

One Woman Project: Equity Audit 2021 Report

Report by Sarah Wirth (QLD State Director)

17 June 2021

1. Executive summary

The *One Woman Project: Equity Audit 2021* aimed to evaluate the diversity, inclusion and accessibility within the One Woman Project (OWP). Data for this audit was collected using a survey tool which was open to all current volunteers from Wednesday 7 April – Wednesday 12 May, 2021 and completed by 13 participants.

Across the different aspects of equity, the following findings were made. OWP had quite high levels of diversity but needs to implement additional strategies to increase the number of volunteers who identify as culturally and linguistically diverse, people of colour and First Nations people as well as volunteers who identify as having a disability.

There were low levels of discrimination reported within OWP. Opportunities identified to further increase inclusion through training on managing and building diverse teams and how best to accommodate the needs of people with a disability inside and outside OWP.

The 2021 Equity Audit identified high levels of inclusivity and uniqueness within the organisation with opportunities to enhance this through supporting positive feedback processes and conflict management when volunteers disagree or share dissimilar views.

It is evident that respondents generally perceived a high level of belongingness within OWP and that this confidence could be further increased by supporting full participation and feelings of connection and care within portfolio teams.

Finally, it was found that OWP had high levels of accessibility and that this could be supported by training volunteers on how to create and manage portfolio teams which encourage full participation.

2. Introduction

The *One Woman Project: Equity Audit 2021* (2021 Equity Audit) aims to evaluate the diversity, inclusion and accessibility within the One Woman Project (OWP). Data for this audit was collected using a survey tool which was open to all current volunteers from Wednesday 7 April – Wednesday 12 May, 2021 and responses were received from 13 participants or 34% of all volunteers. While this was within the parameters required for survey data to be statistically significant, the low number of responses has impacted the data with some results not reflecting what is known anecdotally within the organisation.

To understand equity within OWP, this survey, asked volunteers to respond to a variety of questions to share their opinion on diversity (how diverse OWP is and how consciously diverse OWP is through our recruitment and promotion); inclusion (how welcome and valued they feel as a member of the team, and whether their opinion and thoughts are heard); and accessibility (how the organisation is designed to be physically and digitally accessible).

Respondents were informed that the responses were anonymous and asked to answer questions truthfully.

3. Demographics and diversity

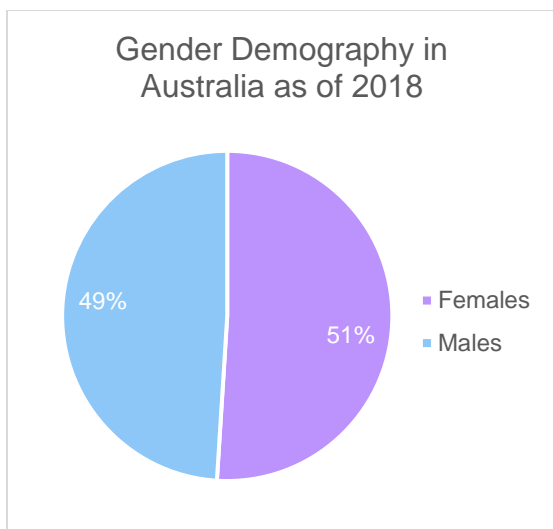
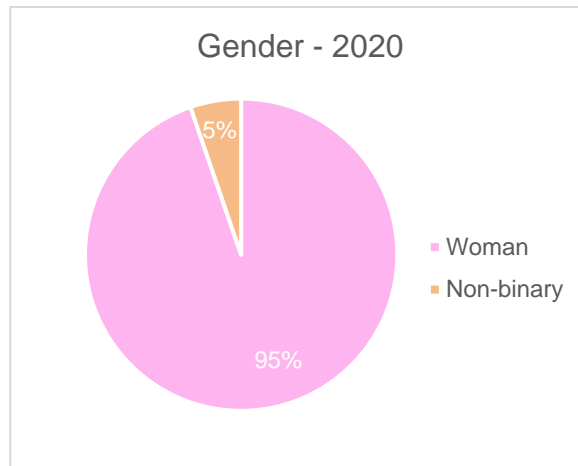
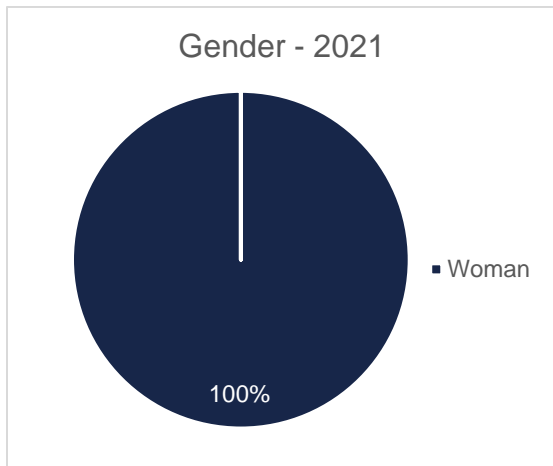
The survey aimed to understand the demographics and diversity of One Woman Project volunteers. The data and charts below demonstrate how representative the current OWP volunteers are and where possible, draws comparisons with survey results from the 2020 equity Audit and Australian demographic data.

It is important to note that the low response rate of the survey has, for a number of demographic measures, resulted in findings which are not representative of what is known anecdotal about the demographics within the OWP.

a) Gender

In the 2021 Equity Audit, 100% of responders identified as women, compared to 95% in 2020 with 5% of responders identifying as non-binary.

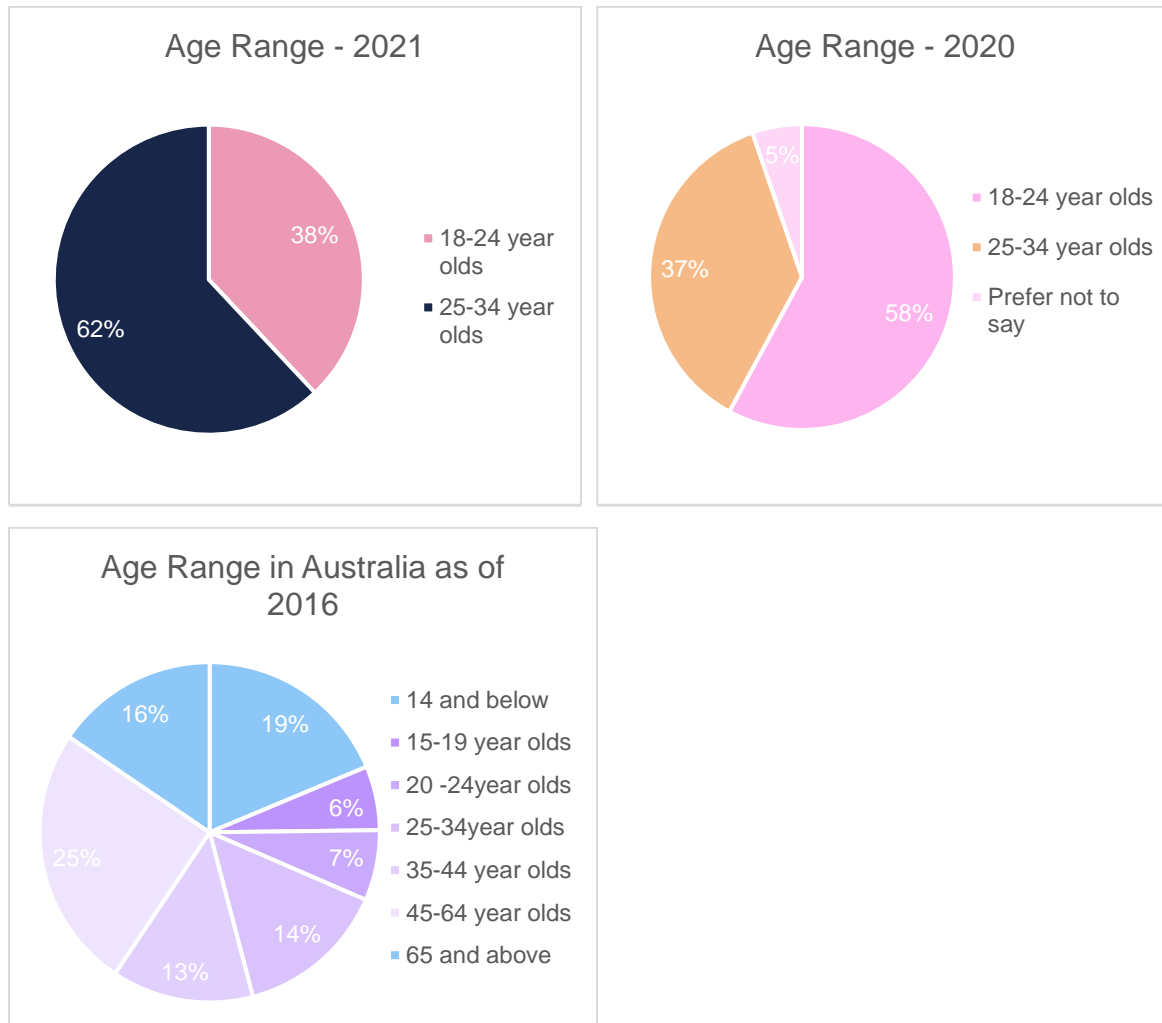
Anecdotally, OWP is aware of gender diverse representation within the organisation however these team members were unable to complete the survey.



b) Age Range

38% of responders to the 2021 Equity Audit were 18 - 24 year olds and 62% were 25-34 years old. This is compared to the 2020 results which showed that 58% of volunteers were 18 - 24 year olds and 37% were 25-34 years old.

Despite the age range of volunteers remaining the same across the two years, the majority age range has shifted to be 25-34 year olds in 2021.

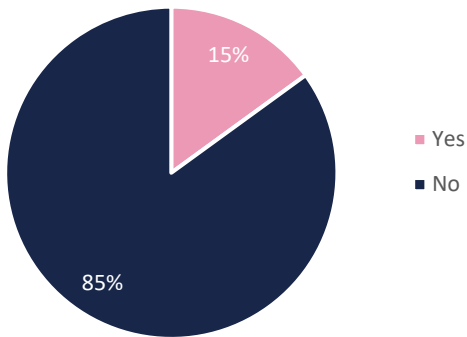


c) Cultural and linguistic diversity

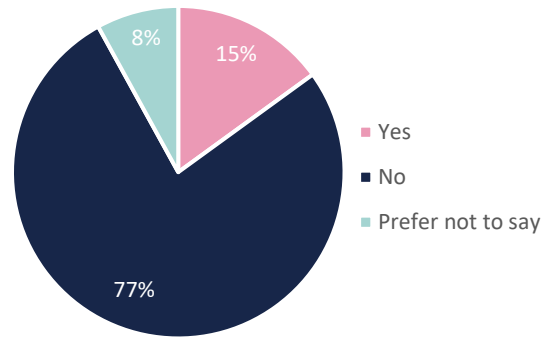
The 2021 Equity Audit found that 0% of responders identified as First Nations people, 15% of responders identified as people of colour and this same 15% also identified as culturally and linguistically diverse. Similar diversity is recorded in the general population with 13% of Australians identifying as Aboriginal or Torres Strait Islander people, of Asian heritage or culturally and linguistically diverse.

Compared to the 2020 Equity Audit, the number of people who identify as a people of colour and/ or culturally and linguistically diverse reduced by 6%.

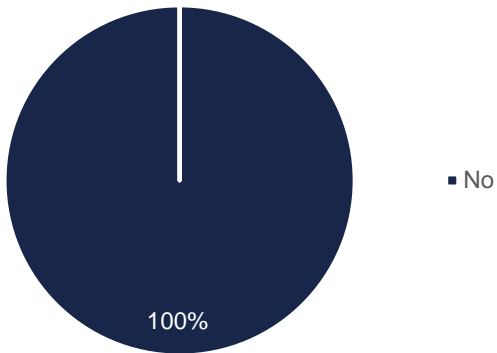
Person of Colour - 2021



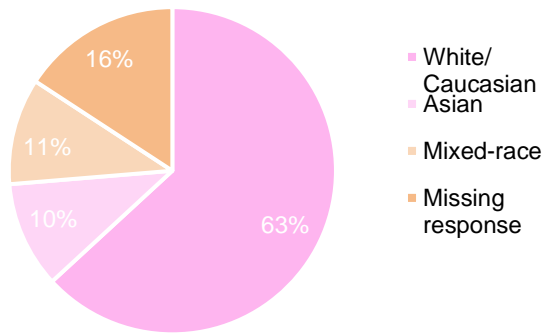
Culturally and Linguistically Diverse - 2021



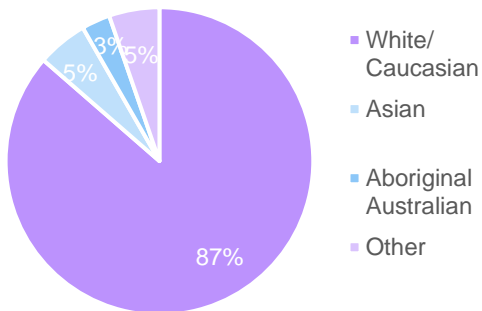
First Nations Person - 2021



Ethnicity - 2020



Ethnic Demography of Australia as of 2019



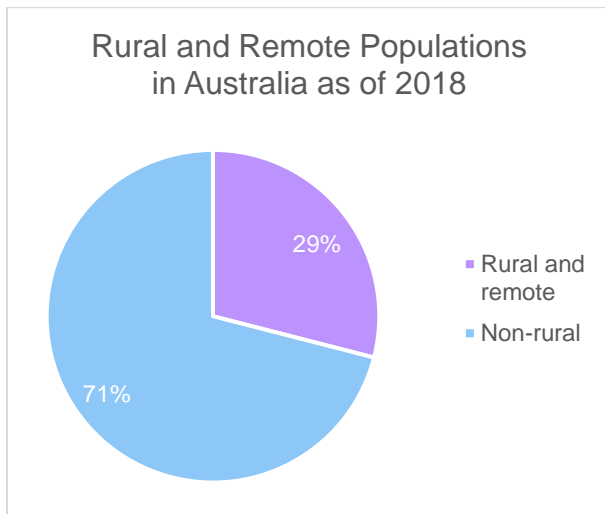
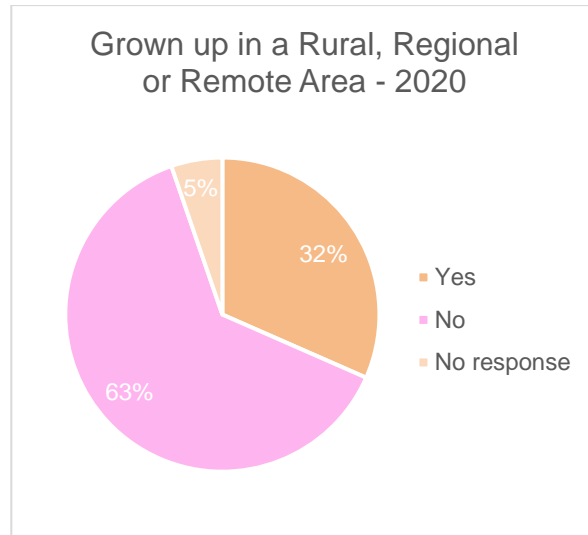
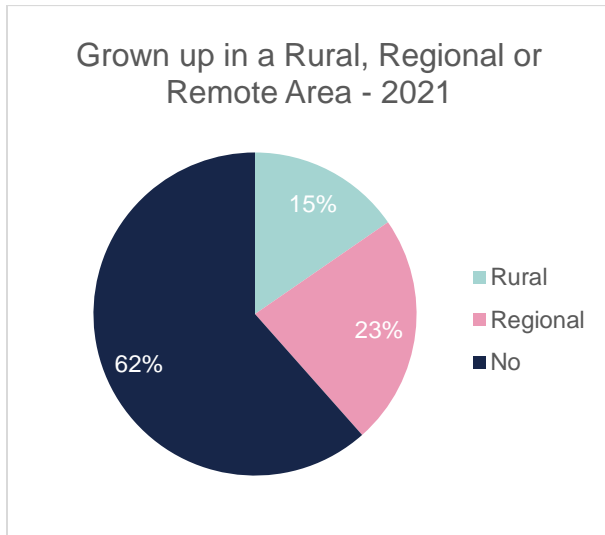
One responder made the below comment regarding cultural and linguistic diversity within OWP.

I think a lack of WOC in the leadership of OWP limits the way BIPOC are championed and celebrated ... I imagine the organisation would improve with greater diversity amongst National Directors.

d) Grown up in a Rural, Regional or Remote Area

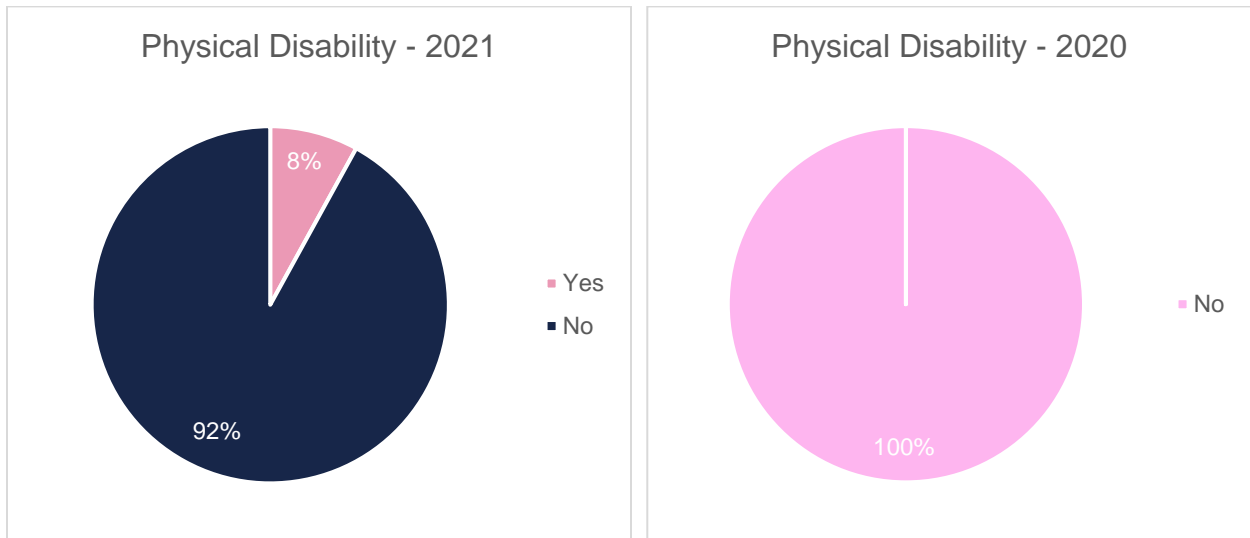
15% of respondents identified as growing up in a rural area and a 23% in a regional area in the 2021 Equity Audit compared to 29% in the Australian population.

These results also demonstrated a 15% increase in volunteers from rural and regional backgrounds compared to the 2020 survey results.



e) Physical disability

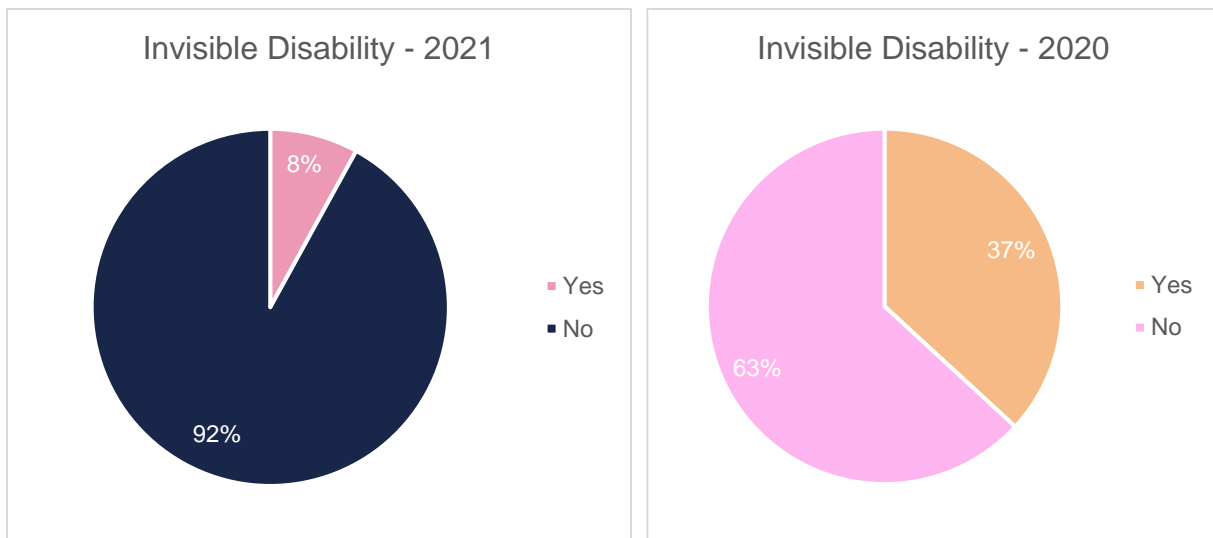
8% of responders in 2021 stated they experienced a physical disability compared to 0% in the 2020 Equity Audit and 8% within the Australian population.

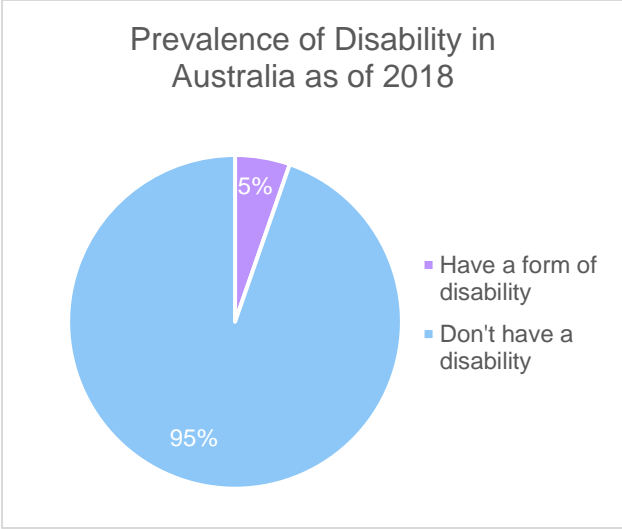


f) Invisible disability

The results of the 2021 Equity Audit state that 8% of responders experienced an invisible disability compared to 37% in 2020 and 5% within the Australian population.

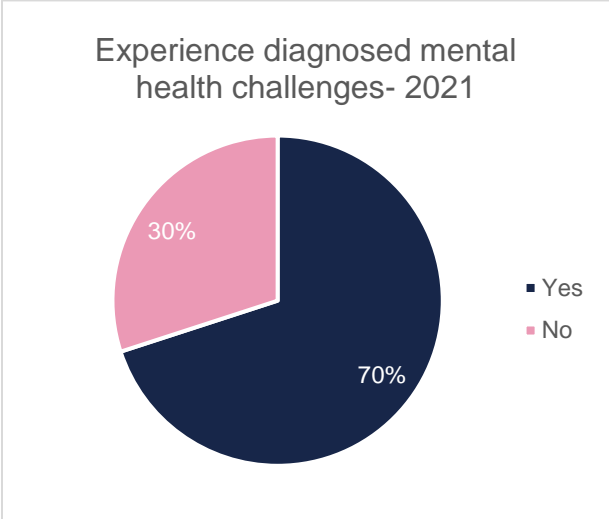
It is understood anecdotally that the reduction in prevalence of invisible disability in the 2020 audit is likely attributed to the inclusion of separate questions about experiences of mental illness and neurodivergence.





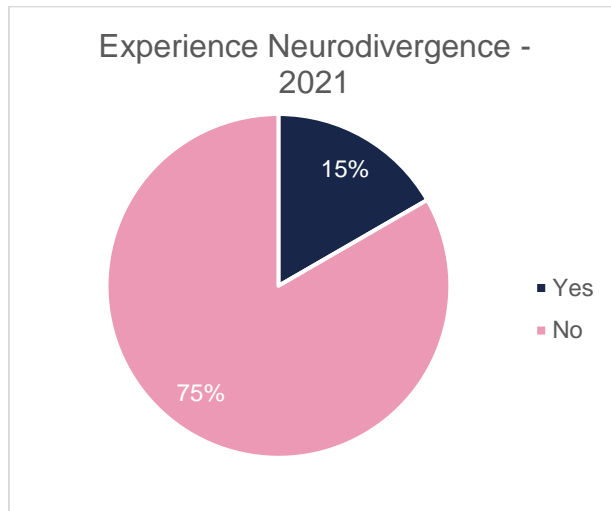
g) Diagnosed Mental Health Challenges

This measure was a new addition to the Equity Audit in 2021 and found that 70% of responders had experience with a diagnosed mental health challenge.



h) Neurodivergence

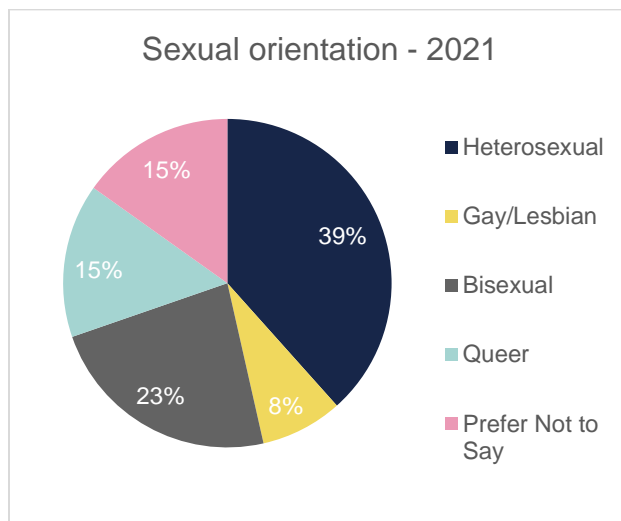
This measure was a new addition to the Equity Audit in 2021 and found that 15% of responders had a neurodivergence.



i) Sexual Orientation

The 2021 Equity Audit recorded that 38% of responders identified as heterosexual, 8% identify as gay or lesbian, 23% identify as bisexual, 15% identify as queer and 15% preferred not to say.

Despite a question on sexual orientation being included in the 2020 Equity Audit, the results were not recorded in the report and therefore a comparison was not possible.

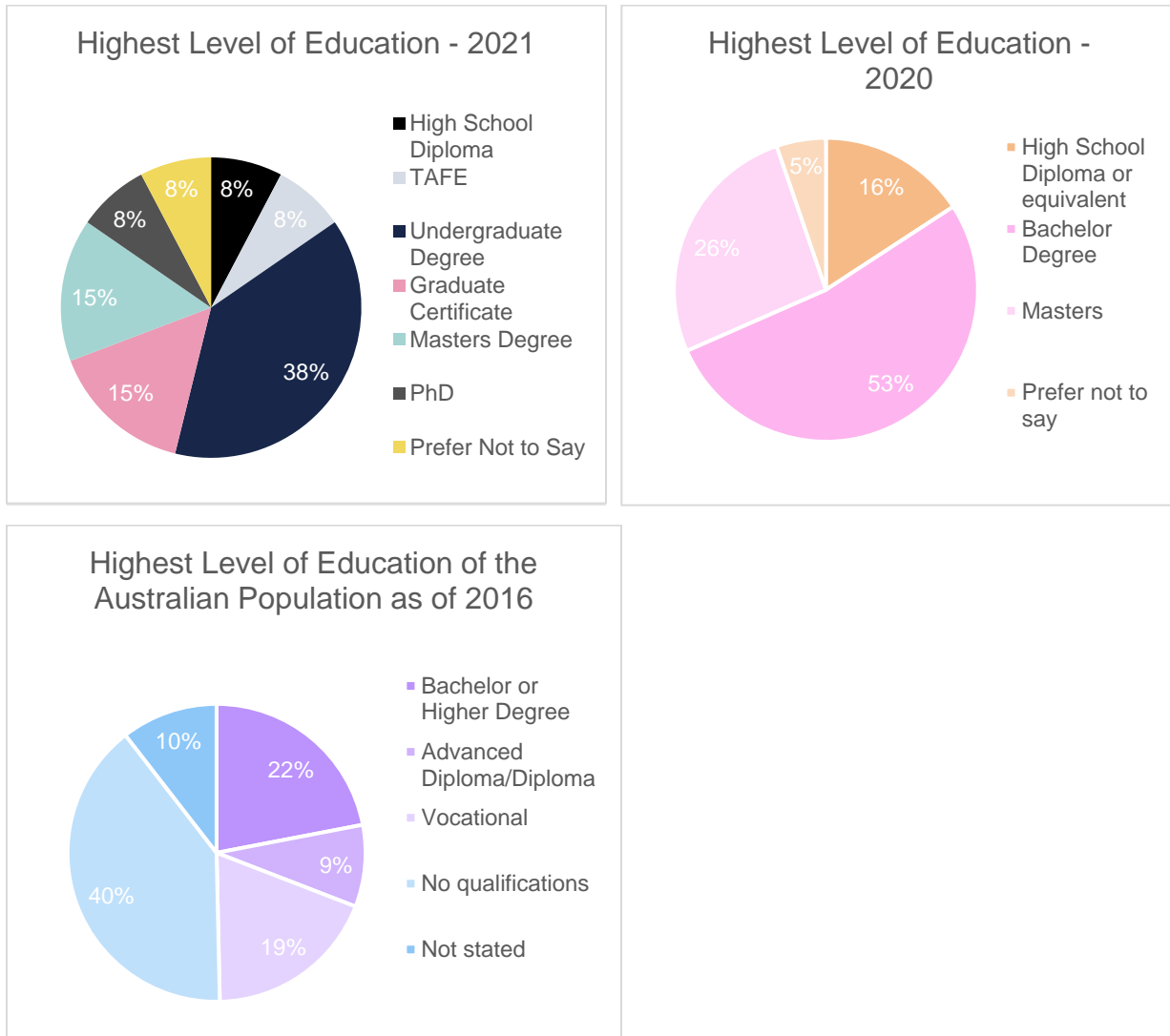


j) Education level

In 2021, 8% of responders stated that their highest level of education was a high school diploma, 8% was TAFE, 38% was an undergraduate degree, 15% was a graduate degree, 15% was a masters degree and 8% was a PhD.

In 2020, 16% of responders highest education level was high school diploma or equivalent, 53% of responders' was a bachelor degree and 26% held a masters.

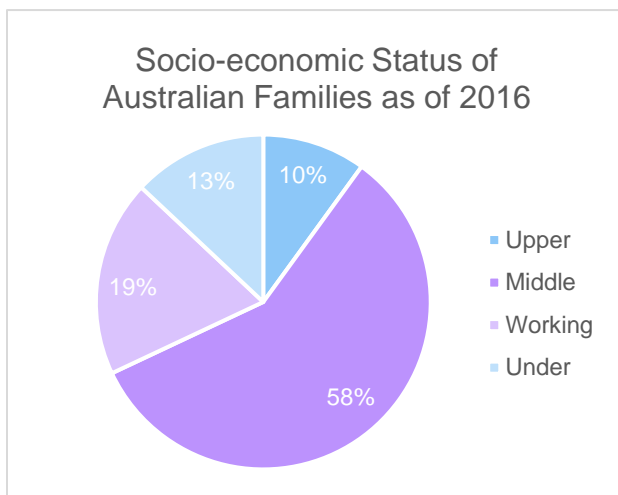
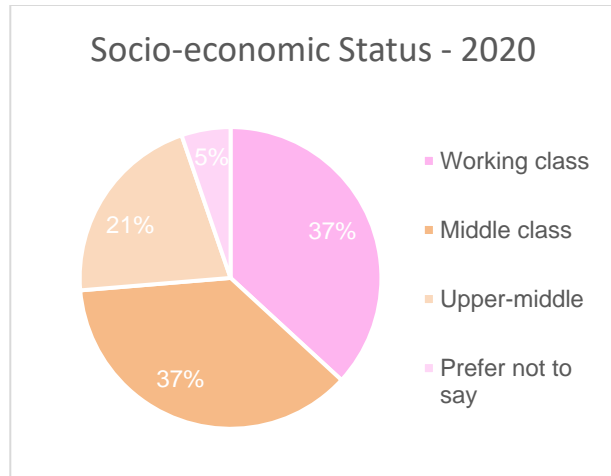
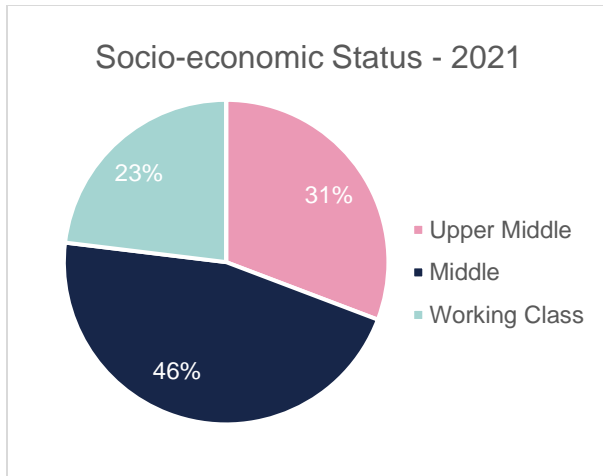
The results demonstrate that there has been increased diversity of education attainment across various levels and institutions.



k) Socio-economic Status

31% of responders of the 2021 Equity Audit identified as upper middle class, 46% as middle class and 23% as working class. In comparison, the 2020 results found that 21% of responders were upper-middle, 37% were middle class and 37% were working class.

These results indicated that the spread of socio-economic status of OWP volunteers has remained the same and are largely reflective of the Australian population.



This demographic and diversity data indicated that OWP has reasonable levels of diversity as well as identifying key areas requiring further development.

The 2021 Equity Audit indicated similar levels of diversity with regards to gender, age range and economic status to that of 2020.

Increases in the level of diversity were observed between 2020 and 2021 with regards to growing up in a rural, regional or remote area, physical disability and education.

In contrast, there was a reduction in the level of diversity between 2020 and 2021 with regards to cultural and linguistic diversity and invisible disability and therefore these demographics require improvement.

One responder made the following comment regarding the diversity and demographic of volunteers within OWP:

I don't think OWP is as diverse as it could be (we have a lot of non-POCs, cis gender, able-passing, and straight-passing individuals in the org, not to mention in the executive positions). While the org is a big advocate of diversity and implementing tools to manage diversity internally (caucuses for example), I wonder if OWP gives off the impression to wider audiences that we champion a certain exclusive type of feminism.

4. Discrimination

Concerning the existence of discrimination within the One Woman Project, responses indicated discrimination levels were low.

- 92% of responders indicated that everyone at their level in the organisation was treated fairly while 8% disagreed with this statement.
- 92% of responders indicated that their friends and family would agree that they were being treated fairly with 8% being neutral.
- 100% of responders indicated that they believed the organisation followed its stated policies against discrimination.

The measurement of discrimination against specific groups was also assessed and analysed. The results were as follows:

- 100% of responders either disagreed or strongly disagreed that discrimination based on sexual orientation exists in the One Woman Project.
- 100% of responders disagree or strongly disagreed that they had heard racist remarks at volunteering. This was a 10% improvement in confidence compared to the 2020 Equity Audit and this could be attributed to OWP's increase in training on racism, decolonisation and allyship.
- 92% of responders believed that the organisation was not biased against people within the LGBTQI2SA+ community while 8% responded neutrally.

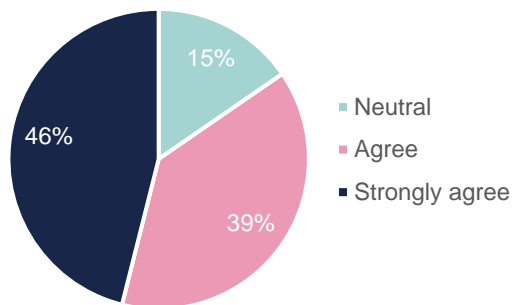
When asked about managing diversity within OWP the following data was provided.

- In terms of the executive's actions on diversity, 100% believed that management talked about diversity.
- 85% of responders strongly agreed or agreed that OWP had sponsored classes, workshops and/ or seminars on managing a diverse team/ building a diverse team. In contrast 15% of responders were neutral.
- 92% of responders strongly agreed or agreed that managing diversity had helped OWP to be more effective meanwhile 8% responded neutrally.
- 78% of responders agreed or strongly agreed that OWP accommodated the needs of people with a disability and disabled people and 23% of responders were neutral.

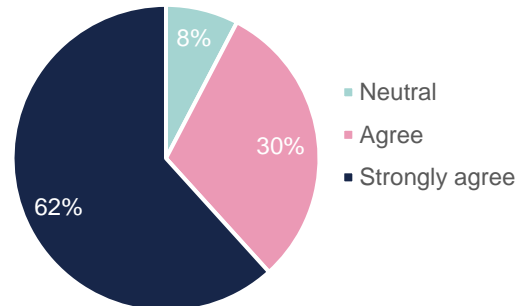
One responder made the following comment regarding how OWP accommodates accessibility needs:

I think as OWP has evolved and grown volunteers have got better at hosting in person events that account for various accessibility needs... I think there is still more to be done to improve accessibility.

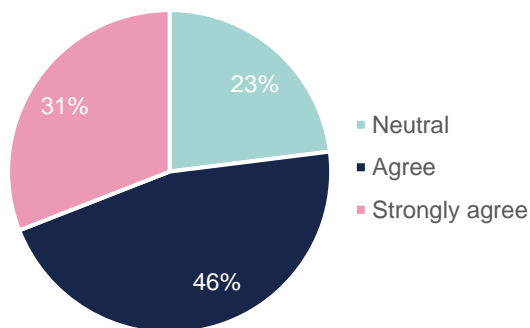
OWP has sponsored classes, workshops and/or seminars on managing a diverse team / building a diverse team



Managing diversity has helped OWP to be more effective



OWP accommodates the needs of people with a disability / disabled persons



Based on these results, it appears that responders generally perceive a low level of discrimination within OWP. However, areas for improvement were identified particularly that OWP could benefit from:

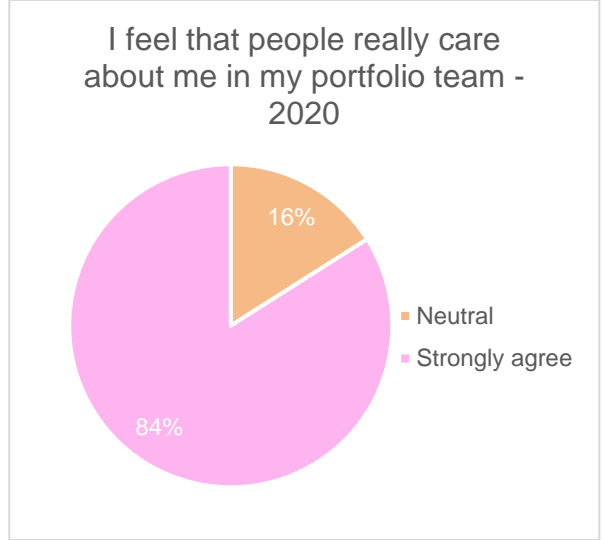
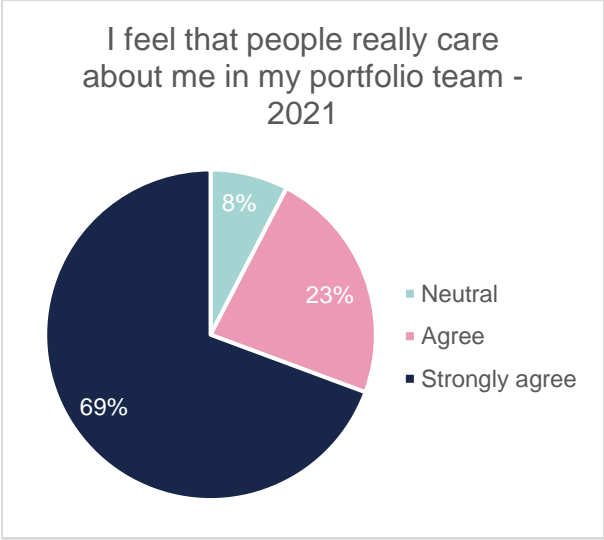
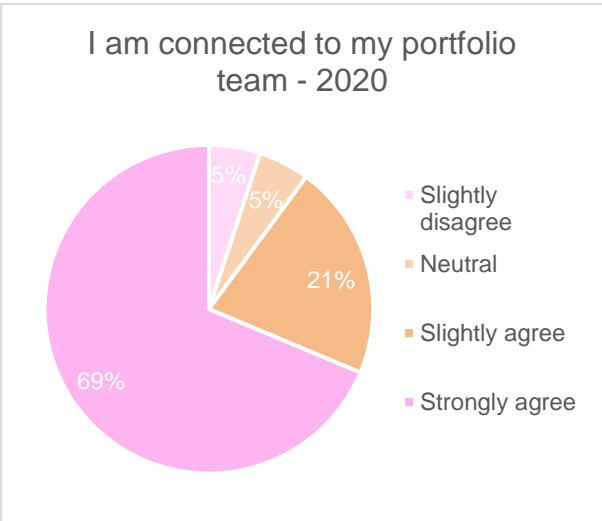
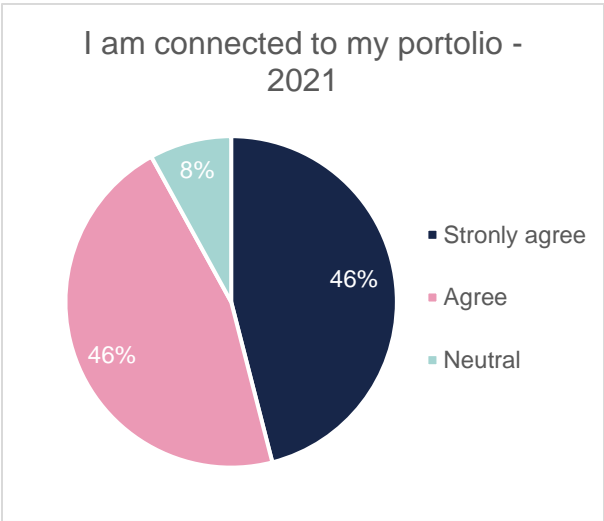
- providing additional classes, workshops and/or seminars on managing and building a diverse team
- delivering training on how to accommodate the needs of people with a disability and disabled people inside and outside OWP.

5. Inclusivity - Belongingness

Questions on belongingness focused on how connected and valued volunteers felt within their portfolio group using the Work Group Inclusion Scale. This scale was completed by survey participants and yielded the following results.

It was found that 100% of responders agreed or strongly agreed that they were treated as a valued member of their portfolio team, that they belonged to their portfolio team and that they believed their portfolio team was where they were meant to be. Compared to the 2020 Equity Audit, this was an increase in confidence of 10%, 5% and 10% respectively.

With regards to feeling connected to their portfolio team, 92% agreed and strongly agreed with this statement in the 2021 Equity Audit which was an increase from 90% in 2020. When asked if they felt that people really care about them in their portfolio team, 92% agreed or strongly agreed which was an increase from 84% in 2020.



It is evident that responders generally perceived a high level of belongingness within OWP. It is thought that the increase in feelings of belongingness from 2020 to 2021 may be attributed to the introduction of a Teal organisational structure as well as an increased focus on volunteer mental health and wellbeing throughout the COVID-19 pandemic.

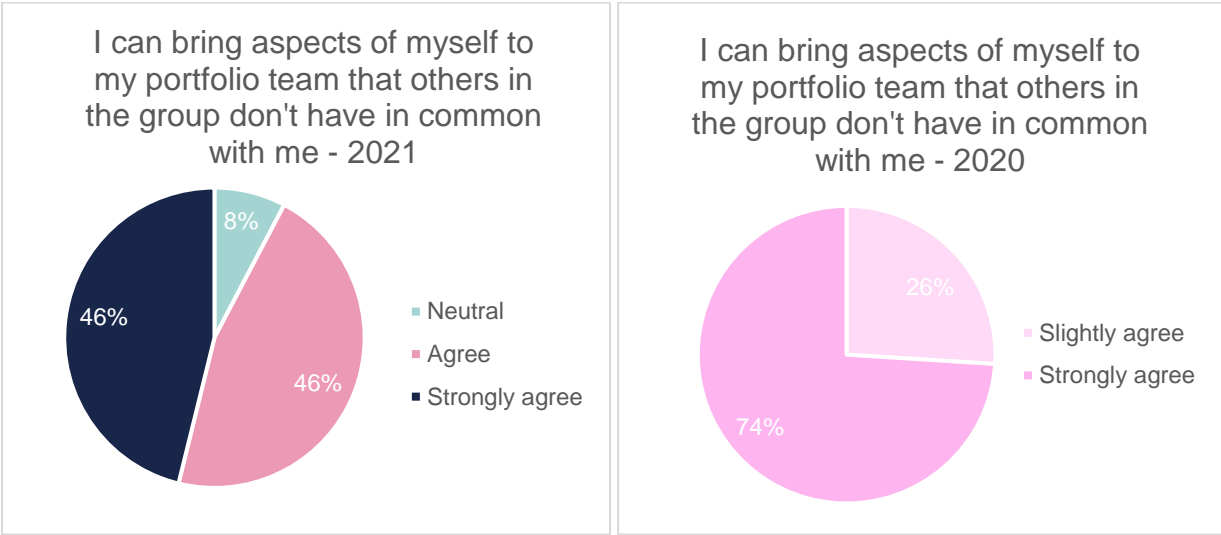
OWP aims to further increase belongingness within its volunteer base by incorporating into the Teal Training Program content on how to create and manage portfolio teams to encourage full participation and feelings of connection and care.

6. Inclusivity - Uniqueness

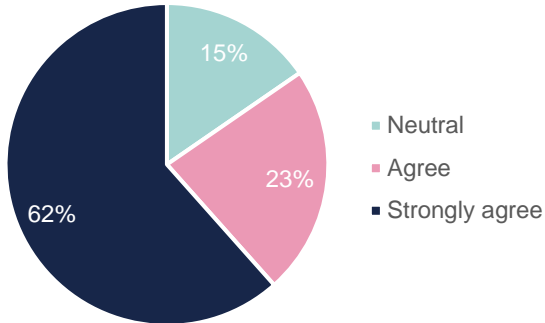
The 2021 Equity Audit found that 92 % of responders agreed or strongly agreed that they felt able to bring unique aspects of themselves to their portfolio team versus 100% in 2020. When asked if people in their portfolio team listened to them, even when their views are dissimilar, 85% state they strongly agreed or agreed in 2021 compared to 100% in 2020.

In 2021, 92% of responders stated that they agreed or strongly agreed that while at work with OWP, they felt comfortable expressing opinions that diverged from the group and could share a perspective on work issues that was different from their portfolio team members. This was in comparison to 84% and 89% respectively in 2020.

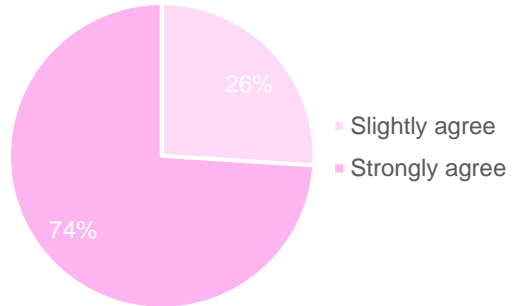
Finally, in 2021 when asked if they felt able to bring new points of view to the group when their perspective became too narrow 77% stated they strongly agreed or agreed and 23% were neutral.



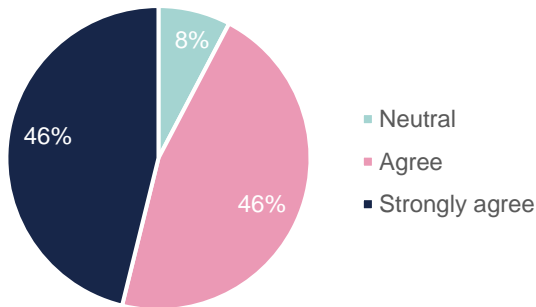
People in my portfolio team listen to me, even when our views are dissimilar - 2021



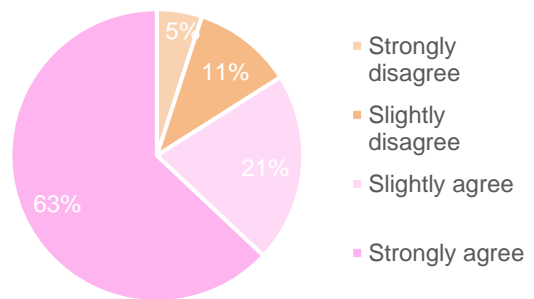
People in my portfolio team listen to me, even when our views are dissimilar - 2020



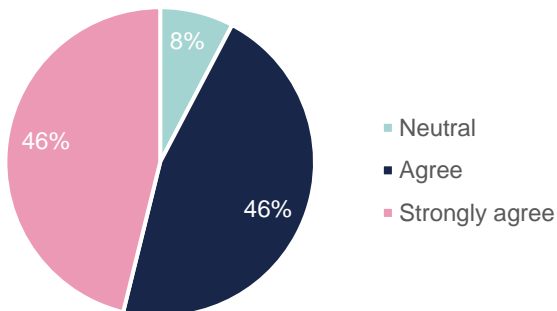
While at work with OWP, I am comfortable expressing opinions that diverge from the group - 2021



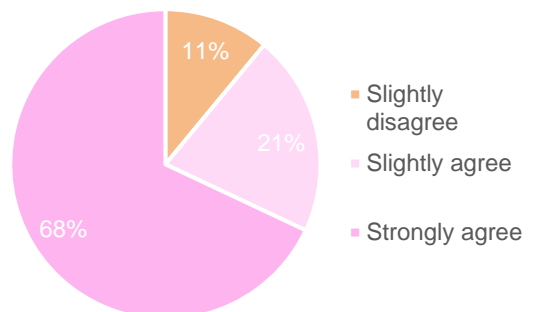
While at work with OWP, I am comfortable expressing opinions that diverge from the group - 2020

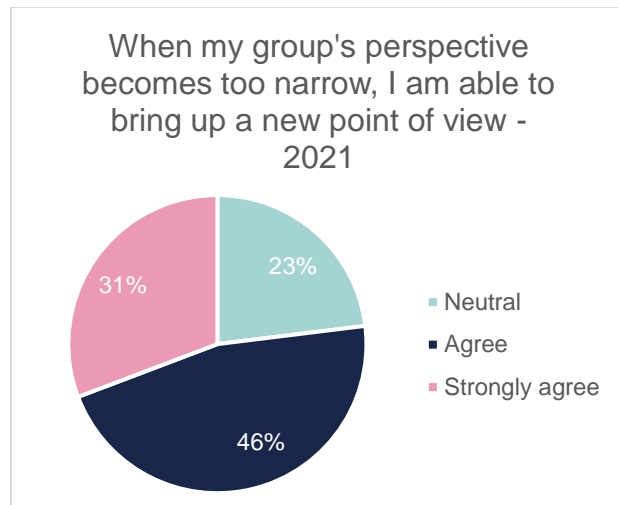


I can share a perspective on work issues that is different from my portfolio team members - 2021



I can share a perspective on work issues that is different from my portfolio team members - 2020





This data indicates that responders generally perceived OWP to be inclusive of uniqueness.

Areas for improvement were identified in relation to how OWP could better support volunteers in this, through training on how to bring new points of view to a narrowed group perspective.

It was also identified that OWP could continue to support volunteers on how to respectfully discuss dissimilar views through effective conflict management and including this topic in the Teal Training Program.

7. Accessibility within OWP

100% of responders stated that the online and digital platforms used by OWP were accessible, that the physical aspects of their role were accessible, that they were comfortable in their abilities to understand all aspects of their role and that they were able to fully participate in their role within OWP. When asked if responders felt able to fully participate in the organisation 46% strongly agreed, 38% agreed and 15% were neutral.

Based on these results responders perceive OWP as accessible. It was also identified that OWP could increase levels of confidence in accessibility by delivering training on how to create and manage portfolio teams which encourage full participation.

8. Recommendations

Recommendation 1: Continue working to diversify recruitment

As seen in the demographics and diversity section of this report, OWP has strong levels of diversity. Despite this, OWP needs to continue to diversify, particularly in relation to increasing the number of volunteers who identify as culturally and linguistically diverse, people of colour and First Nations people and volunteers who identify as having a disability or as a disabled person. To achieve this, OWP must diversify its recruitment strategies.

Diverse hiring was a recommendation of the 2020 Equity Audit and from this, OWP developed a Diversity and Inclusion policy which outlined a strategy for diversifying its recruitment and candidate pool. This included:

- posting vacant positions on on the One Woman Project website and social media, and additionally across at least one volunteer role site (eg: GoVolunteer or CareerHub) and one jobs sit (eg: Seek or Ethical Jobs)
- Establishing an online form for individuals to contact the organisation and speak directly via phone about volunteer roles;
- Removal of the CV requirement from the online application form;
- Providing an alternative form (in both pdf and word document versions) to the online application form; and
- Where applicable, providing physical forms to complete at events and workshops.

These approaches to diversifying recruitment should be reviewed for effectiveness and continue to be adapted and adjusted as required to further support diversity within OWP.

Recommendation 2: Investigate if there is a relationship between equity and volunteer turnover

Building upon a suggestion in the 2021 Equity Audit, it is recommended that OWP undertake a review of exit interview data and feedback from past volunteers to understand if there was a relationship between equity and volunteer turnover. This would allow OWP to understand areas where equity can be strengthened to improve the retention of volunteers and further encourage equity within the organisation.

It is also recommended that volunteer exit interview be revised to include specific questions about equity, discrimination, inclusion, belongingness and accessibility.

Recommendation 3: Support volunteers to manage conflict and engage positively in feedback processes

The 2021 Equity Audit highlighted that OWP could improve confidence in inclusivity and uniqueness by supporting volunteers to give and receive feedback, manage conflict and respect dissimilar views.

OWP has a *Managing Conflict – Grieve Guideline* document which supports this recommendation. This guideline has been recently updated to reflect OWP's transition to a teal structure and a training session has been planned to discuss how to put this into practice.

In addition, a comprehensive Teal Training Program is currently being delivered to support volunteers with this transition in organisational structure. One component of the training involves providing a space for volunteers to practice receiving feedback and criticism with the aim of normalising this process and understanding how it can be done to facilitate positive outcomes.

It is recommended that OWP continue to support volunteers to manage conflict and engaging positively in feedback through these approaches and that the effectiveness of these processes be monitored and reviewed.

Recommendations 4: Plan and deliver key equity related training sessions

The 2021 Equity Audit highlighted a number of opportunities for OWP to increase its equity through training.

It is recommended that training be developed and delivered on the following topics:

- managing and building a diverse team
- accommodating the needs of people with a disability and disabled people
- how to bring new points of view when a group's perspective becomes too narrow
- how to create and manage portfolio teams that encourage full participation and feelings of connection and care.

Recommendation 5: Consider expanding data collection tools

As the *One Woman Project: Equity Audit 2021* online survey had a response rate of about 34%, it is suggested that additional data collection tools such as focus groups and policy analysis should be used to ensure an accurate audit of equity can be completed.

Focus groups complement online surveys well as they allow for anecdotal information to be collected and allows responders to share opinions, ideas and beliefs on the topic of equity within OWP.

It is also suggested that the equity audit include an analysis of OWP's policies. This would provide an understanding of whether these policies promote equity in theory and in practice and provide deeper insight into the demographics of OWP through an examination of caucuses.

Recommendation 6: Review survey question framing to support response accuracy

Post survey completion, some survey responses were adjusted due to mistaken responses being provided by a responder. It was identified this occurred due to the framing of survey questions switching between positive and negative wording.

It is suggested that survey questions be redesigned with an approach taken which will best support valid and accurate responses. This may include using all positively framed questions or a mix of positively and negatively worded questions.

If a mix of question framing is chosen it is recommended that the negatively worded questions be used sparingly, be grouped together and an alert included for responders that the nature of the statements have been changed from positive to negative.

9. Appendices

Appendix A: Equity Audit Survey Questions

One Woman Project: Equity Audit 2021

Welcome to the 2021 One Woman Project Equity Audit!

In this survey, you will be asked a variety of questions about your opinion on diversity (how diverse OWP is and how consciously diverse OWP is through our recruitment and promotion); inclusion (how welcome and valued you feel as a member of the team, and whether your opinion and thoughts are heard); and accessibility (how the organisation is designed to be physically and digitally accessible) at the One Woman Project. This survey should take around 10 minutes to complete.

Your feedback and data will help provide insight into diversity, inclusion and accessibility at the One Woman Project. Using these insights, a report will be developed identifying actionable recommendations. Because the recommendations will be provided and actioned, we encourage you to answer as truthfully as you can in this survey.

Data collected will be completely anonymous, and will only be reported on at an aggregate level (group level), and not at an individual level.

We really appreciate your input in helping to make OWP a more equitable, diverse, inclusive and accessible space!

* Required

To kick it off!

1. What portfolio are you a part of? *

- Engagement & Outreach
- Education & Curriculum
- Online Engagement & Brand
- Executive & Finance
- People & Culture

Demographics of the Organisation

In this section, we will ask questions about your demographic information so we can assess the representativeness of the population in the organisation. Please read the following questions and choose the option that best represents you.

2. What gender do you identify with? *

Woman

Man

Non-binary

Gender-diverse

Prefer not to say

Other

3. What age range do you fall within? *

Under 18

18-24

25-34

35-44

45-54

55-64

65-74

75+

Prefer not to say

4. Are you a person of colour? *

- Yes
- No
- Prefer not to say

5. Are you culturally and linguistically diverse? *

- Yes
- No
- Prefer not to say

6. Are you a First Nations person? *

- Yes
- No
- Prefer not to say

7. What is your sexual orientation? *

- Heterosexual
- Gay/Lesbian
- Bisexual
- Pansexual
- Queer
- Prefer not to say
-
- Other

8. What is your socio-economic status? *

- Upper
- Upper-middle
- Middle
- Working class
- Lower
- Prefer not to say

9. Do you identify as having grown up in a rural, regional or remote area? *

- Rural
- Regional
- Remote
- No
-
- Other

10. Do you have a physical disability? *

- Yes
- No
- Prefer not to say

11. Do you have an invisible disability? *

- Yes
- No
- Prefer not to say

12. Do you experience diagnosed mental health challenges? *

- Yes
- No
- Prefer not to say

13. Do you have a neurodivergence? *

- Yes
- No
- Prefer not to say

14. What is your highest level of education? *

- No education
- Up to Grade 10
- Completed Grade 10
- High School Diploma (or equivalent)
- TAFE
- Apprenticeship
- Undergraduate Degree (Bachelor Degree)
- Graduate Certificate (postgraduate studies)
- Graduate Diploma (postgraduate studies)
- Masters Degree
- PhD
- Doctorate
- Prefer not to say
-
- Other

Diversity within the Organisation

In this section, we would like you to reflect upon your perception of diversity at the One Woman Project. As a reminder, workplace diversity refers to an organisation that intentionally engages a workforce comprised of individuals of varying gender, age, race, religion, class, ethnicity, sexual orientation and other attributes. There are no right or wrong answers, please just report on what you think by reading the following statements, and rating the extent to which you agree or disagree on the scale.

15. Existence of Discrimination within OWP *

	Strongly agree	Agree	Neutral (neither agree nor disagree)	Disagree	Strongly disagree
I have experienced the discomfort of discrimination within OWP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not everyone at my level in the organisation is treated fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination based on sexual orientation exists in OWP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
OWP sometimes doesn't follow our stated policies against discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have heard people at OWP make negative comments about LGBTIQ2SA+ folk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My significant other, friends and family would say that they treat me fairly here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Many people in my organisation are biased against LGBTIQ2SA+ folk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have heard sexist remarks within OWP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have heard racist remarks within OWP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have heard people at OWP make negative comments about people of colour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly agree	Agree	Neutral (neither agree nor disagree)	Disagree	Strongly disagree
Many people in my organisation are biased against people of colour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Executive within OWP talks about diversity, but doesn't really do anything about it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Managing Diversity within OWP *

	Strongly agree	Agree	Neutral (neither agree nor disagree)	Disagree	Strongly disagree
OWP has sponsored classes, workshops and/or seminars on managing a diverse team / building a diverse team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing diversity has helped OWP to be more effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
OWP accommodates the needs of people with a disability / disabled persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Do you have any comments or feedback on diversity within OWP?

Inclusivity within the Organisation

In this section, we would like you to reflect upon and share your experiences on inclusivity within the One Woman Project. Inclusivity in the workplace refers to how welcome and valued you feel as a member of the team, and whether your opinions and thoughts are heard. There are no right or wrong answers, but please try to answer as honestly as possible.

18. Belongingness within OWP *

	Strongly agree	Agree	Neutral (neither agree nor disagree)	Disagree	Strongly disagree
I am treated as a valued member of my portfolio team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I belong in my portfolio team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am connected to my portfolio team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my portfolio team is where I am meant to be	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that people really care about me in my portfolio team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Uniqueness within OWP *

	Strongly agree	Agree	Neutral (neither agree nor disagree)	Disagree	Strongly disagree
I can bring aspects of myself to my portfolio team that others in the group don't have in common with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my portfolio team listen to me, even when our views are dissimilar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While at work with OWP, I am comfortable expressing opinions that diverge from the group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can share a perspective on work issues that is different from my portfolio team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When my group's perspective becomes too narrow, I am able to bring up a new point of view	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Do you have any comments or feedback on inclusivity within OWP?

Accessibility within OWP

In this section, we would like you to reflect upon and share your experiences on accessibility within the One Woman Project. There are no right or wrong answers, but please try to answer as honestly as possible.

21. Accessibility within OWP *

	Strongly agree	Agree	Neutral (neither agree nor disagree)	Disagree	Strongly disagree
The online and digital platforms used in OWP are accessible to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The physical aspects of my role with OWP are accessible to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable in my abilities to understand all aspects of my role within OWP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel able to fully participate in the organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel able to fully participate in my role within OWP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Do you have any comments or feedback on accessibility within OWP?

To wrap us up!

Thank you for participating in the 2021 One Woman Project Equity Audit!

23. Are there any other questions you would have liked to be asked for feedback on? If so, what?

24. Is there any other feedback you would like to provide?

25. How easy was this online form to use? *

- Extremely easy
- Somewhat easy
- Neutral
- Somewhat not easy
- Extremely not easy

Appendix B: Data analysis of the survey questions

Existence of Discrimination within OWP:

1. I have experienced the discomfort of discrimination within OWP

Strongly disagree	3
Disagree	10
Neutral	0
Agree	0
Strongly Agree	0

2. Not everyone at my level in the organisation is treated fairly

Strongly disagree	3
Disagree	10
Neutral	0
Agree	0
Strongly Agree	0

3. Discrimination based on sexual orientation exists in OWP

Strongly disagree	11
Disagree	2
Neutral	0
Agree	0
Strongly Agree	0

4. OWP sometimes doesn't follow our stated policies against discrimination

Strongly disagree	9
Disagree	4
Neutral	0
Agree	0
Strongly Agree	0

5. I have heard people at OWP make negative comments about LGBTIQ2SA+ folk

Strongly disagree	12
Disagree	1
Neutral	0
Agree	0
Strongly Agree	0

6. My significant other, friends and family would say that they treat me fairly here

Strongly disagree	0
Disagree	0
Neutral	1
Agree	0
Strongly Agree	12

7. Many people in my organisation are biased against LGBTQ2SA+ folk

Strongly disagree	12
Disagree	0
Neutral	1
Agree	0
Strongly Agree	0

8. I have heard sexist remarks within OWP

Strongly disagree	12
Disagree	1
Neutral	0
Agree	0
Strongly Agree	0

9. I have heard racist remarks within OWP

Strongly disagree	9
Disagree	4
Neutral	0
Agree	0
Strongly Agree	0

10. I have heard people at OWP make negative comments about people of colour

Strongly disagree	10
Disagree	3
Neutral	0
Agree	0
Strongly Agree	0

11. Many people in my organisation are biased against people of colour

Strongly disagree	10
Disagree	3
Neutral	0
Agree	0

Strongly Agree	0
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12. The Executive within OWP talks about diversity, but doesn't really do anything about it

Strongly disagree	7
Disagree	6
Neutral	0
Agree	0
Strongly Agree	0

Managing Diversity within OWP:

NOTE: The highlighted data was adjusted post survey completion due to mistaken responses provided by respondent and their voluntary correction.

1. OWP has sponsored classes, workshops and/or seminars on managing a diverse team / building a diverse team

Strongly disagree	0
Disagree	0
Neutral	2
Agree	5
Strongly Agree	6

2. Managing diversity has helped OWP to be more effective

Strongly disagree	0
Disagree	0
Neutral	1
Agree	7
Strongly Agree	5

3. OWP accommodates the needs of people with a disability / disabled persons

Strongly disagree	0
Disagree	0
Neutral	3
Agree	6
Strongly Agree	4

Belongingness within OWP:

1. I am treated as a valued member of my portfolio team

Strongly disagree	0
Disagree	0
Neutral	0
Agree	4
Strongly Agree	9

2. I belong in my portfolio team

Strongly disagree	0
Disagree	0
Neutral	0
Agree	6
Strongly Agree	7

3. I am connected to my portfolio team

Strongly disagree	0
Disagree	0
Neutral	1
Agree	6
Strongly Agree	6

4. I believe my portfolio team is where I am meant to be

Strongly disagree	0
Disagree	0
Neutral	0
Agree	8
Strongly Agree	5

5. I feel that people really care about me in my portfolio team

Strongly disagree	
Disagree	
Neutral	1
Agree	3
Strongly Agree	9

Uniqueness within OWP:

1. I can bring aspects of myself to my portfolio team that others in the group don't have in common with me

Strongly disagree	0
Disagree	0
Neutral	1
Agree	6
Strongly Agree	6

2. People in my portfolio team listen to me, even when our views are dissimilar

Strongly disagree	0
Disagree	0
Neutral	2
Agree	3
Strongly Agree	8

3. While at work with OWP, I am comfortable expressing opinions that diverge from the group

Strongly disagree	0
Disagree	0
Neutral	1
Agree	6
Strongly Agree	6

4. I can share a perspective on work issues that is different from my portfolio team members

Strongly disagree	0
Disagree	0
Neutral	1
Agree	6
Strongly Agree	6

5. When my group's perspective becomes too narrow, I am able to bring up a new point of view

Strongly disagree	0
Disagree	0
Neutral	3
Agree	6
Strongly Agree	4

Accessibility within OWP

1. The online and digital platforms used in OWP are accessible to me

Strongly disagree	0
Disagree	0
Neutral	0
Agree	3
Strongly Agree	10

2. The physical aspects of my role with OWP are accessible to me

Strongly disagree	0
Disagree	0
Neutral	0
Agree	5
Strongly Agree	8

3. I am comfortable in my abilities to understand all aspects of my role within OWP

Strongly disagree	0
Disagree	0
Neutral	0
Agree	6
Strongly Agree	7

4. I feel able to fully participate in the organisation

Strongly disagree	0
Disagree	0
Neutral	0
Agree	5
Strongly Agree	6

5. I feel able to fully participate in my role within OWP

Strongly disagree	0
Disagree	0
Neutral	0
Agree	7
Strongly Agree	6