




SAFE SPACE ROUNDTABLE REPORT

“How might we ensure WA startup-related events are welcoming, inclusive and safe?”



1. ACKNOWLEDGEMENT OF COUNTRY

StartupWA and WiTWA acknowledge the Traditional Owners of country throughout Australia and recognise their continuing connection to land, waters and community. We pay our respect to them and their cultures and to elders, past and present.



2. CONTENT WARNING

This report discusses harassment and discrimination, including anonymised accounts of individual experiences. This may be triggering or traumatising for some readers. If you feel uncomfortable or distressed while reading this report, please prioritise your wellbeing and stop reading. Your mental health is important and there are resources available to support you. For immediate assistance, please contact:

- [Lifeline](#) on 13 11 14
- [Beyond Blue](#) on 1300 22 4636, and/or
- [1800 RESPECT](#) on 1800 737 732

3. EXECUTIVE SUMMARY

Through informal conversations with StartupWA representatives in early 2024, several individuals highlighted experiences of discrimination or harassment in WA's startup ecosystem, particularly when attending events.

StartupWA sought to collaborate with Women in Technology WA (WiTWA) to better understand the issue via an anonymous survey and a Safe Space Roundtable. 70 individuals operating in various areas of the ecosystem including entrepreneurs, event organisers, HR experts and policy advisors were invited to participate in both events.

Out of 22 eligible responses to the survey, at startup-related events in WA:

- 23% experienced harassment themselves;
- 32% observed harassment happen to someone else;
- 45% experienced discrimination themselves; and
- 45% observed discrimination happen to someone else.

Encouragingly, 95% of those respondents reported having attended startup-related events at which they felt safe and welcome.

The Safe Space Roundtable was held on Friday, 17 May 2024 at the Centre for Entrepreneurial Research and Innovation (CERI) from 1:30 pm to 3:30 pm AWST. 19 people attended in person, and a further eight attended online.

The findings include four tools/systems for development and implementation, and three processes/practices to embed.

The four tools/systems recommended for development are:

- A universal **code of conduct** with consistent expectations and application regardless of the event provider or organiser;
- **Training content** to help event staff and volunteers recognise and respond to instances of harassment or discrimination;
- A **toolkit** for event organisers including templates, guides, case studies and/or scripts for use by staff, volunteers and attendees; and
- A **reporting system** for incidents that enables either in-person or online, including after the event.

The three processes/practices recommended for implementation are:

- A funded **collaborative governance body** that can oversee development and implementation of the tools/systems;
- **Empowering bystanders** to 'see something, say something' and champion change in addressing harassment and discrimination; and
- Taking opportunities to **share stories** and make transparent progress towards reducing and eventually eliminating harassment and discrimination.

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5. ABOUT STARTUPWA AND WITWA

StartupWA is a not-for-profit, representative organisation which promotes the growing startup sector in Western Australia. It seeks to accelerate the growth of the Western Australian startup ecosystem so that it is an internationally recognised, leading hub for early-stage technology and innovation companies.



Women in Technology WA (WiTWA) is the leading advocate for diversity, equity and inclusion (DEI) for women in technology in Western Australia. WiTWA's goal is to attract and retain more women into tech [+] across WA. It supports those already in the tech [+] sector, helps upskill and reskill women interested in emerging areas of work, and inspires the next generation to embrace the opportunities these future skills unlock.



6. METHODOLOGY

The Safe Space Roundtable followed the World Cafe Methodology, a proven framework used by StartupWA for its Summit Series in 2021 and the METS Industry Roundtable in 2022. This methodology, known for its effectiveness and flexibility in hosting large group dialogues, follows seven design principles that promote collaborative conversation, active engagement, and constructive possibilities for action.



International Creative Commons Attribution4 Design, 2022
<http://www.theworldcafe.com/key-concepts-resources/design-principles>

7. MEETING DESIGN

The event, held at the Centre for Entrepreneurial Research and Innovation (CERI) in Perth, was structured into three parts:

Part 1: Questions and powerful conversations

Table discussions to explore three 'How might we' questions are provided. All questions are answered by each group. Each table's responses are captured.

Part 2: Emerging themes and deeper insights

Each table facilitator reads out a summary of that table's findings to all attendees, followed by a group discussion.

Part 3: Collective actions

Each table engages in a deeper discussion on the emerging themes to brainstorm and narrow down recommendations.



8. PARTICIPANTS

Participation in the Safe Space Roundtable was curated to create a safe and inclusive environment where participants felt welcome and secure.

The diverse mix included founders, event organisers, HR specialists, policy advisors and Western Australian startup ecosystem leaders encompassing a variety of demographics. To ensure regional representation and accommodate those with work or family commitments, attendees could join online.

Nineteen stakeholders attended in person, and eight joined online. A complete list of participants is available in Appendix A.

9. PRE-EVENT SURVEY

An anonymous survey was conducted prior to the Safe Space Roundtable to provide input to the roundtable discussion. This ensured:

No pressure to share personal stories.

Discussing personal experiences of harassment or discrimination, whether as a victim-survivor or a witness, can be stressful. Allowing participants to share these stories anonymously prior to the event minimised the risk of re-traumatisation.

Focus on solutions.

By collecting and presenting data on harassment and discrimination beforehand, it was clear that these issues occur at startup-related events in Western Australia. This acknowledgement allowed the discussion to concentrate on finding solutions.

The link to the pre-event survey was distributed to 70 selected individuals. The complete question list and summary data is available in Appendix B.

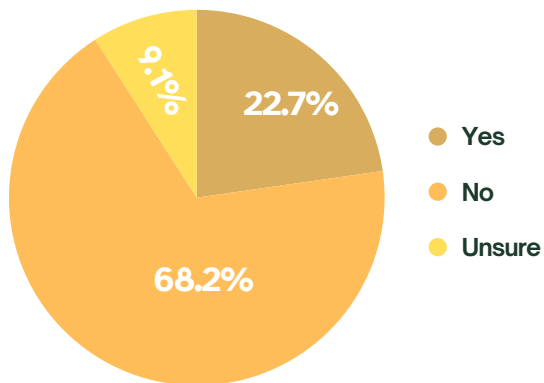
There were a total of 26 responses to the survey. Four respondents indicated they had not attended a startup-related event in WA, excluding them from the sample. This left a total of 22 responses for numerical analysis.

The following represents the findings from the pre-event survey:

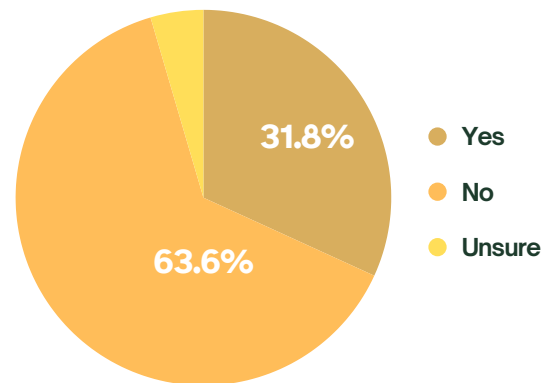


Harassment

Experienced it themselves

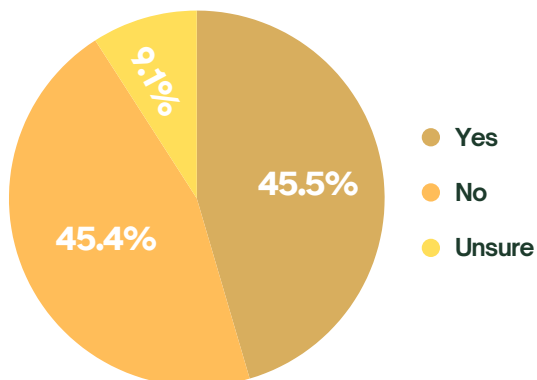


Observed it happen to others

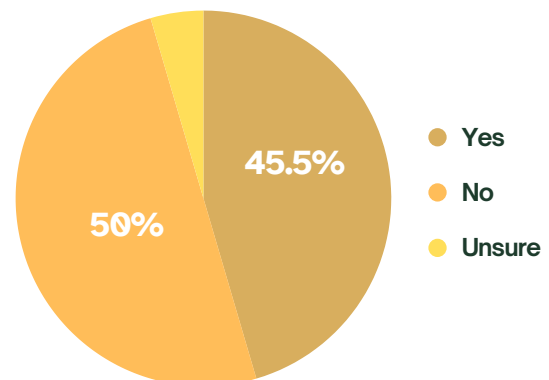


Discrimination

Experienced it themselves

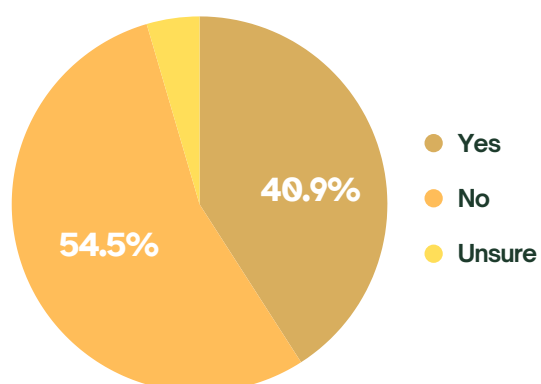


Observed it happen to others

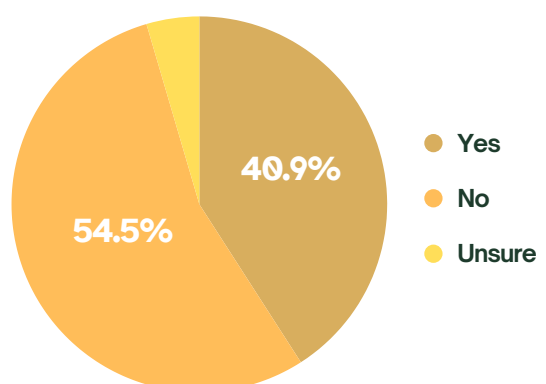


Unsafe/unwelcome

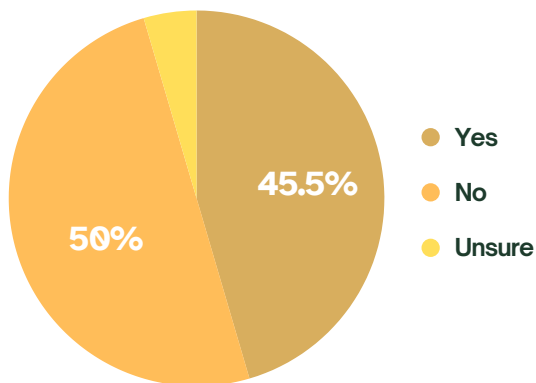
Felt unsafe or unwelcome



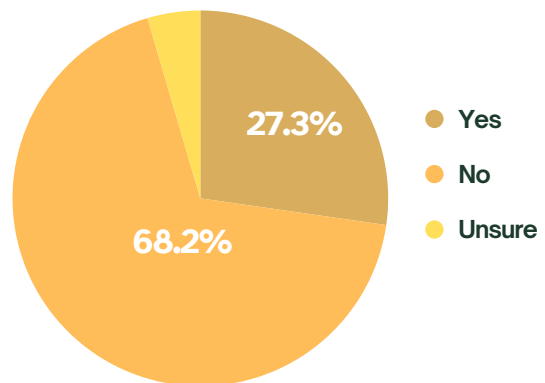
Avoid specific events/providers as a result



Impacted willingness to attend in general

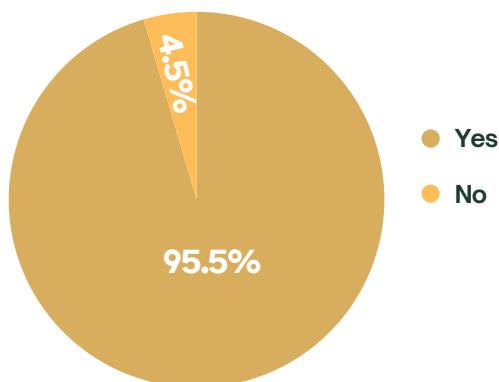


Impacted ability to engage in business activities



Welcoming

Attended and felt safe & comfortable



Qualitative responses:

- Examples of discrimination experienced or observed:
 - An event host made assumptions about a woman of colour not using a business-related prize, asking if they should redraw after she won.
 - It is very hard to feel no matter how hard you network or communicate that you are automatically excluded because a) you're a woman b) you're not part of the elite closed group. The same people holding the seat at the table limits opportunity for diverse and emerging talent to shine.
 - Aboriginal identity was questioned multiple times due to fair skin colour.
 - Misogynistic comments and jokes about age, sex, and race came from various sources, including academia and corporate sectors.
 - Migrants, women, and multicultural founders have faced barriers regarding angel investment opportunities.

- Examples of harassment:
 - A male investor made inappropriate comments about a female founder's breasts during a conversation.
 - During an event, the host encountered an attendee who made derogatory comments and inappropriate remarks, later becoming defensive and aggressive when confronted. This has since deterred the host from organising future events.
- Concerns highlighted:
 - Migrants and individuals from diverse backgrounds often lack visibility in the startup ecosystem, hindering their ability to build reputations and access opportunities. Conversely, the majority demographic is more visible and frequently invited to participate, perpetuating a system that can exclude new talent. This includes media opportunities.
 - Safety concerns regarding event location and timing were noted, especially with regards to coming and going from events at night.
 - Events were perceived to be dominated by a homogenous socio-economic group.
 - Participants felt judged based on perceived success.
 - A 'boys club' mentality and lack of diversity were reported, where members of a network/group (in this case, male dominated) advance based on personal connections.
 - Non-tech businesses were underrepresented.
 - Reputation risks were highlighted.
 - Anxiety and exhaustion result from feeling unsafe or uncomfortable.
- Examples of what made events feel safe:
 - Ensuring a substantial number of women attended.
 - Hosting events at safe locations.
 - Diverse representation on panels and inclusive speakers lineups.
 - Familiarity with organisers and their policies.
 - Inclusive environments with varied backgrounds and ages.
 - Clear communication of safety policies and a visible commitment to diversity.
- Additional comments:
 - The Safe Space initiative was positively received.
 - There were calls for more inclusion of underrepresented groups such as CALD (culturally and linguistically diverse), First Nations, and refugees.
 - There is a need for better education on facilitation and inclusivity for event providers.
 - Survey participants expressed a desire for genuine diversity beyond just gender, including migrants, people with disabilities, and other marginalised groups.

10. QUESTIONS AND POWERFUL CONVERSATIONS

The following three questions were crafted based on insights gained from the survey:

1

How might we empower bystander intervention to combat harassment and discrimination in real-time at startup events?

2

How might we equip startup event staff and volunteers with training and tools to help spot and respond to instances of harassment or discrimination?

3

How might we design or adapt startup event spaces to promote inclusivity and minimise opportunities for harassment or discrimination?

The cohort split into five pre-assigned small groups — four were formed in-person at the venue, with the fifth collaborating online — to discuss the barriers and opportunities for each of these three questions.

Following small group discussions, everyone reconvened to share key themes and insights their group had identified. The small groups then reformed to agree recommended next steps on one chosen insight per small group.

11. DISCUSSION CAPTURE

11.1. Question 1 — How might we empower bystander intervention to combat harassment and discrimination in real-time at startup events?

Area	Discussion capture
Barriers:	
Cultural and societal norms	<ul style="list-style-type: none">• Startup ecosystem is tight knit and male-dominated, especially within leadership roles.• There is a significant fear of repercussions when calling out poor behaviour, including the risk to the reputation of the person who highlights the behaviour.• The existing culture embedded in industry events needs to be addressed and transformed.
Lack of awareness and education	<ul style="list-style-type: none">• Lack of awareness about what key terms and definitions mean, what unacceptable behaviour looks like, and how victims may behave (eg; they may not report immediately).• Lack of awareness of risks involved as a result of inaction (inability to attract and retain talent, productivity, reputation risk).• Fear of legal ramifications (including defamation laws).• Bystanders lack confidence and knowledge about the best way to address behaviour when it occurs.• Vulnerable participants may not be familiar with others in the room and lack support networks.• Victim-survivors often experience self-doubt and can be unsure whether they're overreacting when considering reporting an incident.

Fear and safety concerns

- Participants expressed concerns about not being believed, the potential repercussions on their business, and fears of harassment and aggression, particularly from men.
- Disrespectful comments can exclude, isolate, and make people feel unsafe, creating a hostile environment.
- Racial discrimination remains a significant issue, with many people often reluctant to speak up about their experiences.

Trust and inclusion issues

- Challenges related to access and inclusion. For example event time (eg: after work, school holidays), event location (access to public transport, online streaming for remote and regional attendees), community and caring responsibilities (including children), cultural sensitivity.
- The close-knit nature of the ecosystem can create an echo chamber effect where members reinforce and amplify each other's viewpoints while minimising dissenting opinions. This insular dynamic can limit exposure to diverse perspectives, hindering critical thinking and the ability to consider alternative viewpoints.

Actions:

Empowerment and encouragement

- Encouraging bystanders to "see something, say something" by increasing confidence and capability.
- Develop practical strategies and tools that individuals can implement to be effective allies. For example, how to recognise and respond to harassment and discrimination at events.

- Use education to empower individuals to design inclusive events and set clear expectations about behaviour.
- Establish clear reporting mechanisms and support systems to foster a culture that encourages speaking out against harassment and discrimination.

Education and awareness

- Focus on education and share stories that provide examples of behaviour that supports and undermines inclusion. Understand how to recognise subtle behaviours.
- Focus on education that addresses the intersection of race and gender, emphasising the importance of relationship building and trust.

Practical interventions

- Encourage intervention to signal to the perpetrator that their behaviour is unacceptable.
- Implement a buddy-type program.
- Develop phrases that can be used to call out behaviour effectively in the moment. For example, asking for clarification: “Could you say more about what you mean by that?”, “Can you explain why that is funny?”
- Follow up with the person receiving the harassment or discrimination afterwards to make sure they are OK.
- Add post-event survey questions to gather feedback on whether there were any uncomfortable experiences.
- Promote proactive outreach to groups who are underrepresented in attending or speaking at startup events to enable broader connectivity.
- Share (anonymised) personal stories and experiences to increase visibility of challenges faced and best-practice responses.

Codes of conduct

- Outline expected behaviours and standards.
- Develop a collaborative code of conduct applicable to both business and social events, ensuring consistent standards across all settings and organisations.
- Advocate for an industry-wide code of conduct (or code of values) to establish a culture of respect and safety.
- Clearly communicate the rules and steps outlined in the code of conduct to all participants.

Reporting mechanisms

- Decide as a community if we want to measure metrics to assess progress and, if so, who is accountable for measurement and reporting. Finally, how we might pilot a program and what success might look like.
- Implement clear and simple reporting channels to ensure accessibility and reliability. For example, a cloud app, designated individuals within existing organisations, or a voluntary ally program.
- Establish a clear framework with steps for reporting incidents.
- Utilise name tags so people know who they are talking to/interacting with. This will enable anonymous reporting to identify an individual by name, while being mindful of potential abuse.

Event management

- Ensure the perpetrator is made aware that their behaviour is unacceptable.
- Check in with the affected person, and/or offer to discreetly remove them from the situation if something feels off, perhaps by inviting them to another area.
- A toolkit for event organisers which should include a code of conduct, value leadership, and promote self-awareness.

11.2. Question 2 - How might we equip startup event staff and volunteers with training and tools to help spot and respond to instances of harassment or discrimination?

Area	Discussion capture
Barriers:	
Lack of awareness and knowledge	<ul style="list-style-type: none"> • Lack of awareness: You don't know what you are looking for, or can't easily recognise what constitutes discrimination or harassment, or what is acceptable/not acceptable. • Uncertainty about what trauma-informed practices look like as the first touchpoint. • Unsure of legal responsibilities or risks. • Knowing how to accommodate each individual's preferences. Different people have different comfort levels, and what some might find discriminatory might not be experienced that way by another person.
Actions:	
Training and education	<ul style="list-style-type: none"> • Provide event staff with training in: <ul style="list-style-type: none"> - Code of conduct; - Industry framework; - Whistleblower policies; and - Hosts values. • Provide training and educational resources for those organising events. • Include information in event marketing and communications to empower attendees. • Educate attendees on code of conduct, values for event, and housekeeping. • Provide specific training for event volunteers and staff to train them to address key issues, e.g. anti-harassment quiz.

Tools and resources

- Creating tools and resources, such as:
 - Templates and communication guides.
 - Case studies showcasing what "good" looks like.
 - Expectation-setting suggestions.
 - Event scripts and handbooks for procedures.
- Create a handbook or manual for startup event staff and volunteers to promote wellness, and with examples of best practices for inclusivity.
- Quick reference tools:
 - Flow diagram
 - Host values

Event procedures and policies

- Establish clear guidelines for behaviour via a code of conduct.
- Provide training for guests to ensure understanding of anti-harassment policies prior to the event via a quiz.
- Responses need to make sense in the moment and provide clear next steps.
- Develop a checklist to ensure events are inclusive and safe.

Designated roles and points of contact

- Similar to a mental health warden, designate a safety warden to aid in increasing safety at events.
- Designated point of contact for advising next steps.
- Ensure guests know the designated person(s) they can report to, marked with a visible badge or identifier.

Action plan

Acronym (ACT NOW): Acronym to help people know what they need to do to be effective in the moment.

- A - Assess the situation: Quickly evaluate the situation to understand what is happening.
- C - Calmly intervene: Approach the situation calmly to avoid escalating it.
- T - Talk to the target: Check in with the person experiencing harassment or discrimination to see if they need help.

- N - Notify authorities: Inform event staff or security personnel about the incident.
- O - Offer support: Provide emotional support to the affected person and let them know they are not alone.
- W - Witness documentation: If safe, document the incident by noting key details or recording if appropriate.

11.3. Question 3 - How might we design or adapt startup event spaces to promote inclusivity and minimise opportunities for harassment or discrimination?

Area	Discussion capture
Barriers:	
Reporting issues	<ul style="list-style-type: none"> • Not knowing how to report incidents in the moment, or during the event. • Reporting processes need to be quick, and make it clear where the information goes and how it will be actioned.
Overwhelmed by the situation	<ul style="list-style-type: none"> • Participants feeling overwhelmed during the event and not knowing where to seek help.
Environment and timing	<ul style="list-style-type: none"> • Certain environments (eg; bars) may not be ideal for all participants. Alcohol consumption can affect behaviour. • Scheduling events to suit various demographics, such as students, mothers, and weekdays. • Ensure equitable ticket pricing: suggest tiered pricing or scholarships to make events financially accessible to a wider audience.
Legal and practical alignment	<ul style="list-style-type: none"> • Ensuring that lived experiences align with legal requirements.

Actions:

Governance and structure

- Formalisation of governance for reporting and managing discriminatory and harassing behaviour, to ensure credibility and accountability.
- Securing financial support for initiatives to make events safer.
- Forming alliances with non-profit organisations and managing conflicts of interest to ensure people feel free and able to report without fear of repercussion.
- Diverse representation in all aspects (gender, race, socio-economic status, religion, disability, sexual orientation) in any group that forms to address these issues.

Communication and representation

- Use inclusive language and imagery in promotional materials to attract a diverse audience.
- Ensure a diverse range of speakers and panellists from various backgrounds.
- Pre-event communications to set expectations.
- Icebreakers and active introductions to make attendees feel comfortable.
- Encouraging higher female participation and representation at events that are typically male dominated.
- Event ambassadors and relatable representation to foster connection.

Inclusivity and safety measures

- Designating roles for receiving complaints.
- Implementing a clear code of conduct.
- Providing notes for MCs on inclusivity practices.
- Provide demarcated safe spaces (physical space) for people to use at the event. Consider establishing safe words and zones (e.g., quiet zones, chill-out zones, creative zones).
- Using visual reminders (posters, screens) for conduct and inclusivity policies.
- Providing dietary accommodations and asking about guest adjustments.

Accountability and peer support

- Encouraging peer accountability among men and among Caucasian attendees.
- Highlighting and encouraging positive actions by male role models.
- Promoting accountability through a points system, warnings, and penalties for non-compliance.

Feedback and reporting mechanisms

- Conducting anonymous post-event surveys that include feedback on discomfort and inclusivity.
- Using QR codes for easy reporting of discomfort or harassment.
- Allowing reporting 2-3 weeks after the event (or longer).
- Publicising the list of event attendees prior so people can choose whether to attend.

Creative strategies

- Providing conversation starter pins or badges.
- Signalling safety through specific actions or codes.
- Guerrilla marketing campaigns to promote inclusivity, e.g. using posters in toilets.

12. RECOMMENDATIONS

The Safe Space Roundtable identified seven recommendations to create a safer, more inclusive, and respectful environment at startup events in Western Australia.

They are captured below in two categories: tools and processes.

12.1 RECOMMENDED TOOLS

1

Code of Conduct: There are several instances of such codes of conduct in the ecosystem — for example, the CyberWest code of conduct that all attendees must acknowledge when purchasing tickets to an event. However, these are not universal in use and often differ across organisations. There is a need to develop and implement a uniform voluntary code of conduct for business and social events, clearly outlining expected behaviours and standards. This can be used by event organisers to set consistent expectations, with universal standards so attendees know what expectations are regardless of the provider or location.

2

Training content: Provide education and guidance to help identify and respond to inappropriate behaviour, assess and manage risk, and build capacity within their organisations. Education modules should be designed in consultation with the startup community and targeted at stakeholders who have the potential to create the most impact. In the design phase, consideration should be given to time commitment required, size of target audience, level of demand, and sustainability. For example, education might comprise a short course or microcredential aimed at event planning staff and volunteers within larger organisations. Education should encompass all event stages: planning, set up, delivery, and post event. The content should provide recommendations for how to enforce the code of conduct through warnings, and penalties for non-compliance.

3

Toolkits: Create a toolbox to help organisers run inclusive and safe events. This could include templates, checklists, communication guides, case studies, event scripts, and a handbook. Priority should be given to collateral that can be quickly and easily implemented by organisations of all sizes, especially smaller organisations with limited time and resources. Organisers of large events may wish to consider providing physical zones where attendees can choose their level of interaction or approachability. Guides to achieving this can also be included.

4

Reporting system: Establish a clear framework for reporting incidents and set up accessible reporting channels for event attendees. The reporting system should recognise that not all incidents are reported on the spot. Some may be reported days, weeks (or more) afterwards as victim-survivors may need time to reflect and process. Systems should be flexible for people to choose their course of action, whether they prefer to report in person or anonymously online. Consideration should be given to risks and challenges involved with anonymous reporting. Data security and privacy issues are vital. For this reason, a pilot using an established platform such as Whispli or Elker may be beneficial. The ability to flag repeat behaviours would be helpful in identifying individuals who need further training or coaching.

12.2 RECOMMENDED PROCESSES AND PRACTICES

5

Collaboration: Recognising that culture change and education will require a commitment over the long term, establish a dedicated governance body to oversee educational initiatives, measurement and reporting, and promote consistency and quality across all events. Consider sustainable funding models to resource initial pilots, explore synergies with existing organisations, and investigate funding sources to embed successful initiatives. Ensure inclusion of government representation to ensure legitimacy, transparency, and prevent conflicts of interest. Explore strategies to encourage and amplify a wider range of viewpoints and create space for diverse and emerging talent to be more visible and influential. Explore governance models that minimise the risk of confirmation bias within a close-knit ecosystem, where a dominant group of existing members reinforce and amplify each other's viewpoints.

6

Empowering bystanders: Develop practical strategies to encourage event attendees to 'see something, say something' and champion change in addressing harassment and discrimination. This might include training and tools that provide clear intervention guidelines, and awareness campaigns, and encouragement from peers and leaders. Establish support systems for intervening bystanders, create feedback mechanisms, highlight role models, and maintain regular communication. These measures collectively promote a culture of respect, safety, and mutual accountability among all participants. Solutions may include structured initiatives, such as an allyship program. A recognisable brand may help elevate visibility and appeal, making it a source of pride and badge of honor for participants. Highlight the personal and community benefits of bystander intervention, such as contributing to a safer environment, developing leadership skills, and being part of a positive movement.

7

Transparency and storytelling: Encourage sharing of personal stories and providing thoughtful, engaging and actionable responses. Grapevine is an example of this approach, demonstrating how user-generated content and community engagement can create strong, interconnected networks. Celebrate organisations, event organisers and venues that demonstrate pro-social behaviours, adopt the code of conduct and training, and hold themselves accountable for safe and inclusive events. Consider sponsoring a new category in an existing startup ecosystem Awards program. Share best practice and drive continuous improvement by providing a mechanism for organisations to share new ideas and learnings, success and failures.

13. ACKNOWLEDGEMENT

StartupWA would like to thank WiTWA for collaborating to conduct the survey, Safe Space Roundtable and deliver this report. Both StartupWA and WiTWA thank CERI for sponsoring the venue.

StartupWA acknowledges the support from the New Industries Fund through the X-TEND WA grants program to deliver the Roundtable and report launch.

We are grateful to the following individuals for volunteering their time to organise and run the event, and deliver this report:

- Jason Balchand,
- Rebecca Beardsley,
- Lacey Filipich,
- Danielle Giles,
- Jo Hawkins,
- Janie Plant,
- Kay Solanki and
- Jessica Todd.



APPENDIX A

List of Attendees

- Akanksha Sinha <https://www.linkedin.com/in/akanksharaisinha/>
- Chondelle McKay <https://www.linkedin.com/in/chondelle-mckay-a3117122/>
- Danelle Cross <https://www.linkedin.com/in/danelle-cross-6641a323/>
- Danielle Giles <https://www.linkedin.com/in/daniellegiles/>
- Danielle Riebe <https://www.linkedin.com/in/daniriebe/>
- Elisha Middleton <https://www.linkedin.com/in/elisha-middleton-7779a415/>
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- Jeremy Farr-Wharton <https://www.linkedin.com/in/geremyfarrwharton/>
- Ivana Deng <https://www.linkedin.com/in/ivanadeng/>
- Jacqui Warnock <https://www.linkedin.com/in/jacqui-warnock-3a984422/>
- James Audcent <https://www.linkedin.com/in/james-audcent/>
- Janie Plant <https://www.linkedin.com/in/janie-plant-52a6b7/>
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- Jo Hawkins <https://www.linkedin.com/in/jo-hawkins-phd-031a1a22/>
- Kate Harris <https://www.linkedin.com/in/kate-harris-2a26a5b/>
- Kay Solanki <https://www.linkedin.com/in/kay-solanki/>
- Keelie Piva <https://www.linkedin.com/in/keeliepiva>
- Lacey Filipich <https://www.linkedin.com/in/laceyjfilipich/>
- Matt Willson <https://www.linkedin.com/in/mattkwillson/>
- Michael Le Page <https://www.linkedin.com/in/mikelepage/>
- Rebecca Beardsley <https://www.linkedin.com/in/rebeccabeardsley-coach/>
- Sam Garven <https://www.linkedin.com/in/sam-garven-a1367890/>
- Sandra Draper <https://www.linkedin.com/in/sandra-draper-b6752144/>
- Sarah Kahle <https://www.linkedin.com/in/sarah-kahle/>
- Sherin Breuer <https://www.linkedin.com/in/sherin-breuer/>
- Tamara Cook <https://www.linkedin.com/in/tamarakiragu/>

APPENDIX B

Survey Design and Summary Tables

Thank you for taking the time to participate in our anonymous survey on harassment and discrimination at startup-related events in WA.

We acknowledge that discussing these topics can be triggering or potentially traumatising. If you feel uncomfortable or distressed during the survey, we encourage you to prioritise your well-being and discontinue participation. Your mental health is important and there are resources available to support you. If you need immediate assistance, please contact [Lifeline](#) at 13 11 14, [Beyond Blue](#) at 1300 22 4636 or [1800 RESPECT](#) at 1800 737 732.

The collated anonymous data from this survey will be used to inform the roundtable planned for 17th of May 2024. By gathering this data in advance, we hope to make participation less stressful for attendees, as they won't need to share their stories in person on the day. The collated anonymous data will also be published in the final report, which will be made available on StartupWA and WiTWA's websites.

Thank you for your participation! Please remember to take care of yourself.

Best regards,
StartupWA and WiTWA



The survey provided the following definitions:

Definition of Harassment:

Harassment refers to words or behaviour that threatens, intimidates, or demeans a person. Harassment is unwanted, uninvited, and unwelcome and causes nuisance, alarm, or substantial emotional distress without any legitimate purpose.

Definition of Discrimination:

Treating a person or particular group of people differently, especially in a worse way from the way in which you treat other people, because of their race, gender, sexuality, etc.

Single Select (SS) question response options: Yes, No, Unsure

Text question response options: Long Text

Question 1 (SS): Have you attended a startup-related event in WA? (if response was no or unsure, respondent was sent to Question 14)

Question 2 (SS): Have you experienced harassment at a startup-related event in WA?

Question 3 (SS): Have you observed harassment happen to someone else at a startup-related event in WA?

Question 4 (SS): Have you experienced discrimination at a startup-related event in WA?

Question 5 (SS): Have you observed discrimination happen to someone else at a startup-related event in WA?

Question 6 (SS): Have you felt unsafe or unwelcome at a startup-related event in WA?

Question 7 (SS): Are there events or providers you avoid now due to such experiences?

Question 8 (SS): Have such experiences impacted your willingness to attend future events in general?

Question 9 (SS): Have such experiences impacted your ability to engage in business activities?

Question 10 (text): If you are willing, please briefly describe your experience (without identifying who was involved please, as we cannot action any disclosure)

Question 11 (text): What is your biggest concern when attending startup-related events?

Question 12 (SS): Have you been to startup-related events where you felt safe and comfortable?

Question 13 (text): Can you describe what made those events feel safe and comfortable for you?

Question 14 (text): Any other comments you'd like to make in advance of the roundtable?

Basic Demographics:

Question 15: Your gender

Options: Male, Female, Non-binary, Prefer not to say, Other (text option)

Question 16: Your age

Options: Under 18, 18-24, 25-34, 35-44, 45-54, 55-64, 65+, Prefer not to say

Question 17: Your location

Options: Metro, Regional, Rural, Prefer not to say

Question 18 (text): Is there any other intersectionality you believe is important for us to know about you?

RESULTS OF YES/NO/UNSURE QUESTIONS

QUESTION NUMBER	YES	NO	UNSURE
1	22	4	0
2	5	15	2
3	7	14	1
4	10	10	2
5	10	11	1
6	9	12	1
7	9	12	1
8	10	11	1
9	6	15	1
12	21	1	0

RESULTS OF DEMOGRAPHICS QUESTIONS

Gender

- Female: 19
- Male: 4
- Non-binary: 2
- Prefer not to say: 1

Age:

- Under 18: 0
- 18-24: 0
- 25-34: 3
- 35-44: 14
- 45-54: 5
- 55-64: 1
- 65+: 2
- Prefer not to say: 1

Location:

- Metro: 23
- Regional: 3
- Rural: 0
- Prefer not to say: 0