



**20
22**

REPORT

PROJECT: DIVERSITY, INCLUSION
& ANTI-OPPRESSION SURVEY

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INTRODUCTION

This project initially started as an anti-racism survey. Health Sciences Association of Alberta (HSAA) believes all people should be able to live in any community without discrimination based on race, color, place of origin, ancestry, or shared culture. Recognizing this is only one small piece of the problem we face in society, we refocused to include diversity and inclusion.



Diversity: the condition of having or being composed of differing elements.
- Merriam Webster



HSAA's mission is to enhance the quality of life of its members and society. This includes all its members regardless of their identity or background. Current events have brought matters of diversity and inclusion to the forefront of our consciousness, and the leadership of HSAA has recognized that there is work that needs to be done in this area.

In December 2021, HSAA conducted a Diversity, Inclusion, & Anti-Oppression survey. With 39 questions and many opportunities for members to elaborate with written responses, HSAA was able to gather tens of thousands of data points from members.

An impressive member participation rate of **11.43%**, highest in HSAA history, reinforced our belief that these are important topics. The demographics collected in this report mirrors the information already known of the HSAA membership. This highlights the accuracy of the survey to be a fair, realistic representation of the entire membership.

The following is only a snapshot of some of the results. If you would like to review the raw data report, it can be found [here](#).



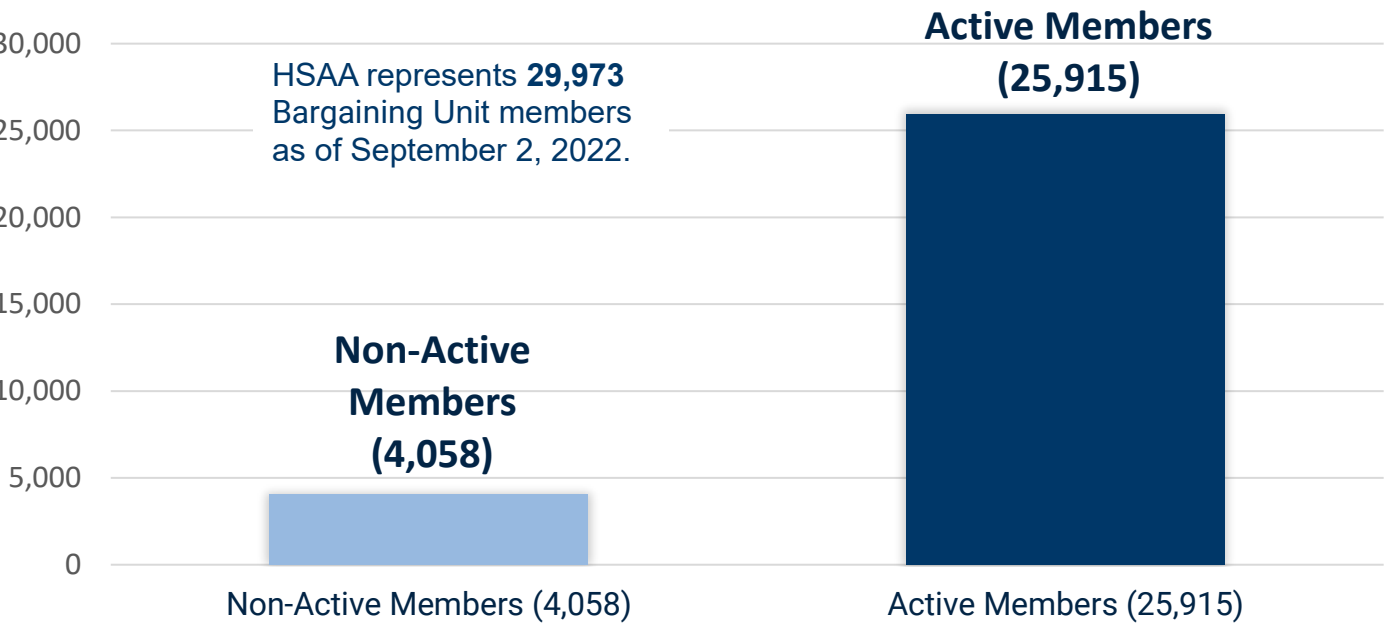
Inclusion is not bringing people into what already exists; it is about making new space for everyone."
- George Die



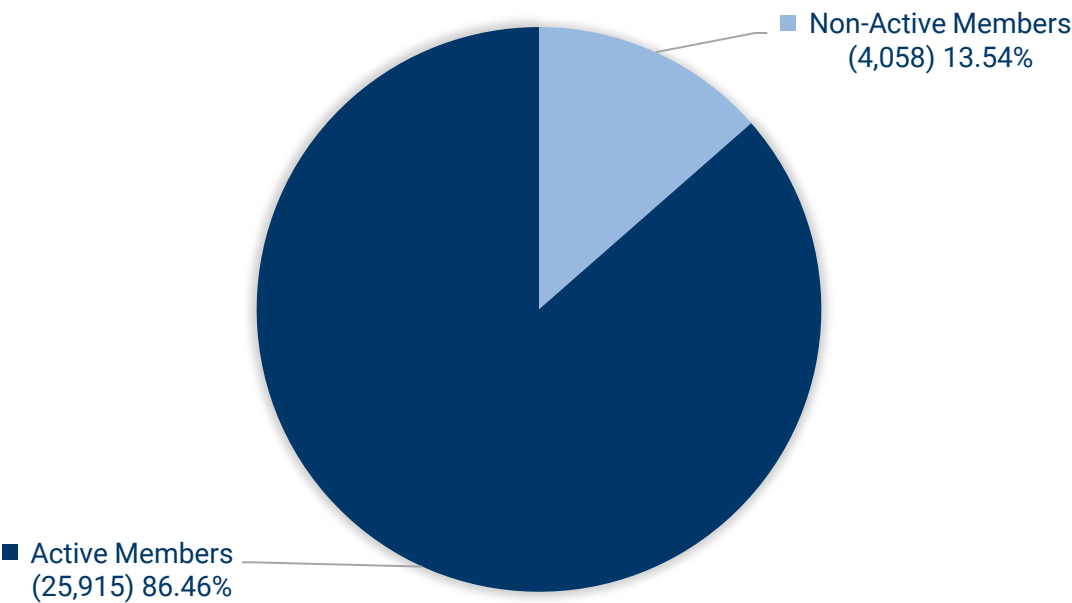
HSAA MEMBER DEMOGRAPHICS

HSAA represents 29,973 bargaining unit members as of September 2, 2022, with 25,915 active members and 4,508 non-active members

MEMBERS AT LARGE (AS OF SEPTEMBER 2,2022)



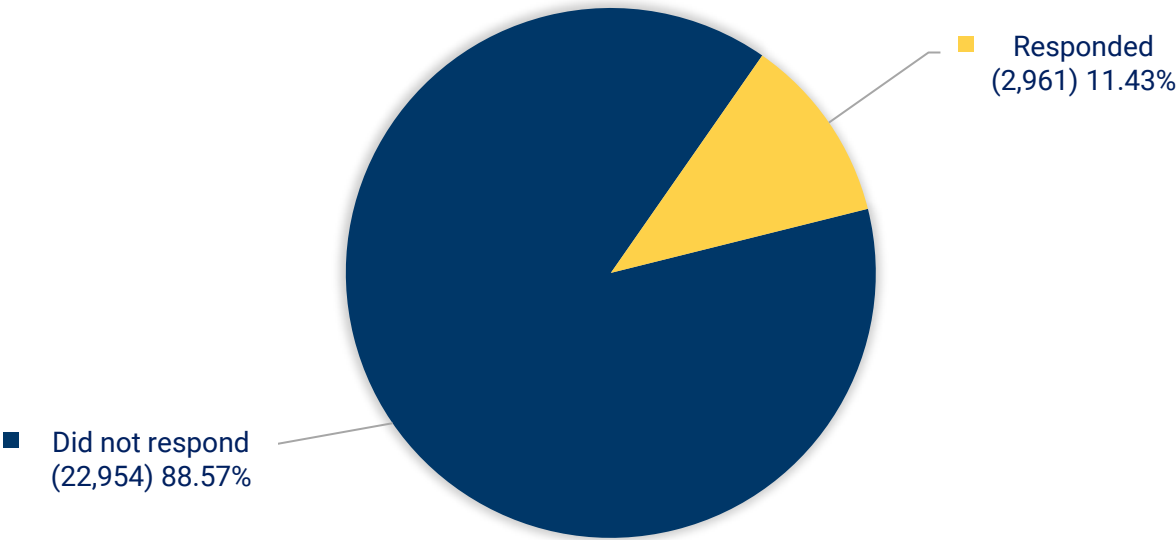
MEMBERS AT LARGE (AS OF SEPTEMBER 2, 2022)



RESPONSE TO THE SURVEY

Of the 25,915 active members, 2,961 responded to the survey. This equals to an engagement rate of **11.43%**. According to the discussion at the Social Justice Committee in November 2022, this may be the highest survey response rate for HSAA Board committees (*outside of bargaining*).

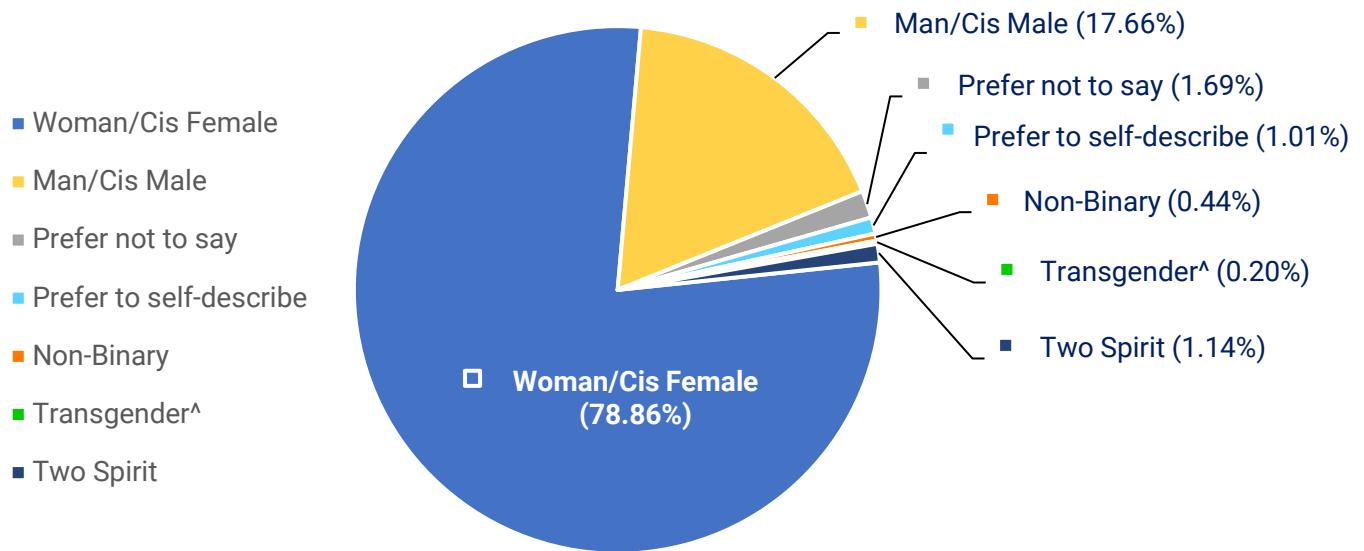
ACTIVE MEMBERS WHO COMPLETED THE SURVEY



Of the 25,915 active members, 2,961 responded to the survey.

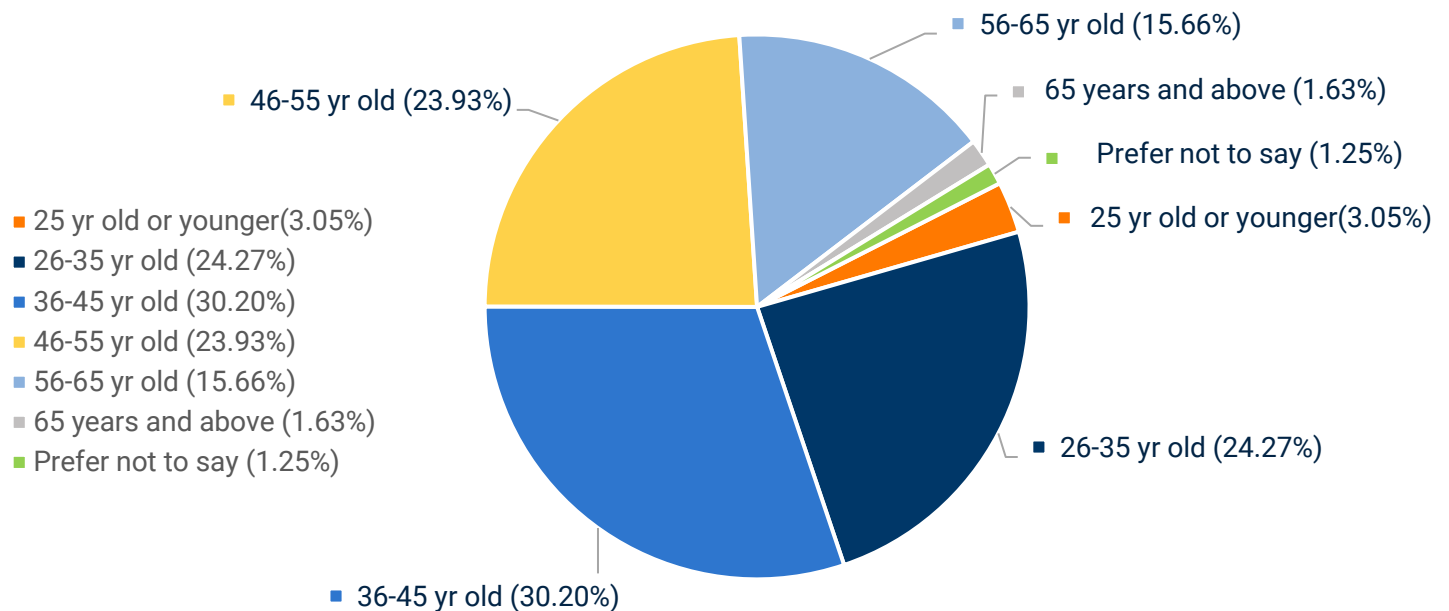
HSAA MEMBER DIVERSITY

QUESTION: WHAT IS YOUR GENDER IDENTITY?



- **78.86%** of respondents identified as a **Woman or Cis Female**
- **17.66%** of respondents identified as a **Man or Cis Male**
- **1.69%** of respondents **preferred not to say**
- **1.01%** of respondents **preferred to self-describe**
- **0.44%** of respondents identified as **Non-Binary**
- **0.20%** of respondents identified as **Transgender^**
- **1.14%** of respondents identified as **Two-Spirit**

QUESTION: WHAT IS YOUR AGE?



- **3.05%** of respondents are **25 years old or younger**
- **24.27%** of respondents are **26-35 years old**
- **30.20%** of respondents are **36-45 years old**
- **23.93%** of respondents are **46-55 years old**
- **15.66%** of respondents are **56-65 years old**
- **1.63%** of respondents are **65 years old or above**
- **1.25%** of respondents **preferred not to say**

The comparators show just how strongly the results of the survey mirror those we have in our database. Because the results of the survey mirror our database, we believe that the data we've collected is an approximate cross-section of the membership and clearly represents the voice of the membership.

EMPLOYMENT DIVERSITY

QUESTION: WHICH COLLECTIVE AGREEMENT(S) ARE YOU COVERED BY?

Summary:

- Alberta Health Services: **71.81%**
- Alberta Precision Laboratories: **16.16%**
- Covenant Health: **3.38%**
- DynaLIFE Dx: **3.38%**
- Other: **5.27%**

QUESTION: WHAT BEST DESCRIBES YOUR EMPLOYMENT SITUATION?

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

Highlight: 39.26% of respondents were employed in positions other than Full-time permanent.

QUESTION: WHICH DISTRICT DO YOU WORK IN?

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

Highlight: 72.12% of respondents were employed in either Calgary or Edmonton, while 27.88% were from all other districts within Alberta.

In the upcoming sections, please note that gender, age, and cultural demographics are not independent from the other.

CULTURE

QUESTION: WHICH OF THE FOLLOWING RACIAL OR ETHNIC ANCESTRAL IDENTITIES DESCRIBE YOU? (SELECT ALL THAT APPLY)

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

Note: 3,461 responses were provided by the 2,961 respondents. 500 people selected more than one response. As a result, percentages listed are of the responses but not of the respondents.

The results indicate that the HSAA membership is very diverse and there are certain shared lived experiences that certainly influence a member's sense of belonging within the union even though not everyone of a particular racial or ethnic ancestral identity is the same, thinks the same or has the same needs from the union.

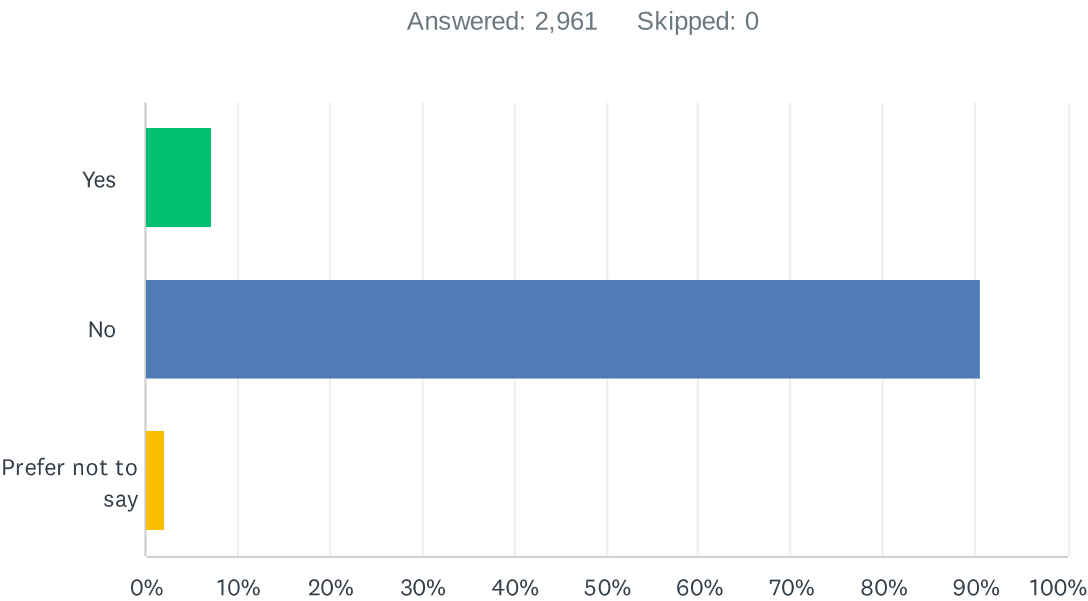
The union needs to step up to recognize, acknowledge and celebrate our diversity in as many ways as possible with the membership through all facets of communications including the HSAA website, newsletters, and social media channels. To increase member engagement within the union.

GENDER IDENTITY & POLITICS

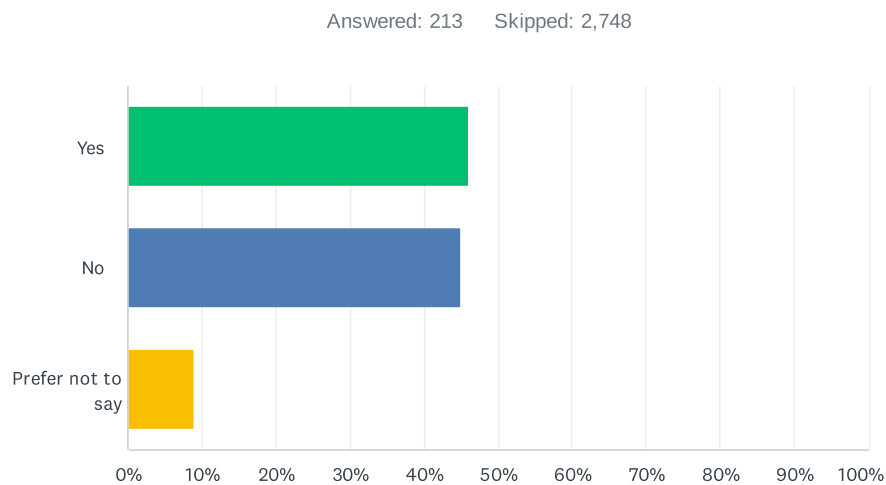
In this next section, we examined the responses regarding gender and sexual orientation. Through the responses, we learn about our members’ experiences and accounts of discrimination within the workplace. To begin, members were asked what their gender identity is. In total, 2,961 people responded. 523 identified as a Cis Male, 13 identified as non-binary, 6 identified as transgender, 4 identified as two-spirited, 2,335 identified as Cis Female, 30 preferred to self-describe, and 50 preferred to not say.

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

The members were then asked if they identified as a member of the LGBTQQIA+ community. Of the 2,961 responses to this second question, **7.23%** identified themselves as members of the LGBTQQIA+ community. From this data, we presume that approximately **2,400** active HSAA members identify as members of the LGBTQQIA+ community.



When members were asked about their comfort level when disclosing their sexual orientation in the workplace, **45.07%** (nearly half) of the respondents stated they did not feel comfortable doing so. This is an outstanding percentage and highlights the need for more education on inclusivity in the workplace particularly with sexual identity and sexual orientation.



Everyone has the right to be treated equally without discrimination. When discrimination happens in the workplace, the union needs to be a safe place for members to go to for help.

- The union needs to be accessible to every member. They should know how to reach out for help when discrimination occurs.
- The union needs to be suitably equipped to handle these issues. Moving forward, the Social Justice Committee acknowledges the need for inclusivity within the workplace and guidance on where to go for help with these issues if, and when, they happen.

DISABILITY

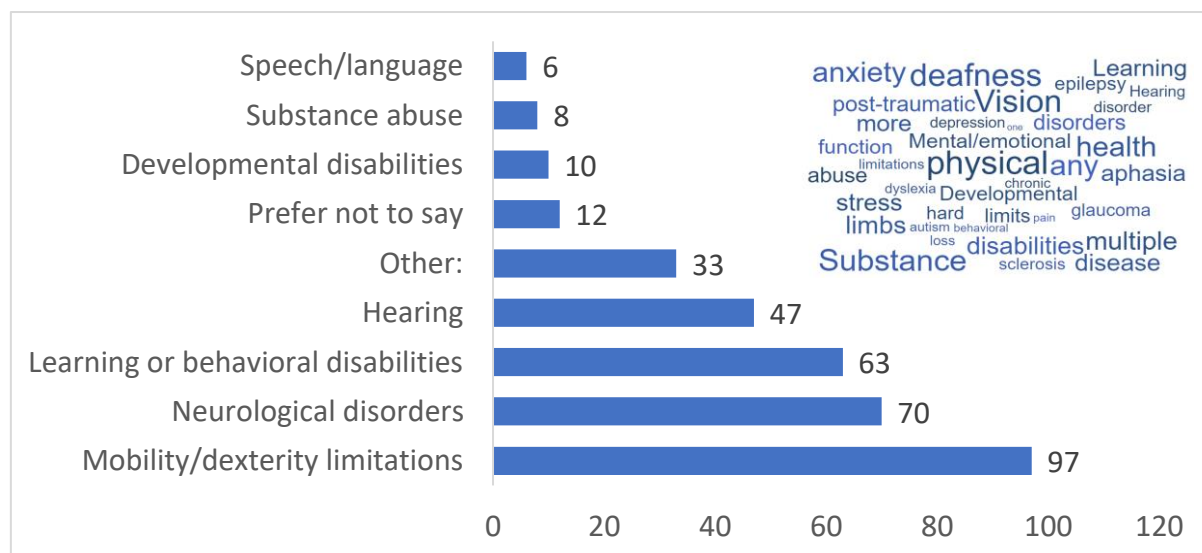
QUESTION: DO YOU IDENTIFY AS A PERSON WITH A DISABILITY? *(The term “disability” covers a broad range and degree of conditions, and may be temporary, sporadic, or permanent in nature)*

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

Note: There were significant response rates for the following groups of members.

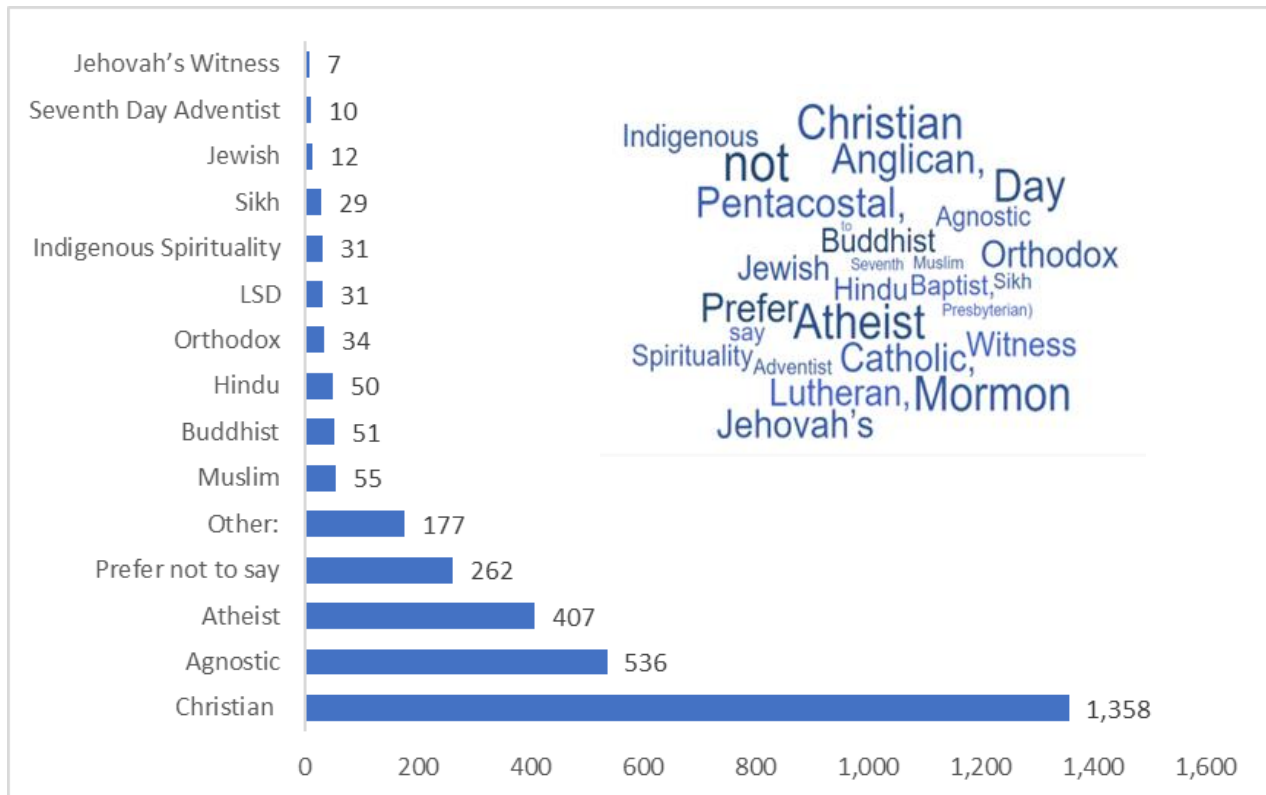
- Those living with mental/emotional health disorders (51.21%)
- Those living with mobility/dexterity limitations (33.56%)
- Those living with neurobiological disorders (24.22%)
- Those living with learning/behavioral disabilities (21.8%)

QUESTION: PLEASE SELECT THE CATERGORIES THAT APPLY TO YOU



RELIGIOUS RIGHTS

QUESTION: WHAT IS YOUR RELIGIOUS IDENTITY?



QUESTION: DO YOU PRACTICE A RELIGION THAT REQUIRES SPECIAL ACCOMMODATION (E.G., TO PRAY) OR TIME-OFF OUTSIDE OF THE OBSERVED HOLIDAYS IN YOUR COLLECTIVE AGREEMENT?

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

Highlight: 154 respondents (*roughly 1,500 HSAA members*) may need special accommodation (e.g., to pray) to practice a religion that requires time off outside of the observed holidays in their current Collective Agreement.

MEMBER EXPERIENCE WITHIN HSAA

QUESTION: PLEASE RATE THE FOLLOWING QUESTIONS BELOW ON A SCALE FROM STRONGLY AGREE TO STRONGLY DISAGREE

ANSWER CHOICES	"STRONGLY AGREE" OR "AGREE" RESPONSES
The HSAA is committed to diversity and inclusion of the equity seeking group(s) I belong to.	65.93%
The presentations and materials at HSAA conferences and workshops are reflective of my gender identity and sexual orientation.	48.37%
The presentations and materials at HSAA conferences and workshops are reflective of my racial and ethnic diversity.	47.47%

QUESTION: PLEASE RATE THE FOLLOWING QUESTIONS BELOW ON A SCALE FROM STRONGLY AGREE TO STRONGLY DISAGREE

ANSWER CHOICES	"STRONGLY AGREE" OR "AGREE" RESPONSES
The HSAA website, newsletters, videos, and social media content are reflective of my racial and ethnic diversity.	53.69%
The HSAA website, newsletters, videos, and social media content are reflective of my gender identity and sexual orientation.	52.52%

QUESTION: I HAVE FELT UNCOMFORTABLE OR UNWELCOME IN ATTENDING AN HSAA CONFERENCE OR WORKSHOP BASED ON

ANSWER CHOICES	“STRONGLY DISAGREE” OR “DISAGREE” RESPONSES
My racial or ethnic ancestral identity	69.17%
My gender identity	68.86%
My sexual orientation	68.79%
My age	66.93%
My religious identity	66.93%
My (dis)ability	65.79%

The results indicate that more than 65% of the respondents feel that HSAA is inclusive and that diverse members feel represented within the union.

QUESTION: I HAVE FELT UNCOMFORTABLE OR UNWELCOME IN ATTENDING AN HSAA UNIT MEETING BASED ON

ANSWER CHOICES	“STRONGLY DISAGREE” OR “DISAGREE” RESPONSES
My gender identity	74.14%
My sexual orientation	73.91%
My racial or ethnic ancestral identity	73.53%
My religious identity	72.58%
My age	72.20%
My (dis)ability	70.96%

These responses indicate that members feel welcome to participate in HSAA conferences, workshops, Local Unit events, and Local Unit Executive Meetings.

QUESTION: I HAVE FELT UNCOMFORTABLE OR UNWELCOME IN SEEKING ELECTION AS A STEWARD BASED ON

ANSWER CHOICES	“STRONGLY DISAGREE” OR “DISAGREE” RESPONSES
My sexual orientation	63.11%
My gender identity	62.98%
My racial or ethnic ancestral identity	62.68%
My (dis)ability	62.34%
My age	61.96%
My religious identity	61.54%

QUESTION: I HAVE FELT UNCOMFORTABLE OR UNWELCOME IN SEEKING ELECTION FOR MY LOCAL UNIT EXECUTIVE OR HSAA BOARD OF DIRECTORS BASED ON

ANSWER CHOICES	“STRONGLY DISAGREE” OR “DISAGREE” RESPONSES
My racial or ethnic ancestral identity	64.62%
My sexual orientation	64.51%
My gender identity	64.35%
My (dis)ability	64.01%
My religious identity	63.44%
My age	63.14%

These responses indicate that members feel comfortable seeking an elected position within HSAA as a Steward, Local Unit Executive or Board member.

QUESTION: HAVE YOU EVER WITNESSED DISCRIMINATORY BEHAVIOUR AGAINST A FELLOW HSAA MEMBER AT WORK BASED ON THEIR BEING PART OF AN EQUITY SEEKING GROUP?

ANSWER CHOICES	RESPONSES
No	82.08%
Yes	17.92%

QUESTION: WHAT WAS THE OUTCOME TO YOUR KNOWLEDGE? (SELECT ALL THAT APPLY)

ANSWER CHOICES	RESPONSES	
The complaint/grievance was ignored	35.32%	95
The complaint was investigated, but no action was taken	30.11%	81
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
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

This data indicates a demand to measure the level of comfort that our members experience in reporting discriminatory behavior. Furthermore, HSAA needs to improve its response to incidents and formulating resolution when adverse incidents are reported.

WHERE DO WE GO FROM HERE?

We recognize that these issues cannot be addressed with a quick fix. Continuous, intentional effort is needed to slowly change the culture we currently reside in. We need to remove the fear from reporting discrimination and normalize the conversation. One of the most requested ways to overcome these barriers is through education and workshops.

Over 20% of events where members experienced racial, sexual and/or gender discrimination, the perpetrator was a fellow HSAA member.

Further education is needed to provide HSAA members opportunities to gain more knowledge on diversity, inclusion, and anti-oppression. Members need to learn what discrimination and oppression looks like and how to identify contributors and root causes to understand how it should be reported and become aware of the supports available. The data reveals that just under 20% of members seek assistance from their union and highlights too many members are carrying their burden alone.

HSAA has implemented some changes in the following areas:

- The 2022 Labour Relations Conference focused on issues such as Unconscious Bias, Microaggressions, and Resiliency.
- Non-gender specific bathrooms were made available during the conference.
- Mental Health support was provided on site to help get through the intense, triggering topics which were covered.
- Committees now have an additional seat for a member who recognizes as an Equity Seeking Community member.

During the 2022 Convention, a motion was brought forward to repeat the survey every 36 months. The overwhelming majority support of this motion reflects our commitment to diversify as an organization. By repeating the survey, we will be able to learn about the ongoing challenges people are experiencing, capture areas that need improvement, and measure the difference the implemented changes are making.

The Social Justice Committee continues to review the data collected, and multiple recommendations have already been provided to the HSAA Board for consideration.

How can you make an impact? Take a course. Be informed. Speak up. Report it. Support your peers. Solidarity.

*Do the best you can until you know better. Then when you know better, do better.”
- Maya Angelou*



HSA's Social Justice Committee Members - Calgary, Alberta November 25, 2022

SUMMARY: DIVERSITY, INCLUSION & ANTI-OPPRESSION SURVEY

By HSAA Social Justice Committee 2022

[The full report is available online here.](#)

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