



SAMPLE
BENCHMARK REPORT
DIVERSITY AND INCLUSION
MODULE
PEOPLE MATTER SURVEY
2016

ORGANISATION

VPSC

Victorian Public Sector Commission



Introduction

This report provides comparative survey data for **diversity and inclusion** survey module.

The comparative results can highlight areas for improvement and action and can provide realistic targets for future performance. The data can also be used to communicate why actions are needed.

How to use the information in this report

1. You can discuss your results with your management team to identify strengths and any areas to investigate further or improve.
2. Prioritise one or two areas to respond to. It is important that employees see that their voice has been heard.

Important information

- Your comparator group in this report may be different to the one in the report for the core survey or other modules. See page 3 for the comparator group used in this report.
- All percentages are of all respondents, unless stated otherwise.
- The percentage agreement calculation is now:
 $\text{Agreement \%} = \frac{\text{Respondents that agree or strongly agree \#}}{\text{All respondents \#}}$
- All percentages have been rounded to whole numbers.
- The colours used to show your results reflect the nature of the question asked. For example, 'yes' can be red (if negative) or green (if positive). Therefore, it is important to check the scale descriptions provided.
- To protect anonymity, opinion question results for demographic groups such as gender, occupation etc. are not shown where there are fewer than 10 survey responses for the group.

Please contact people.matter@vpsc.vic.gov.au for further information or to provide feedback.

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Comparator group

The survey modules are optional for certain public sector organisations. This means that the comparator groups for individual modules may be different than those for the core survey and for other modules.

The comparative data in this report is based on the survey results of the following organisations:

Organisation 1	Organisation 8
Organisation 2	Organisation 9
Organisation 3	Organisation 10
Organisation 4	Organisation 11
Organisation 5	Organisation 12
Organisation 6	Organisation 13
Organisation 7	

The composition of your comparator group may change from year to year, due to survey participation.

Response rate

Your results reflect the views and experiences of **x** of the employees invited to participate (a **x%** response rate).

The higher your response rate the more likely it is the results reflect the views and experiences of your workforce.

How your organisation supports diversity

Don't know
 Strongly disagree
 Disagree
 Neither agree nor disagree
 Agree
 Strongly agree

● You
 ▲ Group average
 ● Highest & lowest in group
 All org. average

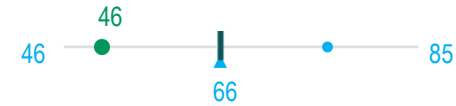
Your results %

Positive agreement %

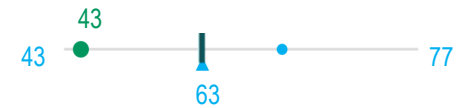
All org. average %

Fostering a fair and inclusive workplace

My organisation fosters an environment where all staff are treated fairly and with respect



My organisation fosters an environment of inclusiveness

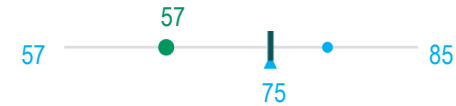


Support for diversity

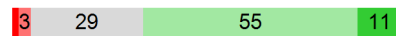
Senior managers actively support diversity in the workplace



My supervisor actively supports diversity in the workplace

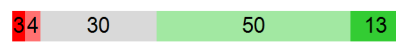


My work colleagues actively support diversity in the workplace



Working with diversity

My supervisor works effectively with people from diverse backgrounds



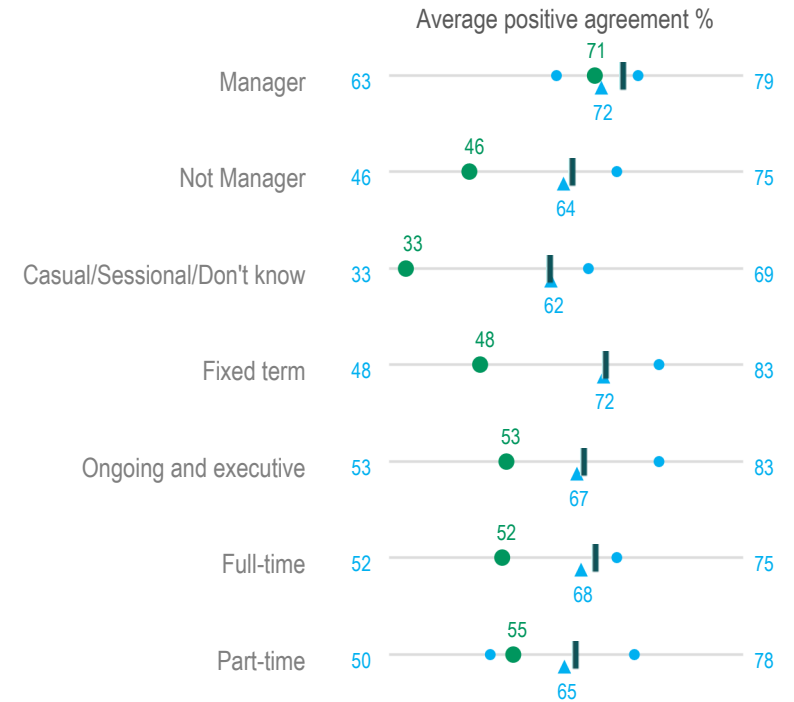
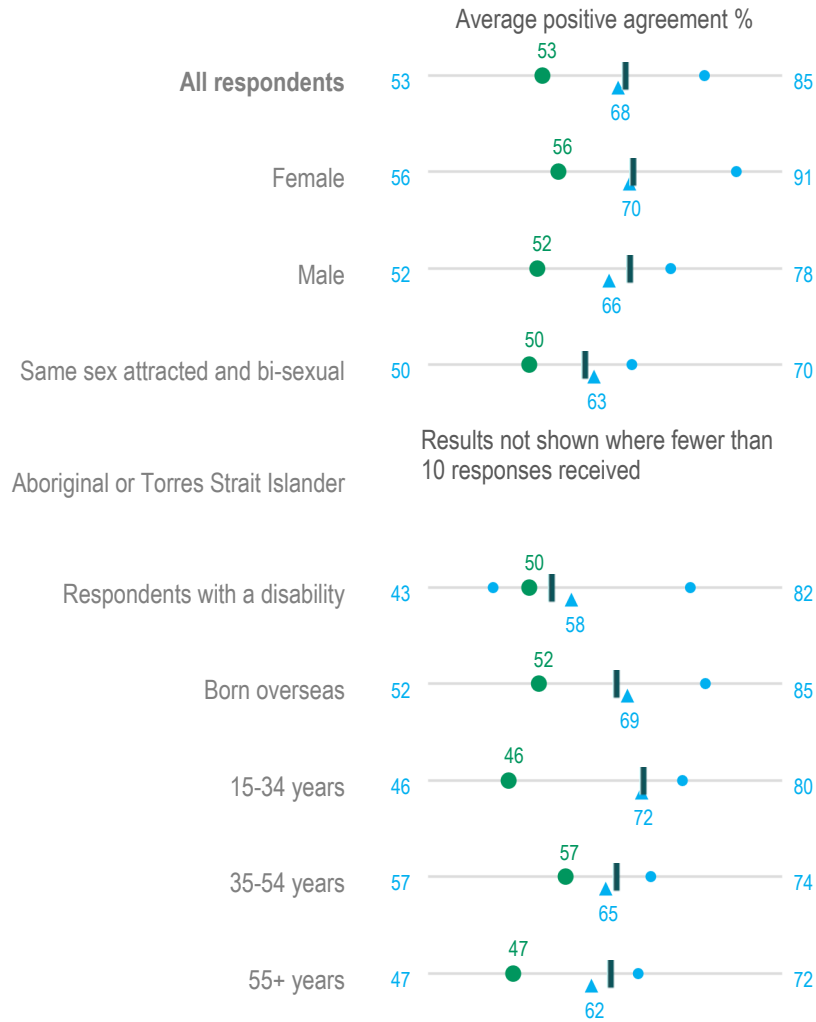
The people in my work group and colleagues have a positive attitude towards employees with diverse backgrounds



How senior managers support diversity by demographic group

Senior managers actively support diversity in the workplace

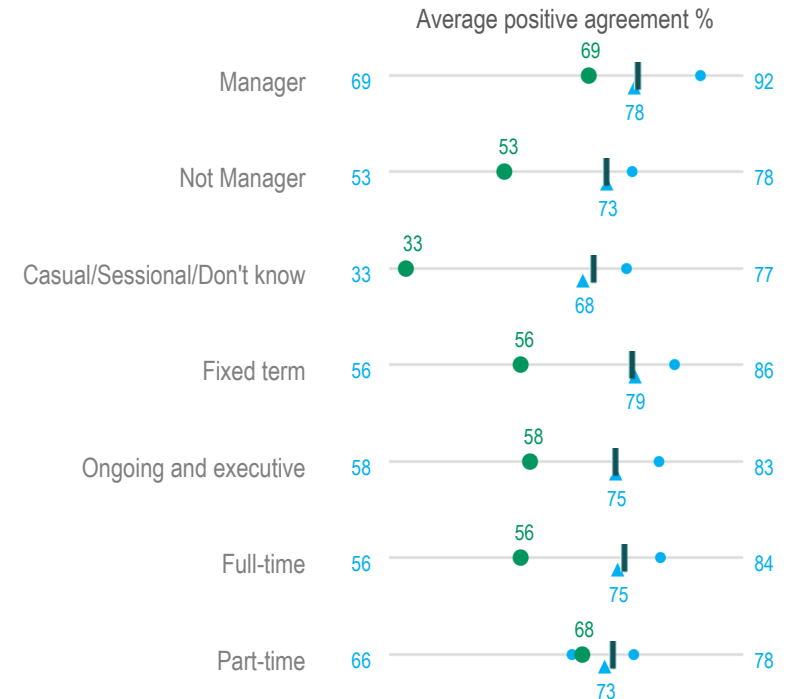
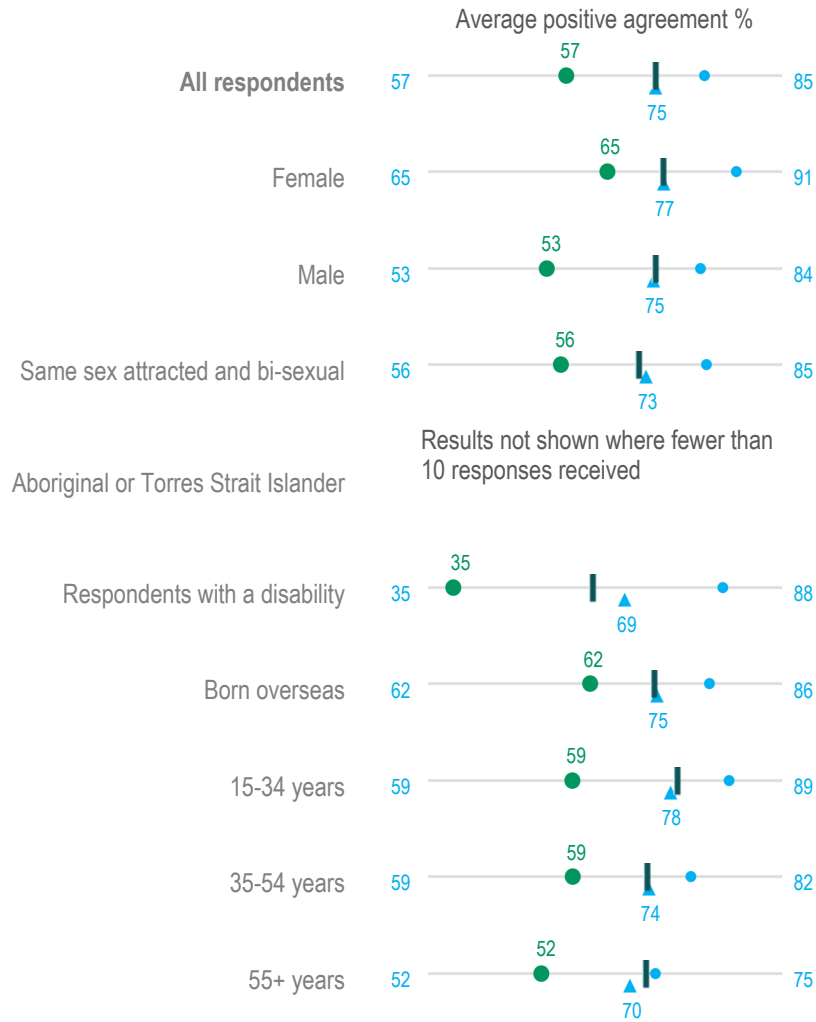
● You ▲ Group average ● Highest & lowest in group | All org. average



How supervisors support diversity by demographic group

My supervisor actively supports diversity in the workplace.

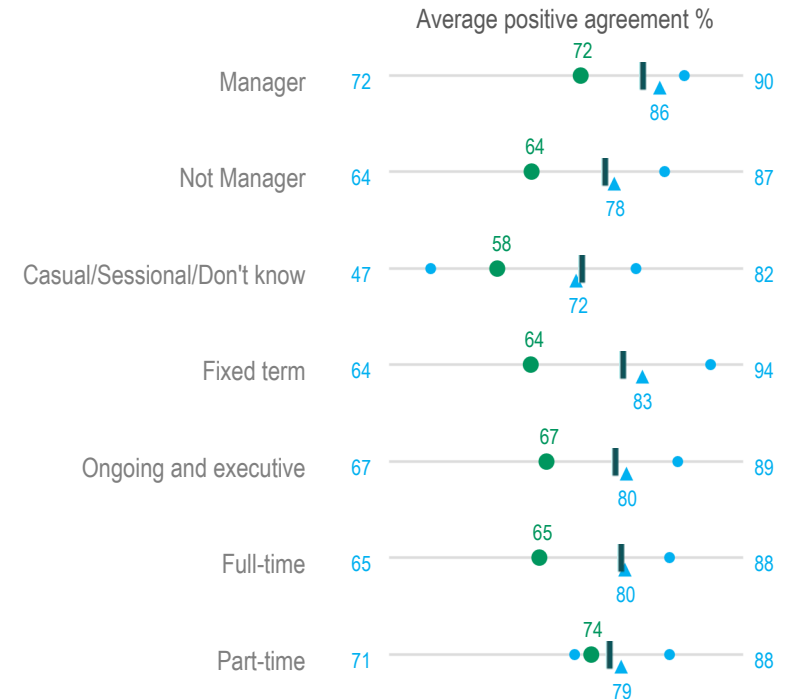
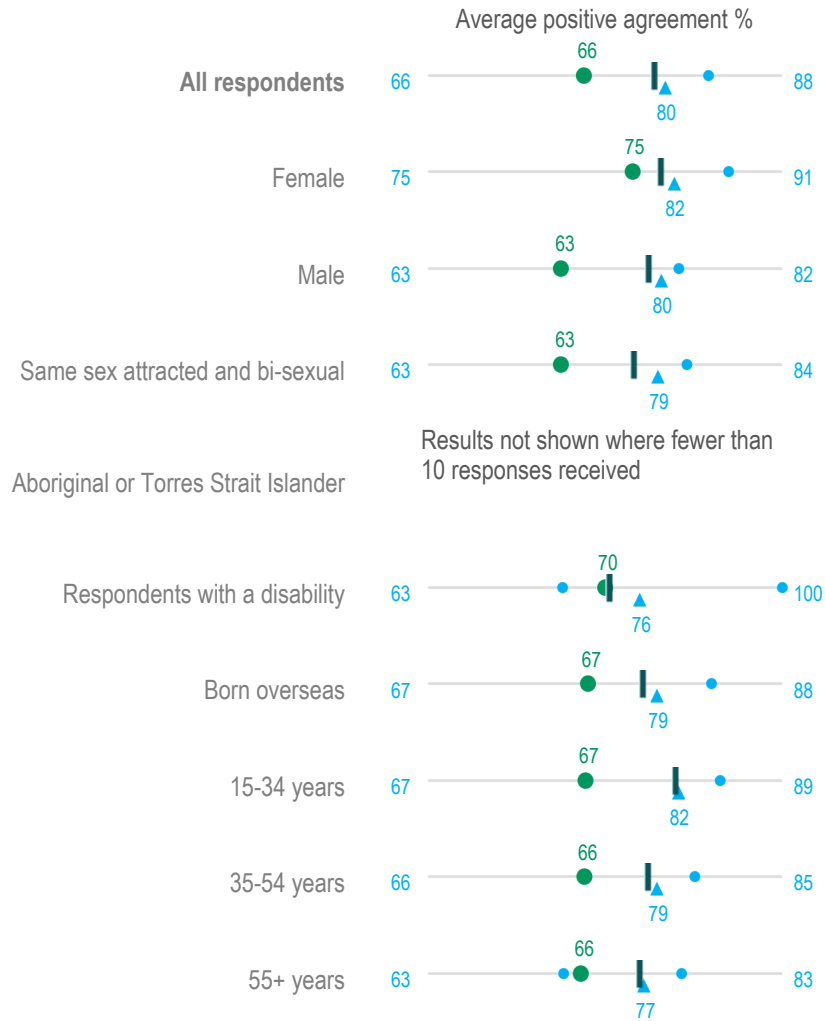
● You ▲ Group average ● Highest & lowest in group | All org. average



How colleagues support diversity by demographic group

My work colleagues actively support diversity in the workplace.

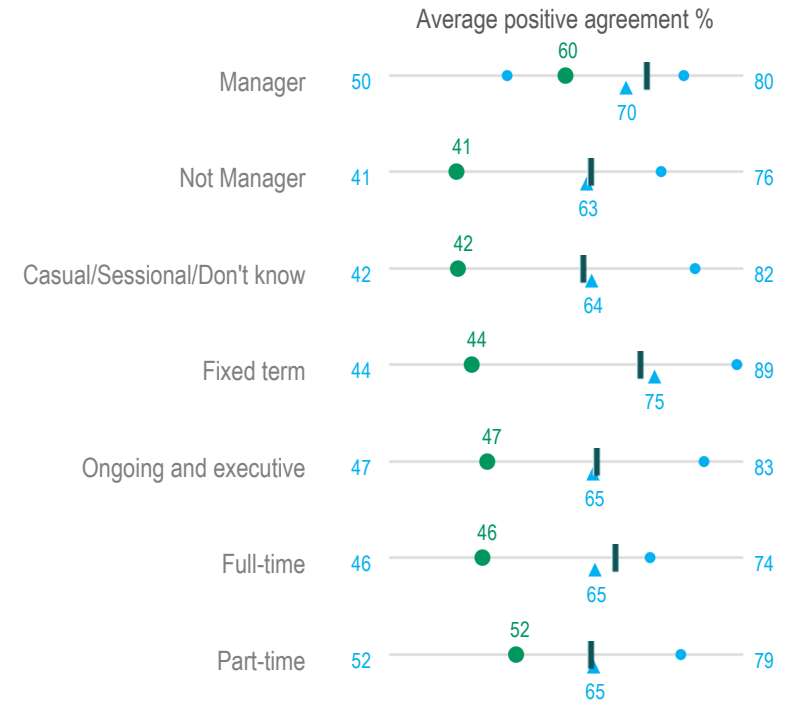
● You ▲ Group average ● Highest & lowest in group | All org. average



How your organisation fosters fairness and respect by demographic group

My organisation fosters an environment where all staff are treated fairly and with respect.

● You ▲ Group average ● Highest & lowest in group | All org. average



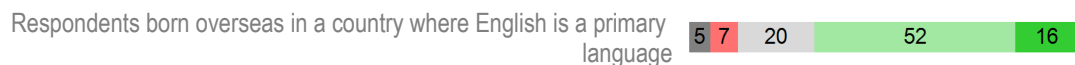
Positive culture for Aboriginal people and people from different cultures

Don't know
 Strongly disagree
 Disagree
 Neither agree nor disagree
 Agree
 Strongly agree

● You
 ▲ Group average
 ● Highest & lowest in group
 All org. average

Your results %

There is a positive culture within my organisation in relation to employees from **varied cultural backgrounds**

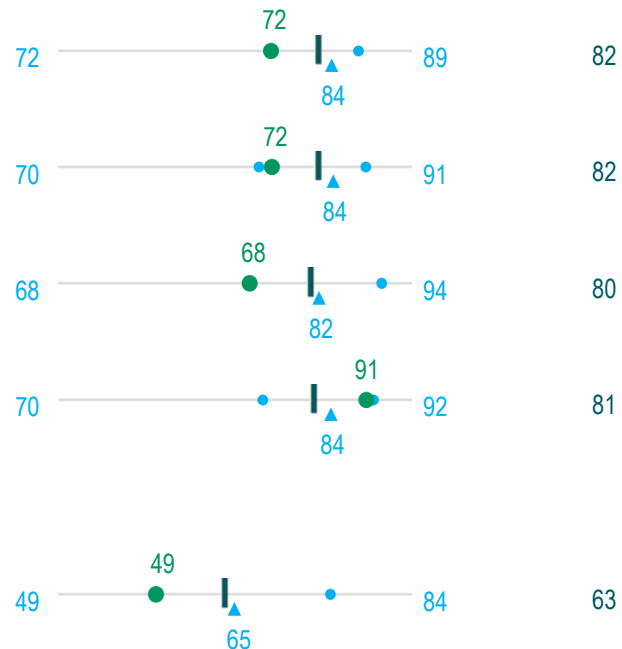


There is a positive culture within my organisation in relation to employees who are **Aboriginal and/or Torres Strait Islander**



Positive agreement %

All org. average %



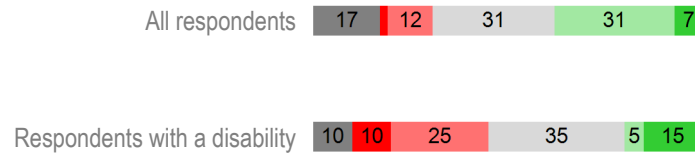
Positive culture for People with a disability and of different ages

Don't know
 Strongly disagree
 Disagree
 Neither agree nor disagree
 Agree
 Strongly agree

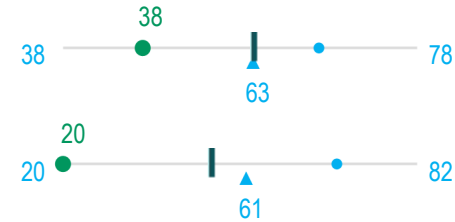
● You
 ▲ Group average
 ● Highest & lowest in group
 All org. average

Your results %

There is a positive culture within my organisation in relation to **employees with a disability**



Positive agreement %

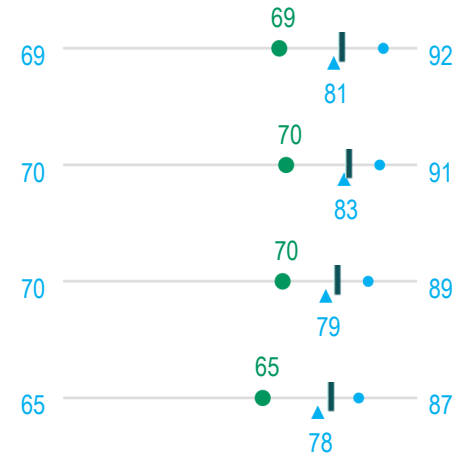
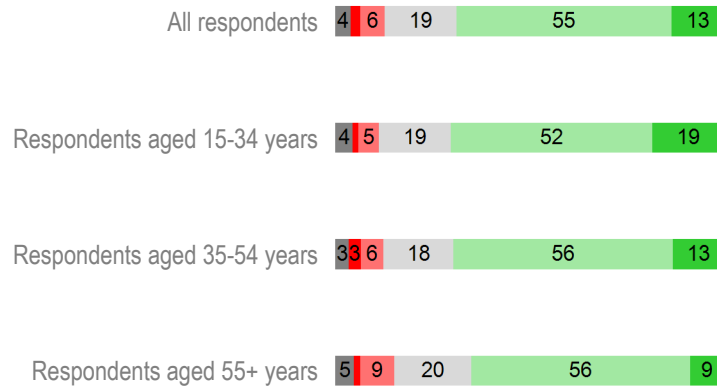


All org. average %

63

54

There is a positive culture within my organisation in relation to **employees of different age groups**



83

85

82

81

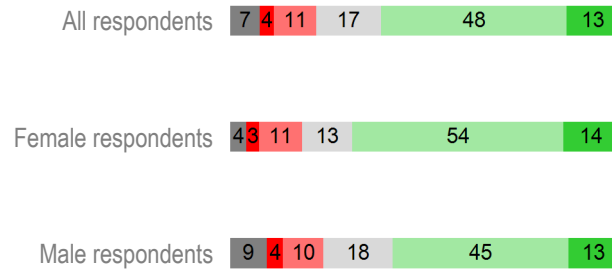
Positive culture for Carers and people that work part time or flexibly

Don't know
 Strongly disagree
 Disagree
 Neither agree nor disagree
 Agree
 Strongly agree

● You
 ▲ Group average
 ● Highest & lowest in group
 All org. average

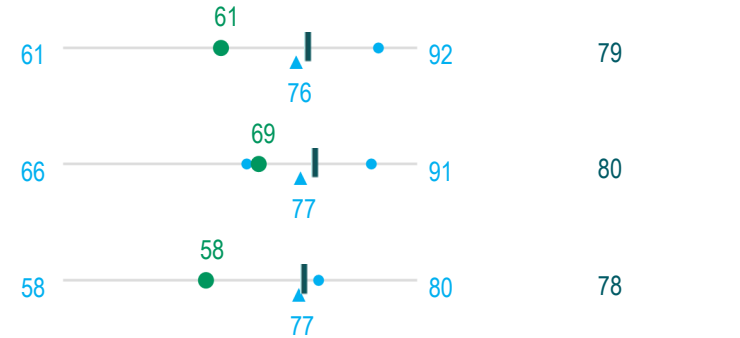
Your results %

There is a positive culture within my organisation in relation to **employees who have caring responsibilities**

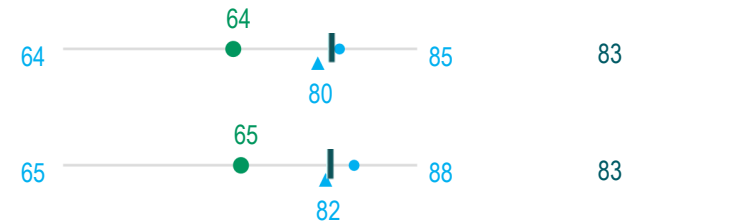
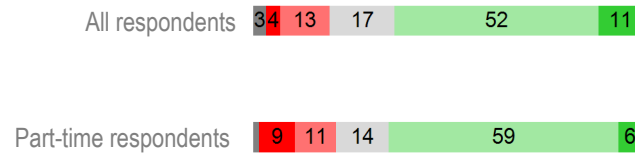


Positive agreement %

All org. average %



There is a positive culture within my organisation in relation to **employees who work part-time**



There is a positive culture within my organisation in relation to **employees who use flexible work practices**



Positive culture for People who identify as LGBTI

Don't know
 Strongly disagree
 Disagree
 Neither agree nor disagree
 Agree
 Strongly agree

● You
 ▲ Group average
 ● Highest & lowest in group
 All org. average

There is a positive culture within my organisation in relation to employees who identify as LGBTI (lesbian, gay, bisexual, transgender and intersex)

