

Demographics

We are going to start with a few questions for statistical purposes. No information collation will be used to identify persons participating in the survey.

1. I identify as:

- Female
- Male
- Prefer not to specify

2. What is your age?

- Under 25
- 26 - 35
- 36 - 45
- 46 - 55
- 55 and above
- Prefer not to say

3. I identify my ethnicity as (please select all that apply):

- American Indian or Alaskan Native
- Asian
- Hawaiian
- Other Pacific Islander
- Other (please specify)
- Black or African American
- Hispanic/Latinix
- White / Caucasian
- Prefer not to say

4. What is the highest level of education you have completed?

- Less than high school
- High school or equivalent
- Some college
- Bachelor's degree
- Master's degree
- Other (please specify)
- Doctoral or professional degree
- Associates degree
- Trade School
- Prefer not to say

5. What is your current job role?

- | | |
|---|--|
| <input type="radio"/> Administrator | <input type="radio"/> Staff Scientist/researcher |
| <input type="radio"/> Technician | <input type="radio"/> Science operations |
| <input type="radio"/> Engineer | <input type="radio"/> Intern |
| <input type="radio"/> Student (undergraduate) | <input type="radio"/> Visiting scientist |
| <input type="radio"/> Student (postgraduate) | <input type="radio"/> Management |
| <input type="radio"/> Post Doc | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Other (please specify) | |

6. How would you describe your employment?

- Permanent / open-ended
- Fixed-term / temporary
- Prefer not to say

7. What hours are you contracted to work?

- Full time - fixed working hours
- Full time - flexible working hours
- Part time
- Prefer not to say

8. How long have you been in your current job role?

- | | |
|------------------------------------|---|
| <input type="radio"/> <1 year | <input type="radio"/> 10 - 20 years |
| <input type="radio"/> 1 - 2 years | <input type="radio"/> >20 years |
| <input type="radio"/> 2 - 5 years | <input type="radio"/> Prefer not to say |
| <input type="radio"/> 5 - 10 years | |

9. My salary range is:

- | | |
|---|---|
| <input type="radio"/> <\$20K annually | <input type="radio"/> \$80-\$95K annually |
| <input type="radio"/> \$20 - \$35K annually | <input type="radio"/> \$95-\$110K annually |
| <input type="radio"/> \$35-\$50K annually | <input type="radio"/> \$110-\$125K annually |
| <input type="radio"/> \$50-\$65K annually | <input type="radio"/> >\$125K annually |
| <input type="radio"/> \$65-\$80K annually | <input type="radio"/> Prefer not to say |

10. Do you have any caring responsibilities (children, parents, partner?)

- Yes
- No
- Prefer not to say

11. Were you a resident in Hawaii at the time of your hire?

- Yes
- No
- Prefer not to say

12. Did you attend high school in the State of Hawaii?

- Yes
- No
- Prefer not to say

13. I currently work for the following organization:

- | | |
|---|---|
| <input type="radio"/> W. M. Keck Observatory | <input type="radio"/> IRTF Observatory |
| <input type="radio"/> Gemini Observatory | <input type="radio"/> UH-88 Observatory |
| <input type="radio"/> Canada-France-Hawaii Obsevatory | <input type="radio"/> Institute for Astronomy (Hilo) |
| <input type="radio"/> Subaru Observatory | <input type="radio"/> Institute for Astronomy (Manoa) |
| <input type="radio"/> East Asian Observatory (JCMT) | <input type="radio"/> Submillimeter Array Observatory |
| <input type="radio"/> UKIRT Observatory | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Other (please specify) | |

14. I work at the following location(s):

- All the time at my organization base facility
- Most of my time at the base facility, with some trips to Maunakea summit facilities
- An equal amount of time at base and summit facilities
- Other (please specify)
- Most of my time at the summit facilities and some time at the base facilities
- All of my time at my organization summit facilities
- Prefer not to say

Workplace culture

15. How happy or unhappy are you with your current role at your job?

- Very happy
- Somewhat happy
- Neither happy nor unhappy
- Somewhat unhappy
- Very unhappy

16. How happy or unhappy are you with your opportunities for advancement at your organization?

- Very happy
- Somewhat happy
- Neither happy nor unhappy
- Somewhat unhappy
- Very unhappy

17. How happy or unhappy are you with senior management at your job?

- Very happy
- Somewhat happy
- Neither happy nor unhappy
- Somewhat unhappy
- Very unhappy

18. What's the greatest pleasure you get from working?

- Receiving the salary I take home
- Feeling I am making a difference in the world
- Delivering science to our users
- Having a strong relationship with my coworkers
- Other (please specify)
- Helping my organization to excel and grow
- Doing interesting, challenging work that gives a sense of accomplishment
- Being respected and valued
- I don't get any pleasure from working

19. How regularly do you work longer than your contracted hours?

- I regularly work additional hours
- I sometimes work additional hours
- I never work additional hours

20. Any work I do in excess of my contracted hours is recognized and appreciated by my line manager/department

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

21. I am happy with my work/life balance

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

22. My department has a clear and transparent way of allocating workload

- Strongly agree
- Agree
- Disagree
- Strongly disagree

23. Do you feel you are given disproportionate responsibilities for any of the following:

- Administrative
- Research
- Teaching/training
- Enabling, outreach or knowledge transfer
- None of the above

24. Do you agree or disagree with the following statement: People regularly turn to me to share ideas when making important decisions in my organization.

- Strongly agree Somewhat disagree
- Somewhat agree Strongly disagree
- Neither agree nor disagree

Workplace advancement

25. When determining promotions/raises/bonuses at your organization, how important is an individual's ability to do their current role?

- | | |
|---|--|
| <input type="radio"/> Extremely important | <input type="radio"/> Not too important |
| <input type="radio"/> Very important | <input type="radio"/> Not important at all |
| <input type="radio"/> Somewhat important | <input type="radio"/> I'm not sure |

26. When determining promotions/raises/bonuses at your organization, how important is sponsorship from senior level staff?

- | | |
|---|--|
| <input type="radio"/> Extremely important | <input type="radio"/> Not too important |
| <input type="radio"/> Very important | <input type="radio"/> Not important at all |
| <input type="radio"/> Somewhat important | <input type="radio"/> I'm not sure |

27. When determining promotions/raises/bonuses at your organization, how important is gender?

- | | |
|---|--|
| <input type="radio"/> Extremely important | <input type="radio"/> Not too important |
| <input type="radio"/> Very important | <input type="radio"/> Not important at all |
| <input type="radio"/> Somewhat important | <input type="radio"/> I'm not sure |

28. When determining promotions/raises/bonuses at your organization, how important is race?

- | | |
|---|--|
| <input type="radio"/> Extremely important | <input type="radio"/> Not too important |
| <input type="radio"/> Very important | <input type="radio"/> Not important at all |
| <input type="radio"/> Somewhat important | <input type="radio"/> I'm not sure |

29. When determining promotions/raises/bonuses at your organization, how important is the length of time an individual has spent at your organization?

- | | |
|---|--|
| <input type="radio"/> Extremely important | <input type="radio"/> Not too important |
| <input type="radio"/> Very important | <input type="radio"/> Not important at all |
| <input type="radio"/> Somewhat important | <input type="radio"/> I'm not sure |

30. When determining promotions/raises/bonuses at your organization, how important are academic or professional certifications?

- | | |
|---|--|
| <input type="radio"/> Extremely important | <input type="radio"/> Not too important |
| <input type="radio"/> Very important | <input type="radio"/> Not important at all |
| <input type="radio"/> Somewhat important | <input type="radio"/> I'm not sure |

31. I am encouraged to take up career development opportunities. For example (tick all that apply)

- | | |
|---|---|
| <input type="checkbox"/> Attend conferences | <input type="checkbox"/> Training opportunities |
| <input type="checkbox"/> Present at conferences | <input type="checkbox"/> Networking opportunities |
| <input type="checkbox"/> Sit on department or external committees | <input type="checkbox"/> I am not encouraged to take part in any of the above |
| <input type="checkbox"/> Other (please specify) | |

32. My organization values and rewards the full range of skills and experience, including outreach, technical, teaching and administration

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | <input type="radio"/> I'm not sure |

33. Staff who work part-time or flexibly are offered the same career development opportunities as those who work full-time

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | <input type="radio"/> I'm not sure |

34. In my organization, women and men are paid an equal amount for doing the same work or work of equal value

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | <input type="radio"/> I'm not sure |

Mentoring

35. How many senior level staff members at your organization have actively assisted you in getting ahead in your career?

- None
- One
- Two to three
- Four to five
- More than five

36. Thinking about these senior level staff members who have assisted you in your career, are more of them men or more of them women?

- More or all are men
- More or all are women
- About half men and half women

37. In your organization, do you think that women have more, fewer or the same opportunities to advance as men?

- Women have more opportunities than men
- Women have fewer opportunities than men
- Women and men have the same opportunities

38. Have you ever felt that your gender has played a role in your missing out on a raise, promotion, key assignment, or chance to get ahead?

- Yes
- No

39. And going forward, do you think your gender will make it harder or easier for you to advance in your career, or will it not make much difference?

- Harder
- Easier
- Won't make much difference

Workplace treatment

40. How well does the following statement describe your organization: Workforce diversity (e.g., employees with a broad range of experiences, race, gender, age) is a top priority for my organization.

- Extremely well
- Very well
- Somewhat well
- Not too well
- Not well at all
- I am not sure

41. I feel I am treated unfavorably at my organization because of my gender

- Always
- Usually
- Sometimes
- Rarely
- Never

42. I have noticed that others in my organization are treated unfavorably because of their gender

- Always
- Usually
- Sometimes
- Rarely
- Never

43. I feel I am treated unfavorably at my organization because of other protected characteristics (these include: sexual orientation, ethnicity, religion or belief, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity)

- Always
- Usually
- Sometimes
- Rarely
- Never

44. I have noticed that others in my organization are treated unfavorably because of other protected characteristics (these include: sexual orientation, ethnicity, religion or belief, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity)

- Always
- Usually
- Sometimes
- Rarely
- Never

45. Would you feel comfortable in reporting instances where you feel you have been treated unfavorably?

- Yes
- No
- I wouldn't know how to

46. Would you feel comfortable in reporting instances where you have witnessed others treated unfavorably?

- Yes
- No
- I wouldn't know how to

47. My organization makes it clear that unsupportive language and behavior is not acceptable (e.g. condescending or intimidating language, ridicule, overly familiar behavior, jokes/banter that stereotype women or men or focus on their appearance)

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

48. I have experienced unfavorable treatment in my professional environment outside of my current organization as a result of my gender

- Always
- Usually
- Sometimes
- Rarely
- Never

49. I have undertaken training in (as either online courses or workshop attendance):

- Gender equality
- Diversity and inclusion
- Sexual harassment prevention
- Unconscious bias
- None of the above
- Other (please specify)

50. I would like to have the opportunity to have training in (either online or workshop attendance)

- Gender equality
- Diversity and inclusion
- Sexual harassment prevention
- Unconscious bias
- I am not interested in any of these training opportunities
- Other (please specify)

51. From the words below, how would you describe your organization (select all that are applicable):

- Supportive
- Welcoming
- Inclusive
- Macho
- Miserable
- Cliques
- Competitive
- Stressful
- Happy
- Sexist
- Other (please specify)

52. What sort of barriers to asking questions exist, if any, at your workplace? (Select all that apply)

- Fear of others' reactions
- Unsure what questions to ask
- Fear of looking stupid
- You don't get real answers when you ask questions
- Unsure who to ask
- No barriers exist
- Other (please specify)

53. Please add any comments you would like to add on workplace treatment and inclusiveness

Equity and diversity initiatives

Gender equity and diversity initiatives include active discussion in organizations regarding issues including: gender imbalance, unfair treatment and minority exclusion. Common initiatives in organizations looking to improve equity and diversity include methods to increase recruitment (and retention) of women and minorities, training in inclusiveness techniques (unconscious bias, anti-harassment training) and clear policy on acceptable behaviors.

54. How much of a priority is gender equity and diversity to your Executive management team?

- | | |
|--|---|
| <input type="radio"/> The most important priority | <input type="radio"/> Not too important |
| <input type="radio"/> A top priority, but not the most important | <input type="radio"/> Not important at all |
| <input type="radio"/> Important but lower priority | <input type="radio"/> I am not sure if this is a priority |

55. How much of a priority is gender equity and diversity to your direct manager?

- | | |
|--|---|
| <input type="radio"/> The most important priority | <input type="radio"/> Not too important |
| <input type="radio"/> A top priority, but not the most important | <input type="radio"/> Not important at all |
| <input type="radio"/> Important but lower priority | <input type="radio"/> I am not sure if it is a priority |

56. How much of a priority is gender equity and diversity to you, yourself?

- | | |
|--|--|
| <input type="radio"/> The most important priority | <input type="radio"/> Not too important |
| <input type="radio"/> A top priority, but not the most important | <input type="radio"/> Not important at all |
| <input type="radio"/> Important but lower priority | <input type="radio"/> I've not considered whether it is a priority |

57. Do you think your organization should be doing more to increase gender equity and diversity at your workplace, doing less, or is the amount of effort they are currently putting in to increase gender diversity about right?

- More
- Less
- About right
- I am unclear as to what efforts are being made

58. My organization takes positive action to encourage women to apply for posts in areas where they are under-represented (e.g. encouraging appropriately qualified female colleagues to apply for posts; including images of women in senior positions on recruitment materials; including family-friendly policies on job advertisements).

Strongly agree

Disagree

Agree

Strongly disagree

Neither agree nor disagree

Please include any additional comments on this section (optional):

Gender diversity programs

Gender diversity programs can include: family friendly/flexible working hours, specific training and networking opportunities for women, target setting for increasing diversity and active mentoring of younger female staff, and enhancing leadership opportunities.

59. Does your workplace offer a gender diversity program, or not?

- Yes
- No
- I'm not sure

60. Regardless of whether your organization has one – what is your view of workplace gender diversity programs?

- Good thing
- Bad thing
- Neither good nor bad

61. Which of the following work support/flexibility programs have you participated in at your organization in the last 3 years? (Select all that apply.)

- | | |
|--|--|
| <input type="checkbox"/> Part-time schedules | <input type="checkbox"/> Paternity leave |
| <input type="checkbox"/> Reduced schedules (e.g. ability to leave workplace early) | <input type="checkbox"/> Program to smooth transition before, during and after maternity leave |
| <input type="checkbox"/> Telecommuting/Work from home | <input type="checkbox"/> In-house or subsidized external childcare facilities |
| <input type="checkbox"/> Job sharing programs | <input type="checkbox"/> Company-sponsored peer networking group for parents |
| <input type="checkbox"/> Leaves of absence / sabbaticals | <input type="checkbox"/> Services for sick children (e.g., onsite clinic) |
| <input type="checkbox"/> Maternity leave | <input type="checkbox"/> None of the above |

62. If you chose to stop working for six months or more to handle a family matter, do you think it would hurt your position at work a great deal, hurt somewhat, or would it not make much difference?

- It would hurt my position at work a great deal
- It would hurt my position at work somewhat
- It wouldn't make much difference

63. If you have any additional comments, experiences or suggestions that you would like to contribute, please provide them here: