SURVEY SUMMARY

This survey was produced to gain insight into people experience of the International Day of LGBTQ+ people in STEM and to inform future planning.

The survey attracted 60 responses from across the LGBTQ+ community and its allies. The majority of respondents (72 %) were based in the UK and were working or studying in STEM.

The day was seen to be successful by the vast majority of respondents (85 %). This can be understood by looking at what the community want LGBTSTEMday to achieve and how the day's activities complemented this.

The top four priorities for LGBTSTEMday which emerged through thematic analysis were:
- To increase visibility of the LGBTQ+ community in STEM (**75 %**)
- Address barriers faced by the community (**30 %**)
- To work as an advocacy agent on behalf of the community (**18 %**)
- To foster community (**15 %**)

The day was highly visible across social media. Of respondents who used the platform the vast majority saw LGBTSTEMday featured on Twitter (**100 %**), Instagram (**80 %**) and Facebook (**76 %**). This visibility also served to foster a sense of community as Most people followed new people (**73 %**) and were themselves followed (**54 %**).

People were encouraged to see their employer participating in LGBTSTEMday and those who did see participation (**70 %**) were more likely to rank their institution as supportive of the LGBTQ+ community opposed to those who had not see participation.

It is clear that the day had been set up in an inclusive and welcoming manner as most people (**78 %**) felt included by LGBTSTEMday and **80 %** of respondents felt able to participate. This was helped by the diversity of resources which had been created and there is evidence to suggest that all resources were used, the most important of which was the website.

One particular question which was to be addressed was the date of future events. **The data did not provide a clear indication as to an ideal date**.

There is a range of opinions as to when it should be held. The few clear points which emerged is that it is not necessarily a mistake to hold the event outside of Pride (only **12 %** consider it to be a mistake). There is no majority consensus on date. Having it as a set date each year and having it during term time are the most popular options but do not reflect the majority opinion.

Results

1. Age

Respondents age demographic corresponded to the twitter demographic.

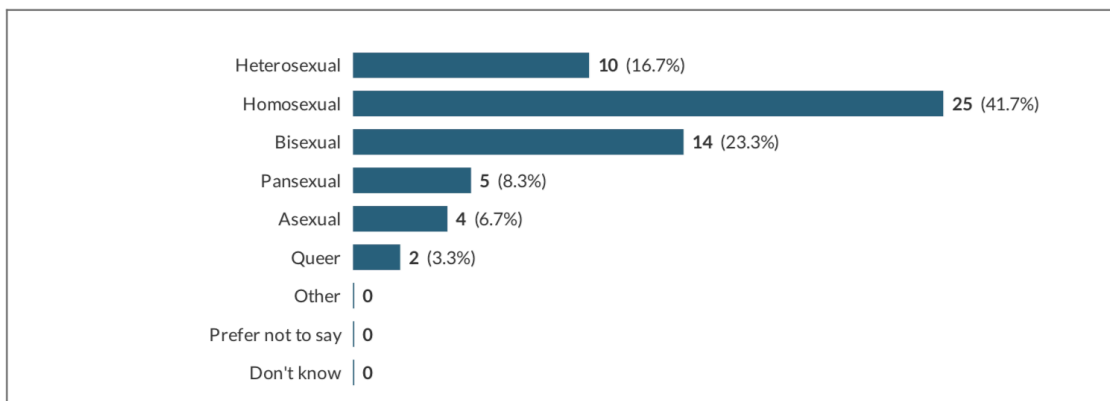1 | What is your age?
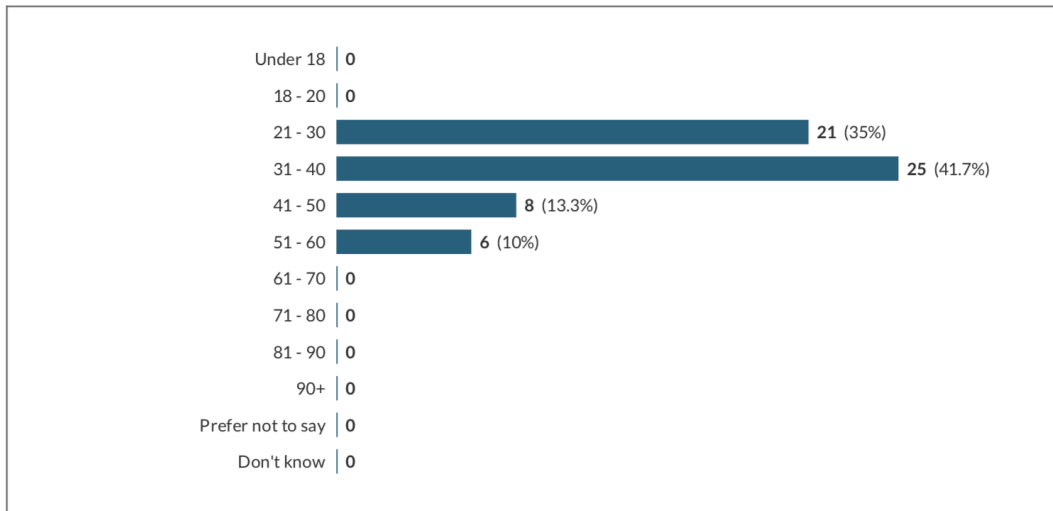
From 2014 Twitter data:
"37% of Twitter users are between the ages of 18 and 29, **25 %** users are 30-49 years old" which matches pretty closely.

2. Sexuality

There are responses from six different sexual identities showing a diversity of voices.

2 | Which of these best decribes sexual orintation?

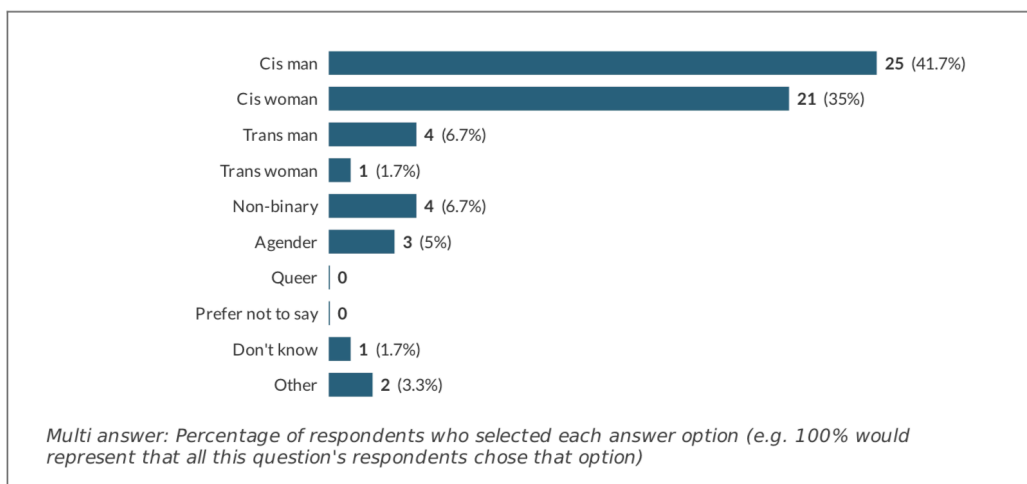Stats from the national LGBT Survey in 2017 match fairly well.

"Sixty one percent of respondents identified as gay or lesbian and a quarter (**26 %**) identified as bisexual. A small number identified as pansexual (**4 %**), asexual (**2 %**) and queer (**1 %**)" https://www.gov.uk/government/publications/national-lgbt-survey-summary-report/national-lgbt-survey-summary-report

Shows that this limited survey reached a cross section of the community.

3. Gender

With nine different responses out of 60 respondents the survey attracted voices from across the community.

3 What is your gender identity?

Cis man	**25** (41.7%)
Cis woman	**21** (35%)
Trans man	**4** (6.7%)
Trans woman	**1** (1.7%)
Non-binary	**4** (6.7%)
Agender	**3** (5%)
Queer	**0**
Prefer not to say	**0**
Don't know	**1** (1.7%)
Other	**2** (3.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

3.a If you selected Other, please specify:

Showing all 2 responses	
Female	493801-493792-49087541
No gender	493801-493792-49114880

In comparison to the LGBT survey this work seemed to attract a slightly lower response from the trans community than the governments LGBT survey.

4. Location

Most respondents were from Europe (**80 %**) with the UK based individuals making up **72 %** of all responses. A further **15 %** came from the Americas. In total responses were gathered from **nine different countries**.
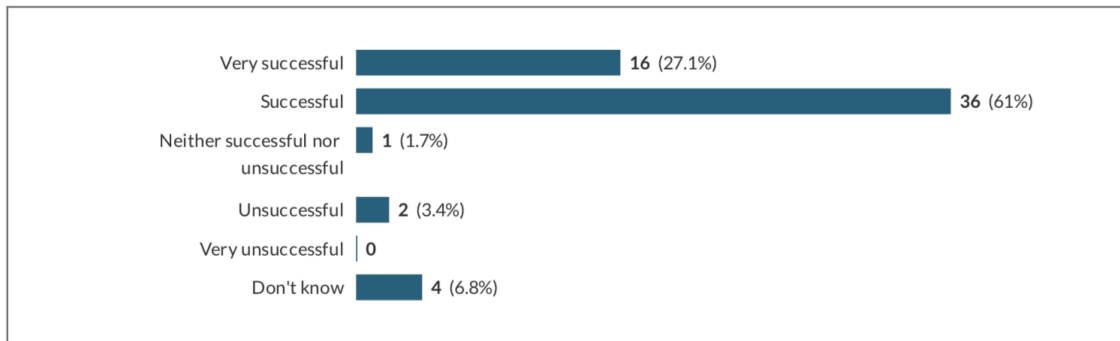
5. Occupation

The vast majority are working or studying in Universities or national facilities.

6. Success

When asked how successful they felt LGBTSTEMday 2019 was **88 %** of people considered the event a success, this rises to **95 %** excluding Don't Knows.

It is clear that respondents considered the day to have been successful.

6 How successful do you think LGBTSTEM Day 2019 was?

Very successful	**16** (27.1%)
Successful	**36** (61%)
Neither successful nor unsuccessful	**1** (1.7%)
Unsuccessful	**2** (3.4%)
Very unsuccessful	0
Don't know	**4** (6.8%)

7. Priorities

From the responses the main priority should be to increase visibility of LGBTQ+ people in STEM with **75 %** of respondents believing this should be a priority

	Count	%
Increase visibility	30	75
Address barriers	12	30
Advocacy	7	17.5
Foster Community	6	15
Focus on underrepresented groups	4	10
Create discussion	3	7.5
Support	3	7.5
Fun	2	5

The results above are the common theme which emerged from the qualitative data submitted. For example, the response "*Promote visibility, share LGBTSTEM experience across different cultures & communities, enable new communities to form*" was coded under "Increase visibility", "Foster community" and "Focus on underrepresented groups".

Both **Increasing Visibility** and **Addressing Barriers** emerge as the priorities as articulated by the community.

"To celebrate and promote the idea that LGBTQ people can and should be involved with STEM, whether that be through study, employment or critically engaging with and critiquing STEM activities.   To advocate for the legal and moral rights of LGBTQ people in STEM environments around the world.   To highlight the role that LGBTQ people have had in STEM."

Homosexual cis man

"Attracting those who traditionally would not attend in order to give a full overview of what it means to be LGBT+ in STEM careers, and to celebrate the contributions of LGBT+ Scientists to their disciplines."

Bisexual cis woman

"(A) Showcase/promote visibility of the professional activities/contributions of LGBTQI+ people in STEMM; (B) Shine light on the obstacles and prejudices faced by some groups within LGBTQI+ which hamper their inclusion and visibility, (C) Use the day as a platform of activism to push for positive change in work places"

Homosexual trans woman

8. What people used and saw on the day

There was excellent coverage across Twitter, Facebook and Instagram but substantially less on email and WhatsApp. The conversations appear to be conducted publicly. This ties in will with the Increasing Visibility priority and may have contributed significantly to the respondents feeling of success.

Format	Respondents using that day (Users)	Users who saw content (viewers)
Email	84%	47%
Whatsapp	56%	22%
Twitter	91%	100%
Facebook	60%	76%
Instagram	55%	80%

Respondents were asked how likely they were to have used various social media formats on a scale of Definitely to Definitely Not. Those choosing Definitely or Probably were recorded as Users. The Users were then asked if they had seen LGBTSTEMday content on the various platforms again on a scale of Definitely to Definitely not. Those choosing Definitely or Probably were recorded as Viewers. NB: Viewers are ONLY comprised of people who were Users eg **22 %** of WhatsApp Users were content Viewers. People who did not use the platform were not included in Viewer stats.

An area for growth could be to encourage deeper conversations to be fostered outside of public media.
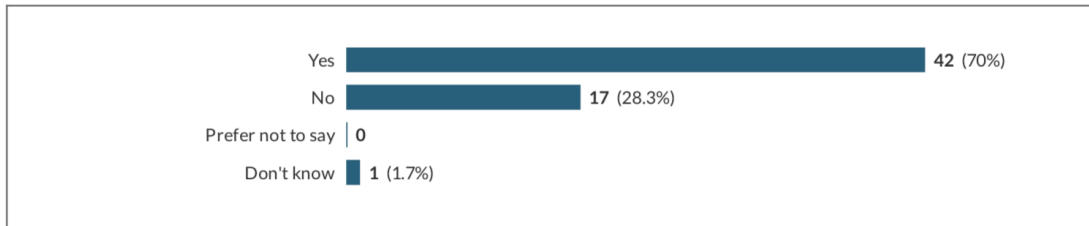
9. Content creation
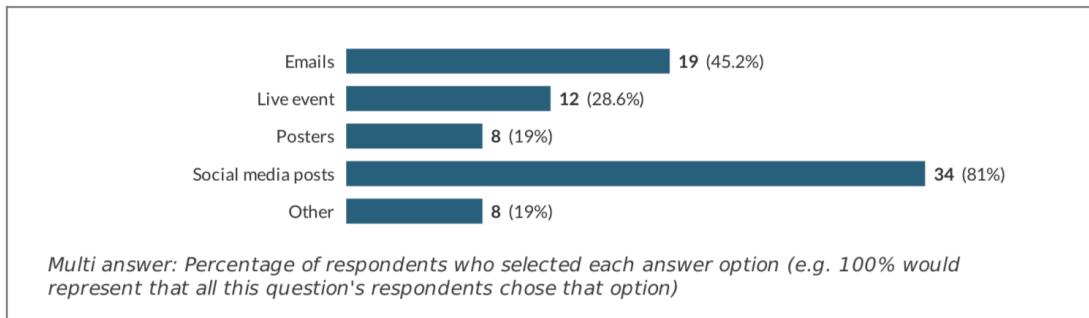
The majority of respondents (**70 %**) also generated content.

10. Employer visibility

Most respondents (**70 %**) saw some form of support from their employer.

11 Were you aware of your employer/organisation/institution showing support for LGBTSTEM Day?

Yes	42 (70%)
No	17 (28.3%)
Prefer not to say	0
Don't know	1 (1.7%)

11.a What support were you aware of?

Emails	19 (45.2%)
Live event	12 (28.6%)
Posters	8 (19%)
Social media posts	34 (81%)
Other	8 (19%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

Depending on their answer to the employer question above respondents were asked either i) how it felt to see support from their employer or ii) how it felt not to see employer support.

Responses were coded. For the feelings associated with Employer support three common themes emerged

Feeling	Count	%
Happy	31	70
Needs more	9	20
Hypocritical/questioning	4	9

As to be expected most people felt happy about seeing their employer supporting LGBTSTEMday, perhaps suspiring however was the number of people viewing it either as hypocritical or as highlighting a lack of support.

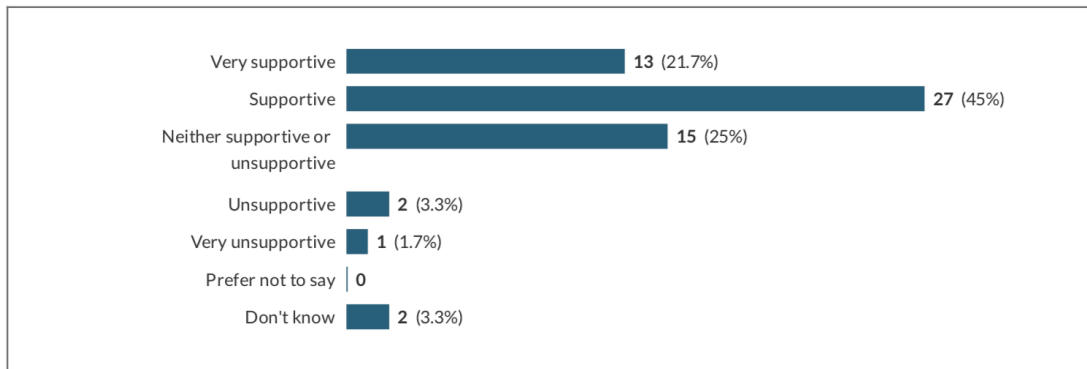*"Hypocritical. On a day yo [sic] day basis they are not supportive"*

"A weird combination of cynicism, apathy and pride"

11. Workplace support

Over half (**67 %**) of respondents see their employer as supportive of LGBTQ+ people.

11.c   How supportive of LGBTQ+ people is your employer/institution/organisation?

Response	Count
Very supportive	**13** (21.7%)
Supportive	**27** (45%)
Neither supportive or unsupportive	**15** (25%)
Unsupportive	**2** (3.3%)
Very unsupportive	**1** (1.7%)
Prefer not to say	**0**
Don't know	**2** (3.3%)

It is interesting to note that there is a difference in perceived support as related to visible support for LGBTSTEMday. People whose employers showed support on the day were more likely to rank their employer as supportive.

How Supportive	Did not see a post	Did see a post
Very supportive	12	28
Supportive	35	50
Neither	41	20
Unsupportive	6	3
Very unsupportive	6	0

The majority of people who saw their employer post on the day viewed their employer as supportive (**78 %**) while only **47 %** of people who did not see a post felt their employer was supportive.

12. Participation

The majority of respondents felt included (**78 %**) in the day and the majority (**80 %**) felt able to participate in the day. A mark that the event was inclusive and successful.
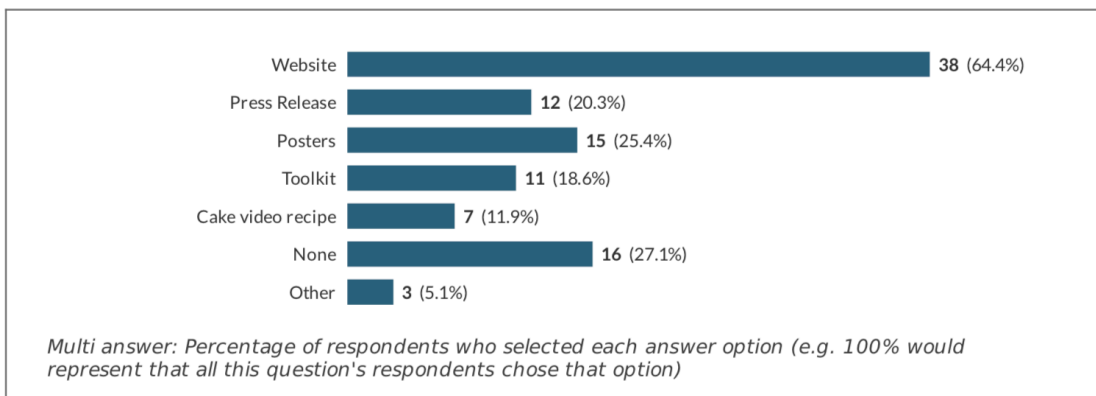
12 Did you feel included in LGBTSTEM Day?

Yes	46 (78%)
No	8 (13.6%)
Prefer not to say	0
Don't know	5 (8.5%)
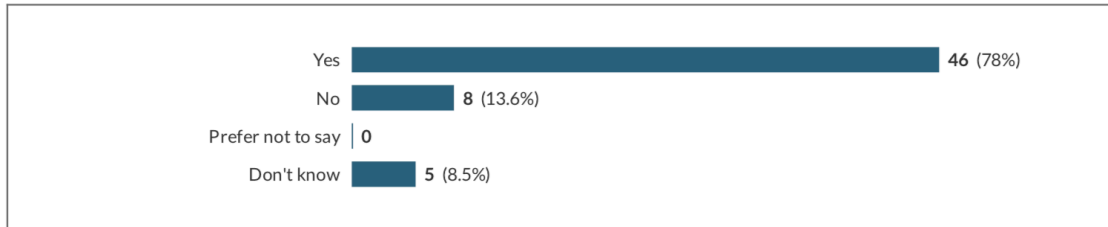
13.Resources used

There was a good mix of the resources used with the website being the most important. Maintaining a strong web presence and a diversity of resources is important. Data suggests that all resources were useful, in particular the website.

15 Which of these resources put together by the LGBTSTEMDay organisations did you use or share?

Website	38 (64.4%)
Press Release	12 (20.3%)
Posters	15 (25.4%)
Toolkit	11 (18.6%)
Cake video recipe	7 (11.9%)
None	16 (27.1%)
Other	3 (5.1%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
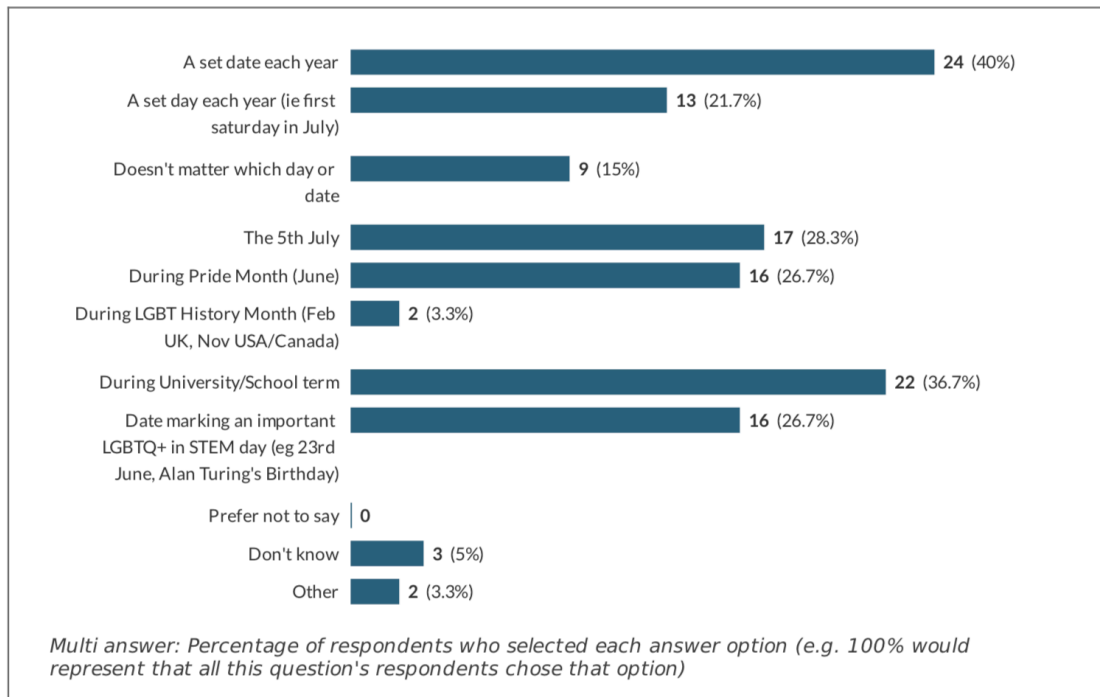
14.Date of LGBTSTEMDay

Over half (59 %) of the respondents knew the rationale behind the 5th of July date. It would appear that the primary concerns were that it should be a set date each year and it should be during term time which would rule out most of May-Sept. It is ot considered a mistake to hold the day outside of Pride.

The results from this are far from conclusive, while 37 % of respondents want the day during term time 28 % want it on the 5th of July and 27 % of people want it during June therefore a majority of people want the day to take place outside of

term.

When do you think LGBTSTEM Day should take place? (You can select more than one answer)

Option	Count
A set date each year	24 (40%)
A set day each year (ie first saturday in July)	13 (21.7%)
Doesn't matter which day or date	9 (15%)
The 5th July	17 (28.3%)
During Pride Month (June)	16 (26.7%)
During LGBT History Month (Feb UK, Nov USA/Canada)	2 (3.3%)
During University/School term	22 (36.7%)
Date marking an important LGBTQ+ in STEM day (eg 23rd June, Alan Turing's Birthday)	16 (26.7%)
Prefer not to say	0
Don't know	3 (5%)
Other	2 (3.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

One thing that can be taken from is that there is no overwhelming consensus.

15.Agreement scales

Future planning:

92 % of people think LGBTSTEMday should have live events
Only **1 %** of people have no interest in attending live events.
78 % of people would like to play a more active role in future.

Date selection:

Only **12 %** of people think it is a mistake to hold LGBTSTEMday outside of Pride

Community Building:

It made **75 %** of people feel part of a community
73 % of people followed new people on social media and **54 %** were followed by new people.

Safe Space:

66 % of people were unaware of any strong negative reaction to the day