



Royal Historical Society

LGBT+ Working Group

Survey Results 2019

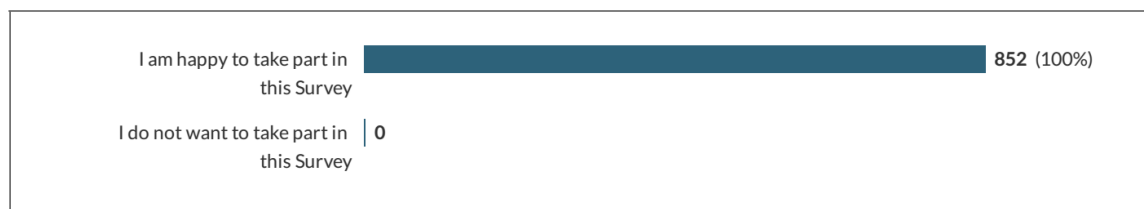
This survey of Historians was undertaken between July and September 2019 using JISC Online Surveys.

We are grateful for the support of Edinburgh University Information Services for their assistance in hosting this survey.

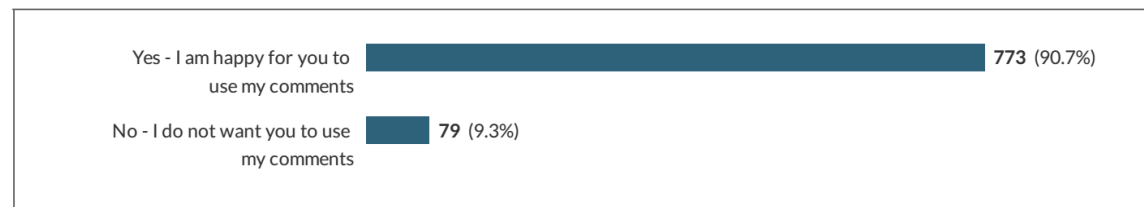
These results include all aggregated quantitative data, but no individual comments.

Total Responses: 852

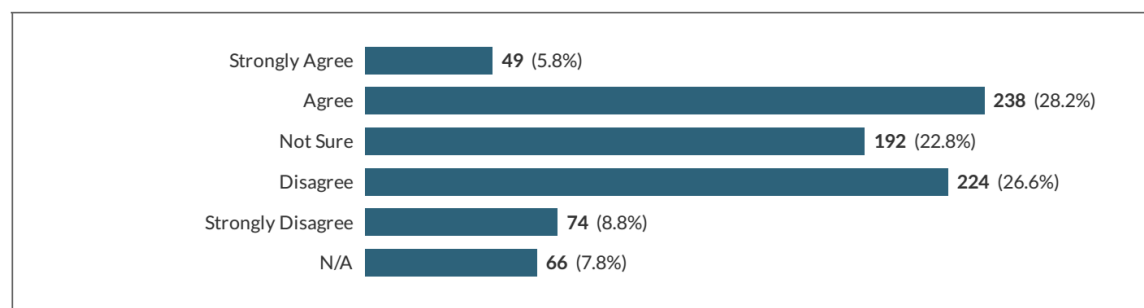
1 Do you agree to take part in this Survey by the Royal Historical Society?



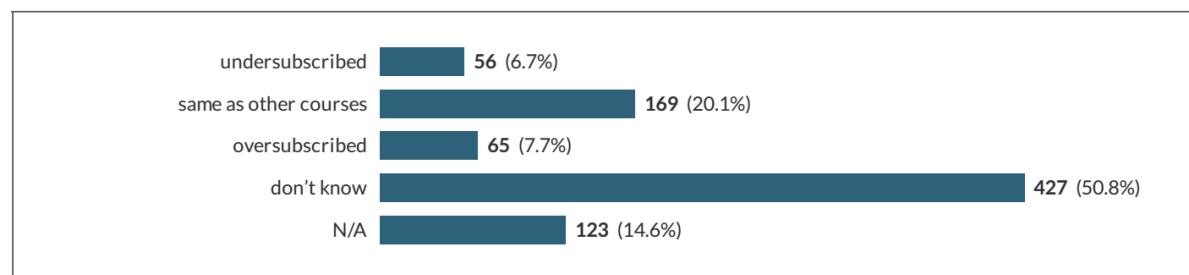
2 Are you happy for the Royal Historical Society to use comments that you make in this survey, as outlined above?



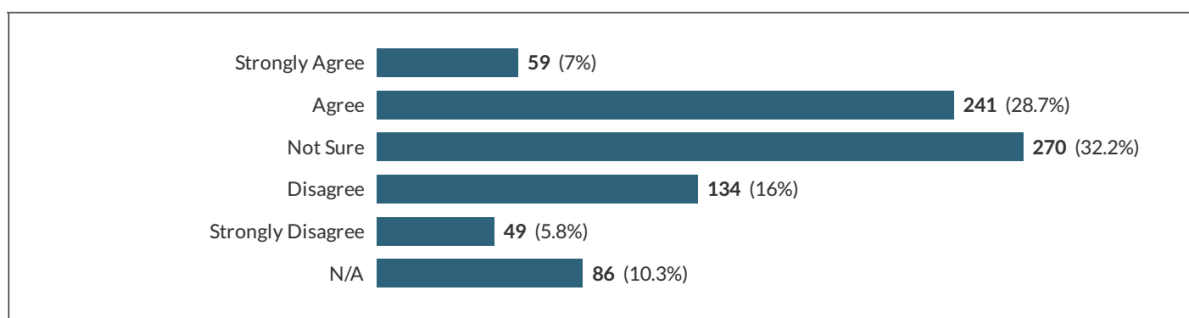
3 Histories of diverse gender and sexual identities are adequately reflected in teaching in my department.



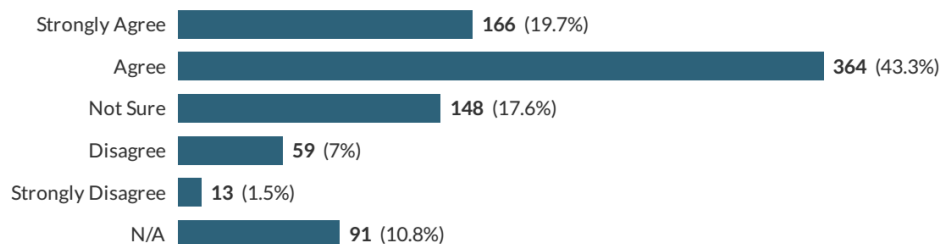
4 Student numbers in courses which include LGBT+ histories are:



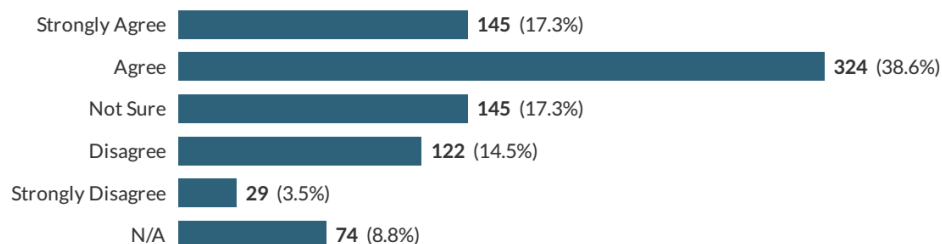
5 In the past five years, my department has sought to widen the curriculum with regards to LGBT+ histories.



6 I would feel supported in challenging reluctance about, or hostility to, the teaching of LGBT+ histories in my department / my classroom.



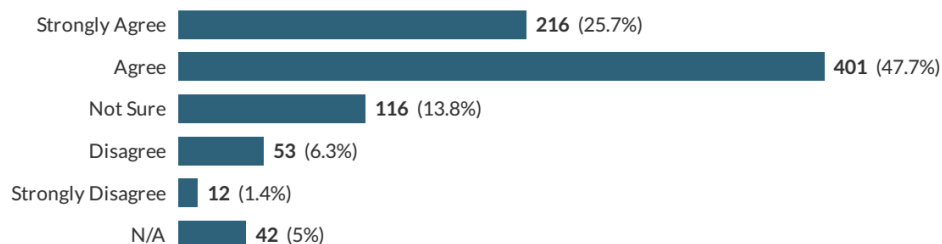
7 I would know how to report hostility to the teaching of LGBT+ histories in my department / my classroom.



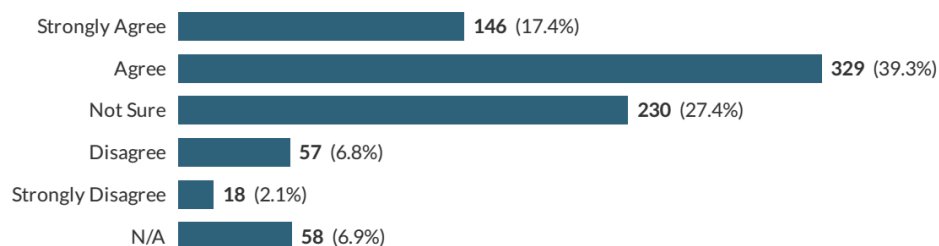
8 Are you aware of examples of good practice in the teaching of LGBT+ histories?



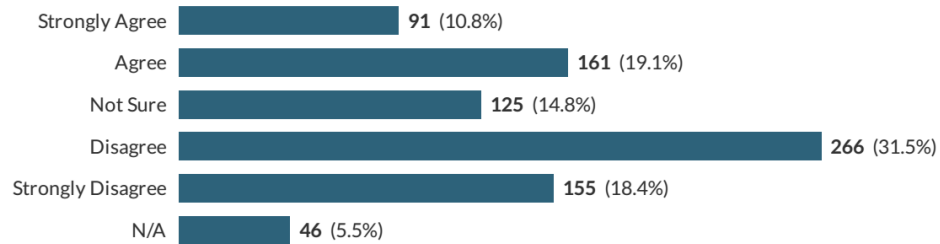
9 I feel confident and informed in using inclusive language, avoiding gender stereotyping, and covering LGBT+ topics sensitively and accurately in my classroom and workplace.



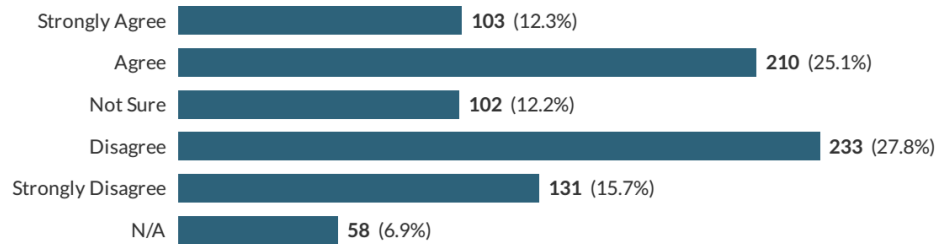
10 My department actively supports research on LGBT+ history.



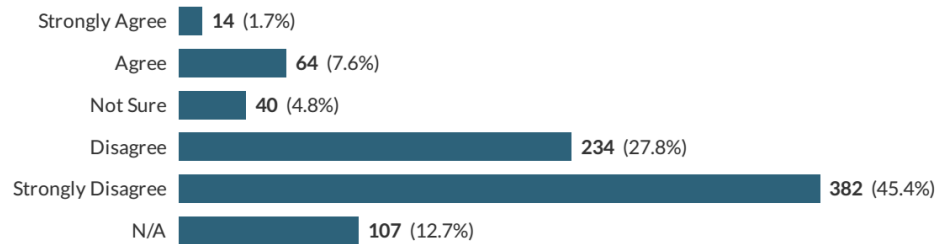
11 My sexuality has affected the type or area of History I study.



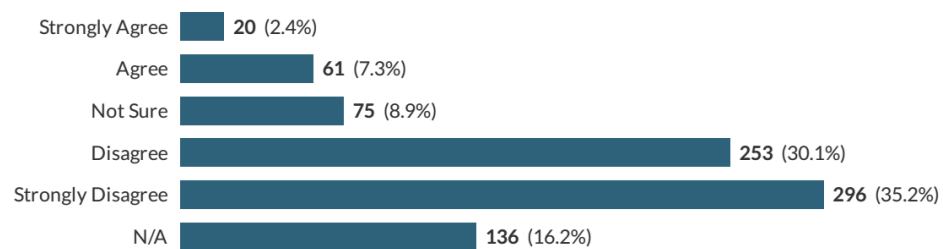
12 My gender identity has affected the type or area of History I study:



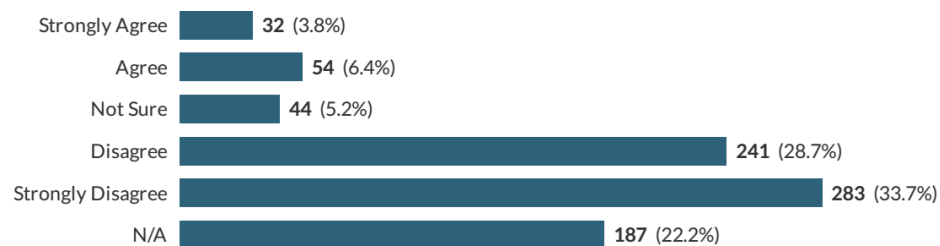
13 I have had to modify my appearance, or hide or disguise my sexuality or gender identity to pursue my research.



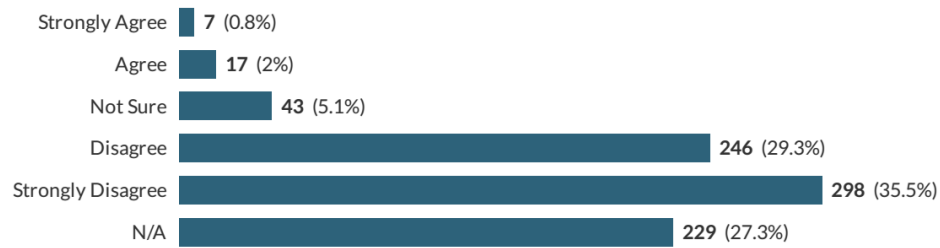
14 I have experienced constraints on the kind of institutions I can work in as a result of my sexuality or gender identity.



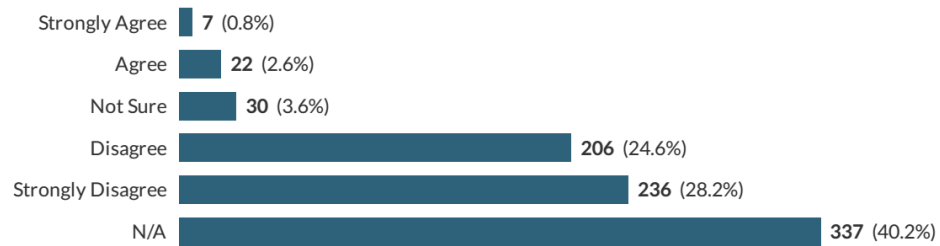
15 I have experienced constraints on my ability to travel internationally for work as a result of my sexuality or gender identity.



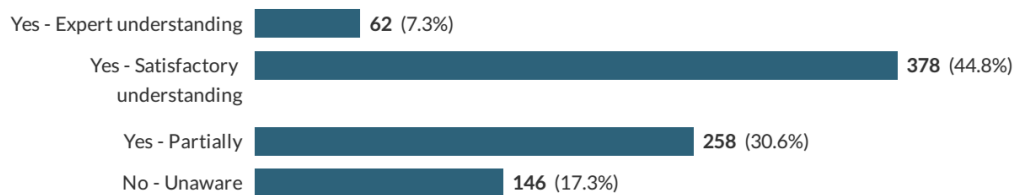
16 I have experienced constraints on the kind of research funding I can apply for as a result of my sexuality or gender identity.



17 I have experienced biphobia / homophobia / transphobia in reviews of my work, either in preparation or in publishing.



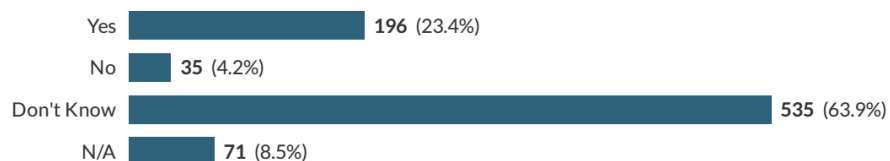
18 Are you aware of Equality legislation (e.g. the UK Equality Act 2010; Section 75 of the Northern Ireland Act 1998 etc) and their provisions for protected characteristics?



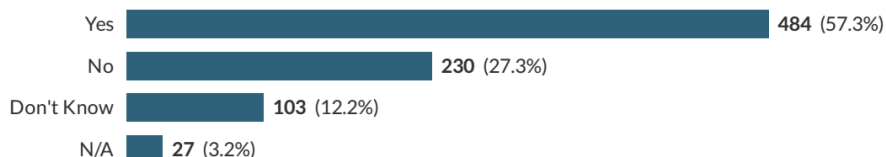
19 My institution has a code of conduct regarding the invitation of guest speakers with a record of expressing homophobic, biphobic or transphobic views.



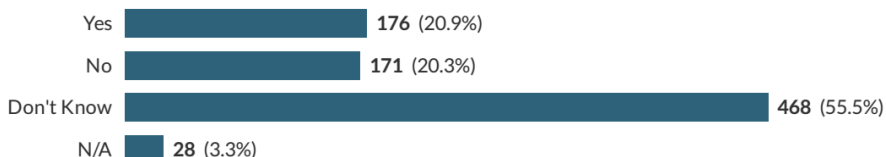
20 Does your institution have policies and processes in place for transitioning or affirming your gender identity at work?



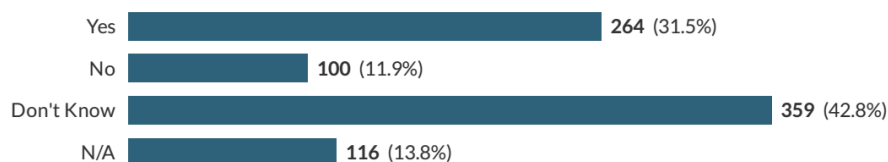
21 Are gender-neutral (i.e. not designated as just for men or just for women) toilets and other facilities available in your workplace?



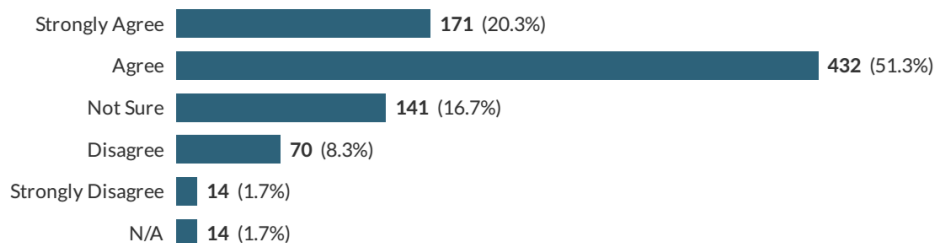
22 Does your institution proactively encourage applications from LGBT+ people in recruitment processes?



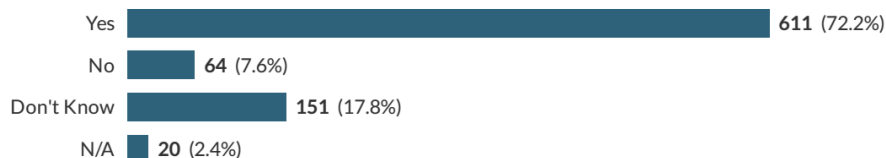
23 Are LGBT+ identities included in any unconscious bias training that is available to you?



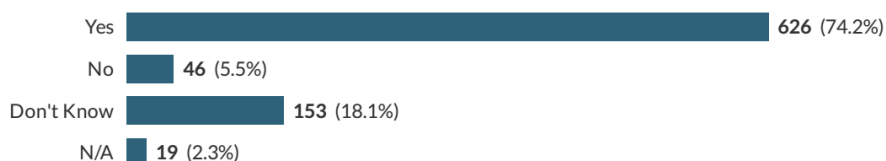
24 I would know what to do if I were to witness or experience homophobic, biphobic or transphobic harassment, discrimination, violence or a hate incident in my department.



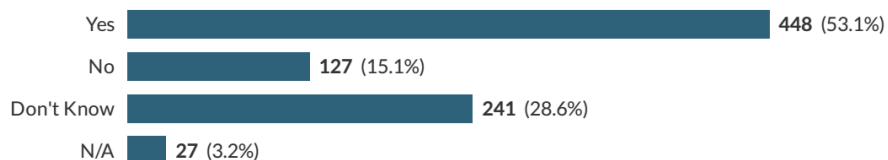
25 Are there people who publicly self-identify as LGBT+ in your department?



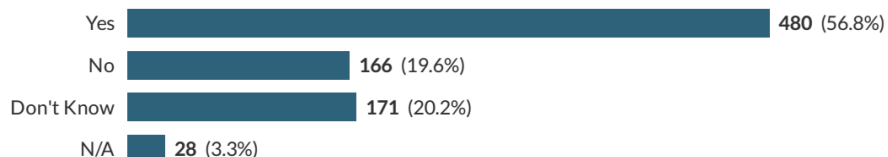
26 Are there networks for LGBT+ staff and / or students in your institution?



27 Are visible LGBT+ role models and / or advocates available in your institution or department?



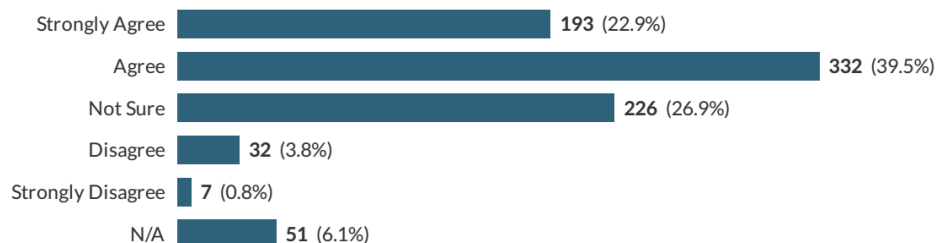
28 Are events such as Pride or LGBT+ History month recognised and celebrated in your department?



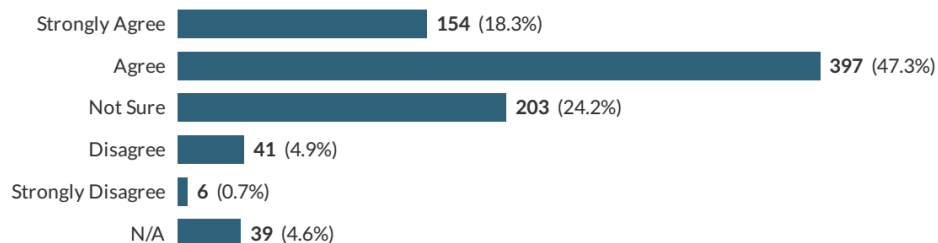
29 Does your department proactively include LGBT+ history content in its public promotions and events?



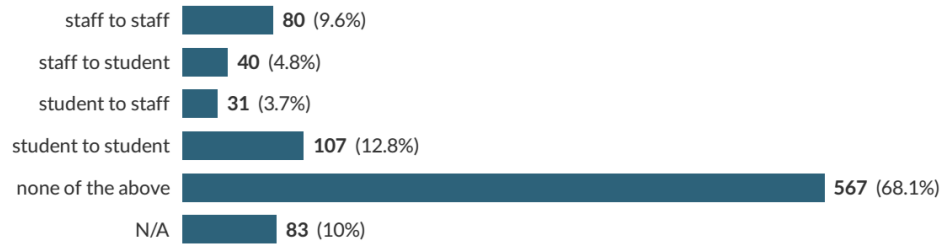
30 Staff and students' same-gender / non-binary relationships are treated the same as heterosexual relationships in my department.



31 Staff and students' names and pronouns are used and respected.



32 I have witnessed homophobic, transphobic or biphobic behaviour, attitudes or decisions in my department. Please check ALL that apply:



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

33 In the past two years, my department / institution has hosted speakers who have publicly spoken out against the validity of trans / non-binary identities.

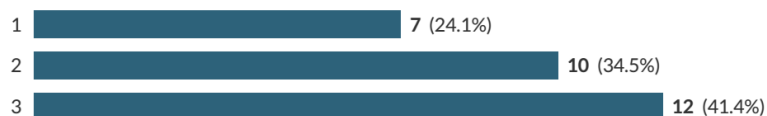


34 Are there barriers to career progression of LGBT+ people within your institution?



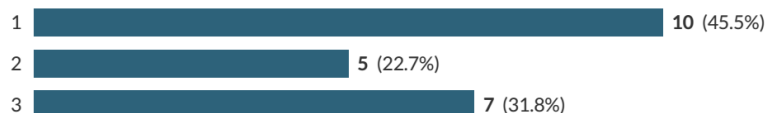
34.a If you answered YES to this question, please identify THREE barriers that apply most in your institution (Please rank 1st, 2nd, 3rd):

34.a.1 Lack of knowledge / guidance provided on how to progress



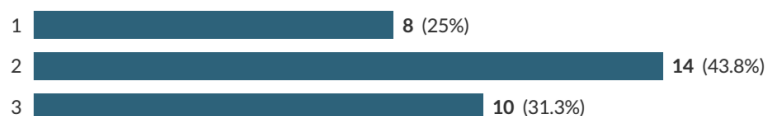
Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

34.a.2 Lack of recognition of contributions



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

34.a.3 Lack of institutional support and mentoring / not 'nudged' to apply



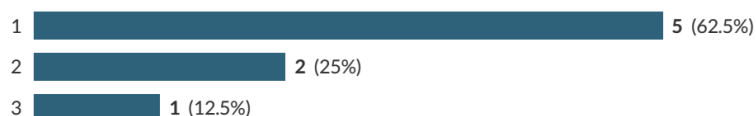
Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

34.a.4 Microaggressions



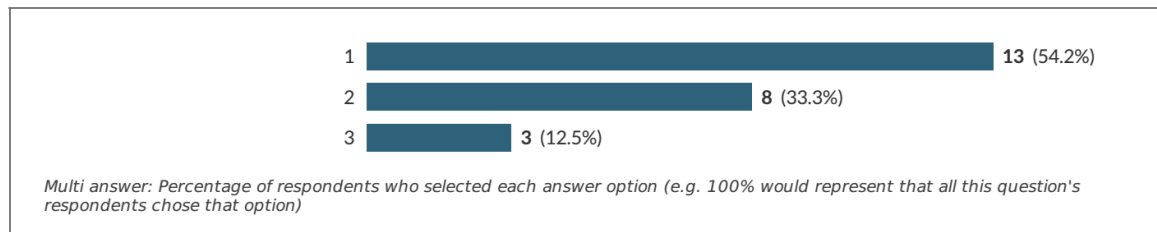
Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

34.a.5 Previous unsuccessful promotion attempts

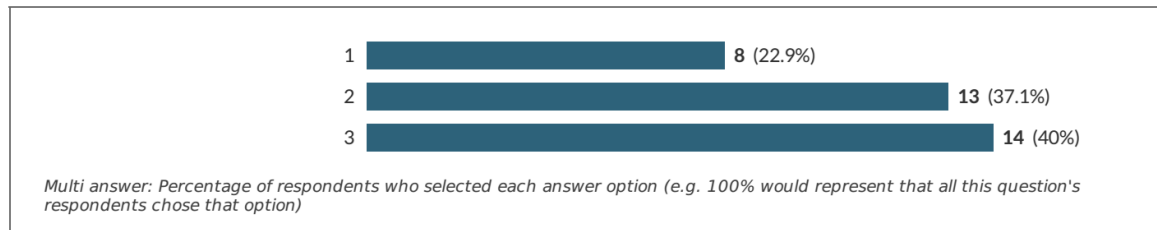


Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

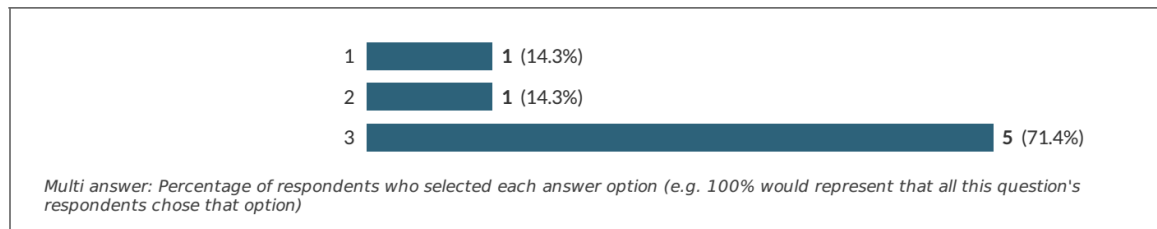
34.a.6 Research area and / or expertise not valued



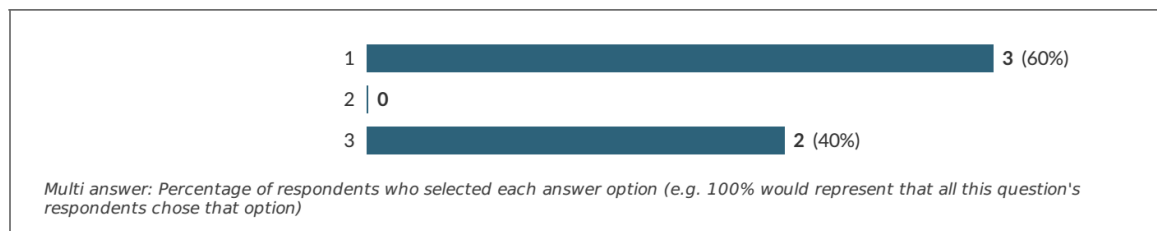
34.a.7 Colleagues unwilling to discuss/acknowledge sexuality and/or gender identity



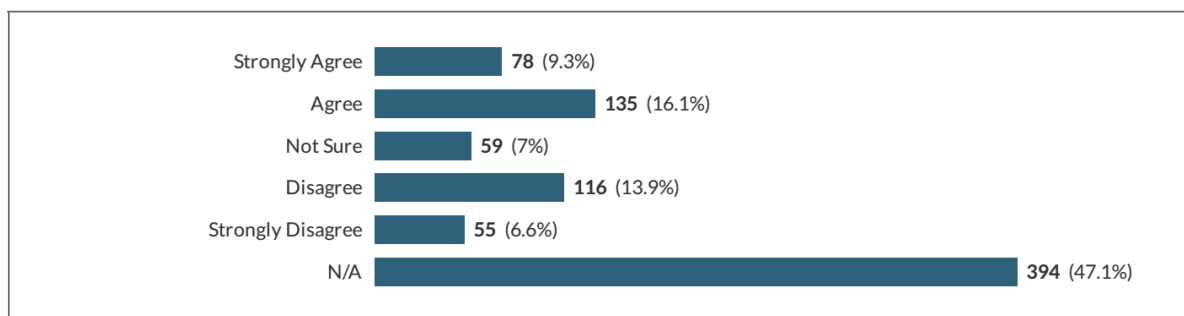
34.a.8 Low expectations of potential among colleagues



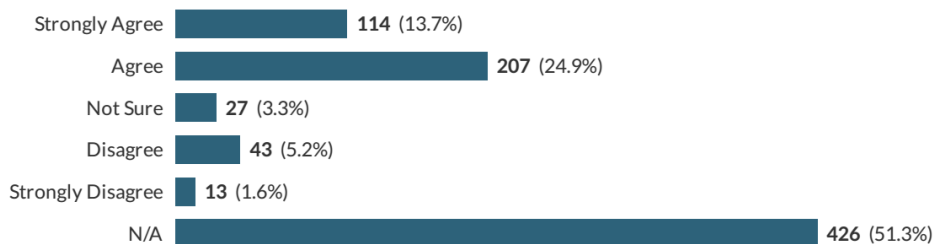
34.a.9 Other



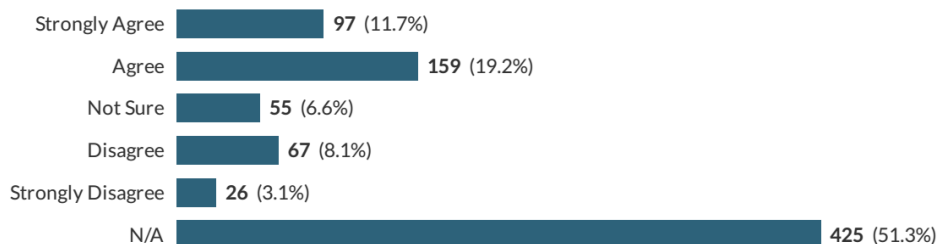
35 The intersection of my LGBT+ identity with other aspects of my identity has affected my experience of working or studying as a historian.



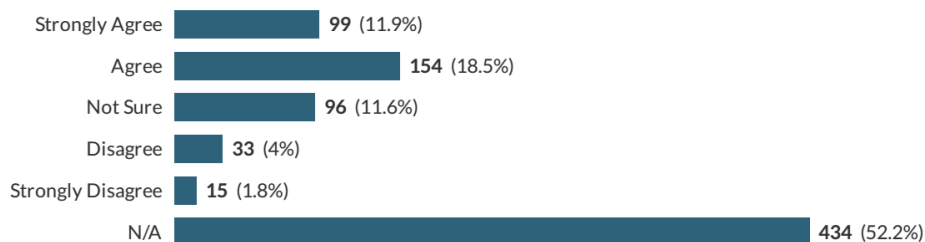
36 I have been able to disclose my LGBT+ identity to colleagues and students when I choose.



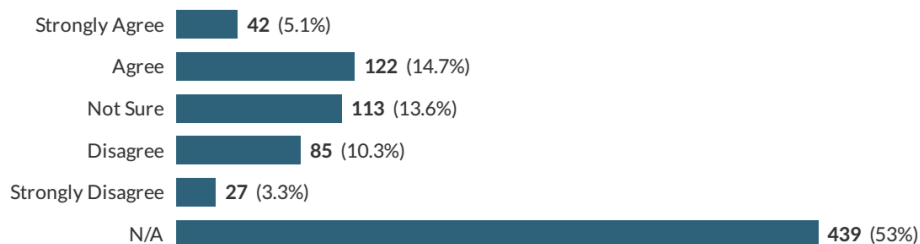
37 I am comfortable expressing my LGBT+ identity outside my department, including conferences and online.



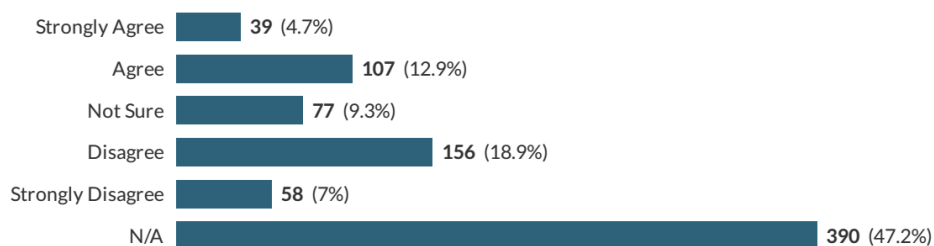
38 I have NOT been discriminated against or overlooked for opportunities and or recognition because of implicit or explicit homophobia, biphobia or transphobia.



39 My mental health and general welfare has been positively affected by the way my department approaches and manages LGBT+ inclusion.



40 Homophobic, biphobic or transphobic harassment, lack of support or discrimination (including on social media) has an effect on my life as a historian.

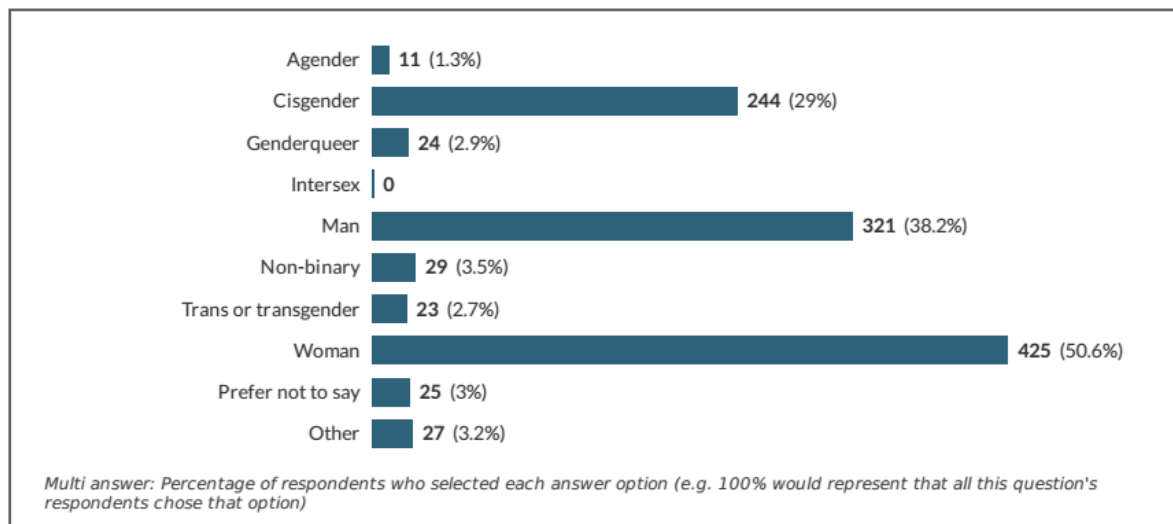


41 What barriers would you identify as inhibiting your ability to feel comfortable working as a historian? Please give details:

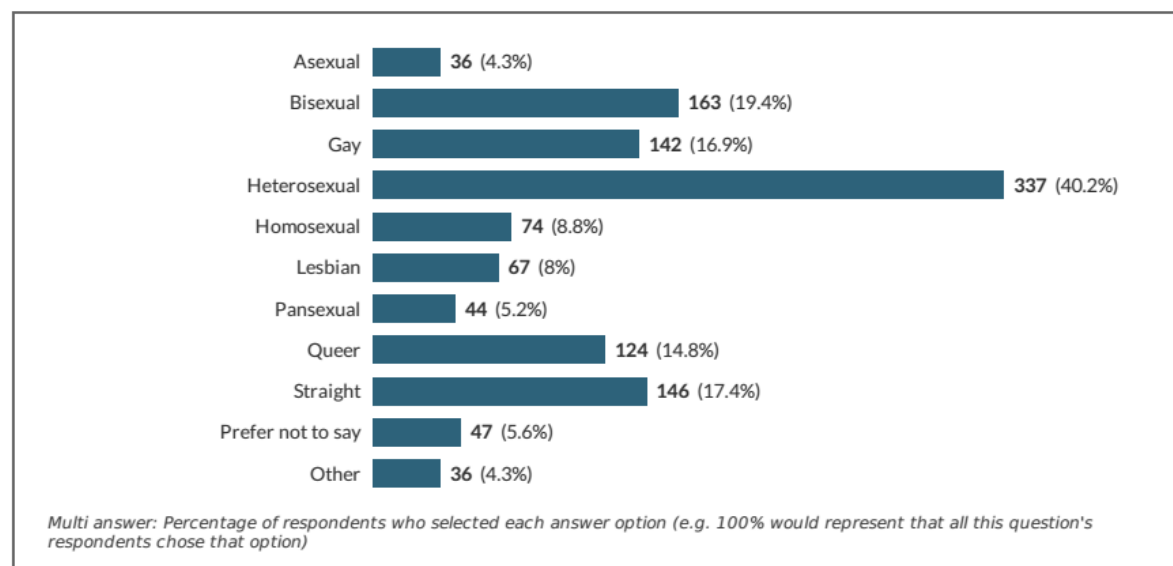
42 Have other aspects of your identity that are important to you affected your experience / work as a historian? Please give details:

43 Are there examples of best practice with regard to LGBT+ inclusion within the history profession, either in your institution or beyond to which you would like to draw the Working Group's attention? Please give details:

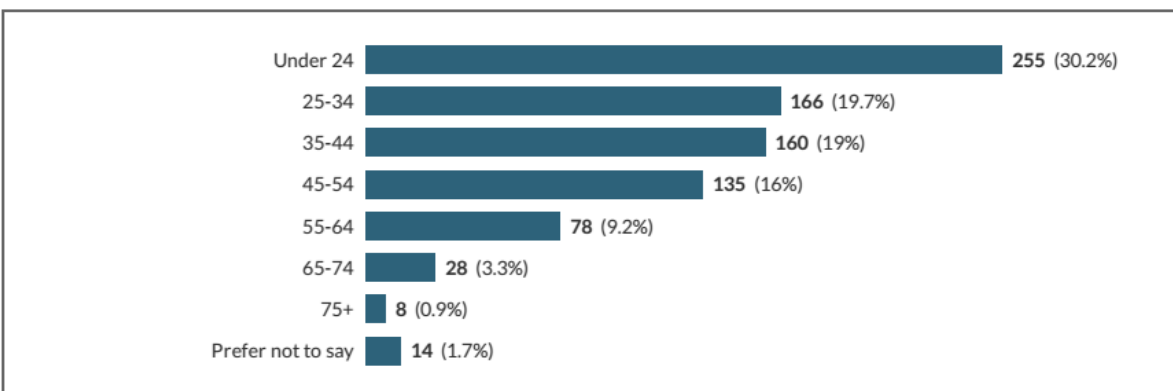
44 What words would you use to describe yourself? (Check ALL that apply).



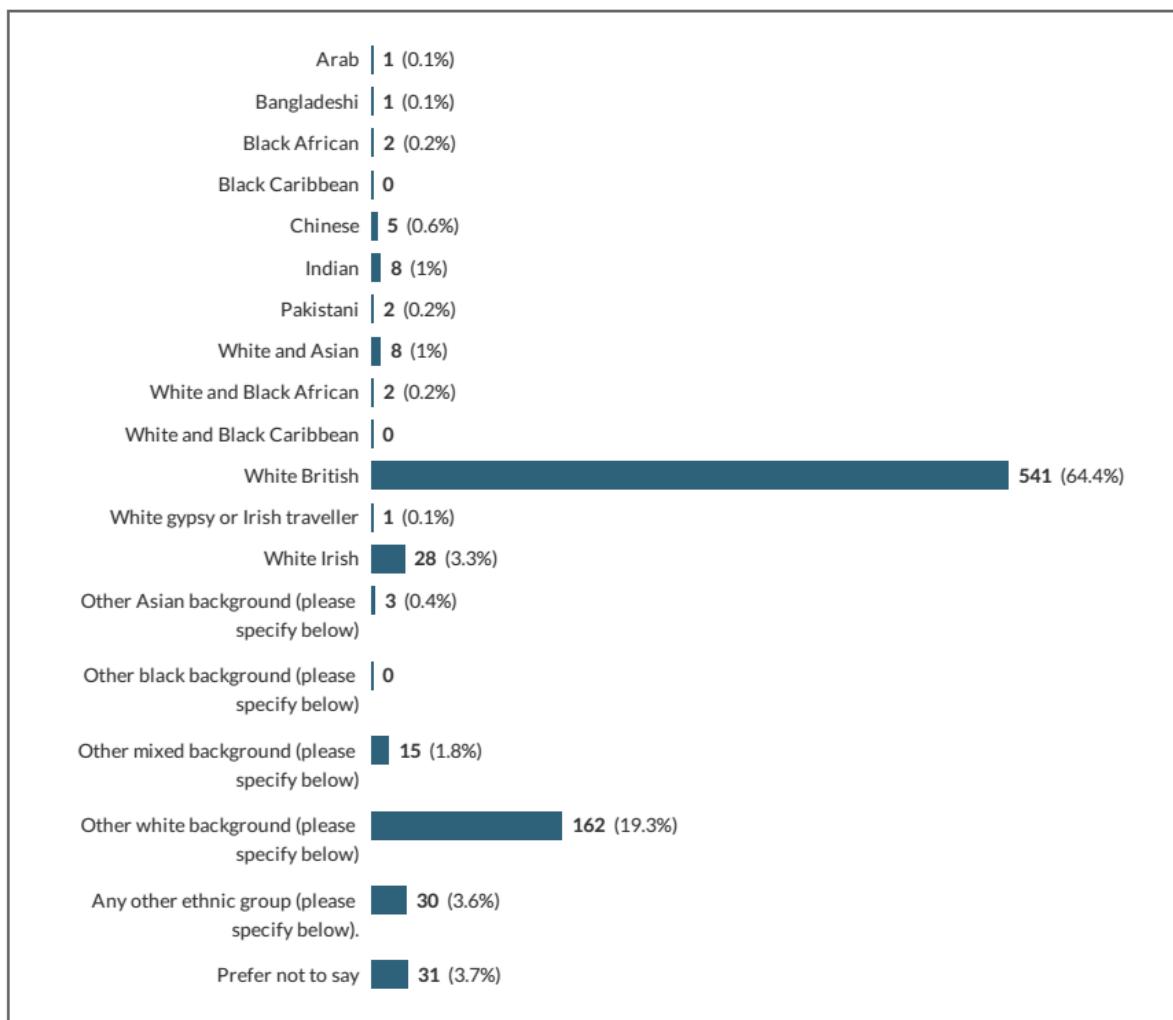
45 What words would you use to describe your sexual / romantic orientation? (Check ALL that apply).



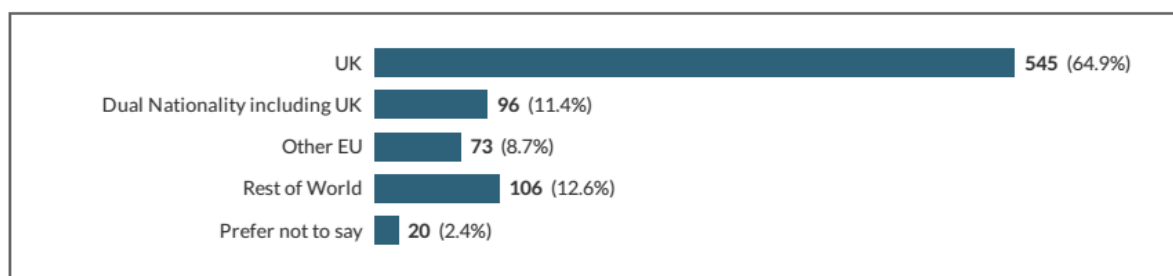
46 What age group do you belong to?



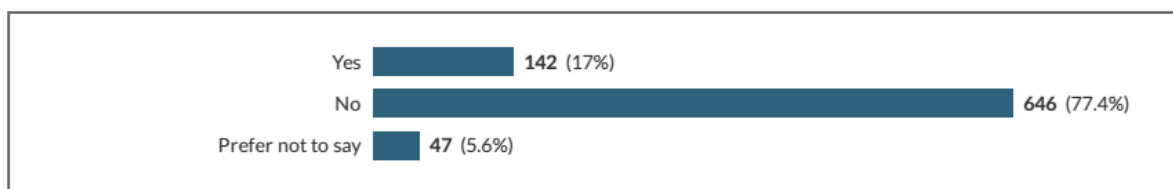
47 Please choose the option that best describes your ethnic background. The categories used here are taken from the UK 2011 census.



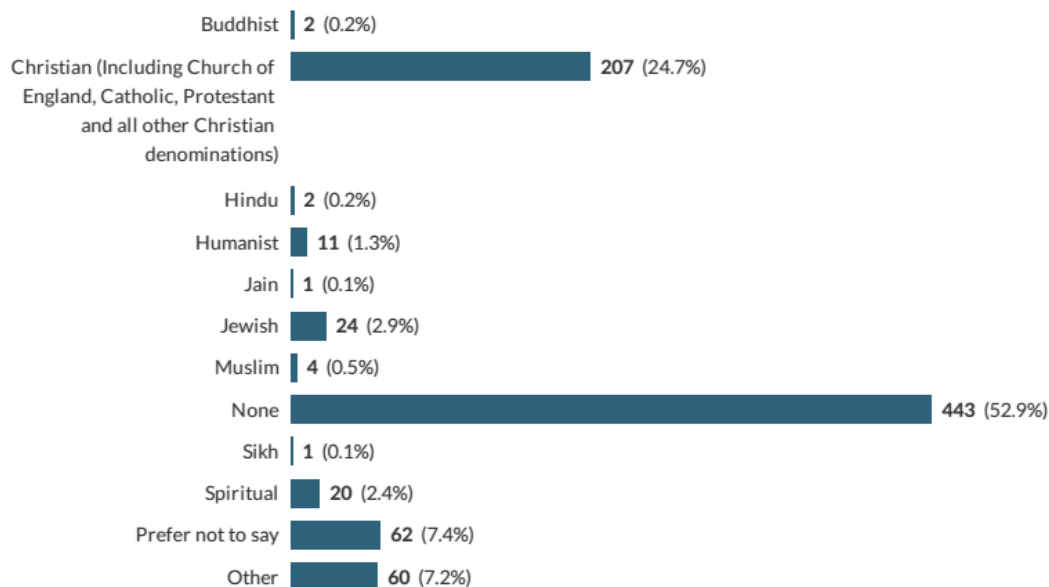
48 What is your nationality?



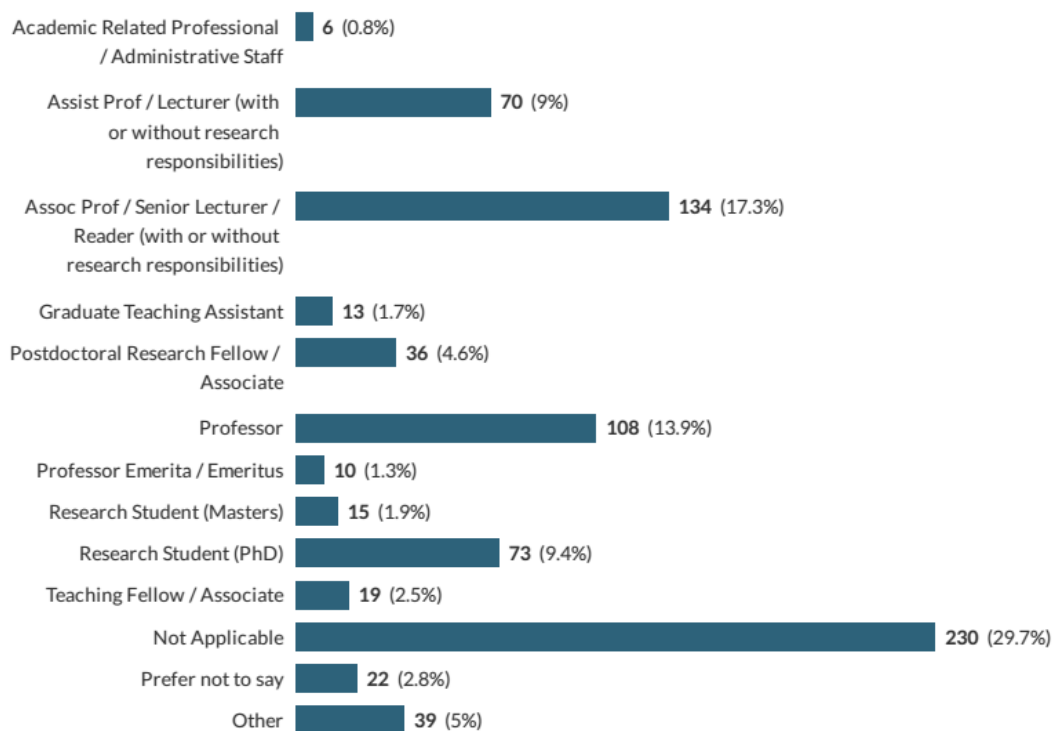
49 Do you have an impairment, health condition or learning difference that has a substantial or long term impact on your ability to carry out day to day activities?



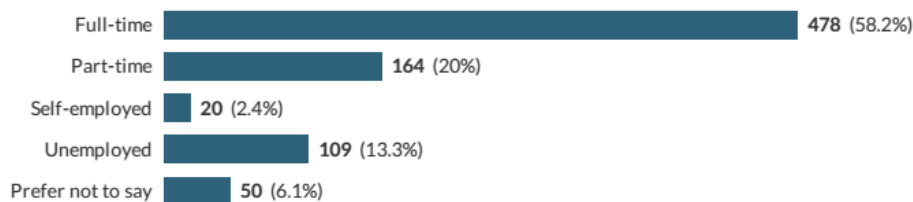
50 What is your religious affiliation?



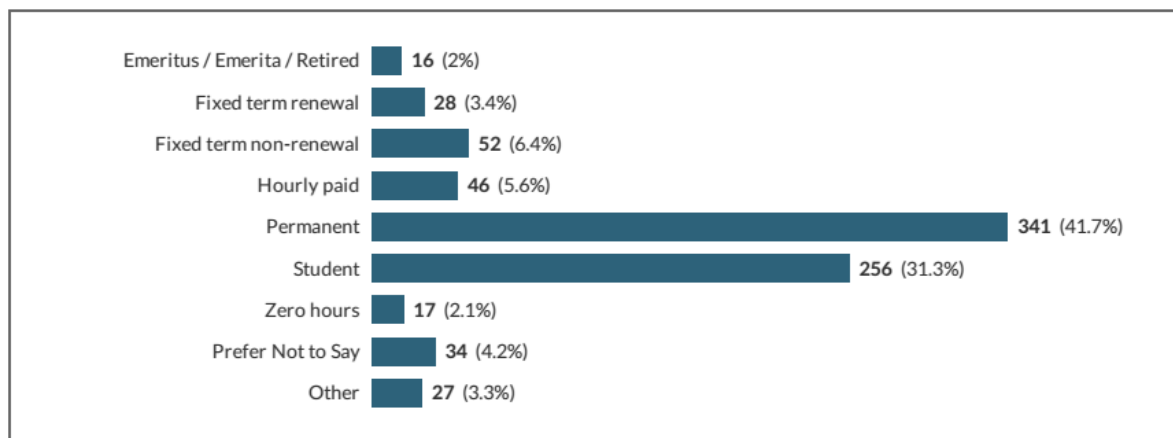
51 If you work in a Higher Education provider, what is your title?



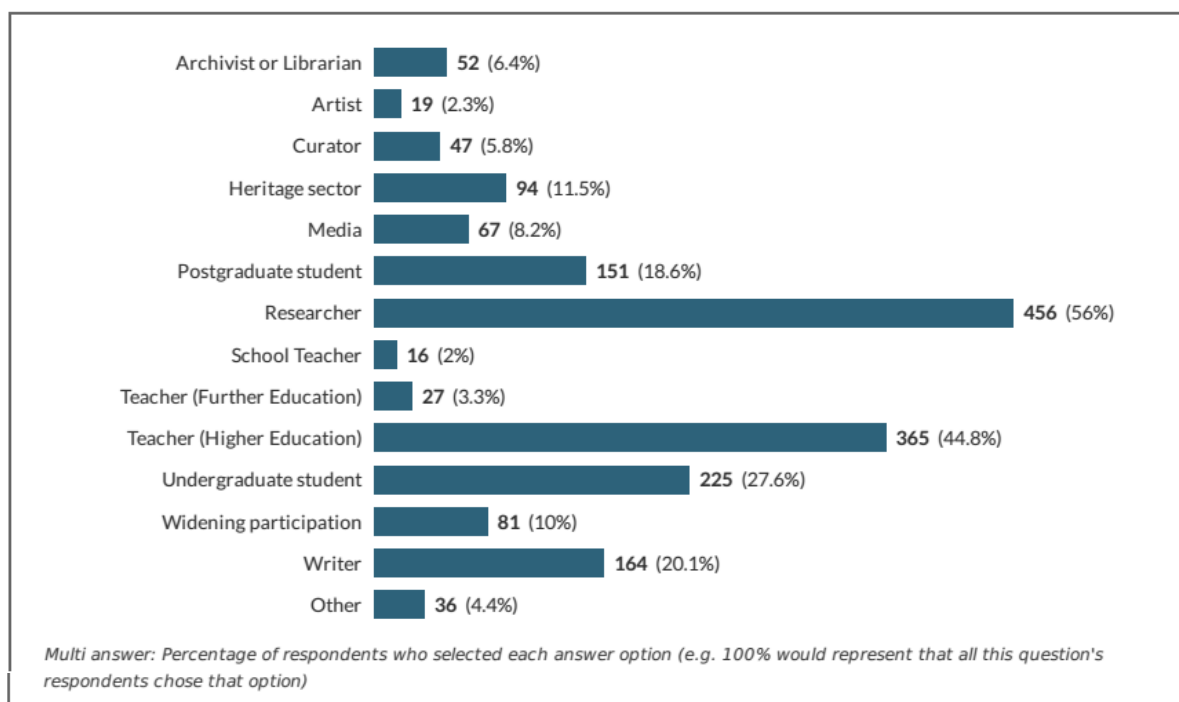
52 What is your primary employment status?



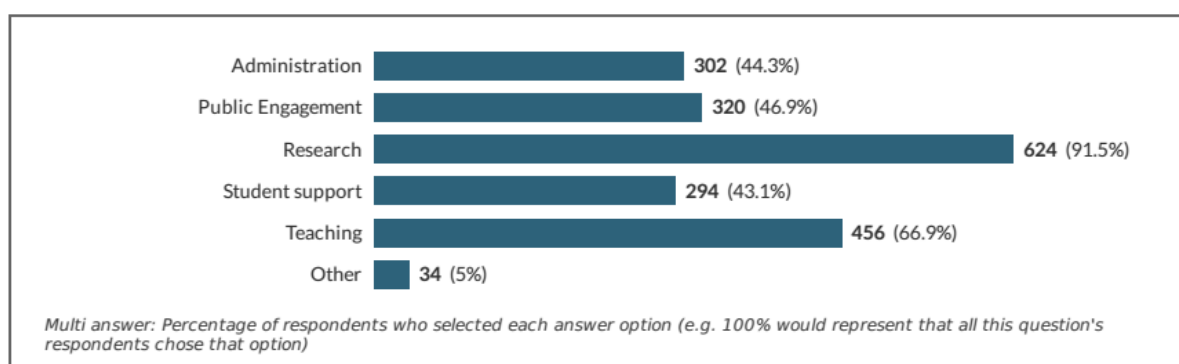
53 What is your primary contract of employment?



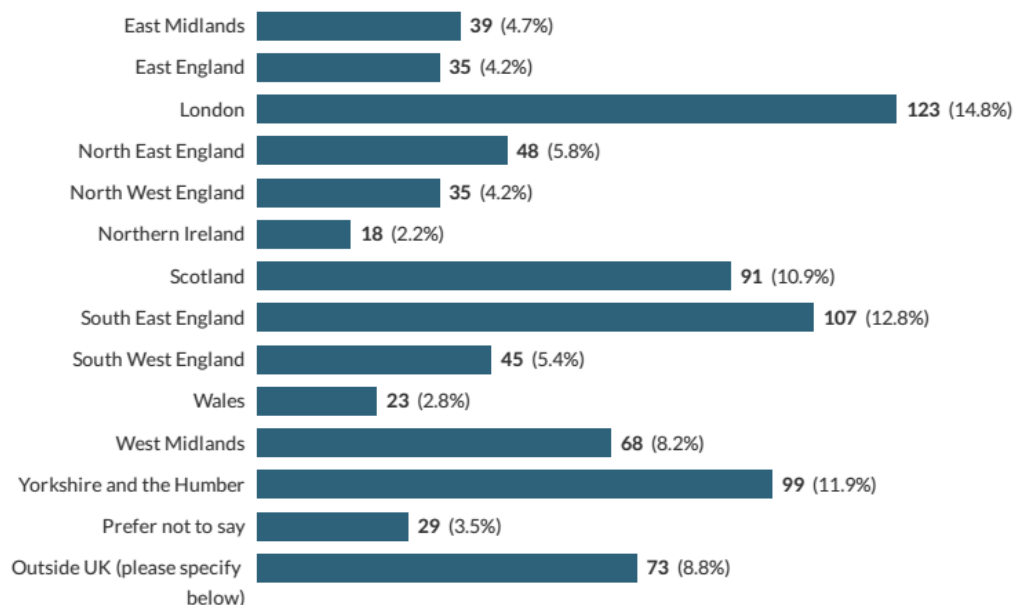
54 In what capacities do you engage with the historical profession? (Check ALL that apply).



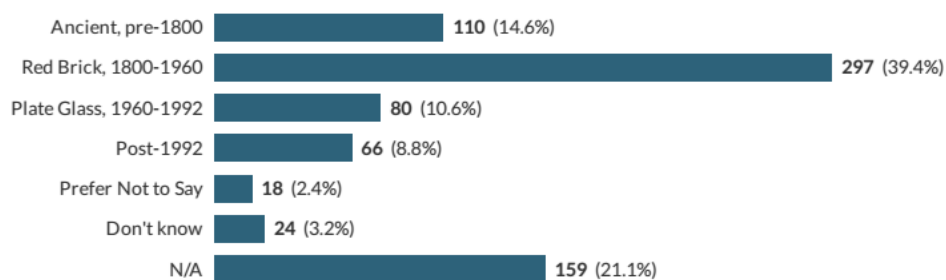
55 In your academic work, which of the following are you actively engaged in? (Check ALL that apply)



56 Region of primary workplace / study



57 If you work in a UK Higher Education provider, which type of institution are you primarily based in? The categories used here refer to date of establishment and are from the Department for Education in England.



58 What role would you like the Royal Historical Society to play in the area of LGBT+ equality in UK History?

59 Please use the box below for any further comments you may have. If you would like to expand on your answers to previous questions, please note the question number in the box.