REGIONAL MUNICIPALITY OF WOOD BUFFALO

Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE)

Wednesday, October 20, 2021
Conducted Electronically Via MS Teams   5:30 PM

Agenda

Public Participation for October 20, 2021 RACIDE Committee Meeting

The RACIDE (Committee) will be conducting the October 20, 2021 Committee Meeting through electronic communications in accordance with the Meeting Procedures (COVID-19 Suppression) Regulation, Order in Council 99/2020.

- Anyone wishing to participate in the meeting is encouraged to do so by registering to speak as a delegate by way of teleconference or by submitting their delegation comments by email.

- To participate by teleconference:

  o Anyone wishing to speak by teleconference to an item on the October 20, 2021 RACIDE Committee Meeting Agenda must pre-register by 12 noon, October 20, 2021.

  o To register to speak via teleconference, please email boardsandcommittees@rmwb.ca or call 780-743-7001 with your name, the phone number that you will be dialing in from and an email address that you can be reached at prior to and during the meeting.

  o You must provide the name of the agenda item that you wish to speak to.

  o All registrants will be emailed the details on how to participate prior to the start of the meeting.

  o Each registrant will be given a maximum of **5 minutes** to address the Committee.

- To make written submissions as a delegation before or during the live meeting:

  o Please complete the online form found at www.rmwb.ca/writtendelegations or email boardsandcommittees@rmwb.ca.

  o Please note that written comments for an agenda item must be received prior to the start of that item during the meeting. Emails that are received after the agenda item has been introduced or are not relevant to an agenda item, will not become part of the record of this meeting.

  o All written submissions are public and will be included in the Committee Meeting Agenda Package as part of public record.

1.   **Call to Order**

2.   **Adoption of Agenda**

3.   **Minutes of Previous Meetings**

   3.1.   Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - September 15, 2021

4.   **New and Unfinished Business**

   4.1.   Administrative Updates

   - Equity and Inclusion Office Launch

   - Employee Diversity and Inclusion Survey

   - Single Use Washrooms (Inspections)

5.   **Roundtable**

   Adjournment

Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equity held via electronic communications in Fort McMurray, Alberta, on Wednesday, September 15, 2021, commencing at 5:30 PM.

Present:

Jason Beck, Chair
Mitchel Bowers, Vice Chair
Tammy Jackson

Absent:

Chantelle Tatum
Luay Eljamal
Keith McGrath, Councillor

Administration:

Deanne Bergey, Director, Community and Protective Services
Jade Brown, Chief Legislative Officer, Legislative Services
Krystell O'Hara, Social Planner, Community and Protective Services
Caitlin Downie, Department Administrator, Community and Protective Services
Caitlin Sheaves, Clerk, Legislative Services

1.   Call to Order

Chair Jason Beck called the meeting to order at 5:35 p.m.

2.   Adoption of Agenda

MOTION:

THAT the agenda be adopted as presented.

RESULT:	**CARRIED [UNANIMOUS]**
MOVER:	Mitchel Bowers
SECONDER:	Tammy Jackson
FOR:	Jackson, Bowers, Beck
ABSENT:	Tatum, Eljamal

3.   Minutes of Previous Meetings

3.1.   Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - June 16, 2021

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3.1

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity meeting held on June 16, 2021, be accepted as presented.

RESULT:	**ACCEPTED [UNANIMOUS]**
MOVER:	Tammy Jackson
SECONDER:	Mitchel Bowers
FOR:	Jackson, Bowers, Beck
ABSENT:	Tatum, Eljamal

4.   New and Unfinished Business

4.1.   Administrative Updates

Employee Census:
Caitlin Downie Department Administrator advised that the Employee Census which was launched in 2020 is now complete with a finalized report that will be shared publicly soon.

Diversity and Inclusion Plan:
Caitlin Downie, Department Administrator, provided an update on the Diversity and Inclusion Plan, noting that the Accessibility Audit is being planned for 2022 and the working group for this initiative will begin to meet shortly. It was further noted that the Awareness Campaign continues to be updated with an anticipated launch in the coming months. It was also reported that gender neutral washrooms and signage have been implemented in the Jubilee Building and Facilities continues to roll this out in various other municipal locations.

Equity and Inclusion Office:
Caitlin Downie, Department Administrator, provided an update on the Equity and Inclusion Office, noting that it was originally formed as an interdepartmental working group but has now transitioned into a permanent office within the Community and Protective Services Department, and will soon have a dedicated staff member to support the deliverables of the office.

Anti-Racism Initiatives:
Caitlin Downie, Department Administrator, provided an update on Anti-Racism Training noting that there have been ongoing discussions with the Multicultural Association other organizations regarding training.

5.   Roundtable

Krystell O'Hara, Social Planner, Community and Protective Services, provided an updates dates on various external events and initiatives taking place in the community.

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3.1

Adjournment

The meeting adjourned at 6:02 p.m.

_____

Chair

Administration Update

Presenter: Caitlin Downie

Department: Community and Protective Services

Meeting Date: Oct 20, 2021

Attachment: Administration Update Presentation (Administrative Updates)

D&I Plan

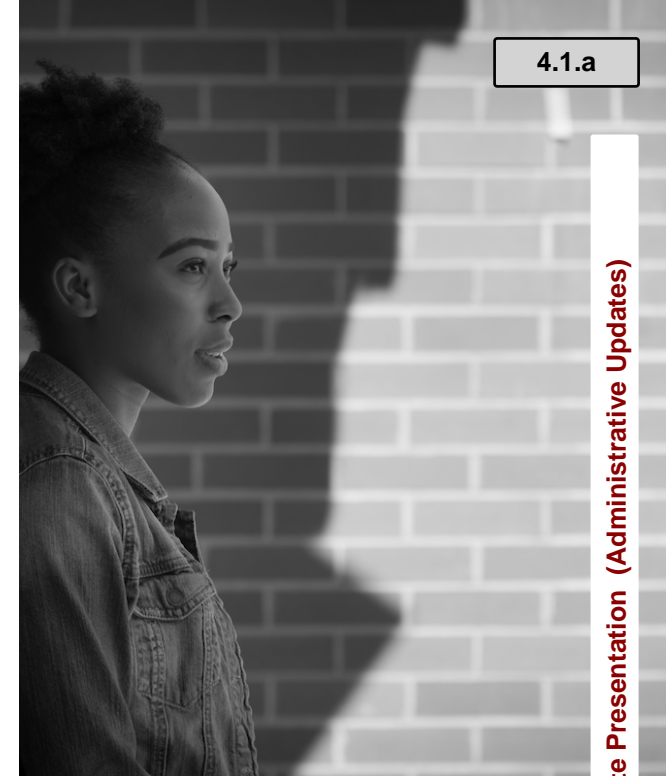| Action	Update	Status
Accessibility Audit	Included in 2022 budget, meeting to be scheduled with working group (including reps from RACIDE, ACOA, and RIC)	In Progress
Awareness Campaign	Plans to launch in late Fall/Winter 2021, working with comms on material	In Progress
Gender- Neutral Washrooms	Updating all single-stall washrooms to gender-neutral signage, scan being done on any outstanding locations	In Progress (Jubilee Complete)

RACIDE Recommendations

Recommendation	Update	Status
Committee Bylaw Update	Review and update done	Complete
Black Community – Working Group	Formed and met as needed, members now invited to RACIDE meetings	Complete
Committee Recruitment & Selection Review	Review and updated processes, to launch in Fall	Complete
Equity & Inclusion Office	Interdepartmental taskforce transitioned to Office, FTE position created	Complete
Support for Black & Indigenous led Initiatives	Capacity development, support for grant applications, etc.	Ongoing
Independent Study on racism	Employee Census complete and launch report in Fall	Complete

Attachment: Administration Update Presentation (Administrative Updates)

RACIDE Recommendations

Recommendation	Update	Status
Antiracism Training	Discussion with MCA for community-based development	In Progress
Equity & Inclusion Policy	Working with legal to explore	In Progress
Letter to Minister of Education	Letter sent on January 11th	Complete
Acknowledgement Statement	Include in all staff email and public news release in Fall	Complete
Review & Improve Supports for Employees experiencing racism	No update	Outstanding
GBA+ Policy & Procedural Review	No update	Outstanding

Attachment: Administration Update Presentation (Administrative Updates)

HR Updates

- Social Planner (Krystell) to support external DEI work, address outstanding items within D&I Community Plan
- Program Manager, E&I being recruited - will focus on organizational E&I work, and deliverables of the E&I Office

www.rmwb.ca

Questions

Wood Buffalo's Commitment to Equity & Inclusion

PATH FORWARD

rmwb.ca/inclusion

EQUITY & INCLUSION

Employee Census - Background

- Canadian Centre for Diversity and Inclusion (CCDI) conducted an Employee Census with all staff

- Launched November 17 and closed December 4, 2020

- 726 responses (representing a 48.2% response rate)

- 155 written comments

EQUITY & INCLUSION

Employee Census – Who we are

Demographic Groups

Employee Census – Who we are

- Based on demographic survey findings, CCDI notes:
  - Compared to Alberta Labour Market availability, all equity-deserving demographic groups are more represented at the RMWB
  - Indigenous persons, persons with disabilities, and LGBTQ2S+ persons are less represented as seniority increases
  - Possible structural barriers for equity-deserving groups in career progression and accessing full-time permanent roles

EQUITY & INCLUSION

Employee Census – RMWB Inclusion Climate

Ranking	Agreement Rate	Inclusion Indicator
Moderate	70.3%	RMWB is committed to and supportive of diversity
Low	68.32%	I am treated fairly and with respect
Low	67.08%	I feel my manager/supervisor promotes a respectful and inclusive workplace
Low	65.98%	Racist, sexist, homophobic, and other inappropriate comments or jokes are not tolerated
Very Low	56.9%	The RMWB provides flexible work options that meet my needs
Very Low	56.3%	At the RMWB, I feel included
Very Low	55.2%	I feel that Senior Leaders are aware of issues related to diversity, equity, and inclusion
Very Low	54.4%	My unique value is known and appreciated

Attachment: Equity and Inclusion Office Launch (Administrative Updates)

EQUITY & INCLUSION

Employee Census – R.MWB Inclusion Climate (cont.)

Ranking	Agreement Rate	Inclusion Indicator
Very Low	53.9%	If I am the target of harassment and/or discrimination or have witnessed such, I am comfortable seeking assistance
Very Low	52.9%	I feel that Senior Leaders are committed to developing a respectful and inclusive workplace
Very Low	52.1%	All employees have equal opportunity to advance regardless of personal characteristics
Very Low	51.9%	I feel that my organization supports me in maintaining my overall physical and mental well-being
Very Low	50.7%	All employees have equal opportunity in career paths, regardless of taking time away for personal reasons

EQUITY & INCLUSION

Employee Census – Benchmarks

At The RMWB, I am treated fairly and with respect.
- 74.3%
- 68.3%

The RMWB is committed to and supportive of diversity.
- 71.9%
- 70.3%

At The RMWB, I feel included.
- 65.1%
- 56.3%

I feel that my organization supports me in maintaining my overall physical and mental…
- 60.1%
- 51.9%

At The RMWB, my unique value is known and appreciated.
- 58.5%
- 54.4%

0% 10% 20% 30% 40% 50% 60% 70% 80%

■ CCDI Benchmarks   ■ RMWB Overall Agreement

CCDI's inclusion benchmark data for the 5 baseline inclusion indicators are compiled from organizations that surveyed with CCDI from 2014-2020. In total, 52 organizations are included in this dataset for the first four inclusion indicators. The fifth baseline inclusion indicator was added in 2019 and 30 organizations are included in this data.

EQUITY & INCLUSION

Employee Census - Opportunities

Challenge	Strategy
Structural Barriers in career progression for Equity Deserving Groups	Establish career progression path processes to minimize bias
Perceived low commitment towards equity & inclusion	Provide DEI educational resources and training for senior leaders and managers
Difficulty in seeking and/or receiving accommodation supports	Review accommodation policies and practices and improve communication and understanding of supports available
Existence of harassment, discrimination and bullying	Review conflict management practices including reporting processes

EQUITY & INCLUSION

RMWB Commitment

"The Regional Municipality of Wood Buffalo (RMWB) is committed to listening to our employees, learning from what they have to share and where demonstrated, changing and improving to ensure the RMWB removes any barriers caused by systemic racism. We are committed to being a workplace that is safe, and welcoming for everyone. Our desire is to have a region that thrives, embraces diversity, equity and inclusion."

EQUITY & INCLUSION

RMWB Actions

- Create an Equity & Inclusion Office supported by a dedicated Program Manager
- Adopt and endorse an Action Plan that addresses the Employee Census results
- Conduct regular Employee Census surveys to track progress

- Develop and implement an equity & inclusion framework
- Embed an equity lens into organizational structures and guiding documents
- Review policies and procedures using a GBA+ lens

Increase Resources, Accelerate Actions, Create Accountability

Embed Equity & Inclusion into Organizational Culture

Expand Training & Development

Improve Supports for Equity-Deserving Groups

- Provide mandated anti-racism training for all staff and new recruits
- Launch educational campaigns and resources
- Ensure leaders champion equity and inclusion including a commitment to advance their own knowledge in this area

- Support formation of employee resource groups
- Provide capacity development for Black, Indigenous, and other minority-led initiatives
- Review current processes to improve support for employees experiencing racism and discrimination

EQUITY & INCLUSION

Equity & Inclusion Office

- The E&I Office is an interdepartmental committee that will advise, develop, and support the RMWB's equity and inclusion initiatives

- The work of the Office will be supported by a dedicated Program Manager

- The Office will:
  - develop and implement strategies and initiatives
  - provide regular updates on progress
  - receive advice from staff, RACIDE, and community
  - identify barriers, gaps, and priorities
  - review plans, policies, and administrative directives with an equity lens

- Give us a shout! – inclusion@rmwb.ca

EQUITY & INCLUSION

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CCDI

Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

Regional Municipality of Wood Buffalo

Diversity Census and Inclusion Survey Insights Presentation Report

March 2021

@CCDISocial

Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

About CCDI

- The Canadian Centre for Diversity and Inclusion (CCDI) is a made-in-Canada solution designed to help employers, diversity and inclusion/human rights/equity, and human resources practitioners effectively address the full picture of diversity, equity and inclusion within the workplace.

- We provide:

  - Networking & learning events in cities across Canada

  - Live and interactive webinars

  - Canada's largest elibrary on diversity and equity

  - Cutting-edge reports and toolkits (www.ccdi.ca)

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Purpose

The intent of this report

- The intent of this report is to provide meaningful data to The Regional Municipality of Wood Buffalo (hereafter referred to as "RMWB") for the purposes of informing future decisions on issues of Diversity and Inclusion in the workplace.

- **Importantly, the data does not establish causal relationships.** We apply our experience and expertise combined with relevant research and data to provide insights, on what the potential reasons might be for issues and gaps identified as part of our exploratory data-analytic approach. Findings identified in the report may require further investigation.

Data Collection Details

Canadian Centre for Diversity and Inclusion

Data collection and survey response rate

- A Diversity Census and Inclusion Survey was conducted between November 18, 2020 and December 10, 2020.
- All invitees were provided an unique survey web link to ensure no duplicate participation.

Response Rate			
	Number of Invitees	**Number of Responses**	**Response Rate**
Diversity Census and Inclusion Survey	1507	726	48.2%*

*Note: CCDI uses an industry standard of 80% response rate to gauge demographic data results as indicative of trends throughout the workforce. Please note that a response rate of 48.2% may not accurately reflect the demographics and views of the entire workforce. As such, CCDI cannot confidently infer generalizations that are solely focused on demographic representations.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Written feedback from survey

- In total, the Diversity Census and Inclusion Survey received 155* written comments from the 726 respondents.

- Of this total:
  - 98 were provided as general comments
  - 28 were provided as comments to the question of *why respondents would not request accommodations for a disability*
  - 29 were provided as comments to the question of *why respondents would not request accommodations for dependant care*

*Note: Any PNTA responses were removed from this total.

Key Demographic Findings

Canadian Centre for Diversity and Inclusion

Representation of demographic groups

Representation	Demographic group				
	Racialized persons	Women	Indigenous persons	Persons with a Disability	LGB2sQ+ persons
The RMWB workforce[1]	32.9%	53.0%	11.6%	16.9%	17.4%
Alberta Labour Market Availability[2]	17.3%	46.6%	4.7%	4.9%	5.3%[3]
Difference	**+15.6%**	**+6.4%**	**+6.9%**	**+12.0%**	**+12.1%**
CCDI benchmarks	27.3%	59.4%	3.2%	12.8%	6.0%
Difference	**+5.6%**	**-6.4%**	**+8.4%**	**+4.1%**	**+11.4%**

1. The RMWB workforce data is derived from survey responses from 726 employees, not the workplace population of 1507 employees. These demographics are determined by calculating the percentage of Respondents who selected 'Yes' for the corresponding demographic question, out of the total Respondent pool, and includes Prefer Not to Answer (PNTA) responses.
2. The Alberta labour market availability data is derived from the Government of Canada's Employment Equity Act: Annual Report 2018. Canadian Census. For further information, see Government of Canada (2020). *Employment Equity Act: Annual Report 2018.*
3. CROP & Foundation Jasmin Roy. (2017). *The values, needs and realities of LGBT people in Canada in 2017*, Retrieved from https://issuu.com/philippeperreault9/docs/8927_rapport-sondage-lgbt-en/8.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Representation of demographic groups: strengths and opportunities

Comparisons to Alberta labour market availability:

- Racialized Persons, Women, Indigenous Persons, Persons with a Disability and LGB2sQ+ Persons are more represented in the survey respondent pool when compared to the Alberta labour market availability, by differences of 15.6%, 6.4%, 6.9%, 12.0% and 12.1%, respectively.

Comparisons to CCDI benchmarks:

- Racialized Persons, Indigenous Persons, Persons with a Disability, and LGB2sQ+ Persons are also more represented when compared to the CCDI benchmarks* by differences of 5.6%, 8.4%, 4.1%, and 11.4%, respectively.

- Women are less represented in the survey respondent pool when compared to the CCDI benchmarks* by a difference of 6.4%.

*Note: CCDI's benchmark data are compiled from organizations that surveyed with CCDI from 2014-2020. In total, 60 organizations are included in this dataset, with 132, 728 survey respondents. The benchmark statistics represent averages of responses.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Key findings

Possible structural barriers and inequities for:

- Indigenous Persons, Persons with a Disability, and LGB2sQ+ Persons in accessing Senior Leader Roles.

- Women, Racialized Persons, and Indigenous Persons in accessing full-time roles.

- Women in accessing unionized positions.

Note: Straight White Able-Bodied Men are considered an advantaged demographic group in Canadian workplace contexts due to their higher representation in decision making and/or senior roles within workplaces. As such, this identity group is included in analysis for comparison purposes.

Demographic representation across roles

Members of Staff
- Racialized Persons: 18.1%
- Women: 54.7%
- Indigenous Persons: 12.1%
- Persons with a Disability: 18.4%
- LGB2sQ+ Persons: 5.6%
- Straight, White, Able-Bodied Men (SWAM): 18.4%

Management
- Racialized Persons: 5.4%
- Women: 44.6%
- Indigenous Persons: 10.7%
- Persons with a Disability: 10.7%
- LGB2sQ+ Persons: N
- Straight, White, Able-Bodied Men (SWAM): 32.1%

Senior Leader
- Racialized Persons: 44.4%
- Women: 51.9%
- Indigenous Persons: N
- Persons with a Disability: N
- LGB2sQ+ Persons: N
- Straight, White, Able-Bodied Men (SWAM): 22.2%

Legend:
- Racialized Persons
- Women
- Indigenous Persons
- Persons with a Disability
- LGB2sQ+ Persons
- Straight, White, Able-Bodied Men (SWA...
- Racialized Persons Overall
- Women Overall
- Indigenous Persons Overall
- Persons with Disability Overall
- LGB2sQ+ Persons Overall
- SWAM Overall

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes.

Indigenous representation across roles

Take-away: Indigenous Persons are less represented in Senior Leader roles when compared to their overall representation at the organization. Non-Indigenous Persons are more represented in Senior Leader roles when compared to their overall representation at the organization.
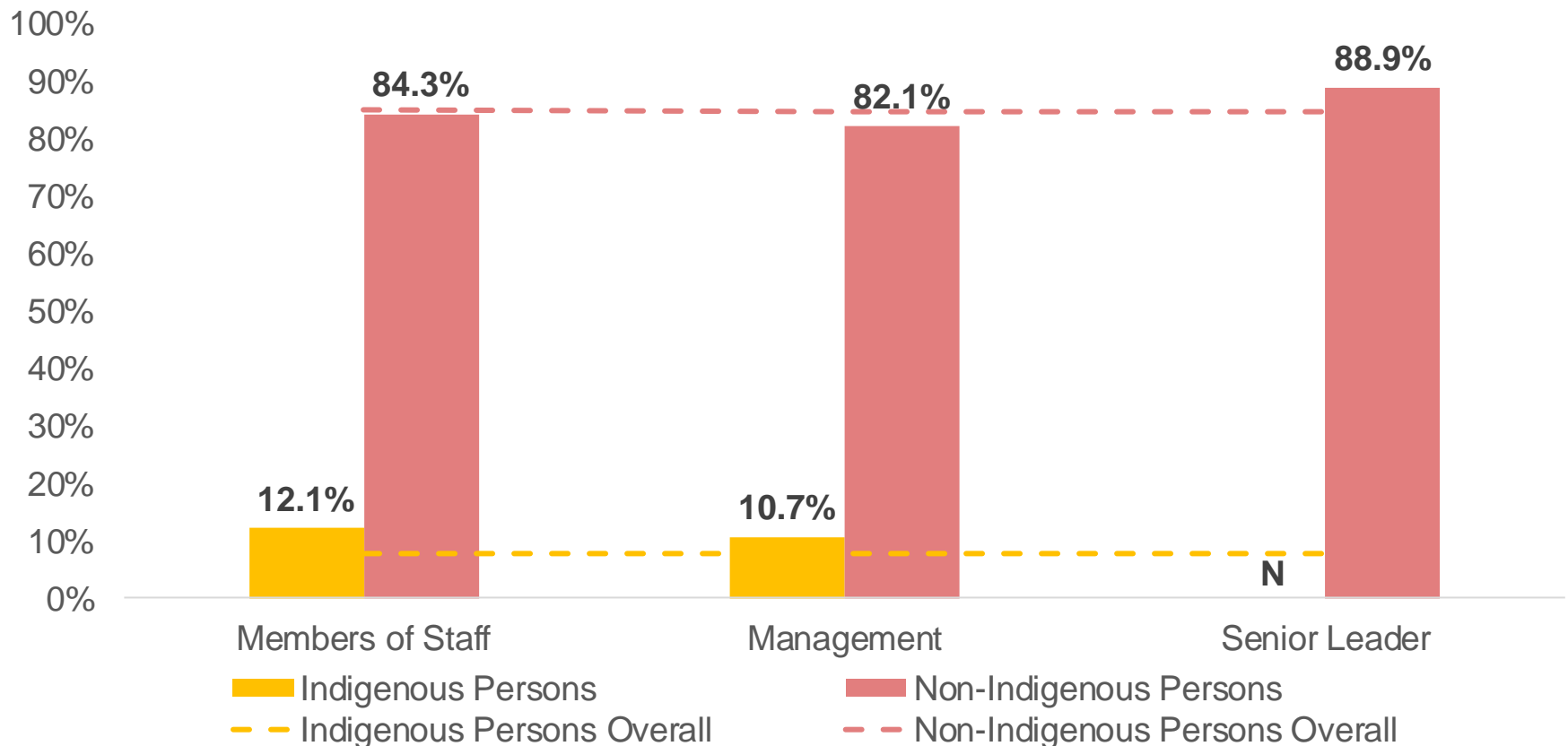

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes.
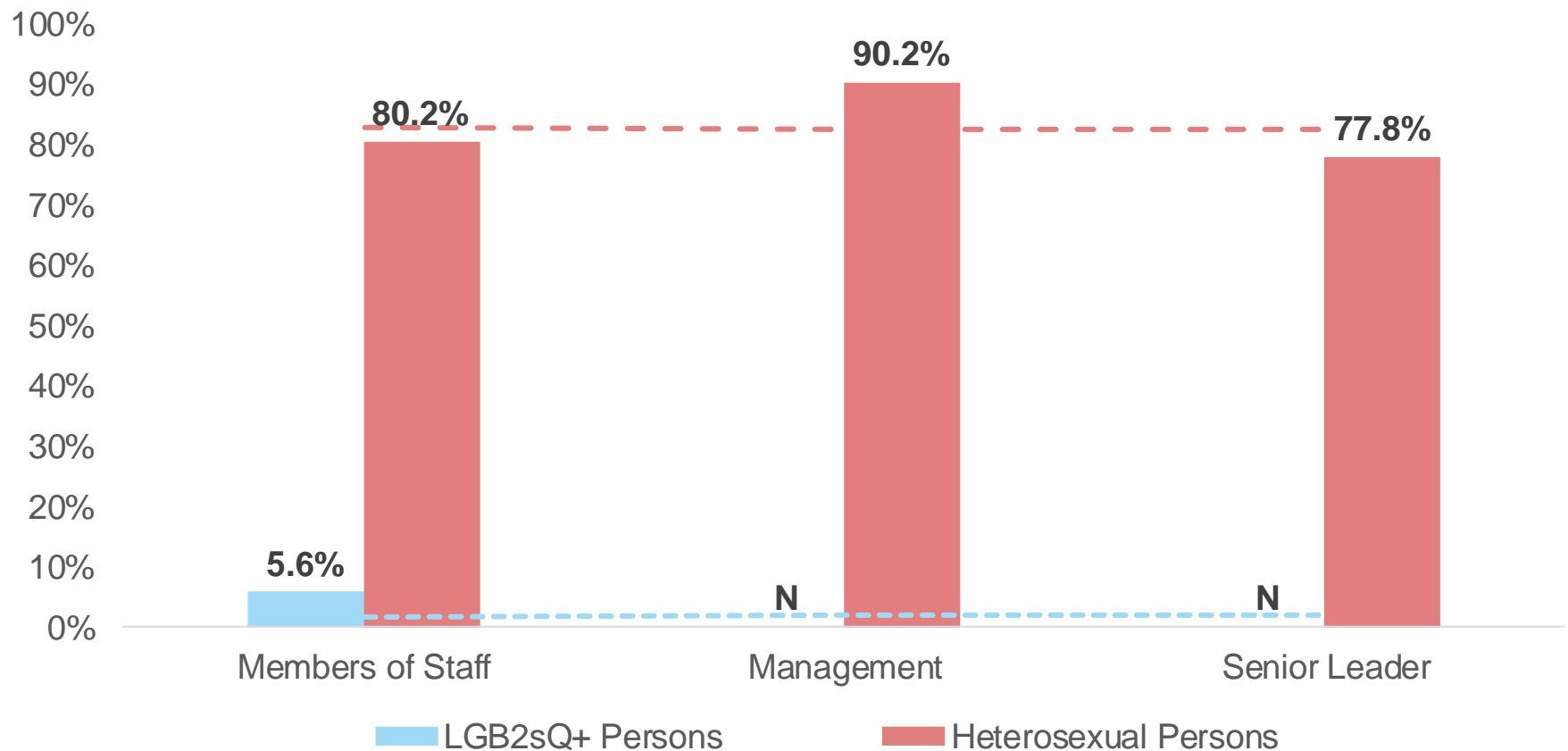
LGB2sQ+ representation across roles

Take-away: LGB2sQ+ Persons are less represented in Management and Senior Leader roles in comparison to their overall representation in the organization, whereas the representation of Heterosexual Persons is higher in Management roles.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Chart data:
- Members of Staff: LGB2sQ+ Persons 5.6%, Heterosexual Persons 80.2%
- Management: LGB2sQ+ Persons N, Heterosexual Persons 90.2%
- Senior Leader: LGB2sQ+ Persons N, Heterosexual Persons 77.8%

Legend: ▬ LGB2sQ+ Persons ▬ Heterosexual Persons

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes.

Persons with a Disability across roles

Take-away: The representation of Persons with a Disability is lower in Senior Leader roles, whereas the representation of Persons without a Disability is higher in Management and Senior Leader roles.

Legend:
- Persons with a Disability
- Persons without a Disability
- Persons with a Disability Overall
- Persons without a Disability Overall

Members of Staff: 18.4%, 74.8%
Management: 10.7%, 85.7%
Senior Leader: N, 85.2%

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes.

Typically underrepresented groups across roles

Take-away: Women are more represented in Casual and Temporary/Contract roles than Full time roles. Also, Racialized Persons and Indigenous Persons are more represented in Temporary/Contract roles than Full time roles. These findings indicate potential biases in hiring and/or advancement practices.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Legend:
- ■ Racialized Persons
- ■ Women
- ■ Indigenous Persons
- ■ Persons with a Disability
- ■ LGB2sQ+ Persons
- ■ Straight, White, Able-Bodied Men (SWAM)

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes.

Typically underrepresented groups & union affiliation
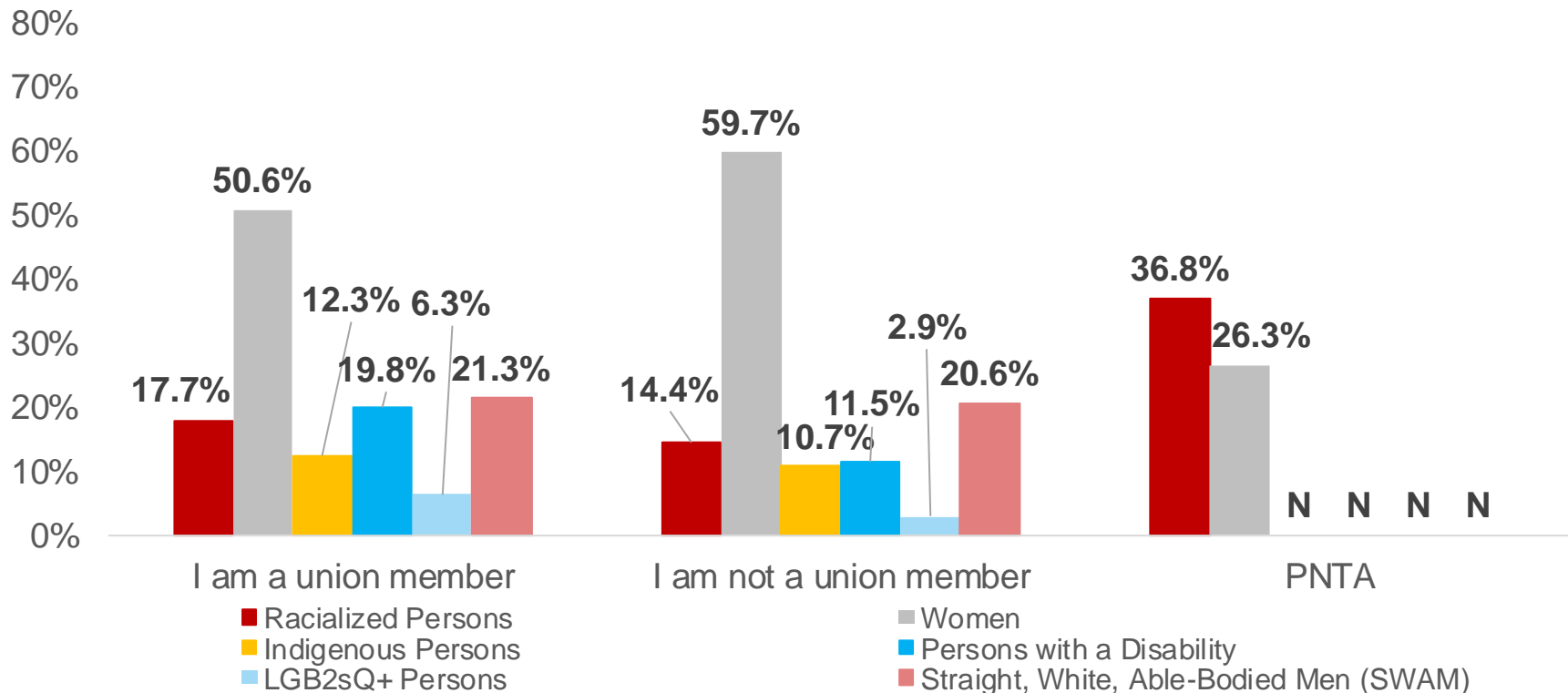
Take-away: Women are more represented in non-unionized roles than unionized roles. Unionized positions may have different wages and benefits than Non-Unionized positions. The large '*prefer not to answer*' responses for Racialized Persons and Women also indicate possible issues with trust and confidence reporting this information.

Note: PNTA refers to "Prefer not to answer"

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes.

Inclusion Climate

Key findings

Canadian Centre for Diversity and Inclusion

Key findings

Attention is required to address:

- Very low overall agreement ratings on indicators related to:
  - » Comfort in seeking assistance if harassment and/or discrimination occurs.
  - » Equal opportunities for career advancement.
  - » Sense of support from RMWB in maintaining physical and mental wellbeing.
  - » Access to flexible work arrangements.
  - » Awareness of Diversity, Equity and Inclusion (DEI) issues among Senior Leaders.
  - » Commitment of Senior Leaders towards DEI.
  - » Sense of inclusion and of being valued.

- Persons with a Disability, Indigenous Persons, and LGB2sQ+ Persons reported the lowest agreement ratings with inclusion indicators.

Key findings

Attention is required to address:

- Written feedback indicated:
  - » Issues of bullying, harassment, and/or discrimination (*14 comments*).
  - » Lack of accountability for Senior Leaders and Management (*10 comments*).
  - » Lack of trust in HR system (*9 comments*).
  - » Perceptions of low Senior Leader/Management commitment to DEI (*20 comments*).
  - » Issues of fairness and lack of transparency in advancement (*25 comments*).
  - » Lack of access and availability of accommodation supports (*34 comments*).
  - » A need for further DEI training and awareness (*9 comments*).

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Overall Inclusion Climate

Canadian Centre for Diversity and Inclusion

Opportunities for development

» **Moderate** (70-79%) agreement for **1 of 13 inclusion indicators** assessing:

  » Organizational commitment to diversity and inclusion.

The RMWB is committed to and supportive of diversity.

70.3%	18.0%	6.6% 5.1%

0% 20% 40% 60% 80% 100%

■ Agree ■ Neutral ■ Disagree ■ PNTA

Note: CCDI's ranking system considers "very high" agreement (≥90% agreement) and "high" agreement (80% to 89% agreement) scores as indication that an organization is performing appropriately for the relevant inclusion indicator. CCDI's ranking considers "moderate" agreement (70% to 79% agreement) scores indicate the organization should consider reviewing current policies, procedures and practices for the relevant inclusion indicator to determine areas of improvement

Note: PNTA refers to "Prefer not to answer"
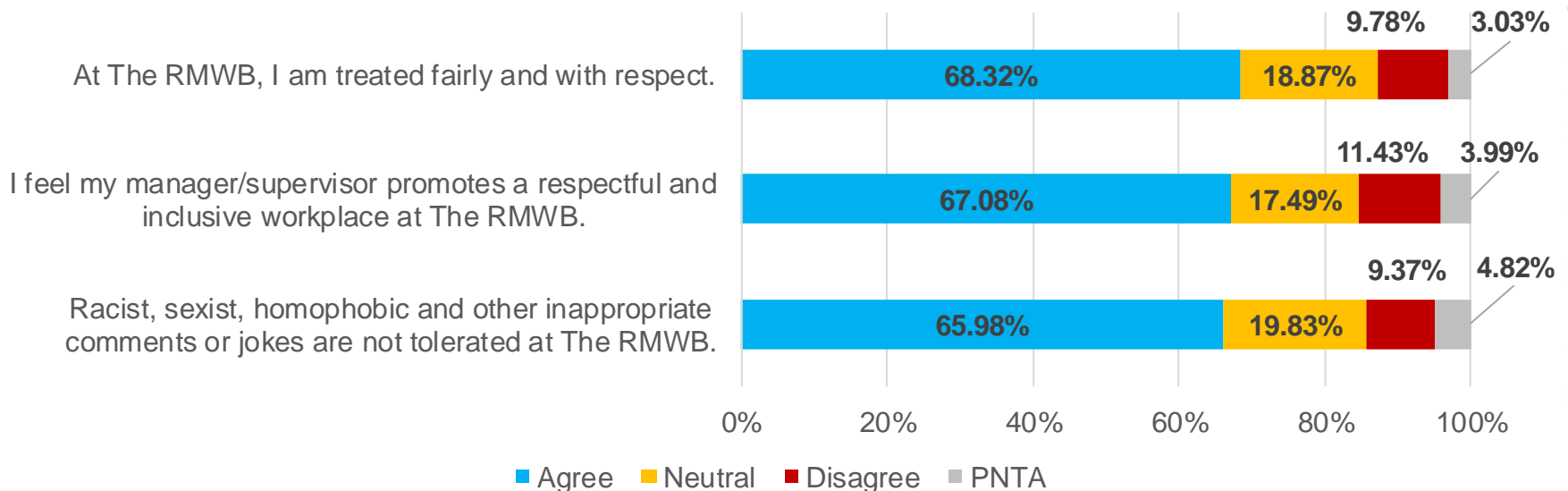
Opportunities for development

» **Low** (60-69%) agreement overall for **3 of 13 inclusion indicators** assessing:
  » Being treated fairly and with respect.
  » Perception that Manager/Supervisors promote a respectful workplace.
  » Non-tolerance of Inappropriate jokes and comments within the organization.

At The RMWB, I am treated fairly and with respect. — Agree 68.32% | Neutral 18.87% | Disagree 9.78% | PNTA 3.03%

I feel my manager/supervisor promotes a respectful and inclusive workplace at The RMWB. — Agree 67.08% | Neutral 17.49% | Disagree 11.43% | PNTA 3.99%

Racist, sexist, homophobic and other inappropriate comments or jokes are not tolerated at The RMWB. — Agree 65.98% | Neutral 19.83% | Disagree 9.37% | PNTA 4.82%

■ Agree ■ Neutral ■ Disagree ■ PNTA

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Note: CCDI's ranking system considers "low" agreement scores (60% to 69% agreement) as indication that developing/ evaluating policies, procedures and practices may be required.

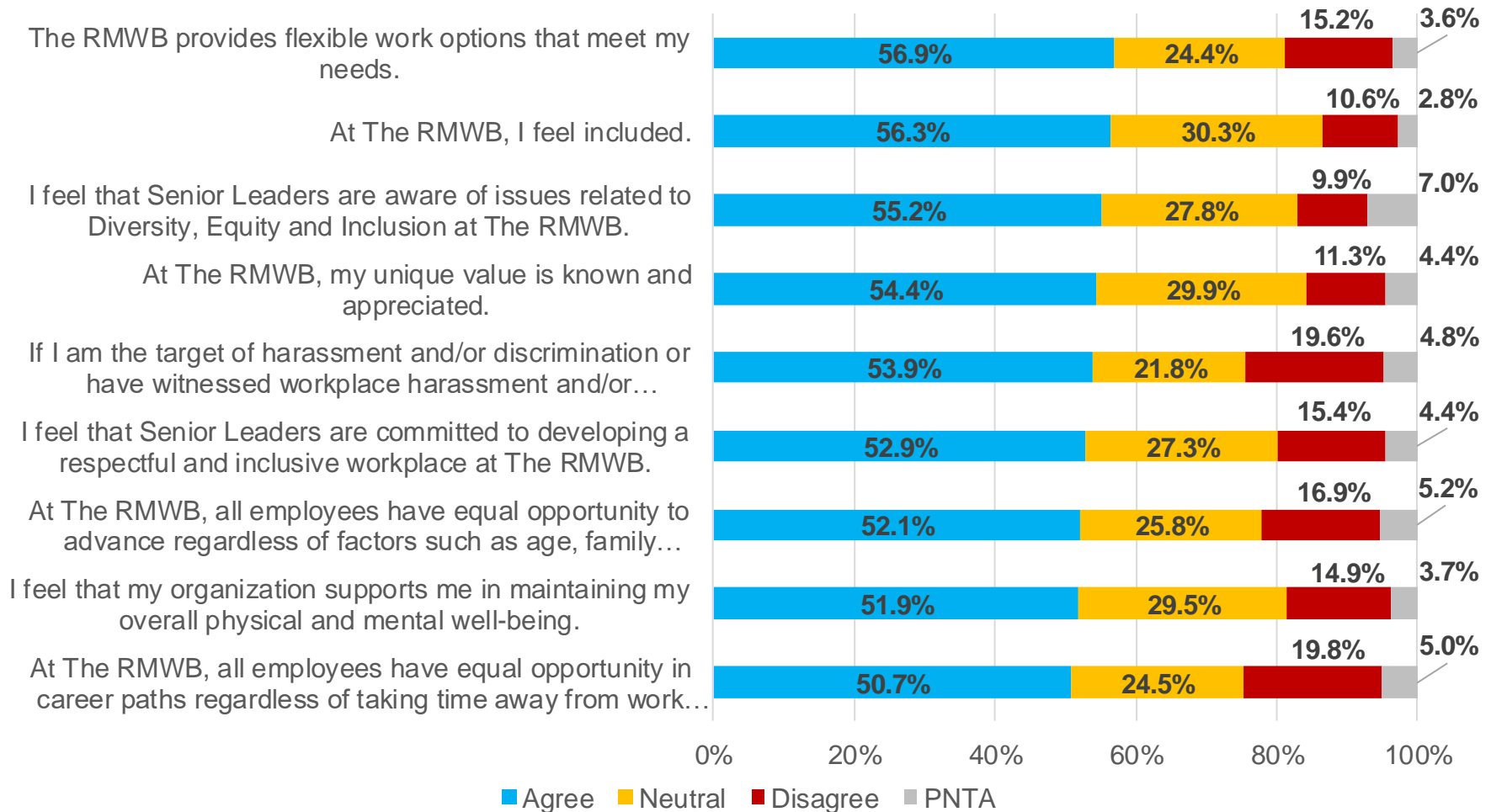Note: PNTA refers to "Prefer not to answer"

Opportunities for development

» **Very low** (50-59%) agreement overall for **9 of 13 inclusion indicators** assessing:

  » Provision of flexible work arrangements to meet individual needs.

  » Sense of inclusion.

  » Senior leadership awareness of DEI issues at RMWB.

  » Perception that one's unique value is known and appreciated.

  » Comfort in seeking assistance for harassment and/or discrimination issues at RMWB.

  » Senior leadership commitment towards developing a respectful and inclusive workplace.

  » Perception that there are equal opportunities to advance, regardless of personal characteristics.

  » Sense of support from RMWB in maintaining physical and mental wellbeing.

  » Perception that career paths are not negatively impacted by taking time away for personal reasons.

Note: CCDI's ranking system considers "very low" agreement scores (≤59% agreement) as indication that developing/ evaluating policies, procedures and practices may be required.

Note: PNTA refers to "Prefer not to answer"

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Opportunities for development

Statement	Agree	Neutral	Disagree	PNTA
The RMWB provides flexible work options that meet my needs.	56.9%	24.4%	15.2%	3.6%
At The RMWB, I feel included.	56.3%	30.3%	10.6%	2.8%
I feel that Senior Leaders are aware of issues related to Diversity, Equity and Inclusion at The RMWB.	55.2%	27.8%	9.9%	7.0%
At The RMWB, my unique value is known and appreciated.	54.4%	29.9%	11.3%	4.4%
If I am the target of harassment and/or discrimination or have witnessed workplace harassment and/or…	53.9%	21.8%	19.6%	4.8%
I feel that Senior Leaders are committed to developing a respectful and inclusive workplace at The RMWB.	52.9%	27.3%	15.4%	4.4%
At The RMWB, all employees have equal opportunity to advance regardless of factors such as age, family…	52.1%	25.8%	16.9%	5.2%
I feel that my organization supports me in maintaining my overall physical and mental well-being.	51.9%	29.5%	14.9%	3.7%
At The RMWB, all employees have equal opportunity in career paths regardless of taking time away from work…	50.7%	24.5%	19.8%	5.0%

■ Agree ■ Neutral ■ Disagree ■ PNTA

Note: CCDI's ranking system considers "very low" agreement scores (≤59% agreement) as indication that developing/ evaluating policies, procedures and practices may be required.
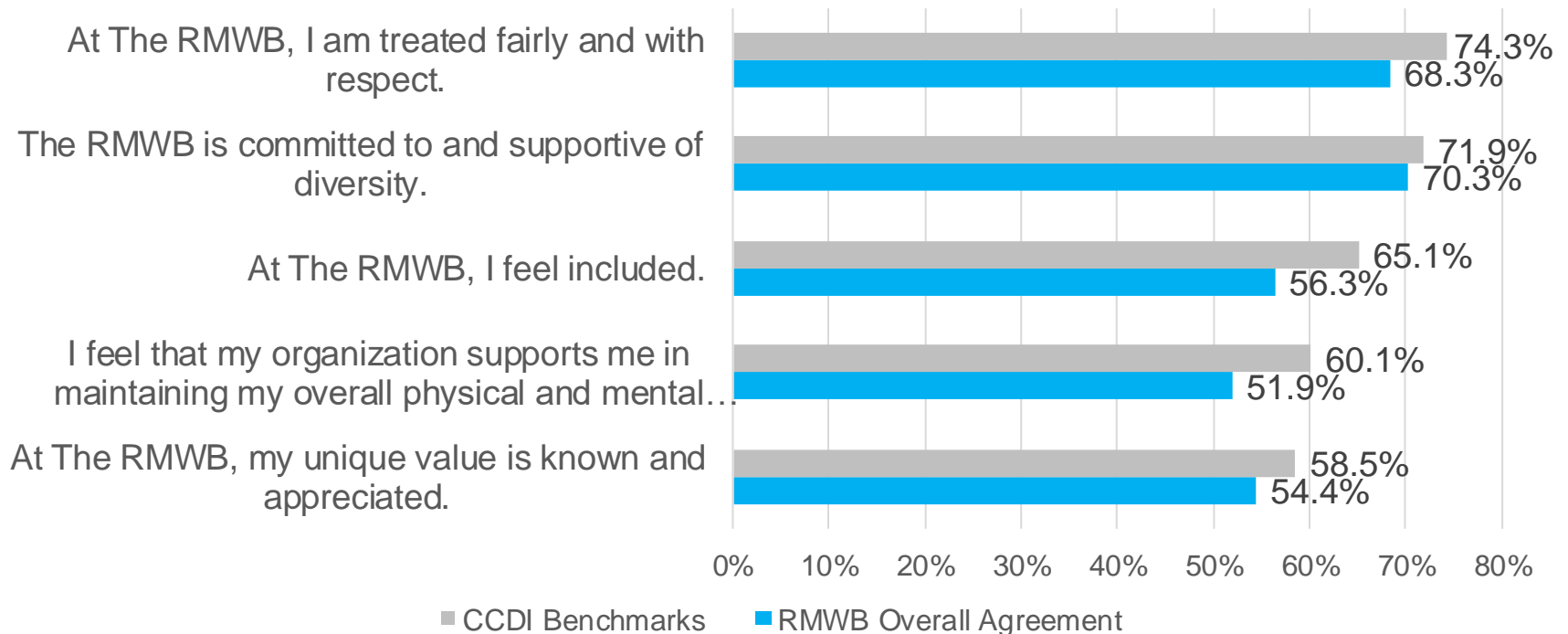
Note: PNTA refers to "Prefer not to answer"
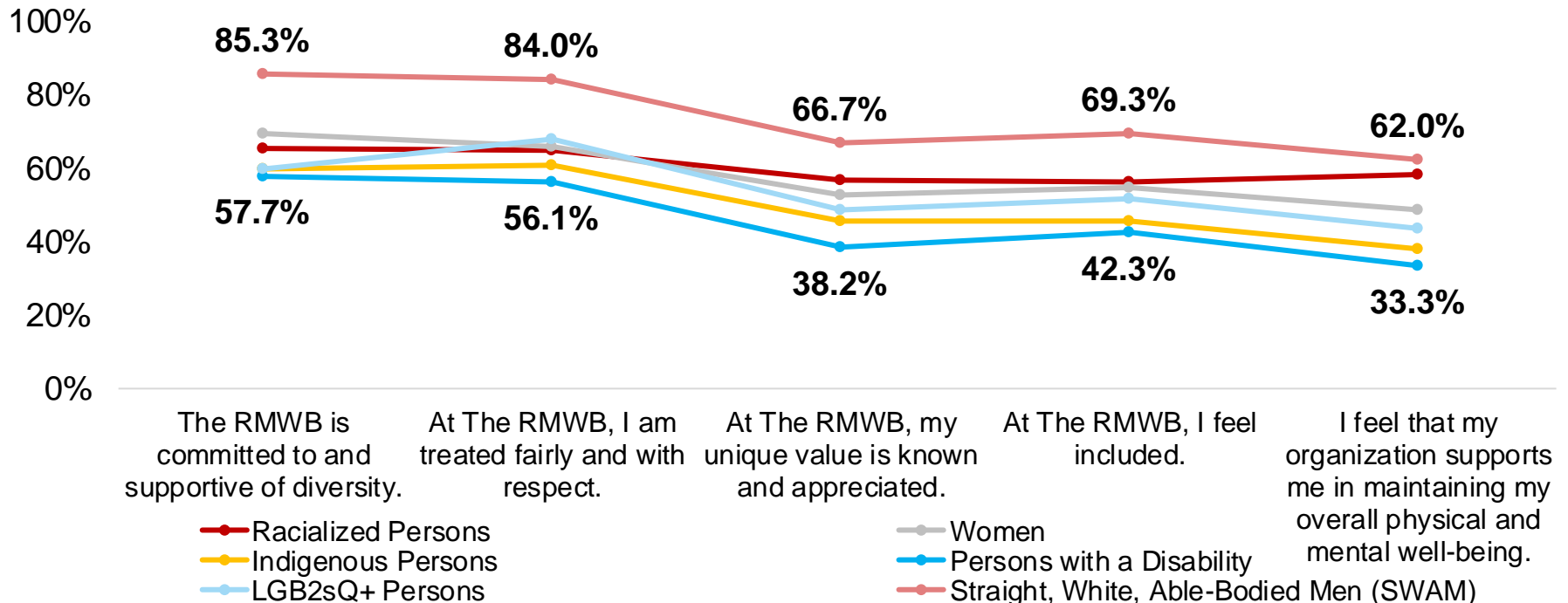
Inclusion indicators compared to CCDI benchmarks

Take-away: RMWB overall agreement ratings for the 5 baseline inclusion indicators are lower than CCDI benchmarks.

At The RMWB, I am treated fairly and with respect. — 74.3% / 68.3%

The RMWB is committed to and supportive of diversity. — 71.9% / 70.3%

At The RMWB, I feel included. — 65.1% / 56.3%

I feel that my organization supports me in maintaining my overall physical and mental… — 60.1% / 51.9%

At The RMWB, my unique value is known and appreciated. — 58.5% / 54.4%

■ CCDI Benchmarks ■ RMWB Overall Agreement

CCDI's inclusion benchmark data for the 5 baseline inclusion indicators are compiled from organizations that surveyed with CCDI from 2014-2020. In total, 52 organizations are included in this dataset for the first four inclusion indicators. The fifth baseline inclusion indicator was added in 2019 and 30 organizations are included in this data.

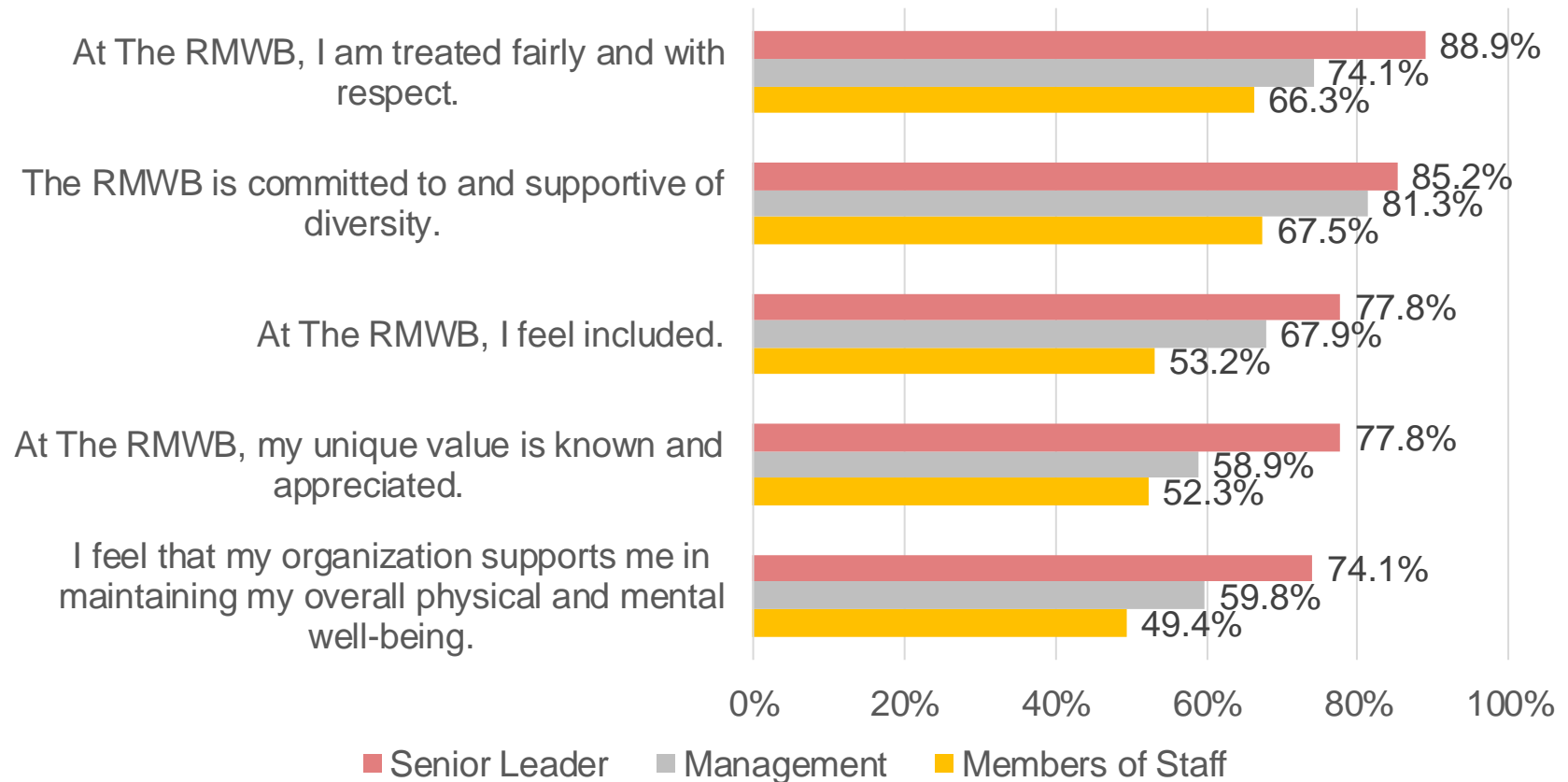# Inclusion of Typically Underrepresented groups

Take-away: Straight White Able-Bodied Men reported highest agreement for the 5 baseline inclusion indicators. Persons with a Disability reported lowest agreement for all 5 of the baseline inclusion indicators. The indicator that Persons with a Disability reported the lowest agreement with assessed sense of support from RMWB in maintaining physical and mental well-being.

Legend:
- Racialized Persons
- Indigenous Persons
- LGB2sQ+ Persons
- Women
- Persons with a Disability
- Straight, White, Able-Bodied Men (SWAM)

Chart categories:
- The RMWB is committed to and supportive of diversity.
- At The RMWB, I am treated fairly and with respect.
- At The RMWB, my unique value is known and appreciated.
- At The RMWB, I feel included.
- I feel that my organization supports me in maintaining my overall physical and mental well-being.

Data labels: 85.3%, 84.0%, 66.7%, 69.3%, 62.0%, 57.7%, 56.1%, 38.2%, 42.3%, 33.3%

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Note: The 5 baseline indicators reflect key dimensions of organizational inclusion including perceptions of organizational commitment to diversity and inclusion, fairness, sense of inclusion, and sense of support from organizations.
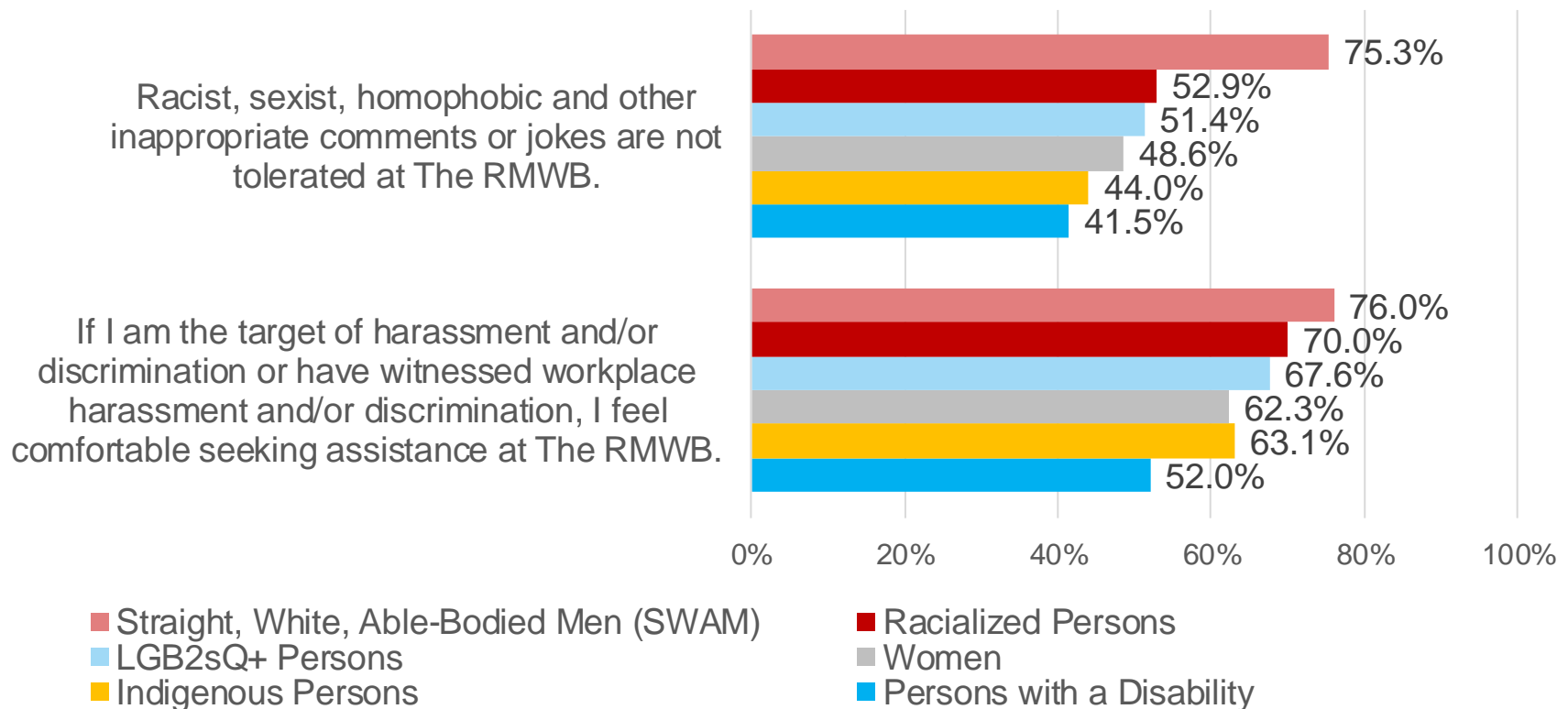
Inclusion experiences across roles

Take-away: Senior Leaders reported higher agreement than Management and Members of Staff for the 5 baseline inclusion indicators. Differences in agreement are greater than 10% between Senior Leaders and Management for 3 indicators, and between Senior Leaders and Members of Staff for all 5 indicators.

At The RMWB, I am treated fairly and with respect.
- 88.9%
- 74.1%
- 66.3%

The RMWB is committed to and supportive of diversity.
- 85.2%
- 81.3%
- 67.5%

At The RMWB, I feel included.
- 77.8%
- 67.9%
- 53.2%

At The RMWB, my unique value is known and appreciated.
- 77.8%
- 58.9%
- 52.3%

I feel that my organization supports me in maintaining my overall physical and mental well-being.
- 74.1%
- 59.8%
- 49.4%

0% 20% 40% 60% 80% 100%

■ Senior Leader ■ Management ■ Members of Staff

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Harassment, Discrimination, and Bullying

Harassment and/or discrimination

Take-away: Straight White Able-Bodied Men (SWAM) reported highest agreement for 2 indicators assessing non-tolerance of harassment and/or discrimination issues at RMWB and comfort seeking assistance for these issues. Differences in agreement ranged from 6.0% to 33.8% between SWAM and the typically underrepresented groups, with the largest differences seen between SWAM and Persons with a Disability.

Racist, sexist, homophobic and other inappropriate comments or jokes are not tolerated at The RMWB.
- 75.3%
- 52.9%
- 51.4%
- 48.6%
- 44.0%
- 41.5%

If I am the target of harassment and/or discrimination or have witnessed workplace harassment and/or discrimination, I feel comfortable seeking assistance at The RMWB.
- 76.0%
- 70.0%
- 67.6%
- 62.3%
- 63.1%
- 52.0%

0%   20%   40%   60%   80%   100%

■ Straight, White, Able-Bodied Men (SWAM)　■ Racialized Persons
■ LGB2sQ+ Persons　■ Women
■ Indigenous Persons　■ Persons with a Disability

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Harassment, discrimination, and bullying

In the written feedback, respondents identified issues of bullying and threats in the workplace. Responses* indicated the following:

- Regular bullying within and across each level of the organization.
- Experiences of repetitive bullying from Management.
- Issues of favouritism in Management, with Members of Staff who are less favoured being targets of bullying.
- Expression of threats of physical violence, with no intervention from bystanders.
- Lack of organizational support and accountability in handling issues of bullying/threats.
- High level of continuous turnover due to bullying from Management to Members of Staff.

*Note: Each listed response is reflective of at least one comment. The total number of comments for each broad theme is included on p. 21.

Harassment, discrimination, and bullying

Respondents identified issues of harassment and/or discrimination including racism, sexism, homophobia, and ageism at RMWB. Respondents indicated that Management are involved in harassment and discrimination. Responses indicated the following:

- Expression of discriminatory comments and jokes by Management towards Members of Staff, including comments that are racist, sexist, homophobic, and ageist.
- Expression of discriminatory comments and jokes regarding different accents.
- Expression of discriminatory and offensive comments by Councillors in public spheres.
- Lack of consistency in accountability, where Management and Councillors are not held accountable for discriminatory actions.
- Perception that investigations that do occur do not lead to changes in discriminatory behaviour among Management.
- Poor mental health outcomes in relation to tolerance of inappropriate comments and jokes.

Harassment, discrimination, and bullying

Respondents indicated a lack of trust in the HR system to address issues of bullying, harassment and/or discrimination. Responses indicated the following:

- Lack of clarity around the process of reporting harassment, discrimination, and bullying issues.
- Lack of transparency around how reports of harassment, discrimination, and bullying are handled and addressed.
- Low trust that reports of harassment, discrimination, and bullying will be kept confidential.
- Fear of retaliation for reporting harassment, discrimination, and bullying.
- Low trust that issues will be handled accordingly and that satisfying outcomes will be attained.
- Lack of merit-based performance evaluations to reduce issues of discrimination.
- Low sense of safety or protection in the workplace.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Perceived Inclusivity of Senior Leaders and Managers
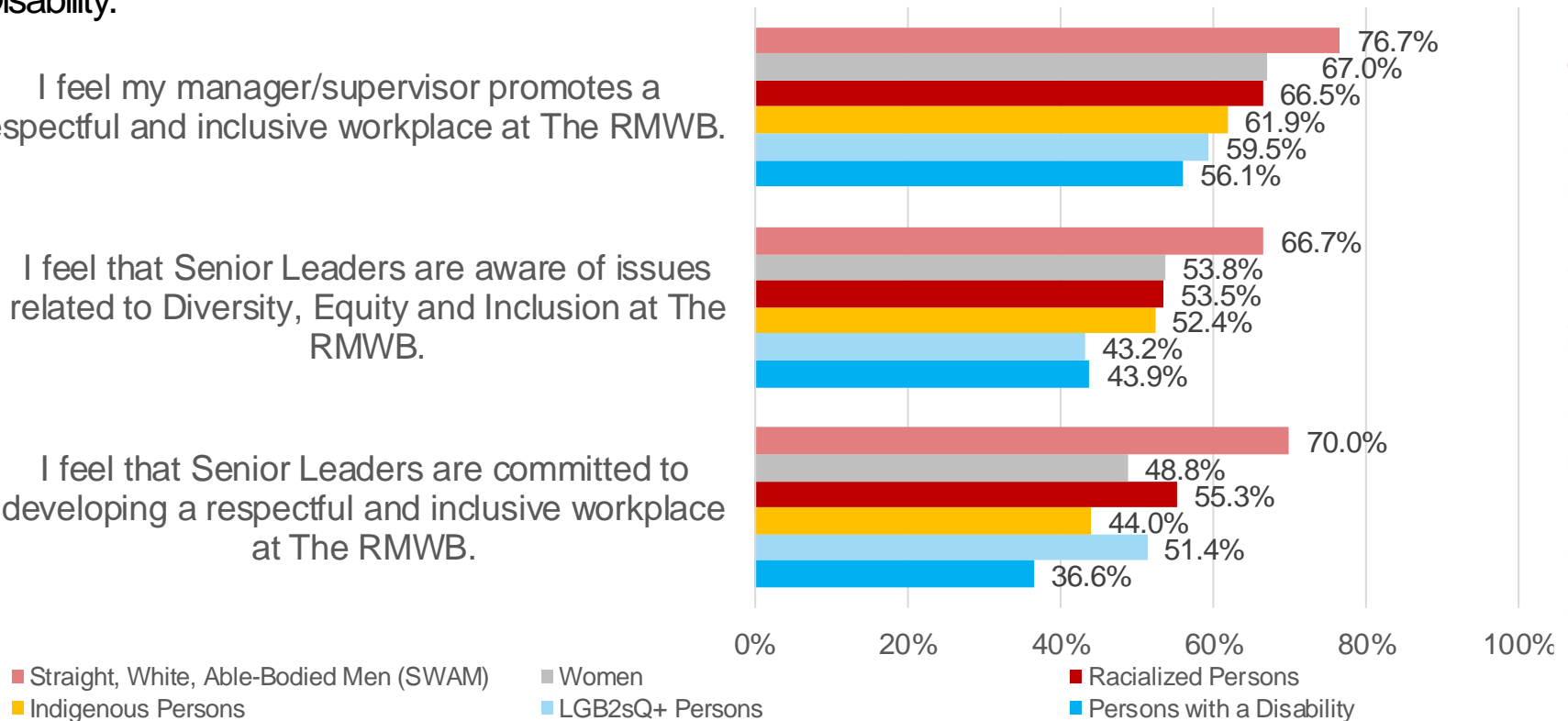
Canadian Centre for Diversity and Inclusion

Perceived inclusivity of Senior Leaders and Managers

Take-away: Straight White Able-Bodied Men (SWAM) reported highest agreement for 3 indicators assessing awareness and commitment of Senior Leaders and Managers towards DEI. Differences in agreement ranged from 9.7% to 33.4% between SWAM and the typically underrepresented groups. The largest differences are seen between SWAM and LGB2sQ+ Persons and Persons with a Disability.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

I feel my manager/supervisor promotes a respectful and inclusive workplace at The RMWB.
- 76.7%
- 67.0%
- 66.5%
- 61.9%
- 59.5%
- 56.1%

I feel that Senior Leaders are aware of issues related to Diversity, Equity and Inclusion at The RMWB.
- 66.7%
- 53.8%
- 53.5%
- 52.4%
- 43.2%
- 43.9%

I feel that Senior Leaders are committed to developing a respectful and inclusive workplace at The RMWB.
- 70.0%
- 48.8%
- 55.3%
- 44.0%
- 51.4%
- 36.6%

0%   20%   40%   60%   80%   100%

Legend:
- Straight, White, Able-Bodied Men (SWAM)
- Women
- Racialized Persons
- Indigenous Persons
- LGB2sQ+ Persons
- Persons with a Disability

Perceived inclusivity of Senior Leaders and Managers

Respondents reported perceptions of a lack of genuine commitment towards Diversity, Equity, and Inclusion (DEI) among Senior Leaders and Management. Responses indicated the following:
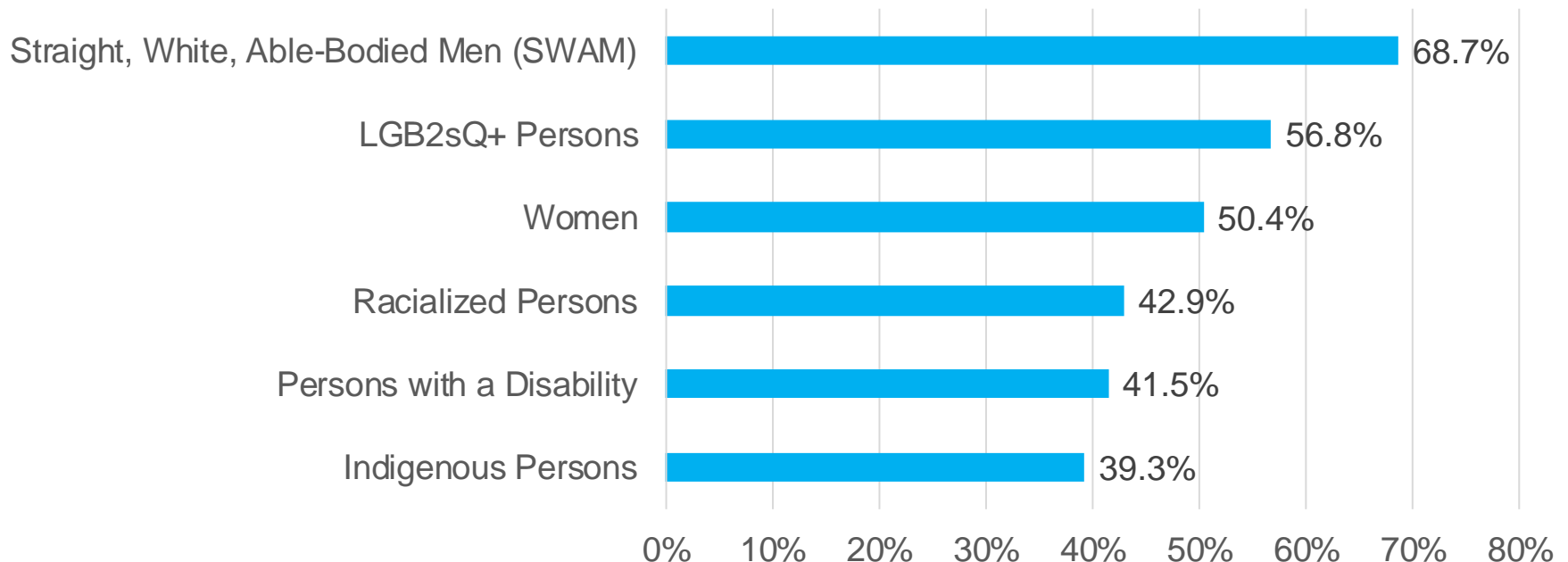
- Lack of clear and genuine actions that demonstrate Senior Leader commitment to DEI.
- Low trust in Senior Leaders and Management due to witnessing inequality, discrimination, harassment, and bullying in the workplace.
- Sense of disconnect between Senior Leaders and Members of Staff. A desire for more interaction between Senior Leaders and Members of Staff to be able to share issues that they experience.
- Perception that Management considers Members of Staff to be "dispensable".

Fairness: Advancement Opportunities

Fairness: Advancement opportunities

Take-away: Straight White Able-Bodied Men (SWAM) reported highest agreement for the indicator that assessed the belief that employees have equal opportunity to advance regardless of personal characteristics. Differences in agreement ranged from 11.9% to 29.4% between SWAM and the typically underrepresented groups, with the largest difference seen between SWAM and Indigenous Persons.
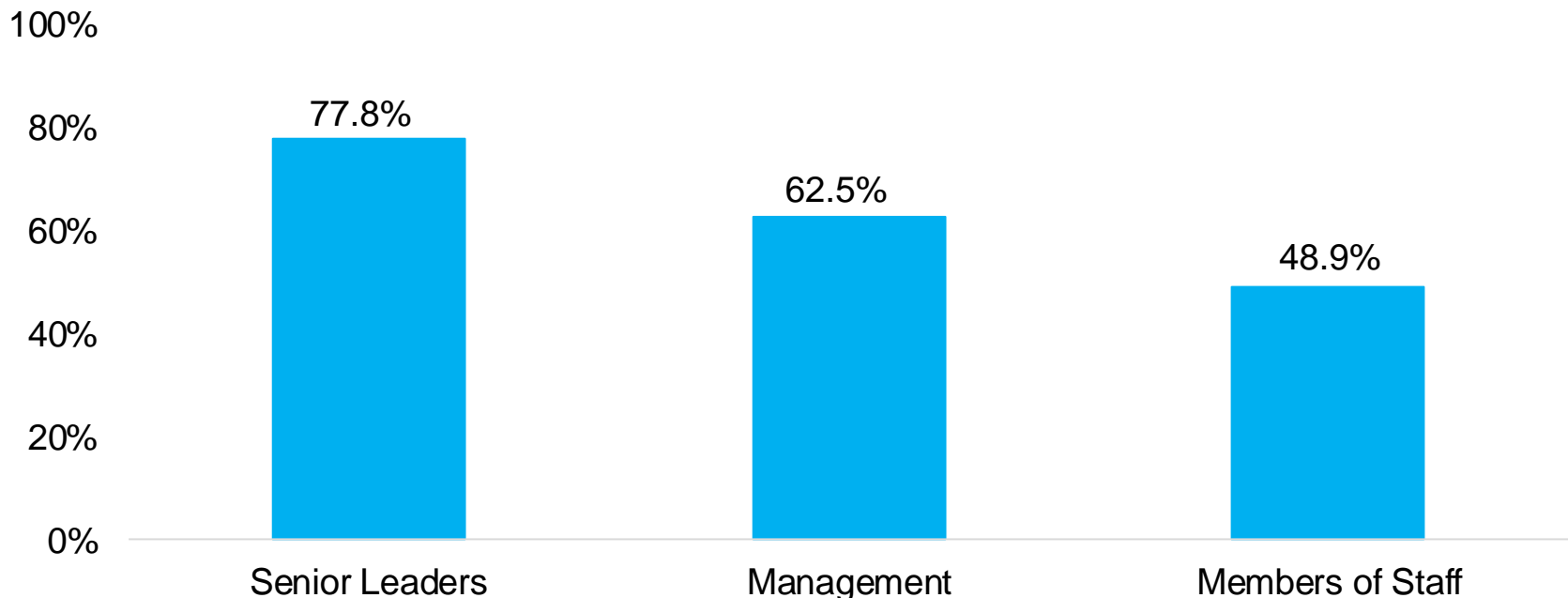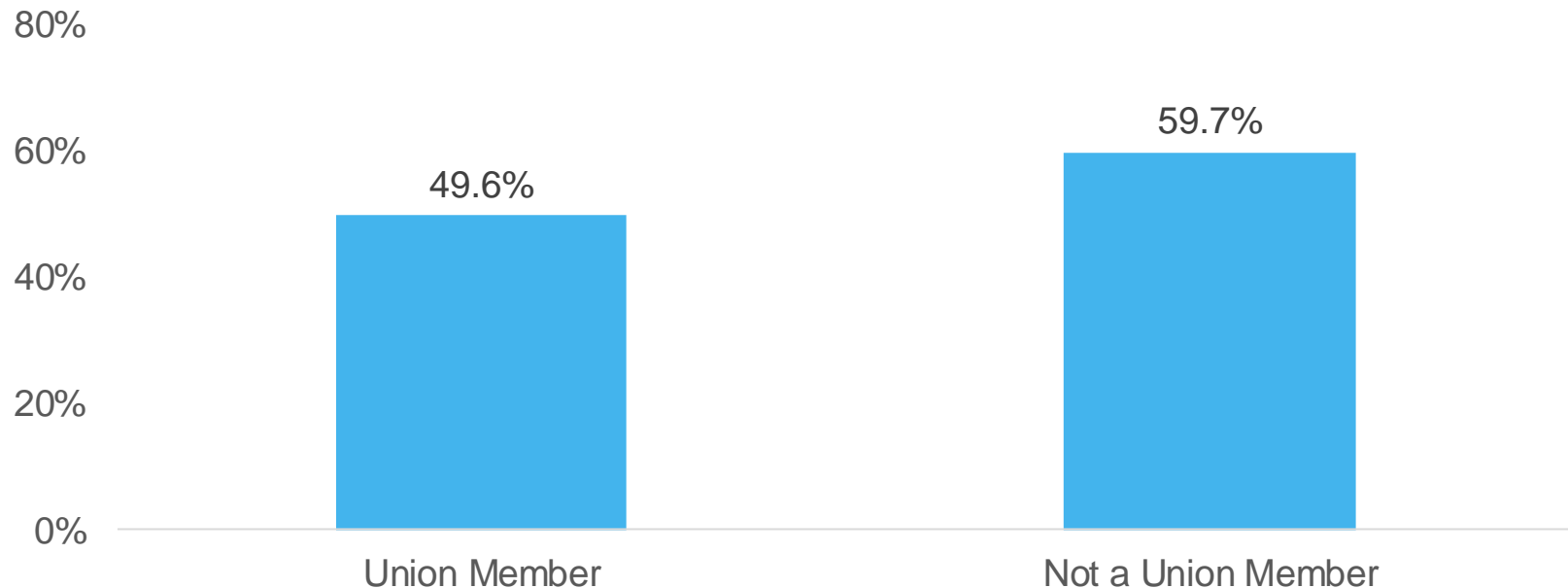
At The RMWB, all employees have equal opportunity to advance regardless of factors such as age, family status, gender/gender identity, race/ethnicity, sexual orientation, religion, etc.

Group	Percent
Straight, White, Able-Bodied Men (SWAM)	68.7%
LGB2sQ+ Persons	56.8%
Women	50.4%
Racialized Persons	42.9%
Persons with a Disability	41.5%
Indigenous Persons	39.3%

0% 10% 20% 30% 40% 50% 60% 70% 80%

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Fairness: Advancement opportunities

Take-away: Senior Leaders reported highest agreement for the indicator that all employees have equal advancement opportunities regardless of personal characteristics. Differences in agreement were 15.3% between Senior Leaders and Management, and 28.9% between Senior Leaders and Members of Staff.
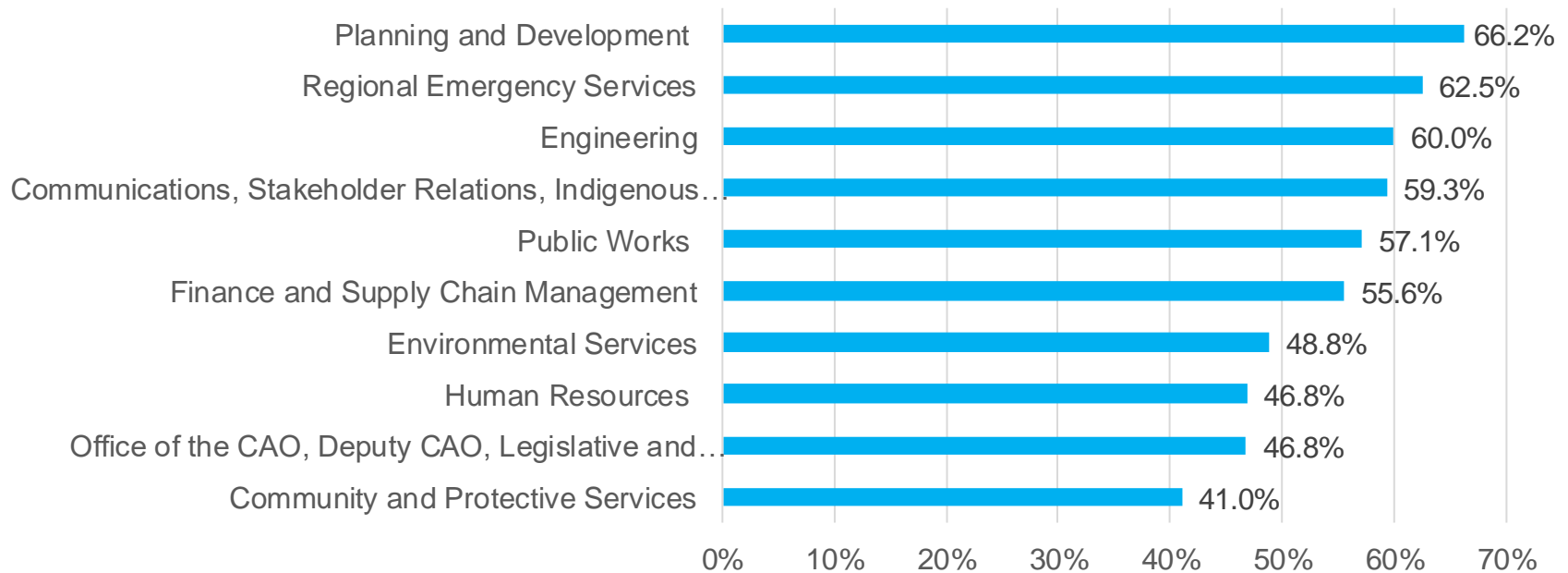
At The RMWB, all employees have equal opportunity to advance regardless of factors such as age, family status, gender/gender identity, race/ethnicity, sexual orientation, religion, etc.

	77.8%	62.5%	48.9%
	Senior Leaders	Management	Members of Staff

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Fairness: Advancement opportunities

Take-away: Survey respondents who identified themselves as Non-unionized Members reported highest agreement for the indicator that assessed all employees have equal opportunity to advance regardless of personal characteristics. The difference in agreement between Non-Unionized members and Union Members was 10.1%.

At The RMWB, all employees have equal opportunity to advance regardless of factors such as age, family status, gender/gender identity, race/ethnicity, sexual orientation, religion, etc.

Fairness: Advancement opportunities

Take-away: Planning and Development reported highest agreement with the indicator that assessed the belief that all employees have equal opportunity to advance. Differences in agreement ranged from 3.7% to 25.2%, between Planning and Development and other departments, with the largest difference seen between Planning and Development and Community and Protective Services.

At The RMWB, all employees have equal opportunity to advance regardless of factors such as age, family status, gender/gender identity, race/ethnicity, sexual orientation, religion, etc.

Department	%
Planning and Development	66.2%
Regional Emergency Services	62.5%
Engineering	60.0%
Communications, Stakeholder Relations, Indigenous…	59.3%
Public Works	57.1%
Finance and Supply Chain Management	55.6%
Environmental Services	48.8%
Human Resources	46.8%
Office of the CAO, Deputy CAO, Legislative and…	46.8%
Community and Protective Services	41.0%

Fairness: Advancement opportunities

Respondents reported lack of fairness and transparency and bias in receiving career advancement opportunities. Responses indicated the following:

- Perception that Senior Leadership and Management hire based on friendships, rather than engaging in merit-based hiring processes.

- Issues of favouritism in Senior Leadership and Management and lack of transparency around why certain individuals receive professional development or advancement opportunities.

- Issues of discrimination against typically underrepresented groups in relation to professional development and advancement opportunities.

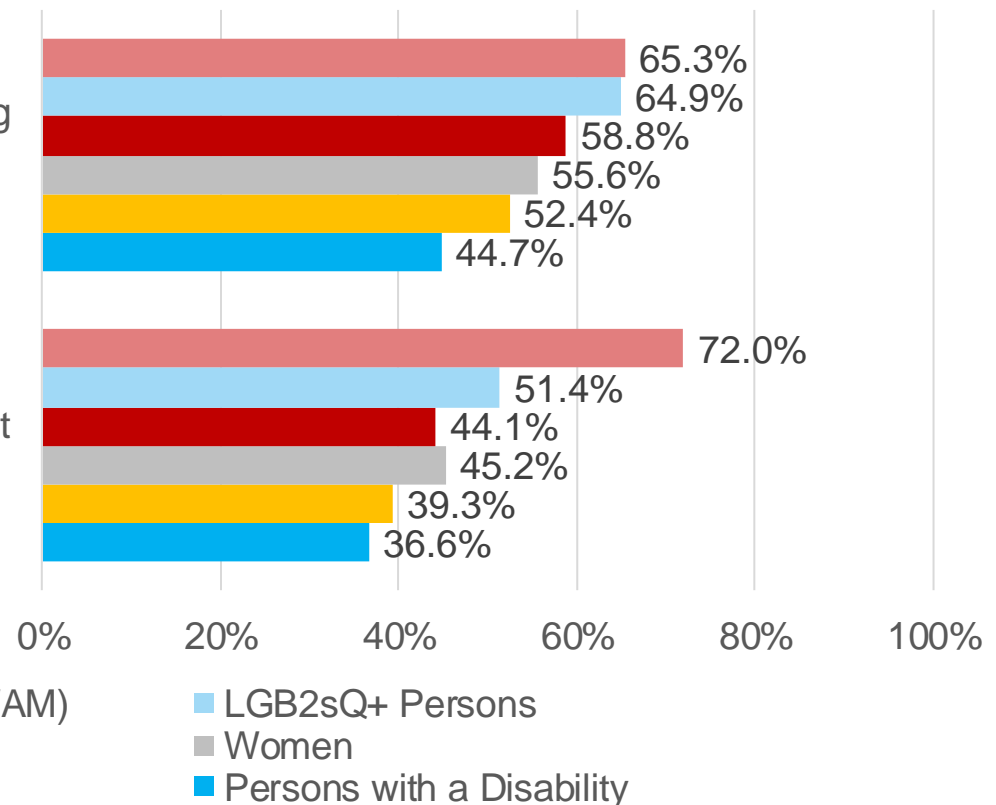- Lack of mentorship and job shadowing opportunities to advance in the organization.

Work-life flexibility and accommodation supports

Canadian Centre for Diversity and Inclusion

Work-life flexibility and accommodation supports

Take-away: Straight White Able-Bodied Men reported highest agreement for 2 indicators that assess having an equal opportunity to advance despite taking time away from work and the availability of flexible work supports. Differences in agreement ranged from 0.4% to 35.4% between SWAM and the typically underrepresented groups, with the largest differences seen between SWAM and Persons with a Disability.

At The RMWB, all employees have equal opportunity in career paths regardless of taking time away from work to take care of family, cultural or religious obligations, health and wellness leave etc.

- 65.3%
- 64.9%
- 58.8%
- 55.6%
- 52.4%
- 44.7%

The RMWB provides flexible work options that meet my needs.

- 72.0%
- 51.4%
- 44.1%
- 45.2%
- 39.3%
- 36.6%

0%　20%　40%　60%　80%　100%

- Straight, White, Able-Bodied Men (SWAM)
- LGB2sQ+ Persons
- Racialized Persons
- Women
- Indigenous Persons
- Persons with a Disability

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Work-life flexibility and accommodation supports

Take-away: Among survey respondents who identified as a Person with a Disability, Persons with a Mental Health Disability reported lowest agreement for 2 inclusion indicators that assess having an equal opportunity to advance despite taking time away from work and the availability of flexible work supports.
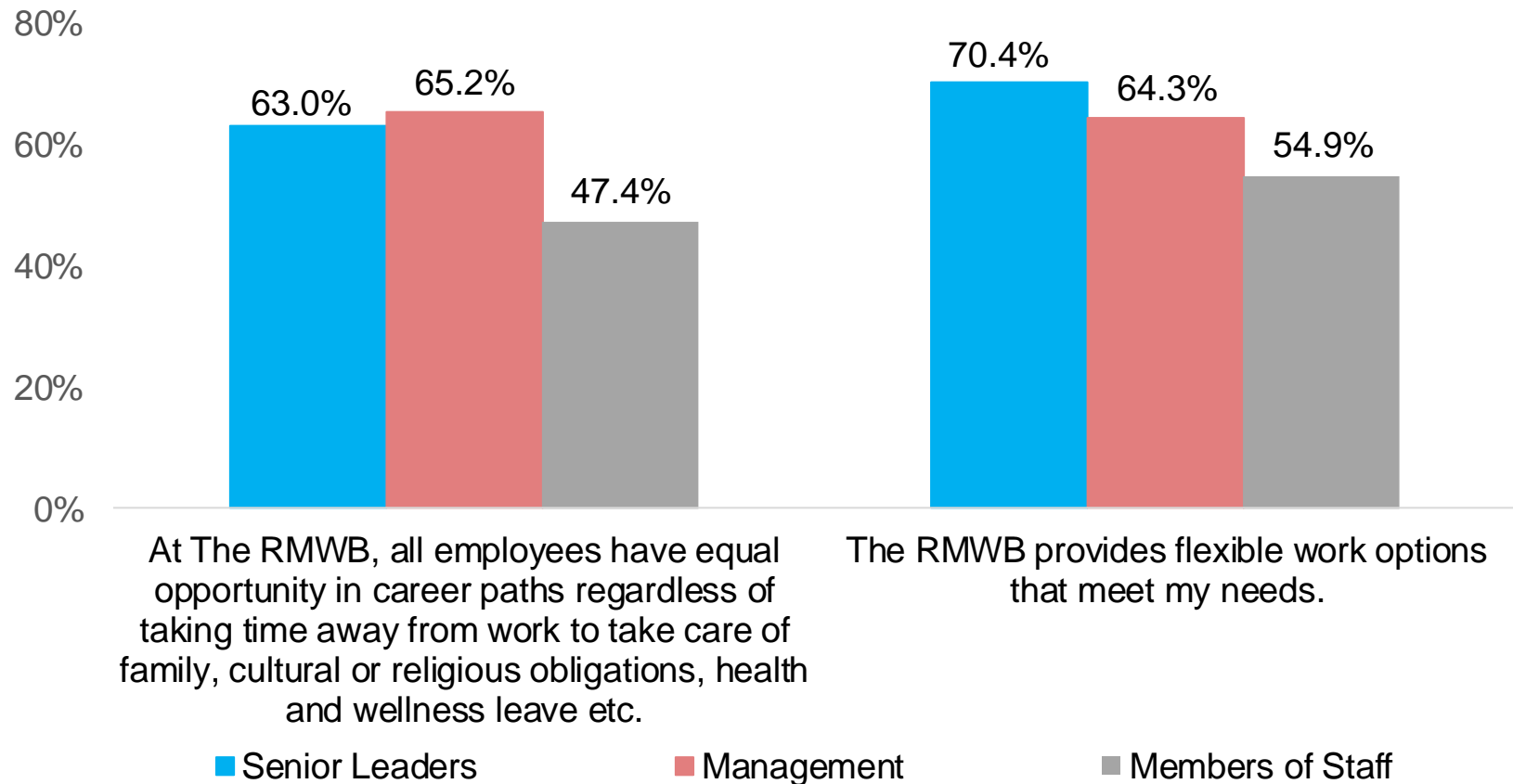

The RMWB provides flexible work options that meet my needs.
- 57.1%
- 44.7%
- 42.9%
- 33.3%
- N
- N

At The RMWB, all employees have equal opportunity to advance regardless of factors such as age, family status, gender/gender identity, race/ethnicity, sexual orientation, religion, etc.
- 38.1%
- 39.5%
- 42.9%
- 31.8%
- N
- N

0%   20%   40%   60%

- Learning Disability
- Chronic Illness
- Sensory Disability
- Mental health disability
- Physical Disability
- Addiction

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Work-life flexibility and accommodation supports

Take-away: Agreement rates for inclusion indicators assessing provision of flexible work arrangements and accommodation supports at RMWB lower as seniority decreases. This indicates potential challenges for Members of Staff in requesting these options.

- Senior Leaders
- Management
- Members of Staff

At The RMWB, all employees have equal opportunity in career paths regardless of taking time away from work to take care of family, cultural or religious obligations, health and wellness leave etc.

- Senior Leaders: 63.0%
- Management: 65.2%
- Members of Staff: 47.4%

The RMWB provides flexible work options that meet my needs.

- Senior Leaders: 70.4%
- Management: 64.3%
- Members of Staff: 54.9%

Work-life flexibility and accommodation supports

Respondents indicated a lack of work-life balance and a fear of retaliation for requesting accommodation supports. Responses indicated the following:

- Prescence of organizational communication to use personal and/or sick days and that family is a first priority, but experiencing a lack of support in taking such days off.

- Fear that requesting flexible supports or accommodation supports will negatively impact perceptions of work performance and will lead to discrimination.

- Fear that requesting flexible supports or accommodation supports will negatively impact advancement opportunities in the workplace.

- Lack of access to flexible support during COVID-19 pandemic.

- Inconsistent levels of support from Senior Leadership/Management across the organization in accessing flexible or accommodation supports.

- Difficulties in accessing accommodation supports from Human Resources, even with Management support.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Canadian Centre for Diversity and Inclusion

Recommendations by survey respondents

Canadian Centre for Diversity and Inclusion

Recommendations by survey respondents

Respondents indicated a need for further DEI training and resources for all employees. Responses indicated the following recommendations:

- Education and training for Senior Leadership regarding cultural sensitivity to create shared knowledge on discrimination, harassment, and bullying. Education and training for Senior Leadership regarding the benefits of cultural diversity to workplaces to begin working on bias and discrimination.

- Provision of support, mentorship and professional development opportunities for typically underrepresented groups in the workplace.

- Establishment of a department or branch dedicated to DEI, outside of the existing Human Resources structures.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Next steps

Harassment, discrimination, and bullying

Survey respondents indicated the existence of harassment, discrimination, and bullying within the organization. To begin addressing these issues, RMWB can:

Review and/or develop conflict management practices

- Consider a review of current conflict resolution management practices within RMWB, including how reports are issued, the privacy of reports, and how reporting guidelines are communicated.

- Establish an anonymous helpline that allows employees to report issues of harassment, discrimination, and bullying. Also, establish clear and continuous communication on how to use the helpline and anonymity of the process.

- Consider introducing a whistle-blower policy for the reporting of harassment, discrimination, and bullying, as well as other related incidents.

Provide training to RMWB Staff on harassment, discrimination, and bullying

- Provide training to Senior Leaders, Managers, and Members of Staff on how to identify and address issues of harassment, discrimination, and bullying that are often ignored.

Commitment of Senior Leadership and Management to DEI

Survey respondents indicated perceptions of low commitment towards DEI among Senior Leadership and Management. To begin addressing these issues, RMWB can:

Continue to collect data on commitment to DEI among Senior Leadership and Management
- Consider conducting interviews with Senior Leaders/Managers to understand their DEI knowledge and commitment.

Provide DEI resources and programs for Senior Leaders/Managers
- Consider provision of DEI educational content in an internal repository for continuous learning.
- Provide periodic training to Senior Leaders and Managers on DEI, include a focus on systemic issues related to DEI.
- Consider establishing a formal D&I Council with representation of individuals from the underrepresented groups to establish continuous focus on DEI issues. Senior Leaders and Managers should also be a part of the Council.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Structural barriers, fairness and transparency

Demographic findings suggest that Typically Underrepresented groups may be experiencing barrier(s) in advancement and accessing permanent full-time positions. In addition, written feedback indicated issues of bias among Senior Leaders/Management. To begin addressing structural barriers and ensure transparency, RMWB can:

Continue to collect demographic data

- Continue to collect demographic data to regularly assess the diversity of the RMWB workforce and potential barriers for Typically Underrepresented groups.
- Special attention can be paid to the advancement of Indigenous Persons, Persons with a Disability, and LGB2sQ+ Persons, and Women in accessing full-time and unionized positions.

Consider reviewing hiring and advancement practices/policies

- Consider establishing specific career progression paths with quantifiable scores for promotions and/or advancement to minimize bias. These career progression paths should also be clearly communicated to employees.
- Consider applying an assessment rubric with quantifiable scores and removing demographic information during the initial stages of the recruiting/advancement process.

Accommodation supports and flexible work options

Findings indicate difficulties in seeking and/or receiving accommodation and/or work-life flexibility supports. To address these issues, RMWB can:

Continue to collect data on accommodation/work-life flexibility

- Consider conducting anonymous focus groups that seek to develop a deeper understanding of employees' perceptions and experiences of accessibility, accommodations and work-life flexibility.

Review existing policies and procedures

- Review policies and practices related to the provision of accommodation and work-life flexibility supports to identify if there are equity gaps in terms of employees with intersecting identities who may not have access to these supports or may feel they will face retaliation for requesting or receiving supports.

Accommodation supports and flexible work options

Consider providing training to HR teams and Senior Leaders/Management
- Consider providing training to the HR teams, Senior Leaders, and Management to better identify the unique needs of employees with varying intersectional identities and how to address these needs (i.e. providing appropriate supports).
- Consider providing training to Senior Leaders/Managers on how to handle accommodation requests.
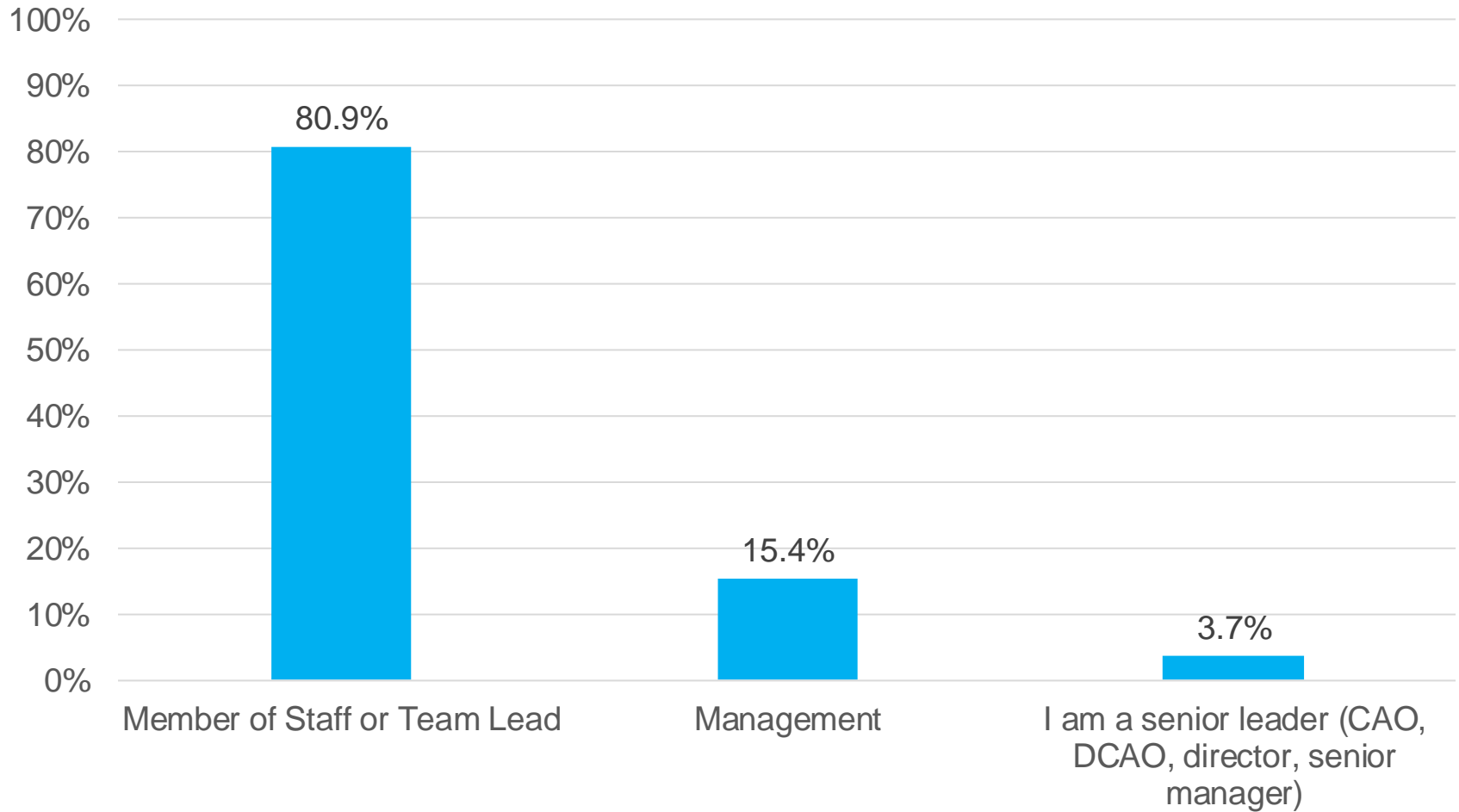
Review communication around accessing supports
- Develop/review communication polices that provide information to employees on the availability of supports and how to seek/request such supports to develop awareness and comfort in requesting supports among staff.
- Consider developing a guide that provides details and examples of some common flexible options and supports offered to employees to enhance their understanding of the supports they can expect to receive.
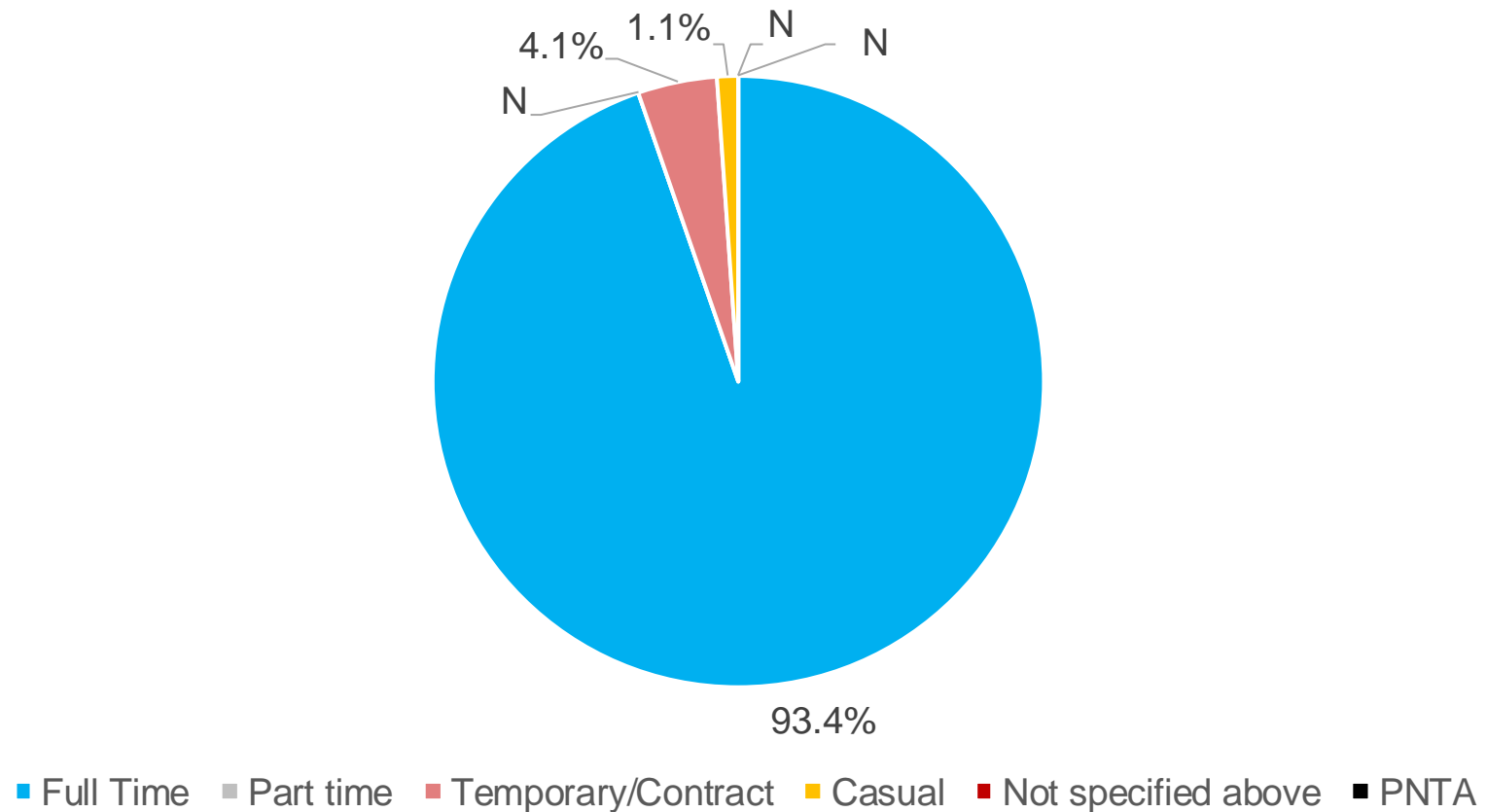
Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Appendix A:

Demographic Snapshot

Canadian Centre for Diversity and Inclusion

Primary Role

Bar chart showing Primary Role percentages:
- Member of Staff or Team Lead: 80.9%
- Management: 15.4%
- I am a senior leader (CAO, DCAO, director, senior manager): 3.7%

Employment Status

Pie chart legend:
- ■ Full Time
- ■ Part time
- ■ Temporary/Contract
- ■ Casual
- ■ Not specified above
- ■ PNTA

Chart labels: 4.1%, 1.1%, N, N, N, 93.4%

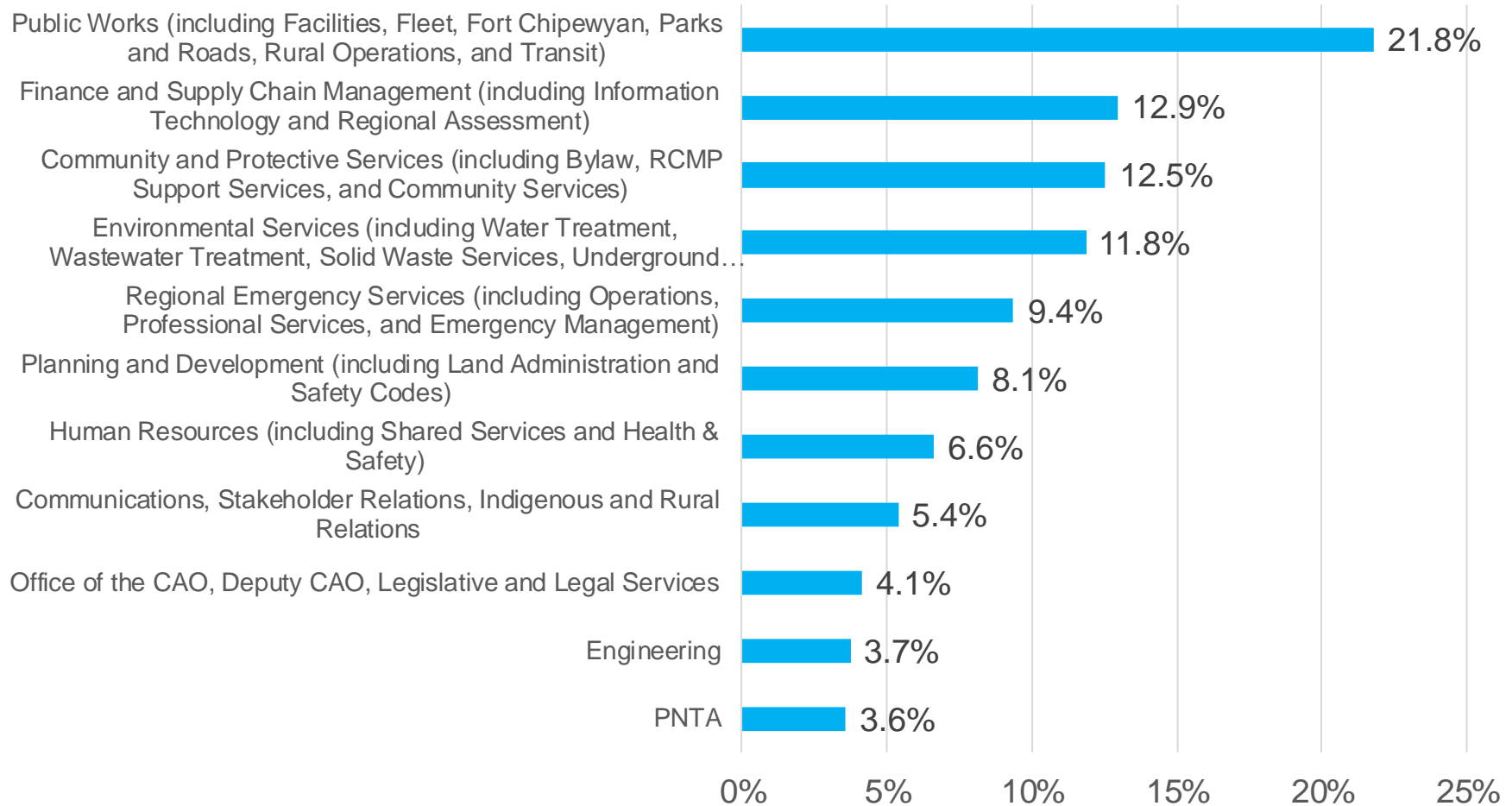Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes

Note: PNTA refers to "Prefer not to answer"

Union Membership

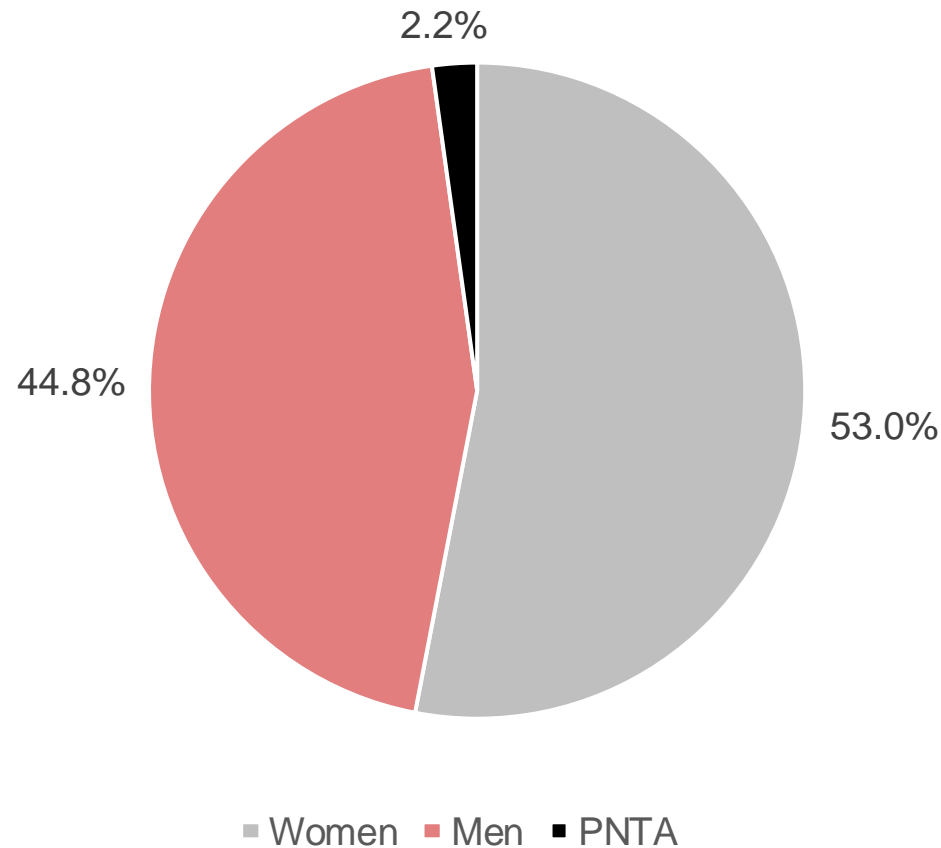Note: PNTA refers to "Prefer not to answer"

Department

Department	Percentage
Public Works (including Facilities, Fleet, Fort Chipewyan, Parks and Roads, Rural Operations, and Transit)	21.8%
Finance and Supply Chain Management (including Information Technology and Regional Assessment)	12.9%
Community and Protective Services (including Bylaw, RCMP Support Services, and Community Services)	12.5%
Environmental Services (including Water Treatment, Wastewater Treatment, Solid Waste Services, Underground…	11.8%
Regional Emergency Services (including Operations, Professional Services, and Emergency Management)	9.4%
Planning and Development (including Land Administration and Safety Codes)	8.1%
Human Resources (including Shared Services and Health & Safety)	6.6%
Communications, Stakeholder Relations, Indigenous and Rural Relations	5.4%
Office of the CAO, Deputy CAO, Legislative and Legal Services	4.1%
Engineering	3.7%
PNTA	3.6%

Note: PNTA refers to "Prefer not to answer"

Gender Identity

2.2%

44.8%

53.0%

■ Women ■ Men ■ PNTA
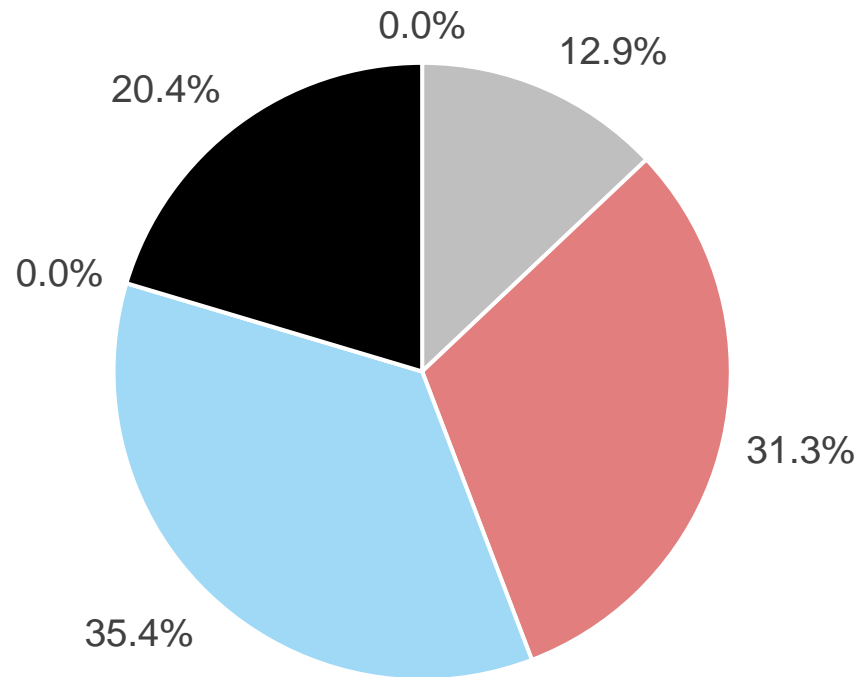
Note: No respondents identified as Trans, Non-binary, Gender-fluid, Gender Non-Conforming, Gender Queer, or Two-spirit
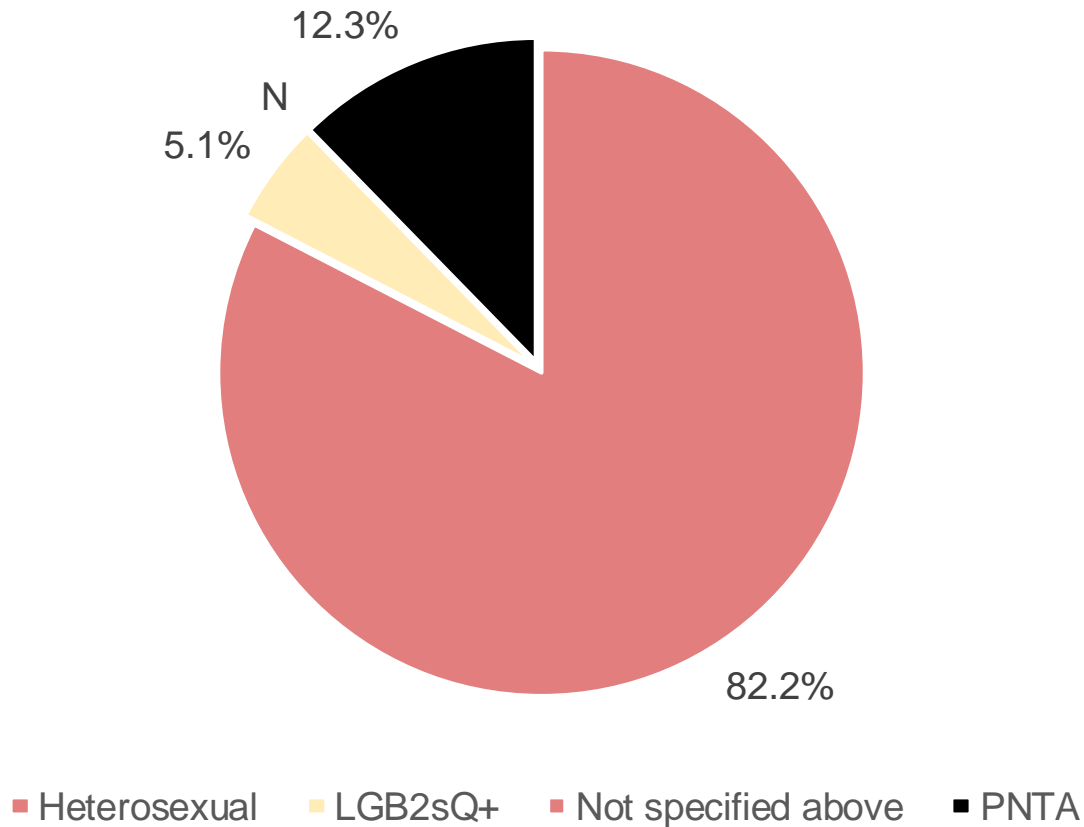
Note: PNTA refers to "Prefer not to answer"

Age

Pie chart:
- 0.0% (top)
- 12.9% (Baby Boomer, grey)
- 31.3% (Gen X, red)
- 35.4% (Gen Y, light blue)
- 0.0%
- 20.4% (PNTA, black)

Legend:
- ■ Traditionalist (Born on or before 1946)
- ■ Baby Boomer (Born from 1947-1964)
- ■ Gen X (Born from 1965-1979)
- ■ Gen Y (Born from 1980 -1998)
- ■ Gen Z (Born from 1999 to present)
- ■ PNTA

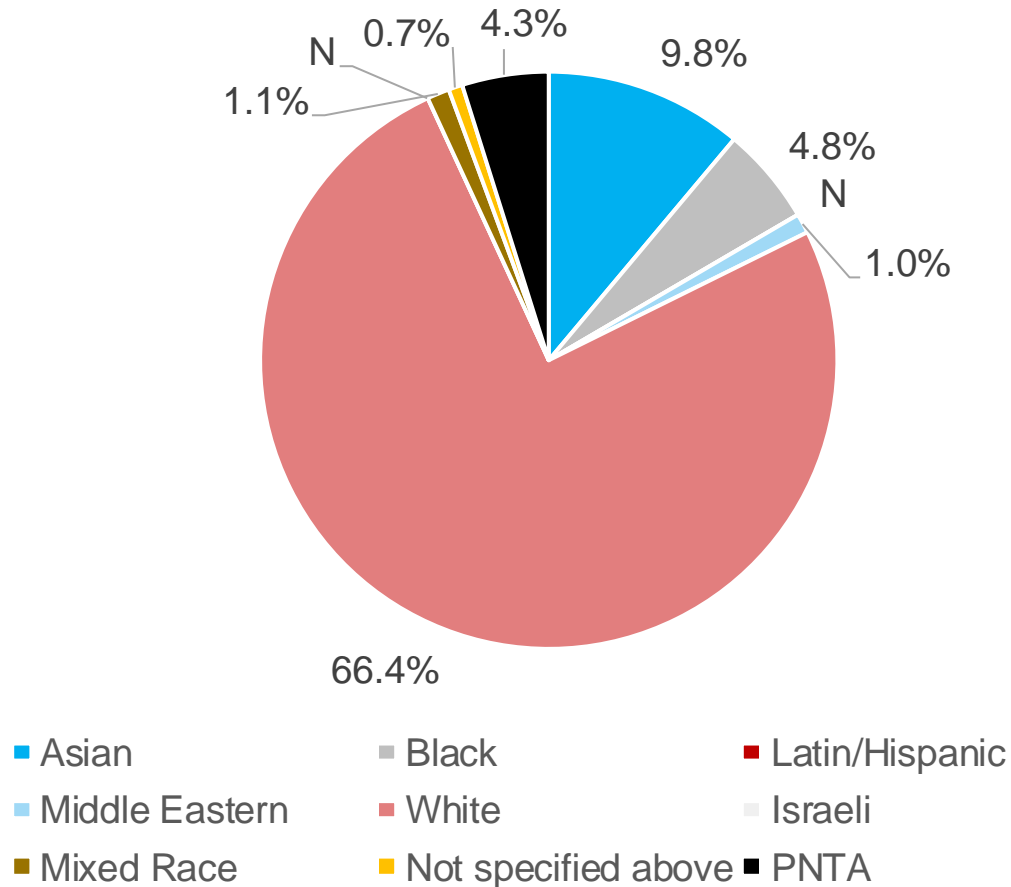Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes

Sexual Orientation

12.3%

N

5.1%

82.2%

■ Heterosexual   ■ LGB2sQ+   ■ Not specified above   ■ PNTA
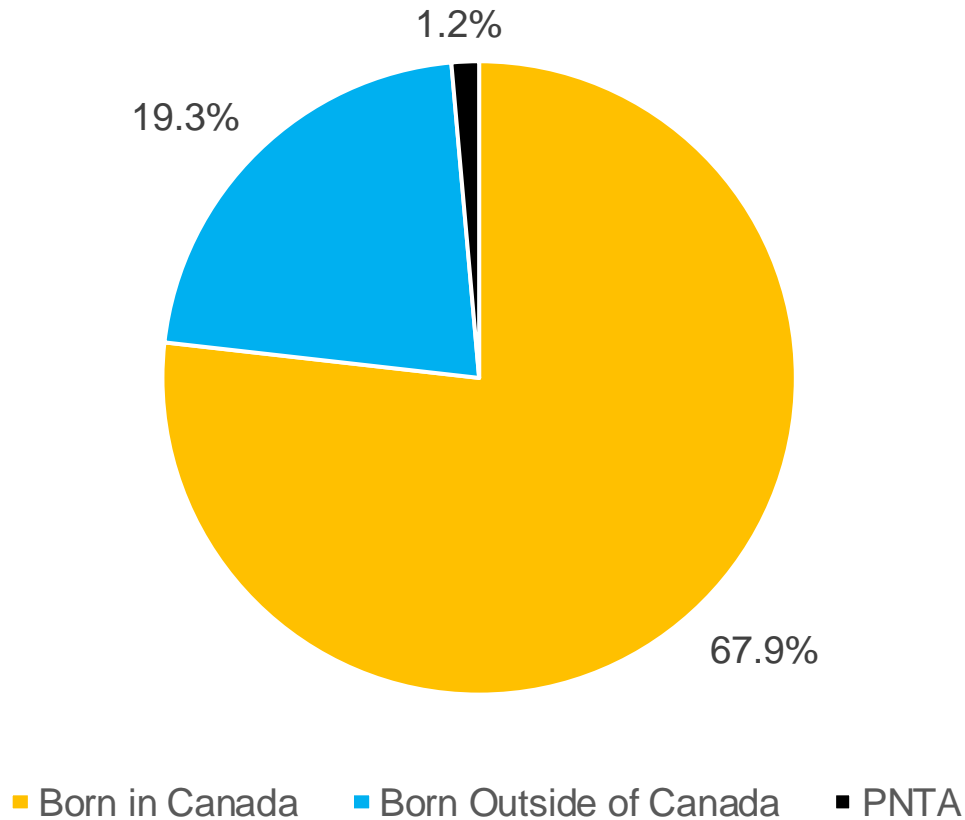
Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes

Note: PNTA refers to "Prefer not to answer"

Ethnicity/Race

Pie chart values: 9.8%, 4.8% N, 1.0%, 4.3%, 0.7%, N, 1.1%, 66.4%

Legend:
- Asian
- Black
- Latin/Hispanic
- Middle Eastern
- White
- Israeli
- Mixed Race
- Not specified above
- PNTA

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes
Note: PNTA refers to "Prefer not to answer"
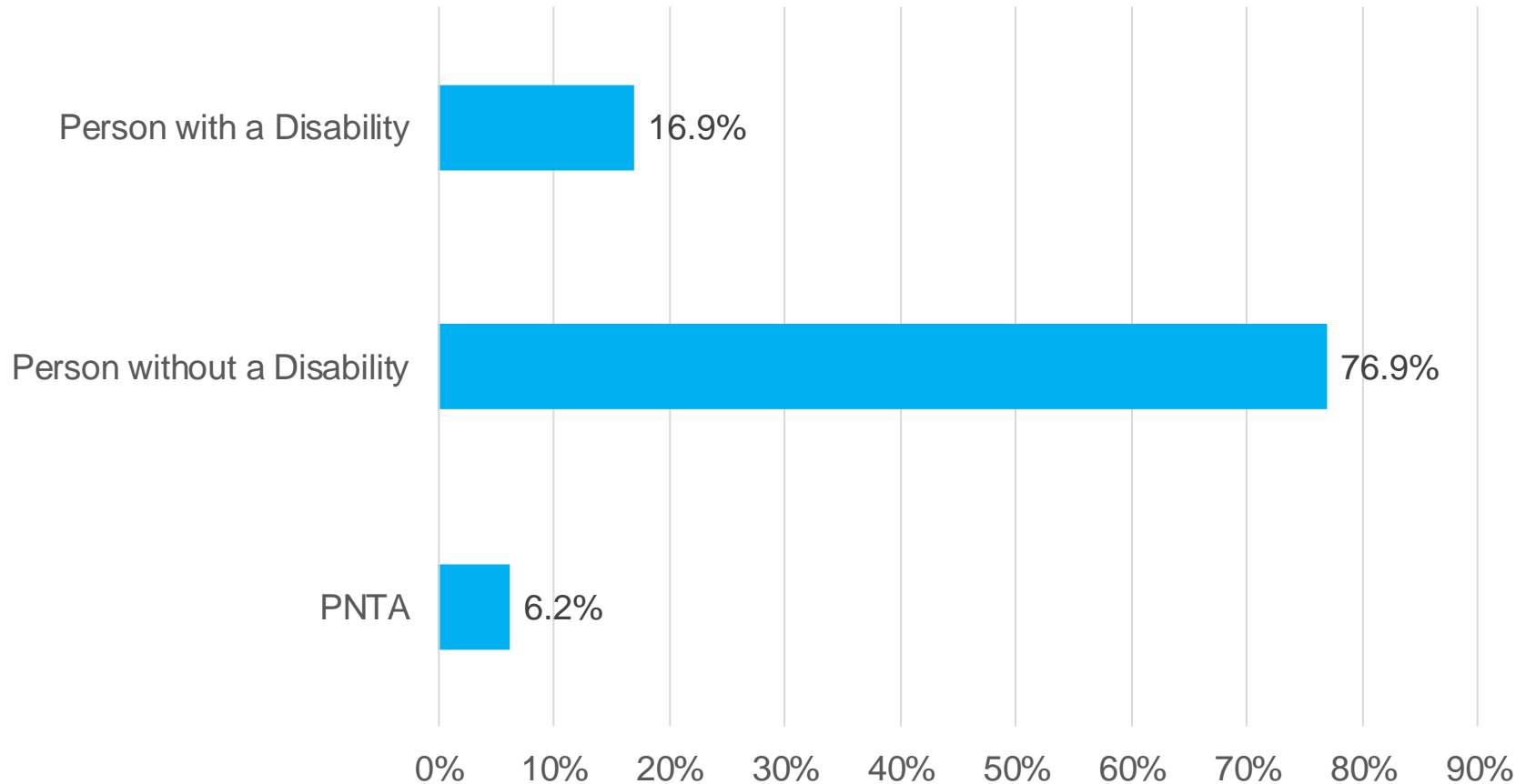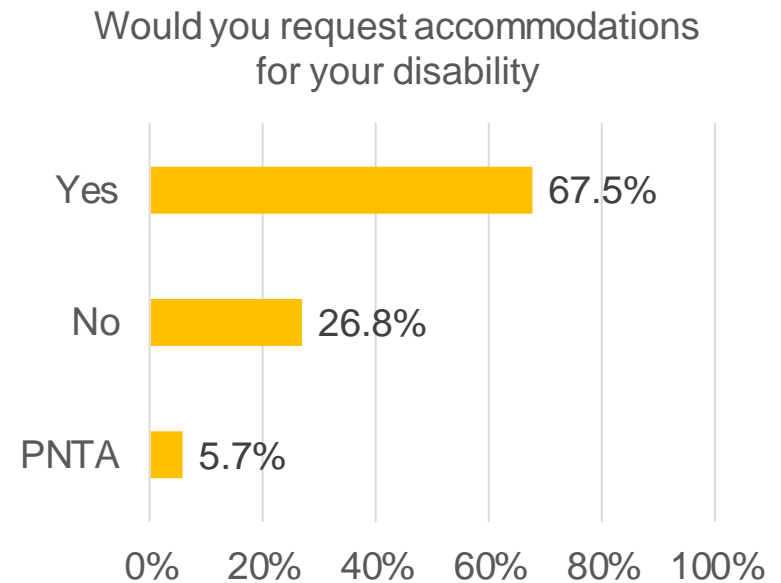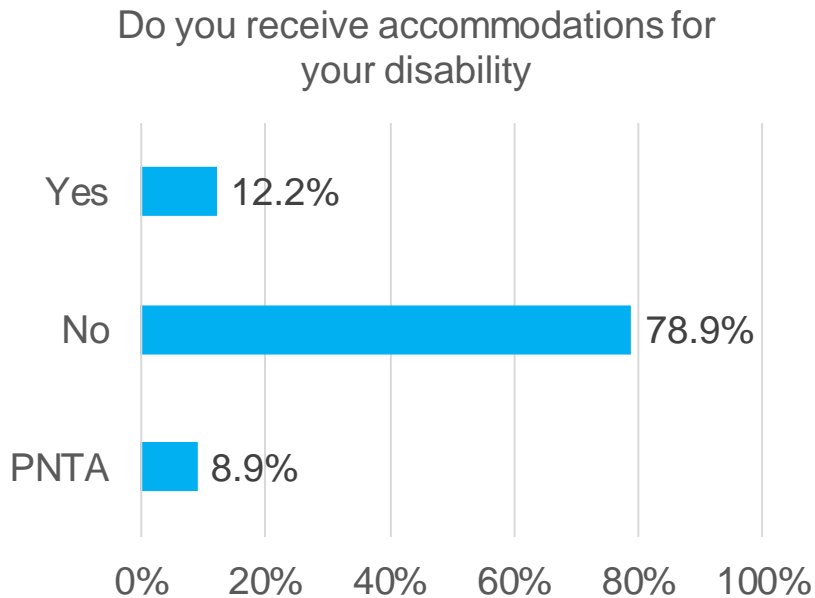
Place of Birth

1.2%

19.3%

67.9%

- Born in Canada
- Born Outside of Canada
- PNTA

Note: PNTA refers to "Prefer not to answer"

Languages Spoken

0.0% 1.0% 0.7%

10.5%

4.3%

83.2%

- English only
- English and French only
- English and one or more other language(s)
- French and one or more other language(s)
- English and French and one or more other language(s)
- PNTA

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes

Disability Status

Person with a Disability — 16.9%

Person without a Disability — 76.9%

PNTA — 6.2%

(x-axis: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90%)

Note: PNTA refers to "Prefer not to answer"

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Accommodations for Persons with a Disability

Do you receive accommodations for your disability

Yes — 12.2%

No — 78.9%

PNTA — 8.9%

0% 20% 40% 60% 80% 100%

Would you request accommodations for your disability

Yes — 67.5%

No — 26.8%

PNTA — 5.7%

0% 20% 40% 60% 80% 100%

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes
Note: PNTA refers to "Prefer not to answer"

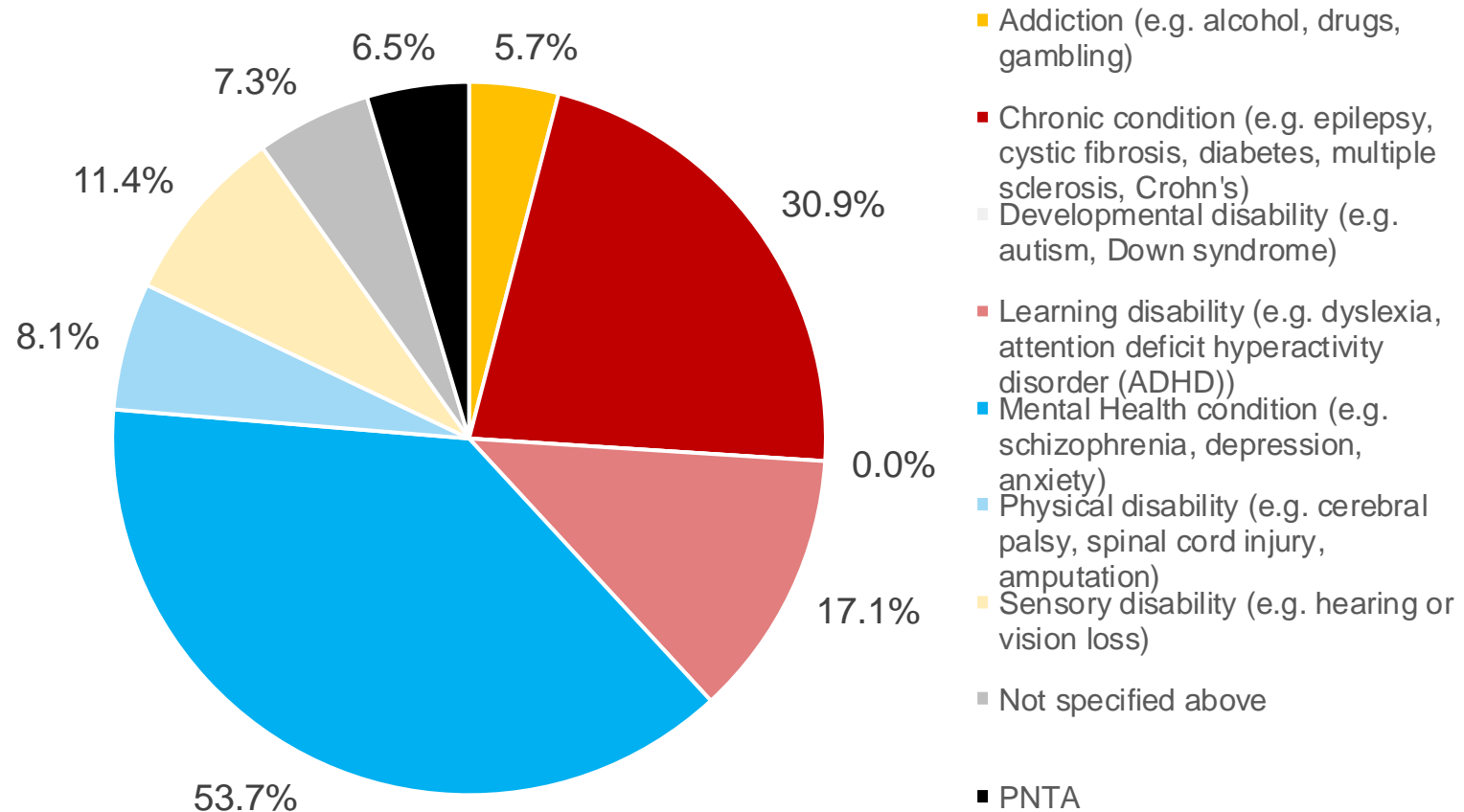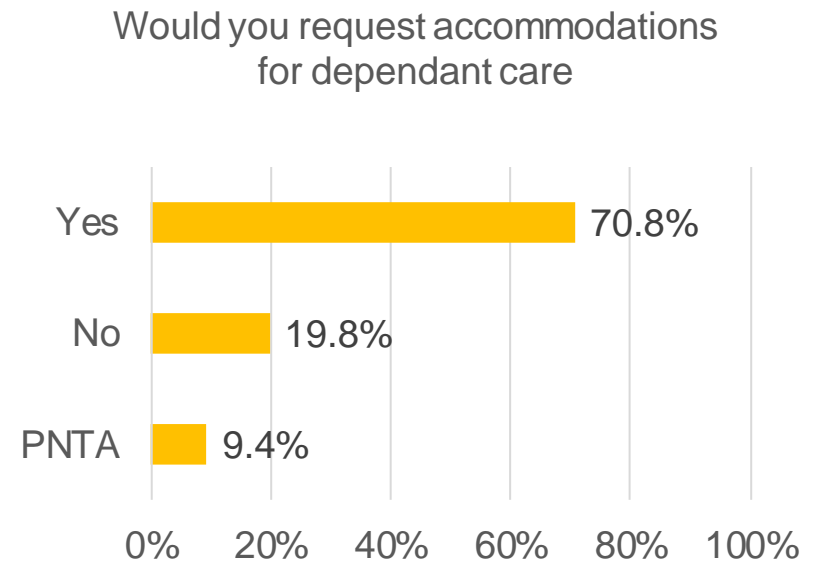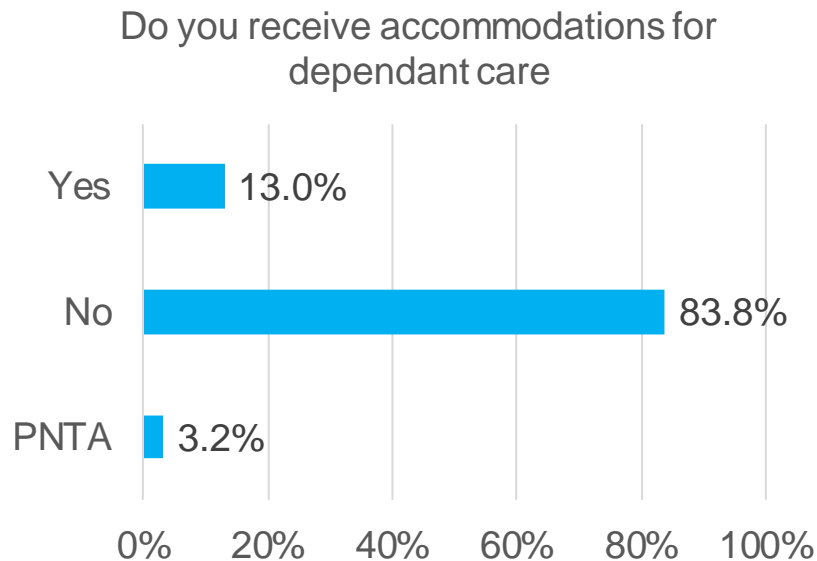Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Disability Types

Pie chart values: 5.7%, 6.5%, 7.3%, 11.4%, 8.1%, 53.7%, 17.1%, 0.0%, 30.9%

Legend:
- Addiction (e.g. alcohol, drugs, gambling)
- Chronic condition (e.g. epilepsy, cystic fibrosis, diabetes, multiple sclerosis, Crohn's)
- Developmental disability (e.g. autism, Down syndrome)
- Learning disability (e.g. dyslexia, attention deficit hyperactivity disorder (ADHD))
- Mental Health condition (e.g. schizophrenia, depression, anxiety)
- Physical disability (e.g. cerebral palsy, spinal cord injury, amputation)
- Sensory disability (e.g. hearing or vision loss)
- Not specified above
- PNTA

Note: PNTA refers to "Prefer not to answer"

Dependants

Has dependants	42.4%
Does not have dependants	54.7%
PNTA	2.9%

0% 10% 20% 30% 40% 50% 60%

Note: PNTA refers to "Prefer not to answer"

Accommodations for Persons with Dependants

Do you receive accommodations for dependant care

- Yes — 13.0%
- No — 83.8%
- PNTA — 3.2%

(Scale: 0% 20% 40% 60% 80% 100%)

Would you request accommodations for dependant care

- Yes — 70.8%
- No — 19.8%
- PNTA — 9.4%

(Scale: 0% 20% 40% 60% 80% 100%)

Note: PNTA refers to "Prefer not to answer"

Highest Level of Education

Legend:
- PNTA
- Earned doctorate (e.g. Ph.D, D.Sc., D.Ed.)
- Master's degree (e.g. M.A., M.Sc., M.Ed.)
- Professional degree (e.g. medical degree, law degree, etc.)
- Bachelor's degree
- Diploma or certificate from technical or vocational school, community college, business college or University
- Secondary (High) school diploma or equivalent
- No certificate, diploma or degree

Pie chart values: N 4.0%, N, 8.7%, 10.2%, 4.3%, 18.0%, 53.7%

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes. N's are indicated for 'No certificate, diploma or degree' and 'Earned doctorate'.

Note: PNTA refers to "Prefer not to answer"

Using highest level of education at work

Bar chart showing:
- Yes: 86.2%
- No: 10.2%
- PNTA: 3.0%

Note: Groups with between 1 to 4 respondents are referred to as N for anonymity purposes

Note: PNTA refers to "Prefer not to answer"

Appendix B:

Inclusion survey questions

Canadian Centre for Diversity and Inclusion

Inclusion Survey Questions

1. The RMWB is committed to and supportive of diversity.
2. At The RMWB, I am treated fairly and with respect.
3. At The RMWB, my unique value is known and appreciated.
4. At The RMWB, I feel included.
5. I feel that my organization supports me in maintaining my overall physical and mental well-being.
6. I feel that Senior Leaders are committed to developing a respectful and inclusive workplace at The RMWB.
7. I feel that Senior Leaders are aware of issues related to Diversity, Equity and Inclusion at The RMWB.
8. I feel my manager/supervisor promotes a respectful and inclusive workplace at The RMWB
9. The RMWB provides flexible work options that meet my needs.
10. At The RMWB, all employees have equal opportunity in career paths regardless of taking time away from work to take care of family, cultural or religious obligations, health and wellness leave etc.
11. At The RMWB, all employees have equal opportunity to advance regardless of factors such as age, family status, gender/gender identity, race/ethnicity, sexual orientation, religion, etc.
12. If I am the target of harassment and/or discrimination or have witnessed workplace harassment and/or discrimination, I feel comfortable seeking assistance at the RMWB.
13. Racist, sexist, homophobic and other inappropriate comments or jokes are not tolerated at The RMWB.

Appendix C

Glossary

Glossary

General terms

Agreement rate/Agree

The percentage of responses who selected "Strongly agree" or "Agree" for an inclusion question.

Disagreement rate/Disagree

The percentage of responses who selected "Strongly disagree" or "Disagree" for an inclusion question.

Neutral

The percentage of responses who selected "Slightly agree" or "Slightly Disagree" for an inclusion question.

PNTA

Prefer not to answer.

Glossary

Gender

A broad term encompassing a range of characteristics including physical anatomy, secondary sex characteristics that develop at and after puberty, behaviour and conduct, sense of self, and clothing.

Gender Identity

Gender Identity is linked to a person's sense of self, and the sense of being a man, a woman, both or neither. This may be different than the gender one was assigned at birth.

Indigenous

Indigenous is a term used in Canada to describe the original inhabitants (or Aboriginal people) of Canada and their descendants. Indigenous people in Canada include First Nations, Inuit and Métis people.

Persons with a Disability

Persons with disabilities are those that have a long-term or recurring addiction, or a physical, mental, sensory, psychiatric or learning impairment.

Glossary

Racialized

On this survey, respondents who identified within the categories of Asian, Black, Latin/Hispanic, Middle Eastern, or Mixed Race are grouped under the term "Racialized".

Sexual Orientation

A term that describes our romantic or sexual attraction or our emotional and physical relationships. Being lesbian, gay, bisexual, two-spirited, or heterosexual are all sexual orientations.

Heterosexual ("straight")

A term describing people whose emotional, romantic and/or physical attraction is to people of the sex or gender opposite of their own.

LGB2sQ+

A combination of Lesbian, Gay, Bisexual, Two-spirit, and Queer. The '+' is intended to represent all other sexually diverse people that do not identify with the terms included. (i.e. Non-Heterosexual Orientations).

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Clarifications

- Where a visual representation of the data is provided in the form of charts, tables and graphs, percentages are shown with one decimal point. Consequently, due to rounding, on occasion, the total may be over/under by 0.1%.

- The threshold for a sample size in the report is 5 respondents from any one group. For groups with no respondents, results are indicated with a zero. For groups with more than one but less than five respondents, the results will be indicated by an 'N'. Omitted categories in graphs are due to these categories being below the minimum threshold.

- Unless otherwise stated, all benchmarking data comes from the 2016 Canadian census by Statistics Canada.

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

Canadian Centre for Diversity and Inclusion

Canadian Centre for Diversity and Inclusion (CCDI)

The Canadian Centre for Diversity and Inclusion (CCDI) is a made-in-Canada solution designed to help employers, diversity and inclusion/human rights/equity, and human resources practitioners effectively address the full picture of diversity, equity and inclusion within the workplace. Founded and run by experienced diversity and inclusion practitioners, CCDI's focus is on practical sustainable solutions that help employers move toward true inclusion. Effectively managing diversity and inclusion, and human rights and equity is a strategic imperative for all Canadian organizations that wish to remain relevant and competitive.

We focus on the topics of inclusion that are relevant in Canada and the regional differences that shape diversity by addressing the issues that move employers from compliance to engagement. Our research, reports and events have become valuable cornerstones for people developing and implementing diversity plans.

CCDI is grateful for the support of our Employer Partners across Canada.

Contact us

Have questions about the benefits of becoming a CCDI Employer Partner, or any of our services? Please contact:

Nyla Camille Guerrera
Director, Partner Relations
1-416-968-6520 x 112
nyla.camille@ccdi.ca

Attachment: Employee Diversity and Inclusion Survey (Administrative Updates)

CCDI is grateful for the ongoing support of our Founding Partners.