

Diversity Minimal Item Set for New Zealand. Diversity Assessment Research Group.

Diversity Minimal Item Set (DiMIS) for UK		Diversity Minimal Item Set (DiMIS) for New Zealand		
Diversity Domain	Item no.	DiMIS in main local language: English	Adaptations for New Zealand	Reference Item(s)
Sex/ Gender	1	1a. Regarding gender identity, which of the following options best describes how you think of yourself? (check as many as apply) ☐ Female ☐ Male ☐ Cis ☐ Dyadic ☐ Inter ☐ Non-Binary ☐ Questioning ☐ Trans ☐ Prefer to self-identify: _____ ☐ Prefer not to answer	Made no adaptations, but in NZ they take a 2 step approach focusing on gender and then sex at birth. They prefer to not state all of the options as here.	NOT USED, but the NZ standard was developed by Stats NZ for the collection and dissemination of data on gender, sex, and variations of sex characteristics. It was developed through a review process with extensive public consultation, input from government agencies, international peers, and the support of an external advisory group including subject matter experts and community advocates. The objectives of the standard are to: standardise the definitions and measures of data on gender, sex, and variations of sex characteristics, to make them consistent, interpretable, and interoperable outline the key principles for collection and output, including a step-by-step decision diagram for collecting and outputting data meet human rights requirements for data collection and support the Human Rights Act 1993 align with the New Zealand Human Rights Commission's (2020) PRISM report recommendations on data collection enable data collection that meets a wide range of information needs (such developing health, social, education, and employment policies), while ensuring

				data is collected in an inclusive and consistent way. The standard includes definitions and guidance on the collection of gender, sex, and variations of sex characteristics, as well as guidance for deriving cis-gender and transgender population data. Given the wide range of objectives of the standard it was renamed from a statistical standard to a data standard in July 2022. For more information, see Information about the standard for gender, sex, and variations of sex characteristics. NHS England's LGBT Foundation (NHS England & LGBT Foundation, 2021)
	1b	1b. What sex were you assigned at birth? (For example, on your birth certificate.) ☐ Female ☐ Male ☐ Intersex ☐ Don't Know ☐ Prefer not to answer	Note that NZ birth certificates can only state male or female.	General Social Survey, 2018
Age	2	2. What is your month and year of birth? MM/YYYY		European Health Interview Survey (European Commission. Statistical Office of the European Union, 2018a)
Socioeconomic Status	3	3. What is the highest qualification? ☐ Less than Level 1 Certificate (NZ School Certificate in one or more subjects, National Certificate Level 1, NCEA Level 1) ☐ Level 1 Certificate (NZ School Certificate in one or more subjects, National Certificate Level 1, NCEA Level 1) ☐ Level 2 Certificate (NZ Sixth Form Certificate in one or more subjects, National Certificate Level 2, NZ University Entrance before 1986 in one or more subjects, NCEA Level	Used NZ census for 2023 and combined 2 questions focused on the highest secondary school qualification, and then the highest qualification question.	chrome-extension://efaidnbmninnibpcajpcglclefindmkaj/https://www.census.govt.nz/assets/Uploads/Alternate-Formats/Large-Print/2023-Census-Individual-Form_Large-Print_SAMPLE.pdf European Health Interview Survey (European Commission. Statistical Office of the European Union, 2018a)

		2) ☐ Level 3 Certificate (NZ Higher School Certificate, NZ University Bursary/Scholarship, National Certificate Level 3, NCEA Level 3, NZ Scholarship) ☐ Other secondary school qualification gained in NZ, please specify: _____ ☐ Other secondary school qualification gained overseas ☐ Level 4 Certificate ☐ Level 5 Diploma ☐ Level 6 Diploma ☐ Bachelor's degree or Level 7 Qualification ☐ Bachelor Honours Degree or Postgraduate Certificate/Diploma ☐ Master's degree ☐ PhD or other doctoral degree ☐ Other qualification, please specify: _____ ☐ Prefer not to answer		https://ec.europa.eu/eurostat/documents/3859598/8762193/KS-02-18-240-EN-N.pdf/5fa53ed4-4367-41c4-b3f5-260ced9ff2f6
Care Responsibilities	4	4. Do you have any of the following care responsibilities? (check as many as apply) This does not include caregiving, nursing services or support you provide in connection with your profession. ☐ No ☐ Yes, for a child or children (under 18 years old) with disabilities ☐ Yes ☐ No with chronic health condition ☐ Yes ☐ No ☐ Yes, for one or more adults (age 18 years and above) with challenges of old age or frailty ☐ Yes	No official surveys of this in NZ.	European Health Interview Survey (European Commission. Statistical Office of the European Union, 2018a) DAISY (Molyneaux, E., 2020)

		☐ No with disabilities ☐ Yes ☐ No with chronic health condition ☐ Yes ☐ No ☐ Prefer not to answer		
Sexual Orientation	5	5. Regarding sexual orientation, which of the following options best describes how you think of yourself? (check as many as apply) ☐ Heterosexual / straight ☐ Asexual ☐ Bisexual ☐ Gay ☐ Lesbian ☐ Pansexual ☐ Another sexual orientation, please specify: _____ ☐ Prefer not to answer	I only made one adaptation - adding straight to the heterosexual item like the NZ census. The NZ census does not include asexual or pansexual.	chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.census.govt.nz/assets/Uploads/Alternate-Formats/Large-Print/2023-Census-Individual-Form_Large-Print_SAMPLE.pdf (NHS England & LGBT Foundation, 2021)
Ethnicity and Race	6	6a. In which country were you born? ▼ [Drop down menu with country list] ☐ Another country, please specify: _____ ☐ Prefer not to answer 6b. In which country/countries were your parents born? Parent 1/Mother: ▼ [Drop down menu with country list] ☐ Another country, please specify: _____ ☐ Prefer not to answer Parent 2/Father: ▼ [Drop down menu with country list] ☐ Another country, please specify: _____ ☐ Prefer not to answer	Kept 6a and 6b. Modified 6c to fit the 3 official languages of NZ without prioritizing one over the other. The dropdown menu in 6c-2 ought to include at least the languages in parentheses, as they are quite common in NZ. Added 6d-2 as people can be	chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.census.govt.nz/assets/Uploads/Alternate-Formats/Large-Print/2023-Census-Individual-Form_Large-Print_SAMPLE.pdf NHS England, 2023 European Health Interview Survey (European Commission. Statistical Office of the European Union, 2018a)

	6c-1. How well do you speak... English [official language] : ☐ Native speaker ☐ Very well ☐ Well ☐ Not Well ☐ Not at all Māori [official language]: ☐ Native speaker ☐ Very well ☐ Well ☐ Not Well ☐ Not at all New Zealand Sign Language [official language]: ☐ Native speaker ☐ Very well ☐ Well ☐ Not Well ☐ Not at all 6c-2. Do you speak any other languages? If yes, please indicate your language skills. ▼ Drop-down menu with list of relevant spoken languages in the research context (e.g. Samoan, Gujarati, Cantonese, Greek) and option to fill in any language not listed [language] ☐ Native speaker ☐ Very well ☐ Well ☐ Not Well [responsive design with additional row appearing upon entry]	considered Māori even if they are remotely descended from Māori. This is a very important question in a NZ context. Not sure about how good 6e would be in a NZ context as they sound like very Northern Hemisphere or American terms that might be a turn-off for respondents.	
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	6d-1. Do you identify as...? ☐ New Zealand European ☐ Māori ☐ Samoan ☐ Cook Islands Maori ☐ Tongan ☐ Niuean ☐ Chinese ☐ Indian ☐ Prefer to self-identify: _____ ☐ Prefer not to answer 6d-2. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grand-parent, etc.)? ☐ Yes ☐ Don't know ☐ No ☐ Prefer not to answer (Note: In contexts, where a more nuanced assessment of ethnicity and/or race is not possible, consider asking the following question as a marker of racism- or discrimination related exposures.) 6e. Do you identify as a member of an ethnic minority or racialized group? A racialized group is a societal group which is affected by racism or discrimination. The racialization may be based on skin colour, origin, religion, language, etc. ☐ Yes ☐ No ☐ Prefer not to answer		
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Religion and worldviews	7	7. What is your religion or world view, if any? ☐ Christian ☐ Māori religions, beliefs and philosophies ☐ Hindu ☐ Islam ☐ Judaism ☐ Spiritualism and New Age religions ☐ Atheist (do not believe in God) ☐ Agnostic (not sure if there is a God) ☐ Another religion or world view, please specify: _____ ☐ Nothing in particular ☐ Prefer not to answer	Adjusted to include options for the main religions and world views in NZ, including the way the question is posed.	chrome-extension://efaidnbmninnbpcajpcglclefindmkaj/https://www.census.govt.nz/assets/Uploads/Alternate-Formats/Large-Print/2023-Census-Individual-Form_Large-Print_SAMPLE.pdf Pew Research Center Survey of Religion and Social Life Questionnaire for Field Work (Pew Research Center, n.d.)
Mental Health	8	8. Have you ever been told by a doctor or health care professional that you have depression, anxiety or other mental health condition? ☐ Yes ☐ No ☐ Prefer not to answer	Changed to "condition" to match the NZ Health Survey wording	https://www.health.govt.nz/publication/questionnaires-and-content-guide-2020-21-new-zealand-health-survey Commonwealth Fund International Health Policy Survey (Commonwealth Fund, 2016)
Health and Disabilities	9	9a. Do you have any long-term health condition? By long-term we mean illnesses or health conditions that have lasted, or are expected to last, for 6 months or more. ☐ Yes -If yes, please specify [select all that apply] ☐ Physical health condition ☐ Mental health condition ☐ No ☐ Prefer not to answer 9b. Do you have a disability, long-term condition, or mental health condition that limits your ability to carry out everyday activities? ☐ Yes	Used the term "condition" and "long-term" to match NZ Health survey. Changed disability question to the way it is asked in census.	NZ Health Survey: https://www.health.govt.nz/publication/questionnaires-and-content-guide-2020-21-new-zealand-health-survey NZ 2023 Census: chrome-extension://efaidnbmninnbpcajpcglclefindmkaj/https://www.census.govt.nz/assets/Uploads/Alternate-Formats/Large-Print/2023-Census-Individual-Form_Large-Print_SAMPLE.pdf DAISY (Molyneaux, 2020)

		☐ No ☐ Don't know ☐ Prefer not to answer 9c. How is your health in general? ☐ Very good ☐ Good ☐ Fair ☐ Bad ☐ Very bad ☐ Prefer not to answer		
Perceived Discrimination	10	"Now we are talking about the topic of discrimination. Discrimination means that a person is treated worse than other people based on characteristics such as gender, sexual identity, or age, without there being any reasonable justification for it. Discrimination can be practiced in very different ways, for example through insults, exclusion, sexual harassment and even violence. But it is also discrimination when people are disadvantaged by rules and laws. 10. Have you personally been discriminated against in the last 24 months [in a location/institution] for the following reasons? (check as many as apply) ☐ Due to being older in age ☐ Due to being younger in age ☐ Due to gender ☐ Due to a low level of education ☐ Due to low income ☐ Due to non-occupational care responsibilities ☐ Due to sexual orientation (e.g., gay, lesbian, bisexual) ☐ Due to racist attitudes (such as belonging to a particular ethnic group or background from a particular country) ☐ Due to religion or worldview ☐ Due to a mental health condition	I changed the wording to be grammatically correct, as it was a little bit wrong in the UK version. For example, "(in/location/institution)" does not make sense, so I changed it to what I thought it was supposed to mean. It is a little vague to be honest. Changed "chronic disease" to "long-term condition". Changed the racist attitudes item to indicate "particular ethnic group" and "particular country) as it is a multi-cultural country and only Māori people are technically indigenous. Often, discrimination occurs against those who are indigenous or have been	

	☐ Due to a disability ☐ Due to a long-term condition ☐ Due to another reason (please specify): ☐ Prefer not to answer	in NZ for generations. NZ Europeans colonized NZ. So I changed the terminology accordingly.	
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