

Staff Pre-training Gender Equity Survey

Introduction

Thank you for participating in this 10-15 minute survey. The aim of this survey is to gain a better understanding of staff knowledge prior to rolling out training and other organisational activities arising from EACH's Prevention of Violence against Women and their Children Strategy and the Regional Strategy for the Primary Prevention of Violence Against Women: Together For Equality & Respect (TFER). It is also to gather information from staff as part of EACH's audit of gender equity in our organisation.

Gender equity refers to fairness and justice relating to women and men's different needs, opportunities and power. It might relate to an organisation, a family or a community, for example, and points to how fairly and justly that organisation etc. distributes benefits and responsibilities between men and women.

Please note: Your responses are anonymous and confidential as discussed in the Plain Language Statement attached to the email you received this survey link in.

When filling in this survey, you will be guided to generate a unique identifier to enable us to match your responses to this survey with your responses to the "post test" version of this survey (which you will be invited to complete sometime after participating in training).

Should you have questions about this or other EACH gender equity work please talk to your team manager. For questions about the survey, please contact Belinda Crockett on 97576211 or Belinda.crockett@each.com.au. Alternatively you can contact Sue Rosenhain at Women's Health East, Project Manager Together For Equality and Respect: 9851 3700.

- * 1. Please tick the box below to indicate that you have read the above statement and (if needed) the detailed information sheet explaining the research and that you are willing to complete the survey.

☐ I have read the above information

- * 2. To generate your unique code please enter the first three letters of your mother's maiden name and the first three letters of the street where you currently live. For example, my unique code would be RENHYT.

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A bit about you

3. Are you:

- ☐ female
- ☐ male
- ☐ transgender
- ☐ intersex
- ☐ other

4. Age bracket?

- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65+

5. How long have you worked at EACH or a particular organisation that is now part of EACH?

- ☐ 0-12 months
- ☐ 1-3 years
- ☐ 3-5 years
- ☐ 5-10 years
- ☐ 10+ years

6. On what basis are you employed at EACH?

- ☐ Full time
- ☐ Part time
- ☐ Casual
- ☐ Volunteer basis

7. Have you participated in gender equity or prevention of violence against women training in the past?

- ☐ Yes
- ☐ No

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Previous training and knowledge

8. Please let us know what gender equity/prevention of violence against women training you have done by choosing from the options or adding in a summary of training you have done in "other". More than one option can be chosen

- ☐ KCHS half day staff professional development
- ☐ VicHealth 2 day Training on Prevention of Violence Against Women
- ☐ VicHealth 1/2 day training on Prevention of Violence Against Women

Other (please specify)

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9. The following list contains both social determinants (the root cause of the problem) and contributing factors (the factors that place a person at higher risk of a problem).

Please choose one key determinant of violence against women in our society

- ☐ Mental health issues
- ☐ Adherence to rigid gender stereotypes
- ☐ Alcohol or drug abuse
- ☐ Socio-economic disadvantage
- ☐ Unequal distribution of power and resources between men and women
- ☐ Witnessing or experiencing family violence as a child

10. Read the following statements and tick all that are correct

- ☐ 1 in 3 women in Australia has experienced physical assault since the age of 15
- ☐ 1 in 5 women in Australia has experienced sexual assault since the age of 15
- ☐ Violence against women in Australia is not an issue of concern for men
- ☐ 25% of children in Australia have seen violence against their mother or step-mother
- ☐ In Australia, intimate partner violence poses greater health risks to women aged 15-44 than high blood pressure, obesity and smoking

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Attitudes and Beliefs

11. The statements below describe some of the attitudes and beliefs that people have in relation to gender equity and violence against women. For each statement, please indicate your level of agreement or otherwise.

There are no right or wrong answers.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. Discrimination against women is no longer an issue in the workplace in Australia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Gender equity is everyone's business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. A women has to have children to be fulfilled	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. It is important that both men and women are employed at senior management levels within all organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Most women could leave a violent relationship if they really wanted to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Men should take control in relationships and be the head of the household	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
7. Our organisation should have gender equity practices in place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. A university education is more important for a boy than a girl	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Breastfeeding mothers returning to work should be provided with the necessary breaks and a private comfortable area to breastfeed or express milk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Violence against women is inevitable in our society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Everyone in our organisation has an important role to play in preventing violence against women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Women prefer a man to be in charge of the relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Women contribute to the violence against them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. It is important that workplaces have policies that promote gender equality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Gender inequality in the workplace and violence against women are linked	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. On the whole, men make better political leaders than women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. When jobs are scarce, men should have more right to a job than women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. An understanding of gender is relevant to my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

19. I have a role to play in preventing violence against women and/or promoting gender equity

☐
☐
☐
☐
☐

Please provide any further comments here...

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Gender and work

12. How would you rate your understanding of Gender Equity?

☐

No understanding

☐

Little understanding

☐

Good understanding

☐

Fully understand

13. Please comment on how gender is relevant or not relevant to your work

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Gender and work

14. The statements below are about both your capacity and ability as well as your organisation's capacity to engage in initiatives that aim to promote gender equity and gender equality. For each statement below, please indicate whether you agree or disagree.

NB. "Gender analysis" is the process of analysing information in order to ensure that program/service/organisational benefits and resources are effectively and equitably targeted to both women and men, and to successfully anticipate and avoid any negative impacts that interventions may have on women and/or gender relations.

	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	I don't know
I feel motivated to do something to promote gender equity in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our CEO is a visible champion of gender equity and gender equality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident to use gender analysis in my day to day work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the capacity to consider gender equity in my day to day work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our workplace allows women and men to meet family responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our workplace promotes respectful relationships between men and women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the past 12 months, I have witnessed sexist behaviour towards a colleague	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the future, if I were to witness sexist behaviour, I would know what to do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior level staff demonstrate commitment to and leadership on gender equity issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender issues are taken seriously and discussed openly by men and women at EACH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender insensitive behaviour such as sexist language, jokes or comments are not tolerated at EACH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EACH is doing all it can in the area of gender equity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strongly Disagree Disagree Neither Disagree nor Agree Agree Strongly Agree I don't know

There is a person or team that EACH staff know to go to when expertise is needed for gender equity

☐
☐
☐
☐
☐
☐

EACH can do much more than it is currently doing to promote gender equity

☐
☐
☐
☐
☐
☐

Please provide any further comments here...

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Gender Equity Audit

These questions ask you to reflect on the way we present ourselves externally through our work with community members for example.

15. Are you involved in planning of programs, projects or services or planning other aspects of EACH's work?

☐ Yes

☐ No

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Planning

16. Please choose the level to which you agree or disagree with the following statements. Comments may be added at the bottom of the question if you wish to say more about any of the statements.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree	I don't know
Whenever my team plans a new or improved service or program we always consult with both males and females	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Whenever my team receives and reviews feedback from clients, carers or community, it is always separated out by male and female	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When consulting with community or consumers or carers, my team always works to ensure women are able to participate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Whenever we look at relevant data to inform planning for new or improved services, my team always explores data for men and women separately (i.e. sex disaggregated data)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The gender impacts of projects, programs and services are always monitored and evaluated when my team is monitoring or evaluating programs or services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When planning new or improved programs or services, my team always includes gender equity goals and objectives in the plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. Please provide any further comments here...

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18. Are you involved in community consultation?

☐ Yes

☐ No

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Community Consultation

19. Please choose the level to which you agree or disagree with the following statements. Comments may be added at the bottom of the question if you wish to say more about any of the statements.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree	I don't know
Feedback from community consultation is analysed by gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effort is made to invite and engage both men and women in community consultation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Please provide any further comments here...

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Some questions about you

21. Which of the following best describes your principle areas of work?

- ☐ Direct treatment and interventions through allied health services e.g. (AOD, psychology, mental health, oral health, physiotherapy, occupational therapy, podiatry, etc.)
- ☐ Health Promotion/prevention work
- ☐ Administration
- ☐ Service management and/or program and service development
- ☐ Employment Services
- ☐ Youth Services
- ☐ Disability Services
- ☐ Intake
- ☐ Human Resources
- ☐ Other (please specify)

22. Which of the following best describes your current position in the organisation?

- ☐ General Manager and above
- ☐ Team Coordinator or equivalent
- ☐ Team member

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END OF SURVEY.

Thank you for completing this survey.

At some point in the future you will be asked to repeat this survey. The results will be used to inform our workforce development and will contribute to the regional evaluation of Together for Equality and Respect (TFER): the regional Strategy for the primary prevention of violence against women.