

# PEOPLE MATTER SURVEY

## DIVERSITY AND INCLUSION MODULE

In addition to the core People Matter Survey, your organisation has chosen to include a question module this year which relates to **diversity and inclusion**. The module will assist your organisation to determine whether the workplace culture and individuals support diversity and inclusion within the workplace.

### Working in your organisation

Please indicate the extent of your agreement with the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
1. My organisation fosters an environment where all staff are treated fairly and with respect	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	
2. My organisation fosters an environment of inclusiveness	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	
There is a positive culture within my organisation in relation to employees...						
3. from varied cultural backgrounds	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
4. with disability	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
5. who are Aboriginal and/or Torres Strait Islander	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
6. who identify as LGBTI (lesbian, gay, bisexual, transgender or gender diverse and intersex)	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
7. who have caring responsibilities	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
8. who work part-time	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
9. who use flexible work practices	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
10. of different age groups	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
11. of different sexes/ genders	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>

## Senior managers (Executive), and your immediate supervisor and workgroup

Please indicate the extent of your agreement with the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
12. Senior managers actively support diversity in the workplace	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
13. My supervisor works effectively with people from diverse backgrounds	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
14. My supervisor actively supports diversity in the workplace	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
15. My work colleagues actively support diversity in the workplace	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
16. The people in my work group and colleagues have a positive attitude towards employees with diverse backgrounds	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

## Flexible working arrangements in your workplace

17. I am aware of my organisation's policies and procedures on flexible working arrangements	<input type="checkbox"/> <sub>1</sub> Yes	<input type="checkbox"/> <sub>2</sub> No
18. I currently make use of one or more flexible working arrangements	<input type="checkbox"/> <sub>1</sub> Yes (Go to Q.19)	<input type="checkbox"/> <sub>2</sub> No (Go to Q.20)
19. Please select all the flexible working arrangements that apply to you (you may select more than one option):	<input type="checkbox"/> <sub>1</sub> Shift swap <input type="checkbox"/> <sub>2</sub> Working more hours over fewer days <input type="checkbox"/> <sub>3</sub> Flexible start and finish times <input type="checkbox"/> <sub>4</sub> Working remotely <input type="checkbox"/> <sub>5</sub> Part-time <input type="checkbox"/> <sub>6</sub> Job sharing <input type="checkbox"/> <sub>7</sub> Study leave <input type="checkbox"/> <sub>8</sub> Purchased leave <input type="checkbox"/> <sub>9</sub> Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours	

Please read the following statement and indicate the extent of your agreement based upon what you have experienced or observed in your organisation

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
20. I am confident that if I requested a flexible working arrangement in the future, it would be given due consideration	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>