

School of Architecture

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University of Queensland Research Project: 'Equity and Diversity in the Australian Architecture Profession: Women, Work and Leadership'

Participant Information Sheet – Online survey

What is the title of the overall research project?

Equity and Diversity in the Australian Architecture Profession: Women, Work and Leadership

What is the purpose of the project?

The project aims to understand the workplace participation and career progression of women architects working in medium to large practices in Australia, in a professional context where only a small proportion of senior management staff in such practices are female. A key question is why so few women continue on to senior management positions, and what measures could be taken to increase women architects' participation in such roles. The study thus combines the detailed study of specific workplaces, with scholarly research and policy research in an international context, to give a picture of women architects' career biographies, and those factors that may be barriers to or facilitators of Australian women architects' career progression, especially to senior leadership roles.

What will the project produce?

The project will produce a draft Equity and Diversity Policy for the Australian Institute of Architects national chapter, along with specific guidelines and best-practice strategies for Australian architectural practices on how to retain and increase the proportion of women in senior management. The project will produce a comprehensive final report, along with a number of scholarly publications, and essays published in industry and professional journals. The project will also produce a visual archive of images of architects in their working environments, aimed at raising awareness of the prevalence and value of women architects in the profession (in the context of their male counterparts).

Who are the researchers on the project?

There is a large research team, spread across five Australian Universities. Most of the research team are based in the field of architecture, while there are also specialists in Political Science, Business, and Industrial Relations. Led by Dr Naomi Stead of the University of Queensland School of Architecture, the team includes Associate Professor Julie Willis of the University of Melbourne; Professor Sandra Kaji-O'Grady of the University of Sydney; Professor Gillian Whitehouse of the University of Queensland; Professor Susan Savage of the Queensland University of Technology; Dr Karen Burns of Monash University; and Dr Amanda Roan of the University of Queensland. Ms Justine Clark joins the team as an Honorary Senior Research Fellow at the University of Melbourne. In addition Gill Matthewson, a PhD candidate enrolled at the University of Queensland, will work on the project assisted by UQ Research Assistants.

What is the duration of the research project as a whole?

The project will take three years, 2011-2013.

How much of your time will be required if you participate?

Completion of online surveys is expected to take between 15 and 30 minutes.

What will be involved in participation in an online survey?

Participants will be asked a series of specific and open-ended questions about their knowledge of factors affecting career and career progression for women architects, according to their experience or expertise in the area. Participants will not have to answer any questions that they do not wish to, or give any information that they do not wish to disclose. Responses will be kept anonymous

Where will the survey take place?

Since it is online, participants can complete the survey wherever they choose, and at whatever time.

Are there any risks based on involvement?

We do not foresee any risks based on involvement.

Are there any benefits based on involvement?

Participants will not be paid for their involvement, so there will be no direct benefit, however there will be indirect benefits to the architectural community, and especially to the career progression of women architects.

How will we maintain confidentiality and privacy, and ensure security of the data once collected and stored?

Actual names and usernames will not be attached to survey files or summary analyses, and completed surveys will only be available to the project's researchers and used for the purpose of analysis. Quotations from the open-ended questions may be used in research publications, but never in a way that would specifically identify a participant.

Other important information:

- Participation in the survey is voluntary, participants may withdraw at any time without prejudice.
- If participants choose to not answer a survey question, their wishes will be respected. If they choose to withdraw their response at any time, this too will be respected and complied with.
- If survey participants do choose to withdraw, the survey file will be destroyed, and not used in the final research project in any way.
- Survey responses will be kept strictly anonymous.
- The information participants give will be used only for the purposes of the research project.
- If you have any further questions about your involvement in the survey at any stage, or if you would like to give feedback on your involvement in the project, please feel free to contact the lead researcher Dr Naomi Stead, on ph. 07 3365 3920, or email n.stead@uq.edu.au

Human Ethics Approval from the University of Queensland

This study has been cleared by one of the human ethics committees of the University of Queensland in accordance with the National Health and Medical Research Council's guidelines. You are, of course, free to discuss your participation in this study with project staff (contactable on 07 3365 3920, or email n.stead@uq.edu.au). If you would like to speak to an officer of the University not involved in the study, you may contact the Ethics Officer on 07 3365 3924.

We sincerely thank you for your participation. Please keep a copy of this information sheet for your information in the future.