Diversity and Inclusion Feedback Survey

1. Purpose

This survey is designed to collect feedback from staff, students, or stakeholders regarding how inclusive and supportive the MCBT College's environment is. It helps identify strengths, gaps, and areas for continuous improvement in promoting cultural safety, equity, and inclusive practices.

2. Who Should Complete It

- All current staff and enrolled students.

- Can also be used with third parties or partners to assess inclusivity in delivery environments.

- Completion is voluntary and anonymous, unless stated otherwise.

3. How to Complete the Survey

Section	Instructions
Demographics (Optional)	Complete only if comfortable. These responses help track representation and support efforts for equity groups (e.g., First Nations, CALD, neurodiverse individuals).
General Experience	Rate the MCBT College's overall environment, cultural safety, and personal comfort levels. Include examples if relevant.
Training and Awareness	Indicate whether you've received training and reflect on its quality and practical use.
Inclusive Practices	Share feedback on how well the MCBT College supports different needs and how inclusive learning/work environments feel.
Suggestions for Improvement	Provide open-ended input to help the MCBT College make informed changes to policy, physical environments, or service delivery.
Final Thoughts	Summarise your satisfaction and provide any final comments.

Diversity and Inclusion Feedback Survey

4. What Happens Next

- Surveys are collected by the Compliance or Student Support team.

- Responses are analysed for trends and fed into the **Continuous Improvement Register**.

- Confidential feedback may trigger a targeted review (e.g. of training delivery, facilities, or learner support mechanisms).

5. Staff Instructions (If Administering the Survey)

- Introduce the purpose clearly: this is about improving inclusivity, not performance evaluation.

- Assure confidentiality and clarify that participation is voluntary.

- Allow time and support (e.g., translated formats, support person) to complete.

- Collate responses securely and anonymise before analysis.

Section	Question	Response Options
Demographics (Optional)	What is your role?	☐ Staff ☐ Student ☐ Other Click or tap here to enter text.
	Gender	☐ Male ☐ Female ☐ non-binary ☐ Prefer not to say ☐ Other Click or tap here to enter text.
	Age	☐ Under 18 ☐ 18–24 ☐ 25–34 ☐ 35–44 ☐ 45–54

Diversity and Inclusion Feedback Survey

		☐ 55+ ☐ Prefer not to say
	Cultural Background	☐ Aboriginal or Torres Strait Islander ☐ CALD ☐ Other Click or tap here to enter text. ☐ Prefer not to say
General Experience	How would you rate the organisation's commitment to diversity and inclusion?	☐ Very Strong ☐ Strong ☐ Neutral ☐ Weak ☐ Very Weak
	Do you feel the organisation provides a supportive environment for all backgrounds?	☐ Yes, always ☐ Yes, sometimes ☐ No, rarely ☐ No, never
	How comfortable do you feel expressing your identity in this environment?	☐ Very Comfortable ☐ Comfortable ☐ Neutral ☐ Uncomfortable ☐ Very Uncomfortable

Diversity and Inclusion Feedback Survey

	Have you witnessed or experienced discrimination or exclusion?	☐ Yes ☐ No
	If yes, please describe:	Click or tap here to enter text.
Training and Awareness	Have you participated in any diversity and inclusion training here?	☐ Yes ☐ No
	How effective was the training in increasing your understanding?	☐ Very Effective ☐ Effective ☐ Neutral ☐ Ineffective ☐ Very Ineffective
	Is the training implemented in daily activities?	☐ Yes ☐ No ☐ Unsure
Inclusive Practices	Does the organisation promote inclusive practices?	☐ Yes ☐ No ☐ Unsure
	How well are different learning or working styles supported?	☐ Very Well ☐ Well ☐ Neutral ☐ Poorly ☐ Very Poorly

Diversity and Inclusion Feedback Survey

	How inclusive is the physical/virtual environment for people with special needs?	☐ Very Inclusive ☐ Inclusive ☐ Neutral ☐ Not Inclusive ☐ Very Not Inclusive
Suggestions for Improvement	What improvements can be made to promote inclusion?	
	What additional support/resources are needed?	
	What policies or practices could improve inclusion?	
Final Thoughts	Overall, how satisfied are you with diversity and inclusion efforts?	☐ Very Satisfied ☐ Satisfied ☐ Neutral ☐ Unsatisfied ☐ Very Unsatisfied
	Additional comments or suggestions?	

Survey Completion

Thank you for taking the time to complete this survey. Your feedback is invaluable in helping us improve and create a more inclusive environment. Please submit your responses.

Please handover this form at reception desk of MCBT , Level 9, 190 Queen Street, Melbourne VIC 3000 || Phone: +6139018 5699 **|| Email:** enquiry@mcbt.vic.edu.au