

HWEI 2021 Employee Survey

IMPORTANT SURVEY INFORMATION : PLEASE READ CAREFULLY

SURVEY FOCUS

Welcome, you have been invited to participate in this survey as part of your organisation's submission to the Health + Wellbeing Equality Index (HWEI). The HWEI's main purpose is to benchmark and gauge the effectiveness (or otherwise) of initiatives that promote greater inclusion of people of diverse sexuality and/or gender. We acknowledge that diverse sexuality and gender may be only one of many diversity within your service delivery.

WHO CAN PARTICIPATE

This survey is open to ALL employees of participating organisations, regardless of how people personally identify.

CONFIDENTIALITY & IDENTIFYING INFORMATION

This survey is managed by Pride in Health + Wellbeing, Australia's not-for-profit health sector support program for the inclusion of people of diverse sexuality and gender within care and wellbeing services. Pride in Health + Wellbeing is an ACON program. Participation is anonymous. The only identifying information collected is the name of the organisation that you work for. Data is reported at aggregate level only with high level trends and commentary being presented back to the employer to assist in determining the overall impact of work in this area. Please DO NOT include any identifying comments within free-form commentary. De-identified data may also be analysed by our academic advisers under strict confidentiality and ethics approvals in order to identify patterns and correlations that can assist in determining the effectiveness or otherwise of initiatives.

Participation in this survey will not impact your employment with the organisation nor will your individual information be shared with the service.

ABILITY TO IGNORE QUESTIONS OR EXIT AT ANY TIME

While there will be some demographic data that will require a response (indicated by *), you may choose not to respond to any questions that you do not feel comfortable responding to. Rather than including a Prefer Not to Respond option for all questions, please simply ignore any questions you do not wish to answer.

PLEASE USE SURVEY NAVIGATION, NOT BROWSER BUTTONS

Please ensure that you use survey navigation buttons to navigate back and forth throughout the survey; not browser buttons. However, should you wish not to continue with the survey, simply close down the browser. This will exit the survey altogether. This is the only time you would use browser buttons. Your survey responses will be submitted once you hit the SUBMIT button on the final page.

QUESTIONS

If you have any questions in regard to the survey, please contact us at HWEI@prideinhealth.com.au or call 0419 583 034, if you have a complaint please contact ACON's research Ethics Committee at research@acon.org.au

If any of the questions triggered any issues, you can get support from the following places:

- ACON Counselling Services: 9206 2000 or www.acon.org.au
- Lifeline (crisis support and suicide prevention): 13 11 14 or www.lifeline.org.au (24/7)
- QLife (LGBTI peer support and referral service): 1800 184 527 or www.qlife.org.au (3pm to midnight)
- Kids Helpline (13-25 year olds): 1800 55 1800 or www.kidshelpline.com.au

PARTICIPATING IN THE SURVEY

If you wish to participate in the survey, please select the option below, alternatively, you may close your browser now to exit.

Q1 I understand the purpose of the survey and consent to participate (questions marked with an * indicate questions requiring a response to progress) *

☐ Yes

☐ No

IMPORTANT INFORMATION IN REGARD TO SURVEY TERMINOLOGY

IMPORTANT INFORMATION IN REGARD TO SURVEY TERMINOLOGY
While we often use, and most people understand the acronym LGBTQ to refer to Lesbian, Gay, Bisexual, Transgender and Queer people (and it is widely used within diversity programs both here and internationally), we are aware that the acronym can be problematic and potentially exclusive of many people within our communities.
Pride in Health + Wellbeing has also affirmed the Darlington Statement in support of intersex-led organisations driving all work and support in terms of intersex inclusion within the workplace. For more information on the Darlington Statement and how this impacts the work of Pride in Health + Wellbeing, the HWEI and this survey, please go to www.prideinclusionprograms.com.au/intersex-inclusion.

To reflect the above, our language has now changed from LGBTQ to the following terminology:

- Sexuality and gender diverse;
- People of diverse sexuality and/or gender,
- Diverse sexualities and gender; or
- Sexuality and gender diversity

To ensure that you are able to respond to the initial questions within the survey, please ensure that you are comfortable with our meaning of the following terms:

OF DIVERSE SEXUALITY? Answering yes would mean that you are gay, lesbian, bisexual, pansexual, asexual or identify with any sexuality other than "straight/heterosexual"

OF DIVERSE GENDER? Answering yes would mean that you have a trans history or experience or that you identify as non-binary, agender, gender diverse or any other diverse gender identity.

CLIENT we have used the term client though out this survey for simplicity. This term is used to cover care service recipients, patients, residents, customers, participants or other who utilise a service.

DEMOGRAPHIC DATA

Q2 Which state or territory is the primary location of your work?*

☐ ACT ☐ NSW ☐ NT ☐ QLD ☐ SA ☐ TAS ☐ VIC ☐ WA ☐ Overseas office

Q3 How would you best describe the location that you work in?*

☐ City/Metropolitan ☐ Regional ☐ Rural ☐ Remote

Q4 What is your employment type?*

- ☐ Full-time
- ☐ Part-time
- ☐ Temporary/Casual
- ☐ Contract (fixed-term)
- ☐ Other

Q5 Which industry is MOST APPLICABLE to your organisation?*

- | | | | |
|--|---|--|--|
| <input type="radio"/> Aged Care | <input type="radio"/> Counselling/Mediation | <input type="radio"/> Specialty Health | <input type="radio"/> Other <input type="text"/> |
| <input type="radio"/> Domestic, Family and intimate partner Violence | <input type="radio"/> Mental Health | <input type="radio"/> Fertility/Reproduction | |
| <input type="radio"/> Alcohol and Other Drugs | <input type="radio"/> Homelessness Services | <input type="radio"/> Other Support Services | |
| <input type="radio"/> Disability Support | <input type="radio"/> Primary Health | <input type="radio"/> Sexual health | |

Q6 How long have your worked with your current organisation?*

- ☐ Less than 1 year
- ☐ Between 1 to 3 years
- ☐ Between 3 to 5 years
- ☐ Between 5 to 10 year
- ☐ Between 10 to 20 years
- ☐ More than 20 years

Q7 Which of the following would best describe your role?*

- ☐ CEO or Equivalent
- ☐ Executive or Senior Leadership Team (reports to CEO or equiv)
- ☐ Senior Manager
- ☐ Middle Management
- ☐ Project Manager
- ☐ Team Leader/Supervisor
- ☐ Team Member
- ☐ Graduate/Intern
- ☐ Consultant (Internal or external)
- ☐ Contractor
- ☐ Academic
- ☐ Support Staff
- ☐ Non-office / outdoor role
- ☐ RN
- ☐ AIN
- ☐ Allied Health
- ☐ Councillor
- ☐ Case Manager
- ☐ Medical Doctor (GP, etc.)
- ☐ Medical Specialist
- ☐ Peer Support Worker
- ☐ Support Worker
- ☐ None of the above

Q8 What is the highest level of education that you have completed?*

- ☐ Primary Education
- ☐ Secondary Education
- ☐ Certificate Level
- ☐ Diploma or Advanced Diploma
- ☐ Bachelor Degree
- ☐ Graduate Certificate or Diploma
- ☐ Postgraduate Degree or Higher
- ☐ Other

Q9 What age bracket do you fall within?*

- ☐ Under 18
- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65+
- ☐ Prefer not to respond

Q10 To help provide us with an understanding of the multi-faceted aspects of diversity experience within the workplace, please select all of the following dimensions of diversity that apply to you.*

- ☐ I am Aboriginal and/or Torres Strait Islander
- ☐ I am a person with a trans experience
- ☐ I am a person of diverse gender
- ☐ I am a person of diverse sexuality
- ☐ I am a person of colour
- ☐ I identify with a CALD background (Culturally and Linguistically Diverse)
- ☐ I am someone living with a disability
- ☐ I am neuro-diverse (example: Autism, ADHD, Dyslexia)
- ☐ I am a person of faith / religion
- ☐ I am a mature age employee
- ☐ None of the above
- ☐ A diverse background not listed above

Q11 Which of the following would best describe your gender identity?*

- ☐ Man
- ☐ Woman
- ☐ Non-binary
- ☐ Gender Fluid
- ☐ A gender identity not listed above
- ☐ Prefer not to respond

Q12 Is the above gender identity different to what was recorded on your original birth certificate?*

- ☐ Yes
- ☐ No
- ☐ Prefer not to respond

Q13 What are your personal pronoun/s?* (you may select more than one)

- ☐ He / Him
- ☐ She / Her
- ☐ They / Them
- ☐ A pronoun not listed above
- ☐ Prefer not to respond

ALL EMPLOYEES: PERSONAL BELIEFS AND VIEWS ON INCLUSION

Q14 Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I was raised in an environment where same-sex relationships or gender diverse people were not easily accepted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Romantic relationships between people of diverse sexuality and/or gender are just like any other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe there are more than two genders (male/female)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I personally support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my organisation should put more effort into this aspect of diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think it is important that services in the care and health sectors be active in LGBTQ diversity & inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work in this aspect of diversity & inclusion has a positive influence on person-centred care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal beliefs mean I cannot look after service users of diverse sexualities and/or genders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe sexual orientation isn't relevant to health or care services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe I am an ALLY to the gender and sexuality diverse communities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ALL EMPLOYEES: MY WORKPLACE

Q15 Please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I have witnessed jokes/innuendo from staff targeting clients of diverse sexuality and/or gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have witnessed negative behaviours / mild harassment targeting people of diverse sexuality or gender within our services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our service is set up to accommodate people of diverse sexualities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our service is set up to accommodate people of diverse genders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our service actively provides services to people of diverse sexualities and genders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q16 Are you aware of and can you find when asked:

	Yes	No	I don't know
Educational resources to learn more about sexuality and gender diverse clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Examples of best practice on care for gender and sexuality diverse clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Privacy and confidentiality documents to give to clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specific information about how our services meet the needs of sexuality or gender diverse clients (brochures, websites, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An Ally or LGBTQ specialist to learn more from if I have any questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A diversity policy or statement discussing client diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ALL EMPLOYEES: WORKING WITH CLIENTS

Q17 Please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
People of diverse sexuality and/or gender face unique challenges/barriers with accessing services within this organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable with clients talking about their same-sex or gender diverse partners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable using personal pronouns that affirm a person gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable using they/their/them personal pronouns for a non-binary person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of the specific health disparities faced by people of diverse sexualities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of the specific health disparities faced by people of diverse genders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable to ask clients about their sexuality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable to ask clients about their gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe we should treat everyone the same and not have to change what we do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand the privacy and confidentiality concerns of some gender and sexuality diverse clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be comfortable to know how to refer clients to other services who care specifically for people of diverse sexualities and genders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be confident in responding when I witness discriminatory remarks from a staff member	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be confident in responding when I witness discriminatory remarks from a client	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would know what to do if a client wished to be called by a different name or pronoun that that listed on their official documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

DO YOU HAVE ANYTHING YOU WOULD LIKE TO ADD?

Q18 Is there anything that you feel your organisation does particularly well in regard to inclusion initiatives for people of diverse sexuality and/or gender?

Q19 Is there anything in particular that you feel needs to be improved in this area?

END OF SURVEY

Thank you for participating in the 2021 HWEI Employee Survey.

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If you have any questions or would like to feed back any comments in relation to the survey, please email hwei@prideinhealth.com.au

Please click the 'SUBMIT' button to submit your responses.