

Gender Diversity on Australian Boards

In which state or territory do you live?		
Answer	Count	Percentage
No answer	0	0.00%
ACT (gd0a)	17	2.84%
NSW (gd0b)	220	36.79%
NT (gd0c)	3	0.50%
Qld (gd0d)	77	12.88%
SA (gd0e)	63	10.54%
Tas (gd0f)	6	1.00%
Vic (gd0g)	147	24.58%
WA (gd0h)	55	9.20%
Overseas (gd0i)	10	1.67%
What is your age range?		
Answer	Count	Percentage
No answer	0	0.00%
20 to 30 years (gd01a)	11	1.84%
31 to 40 years (gd01b)	99	16.56%
41 to 50 years (gd01c)	232	38.80%
51 to 60 years (gd01d)	209	34.95%
61 to 70 years (gd01e)	45	7.53%
More than 70 years (gd01f)	2	0.33%
What stage of your career are you in?		
Answer	Count	Percentage
No answer	0	0.00%
Just starting out (gd02a)	12	2.01%
Middle management (gd02b)	89	14.88%
Senior management (gd02c)	102	17.06%
Executive level (gd02d)	141	23.58%
Accomplished in business and seeking board roles (gd02e)	194	32.44%
Professional director (gd02f)	60	10.03%
What types of boards or committees are you on?		
Answer	Count	Percentage
Public Listed (ASX) (gd03a)	28	4.68%
Public Unlisted (gd03b)	63	10.54%
Private (gd03c)	139	23.24%
Not For Profit (gd03d)	421	70.40%
Incorporated Body (gd03e)	119	19.90%
Government - Federal (gd03f)	59	9.87%

Government - State (gd03g)	136	22.74%
Government - Local (gd03h)	29	4.85%
Other	43	7.19%
What type of board/committee was your most recent appointment?		
Answer	Count	Percentage
No answer	0	0.00%
Public Listed (ASX) (gd04a)	22	3.68%
Public Unlisted (gd04b)	28	4.68%
Private (gd04c)	51	8.53%
Not For Profit (gd04d)	302	50.50%
Incorporated Body (gd04e)	52	8.70%
Government - Federal (gd04f)	28	4.68%
Government - State (gd04g)	81	13.55%
Government - Local (gd04h)	12	2.01%
Other	22	3.68%
How many staff does this organisation employ?		
Answer	Count	Percentage
No answer	0	0.00%
Zero (gd05a)	46	7.69%
One to 20 (gd05b)	247	41.30%
21 to 100 (gd05c)	138	23.08%
100 to 500 (gd05d)	89	14.88%
500 plus (gd05e)	77	12.88%
How many board/committee members in total?		
Answer	Count	Percentage
No answer	0	0.00%
4 (gd06a)	32	5.35%
5 (gd06b)	37	6.19%
6 (gd06c)	63	10.54%
7 (gd06d)	68	11.37%
8 (gd06e)	113	18.90%
9 (gd06f)	70	11.71%
10 (gd06g)	85	14.21%
11 (gd06h)	22	3.68%
12 (gd06i)	65	10.87%
Other	38	6.36%
How many board/committee members are female?		
Answer	Count	Percentage
No answer	0	0.00%
1 (gd07a)	88	14.72%

2 (gd07b)	113	18.90%
3 (gd07c)	123	20.57%
4 (gd07d)	91	15.22%
5 (gd07e)	59	9.87%
6 (gd07f)	38	6.35%
7 (gd07g)	22	3.68%
8 (gd07h)	15	2.51%
9 (gd07i)	16	2.68%
Other	32	5.35%

How did you become a board/committee member?

Answer	Count	Percentage
No answer	0	0.00%
Applied to a public advertisement (gd08a)	88	14.72%
Applied to a WOB vacancy (gd08b)	20	3.34%
Approached by and/or knew the chair (gd08c)	133	22.24%
Approached by and/or knew a director (gd08d)	101	16.89%
Approached by and/or knew a head hunter (gd08e)	34	5.69%
Referred by a colleague/friend (gd08f)	86	14.38%
Other	128	21.40%

Rate how effectively the board/committee works as a team.

Answer	Count	Percentage
No answer	0	0.00%
Excellent (gd09a)	140	23.41%
Good (gd09b)	296	49.50%
Average (gd09c)	125	20.90%
Not So Good (gd09d)	24	4.01%
Poor (gd09e)	12	2.01%

Rate the quality of the decision making process on the board/committee.

Answer	Count	Percentage
No answer	0	0.00%
Excellent (gd10a)	90	15.05%
Very Good (gd10b)	287	47.99%
Average (gd10c)	190	31.77%
Not So Good (gd10d)	22	3.68%
Poor (gd10e)	8	1.34%

Rate the accountability of the board/committee.

Answer	Count	Percentage
No answer	0	0.00%
Excellent (gd11a)	132	22.07%

Very Good (gd11b)	288	48.16%
Average (gd11c)	132	22.07%
Not So Good (gd11d)	35	5.85%
Poor (gd11e)	10	1.67%
Rate the standard of financial management on the board/committee.		
Answer	Count	Percentage
No answer	0	0.00%
Excellent (gd12a)	145	24.25%
Very Good (gd12b)	269	44.98%
Average (gd12c)	155	25.92%
Not So Good (gd12d)	21	3.51%
Poor (gd12e)	7	1.17%
Rate your effectiveness as a board/committee member.		
Answer	Count	Percentage
No answer	0	0.00%
Excellent (gd13a)	79	13.21%
Very Good (gd13b)	394	65.89%
Average (gd13c)	118	19.73%
Not So Good (gd13d)	5	0.84%
Poor (gd13e)	1	0.17%
Balanced gender representation on a board improves organisational performance.		
Answer	Count	Percentage
No answer	0	0.00%
Strongly agree (gd14a)	290	48.49%
Agree (gd14b)	252	42.14%
Disagree (gd14c)	19	3.18%
Strongly disagree (gd14d)	4	0.67%
Unsure (gd14e)	32	5.35%
Where applicable, boards/committees should set gender targets.		
Answer	Count	Percentage
No answer	0	0.00%
Strongly agree (gd15a)	185	30.94%
Agree (gd15b)	270	45.15%
Disagree (gd15c)	86	14.38%
Strongly disagree (gd15d)	15	2.51%
Unsure (gd15e)	41	6.86%
Public sector (government) boards and committees should set gender targets.		
Answer	Count	Percentage
No answer	0	0.00%
Strongly agree (gd21a)	279	46.66%

Agree (gd21b)	227	37.96%
Disagree (gd21c)	61	10.20%
Strongly disagree (gd21d)	12	2.01%
Unsure (gd21e)	18	3.01%
Public listed (ASX) company boards should set gender targets.		
Answer	Count	Percentage
No answer	0	0.00%
Strongly agree (gd17a)	241	40.30%
Agree (gd17b)	228	38.13%
Disagree (gd17c)	82	13.71%
Strongly disagree (gd17d)	14	2.34%
Unsure (gd17e)	32	5.35%
Gender targets should be legislated for public sector (government) boards and committees.		
Answer	Count	Percentage
No answer	0	0.00%
Strongly agree (gd16a)	195	32.61%
Agree (gd16b)	177	29.60%
Disagree (gd16c)	146	24.41%
Strongly disagree (gd16d)	34	5.69%
Unsure (gd16e)	45	7.53%
Gender targets should be legislated for public listed (ASX) boards.		
Answer	Count	Percentage
No answer	0	0.00%
Strongly agree (gd20a)	142	23.75%
Agree (gd20b)	177	29.60%
Disagree (gd20c)	179	29.93%
Strongly disagree (gd20d)	44	7.36%
Unsure (gd20e)	55	9.20%