

# MfE Diversity and Inclusion Survey – Final V1

## Introduction to the survey

Thank you for taking the time to complete this survey. The survey will take 10-15 minutes. All answers are **anonymous**. All questions are optional so please only answer them if you feel comfortable doing so.

You will be asked about:

- Demographic information about yourself
- Your perceptions and experiences of diversity and inclusion at MfE
- What we do well, and what we could do better regarding diversity and inclusion at MfE

## Why are we doing this survey?

Diversity and inclusion is important to the Ministry. It helps us build a work environment where our people are engaged, feel valued and are treated fairly. Diversity and inclusion also helps us to better connect with New Zealanders and deliver innovative and effective solutions that will benefit our environment.

## What do we mean by *diversity* and *inclusion*?

At MfE, we define **diversity** as the wide variety of differences between us. This encompasses a range of dimensions including but not limited to: age, diet, disability, education, ethnicity, experiences, gender identity, nationality, religious beliefs, sexual identity and gender identity

We define **inclusion** as how diversity is valued, and the degree to which MfE includes different perspectives as part of its day-to-day work. We want MfE to be inclusive of all people where everyone is treated fairly.

## Confidentiality and Anonymity

Your answers to this survey will be kept **confidential** and **anonymous**. Only members of the MfE Diversity and Inclusion Survey Team will have access to the disaggregated, anonymous data, which will be stored in a restricted section in Te Puna.

## What will we do with the results of this survey?

The Survey Team will analyse the results and share the high level findings with everyone at MfE. The results will inform our Diversity and Inclusion strategy.

Thanks again for taking the time to complete this survey on diversity and inclusion at MfE. Your answers will make a positive difference to improving the work experience at MfE.

## Section 1: About you – demographic questions

The following questions are to help us understand more about the diversity of our people.

**1. What ethnic group do you identify with?**

- a. New Zealand European/Pākehā
- b. Māori
- c. European
- d. Asian
- e. Pacific peoples
- f. Middle Eastern
- g. Latin American
- h. African
- i. Prefer to self-describe
- j. Prefer not to say

*Free text box*

**2. How long have you been working at MfE?**

- a. Less than 1 year
- b. 1-2 years
- c. 3-5 years
- d. 6-10 years
- e. 11-20 years
- f. 21+ years
- g. Prefer not to say

**3. What age bracket are you in?**

- a. 20-24
- b. 25-30
- c. 31-35
- d. 36-40
- e. 41-45
- f. 46-50
- g. 51-55
- h. 56-60
- i. 60-64
- j. 65+

**4. What type of workplaces have you previously worked in? Please select all that apply.**

- a. Central government
- b. Local government
- c. Private sector
- d. Education
- e. Non-governmental organisation (NGO)
- f. Hapū iwi organisation
- g. Overseas central government

- h. Overseas local government
- i. Overseas private sector
- j. Overseas education
- k. Overseas NGO
- l. MfE is my first workplace
- m. Prefer to self-describe
- n. Prefer not to say

*Free text box*

**5. Do you manage people in your current role?**

- a. Yes
- b. No
- c. Prefer not to say

**6. Do you have any dietary requirements? Your response will help inform our catering orders for all-staff events to ensure everyone is included and to help food wastage. Please select all that apply.**

- a. No dietary requirements
- b. Dairy-free
- c. Gluten free
- d. Halal
- e. Pescatarian
- f. Vegan
- g. Vegetarian
- h. Prefer to self-describe
- i. Prefer not to say

*Free text box*

## Section 2: Your perceptions of diversity and inclusion at MfE

These questions are to find out more about your perceptions of how successful we are with diversity and inclusion.

**7.**

ROWS - RANDOMISE

I feel valued at MfE
MfE is a place I feel I belong
I am often encouraged to provide my perspective at work
I am given opportunities at MfE to advance in my career
I feel comfortable bringing my whole self to work
I am encouraged to be myself at work
I have control over my own environment at work
MfE inspires me to do the best I can in my job everyday
I would recommend MfE as a great place to work
MfE supports my overall wellbeing

COLUMNS SR

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree
Prefer not to say

**8. MfE's leaders and managers embrace and advocate for diversity and inclusion.**

- a. Strongly disagree
- b. Disagree
- c. Neither agree nor disagree
- d. Agree
- e. Strongly agree
- f. Prefer not to say

If you wish, please tell us why you feel this way:

*Free text box*

### Section 3: Your experiences of diversity and inclusion at MfE

These questions are about understanding how diverse and inclusive we are at MfE, and how you experience this on a day-to-day basis.

**9. I feel able to share my opinions and views at work.**

- a. Strongly disagree
- b. Disagree
- c. Neither agree nor disagree
- d. Agree
- e. Strongly agree
- f. Prefer not to say

If you wish, please tell us why you feel this way. This could include what you think we currently do well, and what we could do better:

*Free text box*

**10. I feel encouraged and supported to be myself at MfE.**

***This includes but is not limited to: what you choose to wear, how you present yourself, your interests etc.***

- a. Strongly disagree
- b. Disagree
- c. Neither agree nor disagree
- d. Agree
- e. Strongly agree
- f. Prefer not to say

If you wish, please tell us why you feel this way. This could include what you think we currently do well, and what we could do better:

*Free text box*

**11. Please rate each of the following.**

Over the last 12 months, how often (if at all) have you felt held back or disadvantages at MfE because of your:

Accent
Age
Caring responsibilities
Disability (including chronic health or mental health conditions)
Ethnicity
Friends and personal associates
Gender
Location
Nationality
Part-time / full-time status or alternative working arrangement
Personality traits
Position / role
Religion / spiritual beliefs
Sexual orientation
Socio-economic status / background
Values

- a. Never
- b. A couple of times
- c. More than five times
- d. All of the time
- e. Prefer not to say

If you indicated you have felt held back or disadvantaged due to any of the above reasons, are you able to provide a specific example?

(free text box)

**12.** Over the last 12 months, how often (if at all) have you heard employees make inappropriate or negative comments or jokes at work about others based on their:

Accent
Age
Caring responsibilities
Disability (including chronic health or mental health conditions)
Ethnicity
Friends and personal associates
Gender
Location
Nationality
Part-time / full-time status or alternative working arrangement
Personality traits
Position / role
Religion / spiritual beliefs
Sexual orientation
Socio-economic status / background
Values

- a. Never
- b. A couple of times
- c. More than five times
- d. All of the time
- e. Prefer not to say

If you indicated you heard employees make inappropriate or negative comments or jokes at work about others based on any of the above reasons, are you able to provide a specific example?

(free text box)

## Section 4: Work/Life balance and flexible working

### 13. Thinking about flexible working at MfE, to what extent do you agree or disagree with the following statements.

My manager is supportive of flexible working
My team is supportive of flexible workings
The wider MfE (senior/executive leadership, People and Culture) are supportive of flexible working
I am confident in asking for flexible working arrangements
Those with flexible working arrangements are treated the same as those with a traditional work arrangement

- a. Strongly disagree
- b. Disagree
- c. Neither agree nor disagree
- d. Agree
- e. Strongly agree
- f. Prefer not to say

### 14. To what extent do you agree or disagree with the following statements.

MfE has a family friendly environment
At MfE, I can meet my career goals and still devote time to my family/personal life
Those with children are offered the same opportunities as those without
I feel that flexible working agreements are available to everyone, not just parents
I feel that MfE encourages me to take time out of work to spend time on non-work related activities (hobbies, family, other passions/interests, etc.)

- a. Strongly disagree
- b. Disagree
- c. Neither agree nor disagree
- d. Agree
- e. Strongly agree
- f. Prefer not to say



## Section 5: Gender identity and sexual identity

MfE has signed up to the [Rainbow Tick Programme](#). Achieving the Rainbow Tick Certification will demonstrate our commitment to ensuring our workplace is a safe, inclusive environment for people of all genders and sexual identities. While our gender and sexual identities do not impact on our ability to do our jobs, they can, for example, impact on how safe and included we feel to be ourselves at work.

The definitions of the following identities listed below can be found on the [Rainbow Youth website](#).

### 15. How do you identify your sexual identity?

- a. Asexual
- b. Bisexual
- c. Gay
- d. Lesbian
- e. Pansexual
- f. Queer
- g. Questioning
- h. Straight/heterosexual
- i. Prefer not to say
- j. Prefer to self-describe:

*Free text box*

### 16. Do you share your sexual identity with your colleagues or manager?

- a. Yes
- b. No
- c. Prefer not to say

### 17. If you answered No to the above question, what is your main reason for not sharing your sexual identity at work?

- a. I don't feel that it's relevant
- b. I'm concerned I may be treated differently
- c. I'm concerned it may disadvantage me now or in the future
- d. There is nothing I would like to share
- e. Prefer not to say
- f. Other (free text)

### 18. How do you identify your gender identity?

- a. Female (cisgender)
- b. Female (transgender)
- c. Gender diverse
- d. Gender queer
- e. Intersex
- f. Male (cisgender)
- g. Male (transgender)
- h. Non-binary

- i. Prefer not to say
- j. Prefer to self-describe: Free text box

**19. Do you share your gender identity with your colleagues or manager?**

- a. Yes
- b. No
- c. Prefer not to say

**20. If you answered No to the above question, what is your main reason for not sharing your gender identity at work?**

- a. I don't feel that it's relevant
- b. I'm concerned I may be treated differently
- c. I'm concerned it may disadvantage me now or in the future
- d. There is nothing I would like to share
- e. Prefer not to say
- Other (free text)

**21. To what extent do you agree with this statement:**

**MfE is an inclusive and safe workplace for people of all gender and sexual identities.**

- a. Strongly agree
- b. Agree
- c. Neither agree nor disagree
- d. disagree
- e. Strongly disagree
- f. Unsure
- g. Prefer not to say

If you wish, please tell us why you feel this way. This could include what you think we currently do well, and what we could do better.

*Free text box*

## Section 6: Physical and mental health

**22. Do you have a physical disability, chronic health or mental health condition?**

- a. Yes
  - i. If you wish, please tell us about your disability
- b. No
- c. Prefer not to say

**23. Do you think your disability, chronic health or mental health condition is sufficiently catered for at MfE?**

- a. Yes
- b. No
- c. I don't know
- d. Prefer not to say

**24. To what extent do you agree with this statement: MfE is an inclusive workplace for people of all disabilities, chronic health and mental health conditions.**

- a. Strongly disagree
- b. Disagree
- c. Neither agree nor disagree
- d. Agree
- e. Strongly agree

If you wish, please tell us why you feel this way. This could include what you think we currently do well, and what we could do better.

*Free text box*

## Section 7: Culture and Religion

**25. Do you share your culture with your colleagues or manager?**

- a. Yes
- b. No
- c. Prefer not to say

**26. If you answered No to the above question, what is your main reason for not sharing your culture at work?**

- a. I don't feel that it's relevant
  - b. I'm concerned I may be treated differently
  - c. I'm concerned it may disadvantage me now or in the future
  - d. There is nothing I would like to share
  - e. Prefer not to say
- Other (free text)

**27. Do you practice a religion or spirituality?**

- a. Yes
- b. No
- c. Prefer not to say

**28. What is your religion or spirituality?**

Christianity (including Anglican, Baptist, Catholic, Jehovah's Witnesses, Latter-day Saints, Lutheran, Methodist, Orthodox, Presbyterian, Ringatū, Rātana)
Buddhism
Hinduism
Islam
Judaism
Māori spirituality
Sikhism
Spiritualism
Other (please type in)
Prefer not to say

**30. Do you share your religion with your colleagues or manager?**

- a. Yes
- b. No
- c. Prefer not to say

**31. If you answered No to the above question, what is your main reason for not sharing your religion at work?**

- a. I don't feel that it's relevant
- b. I'm concerned I may be treated differently
- c. I'm concerned it may disadvantage me now or in the future
- d. There is nothing I would like to share
- e. Prefer not to say
- Other (free text)

**32. Are there religious or spiritual practices that you perform in the workplace?**

- a. Yes
- b. No
- c. Prefer not to say

**33. What is the main reason for not practicing your religion or spiritual beliefs in the workplace?**

- a. I don't feel that I need to
- b. I'm concerned I may be treated differently
- c. I'm concerned it may disadvantage me now or in the future
- d. A space or place isn't provided for me to do so (i.e. a prayer room)
- e. Other (free text)
- f. Prefer not to say

## Your opinion on diversity and inclusion at MfE

These questions are about your overall impressions of D&I at MfE and where you see opportunities for improvement.

**34. How do you rate MfE on diversity and inclusion overall? (1-5 scale, where 1 is poor and 5 is excellent)**

Very Poor	Poor	Average	Above average	Exceptional
1	2	3	4	5

**35. Is there anything else you'd like to share about diversity and inclusion at MfE but haven't had the chance to do so?**

*Free text box*

<end>