Australian National University

Participant Information Sheet –
Women of Colour in the Workplace 2023 Survey

Researcher: The research is being conducted by Dr. Varina Michaels and Brenda Gaddi, from Women of Colour Australia in allyship with Associate Professor Tanya Jakimow from the College of Asia and the Pacific, Australian National University and Professor Ramaswami Harindranath from the School of the Arts and Media, at University of New South Wales. Dr. Varina Michaels is the primary contact for potential participants and Women of Colour Australia will run the recruitment of participants via their social media channels.

Project Title: Women of Colour in the Workplace Survey 2023

General Outline of the Project:

- **Description and Methodology:** This online survey aims to map the lived experiences of Women of Colour in the Australian workplaces and provide an avenue for them to have a voice, shaping the direction and initiatives of Women of Colour Australia (WoCA). It will also build on gaps in the academic literature unpacking how discrimination influences ideas of psychological safety and mental wellbeing for Women of Colour. Finally, responses from this survey will be used to provide recommendations to industry and government to better support Women of Colour in Australian workplaces.
- **Participants:** We seek to amplify the voices of any adult, working Women of Colour in Australia. 'Women of Colour' is not a biological designation but one of solidarity. We define women (trans and cis), as all those who experience or have experienced oppression as women, including non-binary and gender non-conforming people and all those who identify as women. Self-definition is at the discretion of the individual. (Definition from wire.org.au).
- **Use of Data and Feedback:** The results of this research will be shared through various mediums. We plan to publish research papers and policy briefs, present seminars and hold workshops with relevant organisations. We will also be presenting these findings in academic journal articles and industry reports. A summary of findings and research update will be emailed to all research participants who opt in to receive a copy. A link and summary to all research publications and outputs will be put on a website accessible to the public (www.womenofcolour.org.au).
- **Project Funding and partnerships:** This research has not received any funding.

Participant Involvement:

- **Voluntary Participation & Withdrawal:** Participation in the project is **voluntary.** You do not have to be involved in this research unless you want to, and you can pull out of the research if you change your mind without telling us why. We will analyse the responses of any incomplete surveys. If you are uncomfortable with what you have written in the survey, you can inform us at a later stage using the contact details below. We will remove and destroy any information you have written, up until the stage of a pre-submission draft for research or industry publication.
- **What does participation in the research entail?** Participants will complete an online survey. It is expected to take approximately 20 minutes to complete. You may choose to spend more time providing more detail about your responses via the optional, open-ended questions which would extend the time it takes to complete the survey. At the end of the survey, there is an option to provide your email address.

We will use this information to send you a copy of the final research report and/or to enter the random prize draw of 1x $100 gift voucher, depending on which option you select. Your email address will not be used for research purposes and will be stored separately from your survey responses once the survey closes. Any sensitive data that we collect, such as your racial or ethnic origin, are essential to the aims of this research and will be used to inform our intersectional understanding of Women of Colour's lived experiences in Australian workplaces.

- **Location:** This is an online survey which you can choose to complete via your computer or device in a location comfortable to you.
- **Risks:** Please note that all responses that you provide will be anonymous and confidential. There is minimal risk in completing this survey however if you do feel uncomfortable please contact Dr. Varina Michaels, connect with the Women of Colour Australia community via Facebook or LinkedIn or access resources, mental health support and multicultural stories at https://www.embracementalhealth.org.au/.
- **Benefits:** It is unlikely that you will personally benefit from this research. We expect this research to add to our understanding of Women of Colour in Australian workplaces. We will be working with relevant organisations to maximise the impact of our research findings in advocacy and policy change, as well as to develop Women of Colour Australia's programs and initiatives.

Confidentiality:

- **Confidentiality:** This survey is anonymous and only the Research Team will have access to the survey responses. Any contact information (such as your email address if you choose to provide one) will be stored separately, in a password-protected file.

Data Storage:

- **Where:** Data emerging from the qualitative research will be held centrally at the Australian National University in accordance with the Australian Code for the Responsible Conduct of Research. We will create a data management plan (DMP) and utilise ANU's data management system. The DMP will help us to record such details as research data ownership, access conditions and the considerations of ANU and site-specific Ethics Approvals and re-use of information (including encryption, anonymisation of sensitive personal data and retention of the data for a period of at least 5 years).

Queries and Concerns:

- **Contact Details for More Information:** You can contact me through the following details: Dr. Varina Michaels: varina@womenofcolour.org.au and you can also contact Brenda Gaddi, Managing Director and Founder of Women of Colour Australia: brenda@womenofcolour.org.au.

Privacy Notice:

In collecting your personal information within this research, the ANU must comply with the Privacy Act 1988. The ANU Privacy Policy is available at https://policies.anu.edu.au/ppl/document/ANUP_010007 and it contains information about how a person can:

- Access or seek correction to their personal information;
- Complain about a breach of an Australian Privacy Principle by ANU, and how ANU will handle the complaint.

Ethics Committee Clearance:

Australian National University

The ethical aspects of this research have been approved by the ANU Human Research Ethics Committee (Protocol 2022/788). If you have any concerns or complaints about how this research has been conducted, please contact:

Ethics Manager, The ANU Human Research Ethics Committee
The Australian National University
Telephone: +61 2 6125 3427
Email: Human.Ethics.Officer@anu.edu.au