**Section 1 - Inclusion in the workplace**

1. How inclusive is your workplace culture?
* Very inclusive
* Inclusive
* Neutral
* Exclusive
* Very Exclusive
1. Have you ever witnessed or experienced discrimination or bias at work based on any of the following factors? (Select all that apply)
* Race/ethnicity
* Gender
* Sexual orientation
* Age
* Disability
* Religion
* Other (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* None
1. Do you believe that your organisation values diversity and inclusion?
* Strongly agree
* Agree
* Neutral
* Disagree
* Strongly disagree

**Section 2 - Leadership and policies**

1. Does your organisation have a diversity and inclusion policy?
* Yes
* No
* Unsure
1. How effective is your organisation's leadership in promoting diversity and inclusion?
* Very effective
* Effective
* Neutral
* Ineffective
* Very ineffective
1. Are leaders in your organisation actively involved in diversity and inclusion initiatives?
* Very involved
* Somewhat involved
* Neutral
* Not very involved
* Not at all involved
1. Does your organisation provide diversity and inclusion training for employees?
* Yes
* No
* Unsure

**Section 3 - Workplace practices**

1. Does your organisation have a formal mentorship or sponsorship program?
* Yes
* No
* Unsure
1. Are flexible work arrangements available to accommodate diverse needs?
* Yes
* No
* Unsure
1. Does your organisation offer opportunities for career development that specifically target people from diverse groups? (i.e. Women, Aboriginal and Torres Strait Islander, culturally and linguistically diverse people or people with disabilities).
* Yes
* No
* Unsure
1. Are diverse perspectives actively encouraged during decision-making processes?
* Yes
* No
* Unsure

**Section 4 - Employee resources and support**

1. Is there a dedicated Diversity and Inclusion (D&I) team or committee in your organisation?
* Yes
* No
* Unsure
1. Does your organisation provide support and resources for employees to report discrimination or harassment incidents?
* Yes
* No
* Unsure

1. Are there any Employee Resource Groups (ERGs) or affinity groups focused on diversity and inclusion?
* Yes
* No
* Unsure
1. Does your organisation offer Employee Assistance Programs (EAPs) that include mental health support?
* Yes
* No
* Unsure

**Section 5 - Recruitment and hiring**

1. Does your organisation have specific recruitment strategies to attract diverse candidates?
* Yes
* No
* Unsure
1. Do you believe your organisation is actively encouraging underrepresented groups to apply for positions?
* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree
1. Are interview panels diverse during the recruitment process?
* Yes
* No
* Unsure
1. Does your organisation use specific quotas or targets for hiring underrepresented groups?
* Yes
* No
* Unsure

**Section 6 - Feedback and improvement**

1. Are employees encouraged to provide feedback on diversity and inclusion matters?
* Yes
* No
* Unsure
1. Does your organisation regularly evaluate its diversity and inclusion efforts?
* Yes
* No
* Unsure

1. How satisfied are you with your organisation's overall approach to diversity and inclusion?
* Very satisfied
* Satisfied
* Neutral
* Dissatisfied
* Very dissatisfied

Thank you for participating in this survey. Your feedback helps us to develop a more diverse and inclusive workplace.