Survey Design and Delivery

This survey was administered by the Research Services Office in the Division of the Vice-President, Research and Innovation, in July–August 2019. The survey questions and accompanying communications were approved by the Vice-President, Research & Innovation, and Strategic Initiatives, and the Vice-Provost, Faculty & Academic Life.

A voluntary and confidential survey was sent to all current Chairholders who hold primary appointments in one of the University’s academic divisions; because the affiliated hospitals are developing their own EDI Action Plans, hospital-based Chairs were not included in this survey.

All survey respondents had a period of three weeks to complete the survey, with a follow-up email sent approximately one week before the deadline. The cover message accompanying the survey explained the purpose of the survey and assured respondents that all information would be collected on an anonymous basis and remain confidential.

Chairholders were asked to indicate the extent to which they agreed with the following statements:

1. The EDI Action Plan demonstrates a strong institutional commitment to advancing EDI across the Chairholder community.

2. The objectives and actions outlined in the EDI Action Plan will help the University establish a supportive and inclusive workplace for all Chairholders.

3. The objectives and actions outlined in the EDI Action Plan will enable the University to address barriers to participation faced by under-represented groups.

4. The objectives and actions outlined in the EDI Action Plan will provide Chairholders and other faculty members with more effective career development and mentoring resources.

The survey also included an open-ended question asking respondents to suggest improvements to the Action Plan.

As part of the survey, respondents were able to self-identify on a voluntary basis, identifying in all applicable categories. For the purposes of this survey, we included the option to self-identify as members of one or more of the four designated groups, as men, as a third gender, and as LGBTQ.
Survey Results

Both the qualitative and quantitative results of the survey will inform our efforts to create a more equitable and inclusive community for our Chairholders. A summary of the quantitative results is presented below:

- The overall response rate was 24% (38 of 161 invited respondents).
- Of those who responded, 83% opted to complete the self-identification questions.
- A majority of all respondents indicated that the EDI Action Plan demonstrates a strong commitment to advancing EDI across the Chairholder community (see Figure 1.)

Figure 1.

![Chart showing the EDI Action Plan demonstrates a strong institutional commitment to advancing EDI across the Chairholder community.](image)

- A majority of all respondents felt that the objectives and actions included in the Action Plan will help the University establish a supportive and inclusive workplace (see Figure 2).

Figure 2.

![Chart showing the objectives and actions outlined in the EDI Action Plan will help the University establish a supportive and inclusive workplace for all Chairholders.](image)
A majority of all respondents felt that the objectives and actions included in the Action Plan will enable the University to both address barriers to participation faced by under-represented groups (see Figure 3.)

**Figure 3.**

The objectives and actions outlined in the EDI Action Plan will enable the University to address barriers to participation faced by under-represented groups.

<table>
<thead>
<tr>
<th>Agreement Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>21%</td>
</tr>
<tr>
<td>Agree</td>
<td>26%</td>
</tr>
<tr>
<td>Somewhat Agree</td>
<td>45%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>5%</td>
</tr>
<tr>
<td>Disagree</td>
<td>3%</td>
</tr>
</tbody>
</table>

Although a majority of all respondents agreed or strongly agreed that the Action Plan will provide effective career development and mentoring resources, respondents reported somewhat lower satisfaction rates with these plans, when compared to questions regarding institutional commitment, a supportive and inclusive workplace, and the reduction of barriers (see Figure 4).

**Figure 4.**

The objectives and actions outlined in the EDI Action Plan will provide Chairholders and other faculty members with more effective career development and mentoring resources.

<table>
<thead>
<tr>
<th>Agreement Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>21%</td>
</tr>
<tr>
<td>Agree</td>
<td>32%</td>
</tr>
<tr>
<td>Somewhat Agree</td>
<td>21%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>13%</td>
</tr>
<tr>
<td>Disagree</td>
<td>8%</td>
</tr>
</tbody>
</table>

All respondents (n = 38)
• Among those who self-identified, similar proportions of men and women respondents agreed or strongly agreed with the statements that the Action Plan demonstrated an strong institutional commitment to EDI and that it will enable the University to address barriers to participation, although the percentages were slightly higher for respondents who self-identified as men.

• Those who self-identified as women were more likely than those who self-identified as men to agree or strongly agree with the statements that the Action Plan will help establish a supportive and inclusive workplace and that it will help the University provide effective career development/mentoring resources.

• Because of the response rate, it was difficult to identify trends or common answers from individuals who self-identified as members of equity-seeking groups in addition to women (racialized/persons of colour; persons with disabilities; LGBTQ persons; and/or Indigenous persons). However, those who self-identified as a member of these other groups (n = 5) were less likely to agree or strongly agree with the statements in questions 1–3.

• A lower proportion of those who self-identified as members of equity-seeking groups in addition to women agreed or strongly agreed that the EDI Action Plan would help address institutional barriers, when compared to all respondents who self-identified women and all respondents who self-identified as men (see Figures 5–7).

Figure 5.

The objectives and actions outlined in the EDI Action Plan will enable the University to address barriers to participation faced by under-represented groups.

Respondents who self-identified as members of equity-seeking groups in addition to women (n = 5)

- Strongly Agree
- Agree
- Somewhat Agree

Figures continue on next page
The objectives and actions outlined in the EDI Action Plan will enable the University to address barriers to participation faced by under-represented groups.

All respondents who self-identified as women (n = 16).

All respondents who self-identified as men (n = 15).