



To: Barbette Igonia, President & CEO, BCEA
From: Dan García, Principia Assessments Ltd.
Re: ARAP Project Intake Survey
Date: March 12, 2021

Background

As part of BCEA's Anti-Racism Action Program project, we developed and administered an intake survey to better understand the electrical industry as it relates to diversity, equity, inclusion, anti-racism, and related topics. The questionnaire gathered information about how familiar industry members are with certain terms and concepts, the extent to which these topics are discussed in the industry, indicators of industry diversity and inclusion, and what people would most like to learn in relation to these topics. The questionnaire also includes demographic questions to support meaningful data analysis.

Key messages:

- BCEA wants to help foster a more diverse and inclusive electrical industry.
- As one step towards this goal, BCEA conducted a survey to better understand the electrical industry as it relates to diversity, equity, inclusion, anti-racism, and related topics.

Responses

- More than 300 people who report working in the electrical industry responded to the survey (n=306 valid responses)
- Two-thirds of these respondents (66.34%) work primarily in BC; one-third (33.66%) work primarily outside of BC
- Responses were collected between January 19 and February 11, 2021

Respondents

- Respondents included those who had been in the industry for varying lengths of time:
 - 2.62% (n=8) for less than a year
 - 19.34% (n=59) for 1 – 5 years
 - 13.77% (n=42) for 6 – 10 years
 - 20.00% (n=61) for 11 – 20 years
 - 44.26% (n=135) for over 20 years

- Respondents included people holding different positions:
 - 19.33% (n=58) are Administrative or support staff
 - 9.67% (n=29) are Skilled trades
 - 37.33% (n=112) are Middle management (department or functional manager)
 - 16.33% (n=49) are Upper management (C-suite, VP)
 - 2.00% (n=6) are Retired
 - 15.33% (n=46) selected Other
 - The most common responses included labourer, sales positions, owners and CEO, customer service, warehouse staff, and material handlers

- Respondents included people with different educational backgrounds:
 - 1.32% (n=4) have completed Some high school
 - 19.54% (n=59) have completed High school
 - 12.91% (n=39) have completed a Certificate program
 - 19.21% (n=58) have completed a Diploma program
 - 11.59% (n=35) have completed a Trade program
 - 30.13% (n=91) have completed a Bachelor's degree
 - 4.97% (n=15) have completed a Master's degree

- Respondents included people from different generations:
 - 16.72% (n=50) were born between 1946 and 1960
 - 55.18% (n=165) were born between 1961 and 1980
 - 26.76% (n=80) were born between 1981 and 1995
 - 1.34% (n=4) were born between 1996 and 2010

- Respondents included people with different genders:
 - Female (101 of 304)
 - Male (198 of 304)
 - Nonbinary or prefer not to say (5 of 304) [Note: Response categories with fewer than 30 selections were aggregated.]

- Respondents included people with different sexual orientations:
 - Straight (heterosexual) 271 of 297
 - Other sexual orientation 26 of 297 [Note: Response categories with fewer than 30 selections were aggregated.]

- Respondents included people (22.37%) who self-reported a disability or other condition now or in the past (68 of 304), of which:
 - 41.18% reported a having a condition or disability in the past

- 4.41% reported a condition or disability that they expect to last less than 6 months
- 54.41% reported a long-term condition or disability
- Respondents included people from different religions or spiritual affiliations from more than 10 different religions
- Respondents included people with different racialized perspectives:
 - 1.34% (n=4) identify as Black (African, Afro-Caribbean, African-Canadian descent)
 - 6.67% (n=20) identify as East/Southeast Asian (Chinese, Korean, Japanese, Taiwanese descent; Filipino, Vietnamese, Cambodian, Thai, Indonesian, other Southeast Asian descent)
 - 2.67% (n=8) identify as Indigenous (First Nations, Métis, Inuk/Inuit)
 - 2.33% (n=7) identify as Latinx (Latin American, Hispanic descent)
 - 1.67% (n=5) identify as Middle Eastern (Arab, Persian, West Asian descent, e.g., Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)
 - 5.67% (n=17) identify as South Asian (South Asian descent, e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)
 - 80.00% (n=240) identify as White (European descent)
 - 4.67% (n=14) identify as Another race category

Project

We asked a series of questions specific to this project.

- The purpose of BCEA's project is to increase awareness and understanding of diversity, equity, inclusion, and related topics; and promote and engage in meaningful discussion on these topics. Based on the information you have, do you support BCEA's initiative?
 - 92.79% of respondents report supporting BCEA's project, 1.31% do not, and 5.90% are undecided
- Respondents self-report having different levels of familiarity with diversity, equity, and inclusion concepts and terms
 - 17.05% (n=52) report being Extremely familiar with such concepts and terms
 - 36.39% (n=111) report being Very familiar with such concepts and terms
 - 40.00% (n=122) report being Somewhat familiar with such concepts and terms

- 4.92% (n=15) report being Not so familiar with such concepts and terms
- 1.64% (n=5) report being Not at all familiar with such concepts and terms
- Respondents were asked about their degree of familiarity with 24 specific concepts and terms
 - Some terms—such as racism, sexism, and discrimination—were well-known by most respondents; for example:
 - 96.03% (291 of 303) reported knowing what discrimination meant, using it, or being able to explain it to others
 - 95.09% (291 of 306) reported knowing what racism meant, using it, or being able to explain it to others
 - 94.10% (287 of 305) reported knowing what sexism meant, using it, or being able to explain it to others
 - Some terms—such as intersectionality and allyship—were not well-known by many respondents; for example:
 - 28.29% (86 of 304) reported knowing what intersectionality meant, using it, or being able to explain it to others
 - 34.87% (106 of 304) reported knowing what allyship meant, using it, or being able to explain it to others
- Respondents were asked 9 questions about feelings of inclusion in the electrical industry. The weighted scores were converted to a scale from 0 to 100
 - Average Inclusion score for all respondents was 82 (n=306)
 - There were adequate responses to calculate average Inclusion score by gender*:
 - Female – 75 (n=104)
 - Male – 85 (n=201)

*[*Inadequate data to calculate based on nonbinary or other gender responses]*
- Respondents were asked about experiences and observations of discrimination, harassment, or exclusion during their work in the electrical industry:
 - Have you experienced discrimination, harassment, or exclusion during your work in the electrical industry?
 - 33.77% (n=103) of all participants responded “Yes”
 - 51.80% (n=158) of all participants responded “No”
 - 13.77% (n=42) of all participants responded “Not sure” or “Prefer not to say”
 - There were adequate responses to analyze the data by gender *:
 - 53% (n=100) of women responded “Yes”

- 24% (n=197) of men responded “Yes”

*[*Inadequate data to calculate based on nonbinary or other gender responses]*

- Have you observed discrimination, harassment, or exclusion during your work in the electrical industry?
 - 55.30% (n=167) of all participants responded “Yes”
 - 33.77% (n=102) of all participants responded “No”
 - 9.60% (n=29) of all participants responded “Not sure” or “Prefer not to say”
- There were adequate responses to analyze the data by gender*:
 - 60% (n=99) of women responded “Yes”
 - 53% (n=195) of men responded “Yes”

*[*Inadequate data to calculate based on nonbinary or other gender responses]*

- Have you had access to resources to address discrimination, harassment, or exclusion?
 - 55.26% (n=168) of all participants responded “Yes”
 - 19.08% (n=58) of all participants responded “No”
 - 15.13% (n=46) of all participants responded “Sometimes”
 - 10.51% (n=32) of all participants responded “Not sure” or “Prefer not to say”
- There were adequate responses to analyze the data by gender *:
 - 47% (n=99) of women responded “Yes”
 - 61% (n=197) of men responded “Yes”

*[*Inadequate data to calculate based on nonbinary or other gender responses]*

- Respondents were asked to identify what they would most like to learn about in the area of diversity, equity, and inclusion:
 - 23.33% (n=49) identified general knowledge in the area
 - Some comments included industry-specific data and information, progress being made in the area, the BLM movement, and gaining a deeper understanding of this area
 - 12.86% (n=27) identified tools and strategies to change the behaviours of others

- Some comments included training others, how to further effect change, how to influence others without feeling awkward, and how to engage others to talk about topics in this area
- 12.38% (n=26) identified tools and resources to embark on a new initiative
 - Some comments included how to put their learning into practice, how to start a DEI program when one does not exist, where to concentrate efforts, how to measure progress, how to implement strategies in everyday life and work, resources for small and large businesses, how to publicize diversity in the company, and how to shift a company's culture
- 7.62% (n=16) identified aspects of working with others
 - Some comments included bridging across differences (e.g., generational, gender, ethnicity), creating a safe space for others, increasing tolerance and acceptance of others, treating everyone equally, promoting inclusion without excluding others, promoting progress in this area, how to call others out, and how to engage in regular discussions on this topic
- 6.67% (n=14) identified terminology
 - Some comments included a deeper understanding of the common terms, using the correct terminology, and some specific terms
- 5.71% (n=12) identified equity
 - Some comments included adopting gender equity, pay equity, educating others about equity, and how to drive equity in the industry
- 5.71% (n=12) identified understanding others
 - Some comments included understanding the viewpoints of others, how to ask questions without offending, engaging in different perspectives, how to mitigate against making assumptions, and how to make others feel welcome within the organization
- 4.29% (n=9) identified unconscious bias
 - Some comments included how to recognize biases and unconscious bias training for companies

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