Instrument

***Gender Inequity in the Workplace Survey***

|  |
| --- |
| **Consent Form**  IRB Number: 2010F1745 Date of IRB Approval: XX/XX/2010  You have been selected to participate in a research study about perceptions of gender discrimination in the workplace. This research is being conducted by Ms. Cēdric M. Scott, graduate student at Texas State University – San Marcos. If you have any questions about completing the survey or about being in this research study, you may contact me at [cs1555@txstate.edu](mailto:cs1555@txstate.edu).  The purpose of this research is to determine whether or not men and women have the same perceptions of gender discrimination in the workplace. The research will be conducted in over 18 organizations in Austin and the surrounding areas, and is being administered to current employees of the organizations.  This survey is anonymous and your participation in this research is voluntary. There are no known risks if you decide to participate in the research, nor are there any costs to you for participating in the research. You may choose not to answer any of the questions for any reason. Completing the survey should take about approximately 15 minutes.  The Texas State Institutional Review Board has reviewed my request to conduct this research study. If you have any questions about the research, research participants’ rights and/or research related questions, please contact Texas State IRB Chair, Dr. John Lasser at (512) 245-3413, or [lasser@txstate.edu](mailto:lasser@txstate.edu).  Completion and return of the survey implies that you agree to participate and that your data may be used in this research. The information that will be collected may not benefit you directly, but what I learn from this study should provide insight, which could be beneficial to employees, the organizations and other researchers.  You understand the main objective of the study and that the results of this study will only be  used for this research purpose.  You fully understand this consent form and its contents.    You are consenting to completing the survey, and  You are 18 years of age, or older.  Please print a copy of the consent form for your records and then access the following link to complete the survey: [www.surveymonkey.com](http://www.surveymonkey.com)  ***Thank you for your participation in this study!*** |

**Directions:** This survey should take about approximately 15 minutes to complete. Here is a definition that you will assist you in selecting **one** answer for each of the questions or statements in this survey.

**Gender Inequity** **(discrimination)** refers to gender-based behaviors, policies, and actions that adversely affect a person’s work by leading to unequal treatment or the creation of an intimidating environment because of an individual’s gender. Gender Inequity occurs when decisions are made based on gender relating to performance evaluations, promotions, or rewards allocation, etc.

**Section I – Gender Inequity towards Self:**

Select **one** of answer for **each** statement that best describes what you believe will occur or has happened in **your** professional career:

1. There will be gender-specific biases or obstacles to your career success.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. You will have less opportunity for advancement because of your gender.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. You will be paid less because of your gender.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. A parental leave will interfere with a future promotion or professional advancement opportunity.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

**Section II – Gender Inequity towards Others:**

Select **one** of answer for **each** statement that best describes what you believe will occur or has happened in the workplace:

1. Women will face gender-specific biases or obstacles to their career success.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. A parental leave will interfere with a woman’s promotion or professional opportunity.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. Women will have less opportunity for advancement because of their gender.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. Women will be paid less because of their gender.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. Men will face gender-specific biases or obstacles to their career success.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. A parental leave will interfere with a man’s promotion or professional opportunity.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. Men will have less opportunity for advancement because of their gender.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. Men will be paid less because of their gender.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

**Section III – The Impact of Gender Inequity**

Select **one** answer for **each** statement that best describes what you believe will impact **your** professional career:

1. If you experience gender discrimination in the workplace, it will have a negative effect on your confidence in yourself as a professional.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. If you experience gender discrimination in the workplace, it will have a negative effect on your career advancement.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. If you experience gender discrimination in the workplace, it will have a negative effect on your job satisfaction.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. If you experience gender discrimination in the workplace, it will have a negative effect on your organizational commitment.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

1. If you experience gender discrimination in the workplace, it will have a negative effect on your career commitment.

□ Strongly Disagree □ Disagree □ Slightly Disagree □ Neither Agree nor disagree □ Slightly Agree □ Agree □ Strongly Agree

**Section IV - Demographics:**

1. What is your gender? □ Male □ Female
2. Which one of the selections below best describes your current age?

□ 18 – 25 □ 42 – 50

□ 26 – 33 □ 51 – 58

□ 34 – 41 □ 59 or older

1. Which **one** selection best describes your ethnicity/race?

□ American Indian or Alaskan Native □ Hispanic/Latino

□ Asian □ Middle East/Arab

□ African-American, not Hispanic origin □ Multi-racial

□ White, not of Hispanic origin □ Native Hawaiian or other Pacific Islander

1. Which **one** of the selections below best describes your supervisory level at your **current** job?

□ Not a Supervisor □ Supervisor-middle management □ Supervisor-upper management

1. Which **one** of the selections below best describes your **current** type of occupation?

□ Law Enforcement □ Healthcare/Medical □ Professional/Executive

□ Administrative/Clerical □ Sales Occupations □ Education and Research

□ Laborer/Mechanical □ Service Occupations □ Technical Occupations

1. Which one of the selections best describes your length of employment at your **current** job?

□ Less than 1 year □ Between 1 – 5 years □ Between 5 – 10 years

□ Between 10 – 15 years □ Between 15 – 20 years □ More than 20 years

1. Which selection best describes your **current** employer’s classification?

□ City □ Federal □ Private Sector

□ County □ State of Texas □ Non-Profit



*Thank you for your time and participation in completing this survey!*