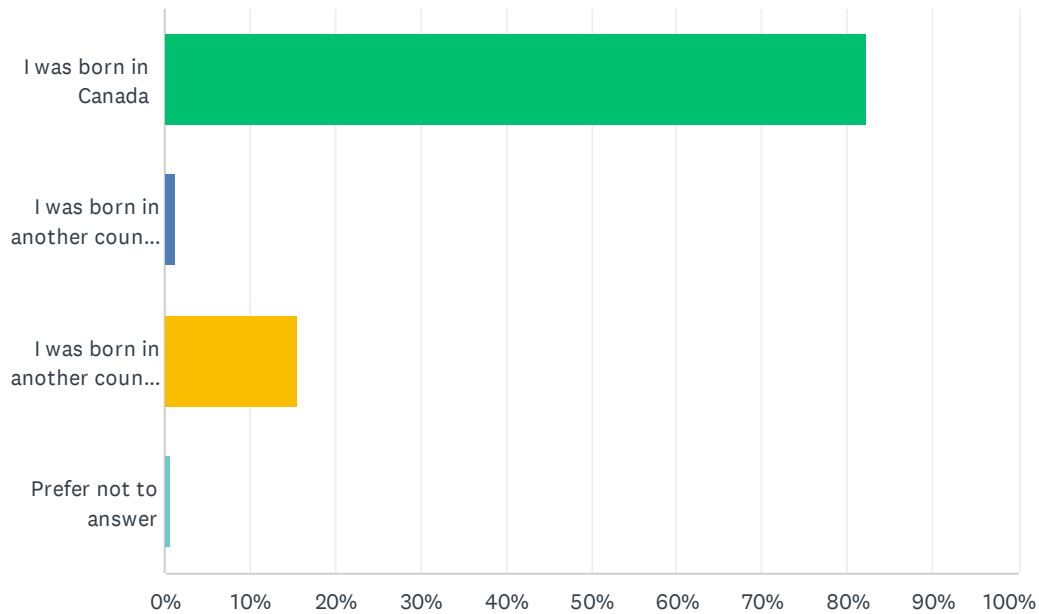


Q1 Q1: Please indicate which statement applies to you:

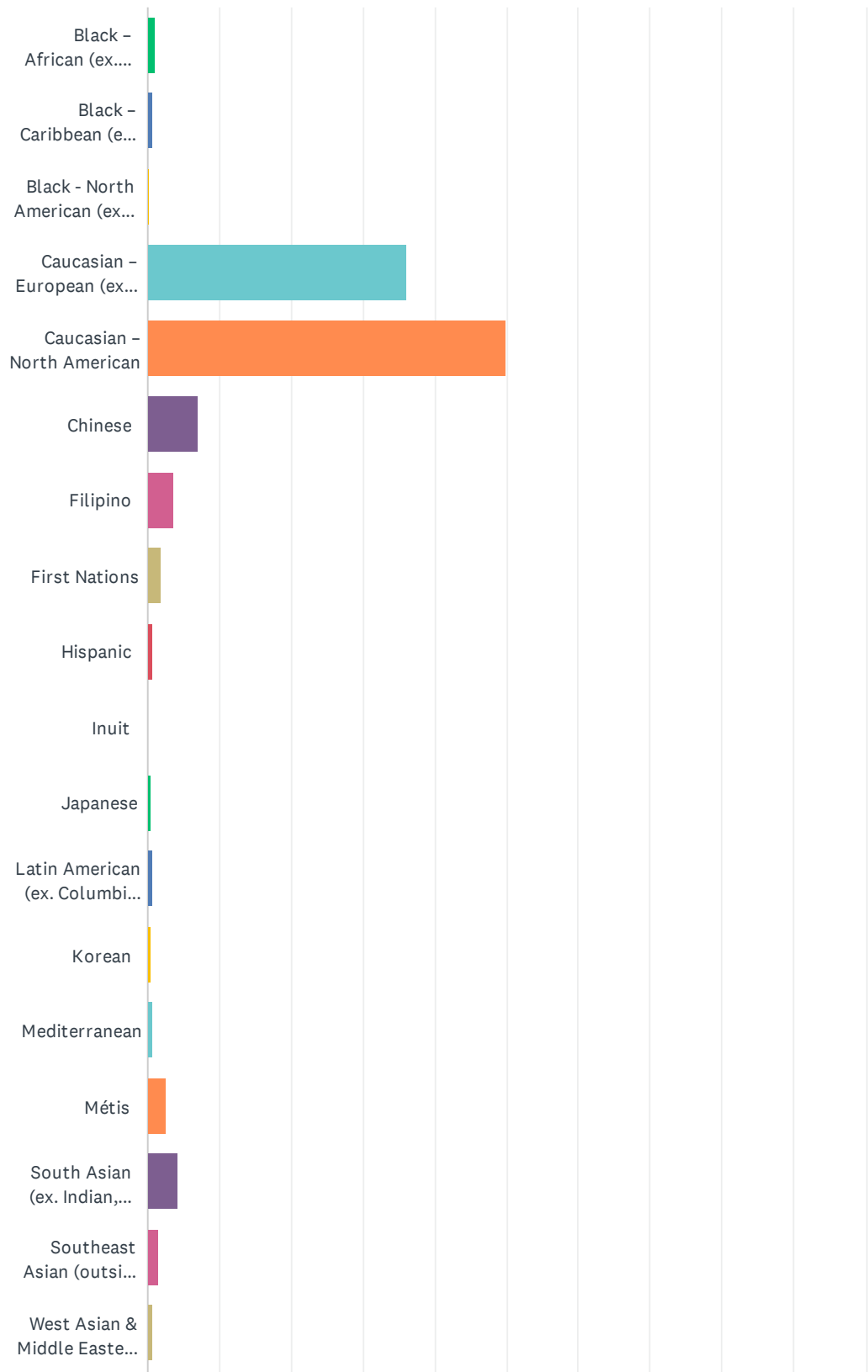
Answered: 2,961 Skipped: 0



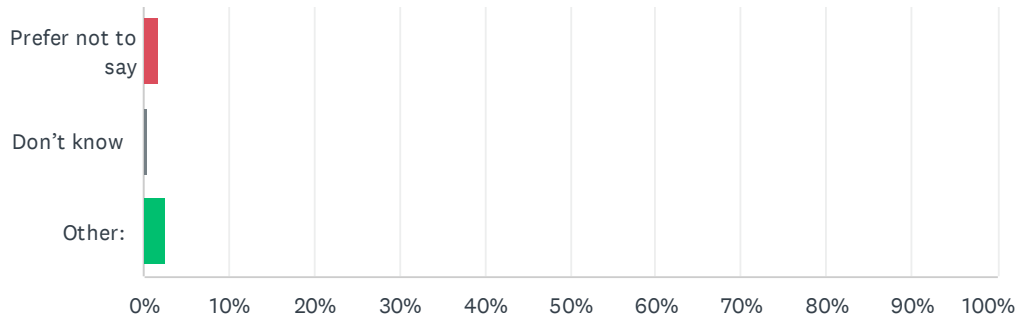
ANSWER CHOICES	RESPONSES	
I was born in Canada	82.34%	2,438
I was born in another country and immigrated to Canada within the last 5 years	1.28%	38
I was born in another country and immigrated to Canada over 5 years ago	15.64%	463
Prefer not to answer	0.74%	22
TOTAL		2,961

Q2 Q2: Which of the following racial or ethnic ancestral identities describe you? (select all that apply)

Answered: 2,961 Skipped: 0



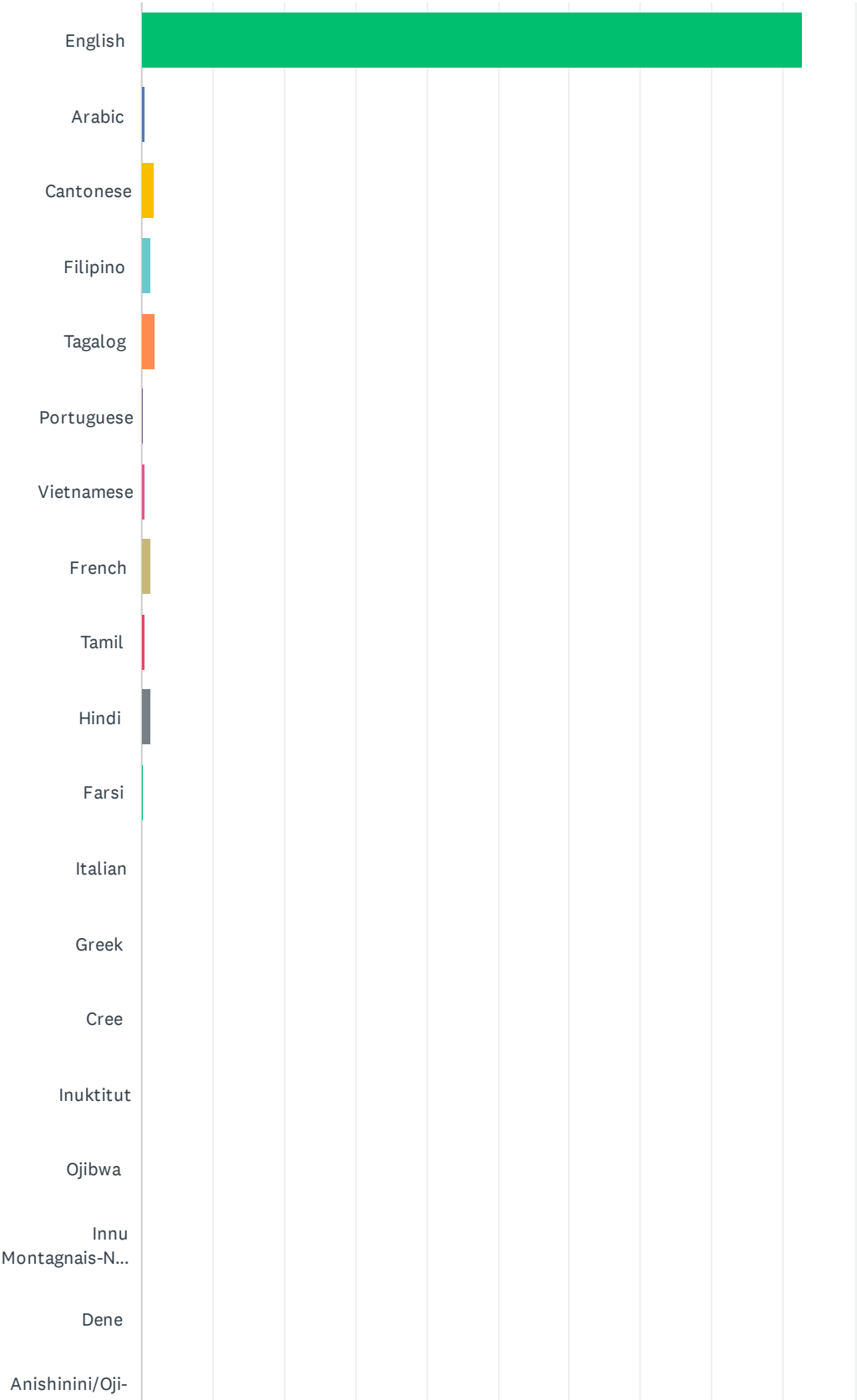
HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY



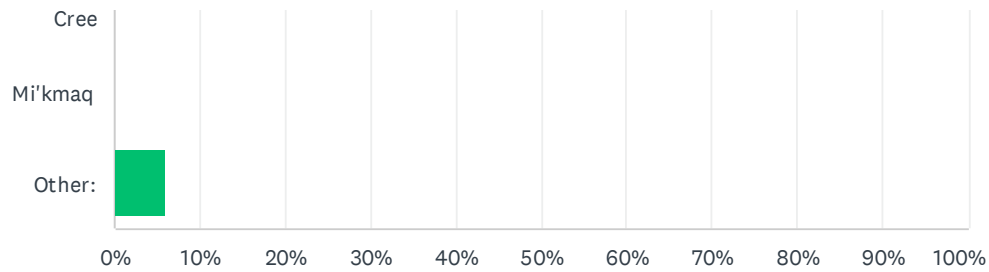
ANSWER CHOICES	RESPONSES	
Black – African (ex. Ghanaian, Kenyan)	1.08%	32
Black – Caribbean (ex. Bajan, Jamaican)	0.71%	21
Black - North American (ex. Canadian, American)	0.24%	7
Caucasian – European (ex. French, English, Italian, Portuguese)	36.07%	1,068
Caucasian – North American	49.85%	1,476
Chinese	7.06%	209
Filipino	3.68%	109
First Nations	1.89%	56
Hispanic	0.54%	16
Inuit	0.07%	2
Japanese	0.37%	11
Latin American (ex. Columbian, Brazilian)	0.64%	19
Korean	0.41%	12
Mediterranean	0.64%	19
Métis	2.60%	77
South Asian (ex. Indian, Pakistani, Sri Lankan)	4.36%	129
Southeast Asian (outside of Filipino, ex. Cambodian, Vietnamese)	1.42%	42
West Asian & Middle Eastern (ex. Arab, Lebanese, Iraqi)	0.64%	19
Prefer not to say	1.69%	50
Don't know	0.37%	11
Other:	2.57%	76
Total Respondents: 2,961		

Q3 Q3: What language do you use most frequently outside of work?

Answered: 2,961 Skipped: 0



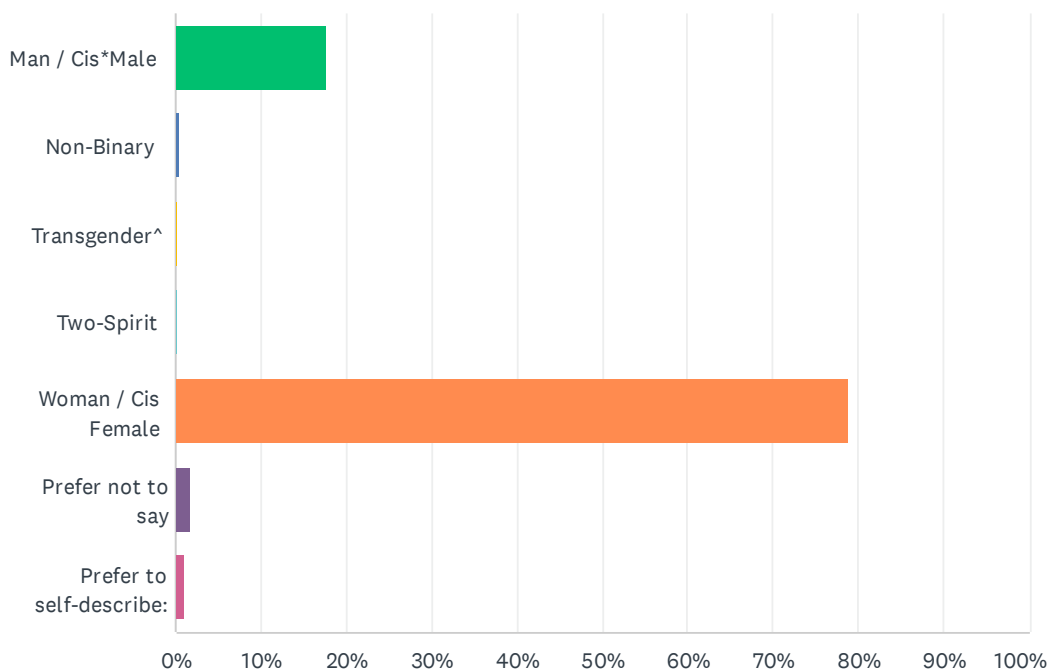
HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY



ANSWER CHOICES	RESPONSES	
English	92.81%	2,748
Arabic	0.41%	12
Cantonese	1.62%	48
Filipino	1.35%	40
Tagalog	1.86%	55
Portuguese	0.17%	5
Vietnamese	0.34%	10
French	1.28%	38
Tamil	0.34%	10
Hindi	1.25%	37
Farsi	0.14%	4
Italian	0.10%	3
Greek	0.03%	1
Cree	0.00%	0
Inuktitut	0.00%	0
Ojibwa	0.03%	1
Innu Montagnais-Naskapi	0.00%	0
Dene	0.00%	0
Anishinini/Oji-Cree	0.03%	1
Mi'kmaq	0.03%	1
Other:	6.05%	179
Total Respondents: 2,961		

Q4 Q4: What is your gender identity?*Cisgender (sometimes cissexual or shortened to cis) describes a person whose gender identity is the same as their sex assigned at birth. The word cisgender is the antonym of transgender. The prefix cis- is not an acronym or abbreviation of another word; it is derived from Latin meaning “on this side of”.^An umbrella term for people who identify with a different gender than the one assigned at birth and can include a wide range of identities (such as non-binary, genderqueer, gender non-conforming, pangender, and agender).

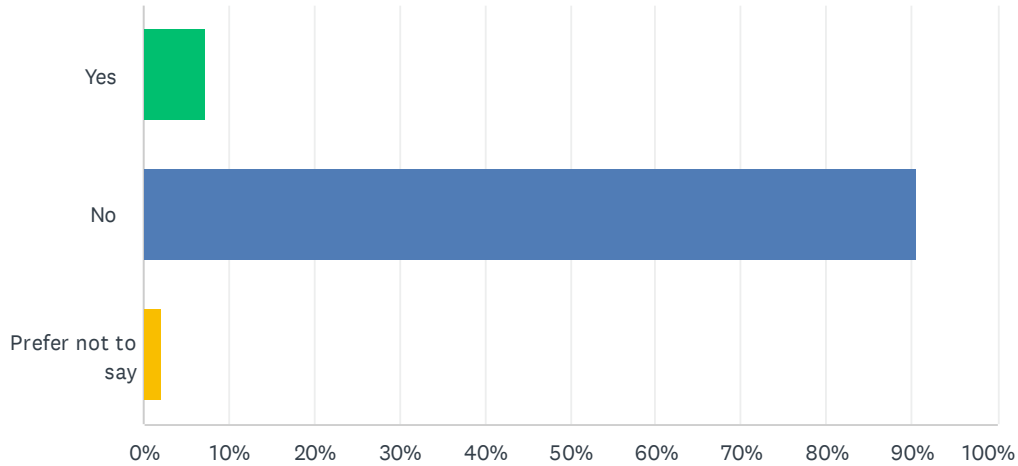
Answered: 2,961 Skipped: 0



ANSWER CHOICES	RESPONSES	
Man / Cis*Male	17.66%	523
Non-Binary	0.44%	13
Transgender^	0.20%	6
Two-Spirit	0.14%	4
Woman / Cis Female	78.86%	2,335
Prefer not to say	1.69%	50
Prefer to self-describe:	1.01%	30
TOTAL		2,961

Q5 Q5: Do you identify as a member of the LGBT2QQIA+* community?
 *LGBT2QQIA+ stands for Lesbian, Gay, Bisexual, Trans, Two-Spirit, Queer, Questioning, Intersex, Asexual, and other identities that stand outside the cisgender and heterosexual paradigms.

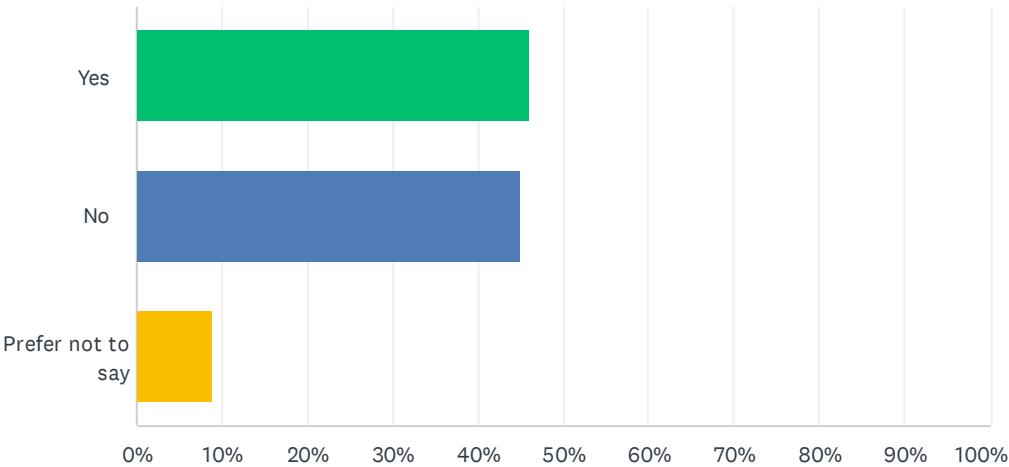
Answered: 2,961 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	7.23%	214
No	90.58%	2,682
Prefer not to say	2.20%	65
TOTAL		2,961

Q6 Q6: Have you felt comfortable disclosing your sexual orientation in the workplace?

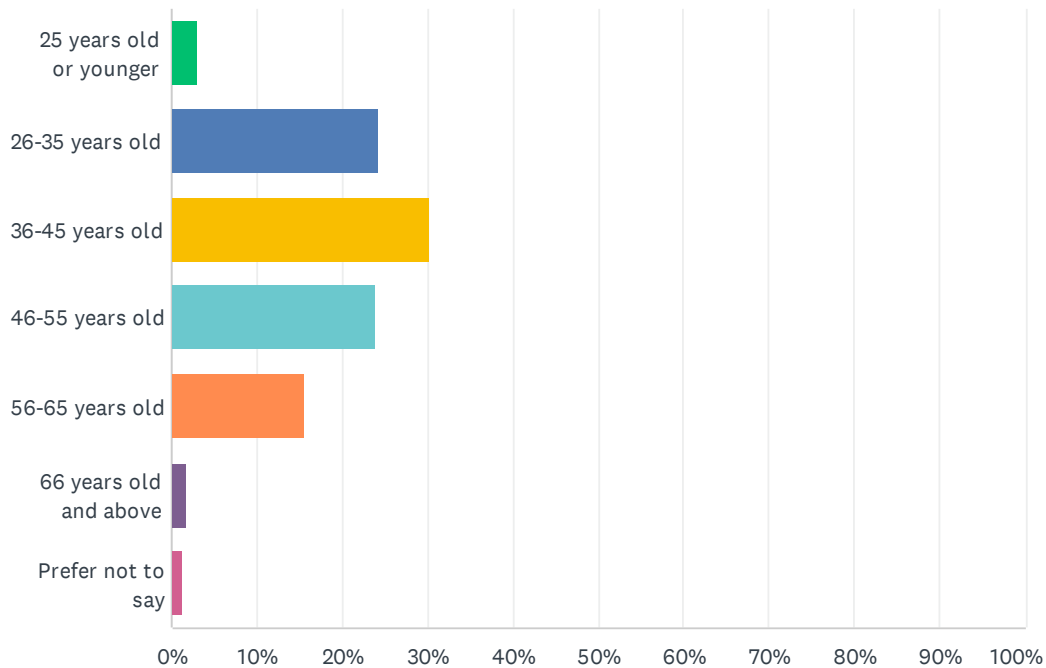
Answered: 213 Skipped: 2,748



ANSWER CHOICES	RESPONSES	
Yes	46.01%	98
No	45.07%	96
Prefer not to say	8.92%	19
TOTAL		213

Q7 Q7: What is your age?

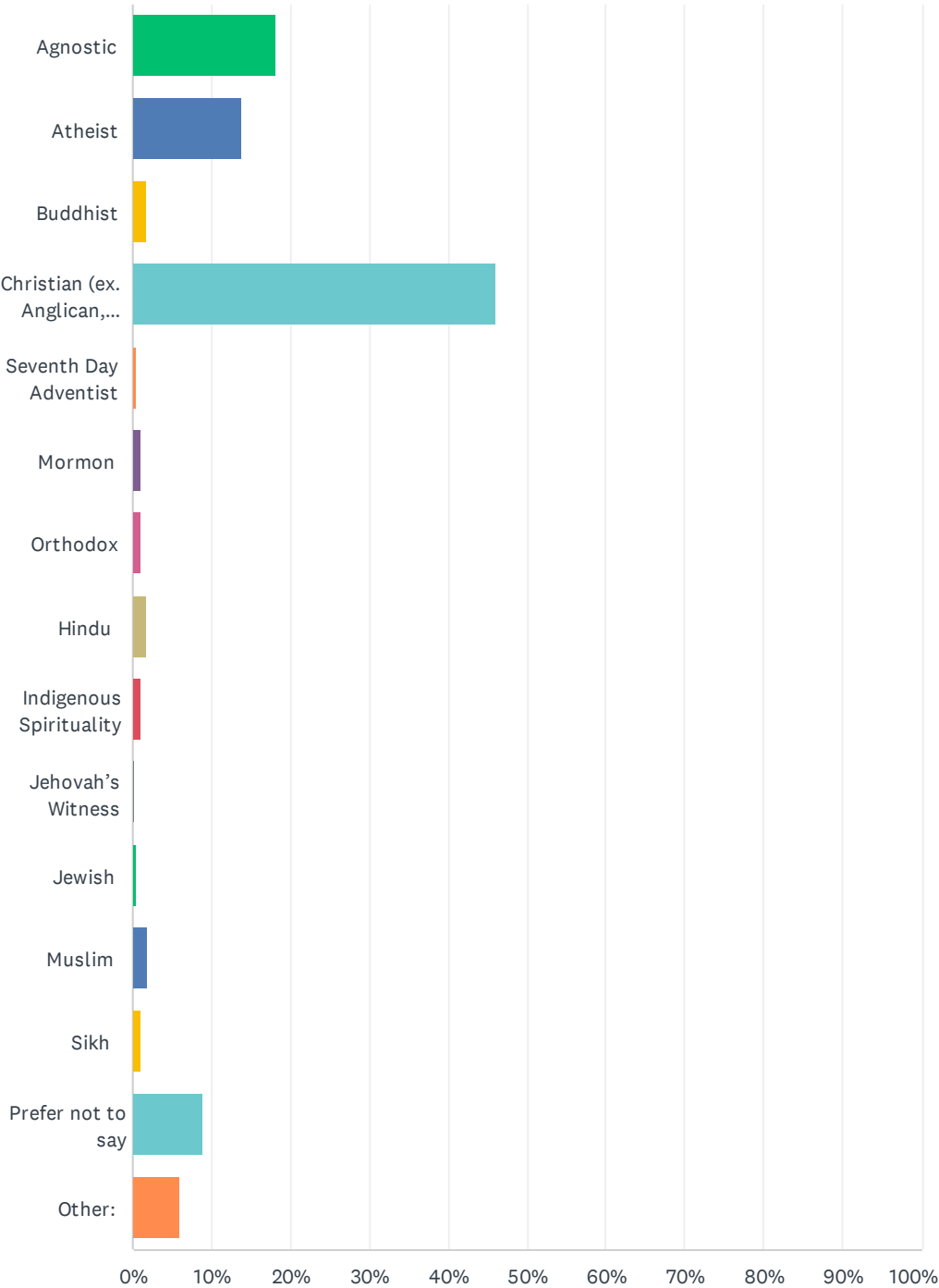
Answered: 2,950 Skipped: 11



ANSWER CHOICES	RESPONSES	
25 years old or younger	3.05%	90
26-35 years old	24.27%	716
36-45 years old	30.20%	891
46-55 years old	23.93%	706
56-65 years old	15.66%	462
66 years old and above	1.63%	48
Prefer not to say	1.25%	37
TOTAL		2,950

Q8 Q8: What is your religious identity?

Answered: 2,950 Skipped: 11

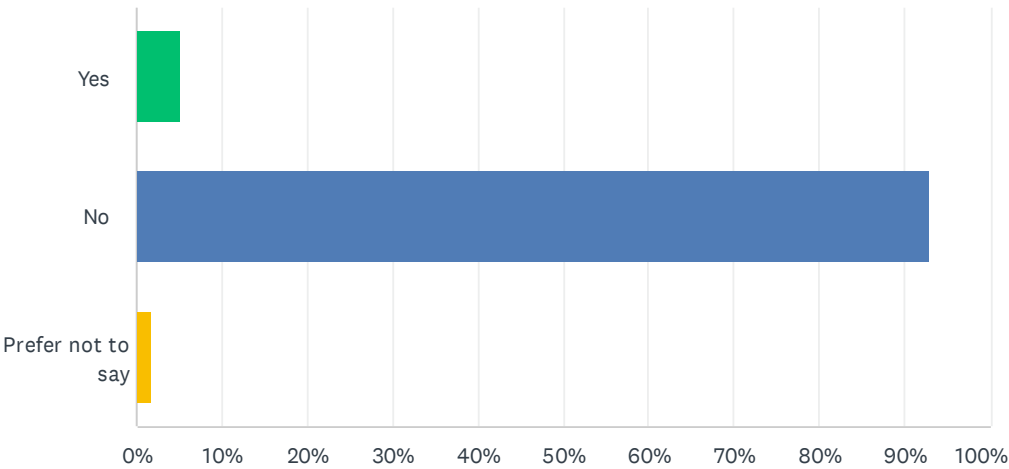


HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY

ANSWER CHOICES	RESPONSES	
Agnostic	18.17%	536
Atheist	13.80%	407
Buddhist	1.73%	51
Christian (ex. Anglican, Catholic, Baptist, Lutheran, Pentacostal, Presbyterian)	46.03%	1,358
Seventh Day Adventist	0.34%	10
Mormon	1.05%	31
Orthodox	1.15%	34
Hindu	1.69%	50
Indigenous Spirituality	1.05%	31
Jehovah's Witness	0.24%	7
Jewish	0.41%	12
Muslim	1.86%	55
Sikh	0.98%	29
Prefer not to say	8.88%	262
Other:	6.00%	177
Total Respondents: 2,950		

Q9 Q9: Do you practice a religion that requires special accommodation (ex. to pray) or time-off outside of the observed holidays in your collective agreement?

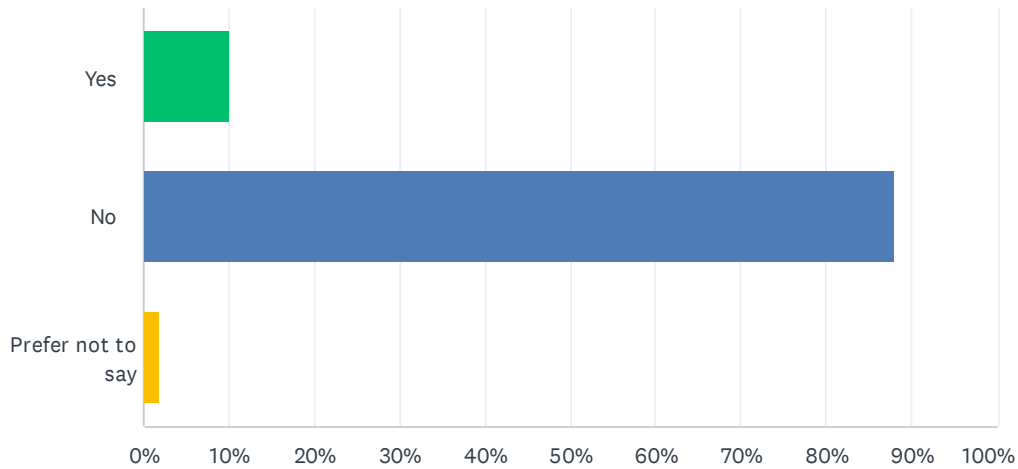
Answered: 2,950 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	5.22%	154
No	92.98%	2,743
Prefer not to say	1.80%	53
TOTAL		2,950

Q10 Q10: Do you identify as a person with a disability? (The term “disability” covers a broad range and degree of conditions, and may be temporary, sporadic, or permanent in nature)

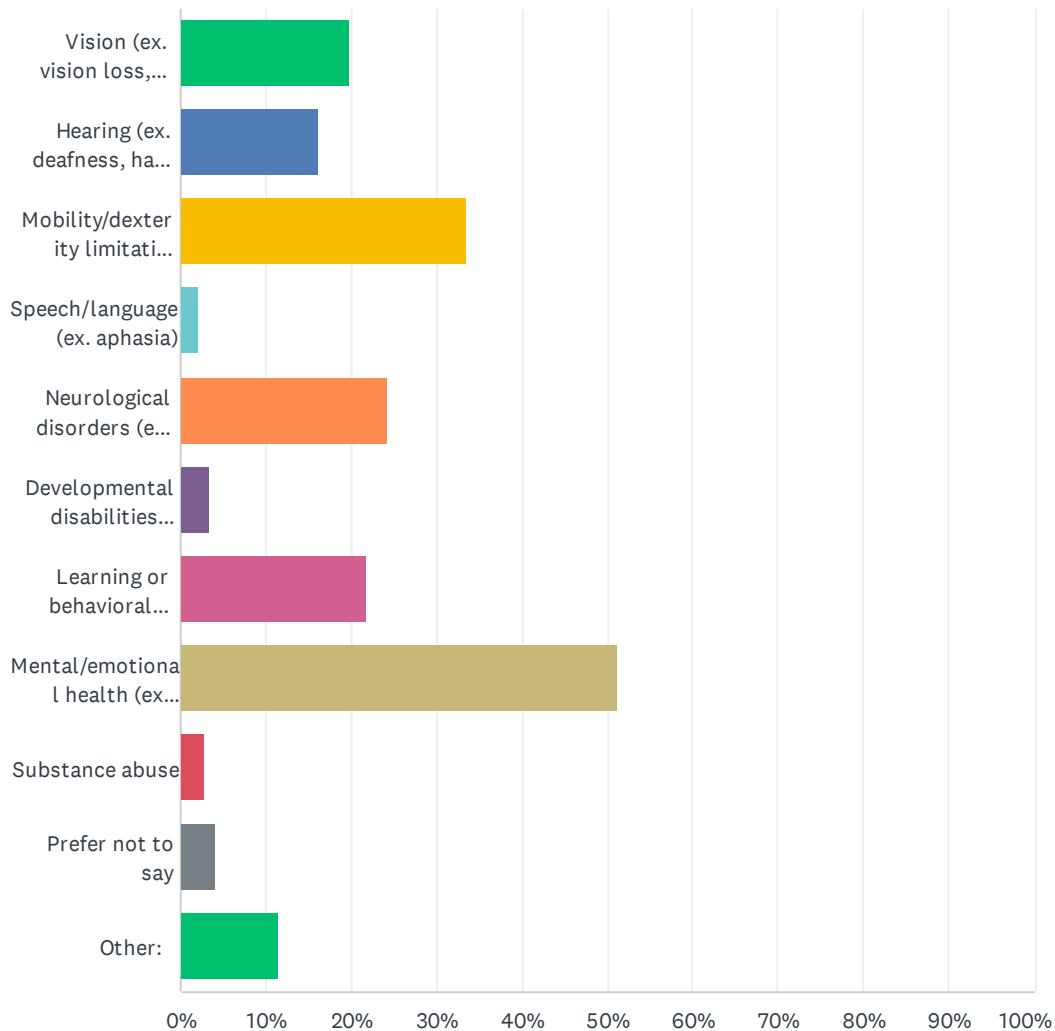
Answered: 2,950 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	9.93%	293
No	88.07%	2,598
Prefer not to say	2.00%	59
TOTAL		2,950

Q11 Q11:Please select all of the following categories that apply to you.

Answered: 289 Skipped: 2,672

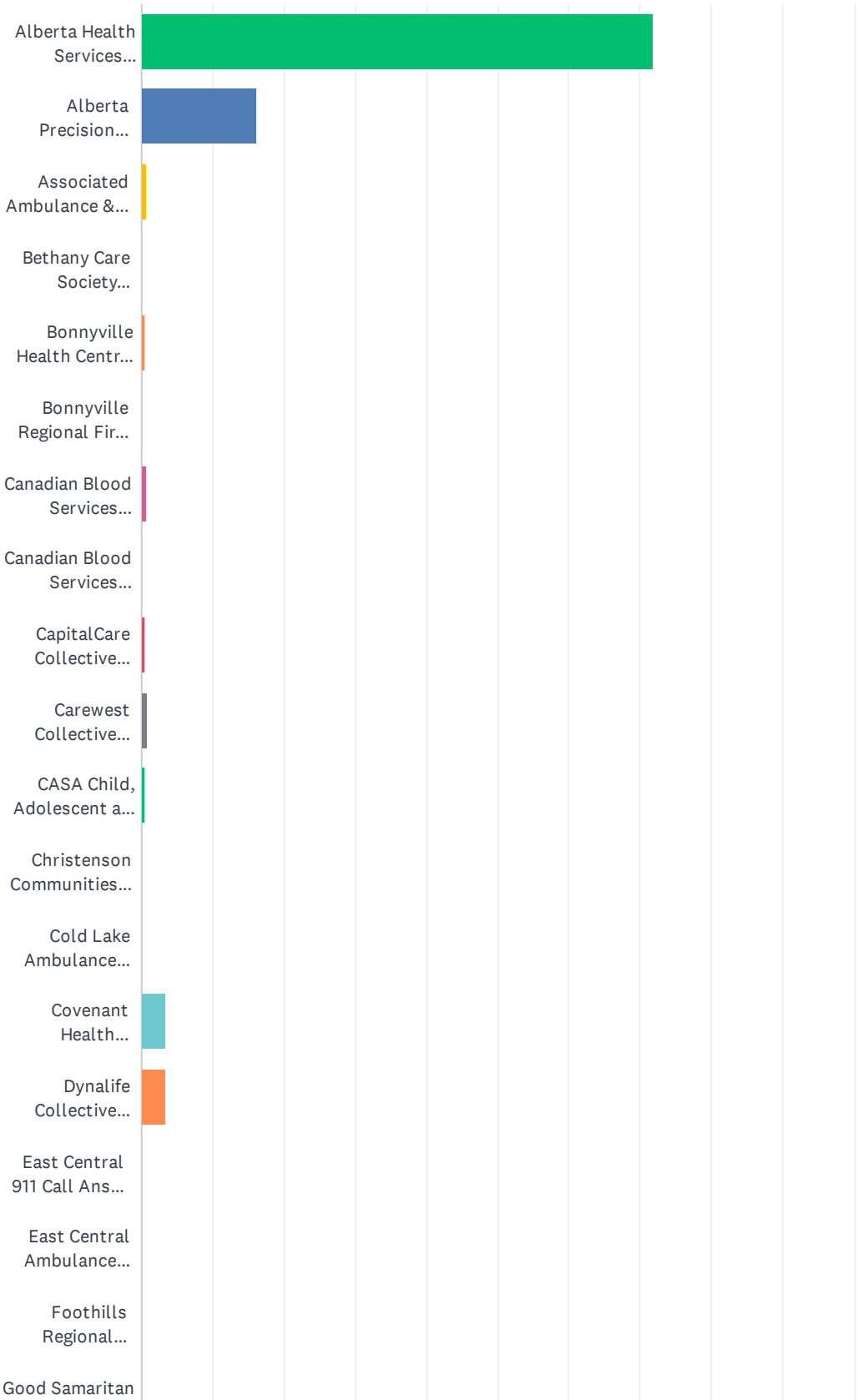


HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY

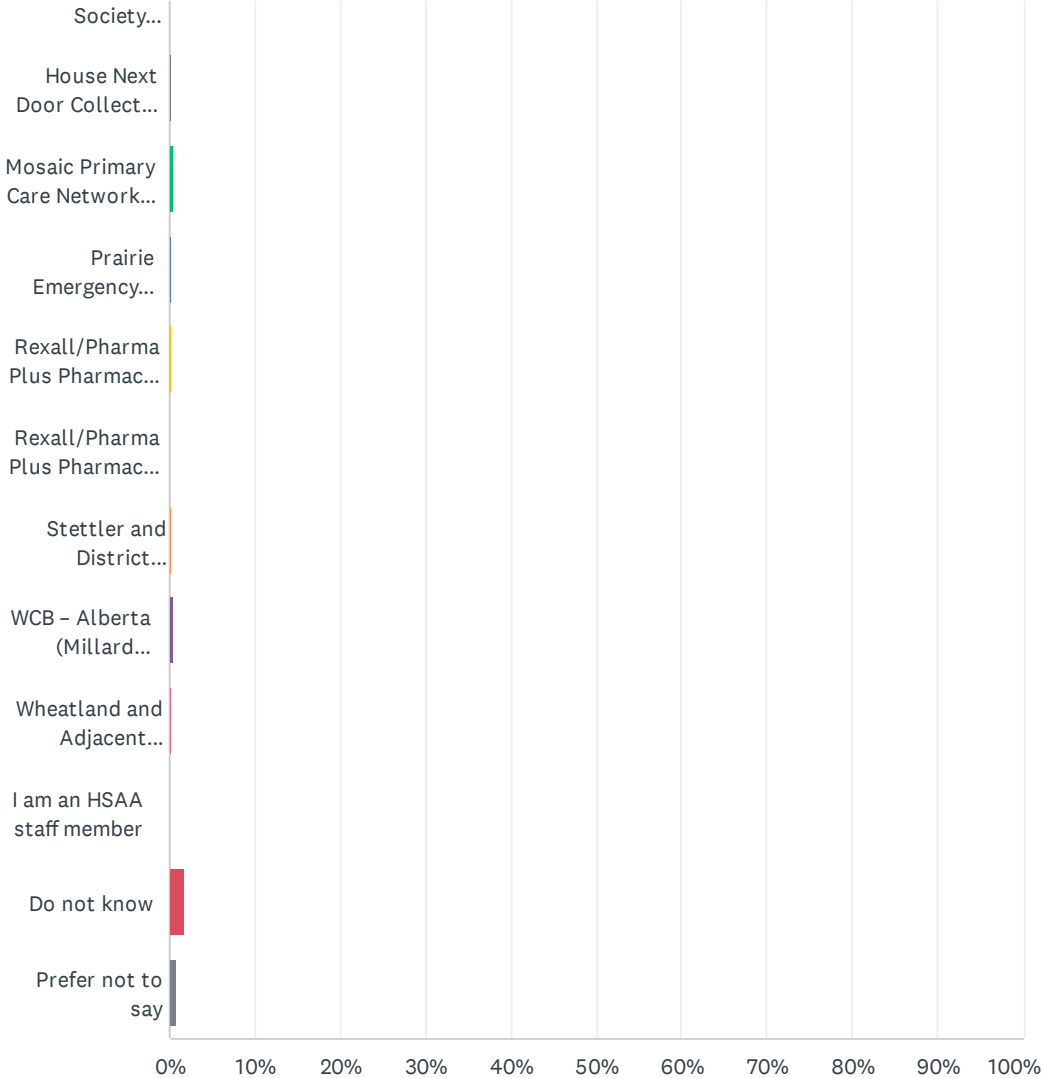
ANSWER CHOICES	RESPONSES	
Vision (ex. vision loss, glaucoma)	19.72%	57
Hearing (ex. deafness, hard of hearing)	16.26%	47
Mobility/dexterity limitations (ex. any physical disability that limits the physical function of one or more limbs)	33.56%	97
Speech/language (ex. aphasia)	2.08%	6
Neurological disorders (ex. epilepsy, multiple sclerosis, parkinson's disease, chronic pain)	24.22%	70
Developmental disabilities (ex. autism spectrum, Tourette syndrome)	3.46%	10
Learning or behavioral disabilities (ex. dyslexia, hyperactivity disorder)	21.80%	63
Mental/emotional health (ex. post-traumatic stress disorder, depression, anxiety disorder, schizophrenia)	51.21%	148
Substance abuse	2.77%	8
Prefer not to say	4.15%	12
Other:	11.42%	33
Total Respondents: 289		

Q12 Q12: Which collective agreement(s) are you covered by?

Answered: 2,927 Skipped: 34



HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY

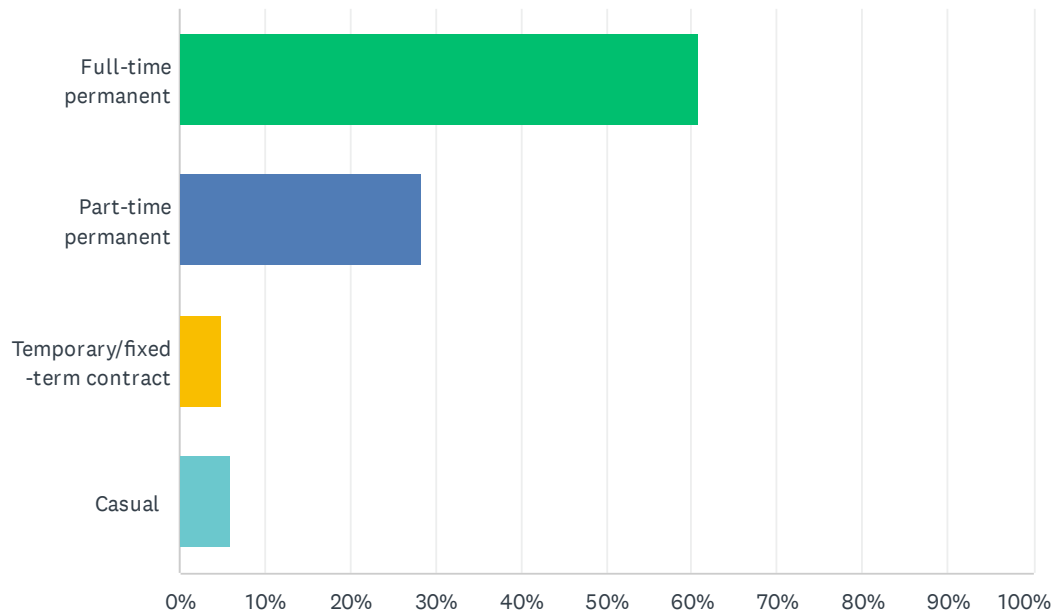


HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY

ANSWER CHOICES	RESPONSES	
Alberta Health Services Collective Agreement 2017-2020	71.81%	2,102
Alberta Precision Laboratories Collective Agreement 2017-2020	16.16%	473
Associated Ambulance & Services (Whitecourt), Ltd. Collective Agreement 2017-2020	0.61%	18
Bethany Care Society Collective Agreement 2017-2020	0.07%	2
Bonnyville Health Centre Collective Agreement 2017-2020	0.41%	12
Bonnyville Regional Fire Authority Collective Agreement 2018-2022	0.07%	2
Canadian Blood Services (Technical) Collective Agreement 2017-2021	0.65%	19
Canadian Blood Services (Transport Unit) Collective Agreement 2014-2017	0.07%	2
CapitalCare Collective Agreement 2017-2020	0.44%	13
Carewest Collective Agreement 2017-2021	0.79%	23
CASA Child, Adolescent and Family Mental Health Collective Agreement 2019-2022	0.34%	10
Christenson Communities Ltd. (Royal Oak Manor, Lacombe) Collective Agreement 2020-2024	0.10%	3
Cold Lake Ambulance Society Collective Agreement 2017-2022	0.10%	3
Covenant Health Collective Agreement 2017-2020	3.38%	99
Dynalife Collective Agreement 2017-2022	3.38%	99
East Central 911 Call Answer Society Collective Agreement 2020-2024	0.00%	0
East Central Ambulance Association Collective Agreement 2020-2022	0.07%	2
Foothills Regional Emergency Services Commission Collective Agreement 2020-2022	0.07%	2
Good Samaritan Society Collective Agreement 2017-2020	0.10%	3
House Next Door Collective Agreement 2019-2022	0.17%	5
Mosaic Primary Care Network Collective Agreement 2019-2023	0.38%	11
Prairie Emergency Medical Services Inc. Collective Agreement 2017-2020	0.31%	9
Rexall/Pharma Plus Pharmacies (Calgary) Collective Agreement 2019-2024	0.14%	4
Rexall/Pharma Plus Pharmacies Ltd. (Edmonton) Collective Agreement 2019-2023	0.03%	1
Stettler and District Ambulance Association Collective Agreement 2019-2023	0.14%	4
WCB – Alberta (Millard Health) Collective Agreement 2018-2020	0.44%	13
Wheatland and Adjacent Districts Emergency Medical Services Association 2015-2018	0.14%	4
I am an HSAA staff member	0.00%	0
Do not know	1.71%	50
Prefer not to say	0.96%	28
Total Respondents: 2,927		

Q13 Q13: What best describes your employment situation?

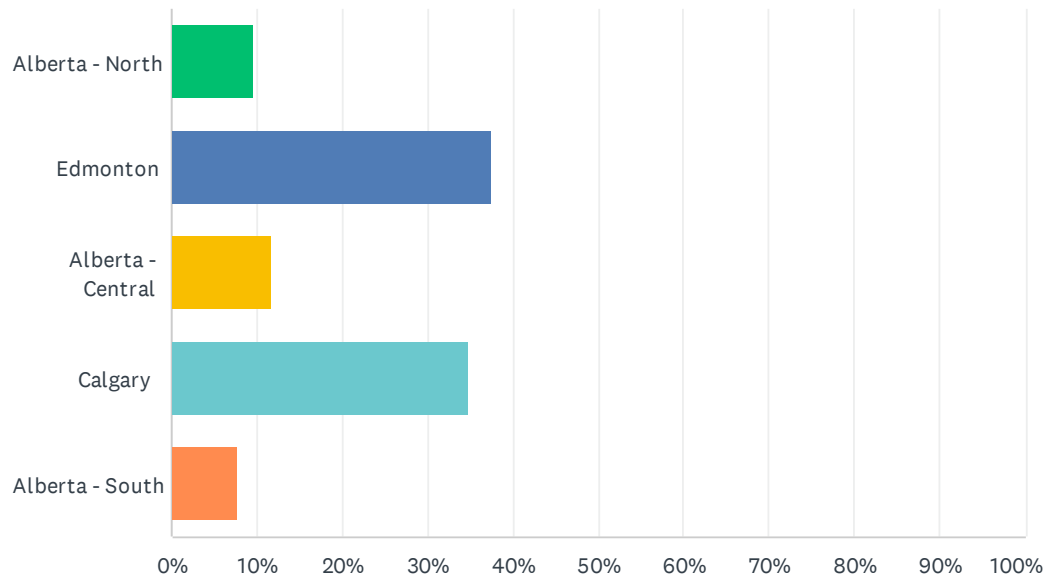
Answered: 2,927 Skipped: 34



ANSWER CHOICES	RESPONSES	
Full-time permanent	60.74%	1,778
Part-time permanent	28.43%	832
Temporary/fixed-term contract	4.89%	143
Casual	5.94%	174
TOTAL		2,927

Q14 Q14: Which district do you work in?

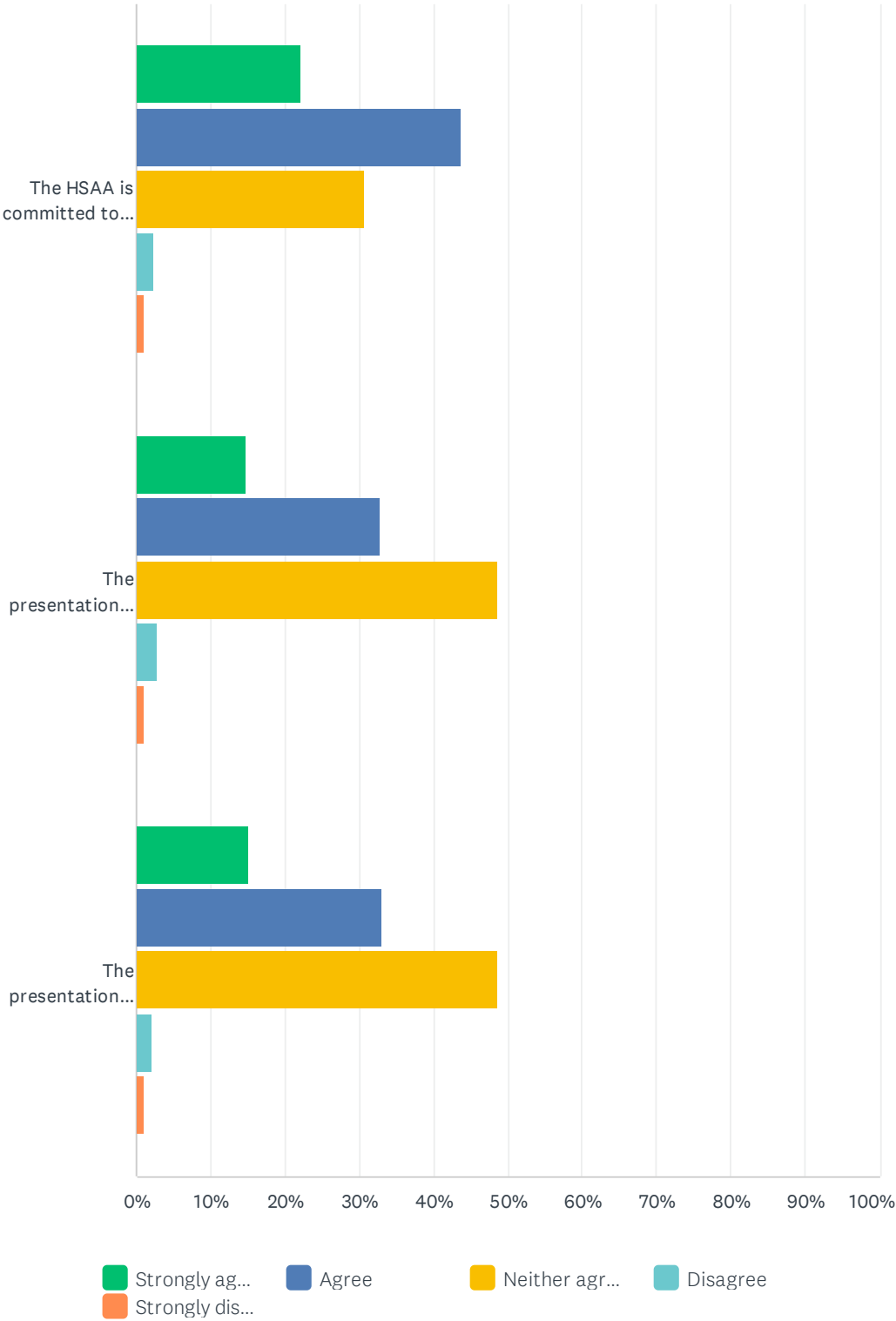
Answered: 2,927 Skipped: 34



ANSWER CHOICES	RESPONSES	
Alberta - North	9.67%	283
Edmonton	37.44%	1,096
Alberta - Central	11.68%	342
Calgary	34.68%	1,015
Alberta - South	7.69%	225
Total Respondents: 2,927		

Q15 Q15: Please rate the following questions below on a scale strongly agree to strongly disagree

Answered: 2,783 Skipped: 178

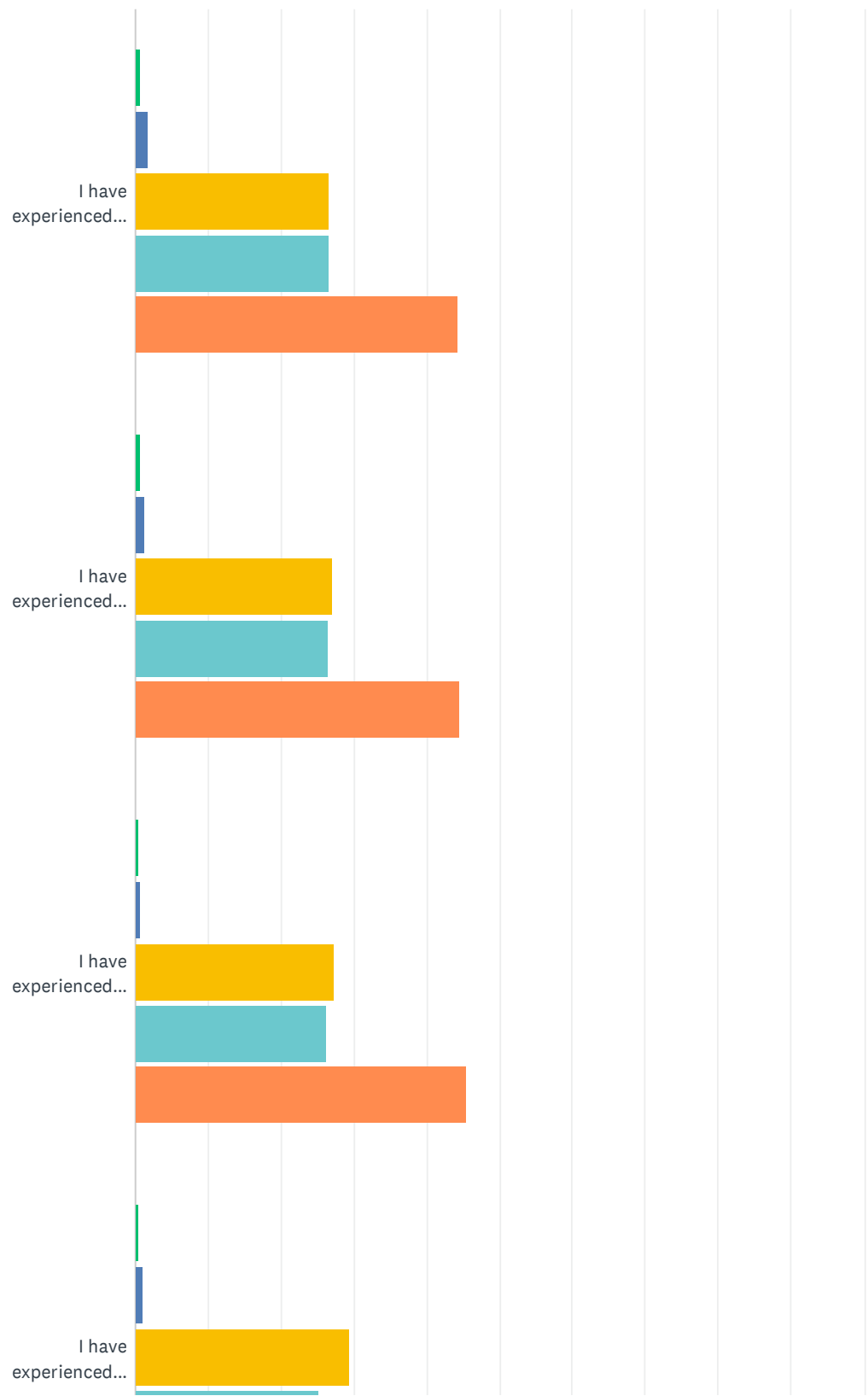


HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY

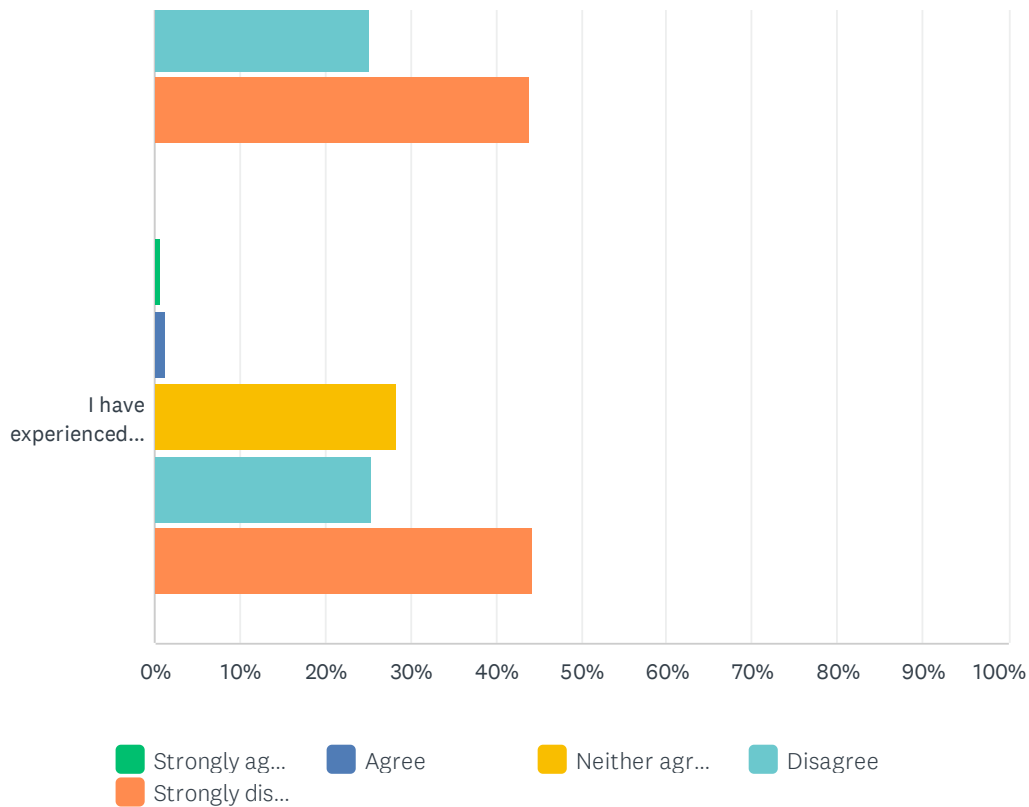
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
The HSAA is committed to diversity and inclusion of the equity seeking group(s) I belong to.	22.24% 619	43.69% 1,216	30.76% 856	2.26% 63	1.04% 29	2,783	2.16
The presentations and materials at HSAA conferences and workshops are reflective of my racial and ethnic diversity.	14.70% 409	32.77% 912	48.54% 1,351	2.84% 79	1.15% 32	2,783	2.43
The presentations and materials at HSAA conferences and workshops are reflective of my gender identity and sexual orientation.	15.24% 424	33.13% 922	48.58% 1,352	2.05% 57	1.01% 28	2,783	2.40

Q16 Q16:Please rate the following questions below from strongly agree to strongly disagree.

Answered: 2,783 Skipped: 178



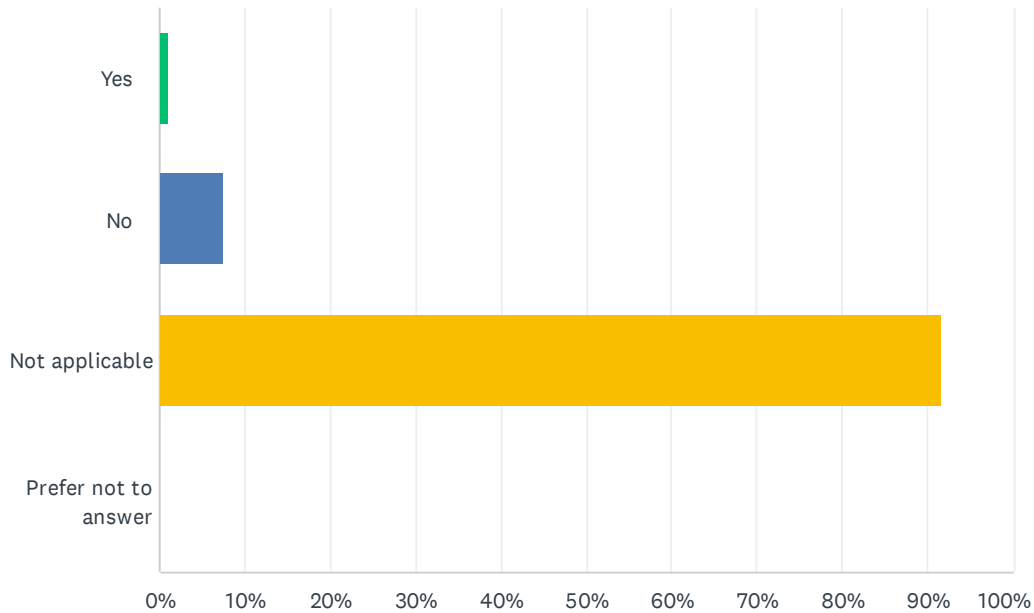
HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
I have experienced microaggressions*, harassment, bullying, or been intimidated at HSAA conferences or workshop based on my racial or ethnic ancestral identity.	0.57% 16	1.65% 46	26.73% 744	26.73% 744	44.30% 1,233	2,783	4.13
I have experienced microaggressions, harassment, bullying, or been intimidated at HSAA conferences or workshop based on my gender identity.	0.61% 17	1.29% 36	27.13% 755	26.34% 733	44.63% 1,242	2,783	4.13
I have experienced microaggressions, harassment, bullying, or been intimidated at HSAA conferences or workshop based on my sexual orientation.	0.32% 9	0.72% 20	27.27% 759	26.30% 732	45.38% 1,263	2,783	4.16
I have experienced microaggressions, harassment, bullying, or been intimidated at HSAA conferences or workshop based on my (dis)ability.	0.36% 10	1.04% 29	29.36% 817	25.22% 702	44.02% 1,225	2,783	4.11
I have experienced microaggressions, harassment, bullying, or been intimidated at HSAA conferences or workshop based on my religious identity.	0.65% 18	1.29% 36	28.28% 787	25.37% 706	44.41% 1,236	2,783	4.12

Q17 Q17: If you answered “strongly agree” or “agree” to any of the responses in question 16, did you report the incident(s) to HSAA representatives?

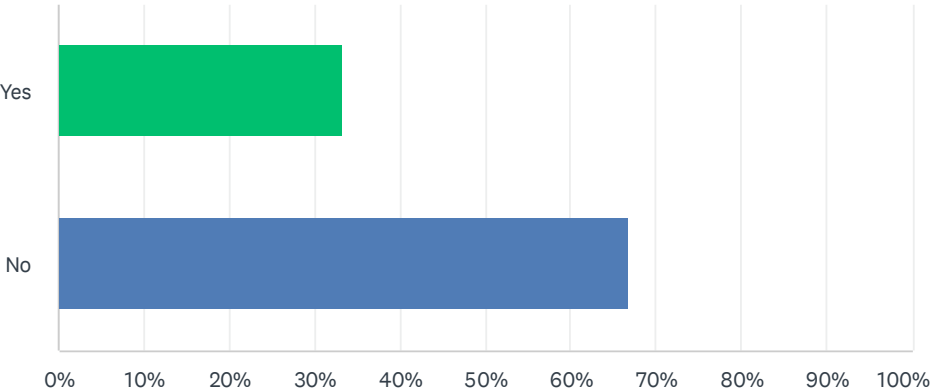
Answered: 2,783 Skipped: 178



ANSWER CHOICES	RESPONSES	
Yes	1.01%	28
No	7.40%	206
Not applicable	91.59%	2,549
Prefer not to answer	0.00%	0
TOTAL		2,783

Q18 Q18: Were you satisfied with the outcome of having reported the incident(s)?

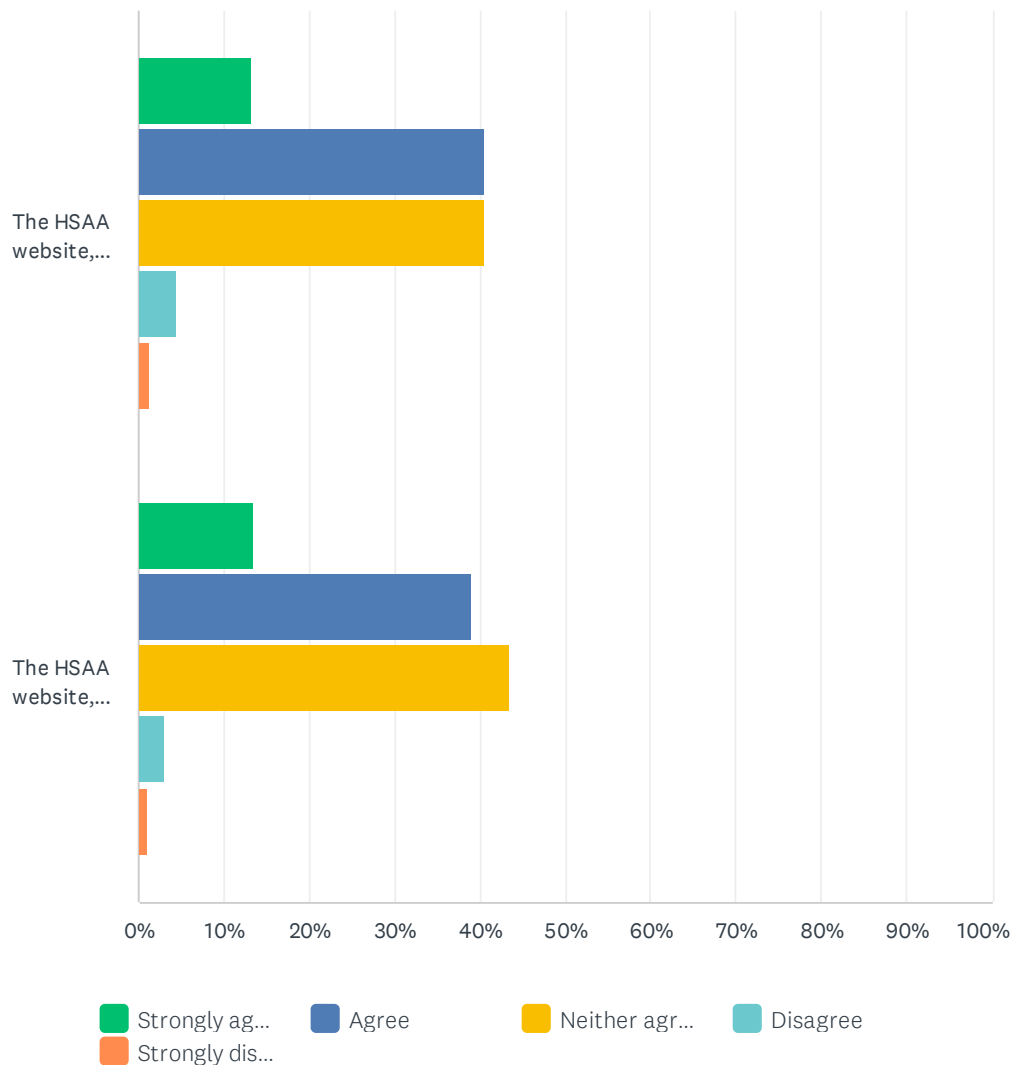
Answered: 24 Skipped: 2,937



ANSWER CHOICES	RESPONSES	
Yes	33.33%	8
No	66.67%	16
TOTAL		24

Q19 Q19: Please rate the following questions below from strongly agree to strongly disagree.

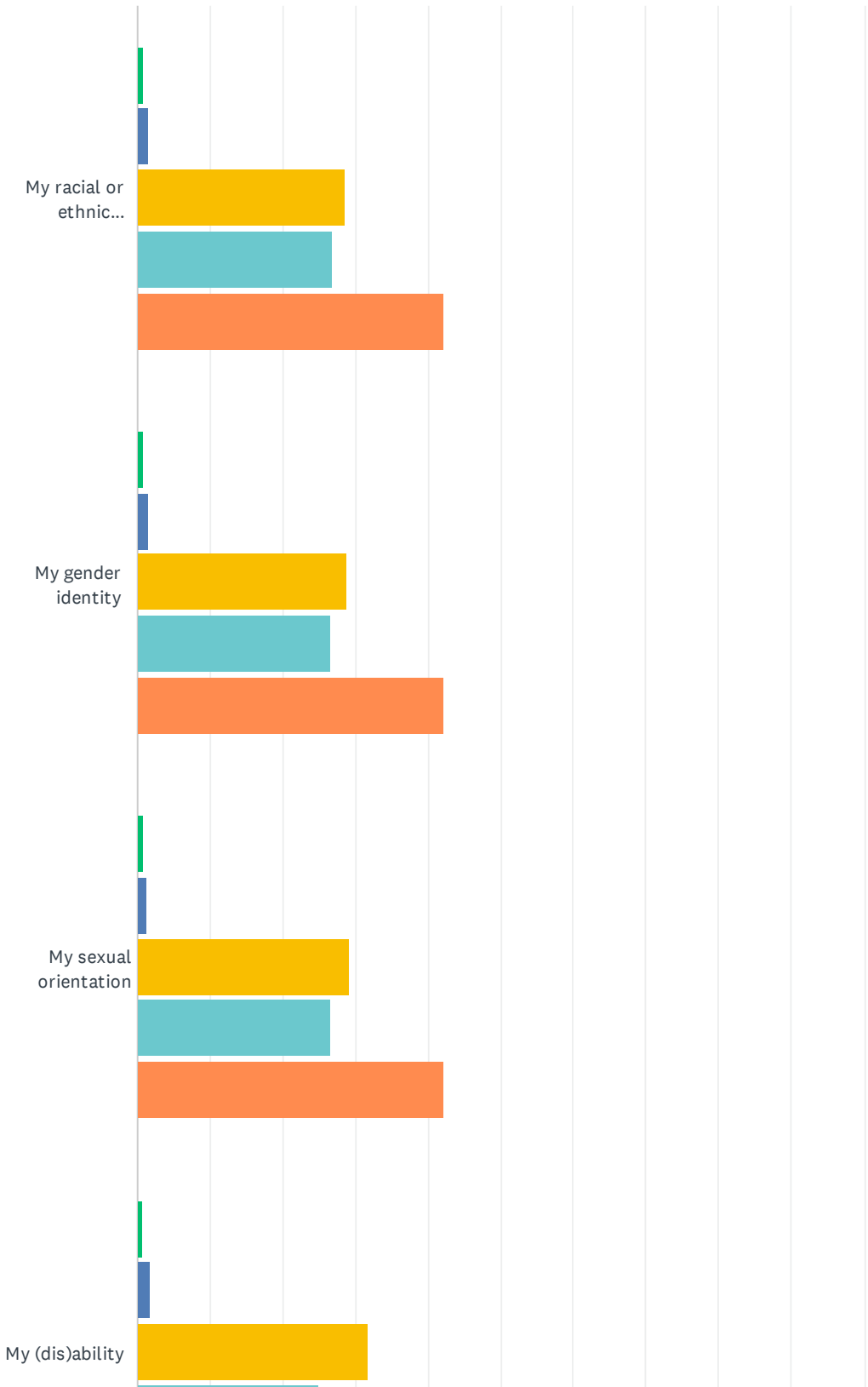
Answered: 2,637 Skipped: 324



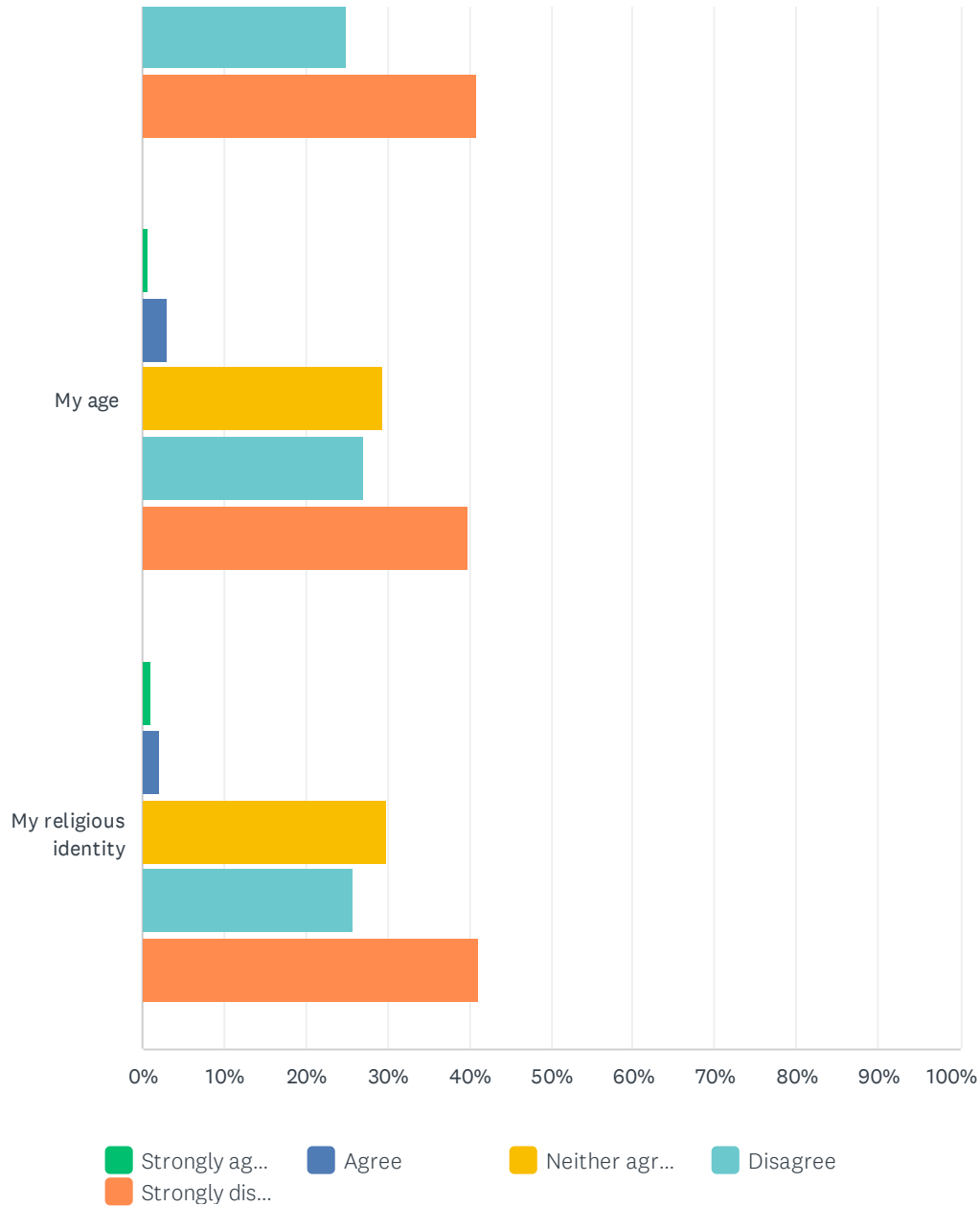
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
The HSAA website, newsletters, videos, and social media content are reflective of my racial and ethnic diversity.	13.27% 350	40.42% 1,066	40.61% 1,071	4.40% 116	1.29% 34	2,637	2.40
The HSAA website, newsletters, videos, and social media content are reflective of my gender identity and sexual orientation.	13.42% 354	39.10% 1,031	43.46% 1,146	2.92% 77	1.10% 29	2,637	2.39

Q20 Q20: I have felt uncomfortable or unwelcome in attending an HSAA conference or workshop based on:

Answered: 2,637 Skipped: 324



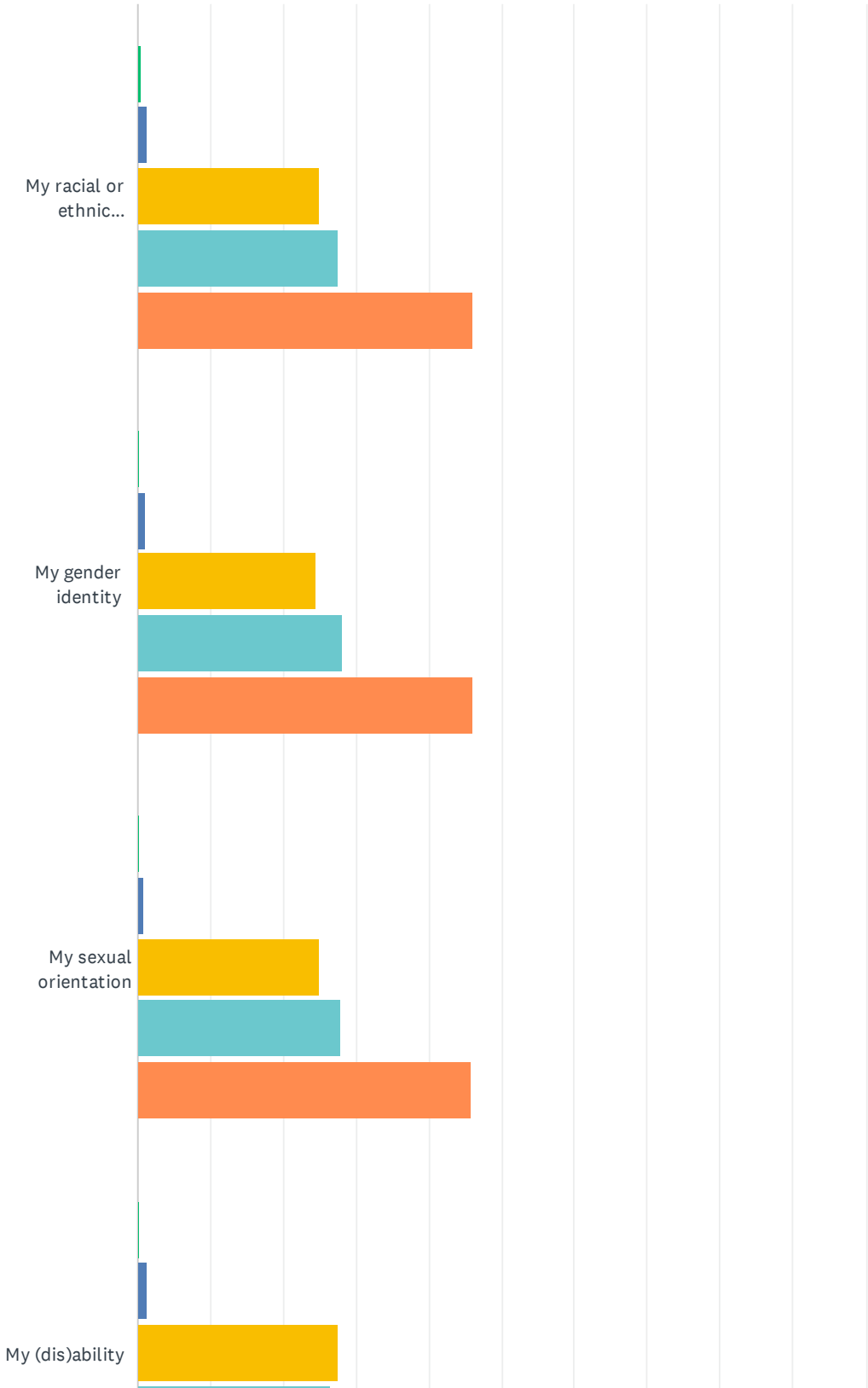
HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY



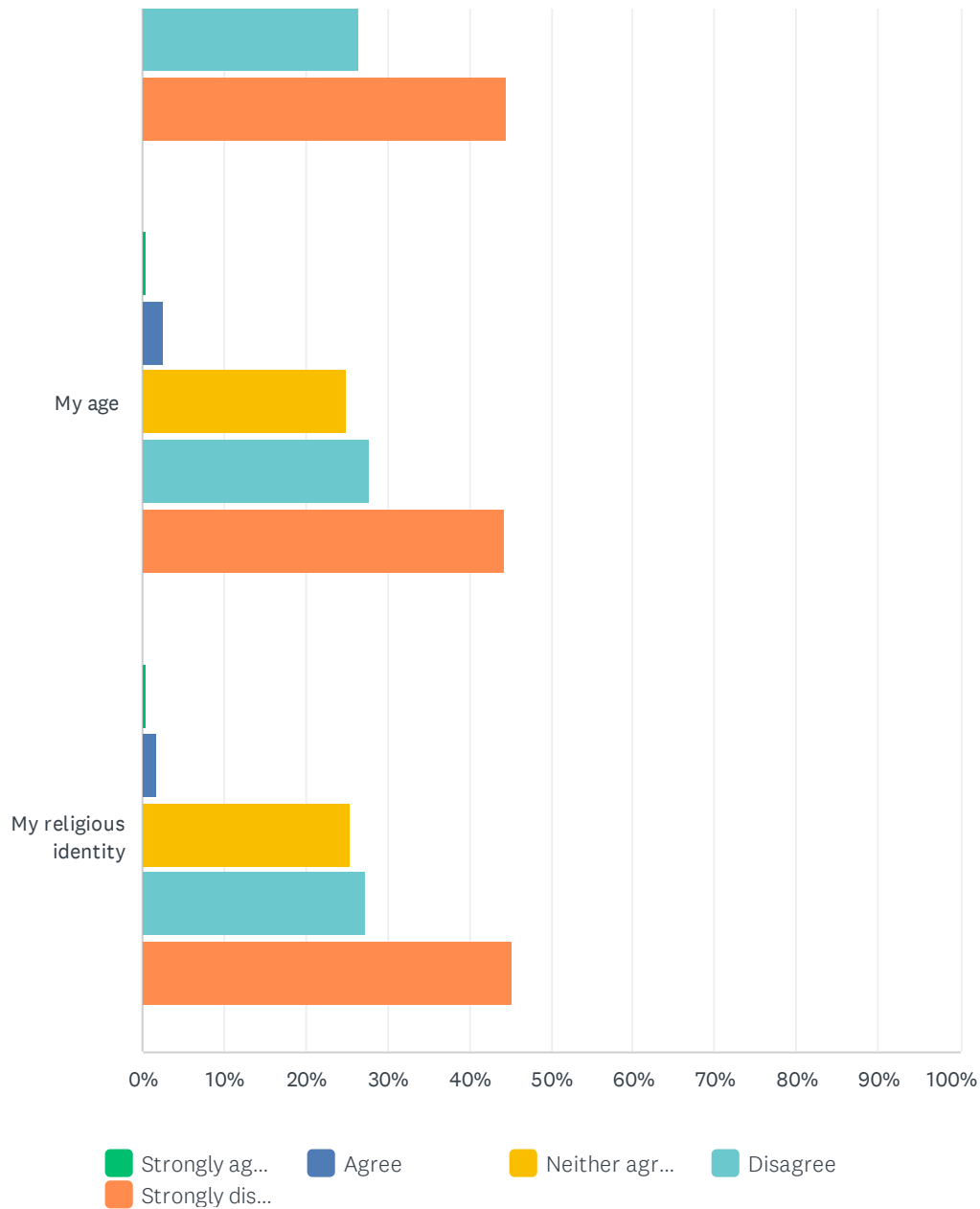
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
My racial or ethnic ancestral identity	0.76% 20	1.59% 42	28.48% 751	26.85% 708	42.32% 1,116	2,637	4.08
My gender identity	0.80% 21	1.55% 41	28.78% 759	26.73% 705	42.13% 1,111	2,637	4.08
My sexual orientation	0.76% 20	1.33% 35	29.12% 768	26.58% 701	42.21% 1,113	2,637	4.08
My (dis)ability	0.64% 17	1.78% 47	31.78% 838	24.95% 658	40.84% 1,077	2,637	4.04
My age	0.64% 17	3.07% 81	29.39% 775	27.04% 713	39.86% 1,051	2,637	4.02
My religious identity	0.99% 26	2.20% 58	29.88% 788	25.82% 681	41.11% 1,084	2,637	4.04

Q21 Q21: I have felt uncomfortable or unwelcome in attending my unit meeting based on:

Answered: 2,637 Skipped: 324



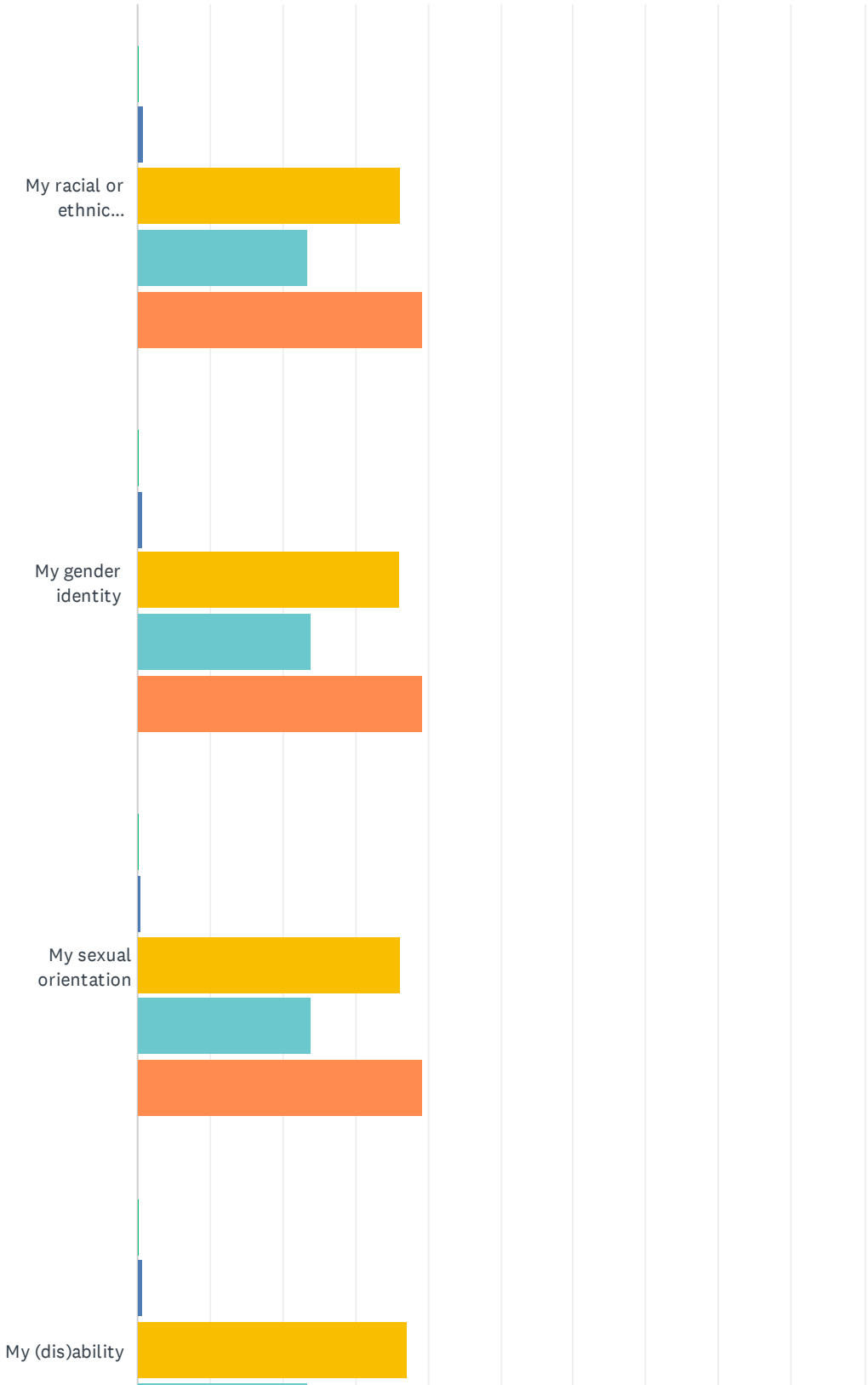
HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY



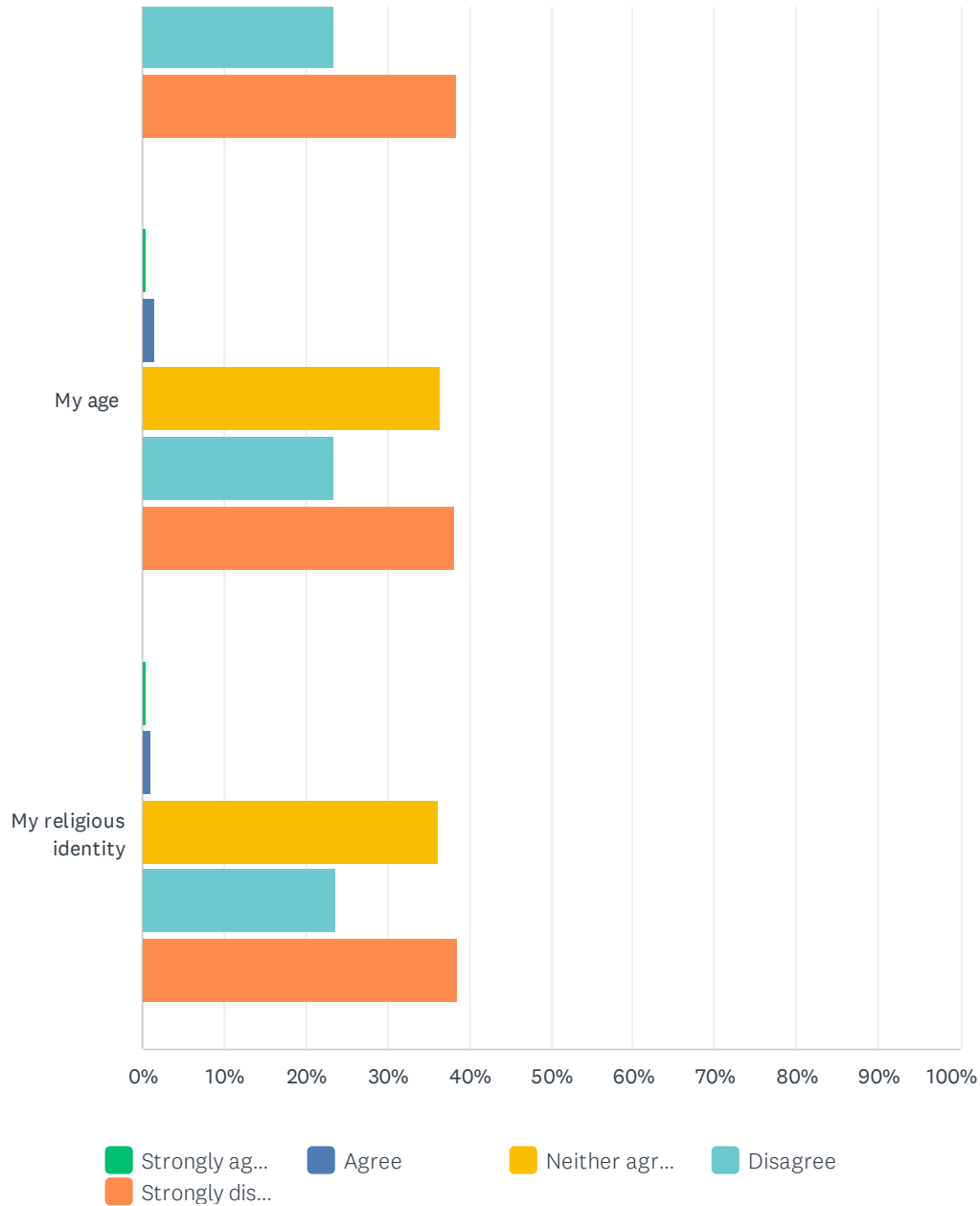
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
My racial or ethnic ancestral identity	0.42% 11	1.18% 31	24.88% 656	27.57% 727	45.96% 1,212	2,637	4.17
My gender identity	0.27% 7	1.06% 28	24.54% 647	28.06% 740	46.08% 1,215	2,637	4.19
My sexual orientation	0.15% 4	0.91% 24	25.03% 660	28.02% 739	45.89% 1,210	2,637	4.19
My (dis)ability	0.30% 8	1.33% 35	27.42% 723	26.36% 695	44.60% 1,176	2,637	4.14
My age	0.38% 10	2.46% 65	24.95% 658	27.76% 732	44.44% 1,172	2,637	4.13
My religious identity	0.34% 9	1.63% 43	25.45% 671	27.38% 722	45.20% 1,192	2,637	4.15

Q22 Q22: I have felt uncomfortable or unwelcome in seeking election as a Steward based on:

Answered: 2,637 Skipped: 324



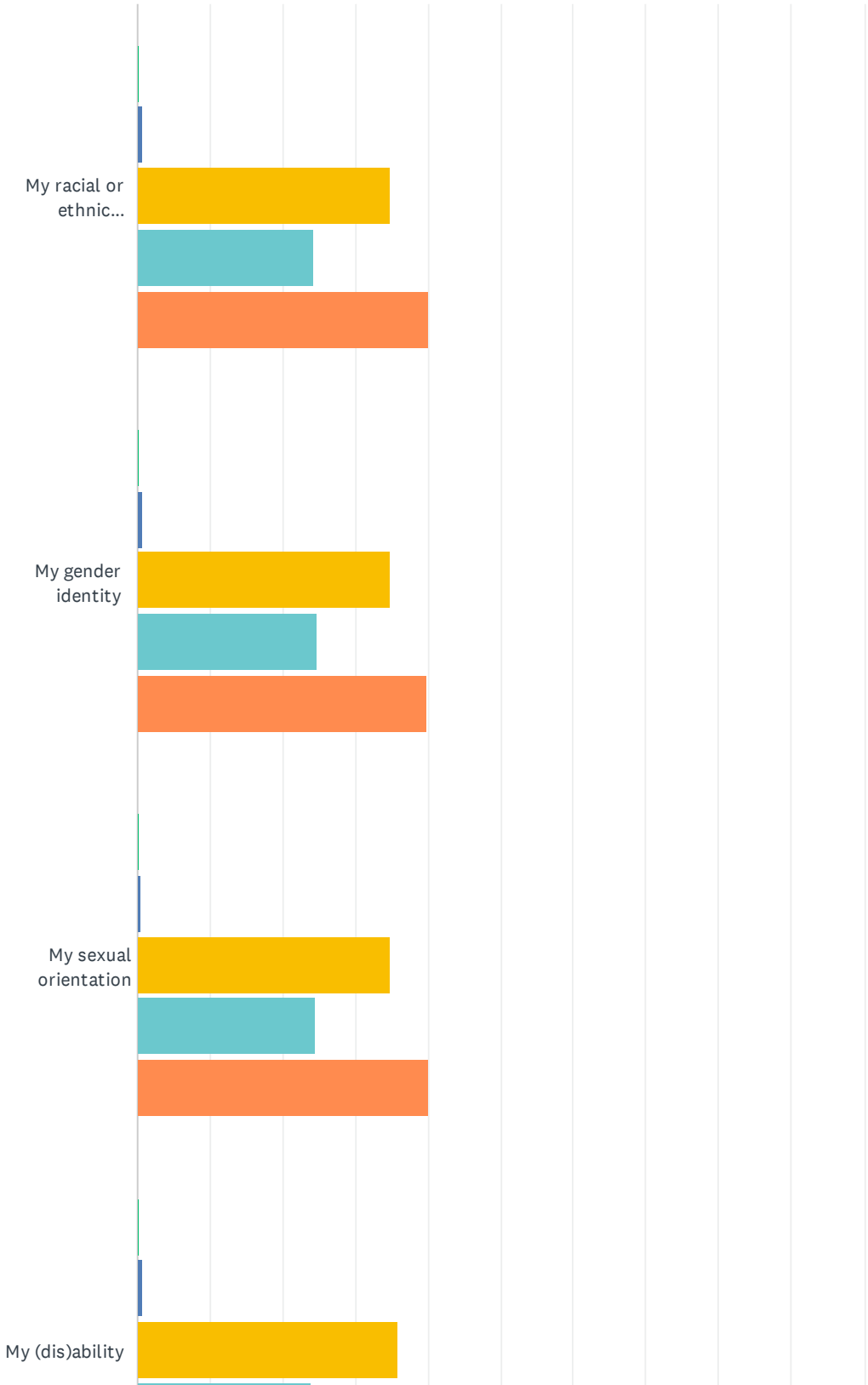
HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY



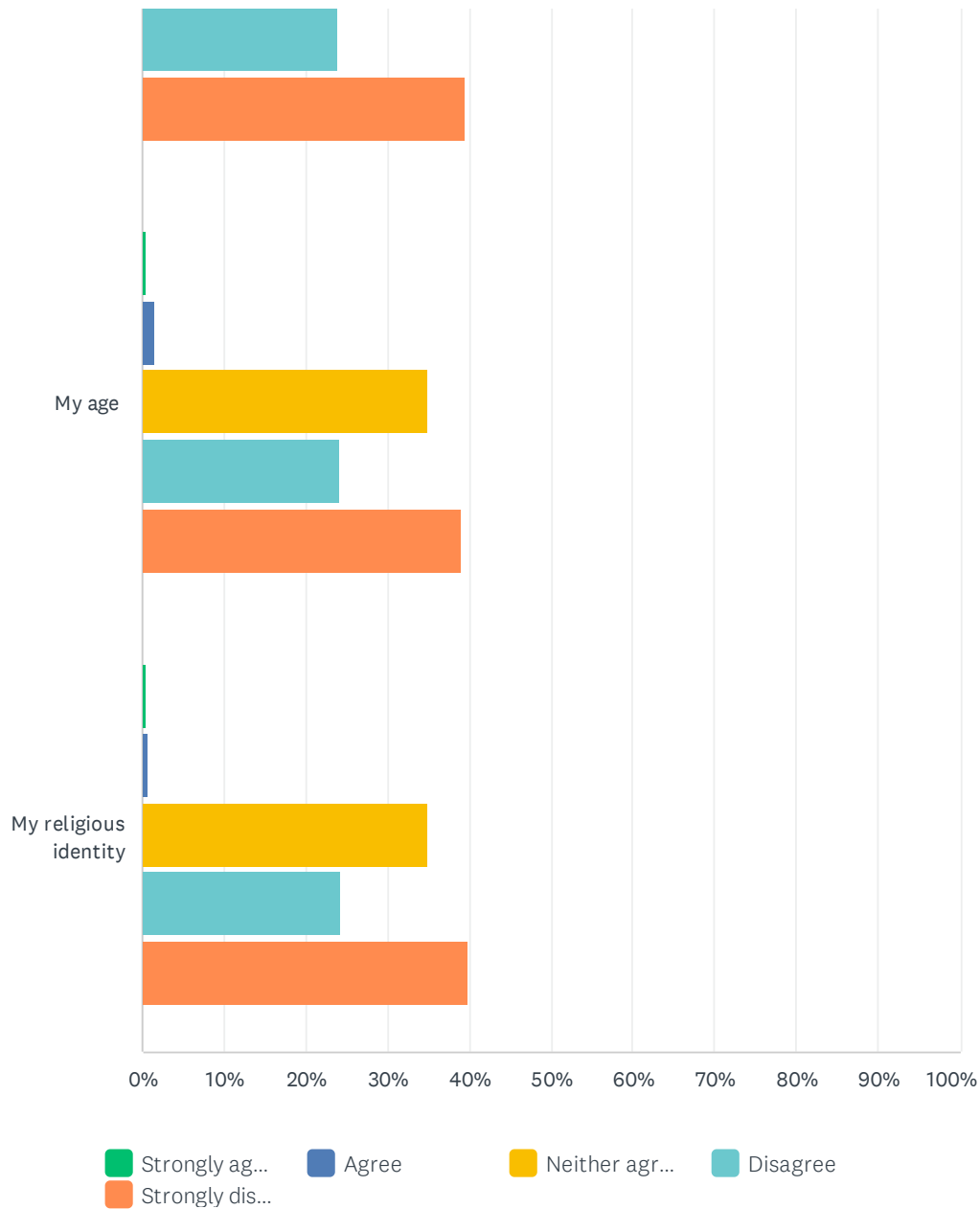
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
My racial or ethnic ancestral identity	0.27% 7	0.83% 22	36.22% 955	23.36% 616	39.32% 1,037	2,637	4.01
My gender identity	0.27% 7	0.72% 19	36.03% 950	23.81% 628	39.17% 1,033	2,637	4.01
My sexual orientation	0.19% 5	0.53% 14	36.18% 954	23.97% 632	39.14% 1,032	2,637	4.01
My (dis)ability	0.23% 6	0.61% 16	37.20% 981	23.51% 620	38.45% 1,014	2,637	3.99
My age	0.38% 10	1.59% 42	36.48% 962	23.47% 619	38.07% 1,004	2,637	3.97
My religious identity	0.42% 11	1.02% 27	36.22% 955	23.74% 626	38.60% 1,018	2,637	3.99

Q23 Q23: I have felt uncomfortable or unwelcome in seeking election to my Local Unit Executive or HSAА Board of Directors based on:

Answered: 2,637 Skipped: 324



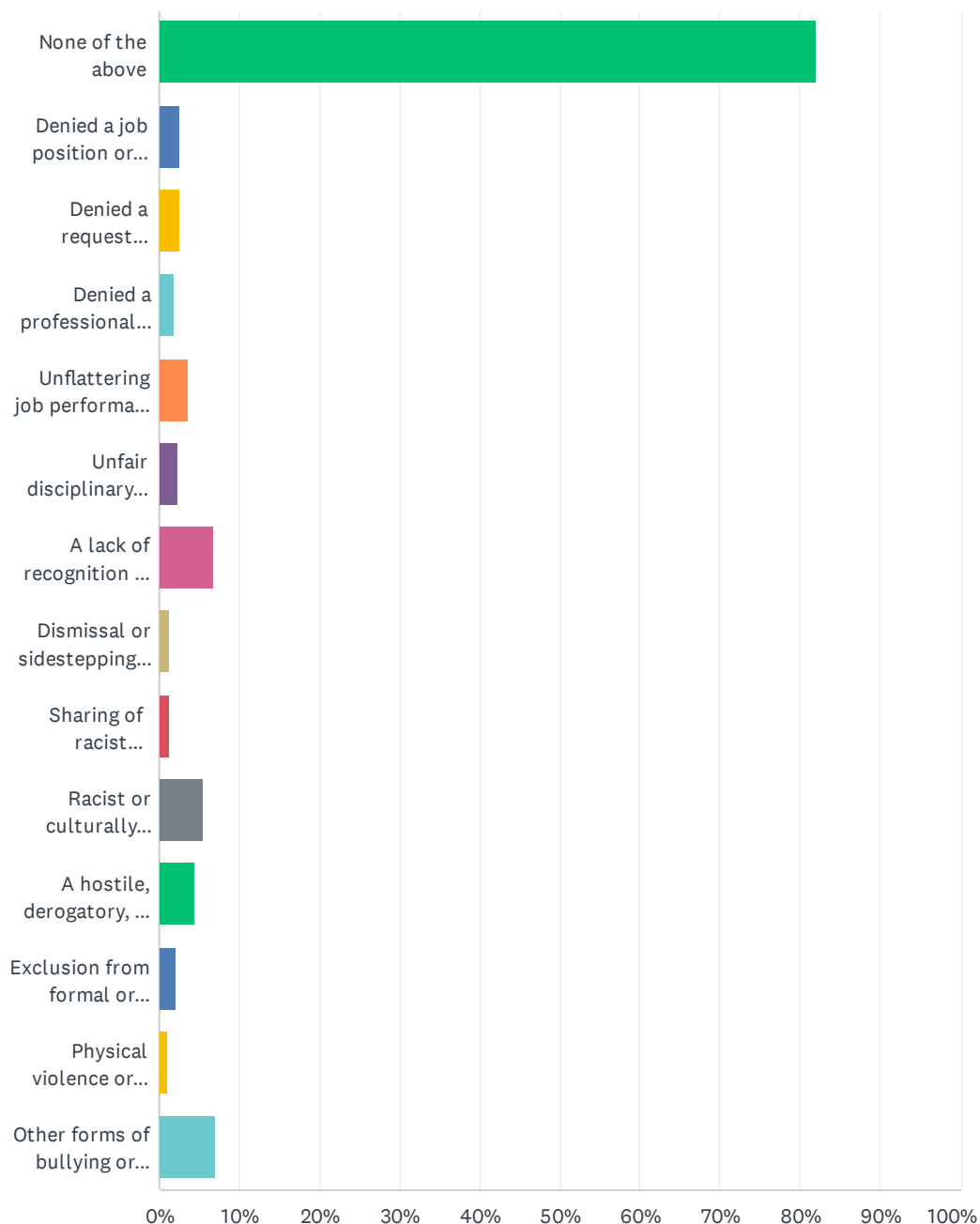
HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
My racial or ethnic ancestral identity	0.23% 6	0.61% 16	34.81% 918	24.27% 640	40.08% 1,057	2,637	4.03
My gender identity	0.27% 7	0.57% 15	34.66% 914	24.73% 652	39.78% 1,049	2,637	4.03
My sexual orientation	0.15% 4	0.46% 12	34.77% 917	24.57% 648	40.05% 1,056	2,637	4.04
My (dis)ability	0.11% 3	0.57% 15	35.87% 946	23.93% 631	39.51% 1,042	2,637	4.02
My age	0.38% 10	1.44% 38	35.04% 924	24.19% 638	38.95% 1,027	2,637	4.00
My religious identity	0.34% 9	0.68% 18	34.96% 922	24.23% 639	39.78% 1,049	2,637	4.02

Q24 Q24: Within the past five years, I believe I have been subjected to the following discriminatory or oppressive behavior at work based on my racial or ethnic ancestral identity. (select all that apply)

Answered: 2,605 Skipped: 356

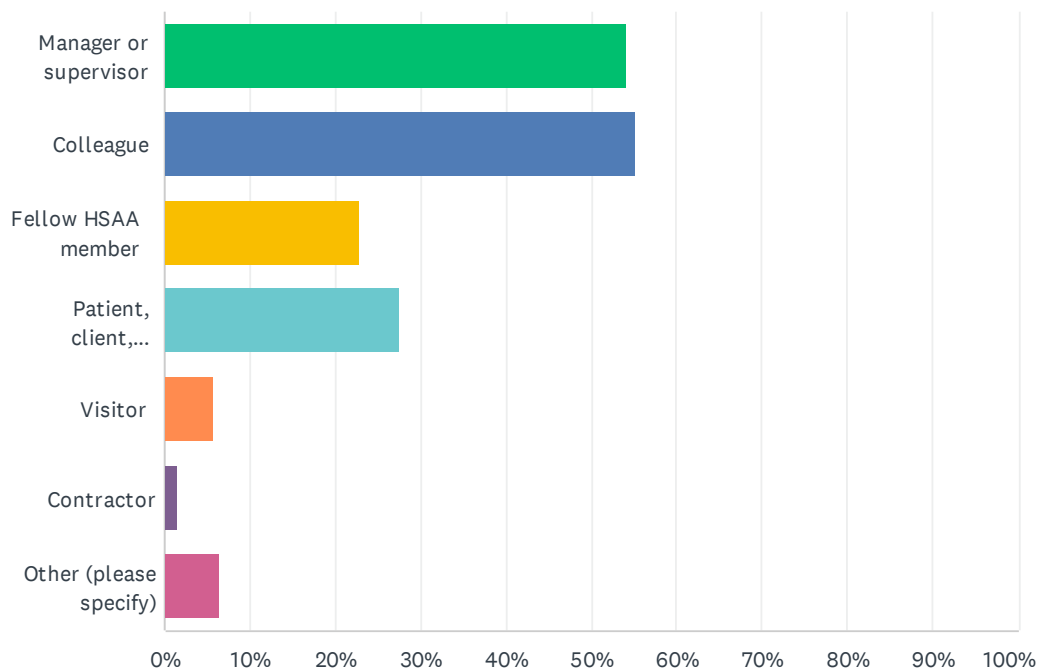


HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY

ANSWER CHOICES	RESPONSES	
None of the above	82.11%	2,139
Denied a job position or promotion	2.61%	68
Denied a request pertaining to work conditions (ex. vacation request, special leave request, shift relief, overtime, etc.)	2.57%	67
Denied a professional development opportunity (ex. participation in a project, training, conference, or event)	1.96%	51
Unflattering job performance review, or excessive, harsh, or unfair scrutiny or surveillance of my work or performance	3.69%	96
Unfair disciplinary action	2.26%	59
A lack of recognition of my accomplishments, contributions, skills, and/or successes	6.87%	179
Dismissal or sidestepping of my formal authority in the workplace	1.38%	36
Sharing of racist literature, music, video, or multimedia with me or amongst my co-workers, in the workplace or through social media	1.23%	32
Racist or culturally insensitive remarks directed at me or in my presence (ex. unwelcomed racist jokes, banter, comments, or questions)	5.57%	145
A hostile, derogatory, or negative racial slight, whether intentional or unintentional	4.57%	119
Exclusion from formal or informal social or networking events	2.19%	57
Physical violence or invasion of my physical space (ex. touching my hair or skin without permission)	0.96%	25
Other forms of bullying or intimidation	7.06%	184
Total Respondents: 2,605		

Q25 Q25: If you've selected any of the applicable discriminatory or oppressive behaviors listed in question 24 who was/were the perpetrator(s)? (select all that apply)

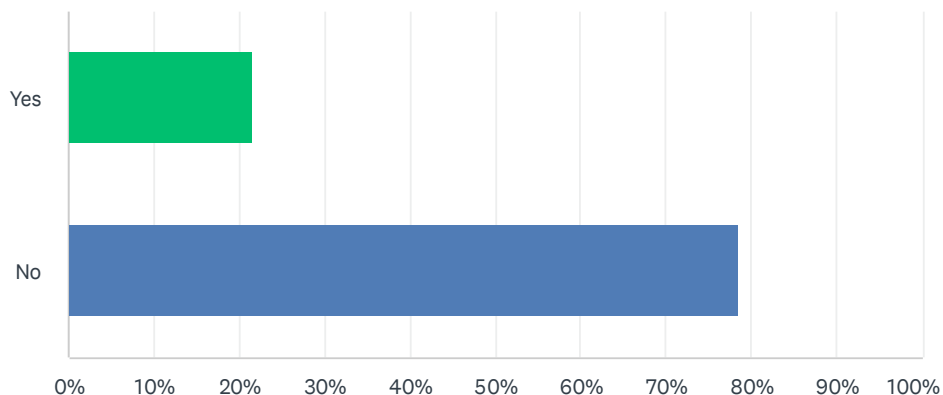
Answered: 464 Skipped: 2,497



ANSWER CHOICES	RESPONSES	
Manager or supervisor	54.09%	251
Colleague	55.17%	256
Fellow HSAA member	22.84%	106
Patient, client, customer, or service user	27.59%	128
Visitor	5.82%	27
Contractor	1.51%	7
Other (please specify)	6.47%	30
Total Respondents: 464		

Q26 Q26: If you've selected any of the applicable discriminatory or oppressive behaviors listed in question 24, did you seek the assistance of your union through a Steward, Local Unit Executive, or Labour Relations Officer?

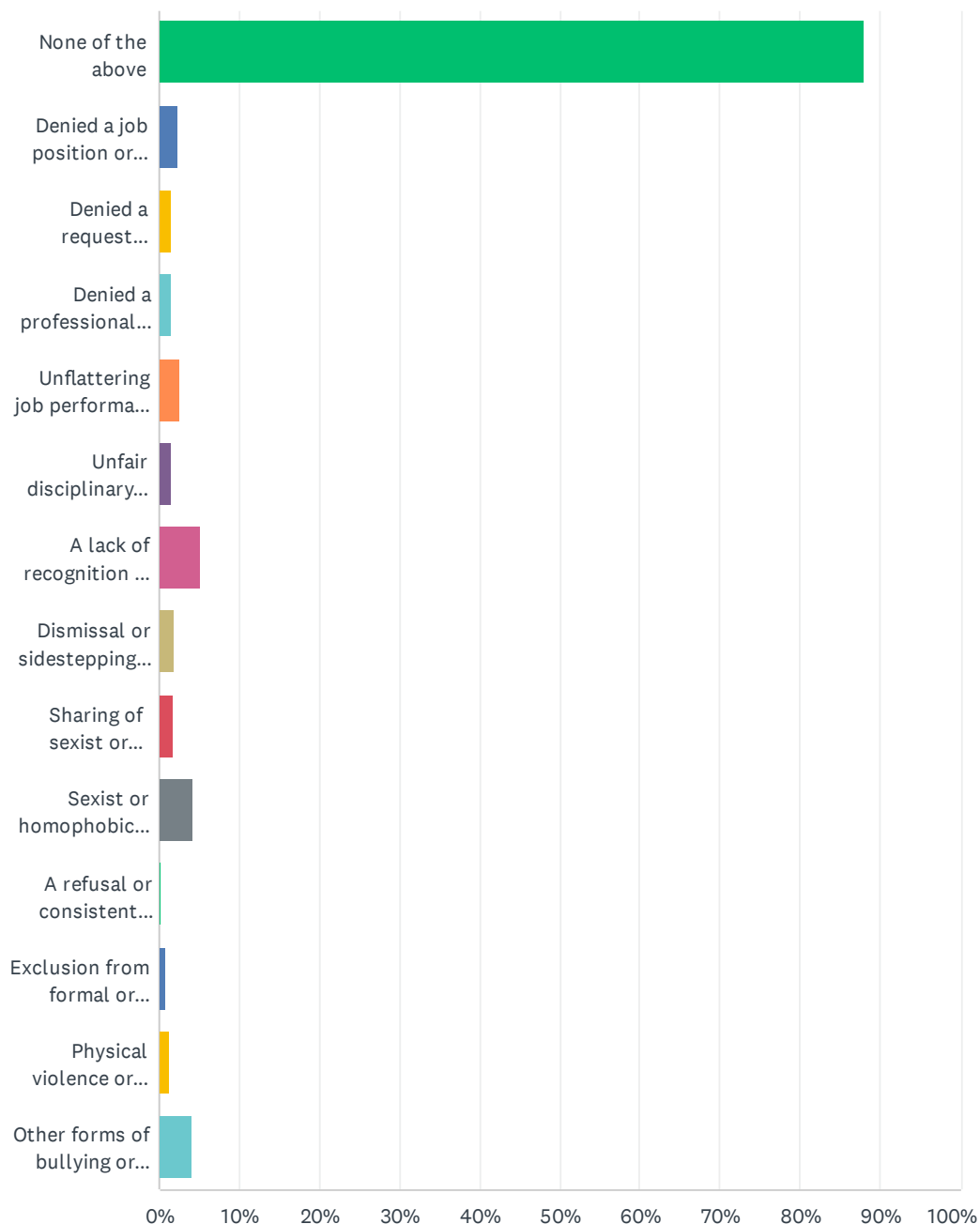
Answered: 473 Skipped: 2,488



ANSWER CHOICES	RESPONSES	
Yes	21.56%	102
No	78.44%	371
TOTAL		473

Q27 Q27: Within the past five years, I believe I have been subjected to the following discriminatory or oppressive behavior at work based on my gender identity or sexual orientation. (select all that apply)

Answered: 2,588 Skipped: 373

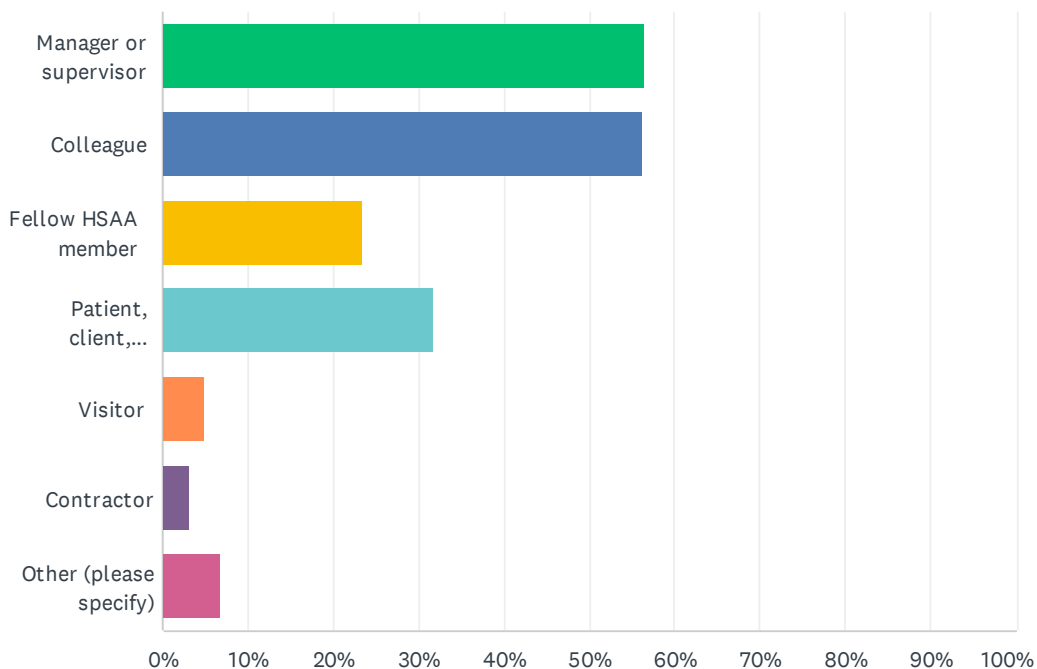


HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY

ANSWER CHOICES	RESPONSES	
None of the above	87.98%	2,277
Denied a job position or promotion	2.32%	60
Denied a request pertaining to work conditions (ex. vacation request, special leave request, shift relief, overtime, etc.)	1.55%	40
Denied a professional development opportunity (ex. participation in a project, training, conference, or event)	1.58%	41
Unflattering job performance review, or excessive, harsh, or unfair scrutiny or surveillance of my work or performance	2.59%	67
Unfair disciplinary action	1.58%	41
A lack of recognition of my accomplishments, contributions, skills, and/or successes	5.10%	132
Dismissal or sidestepping of my formal authority in the workplace	1.97%	51
Sharing of sexist or homophobic literature, music, video, or multimedia with me or amongst my co-workers in the workplace or through social media	1.74%	45
Sexist or homophobic remarks directed at me or in my presence (ex. unwelcomed racist jokes, banter, comments, or questions)	4.29%	111
A refusal or consistent neglect to address me by my preferred pronouns	0.15%	4
Exclusion from formal or informal social or networking events	0.93%	24
Physical violence or invasion of my physical space (ex. touching any part of my body without permission)	1.35%	35
Other forms of bullying or intimidation	4.06%	105
Total Respondents: 2,588		

Q28 Q28: If you've selected any of the applicable discriminatory or oppressive behaviors listed in question 27, who was/were the perpetrator(s)? (select all that apply)

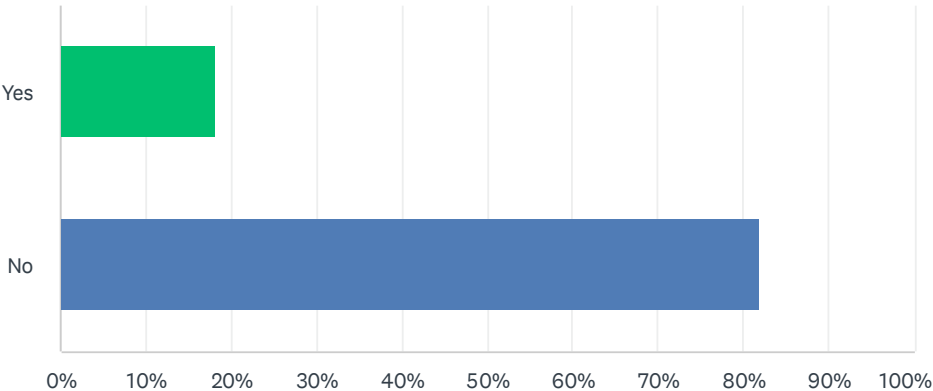
Answered: 306 Skipped: 2,655



ANSWER CHOICES	RESPONSES	
Manager or supervisor	56.54%	173
Colleague	56.21%	172
Fellow HSAA member	23.53%	72
Patient, client, customer, or service user	31.70%	97
Visitor	4.90%	15
Contractor	3.27%	10
Other (please specify)	6.86%	21
Total Respondents: 306		

Q29 Q29: If you've selected any of the applicable discriminatory or oppressive behaviors listed in question 27, did you seek the assistance of your union through a Steward, Local Unit Executive, or Labour Relations Officer?

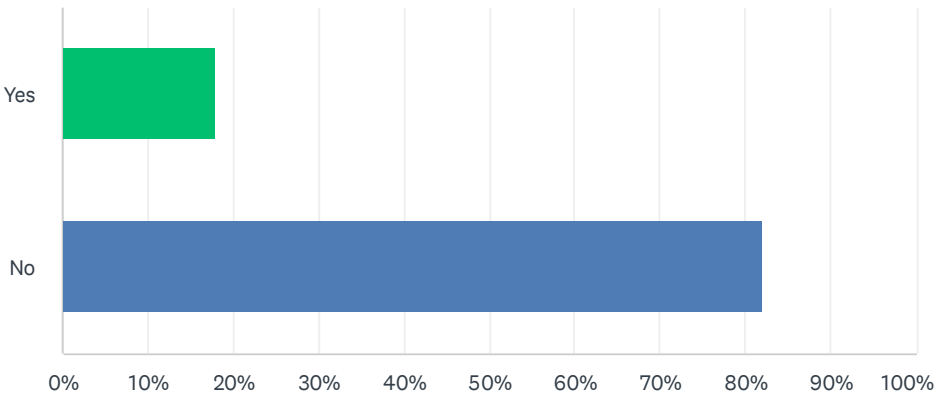
Answered: 310 Skipped: 2,651



ANSWER CHOICES	RESPONSES	
Yes	18.06%	56
No	81.94%	254
TOTAL		310

Q30 Q30: Have you ever witnessed discriminatory behavior against a fellow HSA member at work, based on their being part of an equity seeking group?

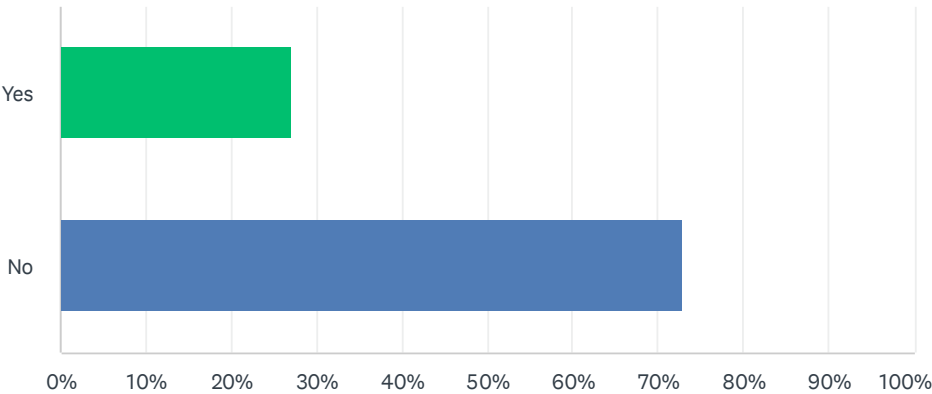
Answered: 2,584 Skipped: 377



ANSWER CHOICES	RESPONSES	
Yes	17.92%	463
No	82.08%	2,121
TOTAL		2,584

Q31 Q31: Did you report it?

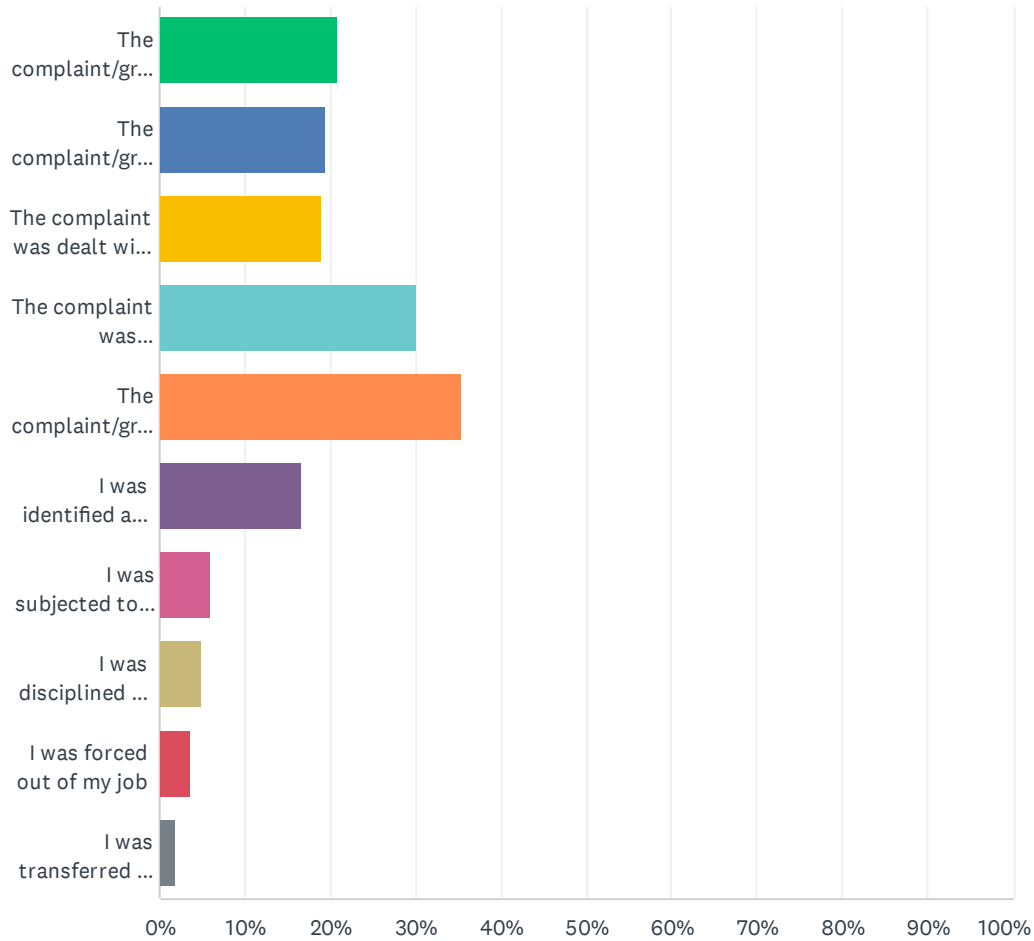
Answered: 472 Skipped: 2,489



ANSWER CHOICES	RESPONSES	
Yes	27.12%	128
No	72.88%	344
TOTAL		472

Q32 Q32: What was the outcome to your knowledge? (select all that apply)

Answered: 269 Skipped: 2,692



HSAA DIVERSITY, INCLUSION, & ANTI-OPPRESSION SURVEY

ANSWER CHOICES	RESPONSES	
The complaint/grievance was taken seriously	20.82%	56
The complaint/grievance was dealt with properly	19.33%	52
The complaint was dealt with promptly	18.96%	51
The complaint was investigated, but no action was taken	30.11%	81
The complaint/grievance was ignored	35.32%	95
I was identified as a troublemaker	16.73%	45
I was subjected to a counter complaint	5.95%	16
I was disciplined in response	4.83%	13
I was forced out of my job	3.72%	10
I was transferred to another department or workplace	1.86%	5
Total Respondents: 269		

Q33 Q33: How can HSAA improve the support we provide members in identifying, denouncing, and addressing discrimination in the workplace? (ex. provide workshops, bargain collective agreement language specific to varied forms of workplace discrimination)

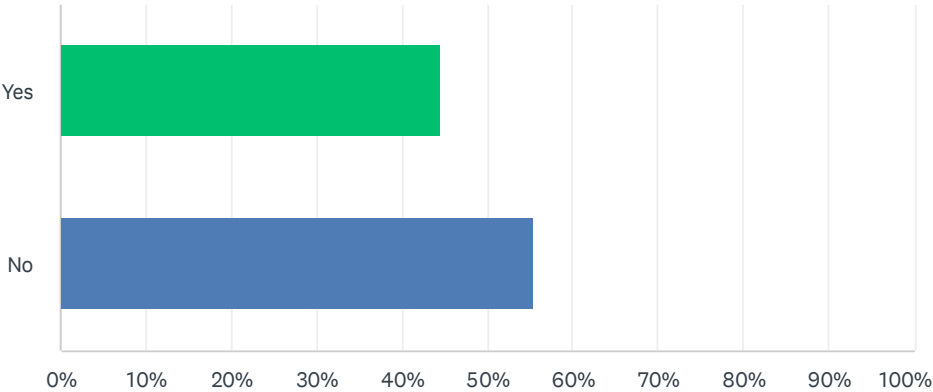
Answered: 1,349 Skipped: 1,612

Q34 Q34: How can HSAA improve the support we provide members in identifying, denouncing, and addressing discrimination within HSAA? (ex. provide workshops, create a diversity, inclusion, and equity policy)

Answered: 1,202 Skipped: 1,759

Q35 Q35: If given the opportunity, would you be interested in participating in an HSAAs conference that focuses on social justice & human rights?

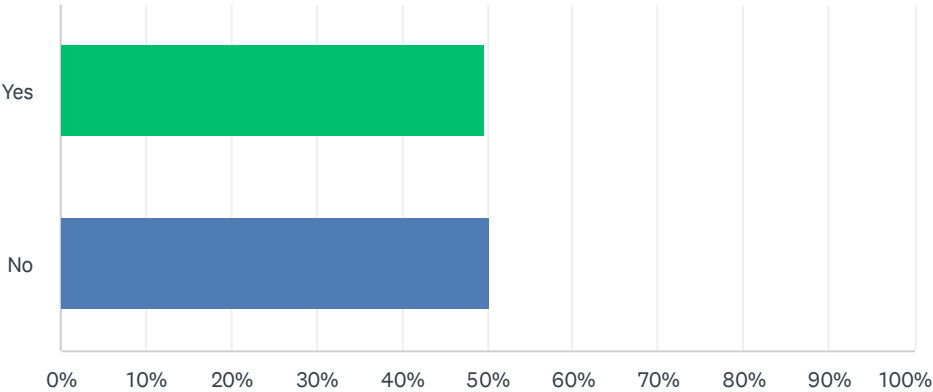
Answered: 2,546 Skipped: 415



ANSWER CHOICES	RESPONSES	
Yes	44.50%	1,133
No	55.50%	1,413
TOTAL		2,546

Q36 Q36: If given the opportunity, would you be interested in participating in an HSAА workshop that focuses on diversity, inclusion, and equity?

Answered: 2,546 Skipped: 415



ANSWER CHOICES	RESPONSES	
Yes	49.73%	1,266
No	50.27%	1,280
TOTAL		2,546

Q37 Q37: Due to you answering "yes" to question 35 or 36, please provide us your contact information so we may keep you informed of any upcoming opportunities:

Answered: 1,128 Skipped: 1,833

ANSWER CHOICES	RESPONSES	
Name	99.91%	1,127
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	99.02%	1,117
Phone Number	89.36%	1,008

Q38 Q38: Due to you answering "yes" to question 35 or 36. Are there anyone other HSAA members in your worksite that you think would like to participate in similar activities. If so, please provide us with their contact information:

Answered: 302 Skipped: 2,659

ANSWER CHOICES	RESPONSES	
Name	99.67%	301
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	96.69%	292
Phone Number	87.75%	265

Q39 Thank you for completing the HSAA Diversity, Inclusion, & Anti-oppression Survey! Please fill out the information below if you would like to be entered in a draw for a prize. Please enter your name and email address below.

Answered: 2,363 Skipped: 598

ANSWER CHOICES	RESPONSES	
Name	99.96%	2,362
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	99.70%	2,356
Phone Number	96.49%	2,280