

## **WELCOME TO THE EQUILIBRIUM NETWORK**

**To register, please complete this questionnaire, which enables us to start collecting very basic data about gender diversity within the built environment. We think the questionnaire will take around 10 to 15 minutes to complete; if you are an individual with no links to an organisation then it will take very much less.**

**If you work for an organisation, then you will be asked to give us information about the size of your organisation and the number of women at each level, so you might like to have this information to hand.**

**Please note that the information that you give in this questionnaire will be treated in the utmost confidence. It will be used in an anonymised format for statistical purposes but it will not be shared with others in any way that will allow data to be linked to individuals or their organisations.**

**You will be able to request a copy of our latest research: Women, Boards and the UK Built Environment; also a copy of The Equilibrium Network Charter in the final section of this questionnaire. You will also be asked whether you would like to take part in the pilot of the Charter that we are running in the first 6 months of 2018 - we would be delighted if the answer was yes!**

## SECTION 1: ABOUT YOU

\* 1. What is your name?

\* 2. What is your email address?

\* 3. Do you work for an organisation

No, I am registering as an individual

Yes, name of organisation:

4. If you work for an organisation, what is your job title?

\* 5. What roles do you / your organisation undertake? (tick all that apply)

Architect

Client or commissioner

Contractor

Civil Engineer

Structural Engineer

MEP Engineer

Specialist Engineer

Landscape architect

Planner

Policy maker

Project manager

Researcher or Academic

Surveyor

Other (please specify)

\* 6. How did you hear about The Equilibrium Network?

- Recommendation
- Word of mouth
- Invitation
- Internet search
- Other (please specify)

\* 7. Have you attended any of The Equilibrium Network events?

- Yes
- No

## SECTION 2: DIVERSITY POLICY

\* 8. Does your organisation have a diversity policy?

- Yes
- No
- Don't know

9. If the answer to Q7 is yes, how long have you had a diversity policy?

- 0-1 years
- 2-5 years
- > 5 years
- Don't know

10. If the answer to Q7 is yes, are your diversity policies making a difference?

- Yes
- No
- Don't know

\* 11. Do you or someone in your organisation have a means to monitor and track progress on diversity in your organisation?

- Yes
- No
- In part
- Don't know

\* 12. Does your organisation have a Diversity Champion?

- Yes, one
- Yes, more than one
- No
- Don't know

13. If the answer to Q11 is yes, is there a Diversity Champion on your Board / in the senior leadership team?

- Yes
- No
- Don't know

14. If the answer to Q11 is yes, please list the job title(s) of your Diversity Champion(s)

- Board member / senior leadership team member
- Someone in HR
- Chief Sustainability Officer
- Don't know
- Other (please specify)

15. If you answered 'don't know' to the questions in this Section, please could you put us in touch with someone in your organisation who might be able to give us the information?

### SECTION 3: GENERAL INFORMATION

\* 16. How many people are there in your organisation? (if multiple offices please provide stats for UK offices only)

- |                                       |  |
|---------------------------------------|--|
| <input type="radio"/> 0 to 10 staff   | <input type="radio"/> 100 to 250 staff |
| <input type="radio"/> 10 to 20 staff  | <input type="radio"/> 250 to 500 staff |
| <input type="radio"/> 20 to 50 staff  | <input type="radio"/> >500 staff       |
| <input type="radio"/> 50 to 100 staff | <input type="radio"/> Don't know       |

\* 17. What percentage of the people in your organisation are in fee earning / revenue generating roles?

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| <input type="radio"/> 0% - 10%   | <input type="radio"/> 60% to 70%  |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80%  |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90%  |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> Don't know  |
| <input type="radio"/> 50% to 60% |                                   |

\* 18. What percentage of your fee earning / revenue generating people are female?

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| <input type="radio"/> 0% - 10%   | <input type="radio"/> 60% to 70%  |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80%  |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90%  |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> Don't know  |
| <input type="radio"/> 50% to 60% |                                   |

\* 19. What percentage of your people are in non-fee earning / support roles?

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| <input type="radio"/> 0% - 10%   | <input type="radio"/> 60% to 70%  |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80%  |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90%  |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> Don't know  |
| <input type="radio"/> 50% to 60% |                                   |

\* 20. What percentage of your non-fee earning / support people are female?

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| <input type="radio"/> 0% - 10%   | <input type="radio"/> 60% to 70%  |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80%  |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90%  |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> Don't know  |
| <input type="radio"/> 50% to 60% |                                   |

\* 21. How many equity holding Partners / Directors are there in your organisation?

- Don't know
- Please add number if you do know:

\* 22. How many of your equity holding Partners / Directors are female?

- Don't know
- Please add number if you do know:

\* 23. How many non-equity holding Partners / Directors are there in your organisation?

- Don't know
- Please add number if you do know:

24. How many of your non-equity holding Partners / Directors are female?

- Don't know
- Please add number if you do know:

25. Excluding Partners / Directors, what percentage of your staff are senior / middle managers (Associates or above)?

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| <input type="radio"/> 0% - 10%   | <input type="radio"/> 60% to 70%  |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80%  |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90%  |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> Don't know  |
| <input type="radio"/> 50% to 60% |                                   |

\* 26. Excluding Partners / Directors, what percentage of your senior / middle managers (Associates or above) are female?

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| <input type="radio"/> 0% - 10%   | <input type="radio"/> 60% to 70%  |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80%  |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90%  |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> Don't know  |
| <input type="radio"/> 50% to 60% |                                   |

27. If you answered 'don't know' to the questions in this Section, please could you put us in touch with someone in your organisation who might be able to give us the information?

## SECTION 4: OPINION/1

\* 28. The next 6 questions are asking for your opinion on gender diversity within the built environment. Are you happy to answer these, or would you rather skip straight to the final section?

- Happy to answer
- Go to the final section

## SECTION 4: OPINION/2

29. In your opinion, has anyone been demonstrably responsible for driving gender diversity at senior level within the built environment? (please tick no more than two answers)

- |  |   |
|--|---|
| <input type="checkbox"/> The Government                              | <input type="checkbox"/> Individual companies |
| <input type="checkbox"/> Profession / Industry Bodies & Institutions | <input type="checkbox"/> Individuals          |
| <input type="checkbox"/> Clients / commissioners                     | <input type="checkbox"/> Nobody               |
| <input type="checkbox"/> Other                                       |   |

30. In your opinion, what have been the main reasons why women have left your organisation? (please tick no more than two answers)

- |  |   |
|--|---|
| <input type="checkbox"/> Better opportunities elsewhere within the built environment | <input type="checkbox"/> To improve work/life balance                         |
| <input type="checkbox"/> Better opportunities outside the built environment          | <input type="checkbox"/> Salary   |
| <input type="checkbox"/> No opportunity to progress                                  | <input type="checkbox"/> To have and raise children                           |
| <input type="checkbox"/> Desire to do something different                            | <input type="checkbox"/> Not feeling comfortable with the working environment |
| <input type="checkbox"/> Other   |   |

31. In your opinion, what are the reasons that women are not better represented on Boards and in the top leadership teams across the built environment? (please tick no more than two answers)

- Lack of champions
- Insufficient numbers of women ready to step up / in the pipeline
- Lack of opportunity
- Lack of interest in taking a leadership role
- Not willing to commit
- Lack of experience
- Inability / unwillingness to invest financially
- Other

32. The percentage of women entering the industry at junior level is very much larger than the percentage of those who make it to the highest ranks. In your opinion, what changes will make the biggest difference to reducing this attrition within the built environment? (please tick no more than two answers)

- Improved salary
- Improved project opportunities
- Champions at senior level
- Mentoring & training
- Improved parental policies
- Flexible working
- Changes to workplace culture
- Other

33. In your opinion, what actions could make a demonstrable difference and increase female representation on Boards and in the top leadership teams across the built environment? (please tick no more than two answers)

- All female shortlists
- Mandatory % representation for all Boards / senior teams
- Peer / industry pressure
- Champions at senior level
- Incremental change through individual companies investing in diversity
- Other

34. Do you have any further observations that you would like to add?

## SECTION 5: GET INVOLVED

\* 35. Would you be willing for your organisation to be named as a participant in The Equilibrium Network?

- Yes
- No
- I am completing this survey as an individual

\* 36. Would you like us to email you a copy of our recently completed research paper: Women, Boards and The UK Built Environment?

- Yes
- No

37. Would you like us to email you a copy of The Equilibrium Network Charter?

- Yes
- No

\* 38. We are asking organisations to sign up to a pilot study of The Equilibrium Network Charter, which runs from **February to July 2018**. As well as contributing to a suite of robust and vital data that will help us explore how gender diversity can be delivered at senior level, we hope this exercise will benefit the organisations that take part. Would your organisation be willing to take part in this pilot study?

- Yes:
- No
- Next time
- n/a

\* 39. Would you or your organisation be interested in becoming a sponsor of The Equilibrium Network, either financially or in kind?

- Yes
- No
- Maybe

\* 40. Would you or your organisation be willing to provide a donation for one or a number of The Equilibrium Network's specific research and development projects?

- Yes
- No
- Maybe

\* 41. By completing this questionnaire, you have automatically registered as a Friend of The Equilibrium Network. This means that your contact details will be included in our database and we will contact you about future initiatives and events.

- I am happy to be a Friend of The Equilibrium Network
- I do not wish to be a Friend of The Equilibrium Network

**Thank you for your time and patience in completing this questionnaire.**

**With your support, we look forward to improving gender diversity across the built environment.**