





EvaSys	Diversity and equity culture survey_Non Student_RSPE	 Electric Paper
RSPE		 Australian National University

Mark as shown:    ☐ ☒ ☐ ☐ ☐ Please use a ball-point pen or a thin felt tip. This form will be processed automatically.

Correction:        ☐ ☒ ☐ ☒ ☐ Please follow the examples shown on the left hand side to help optimize the reading results.



**[Continue]**Outline

Planning and Performance Measurement are working with schools to conduct an anonymous online survey. The purpose of the survey is to gather feedback from staff on engagement inclusion and diversity to understand and improve the ANU work environment. Numeric responses will only be reported in aggregate and suppressed where there are fewer than five responses. Individual names disclosed in open responses will BE redacted prior to publication. Please be aware that comments referring to specific incidents may still be identifiable.

Data collected via the survey will be re-used by the University for the Science in Australia Gender Equity (SAGE) program and may be used for other university planning purposes.

Participant involvement

All staff members and higher degree research candidates are invited to participate in this survey. You will be asked to provide feedback on various aspects of your role as well as the diversity and inclusiveness of the school. You will be asked to provide various background demographic characteristics which will allow the survey results to be reported separately for various groups.

Participating in the survey is voluntary. However the more information schools receive via the survey the more can be done to improve the workplace environment.

The survey will take approximately 20 minutes to complete. You can save the survey part way through completion and return at a later time. If you wish to opt out from the survey and avoid reminders, please answer the first question and click on Submit button.

Confidentiality

ANU values your privacy and is bound by the Privacy Act 1988 (Cwth) which includes the Australian Privacy Principles. Participation in the survey is confidential and all survey responses are anonymous. The link between your survey participation and response is broken on submission.

Numeric responses will only be reported in aggregate and suppressed where there are fewer than five responses. Individual names disclosed in open responses will the redacted prior to publication.

You have been invited to participate in the survey through email. Your email address will be held securely by PPM for the sole purpose of survey administration and will not be disclosed to the school.

Data storage

Data collected via the survey will be held on a network drive accessible only to authorised PPM staff and not by any member of the school.

Queries

If you have any concerns regarding the survey that you would like to discuss please contact me by email sara.rowley@anu.edu.au.

If you would like to contact support services after participating in the survey you might like to access these services available to ANU staff.

Adviser to Staff  
staff.adviser@anu.edu.au  
02 6125 3616

Diversity and Workforce Planning  
staff.diversity@anu.edu.au

Staff Wellbeing and Disability Support  
injury.management@anu.edu.au

Lifeline  
13 11 14



**[Continue]**

Thank you for accessing the diversity and equity culture survey.

☐ Yes, I would like to continue

☐ No, I decline to participate

Do you wish to continue?

Opting out of the survey will remove you from the reminder email list for this survey.

Are you primarily employed as an:

☐ Academic staff member

☐ Professional staff member

☐ Technical staff member

☐ Visitor

☐ Prefer not to say

☐ Other

Is your primary position:

☐ Continuing (no current end date for your employment)

☐ Fixed term (on a contract with an end date)

☐ Visiting

☐ Emeritus

☐ Casual

☐ Other

☐ Prefer not to say

Where are you primarily located?

☐ Physics south

☐ Physics north

☐ Other

☐ Prefer not to say

Thinking about your primary position, what is your current level?

☐ Level A

☐ Level B

☐ Level C

☐ Level D

☐ Level E

☐ Prefer not to say

Thinking about your primary position, what is your current level?

☐ Level 2

☐ Level 3

☐ Level 4

☐ Level 5

☐ Level 6

☐ Level 7

☐ Level 8

☐ SM 1 - 3

☐ Other

☐ Prefer not to say

Approximately how many years have you been at this level?

10th ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐  
1th ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐  
x0 x1 x2 x3 x4 x5 x6 x7 x8 x9

What process did you follow in order to be appointed to your current role?

☐ Promotion

☐ External recruitment process

☐ Internal recruitment process

☐ Direct appointment

☐ Reclassification

☐ Unsure

☐ Other

☐ Prefer not to say

Is your current role classified as:

☐ Part-time (less than 35 hours per week)

☐ Full-time (at least 35 hours per week)

☐ Prefer not to say

Do you hold multiple employment contracts?

☐ Yes, a split/shared contract

☐ Yes, multiple positions at ANU

☐ Yes, multiple positions across universities

☐ Yes, multiple positions across sectors

☐ No

Approximately how many universities have you worked at including ANU?

10th ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐  
1th ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐  
x0 x1 x2 x3 x4 x5 x6 x7 x8 x9

Do you currently supervise other staff?

☐ Yes

☐ No

☐ Prefer not to say

How would you describe your role?

☐ Research intensive

☐ Teaching intensive

☐ Balanced between research and teaching

☐ Service intensive

☐ Other

☐ Prefer not to say

Have you had at least one break of six months or more in your career?

☐ Yes

☐ No

☐ Prefer not to say

How many career breaks of six months or more have you had?

10th ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐  
1th ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐  
x0 x1 x2 x3 x4 x5 x6 x7 x8 x9

## [Continue]

What is your longest career break?

Did any of your career breaks occur while employed in your current school?

☐ Yes☐ No☐ Prefer not to say

During your career break did you feel the level of contact from the school was appropriate?

☐ Yes☐ No☐ Prefer not to say

During your career break did you feel the level of support from the school was appropriate?

☐ Yes☐ No☐ Prefer not to say

Do you have a partner (including opposite or same sex husband/wife, de facto, etc.)?

☐ Yes☐ No☐ Prefer not to say

Do you have caring responsibilities?

☐ Yes☐ No☐ Prefer not to say

Who do you consider to have the primary career in your partnership?

☐ I do☐ My partner does☐ Both equally☐ Prefer not to say

To whom do you provide care?

☐ Child(ren)☐ Child(ren) with a disability☐ Adult(s) with a disability☐ Elderly adult(s)☐ Other☐ Prefer not to say

How many children under 5 years old?

10th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	x0	x1	x2	x3	x4	x5	x6	x7	x8	x9

How many children 5-12 years old?

10th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	x0	x1	x2	x3	x4	x5	x6	x7	x8	x9

How many children 13-18 years old?

10th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	x0	x1	x2	x3	x4	x5	x6	x7	x8	x9

How many children over 18 years old?

10th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	x0	x1	x2	x3	x4	x5	x6	x7	x8	x9

If your child(ren) need to miss childcare/school who is more likely to stay home and care for them?

☐ More likely me☐ More likely my partner☐ Shared evenly☐ Neither of us☐ Prefer not to say

What percentage of men do you think are at your school (e.g.50%)?

10th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	x0	x1	x2	x3	x4	x5	x6	x7	x8	x9

What percentage of women do you think are at your school (e.g.50%)?

10th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	x0	x1	x2	x3	x4	x5	x6	x7	x8	x9

What percentage of people of non-binary gender do you think are at your school?

10th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	x0	x1	x2	x3	x4	x5	x6	x7	x8	x9

Please indicate to what extent do you agree or disagree with the following statements about the culture of the school.

I consider my school to be friendly  
 I consider my school to be fair  
 I consider my school to be supportive  
 I consider my school to be respectful  
 I consider my school to be cooperative  
 I am proud to work in my current school  
 My school cares for the wellbeing of its staff

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

Cannot say

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## [Continue]

I am happy with my school's outreach into the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel decision making in my school is transparent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel my school values research and scholarship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel my school values teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel my school values innovation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel my school values creativity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel my school values administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel my school values service activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel my school values time spent mentoring early career staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work related social activities in my school, such as parties, team building or networking events, are welcoming to everyone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel excluded by my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are there any comments you would like to make about the general culture of your school?						

Please indicate to what extent you agree or disagree with the following statements about your role in the school.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Cannot say
I generally experience high levels of wellbeing in relation to my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can generally make my voice heard within the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My discipline area is valued by my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would recommend my school to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe that senior colleagues are supportive of my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe that my peers are supportive of my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel consulted on key decisions in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I have input on key decisions in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am a valued part of the social community in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are there any comments you would like to make about your role within the school?						

Please indicate to what extent you agree or disagree with the following statements about the inclusiveness of the school.

[Continue]

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Cannot say
I feel the school has staff representative of a diversity of backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel the school promotes adequate collegial opportunities for people with diverse backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that the school is a great place for women to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that the school is a great place for men to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that the school is a great place for people that don't identify as male or female to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel the school has people of all genders as visible role models	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel the school offers part-time staff the same opportunities as full-time staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel the school offers staff with flexible work arrangements the same opportunities as those who do not	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In this school people of all genders are offered the same opportunities to access flexible work arrangements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am aware of initiatives in regards to women in science in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexist language and behaviour are considered unacceptable in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Images that stereotype people are unacceptable in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office space is allocated fairly in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lab space is allocated fairly in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall, meetings, seminars and other events are scheduled to maximise attendance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carer or family responsibilities impede career progression in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The expected workload in my school makes it difficult to balance work and home responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know and fully understand ANU policies around equity and diversity (equal opportunity; indigenous employment; disability, work, study and family responsibilities, breastfeeding; carer's career development assistance)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide comments on inclusiveness



## [Continue]

Please indicate to what extent you agree or disagree with the following statements about how included you feel in your school.

	Strongly disagree	Disagree	Mixed feelings/neutral	Agree	Strongly agree	Cannot say
In the last 12 months no one in the school has devalued my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the last 12 months I have not experienced a situation in our school where I have felt uncomfortable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the last 12 months no one in our school has talked down to me or another person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the last 12 months no one in the school has made assumptions based on personal characteristics about me or another person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the last 12 months no one in the school has directed insensitive or disparaging comments, jokes or insults toward me or another person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel comfortable reporting instances where I feel I have been treated unfairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel comfortable reporting instances where others have been treated unfairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My colleagues encourage me to progress in my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My colleagues give me helpful feedback about my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am confident I know with whom to raise concerns I have	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the past 12 months in my school I have felt excluded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Are there any comments you would like to make about how you feel included in your school?

Please indicate to what extent you feel these occur within the school.

	Never	Rarely	Sometimes	Often	Always	Cannot say
Discrimination on the basis of age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of sexuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of religion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of spoken language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## [Continue]

Disability on the basis of socio-economic status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of Aboriginal or Torres Strait Islander heritage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of children or other carer responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination on the basis of flexible or part-time work hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Are there any comments you would like to make about discrimination within your school?

Do you feel that you have been discriminated against within your school?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Unsure
Was the discrimination primarily from:	<input type="checkbox"/> Prefer not to say	<input type="checkbox"/> A colleague more senior than me	<input type="checkbox"/> A colleague more junior than me
	<input type="checkbox"/> A colleague at a similar level		
Do you feel that you have been bullied within your school?	<input type="checkbox"/> Other	<input type="checkbox"/> Prefer not to say	<input type="checkbox"/> Unsure
Was the bullying primarily from:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> A colleague at a similar level
	<input type="checkbox"/> Prefer not to say	<input type="checkbox"/> A colleague more senior than me	<input type="checkbox"/> A colleague more junior than me
	<input type="checkbox"/> Other	<input type="checkbox"/> Prefer not to say	

Please indicate the extent to which you agree or disagree with the following statements about the leadership of your school.

	Strongly disagree	Disagree	Mixed feelings/neutral	Agree	Strongly agree	Cannot say
I understand the committee structure in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School committee decisions are appropriately communicated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The appointment of people onto committees in my school is fair and transparent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School leadership positions are appointed through fair and transparent processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My school has appropriate diversity in management/leadership positions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My school has appropriate diversity in mentors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership in my school understand the need to engage with issues relating to equality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is good communication between management and staff in my school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to shared resources in my school is fair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## [Continue]

Who do you believe makes the decisions about appointments in the school?

☐ Vice-Chancellor

☐ Other members of university executive

☐ College dean

☐ School director

☐ Head of department

☐ Head of selection panel

☐ Selection panel collectively

☐ Unsure

☐ Other

☐ Prefer not to say

Who do you believe makes the decisions about promotions in the school?

☐ Vice-Chancellor

☐ Other members of university executive

☐ College dean

☐ School director

☐ Head of department

☐ Head of selection panel

☐ Selection panel collectively

☐ Local promotions committee

☐ Unsure

☐ Other

☐ Prefer not to say

Have you had a mentor while working in the school?

☐ Yes

☐ No

☐ Unsure

☐ Prefer not to say

Are there any comments you would like to make about the leadership of your school?

Please indicate to what extent you agree or disagree with the following statements about your career and the professional development you receive within the school?

	Strongly disagree	Disagree	Mixed feelings/neutral	Agree	Strongly agree	Cannot say
My supervisor encourages me to progress in my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor encourages me to undertake further training and pursue personal development opportunities relevant to my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor gives me helpful feedback about my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor has encouraged me to apply for university rewards, incentives or rewards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor is supportive of requests for flexible working arrangements (eg part-time work, job share, compressed hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am confident that my supervisor would deal effectively with any complaints about harassment, bullying or offensive behaviour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that my career break(s) have not adversely affected my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that the mentoring I received was effective	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**[Continue]**

I feel I benefited from having a mentor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that having taking a career break would not adversely affect my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor encourages me to have a plan for promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am familiar with the university's criteria for promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel confident putting myself forward for promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel there is sufficient support and guidance regarding promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When I applied for promotion I received appropriate and useful feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decisions about workload (eg teaching loads) are fair and transparent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Someone within my school advises me about preparing research grants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Someone within my school advises me about lab procurement and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Someone within my school advises me about getting my research published	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Someone within my school advises me about improving the quality of my teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Do you have a current Performance Development Review (PDR) or Statement of Expectations (SoE) document agreed with your supervisor?

☐ Yes ☐ No ☐ Unsure

☐ Prefer not to say

Do you have regular Performance Development Review (PDR) or Statement of Expectations (SoE) conversations with your supervisor?

☐ Yes ☐ No ☐ Unsure

☐ Prefer not to say

Are there any comments you would like to make about support for professional development in your school?

What factors do you believe have positively affected your career to date?

What factors do you believe have negatively affected your career to date?

What can the school do better to support your career?

Do you have any comments about the gender equality initiatives ANU has announced?

What gender do you identify as?

☐ Male ☐ Female ☐ Transgender  
☐ Intersex ☐ Not declared ☐ Other



**[Continue]**

If you identify as having a gender not listed above would you like to provide more information?

What is your age?

☐ Under 20 years

☐ 20-29 years

☐ 30-39 years

☐ 40-49 years

☐ 50-59 years

☐ 60 years or older

☐ Prefer not to say

Which regional backgrounds do you identify with?

☐ Australian

☐ Australian - Australian Aboriginal

☐ Australian - Australian South Sea Islander

☐ Australian - Australian Torres Strait Islander

☐ New Zealander

☐ New Zealander - Maori

☐ Melanesian and Papuan

☐ Micronesian

☐ Polynesian

☐ North and west European

☐ South and east European

☐ North African and Middle-Eastern

☐ South-east Asian

☐ North-east Asian

☐ Southern and central Asian

☐ North American

☐ South American

☐ Central American

☐ Caribbean Islander

☐ Sub Saharan African

☐ Other

☐ Prefer not to say

Do you identify as LBGITQQA?

☐ Yes

☐ No

☐ Prefer not to say

Do you consider yourself to be a person with a disability?

☐ Yes

☐ No

☐ Prefer not to say

What is your religious affiliation?

☐ Buddhist

☐ Christian

☐ Hindu

☐ Islamic

☐ Jewish

☐ Sikh

☐ Other

☐ No religious affiliation

☐ Prefer not to say

In which country were you born?

☐ Australia

☐ United Kingdom

☐ China

☐ United States of America

☐ New Zealand

☐ India

☐ Germany

☐ Malaysia

☐ Canada

☐ Vietnam

☐ Other

☐ Prefer not to say

If you were not born in one of the above categories please list your country of birth.

In what year did you first arrive in Australia to live for one year or more?

1000th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
100th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1th	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	x0	x1	x2	x3	x4	x5	x6	x7	x8	x9

Do you speak a language other than English at home?

☐ Yes

☐ No

☐ Prefer not to say

How would you rate your proficiency in reading/writing English? *For more information about proficiency please review the Interagency Language Roundtable scale.*

☐ Elementary

☐ Limited working proficiency

☐ Professional working proficiency

☐ Full professional proficiency

☐ Native or bilingual speaker

How would you rate your proficiency in English speaking/listening? *For more information about proficiency please review the Interagency Language Roundtable scale.*

☐ Elementary

☐ Limited working proficiency

☐ Professional working proficiency

☐ Full professional proficiency

☐ Native or bilingual speaker

