

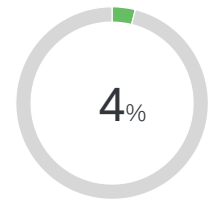
Filters

Age: All Australian South Sea Islander: All First Nations: All Gender: All Language at home: All LGBTQI+: All

Leadership level: All Length of service: All Living with disability: All Region: All

2023 Volunteering for Queensland survey

Response Rate



Responses

1204 of 31014

Exportable Summary

For printing using Export Page, with hide filters and hide header unchecked.

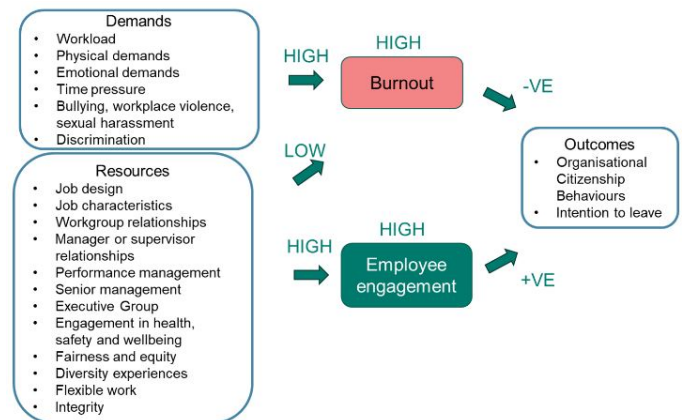
The 2023 Volunteering for Queensland (VfQ) survey uses the Resources - Demands - Outcomes model of engagement.

How to interpret this report

Focusing on the relationship between resources and demands, and improving that relationship, will have positive impacts on employee engagement, leading to better outcomes for volunteers.

1. Engagement;
2. Resources;
3. Demands;
4. Workplace bullying, sexual harassment, and workplace violence and aggression;
5. Racism and discrimination;
6. Outcomes; and
7. Explanatory information.

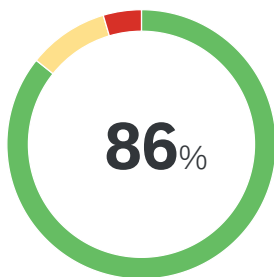
Resources - Demands - Outcomes Model of Engagement



1. Engagement

The overall engagement score (% favourable) and the individual engagement score items are shown below.

Engagement



vs 2022

▲ 3

Engagement questions

Question	Responses	Distribution	vs 2022	QFES	QFES
Q35d I am proud to tell others I volunteer for my organisation	1,019	90%	+1	0	0
Q35c I would recommend my service as a great place to volunteer	1,020	85%	+4	0	0
Q35e I feel strong personal attachment to my organisation	1,014	82%	+3	0	0

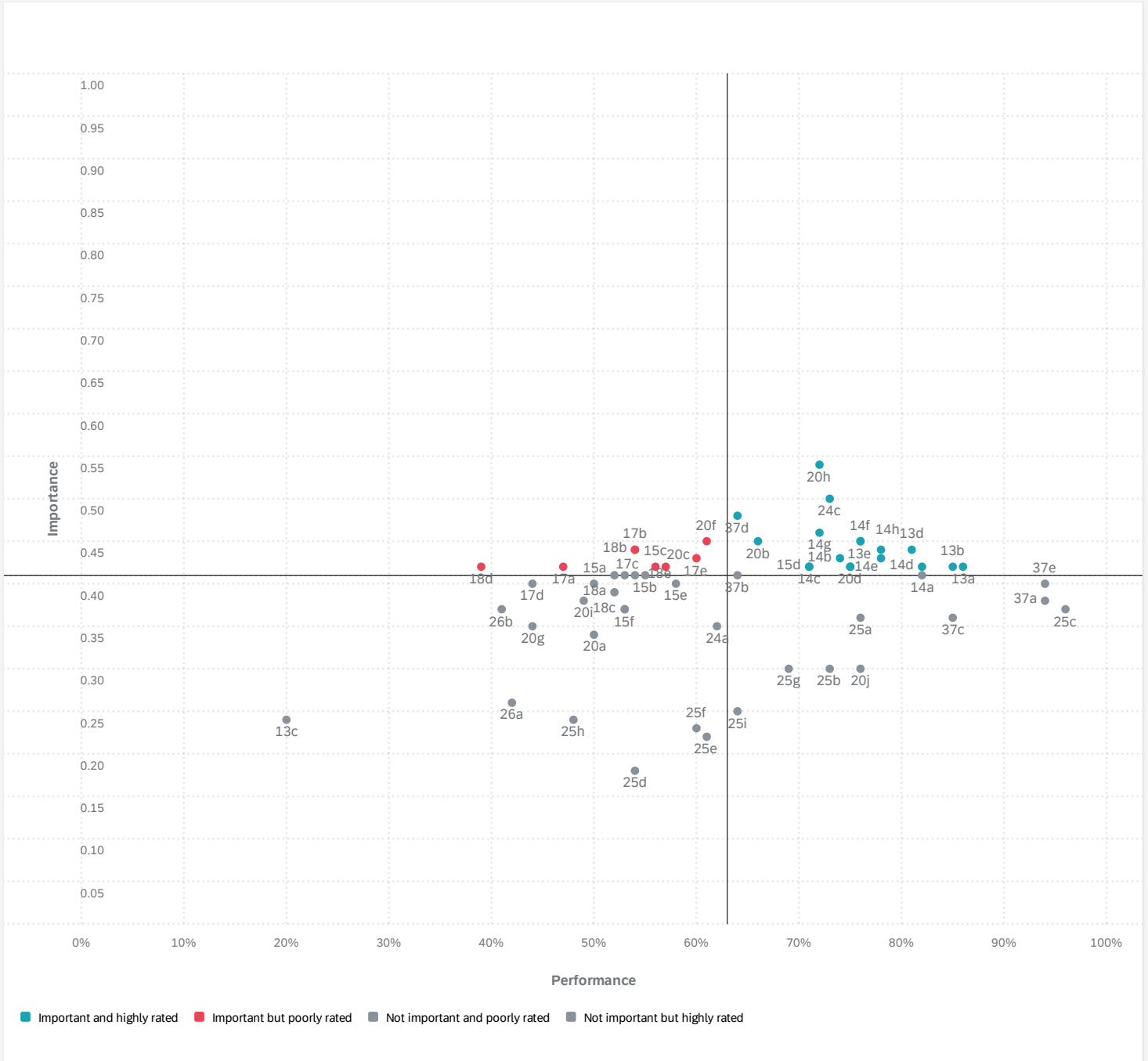
Engagement Importance and Performance quadrant plot

This quadrant plot displays the key drivers of volunteer engagement for this service/team. It is a prioritisation tool - use it to identify the key drivers that have the greatest impact on engagement.

Refer to the *Explanatory information* section at the end of this report.

Improve
performance of items in the top left

Maintain
performance of items in the top right



Monitor
items in the bottom left for improvement

Review
resources allocation for items in the bottom right

Note: Question numbers are shown on the quadrant plot above. A list of the questions is provided at the end of this report.

2. Resources

Name	Distribution	vs 2022	QFES	QFES
> Code of conduct: Integrity	<div style="display: flex; justify-content: space-between;"><div style="width: 80%; background-color: #28a745;">80%</div><div style="width: 13%; background-color: #ffc107;">13%</div><div style="width: 7%; background-color: #dc3545;">7%</div></div>	-1	0	0
▼ Information and Communication	<div style="display: flex; justify-content: space-between;"><div style="width: 56%; background-color: #28a745;">56%</div><div style="width: 30%; background-color: #ffc107;">30%</div><div style="width: 15%; background-color: #dc3545;">15%</div></div>	-2	0	0
Q11 : I am well informed about what is happening in QFES	<div style="display: flex; justify-content: space-between;"><div style="width: 56%; background-color: #28a745;">56%</div><div style="width: 30%; background-color: #ffc107;">30%</div><div style="width: 15%; background-color: #dc3545;">15%</div></div>	-2	0	0
> Your Job: Autonomy	<div style="display: flex; justify-content: space-between;"><div style="width: 73%; background-color: #28a745;">73%</div><div style="width: 15%; background-color: #ffc107;">15%</div><div style="width: 13%; background-color: #dc3545;">13%</div></div>	+1	0	0
> Your Job: Clarity	<div style="display: flex; justify-content: space-between;"><div style="width: 89%; background-color: #28a745;">89%</div><div style="width: 6%; background-color: #ffc107;">6%</div><div style="width: 5%; background-color: #dc3545;">5%</div></div>	-1	0	0
> Your Job: Task Significance	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #28a745;">64%</div><div style="width: 24%; background-color: #ffc107;">24%</div><div style="width: 12%; background-color: #dc3545;">12%</div></div>	+1	0	0
> Your Job: Task Identity	<div style="display: flex; justify-content: space-between;"><div style="width: 85%; background-color: #28a745;">85%</div><div style="width: 10%; background-color: #ffc107;">10%</div><div style="width: 5%; background-color: #dc3545;">5%</div></div>	+1	0	0
> Social Support: My Workgroup Effectiveness	<div style="display: flex; justify-content: space-between;"><div style="width: 82%; background-color: #28a745;">82%</div><div style="width: 11%; background-color: #ffc107;">11%</div><div style="width: 7%; background-color: #dc3545;">7%</div></div>	+1	0	0
> Social Support: Workgroup Respect and Psychological Safety	<div style="display: flex; justify-content: space-between;"><div style="width: 82%; background-color: #28a745;">82%</div><div style="width: 10%; background-color: #ffc107;">10%</div><div style="width: 8%; background-color: #dc3545;">8%</div></div>	0	0	0
> Social Support: My Leader and Workgroup Performance	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #28a745;">74%</div><div style="width: 15%; background-color: #ffc107;">15%</div><div style="width: 11%; background-color: #dc3545;">11%</div></div>	0	0	0
> Social Support: My Leader and Respectful Relationship	<div style="display: flex; justify-content: space-between;"><div style="width: 78%; background-color: #28a745;">78%</div><div style="width: 12%; background-color: #ffc107;">12%</div><div style="width: 10%; background-color: #dc3545;">10%</div></div>	+1	0	0
> Social Support: My Leader Honesty and Integrity	<div style="display: flex; justify-content: space-between;"><div style="width: 82%; background-color: #28a745;">82%</div><div style="width: 11%; background-color: #ffc107;">11%</div><div style="width: 7%; background-color: #dc3545;">7%</div></div>	0	0	0
> Building Your Future: Professional Development	<div style="display: flex; justify-content: space-between;"><div style="width: 54%; background-color: #28a745;">54%</div><div style="width: 24%; background-color: #ffc107;">24%</div><div style="width: 22%; background-color: #dc3545;">22%</div></div>	0	0	0
> Building Your Future: Performance Discussions	<div style="display: flex; justify-content: space-between;"><div style="width: 61%; background-color: #28a745;">61%</div><div style="width: 23%; background-color: #ffc107;">23%</div><div style="width: 16%; background-color: #dc3545;">16%</div></div>	+2	0	0
> Keeping You Well: My Confidence Discussing Wellbeing with My Manager	<div style="display: flex; justify-content: space-between;"><div style="width: 62%; background-color: #28a745;">62%</div><div style="width: 21%; background-color: #ffc107;">21%</div><div style="width: 17%; background-color: #dc3545;">17%</div></div>	+1	0	0
> Keeping You Well: In My Workgroup	<div style="display: flex; justify-content: space-between;"><div style="width: 48%; background-color: #28a745;">48%</div><div style="width: 38%; background-color: #ffc107;">38%</div><div style="width: 15%; background-color: #dc3545;">15%</div></div>	-2	0	0
> Keeping You Well: Leadership	<div style="display: flex; justify-content: space-between;"><div style="width: 67%; background-color: #28a745;">67%</div><div style="width: 19%; background-color: #ffc107;">19%</div><div style="width: 14%; background-color: #dc3545;">14%</div></div>	-1	0	0
> Keeping You Well: My Organisation Values My Wellbeing	<div style="display: flex; justify-content: space-between;"><div style="width: 72%; background-color: #28a745;">72%</div><div style="width: 17%; background-color: #ffc107;">17%</div><div style="width: 11%; background-color: #dc3545;">11%</div></div>	-3	0	0
> Keeping You Well: Cultural Safety	<div style="display: flex; justify-content: space-between;"><div style="width: 46%; background-color: #28a745;">46%</div><div style="width: 48%; background-color: #ffc107;">48%</div><div style="width: 6%; background-color: #dc3545;">6%</div></div>	-3	0	0
> Keeping you Well: In My Role	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #28a745;">74%</div><div style="width: 12%; background-color: #ffc107;">12%</div><div style="width: 14%; background-color: #dc3545;">14%</div></div>	-1	0	0
> Leadership: Senior Leaders	<div style="display: flex; justify-content: space-between;"><div style="width: 53%; background-color: #28a745;">53%</div><div style="width: 28%; background-color: #ffc107;">28%</div><div style="width: 20%; background-color: #dc3545;">20%</div></div>	+2	0	0
> Leadership: Executive Leadership Team	<div style="display: flex; justify-content: space-between;"><div style="width: 50%; background-color: #28a745;">50%</div><div style="width: 33%; background-color: #ffc107;">33%</div><div style="width: 17%; background-color: #dc3545;">17%</div></div>	0	0	0
> Fair and Equitable Treatment	<div style="display: flex; justify-content: space-between;"><div style="width: 72%; background-color: #28a745;">72%</div><div style="width: 16%; background-color: #ffc107;">16%</div><div style="width: 12%; background-color: #dc3545;">12%</div></div>	-2	0	0
> Fair and Equitable Treatment: Performance management	<div style="display: flex; justify-content: space-between;"><div style="width: 61%; background-color: #28a745;">61%</div><div style="width: 26%; background-color: #ffc107;">26%</div><div style="width: 13%; background-color: #dc3545;">13%</div></div>	-1	0	0
> Fair and Equitable Treatment: Recruitment Process	<div style="display: flex; justify-content: space-between;"><div style="width: 53%; background-color: #28a745;">53%</div><div style="width: 31%; background-color: #ffc107;">31%</div><div style="width: 16%; background-color: #dc3545;">16%</div></div>	-2	0	0
> Fair and Equitable Treatment: Gender	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #28a745;">74%</div><div style="width: 20%; background-color: #ffc107;">20%</div><div style="width: 6%; background-color: #dc3545;">6%</div></div>	+8	0	0
> Fair and Equitable Treatment: Age	<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #28a745;">77%</div><div style="width: 13%; background-color: #ffc107;">13%</div><div style="width: 10%; background-color: #dc3545;">10%</div></div>	+2	0	0
> Fair and Equitable Treatment: Aboriginal and/or Torres Strait Islander	<div style="display: flex; justify-content: space-between;"><div style="width: 70%; background-color: #28a745;">70%</div><div style="width: 26%; background-color: #ffc107;">26%</div><div style="width: 4%; background-color: #dc3545;">4%</div></div>	+14	0	0
> Fair and Equitable Treatment: Australian South Sea Islander	<div style="display: flex; justify-content: space-between;"><div style="width: 70%; background-color: #28a745;">70%</div><div style="width: 27%; background-color: #ffc107;">27%</div><div style="width: 3%; background-color: #dc3545;">3%</div></div>	+16	0	0
> Fair and Equitable Treatment: Cultural Background	<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #28a745;">76%</div><div style="width: 21%; background-color: #ffc107;">21%</div><div style="width: 3%; background-color: #dc3545;">3%</div></div>	+11	0	0
> Fair and Equitable Treatment: Disability	<div style="display: flex; justify-content: space-between;"><div style="width: 53%; background-color: #28a745;">53%</div><div style="width: 30%; background-color: #ffc107;">30%</div><div style="width: 17%; background-color: #dc3545;">17%</div></div>	+9	0	0
> Fair and Equitable Treatment: Sexual Orientation	<div style="display: flex; justify-content: space-between;"><div style="width: 69%; background-color: #28a745;">69%</div><div style="width: 26%; background-color: #ffc107;">26%</div><div style="width: 5%; background-color: #dc3545;">5%</div></div>	+9	0	0

3. Demands

Percentage of volunteers who responded with ALWAYS or OFTEN (the darker the purple, the more negative)

Comparison: Current Unit

Breakout: **One level below**

		CFES	Fire and Rescue Se...	PSOs and Chaplains	Rural Fire Service	State Emergency S...
Responses	1,204	48	58	768	330	
Q21a / My volunteering is emotionally demanding	15%	23%	28%	14%	13%	
Q21b / My volunteering is physically demanding	26%	30%	8%	31%	15%	
Q21c / I am overloaded with my volunteering commitments	8%	10%	4%	8%	10%	

4. Workplace bullying, sexual harassment, and workplace violence and aggression

In the last 12 months, have you experienced...

Workplace bullying

↓	2023 count	2023 %	2022 count	2022 %
Yes, but I am not experiencing it now	71	7%	109	9%
Yes, and I am currently experiencing this behaviour	52	5%	62	5%
No	842	85%	1,018	82%
Don't know	30	3%	48	4%

Workplace violence and aggression

↓	2023 count	2023 %	2022 count	2022 %
Yes	44	4%	68	6%
No	929	93%	1,138	92%
Don't know	22	2%	29	2%

Sexual harassment

↓	2023 count	2023 %	2022 count	2022 %
Yes, but I am not experiencing it now	16	2%	11	1%
Yes, and I am currently experiencing this behaviour	2	0%	5	0%
No	964	97%	1,202	97%
Don't know	11	1%	19	2%

5. Racism and discrimination

In the last 12 months, have you experienced...

Racism

	2023 count	2023 %	2022 count	2022 %
No	958	97%	1,200	97%
Yes	26	3%	41	3%

Discrimination because of my disability

↓	2023 count	2023 %	2022 count	2022 %
Yes	31	3%	44	4%
No	943	97%	1,184	96%

Discrimination because of my sexual orientation

↓	2023 count	2023 %	2022 count	2022 %
Yes	9	1%	12	1%
No	967	99%	1,211	99%

Discrimination because of my gender

↓	2023 count	2023 %	2022 count	2022 %
Yes	45	5%	74	6%
No	933	95%	1,141	94%

Discrimination because of my age

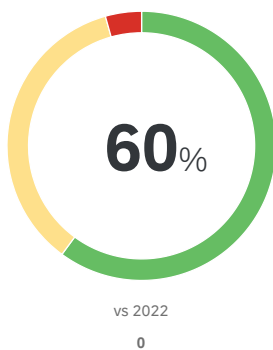
↓	2023 count	2023 %	2022 count	2022 %
Yes	82	8%	115	9%
No	896	92%	1,118	91%

Discrimination because of my cultural background

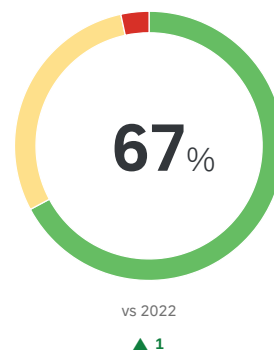
↓	2023 count	2023 %	2022 count	2022 %
Yes	19	2%	27	2%
No	958	98%	1,197	98%

6. Outcomes

Connection with volunteering



Innovation and growth



Impact

Question	Responses	Distribution ▾	vs 2022
Q35a My volunteer work has a positive impact on the lives of the people of Queensland	1,018	<div style="display: flex; align-items: center;"> <div style="width: 92%; height: 10px; background-color: #28a745;"></div> <div style="width: 7%; height: 10px; background-color: #ffc107;"></div> <div style="width: 1%; height: 10px; background-color: #dc3545;"></div> </div>	+2
Q35b My organisation has a positive impact on the lives of the people of Queensland	1,017	<div style="display: flex; align-items: center;"> <div style="width: 90%; height: 10px; background-color: #28a745;"></div> <div style="width: 7%; height: 10px; background-color: #ffc107;"></div> <div style="width: 3%; height: 10px; background-color: #dc3545;"></div> </div>	0

Intention to leave

↓	2023 count	2023 %	2022 count	2022 %
I will leave in the next 12 months	34	3%	36	3%
I want to keep volunteering for the next one to two years	150	15%	175	14%
I want to keep volunteering for at least the next three years	717	72%	839	68%
I am thinking about leaving	101	10%	187	15%

Reasons for leaving

↓	2023 count	2023 %	2022 count	2022 %
Too much red tape	48	36%	80	36%
Out-of-pocket expenses	21	16%	19	9%
Other – please specify:	65	49%	113	51%
Not enough time / busy with other commitments	19	14%	32	14%
Moved locations	11	8%	6	3%
Life changes caused me to leave	6	5%	13	6%
Lack of training	49	37%	68	31%
Lack of leadership / direction	57	43%	112	51%
Lack of equipment/uniform	21	16%	26	12%
Lack of diversity of role	15	11%	17	8%
Lack of communication	50	38%	66	30%
It is a waste of time	12	9%	27	12%
I don't like the culture	42	32%	72	33%
Changed jobs	2	2%	7	3%

7. QFES agency-specific questions

This page shows results for the QFES agency-specific questions that were selected for the 2023 *Working for Queensland* survey, and were included in the *Volunteering for Queensland* survey.

Question	Responses	Distribution ▾	vs 2022	QFES	QFES
Q37e I understand the importance of behaving in a manner aligned to the QFES values	994		0	0	0
Q37a I understand what is expected of me in terms of workplace behaviour as outlined in the Code of Conduct for the Queensland Public Service	1,001		-1	0	0
Q35g I respect and value the contribution of all QFES' services	1,028		0	0	0
Q35j I have contributed to positive workplace experiences over the past 12 months	1,001		+1	0	0
Q35i Our people have a strong unity of purpose	999		+2	0	0
Q19j I know how to access support through FESSN (Fire and Emergency Services Support Network)	1,047		-4	0	0
Q35h QFES values and respects volunteer contributions	1,031		+3	0	0
Q35fi feel valued as a member of QFES	1,029		+1	0	0
Q13c I have had a conversation with my team about the results of last year's survey	1,130		+1	0	0

Behaviour in my workplace reflects each of the QFES values

Question	Responses	Distribution ▾	vs 2022	QFES	QFES
Q38d Courage	983		+1	0	0
Q38a Respect	985		0	0	0
Q38e Integrity	980		0	0	0
Q38b Loyalty	984		0	0	0
Q38c Trust	984		-1	0	0

I would feel comfortable calling out unacceptable behaviour if it was displayed by

↓	2023 count	2023 %	2022 count	2022 %
None of the above	95	10%	104	8%
My leader	734	75%	956	77%
A senior leader	593	60%	782	63%
A member of the Executive Leadership Team	500	51%	660	53%
A member of my team	860	87%	1,092	88%

If you witnessed bullying, sexual harassment, discrimination, or aggressive behaviour in your workplace, did you do any of the following?

↓	2023 count	2023 %	2022 count	2022 %
10 - I did not witness this behaviour in my workplace	699	73%	872	73%
09 - Other	17	2%	23	2%
08 - Submitted a formal complaint	34	4%	45	4%
07 - Told Human Resources	17	2%	14	1%
06 - Told a manager	144	15%	159	13%
05 - Told a colleague	60	6%	52	4%
04 - Told the person the behaviour was not OK	130	14%	133	11%
03 - Spoke to the person who behaved in a negative way	115	12%	127	11%
02 - Spoke to the person who experienced the behaviour	143	15%	162	14%
01 - Took no action	21	2%	36	3%

7. Explanatory Information

How to use the quadrants

- **Maintain** (high importance, high performance) - Maintain these positive scores.
- **Improve** (high importance, low performance) - Improve these scores.
- **Monitor** (low importance, low performance) - Monitor these scores and to further explore what the root causes may be when resources become available.
- **Review** (low importance, high performance) - Understand how to maintain these positive scores, review the level of resources allocated to these items and possibly divert them to priority areas.

How to interpret the Engagement quadrant plot

Performance axis (horizontal)

- Reflects the % favourable score of the key driver
- This threshold is set using the median values of results for the hierarchy level selected

Importance axis (vertical)

- Indicates how well the key driver predicts employee engagement (correlation coefficient)
- This threshold is calculated using the median values of results for the hierarchy level selected

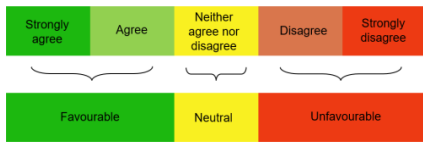
Questions for Engagement quadrant plot

Q13a In my team, we treat each other respectfully
Q13b In my team, I am comfortable speaking up to share a different view to my colleagues
Q13c I have had a conversation with my team about the results of last year's survey
Q13d In my team, we share learnings
Q13e In my team, we welcome diverse ideas and thoughts
Q14a My leader treats people in our volunteer environment respectfully
Q14b My leader encourages discussion on ways to improve team performance
Q14c My leader clearly communicates performance expectations
Q14d My leader demonstrates honesty and integrity
Q14e My leader listens to what I have to say
Q14f I feel comfortable discussing my volunteer work challenges with my leader
Q14g I can rely on my leader to help me work through volunteer work challenges
Q14h My leader shows appreciation for my contribution to our volunteering objectives
Q15a My leader and I discuss my development
Q15b My leader takes the time to provide informal feedback on my performance
Q15c My leader provides me with constructive feedback to help improve my performance
Q15d My leader recognises and acknowledges when I do something well
Q15e My leader proactively supports my development by connecting me with learning and development opportunities
Q15f QFES provides flexible training opportunities e.g. various formats, times and locations
Q17a Senior leaders provide clear direction for the future of the organisation
Q17b Senior leaders model the values/principles of my organisation
Q17c Senior leaders keep volunteers informed about what's going on
Q17d Senior leaders create an environment where volunteers feel heard
Q17e Senior leaders demonstrate honesty and integrity
Q18a The Executive Leadership Team communicates a clear direction for the future of the organisation
Q18b The Executive Leadership Team models the values/principles of my organisation
Q18c The Executive Leadership Team keeps volunteers informed about what's going on
Q18d The Executive Leadership Team creates an environment where volunteers feel heard
Q18e The Executive Leadership Team acts with a high level of integrity
Q20a My team cares about the cultural safety of Aboriginal and Torres Strait Islander colleagues
Q20b I am confident discussing my wellbeing with my leader

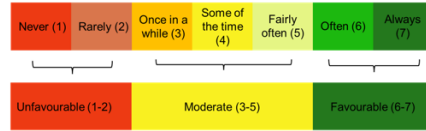
Q20c I am confident discussing my mental health with my leader
Q20d My leader proactively encourages people to speak up if they feel something could be a risk to their health, safety or wellbeing
Q20e I am provided with the right equipment to perform my volunteer role safely
Q20f In my workplace senior leaders act quickly to correct problems/issues that affect volunteers' health, safety and wellbeing
Q20g I feel that my leader takes responsibility for ensuring the cultural safety of Aboriginal and Torres Strait Islander volunteers
Q20h I feel that my organisation considers the wellbeing of the workforce to be important
Q20i I feel that my organisation provides a culturally safe work environment for Aboriginal and Torres Strait Islander volunteers
Q20j I know how to access support through FESSN (Fire and Emergency Services Support Network)
Q24a I understand the process to manage poor performance in my team
Q24b Recruitment strategies and/or processes are fair and transparent
Q24c People are treated fairly and equitably in my volunteer workplace
Q25a Age is not a barrier to success in my organisation
Q25b Being a woman is not a barrier to success in my organisation
Q25c Being a man is not a barrier to success in my organisation
Q25d Being gender diverse is not a barrier to success in my organisation
Q25e Being an Aboriginal and/or Torres Strait Islander person is not a barrier to success in my organisation
Q25f Being an Australian South Sea Islander person is not a barrier to success in my organisation
Q25g Cultural background is not a barrier to success in my organisation
Q25h Disability is not a barrier to success in my organisation
Q25i Sexual orientation is not a barrier to success in my organisation
Q26a In my volunteer workplace the cultural practices (e.g. Acknowledgement of Country) and significant dates (e.g. NAIDOC week) of both Aboriginal and Torres Strait people are acknowledged and celebrated
Q26b Leaders across my service take responsibility for building cultural capability of volunteers
Q37a I understand what is expected of me in terms of workplace behaviour as outlined in the Code of Conduct for the Queensland Public Service
Q37b Discussions about appropriate and ethical behaviour are common in my volunteer workplace
Q37c I am confident I would know how to report unethical behaviour if I became aware of it
Q37d I feel confident that if I reported unethical behaviour in my workplace, it would be appropriately managed
Q37e I understand the importance of behaving in a manner aligned to the QFES values

This question list includes questions asked on both the agreement scale and the frequency scales. The keys are as follows:

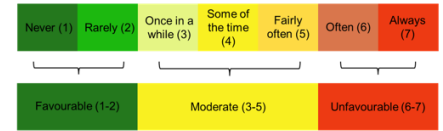
Agreement scale



Frequency scale - positively worded questions










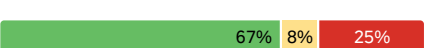





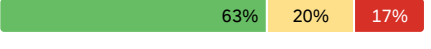



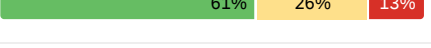




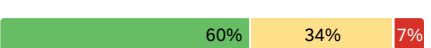


Frequency scale - negatively worded questions



All attitudinal questions ▾

Name	Responses	Distribution	vs 2022	QFES	QFES
Q35a My volunteer work has a positive impact on the lives of the people of Queensland	1018	92% 7%	+2	0	0
Q35b My organisation has a positive impact on the lives of the people of Queensland	1017	90% 7%	0	0	0
Q35d I am proud to tell others I volunteer for my organisation	1019	90% 8%	+1	0	0
Q10a I understand what is expected of me to effectively do my volunteer role	1181	89% 7%	-1	0	0
Q13a In my team, we treat each other respectfully	1162	86% 7%	+1	0	0
Q13b In my team, I am comfortable speaking up to share a different view to my colleagues	1162	85% 7% 8%	0	0	0
Q10c My volunteering gives me a feeling of accomplishment	1180	85% 10%	+1	0	0
Q35c I would recommend my service as a great place to volunteer	1020	85% 9%	+4	0	0
Q37c I am confident I would know how to report unethical behaviour if I became aware of it	996	85% 10%	-1	0	0
Q31c I feel confident that my leader supports LGBTIQ+ workplace inclusion	36	83% 8% 8%	+1	0	0
Q29c I feel safe and respected in my team	149	83% 10% 7%	+7	0	0
Q14a My leader treats people in our volunteer environment respectfully	1141	82% 10% 8%	+1	0	0
Q35e I feel strong personal attachment to my organisation	1014	82% 12%	+3	0	0
Q14d My leader demonstrates honesty and integrity	1134	82% 11% 7%	0	0	0
Q13d In my team, we share learnings	1151	82% 11% 7%	+1	0	0
Q25c Being a man is not a barrier to success in my organisation	945	81% 15%	+4	0	0
Q25b Being a woman is not a barrier to success in my organisation	896	79% 13% 8%	+10	0	0
Q33b I have the same access to development opportunities as my male colleagues	253	79% 10% 11%	+7	0	0

Q14e My leader listens to what I have to say	1136	<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #4CAF50; height: 10px;"></div><div style="width: 13%; background-color: #FFC107; height: 10px;"></div><div style="width: 9%; background-color: #F44336; height: 10px;"></div></div>	79%	13%	9%	+1	0	0
Q14h My leader shows appreciation for my contribution to our volunteering objectives	1138	<div style="display: flex; justify-content: space-between;"><div style="width: 78%; background-color: #4CAF50; height: 10px;"></div><div style="width: 13%; background-color: #FFC107; height: 10px;"></div><div style="width: 9%; background-color: #F44336; height: 10px;"></div></div>	78%	13%	9%	+1	0	0
Q31a I can achieve success in my service, as my authentic self	36	<div style="display: flex; justify-content: space-between;"><div style="width: 78%; background-color: #4CAF50; height: 10px;"></div><div style="width: 19%; background-color: #FFC107; height: 10px;"></div><div style="width: 3%; background-color: #F44336; height: 10px;"></div></div>	78%	19%	3%	+3	0	0
Q31h I feel safe and respected in my team	35	<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #4CAF50; height: 10px;"></div><div style="width: 11%; background-color: #FFC107; height: 10px;"></div><div style="width: 11%; background-color: #F44336; height: 10px;"></div></div>	77%	11%	11%	0	0	0
Q14f I feel comfortable discussing my volunteer work challenges with my leader	1126	<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #4CAF50; height: 10px;"></div><div style="width: 13%; background-color: #FFC107; height: 10px;"></div><div style="width: 11%; background-color: #F44336; height: 10px;"></div></div>	77%	13%	11%	+1	0	0
Q25a Age is not a barrier to success in my organisation	1004	<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #4CAF50; height: 10px;"></div><div style="width: 13%; background-color: #FFC107; height: 10px;"></div><div style="width: 10%; background-color: #F44336; height: 10px;"></div></div>	77%	13%	10%	+2	0	0
Q33c I have the same opportunity for leadership roles as my male counterparts	250	<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #4CAF50; height: 10px;"></div><div style="width: 12%; background-color: #FFC107; height: 10px;"></div><div style="width: 12%; background-color: #F44336; height: 10px;"></div></div>	76%	12%	12%	+6	0	0
Q25g Cultural background is not a barrier to success in my organisation	815	<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #4CAF50; height: 10px;"></div><div style="width: 21%; background-color: #FFC107; height: 10px;"></div><div style="width: 3%; background-color: #F44336; height: 10px;"></div></div>	76%	21%	3%	+11	0	0
Q31d I feel confident that senior leaders within my organisation support LGBTIQ+ workplace inclusion	36	<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #4CAF50; height: 10px;"></div><div style="width: 19%; background-color: #FFC107; height: 10px;"></div><div style="width: 6%; background-color: #F44336; height: 10px;"></div></div>	75%	19%	6%	+13	0	0
Q13e In my team, we welcome diverse ideas and thoughts	1147	<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #4CAF50; height: 10px;"></div><div style="width: 16%; background-color: #FFC107; height: 10px;"></div><div style="width: 10%; background-color: #F44336; height: 10px;"></div></div>	75%	16%	10%	-2	0	0
Q19d My leader proactively encourages people to speak up if they feel something could be a risk to their health, safety or wellbeing	1047	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #4CAF50; height: 10px;"></div><div style="width: 15%; background-color: #FFC107; height: 10px;"></div><div style="width: 10%; background-color: #F44336; height: 10px;"></div></div>	74%	15%	10%	-1	0	0
Q19e I am provided with the right equipment to perform my volunteer role safely	1061	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #4CAF50; height: 10px;"></div><div style="width: 12%; background-color: #FFC107; height: 10px;"></div><div style="width: 14%; background-color: #F44336; height: 10px;"></div></div>	74%	12%	14%	-1	0	0
Q10b I have the authority necessary to do my volunteering role effectively	1182	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #4CAF50; height: 10px;"></div><div style="width: 13%; background-color: #FFC107; height: 10px;"></div><div style="width: 13%; background-color: #F44336; height: 10px;"></div></div>	74%	13%	13%	-1	0	0
Q14b My leader encourages discussion on ways to improve team performance	1127	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #4CAF50; height: 10px;"></div><div style="width: 15%; background-color: #FFC107; height: 10px;"></div><div style="width: 12%; background-color: #F44336; height: 10px;"></div></div>	74%	15%	12%	0	0	0
Q14g I can rely on my leader to help me work through volunteer work challenges	1129	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #4CAF50; height: 10px;"></div><div style="width: 15%; background-color: #FFC107; height: 10px;"></div><div style="width: 12%; background-color: #F44336; height: 10px;"></div></div>	74%	15%	12%	+2	0	0
Q33d My leader is committed to gender equity	248	<div style="display: flex; justify-content: space-between;"><div style="width: 73%; background-color: #4CAF50; height: 10px;"></div><div style="width: 20%; background-color: #FFC107; height: 10px;"></div><div style="width: 7%; background-color: #F44336; height: 10px;"></div></div>	73%	20%	7%	+1	0	0
Q31b I feel confident that my colleagues support LGBTIQ+ workplace inclusion	36	<div style="display: flex; justify-content: space-between;"><div style="width: 72%; background-color: #4CAF50; height: 10px;"></div><div style="width: 11%; background-color: #FFC107; height: 10px;"></div><div style="width: 17%; background-color: #F44336; height: 10px;"></div></div>	72%	11%	17%	0	0	0
Q24c People are treated fairly and equitably in my volunteer workplace	1038	<div style="display: flex; justify-content: space-between;"><div style="width: 72%; background-color: #4CAF50; height: 10px;"></div><div style="width: 16%; background-color: #FFC107; height: 10px;"></div><div style="width: 12%; background-color: #F44336; height: 10px;"></div></div>	72%	16%	12%	-2	0	0
Q15d My leader recognises and acknowledges when I do something well	1101	<div style="display: flex; justify-content: space-between;"><div style="width: 71%; background-color: #4CAF50; height: 10px;"></div><div style="width: 18%; background-color: #FFC107; height: 10px;"></div><div style="width: 11%; background-color: #F44336; height: 10px;"></div></div>	71%	18%	11%	0	0	0
Q14c My leader clearly communicates performance expectations	1133	<div style="display: flex; justify-content: space-between;"><div style="width: 71%; background-color: #4CAF50; height: 10px;"></div><div style="width: 17%; background-color: #FFC107; height: 10px;"></div><div style="width: 12%; background-color: #F44336; height: 10px;"></div></div>	71%	17%	12%	+1	0	0
Q10d I am encouraged to take part in decisions that affect my volunteering role, where appropriate	1180	<div style="display: flex; justify-content: space-between;"><div style="width: 71%; background-color: #4CAF50; height: 10px;"></div><div style="width: 16%; background-color: #FFC107; height: 10px;"></div><div style="width: 13%; background-color: #F44336; height: 10px;"></div></div>	71%	16%	13%	+2	0	0
Q34c I help colleagues learn new skills or shared knowledge	1012	<div style="display: flex; justify-content: space-between;"><div style="width: 70%; background-color: #4CAF50; height: 10px;"></div><div style="width: 27%; background-color: #FFC107; height: 10px;"></div><div style="width: 3%; background-color: #F44336; height: 10px;"></div></div>	70%	27%	3%	+1	0	0
Q19h I feel that my organisation considers the wellbeing of the workforce to be important	1051	<div style="display: flex; justify-content: space-between;"><div style="width: 70%; background-color: #4CAF50; height: 10px;"></div><div style="width: 20%; background-color: #FFC107; height: 10px;"></div><div style="width: 10%; background-color: #F44336; height: 10px;"></div></div>	70%	20%	10%	-3	0	0
Q25e Being an Aboriginal and/or Torres Strait Islander person is not a barrier to success in my organisation	707	<div style="display: flex; justify-content: space-between;"><div style="width: 70%; background-color: #4CAF50; height: 10px;"></div><div style="width: 26%; background-color: #FFC107; height: 10px;"></div><div style="width: 4%; background-color: #F44336; height: 10px;"></div></div>	70%	26%	4%	+14	0	0
Q25f Being an Australian South Sea Islander person is not a barrier to success in my organisation	690	<div style="display: flex; justify-content: space-between;"><div style="width: 70%; background-color: #4CAF50; height: 10px;"></div><div style="width: 27%; background-color: #FFC107; height: 10px;"></div><div style="width: 3%; background-color: #F44336; height: 10px;"></div></div>	70%	27%	3%	+16	0	0
Q31e I feel confident that the Executive Leadership Team supports LGBTIQ+	36	<div style="display: flex; justify-content: space-between;"><div style="width: 60%; background-color: #4CAF50; height: 10px;"></div><div style="width: 25%; background-color: #FFC107; height: 10px;"></div><div style="width: 15%; background-color: #F44336; height: 10px;"></div></div>	60%	25%	15%	+4	0	0

Leadership team supports LGBTIQ+ workplace inclusion	36		+4	0	0
Q25i Sexual orientation is not a barrier to success in my organisation	780		+9	0	0
Q34b My volunteering role inspires me to do my best	1017		+1	0	0
Q33a In my volunteer workplace, my professional opinions and insights are as likely to be supported as my male colleagues	252		+4	0	0
Q33e My senior leaders are committed to gender equity	247		+7	0	0
Q33f The Executive Leadership Team is committed to gender equity	247		+7	0	0
31f I know LGBTIQ+ Allies in my organisation that I can approach for support	36		+4	0	0
Q19b I am confident discussing my wellbeing with my leader	1055		+1	0	0
Q10e I understand how I contribute to QFES' strategic objectives	1173		+1	0	0
Q34d I work with colleagues to identify better practice	1005		+1	0	0
Q10f I understand how the Human Rights Act 2019 applies to my volunteering	1167		+1	0	0
Q37d I feel confident that if I reported unethical behaviour in my workplace, it would be appropriately managed	993		0	0	0
Q37b Discussions about appropriate and ethical behaviour are common in my volunteer workplace	996		-2	0	0
Q24a I understand the process to manage poor performance in my team	1031		-1	0	0
Q16e Senior leaders demonstrate honesty and integrity	1079		+2	0	0
27a As an Aboriginal person, I feel culturally safe in my team	30		+1	0	0
Q15e My leader proactively supports my development by connecting me with learning and development opportunities	1096		+3	0	0
Q19f In my workplace senior leaders act quickly to correct problems/issues that affect volunteers' health, safety and wellbeing	1052		-2	0	0
Q18a In my team, we proactively discuss workplace safety	1062		-3	0	0
Q27a I am confident asking Aboriginal and/or Torres Strait Islander peoples for their perspectives in my volunteer work	873		+2	0	0
Q19c I am confident discussing my mental health with my leader	1047		+1	0	0
Q25d Being gender diverse is not a barrier to success in my organisation	646		+5	0	0
Q15c My leader provides me with constructive feedback to help improve my performance	1097		+1	0	0
Q15b My leader takes the time to provide informal feedback on my performance	1097		+3	0	0
Q17b Senior leaders model the values/principles of my organisation	1078		+1	0	0

Q16c Senior leaders keep volunteers informed about what's going on	1084	<div style="display: flex; width: 100%;"><div style="width: 54%; background-color: #4CAF50;"></div><div style="width: 24%; background-color: #FFC107;"></div><div style="width: 22%; background-color: #F44336;"></div></div>	54%	24%	22%	+3	0	0
Q17e The Executive Leadership Team acts with a high level of integrity	1062	<div style="display: flex; width: 100%;"><div style="width: 54%; background-color: #4CAF50;"></div><div style="width: 34%; background-color: #FFC107;"></div><div style="width: 12%; background-color: #F44336;"></div></div>	54%	34%	12%	+1	0	0
Q25h Disability is not a barrier to success in my organisation	812	<div style="display: flex; width: 100%;"><div style="width: 53%; background-color: #4CAF50;"></div><div style="width: 30%; background-color: #FFC107;"></div><div style="width: 17%; background-color: #F44336;"></div></div>	53%	30%	17%	+9	0	0
Q17b The Executive Leadership Team models the values/principles of my organisation	1072	<div style="display: flex; width: 100%;"><div style="width: 53%; background-color: #4CAF50;"></div><div style="width: 33%; background-color: #FFC107;"></div><div style="width: 14%; background-color: #F44336;"></div></div>	53%	33%	14%	-2	0	0
Q24b Recruitment strategies and/or processes are fair and transparent	1032	<div style="display: flex; width: 100%;"><div style="width: 53%; background-color: #4CAF50;"></div><div style="width: 31%; background-color: #FFC107;"></div><div style="width: 16%; background-color: #F44336;"></div></div>	53%	31%	16%	-2	0	0
Q17c The Executive Leadership Team keeps	1073	<div style="display: flex; width: 100%;"><div style="width: 53%; background-color: #4CAF50;"></div><div style="width: 29%; background-color: #FFC107;"></div><div style="width: 18%; background-color: #F44336;"></div></div>	53%	29%	18%	0	0	0