

Appendix 2

Research Methodology

Funded by UNSW Athena SWAN the Social Policy Research Centre undertook a research program associated with 3C. This included background research and a literature review to inform the design of the 3C project, then qualitative research with 3C participants which aimed to a) evaluate the impact of 3C on participating carers and b) contribute to a gap in knowledge about the experiences of academic staff at UNSW with caring responsibilities.

The project used a mixed research methodology based on data collected through surveys and focus group/interviews. The evaluation method, the development of the survey instruments and focus group/ interview schedules were informed by a literature search and review of policies.

Surveys

The aims of the survey research were:

- 1 To collect background information to inform the design of the coaching workshops including:
 - a. Experiences of being an employed carer at UNSW;
 - b. The impact of care on day-to-day work and careers; and
 - c. Perceptions of UNSW's workplace culture and supports.
- 2 To provide feedback on the coaching workshops.
- 3 To inform recommendations for UNSW about changes that would better support carers in workplace culture and policies or practical support.

Data was collected using two online surveys administered through Qualtrics: 1) *Carer experience survey*, a pre-workshop survey distributed to all UNSW carers who register an expression of interest in the 3C coaching workshops; and 2) *Post workshop survey for 3C* for those who had completed a workshop.

The online pre-workshop survey questions were developed based on research by Austin and Heyes, 2020; Carers + Employers, 2021; UCU n.d.¹ The survey took approximately 15-20 minutes to complete. The online post-workshop survey questions were based on the intended outcomes of the workshop to equip carers to identify workplace challenges and strategies to address these challenges. The survey took approximately 5-10 minutes to complete. Fifteen responses to the pre-survey and seventeen responses to the post workshop survey were received.

Focus Group / Interviews

Further data was collected through one focus group session with three participants and two online interviews. The focus group discussion/interview themes were developed based on relevant studies.² The interviews and focus groups were designed to elaborate on the experiences of carers and suggestions for future workplace strategies or initiatives to support carers at UNSW.

References

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- 2 Hofstaetter, L. Judd-Lam, S. and Cherrington, G. (2022) 'Informal care in Australia during the COVID-19 pandemic', *International Journal of Care and Caring*, 6 (1-2), 253–259. DOI: 10.1332/239788221X16216124420027;

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