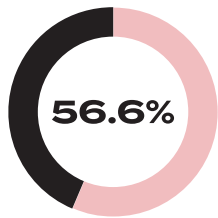


2021 Census & Inclusion Survey Results

Participation:



56.6% of members completed the survey*

This is down 4.7% compared to 2018

*All findings are based only on the responses from members who completed the survey.

Member Demographics:

- **38%** identify as millennials/generation Y
- **50.4%** provide dependent care
- **40.6%** have a bachelor's degree
- **19.8%** have between 15 and 20 years of service
- **19.1%** born outside of Canada
- **35.1%** of members identify as female
- **60.4%** of members identify as male
- **35.4%** not open about sexual orientation at work



Leadership Demographics:

The following findings are a comparison between the last two surveys, which were conducted in 2018 and 2021.

- Indigenous — **0%** (2021); **6%** (2018)
- Persons with a disability — **11.8%** (2021); **11.30%** (2018)
- Racialized — **23.5%** (2021); **15.7%** (2018)
- Women — **37.3%** (2021); **36.5%** (2018)
- LGB2sQ+ — **5.9%** (2021); **N — below the privacy threshold for reporting** (2018)

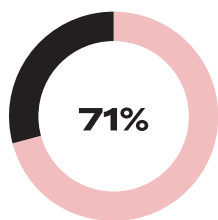
Member Wellness:

Members identified the following as their top wellness-related priorities:

- Mental health care
- Workplace supports for persons with physical disabilities and injuries
- Workplace flexibility

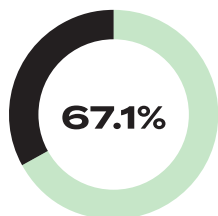


Diversity and Inclusion



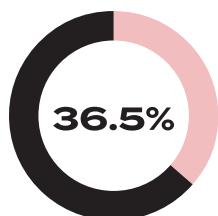
71% of members believe YRP is committed to diversity and inclusion

This is down 8% compared to 2018



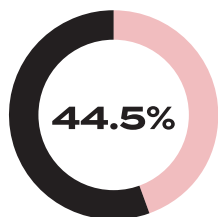
67.1% of members feel they are treated fairly and with respect

This is up 2.8% compared to 2018



36.5% of members believe their career at YRP is not negatively impacted if they have to take time away from work for dependent care or religious/cultural obligations

This is down 4.8% compared to 2018



44.5% of members believe those who have the ability to decide who will get access to resources use their power appropriately

This is down 3.8% compared to 2018

Members report the following as top areas of concern within the workplace:

- Accommodation
- Harassment/discrimination
- Work-life balance, career advancement, promotion
- Leadership



To address the top areas of concern, YRP will focus on:

- Enhancing the accommodation process and available workplace supports
- Developing an impartial conflict reporting system
- Increasing diverse representation in leadership
- Addressing leadership accountability

Visit the Inclusion Hub on YRPNet to discover more results, findings and actions.

