

Diversity and Inclusion Staff Survey

Considerations in collecting diversity and inclusion data from your staff

The Diversity and Inclusion Staff Survey has been developed by the Centre for Cultural Diversity in Ageing as a tool to measure diversity and inclusion amongst the staff within your organisation. You can adapt the tool as you see fit for your organisation.

Gathering diversity data through survey is one of many approaches you can adopt to measure diversity and inclusion amongst your staff. Other ways to promote safe spaces within the workplace for staff to express their identity, culture and faith diversity include diversity and inclusion events, communities of practice, diversity and inclusion staff training and reflective staff spaces.

In Diversity Council of Australia's *Counting Culture* guide, six principles provide guidance on how you can map the diversity of your workforce in ways that is respectful, accurate and inclusive.

1. Organisations recognise Aboriginal and/or Torres Strait Islander Australians' unique position by separating Aboriginal and/or Torres Strait Islander peoples from the broad category of 'cultural diversity'.
2. Adopt an identity-based definition of cultural diversity, which recognises the significant impact identity – how we see ourselves and how others see us – has on our experience of inclusion at work.
3. Our cultural identity is made up of many aspects and these all have relevance to their experience of inclusion at work.
4. Ensure your organisations goes beyond simple headline 'culturally diverse' statistics (e.g. 'Are you culturally diverse?') so you're able to generate rich, valuable workforce insights.
5. Consider Intersectionality as it refers to the way that multiple aspects of diversity, like age, sexual orientation and gender identity, come together or 'intersect' and form part of our identity.
6. Comparing the degree and breadth of cultural assets in your organisation against those found in Australia's general community, in your industry, in key labour market pools or in your customer base will let you see how well your workforce reflects and can therefore attract, respond to and service this cultural diversity.

For more information visit: <https://www.dca.org.au/research/project/counting-culture>

Diversity and Inclusion Staff Survey

This survey aims to gather the diversity amongst the staff in our organisation so we can program toward an inclusive workplace.

The survey is confidential.

Choose the position/level that most closely aligns with your role?

- ☐ Executive level Management level
- ☐ Team leader Administration support
- ☐ Direct care services Human Resources
- ☐ Finance and Procurement Other

How long have you worked at your organisation?

- ☐ Less than one year
- ☐ 1-2 years
- ☐ 2- 5 years
- ☐ More than 6 years

Employees from diverse backgrounds are encouraged to apply for higher positions

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

In my organisation, I feel like I can be successful as my authentic self

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly Disagree

In my organisation, I feel like I belong because I am

- ☐ Recognised for my accomplishments
- ☐ Feeling that contributions in team meetings are valued
- ☐ Feeling comfortable with being myself at work
- ☐ All of the above

☐ None of the above

I can voice a contrary opinion without fear of negative consequences

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly Disagree

When I speak up at work, my opinion is valued

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly Disagree

My organisation enables me to balance my work and personal life

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly Disagree

There is a career development path for all employees in this organisation

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

If I have a concern about harassment or discrimination, I know where and how to report that concern

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

The organisation's policies and procedures discourage discrimination

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree

☐ Strongly Agree

I believe this organisation will take appropriate action in response to incidents of discrimination

☐ Strongly Disagree

☐ Disagree

☐ Neither agree nor disagree

☐ Agree

☐ Strongly Agree

Within the organisation, everyone has access to equal opportunities regardless of their differences

☐ Strongly Disagree

☐ Disagree

☐ Neither agree nor disagree

☐ Agree

☐ Strongly Agree

My supervisor demonstrates commitment to and support for diversity

☐ Strongly Disagree

☐ Disagree

☐ Neither agree nor disagree

☐ Agree

☐ Strongly Agree

My supervisor manages diversity matters appropriately

☐ Strongly Disagree

☐ Disagree

☐ Neither agree nor disagree

☐ Agree

☐ Strongly Agree

The organisation handles diversity matters appropriately

☐ Strongly Disagree

☐ Disagree

☐ Neither agree nor disagree

☐ Agree

☐ Strongly Agree

The organisation has done a good job providing training programs that promote understanding of diversity

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

I see strong leadership support for the organisation's value of diversity and inclusion

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

Our organisation is committed to diversity and inclusion

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

People from all cultures and backgrounds are respected and valued

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

I feel included and respected within the organisation

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

I am comfortable talking about my background, cultural and life experiences within the organisation

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

Employees of diverse backgrounds interact well within our organisation

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

Management demonstrates a commitment to meeting the needs of employees who need flexible work practices because of caring responsibilities

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

Management demonstrates a commitment to meeting the needs of employees with disabilities

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

The organisation provides an environment for an open expression of ideas, opinions and beliefs

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

What faith or religion do you identify with?

- ☐ Indigenous spirituality
- ☐ Christianity
- ☐ Islam
- ☐ Hinduism
- ☐ Buddhism
- ☐ Sikhism
- ☐ Atheism
- ☐ Judaism

- ☐ Jainism
- ☐ Baha'i
- ☐ Other Please specify

If Indigenous spirituality or other, please specify

What is your gender identity?

- ☐ Woman
- ☐ Man
- ☐ Non-binary
- ☐ Agender
- ☐ Other Please specify

Are you a carer (including caring for a child, partner, parent or person with a disability)?

- ☐ Yes
- ☐ No

What language/s do you speak?

- | | |
|---|-------------------------------------|
| <input type="checkbox"/> Indigenous language/s Please specify | |
| <input type="checkbox"/> Albanian | <input type="checkbox"/> Latvian |
| <input type="checkbox"/> Amharic | <input type="checkbox"/> Macedonian |
| <input type="checkbox"/> Assyrian | <input type="checkbox"/> Malay |
| <input checked="" type="checkbox"/> Bengali | <input type="checkbox"/> Maltese |
| <input type="checkbox"/> Burmese | <input type="checkbox"/> Nepali |
| <input type="checkbox"/> Bosnian | <input type="checkbox"/> Norwegian |
| <input type="checkbox"/> Bulgarian | <input type="checkbox"/> Oromo |
| <input type="checkbox"/> Chaldean | <input type="checkbox"/> Pashto |
| <input type="checkbox"/> Croatian | <input type="checkbox"/> Polish |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Punjabi |
| <input type="checkbox"/> Danish | <input type="checkbox"/> Portuguese |
| <input type="checkbox"/> Dari | <input type="checkbox"/> Romanian |
| <input type="checkbox"/> Dinka | <input type="checkbox"/> Russian |
| <input type="checkbox"/> Dutch | <input type="checkbox"/> Serbian |
| <input type="checkbox"/> English | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Farsi | <input type="checkbox"/> Somali |
| <input type="checkbox"/> French | <input type="checkbox"/> Spanish |
| <input type="checkbox"/> German | <input type="checkbox"/> Tagalog |
| <input type="checkbox"/> Greek | <input type="checkbox"/> Tamil |
| <input type="checkbox"/> Hindi | <input type="checkbox"/> Thai |

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> Hungarian | <input type="checkbox"/> Tigrinya |
| <input type="checkbox"/> Italian | <input type="checkbox"/> Tetum |
| <input type="checkbox"/> Japanese | <input type="checkbox"/> Turkish |
| <input type="checkbox"/> Karen | <input type="checkbox"/> Ukrainian |
| <input type="checkbox"/> Khmer | <input type="checkbox"/> Vietnamese |
| <input type="checkbox"/> Korean | <input type="checkbox"/> Yiddish |
| <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Other language Please specify |

How would you define your racial or ethnic identity? You can state multiple identities or can be unsure?

Are you from an Aboriginal or Torres Strait Islander background?

- ☐ Yes
☐ No

Any other comments or suggestions you would like to make to support workplace inclusion:

Thank you for completing the survey.