CHAMPIONS OF DIVERSITY & EQUITY

DIV.e.IN SURVEY INSIGHTS REPORT

PRESENTED BY MATRIX360

MAY, 2021

Matrix360

INTRODUCTION

Foreword

The increasingly diverse demographics of Canada and the rising share of educational and financial capital possessed by diverse communities are causing organizations across multiple industries to rethink models of success and how to ensure sustainability for the future. Leaders are prioritizing to understand the importance of workplace diversity, and how to diversify management and leadership to better reflect the communities they serve.

Throughout our tenure as talent management and workplace strategists for the commercial real estate and development industry, we have discovered that at this pivotal time, Canadian business leaders have the unique opportunity to forge a path of innovation and competitively remain ahead of the curve. Attention must be deliberate and fixated on all people, as this is the essence of business in the increasingly diverse economy of the future.

Demographics data reveals that the Canadian workplace is undeniably more diverse than at any point in its history. However, those numbers tell only a part of the story, as diverse representation is commonly found at the bottom of the hierarchy within companies. As workplace strategists, we have observed that progress towards equity and inclusion in the workplace is not only slow, but it is often ineffective.

We continue to see organizations lag behind when it comes to diverse representation in positions of influence and power at the senior leadership level. Its implications continue to touch virtually every industry as evidenced by the #MeToo, #OscarsSoWhite, #BlackLivesMatter, #LoveIsLove (LGBTQ2S+ Marriage Rights) and #TransRights (Transgender) movements. The terms diversity, inclusion and equity have not only become buzzwords, but an industry unto themselves.

What we know is that the failures and ineffective outcomes are a direct connection to short-term performative and reactionary behaviours veiled under diversity and equity. Moreover, it has become clear to us that the diversity authorities within the academia, private and public sectors continue to focus on the wrong areas to address diversity and the how to implement equitable structures that are truly inclusive for all employees. It is clearly evident with the increase in reverse discrimination legal suits.

The homogeneity within leadership, the fear of the unknown, and the polarization of ideas has contributed to the slow progress of understanding the essence of the benefits of diversity and its impact on workplace culture, employee engagement and profitability. The challenge arises from fundamental lack of exposure and awareness about how to systematically increase and advance diversity, for the right reasons, that directly impacts business sustainability.

We strongly believe that the core to effective and sustainable diversity and equity initiatives and their supporting policies should not solely focus on differences but rather on commonalities that connect to the humanity of how people live, work, learn, and play.

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In addition, we know that diversity and equity initiatives have the potential to enhance performance and positive outcomes for organizations. In order to do this effectively, leaders must be committed, intentional and invested to evolve the frameworks and workplace practices that integrate diversity, equity and inclusion into their mission, culture, community partnerships, supply chain and day-to-day work.

Collectively, in the era of constant disruption, all employees need to maintain focus on lifelong learning, upgrading skills, knowledge sharing and educational training that manifest progressive mindsets and cultural shifts towards inclusion. We are confident that the *DIV.e.IN™ Survey* will be a critical piece to unpack employees' perspectives as the foundation for diversity and equity to thrive within all aspects of workplaces.

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OVERVIEW

DIV.e.IN SURVEY

The DIV.e.IN™ Survey

The Matrix DIV.e.IN™ Survey is a four-phase process that is customized to capture, measure and report on the framework of diversity and equity within the workplace. Our system purposefully measures all aspects of the organization that includes valuable intelligence for blind spots, hidden gaps and growth opportunities that directly impact retention, engagement and development of all employees.

Phase 1
Pre-Assessment to Define Key Performance Indicators

Phase 2
Customized Survey to Measure & Compile Data

Phase 3
Analysis and Measurement of Data

Phase 4
Matrix DIV.e.IN Report Created for Leaders

Measure. Compile. Report

The DIV.e.IN™ Survey allows us to capture key qualitative and quantitative data that will help leaders more thoroughly understand the demographics and perspectives of their employees. In turn, this information guides business leaders on the direction and prioritization of practical solutions to enhance their business strategy.

Further, to better understand the aspects of the power of diversity, Matrix360 has created the M360 4Dx Model™ (see *Appendix B*) to help leaders visualize how diversity impacts our workplaces in interconnected ways. The 4Dx Model represents the various dimensions that exist amongst people based on:

- Internal Attributes (IA)
- External Influencers (EI)
- Workplace Factors (WF)
- Global Perspectives (GP)

The 4Dx Model of diversity dimensions provides the details on how the elements of diversity have the ability to impact workplaces. Having the ability to connect the dimensions of diversity to the perspectives of employees offers key insights (blind spots, hidden gaps and victories) to understanding the context of diversity that will help guide you to create initiatives, programs, services and policies to evolve your workplace. It is important to remember that as you evolve your workplace culture, the more information you are aware of about your employees, the more potential there is to effectively build and expand the boundaries of the workplace culture.

THE DATA

The Data: The Composition of People and Perspectives

The formula for diversity is rapidly evolving. It is more than creating a heterogenous workforce, but rather leveraging the workforce to create innovative business practices that can set an organization apart and give it a competitive advantage in the global economy. Today, diversity and equity are key drivers for a majority of business executives, leaders, community partnerships and stakeholders. A diverse and equitable workforce is integral to drive innovation, foster creativity, guide business strategy, and increase profits.

> For the Association of Registered Interior Designers of Ontario (ARIDO) organization, the data extracted reveals an association where a strong majority of members are highly committed to diversity, however, are unsure if ARIDO's business framework and foundation is currently diverse and equitable. The vast majority of members believe that in interactions with the association and events they can expect to feel safe, and where a large majority of members have not experienced any form of discrimination, harassment, bullying or stereotypes. The overall framework of ARIDO seems to reveal a progressive, committed and multigenerational membership that acknowledges there is room for improvement for access to opportunities for diverse equity seeking groups.

The data reveals that ARIDO's membership has a strong mindset focused on the commitment to diversity, where members believe more action driven initiatives need to be created to increase diversity within ARIDO. An overwhelming majority of members believe ARIDO's advocacy is integral for newcomers and interns entering into the industry. The organization, overall, is seen as being in an influential position in the design industry and presented with the opportunity to lead the way in diverse and equitable practices. We have highlighted the findings of our DIV.e.IN™ survey findings below. *(See Appendix A for full graphs of data results and comparisons)*

Highlights of Examination

Demographics Overview

- A majority of ARIDO members are in the two categories of self-employed and working for large companies
- Over ¾ of respondents are employed full-time and are employed by interior design firms
- A large proportion of ARIDO members are in Ownership, Executive and Senior level positions within their companies
- A large percentage of members live in the central region of Ontario
- The two largest membership categories are Registered and Intern, making up a majority of the membership base of ARIDO
- The ARIDO membership is highly educated with over 2/3 of respondents having post-secondary education

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Diverse Representation

- Less than ¼ of ARIDO members identify as People of Colour
- The ARIDO organization consists of a membership that is dominated by a White, female, heterosexual, able-bodied, educated demographic
- Responses indicate that the ARIDO membership does not identify as being Newcomers in the last 12 months
- The ARIDO membership is vastly diverse in regards to generational categories, similar to the age demographic makeup of Canada
- Less than 1/3 of the members believe ARIDO's Board of Directors reflect Canadian diversity

Perspectives for Advocacy & Communications

- A large majority of members believe ARIDO should advocate for co-op and internship opportunities for newcomers and students
- A significant proportion of members believe ARIDO is committed to diversity, equity and inclusion
- Similarly, a significant majority also believes ARIDO should create more diversity initiatives
- A significant percentage of members are unsure if ARIDO's communications are diverse and inclusive - this should be further examined

Perspectives for Initiatives and Events

- A vast majority of members feel ARIDO's initiatives are inclusive
- A large majority believe ARIDO events and initiatives offer a safe environment for members to be their authentic selves, free of discrimination, harassment, bullying, etc.
- A large majority believe ARIDO can improve its diverse representation on panels, however a large proportion of members have indicated that they are not interested in participating on panels
- Over 2/3 of the members have highlighted that ARIDO could improve in the following initiatives:
  - Professional Development
  - Mentorship
  - Diversity and Equity Education
  - Disabilities and Accessibilities
- Over 2/3 of the members are interested in participating and learning more on the following topics:
  - Professional Development
  - Leadership Development
  - Disabilities and Accessibilities
- A large majority of members believe community outreach and diversity workshops/seminars will increase diverse representation in ARIDO

Association
of Registered
Interior Designers
of Ontario

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Perspectives Related to Workplaces in the Industry

- An overwhelming majority believe diversity and equity initiatives and polices are important in the workplace
- Over ¼ of ARIDO members have experienced some form of discrimination, bullying, stereotypes, prejudice, bigotry or harassment based on their identities in the workplace
- Many members have indicated they have experienced one or more forms of "isms" in the workplace, with sexism, ageism, and misogyny being identified as the highest in proportion
- A large proportion of members are comfortable with socializing with people who do not share the same identities
- A large percentage of members believe that people mistakenly discriminate against others based on race, gender, orientation, abilities and age
- When members meet someone for the first time, people identify age, race, gender and ethnicity as the identities they see first
- A large percentage of members indicate they are comfortable with speaking about any issues that are related to race, gender, orientation, disabilities, emotional and mental wellness

Victories, Hidden Gaps, and Blind Spots

Overall, ARIDO members seem engaged and positive about the association focusing on diversity and equity initiatives and programs. It is evident that a large proportion of ARIDO members believe that progress in diversity and equity are important for increasing ARIDO's presence in the industry. In addition, the data suggests that ARIDO should continue to advocate for diverse representation for internship and co-op opportunities for newcomers and students. ARIDO members are progressive and possess inclusive mindsets. The ARIDO membership consists of an overwhelmingly large percentage of members who identify as female, heterosexual, White and able-bodied; and a large proportion believe ARIDO should focus on increasing diverse outreach and initiatives focused on diversity and equity. While the experiences with direct interactions with ARIDO have generally been positive, the survey findings do underline that there are significant challenges, like in many industries, to diversity and equity that are still present in the workplace.

Victories

- A strong majority of the membership expressed positive views about engaging with ARIDO, and indicated events are inclusive, a safe and welcoming environment, and without negative experiences related to identities
- The membership base in ARIDO is well educated and actively participating in the design industry
- The age demographics of the membership reflect the diversity of age groups in Canada
- There is relatively good representation of persons with disabilities, compared to the proportions existing in Canada
- LGBTQ2S+ representation is also relatively strong in ARIDO, compared to Canadian demographic proportions

- Over ¾ of respondents have identified they would like to see ARIDO take more action on diversity, equity and inclusion initiatives - this suggests that initiatives as part of the strategic plan will likely be well received
- The commentary in the qualitative questions of the survey indicates a high level of engagement to provide suggestions, share experiences, and learn more about the organization's plans for Diversity, Equity, and Inclusion initiatives
- Over ¾ of respondents believe diversity, equity and inclusion initiatives and policies are important in the workplace
- 2/3 of ARIDO members have participated in some form of training focused on the Accessibility for Ontarians with Disabilities Act (AODA)

Hidden Gaps & Blind Spots

Areas that we believe that need to be further examined are as follows:

Diverse Representation: ARIDO

- There is a significant imbalance of members who identify as People of Colour and Indigenous persons. ARIDO should further examine and prioritize what programs and initiatives can be created and supported to increased representation
- Only a small percentage of members believe ARIDO's Board of Directors are diverse and are reflective of Canadian diversity - further exploration on recruitment outreach and volunteer programs should be examined
- Although a small percentage of respondents identify with having one or more forms of disabilities, it is highly encouraged to explore educational and engagement opportunities to increase representation in ARIDO's membership base
- A small proportion of members identify as being males, and further exploration focused on gender representation should be conducted
- More than 50% of members only speak English - it is encouraged to explore how ARIDO can increase the rich vibrance of Ontario's ethnic and cultural diversity through supporting educational outreach to newcomers, non-English speaking community groups and educational institutions
- Members indicated that ARIDO should play a larger role in advocating to connect with communities of colour through educational outreach, internships and co-op opportunities

Diverse Representation: The Workplace

- Nearly 40% of respondents believe their employer's leadership teams are not reflective of the demographics of Canada
- 1/3 of members are either unsure or believe their employer does not have any diversity, equity and inclusion initiatives
- 1/3 of respondents have not attended any education or training workshops/seminars related to the AODA (Accessibility for Ontarians with Disabilities Act)
- ¼ of members are not comfortable in speaking about race and colour issues in the workplace

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Education and Awareness

- Further exploration for educational workshops, seminars, blogs and resource library content for members to explore and learn about diversity and equity should be examined, as many members indicated an interest in learning more
- There seems to be a curiosity within ARIDO members to learn more specifically about BIPOC (Black, Indigenous and People of Colour) education and outreach. Further opportunities for information sharing should be explored through: the curation of a celebratory calendar for cultural events/observances, educational seminars, and partnerships

Brand & Communication

- Nearly half of respondents have indicated that ARIDO's communications are not diverse, equitable and inclusive, and over 40% indicated they are unsure. Further exploration on how to capture the diversity of the ARIDO membership, initiatives and activities should be examined
- Members commented on the lack of diverse visible representation on marketing and communications collateral. Further examination on how to increase and showcase ARIDO's diversity committee's work, the leadership team's values on diversity and inclusion, website content, and additional communications of initiatives/programs should be considered
- Approximately 1/3 of survey respondents indicated they are unsure of whether they believe ARIDO is committed to diversity, equity and inclusion, indicating an opportunity for reinforcing values and communicating commitments moving forward

Products & Services

- A large percentage of ARIDO members believe that education and community outreach focused on diversity will help increase diverse representation. Further exploration on leveraging this through quarterly educational workshops and lunch and learn seminars should be considered
- An overwhelming majority of members believe ARIDO should advocate for internships and co-op opportunities for its members. However, there is only a small contingency of members who identify as students and newcomers. Further exploration focused on membership drives, internship and co-op programs should be conducted

Safety, Wellness & Belonging: ARIDO Events and Initiatives

- A small proportion of members shared that they have experienced forms of discrimination, bullying, harassment and stereotypes based on their identities. A continued reinforcement of anti-discrimination, anti-harassment, and diversity policies, as well as a revisit of what gaps may exist that can be remedied, should be explored. It is recommended to consider educational seminars and workshops to remedy this
- A small percentage (1/8) of members fear being judged at ARIDO events. Further exploration should be examined and messaging about belonging and acceptance should be communicated openly and consistently

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- Over 50% of ARIDO members believe in story-sharing townhalls, yet over ¾ of members are not comfortable or not interested in sharing their stories. Further measures should be undertaken to encourage members of the importance of story-sharing as a means of building community and ideas

- Although a large percentage of members believe there needs to be more diverse representation on panels, an overwhelming majority of members are not interested in participating on panels. This suggests a discomfort exists among the membership base. Further, educational training for panel workshops should be explored for members

- A large proportion of members believe people discriminate based on diversity identities, though it is positive that a large proportion of employees have indicated that they have not experienced any form of discrimination or harassment. The underlying perspectives and factors should be further explored to address discrimination where possible and further reinforce best-practices through educational workshops and seminars

Safety, Wellness & Belonging: In the Workplace

- A significant proportion of ARIDO members have indicated that they have experienced one or more forms of the "isms" in the workplace - further education and training workshops for companies should be explored

- Over ¼ of respondents indicated they have experienced a form of discrimination, harassment, bullying, prejudice, bigotry, or stereotypes based on their identities in the workplace

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APPENDIX A

SURVEY DATA & GRAPHS

Demographics Overview – Membership, Region, and Newcomer Status

Are you a member of ARIDO?

Are you a member of ARIDO?

99% Yes

1% No
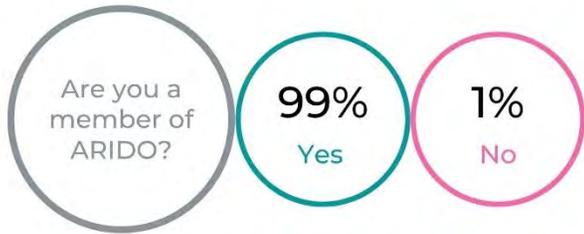
What is your membership level?

68% Registered

19% Intern

6% Retired

5% Student

1% Educator

1% Honorary
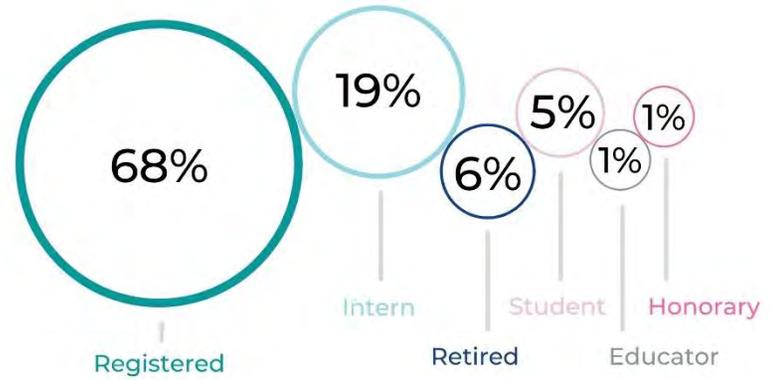
What region do you live in:
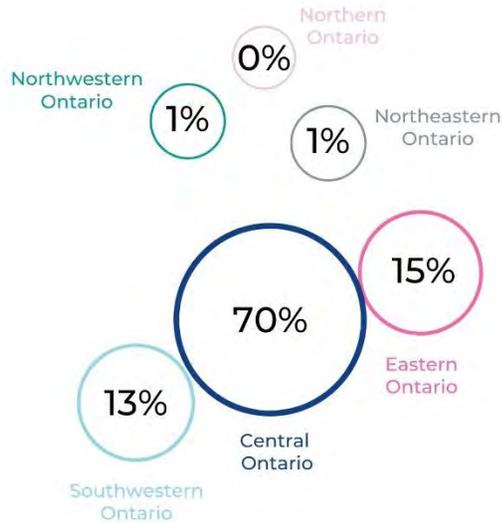
Northern Ontario 0%

Northwestern Ontario 1%

Northeastern Ontario 1%

Eastern Ontario 15%

Central Ontario 70%

Southwestern Ontario 13%

Are you a Newcomer (in the last 12 months) to Canada?

Are you a Newcomer (in the last 12 months) to Canada?

1% Yes

99% No
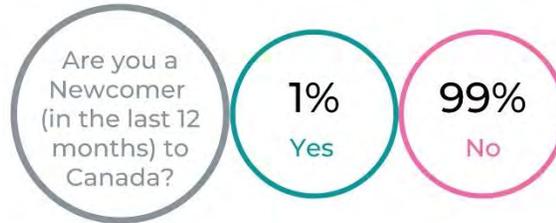
What is your current employment status:

- Student not working — 2%
- Student working part-time — 2%
- Student working full-time — 1%
- Working full-time — 73%
- Working part-time — 7%
- Not working, actively looking for work — 6%
- Not working, not actively looking for work — 1%
- Not working, on parental leave — 1%
- Retired — 6%
- Skip Question — 1%
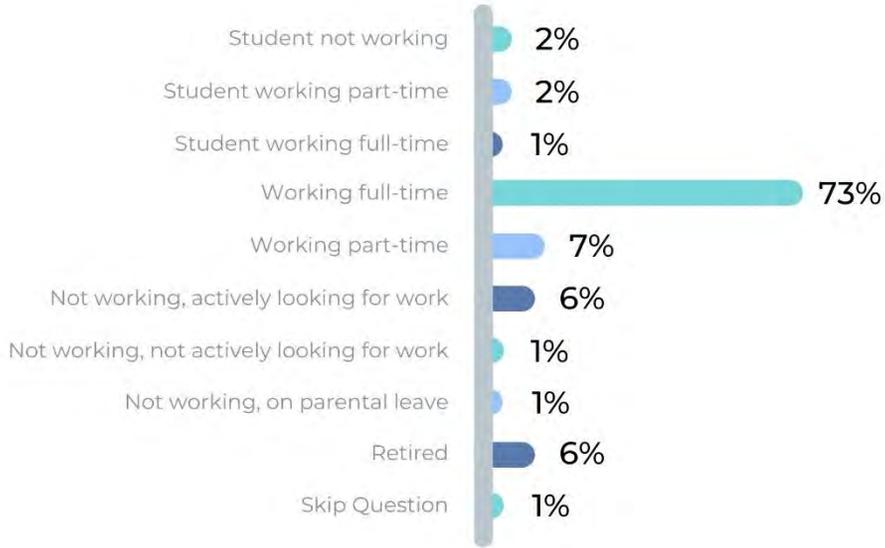
Which of the following BEST describes your Discipline?

- Interior Design — 75%
- Architecture & Design — 11%
- Construction — 1%
- Project Management — 4%
- Planning — 2%
- Third-Party Vendors & Suppliers — 1%
- Facility Management — 2%
- Property Management — 1%
- Sales / Business Development — 1%
- Consulting — 2%
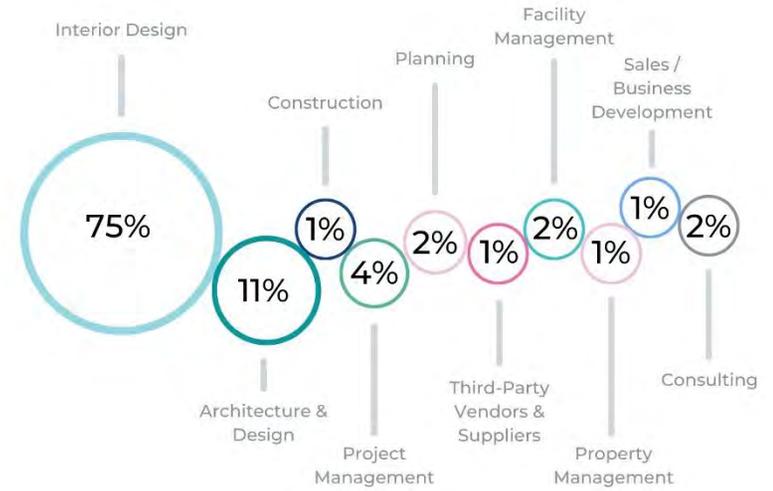
Your company/employment settings is:

- 43% — Interior Design Firm
- 14% — Architectural & Interior Design Firm
- 6% — Government Agency
- 4% — Construction & Project Management Firm
- 4% — Architectural Firm
- 4% — Public or Private Institution
- 3% — Private Retail, Office or Residential Owner/Company
- 2% — Supplier/Vendor to the Architectural & Interior Design Industry
- 2% — Multidisciplinary / Integrated Firm
- 1% — Construction & Development / Contractor
- 1% — Financial Institution
- 1% — Not Working
- 1% — Student
- 15% — Other / None of the Above

Your company's size is:

30%	16%	12%	4%	7%	5%	3%	23%
Self-employed	Under 5 Employees	Under 15 Employees	Under 25 Employees	Under 50 Employees	Under 100 Employees	Under 50 Employees	250+ Employees

Which of the following BEST describes your current position level?

- 36% Owner / Partner / Principal
- 19% Senior Designer
- 12% Junior Designer
- 9% Executive Management
- 9% Intermediate Designer
- 7% Project Manager
- 1% A&D / Sales / Marketing
- 1% Construction Manager / Coordinator
- 1% Administrator / Coordinator
- 1% Technologist / Technician
- 1% Middle Management
- 1% Professor
- 1% Student
- 1% Consultant

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What is the highest level of school you have completed or the highest degree/diploma you have received?

- **52%** Bachelor's Degree
- **29%** College Diploma
- **11%** Graduate Degree
- **2%** High School or Equivalent (e.g., GED)
- **1%** Some College But No Diploma
- **4%** Some University But No Degree
- **1%** Skip Question
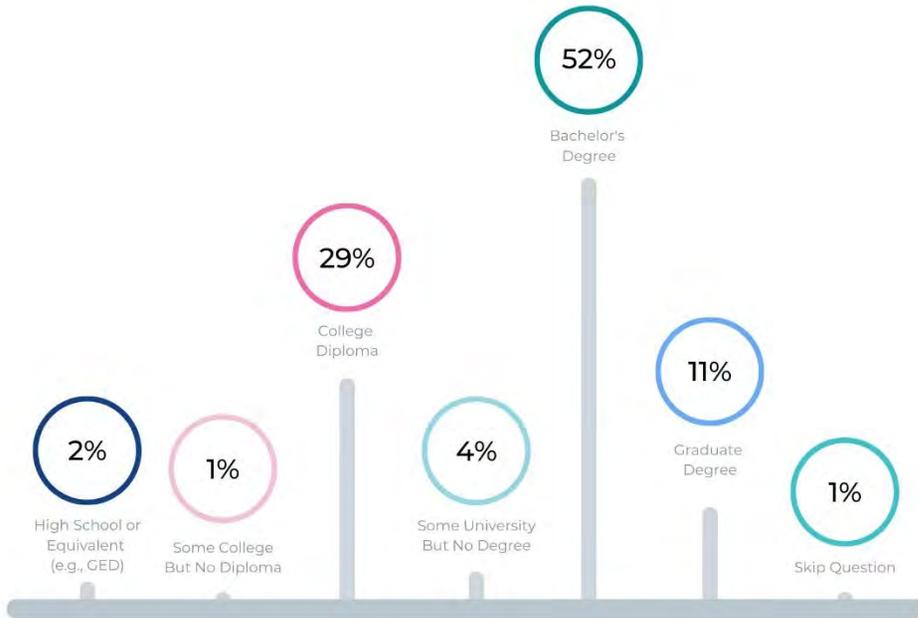
What is your current salary range (base)?

Salary Range	Percentage
Under $35,000	11%
$35,001 to $45,000	4%
$45,001 to $55,000	9%
$55,001 to $65,000	8%
$65,001 to $75,000	13%
$75,001 to $85,000	8%
$85,001 to $95,000	9%
$95,001 to $105,000	6%
$105,001 to $115,000	5%
$115,001 to $125,000	5%
$125,001 to $135,000	2%
$135,001 to $145,000	1%
$145,001 to $155,000	1%
$155,001 to $165,000	1%
$165,001 to $175,000	1%
$175,001 to $185,000	0%
$185,001 to $195,000	0%
$195,001+	2%
Skip Question	14%

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What is your age category?

- 17-24: 6%
- 25-34: 16%
- 35-44: 25%
- 45-54: 21%
- 55-64: 21%
- 65+: 9%
- Prefer not to say: 2%
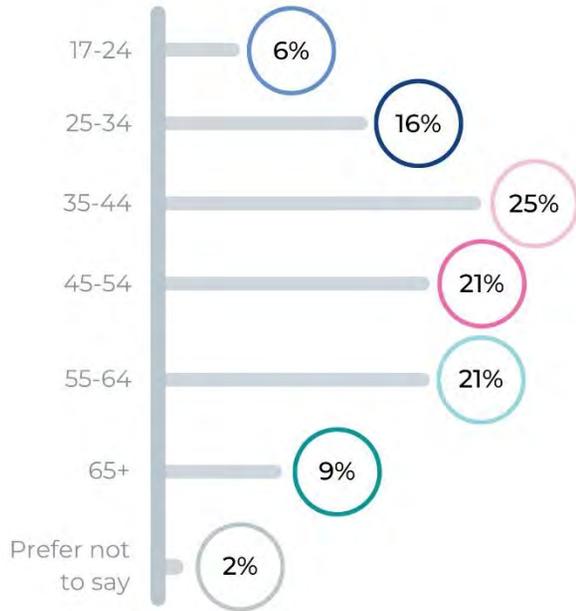
To which gender identity do you most identify with?

- Female: 83%
- Male: 15%
- Prefer Not to Say: 1%
- Skipped Question: 1%
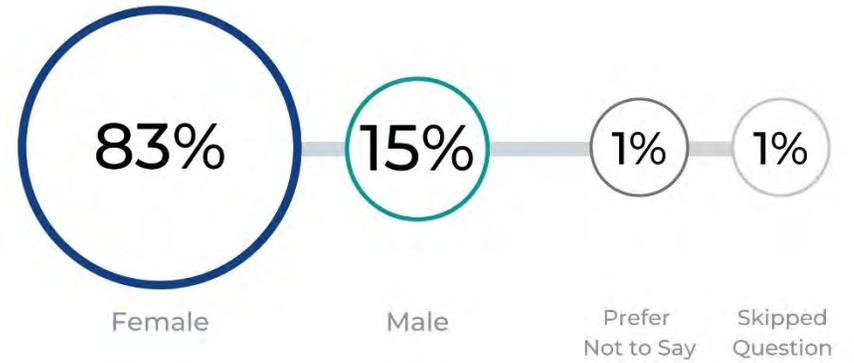
Self-Identified Diversity Categories

- Persons of Colour: 15%
- Persons with Disabilities: 2%
- Indigenous Persons: 0%
- LGBTQ2S+: 7%
- None of the Above Apply: 69%
- Skipped Question: 7%

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Which race/ethnicity best describes you?

- 2% Middle Eastern Descent
- 1% South Asian (Brown) Descent
- 4% African (Black) Descent
- 9% East Asian or South East Asian or Pacific Islander Descent
- 1% Hispanic Descent
- 70% European (White) Descent
- 0% Indigenous Descent (Aboriginals, Inuit, First Nations or Metis)
- 8% Skipped Question
- 5% Multiple Ethnicity or Other

What religious affiliation do you identify with?

- 41% Christianity
- 4% Agnostic / Atheism
- 3% Islam
- 3% Judaism (Jewish)
- 2% Buddhism
- 1% Hinduism
- 1% Sikhism
- 1% Jehovah's Witnesses
- 1% Spiritual
- 1% Other
- 31% None
- 8% Skip Question
- 3% Prefer not to say

Do you speak any other language(s) outside of English:
(Top 7)

- 23% French
- 7% Italian
- 4% Spanish
- 3% Mandarin
- 3% Cantonese
- 3% German
- 3% Russian
- 46% Only English
- 8% Other

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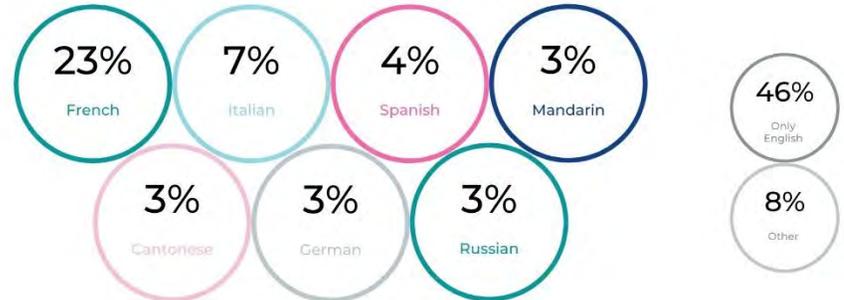
What is the sexual orientation that you identify with?

4% Asexual	2% Bisexual	4% Gay	78% Heterosexual or Straight	0% Lesbian
	0% Pansexual	1% Queer	1% Two Spirit	10% Skipped Question
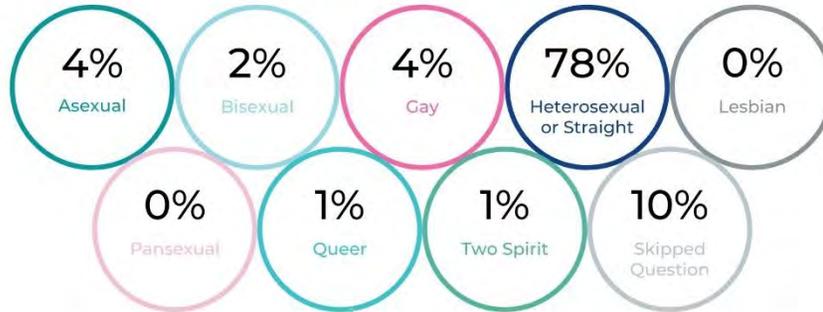
Do you identify as having any of the following disabilities:

2% Physical Disabilities	2% Intellectual or Learning Disabilities	2% Psychiatric Disabilities	2% Visual Impairments	3% Hearing Impairments	0% Speech and Language Disabilities
1% Neurological Disabilities	1% Multiple Disabilities	3% Prefer not to say	1% Other	66% I don't have any disabilities	17% Skip Question

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Are you a caretaker or parent of a child or children?

| Are you a caretaker or parent of a child or children? | 41% Yes | 55% No | 4% Skip Question |
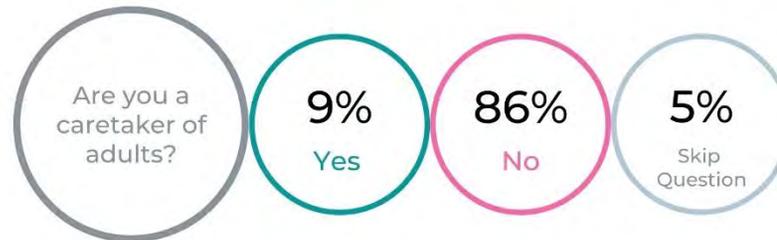
Are you a caretaker of adults?

| Are you a caretaker of adults? | 9% Yes | 86% No | 5% Skip Question |

I believe ARIDO is committed to diversity and equity.

I believe ARIDO is committed to diversity and equity.

62% Yes | 4% No | 34% Unsure

Is there a need to create diversity initiatives within ARIDO?
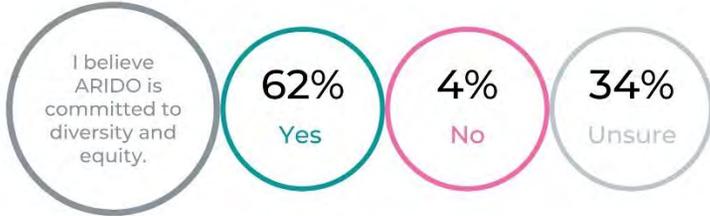
Is there a need to create diversity initiatives within ARIDO?

78% Yes | 22% No

I believe ARIDO's leadership teams (Board of Directors, Organization and Committees) are reflective of the demographics of Canada.
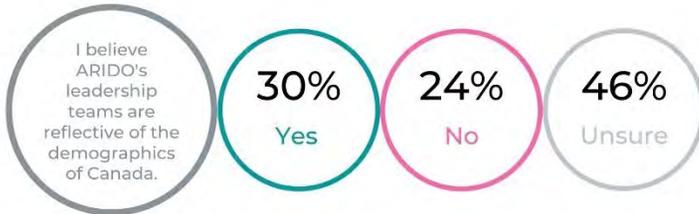
I believe ARIDO's leadership teams are reflective of the demographics of Canada.

30% Yes | 24% No | 46% Unsure

Would you like to see ARIDO take more action on diversity, equity and inclusion initiatives?

Would you like to see ARIDO take more action on diversity, equity and inclusion initiatives?

77% Yes | 23% No

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Are ARIDO's external communications diverse, equitable and inclusive?

Are ARIDO's external communications diverse, equitable and inclusive?

49% Yes

10% No
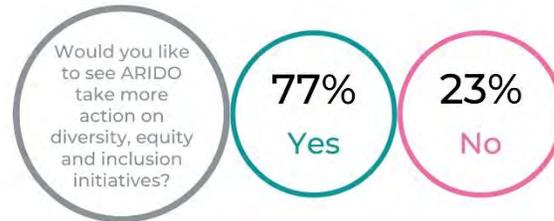
41% Unsure

I feel comfortable being my preferred self, showing my true personality, at ARIDO events without worrying that my peers will judge me negatively for it.

I feel comfortable being my preferred self, showing my true personality, at ARIDO events without worrying that my peers will judge me negatively for it.

89% Strongly Agree and Agree

11% Strongly Disagree and Disagree

I feel ARIDO's initiatives for members are inclusive.

20% Strongly Agree

65% Agree

I feel ARIDO's initiatives for members are inclusive.

1% Strongly Disagree

14% Disagree

Have you experienced any form(s) of discrimination, harassment, bullying, stereotypes based on your identity(ies) at ARIDO events?

Have you experienced any form(s) of discrimination, harassment, bullying, stereotypes based on your identity(ies) at ARIDO events?

7% Yes

93% No

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Do you think ARIDO should hold storytelling townhalls to share personal experiences?

Do you think ARIDO should hold storytelling townhalls to share personal experiences?

57% Yes

43% No

Do you think ARIDO could improve diversity representation on panels?

Do you think ARIDO could improve diversity representation on panels?
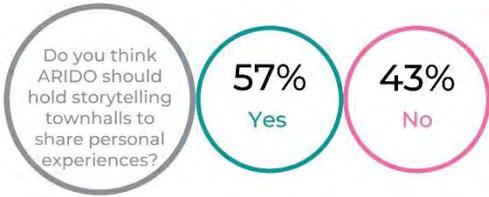
79% Yes

21% No
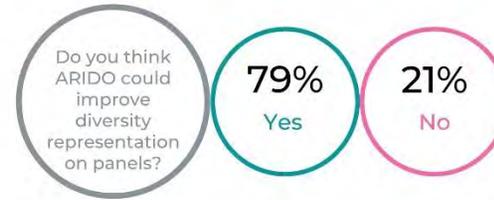
Would you share your story?

Would you share your story?
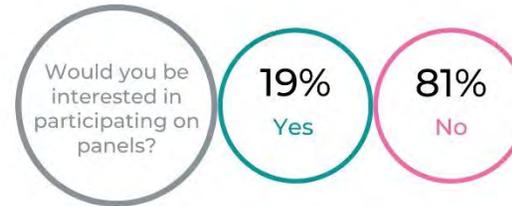
18% Yes

82% No

Would you be interested in participating on panels?

Would you be interested in participating on panels?

19% Yes

81% No

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Do you think ARIDO could improve in the following (select all that apply):

Gender Initiatives — 16%	Internship — 18%	All of the Above — 18%
Diversity & Inclusion Initiatives — 35%	Scholarships — 14%	Other — 3%
Disability / Accessibility Initiatives — 32%	Mentorship — 30%	No, Everything is Good — 10%
Member Recognition Initiatives — 26%	Board Readiness Training Programs — 20%	
Supplier Diversity Initiatives — 15%	Community Involvement — 30%	
Access to On-on-One Leadership Conversations — 19%	Regional Events, Seminars, Workshops — 27%	
Professional Development Initiatives — 41%		

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What topic(s) are you most interested in learning about:

Highly Interested

- 59% Professional Development
- 52% Accessibility In The Workplace
- 47% Leadership Development

Interested

- 38% Career Development
- 33% Public Speaking Training
- 33% Networking and Building Connections
- 32% BIPOC Education and Relations Training

Somewhat Interested

- 28% Mentorship Programs
- 27% Certification Process & Requirements for Design
- 24% Privilege
- 22% Talent Management Strategies
- 20% Gender Identity and Gender Expression
- 19% LGBTQ2S+ Education & Community Relations

Minimally or Not Interested

- 12% Internships
- 7% Nothing
- 3% Other

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What actions do you believe will increase diversity representation in ARIDO?
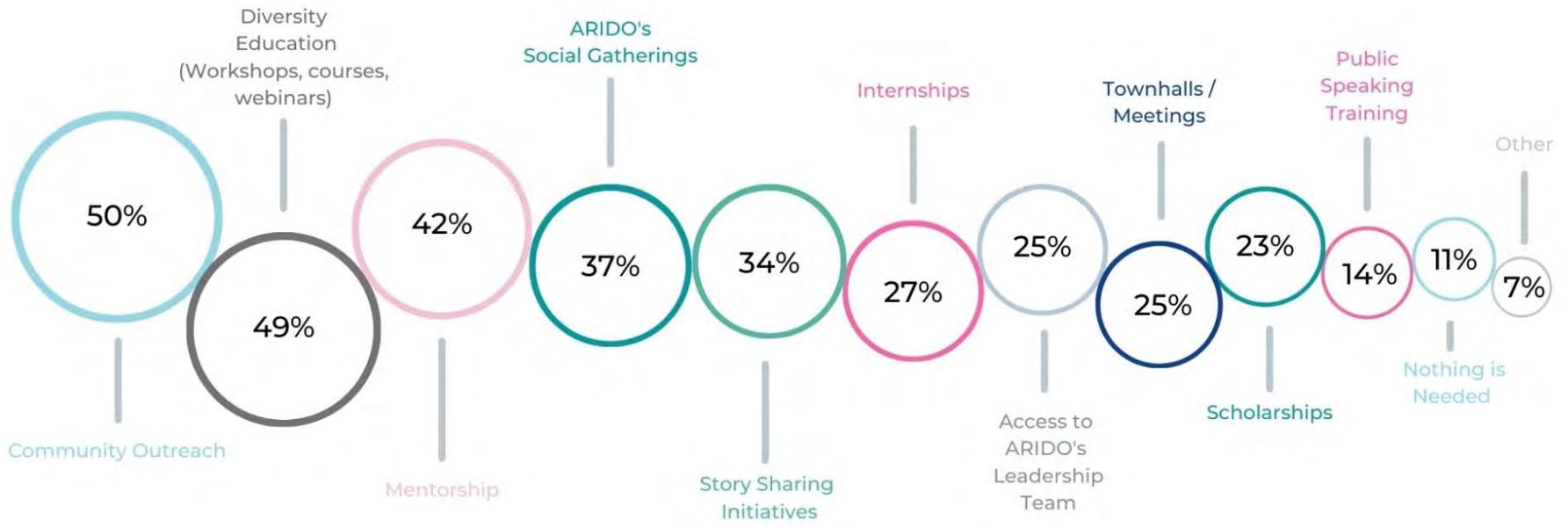
Diversity Education (Workshops, courses, webinars) — 50%

49%

Community Outreach

Mentorship — 42%

ARIDO's Social Gatherings — 37%

Story Sharing Initiatives — 34%

Internships — 27%

Access to ARIDO's Leadership Team — 25%

Townhalls / Meetings — 25%

Scholarships — 23%

Public Speaking Training — 14%

Nothing is Needed — 11%

Other — 7%

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Do you think ARIDO should advocate for internship opportunities for graduates?

Do you think ARIDO should advocate for internship opportunities for graduates?

94% Yes

6% No
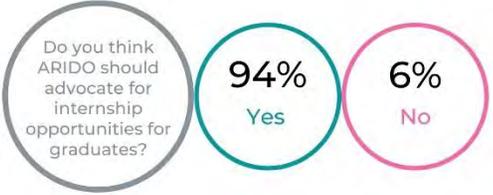
Do you think ARIDO should advocate for co-op opportunities for students?

Do you think ARIDO should advocate for co-op opportunities for students?
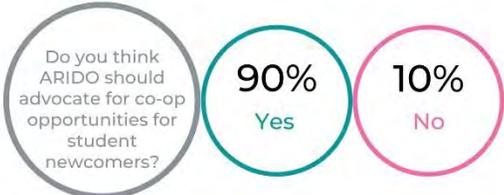
95% Yes

5% No

Do you think ARIDO should advocate for co-op opportunities for student newcomers?

Do you think ARIDO should advocate for co-op opportunities for student newcomers?
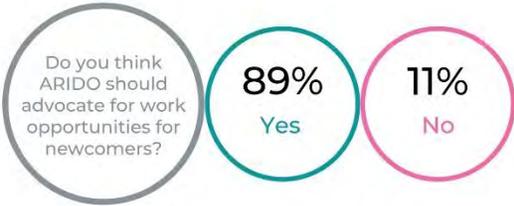
90% Yes

10% No

Do you think ARIDO should advocate for work opportunities for newcomers?

Do you think ARIDO should advocate for work opportunities for newcomers?

89% Yes

11% No

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**I am aware my employer has diversity, equity and inclusion and initiatives.**

I am aware my employer has diversity, equity and inclusion and initiatives.

69% Yes

12% No

19% Unsure
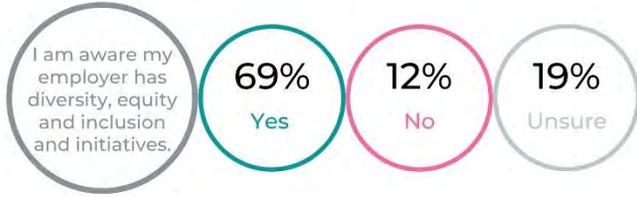
I believe my employer is committed to diversity, equity and inclusion.

I believe my employer is committed to diversity, equity and inclusion.
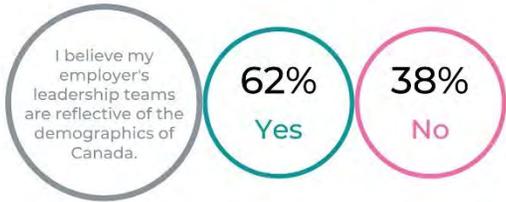
78% Yes

8% No

14% Unsure

I believe my employer's leadership teams are reflective of the demographics of Canada.

I believe my employer's leadership teams are reflective of the demographics of Canada.

62% Yes

38% No

How important are workplace diversity and equity initiatives/policies?

77% Important

How important are workplace diversity and equity initiatives/policies?

4% Not At All Important

19% Somewhat Important

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Do you feel that diversity and equity is overblown and is distracting at your workplace?

29% — Strongly Disagree

56% — Disagree

Do you feel that diversity and equity is overblown and is distracting at your workplace?

2% — Strongly Agree

13% — Agree
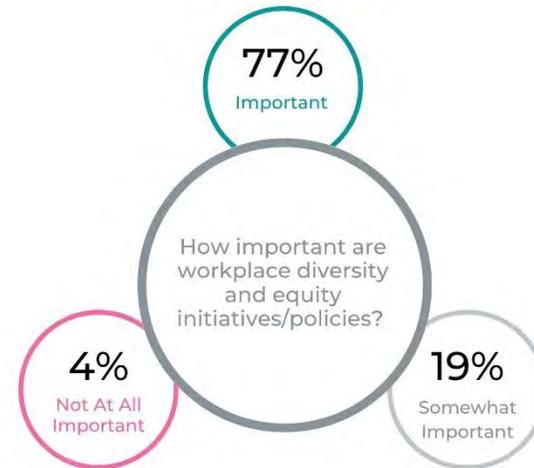
Have you experienced any form(s) of discrimination, harassment, bullying, prejudice, bigotry, stereotypes based on your identity(ies) at your workplace?

Have you experienced any form(s) of discrimination, harassment, bullying, prejudice, bigotry, stereotypes based on your identity(ies) at your workplace?

28% — Yes

72% — No
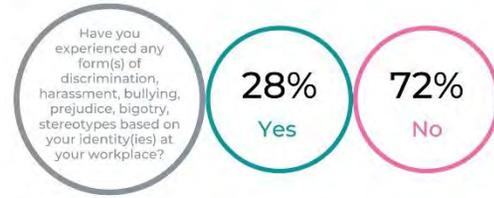
Have you experienced any form(s) of the following listed below based on your identity(ies) at your workplace?
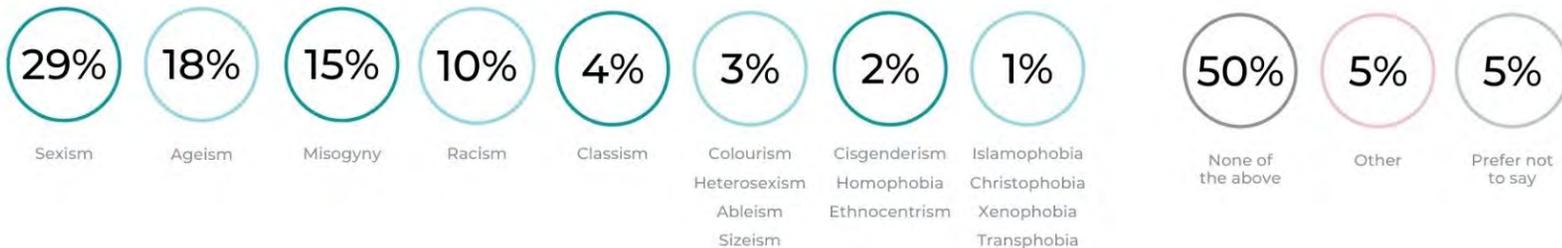
29% — Sexism

18% — Ageism

15% — Misogyny

10% — Racism

4% — Classism

3% — Colourism Heterosexism Ableism Sizeism

2% — Cisgenderism Homophobia Ethnocentrism

1% — Islamophobia Christophobia Xenophobia Transphobia

50% — None of the above

5% — Other

5% — Prefer not to say

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Do you feel uncomfortable socializing with people who do not share the same identity(ies) as you?

54%
Strongly Disagree

35%
Disagree

Do you feel uncomfortable socializing with people who do not share the same identity(ies) as you?

5%
Strongly Agree

6%
Agree

In general, do you believe people discriminate against other people based on their: gender, race, age, colour, sexual orientation, abilities?

In general, do you believe people discriminate against other people based on their: gender, race, age, colour, sexual orientation, abilities?

83%
Yes

17%
No

In general, do you believe people mistakenly discriminate against other people based on their: gender, race, age, colour, sexual orientation, abilities?

In general, do you believe people *mistakenly* discriminate against other people based on their: gender, race, age, colour, sexual orientation, abilities?

91%
Yes

9%
No

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When I meet a person for the first time, I tend to consciously see the person's_____ first (please specify):

3% None of the Above
1% All of the Above
1% Unsure
3% Whole Person
1% Intelligence
1% Professional Merit
4% Facial Expression & Features
2% Body Language & Physical Appearance
1% Communication
5% Personality
4% Attitude, Approach, & Demeanor

26% Other
17% Race and Colour
11% Ethnicity
1% Sexual Identity
13% Gender Identity
5% Gender Expression
3% Physical, Mental or Emotional Disabilities
24% Age

When I meet a person for the first time, I tend to consciously see the person's _____ first:

Are you comfortable speaking openly about race and colour issues in your workplace?

Are you comfortable speaking openly about race and colour issues in your workplace?

73% Yes   23% No

Are you comfortable speaking openly about mental and emotional wellness in your workplace?

Are you comfortable speaking openly about mental and emotional wellness in your workplace?

79% Yes   21% No

Are you comfortable speaking openly about gender identities and issues in your workplace?

Are you comfortable speaking openly about gender identities and issues in your workplace?

70% Yes   30% No

Are you comfortable speaking openly about disabilities and issues in your workplace?

Are you comfortable speaking openly about disabilities and issues in your workplace?

83% Yes   17% No

Are you comfortable speaking openly about gender orientation and issues in your workplace?

Are you comfortable speaking openly about gender orientation and issues in your workplace?

68% Yes   32% No

Have you attended any learning or training seminars/workshops focused on the Accessibility for Ontarians with Disabilities Act (AODA)?

Have you attended any learning or training seminars/workshops focused on the Accessibility for Ontarians with Disabilities Act (AODA)?

67% Yes   33% No

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APPENDIX B

THE M360 4Dx MODEL™

Global Perspectives (GP):

Are how a person experiences, observes, feels and is influenced by global perspectives. It is based on the interactions of the person outside of the workplace. The types of diversity that belong to GP include, but are not limited to the list below.

- Political Affiliation
- Economic Affiliation
- Community Affiliation
- Cultural Events
- Historical Events

Internal Attributes (IA):

Are the characteristics of a person that are related to the existence of the person. The types of diversity that belong to IA include, but are not limited to the list below.

- Race
- Colour
- Ethnicity
- Gender Identity
- Age
- Communication Style*

- Biological Sex Identity
- Sexual Orientation
- Physical Capacity
- Mental Capacity
- Emotional Capacity
- Neurodiversity

The M360 4Dx Model™

GP · IA · WF · EI

- Job Responsibilities
- Position Level
- Work Location
- Discipline
- Department
- Company Size
- Team Size

- Benefits
- Compensation
- Recruitment, Retention & Attrition
- Company Type
- Leadership Status & Style

- Interests & Hobbies
- Education
- Gender Expression
- Physical Appearance
- Country Citizenship
- Immigration Status
- Region/Geographic Location
- Family Status
- Communication Style*

- Spirituality
- Cultural and Ethnic Customs
- Religious Affiliation
- Relationship Status
- Socioeconomic Status
- Nationality or Country of Origin
- Experiences

Workplace Factors (WF):

Are the factors that define the culture and framework within an organization. The types of diversity that belong to WF include, but are not limited to the list above.

External Influencers (EI):

Are the things that are related to a person that have the ability to be influenced and controlled by the person and by the interaction with other people. The types of diversity that belong to EI include, but are not limited to the list above.

*There is a spectrum based on biological and environmental factors

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Data Notice

The figures displayed in this report are intended to be used for informational and educational purposes.

Due to the nature of surveys, there exists the potential for a small margin of error that can be caused by variations in

interpretation of questions by survey respondents, "other" responses categorization/grouping, and rounding.

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