

Collecting Diversity Demographic Data for Research

DIVERSITY AND INCLUSION

This document outlines suggested wording for diversity demographic questions for researchers at Macquarie University undertaking quantitative and/or qualitative data collection. These could be included in data systems, forms, and surveys. It may not be necessary to include all these questions – it is always important to consider why you are collecting data and how it will be used

Please use the questions provided below, which you can copy and paste.
Please remember to delete the notes (in magenta).

RECOMMENDED D&I DEMOGRAPHIC QUESTIONS:

NOTE:

1. *Ensure that demographic questions are optional and/or include 'prefer not to say' as a response for all questions. Make it clear that participants do not have to respond if they don't want to - it's up to them, and they may feel comfortable to respond to some questions and not to others.*
2. *If this question is interviewer administered, the question must always be asked as written and no assumptions made by the interviewer.*

Gender:

Which of the following best describes your current gender identity?

We recognise there are many ways people identify and describe their gender identity. The terminology we have used is intended to recognise this diversity and we aim to be inclusive.

- Woman or Female
- Man or Male
- Non-Binary
- I use a different term (Please specify if you wish to) (**NOTE:** allow optional free text here)
- Prefer not to say

NOTE: *Research that is exclusively for trans populations may include additional gender variables when appropriate. In these cases, research participants may select more than one gender variable, so allowing for multiple selections should be considered. For indicators that are specific to trans research, please visit the Researcher page on [ACON's TransHub](#)*

At birth, you were recorded as:

- Female
- Male
- Another term (Please specify if you wish to) (**NOTE:** allow optional free text here)
- Prefer not to say

Aboriginal and Torres Strait Islander Identity:

Do you identify as Aboriginal and/or Torres Strait Islander?

- Yes, Aboriginal
- Yes, Torres Strait Islander
- Yes, Both
- Not sure/don't know
- No
- Prefer not to say

Cultural Diversity:

Are you of non-English speaking background?

You should indicate 'yes' to this question if you were:

- a) born overseas and your first language was not English*
- b) born in Australia but your first language was not English*

- Yes
- No
- Prefer not to say

Which country/region where you born in?

- Oceania and Antarctica
- North-West Europe
- Southern and Eastern Europe
- North Africa and the Middle East
- South-East Asia
- North-East Asia
- Southern and Central Asia
- Americas
- Sub-Saharan Africa
- Use countries listed as in [ABS Standard Australian Classification of Countries](#)*
- Not sure/don't know
- Another country not listed, please specify (**NOTE: allow optional free text here**)
- Prefer not to say

NOTE: *The Standard Australian Classification of Countries (SACC) has a three-level hierarchical structure that consists of major groups, minor groups and countries. Above are the 9 Major Groups please see the [ABS SACC listed countries](#)*

What is your cultural background?

- Oceanian
- North-West European
- Southern and Eastern European
- North African and the Middle Eastern
- South-East Asian
- North-East Asian
- Southern and Central Asian
- Peoples of the Americas

- Sub-Saharan African
- Use countries listed as in [ABS Australian Standard Classification of Cultural and Ethnic Groups](#)*
- Not sure/don't know
- Another cultural background not listed, please specify (**NOTE: allow optional free text here**)
- Prefer not to say

NOTE:

1. *Australian Standard Classification of Cultural and Ethnic Groups (ASCCEG), 2016 also has a three-level hierarchical structure that consists of broad group, narrow group and cultural and ethnic group. Above are the 9 Broad Groups please see the [ABS ASCCEG listed countries](#)*
2. *For the question above, the Diversity Council of Australia recommends allowing respondents to choose as many cultural identities as they would like.*

Disability:

Do you have a disability?

Disability includes physical, intellectual, psychiatric, sensory, neurological, learning disability, physical disfigurement and immunological.

- Yes
- No
- Prefer not to say

If yes, do you require adjustments?

An adjustment is a necessary or appropriate modification or adjustment made to ensure or enable equal participation.

- Yes (please specify) (**NOTE: allow optional free text here**)
- No
- Prefer not to say

NOTE: *For further information on research involving peoples with a disability please visit the [Australian Institute on Health and Welfare: Disability](#)*

Sexual Orientation

How do you describe your sexual orientation?

LGBTIQ+ refers to lesbian, gay, bisexual, transgender, gender diverse, intersex, and queer identities, and the '+' recognises that LGBTIQ does not include a range of other terms that people identify with or use.

- Straight (heterosexual)
- Gay or Lesbian
- Bisexual
- I use a different term (please specify) (**NOTE: allow optional free text here**)
- Don't know
- Prefer not to say

NOTE: *Researchers may include additional sexualities when appropriate. In these cases, people may identify as multiple identities (such as bisexual and queer), so allowing for multiple selections should be considered.*

Intersex Status

Were you born with a variation of sex characteristics (sometimes called 'intersex')?

- Yes
- No

- Don't know
- Prefer not to say

NOTE: Researchers conducting research with people born with a variation of sex characteristics should consult intersex-led organisations such as [Intersex Human Rights Australia](#).

Parents and Carers:

Do you have caring responsibilities for a dependent child or adult?

- Yes, parent
- Yes, carer
- Yes, both
- No
- Prefer not to say

PRONOUNS AND TITLES:

NOTE: We suggest that the following **Pronouns** and **Title** questions should be included when participants are asked to provide their personal details – not under a diversity demographic section. These questions enable you to refer to someone using the appropriate personal title or pronoun in all communications.

Pronouns:

What are your personal pronouns?

- He/his
- She/Hers
- They/Theirs
- Another option - please specify (**NOTE:** allow optional free text here)
- Prefer not to say

Title:

What is your preferred title?

- Miss
- Mrs
- Ms
- Mr
- Mx
- Dr
- Professor
- No title

REFERENCES:

- ACON recommended sexuality and gender indicators: <https://www.acon.org.au/what-we-are-here-for/policy-research/#recommended-sexuality-and-gender-indicators>
- Australian Institute of Health and Welfare. *People with Disability in Australia*, 2022 in Brief. Available at: <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/about>
- Diversity Council Australia accessed 09/22. *D&I 101: Conducting a diversity survey*. Available at: https://www.dca.org.au/system/files/di_101_diversity_survey_guide_dca_members_only_2020.pdf