HRx

Equity, Diversity and Inclusion Insight Survey

Built on research. Focused on impact. Delivered by experts.

OCTOBER 2021

HRx Technology Inc.
Vancouver, British Columbia, Canada
www.hrx.tech

CIP·ICU

LAND ACKNOWLEDGEMENT

HRx acknowledges our respect for and deep gratitude to the Coast Salish Peoples, namely the səlilʼwətaʔɬ and Skwxwú7mesh First Nations, and the xʷməθkʷəy̓əm Indian Band on whose traditional territories we are honoured to operate.

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EXECUTIVE SUMMARY

The Canadian Institute of Planners (CIP) partnered with third-party provider HRx Technology Inc. (HRx) to collect demographic data and feelings of inclusion for Canadian planners through an Equity, Diversity and Inclusion (EDI) Insight Survey. The purpose was to understand the current state of EDI and use the data insights for strategic planning purposes that will help build a safe and inclusive profession and improve the quality of care for the communities served.

This data-informed approach to EDI is leading practice as it provides a roadmap for structural and systemic changes to address inequities and to build an inclusive community for all stakeholders. Specifically, this type of data is used to assess the current state, build the case for change, prioritize high-impact initiatives, and establish a baseline for continuous improvement.

The questions for the survey were designed by data analysts and social scientists with input from industry leaders and diversity experts; all questions were tailored for CIP. The demographic questions focused on diversity dimensions such as gender, race, sexuality and more. The inclusion questions focused on the five key constructs of inclusion and inclusive environments:

1. Belonging

2. Fairness

3. Support

4. Voice

5. Leadership Commitment

The survey was sent to members of CIP and various PTIAs between May 6, 2021 and May 28, 2021. The survey was endorsed by the CEO and promoted through CIP communications channels and PTIAs across the country promoted the survey to their members. The survey was anonymous and not linked to members email ID therefore the total number of members who received the survey cannot be confirmed but it is estimated to be 7,658 members based on data provided by CIP. There were 1,701 responses to the survey, which represents a 22.2% response rate. The calculated margin of error is ±2.85% 19 times out of 20 and the data is statistically valid within the estimated margin of error.

The results demonstrate that there are specific areas of strength and some areas require attention. The following eight key insights emerged from the survey data:

Key Insight 1: The Profession Lacks Diversity in Certain Dimensions.
When compared to the national demographics of Canada, the profession lacks diversity in terms of race, Indigenous identity, disability and immigration status.

Key Insight 2: The Membership Reported an Average Overall Score.
The overall score for feelings of inclusion (70) within the planning profession in Canada is within average. On average, organizations score between 60 and 80.

Key Insight 3: Certain Marginalized Groups Scored Low on the Inclusion Index.
Although the membership reported an average overall score, Indigenous Peoples, immigrants, people with disabilities, people with diverse sexuality, people of colour and gender non-binary people scored severe gaps on the Inclusion Index.

Key Insight 4: Age and Seniority Impact Feelings of Inclusion.
Younger generations reported lower levels of inclusion, and people in more senior positions reported higher levels of inclusion.

Key Insight 5: There is Less Racial Diversity in Higher Seniority Levels.
The more senior the membership is, the less racial diversity exists: only 5.6% of members who indicated they are at the executive or principal levels are people of colour compared to 45.2% at the junior and entry level of organizations.

Key Insight 6: Representation of Women Drops Significantly at the Executive Level
As seniority increases, the number of women decreases. Only 34% of members who indicated they are at the executive levels in their organizations or are the principals of their organizations are women. At all other levels, women are overrepresented and men make up less than 45% of each group.

Key Insight 7: Racial Diversity Increases in Younger Generations
The rate of racial diversity is higher in younger generations: only 7% of Baby Boomer planners are people of colour compared to 40% of generation Z (born after 1994) planners.

Key Insight 8: More Than Half of Planners Indicated They Work with Marginalized Communities
More than 57% of planners indicated they work with marginalized communities; communities that experience discrimination and exclusion because of unequal power relationships across economic, political, social, and cultural dimensions.

Key Insight 9: Members Felt Their PTIAs are More Accessible and Provide Relevant Communications but Scored CIP Higher on the EDI Commitment.
Members perceived accessing leadership positions in their planning institutes as more fair compared to CIP's Board. They also scored their planning institutes slightly higher on how relevant their communications are to the planners and the work they do. However, CIP scored higher on planners' perception of the commitment to EDI.

ABOUT HRx

HRx is a Canadian firm that helps build stronger, more inclusive organizations. Through our practical, data-driven solutions, we help clients embed equity, diversity and inclusion (EDI) in their workplace and the programs and services they deliver.

Our team brings a uniquely diverse set of skills and experience including Data Science, HR, Business and Diversity professionals to deliver impartial third-party expertise. Through our comprehensive suite of consulting services, interactive workshops and data analytics we help organizations, at any stage of their EDI journey. We drive sustainable change, whether that's the systems and processes that shape how we work or the behaviours of the employees and leaders who bring the culture to life. Our goal is to set organizations up for success and support with expertise as needed.

HRx is one of Canada's leaders in EDI and is a trusted partner to organizations across North America. Some of our recent clients include:

EDI is a rapidly evolving field and HRx is at the forefront of this work through partnerships with several research institutes. One of our recently published papers was on 'Quantifying Automatic Prejudices and Egalitarian Biases' in partnership with the University of Toronto. Some of our research partners include:

HRx is also featured regularly in media and recognized as a thought leader in the field for the solutions we have developed and re-engineered, including technology for assessing unconscious bias, the EDI Cultural Change Curve and data analytics for EDI. Some of our recent media features include:

BACKGROUND

HRx was first contracted by the Canadian Institute of Planners (CIP) in November 2019 to support internal strategic planning efforts to advance equity, diversity and inclusion across the organization and profession and deliver high quality, safe care for its communities. One of the recommendations from that engagement was to collect baseline data to understand the current state, inform decision-making and measure progress in priority areas over time.

In 2021, CIP launched the EDI Insight Survey project to analyze feelings of inclusion based on demographic and diversity dimensions such as gender identity, race and age. This report summarizes the qualitative and quantitative data collected through the survey and reports on how inclusive the profession and organization is toward different groups of people.

The intent of this report is to provide meaningful data for the purposes of informing future decisions on issues of equity, diversity and inclusion and supporting the implementation of the Equity, Diversity, & Inclusion Roadmap that CIP released in August 2020. The data we provide and the insights we derive from the data are based on proven statistical methods to determine significant associations between certain identities and feelings of inclusion. It is not the intent of this report to interpret the data, as the data alone does not tell us why a particular trend occurs or does not occur.

A DATA-INFORMED APPROACH

Conducting an EDI Audit to inform an organization-wide strategy is a key initiative to identify where the organization and profession is equitable and inclusive to all professionals, as well as where there are barriers and opportunities for change. The audit provides broad-reaching and critical insights that cannot be obtained through qualitative or quantitative research alone.

This data-informed approach to EDI provides a roadmap for structural and systemic changes to address inequities and build an inclusive community for all stakeholders. Specifically, data is used to:

- **Assess the Current Landscape:** Data helps to confirm or refute our assumptions about the barriers for marginalized groups. It is a powerful tool to understand the current landscape and test our assumptions.

- **Tackle the High Impact Initiatives First:** Data is used to narrow the scope of EDI initiatives; it ensures an organization is focused on the right initiatives at the right time which maximizes resources and support for EDI programs.

- **Build the Case for Change:** Data removes subjectivity and objectively communicates areas of strength and opportunity. When presented clearly, data will help support buy-in with decision-makers, employees and members.

- **Set a Baseline for Continuous Improvement:** Understanding the current state establishes a baseline for measuring progress over time. Readministering data collection techniques at set intervals can help to assess change and refocus as needed.

METHODOLOGY

At HRx, our methodology is built on research, focused on impact, and guided by our practical experience. It is informed by expertise in qualitative and quantitative research methods and experience working with a broad range of clients across North America. The HRx team is highly skilled in research design, data sampling, analysis, and evaluation, which collectively ensures that we obtain maximum value and insight from the data.

The EDI Insight Survey collects demographic information and measures feelings of inclusion. The survey questions were designed by data analysts and social scientists with input from industry leaders and diversity experts, and were tailored to the organizational context at CIP and the planning profession overall.

The survey was sent to members of CIP and various Provincial and Territorial Institutes and Associations (PTIAs) between May 6, 2021 and May 28, 2021. The survey was endorsed by the CEO and promoted through CIP communications channels, and PTIAs across the country promoted the survey to their members. The survey was anonymous and not linked to members email ID therefore the total number of members who received the survey cannot be confirmed but it is estimated to be 7,658 members based on data provided by CIP. There were 1,701 responses to the survey, which represents a 22.2% response rate. The calculated margin of error is ±2.85% 19 times out of 20 and the data is statistically valid within the estimated margin of error.

The data was consistent - within the above margin of error - with other surveys conducted by CIP, such as the 2019 national compensation and benefits survey when establishing age and gender data as bases for comparison. Data that was collected in these previous surveys regarding sexual orientation and racial identity was not compared to this survey because the questions were structured differently.
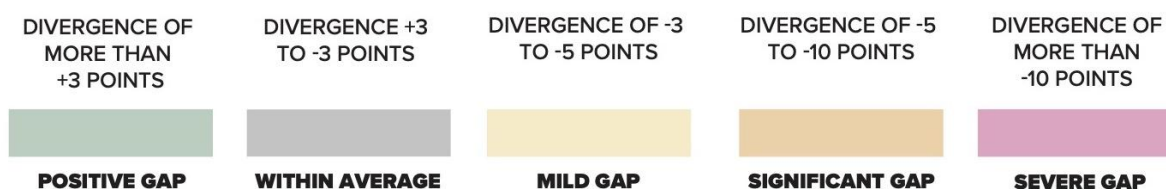
The results were analyzed and reported using the HRx Inclusion Index, which measures the degree to which a demographic group diverges from the average respondent to determine the perceived level of inclusion (see Inclusion Scan).

THE INCLUSION SCAN

The Inclusion Index provides a high-level overview of inclusion levels across demographic groups. It captures the sentiment of specific demographic groups using inclusion factors used to assess inclusivity.

The degree to which a demographic group diverges from the average respondent indicates the perceived level of inclusion. For example, a divergence of <3 points indicates no statistically relevant gap; conversely, a divergence of >10 points indicates a severe gap and reportedly low levels of inclusion.

DIVERGENCE OF MORE THAN +3 POINTS	DIVERGENCE +3 TO -3 POINTS	DIVERGENCE OF -3 TO -5 POINTS	DIVERGENCE OF -5 TO -10 POINTS	DIVERGENCE OF MORE THAN -10 POINTS
POSITIVE GAP	WITHIN AVERAGE	MILD GAP	SIGNIFICANT GAP	SEVERE GAP

Inclusion Factors

The Inclusion Index is measured by analyzing members' sentiment when responding to questions about five inclusion factors:

- **Belonging**: At inclusive organizations, people feel respected and valued and that they are able to express themselves authentically. When people feel confident they belong, they spend less time wondering, "do I fit in here?". As a result, they not only perform better, they also have higher levels of engagement, perseverance, health, and well-being. By fostering feelings of belonging, organizations/leaders empower people to focus on work and reach their full potential.

- **Fairness**: Inclusive organizations ensure that decisions are made in objective and data-driven ways. This is important because it drives outcomes that are more equitable and communicates a sense of fairness to their people, ultimately boosting retention, performance, organizational commitment, and overall satisfaction. In fact, researchers have found that fairness in decision-making is one of the most important factors people consider in determining whether they feel included within an organization.

- **Support:** Inclusive organizations support their people and foster a culture of growth and flexibility. This is known to increase engagement and boost productivity. A culture of support exists when leaders trust their people and work with them to find flexible solutions that accommodate their special needs and support their growth. The reward is keeping people highly motivated, loyal and hardworking.

- **Voice:** At inclusive organizations, people feel safe speaking up and sharing ideas. When people feel like they have a voice, they are more satisfied and committed to their work. Demographic attributes like gender, race/ethnicity, age, and cultural background, coupled with people's specific personalities and communication styles, can lead to some voices being heard far more often than others. Members of marginalized groups often face unique barriers with respect to voice, as they are often less represented in leadership positions, less empowered to share ideas, given less speaking time, and interrupted when they do share. By proactively giving everyone a voice, organizations can ensure the best ideas are on the table.

- **Leadership Commitment:** Inclusive cultures are driven by leaders who prioritize resources to address inclusion: this signals commitment. Like any other organizational priority, or something that is strategically significant to the organization, EDI needs to be part of the business plan, management conversations, and targets, and progress must be assessed objectively. At a personal level, inclusive leaders also believe that creating an inclusive culture starts with them and that they possess a strong sense of personal responsibility for addressing issues and creating change.

Prefer Not to Answer

For each demographic question, there was a group of members who chose the 'prefer not to answer' option. The percentage of members who chose that option ranged from as low as 0.3% when asked about their levels of education to as high as 9.3% when asked about their income. Data from this segment of members is included in the overall average when calculating the Inclusion Index. However, this data is not analyzed within specific demographics as there are no characteristics to associate it with.

Key Insights

KEY INSIGHTS

Our analysis of the EDI Insight Survey data revealed eight key insights that will guide CIP and the planning profession in understanding which issues should be addressed within the membership to promote equity, diversity and inclusion.

Key Insight 1: The Profession Lacks Diversity in Certain Dimensions.

Through the collection of demographic data, the EDI Insight Survey confirmed the perception that the profession lacks representation in certain diversity dimensions. When compared to the 2016 Canada Census data, the profession lacks diversity in terms of race, Indigenous identity, disability and immigration status.

Among survey respondents, only 18.8% identified that they were people of colour compared to 22.3% of Canadians.

Membership vs. Canada (People of Colour)

■ CANADA
■ PLANNING PROFESSION

22.3%

18.8%
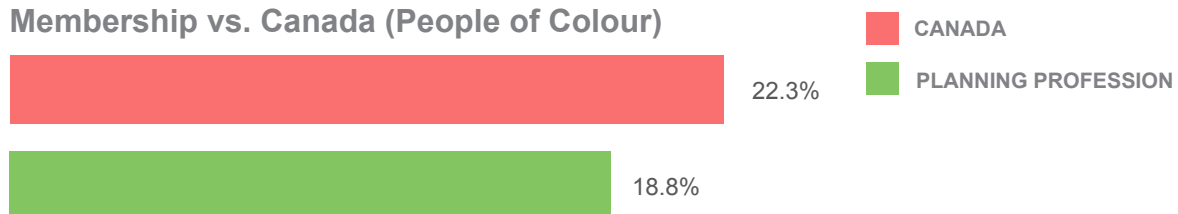
Only 1.8% of survey respondents indicated that they are Indigenous; this is relatively low considering Indigenous Peoples represent 4.9% of the population in Canada.

Membership vs. Canada (Indigenous Peoples)
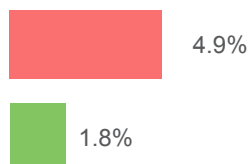
4.9%

1.8%

Statistics Canada defines an Immigrant as a person who is, or who has ever been, a landed immigrant or permanent resident. An assumption was made that people who were not born in Canada can be identified as immigrants per Statistics Canada definition, although that is not always the case. Members who indicated they are immigrants accounted for 17.8% of respondents which is less than the 21.9% of Canadians who are immigrants.

Membership vs. Canada (Immigration Status)

21.9%

17.8%

For the purpose of this study, disability is used to refer to "those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others." Only 6.6% of members indicated they have a disability compared to the 20% of the Canadian population who identify as people with disabilities.

Membership vs. Canada (People with Disability)

20%

6.6%
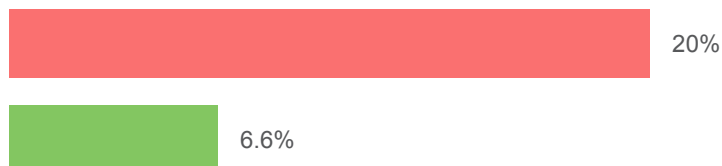
In terms of gender, women make up 50.1% of the membership, men make up 46% and 1.3% of members indicated that they are gender non-binary.

Gender Diversity in the Membership

50.1%	46.0%	1.3%
Women	Men	Non-Binary

In terms of sexual orientation, 12% of members indicated they are bisexual, pansexual, asexual, lesbian, gay, or queer. It is estimated that between 5 to 10% of Canadians have diverse sexuality.

Sexual Orientation Diversity in the Membership

79%	12%	9%
Heterosexual / Straight	Diverse Sexual Orientation	Prefer not to answer
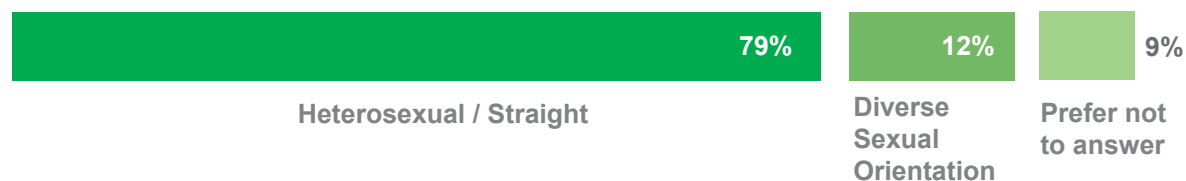
As for age, Baby Boomers and Generation X make up more than half of the membership (53.3%) while the remaining 46.7% are Millennials and Generation Z (46.7%).

Age Diversity in the Membership

21.7%	31.6%	43.5%	3.2%
Baby Boomers	Gen X	Millenials	Gen Z
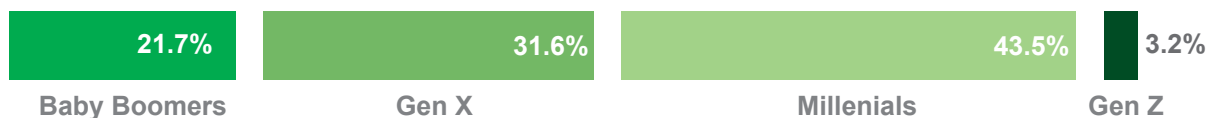
Key Insight 2: Average Overall Inclusion Score for Membership.

Inclusion exists when people have fair access to opportunity, when they feel that their differences are appreciated, and when they are empowered to make their own decisions. According to data collected through this study, the overall score for feelings of inclusion within the planning profession in Canada is within average. The survey indicated a score of 70, and on average, organizations score between 60 and 80 where 60 indicates lack of inclusion and 80 indicates the culture is highly inclusive.

Inclusion Levels

BELONGING	70.7%
FAIRNESS	62.7%
SUPPORT	71.9%
VOICE	72.4%
LEADERSHIP COMMITMENT	72.1%

Among the five factors of inclusion, Fairness scored the lowest. Statements such as "the requirements to become a planner impose barriers to people who share my age, ethnicity, gender, language, physical ability, socioeconomic status or other identities", "I believe that the disciplinary/complaint process at my planning institute is fair" and "I have fair access to join the Board/Council, committees, and juries of my planning institute" scored the lowest levels of agreement in the survey.

Key Insight 3: Certain Marginalized Groups Scored Low on the Inclusion Index.

While the inclusion score for the overall membership was within the average range, our analysis showed that a number of marginalized groups scored consistently low on the Inclusion Index compared to the average levels of all members.

Indigenous Peoples and immigrants scored a significant gap on the Inclusion Index (a gap of 5 to 10 points) and people with disabilities, people with diverse sexuality, people of colour and gender non-binary people scored severe gaps on the Inclusion Index (a gap of more than 10 points). For more details on how each group reported levels of inclusion across the five constructs of inclusion, see the Inclusion Scan section.

Levels of Inclusion for Marginalized Groups
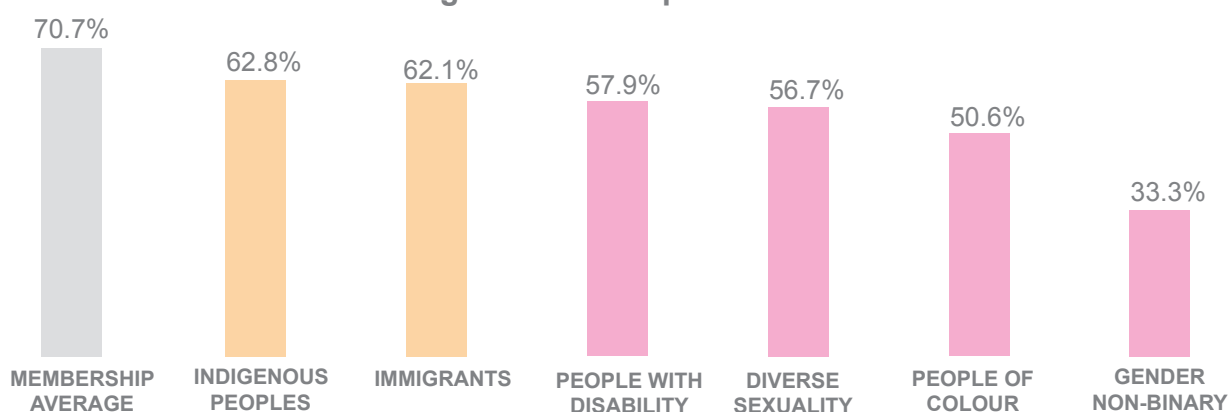
MEMBERSHIP AVERAGE	INDIGENOUS PEOPLES	IMMIGRANTS	PEOPLE WITH DISABILITY	DIVERSE SEXUALITY	PEOPLE OF COLOUR	GENDER NON-BINARY
70.7%	62.8%	62.1%	57.9%	56.7%	50.6%	33.3%

Key Insight 4: Age and Seniority Impact Feelings of Inclusion.

Younger generations reported lower levels of inclusion and trust in the commitment of their regional planning institute's leadership and CIP's leadership. There was a gap of more than 20 points between the levels of inclusion of Baby Boomers compared to members who are Millennials or Generation Z.

Seniority also plays a factor in feelings of inclusion: people in more senior positions reported higher levels of inclusion compared to others.

Levels of Inclusion by Age

BABY BOOMERS	GEN X	MILLENIALS	GEN Z
83.5%	70.7%	63.1%	61.9%
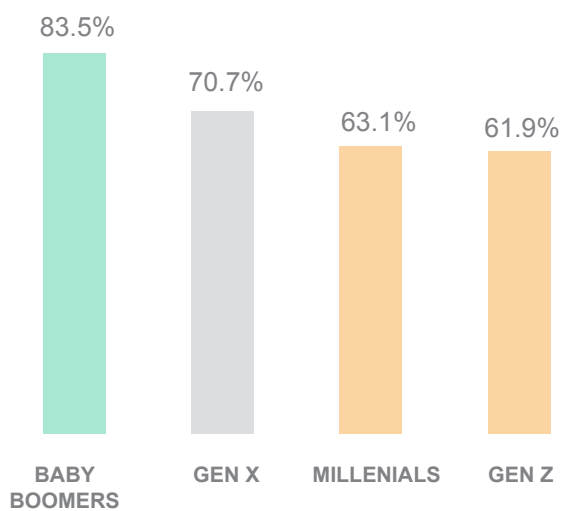
Levels of Inclusion by Seniority

EXECUTIVE / PRINCIPAL	SENIOR	MID-LEVEL	JUNIOR / ENTRY
78.2%	72.5%	65.5%	55.8%
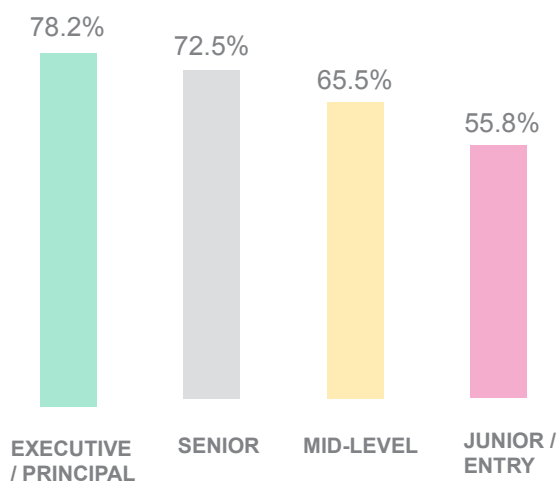
Key Insight 5: There is Less Racial Diversity in Higher Seniority Levels.

As seniority increases, racial diversity decreases. Only 5.6% of members who indicated they are at the executive levels in their organizations or are the principals of their organizations are people of colour. At the junior and entry level of organizations, planners indicated that more than 45% are people of colour. This means that the majority of the power and decision making within the planning industry is made by white people.

Seniority and Racial Diversity
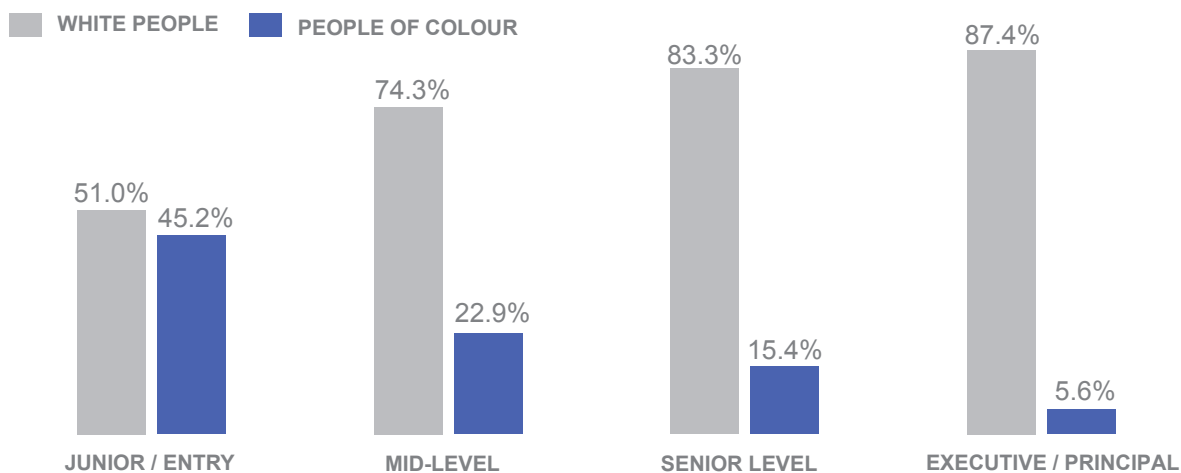
WHITE PEOPLE   **PEOPLE OF COLOUR**

	JUNIOR / ENTRY	MID-LEVEL	SENIOR LEVEL	EXECUTIVE / PRINCIPAL
White People	51.0%	74.3%	83.3%	87.4%
People of Colour	45.2%	22.9%	15.4%	5.6%

Key Insight 6: Representation of Women Drops Significantly at the Executive Level

As seniority increases, the number of women decreases. Only 34% of members who indicated they are at the executive levels in their organizations or are the principals of their organizations are women. At all other levels, women are overrepresented and men make up less than 45% of each group. This means that the majority of the power and decision making within the planning industry is made by men.

Women in Senior Positions
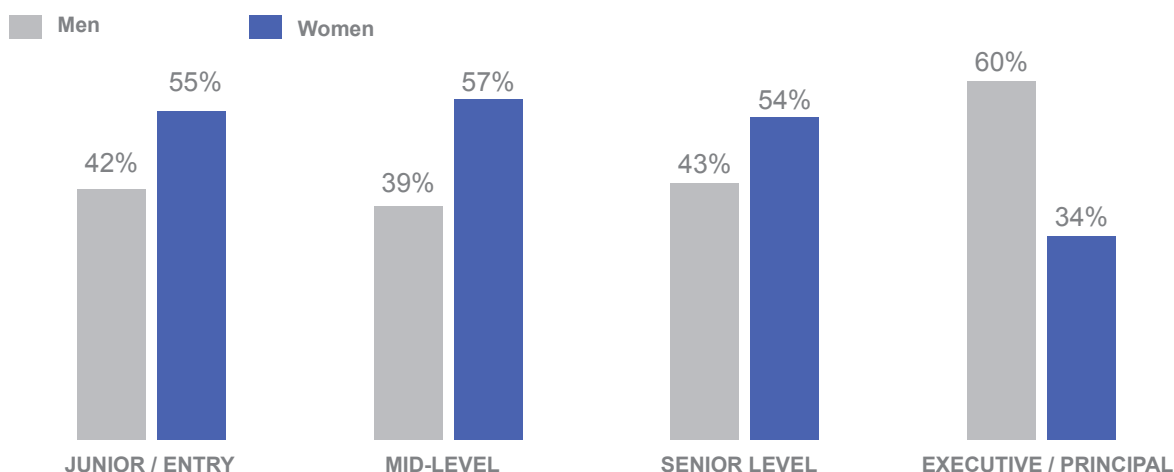
Men Women

	JUNIOR / ENTRY	MID-LEVEL	SENIOR LEVEL	EXECUTIVE / PRINCIPAL
Men	42%	39%	43%	60%
Women	55%	57%	54%	34%

Key Insight 7: Racial Diversity Increases in Younger Generations.

The rate of racial diversity increases in the younger generations of planners. Only 7% of Baby Boomers are people of colour, while 40% of planners who are Generation Z (born after 1994) are people of colour.

Racial Diversity by Age
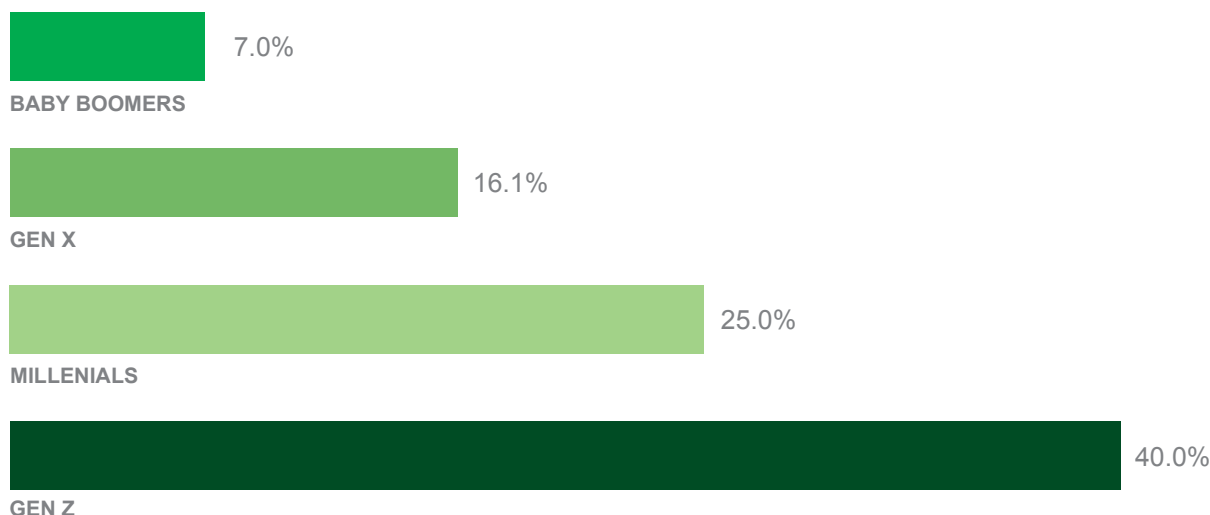
Age Group	Percentage
BABY BOOMERS	7.0%
GEN X	16.1%
MILLENIALS	25.0%
GEN Z	40.0%

Key Insight 8: More Than Half of Planners Indicated They Work With Marginalized Communities.

More than 57% of planners indicated they work with marginalized communities; communities that experience discrimination and exclusion because of unequal power relationships across economic, political, social, and cultural dimensions.

Working with Marginalized Communities
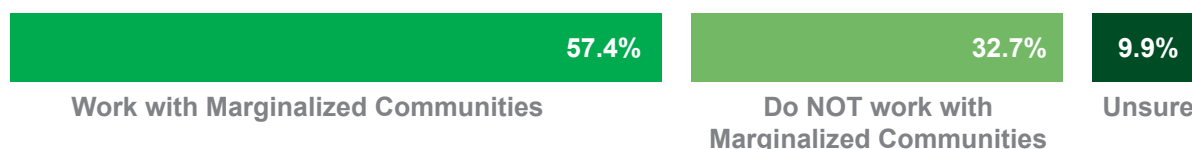
57.4%	32.7%	9.9%
Work with Marginalized Communities	**Do NOT work with Marginalized Communities**	**Unsure**

Key Insight 9: Members Felt Their PTIAs are More Accessible and Provide Relevant Communications but Scored CIP Higher on EDI Commitment.

On average, members perceived accessing leadership positions in their planning institutes as more fair compared to CIP's Board. They also scored their regional planning institutes slightly higher on how relevant their communications are to planners and the work they do. However CIP scored higher on planners' perception of the commitment to EDI.

PTIAs and CIP

Fair access to join the board: PTIA 65.7%, CIP 57.6%
The communications is relevant: PTIA 74.5%, CIP 71.9%
Commitment to EDI: PTIA 70.5%, CIP 73.8%

Legend: PTIA (blue), CIP (green)

Inclusion Scan

INCLUSION LEVELS ACROSS CIP

The following table indicates the inclusion levels by social group based on the divergence from the average CIP respondent:

Category	Group	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT
AGE GROUP	BABY BOOMERS	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap
	GEN X	Within Average	Within Average	Within Average	Within Average	Within Average
	MILLENIALS	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap
	GEN Z	Significant Gap	Severe Gap	Significant Gap	Significant Gap	Significant Gap
GENDER	MEN	Positive Gap	Positive Gap	Within Average	Positive Gap	Positive Gap
	WOMEN	Mild Gap	Within Average	Within Average	Within Average	Mild Gap
	GENDER NON-BINARY	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Severe Gap
	DIVERSE SEXUALITY	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Severe Gap
	INDIGENOUS PERSON	Severe Gap	Mild Gap	Significant Gap	Severe Gap	Positive Gap
	PERSON OF COLOR	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Severe Gap
	PEOPLE WITH DISABILITY	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Significant Gap
	IMMIGRANT	Significant Gap	Significant Gap	Mild Gap	Significant Gap	Significant Gap
PLANNING EXPERIENCE	LESS THAN 1 YEAR	Severe Gap	Severe Gap	Mild Gap	Severe Gap	Within Average
	1 - 5 YEARS	Severe Gap	Severe Gap	Significant Gap	Severe Gap	Severe Gap
	6 - 10 YEARS	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap
	11 - 20 YEARS	Within Average	Within Average	Within Average	Within Average	Within Average
	21 - 30 YEARS	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap
	MORE THAN 30 YEARSS	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap
LEVEL	JUNIOR / ENTRY LEVEL	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Severe Gap
	MIDDLE LEVEL	Mild Gap	Significant Gap	Within Average	Mild Gap	Significant Gap
	SENIOR LEVEL	Within Average	Within Average	Within Average	Within Average	Positive Gap
	EXECUTIVE / PRINCIPAL LEVEL	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap
ANNUAL INCOME	LESS THAN $30,000	Within Average	Within Average	Within Average	Significant Gap	Severe Gap
	$30,000 - $69,999	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap
	$70,00 - $109,999	Within Average	Within Average	Within Average	Within Average	Within Average
	$110,000 - $149,999	Positive Gap	Positive Gap	Positive Gap	Within Average	Within Average
	$150,000 OR MORE	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap

Legend

- Divergence of over +3 points — Positive Gap (teal)
- Divergence of +3 to -3 points — Within Average (grey)
- Divergence of of -3 to -5 points — Mild Gap (cream)
- Divergence of -5 to -10 points — Significant Gap (orange)
- Divergence of over -10 points — Severe Gap (pink)

AGE

For the purpose of this study, all respondents were classified into generational groups: Baby Boomers (born between 1964 and 1944), Generation X (born between 1979 and 1965), Millennials (born between 1994 and 1980), and Generation Z (born after 1994).

DIVERSITY: Millennials and Generation X account for over 74% of the membership combined, so most respondents belong to these two groups. Baby Boomers account for 21.7% of members, and the younger generation (Generation Z) makes up only 3.2% of members at CIP.

INCLUSION: Generation Z and Millennials reported a significant gap in their experiences of inclusion, while Baby Boomers reported above-average gaps and Generation X reported average levels within members.
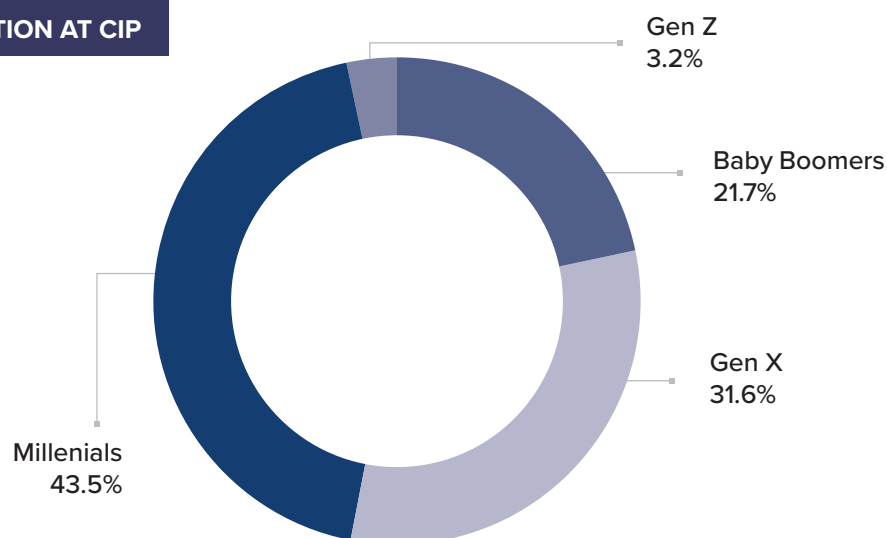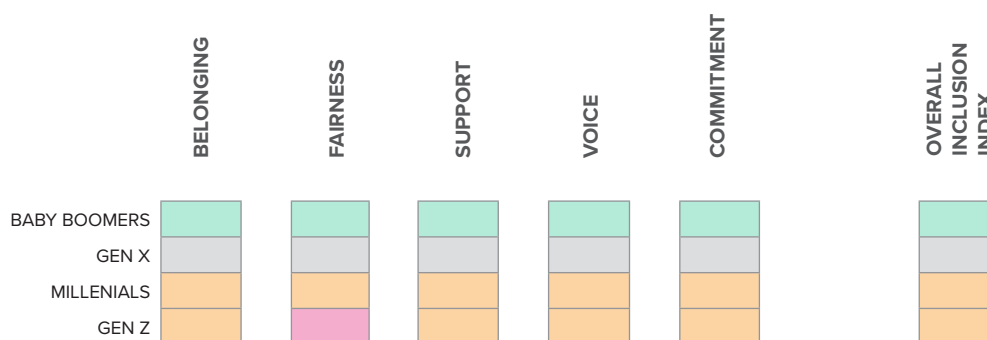
REPRESENTATION AT CIP

Gen Z
3.2%

Baby Boomers
21.7%

Gen X
31.6%

Millenials
43.5%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
BABY BOOMERS	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap
GEN X	Within Average	Within Average	Within Average	Within Average	Within Average	Within Average
MILLENIALS	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap
GEN Z	Significant Gap	Severe Gap	Significant Gap	Significant Gap	Significant Gap	

Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap

GENDER IDENTITY

Gender identity is each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex.

DIVERSITY: For the purpose of conducting this study, respondents were asked to identify their gender with four options: Man, Woman, Non-binary (e.g. genderqueer, agender, polygender, gender fluid), and Prefer not to answer. More than 50% of members identify as women, 46.0% identified as men, 1.3% identified as non-binary, and 2.6% preferred not to answer.

It is important to note that there is very limited statistical information about people of diverse gender and sexual orientation in Canada. In 2019, Statistics Canada conducted a national census test that included questions on sex at birth and gender identity, which provided the preliminary results referenced in this report; however, it will not be formally reported until the 2021 census.

In the national census test, the percentage of respondents who identified as non-binary was 0.7%, which is lower than the data reported for respondents at 1.3%.
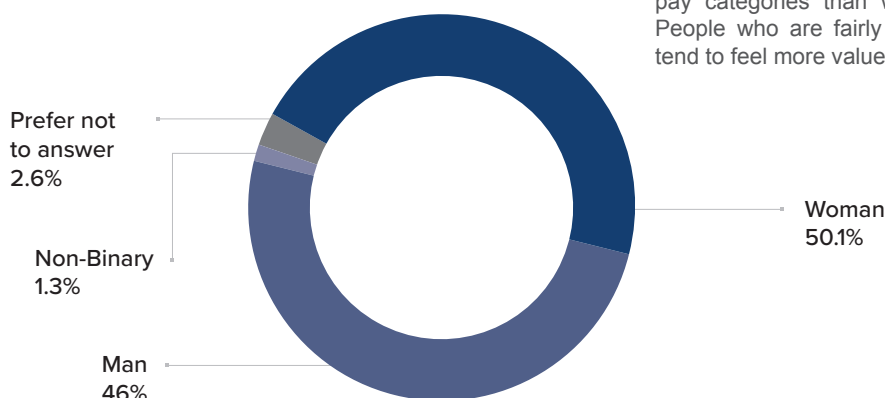
INCLUSION: Non-binary people reported the lowest level of inclusion (33.3) amongst all surveyed groups. They reported severe gaps on all inclusion factors with the lowest score being Leadership Commitment. Discrimination against non-binary people can present itself in a number of ways, and is usually based on the belief that there are only two genders and that people should act according to those gender roles.

Women were consistent within the overall average, with mild gaps on factors of Belonging and Leadership Commitment. Men scored above average on overall inclusion with above-average scores all around except for Support ,which scored average.
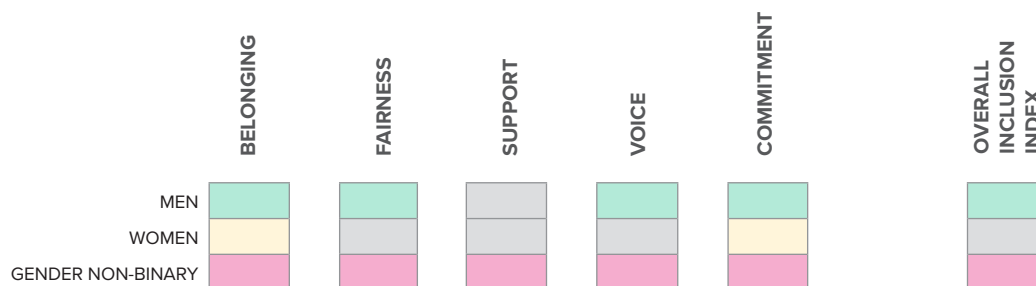
Men reported above average levels of Inclusion, while women reported average levels. Women struggle most with feelings of belonging and belief in leadership commitment. In our survey, 70% of women agreed with the statement "I believe CIP is committed to inclusive practices for all its members."

Above average levels of inclusion amongst men may be related to the fact that men were represented in higher pay categories than women and non-binary people. People who are fairly compensated in their positions tend to feel more valued and like they belong.

REPRESENTATION AT CIP

Prefer not to answer
2.6%

Non-Binary
1.3%

Man
46%

Woman
50.1%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
MEN	Positive Gap	Positive Gap	Within Average	Positive Gap	Positive Gap	Positive Gap
WOMEN	Mild Gap	Within Average	Within Average	Within Average	Mild Gap	Within Average
GENDER NON-BINARY	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Severe Gap

Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap

SEXUAL ORIENTATION

Sexual orientation refers to a pattern of emotional, romantic or sexual attraction. Sexual orientation may include attraction to the same gender (homosexuality), a gender different from your own (heterosexuality), both men and women (bisexuality), all genders (pansexual), or neither (asexuality).
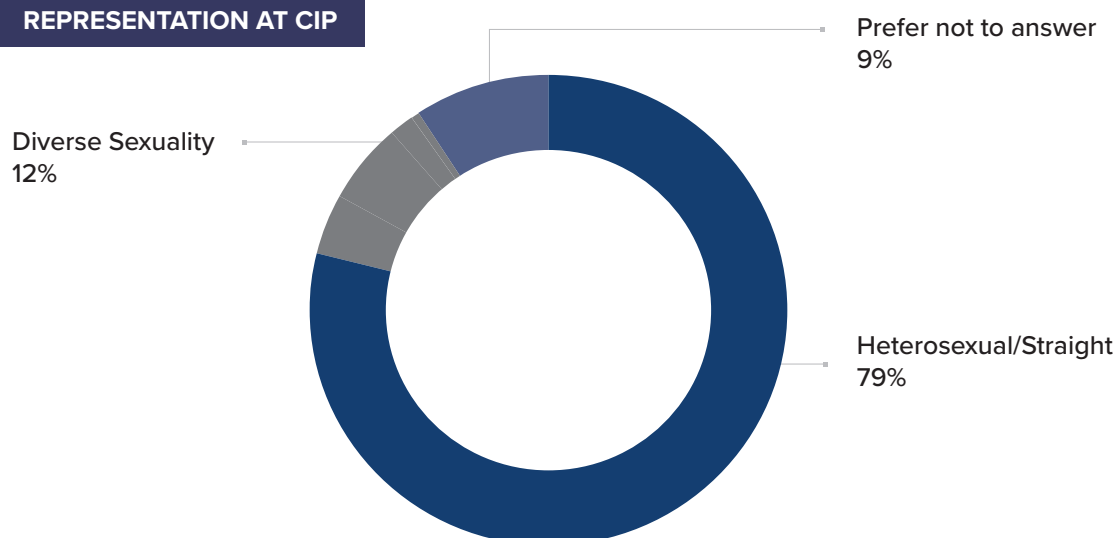
Respondents were asked to select their sexual orientation from the following options. Heterosexual/Straight, Bisexual/Pansexual, Lesbian/Gay, Queer, Asexual and Prefer not to answer.

DIVERSITY: Of the respondents, 12% identified as having a diverse sexual orientation (bisexual/pansexual, lesbian/gay, queer or asexual), 79.0% identified as heterosexual/straight and 8.2% preferred not to answer. The 12% of the members who identified as having a diverse sexual orientation are above the Canadian average of 5-10%[1].
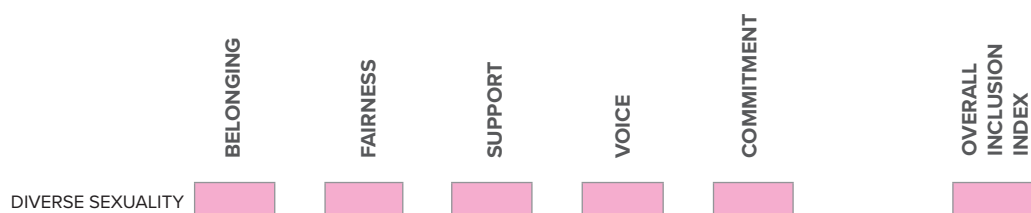
INCLUSION: Those who identified as having a diverse sexual orientation reported an overall severe gap, with severe scores on all inclusion factors with the lowest factor being Fairness.

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1   *Population and Demography Statistics.* (2016). Retrieved 29 June 2021.

REPRESENTATION AT CIP

Prefer not to answer
9%

Diverse Sexuality
12%

Heterosexual/Straight
79%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
DIVERSE SEXUALITY	▭	▭	▭	▭	▭	▭

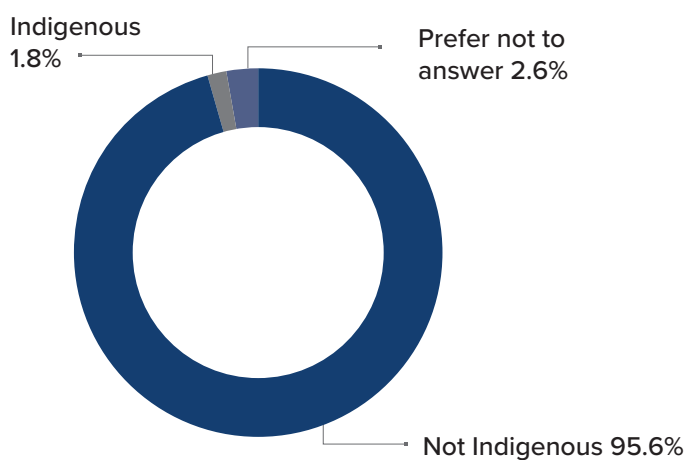| Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap

INDIGENOUS PEOPLES

In Canada, Indigenous Peoples include First Nations, Métis and Inuit Peoples. For conducting this study, members were asked whether they identified as Indigenous. We choose to separate Indigenous Peoples in the way we represent data because of the unique ways that Indigenous Peoples experience discrimination. Efforts to engage with and support Indigenous Peoples will be equally as unique for this reason, and it is helpful to understand how these experiences differ from other marginalized groups in the profession.
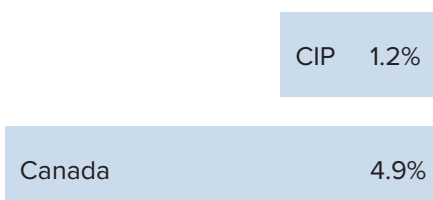
DIVERSITY: When comparing Statistics Canada census data to member data, the percentage of Indigenous members is below the national average. Indigenous Peoples make up 4.9% of people in Canada, while Indigenous members make up only 1.8%.

INCLUSION: Members who identified as Indigenous reported a significant gap. Within the Inclusion Index, Indigenous respondents reported severe gaps for Belonging and Voice, significant gap for Support, mild gap for Fairness and a positive gap for Leadership Commitment.

REPRESENTATION AT CIP

Indigenous 1.8%

Prefer not to answer 2.6%

Not Indigenous 95.6%

DIVERSITY COMPARISON

CIP	1.2%
Canada	4.9%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
INDIGENOUS PERSON	▨	▨	▨	▨	▨	▨

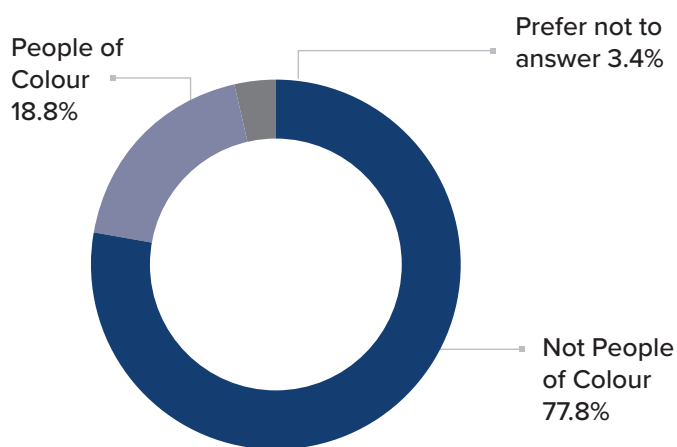| Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap
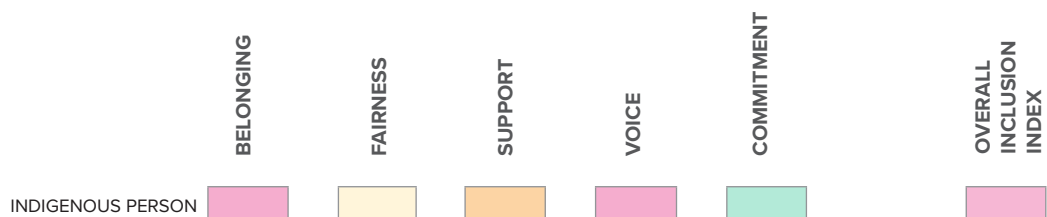
PEOPLE OF COLOUR

A person of colour in Canada is someone (other than an Indigenous person) who self-identifies as non-white in colour or not Caucasian in racial origin, regardless of birthplace or citizenship. People of colour in Canada consist mainly of the following groups: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese and Korean.
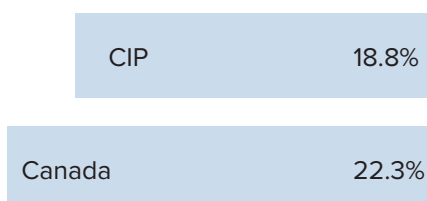
DIVERSITY: In the survey, 18.8% of respondents identified as being people of colour. In comparison to the demographics of Canada, the percentage of members who identified as people of colour was below the national average (22.3%).

INCLUSION: Members that identified as people of colour reported an overall severe gap and severe gaps on each factor within the Inclusion Index with the lowest score being Fairness.

REPRESENTATION AT CIP

People of Colour 18.8%

Prefer not to answer 3.4%

Not People of Colour 77.8%

DIVERSITY COMPARISON

CIP	18.8%
Canada	22.3%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT		OVERALL INCLUSION INDEX
PERONS OF COLOR	☐	☐	☐	☐	☐		☐

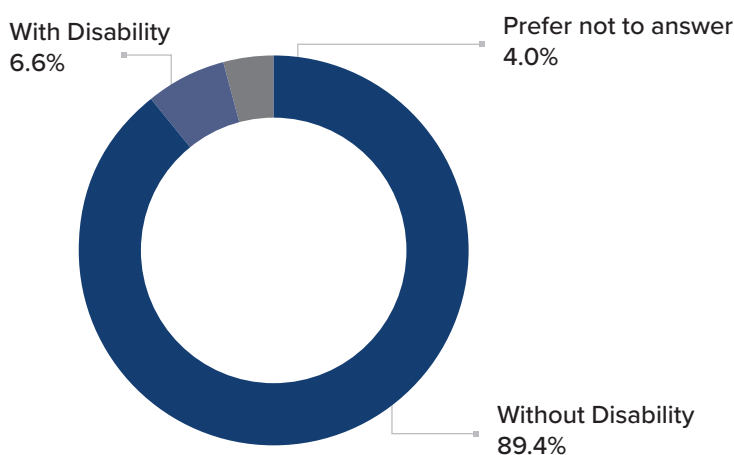| Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap
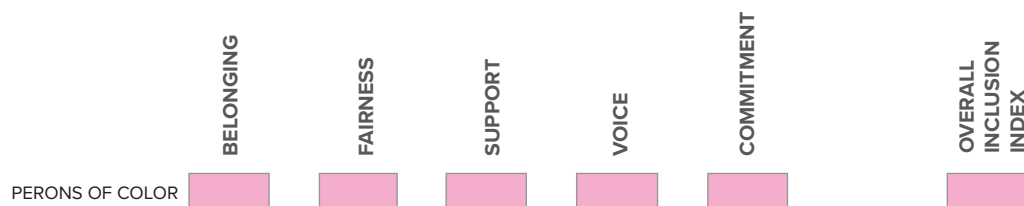
PEOPLE WITH DISABILITIES

Disability is used to refer to "those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others."

DIVERSITY: Of all respondents, 6.6% identified as a person with a disability and 4.0% preferred not to answer. This demographic is significantly lower than the number of people with disabilities in Canada (22%)[1].

INCLUSION: Survey respondents that identified as having disabilities reported a severe gap on the overall inclusion index. Members with disabilities scored lowest on the factor of Fairness (50.7), which was also the factor that scored lowest at the organization (62.7). Survey questions regarding Fairness included "I have an equal opportunity to join the Board of CIP" and "The requirements to become a planner impose barriers to people who share my age, ethnicity, gender, language, physical ability, socioeconomic status or other identities" for example.

1   https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2018002-eng.htm

REPRESENTATION AT CIP

With Disability
6.6%

Prefer not to answer
4.0%

Without Disability
89.4%

DIVERSITY COMPARISON

CIP	6.6%
Canada	22.0%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
WITH DISABILITY						

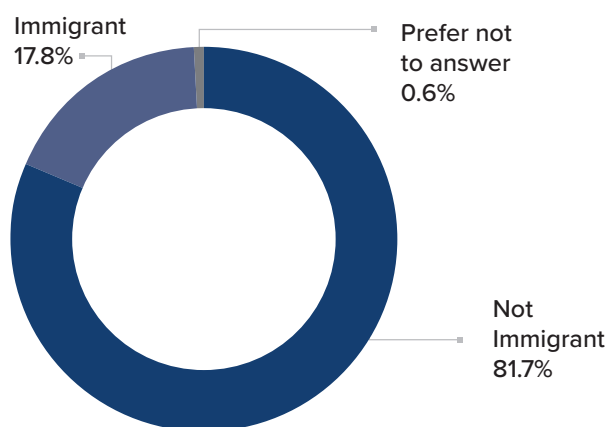| Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap
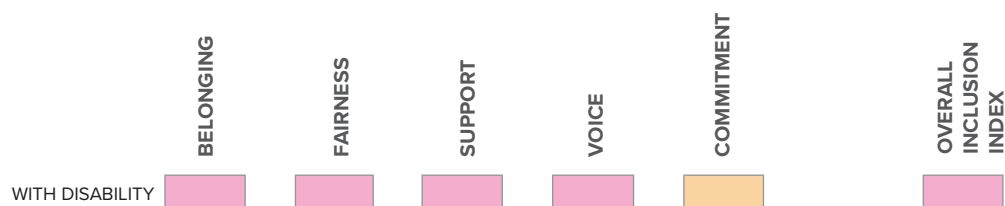
IMMIGRANTS

Statistics Canada defines an Immigrant as a person who is, or who has ever been, a landed immigrant or permanent resident. Such a person has been granted the right to live in Canada permanently by immigration authorities.

For the purpose of this study, members were asked if they were born in Canada, and an assumption was made that people who were not born in Canada can be identified as immigrants per Statistics Canada definition, although that is not always the case.
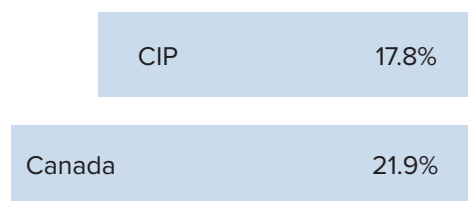
DIVERSITY: Over 17% of respondents identified as immigrants, and 0.6% preferred not to answer the question. In comparison to Statistics Canada census data, the percentage of members who identified as immigrants is lower in relation to the national average (21.9%).

INCLUSION: Members that identified as immigrants reported a significant overall gap. On the Inclusion Index, this group scored a significant gap on all factors of inclusion except for Support, which scored a mild gap.

REPRESENTATION AT CIP

Immigrant
17.8%

Prefer not
to answer
0.6%

Not
Immigrant
81.7%

DIVERSITY COMPARISON

CIP	17.8%
Canada	21.9%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
IMMIGRANT						

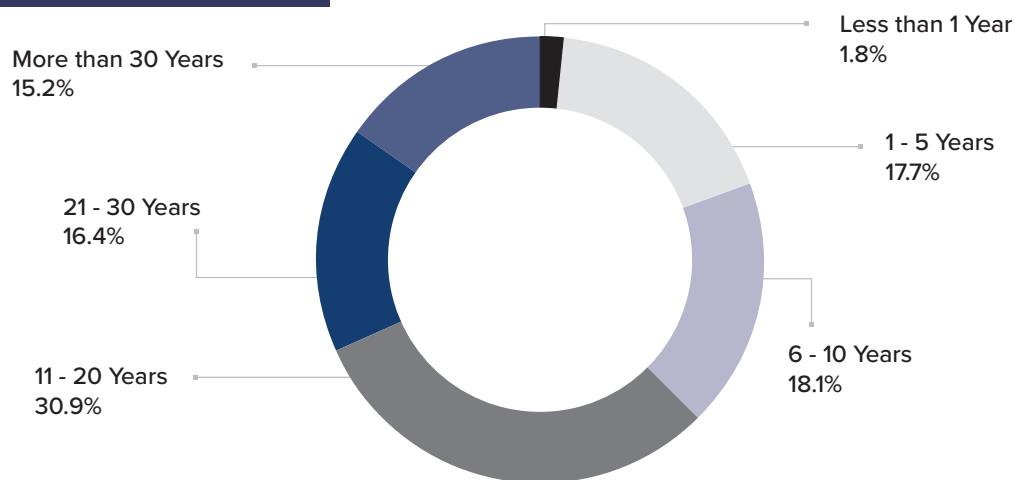| Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap
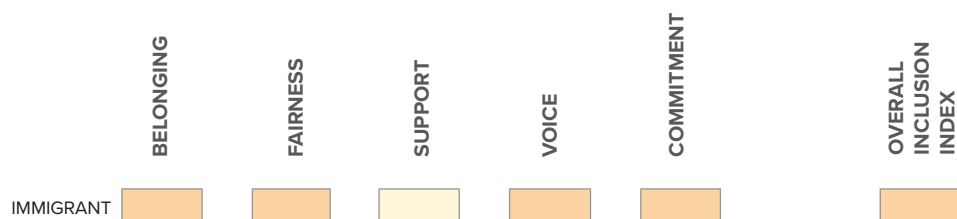
PLANNING EXPERIENCE

For the purpose of this study, all respondents were classified into six groups based on how long they have been in a planning position: less than 1 year, 1 to 5 years, 6 to 10 years, 11 to 20 years, 21 to 30 years and more than 30 years.
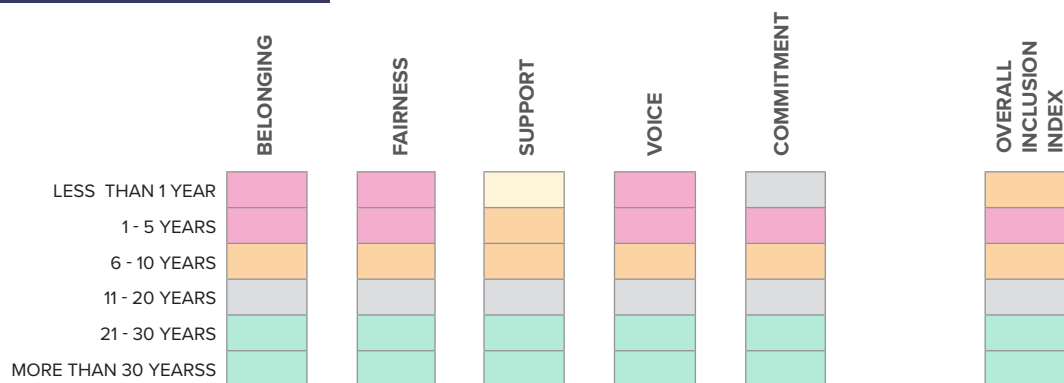
DIVERSITY: The largest group of respondents have been in a planning position from 11 to 20 years (30.9%) followed by 6 to 10 years (18.1%), 1 to 5 years (17.7%), 21 to 30 years (16.4%), more than 30 years (15.2%), and less than 1 year (1.8%).

INCLUSION: The Inclusion Index shows that levels of inclusion are increasingly higher with groups who have been planners for longer periods of time. Respondents who have been in a planning position for 21 to 30 years and more than 30 years reported above-average levels of inclusion. Respondents who have been planning for 11 to 20 years reported average levels, while those with 6 to 10 years of experience reported significant gaps and those with 1 to 5 years reported severe gaps.

REPRESENTATION AT CIP

More than 30 Years
15.2%

21 - 30 Years
16.4%

11 - 20 Years
30.9%

Less than 1 Year
1.8%

1 - 5 Years
17.7%

6 - 10 Years
18.1%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
LESS THAN 1 YEAR	Severe Gap	Severe Gap	Mild Gap	Severe Gap	Within Average	Significant Gap
1 - 5 YEARS	Severe Gap	Severe Gap	Significant Gap	Severe Gap	Severe Gap	Severe Gap
6 - 10 YEARS	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap
11 - 20 YEARS	Within Average	Within Average	Within Average	Within Average	Within Average	Within Average
21 - 30 YEARS	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap
MORE THAN 30 YEARSS	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap

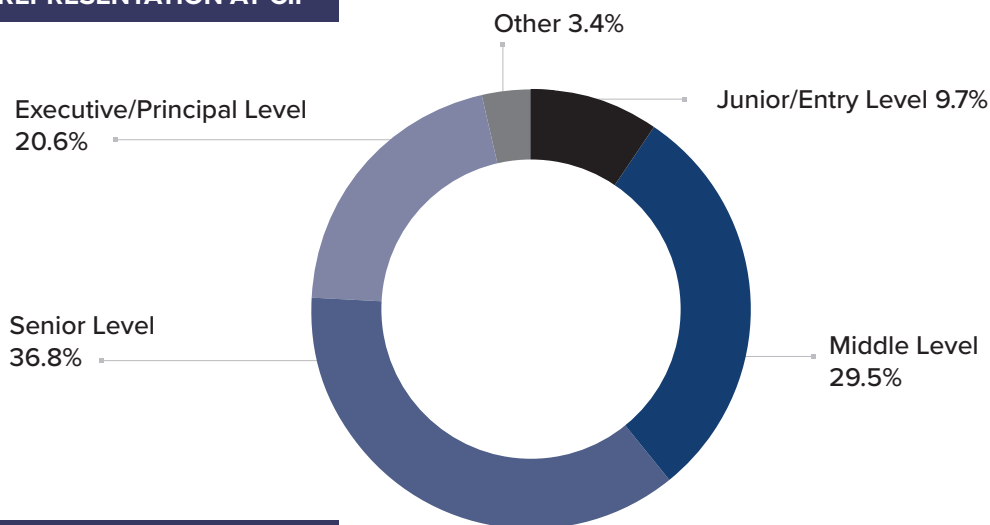| Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap

LEVEL OF EMPLOYMENT

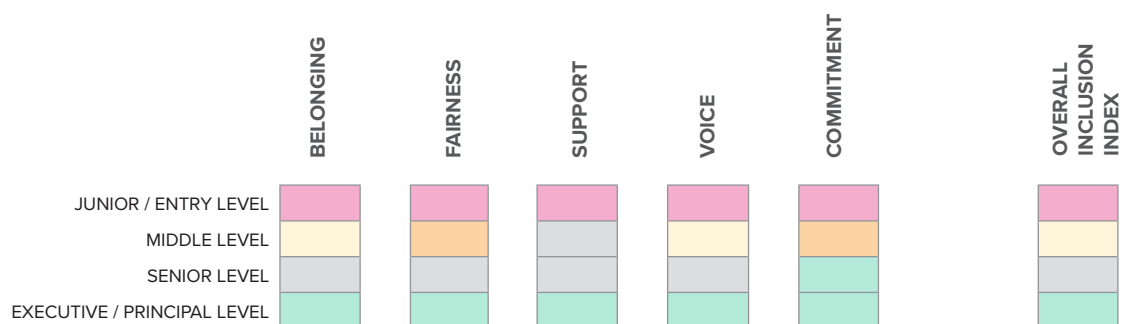Members were asked to identify their level of employment.

DIVERSITY: Members who are at the senior level accounted for 36.8% of all respondents. 29.5% of respondents are at the middle level, 20.6% are at the executive/principal level and 9.7% are at the junior/entry-level. 3.4% of respondents chose "other."

INCLUSION: The Inclusion Index shows that levels of inclusion are increasingly higher with groups who are at higher positions within their organizations. Members who reported that they are at the executive/principal level reported above-average levels of inclusion. Members who are at the senior level reported average levels of inclusion, those at the middle level reported a mild gap, and those at the junior/entry-level reported a severe gap.

REPRESENTATION AT CIP

Other 3.4%

Junior/Entry Level 9.7%

Executive/Principal Level 20.6%

Senior Level 36.8%

Middle Level 29.5%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
JUNIOR / ENTRY LEVEL	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Severe Gap	Severe Gap
MIDDLE LEVEL	Mild Gap	Significant Gap	Within Average	Mild Gap	Significant Gap	Mild Gap
SENIOR LEVEL	Within Average	Within Average	Within Average	Within Average	Positive Gap	Within Average
EXECUTIVE / PRINCIPAL LEVEL	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap

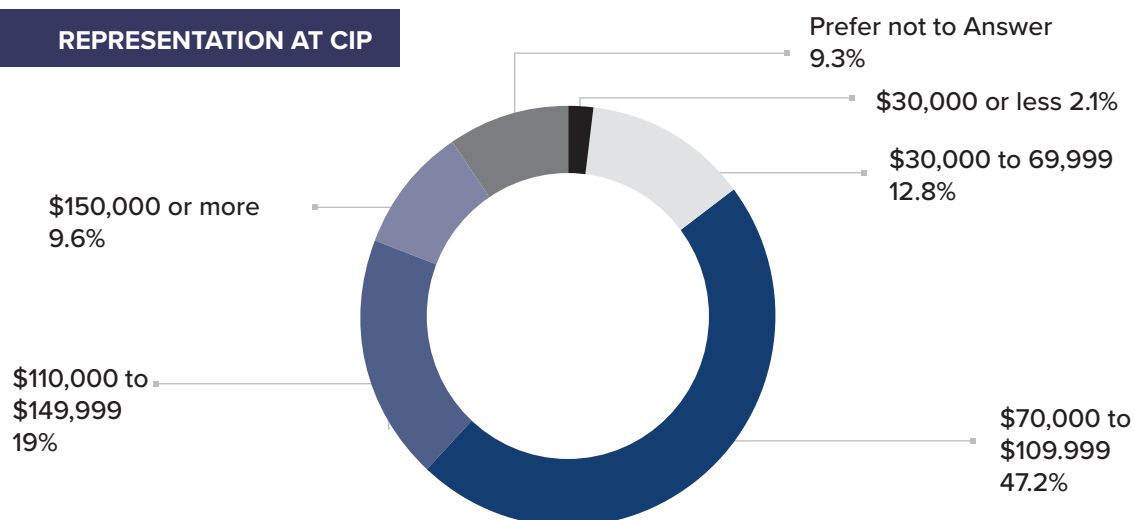| Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap

ANNUAL INCOME

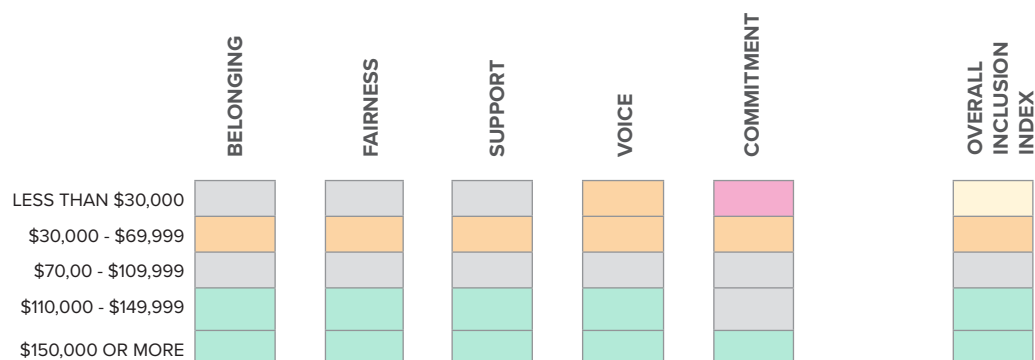Members were asked to identify their annual income based on 5-dollar value ranges.

DIVERSITY: Over 47% of respondents reported that their annual income ranges from $70,000 to $109,999 and 19% reported that they make between $110,000 to $149,999. 12.8% of members reported their annual income to be between $30,000 to $69,999, and 9.6% reported that it is $150,000 or more. Only 2.1% of respondents reported their annual income is less than $30,000 and 9.3% of respondents chose the option "prefer not to answer" for this question.

INCLUSION: Respondents who make $30,000 to $69,999 reported the lowest levels of inclusion (significant gap) amongst the earning groups. Members who make less than $30,000 reported slightly higher levels of Inclusion, with a mild gap overall and low scores in Leadership Commitment (severe gap) and Voice (significant gap). Members making $70,000 to $109,999 scored average and members making $110,000 to $149,999 and $150,000 or more scored above-average levels of Inclusion.

REPRESENTATION AT CIP

Prefer not to Answer
9.3%

$30,000 or less 2.1%

$30,000 to 69,999
12.8%

$150,000 or more
9.6%

$110,000 to
$149,999
19%

$70,000 to
$109.999
47.2%

INCLUSION FACTORS

	BELONGING	FAIRNESS	SUPPORT	VOICE	COMMITMENT	OVERALL INCLUSION INDEX
LESS THAN $30,000	Within Average	Within Average	Within Average	Significant Gap	Severe Gap	Mild Gap
$30,000 - $69,999	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap	Significant Gap
$70,00 - $109,999	Within Average	Within Average	Within Average	Within Average	Within Average	Within Average
$110,000 - $149,999	Positive Gap	Positive Gap	Positive Gap	Within Average	Within Average	Positive Gap
$150,000 OR MORE	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap	Positive Gap

Divergence of over +3	Divergence of +3 to -3	Divergence of of -3 to -5	Divergence of -5 to -10	Divergence of over -10
Positive Gap	Within Average	Mild Gap	Significant Gap	Severe Gap

Qualitative Analysis

QUALITATIVE ANALYSIS

As a part of the EDI Insight Survey, we asked open-ended questions to gain the opinions and thoughts of the respondents that may have not been captured in the other survey questions. The three open-ended questions were "What is one thing that PTIA could do to be more inclusive?", "What is one thing that CIP could do to be more inclusive?", and "Is there anything else you would like to add?" Four themes emerged from this qualitative analysis.

The responses provided detailed and valuable information that can be used as supporting evidence to accompany the quantitative data from our survey. In order to analyze these responses, we placed each response into categories and recorded the top three themes from each question.

Emphasis on EDI in PTIAs and CIP

When asked what CIP and PTIAs can do to become more inclusive, the majority of survey respondents mentioned more emphasis on EDI. They feel that more can be done to help planners understand how equity can be integrated into the profession. There were 79 responses related to training, professional development and wanting more discussions and emphasis surrounding EDI within PTIAs. Comments about CIP's inclusion efforts were very similar, with 60 responses related to training and EDI. Below are some comments that highlight the general sentiments of respondents.

"What is one thing that PTIA could do to be more inclusive?"
- Provide additional training and resources (other than the base training/'covering the surface' training) for all members of the planning community based on lived experience without exploiting the pain from that lived experience (e.g. how to be a planning champion for marginalized groups in Ontario).
- Continue to create space to engage in conversations about race and inclusivity; acknowledge that in our pursuit to plan we sometimes create unintentional policies or outcomes, which can disadvantage others.
- Provide more learning opportunities on social inclusion and equity related topics. Due to the importance of this knowledge, these webinars/workshops should be free or discounted (subsidized by membership dues).
- Provide guidance on how to navigate decolonizing planning - planning is a tool with inherently colonial roots and I struggle with how to work through these topics. Encourage self-reflection, challenging conversations, and being humble.

"What is one thing that CIP could do to be more inclusive?"
- Provide training, services, support, and assistance dedicated to marginalized populations, instead of merely "including" marginalized populations in different kinds of services and events. This is important for equity. Systemic discrimination always creates a disadvantage for the marginalized populations like me and the people I serve, and

makes us "less competitive", even when we receive "equal" opportunities as the non-marginalized population does.
- Elevate more BIPOC voices in communications. Require a stronger understanding about reconciliation, and anti-racism as part of the necessary steps to become an RPP. Work with post-secondary institutions to encourage more education so planners are entering the workforce with the necessary skills to truly support equity seeking populations.
- Not every planner understands the link between equity/diversity/inclusion and planning. CIP should offer more educational opportunities and make an equity section in the ethics course/exam, so that planners can learn more about that link, and how planning as a profession has played a role in creating inequities.

Representation in PTIAs and CIP

When asked what CIP and PTIAs can do to become more inclusive, many survey respondents suggested that more diverse and reflective representation in board, staff, council and committee positions within CIP and PTIAs would help. There were 73 comments that mentioned representation within PTIA and 58 for CIP; below are some examples.

"What is one thing that PTIA could do to be more inclusive?"
- Determine what representation is lacking, then call for champions of these groups from within the association, and ask those people directly how they can be better represented, and have them view the organization from a lens of equity and inclusion and report back with suggestions.
- Representation matters, and while OPPI Council is comprised of men and women, they are almost all white. They could strive to be increasingly diverse. There doesn't seem to be a lot of opportunity for people beginning their careers to become elected to Council - I have always gotten the impression from calls for nomination that you need many years of experience, and I think that poses a barrier to younger and more diverse planners seeking roles within OPPI Council.
- Board and staff should reflect the diversity of its members. Continually promote equity and inclusion through mentoring through its publications, affirmative action, and student programs for racialized groups.

"What is one thing that CIP could do to be more inclusive?"
- More representation from people of diverse backgrounds. Show work that is less academic and bureaucratic. Be more radical and inclusive. Show nontraditional (but extremely relevant and practical) planning in practice. Challenge the status quo. Be intriguing and to the point.
- Not only do you need diversity of representation (age, gender, race, abilities), you also need diversity of thought. There are many "old white men" in planning who too often still call the shots, influence the popular knowledge and culture in planning.

- There needs to be a greater representation of Black and Asian Planners in senior positions and on the Board. Lower fees to attend professional events like major conferences and local events so that they are accessible to all socioeconomic levels.
- Establish a more diverse executive team. A team from different backgrounds, and ethnicities that represent the fabric of Canada.

Community Engagement in PTIAs

There were 58 comments that referenced the desire for PTIAs to reach out to and engage with diverse communities. Community engagement is important to respondents because they wish to see more diversity in the profession and they want to include marginalized communities in decisions that impact their communities.

"What is one thing that CIP could do to be more inclusive?"
- Proactively recruit BIPOC, queer, people living with disabilities, people from low income backgrounds, and new Canadian people to the planning profession; use scholarships; make use of specially trained professional mentors and financial assistance to support new candidates studying for the professional exam, modify the professional exam to be more inclusive, and help them find meaningful employment
- Do more events and direct outreach with BIPOC communities. Planning as a profession is not well known, particularly in BIPOC communities in Canada.
- There is an over representation of European-settler people in positions of influence at PIBC. There is limited diversity in who speaks at organized events. I've been happy to see some Indigenous presenters at PIBC's webinars, but apart from that is a tendency towards white, urban presenters. A greater effort needs to be made to empower and give a platform to people of all backgrounds in this profession and related professions.
- This survey is a start, but perhaps reaching out to members from marginalized communities directly to find out steps that can be taken.

Accreditation

Respondents want the profession to value a diversity of experiences in their accreditation process, particularly non-planning backgrounds and international experience. Diversity of thought and experience is important to people in the profession, and they feel that this will improve their work and the field overall. Some respondents also mentioned that including EDI knowledge as a part of accreditation could improve equity. We have chosen a few comments that reflect the sentiments of the respondents; 51 comments were made about wanting the profession to reflect and reassess its accreditation processes.

"What is one thing that CIP could do to be more inclusive?"
- Many planners obtained their degrees in high-quality universities abroad. The quality of education is not recognized by the CIP. Also, non-Canadian work experience has zero

value for employers and a foreign planner has to prove 5 years of responsible planning experience to be able to start their registration processes and mentorship/sponsorship. This is totally unfair.

- Accredit planning programs from more countries. I have a masters degree in planning from a Dutch university, which ranks highly in worldwide rankings, but I still must work for 5 years as a planner before becoming eligible as a candidate to become a Registered Professional Planner. Recognizing credentials from universities not in Canada would help to diversify the profession. Even creating a bridge program would be helpful so that if you had a degree from outside Canada you could take some extension courses or part-time studies to fast track eligibility to become a candidate.
- Expand outreach into areas that are not necessarily accredited planning programs. There is a presumption that the only way to become a good planner is through a specific planning program when there are other programs/experiences that can also achieve that. While it is important to demonstrate and achieve a level of competency in the profession it should not be unduly onerous to have it recognized that you have achieved that when you follow a different path.

CONCLUSION

Our study revealed that the planning profession has some key problem areas that will require immediate attention and call for long-term solutions. Improving and integrating diversity within the profession will lead to more equitable outcomes, especially if marginalized groups are able to gain access to more senior positions. Developing diversity takes time, and will involve fostering relationships with marginalized groups and communities to include them in the profession and in the planning work that is being done. It is critical to remember that diversity is not only based on the way we look; it includes who we are, where we come from, the languages we speak, our beliefs, ability levels and many more. CIP and PTIAs are faced with a valuable opportunity to support the younger and more marginalized professionals who are currently facing a slew of challenges within the profession. If these individuals are given the tailored tools they need to succeed, they will be able to create a more equitable future for the communities they serve and for incoming planners.

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