

The Sustainability of Multicultural Organisations

QUT Ethics Approval Number LR 2024-9086-21271

Research team

Principal Researcher:	Associate Professor Craig Furneaux	c.furneaux@qut.edu.au
Research Team	Dr Sharine Barth	s3.ling@qut.edu.au
	Chloe Parker	chloe.parker@qut.edu.au

School Of Accountancy/ Faculty of Business and Law
Queensland University of Technology (QUT)

Why is the study being conducted?

The project aims to investigate the current sustainability of multicultural organisations in Queensland from a resource-based perspective. The goal of the research is to understand the multiple forms of resources needed by organisations which serve multicultural communities

This project is funded by the Ethnic Communities Council of Queensland, under a grant provided by Multicultural Affairs Queensland, Queensland Government.

You are invited to participate in this research project because you lead a multicultural organisation in Queensland, or an organisation which works with multicultural communities.

What does participation involve?

Participation will involve completing a multi-item survey featuring a series of questions in relation to the resources your organisation has access to and to identify any difficulties in accessing these resources. We will also seek to understand if you have been able to share the resources of another organisation. Answers will include a mix of Likert scale answers (for example, strongly agree – strongly disagree), brief text responses, and yes/no questions. It will take approximately 20 minutes of your time.

Example Questions include:

1. Who are your main beneficiaries? [multiple choice answer]
2. In which region do you operate? [multiple choice answer]
3. How important are these objectives to your organisation's sustainability? [likert scale]
 - Maintaining your culture language and music etc
 - Caring for and supporting people / community
 - Caring for the planet / environment
 - Making money / Profit
 - Maintaining your organisation's purpose (achieving your mission)
4. What types of resources would your organisation like to increase in order to be able to continue operations sustainably into the future [likert scale]
 - Cultural resources (music, food, language, art)

- Financial resources (money and financial reserves)
- Human resources (human resources (including volunteers))
- Knowledge and skills
- Technological resources (such as computer systems, software and technological infrastructure)
- Physical resources (plant and property assets, such as buildings and cars)
- Reputational resources (brand image and credibility)
- Social resources (networks, trust, collaborations)

Your participation in this research project is entirely voluntary. If you agree to participate you do not have to complete any question(s) you are uncomfortable answering. Your decision to participate or not participate will in no way impact upon your current or future relationship with QUT, MAQ or ECCQ. If you do agree to participate you can withdraw from the research project during your participation without comment or penalty and partially completed surveys will not be included in the analysis. However, as the survey does not request any personal identifying information, once it has been submitted it will not be possible to withdraw.

Data from this research may be used by future projects but will remain non-identifiable and this wouldn't require any future action by you beyond the current survey.

What are the possible benefits for me if I take part?

It is expected that this research project will not directly benefit you. The outcomes of the research, however, may lead to a better understanding of the resource needs of multicultural organisations in Queensland, and inform future attempts to enhance this research. The report will be made available on QUT, MAQ and ECCQ websites, and online forums will be established at the end of the project to discuss the findings.

To recognise your contribution should you choose to participate the research team is offering you the chance to win a \$100 gift voucher. Please note the opening date for entries is 04/11/2024, the closing date for entries is 30/11/2024 and the prize is \$100. The Terms and Conditions of the prize draw can be located at: <https://survey.qut.edu.au/survey-data/67/67667/media/62/6254.pdf>

What are the possible risks for me if I take part?

There are minimal risks associated with your participation in this research project. These include mild discomfort or anxiety as you assess risks caused by natural hazards. If you feel discomfort or anxiety, you may prefer to not participate in this study. If these risks emerge during the study, you may discontinue at any time. If these risks persist, you may like to seek support from counselling services. QUT provides limited free psychology, family therapy or counselling services for research participants of QUT research projects who may experience discomfort or distress as a result of their participation in the research. Should you wish to access this service please call the Clinic Receptionist on **07 3138 0999** (Monday–Friday only 9am–5pm), QUT Psychology and Counselling Clinic, 44 Musk Avenue, Kelvin Grove, and indicate that you are a research participant. Alternatively, Lifeline provides access to online, phone or face-to-face support, call **13 11 14** for 24 hour telephone crisis support. If you are aged up to 25, you can also call the Kids Helpline on **1800 551 800**.

What about privacy and confidentiality?

All comments and responses are anonymous i.e. it will not be possible to identify you at any stage of the research, because personal identifying information is not sought in any of the responses.

Any data collected as part of this research project will be stored securely as per QUT's Management of research data policy. Data will be stored for a minimum of 5 years and can be disclosed if it is to protect you or others from harm, if specifically required by law, or if a regulatory or monitoring body such as the ethics committee requests it.

How do I give my consent to participate?

The submission of the completed survey is accepted as an indication of your consent to participate in this research project.

What if I have questions about the research project?

If you have any questions or require further information please contact one of the listed researchers:

Craig Furneaux

c.furneaux@qut.edu.au

07 3138 1186

What if I have a concern or complaint regarding the conduct of the research project?

QUT is committed to research integrity and the ethical conduct of research projects. If you wish to discuss the study with someone not directly involved, particularly in relation to matters concerning policies, information or complaints about the conduct of the study, or your rights as a participant, you may contact the QUT Research Ethics Advisory Team on +61 7 3138 5123 or email humanethics@qut.edu.au.

Thank you for helping with this research project. Please print this sheet for your information.