

Te Tiriti, Diversity, Inclusion Survey for Psychologists

Start of Block: INFORMATION AND CONSENT

INFORMATION AND CONSENT

Kia Whakapapa Pounamu: Te Tiriti, Equity, Diversity and Inclusion in Psychology [Information Sheet - Questionnaire](#) Tēnā koe,

Thank you for showing an interest in this project. Please read this information sheet carefully before deciding whether to participate.

Who are we? Established in 2020, via a MBIE Endeavour grant, Working to End Racial Oppression (WERO) is a multi-stage research programme that aims to challenge racism and oppression in Aotearoa New Zealand. This WERO research focuses on three dimensions of oppression within the field of Psychology in Aotearoa: its costs, systems and the potential responses that exist.

Core research team includes: • Dr Waikaremoana Waitoki (University of Waikato) • Dr Kyle Tan (University of Waikato)

- Dr Damian Scarf (University of Otago)
- Dr Otilie Stottle (University of Waikato)
- Joanna Chan (PhD student; University of Otago)

What is the aim of the project?

Within Aotearoa New Zealand, there are long-standing discussions calling for diversity and inclusion in psychology and for the provision of bicultural and culturally competent psychological services. An analysis of students enrolled in clinical psychology training programmes from 1994 to 2014 revealed a substantial over-representation of Pākehā/European females amongst trainees, while every other ethnic and gender group was notably under-represented (Scarf et al., 2019). The primary aims of this research are to 1) assess the extent to which current psychology training programmes have progressed in meeting Te Tiriti o Waitangi aspirations in both clinical cohorts and course content; and 2) examine the barriers and facilitators for Māori and other minoritised groups affecting participation in psychology training and workforce. With your participation in this research, we hope to contribute to the efforts already made in this field to develop a future workforce that is diverse and inclusive to reflect the communities the profession aims to serve.

What types of participants are being sought? All Psychologists, Academic Staff who

contribute to professional psychology training programmes, and Students and Recent Graduates of professional psychology training programmes that provide pathways to registration across Aotearoa New Zealand. A training programme **does not** refer to undergraduate courses or postgraduate courses that exclude preparatory training to register as a psychologist. Note that a 'training programme' includes workshop, seminar or other forums that are part of, or a directive of the Postgraduate Diploma in Practice, Applied Masters, or Doctorate in Psychology programme. In 2023, the New Zealand Psychologists Board monitors twenty courses of study at seven universities. The Board also accredited the Department of Corrections and New Zealand Defence Force to provide supervision-to-registration schemes. **What will participants be asked?** This questionnaire builds on earlier works by Abbott and Durie (1987), and by Nathan (1999), which examined the extent taha Māori (Māori perspectives) and cultural diversity were included within the selection interview process and training programme content. Other questions included cultural competency training, provision of culturally safe services, and decolonising and anti-racist initiatives in the regulation, training and employment of psychologists.

What are participants' rights? You are reminded of your right to decline to answer any particular question(s), in the event that you may feel hesitant or uncomfortable. We do not collect your name or any other information that might be able to identify you. Because the survey is anonymous, we have no way to identify you from your responses. We will not publish any data, comments or responses that could be used to identify someone. Only the research team will have access to the data. The survey should take no longer than 25 minutes to complete. This may be less if you skip some sections or longer if you decide to write more about your experiences. You can also exit and return to the survey at any points as long as you use the same browser. As a gesture of appreciation for the time used to complete this survey, we are offering participants a chance to enter a draw to win one of the nine \$200 vouchers. Participants who want to enter the draw will be asked to leave their contact details on a separate page to warrant anonymity.

What if Participants have any Questions? If there are any questions, concerns, or complaints about the study, you are welcome to contact: Waikaremoana Waitoki:

moana.waitoki@waikato.ac.nz

Kyle Tan k.tan@waikato.ac.nz

Damian Scarf damian@psy.otago.ac.nz

This study has been approved by the University of Waikato Te Pua Wānanga ki te Ao - Faculty of Māori and Indigenous Studies Human Research Ethics (FMIS HREC). If you have any ethical concerns about the research, you may contact the Convenor of FMIS HREC (Dr Haki Tuaupiki; haki.tuaupiki@waikato.ac.nz).

I have read the information above and agree that I understand my rights and what the survey involves.

- I agree to take part in the project.
- I do not agree to participate in this project.

Skip To: End of Survey If I have read the information above and agree that I understand my rights and what the survey invol... = I do not agree to participate in this project.

End of Block: INFORMATION AND CONSENT

Start of Block: ELIGIBILITY FOR THE SURVEY

So we can ask you the right questions, the following questions assess your current role in psychology in Aotearoa New Zealand.

Are you currently living in Aotearoa New Zealand?

- Yes
- No

Skip To: Q14 If Are you currently living in Aotearoa New Zealand? = No



Which of the following statement best describes your current role in Psychology? Please select all that apply.

- I am a psychologist
- I am completing a psychology training programme
- I am an academic staff (including giving guest lecture and providing supervision)
- Other (please state): _____

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= Other (please state):*

Are you currently a student in undergraduate (e.g., Bachelor) or postgraduate research (e.g. Master and PhD) programme that does not constitute part of the training programme to register as a psychologist?

Yes

No

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am completing a psychology training programme*

Are you currently a student on placement or internship?

Yes

No

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am an academic staff (including giving guest lecture and providing supervision)*

Are you currently contributing to the teaching or development of a training programme that provide pathway to register as a psychologist in Aotearoa New Zealand?

Yes

No

Display This Question:

If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist

Or Which of the following statement best describes your current role in Psychology? Please select
al... = I am completing a psychology training programme

Or Which of the following statement best describes your current role in Psychology? Please select
al... = I am an academic staff (including giving guest lecture and providing supervision)



Which area of psychology do you primarily study or work in?

- Clinical psychology
- Health psychology
- Educational psychology
- Organisational psychology
- Community psychology
- Counselling psychology
- Behaviour analysis
- Child and family psychology
- Neuropsychology
- Kaupapa Māori psychology (please state the area):

- Other (please state): _____

Page Break

Display This Question:

If Which of the following statement best describes your current role in Psychology? Please select al... = I am completing a psychology training programme

Or Which of the following statement best describes your current role in Psychology? Please select al... = I am a psychologist

Do you currently hold an Annual Practising Certificate (APC) from the New Zealand Psychologists Board?

Yes

No

Display This Question:

If Do you currently hold an Annual Practising Certificate (APC) from the New Zealand Psychologists B... = No

What are the reasons for not practising at present?

Page Break

Display This Question:

If Are you currently a student in undergraduate (e.g., Bachelor) or postgraduate research (e.g. Mast... = Yes

Or If

Are you currently living in Aotearoa New Zealand? = No

Or If

Which of the following statement best describes your current role in Psychology? Please select al... != I am a psychologist

And Are you currently contributing to the teaching or development of a training programme that provid... = No

And If

Which of the following statement best describes your current role in Psychology? Please select al... != I am completing a psychology training programme

And Are you currently contributing to the teaching or development of a training programme that provid... = No

Ngā mihi nunui for showing interest to participate in this research.

At this stage, we only have the resources and capacity to survey the following groups:

- a) Students who are currently completing a psychology training programme that leads to registration as a psychologist or those who have left a training programme
- b) Academic staff who are currently contributing to a psychology training programme that leads to registration as a psychologist
- c) Practising psychologists (or those who left the workforce)

Much still need to be done in building a psychology workforce that is diverse and inclusive to reflect the communities the profession aims to serve. It is our aspiration that findings from the present research can be used to inform policies to diversify, decolonise, and indigenise psychology training (across undergraduate and graduate levels) and service provision.

We understand that barriers to participate effectively in Psychology programmes and the workforce expand to other student groups, teaching staff, and practitioners. These research gaps are avenues for future research.

Skip To: End of Survey If Ngā mihi nunui for showing interest to participate in this research. At this stage, we only have... Is Displayed

End of Block: ELIGIBILITY FOR THE SURVEY

Start of Block: DEMOGRAPHICS

In this section, you will be asked questions on demographic information.

What is your age?

- 15-19
- 20-24
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65-69
- 70-74
- 75-79
- 80-84
- 85-89
- 90+



Which ethnic group or groups do you belong to? Please select all that apply.

- New Zealand European/Pākehā
- Other European (e.g. Australian, British, Dutch)
- Māori
- Samoan
- Cook Island Māori
- Tongan
- Niuean
- Chinese
- Indian
- Other ethnicity: _____



We know that experiences can be shaped by how other people perceive your ethnicity. This may be the same or different from how you identify your ethnicity.

How do other people usually classify your ethnicity in New Zealand? Please select all that apply.

- New Zealand European/Pākehā
- Other European (e.g. Australian, British, Dutch)
- Māori
- Samoan
- Cook Island Māori
- Tongan
- Niuean
- Chinese
- Indian
- Other ethnicity: _____

Display This Question:
If Which ethnic group or groups do you belong to? Please select all that apply. = Māori



Did you attend your education in one of the following schools? Please select all that apply.

Kōhanga reo refers to a Māori language preschool.

Kura kaupapa is a primary school operating under Māori custom and using Māori as the medium of instruction.

Wharekura is a secondary school using Māori language as the medium of instruction and incorporate Māori customary practices into the way they operate.

- Yes, I attended my education in a kōhanga reo
- Yes, I attended my education in kura kaupapa
- Yes, I attended my education in wharekura
- None of the above

Page Break

Were you born in Aotearoa New Zealand?

- Yes
 - No, I was born overseas
-



Which of the following best describes where you live?

- A major city (e.g. Auckland, Wellington, Christchurch, Dunedin, Hamilton, Tauranga)
 - A medium-sized city (e.g. Palmerston North, Whangārei, Nelson, Invercargill)
 - A town (e.g. Ōamaru, Taupō, Masterton, Queenstown)
 - A small town or rural centre (e.g. Ōtaki, Hokitika, Kerikeri, Lyttelton)
 - Remote rural (e.g., Te Puia Springs)
 - I don't know
-

Page Break

What is your gender?

- Female
 - Male
 - Another gender (please state):

-

Do you consider yourself to be transgender?

Transgender is an umbrella term that refers to people whose gender is different to the sex they were assigned at birth. Other identities considered to fall under this umbrella can include non-binary, transsexual, takatāpui, fa'afafine, genderqueer - and many more.

- Yes
 - No
 - Don't know
-

Do you identify as a rainbow person?

The term 'rainbow' describes people who either do not identify as heterosexual, have a gender identity that does not match the sex they were assigned at birth, and/or have a variation of sex characteristics. Other related umbrella terms include LGBTQIA+, Māori takatāpui, and Pacific MVPFAFF.

- Yes
 - No
 - Don't know
-

We have already asked you questions about ethnicity and rainbow identity. Apart from these identities, do you consider yourself to be a member of any other group that is traditionally underserved or marginalised in psychology? Please describe:

Page Break



Where are you currently completing / did you do your psychologist training? Please select all that apply.

Aotearoa New Zealand

Overseas

Display This Choice:

*If Which of the following statement best describes your current role in Psychology? Please select all...
= I am an academic staff (including giving guest lecture and providing supervision)*

I am not completing / did not do my psychologist training

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Overseas*



In which country or countries did you do your psychologist training? Please select all that apply.

Australia

India

South Africa

United Kingdom

United States

Other (please state):

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand

Which institution are you currently completing / did you do your psychologist training at? Please select all that apply.

- University of Auckland
- Auckland University of Technology
- University of Canterbury
- Massey University
- Victoria University of Wellington
- University of Waikato
- University of Otago
- Department of Corrections (supervision-to-registration schemes)
- New Zealand Defense Force (supervision-to-registration schemes)
- Other (please state):

Page Break

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

In a typical week, approximately how many paid hours do you work as part of your employment?

- 0 to 8 hours
- 9 to 16 hours
- 17 to 24 hours
- 25 to 32 hours
- 33 to 40 hours
- More than 40 hours

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am completing a psychology training programme*



What setting/area of psychology do you wish to work in? Please select all that apply.

- Health (e.g., hospital, medical centre)
- Private practice
- Criminal justice system
- Accident Compensation Corporation (ACC)
- Education (e.g., school, university)
- Māori and iwi provider
- Non-governmental organisation (NGO)
- Community-based organisation
- None of the above
- Other (please state):

Page Break

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes



What setting/area of psychology are you currently working in? Please select all that apply.

- Health (e.g., hospital, medical centre)
- Private practice
- Criminal justice system
- Accident Compensation Corporation (ACC)
- Education (e.g., school, university)
- Māori and iwi provider
- Non-governmental organisation (NGO)
- Community-based organisation
- None of the above
- Other (please state):

End of Block: DEMOGRAPHICS

Start of Block: ACADEMIC STAFF

Display This Question:

*If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes*

In this section, we are going to ask you about your experience of, and contribution to, the teaching of psychology training programmes at any tertiary education institutions in Aotearoa New Zealand. Your role in teaching may also include giving guest lectures and providing

supervision for students.

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes



How many years have you been contributing to the teaching or development of professional psychology training programmes?

- Less than a year
- 1 to 4
- 5 to 9
- 10 to 14
- 15 to 19
- 20 to 24
- 25 to 29
- 30 or more years

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes



In a typical week, how many hours do you work as a teaching staff member?

- 0 to 8 hours
- 9 to 16 hours
- 17 to 24 hours
- 25 to 32 hours
- 33 to 40 hours
- More than 40 hours

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes



Prior to appointment to teaching role, what pre-requisites pertaining to knowledge of Māori culture, language, and customs were required of you? Please select all that apply.

- Te Reo Māori
- Māori health models (e.g., te whare tapa whā)
- Te Tiriti o Waitangi (The Treaty of Waitangi)
- Impact of colonisation and racism
- None of the above
- Other (please state):

Display This Question:

*If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes*

After your appointment what opportunities, if any, were provided or recommended to you to develop your knowledge of Māori language, culture and customs?

- Workshops delivered by Māori staff within the School/Department of Psychology
- Workshops delivered by external Māori school/department/faculty (e.g., Faculty of Māori) in the university
- Workshops delivered by external Māori organisations
- Professional developmental opportunities such as enrolling in a paper in a tertiary teaching certificate (e.g., Postgraduate Certificate in Tertiary Teaching)
- None of the above
- Other (please state):

Page Break

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes

And If

Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

Or Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Please indicate if you have experienced this cultural labour/cultural loading at your school/department, or organisation. You can select both 'yes' options if applicable.

Display This Choice:
If Which ethnic group or groups do you belong to? Please select all that apply. = Māori

| | Yes, within the last 12 months | Yes, more than 12 months ago | No, never | Don't know | Not applicable |
|---|--------------------------------|------------------------------|--------------------------|--------------------------|--------------------------|
| In discussion, I was asked to represent the perspective of all my ethnic community, because of my ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I was expected to spend time educating my colleagues about my ethnic cultural background, because of my ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <i>Display This Choice:</i> <i>If Which ethnic group or groups do you belong to? Please select all that apply. = Māori</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| People assumed I would do a waiata, karakia and/or mihi, because I'm Māori. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Page Break

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes

Kaupapa Māori Psychology is grounded in a cultural knowledge base that centres the philosophies and worldviews of tangata whenua Māori.

In your view, how much does the psychology training curriculum incorporate Kaupapa Māori and Indigenous Psychologies?

0 10 20 30 40 50 60 70 80 90 100

Please indicate a percentage



Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes



If incorporated in the teaching curriculum of psychology training, how is Kaupapa Māori and Indigenous Psychologies content covered? Please select all that apply.

- Guest lectures
- Workshops
- Noho marae
- Case conference
- Wānanga
- Visit to Māori health services
- Māori input into delivery of training programmes
- Consultation with Māori advisory boards
- Consultation with Māori staff or departments within the university
- Consultation with kaumatua
- None of the above
- Other (please state):

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes

X→

If not incorporated (or covered well) in the teaching curriculum of psychology training, what are reasons for this? Please select all that apply.

- No funding support
- No support from school/department/faculty to teach Kaupapa Māori content
- Students are already overloaded with other clinical training requirements
- Not enough time in the curriculum
- Limited Māori staff available for consultation
- We do not have relationships with Māori organisations
- Do not know where to start
- It can be difficult to do the right thing and not be seen as tokenistic
- Not applicable because Kaupapa Māori content is covered well
- None of the above
- Other (please state):

Display This Question:
If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes

If initiatives have been made to incorporate aspects of Māori culture into your training programme, what helped or hindered you or your colleagues (e.g., funding restrictions; departmental politics etc.)?

Page Break

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes



Monocultural psychology refers to the lack of inclusion of diversity in epistemologies and cultural backgrounds (e.g., age, gender, ethnicity, and rainbow identity) in the teaching and practice of psychology. Monocultural psychology is seen as dominated by Western, Educated, Industrial, Rich, and Democratic (WEIRD) societies.

Which one of the following statement best characterises the training programme and/or psychology department that you work in?

- Monoculturalism is a huge concern
- Monoculturalism is somewhat of a concern
- Neutral
- Monoculturalism is less of a concern
- Monoculturalism is not a concern

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes

And If

Monocultural psychology refers to the lack of inclusion of diversity in epistemologies and cultur... =
Monoculturalism is a huge concern

Or Monocultural psychology refers to the lack of inclusion of diversity in epistemologies and cultur... =
Monoculturalism is somewhat of a concern

Can you elaborate on your comment about monocultural psychology?

Page Break

Display This Question:

If Are you currently contributing to the teaching or development of a training programme that provid...
= Yes

What is your view on targeted admission schemes for underrepresented groups (e.g., Māori, Pasifika, low socioeconomic background, male, LGBTQIATakatapui +) into the psychology training programme?

End of Block: ACADEMIC STAFF

Start of Block: TRAINING PROGRAMME

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand

In this section, we are going to ask you about your experience of the psychology training programme.

Note that the following questions are **not** intended to question your integrity as a psychologist in working with Māori and culturally diverse groups. Rather, the intention is to gauge what some of the systemic barriers and constraints are in training psychologists for practice in the Aotearoa New Zealand context.

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand

What year did you enter the psychology training programme?

- 1960-1964
- 1965-1969
- 1970-1974
- 1975-1979
- 1980-1984
- 1985-1989
- 1990-1994
- 1995-1999
- 2000-2004
- 2005-2009
- 2010-2014
- 2015-2019
- 2020-2023

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

How long did it take for you to complete the psychology training programme?

- Less than a year
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- More than 10 years

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

How many attempts did it take before you were accepted into a psychology training programme?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- More than 10 attempts

Page Break

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand

Kaupapa Māori Psychology is grounded in a cultural knowledge base that centres the philosophies and worldviews of tangata whenua Māori.

In your view, how much of the psychology training curriculum are you having/did you have instruction on Kaupapa Māori and Indigenous Psychologies?

0 10 20 30 40 50 60 70 80 90 100

Please indicate a percentage



Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand



If covered during your psychology training, what Kaupapa Māori and Indigenous Psychologies content was presented? Please select all that apply.

- Te Tiriti o Waitangi
- The Treaty of Waitangi
- Hauora Māori
- Māori wairua/spirituality
- Indigenous methodologies and methods
- Mana wāhine/mana tāne
- Indigenous gender and sexuality (e.g., takatāpui identities)
- The impact of colonisation
- Decolonising psychology
- None of the above
- Other (please state):

Display This Question:

If covered during your psychology training, what Kaupapa Māori and Indigenous Psychologies content... = Te Tiriti o Waitangi

Or If covered during your psychology training, what Kaupapa Māori and Indigenous Psychologies content... = The Treaty of Waitangi

What aspect(s) of Te Tiriti o Waitangi (The Treaty of Waitangi) was covered? Please select all that apply.

- Two different texts of Te Tiriti (Māori) and Treaty (English)
- Te Tiriti o Waitangi articles
- The Treaty of Waitangi articles
- The 3 principles of the Treaty (partnership, protection, and participation)
- The Waitangi Tribunal Treaty principles (partnership, active protection, equity, and options)
- Other (please state):

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*



If covered during your psychology training, how was Kaupapa Māori and Indigenous Psychologies content included? Please select all that apply.

- Guest lectures
- Workshops
- Noho marae
- Case conference
- Wānanga
- Visit to Māori health services
- Māori input into delivery of training programmes
- Consultation with Māori advisory boards
- Consultation with Māori staff or departments within the university
- Consultation with kaumatua
- None of the above
- Other (please state):

Page Break

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand



Which of the following Hauora Māori models were taught in your training programme? Please select all that apply.

- Te Whare Tapa Whā (Mason Durie)
- Te Pae Māhutonga (Mason Durie)
- Te Wheke (Rose Pere)
- He Awa Whiria (Angus Macfarlane)
- Hikairo Schema (Angus Macfarlane)
- Kawa Whakaruruhau/Cultural Safety (Irihapeti Ramsden)
- Meihana model (Suzanne Pitama)
- Powhiri Poutama (Paraire Huata)
- Whiti Te Rā (Andre McLachlan)
- Whānau Ora (Dame Tariana Turia)
- Tuakiri o te tangata (Katarina Mataira)
- None of the above
- Other (please state):

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

And If

*If Which of the following Hauora Māori models were taught in your training programme? Please
select... q://QID73/SelectedChoicesCount Is Greater Than or Equal to 1*

*And Which of the following Hauora Māori models were taught in your training programme? Please
select... != None of the above*

How confident are you to apply Hauora Māori models into your practice?

- Not at all confident
- Somewhat confident
- Confident
- Very confident

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

How well do you think your training programme is or has addressed issues that relate specifically to Māori?

- Poor
- Adequate
- Good
- Excellent
- Don't know

Page Break

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand

How much were you taught about the concept of cultural competency in your psychology training programme?

Cultural competence is defined as having the awareness, knowledge, and skill, necessary to perform a myriad of psychological tasks that recognises the diverse worldviews and practices of oneself and of clients from different ethnic/cultural backgrounds (New Zealand Psychologists Board, 2011).

0 10 20 30 40 50 60 70 80 90 100

Please indicate a percentage



Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand

Overall, how well do you think your training programme is or has prepared you to be a culturally competent psychologist to work with clients from different ethnic/cultural backgrounds (e.g. ethnicity, socioeconomic background, disability, religion, and LGBTQIATakatāpui+)?

- Poor
- Adequate
- Good
- Excellent
- Don't know

Page Break

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

How much training did you receive on the English version of the Code of Ethics?

- None
- It was lightly covered
- A good amount of time
- A lot
- It was embedded in all parts of the training

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

How much training did you receive on the te reo Māori version of the Code of Ethics?

- None
- It was lightly covered
- A good amount of time
- A lot
- It was embedded in all parts of the training

Page Break

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

And If

Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

Are/were there any implicit or explicit demands placed on you during your training as a result of you being Māori, Pacific, Asian or from an ethnic minority background? (e.g., cultural advisory role).

Yes, examples are: _____

No

Don't know

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*



Did any of these happen to you when you were completing your Honours dissertation, Master's thesis, PhD thesis, or training programme coursework? Please select all that apply.

- I was discouraged from researching on a topic relevant to my identity or background
- I faced difficulty finding a research supervisor who was culturally safe
- I was told to find a supervisor from another school/department/faculty who could supervise my research
- I had to teach a research supervisor from a different identity or background about my research
- I made a compromise by working on a research topic that was not my interest area
- I was marked down because my examiners did not understand the cultural aspects of my work
- None of the above
- Other (please state):

Page Break

Display This Question:

If Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

And If

Where are you currently completing / did you do your psychologist training? Please select all tha... = Aotearoa New Zealand



Overall, how often do you feel that your cultural worldviews (as someone from Māori, Pacific, Asian or an ethnic minority background) are represented in the psychology training?

- Never
- Sometimes
- About half the time
- Most of the time
- Always
- Don't know

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha... = Aotearoa New Zealand



Monocultural psychology refers to the lack of inclusion of diversity in epistemologies and cultural backgrounds (e.g., age, gender, ethnicity, and rainbow identity) in the teaching and practice of psychology. Monocultural psychology is seen as dominated by Western, Educated, Industrial, Rich, and Democratic (WEIRD) societies.

Which one of the following statement best characterises the training programme that you are going through / went through?

- Monoculturalism is a huge concern
- Monoculturalism is somewhat of a concern
- Neutral
- Monoculturalism is less of a concern
- Monoculturalism is not a concern

Display This Question:

If Monocultural psychology refers to the lack of inclusion of diversity in epistemologies and cultur... = Monoculturalism is a huge concern

Or Monocultural psychology refers to the lack of inclusion of diversity in epistemologies and cultur... = Monoculturalism is somewhat of a concern

Can you elaborate on your comment about monocultural psychology?

Page Break

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

And If

Are you currently a student on placement or internship? = Yes



The questions on this page ask about your specific experience of undertaking placement and/or internship while training to be a psychologist.

Overall, how would you describe your internship experience?

- Extremely positive
- Somewhat positive
- Neither positive nor negative
- Somewhat negative
- Extremely negative

Display This Question:

If The questions on this page ask about your specific experience of undertaking placement and/or int... = Extremely positive

Or The questions on this page ask about your specific experience of undertaking placement and/or int... = Somewhat positive

Or The questions on this page ask about your specific experience of undertaking placement and/or int... = Neither positive nor negative

Or The questions on this page ask about your specific experience of undertaking placement and/or int... = Somewhat negative

Or The questions on this page ask about your specific experience of undertaking placement and/or int... = Extremely negative

Can you share with us why you described your internship as positive or negative?

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

And If

Are you currently a student on placement or internship? = Yes

To what extent were you able to access cultural supervision or mentoring in your internship?

- Extremely difficult
- Somewhat difficult
- Neither easy nor difficult
- Somewhat easy
- Extremely easy

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

And If

Are you currently a student on placement or internship? = Yes



Did any of the following experiences related to different ethnic/cultural backgrounds (including ethnicity, socioeconomic background, disability, religion, LGBTQIATakatāpui+) occur during your internship or placement? Please select all that apply.

- There were few people in my placement who shared a similar ethnic/cultural background to me
- I had to teach one or more of my supervisors from a different ethnic/cultural background about culturally-informed psychological practice
- One or more of my supervisors were reluctant to learn the ethnic/cultural aspects of my psychological practice
- I felt really supported and my supervisor understood my ethnic/cultural background
- None of the above
- Other (please state):

Page Break

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

Have you ever considered ending your psychology training before completion?

- Yes, I have considered it
- No, I have not considered it
- Unsure

Display This Question:

If Have you ever considered ending your psychology training before completion? = Yes, I have considered it

Or Have you ever considered ending your psychology training before completion? = Unsure

What were the reasons for considering to ending your psychology training before completion?

End of Block: TRAINING PROGRAMME

Start of Block: OVERSEAS TRAINED PSYCHOLOGISTS

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Overseas*

In this section, we are going to ask you about your experience as an overseas trained psychologist working in Aotearoa New Zealand.

How did you find the application process to register as a psychologist with the New Zealand Psychologist Board?

- It was very difficult
- It was difficult
- Neutral
- It was easy
- It was very easy
- This does not apply to me as I completed my formal psychologist training in Aotearoa New Zealand

Display This Question:

If In this section, we are going to ask you about your experience as an overseas trained psychologis... = It was very difficult

Or In this section, we are going to ask you about your experience as an overseas trained psychologis... = It was difficult

What are some of the reasons that you found the registration process difficult? Please select all that apply.

- I was told that I require additional supervision hours
- I was told that I require more training in Aotearoa New Zealand
- Additional requirements were required of me (e.g., language tests)
- Other (please state):

Page Break

Display This Question:

If In this section, we are going to ask you about your experience as an overseas trained psychologist... = It was very difficult

Or In this section, we are going to ask you about your experience as an overseas trained psychologist... = It was difficult

Or In this section, we are going to ask you about your experience as an overseas trained psychologist... = Neutral

Or In this section, we are going to ask you about your experience as an overseas trained psychologist... = It was easy

Or In this section, we are going to ask you about your experience as an overseas trained psychologist... = It was very easy

Were you required to have had any specific training in Māori culture, language, and customs as a pre-requisite for registering as a psychologist in Aotearoa New Zealand?

Yes

No

Display This Question:

If Were you required to have had any specific training in Māori culture, language, and customs as a... = Yes



What specific training in Māori culture was expected of you? Please select all that apply.

Te Reo Māori

Te Tiriti o Waitangi (The Treaty of Waitangi)

Kaupapa Māori and Indigenous Psychologies

Māori health models

Other (please state):

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Overseas

Is there anything else you would like to share about your experience as an overseas trained psychologist in NZ?

End of Block: OVERSEAS TRAINED PSYCHOLOGISTS

Start of Block: INTERVIEW PANEL

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand

In this section, we are going to ask you about your experience of selection interview at the university where you accepted a place.

Were you required to have had any specific training in Māori culture, language, and customs as a pre-requisite for applying to the training programme?

Yes

No

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand

And In this section, we are going to ask you about your experience of selection interview at the univ...
= Yes



What specific training in Māori culture was expected of you? Please select all that apply.

Te Reo Māori

Te Tiriti o Waitangi (The Treaty of Waitangi)

Kaupapa Māori and Indigenous Psychologies

Experience working with Māori

Other (please state):

Page Break

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all that apply. = Aotearoa New Zealand

And If

Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

Was your ethnicity an important factor in your interview? (i.e., was your ethnicity referred to in questions from the panel?)

Yes

No

Display This Question:

If Was your ethnicity an important factor in your interview? (i.e., was your ethnicity referred to in questions from the panel?) Yes

How was your ethnicity or cultural identities emphasised in your interview?

Page Break

Display This Question:

If Where are you currently completing / did you do your psychologist training? Please select all tha... = Aotearoa New Zealand

Was a Māori person present on your interview panel?

- Yes
- No
- Don't know

Display This Question:

If Was a Māori person present on your interview panel? = Yes
And Where are you currently completing / did you do your psychologist training? Please select all tha... = Aotearoa New Zealand

What role did they play?

Page Break

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

Were you given the opportunity to bring along whānau/family or other support people to your interview?

Yes

No

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

And Were you given the opportunity to bring along whānau/family or other support people to your inter... = Yes

Did you take whānau or support people to your interview?

Yes

No

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

And Did you take whānau or support people to your interview? = No



What factors influenced your decision to not take whānau or support people? Please select all that apply.

- Bringing a support person may jeopardise my chance of being accepted
- I did not want the panel to see me as "weak" for bringing support
- Bringing support people in situations like this is not part of my culture
- I was not aware of anyone else bringing a support person to the interview
- Having a support person would make me more nervous
- I did not want to trouble my support people
- None of my support members were available for my interview
- I didn't need a support person for my interview
- Other (please state):

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

If you were accepted into more than one psychology training programme, what factors contributed to your choice of programme? Please select all that apply.

- Distance to family/whānau
- Reputation of the training aspect of the programme
- Reputation of the cultural aspect of the programme
- Other (please state):

- Not applicable as I was only accepted to one programme

End of Block: INTERVIEW PANEL

Start of Block: SERVICE PROVISION

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

In this section, we are going to ask you about your experience of delivering culturally competent and safe services as a psychologist in Aotearoa New Zealand.

Which of the following aspects of te reo Māori do you consider yourself to be competent in?
Please select all that apply.

- Pronunciation
- Karakia or waiata
- Simple greetings/mihi
- Pepeha or introducing own whakapapa
- I am a fluent Te Reo Māori speaker
- None of the above

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes



Do you have any on-going training to further your knowledge of Māori culture (e.g., tikanga, te reo Māori, Māori health models)? Please select all that apply.

- Yes, my workplace provides further training
- Yes, I took my own initiatives to attend training outside of my workplace (e.g. attending a wānanga)
- No
- Other (please state):

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

And If

*Do you have any on-going training to further your knowledge of Māori culture (e.g., tikanga, te r... =
Yes, my workplace provides further training*

*Or Do you have any on-going training to further your knowledge of Māori culture (e.g., tikanga, te r...
= Yes, I took my own initiatives to attend training outside of my workplace (e.g. attending a wānanga)*

*Or Do you have any on-going training to further your knowledge of Māori culture (e.g., tikanga, te r...
= Other (please state):*

What are the examples of on-going training that you have on Māori culture?

- Māori models of health (e.g., Meihana model)
 - Te Tiriti o Waitangi/Treaty of Waitangi
 - Te Reo Māori
 - Tohunga/Rongoā/Traditional Māori healing practices
 - Kaupapa Māori service delivery models
 - Other (please state):
-

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

And If

*Do you have any on-going training to further your knowledge of Māori culture (e.g., tikanga, te r... =
No*

What are the possible reasons for not having had any ongoing training on Māori culture (e.g., tikanga, te reo Māori, Māori health models)? Please select all that apply.

Lack of time to do so

No training available in my region

My employer does not provide support or resources for further training

The training available does not extend my knowledge on tikanga Māori

Other reasons (please state):

Page Break

Display This Question:
If Which of the following statement best describes your current role in Psychology? Please select al... = I am a psychologist
Or Are you currently a student on placement or internship? = Yes



Do you have any on-going training on cultural competency to work with clients from different ethnic/cultural backgrounds (e.g., ethnicity, socioeconomic background, religion, disability, LGBTQIATakatāpui+)? Please select all that apply.

- Yes, my workplace provides further training
- Yes, I took my own initiatives to attend training outside of my workplace (e.g. attending a conference)
- No
- Other (please state):

Display This Question:
If Which of the following statement best describes your current role in Psychology? Please select al... = I am a psychologist
Or Are you currently a student on placement or internship? = Yes
And If
Do you have any on-going training on cultural competency to work with clients from different ethn... = Yes, my workplace provides further training
Or Do you have any on-going training on cultural competency to work with clients from different ethn... = Yes, I took my own initiatives to attend training outside of my workplace (e.g. attending a conference)
Or Do you have any on-going training on cultural competency to work with clients from different ethn... = Other (please state):

What are the examples of on-going training that you have on cultural competency?

Display This Question:

If Do you have any on-going training on cultural competency to work with clients from different ethn...
= No



What are the possible reasons for not having had any ongoing training on cultural competency?
Please select all that apply.

- Lack of time to do so
- No training available in my region
- My employer does not provide support or resources for further training
- The training available does not extend my knowledge on cultural competency
- Others (please state):

Page Break

Display This Question:

If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist

Or Are you currently a student on placement or internship? = Yes

And If

Which ethnic group or groups do you belong to? Please select all that apply. = Māori

To what extent have the following ever been an issue for you as a Māori psychologist in your workplace and/or work-related activities?

| | None of the time | A little of the time | Some of the time | Most of the time | All of the time |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Low levels of Māori cultural competence of colleagues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Limited or no access to Māori cultural competency training | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Limited or no access to Māori cultural support/supervision | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Isolation from other Māori colleagues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Dual responsibilities to employer/job and Māori communities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Being the sole advocate for Māori issues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

And If

Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

Or Which ethnic group or groups do you belong to? Please select all that apply. = Māori

In the workplace and/or during work-related activities (e.g., committees, conferences), please indicate if you have experienced this cultural labour/cultural loading. You can select both 'yes' options if applicable.

Display This Choice:
If Which ethnic group or groups do you belong to? Please select all that apply. = Māori

| | Yes, within the last 12 months | Yes, more than 12 months ago | No, never | Don't know | Not applicable |
|---|--------------------------------|------------------------------|--------------------------|--------------------------|--------------------------|
| I was asked to pronounce patient names for colleagues before they saw a client, because of my ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| In discussions, I was asked to represent the perspective of all my ethnic community, because of my ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I was expected to spend time educating my colleagues about the experiences of my ethnic cultural background, because of my ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <i>Display This Choice:</i> <i>If Which ethnic group or groups do you belong to? Please select</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

all that apply. =
Māori

People
assumed I
would do a
waiata,
karakia
and/or mihi,
because I'm
Māori.

Display This Question:

If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist

Or Are you currently a student on placement or internship? = Yes

And If

Do you identify as a rainbow person? The term 'rainbow' describes people who either do not identi...
= Yes

Or Do you consider yourself to be transgender? Transgender is an umbrella term that refers to
people... = Yes

In the workplace and/or during work-related activities (e.g., committees, conferences), please indicate if you have experienced this cultural labour/cultural loading. You can select both 'yes' options if applicable.

| | Yes, within the last 12 months | Yes, more than 12 months ago | No, never | Don't know | Not applicable |
|---|--------------------------------|------------------------------|--------------------------|--------------------------|--------------------------|
| In discussions, I was asked to represent the perspective of all peoples in rainbow communities, because of my rainbow/LGBTQIA+ identity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I was expected to spend time educating my colleagues about the experiences of my rainbow background, because of my rainbow/LGBTQIA+ identity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

End of Block: SERVICE PROVISION

Start of Block: RACISM AND ALLY FOR ANTI-RACISM

In this section, we are going to ask about your experiences of discrimination and harassment (or witnessing discrimination) in psychology training programmes or workplaces, and involvement as an ally in challenging injustices.

These questions are voluntary and you do not need to answer any question you are uncomfortable with. If you would like to talk to someone about some of the sensitive issues raised in this part of the survey, you can contact one of these support services:

Need to talk? – free call or text 1737 to reach a counsellor 24 hours a day through the National Telehealth Service

The Lowdown – free call 0800 111757 or text 5626

Lifeline – free call 0800 543 354 (0800 LIFELINE) or text 4357 (HELP)

Samaritans helpline – free call 0800 726 666

Chinese lifeline – free call 0800 888 880

Depression helpline – free call 0800 111 757

Netsafe – free call 0508 NETSAFE (0508 638 723), email help@netsafe.org.nz, or text 'Netsafe' to 4282 (for online safety help and advice including regarding online bullying, harassment and discrimination)

OUTline (rainbow mental health) – free call 0800 688 5463

Suicide Crisis Helpline – free call 0508 828 865

Crisis – free call 0800 88 33 00

New Zealand Psychological Society's community

resources: <https://www.psychology.org.nz/public/community-resources>

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

*Or Are you currently contributing to the teaching or development of a training programme that
provid... = Yes*

Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by oppressing and devaluing other ethnic/racial groups, using the invented concepts of 'race' and racial hierarchies. Colonisation forms the main context for understanding how racism manifests in Aotearoa New Zealand. Racism occurs at all levels - from interpersonal to societal. It can involve things like racially motivated hate crimes, jokes or stereotypes, racial slurs, or unequal treatment.

In the workplace and/or during work-related activities (e.g., committees, conferences), have you ever **witnessed (seen, heard or heard about)** another person or a group of people being subjected to racism? You can select both 'yes' options if applicable.

- Yes, within the last 12 months
 - Yes, more than 12 months ago
 - No, never
 - Don't know
-

Display This Question:

If Which of the following statement best describes your current role in Psychology? Please select al...
= I am completing a psychology training programme

Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by oppressing and devaluing other ethnic/racial groups, using the invented concepts of 'race' and racial hierarchies. Colonisation forms the main context for understanding how racism manifests in Aotearoa New Zealand. Racism occurs at all levels - from interpersonal to societal. It can involve things like racially motivated hate crimes, jokes or stereotypes, racial slurs, or unequal treatment.

In your psychology training programme, have you ever **witnessed (seen, heard or heard about)** another person or a group of people being subjected to racism? You can select both 'yes' options if applicable.

- Yes, within the last 12 months
- Yes, more than 12 months ago
- No, never
- Don't know

Page Break

Display This Question:

If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist

Or Are you currently contributing to the teaching or development of a training programme that
provid... = Yes

Or Are you currently a student on placement or internship? = Yes

And If

Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

In the workplace and/or during work-related activities (e.g., committees, conferences), have you ever **experienced** racism? You can select both 'yes' options if applicable.

Yes, within the last 12 months

Yes, more than 12 months ago

No, never

Don't know

Display This Question:

If Which of the following statement best describes your current role in Psychology? Please select al...
= I am completing a psychology training programme

And If

Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

In your psychology training programme, have you ever **experienced** racism? You can select both 'yes' options if applicable.

- Yes, within the last 12 months
- Yes, more than 12 months ago
- No, never
- Don't know

Page Break

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

*Or Are you currently contributing to the teaching or development of a training programme that
provid... = Yes*

In the workplace and/or during work-related activities have you ever experienced the following types of bullying? You can select both 'yes' options if applicable.

Bullying refers to repeated and unreasonable behaviour directed towards someone or a group of people that can lead to physical or psychological harm.

| | Yes, within the last 12 months | Yes, more than 12 months ago | No, never | Don't know |
|---|--------------------------------|------------------------------|--------------------------|--------------------------|
| Physical: This involves hurting someone, or damaging or stealing their belongings e.g. hitting, shoving, stealing, throwing things | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Verbal: This involves saying or writing mean things (including online) e.g. offensive comments, yelling, threatening someone, spreading rumours | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Social: This is also called relational or psychological - it involves hurting someone's relationships or reputation (including online) e.g. excluding someone or humiliating them | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Sexual harassment: This involves unwanted pattern of sexual behaviour e.g. demanding for | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

sexual favours,
unwelcome
physical
contacts,
offensive
comments about
body

Display This Question:

*If In the workplace and/or during work-related activities have you ever experienced the following ty...
= Physical: This involves hurting someone, or damaging or stealing their belongings e.g. hitting, shoving,
stealing, throwing things [Yes, within the last 12 months]*



How often have you experienced physical bullying in your workplace in the last 12 months?

- Once
- 2-3 times
- 4-5 times
- 6 or more times
- Don't know

Display This Question:

*If In the workplace and/or during work-related activities have you ever experienced the following ty...
= Verbal: This involves saying or writing mean things (including online) e.g. offensive comments, yelling,
threatening someone, spreading rumours [Yes, within the last 12 months]*

How often have you experienced verbal bullying in your workplace in the last 12 months?

- Once
- 2-3 times
- 4-5 times
- 6 or more times
- Don't know

Display This Question:

*If In the workplace and/or during work-related activities have you ever experienced the following ty...
= Social: This is also called relational or psychological - it involves hurting someone's relationships or reputation (including online) e.g. excluding someone or humiliating them [Yes, within the last 12 months]*

How often have you experienced social bullying in your workplace in the last 12 months?

- Once
- 2-3 times
- 4-5 times
- 6 or more times
- Don't know

Display This Question:

*If In the workplace and/or during work-related activities have you ever experienced the following ty...
= Sexual harassment: This involves unwanted pattern of sexual behaviour e.g. demanding for sexual favours, unwelcome physical contacts, offensive comments about body [Yes, within the last 12 months]*

How often have you experienced sexual harassment in your workplace in the last 12 months?

- Once
- 2-3 times
- 4-5 times
- 6 or more times
- Don't know

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am completing a psychology training programme*

In your psychology training programme, have you ever experienced the following types of bullying? You can select both 'yes' options if applicable.

Bullying refers to repeated and unreasonable behaviour directed towards someone or a group of people that can lead to physical or psychological harm.

| | Yes, within the last 12 months | Yes, more than 12 months ago | No, never | Don't know |
|---|--------------------------------|------------------------------|--------------------------|--------------------------|
| Physical: This involves hurting someone, or damaging or stealing their belongings e.g. hitting, shoving, stealing, throwing things | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Verbal: This involves saying or writing mean things (including online) e.g. offensive comments, yelling, threatening someone, spreading rumours | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Social: This is also called relational or psychological - it involves hurting someone's relationships or reputation (including online) e.g. excluding someone or humiliating them | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Sexual harassment: This involves unwanted pattern of sexual behaviour e.g. demanding for | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

sexual favours,
unwelcome
physical
contacts,
offensive
comments about
body

Display This Question:

If In your psychology training programme, have you ever experienced the following types of bullying?... = Physical: This involves hurting someone, or damaging or stealing their belongings e.g. hitting, shoving, stealing, throwing things [Yes, within the last 12 months]

How often have you experienced physical bullying in your psychology training programme in the last 12 months?

- Once
- 2-3 times
- 4-5 times
- 6 or more times
- Don't know

Display This Question:

If In your psychology training programme, have you ever experienced the following types of bullying?... = Verbal: This involves saying or writing mean things (including online) e.g. offensive comments, yelling, threatening someone, spreading rumours [Yes, within the last 12 months]

How often have you experienced verbal bullying in your psychology training programme in the last 12 months?

- Once
- 2-3 times
- 4-5 times
- 6 or more times
- Don't know

Display This Question:

If In your psychology training programme, have you ever experienced the following types of bullying?... = Social: This is also called relational or psychological - it involves hurting someone's relationships or reputation (including online) e.g. excluding someone or humiliating them [Yes, within the last 12 months]

How often have you experienced social bullying in your psychology training programme in the last 12 months?

- Once
- 2-3 times
- 4-5 times
- 6 or more times
- Don't know

Display This Question:

If In your psychology training programme, have you ever experienced the following types of bullying?... = Sexual harassment: This involves unwanted pattern of sexual behaviour e.g. demanding for sexual favours, unwelcome physical contacts, offensive comments about body [Yes, within the last 12 months]

How often have you experienced sexual harassment in your psychology training programme in the last 12 months?

- Once
- 2-3 times
- 4-5 times
- 6 or more times
- Don't know

Page Break

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am completing a psychology training programme*

Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative insults based on the characteristics of how people are perceived.

Examples of characteristics are skin colour, ancestry, nationality, religion, gender, sexuality, age, weight, disability, class (socioeconomic status) and single-parent status. These characteristics are not necessarily independent of one another and people may face overlapping experiences of microaggression for belonging to more than one group (e.g., a Chinese transgender man who is a migrant to New Zealand).

How often do any of the following things happen to you in your psychology training programme?

Display This Choice:

If Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

And If

Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op... = Yes, within the last 12 months

Or Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op... = Yes, more than 12 months ago

| | Never | Less than once a year | A few times a year | A few times a month | At least once a week | Almost everyday |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| You are treated with less courtesy than other people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| You are treated with less respect than other people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People act as if they think you are not smart | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People act as if they are better | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

than you

People act as if they are afraid of you

You are threatened or harassed

| | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Display This Choice:

If Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you

| | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|

belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

And If

Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op... = Yes, within the last 12 months

Or Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op... = Yes, more than 12 months ago

People get angry, or avoid me, when I raise issues of racism

Other experience of microaggressions (please state):

16

| | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Display This Question:

If Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [Less than once a year] (Count) >= 1

Or Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [A few times a year] (Count) >= 1

Or Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [A few times a month] (Count) >= 1

Or Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [At least once a week] (Count) >= 1

Or Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [Almost everyday] (Count) >= 1

And If

Which of the following statement best describes your current role in Psychology? Please select al... =
I am completing a psychology training programme



What do you think is the main reason for these microaggression experiences that happened to you in your psychology training programme? Please select all that apply.

- Ageism (Discrimination based on age)
- Racism (Discrimination based on race/ethnicity/skin colour)
- Discrimination based on accent or language spoken
- Ableism (Discrimination based on disability status)
- Discrimination based on body size
- Discrimination based on way of dress or appearance
- Misogyny and heteropatriarchy
- Homophobia and/or transphobia (Discrimination based on rainbow identity)
- Discrimination based on religious beliefs
- Discrimination based on income or socioeconomic status
- Discrimination based on single parent status
- Other (please state):

Page Break

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

*Or Are you currently contributing to the teaching or development of a training programme that
provid... = Yes*

Or Are you currently a student on placement or internship? = Yes

Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative insults based on the characteristics of how people are perceived.

Examples of characteristics are skin colour, ancestry, nationality, religion, gender, sexuality, age, weight, disability, class (socioeconomic status) and single-parent status. These characteristics are not necessarily independent of one another and people may face overlapping experiences of microaggression for belonging to more than one group (e.g., a Chinese transgender man who is a migrant to New Zealand).

How often do any of the following things happen to you in the workplace and/or during work-related activities (e.g., committees, conferences)?

Display This Choice:

If Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

And If

Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op... = Yes, within the last 12 months

Or Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op... = Yes, more than 12 months ago

| | Never | Less than once a year | A few times a year | A few times a month | At least once a week | Almost everyday |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| You are treated with less courtesy than other people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| You are treated with less respect than other people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People act as if they think you are not smart | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

People act as if they are better than you are

People act as if they are afraid of you

You are threatened or harassed

Display This Choice:

If Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Samoan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Cook Island Māori

Or Which ethnic group or groups do you belong to? Please select all that apply. = Tongan

Or Which ethnic group or groups do you belong to? Please select all that apply. = Niuean

Or Which ethnic group or groups do you belong to? Please select all that apply. = Chinese

Or Which ethnic group or groups do you belong to? Please select all that apply. = Indian

Or Which ethnic group or groups do you belong to? Please select all that apply. = Other ethnicity:

And If

Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op... = Yes, within the last 12 months

Or Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op... = Yes, more than 12 months ago

People get angry, or avoid me, when I raise issues of racism

Other experience of microaggression (please state):

Display This Question:

If Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [Less than once a year] (Count) >= 1

Or Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [A few times a year] (Count) >= 1

Or Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [A few times a month] (Count) >= 1

Or Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [At least once a week] (Count) >= 1

Or Microaggressions refer to brief and commonplace daily verbal, behavioral, or environmental indign... [Almost everyday] (Count) >= 1

And If

Which of the following statement best describes your current role in Psychology? Please select al... =
I am a psychologist

Or Are you currently contributing to the teaching or development of a training programme that provid... = Yes

Or Are you currently a student on placement or internship? = Yes



What do you think is the main reason for these experiences that happened to you in the workplace and/or during work-related activities (e.g., committees, conferences)? Please select all that apply.

- Ageism (Discrimination based on age)
- Racism (Discrimination based on race/ethnicity/skin colour)
- Discrimination based on accent or language spoken
- Ableism (Discrimination based on disability status)
- Discrimination based on body size
- Discrimination based on way of dress or appearance
- Misogyny and heteropatriarchy
- Homophobia and/or transphobia (Discrimination based on rainbow identity)
- Discrimination based on religious beliefs
- Discrimination based on income or socioeconomic status
- Discrimination based on single parent status
- Other (please state):

Page Break

Display This Question:

If Which ethnic group or groups do you belong to? Please select all that apply. = Māori

Māori in psychology may experience specific racial microaggressions that are less common for other groups. Examples of racial microaggressions include being ignored when raising cultural issues, or those views are minimised; or being expected to be the cultural informant - default educator.

In your time in psychology, have you ever experienced any of the following racial microaggressions? You can select both 'yes' options if applicable.

| | Yes, within the last 12 months | Yes, more than 12 months ago | No, never | Don't know |
|---|--------------------------------|------------------------------|-----------------------|-----------------------|
| Got the vibe that mātauranga Māori is not viewed as “real” science | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Been told that you need to learn Western psychology to be a psychologist and/or staff member in psychology | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Been told that wairua is irrelevant to psychological practice | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Been told that Te Reo Māori is a dying language ‘so why learn it’ | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Been blocked from training opportunities to work with iwi or hapu organisations, or Māori NGOs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Been told that ‘We do not teach Māori cultural content at this university. You will have to go somewhere else’. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Been told that you are not a 'real, or full Māori'

Been told that Māori get unfair benefits

Been told that all Māori are alike

Other specific microaggressions to being Māori (please state):

Page Break

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

And If

*Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op...
= Yes, within the last 12 months*

*Or Racism is a system that perpetuates the power and privilege held by one ethnic/racial group by op...
= Yes, more than 12 months ago*

Have you reported or made a complaint about discrimination or racism as a psychologist?

Reporting means notifying someone about the behaviour - you may not be expecting action to be taken. Complaint in this context means a request (written or verbal) for action to be taken.

Yes

No

Display This Question:

*If Have you reported or made a complaint about discrimination or racism as a psychologist?
Reporting... = Yes*

How satisfied were you with the *process* of reporting or making a complaint?

Very dissatisfied

Dissatisfied

Neither satisfied nor dissatisfied

Satisfied

Very satisfied

Not applicable (e.g. complaint is still ongoing)

Display This Question:

*If Have you reported or made a complaint about discrimination or racism as a psychologist?
Reporting... = Yes*

How satisfied were you with the *result* of reporting or making a complaint?

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied
- Not applicable (e.g. complaint is still ongoing)

Display This Question:

*If Which of the following statement best describes your current role in Psychology? Please select al...
= I am a psychologist*

Or Are you currently a student on placement or internship? = Yes

Does your current main workplace have the following?

| | Yes | No | Don't know | Not applicable |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| A well-known workplace policy on discrimination and/or racism. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| An induction process to provide new staff with information about discrimination and/or racism. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| A designated person or office where staff can go if they have any concerns regarding discrimination and racism in the workplace. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Page Break

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

Would you say that training experiences that are traumatic is normalised in psychology?

- Yes
- No
- Don't know

Display This Question:

*If Where are you currently completing / did you do your psychologist training? Please select all tha...
= Aotearoa New Zealand*

Have your experiences in psychology training caused you to seek professional help (e.g. psychologist, tohunga, GP)?

- Yes
- No

Page Break

The following are statements of opinion. There are no right or wrong answers.
Please indicate how strongly you personally disagree or agree with each statement.

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| Te Tiriti o Waitangi should be the basis for the provision of health services for Māori. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| New Zealand psychologists should have compulsory courses, comprising at least 20% of their training, specifically in taha Maori (Maori culture) aspects of Maori mental health, and the practice of working with Maori clients. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Wairua is an essential component of the psychotherapeutic process when working with Māori clients. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The loss of land for Māori people is a strong factor determining their mental health. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Mātauranga Māori is science. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

The following are statements of opinion. There are no right or wrong answers.

Please indicate how strongly you personally disagree or agree with each statement.

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| Racism is a major problem in New Zealand. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Racism is a determining factor for who is incarcerated. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Colonisation may have been a problem in the past, it is not an important problem today. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It is important that people begin to think of themselves as Kiwi New Zealanders and not based on their ethnic cultural identity: Māori, Pacific, and Asian. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Page Break

Please indicate how strongly you personally disagree or agree with each statement. There are no right or wrong answers.

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| I actively seek to understand how I participate in both intentional and unintentional racism. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I actively seek to educate myself about the experience and impact of racism. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am actively involved in exposing practice or policy that upholds exclusionary and racist practices. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There needs to be more positive role models in Psychology from people of different ethnic cultural backgrounds. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

On a scale of 1 (not accurately at all) to 7 (extremely accurate), please indicate how true each statement below applies to you.

There are no right or wrong answers.

| | Not accurately at all | | | | | | Extremely accurately |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I don't care to know what other people really think of me | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I don't gossip about other people's business | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Page Break

The Australian Psychological Society (in 2016) and the American Psychological Association (in 2021) have issued apologies to indigenous peoples, people of colour and/or individuals affected by racism for their role in promoting, perpetuating, and failing to challenge racism, racial discrimination, and human hierarchy.

Should the ideal time for the New Zealand Psychologists Board and New Zealand Psychological Society adopt a similar resolution to address racism and to remedy the harms of psychological practices for Māori and other ethnic cultural groups affected by racism?

- Yes
- No
- Don't know

Is there anything else that you would like to share with us about your experience of racism, witnessing of racism, or being an anti-racist ally in Psychology?

End of Block: RACISM AND ALLY FOR ANTI-RACISM

Start of Block: FINAL

You've finished! Ngā mihi nui for completing our survey. This is the final place to make comments within the survey.

Do you have any final comments? For example, you can tell us the type of questions that you would like us to ask in future.

End of Block: FINAL
