

Introduction: about the survey

ACEVO (Association of Chief Executives of Voluntary Organisations, registered charity no. 1114591) and Voice4Change England (registered charity no. 1140624) are carrying out research to understand what people connected to charities think about race equality, diversity and inclusivity in the charity sector.

SURVEY CLOSES 5PM, MONDAY 30 SEPTEMBER 2019.

Please respond today and tell us about your experiences and opinions. Early responses are appreciated.

This survey is open to people who a) self-identify as one of the ethnicities included in Black, Asian and Minoritised Ethnic (BAME; see definition below); and b) who have in the last five years worked (as interns, employees, volunteers, associates/freelancers or trustees) in registered charities in England and/or Wales – other than those explicitly BAME-led.

Definitions

In Census terms the BAME category covers everyone outside the category 'White British' (i.e. White English / Welsh / Scottish / Northern Irish). Groups classified as BAME include people identifying as Asian / Asian British; Black / African / Caribbean / Black British; or White Irish.

This survey asks for reflections on charities (excluding those that are 'BAME-led'). The charities with which we are concerned could include 'mainstream' charities, where staff and trustees can be from any ethnicity. We are also interested in charities mandated to be led by particular populations (other than BAME people), e.g. women or LGBTQI people and so on. We are not looking for feedback on BAME-led charities – as these are different when it comes to issues of racial diversity.

Findings and data

Findings and data from the survey will be collated by ACEVO and Voice4Change England to inform steps to support diversity in the charity sector. All answers will be anonymised and won't be traceable to you.

ACEVO is the Data Controller of your data under the Data Protection Act (1998). We will use this data only for research purposes and in ways that will not reveal who you are. National laws may require us to show information to university or government officials (or sponsors), who are responsible for monitoring the safety of this study. Directly identifying information (e.g. names, addresses) will be safeguarded and archived under controlled conditions. ACEVO may retain that data indefinitely. However, you may withdraw consent for your data to be used for our research purposes at any time, at which point we will not use your data from that date.

You may contact policy@acevo.org.uk regarding aspects of this survey.

Completing the survey

This online survey will take around 20 minutes to complete.

As an extra incentive/thank you are in with a chance of winning a share of £500! There will be ten randomly drawn £50 John Lewis vouchers on offer.

*** Consents**

- I confirm that I will respond to this survey based on my experience within the last five years in registered charities in England and/or Wales.
- I confirm that I self-identify as belonging to an ethnicity under the umbrella term Black, Asian and Minoritised Ethnic (BAME).
- I have read the information in the introduction and understand that the survey is anonymous, and that data held will be treated by ACEVO and Voice4Change England in strict confidence. No individual or organisation will be named in the resulting report.

Most recent charity work

Please tell us about your most recent/ongoing charity work.

* In what capacity or capacities is your ongoing/most recent charity work (You may tick more than one answer)

Employee

Volunteer

Associate/freelancer

Intern

Trustee


Other (please specify)

* Are you currently working for a registered charity as a volunteer, intern, employee, associate/freelancer or trustee?

Yes

No

If no, when were you last working as a volunteer, intern, employee, associate/freelancer or trustee in the charity sector?



* If you are/were an employee in a charity, what is/was your most recent annual salary?

* In total, for how long have you worked within the charity sector as a volunteer, intern, employee, associate/freelancer or trustee?

Recruitment

Tell us about how you were recruited into your most recent role/s. You can tell us about one, two or three of your most recent roles.

Charity 1

* Type of role

* How did you first hear about your most recent/current charity role (as staff, associate/freelancer, intern, volunteer or trustee)? (Please tick only one)

- Previously known to the charity, e.g. as a volunteer
- Personal or professional contact
- Via an agent/agency
- Through an alert to those with links to the charity, e.g. on the charity's website, social media or e-bulletin
- Through an open alert, e.g. a jobs website, newspaper
- Don't know/can't remember
- Other (please specify)

* What factors enabled you to secure the role? (Please tick all that apply)

- Connection to the organisation/person doing the hiring
- Role-relevant experience
- Formal qualifications
- The charity wanted a 'diverse' hire
- Role-relevant skills, e.g. knowhow in project management
- Other (please specify)

Charity 2

Type of role

How did you hear about another recent/current charity role (as staff, associate/freelancer, intern, volunteer or trustee)? (Please tick only one)

- Previously known to the charity, e.g. as a volunteer
- Personal or professional contact
- Via an agent/agency
- Through an alert to those with links to the charity, e.g. on the charity's website, social media or e-bulletin
- Through an open alert, e.g. a jobs website, newspaper
- Don't know/can't remember
- Other (please specify)

What factors enabled you to secure the role? (Please tick all that apply)

- Connection to the organisation/person doing the hiring
- Role-relevant experience
- Formal qualifications
- The charity wanted a 'diverse' hire
- Role-relevant skills, e.g. knowhow in project management
- Other (please specify)

Charity 3

Type of role

How did you hear about another recent/current charity role (as staff, associate/freelancer, intern, volunteer or trustee)? (Please tick only one)

- Previously known to the charity, e.g. as a volunteer
- Through an alert to those with links to the charity, e.g. on the charity's website, social media or e-bulletin
- Personal or professional contact
- Through an open alert, e.g. a jobs website, newspaper
- Via an agent/agency
- Don't know/can't remember
- Other (please specify)

What factors enabled you to secure the role? (Please tick all that apply)

- Connection to the organisation/person doing the hiring
- Role-relevant experience
- Formal qualifications
- The charity wanted a 'diverse' hire
- Role-relevant skills, e.g. knowhow in project management
- Other (please specify)

Other comments

Charity experiences over the last five years

These next questions ask you to think about your experiences and roles in charities over the last five years (or less if you haven't been in the charity sector for this amount of time).

Race, ethnicity and experiences

* Overall, how would you describe your experience working in the charity sector in the last five years (or less if you haven't been in the charity sector for this amount of time)? (Please tick only one)

- Very negative
- Negative
- Neither negative nor positive
- Positive
- Very positive
- Too soon to say
- Don't know

* More specifically, please respond to the following:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Too soon to say	Don't know
I have been treated fairly in the charity sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have developed and progressed well in the charity sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been well supported to progress my career in the charity sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel/have felt a sense of belonging in the charity sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel/have felt the need to 'tone down' my behaviour or to be on 'best behaviour' in order to fit in in the charity sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel/have felt that I need to 'outperform' white British counterparts to make comparable progress in the charity sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Overall, to what extent do you feel your 'race' or ethnicity has affected your development and progress in the charity sector over the last five years?

- Strongly counted against me Counted against me No overall effect Counted in my favour
- Strongly counted in my favour Hard to say/don't know

Please explain your answer (up to 125 words)

Incidents of racism

In the context of this survey, we define racism as failure of an organisation or individual to treat people appropriately and professionally because of the 'race' or ethnicity of that person. Racism can be seen in processes, attitudes and actions (whether deliberate or not) that amount to discrimination and disadvantage BAME people.

* Over the last five years, have you experienced or witnessed racism in your capacity working in the charity sector?

- Yes
- No
- Don't know

Forms of racism

If yes, please tell us about what forms of racism you have experienced or witnessed in the charity sector in the last five years (please select as many or few that apply)

	Experienced	Witnessed
Racist remarks, e.g. verbal abuse, racist jokes or 'banter'	<input type="radio"/>	<input type="radio"/>
Racist literature or music distributed in the workplace, or racist material being shared on social media	<input type="radio"/>	<input type="radio"/>
Physical violence, threats and intimidation	<input type="radio"/>	<input type="radio"/>
Being subjected to ignorant and insensitive questioning about your culture or religion	<input type="radio"/>	<input type="radio"/>
Being excluded from workplace related social events or being subjects to racism at workplace-organised social events/informal gatherings	<input type="radio"/>	<input type="radio"/>
Request for training unfairly turned down	<input type="radio"/>	<input type="radio"/>
Being unfairly passed over for or denied promotion	<input type="radio"/>	<input type="radio"/>
Been unfairly denied development/acting-up opportunities	<input type="radio"/>	<input type="radio"/>
Unfairly disciplined	<input type="radio"/>	<input type="radio"/>
Given an unfair performance assessment	<input type="radio"/>	<input type="radio"/>
Being subjected to excessive surveillance and scrutiny, e.g. by colleagues, supervisors and managers	<input type="radio"/>	<input type="radio"/>
Not given adequate hours	<input type="radio"/>	<input type="radio"/>

Experienced

Witnessed

Not offered overtime

Kept on temporary or
fixed-term contract

Being questioned over
your ability to speak
English

Treated as an
intellectual inferior

Other (please specify)

If you have experienced or witnessed any of the above, please provide further information about the incident(s) (up to 125 words)

Which of the following types of people have played significant roles in racism that you have experienced or witnessed? (Please tick all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Senior staff in your organisation (including your line manager or another manager) | <input type="checkbox"/> Colleague(s) in 'partner' organisations |
| <input type="checkbox"/> Colleague(s) in your organisation | <input type="checkbox"/> Associates/freelancers/contractors in 'partner' organisations |
| <input type="checkbox"/> Associates/freelancers/contractors in your organisation | <input type="checkbox"/> Customer(s), client(s) or service user(s) in 'partner' organisations |
| <input type="checkbox"/> Customer(s), client(s) or service user(s) in your organisation | <input type="checkbox"/> Senior staff in a funder/prospective funder of your organisation |
| <input type="checkbox"/> Senior staff in 'partner' organisations (including your line manager or another manager) | <input type="checkbox"/> Senior staff in a commissioner of service/prospective commissioner of service |

Raising concerns: incidents of racism

* Have you ever raised concerns about incidents of racism that you have experienced or witnessed with senior leaders in a charity?

- Yes, formally
- Yes, informally
- No
- Can't remember

Raising concerns: incidents of racism

If yes, how many times in total over the last five years have you raised concerns about incidents of racism with leadership of a charity?

Of these, how many were dealt with to your satisfaction?

- All of them
- A majority
- A minority
- None of them

Choose one incident about which you raised concerns and tell us about the outcome (please tick all that apply)

- | | |
|---|---|
| <input type="checkbox"/> My complaint/grievance was taken seriously | <input type="checkbox"/> I was isolated from colleagues |
| <input type="checkbox"/> My complaint/grievance was dealt with properly | <input type="checkbox"/> I was subjected to a counter complaint |
| <input type="checkbox"/> My complaint was dealt with promptly | <input type="checkbox"/> I was disciplined in response |
| <input type="checkbox"/> My complaint was investigated, but no action was taken | <input type="checkbox"/> I was forced out of my job |
| <input type="checkbox"/> My complaint/grievance was ignored | <input type="checkbox"/> I was transferred to another department or workplace |
| <input type="checkbox"/> I was identified as a troublemaker | |

Please briefly describe the nature of the incident (up to 125 words)

Further comments (up to 125 words)

Raising concerns: general cultures of racism

* Have you ever raised concerns about a general culture of racism that you have experienced or witnessed with senior leaders in a charity?

- Yes, formally
- Yes, informally
- No
- Can't remember

Raising concerns: general cultures of racism

If yes, how many times in total over the last five years have you raised concerns about a general culture of racism with leadership of a charity?

Of these, how many were dealt with to your satisfaction?

- All of them
- A majority
- A minority
- None of them

Choose one occasion when you raised concerns about a culture of racism and tell us about the outcome (please tick all that apply)

- | | |
|---|---|
| <input type="checkbox"/> My complaint/grievance was taken seriously | <input type="checkbox"/> I was isolated from colleagues |
| <input type="checkbox"/> My complaint/grievance was dealt with properly | <input type="checkbox"/> I was subjected to a counter complaint |
| <input type="checkbox"/> My complaint was dealt with promptly | <input type="checkbox"/> I was disciplined in response |
| <input type="checkbox"/> My complaint was investigated, but no action was taken | <input type="checkbox"/> I was forced out of my job |
| <input type="checkbox"/> My complaint/grievance was ignored | <input type="checkbox"/> I was transferred to another department or workplace |
| <input type="checkbox"/> I was identified as a troublemaker | |

Please briefly describe the nature of the incident (up to 125 words)

Further comments (up to 125 words)

Impacts of racism

This section is optional as we recognise that responding may cause distress. If you feel able to, please complete.

If you have experienced racism, please rate the personal impact of this, e.g. on your health and emotional well-being

- Very negative
- Negative
- Not very negative
- No effect
- Too soon to say
- Don't know

If you have experienced racism, please rate the professional impact of this, e.g. in terms of following your desired career path

- Very negative
- Negative
- Not very negative
- No effect
- Too soon to say
- Don't know

Please describe these personal and professional impacts. Possible themes might include how you were left feeling and the longer-term professional and health consequences (up to 125 words)

Opinions about the charity sector

Based on what you have experienced and witnessed over the last five years in the charity sector please provide your responses to the following statements about the (non-BAME) charity sector overall:

* Please select to what extent you agree:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The charity sector is a good place to work for BAME people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Charities have a problem with BAME people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Charities fail to live up to their stated values and principles in their treatment of BAME people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Charities have a racism problem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders in charities are willing to talk openly and honestly about race equality and racism in the charity sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders in charities are committed to taking positive steps to improve race equality and racism in the charity sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress and change

This next section is about how to improve race equality, diversity and inclusivity in individual charities and the charity sector.

* Based on your experiences of working in the charity sector, please tell us up to three priority measures that would help charities and the charity sector to tackle racism and enhance race equality, diversity and inclusivity.

Examples might include: publication of ethnicity pay gap data; widespread training on race equality, diversity, and inclusion; or senior leaders in charities being held responsible for race equality, diversity and inclusivity.

Measure one

Measure two

Measure three

Further comments (up to 125 words)

Some more about you: demographics

To help us to understand the balance in our group of respondents please answer the following.

* Which of the following describes how you think of your gender?

- Non-binary
- Male
- Female
- Prefer not to say
- In another way (please specify)

* Is your gender identity the same as the sex you were assigned at birth?

* Which of the following describes how you think of your sexual orientation?

* What is your age?

Disability

* Do you identify as a person living with disability?

Impairment groups

If you chose yes, please state which of the following impairment groups apply to you. You may tick more than one box.

Visual impairment

Mental health/mental distress issues

Physical impairment

Learning difficulties

Deaf/British Sign Language user

Neurodiverse

Hearing impairment

Long-term health condition/hidden impairment

If you prefer to describe a disability with which you are living in another way, please specify.

Religion and beliefs

* Which of the following describes how you think of your religion or belief?

- | | |
|---|---|
| <input type="radio"/> Buddhist | <input type="radio"/> Muslim |
| <input type="radio"/> Christian | <input type="radio"/> Sikh |
| <input type="radio"/> Hindu | <input type="radio"/> No religion or belief |
| <input type="radio"/> Jain | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Jewish | |
| <input type="radio"/> Other religion or belief (please specify) | |

Ethnicity

* Please select the ethnicity which best describes how you think of yourself (list based on official categorisations)

- | | |
|--|--|
| <input type="radio"/> Arab | <input type="radio"/> White and Black Caribbean |
| <input type="radio"/> Latinx | <input type="radio"/> White and Black African |
| <input type="radio"/> Indian | <input type="radio"/> White and Asian |
| <input type="radio"/> Pakistani | <input type="radio"/> Any other Mixed/multiple ethnic background |
| <input type="radio"/> Bangladeshi | <input type="radio"/> English/Wesh/Scottish/Northern Irish/British |
| <input type="radio"/> Chinese | <input type="radio"/> Irish |
| <input type="radio"/> Any other Asian background | <input type="radio"/> Gypsy or Irish TRaveller |
| <input type="radio"/> African | <input type="radio"/> Roma |
| <input type="radio"/> Caribbean | <input type="radio"/> Any other White background |
| <input type="radio"/> Any other Black/African/Caribbean background | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Other (please specify) | |

Prize draw

I would like to be entered for the random prize draw:

Yes

No

What's the best way of getting in touch with you if you win? Please provide your preferred contact details here.

Staying in touch

If you would like to be involved or kept updated about this project, please provide your contact details.

Details

Name

Organisation (optional)

Region/country

Email Address

Phone Number (optional)

Press 'Done' to submit the online survey. As already stated, strict confidentiality and personal anonymity will be maintained throughout the data gathering and analysis processes.