

Attitudes towards Gender Equality Initiatives Questionnaires

The following questionnaires target a number of concepts which may be helpful for you to measure when assessing attitudes towards your Gender Equality Initiatives (GEIs).

There are three main ways you can use these questionnaires:

1. You may wish to assess all the concepts by using all the brief questionnaires provided in this document (38 questions in total).
2. If this is not feasible or necessary, you may choose which concepts to target and use the corresponding questionnaires. However, we recommend you always include the *Support for the Gender Equality Initiative* questionnaire in your assessment, as increased support for GEIs was the main target of our research.
3. If you wish to measure all or some of the concepts but it would not be feasible to use all of the questions due to time demands, then you may choose to only use the questions denoted by an asterisk for a shorter version. *Perceived Anti-Women Discrimination* should not be shortened. Note also that a shorter version is not available for the *Diversity Fatigue* and *Institution/Department Support for GEI* as we did not have data to support shortening these questionnaires.

Tips for Administering the Questionnaires

- Do not include the titles, concept names or scoring methods for the questionnaires when administering them, as this may influence responding.
- You may wish to assess your chosen concepts before and after implementing a GEI that aligns with some of the relevant suggestions made by our research to determine whether the GEI has resulted in a change in attitudes amongst participants.
- Try to randomize both the order of your questionnaires and the order of the questions within each questionnaire so that not every participant gets the questionnaires and questions in the exact same order every time. This reduces any potential order effects.

The rating scales and scoring methods are provided for each questionnaire below.

Concept 1 - Support for Gender Equality Initiatives

Adapted from Dover, Major & Kaiser (2016)

Rated from 1 (*Strongly disagree*) to 5 (*Strongly agree*)

Please rate how much you agree or disagree with the following statements.

1. I would like to work for a University with this Gender Equality Initiative.*
2. I would like to apply for a post at a University with this Gender Equality Initiative.
3. I would not enjoy working for a University with this Gender Equality Initiative (reverse scored).
4. If I worked for a University with this Gender Equality Initiative, I would get involved in this initiative.
5. As part of my administrative roles, I would choose to get involved in this Gender Equality Initiative.*

Scoring: Reverse score item 3 (5 becomes *strongly disagree* to 1 *strongly agree*) and calculate a mean summary score of responses to all items. Higher scores represent more support for the Gender Equality Initiative.

Concept 2 – Concerns about Unfair Treatment in the Workplace

Adapted from Dover, Major & Kaiser (2016)

Rated from 1 (*Strongly disagree*) to 5 (*Strongly agree*)

Please rate how much you agree or disagree with the following statements.

1. If I were working at a University with this Gender Equality Initiative in place, I would worry that my gender would put me at a disadvantage. (Reverse Score).
2. A University with this Gender Equality Initiative seems like a fair place to work.*

3. A University with this Gender Equality Initiative would be a good place for someone like me to work.*

Scoring: Reverse score item 1 (5 becomes *strongly disagree* to 1 *strongly agree*) and calculate a mean summary score of responses to all items. Higher scores represent fewer concerns of unfair treatment in the workplace.

Concept 3 – Perceived Anti-Women Discrimination

Adapted from Dover, Major & Kaiser (2016)

Rated from 1 (*Not at all likely*) to 5 (*Extremely likely*)

How likely do you think a University with this Gender Equality Initiative would be to:

- (a) discriminate against women*
- (b) unfairly favour men*

Scoring: Calculate a mean summary score of responses to both items. Higher scores represent more concerns of anti-women discrimination.

Concept 4 – Internal Motivations to Engage with GEIs

Adapted from Plant & Devine (1998)

Rated from 1 (*Strongly disagree*) to 5 (*Strongly agree*)

Please rate how much you agree or disagree with the following statements.

1. Initiatives like this Gender Equality Initiative are a good use of my personal time.

2. According to my personal values, I agree with goals of initiatives like this Gender Equality Initiative.
3. Because of my personal values, I believe initiatives like this Gender Equality Initiative are wrong. (Reverse score)
4. I would participate in initiatives like this Gender Equality Initiative because I would want to.*
5. I would participate in initiatives like this Gender Equality Initiative because they are personally important to me.*

Scoring: Reverse score item 3 (5 becomes *strongly disagree* to 1 *strongly agree*) and calculate a mean summary score of responses to all items. Higher scores represent more internal motivations to engage with the Gender Equality Initiative.

Concept 5 – Self-Efficacy to Address Gender Bias

Adapted from Pietri et al., (2017); van Zomeren, Saguy, & Schellhaas (2012); and Chemers, Hu, & Garcia (2001)

Rated from 1 (*Strongly disagree*) to 5 (*Strongly agree*)

Please rate how much you agree or disagree with the following statements.

1. I believe that I can help address gender bias in my professional field.
2. I feel confident in my ability to address instances of gender bias in my professional field.*
3. I have been provided with opportunities to strengthen my ability to address gender bias in my professional field.*
4. I have been provided with opportunities to overcome obstacles related to addressing instances of gender bias.

5. I feel hopeful about being able to address examples of gender bias in my professional field.*
6. With the right amount of effort, I can address gender bias in my professional field.
7. I have a strong belief that I can help tackle gender bias in my professional field.*
8. I know how to address gender bias in my professional life.

Scoring: Calculate a mean summary score of responses to all items. Higher scores represent higher levels of self-efficacy to address gender bias promoted by the Gender Equality Initiative.

Concept 6 – Realistic Threat Perceptions

Adapted from Stephan, Ybarra, & Bachman (1999) & Stephan et al. (2000)

Realistic Threat captures perception that women in the field represent a threat to the status and success of men in that field.

Rated from 1 (*Strongly disagree*) to 5 (*Strongly agree*)

Please rate how much you agree or disagree with the following statements.

If this Gender Equality Initiative is successful, I think:

1. Women get more from my professional field than they contribute.*
2. Women are not displacing men from their jobs in my professional field.*
(Reverse Score)
3. Women have made it more difficult for men to get jobs in my professional field.*
4. Women are taking power away from men in my professional field.*
5. By entering my professional field, women are undermining the status of men in my professional field.

Scoring: Reverse score item 2 (where 5 becomes *strongly disagree* to 1 *strongly agree*) and calculate a mean summary score of responses to all items so that higher scores represent more realistic threat resulting from greater gender equality.

Concept 7 – Institution/Departmental Support for GEI

Adapted from McKay, Avery, & Morris (2008) and Nishii (2013)

Rated from 1 (*Strongly disagree*) to 5 (*Strongly agree*)

Note: Use either the term institution or department depending on the level you wish to target.

Please rate how much you agree or disagree with the following statements.

1. My institution/department maintains an environment that supports gender equality.
2. Top leaders demonstrate a visible commitment to gender equality.
3. This institution/department has a culture in which employees appreciate the differences that diverse genders bring to the workplace.
4. This institution/department has a fair promotion process for all genders.
5. This institution/department invests in the development of employees of all genders.

Scoring: Calculate a mean summary score of responses to all items. Higher scores represent an institutional/departmental environment that supports gender equality.

Concept 8 – Diversity Fatigue

Adapted from Smith, McPartlan, Poe, & Thoman (2021)

Rated from 1 (*Not At All True*) to 5 (*Completely True*)

Note: Replace {your/my university} with the name of your institution. Or, if using a general sample across universities, you can leave it as written.

The following questions concern your feelings about [your university] during the last year. (If you have been at this university for less than a year, this concerns the entire time you have been here).

1. I am tired of hearing about gender equality issues on campus.
2. I feel annoyed when someone brings up concerns about gender equality in academia.
3. I do not want to see any more gender equality classes and programs at {my university}.
4. I worry that {my university} has neglected other important issues because of too much focus on gender equality initiatives.
5. Gender equality efforts on campus are becoming distracting.

Scoring: Calculate a mean summary score of responses to all items. Higher scores indicate more fatigue in relation to Gender Equality Initiatives.

Overall Questions Total: 38