

PARTICIPANT INFORMATION STATEMENT FOR ONLINE SURVEY

Diversity, Equity and Inclusion Data and Design
Associate Professor Melissa Edwards

1. What is the research study about?

You are invited to take part in this research study.

Researchers at UNSW and the University of Sydney are conducting research exploring how we can better understand and remove the barriers that prevent underrepresented people from participating in innovation and entrepreneurship.

It focuses on improving how data is collected and how programs are designed, so we can clearly see what helps people succeed and what holds them back. In particular, the project looks at how to track experiences across different stages of starting and growing a business, and how to design support programs that are more accessible and inclusive.

Underrepresented groups include founders or aspiring founders who self-identify as a person who is one or any of: a Women; Aboriginal and/or Torres Strait Islander; culturally and linguistically diverse (CALD) backgrounds, including migrants and refugees; and/or a person with disability.

You have been invited because you have been identified as working at an organisation within a coworking space, accelerator, incubator, or startup hub (CAISH) entity in NSW, and your contact details were obtained from the Accelerating NSW CAISH program.

2. Who is conducting this research?

The study is being carried out by the following researchers:

Associate Professor Melissa Edwards, Centre for Social Impact University of New South Wales

Professor Danielle Logue, Centre for Social Impact University of New South Wales

Dr DongJu Lee, Centre for Social Impact University of New South Wales

Dr Ariella Meltzer, Centre for Social Impact University of New South Wales

Dr Rhiannon Parker, Centre for Social Impact University of New South Wales

Rangan Srikhanta, Centre for Social Impact University of New South Wales

Associate Professor Jarrod Ormiston, University of Sydney

Research Funder: This research is being funded by Investment NSW.

3. Inclusion/Exclusion Criteria

Before you decide to participate in this research study, we need to ensure that it is ok for you to take part. The research study is seeking participants who meet the following criteria:

- Managers or senior executives of organisations who delivered the CAISH program

4. Do I have to take part in this research study?

Participation in this research study is voluntary. If you do not want to take part, you do not have to.

If you decide you want to take part in the research study, you will be asked to:

- Read the information carefully (ask questions if necessary);
- Complete the online questionnaire.

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5. What does participation in this research require, and are there any risks involved?

If you decide to take part in the research study, we will ask you to complete an online questionnaire. The questionnaire will ask you questions about what diversity, equity and inclusion (DEI) data your organisation collects, how your organisation defines and supports enterprise growth, the barriers faced by participants, and the challenges and needs related to improving inclusive data practices. It should take approximately 10–15 minutes to complete.

If you experience discomfort or feelings of distress while participating in the research and you require support, you can stop participating at any time. You can also tell a member of the research team and they will provide you with assistance. Alternatively, a list of support services and their contact details is provided in section 10 below.

6. What are the possible benefits to participation?

We hope to use information we get from this research study to understand and improve participation of underrepresented people in innovation and entrepreneurship in NSW. By participating in this survey you can contribute to a clearer, shared understanding of DEI practices across the sector, inform more inclusive and effective program design, and shape future guidance, tools, and support to improve data collection and impact.

7. What will happen to information about me?

Submission of the online questionnaire is an indication of your consent. By clicking the 'I agree to participate' button you are providing your permission for the research team to collect and use information about you for the research study.

The research team will store the data collected from you for this research project for:

- A minimum of 5 years after the publication of the research results;

The information about you will be stored in a non-identifiable format where your identity will be unknown.

You will be asked to provide your consent for the research team to share or use the information collected from you in future research that:

- Will be specific to the aims of this research;
- Will be an extension of, or closely related to, the original project; or is in the same general area of research;
- Will be used in any future research.

Your information will only be shared in a format that will not identify you.

8. How and when will I find out what the results of the research study are?

The research team intend to publish and/or report the results of the research. All information will be published in a way that will not identify you.

At the conclusion of 2026 a summary of findings will also be published on the CSI website and via social media. At the end of the study, you can obtain a copy of the findings from: <https://www.unsw.edu.au/business/our-research/research-centres-institutes/unsw-csi/research-collaborations/inclusive-innovation>. If you would like to be notified when the results are available, you can let the research team know by inserting your email or mailing address in the consent form. We will only use these details to send you the results of the research.

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9. What if I want to withdraw from the research study?

You are free to withdraw at any time by closing the questionnaire. If you withdraw before submitting your responses, any information you have entered will not be saved. Once you have submitted the questionnaire, it will not be possible to withdraw your responses as the survey is anonymous.

The information you provide is personal information for the purposes of the Privacy and Personal Information Protection Act 1998 (NSW). You have the right of access to personal information held about you by the University, the right to request correction and amendment of it, and the right to make a complaint about a breach of the Information Protection Principles as contained in the PPIP Act. Further information on how the University protects personal information is available in the [UNSW Privacy Management Plan](#).

10. What should I do if I have further questions about my involvement in the research study?

The person you may need to contact will depend on the nature of your query. If you require further information regarding this study or if you have any problems which may be related to your involvement in the study, you can contact the following member/s of the research team:

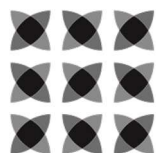
Research Team Contact

Name	DongJu Lee
Position	Research Fellow, Centre for Social Impact
Telephone	02 9348 1858
Email	d.lee@unsw.edu.au

Support Services Contact Details

If at any stage during the study you become distressed or require additional support from someone not involved in the research, please contact one of the following services:

Organisation	Description	Contact details
Lifeline	This is a crisis support service delivered by phone by trained crisis supporters. There is also an online chat option.	Phone: 13 11 14 Web chat: https://www.lifeline.org.au/chat
SANE Australia	This service supports individuals over 18 with complex mental health needs, including those with intellectual disability, autism, or acquired brain injury. It provides free digital and telehealth support services, information, resources, referrals, online communities, and individual guidance.	Phone: 1800 187 263 Web: www.sane.org
13YARN	13YARN is a national crisis support line for Aboriginal and Torres Strait Islander peoples	Phone: 13 92 76



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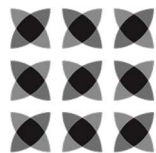
	who are feeling overwhelmed or having difficulty coping. This service offers a confidential one-on-one yarning opportunity with a Lifeline-trained Aboriginal & Torres Strait Islander Crisis Supporter.	Web: www.13yarn.org.au
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11. What if I have a complaint or any concerns about the research study?

If you have a complaint regarding any aspect of the study or the way it is being conducted, please contact the UNSW Human Ethics Coordinator:

Complaints Contact

Position	Human Research Ethics Coordinator
Telephone	+ 61 2 9385 6222
Email	humanethics@unsw.edu.au
HC Number	Reference iRECS10116



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Consent Form – Participant providing own consent

Declaration by the participant

By checking the I agree/start questionnaire option below:

- I understand I am being asked to provide consent to participate in this research study;
- I have read the Participant Information Statement, or it has been provided to me in a language that I understand;
- I provide my consent for the information collected about me to be used for the purpose of this research study only.
- I understand that if necessary, I can ask questions and the research team will respond to my questions.
- I freely agree to participate in this research study as described and understand that I am free to withdraw at any time during the study and withdrawal will not affect my relationship with any of the named organisations and/or research team members;
- I understand that the results of this study may be used for scholarly publication, such as Journal article, research presentations.

☐ I understand that I can download a copy of this consent form from <https://www.unsw.edu.au/business/our-research/research-centres-institutes/unsw-csi/research-collaborations/inclusive-innovation>

[\[For ANONYMOUS questionnaire\]](#)

I agree, start questionnaire

- I would like to receive a copy of the study results via email or post, I have provided my details below and ask that they be used for this purpose only;

Name: _____

Address: _____

Email Address: _____