identified that more progress can be made towards achieving racial and ethnic diversity in the profession, noting a current absence of this representation. Respondents highlighted the importance of recognising and valuing the contributions of individuals from diverse cultural backgrounds. Respondents urged for greater support and recognition for architects who have immigrated to Australia, while also suggesting further accessibility efforts for individuals from diverse cultural backgrounds.

### **Socioeconomic diversity**

The cost of education, the high cost of obtaining an architectural degree, and the emphasis on completing a master's degree were identified by many respondents as economic barriers to diversity and inclusion. Some respondents were worried that these financial issues could become worse in the future and further limit access to the profession, specifically for people from lower socioeconomic backgrounds. Respondents also noted that there is a perception of elitism in the architectural profession which can be exclusionary. Despite progress in other areas, some noted that more could be done to promote cultural and socioeconomic diversity and improve accessibility to architectural education.

### **LGBTIQ+ diversity**

Respondents note positive changes to the awareness and acceptance of LGBTIQ+ individuals in the architectural profession. Some respondents did question the focus on LGBTIQ+ issues in architecture – with a minority of respondents concerned about the emphasis on identity politics and diversity and inclusion efforts – while others underscored the value of supporting and recognising LGBTIQ+ individuals in the profession.

### **Mental Health and Wellbeing**

Mental health challenges are experienced by people within the profession. Mental health and well-being were identified as a significant part of diversity and inclusion efforts, with calls for further support and accommodations for architects facing mental health challenges.

### **Profession-wide issues within architectural practice and the construction profession**

Profession-wide issues relating to diversity and inclusion were reported across the architectural profession and construction profession. Some respondents highlighted challenges related to inclusivity on construction sites and present challenges for females and LGBTIQ+ individuals. Some respondents noted wage gaps based on gender. Some respondents suggested that current education and registration requirements can be exclusionary, limiting diversity in the profession, due to the time and financial barriers, as well as perceived lack of mentorship and inflexibility of delivery which can be challenging for people with a disability (mental and physical). The casualisation of the architectural workforce is perceived as limiting opportunities for architects from diverse backgrounds.

### Accessibility for disability and work flexibility for caregivers

Respondents voiced concerns about the challenges faced by individuals with disabilities and highlighted the need for practices to make architectural spaces more accessible. Further support was also suggested for parents and caregivers, calling for more flexible work arrangements and remote work options as potential options for attracting and retaining a diversity of talent.

### Perceptions of leadership

The lack of diversity in leadership roles within architectural firms and organisations was recognised as an issue, despite progress in other areas. Many respondents pointed out that females continue to be underrepresented in senior leadership roles, and the lack of females in decision-making positions was seen as a barrier to achieving authentic gender diversity and inclusion.

### Perceptions of diversity and inclusivity

Many respondents appreciate efforts that promote diversity and inclusion in the architectural profession, for people of different genders, backgrounds, and abilities. The importance of achieving balanced representation and inclusion was discussed, beyond just a gender balance and towards race, ethnicity, and other aspects of diversity. Respondents also highlighted the need for more emphasis on inclusive design practices that recognise the importance of inclusivity beyond compliance with codes and standards.

There is a perception that the profession is becoming more inclusive over time. There are however calls for broader cultural awareness programs that go beyond surface-level initiatives, with some respondents concerned that efforts could appear tokenistic. A minority questioned the profession's focus on diversity and inclusion, believing there are more pressing issues to address and feeling that efforts could be divisive, misguided, or counterproductive, and as an alternative, advocated for a more merit-based approach rather than one focused on identity. Respondents also underscored the need for values to be embedded into everyday practices.

While acknowledging progress, respondents stress that there is still much work to be done, evidencing an ongoing ambition to advance diversity and inclusion in the profession.

### Prevalence of themes of types of discrimination:

Based on the review of the first 150 comments, representing 25% of all comments received the prevalence of themes of negative responses/discrimination/experiences mentioned, in order of frequency are:

1. **Racism/migrant discrimination:** 30% of comments (frequency: 45)
2. **Gender discrimination:** 25% of comments (frequency: 38)
3. **Wealth/class discrimination:** 11% of comments (frequency: 17)
4. **Disability discrimination:** 9% of comments (frequency: 14)
5. **Ageism:** 8% of comments (frequency: 12)
6. **Lack of leadership diversity:** 8% of comments (frequency: 12)

A person walking down a ramp of a brick building



Meals on Wheels SA Head Office  
JPE Design Studio | Photographer: David Sievers

# 07. Focus Group Summaries



Quay Quarter Lanes | 8 Loftus St | Studio Bright | Photographer: Rory Gardiner

A group of people walking in a street



## Summary of Findings from Diversity and Inclusion Focus Groups

Six confidential focus groups, as facilitated by an external consultant, were formed inviting respondents with the following demographic characteristics to participate:

- 2 x cultural and linguistically diverse (CALD)
- 1 x parents and carers
- 1 x disability
- 1 x LGBTIQ
- 1 x age and general

Overall, approximately 75 participants participated in the focus groups. Each group was comprised of 8-15 participants. Although invited to participate, no members of the trans, gender diverse, or Aboriginal and Torres Strait Islander communities attended the focus groups.

In the focus groups, participants were asked to reflect on and discuss both positive and negative experiences pertaining to diversity and inclusion while working in Australia's architectural profession in Australia. Responses are categorised thematically.

### Cultural and Linguistic Diversity (CALD)

#### Migrant and Immigrant Professionals

Participants reported significant barriers for migrant and immigrant professionals resulting from the lack of local experience and lack of recognition of overseas qualifications.

Due to weaker networks in Australia, participants report having limited access to opportunities, with the need to volunteer work to gain experience or work below their skill level. The registration process was perceived as biased against internationally registered professionals and many participants report not registering. A financial barrier of high fees for international students was also reported as impacting advancing educational qualifications, work and career opportunities. All these factors reported to negatively impact on work opportunities, self-esteem, confidence, and financial well-being, and security of participants.

Caucasian professionals born overseas reported experiencing fewer barriers to entry and less bias compared with overseas-born professionals with a minority racial background.

Compared with overseas born or raised professionals, CALD professionals born in Australia or who immigrated as children report experiencing less barriers to entry and less bias.

Limited support and difficulty accessing support from both employers and profession bodies was noted and can have negative emotional and practical impacts. Participants noted that language and accent impact attaining work, and bias was experienced: sometimes through negative comments and criticism of language proficiency. Language support was reported to be rarely offered, and culture shock also was experienced, though participants commented on the positive impact of help when received and the value of local mentors in navigating cultural differences. Immigrant professionals expressed a greater appreciation of the value of diversity and multiculturalism in the profession compared with Australian-born or raised professionals.

A group of women sitting in chairs on a stage speaking



2022 Symposium – Lost Opportunities | Event Photography

## Broader CALD issues

**In comparison to non-CALD talent, CALD professionals reported that they needed to prove their capability, compared with their assumed skill from their experiences and qualifications.**

There was an underlying perception that CALD talent must be higher performing and work harder to gain the same opportunities, recognition, and advancement as their non-CALD peers. They also reported prejudices from clients and peers. Biases related to incorrect assumptions about role and seniority, work being devalued, ideas and insights overlooked, spoken to in a way that does not appreciate their knowledge and skill, less opportunities to advance skills, suggestions of anglicising their name, challenges to their cultural identity, and racism through demeaning jokes, questions and statements. Generally, racist comments and discrimination was reported as being delivered by older males with European backgrounds in leadership positions. It was also reported that senior professionals, who are mainly Caucasian men, have a preference for people of similar backgrounds.

There was an underlying observation among participants that the architectural profession is Eurocentric, through the architecture that is showcased, and the feeling that non-European contributions and perspectives are undervalued.

Participants expressed that the profession's cultural and racial diversity is not celebrated and that European architects receive accolades and prestige. Participants noted the lack of role models due to the lack of representation of CALD persons in leadership positions, profession awards and publications. These factors subsequently impact on their self-confidence and altering their career aspirations.

Due to the subtle nature of bias and its frequent reported delivery by senior staff, stakeholders and clients, participants reported it was difficult to challenge discrimination. It was reported that the experience of inclusion is more positive in firms with a greater CALD workforce diversity and lowest in firms that have limited CALD representation. Mixed experiences were reported regarding individuals encountering racism receiving support in larger firms. CALD females tended to experience greater bias and discrimination in relation to CALD males, and younger CALD professionals experience more bias and discrimination than older CALD professionals. Overall, CALD professionals report feeling a weaker sense of belonging to their workplace and the broader profession.



Workshop 21 Harris Street | Bates Smart | Photographer: Anson Smart

Two people looking at a computer at a table with a city skyline in the background.

## Disability

### Participants with a disability reported experiencing ableism, both in explicit and implicit ways.

This form of discrimination was related to assumptions made about their capability, ideas and insights overlooked, being ignored, spoken to in a way that discounts one's knowledge and skills, fewer opportunities to develop and advance skills, having their performance managed, and discriminatory or demeaning statements and questions. Female participants with a disability reported experiencing higher levels of discrimination and bias than males with a disability, and in general less peer support. Weaker networks may be a factor that impacts on this.

A need was identified for more disability awareness training, while also increasing awareness of barriers faced by people with disabilities, by organisational and profession leaders. People with a disability report finding it difficult to secure accommodations and working arrangements due to the lack of awareness or empathy of their employer, or not feeling comfortable disclosing personal issues. Non-visible disabilities, such as mental health and neurodiversity, are reported to be frequently hidden to avoid bias due to stigma and negative stereotypes, which makes receiving support more difficult.

Neurodiverse people reported frequently receiving criticism for work performance and the notion that they cannot perform across all work criteria in the same manner as their peers, limiting opportunities to advance their careers. The focus on individual performance was reported to be an issue for people with a disability, and in a different setting such as a team scenario, they can exhibit different abilities and ways of working.

Accessibility issues as well as a lack of empathy in education were reported as barriers to entry, with accessibility barriers having a significant impact on attaining architectural registration. It was noted that larger employers were more likely to have programs for hiring and supporting people with a disability. In general, people with a disability reported a weak sense of belonging due to underrepresentation and comment on the value of buddy programs and representation targets. Moreover, limited representation of people with disabilities was also perceived as limiting opportunities for inclusive design within architectural practices.



Person in a wheelchair sitting with a group around a table, with computers and phone

## LGBTIQ+

**It was reported that the experience of inclusion varied depending on location, such as in capital cities or regional areas, but overall is positive.**

The profession is perceived to be inclusive of cis-gay males and females. However, the experiences of other groups within the LGBTIQ+ community reportedly vary, with trans and gender-diverse people experiencing discrimination. Rather than more explicit prejudice, bias is reported to manifest through microaggressions.

When it comes to disclosing personal information, older professionals felt more comfortable disclosing their sexual orientation compared to younger professionals. Gay males also report being more comfortable disclosing their sexual orientation at work compared with gay females. Homophobia is noted to be more explicit in fields external to the profession, such as through interactions with clients, builders, and landlords, with some cis-gay males and females masking their sexuality with external stakeholders. As sharing personal information can be useful for building strong client relationships, LGBTIQ+ individuals report feeling disadvantaged compared to their non-LGBTIQ+ colleagues due to this masking. Lower representation of LGBTIQ+ in more senior leadership positions is reported to impact on the feeling and perception of belonging. Though in general, employer support was reported as strong and positive with larger employers having pride networks and advocacy programs. This contrasts external stakeholder support, which can appear ingenuine and tokenistic.

Participants reported a general lack of awareness of the mental health implications of being LGBTIQ+, especially the severe impact of discrimination and prejudice on those identifying as trans and gender diverse. Factors that can contribute to poor mental health include unstable home environments and reduced financial support due to weaker family relationships, which can act as barriers to education and advanced education for LGBTIQ+ youth.

The participants recognised that gay males and females have an important role to play as allies for trans and gender-diverse communities. The LGBTIQ+ community was also valued for contributing to creative and vibrant cities and there are opportunities to strengthen relationships between LGBTIQ+ communities (and employees more broadly) in architecture and construction. A perception was noted that employers can be reluctant to advocate for LGBTIQ+ rights and other diversity issues, due to the concern they may offend clients and partners with conservative values. There was a sentiment among participants that the profession and employers will have to improve diversity and inclusion efforts to attract and retain talent. Smaller firms are reportedly regarded as benefiting the most from an Institute D&I policy, due to the notion they might not have a policy or resources to develop one. There is a call for the Institute (particularly from students employees who represent a diverse demographic) to be more visible in advocating for diversity and inclusion, to encourage membership among LGBTIQ+ professionals.

It is important to note that there were no CALD x LGBTIQ+ participants in the focus group, and no trans or gender-diverse participants in the focus group.

A building with many round windows and tree with foliage and grass in foreground



Victorian Pride Centre | Brearley Architects + Urbanists & Grant Amon Architects  
Photographer: John Gollings

## Parents and Carers

Many issues were reported by parents and caregivers, around the accommodations made for caring responsibilities.

Participants noted that working long hours tends to be rewarded by the architectural profession, and various issues arise as a consequence of the “obsessive architect” stereotype, who tends to put work ahead of their family. Colleagues and those in leadership positions are reported to show less empathy for parents, and due to limited acceptance of shared parental care, there is also an underlying assumption that mothers are the primary care givers, which negatively impacts both mothers and fathers.

Participants who were parents reported less empathy and flexibility from their workplace, than for carers of adults. While flexible working became more normalised because of COVID, there are still reported issues regarding how the needs of caregivers are perceived by colleagues and those in leadership positions. Participants noted that working part-time presents issues, and in general part-time positions in architectural practice are not common. For professionals who work part-time, it is more difficult to progress their careers, as performance is reviewed on output and hours worked. Part-time work is not rewarded, despite a view that sometimes workers can be more productive when working part-time. A view exists that new employers will not approve of part-time working arrangements, which may discourage people seeking options to work part-time positions, resulting in parents (and more likely mothers) access work below market value and do not advance their careers. Females considering having children or with children tend to look for employment with practices that have female representation in leadership positions, as well as practices that offer flexible working arrangements. Professionals who are mothers feel that their career progress is limited, in relation to females who don't have children and males who may or may not have families. Considering these issues, some females hold off on starting a family.

Mothers report both explicit and implicit bias from a practice's leadership as well as colleagues, which can take the form of a lack of empathy, not given opportunities to develop skills, not being considered for promotions, give less fulfilling or challenging work, becoming redundant while taking maternity leave, being expected to be the primary care giver, limited parental leave benefits, and being questioned about having children when interviewed for work. Clients and builders are reported to also show bias to mothers, and there are reports of unsafe work practices for pregnant females on construction sites. Other issues involve poor frameworks for parents to stay in touch while on leave, and limited resources for parents coming back to work after leave. Mothers at work also report poor facilities to breastfeed. Due to these issues, mothers consider changing employers or leaving the profession, with some females starting their own practice which can provide more flexible working arrangements.

Parents also report financial issues, such as working part-time, cost of living issues such as childcare, and the overall financial pressure of raising a family. Females working full-time for financial reasons report that their psychological well-being is under strain. Because of financial constraints, smaller firms may be less likely to offer competitive parental leave benefits, compared to larger practices. Work-life strain is reported to be felt more keenly by mothers who do not have family support close to them, which can include mothers who are migrants. For mothers returning to architectural practice after time away, they report the struggle of finding work and can accept positions they are over-skilled for. There is a broad call for the Institute to work with government to extend sanctioned or government-paid leave for parents.

Participants noted less representation of mothers in leadership positions, which can have an impact on career aspirations and be disheartening. Due to this lack of representation, profession leaders may have little understanding of the kinds of challenges that parents and caregivers have, and may have less accommodations for carers and weaker leave policies for parents. Mother and father participants report feeling that leadership teams that include mothers have more support of parents and are more inclusive. Females mentors are also seen as valuable for colleagues. Parents reported the benefits of support networks of other parents.

## Additional Findings

**An overall observation from across the focus groups is that it is uncommon for employers to have diversity and inclusion programs.**

Larger practices, however, are more likely to include programs and a higher awareness of diversity and inclusion issues. There is a sense that some efforts made by practices are superficial, as the diversity and inclusion goals set by the practice do not consistently align with the experience of workers. Additionally, profession leaders are hesitant to represent issues that might be perceived to be political or controversial in nature.

Gender bias is an underlying issue. Female participants report that the profession shows preference towards males. Mothers and CALD females reported the most gender-related bias. Due to the competitive nature of the architectural profession, this can motivate approaches that limit diversity.

There is a call for the Institute to advocate for diversity and inclusion, as it is currently not perceived to be doing this.

A person walking a dog in a parking lot





Australian  
Institute of  
Architects

# Diversity and Inclusion in the Architectural Profession

A National Committee for Gender Equity initiative

