

Advancing Diversity and Inclusion in Australia's Geospatial Industry: Insights from the 2024 Inclusion@Work Survey

Jun Wang and Stella Blake-Kelly (Australia)

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SUMMARY

The importance of diversity, equity, and inclusion (DEI) in the geospatial industry cannot be overstated, as it plays a vital role in fostering innovation, productivity, and a thriving professional community. Building on the 2022 Diversity and Inclusion Work Index for the Space, Spatial, and Surveying (SSS) sectors, the Space, Spatial, Surveying Diversity Leadership Network (SSSDLN) conducted a follow-up survey in 2024. This initiative continues to assess DEI across academia, government, and industry, providing critical insights into the evolving state of inclusion within these sectors.

The 2024 survey attracted 984 participants and highlights two notable trends:

- 1. Impact of Inclusive Organisations on People:** Feedback on performance that individuals found helpful improved significantly (+38.9%) for SSS employees in inclusive organisations, indicating progress in fostering supportive and constructive work environments.
- 2. Reported Experiences of Everyday Exclusion:** A concerning rise (+11.1%) was observed in experiences of exclusion, such as being ignored or treated as if nonexistent, underscoring the ongoing need for targeted interventions.

This presentation will share the latest findings by comparing 11 different factors, highlighting shifts in inclusivity, challenges, and opportunities since 2022. By showcasing the evidence-based outcomes of the Inclusion@Work Index, this talk aims to inspire the geospatial community to embrace DEI as a strategic priority and take collective action to drive meaningful change.

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