



AND **Locate25** | **G**
THE NATIONAL GEOSPATIAL CONFERENCE



Collaboration, Innovation and Resilience: Championing a Digital Generation

Brisbane, Australia 6–10 April

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

Jun Wang, Stella Blake-Kelly and Mary-ElLEN Feeney

SSSDLN Convenors

Email: convenors@sssdln.org

Presented at the FIG Meeting Week 2024 in Brisbane Australia



PLATINUM SPONSORS



ABOUT US

- We are the **Space, Spatial and Surveying Diversity Leadership Network (SSSDLN)** who brings together over 180 leaders from business, government and education to provide **visible** advocacy for diversity and inclusion within the profession.
- We know that having varied perspectives helps **cultivate innovation** to solve complex problems in a changing world — and inclusion is how we **unleash the power of diversity**.
- We focus on **promoting actions** to support greater diversity and more inclusive workplaces to **grow the capabilities** of our sector for the future.



DIVERSITY & INCLUSION



WHAT IS DIVERSITY?

Diversity is the mix of people in your organisation.

Diversity refers to all the ways in which we differ (e.g., Aboriginal and/or Torres Strait Islander background, age, education, gender, profession).

WHAT IS INCLUSION?

Inclusion is getting this mix to work.

Inclusion occurs when a diversity of people are respected, connected, progressing and contributing to organisational success.



WHY D&I MATTERS



A Driver of Innovation

D&I fosters a variety of perspectives, leading to more creative problem-solving.

Diverse companies earn **2.5 x** higher cash flow per employee. Inclusive teams are over **35%** more productive. Diverse teams make better decisions **87%** of the time.



D&I and Productivity



Thriving Professional
Community

Inclusive organisations attract a wider talent pool, ensuring a steady flow of skilled professionals into the geospatial industry.

THE STATISTICS ARE DIRE



25%
female representation



17%
workforce over 55 years



Gender pay gaps in key roles (e.g. women surveyors earn on average around \$27,000 less than men)



15-20%
of surveying course participants are women



ONLY 17%
of private sector organisations with more than 100 employees have a **gender equality or flexibility strategy**



Limited evidence of employees from non-Anglo and indigenous backgrounds, and employees with disability.

INCLUSION@WORK INDEX



An action plan for boosting innovation and collaboration in the spatial sector through diversity and inclusion
April 2019

CALLS TO ACTION FOR THE SECTOR

1. Establish a baseline for measures we'd like to achieve and commit to an annual survey showing outcomes and impacts.
2. Commit to 50% gender balance and a mix of cultural or lived/identity diversity of experience (e.g. disability, LGBTI) on industry speaking panels. Individuals and industry peaks will pledge a commitment to only appearing on diverse panels.
3. Create a set of profiles for diverse representatives in the spatial sector who can perform keynote speaking engagements or serve on panels, to achieve more diverse role models.
4. Run an education campaign in schools and universities on the increasing diversity of people choosing careers in the spatial sectorsSM.
5. Create industry-wide communications campaign for diversity and what we're doing to create an environment of inclusion across the sector.
6. To establish knowledge sharing and a roadmap forward, establish a Spatial Diversity and Inclusion Council.
7. Leverage the male champions of change program adopted by other sectors – encourage high-profile men in our profession to join the program, and be a visible champion of this work.



1. Establish a baseline for measures we'd like to achieve and commit to an annual survey showing outcomes and impacts

What is measured?

1. **Measure progress over time in creating diverse and inclusive workplaces**
2. **Benchmark results against the Australian workforce**
3. **Benchmark results against sub-sectors within their sector (e.g., business, government, and academia)**
4. **Benchmark results against similar industries.**

2021 INCLUSION@WORK INDEX - FINDINGS

-  8.5x less likely to leave the workplace
-  7x more likely to be very satisfied
-  6x more likely to be work effectively
-  6x more likely to provide excellent customer service
-  5x times more likely to innovate

9 in 10 SSS employees supported their organisation taking action to create a workplace that is diverse and inclusive

8 in 10 SSS employees reported that their workplace was taking action to become diverse and inclusive



AND

Locate25
THE NATIONAL GEOSPATIAL CONFERENCE

Collaboration, Innovation and Resilience:
Championing a Digital Generation



Brisbane, Australia 6-10 April

2024 INCLUSION@WORK INDEX

SSS Inclusion '24

[Home](#) [About](#) [2024 Survey](#) [Get Involved](#)

Space, Spatial and Surveying

Workplace Inclusion Survey

Survey period has ended. Results to be released in November, sign up below to receive them directly.



1 - 30 September 2024



PLATINUM SPONSORS



December/January 2024-25 - No. 134

position

The Australasian magazine of surveying, mapping & geo-information

RAPID REMOTE SURVEYS

Mapping for mineral exploration

inside >

- Leaders Forum**
Industry experts on the changes coming in 2025
- Resilient PNT**
Plans to develop and fortify Australia's capabilities
- Under pressure**
Barometric leveling for acquiring elevation data

Official publication of **Geospatial Council of Australia**

GCA

2024 Inclusive Employer Index Survey: A benchmark for progress and challenges

STELLA BLAKE-KELLY
DIGITAL CARTOGRAPHER AT CARTISAN

This September, the space, spatial and surveying (SSS) industry launched the second edition of the Inclusive Employer Index survey, building on insights from the inaugural 2021 survey. Led by the Space, Spatial & Surveying Diversity Leadership Network (SSS-DLN), this ongoing initiative aims to measure progress in diversity and inclusion (D&I) across the industry, and is supported by a partnership with the Diversity Council of Australia (DCA) and industry sponsors. For the first time, the industry now has comparative data, providing insight into the evolution of D&I over the past three years and establishing priority areas for improvement. This year, the survey gives insight into specific trends within SSS by providing data separately for each sector. Maintaining a sample size of approximately 1,000 respondents across Australia and New Zealand, the survey's longitudinal data allows the industry to monitor changes since the 2021 baseline. New this year, the survey provides data at a sector level for SSS, and also identifies the sources of discrimination and harassment, shedding light on the specific challenges employees face within the industry.

The survey shows the greatest diversity in the SSS industry is:

- 94 distinct cultural backgrounds and 74 languages spoken.
- 45% of respondents were born overseas.
- 36% speak multiple languages.
- 19% identify as having a disability.
- 15% identify as LGBTQI+.

However, despite best efforts, the survey again saw limited representation from Aboriginal and/or Torres Strait Islander participants, highlighting an area for focused engagement.

Inclusion Findings: Teams, managers and organisations

In line with broader Australian workforce trends, the SSS sector observed a slight decline in team inclusivity, though not as sharp as in other industries. The number of employees in non-inclusive teams rose from 9% in 2021 to 11% in 2024, compared to a national increase from 12% to 19%. Team inclusivity in SSS is assessed across four key areas: respect, connection, contribution and progress.

Insights into team inclusivity based on demographics reveal variation in respondents who felt they were treated as a valued and respected team member:

- Women: 84.2% felt they were, with 9.5% feeling otherwise, compared to 80.6% of men feeling included and 13.6% otherwise.
- LGBTQI+ respondents: 87.5% felt included, 10.7% did not, compared to 87% of non-LGBTQI+ participants.
- Workers with disabilities: 78.2% felt included, while 12.4% did not, compared to 88.3% of respondents without disabilities who felt included.

Inclusivity within managerial relationships is also critical. Nationally, employees with non-inclusive managers increased from 18% to 27%; however, the SSS sector saw only a marginal increase from 17% to 18%. Respondents rated managers based on their value for diverse and inclusive teams, openness to ideas, fairness, and responsiveness to inclusive behaviour.

At an organisational level, SSS continues to outperform the national inclusivity benchmark. Reports of an inclusive climate rose from 57% to 59% between 2021 and 2024, while the national rate climbed from 49% to 52%. However, this rapid national growth suggests SSS must continue to innovate in inclusion practices to maintain a competitive advantage in the tight labour market.

The business case for inclusion

The survey underscores the tangible benefits of inclusivity on employee satisfaction and performance. Workers in inclusive teams were 14 times more likely to be 'very satisfied' with their jobs — down from the 2021 survey's finding. Retention benefits from inclusivity in inclusive teams, only 6.8% were likely to seek other employment in the coming year, compared to 31.8% in non-inclusive teams.

Inclusivity also correlates strongly with performance:

- Inclusive teams were 5.5 times more likely to work effectively.
- They are 8.7 times more likely to be innovative.
- Members of inclusive teams were 4.5 times more likely to deliver excellent performance.

40 position December/January 2024-25

Geospatial Council of Australia

Review of AHSCS guidelines on GCA website

Research Steering Committee Chair Stella Blake-Kelly (left), SSS-DLN Working Group Members Sue West, Stephen and Mary-ellen Finney (right).

These results demonstrate inclusion is not just an ethical ideal but a key driver of business success.

Discrimination and harassment

This year's survey provided a breakdown of the sources of discrimination and harassment within the SSS industry, revealing some interesting statistics. While Australia-wide rates of discrimination and harassment rose from 22% in 2021 to 36% in 2024, the SSS industry reported a decrease from 26% to 23.4%. However, instances of harassment observed by others increased from 20% in 2021 to 23.5% in 2024.

Senior leadership and management were identified as the largest source of these experiences accounting for 20.4%, with the second highest coming from colleagues at 14.2%. Nationally, senior leaders were the source for 7.4%, compared with 8.8% in SSS. This feedback highlights the need for stronger accountability and culture shift at the leadership level, a key area for targeted focus moving forward.

We are positive to celebrate but also some stark warnings, especially regarding discrimination and harassment. It's disheartening to note that the highest proportion of these experiences stemmed from senior leadership and management.

What's next?

The full report, with detailed actions for advancing inclusivity, will be available in early 2025. Stakeholders and interested parties are encouraged to view the preliminary report online at www.sss-dln.com.au and contact the SSS-DLN for involvement in the next steps.

The 2024 survey was a joint effort between peak-organisations and business leaders from Australia and Aotearoa New Zealand to work together on a common challenge. It is organised by the Space, Spatial and Surveying Diversity Leadership Network in partnership with the Diversity Council of Australia.

Survey partners and sponsors: 1Spatial, ANZLIC, Apollo, Australian Space Diversity Alliance, Australian Spatial Analytics, Earth Observation Australia Inc, FrontierSI, FIGro, Geodesy Australia, Geospatial Council of Australia, IC Technologies, Institution of Surveyors NSW, Land Solution Australia Pty Ltd, LOCUS, Ocean Infinity, Snowy Hydro Limited, Space Industry Association of Australia, Spatial Vision.

The key suggested improvements to date include:

1. Refresh the Guidelines so that they are easier to follow, and easier to present on the GCA website.
2. Refine Annex F - Hydrographic Surveyors Certification, Roles, Responsibilities and Definitions to better reflect the responsibilities of contemporary CP15 L1 and CP15 L2.
3. Introduce guidance around the currency of claimed experience, i.e. that 75% of the 'Logbook of Practical Experience' should be within the last years preceding their application.
4. Refine the definition of sea-time.
5. Move away from the terminology of 'Allied Disciplines' and replace with qualification that meets the learning outcomes of S-5A or S-5B.
6. Broaden the definitions of admission to include short courses that meet 55 learning outcomes.
7. Introduce Recognition of Prior Learning for certain S-5A and S-5B learning outcomes.
8. Broaden the definitions of admission to include short courses that meet 55 learning outcomes.

The new Guidelines will be published on the GCA website in the new year at the same address as the current Guidelines: <http://www.geospatial.org.au/apply-for-hydrographic-certification>

AHSCS past and present panel members, chairs and secretaries

www.spatialsources.com.au 41

Survey Sample

Participants:

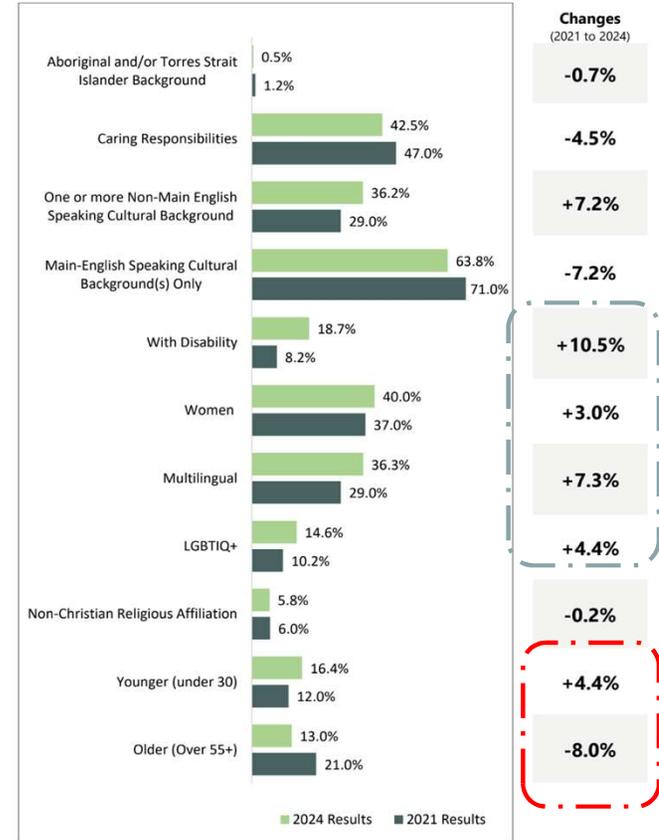
- sample of approx. 1,000

Sector Type Participation:

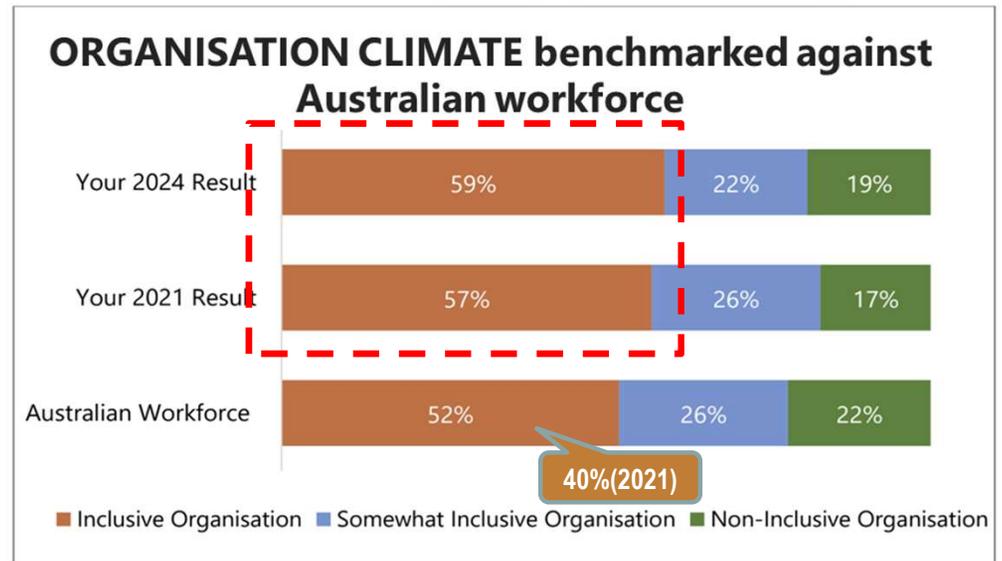
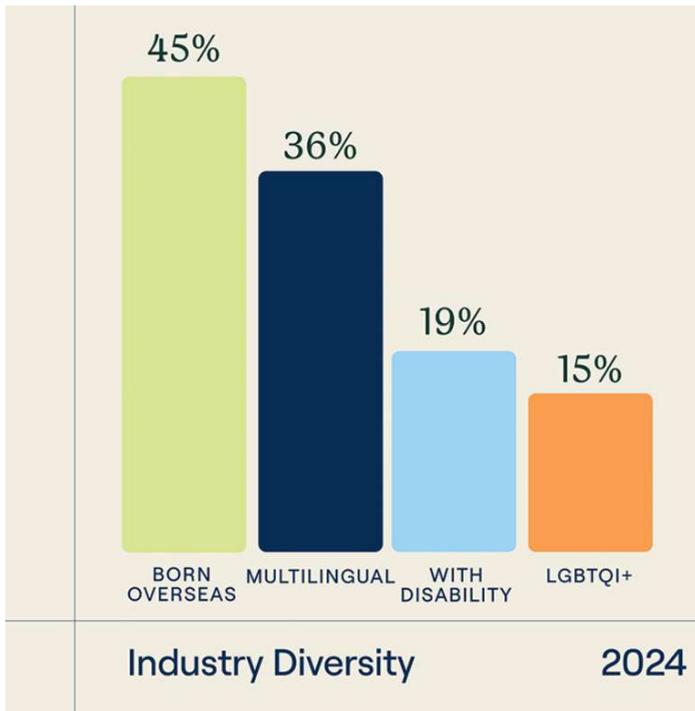
- 47.8% from Spatial
- 32.5% from Surveying
- 19.7% from Space

Employer Type Participation:

- 62.5% from Business (40.3%, 2021)
- 29.1% from Government (54.0%, 2021)
- 8.4% from Academia (5.7%, 2021)



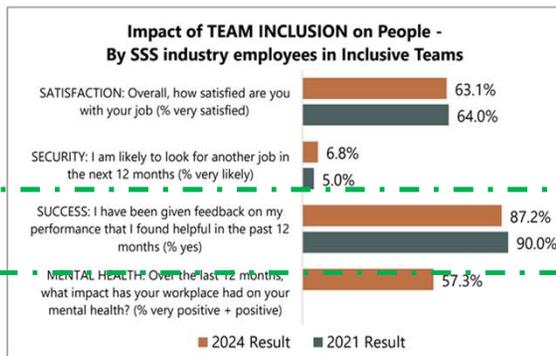
Encouraging Inclusion Index in the Industry



Changes (2021 to 2024)



Key Takeaways



Changes (2021 to 2024)

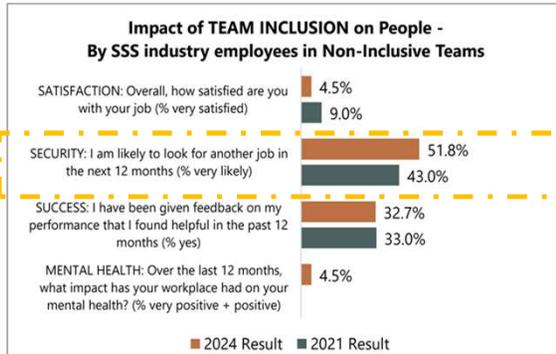
-0.9%

+1.8%

-2.8%

N/A

(no data in 2021)



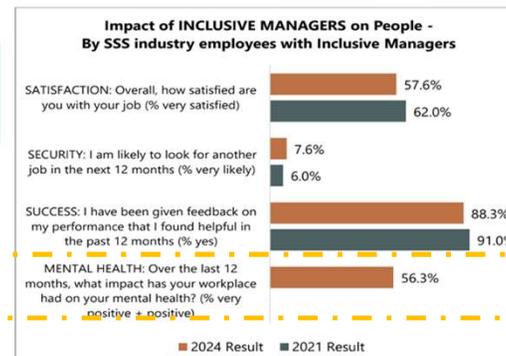
-4.5%

+8.8%

-0.3%

N/A

(no data in 2021)



Changes (2021 to 2024)

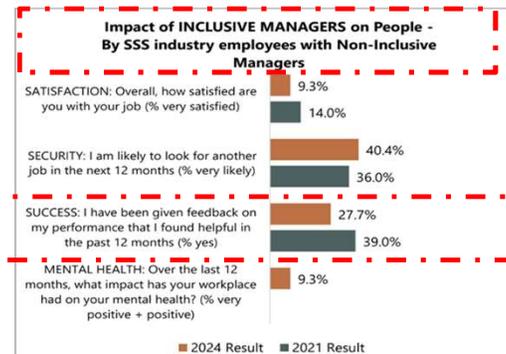
-4.4%

+1.6%

-2.7%

N/A

(no data in 2021)



-4.7%

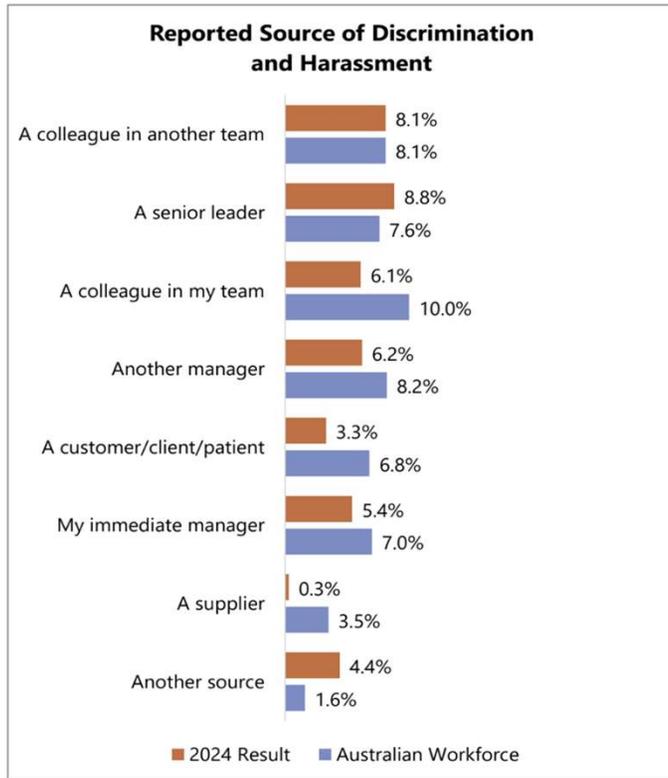
+4.4%

-11.3%

N/A

(no data in 2021)

Sources of Harassment & Discrimination



Changes
(2021 to 2024)

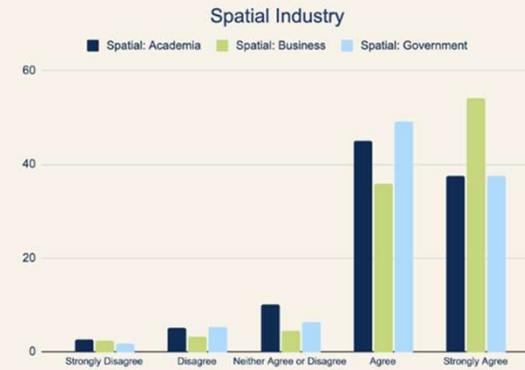
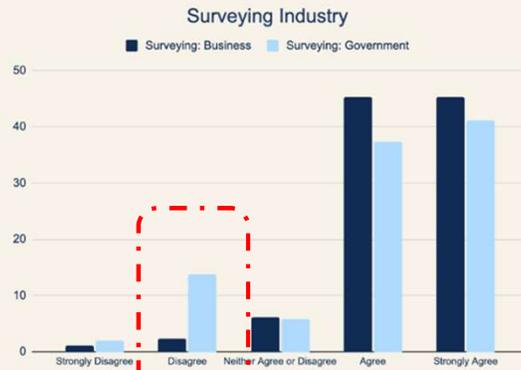
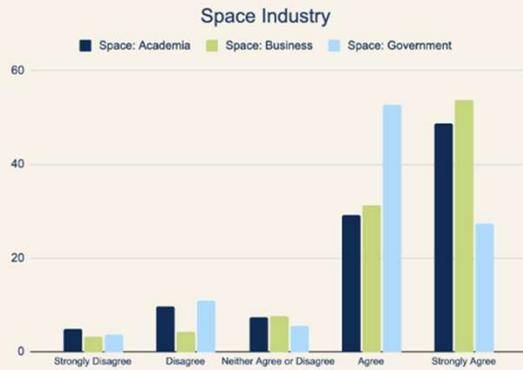
N/A
(no data in 2021)



Surveying Sector

Change the question to update the data below

Inclusion - 1. I am treated as a valued and respected team member



Options	Total	Academia	Business	Government	Space	Surveying	Spatial	Space: Academia	Space: Business	Space: Government	Surveying: Business	Surveying: Government	Spatial: Academia	Spatial: Business	Spatial: Government
Strongly Disagree	2.2	3.7	2.0	2.2	3.7	1.3	2.2	4.9	3.2	3.6	1.1	2.0	2.5	2.4	1.7
Disagree	4.8	7.4	3.0	7.9	7.4	4.2	4.1	9.8	4.3	10.9	2.3	13.7	5.0	3.3	5.2
Neither Agree or Disagree	6.0	8.6	5.7	6.1	6.9	6.1	5.7	7.3	7.5	5.5	6.1	5.9	10.0	4.5	6.4
Agree	41.5	37.0	39.2	47.7	37.0	43.9	41.6	29.3	31.2	52.7	45.2	37.3	45.0	35.8	49.1
Strongly Agree	45.5	43.2	50.2	36.2	45.0	44.6	46.4	48.8	53.8	27.3	45.2	41.2	37.5	54.1	37.6

INCLUSION@WORK INDEX - FINDINGS

2021

 **8.5x** less likely to leave the workplace

 **7x** more likely to be very satisfied

 **6x** more likely to be work effectively

 **6x** more likely to provide excellent customer service

 **5x** times more likely to innovate

2024

 **7.6x** less likely to leave the workplace

 **14.1** more likely to be very satisfied

 **5.5x** more likely to be work effectively

 **4.5x** more likely to provide excellent customer service

 **8.7x** times more likely to innovate

Case Study – Diversity & Inclusion & Innovation



WHAT NEXT?

- **Check out the report:** The *Space, Spatial and Surveying Inclusion@Work* report will be launched early April/May 2024
- **Join us:** <https://sssdln.org/>
- **Take action:** Think about what you can do to create a more inclusive workplace where everyone can thrive

Mapping a new course to spatial leadership



Mentoring the next generation



Inspiring the next generation



Space, Spatial & Surveying DIVERSITY LEADERSHIP NETWORK

Become a member
Join the SSSDLN and in our profession.

Membership is free and open to all professionals in Australia and New Zealand.

The Space, Spatial & Surveying Diversity Leaders Network is a community of leaders from business, government, academia and research for diversity and inclusion within the profession.

By becoming a member, you will pledge to be an advocate, be visible in your support for diversity and inclusion within the profession generally. Read the [Accord](#) here.

2024 As a member you'll receive:

- Invite to member-only workshops
- Invite to all SSSDLN events
- Periodic news delivered to you
- Opportunities to be involved
- Ability to nominate to be a SSSDLN member
- Access to the [SSSDLN Accord](#)

Email*

First Name

Last Name

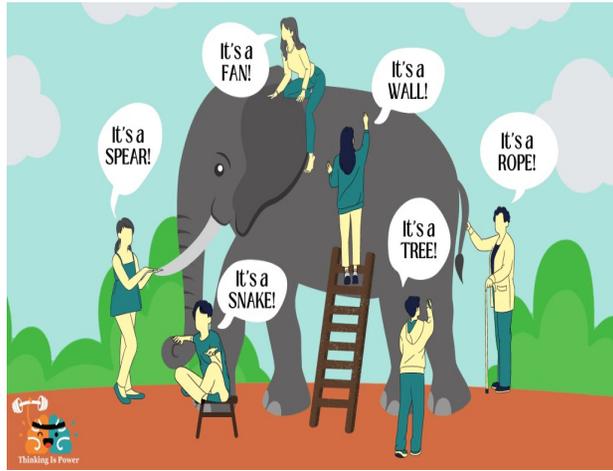
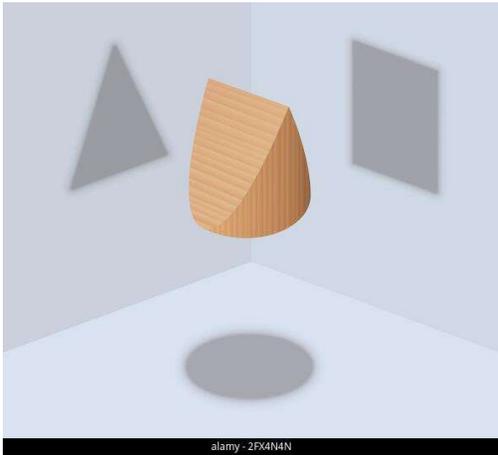
Space, Spatial & Surveying DIVERSITY LEADERSHIP NETWORK

Strategic Plan 2021-2025

DIVER INCLU
Thinking differently

An action plan for boosting diversity and inclusion in the spatial sector through to 2025
April 2019

Our vision, tangible steps, and markers of success





AND

Locate25

THE NATIONAL GEOSPATIAL CONFERENCE

Collaboration, Innovation and Resilience:
Championing a Digital Generation



Brisbane, Australia 6–10 April

ACKNOWLEDGEMENT

1spatial[®] ANZLIC the Spatial Information Council Aptella AUTOMATION + POSITIONING TECH AS DA AUSTRALIAN SPACE DIVERSITY ALLIANCE asa

EOA Earth Observation Australia Inc. FRONTIER S I > FUGRO Australian Government Geoscience Australia Geospatial Council of Australia

IIC TECHNOLOGIES ISNSW THE INSTITUTION OF SURVEYORS NSW landsolution™ LOCUS OCEAN INFINITY[®]

snowyhydro SIAA* Space Industry Association of Australia Spatial Vision DIVERSITY LEADERSHIP NETWORK



PLATINUM SPONSORS



The most relevant SDGs related to the presentation and theme of this session

1st relevant SDG

5 GENDER EQUALITY



2nd relevant SDG

8 DECENT WORK AND ECONOMIC GROWTH



3rd relevant SDG

10 REDUCED INEQUALITIES



SUSTAINABLE DEVELOPMENT GOALS

International Federation of Surveyors supports the Sustainable Development Goals