

FAIR SHARE Monitor 2024 | Survey Overview

Welcome to the FAIR SHARE Monitor 2024!

Below is an overview of the Monitor 2024 survey. Required fields are marked with an asterisk (*). In the online form, certain questions will only be displayed based on your answers to precedent questions.

IMPORTANT:

For this survey, note that entering "0" will be interpreted as "we collect data on this demographic but currently do not have any staff in this category".

For any questions or concerns, please email us at monitor@fairsharewl.org.

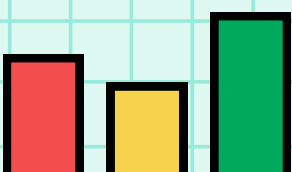
The FAIR SHARE team

I. Submitter Information

1. Name of person entering the data.*
2. Position of person entering the data.*
3. Email of person entering the data.*
4. Is there another staff member in your organisation who should be informed of the results of the FAIR SHARE Monitor 2024? This could be a Diversity or Anti-Discrimination Manager, a People and Culture Manager, or any other staff member who should be informed of the results of this data collection.
 - a. If so, please enter their first and last name.
 - b. Please indicate their role in the organisation
 - c. Please enter their email

II. General Information about your organisation

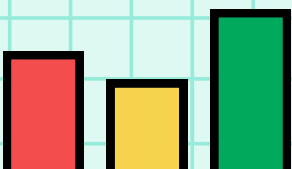
5. Name of organisation*
6. Your organisation is a*: [International NGO – National NGO – Foundation – Other]
 - a. If International NGO, are you filling this form for: [Headquarters – Entire organisation including national offices]
 - b. If National NGO, are you part of an international NGO?
 - c. If Other, please specify.
7. What is the main focus of your organisation's work ?* Please select the category that best describes your organisation's focus. [Health & Welfare - Human Rights/Civil Rights/Promotion of democracy - Environment & Climate Justice - Women & Girls' rights/Gender equality - International Cooperation & Humanitarian Aid - Children and Youth – Other]
 - a. If Other, please specify



8. Which country is your organisation located in?*
9. Has your organisation participated in the last FAIR SHARE Monitor (2023)?*
 - a. If so, how have you used the results of the last Monitor in your organisation?
10. Has your organisation signed the FAIR SHARE Commitment?*
 - a. If not, why hasn't your organisation signed the FAIR SHARE Commitment?
11. Does your organisation have a Diversity, Equity & Inclusion department or equivalent?*
 - a. If so, could you please share the name of the person responsible for this department?
 - b. Could you please share the email of the person responsible for this department?
12. Does your organisation have internal gender equity and/or anti-discrimination policies in place?*
 - a. If so, please share a link to the policy below.
 - b. When were these policies established?
13. Has your organisation adopted feminist leadership principles?*
 - a. If so, please share a brief description of how these principles are applied in your organisation.
14. When was the present data collected internally in your organisation?*
15. What is the main reason for your participation in the FAIR SHARE Monitor?*
 - To track our organisation's progress towards gender equity
 - To contribute to transparency around women representation in leadership
 - It's a first step to hold our organisation accountable to gender equity
16. Would your organisation be interested in participating in a case study on the impact of the FAIR SHARE Monitor or gender monitoring more generally?

III. Staff Information

17. Does your organisation give employees the possibility to report a gender identity which might be different from their legal gender status?*
 - a. If so, which gender identity options are offered? Woman - Man - Non-binary - Other
18. Can you share the number of employees who reported a gender identity different from their legal gender status?
 - a. If not, why [We do not have this data - We cannot share this data]
 - i. If you cannot share this data, please tell us why.
19. Does your organisation collect data on non-binary employees?*
 - a. If so, are you able to share this data with us?
 - i. If not, why not?
20. Does your organisation collect data on staff that identify as Black, Brown Indigenous Women, or Women of Colour (BIWOC)?*
21. Please indicate the total number of employees in your organisation.*
22. How many employees in the organisation identify as women?*
 - a. How many of these women identify as (BIWOC)?



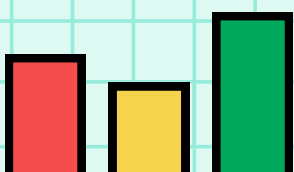
23. How many employees in the organisation identify as men?*
24. How many employees in the organisation identify as non-binary?
25. How many employees reported a gender identity different from their legal gender status?

IV. Middle Management Team Information

26. Does your organisational structure include Middle Management?*
27. Does FAIR SHARE's definition of Middle Management align with your organisation's?
Please see Glossary below.
 - a. If not, how does your organisation define Middle Management?
28. How many Middle Management Team members (irrespective of gender) does your organisation have?
29. Please indicate the number of women in your Middle Management team.
 - a. How many of these women identify as BIWOC?
30. Please indicate the number of men in your Middle Management Team.
31. Please indicate the number of non-binary individuals in your Middle Management team.
32. How many Middle Management Team members reported a gender identity different from their legal gender status?

V. Senior Management Team Information

33. How many Senior Management Team members (irrespective of gender) does your organisation have?*
34. Please indicate the number of women in your Senior Management Team who assume the role of Executive Director/CEO.*
 - a. How many of these women identify as BIWOC?
35. Besides the Executive Director/CEO, how many women occupy leadership positions in your Senior Management Team? (Do not include the Executive Director/CEO)*
 - a. How many of these women identify as BIWOC? (SMT members besides Exec. Director/CEO)
36. Please indicate the number of men in your Senior Management Team who assume the role of Executive Director/CEO.*
37. Besides the Executive Director/CEO, how many men occupy leadership positions in your Senior Management Team?(Do not include the Executive Director/CEO)*
38. Please indicate the number of non-binary individuals in your organisation who assume the role of Executive Director/CEO.
39. Besides the Executive Director/CEO, how many non-binary individuals occupy leadership positions in your Senior Management Team?
40. How many Senior Management Team members reported a gender identity different from their legal gender status?

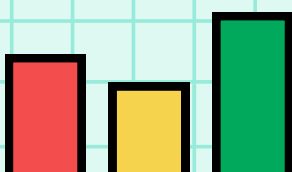


VI. Board Information

41. How many members (irrespective of gender) does your organisation's Board have?*
42. Does your organisation collect data on BIWOC Board members?*
43. Please indicate the number of women in your organisation's Board who assume the role of Chairperson.*
 - a. How many of these women identify as BIWOC?
44. Besides the Chairperson, how many women does your organisation's Board have?*
45. Please indicate the number of men in your organisation's Board who assume the role of Chairperson.*
46. Besides the Chairperson, how many men does your organisation's Board have?*
47. Does your organisation collect data on non-binary Board members?*
48. Please indicate the number of non-binary individuals in your organisation's Board who assume the role of Chairperson.
49. Besides the Chairperson, how many non-binary individuals does your organisation's Board have?
50. Are you able to share the number of Board members who reported a gender identity different from their legal gender status?*
51. If so, how many Board members reported a gender identity different from their legal gender status?
 - i. If not, could you share why? [We do not have this data - We cannot share this data]
 1. If you cannot share this data, please tell us why.

VII. Suggestions/Feedback/Comments

Please share any comments or feedback you may have for FAIR SHARE.



FAIR SHARE Monitor 2024 | Glossary

BIWOC: Black, Brown, Indigenous women and women of colour. We understand that ethnic and racial identities are not always clear-cut, but rather fluid, complex and context-dependent. For the purpose of data collection for the FAIR SHARE Monitor, we invite participating organisations to report the number of staff who self-identify with these terms.

Board: The appointed governance/oversight body of the organisation (e.g. board of trustees, board of directors, etc.).

FAIR SHARE Commitment: [A pledge](#) for organisations who want to take an additional step towards gender equity and demonstrate their dedication to their staff, external partners and the sector at large. It involves:

1. Actively participating in the FAIR SHARE Monitor annually
2. Achieving a FAIR SHARE of women in leadership by 2030 at the latest

FAIR SHARE Monitor: A [data-based accountability tool](#) that measures and tracks progress towards gender equity in the international social impact sector.

Internal gender equity and/or anti-discrimination policies: Guidelines adopted by your organisation to fight against discrimination, support gender equality and diversity, and encourage the representation of women, non-binary individuals and other marginalised communities at different organisational levels.

Middle Management: While we acknowledge that an increasing number of organisations are opting for less hierarchical leadership structures, for the purpose of this survey, we use “Middle Management” to refer to employees who oversee fellow employees but are not involved in high decision-making processes concerning the organisation. They typically report to top executive leadership (ie. Senior Management Team) and hold titles such as department heads/managers/directors, etc, although these may vary from one organisation to another.

Senior Management: Salaried and top executive management staff, including the CEO /Executive Director and other senior-most positions in the organisation.

