



# City of Edmonton: 2016 Employee Engagement and Diversity Survey



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- NOTE: For each Branch there are three reports. (Overall Branch results, Branch Results by Female Participants and by Branch Results by Male Participants). Information for each Branch is grouped together before proceeding to the next Branch.
- NOTE: Where the survey threshold for reporting purposes has not been met (see Survey Protocol: Conditions for Reporting Survey Results) answers for the Diversity, Harassment and Discrimination questions conclude with the following text, “Results are not displayed due to confidentiality restrictions”
- NOTE: Questions may appear out of order as they are re-grouped into themes (eg. Culture, Workplace) for analysis purposes. For Discrimination/Harassment, Diversity, and Final the numbering reflects the section and the total question number.

## **Background:**

- The survey is conducted every two years during September with initial results being available in December of the same year.
- The confidential survey allows the organization to hear directly from employees on their perceptions and to assess organizational progress in many areas.
- The 2016 survey results are presented based on the organizational structure in place at that time therefore any organizational units created since 2016 will not have survey results.
- The survey is conducted by a third party, TalentMap a member of the Council of American Survey Research Organizations (CASRO) and the Marketing Research and Intelligence Association (MIRA). TalentMap subscribes to CASRO'S Code of Standards and MIRA's Good Practice.
- **Importance of Employee Confidentiality:** The issue of employee confidentiality is critical and of paramount interest to the City. The survey company noted that increased employee survey responses is likely related to the belief that results are confidential and that they see value in responding to the survey in past years.

## **Corporate Findings:**

- The survey had a record high participation by employees at 72% up from 62% in 2014
- Improvement in all 4 survey dimensions (Engagement, Culture, Workplace and Immediate Supervisor). The four dimensions are used and reported on as they provide organizational units with insight and trending in key areas that drive organizational performance.
- Workforce is more diverse and similar to the National Household Survey Labour Force Data for Edmonton
- Staff perceptions of harassment and discrimination require greater attention and action

## **SURVEY PROTOCOL: CONFIDENTIALITY CONDITIONS FOR REPORTING SURVEY RESULTS:**

### **Employee Confidentiality is Protected by:**

- Utilizing an external, Canadian third party company that specializes in employee surveys.
- Following the confidentiality protocols established with that company and shared with participants including the way information is reported back.
- Reporting of overall results, and detailed results broken down by demographic variables such as gender, is restricted based on the the number of survey respondents within a group.

### **CONFIDENTIALITY CONDITIONS FOR REPORTING SURVEY RESULTS:**

The survey protocol and privacy impact assessment place minimum group size restriction for the purpose of reporting on results. These thresholds are based on protecting the confidentiality of respondents and take into the account the sensitivity of the information to encourage participation. This has been a **long established standard, included in the Privacy Impact Assessment and communicated to employees who in turn have completed surveys with this understanding.**

- Information and results on Employee Engagement related questions have a group threshold of 25 participants in order to meeting minimum reporting requirements.
- Information and results on Diversity, Harassment, and Discrimination result reporting is restricted to organizational units who had a staff population of greater than 50.

### **Implication:**

The size of City Branch structures varies, so the likelihood of not meeting the minimum of 50 participants threshold is greater when the data is subdivided by gender. Where the threshold of 50 participants for a gender group is not met, neither gender group can be reported for that Branch because if one group was shared it is possible to calculate the totals for the other threshold group. This would result in sidestepping the protection and intent of the confidentiality protocol. In these cases Diversity, Harassment and Discrimination results are reported at the Branch level only.



In situation where the threshold is not met the question remains in the report for full transparency with the following text inserted. **“Results are not displayed due to confidentiality restrictions”**

## Sharing of Information Based on Group Size Restrictions (based on 2016 org structure)

- Minimum 25 participants for Engagement Questions
  - Minimum 50 participants for Diversity, Harassment and Discrimination Questions
1. Full Employee Engagement, Diversity, Discrimination and Harassment Survey Results will be shared by Overall Branch, and by Gender (Meet all grouping thresholds)

- Community & Recreation Facility
- Community Standards
- Fire Rescue Services
- Edmonton Transit
- Fleet and Facilities
- Parks and Roads Services
- Utility Services
- Customer Information Services
- Assessment and Taxation
- Corporate Procurement and Supply Services
- Information Technology
- Facility & Landscape Infrastructure
- Transportation Infrastructure
- City Planning
- Development Services

2. Engagement results are shared by Overall Branch, and by Gender. (Met minimum threshold of 25 participants.) Diversity, Harassment and Discrimination results are shared at the Branch Overall level NOT by Gender (Breakdown by Gender resulted in a grouping being less than 50 participants therefore no reporting at that level.)

- Community Inclusion & Investment
- Financial Strategies and Budget
- Financial Services
- Human Resources
- Utilities Infrastructure
- Real Estate and Housing.

3. Engagement, Diversity, Harassment and Discrimination results are shared at the Branch Overall level NOT by Gender (Breakdown by Gender result in a grouping being less than 25 participants therefore no reporting at that level.)

- Integrated Strategic Development
- Corporate Communications
- Law
- City Clerk's Office
- Economic and Environmental Sustainability
- Real Estate and Housing.

4. No survey Results will be released (less than 25 participants overall )
- Open City and Innovation
  - Intergovernmental and External Affairs
  - LRT Delivery
  - City Manager's Office

The logo for the City of Edmonton, featuring the word "Edmonton" in white, sans-serif font on a blue square background.

# CITY OF EDMONTON

## 2016 EMPLOYEE ENGAGEMENT AND DIVERSITY SURVEY

**Snapshot Report**

**Section / (Sub) Sub-Section: n/a**

**Branch: n/a**

**Department: n/a**

Survey Start Date: September 9, 2016

Survey Close Date: September 30, 2016

Powered by:

**TalentMap**<sup>↑</sup>  
8 of 811  
EMPLOYEE INSIGHTS AT WORK



**VISI ER**  
Outsmart. Outperform.



# Snapshot Report

## Overall

### HOW TO READ YOUR REPORT

This report is designed to summarize the opinions made by individuals regarding the job and work environment at the City of Edmonton. The information below describes how to read the results.

Your agreement percentages are graphically depicted as bar charts in % Favourable, % Neutral, and % Unfavourable formats.

The box to the right displays how each percentage was calculated. A % Favourable score of 100% means that all employees indicated they “Strongly Agreed” or “Agreed”. While a % Neutral score is technically the middle value on the scale, the score can represent a response that is more unfavourable than it is favourable.

Each organization is different and your survey results should be used as a guide for further investigation. Generally, a % Favourable of 70 or above is considered good, a % Favourable in the 60s is acceptable, and a % Favourable lower than 60 would indicate the need to investigate further. If there is a previous period score, its relation either higher or lower than the current score is very valuable information. If it has moved either direction it shows that employees are experiencing an impact and you will want to explore those. (N/A: refers to the organizational change and that there is no previous comparator.)

Interpreting “Neutral” scores: It is a common temptation to view the neutral scores as “mildly positive” or “on the fence” and to combine neutral with positive scores. TalentMap’s experience, corroborated with academic and industry research, indicates that neutral scores should be interpreted as “mildly negative” given the positive bias of the survey instrument. Respondents who select “neither agree nor disagree” to a particular question are not in agreement and are therefore sending a mildly negative message.

This report displays the survey items by dimension.

**Branch 2016:** refers to your 2016 branch’s % Favourable score.

**Group 2014:** refers to your comparable 2014 group’s % Favourable score.

**Group 2012:** refers to your comparable 2012 group’s % Favourable score.

**Dept. 2016:** refers to your department’s 2016 overall % Favourable score.

**CoE 2016:** refers to the 2016 overall score for the City of Edmonton

**% Unfavourable:** represents the respondents who chose "Very Dissatisfied/Dissatisfied" or "Strongly Disagree/Disagree".

**% Neutral:** represents the respondents who chose "Neither Agree nor Disagree" or "Neutral".

**% Favourable:** represents the respondents who chose "Very Satisfied/Satisfied" or "Strongly Agree/Agree".

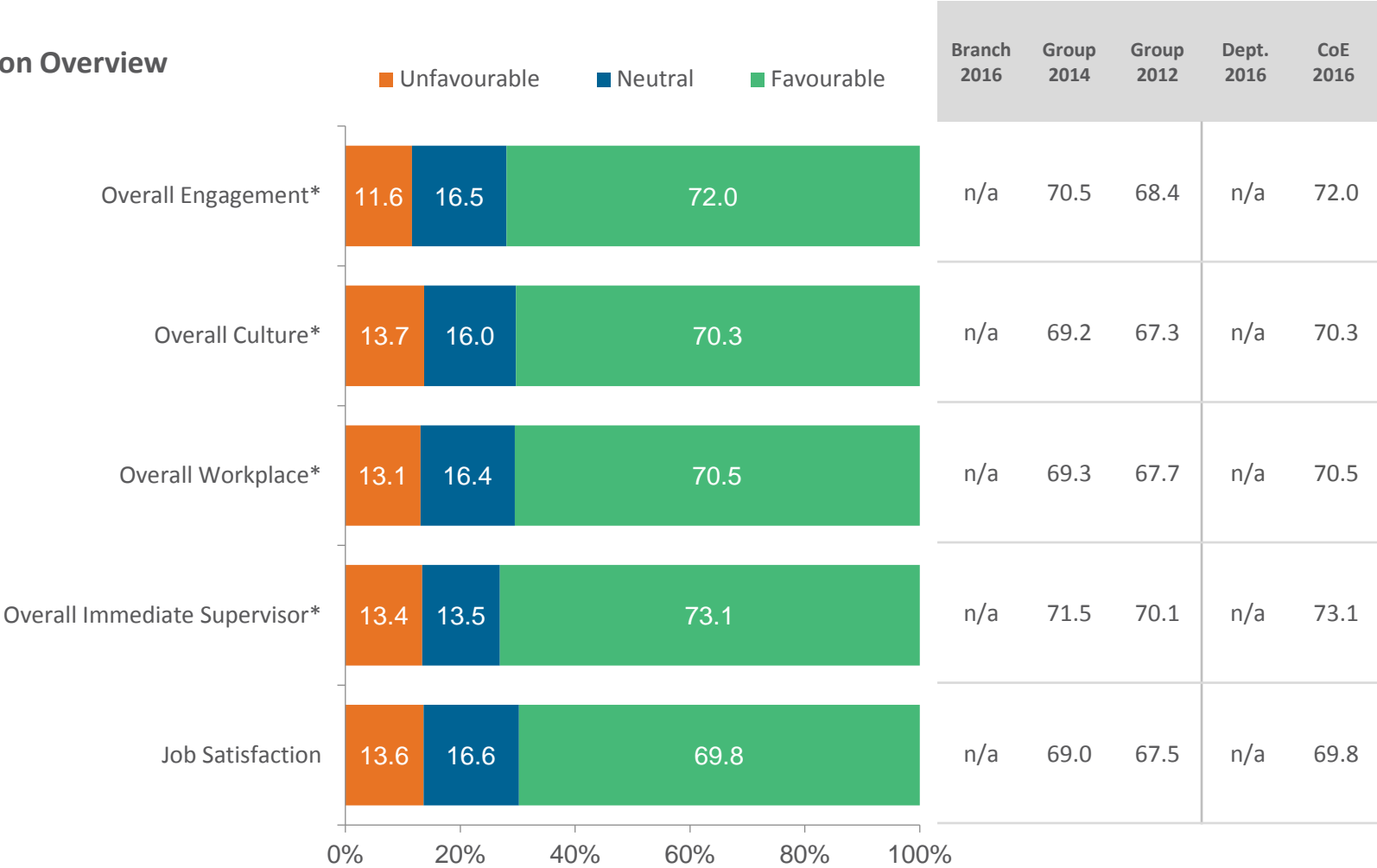
TalentMap converts the 5-point Likert scale to a 3-point scale for reporting purposes. This allows for more variation in the data, thus it is easier to identify the attributes where an organization is performing well as well as the attributes that need improvement.

\* Indicates that there is additional information in Visier regarding the question. You can dig deeper into responses by gender, union, job family, tenure and age. Visier also presents your area(s) survey results with other variables such as loss time, sick time, turnover so that you can see your results in context.

# Snapshot Report

Overall

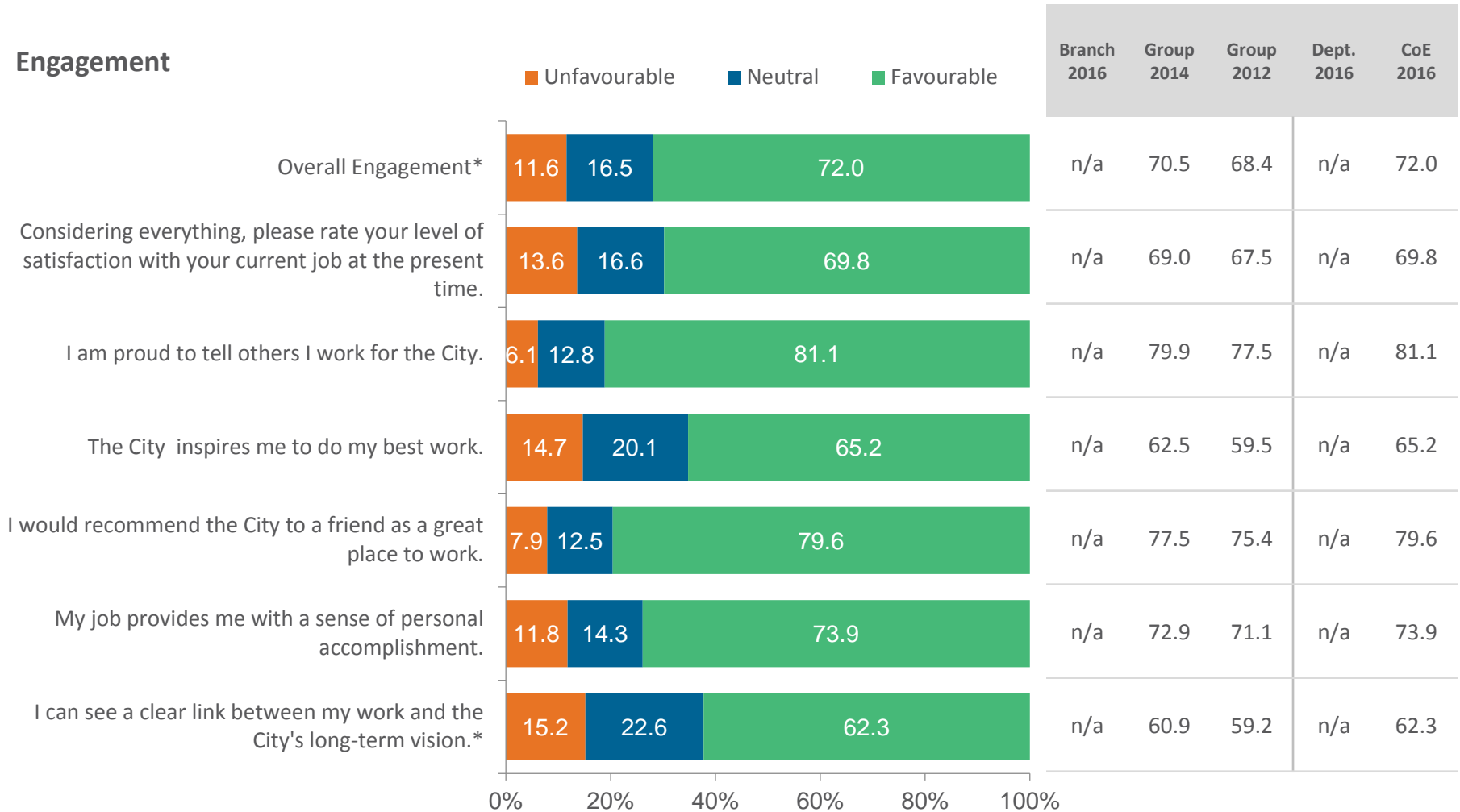
## Key Dimension Overview



# Snapshot Report

Overall

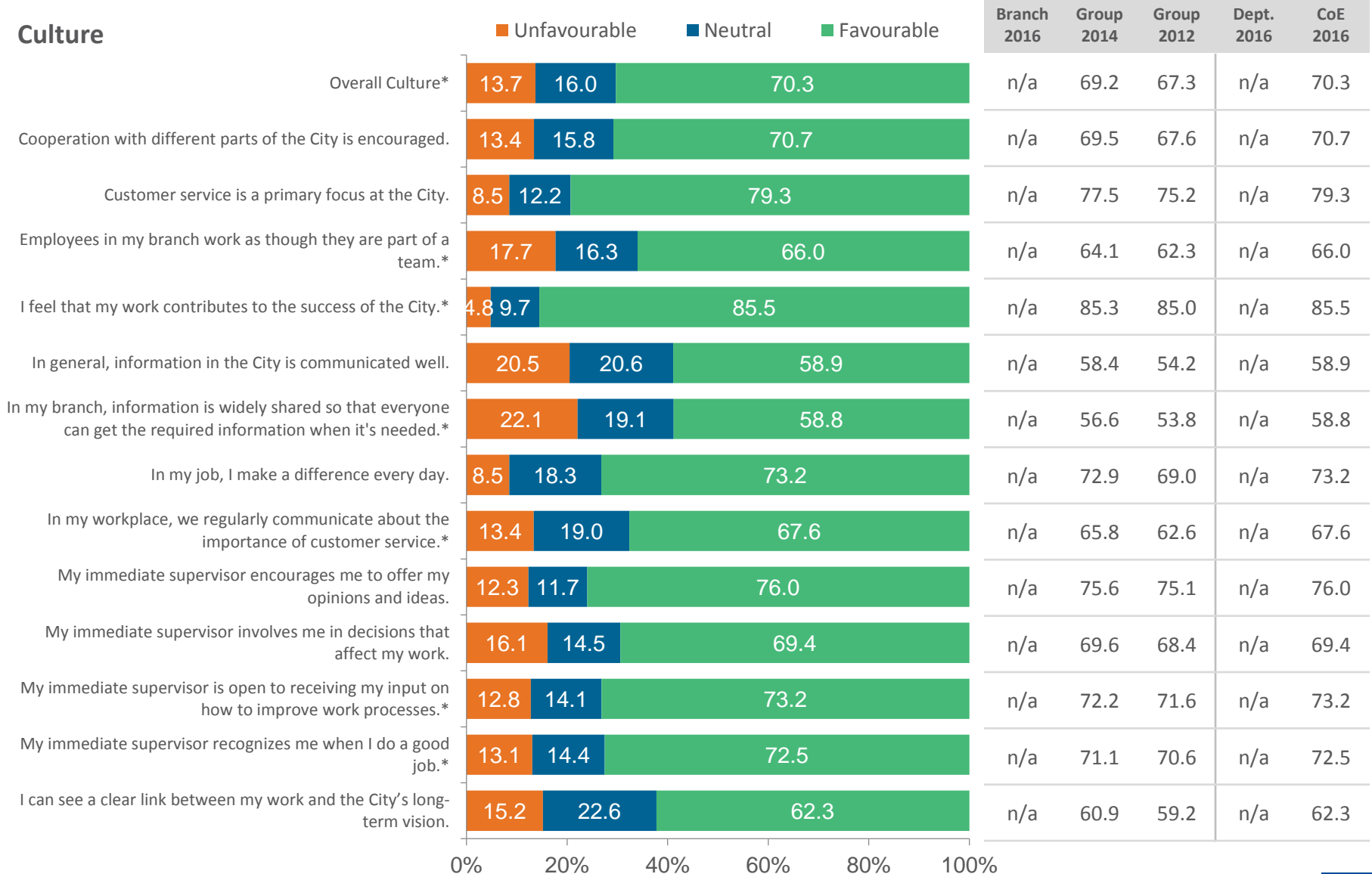
## Engagement



# Snapshot Report

Overall

## Culture

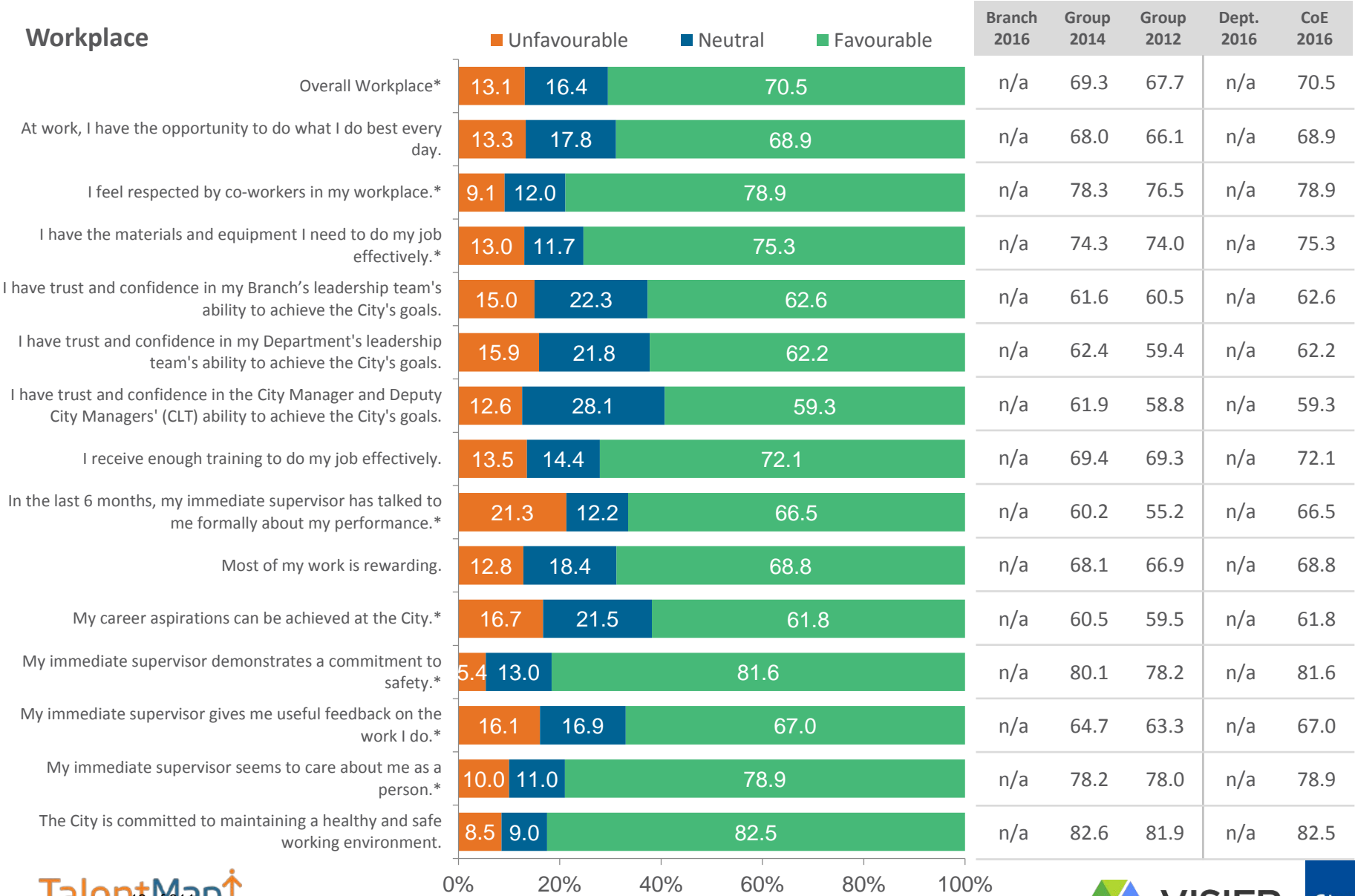




# Snapshot Report

Overall

## Workplace





# Snapshot Report

Overall

## Immediate Supervisor

Unfavourable Neutral Favourable

Branch 2016	Group 2014	Group 2012	Dept. 2016	CoE 2016
n/a	71.5	70.1	n/a	73.1
n/a	78.2	78.0	n/a	78.9
n/a	75.6	75.1	n/a	76.0
n/a	69.6	68.4	n/a	69.4
n/a	71.1	70.6	n/a	72.5
n/a	60.2	55.2	n/a	66.5
n/a	64.7	63.3	n/a	67.0
n/a	80.1	78.2	n/a	81.6
n/a	72.2	71.6	n/a	73.2
n/a	n/a	n/a	n/a	68.8

Overall Immediate Supervisor\*

13.4 13.5 73.1

My immediate supervisor seems to care about me as a person.\*

10.0 11.0 78.9

My immediate supervisor encourages me to offer my opinions and ideas.\*

12.3 11.7 76.0

My immediate supervisor involves me in decisions that affect my work.

16.1 14.5 69.4

My immediate supervisor recognizes me when I do a good job.\*

13.1 14.4 72.5

In the last 6 months, my immediate supervisor has talked to me formally about my performance.\*

21.3 12.2 66.5

My immediate supervisor gives me useful feedback on the work I do.\*

16.1 16.9 67.0

My immediate supervisor demonstrates a commitment to safety.\*

5.4 13.0 81.6

My immediate supervisor is open to receiving my input on how to improve work processes.\*

12.8 14.1 73.2

My immediate supervisor allows me to try out new ideas to improve my work processes.\*

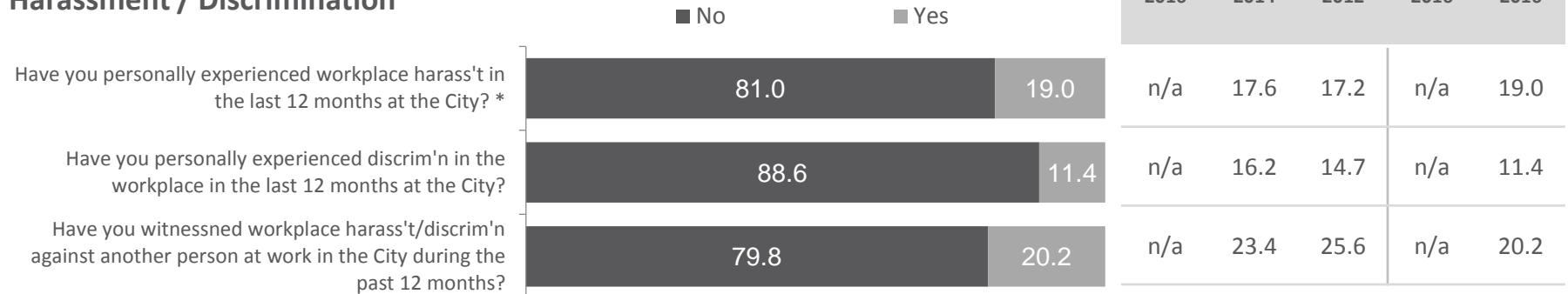
12.4 18.8 68.8

0% 20% 40% 60% 80% 100%

# Snapshot Report

Overall

## Harassment / Discrimination

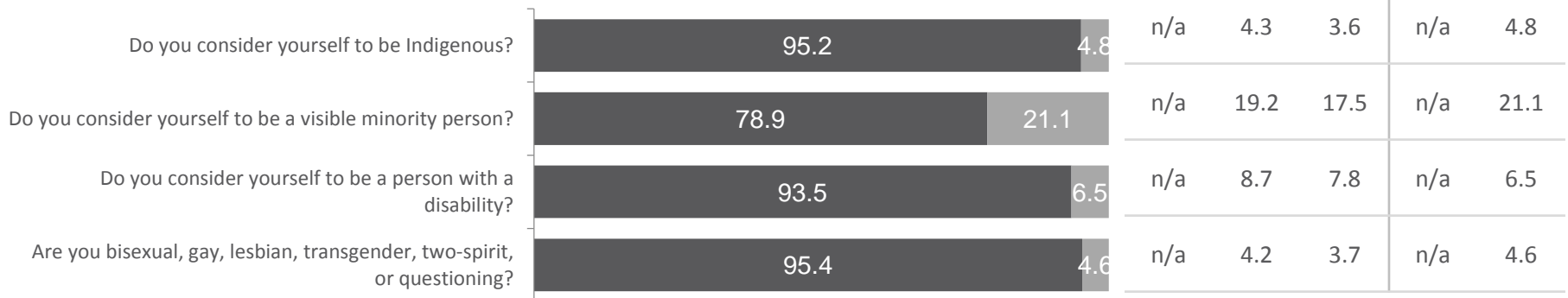


For the questions above, % **No** represents a favourable score



For the questions above, % **Yes** represents a favourable score

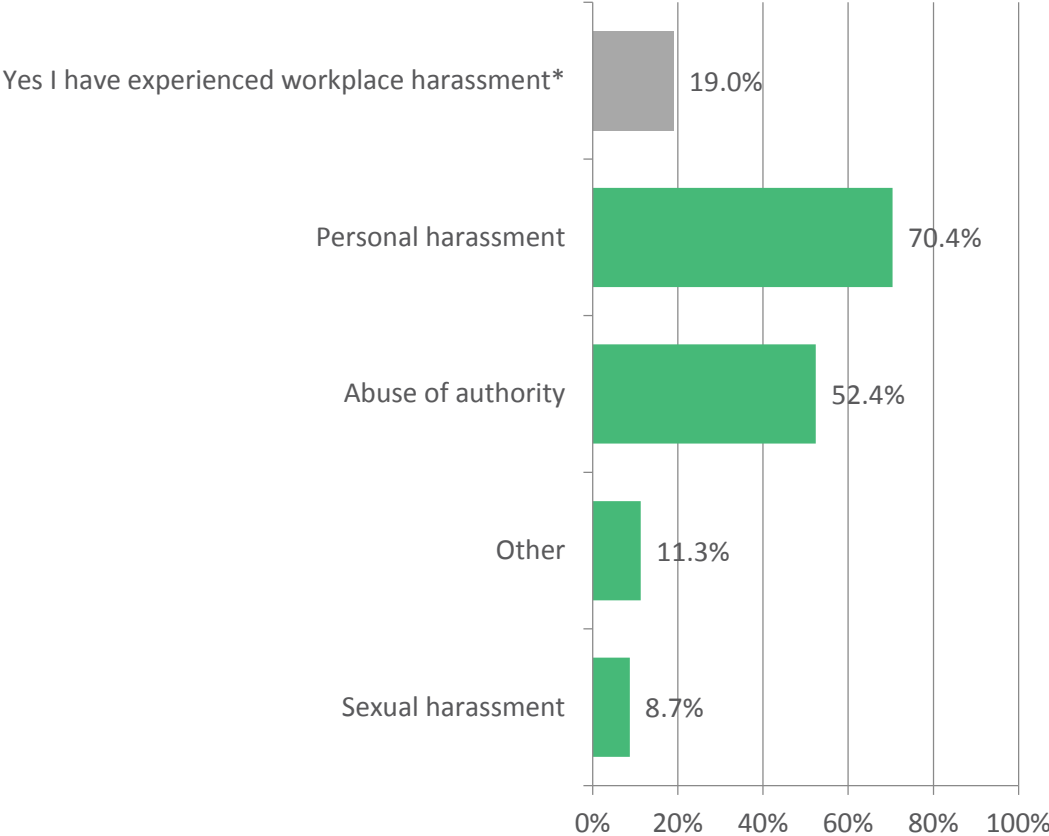
## Diversity



# Snapshot Report

## Overall

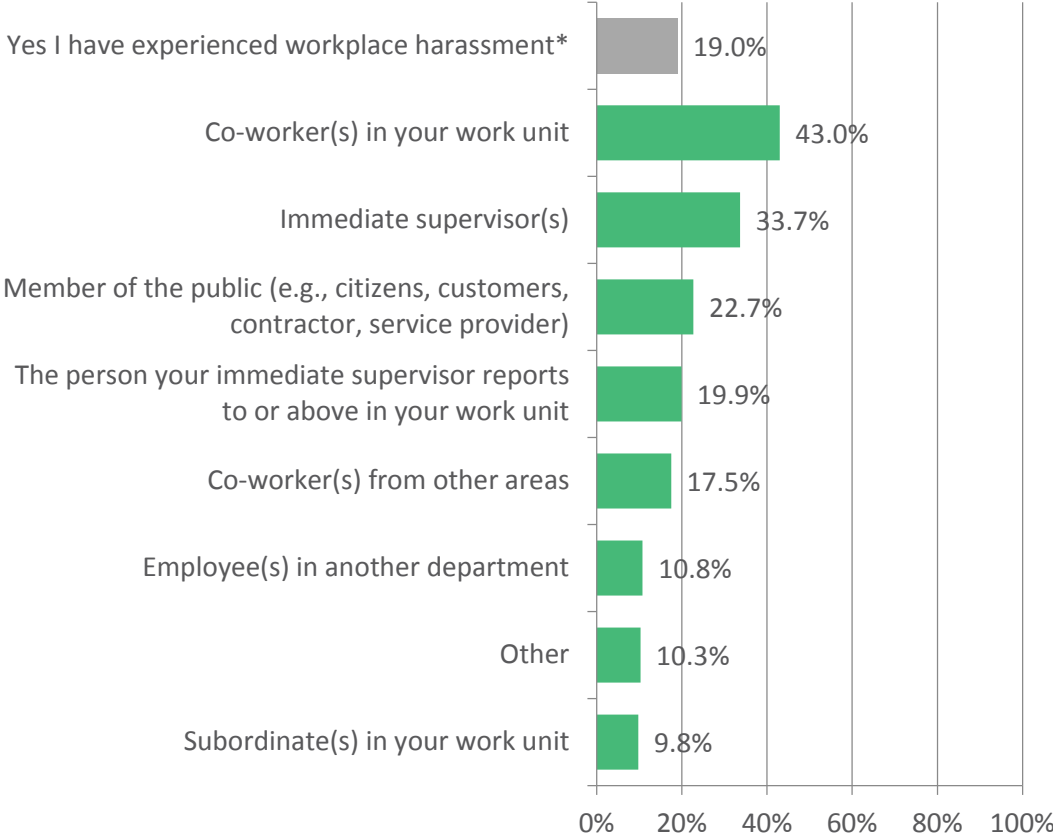
Have you personally experienced workplace harassment in the last 12 months at the City?  
Please indicate the type of harassment you experienced as a City Employee.



# Snapshot Report

## Overall

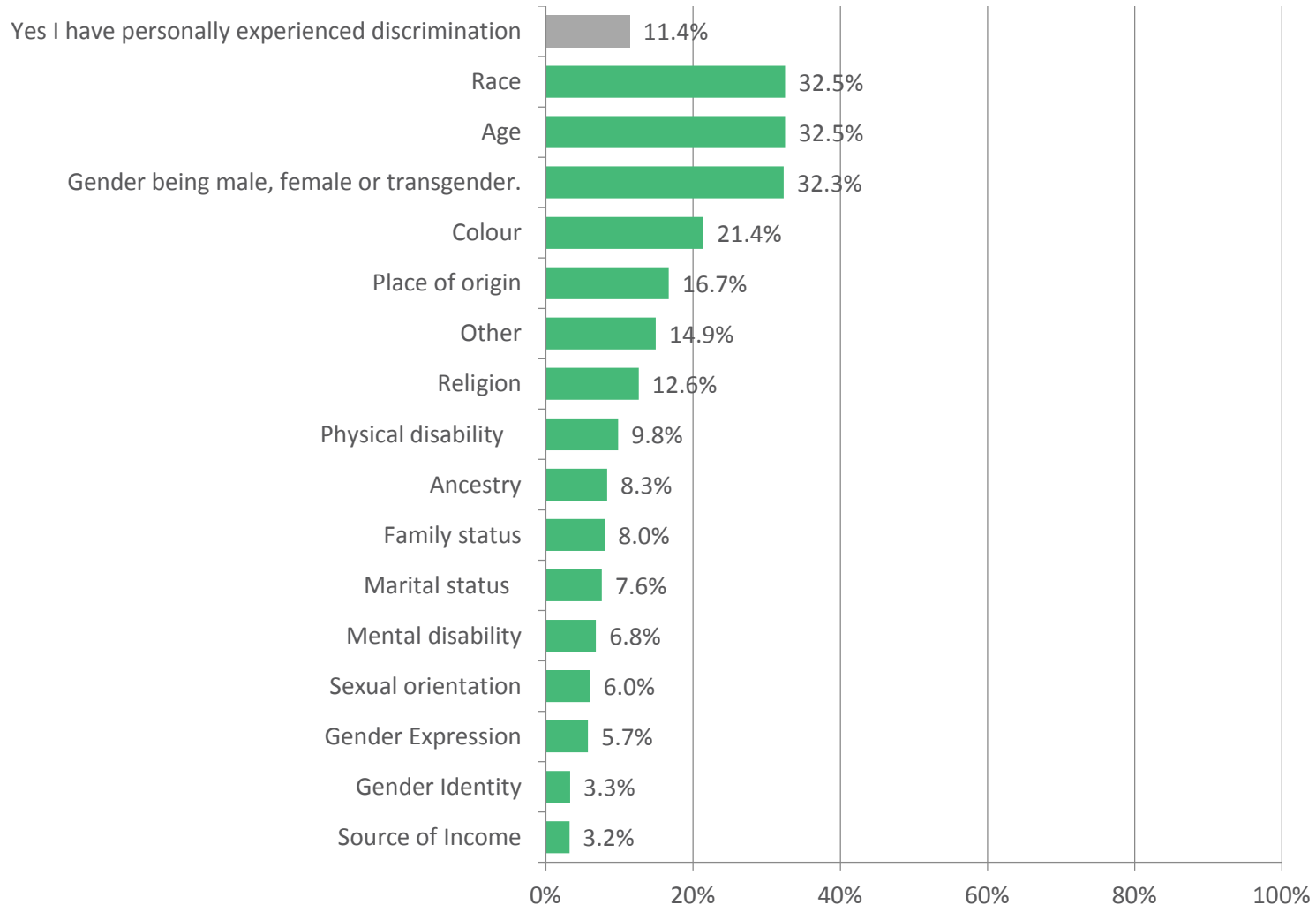
Have you personally experienced workplace harassment in the last 12 months at the City?  
Please indicate who was harassing you.



# Snapshot Report

Overall

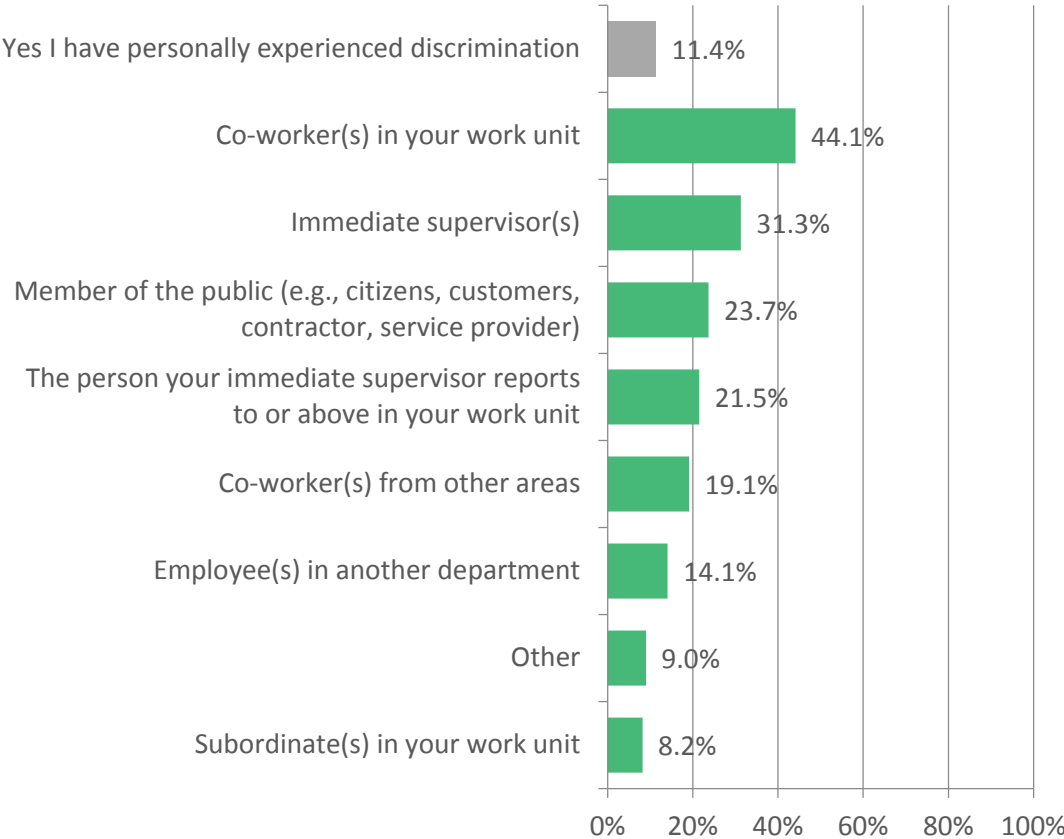
*Have you personally experienced discrimination in the last 12 months at the City?  
Please indicate the type of discrimination you experienced as a City employee.*



# Snapshot Report

## Overall

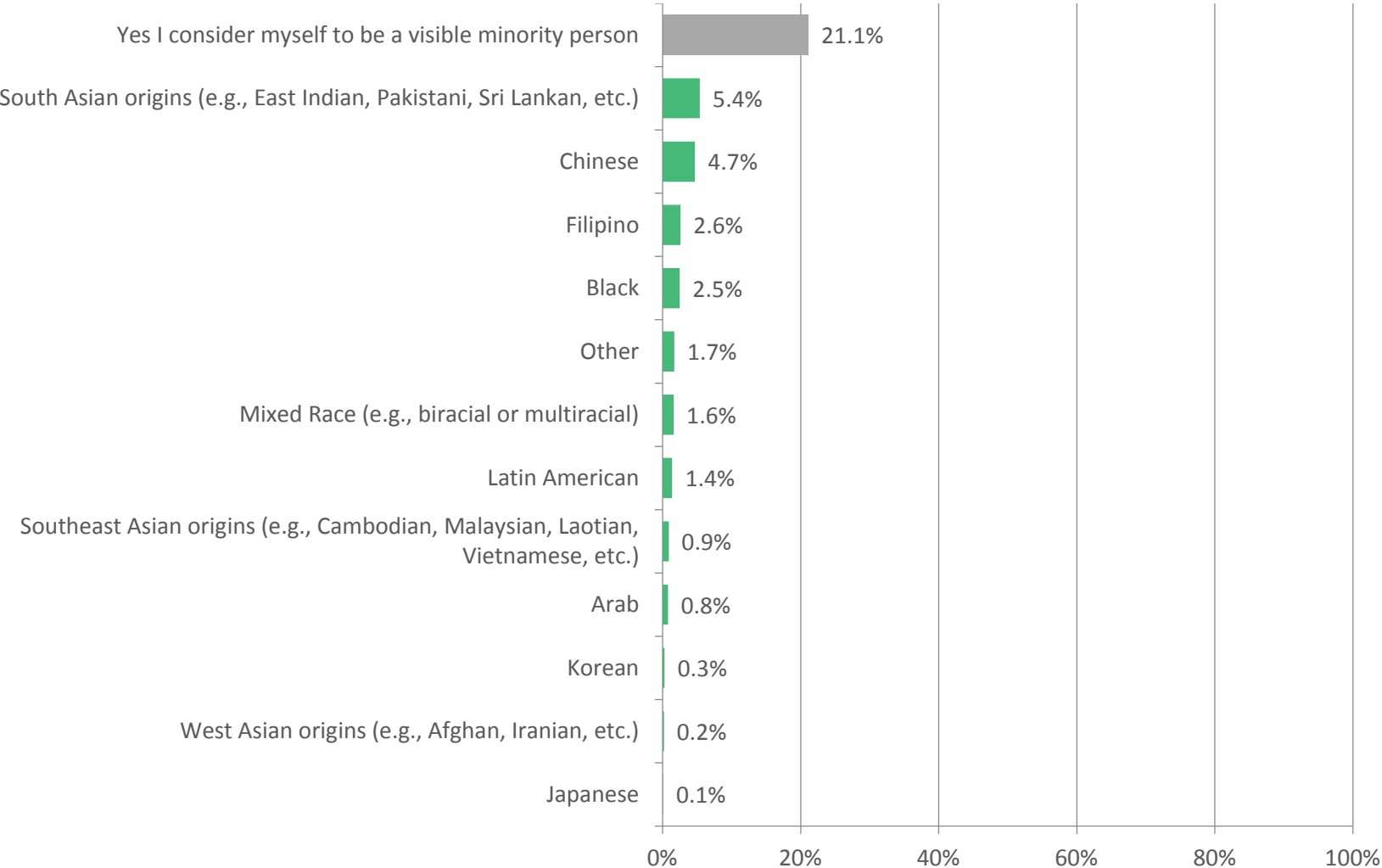
Have you personally experienced discrimination in the last 12 months at the City?  
Please indicate who discriminated against you.



# Snapshot Report

Overall

*Do you consider yourself to be a visible minority person?  
Please indicate your group(s) according to the following Statistics Canada categories.*

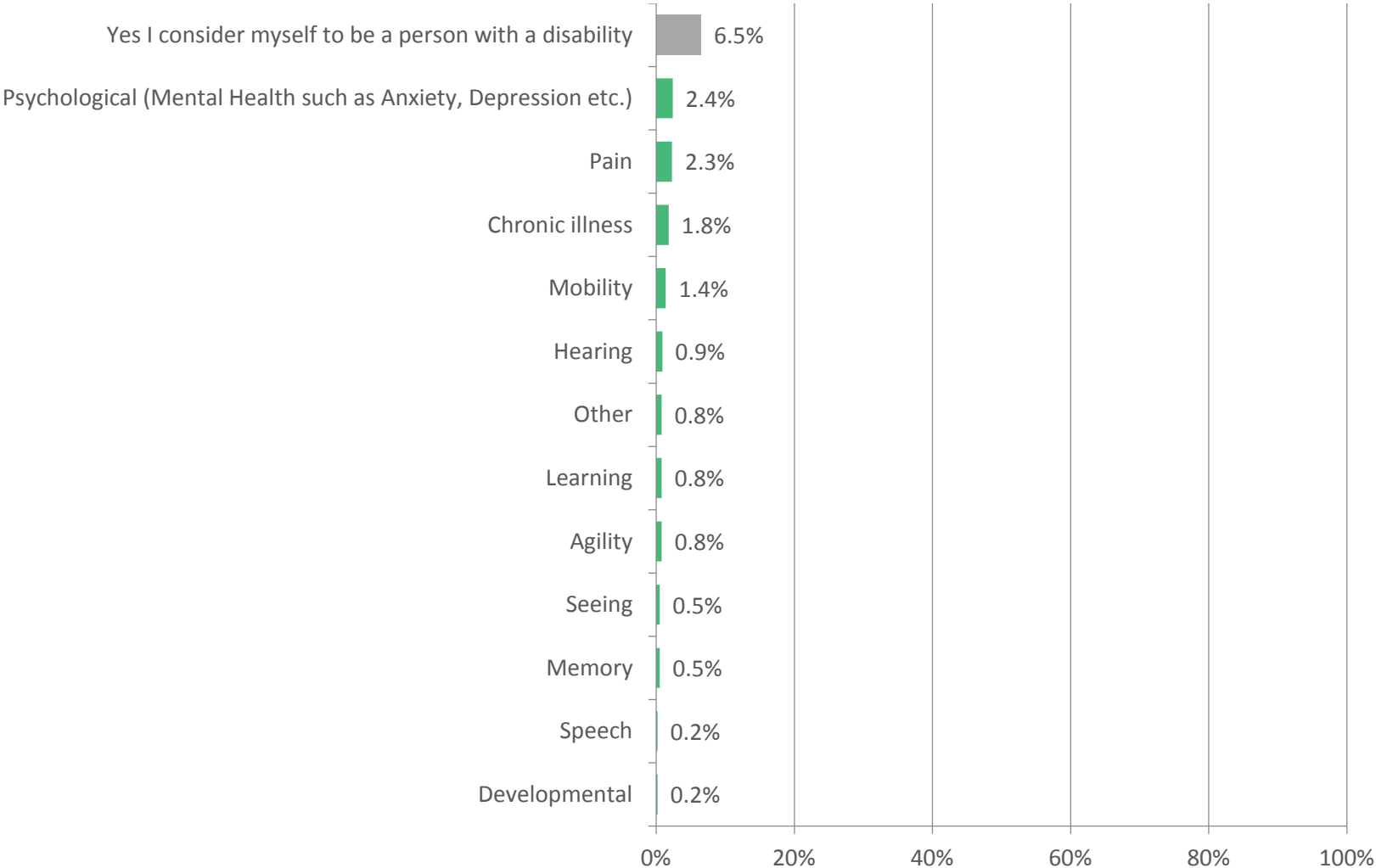




# Snapshot Report

Overall

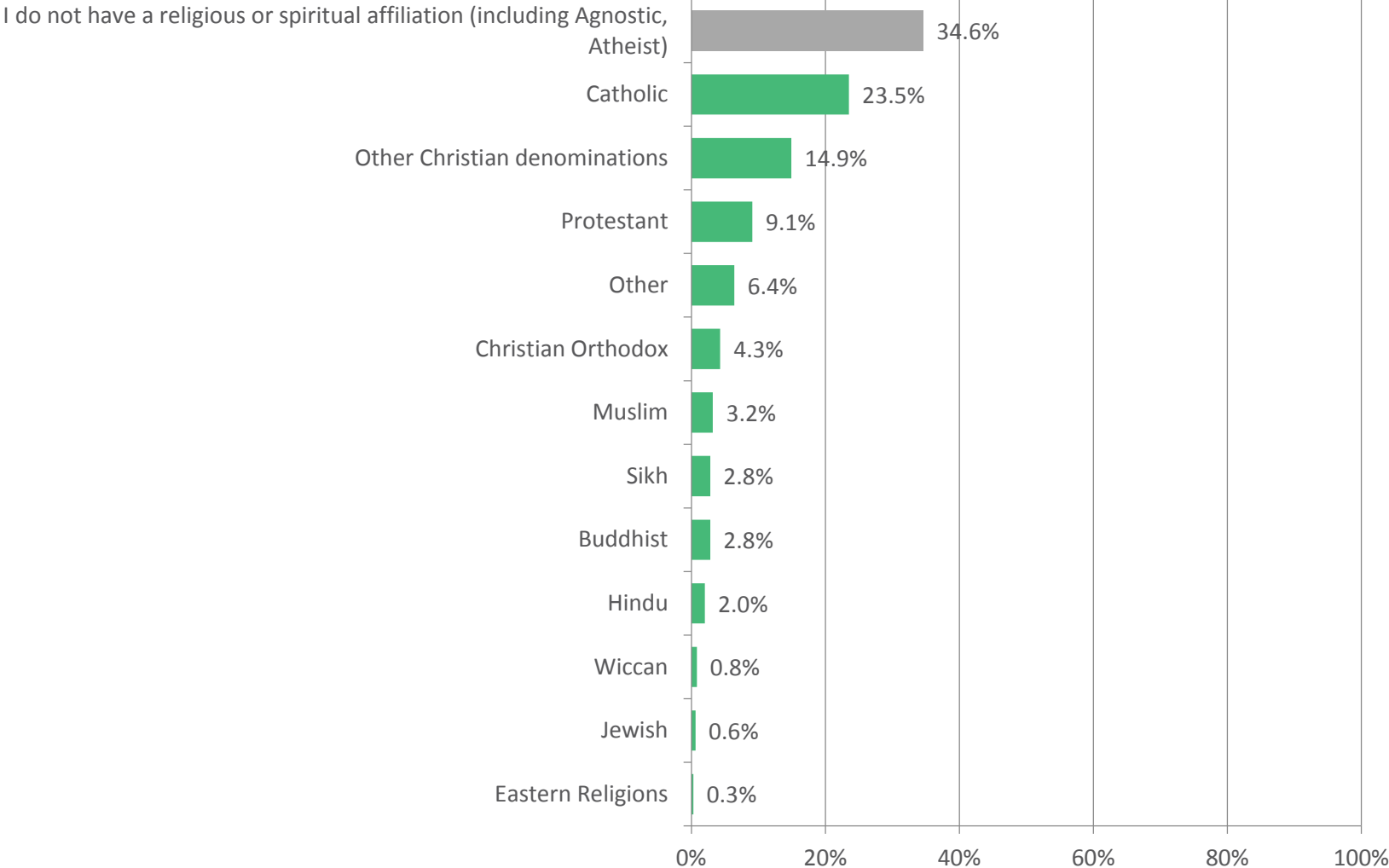
*Do you consider yourself to be a person with a disability?  
What is the nature of your disability.*



# Snapshot Report

## Overall

Please indicate your religious or spiritual affiliation.



# Citizen Services

## Community & Recreation Facility

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 1031

Total Responses: 1031

### Branch: Community & Recreation Facility

#### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		10%	16%	75%

#### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>9%</b>	<b>17%</b>	<b>75%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		10%	16%	75%
2. I am proud to tell others I work for the City.		4%	8%	88%
3. The City inspires me to do my best work.		11%	22%	67%
4. I would recommend the City to a friend as a great place to work.		4%	10%	86%
5. My job provides me with a sense of personal accomplishment.		10%	15%	75%
6. I can see a clear link between my work and the City's long-term vision.		16%	29%	56%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	16%	72%
9. Cooperation with different parts of the City is encouraged.		13%	19%	68%
7. Customer service is a primary focus at the City.		5%	8%	87%
22. Employees in my branch work as though they are part of a team.		12%	13%	75%
8. I feel that my work contributes to the success of the City.		5%	14%	81%
32. In general, information in the City is communicated well.		18%	18%	64%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		18%	17%	65%
30. In my job, I make a difference every day.		7%	16%	76%
27. In my workplace, we regularly communicate about the importance of customer service.		6%	14%	80%
14. My immediate supervisor encourages me to offer my opinions and ideas.		13%	13%	74%
15. My immediate supervisor involves me in decisions that affect my work.		18%	15%	67%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	16%	71%
16. My immediate supervisor recognizes me when I do a good job.		13%	15%	72%
6. I can see a clear link between my work and the City's long-term vision.		16%	29%	56%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	16%	72%
29. At work, I have the opportunity to do what I do best every day.		13%	19%	68%
31. I feel respected by co-workers in my workplace.		9%	10%	81%
25. I have the materials and equipment I need to do my job effectively.		10%	9%	81%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		8%	22%	70%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		9%	21%	70%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		6%	28%	65%
26. I receive enough training to do my job effectively.		8%	12%	80%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		28%	14%	58%
28. Most of my work is rewarding.		10%	15%	74%
12. My career aspirations can be achieved at the City.		25%	27%	48%
19. My immediate supervisor demonstrates a commitment to safety.		4%	11%	85%
18. My immediate supervisor gives me useful feedback on the work I do.		17%	19%	64%
13. My immediate supervisor seems to care about me as a person.		10%	9%	81%
10. The City is committed to maintaining a healthy and safe working environment.		6%	7%	88%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		14%	15%	71%
13. My immediate supervisor seems to care about me as a person.		10%	9%	81%
14. My immediate supervisor encourages me to offer my opinions and ideas.		13%	13%	74%
15. My immediate supervisor involves me in decisions that affect my work.		18%	15%	67%
16. My immediate supervisor recognizes me when I do a good job.		13%	15%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		28%	14%	58%
18. My immediate supervisor gives me useful feedback on the work I do.		17%	19%	64%
19. My immediate supervisor demonstrates a commitment to safety.		4%	11%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	16%	71%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		13%	21%	66%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	48	454
Very happy to be a city employee	41	383
Improved physical work environment	13	127
Make my workplace less stressful	23	216
I have more work than I can handle	7	64
Work pressures are very stressful	9	82
Need to effectively address difficult situations at work	17	158
More appreciation and recognition for my contributions	23	214
Changes at the city cause workplace stress	10	92
Clearer performance expectations	11	107
More day-to-day coaching and feedback on my performance	10	92
More career development opportunities	22	205
More teamwork	22	205
More equitable treatment of employees	18	172
More involvement in decisions	18	173
Better 2-way communication between management and staff	31	297
Better access to information	19	179
More respectful workplace	15	145
Stop colleagues from harassing each other	8	78
Clearer long-term direction	12	111
Less discrimination	7	64
Other. Please specify	10	98

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	81	19
Have you personally experienced workplace harassment in the last 12 months at the City?	81%	19%

**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	77	77	148
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	14	14	26
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	48	48	91
Other. Please Specify	7	7	13
		<b>Total %</b>	<b>100</b>

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	8	8	15
Co-worker(s) in your work unit	49	49	94
Immediate supervisor(s)	28	28	53
The person your immediate supervisor reports to or above in your work unit	13	13	25
Co-worker(s) from other areas	12	12	22
Employee(s) in another department	6	6	11
Member of the public (e.g., citizens, customers, contractor, service provider)	40	40	76
Other. Please Specify	3	3	6
		<b>Total %</b>	<b>100</b>



4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	87	13
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	87%	13%

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 37	Count
Race	26	32
Place of origin	14	17
Ancestry	8	10
Colour	15	18
Religion	12	15
Age	36	43
Gender being male, female or transgender.	54	65
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	7	9
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	10	12
Marital status	10	12
Family status	10	12
Physical disability	5	6
Mental disability	3	4
Sexual orientation	15	18
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	1	1
Other. Please Specify.	11	13
	Total %	100

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	8	8	9
Co-worker(s) in your work unit	47	47	56
Immediate supervisor(s)	27	27	32
The person your immediate supervisor reports to or above in your work unit	10	10	12
Co-worker(s) from other areas	13	13	16
Employee(s) in another department	11	11	13
Member of the public (e.g., citizens, customers, contractor, service provider)	41	41	49
Other. Please Specify.	3	3	4
		Total %	100

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	79	79%	21%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	Answered 'No' to questions 34, 37, and 40
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	22 16 62	22%	16%	62%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	47	47%	53%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No
  Yes, First Nations (Status)
  Yes, First Nations (Non-Status)
  Yes, Inuit
  Yes, Métis
  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	95%	1%	1%	0%	2%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No
  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	85%	15%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No
  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been	93%	7%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		91%	9%

**Final**

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		91%	9%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		30%	27%	34%	9%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		70%	30%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		32%	68%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		38%	62%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Responses: 682  
Total Responses: 682

Branch: Community & Recreation Facility

Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	16	74
	10%	16%	74%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>9</b>	<b>17</b>	<b>74</b>
	<b>9%</b>	<b>17%</b>	<b>74%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	16	74
	10%	16%	74%
2. I am proud to tell others I work for the City.	4	7	89
	4%	7%	89%
3. The City inspires me to do my best work.	10	23	67
	10%	23%	67%
4. I would recommend the City to a friend as a great place to work.	5	11	85
	5%	11%	85%
5. My job provides me with a sense of personal accomplishment.	10	14	76
	10%	14%	76%
6. I can see a clear link between my work and the City's long-term vision.	15	31	54
	15%	31%	54%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>12%</b>	<b>16%</b>	<b>72%</b>
9. Cooperation with different parts of the City is encouraged.	12%	20%	69%
7. Customer service is a primary focus at the City.	5%	9%	86%
22. Employees in my branch work as though they are part of a team.	12%	13%	75%
8. I feel that my work contributes to the success of the City.	4%	15%	81%
32. In general, information in the City is communicated well.	17%	17%	67%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.	18%	16%	65%
30. In my job, I make a difference every day.	7%	16%	77%
27. In my workplace, we regularly communicate about the importance of customer service.	6%	15%	79%
14. My immediate supervisor encourages me to offer my opinions and ideas.	14%	12%	74%
15. My immediate supervisor involves me in decisions that affect my work.	19%	16%	66%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	14%	15%	71%
16. My immediate supervisor recognizes me when I do a good job.	14%	14%	72%
6. I can see a clear link between my work and the City's long-term vision.	15%	31%	54%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>12%</b>	<b>16%</b>	<b>73%</b>
29. At work, I have the opportunity to do what I do best every day.	12%	17%	71%
31. I feel respected by co-workers in my workplace.	9%	10%	81%
25. I have the materials and equipment I need to do my job effectively.	10%	9%	81%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.	6%	23%	71%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.	8%	21%	72%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.	6%	30%	64%
26. I receive enough training to do my job effectively.	8%	11%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	32%	14%	55%
28. Most of my work is rewarding.	9%	13%	77%
12. My career aspirations can be achieved at the City.	25%	28%	48%
19. My immediate supervisor demonstrates a commitment to safety.	4%	12%	84%
18. My immediate supervisor gives me useful feedback on the work I do.	18%	18%	64%
13. My immediate supervisor seems to care about me as a person.	11%	8%	81%
10. The City is committed to maintaining a healthy and safe working environment.	7%	7%	86%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		15%	14%	70%
13. My immediate supervisor seems to care about me as a person.		11%	8%	81%
14. My immediate supervisor encourages me to offer my opinions and ideas.		14%	12%	74%
15. My immediate supervisor involves me in decisions that affect my work.		19%	16%	66%
16. My immediate supervisor recognizes me when I do a good job.		14%	14%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		32%	14%	55%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	18%	64%
19. My immediate supervisor demonstrates a commitment to safety.		4%	12%	84%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	15%	71%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		12%	21%	67%



## Management Team


2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	48	296
Very happy to be a city employee	40	249
Improved physical work environment	12	73
Make my workplace less stressful	22	138
I have more work than I can handle	7	41
Work pressures are very stressful	9	57
Need to effectively address difficult situations at work	17	107
More appreciation and recognition for my contributions	24	150
Changes at the city cause workplace stress	10	65
Clearer performance expectations	11	68
More day-to-day coaching and feedback on my performance	10	63
More career development opportunities	21	131
More teamwork	21	130
More equitable treatment of employees	18	113
More involvement in decisions	18	110
Better 2-way communication between management and staff	31	196
Better access to information	18	114
More respectful workplace	15	95
Stop colleagues from harassing each other	8	51
Clearer long-term direction	10	65
Less discrimination	6	36
Other. Please specify	11	67

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

■ No ■ Yes





Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.			
Have you personally experienced workplace harassment in the last 12 months at the City?		78%	22%

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		77	109
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		15	21
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		46	66
Other. Please Specify		6	9

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	6	6	8
Co-worker(s) in your work unit	49	49	69
Immediate supervisor(s)	26	26	37
The person your immediate supervisor reports to or above in your work unit	13	13	18
Co-worker(s) from other areas	11	11	16
Employee(s) in another department	6	6	8
Member of the public (e.g., citizens, customers, contractor, service provider)	42	42	59
Other. Please Specify	4	4	5

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	87		
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		87%	13%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	20	20	16
Place of origin	16	16	13
Ancestry	8	8	6
Colour	14	14	11
Religion	14	14	11
Age	39	39	31
Gender being male, female or transgender.	53	53	42
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	6	6	5
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	8	8	6
Marital status	11	11	9
Family status	11	11	9
Physical disability	6	6	5
Mental disability	4	4	3
Sexual orientation	10	10	8
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	1	1	1
Other. Please Specify.	13	13	10

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.

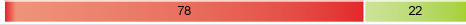
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	8	8	6
Co-worker(s) in your work unit	51	51	40
Immediate supervisor(s)	31	31	24
The person your immediate supervisor reports to or above in your work unit	12	12	9
Co-worker(s) from other areas	12	12	9
Employee(s) in another department	12	12	9
Member of the public (e.g., citizens, customers, contractor, service provider)	40	40	31
Other. Please Specify.	3	3	2


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		78%	22%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34,

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		22%	17%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

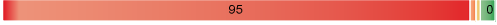
■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		48%	52%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		95%	1%	1%	0%	3%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN

No  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?			
		87%	13%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES.

PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?			
		92%	8%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?

PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.

PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		93%	7%

**Final**

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		89%	11%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Daycare	Day Home	Yes, Family	in-home care
51. If yes; which of the following do you use most often? (choose one)		28%	30%	32%	11%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		71%	29%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		32%	68%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS,

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		36%	64%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 349

Total Responses: 349

**Branch: Community & Recreation Facility**  
**Gender: Male**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	15	76
	10%	15%	76%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>9</b>	<b>16</b>	<b>75</b>
	<b>9%</b>	<b>16%</b>	<b>75%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	15	76
	10%	15%	76%
2. I am proud to tell others I work for the City.	3	10	87
	3%	10%	87%
3. The City inspires me to do my best work.	13	22	65
	13%	22%	65%
4. I would recommend the City to a friend as a great place to work.	2	10	88
	2%	10%	88%
5. My job provides me with a sense of personal accomplishment.	10	16	73
	10%	16%	73%
6. I can see a clear link between my work and the City's long-term vision.	16	25	59
	16%	25%	59%



## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.
















■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	16%	72%
9. Cooperation with different parts of the City is encouraged.		15%	19%	67%
7. Customer service is a primary focus at the City.		5%	5%	90%
22. Employees in my branch work as though they are part of a team.		13%	12%	75%
8. I feel that my work contributes to the success of the City.		5%	13%	81%
32. In general, information in the City is communicated well.		20%	20%	60%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		18%	19%	63%
30. In my job, I make a difference every day.		7%	18%	75%
27. In my workplace, we regularly communicate about the importance of customer service.		6%	13%	81%
14. My immediate supervisor encourages me to offer my opinions and ideas.		12%	14%	74%
15. My immediate supervisor involves me in decisions that affect my work.		16%	14%	70%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		12%	17%	70%
16. My immediate supervisor recognizes me when I do a good job.		12%	15%	73%
6. I can see a clear link between my work and the City's long-term vision.		16%	25%	59%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>12%</b>	<b>16%</b>	<b>72%</b>
29. At work, I have the opportunity to do what I do best every day.		14%	23%	63%
31. I feel respected by co-workers in my workplace.		9%	10%	81%
25. I have the materials and equipment I need to do my job effectively.		9%	10%	80%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		12%	21%	67%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		13%	21%	66%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		7%	25%	68%
26. I receive enough training to do my job effectively.		8%	13%	79%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	15%	64%
28. Most of my work is rewarding.		12%	19%	69%
12. My career aspirations can be achieved at the City.		25%	25%	50%
19. My immediate supervisor demonstrates a commitment to safety.		3%	9%	88%
18. My immediate supervisor gives me useful feedback on the work I do.		16%	20%	64%
13. My immediate supervisor seems to care about me as a person.		8%	12%	81%
10. The City is committed to maintaining a healthy and safe working environment.		4%	6%	90%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		13%	15%	72%
13. My immediate supervisor seems to care about me as a person.		8%	12%	81%
14. My immediate supervisor encourages me to offer my opinions and ideas.		12%	14%	74%
15. My immediate supervisor involves me in decisions that affect my work.		16%	14%	70%
16. My immediate supervisor recognizes me when I do a good job.		12%	15%	73%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	15%	64%
18. My immediate supervisor gives me useful feedback on the work I do.		16%	20%	64%
19. My immediate supervisor demonstrates a commitment to safety.		3%	9%	88%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		12%	17%	70%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		14%	22%	64%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	49	158
Very happy to be a city employee	42	134
Improved physical work environment	17	54
Make my workplace less stressful	24	78
I have more work than I can handle	7	23
Work pressures are very stressful	8	25
Need to effectively address difficult situations at work	16	51
More appreciation and recognition for my contributions	20	64
Changes at the city cause workplace stress	8	27
Clearer performance expectations	12	39
More day-to-day coaching and feedback on my performance	9	29
More career development opportunities	23	74
More teamwork	23	75
More equitable treatment of employees	18	59
More involvement in decisions	20	63
Better 2-way communication between management and staff	31	101
Better access to information	20	65
More respectful workplace	16	50
Stop colleagues from harassing each other	8	27
Clearer long-term direction	14	46
Less discrimination	9	28
Other. Please specify	10	31

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	86	14
Have you personally experienced workplace harassment in the last 12 months at the City?	86%	14%

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	80	39
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	10	5
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	51	25
Other. Please Specify	8	4

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	14	7
Co-worker(s) in your work unit	51	25
Immediate supervisor(s)	33	16
The person your immediate supervisor reports to or above in your work unit	14	7
Co-worker(s) from other areas	12	6
Employee(s) in another department	6	3
Member of the public (e.g., citizens, customers, contractor, service provider)	35	17
Other. Please Specify	2	1

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	87	13
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	87%	13%

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	Count	% of those that responded Yes to Q. 37
Race	16	38
Place of origin	4	10
Ancestry	4	10
Colour	7	17
Religion	4	10
Age	12	29
Gender being male, female or transgender.	23	55
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	4	10
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	6	14
Marital status	3	7
Family status	3	7
Physical disability	1	2
Mental disability	1	2
Sexual orientation	10	24
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0
Other. Please Specify.	3	7

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	Count	% of those that responded Yes to Q. 37
Subordinate(s) in your work unit	3	7
Co-worker(s) in your work unit	16	38
Immediate supervisor(s)	8	19
The person your immediate supervisor reports to or above in your work unit	3	7
Co-worker(s) from other areas	7	17
Employee(s) in another department	4	10
Member of the public (e.g., citizens, customers, contractor, service provider)	18	43
Other. Please Specify.	2	5

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		80%	20%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40) DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		22%	14%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		46%	54%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		95%	2%	1%	1%	1%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No ■ Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		81%	19%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	94	94%	6%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		86%	14%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		95%	5%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		44%	13%	44%	0%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		69%	31%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		32%	68%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		42%	58%

# Citizen Services

## Community Inclusion & Investment

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 109

Total Responses: 109

### Branch: Community Inclusion & Investment Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		6%	8%	86%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>6%</b>	<b>9%</b>	<b>86%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		6%	8%	86%
2. I am proud to tell others I work for the City.		3%	6%	92%
3. The City inspires me to do my best work.		6%	13%	81%
4. I would recommend the City to a friend as a great place to work.		3%	10%	87%
5. My job provides me with a sense of personal accomplishment.		9%	5%	86%
6. I can see a clear link between my work and the City's long-term vision.		8%	10%	81%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	11%	81%
9. Cooperation with different parts of the City is encouraged.		3%	7%	90%
7. Customer service is a primary focus at the City.		12%	11%	78%
22. Employees in my branch work as though they are part of a team.		12%	12%	76%
8. I feel that my work contributes to the success of the City.		1%	7%	92%
32. In general, information in the City is communicated well.		12%	18%	70%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		10%	19%	71%
30. In my job, I make a difference every day.		5%	12%	83%
27. In my workplace, we regularly communicate about the importance of customer service.		13%	16%	70%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	6%	86%
15. My immediate supervisor involves me in decisions that affect my work.		8%	9%	83%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	6%	86%
16. My immediate supervisor recognizes me when I do a good job.		8%	8%	83%
6. I can see a clear link between my work and the City's long-term vision.		8%	10%	81%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		7%	11%	82%
29. At work, I have the opportunity to do what I do best every day.		9%	6%	85%
31. I feel respected by co-workers in my workplace.		5%	13%	83%
25. I have the materials and equipment I need to do my job effectively.		11%	16%	73%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		2%	11%	87%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		4%	14%	82%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		3%	12%	85%
26. I receive enough training to do my job effectively.		11%	20%	69%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		11%	8%	80%
28. Most of my work is rewarding.		8%	6%	85%
12. My career aspirations can be achieved at the City.		7%	18%	75%
19. My immediate supervisor demonstrates a commitment to safety.		4%	9%	87%
18. My immediate supervisor gives me useful feedback on the work I do.		11%	8%	81%
13. My immediate supervisor seems to care about me as a person.		6%	7%	86%
10. The City is committed to maintaining a healthy and safe working environment.		5%	4%	92%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	8%	84%
13. My immediate supervisor seems to care about me as a person.		6%	7%	86%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	6%	86%
15. My immediate supervisor involves me in decisions that affect my work.		8%	9%	83%
16. My immediate supervisor recognizes me when I do a good job.		8%	8%	83%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		11%	8%	80%
18. My immediate supervisor gives me useful feedback on the work I do.		11%	8%	81%
19. My immediate supervisor demonstrates a commitment to safety.		4%	9%	87%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	6%	86%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		10%	7%	83%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	46	46
Very happy to be a city employee	45	45
Improved physical work environment	6	6
Make my workplace less stressful	18	18
I have more work than I can handle	11	11
Work pressures are very stressful	13	13
Need to effectively address difficult situations at work	17	17
More appreciation and recognition for my contributions	17	17
Changes at the city cause workplace stress	17	17
Clearer performance expectations	13	13
More day-to-day coaching and feedback on my performance	14	14
More career development opportunities	24	24
More teamwork	20	20
More equitable treatment of employees	25	25
More involvement in decisions	18	18
Better 2-way communication between management and staff	29	29
Better access to information	18	18
More respectful workplace	20	20
Stop colleagues from harassing each other	7	7
Clearer long-term direction	13	13
Less discrimination	12	12
Other. Please specify	18	18

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	86	14
Have you personally experienced workplace harassment in the last 12 months at the City?	86%	14%

**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	80	80	12
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	7	7	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	40	40	6
Other. Please Specify	7	7	1

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	13	13	2
Co-worker(s) in your work unit	47	47	7
Immediate supervisor(s)	33	33	5
The person your immediate supervisor reports to or above in your work unit	13	13	2
Co-worker(s) from other areas	7	7	1
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	7	7	1
Other. Please Specify	7	7	1

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	86	14
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	86%	14%

5. 38. IF YOU ANSWERED YES TO QUESTION 37,

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	21	21	3
Place of origin	14	14	2
Ancestry	14	14	2
Colour	21	21	3
Religion	7	7	1
Age	29	29	4
Gender being male, female or transgender.	36	36	5
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	7	7	1
Family status	7	7	1
Physical disability	21	21	3
Mental disability	14	14	2
Sexual orientation	7	7	1
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	21	21	3



6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	14	14	2
Co-worker(s) in your work unit	64	64	9
Immediate supervisor(s)	21	21	3
The person your immediate supervisor reports to or above in your work unit	7	7	1
Co-worker(s) from other areas	7	7	1
Employee(s) in another department	14	14	2
Member of the public (e.g., citizens, customers, contractor, service provider)	21	21	3
Other. Please Specify.	14	14	2

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	85	85%	15%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	Answered 'No' to questions 34, 37, and 40
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	26	26%	14%	60%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	78	78%	22%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No 
  Yes, First Nations (Status) 
  Yes, First Nations (Non-Status) 
  Yes, Inuit 
  Yes, Métis 
  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	88%	6%	0%	0%	6%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No 
  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	79%	21%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No 
  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	89%	11%
Do you consider yourself to be a person with a disability?		

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		95%	5%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		78%	22%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		58%	13%	21%	8%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		79%	21%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		17%	83%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		29%	71%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 82

Total Responses: 82

Branch: Community Inclusion & Investment

Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		6%	9%	85%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>9%</b>	<b>84%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		6%	9%	85%
2. I am proud to tell others I work for the City.		4%	6%	90%
3. The City inspires me to do my best work.		7%	14%	79%
4. I would recommend the City to a friend as a great place to work.		4%	11%	85%
5. My job provides me with a sense of personal accomplishment.		11%	4%	85%
6. I can see a clear link between my work and the City's long-term vision.		11%	9%	80%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	11%	80%
9. Cooperation with different parts of the City is encouraged.		3%	8%	90%
7. Customer service is a primary focus at the City.		15%	10%	75%
22. Employees in my branch work as though they are part of a team.		14%	15%	72%
8. I feel that my work contributes to the success of the City.		1%	9%	90%
32. In general, information in the City is communicated well.		14%	13%	74%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		10%	21%	70%
30. In my job, I make a difference every day.		6%	12%	81%
27. In my workplace, we regularly communicate about the importance of customer service.		16%	14%	70%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	7%	85%
15. My immediate supervisor involves me in decisions that affect my work.		9%	10%	82%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		9%	5%	87%
16. My immediate supervisor recognizes me when I do a good job.		10%	9%	82%
6. I can see a clear link between my work and the City's long-term vision.		11%	9%	80%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	11%	82%
29. At work, I have the opportunity to do what I do best every day.		11%	4%	85%
31. I feel respected by co-workers in my workplace.		4%	15%	82%
25. I have the materials and equipment I need to do my job effectively.		12%	15%	73%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		1%	14%	85%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		4%	15%	81%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		3%	13%	85%
26. I receive enough training to do my job effectively.		14%	17%	69%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		13%	9%	78%
28. Most of my work is rewarding.		10%	6%	84%
12. My career aspirations can be achieved at the City.		6%	17%	77%
19. My immediate supervisor demonstrates a commitment to safety.		4%	11%	85%
18. My immediate supervisor gives me useful feedback on the work I do.		12%	6%	81%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
10. The City is committed to maintaining a healthy and safe working environment.		5%	2%	93%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	8%	83%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	7%	85%
15. My immediate supervisor involves me in decisions that affect my work.		9%	10%	82%
16. My immediate supervisor recognizes me when I do a good job.		10%	9%	82%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		13%	9%	78%
18. My immediate supervisor gives me useful feedback on the work I do.		12%	6%	81%
19. My immediate supervisor demonstrates a commitment to safety.		4%	11%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		9%	5%	87%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		10%	6%	84%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	47	35
Very happy to be a city employee	42	31
Improved physical work environment	7	5
Make my workplace less stressful	14	10
I have more work than I can handle	11	8
Work pressures are very stressful	9	7
Need to effectively address difficult situations at work	14	10
More appreciation and recognition for my contributions	20	15
Changes at the city cause workplace stress	16	12
Clearer performance expectations	9	7
More day-to-day coaching and feedback on my performance	15	11
More career development opportunities	27	20
More teamwork	19	14
More equitable treatment of employees	27	20
More involvement in decisions	19	14
Better 2-way communication between management and staff	28	21
Better access to information	18	13
More respectful workplace	19	14
Stop colleagues from harassing each other	7	5
Clearer long-term direction	14	10
Less discrimination	9	7
Other. Please specify	16	12



## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, METIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 27

Total Responses: 27

Branch: Community Inclusion & Investment

Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		4%	7%	89%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>2%</b>	<b>9%</b>	<b>90%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		4%	7%	89%
2. I am proud to tell others I work for the City.		0%	4%	96%
3. The City inspires me to do my best work.		4%	11%	85%
4. I would recommend the City to a friend as a great place to work.		0%	7%	93%
5. My job provides me with a sense of personal accomplishment.		4%	7%	89%
6. I can see a clear link between my work and the City's long-term vision.		0%	15%	85%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		4%	12%	84%
9. Cooperation with different parts of the City is encouraged.		4%	7%	89%
7. Customer service is a primary focus at the City.		0%	12%	88%
22. Employees in my branch work as though they are part of a team.		7%	4%	89%
8. I feel that my work contributes to the success of the City.		0%	4%	96%
32. In general, information in the City is communicated well.		7%	33%	59%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		11%	15%	74%
30. In my job, I make a difference every day.		0%	11%	89%
27. In my workplace, we regularly communicate about the importance of customer service.		4%	24%	72%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	4%	89%
15. My immediate supervisor involves me in decisions that affect my work.		7%	7%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		4%	11%	85%
16. My immediate supervisor recognizes me when I do a good job.		4%	7%	89%
6. I can see a clear link between my work and the City's long-term vision.		0%	15%	85%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	11%	84%
29. At work, I have the opportunity to do what I do best every day.		4%	12%	85%
31. I feel respected by co-workers in my workplace.		7%	7%	85%
25. I have the materials and equipment I need to do my job effectively.		7%	19%	74%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		4%	4%	93%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		4%	11%	85%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		4%	11%	85%
26. I receive enough training to do my job effectively.		4%	30%	67%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		7%	7%	85%
28. Most of my work is rewarding.		4%	7%	89%
12. My career aspirations can be achieved at the City.		8%	20%	72%
19. My immediate supervisor demonstrates a commitment to safety.		4%	4%	93%
18. My immediate supervisor gives me useful feedback on the work I do.		7%	15%	78%
13. My immediate supervisor seems to care about me as a person.		4%	4%	93%
10. The City is committed to maintaining a healthy and safe working environment.		4%	7%	89%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		6%	8%	86%
13. My immediate supervisor seems to care about me as a person.		4%	4%	93%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	4%	89%
15. My immediate supervisor involves me in decisions that affect my work.		7%	7%	85%
16. My immediate supervisor recognizes me when I do a good job.		4%	7%	89%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		7%	7%	85%
18. My immediate supervisor gives me useful feedback on the work I do.		7%	15%	78%
19. My immediate supervisor demonstrates a commitment to safety.		4%	4%	93%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		4%	11%	85%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		11%	11%	78%



## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	42	11
Very happy to be a city employee	54	14
Improved physical work environment	4	1
Make my workplace less stressful	31	8
I have more work than I can handle	12	3
Work pressures are very stressful	23	6
Need to effectively address difficult situations at work	27	7
More appreciation and recognition for my contributions	8	2
Changes at the city cause workplace stress	19	5
Clearer performance expectations	23	6
More day-to-day coaching and feedback on my performance	12	3
More career development opportunities	15	4
More teamwork	23	6
More equitable treatment of employees	19	5
More involvement in decisions	15	4
Better 2-way communication between management and staff	31	8
Better access to information	19	5
More respectful workplace	23	6
Stop colleagues from harassing each other	8	2
Clearer long-term direction	12	3
Less discrimination	19	5
Other. Please specify	23	6

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT  
[HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp))  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND  
40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Citizen Services

## Community Standards

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 161

Total Responses: 161

### Branch: Community Standards

#### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	13	76
	11%	13%	76%

#### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>9</b>	<b>17</b>	<b>74</b>
	<b>9%</b>	<b>17%</b>	<b>74%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	13	76
	11%	13%	76%
2. I am proud to tell others I work for the City.	6	11	84
	6%	11%	84%
3. The City inspires me to do my best work.	12	21	67
	12%	21%	67%
4. I would recommend the City to a friend as a great place to work.	6	11	83
	6%	11%	83%
5. My job provides me with a sense of personal accomplishment.	9	16	75
	9%	16%	75%
6. I can see a clear link between my work and the City's long-term vision.	10	29	61
	10%	29%	61%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		13%	14%	73%
9. Cooperation with different parts of the City is encouraged.		11%	11%	79%
7. Customer service is a primary focus at the City.		7%	6%	87%
22. Employees in my branch work as though they are part of a team.		21%	21%	57%
8. I feel that my work contributes to the success of the City.		4%	10%	86%
32. In general, information in the City is communicated well.		23%	19%	58%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		24%	19%	58%
30. In my job, I make a difference every day.		8%	16%	76%
27. In my workplace, we regularly communicate about the importance of customer service.		13%	16%	70%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	5%	85%
15. My immediate supervisor involves me in decisions that affect my work.		10%	10%	80%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		10%	12%	78%
16. My immediate supervisor recognizes me when I do a good job.		13%	11%	76%
6. I can see a clear link between my work and the City's long-term vision.		10%	29%	61%



## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	15%	74%
29. At work, I have the opportunity to do what I do best every day.		12%	15%	73%
31. I feel respected by co-workers in my workplace.		12%	12%	75%
25. I have the materials and equipment I need to do my job effectively.		15%	12%	73%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		15%	20%	65%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		14%	21%	66%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		9%	27%	64%
26. I receive enough training to do my job effectively.		13%	10%	77%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		17%	9%	74%
28. Most of my work is rewarding.		11%	18%	71%
12. My career aspirations can be achieved at the City.		14%	21%	65%
19. My immediate supervisor demonstrates a commitment to safety.		3%	7%	90%
18. My immediate supervisor gives me useful feedback on the work I do.		14%	18%	68%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
10. The City is committed to maintaining a healthy and safe working environment.		9%	4%	87%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	10%	80%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	5%	85%
15. My immediate supervisor involves me in decisions that affect my work.		10%	10%	80%
16. My immediate supervisor recognizes me when I do a good job.		13%	11%	76%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		17%	9%	74%
18. My immediate supervisor gives me useful feedback on the work I do.		14%	18%	68%
19. My immediate supervisor demonstrates a commitment to safety.		3%	7%	90%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		10%	12%	78%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		8%	11%	81%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	39	60
Very happy to be a city employee	31	48
Improved physical work environment	12	18
Make my workplace less stressful	34	52
I have more work than I can handle	16	24
Work pressures are very stressful	20	31
Need to effectively address difficult situations at work	19	29
More appreciation and recognition for my contributions	27	41
Changes at the city cause workplace stress	17	26
Clearer performance expectations	15	23
More day-to-day coaching and feedback on my performance	8	12
More career development opportunities	19	30
More teamwork	25	39
More equitable treatment of employees	29	44
More involvement in decisions	25	39
Better 2-way communication between management and staff	41	63
Better access to information	19	30
More respectful workplace	18	27
Stop colleagues from harassing each other	12	18
Clearer long-term direction	20	31
Less discrimination	6	9
Other. Please specify	14	21
	<b>Total %</b>	<b>100</b>

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		78%	22%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		70	23
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		9	3
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		45	15
Other. Please Specify		9	3
		<b>Total %</b>	<b>100</b>

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	6	6	2
Co-worker(s) in your work unit	52	52	17
Immediate supervisor(s)	39	39	13
The person your immediate supervisor reports to or above in your work unit	30	30	10
Co-worker(s) from other areas	21	21	7
Employee(s) in another department	9	9	3
Member of the public (e.g., citizens, customers, contractor, service provider)	33	33	11
Other. Please Specify	12	12	4
		Total %	100

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	88	13
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	88%	13%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT

[HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp))

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	11	11	2
Place of origin	6	6	1
Ancestry	0	0	0
Colour	6	6	1
Religion	0	0	0
Age	39	39	7
Gender being male, female or transgender.	61	61	11
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	22	22	4
Family status	28	28	5
Physical disability	11	11	2
Mental disability	22	22	4
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	6	6	1
Other. Please Specify.	11	11	2
		<b>Total %</b>	<b>100</b>

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	6	6	1
Co-worker(s) in your work unit	28	28	5
Immediate supervisor(s)	39	39	7
The person your immediate supervisor reports to or above in your work unit	50	50	9
Co-worker(s) from other areas	17	17	3
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	11	11	2
Other. Please Specify.	22	22	4
		<b>Total %</b>	<b>100</b>


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		79%	21%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	Answered 'No' to questions 34, 37, and 40
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		22%	15%	63%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

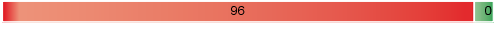
No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		57%	43%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No  Yes, First Nations (Status)  Yes, First Nations (Non-Status)  Yes, Inuit  Yes, Métis  Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		96%	0%	0%	0%	4%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		91%	9%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	91 9	91%	9%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	94 6	94%	6%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		80%	20%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		34%	34%	22%	9%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		81%	19%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		24%	76%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		44%	56%



# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 87  
Total Responses: 87

Branch: Community Standards  
Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	17	71
	11%	17%	71%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>11</b>	<b>17</b>	<b>72</b>
	<b>11%</b>	<b>17%</b>	<b>72%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	17	71
	11%	17%	71%
2. I am proud to tell others I work for the City.	7	11	82
	7%	11%	82%
3. The City inspires me to do my best work.	17	20	63
	17%	20%	63%
4. I would recommend the City to a friend as a great place to work.	8	10	82
	8%	10%	82%
5. My job provides me with a sense of personal accomplishment.	10	16	74
	10%	16%	74%
6. I can see a clear link between my work and the City's long-term vision.	13	27	60
	13%	27%	60%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		15%	15%	70%
9. Cooperation with different parts of the City is encouraged.		10%	13%	77%
7. Customer service is a primary focus at the City.		6%	6%	88%
22. Employees in my branch work as though they are part of a team.		22%	22%	56%
8. I feel that my work contributes to the success of the City.		6%	13%	82%
32. In general, information in the City is communicated well.		28%	16%	56%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		31%	17%	52%
30. In my job, I make a difference every day.		8%	15%	77%
27. In my workplace, we regularly communicate about the importance of customer service.		16%	17%	66%
14. My immediate supervisor encourages me to offer my opinions and ideas.		14%	7%	79%
15. My immediate supervisor involves me in decisions that affect my work.		10%	13%	77%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	12%	74%
16. My immediate supervisor recognizes me when I do a good job.		15%	15%	70%
6. I can see a clear link between my work and the City's long-term vision.		13%	27%	60%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>15%</b>	<b>72%</b>
29. At work, I have the opportunity to do what I do best every day.		13%	17%	70%
31. I feel respected by co-workers in my workplace.		18%	11%	70%
25. I have the materials and equipment I need to do my job effectively.		14%	14%	72%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		15%	21%	64%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		14%	22%	64%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		9%	24%	67%
26. I receive enough training to do my job effectively.		16%	10%	74%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		16%	8%	76%
28. Most of my work is rewarding.		14%	17%	69%
12. My career aspirations can be achieved at the City.		15%	24%	61%
19. My immediate supervisor demonstrates a commitment to safety.		3%	8%	89%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	20%	62%
13. My immediate supervisor seems to care about me as a person.		7%	11%	82%
10. The City is committed to maintaining a healthy and safe working environment.		9%	5%	86%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	12%	76%
13. My immediate supervisor seems to care about me as a person.		7%	11%	82%
14. My immediate supervisor encourages me to offer my opinions and ideas.		14%	7%	79%
15. My immediate supervisor involves me in decisions that affect my work.		10%	13%	77%
16. My immediate supervisor recognizes me when I do a good job.		15%	15%	70%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		16%	8%	76%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	20%	62%
19. My immediate supervisor demonstrates a commitment to safety.		3%	8%	89%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	12%	74%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		9%	13%	78%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	37	37	31
Very happy to be a city employee	28	28	23
Improved physical work environment	10	10	8
Make my workplace less stressful	40	40	33
I have more work than I can handle	19	19	16
Work pressures are very stressful	19	19	16
Need to effectively address difficult situations at work	20	20	17
More appreciation and recognition for my contributions	33	33	27
Changes at the city cause workplace stress	17	17	14
Clearer performance expectations	17	17	14
More day-to-day coaching and feedback on my performance	10	10	8
More career development opportunities	18	18	15
More teamwork	33	33	27
More equitable treatment of employees	37	37	31
More involvement in decisions	25	25	21
Better 2-way communication between management and staff	43	43	36
Better access to information	19	19	16
More respectful workplace	18	18	15
Stop colleagues from harassing each other	14	14	12
Clearer long-term direction	14	14	12
Less discrimination	6	6	5
Other. Please specify	14	14	12

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	70	30
Have you personally experienced workplace harassment in the last 12 months at the City?	70%	30%




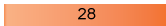




2. 35. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		76	19
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		8	2
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		44	11
Other. Please Specify		8	2

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit		4	1
Co-worker(s) in your work unit		60	15
Immediate supervisor(s)		36	9
The person your immediate supervisor reports to or above in your work unit		28	7
Co-worker(s) from other areas		24	6
Employee(s) in another department		12	3
Member of the public (e.g., citizens, customers, contractor, service provider)		36	9
Other. Please Specify		8	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	84	16
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	84%	16%

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	0	0	0
Place of origin	0	0	0
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	23	23	3
Gender being male, female or transgender.	54	54	7
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	23	23	3
Family status	23	23	3
Physical disability	8	8	1
Mental disability	23	23	3
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	15	15	2

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	8	8	1
Co-worker(s) in your work unit	23	23	3
Immediate supervisor(s)	38	38	5
The person your immediate supervisor reports to or above in your work unit	46	46	6
Co-worker(s) from other areas	15	15	2
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	8	8	1
Other. Please Specify.	15	15	2



7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		71%	29%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		23%	21%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		59%	41%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No  Yes, First Nations (Status)  Yes, First Nations (Non-Status)  Yes, Inuit  Yes, Métis  Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		95%	0%	0%	0%	5%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes


Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		95%	5%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?			
		87%	13%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

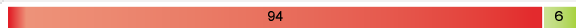
Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

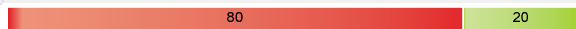
No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?			
		94%	6%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?			
		80%	20%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre 
  Yes, Private Day Home 
  Yes, Family 
  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		24%	41%	29%	6%


3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home 
  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		94%	6%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No 
  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		26%	74%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No 
  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		48%	52%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 74

Total Responses: 74

Branch: Community Standards

Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		9%	8%	82%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>6%</b>	<b>17%</b>	<b>77%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		9%	8%	82%
2. I am proud to tell others I work for the City.		4%	9%	86%
3. The City inspires me to do my best work.		5%	23%	72%
4. I would recommend the City to a friend as a great place to work.		3%	12%	85%
5. My job provides me with a sense of personal accomplishment.		8%	15%	77%
6. I can see a clear link between my work and the City's long-term vision.		7%	32%	61%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	13%	77%
9. Cooperation with different parts of the City is encouraged.		11%	8%	81%
7. Customer service is a primary focus at the City.		8%	5%	86%
22. Employees in my branch work as though they are part of a team.		21%	21%	59%
8. I feel that my work contributes to the success of the City.		3%	7%	91%
32. In general, information in the City is communicated well.		18%	22%	61%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		15%	20%	65%
30. In my job, I make a difference every day.		8%	18%	74%
27. In my workplace, we regularly communicate about the importance of customer service.		10%	15%	75%
14. My immediate supervisor encourages me to offer my opinions and ideas.		5%	3%	92%
15. My immediate supervisor involves me in decisions that affect my work.		9%	7%	84%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	12%	82%
16. My immediate supervisor recognizes me when I do a good job.		11%	5%	84%
6. I can see a clear link between my work and the City's long-term vision.		7%	32%	61%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		11%	13%	76%
29. At work, I have the opportunity to do what I do best every day.		11%	12%	77%
31. I feel respected by co-workers in my workplace.		5%	14%	81%
25. I have the materials and equipment I need to do my job effectively.		16%	9%	74%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		15%	19%	66%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		14%	19%	68%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		10%	29%	61%
26. I receive enough training to do my job effectively.		9%	9%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		18%	11%	71%
28. Most of my work is rewarding.		7%	19%	74%
12. My career aspirations can be achieved at the City.		14%	16%	70%
19. My immediate supervisor demonstrates a commitment to safety.		3%	6%	92%
18. My immediate supervisor gives me useful feedback on the work I do.		8%	16%	76%
13. My immediate supervisor seems to care about me as a person.		7%	5%	88%
10. The City is committed to maintaining a healthy and safe working environment.		10%	3%	88%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	8%	84%
13. My immediate supervisor seems to care about me as a person.		7%	5%	88%
14. My immediate supervisor encourages me to offer my opinions and ideas.		5%	3%	92%
15. My immediate supervisor involves me in decisions that affect my work.		9%	7%	84%
16. My immediate supervisor recognizes me when I do a good job.		11%	5%	84%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		18%	11%	71%
18. My immediate supervisor gives me useful feedback on the work I do.		8%	16%	76%
19. My immediate supervisor demonstrates a commitment to safety.		3%	6%	92%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	12%	82%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		5%	10%	85%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	41	29
Very happy to be a city employee	35	25
Improved physical work environment	14	10
Make my workplace less stressful	27	19
I have more work than I can handle	11	8
Work pressures are very stressful	21	15
Need to effectively address difficult situations at work	17	12
More appreciation and recognition for my contributions	20	14
Changes at the city cause workplace stress	17	12
Clearer performance expectations	13	9
More day-to-day coaching and feedback on my performance	6	4
More career development opportunities	21	15
More teamwork	17	12
More equitable treatment of employees	18	13
More involvement in decisions	25	18
Better 2-way communication between management and staff	38	27
Better access to information	20	14
More respectful workplace	17	12
Stop colleagues from harassing each other	8	6
Clearer long-term direction	27	19
Less discrimination	6	4
Other. Please specify	13	9



## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	88	12
Have you personally experienced workplace harassment in the last 12 months at the City?	88%	12%

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	50	4
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	13	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	50	4
Other. Please Specify	13	1

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	13	13	1
Co-worker(s) in your work unit	25	25	2
Immediate supervisor(s)	50	50	4
The person your immediate supervisor reports to or above in your work unit	38	38	3
Co-worker(s) from other areas	13	13	1
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	25	25	2
Other. Please Specify	25	25	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	92	8
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	92%	8%

5. 38. IF YOU ANSWERED YES TO QUESTION 37,

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT

[HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp))

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	40	40	2
Place of origin	20	20	1
Ancestry	0	0	0
Colour	20	20	1
Religion	0	0	0
Age	80	80	4
Gender being male, female or transgender.	80	80	4
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	20	20	1
Family status	40	40	2
Physical disability	20	20	1
Mental disability	20	20	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	20	20	1
Other. Please Specify.	0	0	0

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	40	40	2
Immediate supervisor(s)	40	40	2
The person your immediate supervisor reports to or above in your work unit	60	60	3
Co-worker(s) from other areas	20	20	1
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	20	20	1
Other. Please Specify.	40	40	2

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	88	88%	12%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	19 8 73	19%	8%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	50 50	50%	50%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No 
  Yes, First Nations (Status) 
  Yes, First Nations (Non-Status) 
  Yes, Inuit 
  Yes, Métis 
  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	97%	0%	0%	0%	3%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No 
  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	86%	14%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No 
  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?	96%	4%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		93%	7%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		80%	20%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		47%	27%	13%	13%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		67%	33%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		23%	77%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		41%	59%

# Citizen Services

## Fire Rescue Services

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 869

Total Responses: 869

### Branch: Fire Rescue Services

#### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		5%	5%	90%

#### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>4%</b>	<b>9%</b>	<b>87%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		5%	5%	90%
2. I am proud to tell others I work for the City.		2%	5%	92%
3. The City inspires me to do my best work.		6%	15%	79%
4. I would recommend the City to a friend as a great place to work.		2%	5%	93%
5. My job provides me with a sense of personal accomplishment.		3%	5%	92%
6. I can see a clear link between my work and the City's long-term vision.		6%	19%	74%



## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	10%	85%
9. Cooperation with different parts of the City is encouraged.		5%	10%	85%
7. Customer service is a primary focus at the City.		4%	7%	89%
22. Employees in my branch work as though they are part of a team.		3%	3%	94%
8. I feel that my work contributes to the success of the City.		3%	4%	93%
32. In general, information in the City is communicated well.		6%	19%	75%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		9%	14%	77%
30. In my job, I make a difference every day.		4%	10%	86%
27. In my workplace, we regularly communicate about the importance of customer service.		4%	10%	86%
14. My immediate supervisor encourages me to offer my opinions and ideas.		4%	6%	89%
15. My immediate supervisor involves me in decisions that affect my work.		6%	10%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	9%	86%
16. My immediate supervisor recognizes me when I do a good job.		4%	7%	89%
6. I can see a clear link between my work and the City's long-term vision.		6%	19%	74%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	8%	87%
29. At work, I have the opportunity to do what I do best every day.		4%	8%	88%
31. I feel respected by co-workers in my workplace.		3%	5%	92%
25. I have the materials and equipment I need to do my job effectively.		3%	4%	93%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		4%	8%	88%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		5%	7%	88%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		6%	20%	75%
26. I receive enough training to do my job effectively.		7%	7%	86%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		14%	15%	71%
28. Most of my work is rewarding.		3%	5%	92%
12. My career aspirations can be achieved at the City.		6%	10%	83%
19. My immediate supervisor demonstrates a commitment to safety.		2%	6%	92%
18. My immediate supervisor gives me useful feedback on the work I do.		5%	10%	85%
13. My immediate supervisor seems to care about me as a person.		3%	7%	89%
10. The City is committed to maintaining a healthy and safe working environment.		2%	4%	94%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	9%	85%
13. My immediate supervisor seems to care about me as a person.		3%	7%	89%
14. My immediate supervisor encourages me to offer my opinions and ideas.		4%	6%	89%
15. My immediate supervisor involves me in decisions that affect my work.		6%	10%	85%
16. My immediate supervisor recognizes me when I do a good job.		4%	7%	89%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		14%	15%	71%
18. My immediate supervisor gives me useful feedback on the work I do.		5%	10%	85%
19. My immediate supervisor demonstrates a commitment to safety.		2%	6%	92%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	9%	86%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		5%	15%	81%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	71	543
Very happy to be a city employee	56	429
Improved physical work environment	10	76
Make my workplace less stressful	8	65
I have more work than I can handle	4	34
Work pressures are very stressful	7	53
Need to effectively address difficult situations at work	7	56
More appreciation and recognition for my contributions	7	57
Changes at the city cause workplace stress	4	30
Clearer performance expectations	6	48
More day-to-day coaching and feedback on my performance	2	19
More career development opportunities	10	80
More teamwork	6	45
More equitable treatment of employees	6	44
More involvement in decisions	7	52
Better 2-way communication between management and staff	16	125
Better access to information	10	76
More respectful workplace	6	43
Stop colleagues from harassing each other	5	37
Clearer long-term direction	6	48
Less discrimination	2	17
Other. Please specify	8	62

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	91	9
Have you personally experienced workplace harassment in the last 12 months at the City?	91%	9%

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	80	57
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	7	5
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	41	29
Other. Please Specify	7	5

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	18	18	13
Co-worker(s) in your work unit	61	61	43
Immediate supervisor(s)	28	28	20
The person your immediate supervisor reports to or above in your work unit	10	10	7
Co-worker(s) from other areas	23	23	16
Employee(s) in another department	7	7	5
Member of the public (e.g., citizens, customers, contractor, service provider)	13	13	9
Other. Please Specify	7	7	5

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	95		
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		95%	5%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT

[HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	33	33	14
Place of origin	21	21	9
Ancestry	19	19	8
Colour	31	31	13
Religion	19	19	8
Age	24	24	10
Gender being male, female or transgender.	21	21	9
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	7	7	3
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	7	7	3
Marital status	17	17	7
Family status	10	10	4
Physical disability	5	5	2
Mental disability	7	7	3
Sexual orientation	12	12	5
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	7	7	3
Other. Please Specify.	10	10	4

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	24	24	10
Co-worker(s) in your work unit	43	43	18
Immediate supervisor(s)	19	19	8
The person your immediate supervisor reports to or above in your work unit	19	19	8
Co-worker(s) from other areas	21	21	9
Employee(s) in another department	14	14	6
Member of the public (e.g., citizens, customers, contractor, service provider)	19	19	8
Other. Please Specify.	14	14	6

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		89%	11%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	Answered 'No' to questions 34, 37, and 40
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		19%	6%	75%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		61%	39%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No  Yes, First Nations (Status)  Yes, First Nations (Non-Status)  Yes, Inuit  Yes, Métis  Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		92%	0%	1%	0%	5%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		95%	5%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR

No  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	98%	2%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items	No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	97%	3%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items	No	Yes
50. Do you currently use some type of child care in order to attend work?	74%	26%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)


Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items	Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)	18%	27%	44%	11%




3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		91%	9%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		7%	93%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		29%	71%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 76

Total Responses: 76

Branch: Fire Rescue Services

Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		9%	16%	75%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>16%</b>	<b>77%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		9%	16%	75%
2. I am proud to tell others I work for the City.		4%	9%	87%
3. The City inspires me to do my best work.		10%	21%	70%
4. I would recommend the City to a friend as a great place to work.		4%	12%	84%
5. My job provides me with a sense of personal accomplishment.		7%	13%	80%
6. I can see a clear link between my work and the City's long-term vision.		10%	27%	63%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	15%	76%
9. Cooperation with different parts of the City is encouraged.		7%	14%	79%
7. Customer service is a primary focus at the City.		5%	9%	85%
22. Employees in my branch work as though they are part of a team.		8%	18%	74%
8. I feel that my work contributes to the success of the City.		7%	5%	88%
32. In general, information in the City is communicated well.		9%	20%	71%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		15%	21%	64%
30. In my job, I make a difference every day.		7%	14%	79%
27. In my workplace, we regularly communicate about the importance of customer service.		13%	20%	67%
14. My immediate supervisor encourages me to offer my opinions and ideas.		5%	11%	84%
15. My immediate supervisor involves me in decisions that affect my work.		8%	15%	77%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	11%	82%
16. My immediate supervisor recognizes me when I do a good job.		10%	15%	75%
6. I can see a clear link between my work and the City's long-term vision.		10%	27%	63%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	14%	79%
29. At work, I have the opportunity to do what I do best every day.		11%	11%	79%
31. I feel respected by co-workers in my workplace.		5%	14%	80%
25. I have the materials and equipment I need to do my job effectively.		9%	13%	78%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		4%	15%	81%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		7%	12%	81%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		7%	14%	79%
26. I receive enough training to do my job effectively.		9%	11%	80%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	21%	58%
28. Most of my work is rewarding.		8%	9%	83%
12. My career aspirations can be achieved at the City.		11%	19%	71%
19. My immediate supervisor demonstrates a commitment to safety.		1%	11%	88%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	16%	75%
13. My immediate supervisor seems to care about me as a person.		5%	15%	80%
10. The City is committed to maintaining a healthy and safe working environment.		3%	11%	87%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	15%	77%
13. My immediate supervisor seems to care about me as a person.		5%	15%	80%
14. My immediate supervisor encourages me to offer my opinions and ideas.		5%	11%	84%
15. My immediate supervisor involves me in decisions that affect my work.		8%	15%	77%
16. My immediate supervisor recognizes me when I do a good job.		10%	15%	75%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	21%	58%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	16%	75%
19. My immediate supervisor demonstrates a commitment to safety.		1%	11%	88%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	11%	82%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		10%	17%	74%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses	Frequency	Count
Satisfied with my job and the workplace	58	42
Very happy to be a city employee	46	33
Improved physical work environment	6	4
Make my workplace less stressful	14	10
I have more work than I can handle	11	8
Work pressures are very stressful	11	8
Need to effectively address difficult situations at work	8	6
More appreciation and recognition for my contributions	15	11
Changes at the city cause workplace stress	13	9
Clearer performance expectations	11	8
More day-to-day coaching and feedback on my performance	6	4
More career development opportunities	24	17
More teamwork	14	10
More equitable treatment of employees	15	11
More involvement in decisions	8	6
Better 2-way communication between management and staff	25	18
Better access to information	17	12
More respectful workplace	10	7
Stop colleagues from harassing each other	10	7
Clearer long-term direction	11	8
Less discrimination	8	6
Other. Please specify	11	8

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

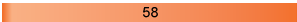

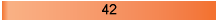

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		82%	18%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		58	7
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		17	2
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		42	5
Other. Please Specify		17	2

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	8	8	1
Co-worker(s) in your work unit	58	58	7
Immediate supervisor(s)	33	33	4
The person your immediate supervisor reports to or above in your work unit	0	0	0
Co-worker(s) from other areas	33	33	4
Employee(s) in another department	8	8	1
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify	17	17	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	87		
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		87%	13%



5. 38. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT  
HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP )  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	20	20	2
Place of origin	10	10	1
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	20	20	2
Gender being male, female or transgender.	20	20	2
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	30	30	3
Family status	20	20	2
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	0	0	0


6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	10	10	1
Co-worker(s) in your work unit	10	10	1
Immediate supervisor(s)	20	20	2
The person your immediate supervisor reports to or above in your work unit	20	20	2
Co-worker(s) from other areas	40	40	4
Employee(s) in another department	20	20	2
Member of the public (e.g., citizens, customers, contractor, service provider)	10	10	1
Other. Please Specify.	30	30	3


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		85%	15%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		24%	17%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		54%	46%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No 
  Yes, First Nations (Status) 
  Yes, First Nations (Non-Status) 
  Yes, Inuit 
  Yes, Métis 
  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	99%	1%	0%	0%	0%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No 
  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	86%	14%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No 
  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?	96%	4%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items	No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	91%	9%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items	No	Yes
50. Do you currently use some type of child care in order to attend work?	75%	25%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items	Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)	21%	16%	26%	37%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items	Home	Work
52. Is your preference to have child care near your home or work?	84%	16%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items	No	Yes
53. If you had a mental health issue would you know where to get help?	14%	86%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items	No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.	42%	58%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 793

Total Responses: 793

Branch: Fire Rescue Services

Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		5%	4%	91%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		4%	9%	88%
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		5%	4%	91%
2. I am proud to tell others I work for the City.		2%	5%	93%
3. The City inspires me to do my best work.		6%	14%	80%
4. I would recommend the City to a friend as a great place to work.		2%	4%	94%
5. My job provides me with a sense of personal accomplishment.		3%	5%	93%
6. I can see a clear link between my work and the City's long-term vision.		6%	19%	75%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		4%	10%	86%
9. Cooperation with different parts of the City is encouraged.		4%	10%	86%
7. Customer service is a primary focus at the City.		4%	7%	89%
22. Employees in my branch work as though they are part of a team.		3%	2%	96%
8. I feel that my work contributes to the success of the City.		2%	4%	94%
32. In general, information in the City is communicated well.		6%	19%	75%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		8%	13%	78%
30. In my job, I make a difference every day.		3%	10%	87%
27. In my workplace, we regularly communicate about the importance of customer service.		3%	9%	88%
14. My immediate supervisor encourages me to offer my opinions and ideas.		4%	6%	90%
15. My immediate supervisor involves me in decisions that affect my work.		5%	9%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	9%	86%
16. My immediate supervisor recognizes me when I do a good job.		3%	7%	90%
6. I can see a clear link between my work and the City's long-term vision.		6%	19%	75%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	7%	88%
29. At work, I have the opportunity to do what I do best every day.		4%	7%	89%
31. I feel respected by co-workers in my workplace.		3%	4%	93%
25. I have the materials and equipment I need to do my job effectively.		3%	3%	94%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		4%	7%	88%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		5%	6%	89%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		6%	20%	74%
26. I receive enough training to do my job effectively.		7%	6%	87%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		13%	14%	72%
28. Most of my work is rewarding.		2%	5%	93%
12. My career aspirations can be achieved at the City.		6%	9%	85%
19. My immediate supervisor demonstrates a commitment to safety.		2%	5%	93%
18. My immediate supervisor gives me useful feedback on the work I do.		5%	9%	86%
13. My immediate supervisor seems to care about me as a person.		3%	6%	90%
10. The City is committed to maintaining a healthy and safe working environment.		2%	3%	95%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	9%	86%
13. My immediate supervisor seems to care about me as a person.		3%	6%	90%
14. My immediate supervisor encourages me to offer my opinions and ideas.		4%	6%	90%
15. My immediate supervisor involves me in decisions that affect my work.		5%	9%	85%
16. My immediate supervisor recognizes me when I do a good job.		3%	7%	90%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		13%	14%	72%
18. My immediate supervisor gives me useful feedback on the work I do.		5%	9%	86%
19. My immediate supervisor demonstrates a commitment to safety.		2%	5%	93%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	9%	86%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		4%	14%	81%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	72	501
Very happy to be a city employee	57	396
Improved physical work environment	10	72
Make my workplace less stressful	8	55
I have more work than I can handle	4	26
Work pressures are very stressful	6	45
Need to effectively address difficult situations at work	7	50
More appreciation and recognition for my contributions	7	46
Changes at the city cause workplace stress	3	21
Clearer performance expectations	6	40
More day-to-day coaching and feedback on my performance	2	15
More career development opportunities	9	63
More teamwork	5	35
More equitable treatment of employees	5	33
More involvement in decisions	7	46
Better 2-way communication between management and staff	15	107
Better access to information	9	64
More respectful workplace	5	36
Stop colleagues from harassing each other	4	30
Clearer long-term direction	6	40
Less discrimination	2	11
Other. Please specify	8	54



## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	92	8
Have you personally experienced workplace harassment in the last 12 months at the City?	92%	8%

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	85	50
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	5	3
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	41	24
Other. Please Specify	5	3

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	20	20	12
Co-worker(s) in your work unit	61	61	36
Immediate supervisor(s)	27	27	16
The person your immediate supervisor reports to or above in your work unit	12	12	7
Co-worker(s) from other areas	20	20	12
Employee(s) in another department	7	7	4
Member of the public (e.g., citizens, customers, contractor, service provider)	15	15	9
Other. Please Specify	5	5	3

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	96	96%	4%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	4		

5. 38. IF YOU ANSWERED YES TO QUESTION 37,

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT

HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP)

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	38	38	12
Place of origin	25	25	8
Ancestry	25	25	8
Colour	41	41	13
Religion	25	25	8
Age	25	25	8
Gender being male, female or transgender.	22	22	7
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	9	9	3
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	9	9	3
Marital status	13	13	4
Family status	6	6	2
Physical disability	6	6	2
Mental disability	9	9	3
Sexual orientation	16	16	5
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	9	9	3
Other. Please Specify.	13	13	4

6. 39. IF YOU ANSWERED YES TO QUESTION 37,

PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	28	28	9
Co-worker(s) in your work unit	53	53	17
Immediate supervisor(s)	19	19	6
The person your immediate supervisor reports to or above in your work unit	19	19	6
Co-worker(s) from other areas	16	16	5
Employee(s) in another department	13	13	4
Member of the public (e.g., citizens, customers, contractor, service provider)	22	22	7
Other. Please Specify.	9	9	3

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	89	89%	11%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items	No	Yes	Answered 'No' to questions 34, 37, and 40
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	19%	5%	77%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items	No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	62%	38%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	92%	0%	1%	0%	5%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	96%	4%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

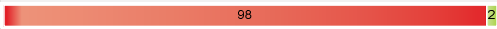
Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		98%	2%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.


Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

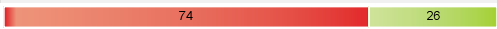
No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		98%	2%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		74%	26%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		18%	28%	46%	8%

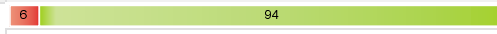
3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		92%	8%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		6%	94%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		28%	72%

# Citizen Services

## Integrated Strategic Development

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 40

Total Responses: 40

### Branch: Integrated Strategic Development

#### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		5%	10%	85%

#### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>6%</b>	<b>10%</b>	<b>84%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		5%	10%	85%
2. I am proud to tell others I work for the City.		3%	8%	90%
3. The City inspires me to do my best work.		15%	10%	75%
4. I would recommend the City to a friend as a great place to work.		0%	10%	90%
5. My job provides me with a sense of personal accomplishment.		5%	13%	83%
6. I can see a clear link between my work and the City's long-term vision.		10%	8%	83%



## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	12%	76%
9. Cooperation with different parts of the City is encouraged.		15%	15%	69%
7. Customer service is a primary focus at the City.		10%	18%	72%
22. Employees in my branch work as though they are part of a team.		16%	11%	74%
8. I feel that my work contributes to the success of the City.		0%	8%	93%
32. In general, information in the City is communicated well.		28%	13%	60%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		10%	20%	70%
30. In my job, I make a difference every day.		15%	20%	65%
27. In my workplace, we regularly communicate about the importance of customer service.		23%	23%	54%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	3%	90%
15. My immediate supervisor involves me in decisions that affect my work.		8%	10%	83%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		8%	0%	93%
16. My immediate supervisor recognizes me when I do a good job.		3%	10%	88%
6. I can see a clear link between my work and the City's long-term vision.		10%	8%	83%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	10%	82%
29. At work, I have the opportunity to do what I do best every day.		15%	15%	70%
31. I feel respected by co-workers in my workplace.		0%	5%	95%
25. I have the materials and equipment I need to do my job effectively.		3%	0%	98%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		8%	18%	74%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		3%	8%	90%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		11%	18%	71%
26. I receive enough training to do my job effectively.		13%	13%	74%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		10%	10%	79%
28. Most of my work is rewarding.		10%	13%	78%
12. My career aspirations can be achieved at the City.		15%	15%	69%
19. My immediate supervisor demonstrates a commitment to safety.		3%	3%	94%
18. My immediate supervisor gives me useful feedback on the work I do.		10%	15%	75%
13. My immediate supervisor seems to care about me as a person.		8%	8%	85%
10. The City is committed to maintaining a healthy and safe working environment.		0%	3%	97%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		7%	7%	86%
13. My immediate supervisor seems to care about me as a person.		8%	8%	85%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	3%	90%
15. My immediate supervisor involves me in decisions that affect my work.		8%	10%	83%
16. My immediate supervisor recognizes me when I do a good job.		3%	10%	88%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		10%	10%	79%
18. My immediate supervisor gives me useful feedback on the work I do.		10%	15%	75%
19. My immediate supervisor demonstrates a commitment to safety.		3%	3%	94%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		8%	0%	93%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		8%	8%	85%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	44	16
Very happy to be a city employee	36	13
Improved physical work environment	8	3
Make my workplace less stressful	8	3
I have more work than I can handle	8	3
Work pressures are very stressful	3	1
Need to effectively address difficult situations at work	17	6
More appreciation and recognition for my contributions	8	3
Changes at the city cause workplace stress	11	4
Clearer performance expectations	22	8
More day-to-day coaching and feedback on my performance	6	2
More career development opportunities	17	6
More teamwork	22	8
More equitable treatment of employees	11	4
More involvement in decisions	14	5
Better 2-way communication between management and staff	14	5
Better access to information	25	9
More respectful workplace	3	1
Stop colleagues from harassing each other	3	1
Clearer long-term direction	22	8
Less discrimination	0	0
Other. Please specify	22	8

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# City Operations

## Edmonton Transit Services



# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 1286  
Total Responses: 1286

### Branch: Edmonton Transit Services

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		14%	17%	69%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>14%</b>	<b>18%</b>	<b>68%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		14%	17%	69%
2. I am proud to tell others I work for the City.		6%	15%	79%
3. The City inspires me to do my best work.		18%	22%	60%
4. I would recommend the City to a friend as a great place to work.		9%	14%	76%
5. My job provides me with a sense of personal accomplishment.		14%	17%	69%
6. I can see a clear link between my work and the City's long-term vision.		20%	25%	55%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		<b>18%</b>	<b>19%</b>	<b>63%</b>
9. Cooperation with different parts of the City is encouraged.		17%	20%	62%
7. Customer service is a primary focus at the City.		11%	11%	78%
22. Employees in my branch work as though they are part of a team.		21%	18%	61%
8. I feel that my work contributes to the success of the City.		7%	11%	83%
32. In general, information in the City is communicated well.		22%	22%	56%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		24%	21%	55%
30. In my job, I make a difference every day.		9%	16%	75%
27. In my workplace, we regularly communicate about the importance of customer service.		18%	22%	60%
14. My immediate supervisor encourages me to offer my opinions and ideas.		19%	19%	61%
15. My immediate supervisor involves me in decisions that affect my work.		26%	23%	50%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		19%	23%	59%
16. My immediate supervisor recognizes me when I do a good job.		18%	18%	64%
6. I can see a clear link between my work and the City's long-term vision.		20%	25%	55%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	21%	63%
29. At work, I have the opportunity to do what I do best every day.		13%	18%	69%
31. I feel respected by co-workers in my workplace.		11%	15%	73%
25. I have the materials and equipment I need to do my job effectively.		18%	16%	66%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		19%	30%	51%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		21%	29%	50%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		16%	36%	47%
26. I receive enough training to do my job effectively.		15%	13%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	11%	64%
28. Most of my work is rewarding.		17%	20%	63%
12. My career aspirations can be achieved at the City.		16%	23%	61%
19. My immediate supervisor demonstrates a commitment to safety.		9%	22%	69%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	22%	57%
13. My immediate supervisor seems to care about me as a person.		14%	17%	69%
10. The City is committed to maintaining a healthy and safe working environment.		17%	16%	68%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		<b>19%</b>	<b>21%</b>	<b>60%</b>
13. My immediate supervisor seems to care about me as a person.		14%	17%	69%
14. My immediate supervisor encourages me to offer my opinions and ideas.		19%	19%	61%
15. My immediate supervisor involves me in decisions that affect my work.		26%	23%	50%
16. My immediate supervisor recognizes me when I do a good job.		18%	18%	64%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	11%	64%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	22%	57%
19. My immediate supervisor demonstrates a commitment to safety.		9%	22%	69%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		19%	23%	59%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		24%	32%	43%

# Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	46	46	539
Very happy to be a city employee	43	43	498
Improved physical work environment	14	14	165
Make my workplace less stressful	34	34	393
I have more work than I can handle	9	9	105
Work pressures are very stressful	21	21	243
Need to effectively address difficult situations at work	21	21	248
More appreciation and recognition for my contributions	25	25	291
Changes at the city cause workplace stress	18	18	213
Clearer performance expectations	11	11	132
More day-to-day coaching and feedback on my performance	9	9	101
More career development opportunities	27	27	317
More teamwork	24	24	283
More equitable treatment of employees	21	21	248
More involvement in decisions	23	23	273
Better 2-way communication between management and staff	36	36	417
Better access to information	20	20	232
More respectful workplace	23	23	273
Stop colleagues from harassing each other	12	12	141
Clearer long-term direction	17	17	202
Less discrimination	10	10	113
Other. Please specify	10	10	117

# DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items			No	Yes
<p>34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.</p>			76%	24%
<p>Have you personally experienced workplace harassment in the last 12 months at the City?</p>				

2. 35. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	68	68	208
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	10	10	31
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	53	53	162
Other. Please Specify	12	12	36

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	8	8	25
Co-worker(s) in your work unit	44	44	135
Immediate supervisor(s)	28	28	86
The person your immediate supervisor reports to or above in your work unit	19	19	58
Co-worker(s) from other areas	20	20	62
Employee(s) in another department	13	13	40
Member of the public (e.g., citizens, customers, contractor, service provider)	39	39	120
Other. Please Specify	9	9	28

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	86	86%	14%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			



**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	54	54	97
Place of origin	27	27	49
Ancestry	13	13	23
Colour	40	40	72
Religion	19	19	34
Age	19	19	34
Gender being male, female or transgender.	23	23	42
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. <i>Gender identity is not the same as sexual orientation.</i> )	3	3	6
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	6	6	10
Marital status	6	6	11
Family status	7	7	13
Physical disability	11	11	20
Mental disability	5	5	9
Sexual orientation	5	5	9
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	4	4	8
Other. Please Specify.	11	11	19

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.



NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	7	7	13
Co-worker(s) in your work unit	47	47	83
Immediate supervisor(s)	26	26	46
The person your immediate supervisor reports to or above in your work unit	16	16	29
Co-worker(s) from other areas	18	18	32
Employee(s) in another department	11	11	19
Member of the public (e.g., citizens, customers, contractor, service provider)	43	43	77
Other. Please Specify.	4	4	8

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	77	77%	23%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No 
 ■ Yes 
 ■ Answered 'No' to questions 34, 37, and 40

Items				No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	35	20	44	35%	20%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?


■ No 
 ■ Yes

Items			No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	64	36	64%	36%

# Diversity


1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		95%	1%	1%	0%	2%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		72%	28%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.



Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
 THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	94	94%	6%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
 PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
 PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

■ No ■ Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		96%	4%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		85%	15%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		24%	17%	49%	9%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		74%	26%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		34%	66%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		47%	53%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 325  
Total Responses: 325

Branch: Edmonton Transit Services

Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		17%	20%	64%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>15%</b>	<b>18%</b>	<b>67%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		17%	20%	64%
2. I am proud to tell others I work for the City.		7%	13%	80%
3. The City inspires me to do my best work.		19%	20%	61%
4. I would recommend the City to a friend as a great place to work.		11%	15%	74%
5. My job provides me with a sense of personal accomplishment.		16%	16%	69%
6. I can see a clear link between my work and the City's long-term vision.		20%	24%	56%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>19%</b>	<b>19%</b>	<b>62%</b>
9. Cooperation with different parts of the City is encouraged.		15%	21%	63%
7. Customer service is a primary focus at the City.		11%	11%	79%
22. Employees in my branch work as though they are part of a team.		30%	17%	54%
8. I feel that my work contributes to the success of the City.		7%	13%	81%
32. In general, information in the City is communicated well.		24%	19%	57%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		28%	22%	51%
30. In my job, I make a difference every day.		8%	20%	72%
27. In my workplace, we regularly communicate about the importance of customer service.		19%	21%	60%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	20%	63%
15. My immediate supervisor involves me in decisions that affect my work.		23%	24%	53%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		20%	21%	59%
16. My immediate supervisor recognizes me when I do a good job.		23%	16%	61%
6. I can see a clear link between my work and the City's long-term vision.		20%	24%	56%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>21%</b>	<b>62%</b>
29. At work, I have the opportunity to do what I do best every day.		12%	19%	69%
31. I feel respected by co-workers in my workplace.		16%	14%	70%
25. I have the materials and equipment I need to do my job effectively.		19%	17%	64%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		18%	30%	51%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		21%	32%	48%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		12%	38%	50%
26. I receive enough training to do my job effectively.		16%	14%	70%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		26%	10%	64%
28. Most of my work is rewarding.		16%	20%	63%
12. My career aspirations can be achieved at the City.		19%	22%	60%
19. My immediate supervisor demonstrates a commitment to safety.		11%	22%	67%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	20%	57%
13. My immediate supervisor seems to care about me as a person.		15%	17%	68%
10. The City is committed to maintaining a healthy and safe working environment.		19%	15%	66%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		20%	20%	60%
13. My immediate supervisor seems to care about me as a person.		15%	17%	68%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	20%	63%
15. My immediate supervisor involves me in decisions that affect my work.		23%	24%	53%
16. My immediate supervisor recognizes me when I do a good job.		23%	16%	61%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		26%	10%	64%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	20%	57%
19. My immediate supervisor demonstrates a commitment to safety.		11%	22%	67%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		20%	21%	59%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		22%	29%	49%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	40	40	117
Very happy to be a city employee	38	38	110
Improved physical work environment	14	14	41
Make my workplace less stressful	36	36	105
I have more work than I can handle	10	10	29
Work pressures are very stressful	22	22	63
Need to effectively address difficult situations at work	27	27	79
More appreciation and recognition for my contributions	29	29	85
Changes at the city cause workplace stress	22	22	63
Clearer performance expectations	16	16	48
More day-to-day coaching and feedback on my performance	11	11	33
More career development opportunities	30	30	88
More teamwork	29	29	84
More equitable treatment of employees	27	27	78
More involvement in decisions	22	22	65
Better 2-way communication between management and staff	39	39	114
Better access to information	21	21	60
More respectful workplace	26	26	75
Stop colleagues from harassing each other	17	17	50
Clearer long-term direction	19	19	55
Less discrimination	9	9	25
Other. Please specify	12	12	35

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	70 30	70%	30%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	69	69	68
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	20	20	20
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	54	54	53
Other. Please Specify	6	6	6

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	10	10	10
Co-worker(s) in your work unit	55	55	54
Immediate supervisor(s)	30	30	29
The person your immediate supervisor reports to or above in your work unit	17	17	17
Co-worker(s) from other areas	26	26	25
Employee(s) in another department	12	12	12
Member of the public (e.g., citizens, customers, contractor, service provider)	27	27	26
Other. Please Specify	5	5	5

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	86		
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		86%	14%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	36	36	16
Place of origin	2	2	1
Ancestry	7	7	3
Colour	24	24	11
Religion	4	4	2
Age	18	18	8
Gender being male, female or transgender.	60	60	27
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	7	7	3
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	7	7	3
Marital status	9	9	4
Family status	9	9	4
Physical disability	9	9	4
Mental disability	2	2	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	4	4	2
Other. Please Specify.	11	11	5

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	9	9	4
Co-worker(s) in your work unit	58	58	26
Immediate supervisor(s)	29	29	13
The person your immediate supervisor reports to or above in your work unit	18	18	8
Co-worker(s) from other areas	22	22	10
Employee(s) in another department	4	4	2
Member of the public (e.g., citizens, customers, contractor, service provider)	22	22	10
Other. Please Specify.	7	7	3

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	69 31	69%	31%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	37 27 36	37%	27%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	61 39	61%	39%



# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	94%	2%	1%	0%	3%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	83%	17%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.  Do you consider yourself to be a person with a disability?	<p>91 9</p>	91%	9%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		95%	5%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		85%	15%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		30%	15%	43%	13%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		77%	23%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		22%	78%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		47%	53%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 961  
Total Responses: 961

Branch: Edmonton Transit Services

Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		13%	17%	70%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.















■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>19%</b>	<b>68%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		13%	17%	70%
2. I am proud to tell others I work for the City.		6%	15%	79%
3. The City inspires me to do my best work.		17%	23%	60%
4. I would recommend the City to a friend as a great place to work.		9%	14%	77%
5. My job provides me with a sense of personal accomplishment.		13%	18%	69%
6. I can see a clear link between my work and the City's long-term vision.		19%	26%	55%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.
















■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>19%</b>	<b>63%</b>
9. Cooperation with different parts of the City is encouraged.		18%	20%	62%
7. Customer service is a primary focus at the City.		11%	11%	78%
22. Employees in my branch work as though they are part of a team.		18%	19%	63%
8. I feel that my work contributes to the success of the City.		7%	10%	83%
32. In general, information in the City is communicated well.		21%	23%	56%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		23%	21%	56%
30. In my job, I make a difference every day.		9%	15%	76%
27. In my workplace, we regularly communicate about the importance of customer service.		17%	22%	60%
14. My immediate supervisor encourages me to offer my opinions and ideas.		20%	19%	61%
15. My immediate supervisor involves me in decisions that affect my work.		27%	23%	49%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		18%	23%	59%
16. My immediate supervisor recognizes me when I do a good job.		16%	19%	65%
6. I can see a clear link between my work and the City's long-term vision.		19%	26%	55%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	21%	63%
29. At work, I have the opportunity to do what I do best every day.		13%	18%	69%
31. I feel respected by co-workers in my workplace.		10%	16%	74%
25. I have the materials and equipment I need to do my job effectively.		18%	15%	66%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		20%	29%	51%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		22%	28%	51%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		18%	36%	47%
26. I receive enough training to do my job effectively.		15%	13%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	12%	64%
28. Most of my work is rewarding.		17%	20%	63%
12. My career aspirations can be achieved at the City.		15%	23%	62%
19. My immediate supervisor demonstrates a commitment to safety.		8%	22%	69%
18. My immediate supervisor gives me useful feedback on the work I do.		21%	22%	57%
13. My immediate supervisor seems to care about me as a person.		14%	17%	69%
10. The City is committed to maintaining a healthy and safe working environment.		16%	16%	68%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		19%	21%	59%
13. My immediate supervisor seems to care about me as a person.		14%	17%	69%
14. My immediate supervisor encourages me to offer my opinions and ideas.		20%	19%	61%
15. My immediate supervisor involves me in decisions that affect my work.		27%	23%	49%
16. My immediate supervisor recognizes me when I do a good job.		16%	19%	65%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	12%	64%
18. My immediate supervisor gives me useful feedback on the work I do.		21%	22%	57%
19. My immediate supervisor demonstrates a commitment to safety.		8%	22%	69%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		18%	23%	59%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		25%	33%	41%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	48	48	422
Very happy to be a city employee	44	44	388
Improved physical work environment	14	14	124
Make my workplace less stressful	33	33	288
I have more work than I can handle	9	9	76
Work pressures are very stressful	21	21	180
Need to effectively address difficult situations at work	19	19	169
More appreciation and recognition for my contributions	24	24	206
Changes at the city cause workplace stress	17	17	150
Clearer performance expectations	10	10	84
More day-to-day coaching and feedback on my performance	8	8	68
More career development opportunities	26	26	229
More teamwork	23	23	199
More equitable treatment of employees	19	19	170
More involvement in decisions	24	24	208
Better 2-way communication between management and staff	35	35	303
Better access to information	20	20	172
More respectful workplace	23	23	198
Stop colleagues from harassing each other	10	10	91
Clearer long-term direction	17	17	147
Less discrimination	10	10	88
Other. Please specify	9	9	82




## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes




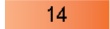
Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		78%	22%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		68	140
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		5	11
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		53	109
Other. Please Specify		14	30

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	7	7	15
Co-worker(s) in your work unit	39	39	81
Immediate supervisor(s)	27	27	57
The person your immediate supervisor reports to or above in your work unit	20	20	41
Co-worker(s) from other areas	18	18	37
Employee(s) in another department	13	13	28
Member of the public (e.g., citizens, customers, contractor, service provider)	45	45	94
Other. Please Specify	11	11	23

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	86		14
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		86%	14%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	60	60	81
Place of origin	36	36	48
Ancestry	15	15	20
Colour	46	46	61
Religion	24	24	32
Age	19	19	26
Gender being male, female or transgender.	11	11	15
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	2	2	3
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	5	5	7
Marital status	5	5	7
Family status	7	7	9
Physical disability	12	12	16
Mental disability	6	6	8
Sexual orientation	7	7	9
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	4	4	6
Other. Please Specify.	10	10	14

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	7	7	9
Co-worker(s) in your work unit	43	43	57
Immediate supervisor(s)	25	25	33
The person your immediate supervisor reports to or above in your work unit	16	16	21
Co-worker(s) from other areas	17	17	22
Employee(s) in another department	13	13	17
Member of the public (e.g., citizens, customers, contractor, service provider)	50	50	67
Other. Please Specify.	4	4	5

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	80 20	80%	20%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	35 18 47	35%	18%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	65 35	65%	35%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	96%	1%	1%	0%	2%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	69%	31%

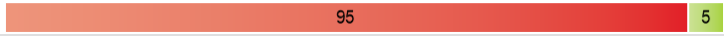
3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		95%	5%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

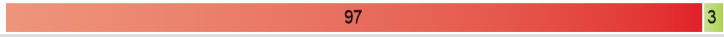
Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?


No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		97%	3%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		85%	15%

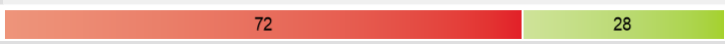
2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		23%	17%	52%	8%


3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		72%	28%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		38%	62%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		47%	53%

# City Operations

## Fleet & Facility Services



# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 845

Total Responses: 845

### Branch: Fleet and Facility Services

#### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		18%	18%	65%

#### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>16%</b>	<b>20%</b>	<b>65%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		18%	18%	65%
2. I am proud to tell others I work for the City.		9%	17%	74%
3. The City inspires me to do my best work.		19%	23%	58%
4. I would recommend the City to a friend as a great place to work.		11%	15%	73%
5. My job provides me with a sense of personal accomplishment.		16%	17%	67%
6. I can see a clear link between my work and the City's long-term vision.		20%	28%	52%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>18%</b>	<b>18%</b>	<b>63%</b>
9. Cooperation with different parts of the City is encouraged.		17%	15%	67%
7. Customer service is a primary focus at the City.		13%	14%	73%
22. Employees in my branch work as though they are part of a team.		22%	18%	59%
8. I feel that my work contributes to the success of the City.		6%	11%	83%
32. In general, information in the City is communicated well.		28%	22%	50%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		30%	19%	51%
30. In my job, I make a difference every day.		9%	22%	69%
27. In my workplace, we regularly communicate about the importance of customer service.		17%	21%	62%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	15%	68%
15. My immediate supervisor involves me in decisions that affect my work.		19%	17%	64%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		19%	18%	63%
16. My immediate supervisor recognizes me when I do a good job.		19%	19%	62%
6. I can see a clear link between my work and the City's long-term vision.		20%	28%	52%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>19%</b>	<b>64%</b>
29. At work, I have the opportunity to do what I do best every day.		16%	17%	67%
31. I feel respected by co-workers in my workplace.		12%	15%	73%
25. I have the materials and equipment I need to do my job effectively.		19%	15%	66%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		20%	27%	53%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		22%	25%	53%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		17%	33%	49%
26. I receive enough training to do my job effectively.		19%	16%	65%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	15%	61%
28. Most of my work is rewarding.		18%	24%	59%
12. My career aspirations can be achieved at the City.		18%	20%	62%
19. My immediate supervisor demonstrates a commitment to safety.		8%	11%	80%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	20%	58%
13. My immediate supervisor seems to care about me as a person.		14%	14%	72%
10. The City is committed to maintaining a healthy and safe working environment.		11%	8%	82%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	17%	66%
13. My immediate supervisor seems to care about me as a person.		14%	14%	72%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	15%	68%
15. My immediate supervisor involves me in decisions that affect my work.		19%	17%	64%
16. My immediate supervisor recognizes me when I do a good job.		19%	19%	62%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	15%	61%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	20%	58%
19. My immediate supervisor demonstrates a commitment to safety.		8%	11%	80%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		19%	18%	63%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		15%	21%	63%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses		Frequency	Count
Satisfied with my job and the workplace	46	46	359
Very happy to be a city employee	42	42	331
Improved physical work environment	14	14	114
Make my workplace less stressful	32	32	249
I have more work than I can handle	12	12	91
Work pressures are very stressful	15	15	118
Need to effectively address difficult situations at work	20	20	157
More appreciation and recognition for my contributions	29	29	227
Changes at the city cause workplace stress	17	17	135
Clearer performance expectations	15	15	122
More day-to-day coaching and feedback on my performance	8	8	66
More career development opportunities	28	28	220
More teamwork	27	27	213
More equitable treatment of employees	29	29	226
More involvement in decisions	23	23	182
Better 2-way communication between management and staff	38	38	299
Better access to information	24	24	188
More respectful workplace	25	25	194
Stop colleagues from harassing each other	13	13	101
Clearer long-term direction	18	18	145
Less discrimination	12	12	91
Other. Please specify	9	9	68

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.





HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		72%	28%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		64	150
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		8	18
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		63	147
Other. Please Specify		15	34

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	9	9	20
Co-worker(s) in your work unit	43	43	98
Immediate supervisor(s)	39	39	89
The person your immediate supervisor reports to or above in your work unit	25	25	58
Co-worker(s) from other areas	14	14	32
Employee(s) in another department	10	10	24
Member of the public (e.g., citizens, customers, contractor, service provider)	7	7	16
Other. Please Specify	15	15	34

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	83		17
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		83%	17%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	36	36	50
Place of origin	19	19	26
Ancestry	10	10	14
Colour	24	24	33
Religion	14	14	19
Age	30	30	42
Gender being male, female or transgender.	17	17	24
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	1	1	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	2	2	3
Marital status	5	5	7
Family status	4	4	6
Physical disability	12	12	16
Mental disability	6	6	8
Sexual orientation	4	4	6
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	4	4	5
Other. Please Specify.	22	22	31



6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	8	8	11
Co-worker(s) in your work unit	50	50	67
Immediate supervisor(s)	44	44	60
The person your immediate supervisor reports to or above in your work unit	27	27	36
Co-worker(s) from other areas	17	17	23
Employee(s) in another department	16	16	21
Member of the public (e.g., citizens, customers, contractor, service provider)	11	11	15
Other. Please Specify.	10	10	13


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	67	67%	33%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		37%	22%	42%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?


■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		64%	36%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		96%	1%	1%	0%	2%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	82	82%	18%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	91	91%	9%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	97	97%	3%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?	79	79%	21%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre 
 ■ Yes, Private Day Home 
 ■ Yes, Family 
 ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes: which of the following do you use most often? (choose one)		28%	32%	34%	6%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home 
 ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		79%	21%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No 
 ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		35%	65%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No 
 ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		50%	50%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 141  
Total Responses: 141

**Branch: Fleet and Facility Services**

**Sex: Female**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	18	21	61
	18%	21%	61%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>11</b>	<b>19</b>	<b>70</b>
	<b>11%</b>	<b>19%</b>	<b>70%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	18	21	61
	18%	21%	61%
2. I am proud to tell others I work for the City.	5	13	82
	5%	13%	82%
3. The City inspires me to do my best work.	14	19	67
	14%	19%	67%
4. I would recommend the City to a friend as a great place to work.	6	14	80
	6%	14%	80%
5. My job provides me with a sense of personal accomplishment.	14	17	69
	14%	17%	69%
6. I can see a clear link between my work and the City's long-term vision.	10	29	61
	10%	29%	61%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		15%	16%	69%
9. Cooperation with different parts of the City is encouraged.		10%	12%	79%
7. Customer service is a primary focus at the City.		7%	10%	84%
22. Employees in my branch work as though they are part of a team.		17%	15%	69%
8. I feel that my work contributes to the success of the City.		2%	11%	87%
32. In general, information in the City is communicated well.		20%	17%	63%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		30%	14%	56%
30. In my job, I make a difference every day.		5%	17%	78%
27. In my workplace, we regularly communicate about the importance of customer service.		21%	16%	63%
14. My immediate supervisor encourages me to offer my opinions and ideas.		21%	13%	66%
15. My immediate supervisor involves me in decisions that affect my work.		22%	14%	64%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		17%	18%	66%
16. My immediate supervisor recognizes me when I do a good job.		15%	20%	65%
6. I can see a clear link between my work and the City's long-term vision.		10%	29%	61%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		14%	15%	71%
29. At work, I have the opportunity to do what I do best every day.		12%	12%	77%
31. I feel respected by co-workers in my workplace.		17%	13%	70%
25. I have the materials and equipment I need to do my job effectively.		9%	11%	80%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		12%	24%	65%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		17%	17%	66%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		7%	25%	68%
26. I receive enough training to do my job effectively.		14%	11%	75%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		22%	15%	63%
28. Most of my work is rewarding.		17%	24%	59%
12. My career aspirations can be achieved at the City.		17%	18%	65%
19. My immediate supervisor demonstrates a commitment to safety.		7%	11%	82%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	14%	64%
13. My immediate supervisor seems to care about me as a person.		15%	12%	73%
10. The City is committed to maintaining a healthy and safe working environment.		5%	2%	93%



## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	15%	67%
13. My immediate supervisor seems to care about me as a person.		15%	12%	73%
14. My immediate supervisor encourages me to offer my opinions and ideas.		21%	13%	66%
15. My immediate supervisor involves me in decisions that affect my work.		22%	14%	64%
16. My immediate supervisor recognizes me when I do a good job.		15%	20%	65%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		22%	15%	63%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	14%	64%
19. My immediate supervisor demonstrates a commitment to safety.		7%	11%	82%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		17%	18%	66%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		16%	22%	63%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	40	50
Very happy to be a city employee	49	61
Improved physical work environment	15	19
Make my workplace less stressful	34	42
I have more work than I can handle	10	12
Work pressures are very stressful	16	20
Need to effectively address difficult situations at work	25	31
More appreciation and recognition for my contributions	33	41
Changes at the city cause workplace stress	15	19
Clearer performance expectations	15	19
More day-to-day coaching and feedback on my performance	8	10
More career development opportunities	29	36
More teamwork	25	31
More equitable treatment of employees	32	40
More involvement in decisions	21	26
Better 2-way communication between management and staff	37	46
Better access to information	22	28
More respectful workplace	30	38
Stop colleagues from harassing each other	13	16
Clearer long-term direction	14	17
Less discrimination	14	18
Other. Please specify	10	12

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	70%	30%
Have you personally experienced workplace harassment in the last 12 months at the City?		

### 2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	71	71	30
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	26	26	11
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	48	48	20
Other. Please Specify	12	12	5

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	5	5	2
Co-worker(s) in your work unit	61	61	25
Immediate supervisor(s)	32	32	13
The person your immediate supervisor reports to or above in your work unit	24	24	10
Co-worker(s) from other areas	17	17	7
Employee(s) in another department	17	17	7
Member of the public (e.g., citizens, customers, contractor, service provider)	10	10	4
Other. Please Specify	7	7	3

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	82	18	
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		82%	18%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	16	16	4
Place of origin	8	8	2
Ancestry	0	0	0
Colour	0	0	0
Religion	4	4	1
Age	16	16	4
Gender being male, female or transgender.	56	56	14
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	8	8	2
Family status	4	4	1
Physical disability	4	4	1
Mental disability	4	4	1
Sexual orientation	8	8	2
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	4	4	1
Other. Please Specify.	28	28	7

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	8	8	2
Co-worker(s) in your work unit	52	52	13
Immediate supervisor(s)	20	20	5
The person your immediate supervisor reports to or above in your work unit	36	36	9
Co-worker(s) from other areas	28	28	7
Employee(s) in another department	32	32	8
Member of the public (e.g., citizens, customers, contractor, service provider)	20	20	5
Other. Please Specify.	8	8	2

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	68	68%	32%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	29	29%	29%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	55	55%	45%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	96%	0%	0%	0%	4%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	75%	25%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		89%	11%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		93%	7%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		79%	21%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		36%	18%	36%	11%



3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		69%	31%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		28%	72%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		48%	52%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 704

Total Responses: 704

Branch: Fleet and Facility Services

Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	18%	17%	65%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>17%</b>	<b>20%</b>	<b>64%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	18%	17%	65%
2. I am proud to tell others I work for the City.	10%	18%	73%
3. The City inspires me to do my best work.	20%	24%	56%
4. I would recommend the City to a friend as a great place to work.	12%	16%	72%
5. My job provides me with a sense of personal accomplishment.	17%	17%	66%
6. I can see a clear link between my work and the City's long-term vision.	22%	28%	51%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		19%	19%	62%
9. Cooperation with different parts of the City is encouraged.		19%	16%	65%
7. Customer service is a primary focus at the City.		15%	15%	71%
22. Employees in my branch work as though they are part of a team.		23%	19%	58%
8. I feel that my work contributes to the success of the City.		7%	10%	83%
32. In general, information in the City is communicated well.		29%	23%	48%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		30%	20%	50%
30. In my job, I make a difference every day.		10%	23%	67%
27. In my workplace, we regularly communicate about the importance of customer service.		17%	22%	61%
14. My immediate supervisor encourages me to offer my opinions and ideas.		16%	15%	69%
15. My immediate supervisor involves me in decisions that affect my work.		19%	17%	64%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		19%	18%	63%
16. My immediate supervisor recognizes me when I do a good job.		20%	19%	61%
6. I can see a clear link between my work and the City's long-term vision.		22%	28%	51%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		18%	19%	63%
29. At work, I have the opportunity to do what I do best every day.		17%	18%	65%
31. I feel respected by co-workers in my workplace.		11%	16%	73%
25. I have the materials and equipment I need to do my job effectively.		21%	16%	63%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		22%	27%	51%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		23%	27%	51%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		19%	35%	46%
26. I receive enough training to do my job effectively.		20%	17%	63%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	15%	60%
28. Most of my work is rewarding.		18%	24%	59%
12. My career aspirations can be achieved at the City.		18%	20%	62%
19. My immediate supervisor demonstrates a commitment to safety.		9%	11%	80%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	22%	56%
13. My immediate supervisor seems to care about me as a person.		14%	15%	72%
10. The City is committed to maintaining a healthy and safe working environment.		12%	9%	79%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		18%	17%	65%
13. My immediate supervisor seems to care about me as a person.		14%	15%	72%
14. My immediate supervisor encourages me to offer my opinions and ideas.		16%	15%	69%
15. My immediate supervisor involves me in decisions that affect my work.		19%	17%	64%
16. My immediate supervisor recognizes me when I do a good job.		20%	19%	61%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	15%	60%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	22%	56%
19. My immediate supervisor demonstrates a commitment to safety.		9%	11%	80%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		19%	18%	63%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		15%	21%	63%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	47	309
Very happy to be a city employee	41	270
Improved physical work environment	14	95
Make my workplace less stressful	31	207
I have more work than I can handle	12	79
Work pressures are very stressful	15	98
Need to effectively address difficult situations at work	19	126
More appreciation and recognition for my contributions	28	186
Changes at the city cause workplace stress	17	116
Clearer performance expectations	16	103
More day-to-day coaching and feedback on my performance	8	56
More career development opportunities	28	184
More teamwork	27	182
More equitable treatment of employees	28	186
More involvement in decisions	23	156
Better 2-way communication between management and staff	38	253
Better access to information	24	160
More respectful workplace	23	156
Stop colleagues from harassing each other	13	85
Clearer long-term direction	19	128
Less discrimination	11	73
Other. Please specify	8	56

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	72	28
Have you personally experienced workplace harassment in the last 12 months at the City?	72%	28%

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	63	120
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	4	7
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	66	127
Other. Please Specify	15	29

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	10	10	18
Co-worker(s) in your work unit	39	39	73
Immediate supervisor(s)	40	40	76
The person your immediate supervisor reports to or above in your work unit	26	26	48
Co-worker(s) from other areas	13	13	25
Employee(s) in another department	9	9	17
Member of the public (e.g., citizens, customers, contractor, service provider)	6	6	12
Other. Please Specify	16	16	31

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	83	17
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	83%	17%



**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	40	40	46
Place of origin	21	21	24
Ancestry	12	12	14
Colour	29	29	33
Religion	16	16	18
Age	33	33	38
Gender being male, female or transgender.	9	9	10
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	1	1	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	3	3	3
Marital status	4	4	5
Family status	4	4	5
Physical disability	13	13	15
Mental disability	6	6	7
Sexual orientation	4	4	4
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	4	4	4
Other. Please Specify.	21	21	24

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	8	8	9
Co-worker(s) in your work unit	49	49	54
Immediate supervisor(s)	50	50	55
The person your immediate supervisor reports to or above in your work unit	25	25	27
Co-worker(s) from other areas	15	15	16
Employee(s) in another department	12	12	13
Member of the public (e.g., citizens, customers, contractor, service provider)	9	9	10
Other. Please Specify.	10	10	11

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	67	67%	33%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	38	38%	20%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	67	67%	33%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	96%	1%	1%	0%	2%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	83%	17%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	91%	9%
Do you consider yourself to be a person with a disability?		

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

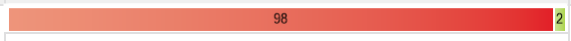
Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?


No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		98%	2%

**Final**


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		79%	21%

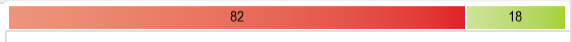
2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		26%	35%	34%	5%


3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		82%	18%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		36%	64%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		51%	49%

# City Operations

## Parks and Roads Services

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 622  
Total Responses: 622

### Branch: Parks and Roads Services

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		22%	20%	58%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>20%</b>	<b>20%</b>	<b>61%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		22%	20%	58%
2. I am proud to tell others I work for the City.		14%	20%	66%
3. The City inspires me to do my best work.		24%	21%	54%
4. I would recommend the City to a friend as a great place to work.		14%	18%	69%
5. My job provides me with a sense of personal accomplishment.		19%	16%	65%
6. I can see a clear link between my work and the City's long-term vision.		25%	24%	51%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		21%	20%	60%
9. Cooperation with different parts of the City is encouraged.		22%	19%	59%
7. Customer service is a primary focus at the City.		13%	16%	72%
22. Employees in my branch work as though they are part of a team.		25%	21%	53%
8. I feel that my work contributes to the success of the City.		6%	14%	80%
32. In general, information in the City is communicated well.		33%	24%	43%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		36%	22%	42%
30. In my job, I make a difference every day.		13%	23%	64%
27. In my workplace, we regularly communicate about the importance of customer service.		19%	27%	54%
14. My immediate supervisor encourages me to offer my opinions and ideas.		16%	16%	68%
15. My immediate supervisor involves me in decisions that affect my work.		21%	16%	63%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		19%	16%	65%
16. My immediate supervisor recognizes me when I do a good job.		19%	17%	64%
6. I can see a clear link between my work and the City's long-term vision.		25%	24%	51%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		20%	20%	60%
29. At work, I have the opportunity to do what I do best every day.		22%	22%	56%
31. I feel respected by co-workers in my workplace.		12%	15%	72%
25. I have the materials and equipment I need to do my job effectively.		20%	15%	65%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		24%	27%	49%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		26%	25%	49%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		23%	31%	46%
26. I receive enough training to do my job effectively.		19%	17%	63%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		39%	16%	45%
28. Most of my work is rewarding.		19%	26%	55%
12. My career aspirations can be achieved at the City.		22%	25%	53%
19. My immediate supervisor demonstrates a commitment to safety.		10%	13%	77%
18. My immediate supervisor gives me useful feedback on the work I do.		24%	20%	56%
13. My immediate supervisor seems to care about me as a person.		15%	14%	72%
10. The City is committed to maintaining a healthy and safe working environment.		11%	13%	75%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		20%	16%	64%
13. My immediate supervisor seems to care about me as a person.		15%	14%	72%
14. My immediate supervisor encourages me to offer my opinions and ideas.		16%	16%	68%
15. My immediate supervisor involves me in decisions that affect my work.		21%	16%	63%
16. My immediate supervisor recognizes me when I do a good job.		19%	17%	64%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		39%	16%	45%
18. My immediate supervisor gives me useful feedback on the work I do.		24%	20%	56%
19. My immediate supervisor demonstrates a commitment to safety.		10%	13%	77%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		19%	16%	65%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		16%	20%	64%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	39	39	225
Very happy to be a city employee	30	30	172
Improved physical work environment	8	8	48
Make my workplace less stressful	34	34	195
I have more work than I can handle	16	16	91
Work pressures are very stressful	16	16	94
Need to effectively address difficult situations at work	20	20	117
More appreciation and recognition for my contributions	26	26	149
Changes at the city cause workplace stress	24	24	141
Clearer performance expectations	18	18	105
More day-to-day coaching and feedback on my performance	13	13	76
More career development opportunities	25	25	146
More teamwork	28	28	160
More equitable treatment of employees	23	23	135
More involvement in decisions	23	23	135
Better 2-way communication between management and staff	40	40	233
Better access to information	20	20	117
More respectful workplace	20	20	118
Stop colleagues from harassing each other	11	11	63
Clearer long-term direction	23	23	132
Less discrimination	8	8	45
Other. Please specify	11	11	64

# DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items			No	Yes
<p>34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.</p> <p>Have you personally experienced workplace harassment in the last 12 months at the City?</p>			78%	22%

**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	75	75	104
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	9	9	13
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	57	57	78
Other. Please Specify	11	11	15

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	16	16	22
Co-worker(s) in your work unit	47	47	65
Immediate supervisor(s)	45	45	62
The person your immediate supervisor reports to or above in your work unit	18	18	25
Co-worker(s) from other areas	18	18	25
Employee(s) in another department	10	10	14
Member of the public (e.g., citizens, customers, contractor, service provider)	28	28	39
Other. Please Specify	12	12	17

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	89		11
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		89%	11%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	30	30	20
Place of origin	15	15	10
Ancestry	10	10	7
Colour	21	21	14
Religion	22	22	15
Age	40	40	27
Gender being male, female or transgender.	34	34	23
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	7	7	5
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	7	7	5
Marital status	9	9	6
Family status	9	9	6
Physical disability	18	18	12
Mental disability	16	16	11
Sexual orientation	9	9	6
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	4	4	3
Other. Please Specify.	13	13	9



6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	15	15	10
Co-worker(s) in your work unit	55	55	37
Immediate supervisor(s)	39	39	26
The person your immediate supervisor reports to or above in your work unit	13	13	9
Co-worker(s) from other areas	22	22	15
Employee(s) in another department	12	12	8
Member of the public (e.g., citizens, customers, contractor, service provider)	21	21	14
Other. Please Specify.	10	10	7


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	73	73%	27%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		30%	21%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?


■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		56%	44%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		93%	2%	1%	0%	4%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No ■ Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		84%	16%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		92%	8%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.


Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?


■ No ■ Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		97%	3%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		87%	13%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		47%	22%	28%	4%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		81%	19%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		28%	72%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		53%	47%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 131  
Total Responses: 131

Branch: Parks and Roads Services  
Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		17%	23%	60%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>15%</b>	<b>21%</b>	<b>64%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		17%	23%	60%
2. I am proud to tell others I work for the City.		10%	18%	73%
3. The City inspires me to do my best work.		19%	21%	60%
4. I would recommend the City to a friend as a great place to work.		9%	16%	75%
5. My job provides me with a sense of personal accomplishment.		20%	16%	64%
6. I can see a clear link between my work and the City's long-term vision.		17%	30%	53%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>18%</b>	<b>18%</b>	<b>64%</b>
9. Cooperation with different parts of the City is encouraged.		21%	13%	66%
7. Customer service is a primary focus at the City.		10%	11%	79%
22. Employees in my branch work as though they are part of a team.		24%	18%	58%
8. I feel that my work contributes to the success of the City.		5%	18%	77%
32. In general, information in the City is communicated well.		33%	15%	52%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		34%	23%	43%
30. In my job, I make a difference every day.		12%	25%	63%
27. In my workplace, we regularly communicate about the importance of customer service.		23%	25%	52%
14. My immediate supervisor encourages me to offer my opinions and ideas.		12%	15%	73%
15. My immediate supervisor involves me in decisions that affect my work.		17%	14%	69%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	15%	71%
16. My immediate supervisor recognizes me when I do a good job.		14%	16%	70%
6. I can see a clear link between my work and the City's long-term vision.		17%	30%	53%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>20%</b>	<b>63%</b>
29. At work, I have the opportunity to do what I do best every day.		20%	20%	60%
31. I feel respected by co-workers in my workplace.		15%	16%	69%
25. I have the materials and equipment I need to do my job effectively.		18%	12%	70%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		13%	28%	59%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		16%	25%	59%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		10%	40%	50%
26. I receive enough training to do my job effectively.		22%	17%	61%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		38%	10%	51%
28. Most of my work is rewarding.		18%	23%	59%
12. My career aspirations can be achieved at the City.		21%	32%	48%
19. My immediate supervisor demonstrates a commitment to safety.		8%	15%	76%
18. My immediate supervisor gives me useful feedback on the work I do.		21%	19%	60%
13. My immediate supervisor seems to care about me as a person.		11%	9%	79%
10. The City is committed to maintaining a healthy and safe working environment.		11%	13%	76%



# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		16%	14%	69%
13. My immediate supervisor seems to care about me as a person.		11%	9%	79%
14. My immediate supervisor encourages me to offer my opinions and ideas.		12%	15%	73%
15. My immediate supervisor involves me in decisions that affect my work.		17%	14%	69%
16. My immediate supervisor recognizes me when I do a good job.		14%	16%	70%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		38%	10%	51%
18. My immediate supervisor gives me useful feedback on the work I do.		21%	19%	60%
19. My immediate supervisor demonstrates a commitment to safety.		8%	15%	76%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	15%	71%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		12%	17%	71%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	34	34	42
Very happy to be a city employee	30	30	38
Improved physical work environment	9	9	11
Make my workplace less stressful	38	38	47
I have more work than I can handle	23	23	29
Work pressures are very stressful	21	21	26
Need to effectively address difficult situations at work	23	23	29
More appreciation and recognition for my contributions	21	21	26
Changes at the city cause workplace stress	20	20	25
Clearer performance expectations	23	23	29
More day-to-day coaching and feedback on my performance	14	14	17
More career development opportunities	26	26	32
More teamwork	30	30	38
More equitable treatment of employees	19	19	24
More involvement in decisions	22	22	28
Better 2-way communication between management and staff	38	38	47
Better access to information	18	18	22
More respectful workplace	20	20	25
Stop colleagues from harassing each other	13	13	16
Clearer long-term direction	23	23	29
Less discrimination	10	10	13
Other. Please specify	13	13	16

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items			No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.  Have you personally experienced workplace harassment in the last 12 months at the City?	69	31	69%	31%

**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	73	73	29
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	18	18	7
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	50	50	20
Other. Please Specify	13	13	5

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	20	20	8
Co-worker(s) in your work unit	44	44	18
Immediate supervisor(s)	39	39	16
The person your immediate supervisor reports to or above in your work unit	10	10	4
Co-worker(s) from other areas	17	17	7
Employee(s) in another department	12	12	5
Member of the public (e.g., citizens, customers, contractor, service provider)	29	29	12
Other. Please Specify	20	20	8

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items			No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.				
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			82%	18%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	13	13	3
Place of origin	13	13	3
Ancestry	4	4	1
Colour	13	13	3
Religion	8	8	2
Age	50	50	12
Gender being male, female or transgender.	58	58	14
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	4	4	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	13	13	3
Marital status	17	17	4
Family status	17	17	4
Physical disability	13	13	3
Mental disability	17	17	4
Sexual orientation	13	13	3
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	4	4	1
Other. Please Specify.	21	21	5

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	21	21	5
Co-worker(s) in your work unit	54	54	13
Immediate supervisor(s)	33	33	8
The person your immediate supervisor reports to or above in your work unit	13	13	3
Co-worker(s) from other areas	29	29	7
Employee(s) in another department	17	17	4
Member of the public (e.g., citizens, customers, contractor, service provider)	33	33	8
Other. Please Specify.	13	13	3

**7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?**

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	71	71%	29%



8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items				No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	25	29	46	25%	29%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items			No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	44	56	44%	56%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items						No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	89				2	89%	4%	2%	0%	4%	2%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No ■ Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	85 15	85%	15%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE. DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

■ No ■ Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?	93 7	93%	7%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		95%	5%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		84%	16%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		70%	15%	15%	0%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		75%	25%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		25%	75%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		46%	54%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 491

Total Responses: 491

Branch: Parks and Roads Services

Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		23%	20%	58%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.















■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>21%</b>	<b>20%</b>	<b>60%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		23%	20%	58%
2. I am proud to tell others I work for the City.		15%	21%	65%
3. The City inspires me to do my best work.		26%	21%	53%
4. I would recommend the City to a friend as a great place to work.		15%	18%	67%
5. My job provides me with a sense of personal accomplishment.		19%	16%	66%
6. I can see a clear link between my work and the City's long-term vision.		27%	23%	50%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.
















■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		21%	20%	59%
9. Cooperation with different parts of the City is encouraged.		23%	20%	57%
7. Customer service is a primary focus at the City.		13%	17%	69%
22. Employees in my branch work as though they are part of a team.		26%	22%	52%
8. I feel that my work contributes to the success of the City.		6%	13%	81%
32. In general, information in the City is communicated well.		33%	26%	41%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		36%	22%	42%
30. In my job, I make a difference every day.		13%	23%	64%
27. In my workplace, we regularly communicate about the importance of customer service.		18%	27%	54%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	16%	67%
15. My immediate supervisor involves me in decisions that affect my work.		23%	16%	61%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		20%	17%	63%
16. My immediate supervisor recognizes me when I do a good job.		20%	17%	62%
6. I can see a clear link between my work and the City's long-term vision.		27%	23%	50%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		21%	20%	59%
29. At work, I have the opportunity to do what I do best every day.		23%	23%	55%
31. I feel respected by co-workers in my workplace.		12%	15%	73%
25. I have the materials and equipment I need to do my job effectively.		21%	16%	63%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		27%	27%	46%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		28%	25%	47%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		26%	29%	45%
26. I receive enough training to do my job effectively.		19%	18%	64%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		39%	17%	44%
28. Most of my work is rewarding.		19%	27%	53%
12. My career aspirations can be achieved at the City.		22%	24%	54%
19. My immediate supervisor demonstrates a commitment to safety.		10%	12%	78%
18. My immediate supervisor gives me useful feedback on the work I do.		25%	21%	55%
13. My immediate supervisor seems to care about me as a person.		16%	15%	70%
10. The City is committed to maintaining a healthy and safe working environment.		11%	13%	75%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		21%	17%	63%
13. My immediate supervisor seems to care about me as a person.		16%	15%	70%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	16%	67%
15. My immediate supervisor involves me in decisions that affect my work.		23%	16%	61%
16. My immediate supervisor recognizes me when I do a good job.		20%	17%	62%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		39%	17%	44%
18. My immediate supervisor gives me useful feedback on the work I do.		25%	21%	55%
19. My immediate supervisor demonstrates a commitment to safety.		10%	12%	78%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		20%	17%	63%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		17%	20%	63%



## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	40	40	183
Very happy to be a city employee	30	30	134
Improved physical work environment	8	8	37
Make my workplace less stressful	33	33	148
I have more work than I can handle	14	14	62
Work pressures are very stressful	15	15	68
Need to effectively address difficult situations at work	19	19	88
More appreciation and recognition for my contributions	27	27	123
Changes at the city cause workplace stress	26	26	116
Clearer performance expectations	17	17	76
More day-to-day coaching and feedback on my performance	13	13	59
More career development opportunities	25	25	114
More teamwork	27	27	122
More equitable treatment of employees	24	24	111
More involvement in decisions	24	24	107
Better 2-way communication between management and staff	41	41	186
Better access to information	21	21	95
More respectful workplace	20	20	93
Stop colleagues from harassing each other	10	10	47
Clearer long-term direction	23	23	103
Less discrimination	7	7	32
Other. Please specify	11	11	48

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items			No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	80	20	80%	20%
Have you personally experienced workplace harassment in the last 12 months at the City?				

2. 35. IF YOU ANSWERED YES TO QUESTION 34,  
 PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
 PLEASE SELECT ALL THAT APPLY.  
 NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	77	77	75
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	6	6	6
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	59	59	58
Other. Please Specify	10	10	10

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

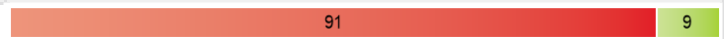
NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	14	14	14
Co-worker(s) in your work unit	48	48	47
Immediate supervisor(s)	47	47	46
The person your immediate supervisor reports to or above in your work unit	21	21	21
Co-worker(s) from other areas	18	18	18
Employee(s) in another department	9	9	9
Member of the public (e.g., citizens, customers, contractor, service provider)	28	28	27
Other. Please Specify	9	9	9

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.		91%	9%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	40	40	17
Place of origin	16	16	7
Ancestry	14	14	6
Colour	26	26	11
Religion	30	30	13
Age	35	35	15
Gender being male, female or transgender.	21	21	9
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	9	9	4
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	5	5	2
Marital status	5	5	2
Family status	5	5	2
Physical disability	21	21	9
Mental disability	16	16	7
Sexual orientation	7	7	3
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	5	5	2
Other. Please Specify.	9	9	4

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	12	12	5
Co-worker(s) in your work unit	56	56	24
Immediate supervisor(s)	42	42	18
The person your immediate supervisor reports to or above in your work unit	14	14	6
Co-worker(s) from other areas	19	19	8
Employee(s) in another department	9	9	4
Member of the public (e.g., citizens, customers, contractor, service provider)	14	14	6
Other. Please Specify.	9	9	4


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	74	74%	26%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		31%	19%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?


■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		60%	40%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		94%	2%	1%	0%	3%	1%



2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		83%	17%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?		91%	9%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		98%	2%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		88%	12%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		39%	24%	32%	5%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		83%	17%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		29%	71%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		56%	44%

City Operations

Utility Services

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 583  
Total Responses: 583

### Branch: Utility Services

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		14%	20%	66%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>17%</b>	<b>70%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		14%	20%	66%
2. I am proud to tell others I work for the City.		6%	13%	81%
3. The City inspires me to do my best work.		14%	23%	63%
4. I would recommend the City to a friend as a great place to work.		10%	12%	78%
5. My job provides me with a sense of personal accomplishment.		14%	16%	70%
6. I can see a clear link between my work and the City's long-term vision.		19%	20%	62%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		<b>15%</b>	<b>16%</b>	<b>69%</b>
9. Cooperation with different parts of the City is encouraged.		18%	21%	61%
7. Customer service is a primary focus at the City.		6%	10%	84%
22. Employees in my branch work as though they are part of a team.		24%	18%	58%
8. I feel that my work contributes to the success of the City.		6%	9%	85%
32. In general, information in the City is communicated well.		23%	21%	56%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		23%	20%	57%
30. In my job, I make a difference every day.		9%	20%	71%
27. In my workplace, we regularly communicate about the importance of customer service.		11%	19%	69%
14. My immediate supervisor encourages me to offer my opinions and ideas.		13%	12%	75%
15. My immediate supervisor involves me in decisions that affect my work.		17%	16%	67%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		13%	11%	75%
16. My immediate supervisor recognizes me when I do a good job.		15%	14%	71%
6. I can see a clear link between my work and the City's long-term vision.		19%	20%	62%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		15%	17%	68%
29. At work, I have the opportunity to do what I do best every day.		15%	22%	63%
31. I feel respected by co-workers in my workplace.		13%	13%	74%
25. I have the materials and equipment I need to do my job effectively.		13%	11%	76%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		18%	22%	60%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		19%	24%	58%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		16%	30%	54%
26. I receive enough training to do my job effectively.		10%	14%	76%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		22%	13%	65%
28. Most of my work is rewarding.		17%	19%	64%
12. My career aspirations can be achieved at the City.		19%	23%	57%
19. My immediate supervisor demonstrates a commitment to safety.		5%	12%	83%
18. My immediate supervisor gives me useful feedback on the work I do.		17%	18%	65%
13. My immediate supervisor seems to care about me as a person.		12%	12%	76%
10. The City is committed to maintaining a healthy and safe working environment.		9%	10%	81%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		14%	14%	72%
13. My immediate supervisor seems to care about me as a person.		12%	12%	76%
14. My immediate supervisor encourages me to offer my opinions and ideas.		13%	12%	75%
15. My immediate supervisor involves me in decisions that affect my work.		17%	16%	67%
16. My immediate supervisor recognizes me when I do a good job.		15%	14%	71%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		22%	13%	65%
18. My immediate supervisor gives me useful feedback on the work I do.		17%	18%	65%
19. My immediate supervisor demonstrates a commitment to safety.		5%	12%	83%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		13%	11%	75%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		14%	17%	70%

# Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	46	46	245
Very happy to be a city employee	40	40	213
Improved physical work environment	13	13	68
Make my workplace less stressful	25	25	133
I have more work than I can handle	9	9	48
Work pressures are very stressful	13	13	70
Need to effectively address difficult situations at work	19	19	99
More appreciation and recognition for my contributions	23	23	120
Changes at the city cause workplace stress	21	21	113
Clearer performance expectations	15	15	77
More day-to-day coaching and feedback on my performance	9	9	48
More career development opportunities	30	30	157
More teamwork	26	26	137
More equitable treatment of employees	23	23	122
More involvement in decisions	19	19	103
Better 2-way communication between management and staff	32	32	171
Better access to information	15	15	81
More respectful workplace	21	21	114
Stop colleagues from harassing each other	14	14	72
Clearer long-term direction	22	22	117
Less discrimination	10	10	55
Other. Please specify	10	10	51



# DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items			No	Yes
<p>34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.</p> <p>Have you personally experienced workplace harassment in the last 12 months at the City?</p>	78	22	78%	22%

2. 35. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	77	77	95
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	4	4	5
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	50	50	62
Other. Please Specify	7	7	9

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	11	11	14
Co-worker(s) in your work unit	53	53	65
Immediate supervisor(s)	36	36	44
The person your immediate supervisor reports to or above in your work unit	22	22	27
Co-worker(s) from other areas	16	16	19
Employee(s) in another department	6	6	7
Member of the public (e.g., citizens, customers, contractor, service provider)	16	16	20
Other. Please Specify	15	15	18

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	85	85%	15%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	23	23	19
Place of origin	11	11	9
Ancestry	2	2	2
Colour	14	14	11
Religion	9	9	7
Age	35	35	28
Gender being male, female or transgender.	31	31	25
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	2	2	2
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	6	6	5
Marital status	4	4	3
Family status	2	2	2
Physical disability	15	15	12
Mental disability	5	5	4
Sexual orientation	4	4	3
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	1	1	1
Other. Please Specify.	15	15	12

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	6	6	5
Co-worker(s) in your work unit	44	44	35
Immediate supervisor(s)	35	35	28
The person your immediate supervisor reports to or above in your work unit	28	28	22
Co-worker(s) from other areas	19	19	15
Employee(s) in another department	11	11	9
Member of the public (e.g., citizens, customers, contractor, service provider)	18	18	14
Other. Please Specify.	9	9	7


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	76	76%	24%

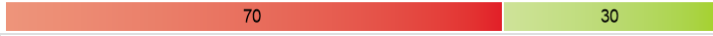
8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No 
 ■ Yes 
 ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		32%	18%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?


■ No 
 ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		70%	30%

# Diversity

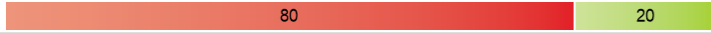
1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		96%	1%	0%	0%	2%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		80%	20%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
 THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		92%	8%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
 PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions


6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
 PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

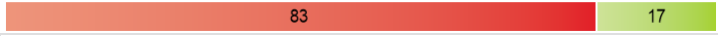
No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		95%	5%

**Final**


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		83%	17%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		37%	25%	31%	8%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		80%	20%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		32%	68%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		54%	46%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 155

Total Responses: 155

Branch: Utility Services

Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	23	68
	10%	23%	68%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>10</b>	<b>17</b>	<b>74</b>
	<b>10%</b>	<b>17%</b>	<b>74%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	23	68
2. I am proud to tell others I work for the City.	3	10	88
3. The City inspires me to do my best work.	8	26	65
4. I would recommend the City to a friend as a great place to work.	6	12	82
5. My job provides me with a sense of personal accomplishment.	14	14	72
6. I can see a clear link between my work and the City's long-term vision.	16	14	69

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>14%</b>	<b>15%</b>	<b>71%</b>
9. Cooperation with different parts of the City is encouraged.		13%	16%	71%
7. Customer service is a primary focus at the City.		5%	9%	86%
22. Employees in my branch work as though they are part of a team.		22%	18%	61%
8. I feel that my work contributes to the success of the City.		5%	11%	84%
32. In general, information in the City is communicated well.		20%	22%	59%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		21%	19%	60%
30. In my job, I make a difference every day.		10%	20%	70%
27. In my workplace, we regularly communicate about the importance of customer service.		11%	19%	70%
14. My immediate supervisor encourages me to offer my opinions and ideas.		12%	10%	78%
15. My immediate supervisor involves me in decisions that affect my work.		16%	12%	72%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		12%	10%	77%
16. My immediate supervisor recognizes me when I do a good job.		14%	17%	68%
6. I can see a clear link between my work and the City's long-term vision.		16%	14%	69%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>18%</b>	<b>69%</b>
29. At work, I have the opportunity to do what I do best every day.		14%	21%	64%
31. I feel respected by co-workers in my workplace.		14%	13%	73%
25. I have the materials and equipment I need to do my job effectively.		13%	12%	75%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		12%	23%	65%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		13%	22%	64%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		9%	32%	59%
26. I receive enough training to do my job effectively.		7%	20%	73%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	14%	65%
28. Most of my work is rewarding.		15%	15%	70%
12. My career aspirations can be achieved at the City.		24%	24%	52%
19. My immediate supervisor demonstrates a commitment to safety.		4%	11%	84%
18. My immediate supervisor gives me useful feedback on the work I do.		16%	18%	66%
13. My immediate supervisor seems to care about me as a person.		12%	13%	75%
10. The City is committed to maintaining a healthy and safe working environment.		6%	8%	85%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		13%	13%	73%
13. My immediate supervisor seems to care about me as a person.		12%	13%	75%
14. My immediate supervisor encourages me to offer my opinions and ideas.		12%	10%	78%
15. My immediate supervisor involves me in decisions that affect my work.		16%	12%	72%
16. My immediate supervisor recognizes me when I do a good job.		14%	17%	68%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	14%	65%
18. My immediate supervisor gives me useful feedback on the work I do.		16%	18%	66%
19. My immediate supervisor demonstrates a commitment to safety.		4%	11%	84%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		12%	10%	77%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		12%	14%	74%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	45	45	64
Very happy to be a city employee	43	43	61
Improved physical work environment	13	13	18
Make my workplace less stressful	21	21	30
I have more work than I can handle	7	7	10
Work pressures are very stressful	12	12	17
Need to effectively address difficult situations at work	20	20	28
More appreciation and recognition for my contributions	24	24	34
Changes at the city cause workplace stress	23	23	33
Clearer performance expectations	20	20	29
More day-to-day coaching and feedback on my performance	10	10	14
More career development opportunities	26	26	37
More teamwork	20	20	29
More equitable treatment of employees	23	23	33
More involvement in decisions	18	18	26
Better 2-way communication between management and staff	37	37	53
Better access to information	14	14	20
More respectful workplace	22	22	32
Stop colleagues from harassing each other	17	17	24
Clearer long-term direction	15	15	22
Less discrimination	10	10	14
Other. Please specify	13	13	18

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		71%	29%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		72	31
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		9	4
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		49	21
Other. Please Specify		7	3



3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	12	12	5
Co-worker(s) in your work unit	60	60	26
Immediate supervisor(s)	33	33	14
The person your immediate supervisor reports to or above in your work unit	21	21	9
Co-worker(s) from other areas	12	12	5
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	21	21	9
Other. Please Specify	12	12	5

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	81	19	
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		81%	19%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	12	12	3
Place of origin	4	4	1
Ancestry	0	0	0
Colour	8	8	2
Religion	8	8	2
Age	46	46	12
Gender being male, female or transgender.	85	85	22
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	4	4	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	4	4	1
Marital status	0	0	0
Family status	0	0	0
Physical disability	8	8	2
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	8	8	2

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	4	4	1
Co-worker(s) in your work unit	56	56	15
Immediate supervisor(s)	15	15	4
The person your immediate supervisor reports to or above in your work unit	19	19	5
Co-worker(s) from other areas	30	30	8
Employee(s) in another department	7	7	2
Member of the public (e.g., citizens, customers, contractor, service provider)	30	30	8
Other. Please Specify.	7	7	2


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	70 30	70%	30%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No 
 ■ Yes 
 ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		26%	27%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No 
 ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		62%	38%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	99%	0%	0%	0%	1%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	81%	19%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		94%	6%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.


Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

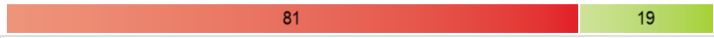
No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		94%	6%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		81%	19%

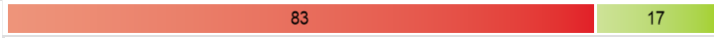
2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre 
  Yes, Private Day Home 
  Yes, Family 
  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		48%	28%	14%	10%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home 
  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		83%	17%

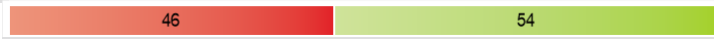
4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No 
  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		24%	76%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No 
  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		46%	54%



# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 428  
Total Responses: 428

**Branch: Utility Services**  
**Gender: Male**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		15%	19%	65%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>14%</b>	<b>18%</b>	<b>68%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		15%	19%	65%
2. I am proud to tell others I work for the City.		8%	14%	78%
3. The City inspires me to do my best work.		16%	22%	62%
4. I would recommend the City to a friend as a great place to work.		11%	13%	76%
5. My job provides me with a sense of personal accomplishment.		14%	17%	69%
6. I can see a clear link between my work and the City's long-term vision.		20%	21%	59%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		16%	16%	68%
9. Cooperation with different parts of the City is encouraged.		20%	23%	57%
7. Customer service is a primary focus at the City.		6%	11%	83%
22. Employees in my branch work as though they are part of a team.		24%	18%	57%
8. I feel that my work contributes to the success of the City.		6%	8%	86%
32. In general, information in the City is communicated well.		25%	20%	55%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		24%	20%	56%
30. In my job, I make a difference every day.		9%	20%	71%
27. In my workplace, we regularly communicate about the importance of customer service.		11%	20%	69%
14. My immediate supervisor encourages me to offer my opinions and ideas.		14%	12%	74%
15. My immediate supervisor involves me in decisions that affect my work.		18%	17%	65%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	12%	74%
16. My immediate supervisor recognizes me when I do a good job.		15%	12%	72%
6. I can see a clear link between my work and the City's long-term vision.		20%	21%	59%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		15%	17%	67%
29. At work, I have the opportunity to do what I do best every day.		16%	22%	62%
31. I feel respected by co-workers in my workplace.		13%	13%	75%
25. I have the materials and equipment I need to do my job effectively.		12%	11%	77%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		20%	22%	58%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		21%	24%	55%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		19%	29%	52%
26. I receive enough training to do my job effectively.		11%	12%	77%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		22%	13%	64%
28. Most of my work is rewarding.		17%	21%	62%
12. My career aspirations can be achieved at the City.		18%	23%	59%
19. My immediate supervisor demonstrates a commitment to safety.		6%	12%	83%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	18%	64%
13. My immediate supervisor seems to care about me as a person.		12%	12%	76%
10. The City is committed to maintaining a healthy and safe working environment.		10%	10%	80%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		15%	14%	71%
13. My immediate supervisor seems to care about me as a person.		12%	12%	76%
14. My immediate supervisor encourages me to offer my opinions and ideas.		14%	12%	74%
15. My immediate supervisor involves me in decisions that affect my work.		18%	17%	65%
16. My immediate supervisor recognizes me when I do a good job.		15%	12%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		22%	13%	64%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	18%	64%
19. My immediate supervisor demonstrates a commitment to safety.		6%	12%	83%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	12%	74%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		14%	18%	68%

# Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses		Frequency	Count
Satisfied with my job and the workplace	47	47	181
Very happy to be a city employee	39	39	152
Improved physical work environment	13	13	50
Make my workplace less stressful	27	27	103
I have more work than I can handle	10	10	38
Work pressures are very stressful	14	14	53
Need to effectively address difficult situations at work	18	18	71
More appreciation and recognition for my contributions	22	22	86
Changes at the city cause workplace stress	21	21	80
Clearer performance expectations	12	12	48
More day-to-day coaching and feedback on my performance	9	9	34
More career development opportunities	31	31	120
More teamwork	28	28	108
More equitable treatment of employees	23	23	89
More involvement in decisions	20	20	77
Better 2-way communication between management and staff	30	30	118
Better access to information	16	16	61
More respectful workplace	21	21	82
Stop colleagues from harassing each other	12	12	48
Clearer long-term direction	24	24	95
Less discrimination	11	11	41
Other. Please specify	9	9	33

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes





Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		80%	20%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		80	64
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		1	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		51	41
Other. Please Specify		8	6

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	11	11	9
Co-worker(s) in your work unit	49	49	39
Immediate supervisor(s)	38	38	30
The person your immediate supervisor reports to or above in your work unit	23	23	18
Co-worker(s) from other areas	18	18	14
Employee(s) in another department	9	9	7
Member of the public (e.g., citizens, customers, contractor, service provider)	14	14	11
Other. Please Specify	16	16	13

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	86	14	
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		86%	14%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 37	Count
Race	29	29	16
Place of origin	15	15	8
Ancestry	4	4	2
Colour	16	16	9
Religion	9	9	5
Age	29	29	16
Gender being male, female or transgender.	5	5	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	2	2	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	7	7	4
Marital status	5	5	3
Family status	4	4	2
Physical disability	18	18	10
Mental disability	7	7	4
Sexual orientation	5	5	3
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	2	2	1
Other. Please Specify.	18	18	10



6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	8	8	4
Co-worker(s) in your work unit	38	38	20
Immediate supervisor(s)	45	45	24
The person your immediate supervisor reports to or above in your work unit	32	32	17
Co-worker(s) from other areas	13	13	7
Employee(s) in another department	13	13	7
Member of the public (e.g., citizens, customers, contractor, service provider)	11	11	6
Other. Please Specify.	9	9	5

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	78 22	78%	22%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	34 14 52	34%	14%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?


No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	75 25	75%	25%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		95%	2%	0%	0%	2%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		79%	21%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	92	92%	8%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?


No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	96	96%	4%

# Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		83%	17%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		32%	24%	38%	7%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		79%	21%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		35%	65%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		58%	42%

# Communications and Engagement

## Corporate Communications

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey


Total Valid Responses: 82  
Total Responses: 82

### Branch: Corporate Communications

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.








■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		28%	35%	37%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>22%</b>	<b>28%</b>	<b>50%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		28%	35%	37%
2. I am proud to tell others I work for the City.		10%	27%	63%
3. The City inspires me to do my best work.		30%	32%	38%
4. I would recommend the City to a friend as a great place to work.		24%	24%	51%
5. My job provides me with a sense of personal accomplishment.		20%	26%	55%
6. I can see a clear link between my work and the City's long-term vision.		17%	26%	57%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		<b>25%</b>	<b>19%</b>	<b>56%</b>
9. Cooperation with different parts of the City is encouraged.		22%	15%	63%
7. Customer service is a primary focus at the City.		15%	24%	61%
22. Employees in my branch work as though they are part of a team.		50%	13%	37%
8. I feel that my work contributes to the success of the City.		2%	11%	87%
32. In general, information in the City is communicated well.		44%	26%	30%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		49%	26%	26%
30. In my job, I make a difference every day.		21%	32%	47%
27. In my workplace, we regularly communicate about the importance of customer service.		35%	24%	41%
14. My immediate supervisor encourages me to offer my opinions and ideas.		14%	10%	76%
15. My immediate supervisor involves me in decisions that affect my work.		16%	16%	68%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		16%	15%	69%
16. My immediate supervisor recognizes me when I do a good job.		23%	11%	65%
6. I can see a clear link between my work and the City's long-term vision.		17%	26%	57%



# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		29%	21%	49%
29. At work, I have the opportunity to do what I do best every day.		33%	28%	38%
31. I feel respected by co-workers in my workplace.		10%	15%	75%
25. I have the materials and equipment I need to do my job effectively.		35%	13%	51%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		40%	32%	27%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		35%	34%	31%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		31%	23%	46%
26. I receive enough training to do my job effectively.		37%	23%	40%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		49%	8%	44%
28. Most of my work is rewarding.		23%	23%	53%
12. My career aspirations can be achieved at the City.		35%	34%	30%
19. My immediate supervisor demonstrates a commitment to safety.		11%	23%	67%
18. My immediate supervisor gives me useful feedback on the work I do.		27%	21%	52%
13. My immediate supervisor seems to care about me as a person.		17%	12%	70%
10. The City is committed to maintaining a healthy and safe working environment.		22%	11%	67%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		21%	15%	65%
13. My immediate supervisor seems to care about me as a person.		17%	12%	70%
14. My immediate supervisor encourages me to offer my opinions and ideas.		14%	10%	76%
15. My immediate supervisor involves me in decisions that affect my work.		16%	16%	68%
16. My immediate supervisor recognizes me when I do a good job.		23%	11%	65%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		49%	8%	44%
18. My immediate supervisor gives me useful feedback on the work I do.		27%	21%	52%
19. My immediate supervisor demonstrates a commitment to safety.		11%	23%	67%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		16%	15%	69%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		13%	15%	73%

# Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	19	19	15
Very happy to be a city employee	18	18	14
Improved physical work environment	9	9	7
Make my workplace less stressful	34	34	27
I have more work than I can handle	41	41	33
Work pressures are very stressful	29	29	23
Need to effectively address difficult situations at work	23	23	18
More appreciation and recognition for my contributions	23	23	18
Changes at the city cause workplace stress	28	28	22
Clearer performance expectations	34	34	27
More day-to-day coaching and feedback on my performance	13	13	10
More career development opportunities	40	40	32
More teamwork	29	29	23
More equitable treatment of employees	28	28	22
More involvement in decisions	26	26	21
Better 2-way communication between management and staff	49	49	39
Better access to information	26	26	21
More respectful workplace	28	28	22
Stop colleagues from harassing each other	9	9	7
Clearer long-term direction	41	41	33
Less discrimination	8	8	6
Other. Please specify	18	18	14

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		79%	21%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		81	13
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		13	2
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		50	8
Other. Please Specify		13	2

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	6	6	1
Immediate supervisor(s)	44	44	7
The person your immediate supervisor reports to or above in your work unit	38	38	6
Co-worker(s) from other areas	38	38	6
Employee(s) in another department	25	25	4
Member of the public (e.g., citizens, customers, contractor, service provider)	19	19	3
Other. Please Specify	13	13	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.		84%	16%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	23	23	3
Place of origin	0	0	0
Ancestry	0	0	0
Colour	8	8	1
Religion	0	0	0
Age	62	62	8
Gender being male, female or transgender.	85	85	11
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	8	8	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	8	8	1
Marital status	23	23	3
Family status	15	15	2
Physical disability	0	0	0
Mental disability	8	8	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	15	15	2

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	8	8	1
Co-worker(s) in your work unit	31	31	4
Immediate supervisor(s)	23	23	3
The person your immediate supervisor reports to or above in your work unit	46	46	6
Co-worker(s) from other areas	31	31	4
Employee(s) in another department	38	38	5
Member of the public (e.g., citizens, customers, contractor, service provider)	15	15	2
Other. Please Specify.	15	15	2


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	70	70%	30%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No 
 ■ Yes 
 ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		21%	21%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No 
 ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		69%	31%



## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No
  Yes, First Nations (Status)
  Yes, First Nations (Non-Status)
  Yes, Inuit
  Yes, Métis
  Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		99%	0%	0%	0%	1%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No
  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		87%	13%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
 THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		95%	5%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
 PLEASE SELECT ALL THAT APPLY.


Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes									
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	 A horizontal stacked bar chart for item 49. The bar is 95% red (No) and 5% green (Yes). The numbers 95 and 5 are printed on the bar. The total length of the bar represents 100% of the responses. <table border="1"><thead><tr><th>Response</th><th>Count</th><th>Percentage</th></tr></thead><tbody><tr><td>No</td><td>95</td><td>95%</td></tr><tr><td>Yes</td><td>5</td><td>5%</td></tr></tbody></table>	Response	Count	Percentage	No	95	95%	Yes	5	5%	95%	5%
Response	Count	Percentage										
No	95	95%										
Yes	5	5%										

## Final


### 1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		79%	21%


### 2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		65%	24%	6%	6%

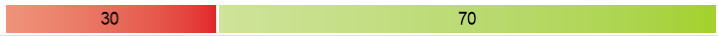
### 3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		53%	47%

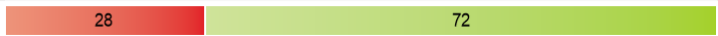
### 4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		30%	70%

### 5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		28%	72%

# Communications and Engagement Customer Information Services

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey


Total Valid Responses: 203  
Total Responses: 203

### Branch: Customer Information Services

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.






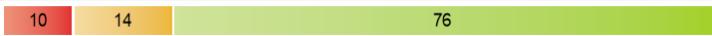

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		10%	15%	75%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>8%</b>	<b>11%</b>	<b>81%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		10%	15%	75%
2. I am proud to tell others I work for the City.		6%	6%	88%
3. The City inspires me to do my best work.		10%	12%	78%
4. I would recommend the City to a friend as a great place to work.		6%	8%	86%
5. My job provides me with a sense of personal accomplishment.		10%	14%	76%
6. I can see a clear link between my work and the City's long-term vision.		6%	13%	81%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	11%	80%
9. Cooperation with different parts of the City is encouraged.		11%	9%	80%
7. Customer service is a primary focus at the City.		3%	10%	87%
22. Employees in my branch work as though they are part of a team.		10%	16%	74%
8. I feel that my work contributes to the success of the City.		2%	5%	93%
32. In general, information in the City is communicated well.		17%	17%	66%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		12%	16%	71%
30. In my job, I make a difference every day.		6%	9%	85%
27. In my workplace, we regularly communicate about the importance of customer service.		3%	6%	91%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	8%	82%
15. My immediate supervisor involves me in decisions that affect my work.		15%	11%	73%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		10%	11%	79%
16. My immediate supervisor recognizes me when I do a good job.		10%	9%	81%
6. I can see a clear link between my work and the City's long-term vision.		6%	13%	81%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	12%	79%
29. At work, I have the opportunity to do what I do best every day.		10%	18%	72%
31. I feel respected by co-workers in my workplace.		8%	12%	80%
25. I have the materials and equipment I need to do my job effectively.		12%	9%	79%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		7%	12%	81%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		7%	14%	79%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		6%	15%	79%
26. I receive enough training to do my job effectively.		14%	13%	73%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		6%	6%	88%
28. Most of my work is rewarding.		12%	15%	72%
12. My career aspirations can be achieved at the City.		17%	20%	63%
19. My immediate supervisor demonstrates a commitment to safety.		3%	12%	85%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	5%	86%
13. My immediate supervisor seems to care about me as a person.		6%	7%	87%
10. The City is committed to maintaining a healthy and safe working environment.		5%	9%	86%



# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 10%; background-color: red; height: 10px; margin-right: 5px;">9</span><span style="width: 10%; background-color: orange; height: 10px; margin-right: 5px;">9</span><span style="width: 80%; background-color: green; height: 10px;">82</span></div>	9%	9%	82%
13. My immediate supervisor seems to care about me as a person.	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 6%; background-color: red; height: 10px; margin-right: 5px;">6</span><span style="width: 7%; background-color: orange; height: 10px; margin-right: 5px;">7</span><span style="width: 87%; background-color: green; height: 10px;">87</span></div>	6%	7%	87%
14. My immediate supervisor encourages me to offer my opinions and ideas.	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 10%; background-color: red; height: 10px; margin-right: 5px;">10</span><span style="width: 8%; background-color: orange; height: 10px; margin-right: 5px;">8</span><span style="width: 82%; background-color: green; height: 10px;">82</span></div>	10%	8%	82%
15. My immediate supervisor involves me in decisions that affect my work.	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 15%; background-color: red; height: 10px; margin-right: 5px;">15</span><span style="width: 11%; background-color: orange; height: 10px; margin-right: 5px;">11</span><span style="width: 73%; background-color: green; height: 10px;">73</span></div>	15%	11%	73%
16. My immediate supervisor recognizes me when I do a good job.	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 10%; background-color: red; height: 10px; margin-right: 5px;">10</span><span style="width: 9%; background-color: orange; height: 10px; margin-right: 5px;">9</span><span style="width: 81%; background-color: green; height: 10px;">81</span></div>	10%	9%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 6%; background-color: red; height: 10px; margin-right: 5px;">6</span><span style="width: 6%; background-color: orange; height: 10px; margin-right: 5px;">6</span><span style="width: 88%; background-color: green; height: 10px;">88</span></div>	6%	6%	88%
18. My immediate supervisor gives me useful feedback on the work I do.	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 9%; background-color: red; height: 10px; margin-right: 5px;">9</span><span style="width: 5%; background-color: orange; height: 10px; margin-right: 5px;">5</span><span style="width: 86%; background-color: green; height: 10px;">86</span></div>	9%	5%	86%
19. My immediate supervisor demonstrates a commitment to safety.	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 3%; background-color: red; height: 10px; margin-right: 5px;">3</span><span style="width: 12%; background-color: orange; height: 10px; margin-right: 5px;">12</span><span style="width: 85%; background-color: green; height: 10px;">85</span></div>	3%	12%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 10%; background-color: red; height: 10px; margin-right: 5px;">10</span><span style="width: 11%; background-color: orange; height: 10px; margin-right: 5px;">11</span><span style="width: 79%; background-color: green; height: 10px;">79</span></div>	10%	11%	79%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	<div style="display: flex; justify-content: space-between; align-items: center;"><span style="width: 10%; background-color: red; height: 10px; margin-right: 5px;">10</span><span style="width: 14%; background-color: orange; height: 10px; margin-right: 5px;">14</span><span style="width: 77%; background-color: green; height: 10px;">77</span></div>	10%	14%	77%

# Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	50	50	90
Very happy to be a city employee	43	43	77
Improved physical work environment	17	17	31
Make my workplace less stressful	32	32	58
I have more work than I can handle	7	7	13
Work pressures are very stressful	22	22	39
Need to effectively address difficult situations at work	15	15	28
More appreciation and recognition for my contributions	22	22	39
Changes at the city cause workplace stress	15	15	28
Clearer performance expectations	7	7	12
More day-to-day coaching and feedback on my performance	4	4	8
More career development opportunities	31	31	57
More teamwork	20	20	37
More equitable treatment of employees	19	19	35
More involvement in decisions	17	17	30
Better 2-way communication between management and staff	22	22	39
Better access to information	22	22	39
More respectful workplace	13	13	23
Stop colleagues from harassing each other	6	6	11
Clearer long-term direction	11	11	20
Less discrimination	7	7	13
Other. Please specify	9	9	16

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	85	85%	15%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	71	71	22
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	10	10	3
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	39	39	12
Other. Please Specify	16	16	5

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	6	6	2
Co-worker(s) in your work unit	48	48	15
Immediate supervisor(s)	26	26	8
The person your immediate supervisor reports to or above in your work unit	13	13	4
Co-worker(s) from other areas	3	3	1
Employee(s) in another department	13	13	4
Member of the public (e.g., citizens, customers, contractor, service provider)	32	32	10
Other. Please Specify	6	6	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	88	88%	12%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT

[HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	55	55	12
Place of origin	14	14	3
Ancestry	5	5	1
Colour	27	27	6
Religion	9	9	2
Age	23	23	5
Gender being male, female or transgender.	23	23	5
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	9	9	2
Marital status	0	0	0
Family status	9	9	2
Physical disability	14	14	3
Mental disability	27	27	6
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	9	9	2
Other. Please Specify.	0	0	0

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	36	36	8
Immediate supervisor(s)	23	23	5
The person your immediate supervisor reports to or above in your work unit	23	23	5
Co-worker(s) from other areas	14	14	3
Employee(s) in another department	9	9	2
Member of the public (e.g., citizens, customers, contractor, service provider)	41	41	9
Other. Please Specify.	5	5	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	85	85%	15%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	22	22%	14%	64

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		52%	48%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		93%	0%	1%	0%	5%	2%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No ■ Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		64%	36%


3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		84%	17%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions


6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes		
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	 <table border="1"><tr><td>93</td><td>7</td></tr></table>	93	7	93%	7%
93	7				

# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		83%	17%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		38%	24%	29%	9%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		85%	15%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		18%	82%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		51%	50%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 142  
Total Responses: 142

**Branch: Customer Information Services**  
**Gender: Female**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	17	73
	10%	17%	73%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>8</b>	<b>12</b>	<b>81</b>
	<b>8%</b>	<b>12%</b>	<b>81%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	17	73
	10%	17%	73%
2. I am proud to tell others I work for the City.	6	6	89
	6%	6%	89%
3. The City inspires me to do my best work.	9	13	78
	9%	13%	78%
4. I would recommend the City to a friend as a great place to work.	6	8	87
	6%	8%	87%
5. My job provides me with a sense of personal accomplishment.	11	14	75
	11%	14%	75%
6. I can see a clear link between my work and the City's long-term vision.	6	13	81
	6%	13%	81%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	11%	80%
9. Cooperation with different parts of the City is encouraged.		9%	8%	82%
7. Customer service is a primary focus at the City.		4%	11%	85%
22. Employees in my branch work as though they are part of a team.		11%	16%	74%
8. I feel that my work contributes to the success of the City.		1%	5%	94%
32. In general, information in the City is communicated well.		16%	17%	67%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		13%	18%	69%
30. In my job, I make a difference every day.		5%	11%	84%
27. In my workplace, we regularly communicate about the importance of customer service.		4%	8%	89%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	9%	80%
15. My immediate supervisor involves me in decisions that affect my work.		16%	11%	73%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		11%	12%	77%
16. My immediate supervisor recognizes me when I do a good job.		12%	8%	80%
6. I can see a clear link between my work and the City's long-term vision.		6%	13%	81%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	13%	79%
29. At work, I have the opportunity to do what I do best every day.		7%	21%	72%
31. I feel respected by co-workers in my workplace.		9%	13%	79%
25. I have the materials and equipment I need to do my job effectively.		15%	11%	74%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		5%	12%	83%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		6%	14%	79%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		2%	17%	80%
26. I receive enough training to do my job effectively.		13%	13%	73%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		6%	6%	88%
28. Most of my work is rewarding.		10%	16%	74%
12. My career aspirations can be achieved at the City.		18%	19%	63%
19. My immediate supervisor demonstrates a commitment to safety.		3%	13%	84%
18. My immediate supervisor gives me useful feedback on the work I do.		11%	4%	85%
13. My immediate supervisor seems to care about me as a person.		6%	8%	87%
10. The City is committed to maintaining a healthy and safe working environment.		4%	11%	85%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	10%	81%
13. My immediate supervisor seems to care about me as a person.		6%	8%	87%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	9%	80%
15. My immediate supervisor involves me in decisions that affect my work.		16%	11%	73%
16. My immediate supervisor recognizes me when I do a good job.		12%	8%	80%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		6%	6%	88%
18. My immediate supervisor gives me useful feedback on the work I do.		11%	4%	85%
19. My immediate supervisor demonstrates a commitment to safety.		3%	13%	84%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		11%	12%	77%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		10%	16%	74%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses		Frequency	Count
Satisfied with my job and the workplace	46	46	59
Very happy to be a city employee	42	42	53
Improved physical work environment	17	17	21
Make my workplace less stressful	38	38	48
I have more work than I can handle	9	9	11
Work pressures are very stressful	25	25	32
Need to effectively address difficult situations at work	20	20	25
More appreciation and recognition for my contributions	23	23	29
Changes at the city cause workplace stress	17	17	21
Clearer performance expectations	9	9	11
More day-to-day coaching and feedback on my performance	5	5	6
More career development opportunities	29	29	37
More teamwork	18	18	23
More equitable treatment of employees	24	24	30
More involvement in decisions	17	17	22
Better 2-way communication between management and staff	25	25	32
Better access to information	23	23	29
More respectful workplace	16	16	20
Stop colleagues from harassing each other	8	8	10
Clearer long-term direction	9	9	12
Less discrimination	8	8	10
Other. Please specify	9	9	12

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes





Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		82%	18%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2.35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**:NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		76	19
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		12	3
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		36	9
Other. Please Specify		16	4



3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	4	4	1
Co-worker(s) in your work unit	44	44	11
Immediate supervisor(s)	24	24	6
The person your immediate supervisor reports to or above in your work unit	16	16	4
Co-worker(s) from other areas	4	4	1
Employee(s) in another department	16	16	4
Member of the public (e.g., citizens, customers, contractor, service provider)	40	40	10
Other. Please Specify	8	8	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	84	84%	16%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

5. 38. IF YOU ANSWERED YES TO QUESTION 37,

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	55	55	11
Place of origin	15	15	3
Ancestry	5	5	1
Colour	30	30	6
Religion	10	10	2
Age	25	25	5
Gender being male, female or transgender.	25	25	5
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	10	10	2
Marital status	0	0	0
Family status	10	10	2
Physical disability	15	15	3
Mental disability	25	25	5
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	10	10	2
Other. Please Specify.	0	0	0

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	35	35	7
Immediate supervisor(s)	20	20	4
The person your immediate supervisor reports to or above in your work unit	25	25	5
Co-worker(s) from other areas	15	15	3
Employee(s) in another department	10	10	2
Member of the public (e.g., citizens, customers, contractor, service provider)	45	45	9
Other. Please Specify.	5	5	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	84	84%	16%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		26%	15%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		60%	40%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	90	6	2			
	90%	0%	1%	0%	6%	2%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	70	30
	70%	30%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.			
Do you consider yourself to be a person with a disability?		80%	20%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		94%	6%

# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		84%	16%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		48%	17%	22%	13%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		87%	13%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		15%	85%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		53%	47%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 61  
Total Responses: 61

**Branch: Customer Information Services**  
**Gender: Male**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	10	79	11%	10%	79%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	9	11	81	9%	11%	81%
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	10	79	11%	10%	79%
2. I am proud to tell others I work for the City.	8	7	85	8%	7%	85%
3. The City inspires me to do my best work.	12	10	78	12%	10%	78%
4. I would recommend the City to a friend as a great place to work.	7	10	84	7%	10%	84%
5. My job provides me with a sense of personal accomplishment.	8	15	77	8%	15%	77%
6. I can see a clear link between my work and the City's long-term vision.	7	13	80	7%	13%	80%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	10%	82%
9. Cooperation with different parts of the City is encouraged.		15%	11%	74%
7. Customer service is a primary focus at the City.		3%	7%	90%
22. Employees in my branch work as though they are part of a team.		8%	16%	75%
8. I feel that my work contributes to the success of the City.		5%	5%	90%
32. In general, information in the City is communicated well.		20%	16%	64%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		10%	13%	77%
30. In my job, I make a difference every day.		8%	5%	87%
27. In my workplace, we regularly communicate about the importance of customer service.		2%	3%	95%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	5%	87%
15. My immediate supervisor involves me in decisions that affect my work.		13%	11%	75%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	8%	85%
16. My immediate supervisor recognizes me when I do a good job.		5%	12%	83%
6. I can see a clear link between my work and the City's long-term vision.		7%	13%	80%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	10%	80%
29. At work, I have the opportunity to do what I do best every day.		17%	10%	73%
31. I feel respected by co-workers in my workplace.		7%	10%	83%
25. I have the materials and equipment I need to do my job effectively.		7%	3%	90%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		10%	12%	78%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		8%	13%	79%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		14%	11%	75%
26. I receive enough training to do my job effectively.		15%	11%	74%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		5%	7%	88%
28. Most of my work is rewarding.		18%	13%	69%
12. My career aspirations can be achieved at the City.		13%	22%	65%
19. My immediate supervisor demonstrates a commitment to safety.		3%	10%	87%
18. My immediate supervisor gives me useful feedback on the work I do.		5%	7%	89%
13. My immediate supervisor seems to care about me as a person.		7%	5%	88%
10. The City is committed to maintaining a healthy and safe working environment.		7%	7%	87%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		7%	8%	85%
13. My immediate supervisor seems to care about me as a person.		7%	5%	88%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	5%	87%
15. My immediate supervisor involves me in decisions that affect my work.		13%	11%	75%
16. My immediate supervisor recognizes me when I do a good job.		5%	12%	83%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		5%	7%	88%
18. My immediate supervisor gives me useful feedback on the work I do.		5%	7%	89%
19. My immediate supervisor demonstrates a commitment to safety.		3%	10%	87%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	8%	85%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		8%	10%	81%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	57	57	31
Very happy to be a city employee	44	44	24
Improved physical work environment	19	19	10
Make my workplace less stressful	19	19	10
I have more work than I can handle	4	4	2
Work pressures are very stressful	13	13	7
Need to effectively address difficult situations at work	6	6	3
More appreciation and recognition for my contributions	19	19	10
Changes at the city cause workplace stress	13	13	7
Clearer performance expectations	2	2	1
More day-to-day coaching and feedback on my performance	4	4	2
More career development opportunities	37	37	20
More teamwork	26	26	14
More equitable treatment of employees	9	9	5
More involvement in decisions	15	15	8
Better 2-way communication between management and staff	13	13	7
Better access to information	19	19	10
More respectful workplace	6	6	3
Stop colleagues from harassing each other	2	2	1
Clearer long-term direction	15	15	8
Less discrimination	6	6	3
Other. Please specify	7	7	4

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		90%	10%
Have you personally experienced workplace harassment in the last 12 months at the City?			

**2.35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.**

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		50	3
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		50	3
Other. Please Specify		17	1

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	17	17	1
Co-worker(s) in your work unit	67	67	4
Immediate supervisor(s)	33	33	2
The person your immediate supervisor reports to or above in your work unit	0	0	0
Co-worker(s) from other areas	0	0	0
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify	0	0	0

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	97		
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		97%	3%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	50	50	1
Place of origin	0	0	0
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	0	0	0
Gender being male, female or transgender.	0	0	0
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	0	0	0
Physical disability	0	0	0
Mental disability	50	50	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	0	0	0

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	50	50	1
Immediate supervisor(s)	50	50	1
The person your immediate supervisor reports to or above in your work unit	0	0	0
Co-worker(s) from other areas	0	0	0
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	0	0	0

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		87%	13%



8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No 
 ■ Yes 
 ■ Answered 'No' to questions 34, 37, and 40

Items				No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	13	13	74	13%	13%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No 
 ■ Yes

Items			No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	33	67	33%	67%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	100%	0%	0%	0%	0%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	52%	48%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	92 8	92%	8%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	90 10	90%	10%

# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		82%	18%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		18%	36%	45%	0%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		80%	20%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		25%	75%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		45%	55%

# Financial & Corporate Services

## Assessment & Taxation

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 172  
Total Responses: 172

### Branch: Assessment and Taxation

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		15%	20%	65%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>12%</b>	<b>20%</b>	<b>68%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		15%	20%	65%
2. I am proud to tell others I work for the City.		10%	19%	71%
3. The City inspires me to do my best work.		14%	29%	57%
4. I would recommend the City to a friend as a great place to work.		10%	14%	76%
5. My job provides me with a sense of personal accomplishment.		12%	13%	75%
6. I can see a clear link between my work and the City's long-term vision.		13%	24%	63%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>10%</b>	<b>17%</b>	<b>73%</b>
9. Cooperation with different parts of the City is encouraged.		8%	19%	73%
7. Customer service is a primary focus at the City.		5%	9%	86%
22. Employees in my branch work as though they are part of a team.		20%	19%	60%
8. I feel that my work contributes to the success of the City.		2%	14%	85%
32. In general, information in the City is communicated well.		13%	19%	68%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		18%	23%	59%
30. In my job, I make a difference every day.		4%	24%	72%
27. In my workplace, we regularly communicate about the importance of customer service.		7%	18%	75%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	14%	76%
15. My immediate supervisor involves me in decisions that affect my work.		8%	16%	75%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		8%	13%	79%
16. My immediate supervisor recognizes me when I do a good job.		9%	15%	76%
6. I can see a clear link between my work and the City's long-term vision.		13%	24%	63%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>10%</b>	<b>19%</b>	<b>71%</b>
29. At work, I have the opportunity to do what I do best every day.		13%	26%	61%
31. I feel respected by co-workers in my workplace.		11%	14%	76%
25. I have the materials and equipment I need to do my job effectively.		5%	16%	79%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		18%	22%	60%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		18%	26%	56%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		9%	28%	62%
26. I receive enough training to do my job effectively.		6%	24%	71%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		3%	9%	88%
28. Most of my work is rewarding.		10%	22%	68%
12. My career aspirations can be achieved at the City.		19%	25%	56%
19. My immediate supervisor demonstrates a commitment to safety.		2%	16%	82%
18. My immediate supervisor gives me useful feedback on the work I do.		13%	13%	74%
13. My immediate supervisor seems to care about me as a person.		9%	14%	77%
10. The City is committed to maintaining a healthy and safe working environment.		9%	8%	83%



# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>8%</b>	<b>14%</b>	<b>78%</b>
13. My immediate supervisor seems to care about me as a person.		9%	14%	77%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	14%	76%
15. My immediate supervisor involves me in decisions that affect my work.		8%	16%	75%
16. My immediate supervisor recognizes me when I do a good job.		9%	15%	76%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		3%	9%	88%
18. My immediate supervisor gives me useful feedback on the work I do.		13%	13%	74%
19. My immediate supervisor demonstrates a commitment to safety.		2%	16%	82%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		8%	13%	79%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		6%	19%	75%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses		Frequency	Count
Satisfied with my job and the workplace	37	37	59
Very happy to be a city employee	39	39	61
Improved physical work environment	13	13	21
Make my workplace less stressful	32	32	51
I have more work than I can handle	16	16	25
Work pressures are very stressful	21	21	33
Need to effectively address difficult situations at work	19	19	30
More appreciation and recognition for my contributions	23	23	37
Changes at the city cause workplace stress	20	20	31
Clearer performance expectations	9	9	15
More day-to-day coaching and feedback on my performance	8	8	13
More career development opportunities	26	26	41
More teamwork	16	16	25
More equitable treatment of employees	27	27	43
More involvement in decisions	16	16	25
Better 2-way communication between management and staff	27	27	43
Better access to information	11	11	18
More respectful workplace	24	24	38
Stop colleagues from harassing each other	9	9	14
Clearer long-term direction	15	15	24
Less discrimination	8	8	13
Other. Please specify	8	8	13

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes



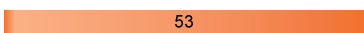

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		78%	22%
Have you personally experienced workplace harassment in the last 12 months at the City?			

### 2.35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		64	23
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		3	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		53	19
Other. Please Specify		19	7

**3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY. NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	11	11	4
Co-worker(s) in your work unit	30	30	11
Immediate supervisor(s)	35	35	13
The person your immediate supervisor reports to or above in your work unit	27	27	10
Co-worker(s) from other areas	32	32	12
Employee(s) in another department	3	3	1
Member of the public (e.g., citizens, customers, contractor, service provider)	14	14	5
Other. Please Specify	19	19	7

**4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.**

**HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?**

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	89	11
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	89%	11%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	17	17	3
Place of origin	0	0	0
Ancestry	0	0	0
Colour	0	0	0
Religion	6	6	1
Age	44	44	8
Gender being male, female or transgender.	17	17	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	6	6	1
Physical disability	6	6	1
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	6	6	1
Other. Please Specify.	33	33	6


6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	12	12	2
Co-worker(s) in your work unit	29	29	5
Immediate supervisor(s)	29	29	5
The person your immediate supervisor reports to or above in your work unit	35	35	6
Co-worker(s) from other areas	29	29	5
Employee(s) in another department	6	6	1
Member of the public (e.g., citizens, customers, contractor, service provider)	6	6	1
Other. Please Specify.	12	12	2


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		76%	24%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		29%	18%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		43%	57%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	98%	0%	1%	0%	1%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	72%	28%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	96	4
Do you consider yourself to be a person with a disability?	96%	4%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		97%	3%

**Final**

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		86%	14%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		42%	8%	46%	4%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		54%	46%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		25%	75%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		50%	50%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 97  
Total Responses: 97

Branch: Assessment & Taxation  
Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	16	21	63	16%	21%	63%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>13</b>	<b>20</b>	<b>67</b>	<b>13%</b>	<b>20%</b>	<b>67%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	16	21	63	16%	21%	63%
2. I am proud to tell others I work for the City.	11	16	72	11%	16%	72%
3. The City inspires me to do my best work.	12	29	59	12%	29%	59%
4. I would recommend the City to a friend as a great place to work.	12	14	73	12%	14%	73%
5. My job provides me with a sense of personal accomplishment.	13	11	75	13%	11%	75%
6. I can see a clear link between my work and the City's long-term vision.	13	26	61	13%	26%	61%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	18%	71%
9. Cooperation with different parts of the City is encouraged.		8%	19%	73%
7. Customer service is a primary focus at the City.		4%	7%	89%
22. Employees in my branch work as though they are part of a team.		25%	16%	59%
8. I feel that my work contributes to the success of the City.		2%	15%	82%
32. In general, information in the City is communicated well.		18%	20%	63%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		21%	24%	56%
30. In my job, I make a difference every day.		6%	19%	75%
27. In my workplace, we regularly communicate about the importance of customer service.		9%	12%	78%
14. My immediate supervisor encourages me to offer my opinions and ideas.		15%	18%	68%
15. My immediate supervisor involves me in decisions that affect my work.		10%	21%	69%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		9%	18%	73%
16. My immediate supervisor recognizes me when I do a good job.		11%	17%	72%
6. I can see a clear link between my work and the City's long-term vision.		13%	26%	61%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		11%	19%	70%
29. At work, I have the opportunity to do what I do best every day.		12%	24%	64%
31. I feel respected by co-workers in my workplace.		12%	14%	75%
25. I have the materials and equipment I need to do my job effectively.		6%	16%	77%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		19%	24%	57%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		21%	26%	53%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		10%	28%	63%
26. I receive enough training to do my job effectively.		5%	23%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		3%	9%	88%
28. Most of my work is rewarding.		8%	21%	71%
12. My career aspirations can be achieved at the City.		22%	20%	57%
19. My immediate supervisor demonstrates a commitment to safety.		2%	20%	78%
18. My immediate supervisor gives me useful feedback on the work I do.		16%	16%	68%
13. My immediate supervisor seems to care about me as a person.		13%	18%	70%
10. The City is committed to maintaining a healthy and safe working environment.		11%	8%	80%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable
Overall Results	9%	18%	73%
13. My immediate supervisor seems to care about me as a person.	13%	18%	70%
14. My immediate supervisor encourages me to offer my opinions and ideas.	15%	18%	68%
15. My immediate supervisor involves me in decisions that affect my work.	10%	21%	69%
16. My immediate supervisor recognizes me when I do a good job.	11%	17%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	3%	9%	88%
18. My immediate supervisor gives me useful feedback on the work I do.	16%	16%	68%
19. My immediate supervisor demonstrates a commitment to safety.	2%	20%	78%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	9%	18%	73%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	6%	25%	69%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	34	30
Very happy to be a city employee	31	28
Improved physical work environment	11	10
Make my workplace less stressful	28	25
I have more work than I can handle	10	9
Work pressures are very stressful	20	18
Need to effectively address difficult situations at work	21	19
More appreciation and recognition for my contributions	26	23
Changes at the city cause workplace stress	22	20
Clearer performance expectations	9	8
More day-to-day coaching and feedback on my performance	7	6
More career development opportunities	29	26
More teamwork	17	15
More equitable treatment of employees	31	28
More involvement in decisions	16	14
Better 2-way communication between management and staff	27	24
Better access to information	4	4
More respectful workplace	31	28
Stop colleagues from harassing each other	8	7
Clearer long-term direction	17	15
Less discrimination	10	9
Other. Please specify	8	7

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	73	27
	73%	27%

### 2.35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	56	56	14
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	4	4	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	56	56	14
Other. Please Specify	16	16	4

### 3. 36. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	12	12	3
Co-worker(s) in your work unit	24	24	6
Immediate supervisor(s)	44	44	11
The person your immediate supervisor reports to or above in your work unit	28	28	7
Co-worker(s) from other areas	24	24	6
Employee(s) in another department	4	4	1
Member of the public (e.g., citizens, customers, contractor, service provider)	16	16	4
Other. Please Specify	24	24	6

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	88	13
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	88%	13%

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	17	17	2
Place of origin	0	0	0
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	33	33	4
Gender being male, female or transgender.	25	25	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	0	0	0
Physical disability	8	8	1
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	33	33	4


6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	9	9	1
Co-worker(s) in your work unit	27	27	3
Immediate supervisor(s)	27	27	3
The person your immediate supervisor reports to or above in your work unit	45	45	5
Co-worker(s) from other areas	9	9	1
Employee(s) in another department	9	9	1
Member of the public (e.g., citizens, customers, contractor, service provider)	9	9	1
Other. Please Specify.	9	9	1


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		72%	28%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		30%	23%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

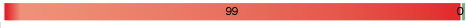
No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		37%	63%

Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No  Yes, First Nations (Status)  Yes, First Nations (Non-Status)  Yes, Inuit  Yes, Métis  Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		99%	0%	0%	0%	1%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		74%	26%

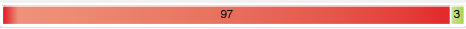
3. 45. IF YOU INDICATED \*YES\* IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?		97%	3%



5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items	No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	97%	3%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items	No	Yes
50. Do you currently use some type of child care in order to attend work?	87%	13%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items	Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)	62%	8%	31%	0%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items	Home	Work
52. Is your preference to have child care near your home or work?	46%	54%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items	No	Yes
53. If you had a mental health issue would you know where to get help?	16%	84%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items	No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.	51%	49%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 75  
Total Responses: 75

Branch: Assessment & Taxation  
Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	12	20	68	12%	20%	68%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>11</b>	<b>20</b>	<b>69</b>	<b>11%</b>	<b>20%</b>	<b>69%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	12	20	68	12%	20%	68%
2. I am proud to tell others I work for the City.	8	22	70	8%	22%	70%
3. The City inspires me to do my best work.	15	30	55	15%	30%	55%
4. I would recommend the City to a friend as a great place to work.	7	14	80	7%	14%	80%
5. My job provides me with a sense of personal accomplishment.	11	15	74	11%	15%	74%
6. I can see a clear link between my work and the City's long-term vision.	14	21	65	14%	21%	65%

### Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>7</b>	<b>17</b>	<b>76</b>	<b>7%</b>	<b>17%</b>	<b>76%</b>
9. Cooperation with different parts of the City is encouraged.	8	20	72	8%	20%	72%
7. Customer service is a primary focus at the City.	5	12	82	5%	12%	82%
22. Employees in my branch work as though they are part of a team.	15	23	62	15%	23%	62%
8. I feel that my work contributes to the success of the City.	1	11	88	1%	11%	88%
32. In general, information in the City is communicated well.	7	18	76	7%	18%	76%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.	14	23	64	14%	23%	64%
30. In my job, I make a difference every day.	1	31	68	1%	31%	68%
27. In my workplace, we regularly communicate about the importance of customer service.	4	25	71	4%	25%	71%
14. My immediate supervisor encourages me to offer my opinions and ideas.	4	8	88	4%	8%	88%
15. My immediate supervisor involves me in decisions that affect my work.	5	11	84	5%	11%	84%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	7	7	86	7%	7%	86%
16. My immediate supervisor recognizes me when I do a good job.	7	12	81	7%	12%	81%
6. I can see a clear link between my work and the City's long-term vision.	14	21	65	14%	21%	65%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
Overall Results	9%	18%	73%
29. At work, I have the opportunity to do what I do best every day.	14%	29%	58%
31. I feel respected by co-workers in my workplace.	9%	14%	77%
25. I have the materials and equipment I need to do my job effectively.	3%	16%	81%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.	17%	19%	64%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.	14%	26%	60%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.	9%	30%	61%
26. I receive enough training to do my job effectively.	7%	25%	68%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	3%	8%	89%
28. Most of my work is rewarding.	12%	23%	64%
12. My career aspirations can be achieved at the City.	15%	31%	54%
19. My immediate supervisor demonstrates a commitment to safety.	3%	11%	86%
18. My immediate supervisor gives me useful feedback on the work I do.	9%	9%	81%
13. My immediate supervisor seems to care about me as a person.	4%	9%	86%
10. The City is committed to maintaining a healthy and safe working environment.	7%	7%	86%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
Overall Results	5%	10%	85%
13. My immediate supervisor seems to care about me as a person.	4%	9%	86%
14. My immediate supervisor encourages me to offer my opinions and ideas.	4%	8%	88%
15. My immediate supervisor involves me in decisions that affect my work.	5%	11%	84%
16. My immediate supervisor recognizes me when I do a good job.	7%	12%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	3%	8%	89%
18. My immediate supervisor gives me useful feedback on the work I do.	9%	9%	81%
19. My immediate supervisor demonstrates a commitment to safety.	3%	11%	86%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	7%	7%	86%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	5%	11%	84%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	42	29
Very happy to be a city employee	48	33
Improved physical work environment	16	11
Make my workplace less stressful	38	26
I have more work than I can handle	23	16
Work pressures are very stressful	22	15
Need to effectively address difficult situations at work	16	11
More appreciation and recognition for my contributions	20	14
Changes at the city cause workplace stress	16	11
Clearer performance expectations	10	7
More day-to-day coaching and feedback on my performance	10	7
More career development opportunities	22	15
More teamwork	14	10
More equitable treatment of employees	22	15
More involvement in decisions	16	11
Better 2-way communication between management and staff	28	19
Better access to information	20	14
More respectful workplace	14	10
Stop colleagues from harassing each other	10	7
Clearer long-term direction	13	9
Less discrimination	6	4
Other. Please specify	9	6

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	84%	16%

Have you personally experienced workplace harassment in the last 12 months at the City?

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	82	9
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	45	5
Other. Please Specify	27	3

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	8	8	1
Co-worker(s) in your work unit	42	42	5
Immediate supervisor(s)	17	17	2
The person your immediate supervisor reports to or above in your work unit	25	25	3
Co-worker(s) from other areas	50	50	6
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	8	8	1
Other. Please Specify	8	8	1

**4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.**

**HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?**

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	92	8
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	92%	8%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT

[HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	17	17	1
Place of origin	0	0	0
Ancestry	0	0	0
Colour	0	0	0
Religion	17	17	1
Age	67	67	4
Gender being male, female or transgender.	0	0	0
Gender identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	17	17	1
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	17	17	1
Other. Please Specify.	33	33	2

**6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY. NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	17	17	1
Co-worker(s) in your work unit	33	33	2
Immediate supervisor(s)	33	33	2
The person your immediate supervisor reports to or above in your work unit	17	17	1
Co-worker(s) from other areas	67	67	4
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	17	17	1

**7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?**

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	81 19	81%	19%

**8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?**

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	28 12 61	28%	12%	

**9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?**

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	56 44	56%	44%

## Diversity

**1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?**

No  Yes, First Nations (Status)  Yes, First Nations (Non-Status)  Yes, Inuit  Yes, Métis  Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	97 1	97%	0%	1%	0%	0%	1%

**2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?**

No  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	69 31	69%	31%

**3. 45. IF YOU INDICATED 'YES' IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.**

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		95%	5%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		96%	4%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		85%	15%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		18%	9%	64%	9%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		64%	36%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		38%	62%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		49%	51%

# Financial & Corporate Services

## Corporate Procurement & Supply Services



# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 132  
 Total Responses: 132

### Branch: Corporate Procurement and Supply Services

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		19%	15%	66%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>16%</b>	<b>19%</b>	<b>65%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		19%	15%	66%
2. I am proud to tell others I work for the City.		9%	16%	75%
3. The City inspires me to do my best work.		18%	24%	58%
4. I would recommend the City to a friend as a great place to work.		12%	14%	73%
5. My job provides me with a sense of personal accomplishment.		17%	19%	64%
6. I can see a clear link between my work and the City's long-term vision.		19%	25%	56%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>18%</b>	<b>18%</b>	<b>64%</b>
9. Cooperation with different parts of the City is encouraged.		16%	14%	70%
7. Customer service is a primary focus at the City.		14%	17%	68%
22. Employees in my branch work as though they are part of a team.		27%	20%	53%
8. I feel that my work contributes to the success of the City.		8%	9%	83%
32. In general, information in the City is communicated well.		20%	21%	59%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		26%	24%	50%
30. In my job, I make a difference every day.		10%	20%	70%
27. In my workplace, we regularly communicate about the importance of customer service.		26%	18%	56%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	13%	70%
15. My immediate supervisor involves me in decisions that affect my work.		19%	17%	64%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		16%	16%	68%
16. My immediate supervisor recognizes me when I do a good job.		20%	20%	60%
6. I can see a clear link between my work and the City's long-term vision.		19%	25%	56%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>15%</b>	<b>19%</b>	<b>66%</b>
29. At work, I have the opportunity to do what I do best every day.		14%	22%	64%
31. I feel respected by co-workers in my workplace.		13%	17%	70%
25. I have the materials and equipment I need to do my job effectively.		18%	11%	70%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		13%	27%	61%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		15%	27%	58%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		14%	26%	60%
26. I receive enough training to do my job effectively.		22%	23%	55%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		20%	7%	73%
28. Most of my work is rewarding.		18%	21%	61%
12. My career aspirations can be achieved at the City.		17%	23%	61%
19. My immediate supervisor demonstrates a commitment to safety.		7%	17%	77%
18. My immediate supervisor gives me useful feedback on the work I do.		23%	21%	55%
13. My immediate supervisor seems to care about me as a person.		14%	11%	75%
10. The City is committed to maintaining a healthy and safe working environment.		8%	6%	85%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>16%</b>	<b>67%</b>
13. My immediate supervisor seems to care about me as a person.		14%	11%	75%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	13%	70%
15. My immediate supervisor involves me in decisions that affect my work.		19%	17%	64%
16. My immediate supervisor recognizes me when I do a good job.		20%	20%	60%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		20%	7%	73%
18. My immediate supervisor gives me useful feedback on the work I do.		23%	21%	55%
19. My immediate supervisor demonstrates a commitment to safety.		7%	17%	77%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		16%	16%	68%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		16%	21%	63%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

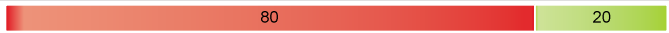
Responses		Frequency	Count
Satisfied with my job and the workplace	46	46	56
Very happy to be a city employee	45	45	55
Improved physical work environment	11	11	14
Make my workplace less stressful	30	30	37
I have more work than I can handle	21	21	26
Work pressures are very stressful	14	14	17
Need to effectively address difficult situations at work	20	20	25
More appreciation and recognition for my contributions	24	24	30
Changes at the city cause workplace stress	17	17	21
Clearer performance expectations	17	17	21
More day-to-day coaching and feedback on my performance	8	8	10
More career development opportunities	25	25	31
More teamwork	26	26	32
More equitable treatment of employees	26	26	32
More involvement in decisions	23	23	28
Better 2-way communication between management and staff	37	37	45
Better access to information	18	18	22
More respectful workplace	23	23	28
Stop colleagues from harassing each other	11	11	13
Clearer long-term direction	16	16	20
Less discrimination	7	7	9
Other. Please specify	8	8	10

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes





Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		80%	20%
Have you personally experienced workplace harassment in the last 12 months at the City?			

### 2.35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**









Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		73	19
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		4	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		58	15
Other. Please Specify		8	2

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit		15	4
Co-worker(s) in your work unit		30	8
Immediate supervisor(s)		30	8
The person your immediate supervisor reports to or above in your work unit		19	5
Co-worker(s) from other areas		19	5
Employee(s) in another department		37	10
Member of the public (e.g., citizens, customers, contractor, service provider)		4	1
Other. Please Specify		15	4

**4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.**

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

 No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.			
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		88%	12%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	27	27	4
Place of origin	7	7	1
Ancestry	0	0	0
Colour	7	7	1
Religion	7	7	1
Age	27	27	4
Gender being male, female or transgender.	53	53	8
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	7	7	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	13	13	2
Marital status	7	7	1
Family status	0	0	0
Physical disability	20	20	3
Mental disability	0	0	0
Sexual orientation	13	13	2
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	13	13	2



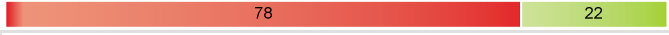
6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	40	40	6
Immediate supervisor(s)	33	33	5
The person your immediate supervisor reports to or above in your work unit	20	20	3
Co-worker(s) from other areas	27	27	4
Employee(s) in another department	27	27	4
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	20	20	3


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		78%	22%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		30%	17%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		67%	33%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	93%	2%	1%	0%	4%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	83%	17%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
 THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	95	95%	5%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
 PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
 PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	95	95%	5%

# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		83%	17%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		59%	23%	9%	9%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		82%	18%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		23%	77%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		52%	48%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 62  
Total Responses: 62

Branch: Corporate Procurement & Supply Services  
Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	19	19	61
	19%	19%	61%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>13</b>	<b>24</b>	<b>63</b>
	<b>13%</b>	<b>24%</b>	<b>63%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	19	19	61
	19%	19%	61%
2. I am proud to tell others I work for the City.	6	23	71
	6%	23%	71%
3. The City inspires me to do my best work.	16	31	52
	16%	31%	52%
4. I would recommend the City to a friend as a great place to work.	8	19	73
	8%	19%	73%
5. My job provides me with a sense of personal accomplishment.	15	23	63
	15%	23%	63%
6. I can see a clear link between my work and the City's long-term vision.	15	29	56
	15%	29%	56%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		18%	20%	63%
9. Cooperation with different parts of the City is encouraged.		15%	10%	76%
7. Customer service is a primary focus at the City.		13%	23%	65%
22. Employees in my branch work as though they are part of a team.		29%	21%	50%
8. I feel that my work contributes to the success of the City.		11%	11%	77%
32. In general, information in the City is communicated well.		18%	19%	63%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		31%	26%	44%
30. In my job, I make a difference every day.		13%	24%	63%
27. In my workplace, we regularly communicate about the importance of customer service.		30%	18%	52%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	13%	76%
15. My immediate supervisor involves me in decisions that affect my work.		15%	23%	63%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		13%	19%	68%
16. My immediate supervisor recognizes me when I do a good job.		19%	19%	61%
6. I can see a clear link between my work and the City's long-term vision.		15%	29%	56%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		15%	23%	63%
29. At work, I have the opportunity to do what I do best every day.		13%	32%	55%
31. I feel respected by co-workers in my workplace.		13%	21%	66%
25. I have the materials and equipment I need to do my job effectively.		23%	15%	63%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		13%	34%	53%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		15%	32%	53%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		12%	25%	63%
26. I receive enough training to do my job effectively.		23%	32%	45%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		19%	8%	73%
28. Most of my work is rewarding.		16%	26%	57%
12. My career aspirations can be achieved at the City.		18%	24%	58%
19. My immediate supervisor demonstrates a commitment to safety.		3%	21%	76%
18. My immediate supervisor gives me useful feedback on the work I do.		19%	26%	55%
13. My immediate supervisor seems to care about me as a person.		11%	15%	74%
10. The City is committed to maintaining a healthy and safe working environment.		7%	8%	85%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		14%	19%	68%
13. My immediate supervisor seems to care about me as a person.		11%	15%	74%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	13%	76%
15. My immediate supervisor involves me in decisions that affect my work.		15%	23%	63%
16. My immediate supervisor recognizes me when I do a good job.		19%	19%	61%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		19%	8%	73%
18. My immediate supervisor gives me useful feedback on the work I do.		19%	26%	55%
19. My immediate supervisor demonstrates a commitment to safety.		3%	21%	76%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		13%	19%	68%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		13%	25%	62%



## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	38	38	22
Very happy to be a city employee	36	36	21
Improved physical work environment	10	10	6
Make my workplace less stressful	33	33	19
I have more work than I can handle	26	26	15
Work pressures are very stressful	10	10	6
Need to effectively address difficult situations at work	22	22	13
More appreciation and recognition for my contributions	29	29	17
Changes at the city cause workplace stress	17	17	10
Clearer performance expectations	21	21	12
More day-to-day coaching and feedback on my performance	10	10	6
More career development opportunities	24	24	14
More teamwork	29	29	17
More equitable treatment of employees	29	29	17
More involvement in decisions	22	22	13
Better 2-way communication between management and staff	38	38	22
Better access to information	21	21	12
More respectful workplace	26	26	15
Stop colleagues from harassing each other	10	10	6
Clearer long-term direction	14	14	8
Less discrimination	7	7	4
Other. Please specify	10	10	6

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

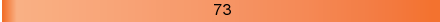


HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	82	82%	18%
Have you personally experienced workplace harassment in the last 12 months at the City?	18		




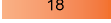




**2.35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		73	8
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		9	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		45	5
Other. Please Specify	0	0	0

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit		9	1
Co-worker(s) in your work unit		9	1
Immediate supervisor(s)		36	4
The person your immediate supervisor reports to or above in your work unit		18	2
Co-worker(s) from other areas		18	2
Employee(s) in another department		45	5
Member of the public (e.g., citizens, customers, contractor, service provider)		9	1
Other. Please Specify		18	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.		87%	13%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race		13	1
Place of origin	0	0	0
Ancestry	0	0	0
Colour		13	1
Religion	0	0	0
Age		25	2
Gender being male, female or transgender.		88	7
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)		13	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)		13	1
Marital status	0	0	0
Family status	0	0	0
Physical disability		13	1
Mental disability	0	0	0
Sexual orientation		13	1
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	0	0	0

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**  
 PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
 PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	50	50	4
Immediate supervisor(s)	13	13	1
The person your immediate supervisor reports to or above in your work unit	13	13	1
Co-worker(s) from other areas	38	38	3
Employee(s) in another department	38	38	3
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	25	25	2

**7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?**

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	81	81%	19%

**8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?**

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	28	13	58	28%
				13%

**9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?**

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	67	67%	33%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No  Yes, First Nations (Status)  Yes, First Nations (Non-Status)  Yes, Inuit  Yes, Métis  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	95%	0%	2%	0%	3%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	82%	18%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	98%	2%

Do you consider yourself to be a person with a disability?

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		94%	6%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		87%	13%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		50%	25%	0%	25%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		88%	13%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		26%	74%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		45%	55%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 70  
Total Responses: 70

Branch: Corporate Procurement & Supply Services  
Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	19	11	70	19%	11%	70%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>18</b>	<b>14</b>	<b>68</b>	<b>18%</b>	<b>14%</b>	<b>68%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	19	11	70	19%	11%	70%
2. I am proud to tell others I work for the City.	11	10	79	11%	10%	79%
3. The City inspires me to do my best work.	20	17	63	20%	17%	63%
4. I would recommend the City to a friend as a great place to work.	16	10	74	16%	10%	74%
5. My job provides me with a sense of personal accomplishment.	19	16	66	19%	16%	66%
6. I can see a clear link between my work and the City's long-term vision.	23	21	56	23%	21%	56%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	19	17	65	<b>19%</b>	<b>17%</b>	<b>65%</b>
9. Cooperation with different parts of the City is encouraged.	17	17	66	17%	17%	66%
7. Customer service is a primary focus at the City.	16	13	71	16%	13%	71%
22. Employees in my branch work as though they are part of a team.	26	19	56	26%	19%	56%
8. I feel that my work contributes to the success of the City.	6	7	87	6%	7%	87%
32. In general, information in the City is communicated well.	21	23	56	21%	23%	56%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.	22	22	57	22%	22%	57%
30. In my job, I make a difference every day.	7	17	76	7%	17%	76%
27. In my workplace, we regularly communicate about the importance of customer service.	23	17	60	23%	17%	60%
14. My immediate supervisor encourages me to offer my opinions and ideas.	23	13	64	23%	13%	64%
15. My immediate supervisor involves me in decisions that affect my work.	23	13	64	23%	13%	64%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	19	13	69	19%	13%	69%
16. My immediate supervisor recognizes me when I do a good job.	20	21	59	20%	21%	59%
6. I can see a clear link between my work and the City's long-term vision.	23	21	56	23%	21%	56%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	16	14	69	<b>16%</b>	<b>14%</b>	<b>69%</b>
29. At work, I have the opportunity to do what I do best every day.	16	13	71	16%	13%	71%
31. I feel respected by co-workers in my workplace.	13	13	74	13%	13%	74%
25. I have the materials and equipment I need to do my job effectively.	14	9	77	14%	9%	77%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.	13	20	67	13%	20%	67%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.	16	23	61	16%	23%	61%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.	16	26	58	16%	26%	58%
26. I receive enough training to do my job effectively.	21	14	64	21%	14%	64%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	20	6	74	20%	6%	74%
28. Most of my work is rewarding.	20	16	64	20%	16%	64%
12. My career aspirations can be achieved at the City.	16	21	63	16%	21%	63%
19. My immediate supervisor demonstrates a commitment to safety.	10	13	77	10%	13%	77%
18. My immediate supervisor gives me useful feedback on the work I do.	27	17	56	27%	17%	56%
13. My immediate supervisor seems to care about me as a person.	17	7	76	17%	7%	76%
10. The City is committed to maintaining a healthy and safe working environment.	10	4	86	10%	4%	86%



## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
Overall Results	20	13	67	20%	13%	67%
13. My immediate supervisor seems to care about me as a person.	17	7	76	17%	7%	76%
14. My immediate supervisor encourages me to offer my opinions and ideas.	23	13	64	23%	13%	64%
15. My immediate supervisor involves me in decisions that affect my work.	23	13	64	23%	13%	64%
16. My immediate supervisor recognizes me when I do a good job.	20	21	59	20%	21%	59%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	20	6	74	20%	6%	74%
18. My immediate supervisor gives me useful feedback on the work I do.	27	17	56	27%	17%	56%
19. My immediate supervisor demonstrates a commitment to safety.	10	13	77	10%	13%	77%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	19	13	69	19%	13%	69%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	19	17	64	19%	17%	64%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	52	34
Very happy to be a city employee	52	34
Improved physical work environment	12	8
Make my workplace less stressful	28	18
I have more work than I can handle	17	11
Work pressures are very stressful	17	11
Need to effectively address difficult situations at work	18	12
More appreciation and recognition for my contributions	20	13
Changes at the city cause workplace stress	17	11
Clearer performance expectations	14	9
More day-to-day coaching and feedback on my performance	6	4
More career development opportunities	26	17
More teamwork	23	15
More equitable treatment of employees	23	15
More involvement in decisions	23	15
Better 2-way communication between management and staff	35	23
Better access to information	15	10
More respectful workplace	20	13
Stop colleagues from harassing each other	11	7
Clearer long-term direction	18	12
Less discrimination	8	5
Other. Please specify	6	4

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	77	23
Have you personally experienced workplace harassment in the last 12 months at the City?	77%	23%

2.35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	73	11
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	67	10
Other. Please Specify	13	2

3. 36. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses	% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	19	3
Co-worker(s) in your work unit	44	7
Immediate supervisor(s)	25	4
The person your immediate supervisor reports to or above in your work unit	19	3
Co-worker(s) from other areas	19	3
Employee(s) in another department	31	5
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0
Other. Please Specify	13	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	90	10
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	90%	10%

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	43	43	3
Place of origin	14	14	1
Ancestry	0	0	0
Colour	0	0	0
Religion	14	14	1
Age	29	29	2
Gender being male, female or transgender.	14	14	1
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	14	14	1
Marital status	14	14	1
Family status	0	0	0
Physical disability	29	29	2
Mental disability	0	0	0
Sexual orientation	14	14	1
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	29	29	2

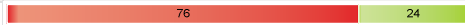
6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	29	29	2
Immediate supervisor(s)	57	57	4
The person your immediate supervisor reports to or above in your work unit	29	29	2
Co-worker(s) from other areas	14	14	1
Employee(s) in another department	14	14	1
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	14	14	1


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		76%	24%

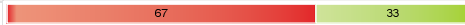
8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		31%	20%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		67%	33%

## Diversity

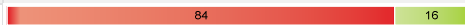
1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		91%	3%	0%	0%	4%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No ■ Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?		84%	16%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		93%	7%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		96%	4%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		80%	20%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		64%	21%	14%	0%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		79%	21%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		21%	79%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		59%	41%

# Financial & Corporate Services

## Financial Services

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 132  
Total Responses: 132

Branch: Financial Services

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	20	69
	11%	20%	69%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>8</b>	<b>14</b>	<b>77</b>
	<b>8%</b>	<b>14%</b>	<b>77%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	20	69
	11%	20%	69%
2. I am proud to tell others I work for the City.	4	4	92
	4%	4%	92%
3. The City inspires me to do my best work.	7	17	76
	7%	17%	76%
4. I would recommend the City to a friend as a great place to work.	5	9	86
	5%	9%	86%
5. My job provides me with a sense of personal accomplishment.	12	11	76
	12%	11%	76%
6. I can see a clear link between my work and the City's long-term vision.	11	24	65
	11%	24%	65%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>10%</b>	<b>15%</b>	<b>75%</b>
9. Cooperation with different parts of the City is encouraged.		5%	12%	83%
7. Customer service is a primary focus at the City.		6%	14%	80%
22. Employees in my branch work as though they are part of a team.		11%	16%	74%
8. I feel that my work contributes to the success of the City.		3%	11%	86%
32. In general, information in the City is communicated well.		16%	19%	65%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		22%	18%	60%
30. In my job, I make a difference every day.		9%	17%	74%
27. In my workplace, we regularly communicate about the importance of customer service.		12%	24%	65%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	9%	84%
15. My immediate supervisor involves me in decisions that affect my work.		8%	12%	79%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	12%	81%
16. My immediate supervisor recognizes me when I do a good job.		9%	11%	81%
6. I can see a clear link between my work and the City's long-term vision.		11%	24%	65%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>14%</b>	<b>78%</b>
29. At work, I have the opportunity to do what I do best every day.		9%	16%	74%
31. I feel respected by co-workers in my workplace.		6%	16%	78%
25. I have the materials and equipment I need to do my job effectively.		5%	9%	86%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		10%	16%	73%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		10%	18%	72%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		7%	20%	73%
26. I receive enough training to do my job effectively.		6%	13%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		12%	8%	80%
28. Most of my work is rewarding.		9%	20%	71%
12. My career aspirations can be achieved at the City.		12%	22%	66%
19. My immediate supervisor demonstrates a commitment to safety.		2%	13%	84%
18. My immediate supervisor gives me useful feedback on the work I do.		7%	19%	74%
13. My immediate supervisor seems to care about me as a person.		5%	9%	86%
10. The City is committed to maintaining a healthy and safe working environment.		4%	2%	94%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>12%</b>	<b>81%</b>
13. My immediate supervisor seems to care about me as a person.		5%	9%	86%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	9%	84%
15. My immediate supervisor involves me in decisions that affect my work.		8%	12%	79%
16. My immediate supervisor recognizes me when I do a good job.		9%	11%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		12%	8%	80%
18. My immediate supervisor gives me useful feedback on the work I do.		7%	19%	74%
19. My immediate supervisor demonstrates a commitment to safety.		2%	13%	84%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	12%	81%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		5%	12%	82%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	45	45	53
Very happy to be a city employee	41	41	48
Improved physical work environment	8	8	10
Make my workplace less stressful	21	21	25
I have more work than I can handle	16	16	19
Work pressures are very stressful	11	11	13
Need to effectively address difficult situations at work	9	9	11
More appreciation and recognition for my contributions	29	29	34
Changes at the city cause workplace stress	24	24	28
Clearer performance expectations	14	14	16
More day-to-day coaching and feedback on my performance	8	8	10
More career development opportunities	26	26	31
More teamwork	20	20	24
More equitable treatment of employees	25	25	29
More involvement in decisions	17	17	20
Better 2-way communication between management and staff	27	27	32
Better access to information	17	17	20
More respectful workplace	15	15	18
Stop colleagues from harassing each other	5	5	6
Clearer long-term direction	18	18	21
Less discrimination	4	4	5
Other. Please specify	9	9	11

# DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items			No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.			89%	11%
Have you personally experienced workplace harassment in the last 12 months at the City?				

**2.35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.**

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses			% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.			57	8
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.			0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.			50	7
Other. Please Specify			21	3

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	21	21	3
Co-worker(s) in your work unit	21	21	3
Immediate supervisor(s)	36	36	5
The person your immediate supervisor reports to or above in your work unit	14	14	2
Co-worker(s) from other areas	21	21	3
Employee(s) in another department	14	14	2
Member of the public (e.g., citizens, customers, contractor, service provider)	14	14	2
Other. Please Specify	0	0	0

**4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.**

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	95	5
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	95%	5%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) ) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	29	29	2
Place of origin	14	14	1
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	14	14	1
Gender being male, female or transgender.	43	43	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	14	14	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	0	0	0
Physical disability	0	0	0
Mental disability	14	14	1
Sexual orientation	14	14	1
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	14	14	1

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.

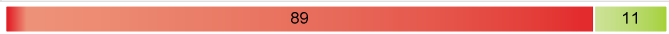
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		Frequency	Count
Subordinate(s) in your work unit	14	14	1
Co-worker(s) in your work unit	29	29	2
Immediate supervisor(s)	14	14	1
The person your immediate supervisor reports to or above in your work unit	14	14	1
Co-worker(s) from other areas	43	43	3
Employee(s) in another department	14	14	1
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	14	14	1


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		89%	11%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		25%	9%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		46%	54%



# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	95%	1%	0%	0%	3%	2%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	62%	38%

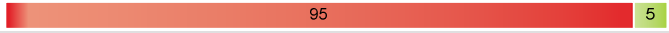
3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		95%	5%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		96%	4%

# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		82%	18%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		42%	21%	29%	8%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		71%	29%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		27%	73%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		51%	49%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 96

Total Responses: 96

Branch: Financial Services

Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	23	66
	11%	23%	66%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>8</b>	<b>15</b>	<b>77</b>
	<b>8%</b>	<b>15%</b>	<b>77%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	23	66
	11%	23%	66%
2. I am proud to tell others I work for the City.	4	4	92
	4%	4%	92%
3. The City inspires me to do my best work.	7	16	77
	7%	16%	77%
4. I would recommend the City to a friend as a great place to work.	4	9	87
	4%	9%	87%
5. My job provides me with a sense of personal accomplishment.	13	11	76
	13%	11%	76%
6. I can see a clear link between my work and the City's long-term vision.	11	27	62
	11%	27%	62%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	15%	75%
9. Cooperation with different parts of the City is encouraged.		6%	11%	83%
7. Customer service is a primary focus at the City.		8%	13%	79%
22. Employees in my branch work as though they are part of a team.		11%	16%	73%
8. I feel that my work contributes to the success of the City.		4%	10%	85%
32. In general, information in the City is communicated well.		13%	19%	68%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		24%	15%	61%
30. In my job, I make a difference every day.		9%	19%	72%
27. In my workplace, we regularly communicate about the importance of customer service.		11%	23%	66%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	9%	85%
15. My immediate supervisor involves me in decisions that affect my work.		8%	13%	79%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		8%	11%	82%
16. My immediate supervisor recognizes me when I do a good job.		6%	10%	84%
6. I can see a clear link between my work and the City's long-term vision.		11%	27%	62%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		7%	14%	79%
29. At work, I have the opportunity to do what I do best every day.		9%	15%	76%
31. I feel respected by co-workers in my workplace.		5%	16%	79%
25. I have the materials and equipment I need to do my job effectively.		6%	9%	84%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		10%	15%	75%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		9%	18%	73%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		7%	19%	74%
26. I receive enough training to do my job effectively.		6%	14%	80%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		10%	6%	84%
28. Most of my work is rewarding.		9%	20%	71%
12. My career aspirations can be achieved at the City.		10%	24%	66%
19. My immediate supervisor demonstrates a commitment to safety.		2%	11%	87%
18. My immediate supervisor gives me useful feedback on the work I do.		7%	17%	76%
13. My immediate supervisor seems to care about me as a person.		3%	9%	88%
10. The City is committed to maintaining a healthy and safe working environment.		3%	2%	95%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results	<span style="color: red;">6</span> <span style="color: orange;">11</span> <span style="color: green;">83</span>	6%	11%	83%
13. My immediate supervisor seems to care about me as a person.	<span style="color: red;">3</span> <span style="color: orange;">9</span> <span style="color: green;">88</span>	3%	9%	88%
14. My immediate supervisor encourages me to offer my opinions and ideas.	<span style="color: red;">7</span> <span style="color: orange;">9</span> <span style="color: green;">85</span>	7%	9%	85%
15. My immediate supervisor involves me in decisions that affect my work.	<span style="color: red;">8</span> <span style="color: orange;">13</span> <span style="color: green;">79</span>	8%	13%	79%
16. My immediate supervisor recognizes me when I do a good job.	<span style="color: red;">6</span> <span style="color: orange;">10</span> <span style="color: green;">84</span>	6%	10%	84%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	<span style="color: red;">10</span> <span style="color: orange;">6</span> <span style="color: green;">84</span>	10%	6%	84%
18. My immediate supervisor gives me useful feedback on the work I do.	<span style="color: red;">7</span> <span style="color: orange;">17</span> <span style="color: green;">76</span>	7%	17%	76%
19. My immediate supervisor demonstrates a commitment to safety.	<span style="color: red;">2</span> <span style="color: orange;">11</span> <span style="color: green;">87</span>	2%	11%	87%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	<span style="color: red;">8</span> <span style="color: orange;">11</span> <span style="color: green;">82</span>	8%	11%	82%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	<span style="color: red;">5</span> <span style="color: orange;">13</span> <span style="color: green;">82</span>	5%	13%	82%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	<span style="color: orange;">43</span>	43	37
Very happy to be a city employee	<span style="color: orange;">40</span>	40	35
Improved physical work environment	<span style="color: orange;">8</span>	8	7
Make my workplace less stressful	<span style="color: orange;">20</span>	20	17
I have more work than I can handle	<span style="color: orange;">21</span>	21	18
Work pressures are very stressful	<span style="color: orange;">10</span>	10	9
Need to effectively address difficult situations at work	<span style="color: orange;">9</span>	9	8
More appreciation and recognition for my contributions	<span style="color: orange;">32</span>	32	28
Changes at the city cause workplace stress	<span style="color: orange;">23</span>	23	20
Clearer performance expectations	<span style="color: orange;">13</span>	13	11
More day-to-day coaching and feedback on my performance	<span style="color: orange;">9</span>	9	8
More career development opportunities	<span style="color: orange;">26</span>	26	23
More teamwork	<span style="color: orange;">21</span>	21	18
More equitable treatment of employees	<span style="color: orange;">23</span>	23	20
More involvement in decisions	<span style="color: orange;">20</span>	20	17
Better 2-way communication between management and staff	<span style="color: orange;">30</span>	30	26
Better access to information	<span style="color: orange;">18</span>	18	16
More respectful workplace	<span style="color: orange;">11</span>	11	10
Stop colleagues from harassing each other	<span style="color: orange;">5</span>	5	4
Clearer long-term direction	<span style="color: orange;">16</span>	16	14
Less discrimination	<span style="color: orange;">3</span>	3	3
Other. Please specify	<span style="color: orange;">8</span>	8	7

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

**2.35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**  
PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) ) PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12

Results are not displayed due to confidentiality restrictions



8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES.

PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 36  
Total Responses: 36

Branch: Financial Services  
Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	11	78	11%	11%	78%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	8	12	80	8%	12%	80%
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	11	78	11%	11%	78%
2. I am proud to tell others I work for the City.	3		94	3%	3%	94%
3. The City inspires me to do my best work.	6	20	74	6%	20%	74%
4. I would recommend the City to a friend as a great place to work.	6	11	83	6%	11%	83%
5. My job provides me with a sense of personal accomplishment.	11	11	77	11%	11%	77%
6. I can see a clear link between my work and the City's long-term vision.	11	17	71	11%	17%	71%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	15%	75%
9. Cooperation with different parts of the City is encouraged.		3%	14%	83%
7. Customer service is a primary focus at the City.		3%	15%	82%
22. Employees in my branch work as though they are part of a team.		11%	14%	75%
8. I feel that my work contributes to the success of the City.		0%	11%	89%
32. In general, information in the City is communicated well.		22%	19%	58%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		14%	28%	58%
30. In my job, I make a difference every day.		8%	11%	81%
27. In my workplace, we regularly communicate about the importance of customer service.		13%	25%	63%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	8%	83%
15. My immediate supervisor involves me in decisions that affect my work.		8%	11%	81%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	14%	81%
16. My immediate supervisor recognizes me when I do a good job.		14%	14%	72%
6. I can see a clear link between my work and the City's long-term vision.		11%	17%	71%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	16%	75%
29. At work, I have the opportunity to do what I do best every day.		11%	19%	69%
31. I feel respected by co-workers in my workplace.		8%	17%	75%
25. I have the materials and equipment I need to do my job effectively.		3%	8%	89%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		11%	20%	69%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		11%	19%	69%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		9%	24%	68%
26. I receive enough training to do my job effectively.		6%	11%	83%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		18%	12%	71%
28. Most of my work is rewarding.		11%	19%	69%
12. My career aspirations can be achieved at the City.		17%	17%	66%
19. My immediate supervisor demonstrates a commitment to safety.		3%	20%	77%
18. My immediate supervisor gives me useful feedback on the work I do.		8%	22%	69%
13. My immediate supervisor seems to care about me as a person.		8%	11%	81%
10. The City is committed to maintaining a healthy and safe working environment.		6%	3%	92%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	14%	78%
13. My immediate supervisor seems to care about me as a person.		8%	11%	81%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	8%	83%
15. My immediate supervisor involves me in decisions that affect my work.		8%	11%	81%
16. My immediate supervisor recognizes me when I do a good job.		14%	14%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		18%	12%	71%
18. My immediate supervisor gives me useful feedback on the work I do.		8%	22%	69%
19. My immediate supervisor demonstrates a commitment to safety.		3%	20%	77%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	14%	81%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		6%	11%	83%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace		52	16
Very happy to be a city employee		42	13
Improved physical work environment		10	3
Make my workplace less stressful		26	8
I have more work than I can handle		3	1
Work pressures are very stressful		13	4
Need to effectively address difficult situations at work		10	3
More appreciation and recognition for my contributions		19	6
Changes at the city cause workplace stress		26	8
Clearer performance expectations		16	5
More day-to-day coaching and feedback on my performance		6	2
More career development opportunities		26	8
More teamwork		19	6
More equitable treatment of employees		29	9
More involvement in decisions		10	3
Better 2-way communication between management and staff		19	6
Better access to information		13	4
More respectful workplace		26	8
Stop colleagues from harassing each other		6	2
Clearer long-term direction		23	7
Less discrimination		6	2
Other. Please specify		13	4

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2.35. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) ) PLEASE SELECT ALL THAT APPLY.  
**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.  
NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40),  
DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?

PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.

PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Financial & Corporate Services

## Financial Strategies and Budget

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 90  
Total Responses: 90

### Branch: Financial Strategies and Budget

#### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	14	17	69
	14%	17%	69%

#### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>9</b>	<b>15</b>	<b>76</b>
	<b>9%</b>	<b>15%</b>	<b>76%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	14	17	69
	14%	17%	69%
2. I am proud to tell others I work for the City.	4	13	82
	4%	13%	82%
3. The City inspires me to do my best work.	13	18	69
	13%	18%	69%
4. I would recommend the City to a friend as a great place to work.	5	13	83
	5%	13%	83%
5. My job provides me with a sense of personal accomplishment.	9	15	76
	9%	15%	76%
6. I can see a clear link between my work and the City's long-term vision.	8	15	77
	8%	15%	77%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>10%</b>	<b>16%</b>	<b>74%</b>
9. Cooperation with different parts of the City is encouraged.		10%	13%	77%
7. Customer service is a primary focus at the City.		6%	12%	82%
22. Employees in my branch work as though they are part of a team.		18%	10%	72%
8. I feel that my work contributes to the success of the City.		3%	10%	87%
32. In general, information in the City is communicated well.		19%	27%	54%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		30%	21%	49%
30. In my job, I make a difference every day.		8%	28%	64%
27. In my workplace, we regularly communicate about the importance of customer service.		16%	26%	58%
14. My immediate supervisor encourages me to offer my opinions and ideas.		2%	6%	92%
15. My immediate supervisor involves me in decisions that affect my work.		7%	13%	80%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		2%	6%	92%
16. My immediate supervisor recognizes me when I do a good job.		3%	16%	81%
6. I can see a clear link between my work and the City's long-term vision.		8%	15%	77%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>9%</b>	<b>17%</b>	<b>74%</b>
29. At work, I have the opportunity to do what I do best every day.		9%	23%	68%
31. I feel respected by co-workers in my workplace.		3%	9%	88%
25. I have the materials and equipment I need to do my job effectively.		10%	10%	80%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		11%	23%	66%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		15%	19%	66%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		8%	17%	75%
26. I receive enough training to do my job effectively.		13%	18%	69%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance'		29%	15%	56%
28. Most of my work is rewarding.		4%	30%	65%
12. My career aspirations can be achieved at the City.		10%	26%	64%
19. My immediate supervisor demonstrates a commitment to safety.		3%	15%	81%
18. My immediate supervisor gives me useful feedback on the work I do.		7%	22%	72%
13. My immediate supervisor seems to care about me as a person.		3%	7%	90%
10. The City is committed to maintaining a healthy and safe working environment.		4%	4%	91%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>6 12 82</b>	<b>6%</b>	<b>12%</b>	<b>82%</b>
13. My immediate supervisor seems to care about me as a person.	3 7 90	3%	7%	90%
14. My immediate supervisor encourages me to offer my opinions and ideas.	2 6 92	2%	6%	92%
15. My immediate supervisor involves me in decisions that affect my work.	7 13 80	7%	13%	80%
16. My immediate supervisor recognizes me when I do a good job.	3 16 81	3%	16%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	29 15 56	29%	15%	56%
18. My immediate supervisor gives me useful feedback on the work I do.	7 22 72	7%	22%	72%
19. My immediate supervisor demonstrates a commitment to safety.	3 15 81	3%	15%	81%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	2 6 92	2%	6%	92%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	2 6 92	2%	6%	92%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	51	51	41
Very happy to be a city employee	34	34	27
Improved physical work environment	8	8	6
Make my workplace less stressful	20	20	16
I have more work than I can handle	23	23	18
Work pressures are very stressful	26	26	21
Need to effectively address difficult situations at work	15	15	12
More appreciation and recognition for my contributions	20	20	16
Changes at the city cause workplace stress	29	29	23
Clearer performance expectations	23	23	18
More day-to-day coaching and feedback on my performance	8	8	6
More career development opportunities	26	26	21
More teamwork	19	19	15
More equitable treatment of employees	9	9	7
More involvement in decisions	14	14	11
Better 2-way communication between management and staff	26	26	21
Better access to information	29	29	23
More respectful workplace	6	6	5
Stop colleagues from harassing each other	3	3	2
Clearer long-term direction	18	18	14
Less discrimination	3	3	2
Other. Please specify	8	8	6



# DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
<p>34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.</p> <p>Have you personally experienced workplace harassment in the last 12 months at the City?</p>	<p>94</p> <p>6</p>	<p>94%</p>	<p>6%</p>

**2.35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.  
NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	20	20	1
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	0	0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	60	60	3
Other. Please Specify	40	40	2

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.  
NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	20	20	1
Immediate supervisor(s)	40	40	2
The person your immediate supervisor reports to or above in your work unit	40	40	2
Co-worker(s) from other areas	20	20	1
Employee(s) in another department	40	40	2
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify	0	0	0

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	92	8
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	92%	8%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) ) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	29	29	2
Place of origin	0	0	0
Ancestry	14	14	1
Colour	14	14	1
Religion	0	0	0
Age	0	0	0
Gender being male, female or transgender.	29	29	2
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	14	14	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.	29	29	2
Marital status	0	0	0
Family status	0	0	0
Physical disability	0	0	0
Mental disability	14	14	1
Sexual orientation	14	14	1
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	29	29	2

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	57	57	4
Immediate supervisor(s)	43	43	3
The person your immediate supervisor reports to or above in your work unit	14	14	1
Co-worker(s) from other areas	29	29	2
Employee(s) in another department	43	43	3
Member of the public (e.g., citizens, customers, contractor, service provider)	14	14	1
Other. Please Specify.	14	14	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	94	94%	6%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	15 3 83	15%	3%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	75 25	75%	25%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No 
  Yes, First Nations (Status) 
  Yes, First Nations (Non-Status) 
  Yes, Inuit 
  Yes, Métis 
  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	100%	0%	0%	0%	0%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No 
  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	52%	48%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No 
  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?	99%	1%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?


No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		97%	3%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		71%	29%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		54%	8%	35%	4%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		77%	23%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		34%	66%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		43%	57%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 54  
Total Responses: 54

**Bran: Financial Strategies and Budget**  
**Gender: Female**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	13	19	69
	13%	19%	69%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>9</b>	<b>16</b>	<b>75</b>
	<b>9%</b>	<b>16%</b>	<b>75%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	13	19	69
	13%	19%	69%
2. I am proud to tell others I work for the City.	6	9	85
	6%	9%	85%
3. The City inspires me to do my best work.	13	19	68
	13%	19%	68%
4. I would recommend the City to a friend as a great place to work.	4	13	83
	4%	13%	83%
5. My job provides me with a sense of personal accomplishment.	11	15	74
	11%	15%	74%
6. I can see a clear link between my work and the City's long-term vision.	6	22	73
	6%	22%	73%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>11%</b>	<b>15%</b>	<b>73%</b>
9. Cooperation with different parts of the City is encouraged.		11%	13%	76%
7. Customer service is a primary focus at the City.		7%	15%	78%
22. Employees in my branch work as though they are part of a team.		22%	7%	70%
8. I feel that my work contributes to the success of the City.		2%	9%	89%
32. In general, information in the City is communicated well.		22%	26%	52%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		33%	22%	44%
30. In my job, I make a difference every day.		11%	26%	62%
27. In my workplace, we regularly communicate about the importance of customer service.		13%	21%	65%
14. My immediate supervisor encourages me to offer my opinions and ideas.		4%	7%	89%
15. My immediate supervisor involves me in decisions that affect my work.		9%	13%	77%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		4%	6%	91%
16. My immediate supervisor recognizes me when I do a good job.		4%	13%	83%
6. I can see a clear link between my work and the City's long-term vision.		6%	22%	73%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>11%</b>	<b>16%</b>	<b>73%</b>
29. At work, I have the opportunity to do what I do best every day.		13%	24%	63%
31. I feel respected by co-workers in my workplace.		4%	7%	89%
25. I have the materials and equipment I need to do my job effectively.		11%	8%	81%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		13%	19%	67%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		13%	19%	68%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		6%	13%	81%
26. I receive enough training to do my job effectively.		15%	15%	70%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		35%	14%	51%
28. Most of my work is rewarding.		8%	28%	64%
12. My career aspirations can be achieved at the City.		13%	22%	65%
19. My immediate supervisor demonstrates a commitment to safety.		4%	16%	80%
18. My immediate supervisor gives me useful feedback on the work I do.		8%	17%	75%
13. My immediate supervisor seems to care about me as a person.		6%	9%	85%
10. The City is committed to maintaining a healthy and safe working environment.		6%	6%	89%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>9%</b>	<b>11%</b>	<b>80%</b>
13. My immediate supervisor seems to care about me as a person.		6%	9%	85%
14. My immediate supervisor encourages me to offer my opinions and ideas.		4%	7%	89%
15. My immediate supervisor involves me in decisions that affect my work.		9%	13%	77%
16. My immediate supervisor recognizes me when I do a good job.		4%	13%	83%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		35%	14%	51%
18. My immediate supervisor gives me useful feedback on the work I do.		8%	17%	75%
19. My immediate supervisor demonstrates a commitment to safety.		4%	16%	80%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		4%	6%	91%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		4%	6%	91%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	50	50	25
Very happy to be a city employee	32	32	16
Improved physical work environment	8	8	4
Make my workplace less stressful	26	26	13
I have more work than I can handle	18	18	9
Work pressures are very stressful	26	26	13
Need to effectively address difficult situations at work	16	16	8
More appreciation and recognition for my contributions	22	22	11
Changes at the city cause workplace stress	30	30	15
Clearer performance expectations	20	20	10
More day-to-day coaching and feedback on my performance	10	10	5
More career development opportunities	32	32	16
More teamwork	20	20	10
More equitable treatment of employees	10	10	5
More involvement in decisions	16	16	8
Better 2-way communication between management and staff	34	34	17
Better access to information	36	36	18
More respectful workplace	4	4	2
Stop colleagues from harassing each other	4	4	2
Clearer long-term direction	22	22	11
Less discrimination	4	4	2
Other. Please specify	8	8	4

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	53	53	16
Very happy to be a city employee	37	37	11
Improved physical work environment	7	7	2
Make my workplace less stressful	10	10	3
I have more work than I can handle	30	30	9
Work pressures are very stressful	27	27	8
Need to effectively address difficult situations at work	13	13	4
More appreciation and recognition for my contributions	17	17	5
Changes at the city cause workplace stress	27	27	8
Clearer performance expectations	27	27	8
More day-to-day coaching and feedback on my performance	3	3	1
More career development opportunities	17	17	5
More teamwork	17	17	5
More equitable treatment of employees	7	7	2
More involvement in decisions	10	10	3
Better 2-way communication between management and staff	13	13	4
Better access to information	17	17	5
More respectful workplace	10	10	3
Stop colleagues from harassing each other	0	0	0
Clearer long-term direction	10	10	3
Less discrimination	0	0	0
Other. Please specify	7	7	2

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40),  
DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 36  
 Total Responses: 36

Branch: Financial Strategies and Budget  
 Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	17	14	69
	17%	14%	69%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>10</b>	<b>14</b>	<b>77</b>
	<b>10%</b>	<b>14%</b>	<b>77%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	17	14	69
	17%	14%	69%
2. I am proud to tell others I work for the City.	3	20	77
	3%	20%	77%
3. The City inspires me to do my best work.	14	17	69
	14%	17%	69%
4. I would recommend the City to a friend as a great place to work.	6	11	83
	6%	11%	83%
5. My job provides me with a sense of personal accomplishment.	6	14	81
	6%	14%	81%
6. I can see a clear link between my work and the City's long-term vision.	11	6	83
	11%	6%	83%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>8%</b>	<b>16%</b>	<b>76%</b>
9. Cooperation with different parts of the City is encouraged.		8%	14%	78%
7. Customer service is a primary focus at the City.		3%	9%	89%
22. Employees in my branch work as though they are part of a team.		11%	14%	74%
8. I feel that my work contributes to the success of the City.		6%	11%	83%
32. In general, information in the City is communicated well.		14%	28%	58%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		25%	19%	56%
30. In my job, I make a difference every day.		3%	31%	67%
27. In my workplace, we regularly communicate about the importance of customer service.		21%	32%	47%
14. My immediate supervisor encourages me to offer my opinions and ideas.		0%	3%	97%
15. My immediate supervisor involves me in decisions that affect my work.		3%	14%	83%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		0%	6%	94%
16. My immediate supervisor recognizes me when I do a good job.		3%	19%	78%
6. I can see a clear link between my work and the City's long-term vision.		11%	6%	83%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.


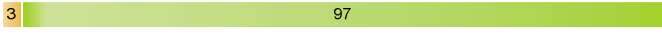
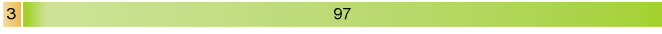






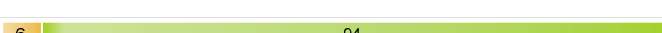
■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>19%</b>	<b>74%</b>
29. At work, I have the opportunity to do what I do best every day.		3%	22%	75%
31. I feel respected by co-workers in my workplace.		3%	11%	86%
25. I have the materials and equipment I need to do my job effectively.		8%	14%	78%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		8%	28%	64%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		17%	19%	64%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		11%	22%	67%
26. I receive enough training to do my job effectively.		11%	22%	67%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	15%	64%
28. Most of my work is rewarding.		0%	33%	67%
12. My career aspirations can be achieved at the City.		6%	31%	63%
19. My immediate supervisor demonstrates a commitment to safety.		3%	14%	83%
18. My immediate supervisor gives me useful feedback on the work I do.		6%	28%	67%
13. My immediate supervisor seems to care about me as a person.		0%	3%	97%
10. The City is committed to maintaining a healthy and safe working environment.		3%	3%	94%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>4%</b>	<b>12%</b>	<b>84%</b>
13. My immediate supervisor seems to care about me as a person.		0%	3%	97%
14. My immediate supervisor encourages me to offer my opinions and ideas.		0%	3%	97%
15. My immediate supervisor involves me in decisions that affect my work.		3%	14%	83%
16. My immediate supervisor recognizes me when I do a good job.		3%	19%	78%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	15%	64%
18. My immediate supervisor gives me useful feedback on the work I do.		6%	28%	67%
19. My immediate supervisor demonstrates a commitment to safety.		3%	14%	83%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		0%	6%	94%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		0%	6%	94%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	53	53	16
Very happy to be a city employee	37	37	11
Improved physical work environment	7	7	2
Make my workplace less stressful	10	10	3
I have more work than I can handle	30	30	9
Work pressures are very stressful	27	27	8
Need to effectively address difficult situations at work	13	13	4
More appreciation and recognition for my contributions	17	17	5
Changes at the city cause workplace stress	27	27	8
Clearer performance expectations	27	27	8
More day-to-day coaching and feedback on my performance	3	3	1
More career development opportunities	17	17	5
More teamwork	17	17	5
More equitable treatment of employees	7	7	2
More involvement in decisions	10	10	3
Better 2-way communication between management and staff	13	13	4
Better access to information	17	17	5
More respectful workplace	10	10	3
Stop colleagues from harassing each other	0	0	0
Clearer long-term direction	10	10	3
Less discrimination	0	0	0
Other. Please specify	7	7	2

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40),  
DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Financial & Corporate Services

## Human Resources

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 147  
Total Responses: 147

### Branch: Human Resources

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	12	78
	10%	12%	78%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>7</b>	<b>11</b>	<b>82</b>
	<b>7%</b>	<b>11%</b>	<b>82%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	10	12	78
	10%	12%	78%
2. I am proud to tell others I work for the City.	3	7	90
	3%	7%	90%
3. The City inspires me to do my best work.	8	13	79
	8%	13%	79%
4. I would recommend the City to a friend as a great place to work.	5	10	85
	5%	10%	85%
5. My job provides me with a sense of personal accomplishment.	7	7	86
	7%	7%	86%
6. I can see a clear link between my work and the City's long-term vision.	11	14	74
	11%	14%	74%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	12%	79%
9. Cooperation with different parts of the City is encouraged.		6%	9%	85%
7. Customer service is a primary focus at the City.		5%	9%	86%
22. Employees in my branch work as though they are part of a team.		18%	14%	68%
8. I feel that my work contributes to the success of the City.		3%	4%	92%
32. In general, information in the City is communicated well.		14%	14%	72%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		19%	21%	60%
30. In my job, I make a difference every day.		4%	16%	80%
27. In my workplace, we regularly communicate about the importance of customer service.		8%	15%	77%
14. My immediate supervisor encourages me to offer my opinions and ideas.		5%	7%	88%
15. My immediate supervisor involves me in decisions that affect my work.		11%	10%	79%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	11%	82%
16. My immediate supervisor recognizes me when I do a good job.		8%	12%	80%
6. I can see a clear link between my work and the City's long-term vision.		11%	14%	74%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	12%	79%
29. At work, I have the opportunity to do what I do best every day.		11%	14%	76%
31. I feel respected by co-workers in my workplace.		7%	9%	84%
25. I have the materials and equipment I need to do my job effectively.		12%	10%	78%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		12%	15%	73%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		10%	16%	74%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		4%	17%	78%
26. I receive enough training to do my job effectively.		13%	15%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		11%	6%	83%
28. Most of my work is rewarding.		8%	13%	79%
12. My career aspirations can be achieved at the City.		16%	17%	66%
19. My immediate supervisor demonstrates a commitment to safety.		3%	9%	88%
18. My immediate supervisor gives me useful feedback on the work I do.		12%	11%	77%
13. My immediate supervisor seems to care about me as a person.		8%	5%	86%
10. The City is committed to maintaining a healthy and safe working environment.		5%	6%	89%



# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	9%	83%
13. My immediate supervisor seems to care about me as a person.		8%	5%	86%
14. My immediate supervisor encourages me to offer my opinions and ideas.		5%	7%	88%
15. My immediate supervisor involves me in decisions that affect my work.		11%	10%	79%
16. My immediate supervisor recognizes me when I do a good job.		8%	12%	80%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		11%	6%	83%
18. My immediate supervisor gives me useful feedback on the work I do.		12%	11%	77%
19. My immediate supervisor demonstrates a commitment to safety.		3%	9%	88%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	11%	82%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		7%	12%	81%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	43	43	57
Very happy to be a city employee	42	42	55
Improved physical work environment	9	9	12
Make my workplace less stressful	28	28	37
I have more work than I can handle	21	21	28
Work pressures are very stressful	20	20	27
Need to effectively address difficult situations at work	14	14	18
More appreciation and recognition for my contributions	23	23	30
Changes at the city cause workplace stress	17	17	22
Clearer performance expectations	17	17	22
More day-to-day coaching and feedback on my performance	7	7	9
More career development opportunities	23	23	31
More teamwork	23	23	31
More equitable treatment of employees	24	24	32
More involvement in decisions	12	12	16
Better 2-way communication between management and staff	30	30	39
Better access to information	20	20	26
More respectful workplace	19	19	25
Stop colleagues from harassing each other	8	8	10
Clearer long-term direction	20	20	27
Less discrimination	8	8	10
Other. Please specify	9	9	12

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	87	87%	13%
Have you personally experienced workplace harassment in the last 12 months at the City?			

**2.35. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	67	67	12
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	11	11	2
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	72	72	13
Other. Please Specify	11	11	2

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	6	6	1
Co-worker(s) in your work unit	33	33	6
Immediate supervisor(s)	28	28	5
The person your immediate supervisor reports to or above in your work unit	44	44	8
Co-worker(s) from other areas	11	11	2
Employee(s) in another department	6	6	1
Member of the public (e.g., citizens, customers, contractor, service provider)	6	6	1
Other. Please Specify	17	17	3

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	92	8
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	92%	8%









5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) ) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	20	20	2
Place of origin	10	10	1
Ancestry	10	10	1
Colour	10	10	1
Religion	0	0	0
Age	50	50	5
Gender being male, female or transgender.	30	30	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	10	10	1
Family status	10	10	1
Physical disability	20	20	2
Mental disability	10	10	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	10	10	1
Other. Please Specify.	10	10	1


6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit		10	1
Co-worker(s) in your work unit		50	5
Immediate supervisor(s)		50	5
The person your immediate supervisor reports to or above in your work unit		50	5
Co-worker(s) from other areas		20	2
Employee(s) in another department		10	1
Member of the public (e.g., citizens, customers, contractor, service provider)		10	1
Other. Please Specify.		10	1


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

 No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		80%	20%

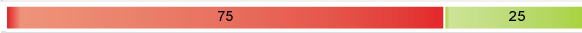
8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

 No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		18%	18%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

 No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		75%	25%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No 
  Yes, First Nations (Status) 
  Yes, First Nations (Non-Status) 
  Yes, Inuit 
  Yes, Métis 
  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	94%	3%	0%	0%	3%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No 
  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	77%	23%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

No 
  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Do you consider yourself to be a person with a disability?	94%	6%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

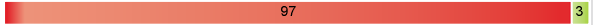
Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?


No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		97%	3%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		76%	24%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		50%	17%	28%	6%


3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		83%	17%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		12%	88%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		46%	54%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 113  
Total Responses: 113

Branch: Human Resources  
Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	12	14	73
	12%	14%	73%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>9</b>	<b>11</b>	<b>80</b>
	<b>9%</b>	<b>11%</b>	<b>80%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	12	14	73
	12%	14%	73%
2. I am proud to tell others I work for the City.	4	8	88
	4%	8%	88%
3. The City inspires me to do my best work.	10	12	79
	10%	12%	79%
4. I would recommend the City to a friend as a great place to work.	6	11	83
	6%	11%	83%
5. My job provides me with a sense of personal accomplishment.	7	8	85
	7%	8%	85%
6. I can see a clear link between my work and the City's long-term vision.	13	14	73
	13%	14%	73%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	12%	77%
9. Cooperation with different parts of the City is encouraged.		6%	8%	86%
7. Customer service is a primary focus at the City.		5%	11%	84%
22. Employees in my branch work as though they are part of a team.		21%	15%	64%
8. I feel that my work contributes to the success of the City.		4%	3%	93%
32. In general, information in the City is communicated well.		13%	13%	73%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		20%	22%	58%
30. In my job, I make a difference every day.		4%	16%	80%
27. In my workplace, we regularly communicate about the importance of customer service.		11%	16%	73%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	7%	86%
15. My immediate supervisor involves me in decisions that affect my work.		14%	10%	76%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		8%	12%	80%
16. My immediate supervisor recognizes me when I do a good job.		10%	14%	76%
6. I can see a clear link between my work and the City's long-term vision.		13%	14%	73%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		11%	12%	77%
29. At work, I have the opportunity to do what I do best every day.		12%	15%	73%
31. I feel respected by co-workers in my workplace.		8%	7%	85%
25. I have the materials and equipment I need to do my job effectively.		14%	8%	78%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		13%	18%	69%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		11%	18%	71%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		4%	17%	79%
26. I receive enough training to do my job effectively.		16%	14%	69%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		13%	6%	81%
28. Most of my work is rewarding.		10%	14%	76%
12. My career aspirations can be achieved at the City.		19%	19%	61%
19. My immediate supervisor demonstrates a commitment to safety.		3%	11%	86%
18. My immediate supervisor gives me useful feedback on the work I do.		14%	10%	76%
13. My immediate supervisor seems to care about me as a person.		11%	5%	84%
10. The City is committed to maintaining a healthy and safe working environment.		6%	8%	86%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable
Overall Results	10	10	80
	10%	10%	80%
13. My immediate supervisor seems to care about me as a person.	11	5	84
	11%	5%	84%
14. My immediate supervisor encourages me to offer my opinions and ideas.	7	7	86
	7%	7%	86%
15. My immediate supervisor involves me in decisions that affect my work.	14	10	76
	14%	10%	76%
16. My immediate supervisor recognizes me when I do a good job.	10	14	76
	10%	14%	76%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	13	6	81
	13%	6%	81%
18. My immediate supervisor gives me useful feedback on the work I do.	14	10	76
	14%	10%	76%
19. My immediate supervisor demonstrates a commitment to safety.	3	11	86
	3%	11%	86%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	8	12	80
	8%	12%	80%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	8	13	79
	8%	13%	79%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	39	39
Very happy to be a city employee	40	40
Improved physical work environment	7	7
Make my workplace less stressful	32	32
I have more work than I can handle	25	25
Work pressures are very stressful	23	23
Need to effectively address difficult situations at work	16	16
More appreciation and recognition for my contributions	26	26
Changes at the city cause workplace stress	18	18
Clearer performance expectations	19	19
More day-to-day coaching and feedback on my performance	9	9
More career development opportunities	26	26
More teamwork	27	27
More equitable treatment of employees	27	27
More involvement in decisions	14	14
Better 2-way communication between management and staff	31	31
Better access to information	21	21
More respectful workplace	22	22
Stop colleagues from harassing each other	10	10
Clearer long-term direction	22	22
Less discrimination	9	9
Other. Please specify	9	9

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 34  
Total Responses: 34

Branch: Human Resources  
Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		3%	3%	94%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>3%</b>	<b>9%</b>	<b>89%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		3%	3%	94%
2. I am proud to tell others I work for the City.		0%	3%	97%
3. The City inspires me to do my best work.		3%	18%	79%
4. I would recommend the City to a friend as a great place to work.		0%	9%	91%
5. My job provides me with a sense of personal accomplishment.		6%	3%	91%
6. I can see a clear link between my work and the City's long-term vision.		6%	15%	79%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	11%	84%
9. Cooperation with different parts of the City is encouraged.		6%	12%	82%
7. Customer service is a primary focus at the City.		3%	3%	94%
22. Employees in my branch work as though they are part of a team.		9%	12%	79%
8. I feel that my work contributes to the success of the City.		0%	9%	91%
32. In general, information in the City is communicated well.		18%	15%	68%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		18%	18%	65%
30. In my job, I make a difference every day.		3%	15%	82%
27. In my workplace, we regularly communicate about the importance of customer service.		0%	12%	88%
14. My immediate supervisor encourages me to offer my opinions and ideas.		0%	6%	94%
15. My immediate supervisor involves me in decisions that affect my work.		0%	9%	91%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		3%	9%	88%
16. My immediate supervisor recognizes me when I do a good job.		3%	6%	91%
6. I can see a clear link between my work and the City's long-term vision.		6%	15%	79%



# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	10%	85%
29. At work, I have the opportunity to do what I do best every day.		9%	9%	82%
31. I feel respected by co-workers in my workplace.		3%	15%	82%
25. I have the materials and equipment I need to do my job effectively.		6%	15%	79%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		9%	6%	85%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		6%	12%	82%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		6%	18%	76%
26. I receive enough training to do my job effectively.		3%	18%	79%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		6%	6%	88%
28. Most of my work is rewarding.		3%	9%	88%
12. My career aspirations can be achieved at the City.		6%	12%	82%
19. My immediate supervisor demonstrates a commitment to safety.		3%	3%	94%
18. My immediate supervisor gives me useful feedback on the work I do.		3%	15%	82%
13. My immediate supervisor seems to care about me as a person.		0%	6%	94%
10. The City is committed to maintaining a healthy and safe working environment.		0%	0%	100%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results	<span style="color: red;">2</span> <span style="color: orange;">8</span> <span style="color: green;">90</span>	<b>2%</b>	<b>8%</b>	<b>90%</b>
13. My immediate supervisor seems to care about me as a person.	<span style="color: red;">6</span> <span style="color: green;">94</span>	0%	6%	94%
14. My immediate supervisor encourages me to offer my opinions and ideas.	<span style="color: red;">6</span> <span style="color: green;">94</span>	0%	6%	94%
15. My immediate supervisor involves me in decisions that affect my work.	<span style="color: red;">9</span> <span style="color: orange;">6</span> <span style="color: green;">91</span>	0%	9%	91%
16. My immediate supervisor recognizes me when I do a good job.	<span style="color: red;">3</span> <span style="color: orange;">6</span> <span style="color: green;">91</span>	3%	6%	91%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	<span style="color: red;">6</span> <span style="color: orange;">6</span> <span style="color: green;">88</span>	6%	6%	88%
18. My immediate supervisor gives me useful feedback on the work I do.	<span style="color: red;">3</span> <span style="color: orange;">15</span> <span style="color: green;">82</span>	3%	15%	82%
19. My immediate supervisor demonstrates a commitment to safety.	<span style="color: red;">3</span> <span style="color: green;">94</span>	3%	3%	94%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	<span style="color: red;">3</span> <span style="color: orange;">9</span> <span style="color: green;">88</span>	3%	9%	88%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	<span style="color: red;">3</span> <span style="color: orange;">9</span> <span style="color: green;">88</span>	3%	9%	88%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	58	58	18
Very happy to be a city employee	48	48	15
Improved physical work environment	16	16	5
Make my workplace less stressful	16	16	5
I have more work than I can handle	10	10	3
Work pressures are very stressful	13	13	4
Need to effectively address difficult situations at work	6	6	2
More appreciation and recognition for my contributions	13	13	4
Changes at the city cause workplace stress	13	13	4
Clearer performance expectations	10	10	3
More day-to-day coaching and feedback on my performance	0	0	0
More career development opportunities	16	16	5
More teamwork	13	13	4
More equitable treatment of employees	16	16	5
More involvement in decisions	6	6	2
Better 2-way communication between management and staff	26	26	8
Better access to information	16	16	5
More respectful workplace	10	10	3
Stop colleagues from harassing each other	0	0	0
Clearer long-term direction	16	16	5
Less discrimination	3	3	1
Other. Please specify	10	10	3

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Financial & Corporate Services

## Information Technology



# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey


Total Valid Responses: 317  
Total Responses: 317

### Branch: Information Technology

#### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.








■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		14%	17%	68%

#### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>11%</b>	<b>18%</b>	<b>71%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		14%	17%	68%
2. I am proud to tell others I work for the City.		4%	17%	79%
3. The City inspires me to do my best work.		15%	16%	68%
4. I would recommend the City to a friend as a great place to work.		8%	15%	77%
5. My job provides me with a sense of personal accomplishment.		11%	18%	71%
6. I can see a clear link between my work and the City's long-term vision.		11%	24%	65%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	16%	75%
9. Cooperation with different parts of the City is encouraged.		12%	14%	74%
7. Customer service is a primary focus at the City.		11%	18%	71%
22. Employees in my branch work as though they are part of a team.		18%	19%	63%
8. I feel that my work contributes to the success of the City.		3%	9%	88%
32. In general, information in the City is communicated well.		10%	17%	73%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		12%	19%	70%
30. In my job, I make a difference every day.		9%	21%	70%
27. In my workplace, we regularly communicate about the importance of customer service.		13%	18%	69%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	9%	84%
15. My immediate supervisor involves me in decisions that affect my work.		9%	10%	82%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	10%	84%
16. My immediate supervisor recognizes me when I do a good job.		8%	14%	79%
6. I can see a clear link between my work and the City's long-term vision.		11%	24%	65%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	17%	73%
29. At work, I have the opportunity to do what I do best every day.		10%	22%	68%
31. I feel respected by co-workers in my workplace.		7%	11%	82%
25. I have the materials and equipment I need to do my job effectively.		10%	12%	78%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		16%	28%	56%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		13%	29%	57%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		11%	25%	64%
26. I receive enough training to do my job effectively.		14%	21%	64%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		5%	4%	92%
28. Most of my work is rewarding.		8%	23%	69%
12. My career aspirations can be achieved at the City.		17%	22%	61%
19. My immediate supervisor demonstrates a commitment to safety.		2%	13%	85%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	15%	76%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
10. The City is committed to maintaining a healthy and safe working environment.		3%	10%	86%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		6%	11%	83%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	9%	84%
15. My immediate supervisor involves me in decisions that affect my work.		9%	10%	82%
16. My immediate supervisor recognizes me when I do a good job.		8%	14%	79%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		5%	4%	92%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	15%	76%
19. My immediate supervisor demonstrates a commitment to safety.		2%	13%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	10%	84%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		5%	12%	83%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	45	45	130
Very happy to be a city employee	38	38	110
Improved physical work environment	9	9	26
Make my workplace less stressful	28	28	80
I have more work than I can handle	12	12	36
Work pressures are very stressful	13	13	39
Need to effectively address difficult situations at work	13	13	38
More appreciation and recognition for my contributions	17	17	49
Changes at the city cause workplace stress	14	14	40
Clearer performance expectations	8	8	22
More day-to-day coaching and feedback on my performance	4	4	12
More career development opportunities	24	24	70
More teamwork	20	20	57
More equitable treatment of employees	20	20	57
More involvement in decisions	18	18	52
Better 2-way communication between management and staff	22	22	64
Better access to information	14	14	41
More respectful workplace	18	18	53
Stop colleagues from harassing each other	6	6	16
Clearer long-term direction	17	17	50
Less discrimination	4	4	11
Other. Please specify	15	15	43

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	87	13
Have you personally experienced workplace harassment in the last 12 months at the City?	87%	13%

### 2.35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	67	26
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	3	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	56	22
Other. Please Specify	8	3

3. 36. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	49	49	19
Immediate supervisor(s)	23	23	9
The person your immediate supervisor reports to or above in your work unit	31	31	12
Co-worker(s) from other areas	21	21	8
Employee(s) in another department	18	18	7
Member of the public (e.g., citizens, customers, contractor, service provider)	3	3	1
Other. Please Specify	8	8	3

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	95	95%	5%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	29	29	5
Place of origin	12	12	2
Ancestry	6	6	1
Colour	6	6	1
Religion	6	6	1
Age	41	41	7
Gender being male, female or transgender.	35	35	6
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	24	24	4
Family status	18	18	3
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	12	12	2
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	18	18	3



**6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY. NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	35	35	6
Immediate supervisor(s)	35	35	6
The person your immediate supervisor reports to or above in your work unit	35	35	6
Co-worker(s) from other areas	12	12	2
Employee(s) in another department	29	29	5
Member of the public (e.g., citizens, customers, contractor, service provider)	6	6	1
Other. Please Specify.	0	0	0

**7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?**

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		89%	11%

**8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?**

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		19%	7%

**9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?**

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		54%	46%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	99%	1%	0%	0%	0%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	61%	39%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

■ No 
 ■ Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	96%	4%
Do you consider yourself to be a person with a disability?		

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		96%	4%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		83%	17%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		55%	20%	20%	5%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		59%	41%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		43%	57%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		40%	60%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 102  
Total Responses: 102

Branch: Information Technology

Sex: F

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	17	26	57
	17%	26%	57%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>12</b>	<b>22</b>	<b>67</b>
	<b>12%</b>	<b>22%</b>	<b>67%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	17	26	57
	17%	26%	57%
2. I am proud to tell others I work for the City.	4	19	77
	4%	19%	77%
3. The City inspires me to do my best work.	13	23	64
	13%	23%	64%
4. I would recommend the City to a friend as a great place to work.	10	17	74
	10%	17%	74%
5. My job provides me with a sense of personal accomplishment.	16	21	64
	16%	21%	64%
6. I can see a clear link between my work and the City's long-term vision.	10	26	64
	10%	26%	64%

## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	19%	71%
9. Cooperation with different parts of the City is encouraged.		12%	14%	74%
7. Customer service is a primary focus at the City.		12%	18%	70%
22. Employees in my branch work as though they are part of a team.		23%	25%	53%
8. I feel that my work contributes to the success of the City.		3%	10%	87%
32. In general, information in the City is communicated well.		6%	21%	74%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		8%	27%	65%
30. In my job, I make a difference every day.		12%	23%	65%
27. In my workplace, we regularly communicate about the importance of customer service.		15%	22%	64%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	13%	79%
15. My immediate supervisor involves me in decisions that affect my work.		10%	11%	79%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	16%	79%
16. My immediate supervisor recognizes me when I do a good job.		12%	17%	72%
6. I can see a clear link between my work and the City's long-term vision.		10%	26%	64%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
Overall Results	11	21	69	11%	21%	69%
29. At work, I have the opportunity to do what I do best every day.	11	26	63	11%	26%	63%
31. I feel respected by co-workers in my workplace.	9	15	76	9%	15%	76%
25. I have the materials and equipment I need to do my job effectively.	15	12	74	15%	12%	74%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.	15	33	52	15%	33%	52%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.	13	34	53	13%	34%	53%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.	9	26	65	9%	26%	65%
26. I receive enough training to do my job effectively.	14	19	68	14%	19%	68%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	6	7	87	6%	7%	87%
28. Most of my work is rewarding.	9	27	64	9%	27%	64%
12. My career aspirations can be achieved at the City.	19	30	51	19%	30%	51%
19. My immediate supervisor demonstrates a commitment to safety.	2	19	79	2%	19%	79%
18. My immediate supervisor gives me useful feedback on the work I do.	15	17	69	15%	17%	69%
13. My immediate supervisor seems to care about me as a person.	10	11	79	10%	11%	79%
10. The City is committed to maintaining a healthy and safe working environment.	3	16	81	3%	16%	81%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	14%	78%
13. My immediate supervisor seems to care about me as a person.		10%	11%	79%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	13%	79%
15. My immediate supervisor involves me in decisions that affect my work.		10%	11%	79%
16. My immediate supervisor recognizes me when I do a good job.		12%	17%	72%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		6%	7%	87%
18. My immediate supervisor gives me useful feedback on the work I do.		15%	17%	69%
19. My immediate supervisor demonstrates a commitment to safety.		2%	19%	79%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	16%	79%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		7%	11%	82%



## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	37	34
Very happy to be a city employee	31	29
Improved physical work environment	12	11
Make my workplace less stressful	29	27
I have more work than I can handle	15	14
Work pressures are very stressful	16	15
Need to effectively address difficult situations at work	19	18
More appreciation and recognition for my contributions	16	15
Changes at the city cause workplace stress	16	15
Clearer performance expectations	4	4
More day-to-day coaching and feedback on my performance	3	3
More career development opportunities	20	19
More teamwork	26	24
More equitable treatment of employees	22	20
More involvement in decisions	16	15
Better 2-way communication between management and staff	18	17
Better access to information	15	14
More respectful workplace	19	18
Stop colleagues from harassing each other	6	6
Clearer long-term direction	18	17
Less discrimination	4	4
Other. Please specify	17	16

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	84%	16%
Have you personally experienced workplace harassment in the last 12 months at the City?		

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses	% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	63	10
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	6	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	63	10
Other. Please Specify	6	1

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	56	56	9
Immediate supervisor(s)	25	25	4
The person your immediate supervisor reports to or above in your work unit	44	44	7
Co-worker(s) from other areas	19	19	3
Employee(s) in another department	6	6	1
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify	13	13	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	93	7
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	93%	7%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 37	Count
Race	29	29	2
Place of origin	0	0	0
Ancestry	14	14	1
Colour	14	14	1
Religion	0	0	0
Age	57	57	4
Gender being male, female or transgender.	86	86	6
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	14	14	1
Family status	0	0	0
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	14	14	1

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	57	57	4
Immediate supervisor(s)	43	43	3
The person your immediate supervisor reports to or above in your work unit	57	57	4
Co-worker(s) from other areas	0	0	0
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	0	0	0

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		83%	17%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		27%	10%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		40%	60%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	99%	1%	0%	0%	0%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	69%	31%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

■ No 
 ■ Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	97%	3%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		95%	5%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		84%	16%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		63%	13%	13%	13%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		56%	44%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		25%	75%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		42%	58%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 215

Total Responses: 215

**Branch: Information Technology**

**Gender: Male**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	13	13	74
	13%	13%	74%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>11</b>	<b>16</b>	<b>74</b>
	<b>11%</b>	<b>16%</b>	<b>74%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	13	13	74
	13%	13%	74%
2. I am proud to tell others I work for the City.	5	16	79
	5%	16%	79%
3. The City inspires me to do my best work.	17	13	70
	17%	13%	70%
4. I would recommend the City to a friend as a great place to work.	8	14	79
	8%	14%	79%
5. My job provides me with a sense of personal accomplishment.	9	17	74
	9%	17%	74%
6. I can see a clear link between my work and the City's long-term vision.	12	22	65
	12%	22%	65%



## Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	14%	76%
9. Cooperation with different parts of the City is encouraged.		12%	13%	75%
7. Customer service is a primary focus at the City.		10%	18%	71%
22. Employees in my branch work as though they are part of a team.		16%	17%	67%
8. I feel that my work contributes to the success of the City.		3%	9%	89%
32. In general, information in the City is communicated well.		12%	16%	72%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		13%	15%	72%
30. In my job, I make a difference every day.		8%	20%	72%
27. In my workplace, we regularly communicate about the importance of customer service.		12%	17%	71%
14. My immediate supervisor encourages me to offer my opinions and ideas.		6%	7%	87%
15. My immediate supervisor involves me in decisions that affect my work.		8%	9%	83%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	7%	87%
16. My immediate supervisor recognizes me when I do a good job.		6%	12%	82%
6. I can see a clear link between my work and the City's long-term vision.		12%	22%	65%

## Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	16%	75%
29. At work, I have the opportunity to do what I do best every day.		10%	20%	70%
31. I feel respected by co-workers in my workplace.		6%	9%	85%
25. I have the materials and equipment I need to do my job effectively.		7%	13%	80%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		17%	25%	57%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		13%	27%	60%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		11%	25%	63%
26. I receive enough training to do my job effectively.		14%	23%	63%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		4%	2%	94%
28. Most of my work is rewarding.		8%	21%	72%
12. My career aspirations can be achieved at the City.		15%	18%	66%
19. My immediate supervisor demonstrates a commitment to safety.		1%	11%	88%
18. My immediate supervisor gives me useful feedback on the work I do.		6%	14%	80%
13. My immediate supervisor seems to care about me as a person.		6%	8%	86%
10. The City is committed to maintaining a healthy and safe working environment.		3%	8%	89%

## Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	9%	86%
13. My immediate supervisor seems to care about me as a person.		6%	8%	86%
14. My immediate supervisor encourages me to offer my opinions and ideas.		6%	7%	87%
15. My immediate supervisor involves me in decisions that affect my work.		8%	9%	83%
16. My immediate supervisor recognizes me when I do a good job.		6%	12%	82%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		4%	2%	94%
18. My immediate supervisor gives me useful feedback on the work I do.		6%	14%	80%
19. My immediate supervisor demonstrates a commitment to safety.		1%	11%	88%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	7%	87%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		4%	12%	84%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses	Frequency	Count
Satisfied with my job and the workplace	49	96
Very happy to be a city employee	41	81
Improved physical work environment	8	15
Make my workplace less stressful	27	53
I have more work than I can handle	11	22
Work pressures are very stressful	12	24
Need to effectively address difficult situations at work	10	20
More appreciation and recognition for my contributions	17	34
Changes at the city cause workplace stress	13	25
Clearer performance expectations	9	18
More day-to-day coaching and feedback on my performance	5	9
More career development opportunities	26	51
More teamwork	17	33
More equitable treatment of employees	19	37
More involvement in decisions	19	37
Better 2-way communication between management and staff	24	47
Better access to information	14	27
More respectful workplace	18	35
Stop colleagues from harassing each other	5	10
Clearer long-term direction	17	33
Less discrimination	4	7
Other. Please specify	14	27

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	88	12
Have you personally experienced workplace harassment in the last 12 months at the City?	88%	12%

**2.35. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		70	16
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	0	0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		52	12
Other. Please Specify		9	2

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit		43	10
Immediate supervisor(s)		22	5
The person your immediate supervisor reports to or above in your work unit		22	5
Co-worker(s) from other areas		22	5
Employee(s) in another department		26	6
Member of the public (e.g., citizens, customers, contractor, service provider)		4	1
Other. Please Specify		4	1

**4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.**

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This		

treatment can be public or done quietly through actions, words, pictures or written material.

95%

5%

Have you personally experienced discrimination in the workplace during the last 12 months at the City?

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	30	30	3
Place of origin	20	20	2
Ancestry	0	0	0
Colour	0	0	0
Religion	10	10	1
Age	30	30	3
Gender being male, female or transgender.	0	0	0
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	30	30	3
Family status	30	30	3
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	20	20	2
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	20	20	2

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	20	20	2
Immediate supervisor(s)	30	30	3
The person your immediate supervisor reports to or above in your work unit	20	20	2
Co-worker(s) from other areas	20	20	2
Employee(s) in another department	50	50	5
Member of the public (e.g., citizens, customers, contractor, service provider)	10	10	1
Other. Please Specify.	0	0	0

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items	No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	92%	8%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items	No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	16%	5%	79%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items	No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	63%	38%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No  Yes, First Nations (Status)  Yes, First Nations (Non-Status)  Yes, Inuit  Yes, Métis  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	99%	0%	0%	0%	0%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	57%	43%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.  Do you consider yourself to be a person with a disability?	95%	5%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items	No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	97%	3%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items	No	Yes
50. Do you currently use some type of child care in order to attend work?	82%	18%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items	Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)	51%	23%	23%	3%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items	Home	Work
52. Is your preference to have child care near your home or work?	60%	40%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items	No	Yes
53. If you had a mental health issue would you know where to get help?	51%	49%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items			No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.	40	60	40%	60%



# Financial & Corporate Services Law

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 85  
Total Responses: 85

Branch: Law

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	8	24	68	8%	24%	68%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
Overall Results	9	17	74	9%	17%	74%
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	8	24	68	8%	24%	68%
2. I am proud to tell others I work for the City.	5	14	81	5%	14%	81%
3. The City inspires me to do my best work.	13	16	71	13%	16%	71%
4. I would recommend the City to a friend as a great place to work.	9	13	78	9%	13%	78%
5. My job provides me with a sense of personal accomplishment.	8	13	79	8%	13%	79%
6. I can see a clear link between my work and the City's long-term vision.	11	20	69	11%	20%	69%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>10%</b>	<b>16%</b>	<b>74%</b>
9. Cooperation with different parts of the City is encouraged.		5%	13%	82%
7. Customer service is a primary focus at the City.		4%	16%	80%
22. Employees in my branch work as though they are part of a team.		14%	21%	65%
8. I feel that my work contributes to the success of the City.		4%	7%	89%
32. In general, information in the City is communicated well.		9%	24%	67%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		20%	16%	64%
30. In my job, I make a difference every day.		6%	28%	66%
27. In my workplace, we regularly communicate about the importance of customer service.		7%	27%	66%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	5%	85%
15. My immediate supervisor involves me in decisions that affect my work.		16%	7%	76%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		12%	8%	80%
16. My immediate supervisor recognizes me when I do a good job.		11%	13%	76%
6. I can see a clear link between my work and the City's long-term vision.		11%	20%	69%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>15%</b>	<b>78%</b>
29. At work, I have the opportunity to do what I do best every day.		15%	18%	67%
31. I feel respected by co-workers in my workplace.		8%	8%	84%
25. I have the materials and equipment I need to do my job effectively.		13%	10%	77%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		4%	17%	80%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		4%	14%	82%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		5%	18%	77%
26. I receive enough training to do my job effectively.		7%	14%	79%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		2%	4%	94%
28. Most of my work is rewarding.		8%	25%	67%
12. My career aspirations can be achieved at the City.		11%	27%	62%
19. My immediate supervisor demonstrates a commitment to safety.		0%	14%	86%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	19%	72%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
10. The City is committed to maintaining a healthy and safe working environment.		11%	13%	76%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>8%</b>	<b>11%</b>	<b>81%</b>
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	5%	85%
15. My immediate supervisor involves me in decisions that affect my work.		16%	7%	76%
16. My immediate supervisor recognizes me when I do a good job.		11%	13%	76%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		2%	4%	94%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	19%	72%
19. My immediate supervisor demonstrates a commitment to safety.		0%	14%	86%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		12%	8%	80%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		8%	19%	73%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses		Frequency	Count
Satisfied with my job and the workplace	44	44	35
Very happy to be a city employee	43	43	34
Improved physical work environment	6	6	5
Make my workplace less stressful	25	25	20
I have more work than I can handle	28	28	22
Work pressures are very stressful	23	23	18
Need to effectively address difficult situations at work	16	16	13
More appreciation and recognition for my contributions	16	16	13
Changes at the city cause workplace stress	27	27	21
Clearer performance expectations	5	5	4
More day-to-day coaching and feedback on my performance	4	4	3
More career development opportunities	11	11	9
More teamwork	11	11	9
More equitable treatment of employees	20	20	16
More involvement in decisions	14	14	11
Better 2-way communication between management and staff	25	25	20
Better access to information	14	14	11
More respectful workplace	18	18	14
Stop colleagues from harassing each other	4	4	3
Clearer long-term direction	10	10	8
Less discrimination	4	4	3
Other. Please specify	6	6	5

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes





Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		84%	16%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		77	10
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		15	2
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		23	3
Other. Please Specify		15	2

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	8	8	1
Co-worker(s) in your work unit	62	62	8
Immediate supervisor(s)	15	15	2
The person your immediate supervisor reports to or above in your work unit	8	8	1
Co-worker(s) from other areas	8	8	1
Employee(s) in another department	23	23	3
Member of the public (e.g., citizens, customers, contractor, service provider)	15	15	2
Other. Please Specify	15	15	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	93	93%	7%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			



**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 37	Count
Race	0	0	0
Place of origin	0	0	0
Ancestry	0	0	0
Colour	0	0	0
Religion	17	17	1
Age	50	50	3
Gender being male, female or transgender.	50	50	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	0	0	0
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	17	17	1

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	50	50	3
Immediate supervisor(s)	33	33	2
The person your immediate supervisor reports to or above in your work unit	17	17	1
Co-worker(s) from other areas	0	0	0
Employee(s) in another department	17	17	1
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	17	17	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		86%	14%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		21%	11%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		40%	60%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	94%	1%	1%	0%	4%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	88%	12%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	96	96%	4%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	95	95%	5%

# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		74%	26%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		32%	14%	32%	23%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		73%	27%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		24%	76%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		30%	70%

# Integrated Infrastructure Services

## Facility Landscape Infrastructure

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 168  
Total Responses: 168

### Branch: Facility and Landscape Infrastructure

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		25%	21%	54%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>16%</b>	<b>17%</b>	<b>67%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		25%	21%	54%
2. I am proud to tell others I work for the City.		10%	10%	80%
3. The City inspires me to do my best work.		20%	23%	57%
4. I would recommend the City to a friend as a great place to work.		13%	16%	71%
5. My job provides me with a sense of personal accomplishment.		14%	12%	73%
6. I can see a clear link between my work and the City's long-term vision.		15%	19%	66%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>18%</b>	<b>16%</b>	<b>66%</b>
9. Cooperation with different parts of the City is encouraged.		14%	14%	72%
7. Customer service is a primary focus at the City.		7%	18%	75%
22. Employees in my branch work as though they are part of a team.		26%	22%	52%
8. I feel that my work contributes to the success of the City.		9%	7%	84%
32. In general, information in the City is communicated well.		26%	24%	50%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		28%	22%	50%
30. In my job, I make a difference every day.		13%	23%	65%
27. In my workplace, we regularly communicate about the importance of customer service.		20%	19%	61%
14. My immediate supervisor encourages me to offer my opinions and ideas.		19%	6%	75%
15. My immediate supervisor involves me in decisions that affect my work.		21%	10%	69%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		21%	10%	69%
16. My immediate supervisor recognizes me when I do a good job.		17%	17%	66%
6. I can see a clear link between my work and the City's long-term vision.		15%	19%	66%



# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	18%	65%
29. At work, I have the opportunity to do what I do best every day.		26%	19%	55%
31. I feel respected by co-workers in my workplace.		6%	14%	80%
25. I have the materials and equipment I need to do my job effectively.		19%	14%	67%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		27%	27%	47%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		24%	24%	52%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		14%	28%	58%
26. I receive enough training to do my job effectively.		21%	20%	59%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		18%	17%	65%
28. Most of my work is rewarding.		16%	19%	65%
12. My career aspirations can be achieved at the City.		19%	20%	61%
19. My immediate supervisor demonstrates a commitment to safety.		5%	19%	76%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	14%	64%
13. My immediate supervisor seems to care about me as a person.		17%	8%	75%
10. The City is committed to maintaining a healthy and safe working environment.		6%	8%	86%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	13%	69%
13. My immediate supervisor seems to care about me as a person.		17%	8%	75%
14. My immediate supervisor encourages me to offer my opinions and ideas.		19%	6%	75%
15. My immediate supervisor involves me in decisions that affect my work.		21%	10%	69%
16. My immediate supervisor recognizes me when I do a good job.		17%	17%	66%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		18%	17%	65%
18. My immediate supervisor gives me useful feedback on the work I do.		22%	14%	64%
19. My immediate supervisor demonstrates a commitment to safety.		5%	19%	76%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		21%	10%	69%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		17%	17%	66%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses		Frequency	Count
Satisfied with my job and the workplace	36	36	58
Very happy to be a city employee	35	35	56
Improved physical work environment	7	7	12
Make my workplace less stressful	36	36	58
I have more work than I can handle	28	28	46
Work pressures are very stressful	28	28	46
Need to effectively address difficult situations at work	17	17	27
More appreciation and recognition for my contributions	25	25	41
Changes at the city cause workplace stress	49	49	79
Clearer performance expectations	19	19	31
More day-to-day coaching and feedback on my performance	9	9	15
More career development opportunities	25	25	40
More teamwork	27	27	43
More equitable treatment of employees	17	17	28
More involvement in decisions	27	27	43
Better 2-way communication between management and staff	35	35	57
Better access to information	18	18	29
More respectful workplace	18	18	29
Stop colleagues from harassing each other	4	4	7
Clearer long-term direction	29	29	47
Less discrimination	6	6	9
Other. Please specify	17	17	27

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		81%	19%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		66	19
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	0	0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		66	19
Other. Please Specify		14	4

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	10	10	3
Co-worker(s) in your work unit	17	17	5
Immediate supervisor(s)	37	37	11
The person your immediate supervisor reports to or above in your work unit	33	33	10
Co-worker(s) from other areas	7	7	2
Employee(s) in another department	13	13	4
Member of the public (e.g., citizens, customers, contractor, service provider)	10	10	3
Other. Please Specify	7	7	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	91	91%	9%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	13	13	2
Place of origin	13	13	2
Ancestry	7	7	1
Colour	7	7	1
Religion	0	0	0
Age	73	73	11
Gender being male, female or transgender.	13	13	2
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	7	7	1
Physical disability	13	13	2
Mental disability	7	7	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	27	27	4

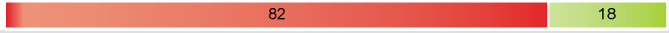
6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	7	7	1
Co-worker(s) in your work unit	27	27	4
Immediate supervisor(s)	40	40	6
The person your immediate supervisor reports to or above in your work unit	33	33	5
Co-worker(s) from other areas	20	20	3
Employee(s) in another department	20	20	3
Member of the public (e.g., citizens, customers, contractor, service provider)	7	7	1
Other. Please Specify.	7	7	1


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		82%	18%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	Answered 'No' to questions 34, 37, and 40
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		24%	13%	64%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		50%	50%



# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	96%	0%	1%	0%	1%	2%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	88%	13%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.


Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		97%	3%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.


Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

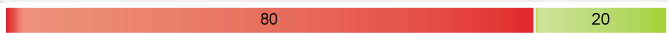
No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		96%	4%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		80%	20%

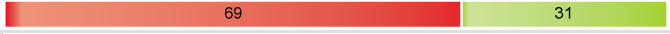
2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre 
 ■ Yes, Private Day Home 
 ■ Yes, Family 
 ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		52%	18%	27%	3%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home 
 ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		69%	31%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No 
 ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		29%	71%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No 
 ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		39%	61%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 74  
Total Responses: 74

**Branch: Facility Infrastructure**  
**Gender: Female**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	23	26	51
	23%	26%	51%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	16	21	64
	<b>16%</b>	<b>21%</b>	<b>64%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	23	26	51
	23%	26%	51%
2. I am proud to tell others I work for the City.	12	9	78
	12%	9%	78%
3. The City inspires me to do my best work.	22	26	53
	22%	26%	53%
4. I would recommend the City to a friend as a great place to work.	11	20	69
	11%	20%	69%
5. My job provides me with a sense of personal accomplishment.	14	17	69
	14%	17%	69%
6. I can see a clear link between my work and the City's long-term vision.	12	26	62
	12%	26%	62%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>19%</b>	<b>18%</b>	<b>63%</b>
9. Cooperation with different parts of the City is encouraged.		12%	14%	74%
7. Customer service is a primary focus at the City.		4%	18%	78%
22. Employees in my branch work as though they are part of a team.		30%	23%	47%
8. I feel that my work contributes to the success of the City.		14%	11%	76%
32. In general, information in the City is communicated well.		29%	23%	48%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		32%	19%	49%
30. In my job, I make a difference every day.		16%	21%	63%
27. In my workplace, we regularly communicate about the importance of customer service.		18%	22%	60%
14. My immediate supervisor encourages me to offer my opinions and ideas.		21%	10%	70%
15. My immediate supervisor involves me in decisions that affect my work.		24%	9%	66%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		22%	11%	67%
16. My immediate supervisor recognizes me when I do a good job.		18%	22%	60%
6. I can see a clear link between my work and the City's long-term vision.		12%	26%	62%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>19%</b>	<b>64%</b>
29. At work, I have the opportunity to do what I do best every day.		30%	19%	51%
31. I feel respected by co-workers in my workplace.		8%	9%	82%
25. I have the materials and equipment I need to do my job effectively.		17%	15%	68%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		24%	29%	47%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		19%	30%	51%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		7%	34%	59%
26. I receive enough training to do my job effectively.		24%	20%	56%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		20%	13%	67%
28. Most of my work is rewarding.		18%	22%	60%
12. My career aspirations can be achieved at the City.		22%	24%	54%
19. My immediate supervisor demonstrates a commitment to safety.		3%	23%	74%
18. My immediate supervisor gives me useful feedback on the work I do.		21%	14%	66%
13. My immediate supervisor seems to care about me as a person.		19%	10%	71%
10. The City is committed to maintaining a healthy and safe working environment.		5%	9%	85%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>18%</b>	<b>14%</b>	<b>67%</b>
13. My immediate supervisor seems to care about me as a person.		19%	10%	71%
14. My immediate supervisor encourages me to offer my opinions and ideas.		21%	10%	70%
15. My immediate supervisor involves me in decisions that affect my work.		24%	9%	66%
16. My immediate supervisor recognizes me when I do a good job.		18%	22%	60%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		20%	13%	67%
18. My immediate supervisor gives me useful feedback on the work I do.		21%	14%	66%
19. My immediate supervisor demonstrates a commitment to safety.		3%	23%	74%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		22%	11%	67%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		17%	18%	65%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	27	27	19
Very happy to be a city employee	30	30	21
Improved physical work environment	4	4	3
Make my workplace less stressful	31	31	22
I have more work than I can handle	30	30	21
Work pressures are very stressful	34	34	24
Need to effectively address difficult situations at work	18	18	13
More appreciation and recognition for my contributions	23	23	16
Changes at the city cause workplace stress	52	52	37
Clearer performance expectations	17	17	12
More day-to-day coaching and feedback on my performance	7	7	5
More career development opportunities	30	30	21
More teamwork	24	24	17
More equitable treatment of employees	18	18	13
More involvement in decisions	28	28	20
Better 2-way communication between management and staff	32	32	23
Better access to information	15	15	11
More respectful workplace	17	17	12
Stop colleagues from harassing each other	4	4	3
Clearer long-term direction	32	32	23
Less discrimination	4	4	3
Other. Please specify	15	15	11




## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes




Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		82%	18%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2.35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		67	8
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	0	0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		50	6
Other. Please Specify		8	1

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	23	23	3
Co-worker(s) in your work unit	31	31	4
Immediate supervisor(s)	23	23	3
The person your immediate supervisor reports to or above in your work unit	23	23	3
Co-worker(s) from other areas	8	8	1
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	8	8	1
Other. Please Specify	0	0	0

**4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.**

**HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?**

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	89	11
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	89%	11%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	13	13	1
Place of origin	25	25	2
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	50	50	4
Gender being male, female or transgender.	25	25	2
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	13	13	1
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	25	25	2

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	13	13	1
Co-worker(s) in your work unit	38	38	3
Immediate supervisor(s)	25	25	2
The person your immediate supervisor reports to or above in your work unit	25	25	2
Co-worker(s) from other areas	25	25	2
Employee(s) in another department	25	25	2
Member of the public (e.g., citizens, customers, contractor, service provider)	13	13	1
Other. Please Specify.	0	0	0

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	84	84%	16%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	30	30%	14%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	56	56%	44%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	95%	0%	1%	0%	3%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	85%	15%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	97	97%	3%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	96	96%	4%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?	78	78%	22%

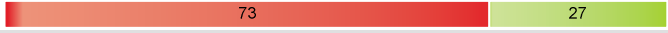
2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre 
 ■ Yes, Private Day Home 
 ■ Yes, Family 
 ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		56%	19%	19%	6%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home 
 ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		73%	27%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No 
 ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		30%	70%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No 
 ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		36%	64%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey


Total Valid Responses: 94  
Total Responses: 94

**Branch: Facility Infrastructure**  
**Gender: Male**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.








■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		27%	17%	56%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>14%</b>	<b>70%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		27%	17%	56%
2. I am proud to tell others I work for the City.		9%	10%	82%
3. The City inspires me to do my best work.		19%	20%	61%
4. I would recommend the City to a friend as a great place to work.		14%	13%	73%
5. My job provides me with a sense of personal accomplishment.		15%	9%	77%
6. I can see a clear link between my work and the City's long-term vision.		17%	13%	70%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>15%</b>	<b>68%</b>
9. Cooperation with different parts of the City is encouraged.		15%	15%	70%
7. Customer service is a primary focus at the City.		10%	19%	71%
22. Employees in my branch work as though they are part of a team.		23%	20%	56%
8. I feel that my work contributes to the success of the City.		5%	4%	90%
32. In general, information in the City is communicated well.		23%	24%	52%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		26%	23%	51%
30. In my job, I make a difference every day.		10%	24%	66%
27. In my workplace, we regularly communicate about the importance of customer service.		22%	16%	62%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	3%	80%
15. My immediate supervisor involves me in decisions that affect my work.		18%	11%	71%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		20%	9%	71%
16. My immediate supervisor recognizes me when I do a good job.		16%	13%	71%
6. I can see a clear link between my work and the City's long-term vision.		17%	13%	70%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	17%	66%
29. At work, I have the opportunity to do what I do best every day.		23%	19%	57%
31. I feel respected by co-workers in my workplace.		4%	17%	79%
25. I have the materials and equipment I need to do my job effectively.		21%	13%	66%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		28%	25%	47%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		28%	20%	52%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		19%	23%	58%
26. I receive enough training to do my job effectively.		18%	21%	61%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		17%	20%	63%
28. Most of my work is rewarding.		14%	17%	69%
12. My career aspirations can be achieved at the City.		16%	16%	67%
19. My immediate supervisor demonstrates a commitment to safety.		8%	15%	77%
18. My immediate supervisor gives me useful feedback on the work I do.		23%	14%	63%
13. My immediate supervisor seems to care about me as a person.		15%	6%	78%
10. The City is committed to maintaining a healthy and safe working environment.		6%	6%	87%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	12%	71%
13. My immediate supervisor seems to care about me as a person.		15%	6%	78%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	3%	80%
15. My immediate supervisor involves me in decisions that affect my work.		18%	11%	71%
16. My immediate supervisor recognizes me when I do a good job.		16%	13%	71%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		17%	20%	63%
18. My immediate supervisor gives me useful feedback on the work I do.		23%	14%	63%
19. My immediate supervisor demonstrates a commitment to safety.		8%	15%	77%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		20%	9%	71%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		18%	15%	67%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	43	43	39
Very happy to be a city employee	38	38	35
Improved physical work environment	10	10	9
Make my workplace less stressful	40	40	36
I have more work than I can handle	27	27	25
Work pressures are very stressful	24	24	22
Need to effectively address difficult situations at work	15	15	14
More appreciation and recognition for my contributions	27	27	25
Changes at the city cause workplace stress	46	46	42
Clearer performance expectations	21	21	19
More day-to-day coaching and feedback on my performance	11	11	10
More career development opportunities	21	21	19
More teamwork	29	29	26
More equitable treatment of employees	16	16	15
More involvement in decisions	25	25	23
Better 2-way communication between management and staff	37	37	34
Better access to information	20	20	18
More respectful workplace	19	19	17
Stop colleagues from harassing each other	4	4	4
Clearer long-term direction	26	26	24
Less discrimination	7	7	6
Other. Please specify	18	18	16

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes


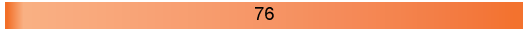

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	80	80%	20%
Have you personally experienced workplace harassment in the last 12 months at the City?			

**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**








Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		65	11
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	0	0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		76	13
Other. Please Specify		18	3

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit		6	1
Immediate supervisor(s)		47	8
The person your immediate supervisor reports to or above in your work unit		41	7
Co-worker(s) from other areas		6	1
Employee(s) in another department		24	4
Member of the public (e.g., citizens, customers, contractor, service provider)		12	2
Other. Please Specify		12	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	93	7
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	93%	7%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 37	Count
Race	14	14	1
Place of origin	0	0	0
Ancestry	14	14	1
Colour	14	14	1
Religion	0	0	0
Age	100	100	7
Gender being male, female or transgender.	0	0	0
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	0	0	0
Physical disability	29	29	2
Mental disability	14	14	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	29	29	2

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	14	14	1
Immediate supervisor(s)	57	57	4
The person your immediate supervisor reports to or above in your work unit	43	43	3
Co-worker(s) from other areas	14	14	1
Employee(s) in another department	14	14	1
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	14	14	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	81	81%	19%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	19	19%	12%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	45	45%	55%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specifi.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	98%	0%	0%	0%	0%	2%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	89%	11%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	97	3
Do you consider yourself to be a person with a disability?	97%	3%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items	No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	96	4
	96%	4%

# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		82%	18%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		47%	18%	35%	0%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		65%	35%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		29%	71%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		41%	59%

# Integrated Infrastructure Services

## Transportation Infrastructure

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 219  
Total Responses: 219

### Branch: Transportation Infrastructure

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		11%	15%	74%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>9%</b>	<b>16%</b>	<b>76%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		11%	15%	74%
2. I am proud to tell others I work for the City.		6%	12%	82%
3. The City inspires me to do my best work.		10%	22%	68%
4. I would recommend the City to a friend as a great place to work.		6%	9%	85%
5. My job provides me with a sense of personal accomplishment.		9%	12%	79%
6. I can see a clear link between my work and the City's long-term vision.		11%	23%	66%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>10%</b>	<b>17%</b>	<b>73%</b>
9. Cooperation with different parts of the City is encouraged.		11%	16%	73%
7. Customer service is a primary focus at the City.		6%	16%	79%
22. Employees in my branch work as though they are part of a team.		12%	18%	70%
8. I feel that my work contributes to the success of the City.		4%	7%	89%
32. In general, information in the City is communicated well.		21%	24%	55%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		14%	22%	64%
30. In my job, I make a difference every day.		8%	23%	69%
27. In my workplace, we regularly communicate about the importance of customer service.		13%	24%	63%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	8%	85%
15. My immediate supervisor involves me in decisions that affect my work.		8%	13%	79%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	14%	79%
16. My immediate supervisor recognizes me when I do a good job.		6%	13%	81%
6. I can see a clear link between my work and the City's long-term vision.		11%	23%	66%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	16%	75%
29. At work, I have the opportunity to do what I do best every day.		6%	22%	72%
31. I feel respected by co-workers in my workplace.		8%	12%	80%
25. I have the materials and equipment I need to do my job effectively.		6%	9%	85%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		10%	21%	69%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		9%	22%	69%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		11%	30%	59%
26. I receive enough training to do my job effectively.		9%	12%	79%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		20%	13%	67%
28. Most of my work is rewarding.		11%	17%	72%
12. My career aspirations can be achieved at the City.		15%	27%	59%
19. My immediate supervisor demonstrates a commitment to safety.		5%	5%	90%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	15%	76%
13. My immediate supervisor seems to care about me as a person.		6%	4%	90%
10. The City is committed to maintaining a healthy and safe working environment.		4%	10%	87%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		8%	11%	81%
13. My immediate supervisor seems to care about me as a person.		6%	4%	90%
14. My immediate supervisor encourages me to offer my opinions and ideas.		7%	8%	85%
15. My immediate supervisor involves me in decisions that affect my work.		8%	13%	79%
16. My immediate supervisor recognizes me when I do a good job.		6%	13%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		20%	13%	67%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	15%	76%
19. My immediate supervisor demonstrates a commitment to safety.		5%	5%	90%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	14%	79%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		6%	16%	78%

# Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	52	52	107
Very happy to be a city employee	40	40	81
Improved physical work environment	9	9	18
Make my workplace less stressful	28	28	57
I have more work than I can handle	11	11	22
Work pressures are very stressful	15	15	30
Need to effectively address difficult situations at work	17	17	34
More appreciation and recognition for my contributions	20	20	40
Changes at the city cause workplace stress	23	23	48
Clearer performance expectations	13	13	27
More day-to-day coaching and feedback on my performance	7	7	15
More career development opportunities	31	31	63
More teamwork	17	17	34
More equitable treatment of employees	20	20	41
More involvement in decisions	15	15	31
Better 2-way communication between management and staff	27	27	56
Better access to information	14	14	28
More respectful workplace	15	15	30
Stop colleagues from harassing each other	7	7	14
Clearer long-term direction	17	17	35
Less discrimination	8	8	16
Other. Please specify	9	9	18

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	84	84%	16%
Have you personally experienced workplace harassment in the last 12 months at the City?			



**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	58	58	18
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	10	10	3
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	48	48	15
Other. Please Specify	19	19	6

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	3	3	1
Co-worker(s) in your work unit	23	23	7
Immediate supervisor(s)	30	30	9
The person your immediate supervisor reports to or above in your work unit	10	10	3
Co-worker(s) from other areas	13	13	4
Employee(s) in another department	7	7	2
Member of the public (e.g., citizens, customers, contractor, service provider)	17	17	5
Other. Please Specify	13	13	4

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	91	9
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	91%	9%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	22	22	4
Place of origin	6	6	1
Ancestry	0	0	0
Colour	6	6	1
Religion	11	11	2
Age	39	39	7
Gender being male, female or transgender.	17	17	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	6	6	1
Marital status	0	0	0
Family status	6	6	1
Physical disability	6	6	1
Mental disability	6	6	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	6	6	1
Other. Please Specify.	28	28	5

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	6	6	1
Co-worker(s) in your work unit	39	39	7
Immediate supervisor(s)	17	17	3
The person your immediate supervisor reports to or above in your work unit	33	33	6
Co-worker(s) from other areas	17	17	3
Employee(s) in another department	11	11	2
Member of the public (e.g., citizens, customers, contractor, service provider)	17	17	3
Other. Please Specify.	6	6	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	83	83%	17%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	29	29%	11%	60

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	59	59%	41%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	95%	1%	1%	0%	2%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	73%	27%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	95	95%	5%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	96	96%	4%

# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		85%	15%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		58%	18%	18%	6%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		79%	21%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		36%	64%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		55%	45%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey


Total Valid Responses: 59  
Total Responses: 59

**Branch: Transportation Infrastructure**  
**Gender: Female**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.


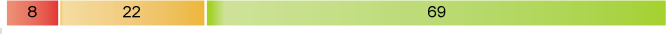





■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		8%	22%	69%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>19%</b>	<b>74%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		8%	22%	69%
2. I am proud to tell others I work for the City.		3%	10%	86%
3. The City inspires me to do my best work.		8%	25%	66%
4. I would recommend the City to a friend as a great place to work.		5%	15%	80%
5. My job provides me with a sense of personal accomplishment.		10%	17%	73%
6. I can see a clear link between my work and the City's long-term vision.		9%	23%	68%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>11%</b>	<b>18%</b>	<b>71%</b>
9. Cooperation with different parts of the City is encouraged.		10%	12%	78%
7. Customer service is a primary focus at the City.		4%	19%	77%
22. Employees in my branch work as though they are part of a team.		17%	25%	58%
8. I feel that my work contributes to the success of the City.		7%	7%	86%
32. In general, information in the City is communicated well.		14%	27%	59%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		8%	27%	64%
30. In my job, I make a difference every day.		15%	24%	61%
27. In my workplace, we regularly communicate about the importance of customer service.		21%	19%	60%
14. My immediate supervisor encourages me to offer my opinions and ideas.		12%	7%	81%
15. My immediate supervisor involves me in decisions that affect my work.		14%	10%	76%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		10%	12%	78%
16. My immediate supervisor recognizes me when I do a good job.		5%	21%	74%
6. I can see a clear link between my work and the City's long-term vision.		9%	23%	68%



# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	19%	72%
29. At work, I have the opportunity to do what I do best every day.		10%	27%	63%
31. I feel respected by co-workers in my workplace.		12%	16%	72%
25. I have the materials and equipment I need to do my job effectively.		3%	8%	88%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		7%	29%	64%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		7%	31%	63%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		7%	34%	59%
26. I receive enough training to do my job effectively.		3%	12%	84%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		26%	9%	65%
28. Most of my work is rewarding.		11%	18%	72%
12. My career aspirations can be achieved at the City.		10%	41%	49%
19. My immediate supervisor demonstrates a commitment to safety.		5%	5%	90%
18. My immediate supervisor gives me useful feedback on the work I do.		12%	14%	74%
13. My immediate supervisor seems to care about me as a person.		9%	3%	88%
10. The City is committed to maintaining a healthy and safe working environment.		5%	12%	83%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	10%	78%
13. My immediate supervisor seems to care about me as a person.		9%	3%	88%
14. My immediate supervisor encourages me to offer my opinions and ideas.		12%	7%	81%
15. My immediate supervisor involves me in decisions that affect my work.		14%	10%	76%
16. My immediate supervisor recognizes me when I do a good job.		5%	21%	74%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		26%	9%	65%
18. My immediate supervisor gives me useful feedback on the work I do.		12%	14%	74%
19. My immediate supervisor demonstrates a commitment to safety.		5%	5%	90%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		10%	12%	78%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		11%	12%	77%

# Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	36	36	20
Very happy to be a city employee	29	29	16
Improved physical work environment	7	7	4
Make my workplace less stressful	31	31	17
I have more work than I can handle	16	16	9
Work pressures are very stressful	16	16	9
Need to effectively address difficult situations at work	24	24	13
More appreciation and recognition for my contributions	22	22	12
Changes at the city cause workplace stress	29	29	16
Clearer performance expectations	22	22	12
More day-to-day coaching and feedback on my performance	9	9	5
More career development opportunities	31	31	17
More teamwork	9	9	5
More equitable treatment of employees	18	18	10
More involvement in decisions	15	15	8
Better 2-way communication between management and staff	27	27	15
Better access to information	15	15	8
More respectful workplace	11	11	6
Stop colleagues from harassing each other	7	7	4
Clearer long-term direction	15	15	8
Less discrimination	9	9	5
Other. Please specify	16	16	9

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	80	80%	20%
Have you personally experienced workplace harassment in the last 12 months at the City?			

**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	56	56	5
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	22	22	2
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	33	33	3
Other. Please Specify	33	33	3

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	10	10	1
Immediate supervisor(s)	30	30	3
The person your immediate supervisor reports to or above in your work unit	20	20	2
Co-worker(s) from other areas	10	10	1
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	20	20	2
Other. Please Specify	20	20	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	88	12
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	88%	12%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 37	Count
Race	29	29	2
Place of origin	0	0	0
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	14	14	1
Gender being male, female or transgender.	43	43	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	14	14	1
Physical disability	14	14	1
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	43	43	3

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	14	14	1
Co-worker(s) in your work unit	43	43	3
Immediate supervisor(s)	14	14	1
The person your immediate supervisor reports to or above in your work unit	57	57	4
Co-worker(s) from other areas	0	0	0
Employee(s) in another department	14	14	1
Member of the public (e.g., citizens, customers, contractor, service provider)	14	14	1
Other. Please Specify.	14	14	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	78	78%	22%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	22	22%	20%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	50	50%	50%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	92%	2%	2%	0%	5%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	78%	22%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	95	95%	5%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	95	95%	5%



# Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		75%	25%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		53%	13%	27%	7%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		93%	7%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		27%	73%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

No  Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		49%	51%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 160  
Total Responses: 160

FILTERS APPLIED

**Branch: Transportation Infrastructure**

**Gender: Male**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items				Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	12	12	76	12%	12%	76%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items				Unfavourable	Neutral	Favourable
<b>Overall Results</b>	10	14	76	<b>10%</b>	<b>14%</b>	<b>76%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	12	12	76	12%	12%	76%
2. I am proud to tell others I work for the City.	8	13	80	8%	13%	80%
3. The City inspires me to do my best work.	11	20	69	11%	20%	69%
4. I would recommend the City to a friend as a great place to work.	6	7	87	6%	7%	87%
5. My job provides me with a sense of personal accomplishment.	9	10	81	9%	10%	81%
6. I can see a clear link between my work and the City's long-term vision.	12	23	65	12%	23%	65%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>9%</b>	<b>17%</b>	<b>74%</b>
9. Cooperation with different parts of the City is encouraged.		11%	18%	71%
7. Customer service is a primary focus at the City.		6%	15%	79%
22. Employees in my branch work as though they are part of a team.		10%	15%	75%
8. I feel that my work contributes to the success of the City.		3%	7%	90%
32. In general, information in the City is communicated well.		23%	23%	54%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		16%	20%	64%
30. In my job, I make a difference every day.		6%	23%	72%
27. In my workplace, we regularly communicate about the importance of customer service.		9%	26%	65%
14. My immediate supervisor encourages me to offer my opinions and ideas.		5%	8%	87%
15. My immediate supervisor involves me in decisions that affect my work.		6%	14%	81%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	15%	80%
16. My immediate supervisor recognizes me when I do a good job.		7%	10%	83%
6. I can see a clear link between my work and the City's long-term vision.		12%	23%	65%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	15%	76%
29. At work, I have the opportunity to do what I do best every day.		4%	20%	76%
31. I feel respected by co-workers in my workplace.		7%	11%	83%
25. I have the materials and equipment I need to do my job effectively.		8%	9%	84%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		11%	18%	71%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		10%	18%	71%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		12%	29%	59%
26. I receive enough training to do my job effectively.		11%	12%	78%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		17%	14%	68%
28. Most of my work is rewarding.		11%	17%	72%
12. My career aspirations can be achieved at the City.		16%	22%	62%
19. My immediate supervisor demonstrates a commitment to safety.		4%	5%	90%
18. My immediate supervisor gives me useful feedback on the work I do.		8%	16%	76%
13. My immediate supervisor seems to care about me as a person.		4%	4%	91%
10. The City is committed to maintaining a healthy and safe working environment.		3%	9%	88%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		7%	11%	82%
13. My immediate supervisor seems to care about me as a person.		4%	4%	91%
14. My immediate supervisor encourages me to offer my opinions and ideas.		5%	8%	87%
15. My immediate supervisor involves me in decisions that affect my work.		6%	14%	81%
16. My immediate supervisor recognizes me when I do a good job.		7%	10%	83%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		17%	14%	68%
18. My immediate supervisor gives me useful feedback on the work I do.		8%	16%	76%
19. My immediate supervisor demonstrates a commitment to safety.		4%	5%	90%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	15%	80%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		5%	17%	79%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	58	58	87
Very happy to be a city employee	43	43	65
Improved physical work environment	9	9	14
Make my workplace less stressful	27	27	40
I have more work than I can handle	9	9	13
Work pressures are very stressful	14	14	21
Need to effectively address difficult situations at work	14	14	21
More appreciation and recognition for my contributions	19	19	28
Changes at the city cause workplace stress	21	21	32
Clearer performance expectations	10	10	15
More day-to-day coaching and feedback on my performance	7	7	10
More career development opportunities	31	31	46
More teamwork	19	19	29
More equitable treatment of employees	21	21	31
More involvement in decisions	15	15	23
Better 2-way communication between management and staff	27	27	41
Better access to information	13	13	20
More respectful workplace	16	16	24
Stop colleagues from harassing each other	7	7	10
Clearer long-term direction	18	18	27
Less discrimination	7	7	11
Other. Please specify	6	6	9

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.





HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	86	86%	14%
Have you personally experienced workplace harassment in the last 12 months at the City?			


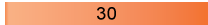


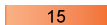

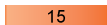

**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		59	13
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		5	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		55	12
Other. Please Specify		14	3

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit		5	1
Co-worker(s) in your work unit		30	6
Immediate supervisor(s)		30	6
The person your immediate supervisor reports to or above in your work unit		5	1
Co-worker(s) from other areas		15	3
Employee(s) in another department		10	2
Member of the public (e.g., citizens, customers, contractor, service provider)		15	3
Other. Please Specify		10	2

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	92	8
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	92%	8%

5. 38. IF YOU ANSWERED YES TO QUESTION 37,

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.

Responses		% of those that responded Yes to Q. 37	Count
Race	18	18	2
Place of origin	9	9	1
Ancestry	0	0	0
Colour	9	9	1
Religion	18	18	2
Age	55	55	6
Gender being male, female or transgender.	0	0	0
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	9	9	1
Marital status	0	0	0
Family status	0	0	0
Physical disability	0	0	0
Mental disability	9	9	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	9	9	1
Other. Please Specify.	18	18	2



**6. 39. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.


PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%.**

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	36	36	4
Immediate supervisor(s)	18	18	2
The person your immediate supervisor reports to or above in your work unit	18	18	2
Co-worker(s) from other areas	27	27	3
Employee(s) in another department	9	9	1
Member of the public (e.g., citizens, customers, contractor, service provider)	18	18	2
Other. Please Specify.	0	0	0


**7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?**

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		84%	16%


**8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?**

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		31%	7%

**9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?**

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		65%	35%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	97%	1%	1%	0%	1%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	72%	28%


3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		96%	4%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?


No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		96%	4%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		89%	11%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre 
 ■ Yes, Private Day Home 
 ■ Yes, Family 
 ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		61%	22%	11%	6%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home 
 ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		67%	33%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No 
 ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		40%	60%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No 
 ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		58%	43%

# Integrated Infrastructure Services

## Utilities Infrastructure

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 267  
Total Responses: 267

### Branch: Utilities Infrastructure

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		19%	21%	60%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>16%</b>	<b>71%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		19%	21%	60%
2. I am proud to tell others I work for the City.		5%	14%	82%
3. The City inspires me to do my best work.		18%	16%	66%
4. I would recommend the City to a friend as a great place to work.		9%	14%	77%
5. My job provides me with a sense of personal accomplishment.		13%	13%	73%
6. I can see a clear link between my work and the City's long-term vision.		16%	18%	66%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>16%</b>	<b>16%</b>	<b>67%</b>
9. Cooperation with different parts of the City is encouraged.		21%	13%	66%
7. Customer service is a primary focus at the City.		10%	16%	73%
22. Employees in my branch work as though they are part of a team.		21%	18%	61%
8. I feel that my work contributes to the success of the City.		6%	9%	85%
32. In general, information in the City is communicated well.		26%	24%	50%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		29%	21%	50%
30. In my job, I make a difference every day.		12%	20%	68%
27. In my workplace, we regularly communicate about the importance of customer service.		19%	23%	57%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	10%	79%
15. My immediate supervisor involves me in decisions that affect my work.		15%	9%	76%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		11%	14%	75%
16. My immediate supervisor recognizes me when I do a good job.		14%	15%	70%
6. I can see a clear link between my work and the City's long-term vision.		16%	18%	66%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable











Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>17%</b>	<b>66%</b>
29. At work, I have the opportunity to do what I do best every day.		12%	21%	67%
31. I feel respected by co-workers in my workplace.		8%	13%	80%
25. I have the materials and equipment I need to do my job effectively.		11%	12%	76%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		29%	24%	47%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		32%	20%	49%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		23%	27%	50%
26. I receive enough training to do my job effectively.		14%	19%	67%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		26%	16%	57%
28. Most of my work is rewarding.		19%	24%	57%
12. My career aspirations can be achieved at the City.		16%	18%	66%
19. My immediate supervisor demonstrates a commitment to safety.		7%	9%	84%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	17%	64%
13. My immediate supervisor seems to care about me as a person.		12%	9%	79%
10. The City is committed to maintaining a healthy and safe working environment.		10%	11%	79%



# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>14%</b>	<b>13%</b>	<b>73%</b>
13. My immediate supervisor seems to care about me as a person.		12%	9%	79%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	10%	79%
15. My immediate supervisor involves me in decisions that affect my work.		15%	9%	76%
16. My immediate supervisor recognizes me when I do a good job.		14%	15%	70%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		26%	16%	57%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	17%	64%
19. My immediate supervisor demonstrates a commitment to safety.		7%	9%	84%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		11%	14%	75%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		10%	16%	75%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	46	46	110
Very happy to be a city employee	41	41	98
Improved physical work environment	16	16	39
Make my workplace less stressful	28	28	67
I have more work than I can handle	10	10	24
Work pressures are very stressful	15	15	36
Need to effectively address difficult situations at work	25	25	60
More appreciation and recognition for my contributions	29	29	69
Changes at the city cause workplace stress	21	21	51
Clearer performance expectations	21	21	50
More day-to-day coaching and feedback on my performance	12	12	28
More career development opportunities	32	32	78
More teamwork	35	35	85
More equitable treatment of employees	26	26	62
More involvement in decisions	24	24	58
Better 2-way communication between management and staff	38	38	91
Better access to information	25	25	61
More respectful workplace	21	21	51
Stop colleagues from harassing each other	11	11	26
Clearer long-term direction	29	29	71
Less discrimination	13	13	32
Other. Please specify	9	9	21

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes





Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		84%	16%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		68	25
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		8	3
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		70	26
Other. Please Specify		5	2

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	17	17	6
Co-worker(s) in your work unit	43	43	15
Immediate supervisor(s)	54	54	19
The person your immediate supervisor reports to or above in your work unit	26	26	9
Co-worker(s) from other areas	29	29	10
Employee(s) in another department	23	23	8
Member of the public (e.g., citizens, customers, contractor, service provider)	17	17	6
Other. Please Specify	11	11	4

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	87	87%	13%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )

PLEASE SELECT ALL THAT APPLY

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	42	42	14
Place of origin	33	33	11
Ancestry	12	12	4
Colour	30	30	10
Religion	18	18	6
Age	27	27	9
Gender being male, female or transgender.	12	12	4
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	3	3	1
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	6	6	2
Marital status	9	9	3
Family status	3	3	1
Physical disability	15	15	5
Mental disability	3	3	1
Sexual orientation	3	3	1
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	12	12	4

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	16	16	5
Co-worker(s) in your work unit	38	38	12
Immediate supervisor(s)	34	34	11
The person your immediate supervisor reports to or above in your work unit	22	22	7
Co-worker(s) from other areas	22	22	7
Employee(s) in another department	19	19	6
Member of the public (e.g., citizens, customers, contractor, service provider)	13	13	4
Other. Please Specify.	13	13	4

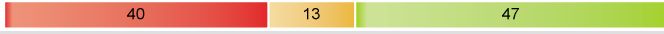
7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	82	82%	18%


8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No 
 ■ Yes 
 ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		40%	13%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No 
 ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		65%	35%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	94%	3%	0%	0%	1%	2%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	59%	41%



3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.  Do you consider yourself to be a person with a disability?	94%	6%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

■ No ■ Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		98%	2%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		79%	21%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		30%	19%	45%	6%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		85%	15%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		42%	58%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		47%	53%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 25  
Total Responses: 25

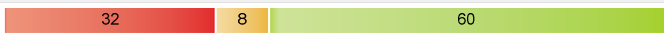
Branch: Utilities Infrastructure

Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.








Unfavourable Neutral Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		32%	8%	60%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>22%</b>	<b>9%</b>	<b>69%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		32%	8%	60%
2. I am proud to tell others I work for the City.		0%	16%	84%
3. The City inspires me to do my best work.		28%	16%	56%
4. I would recommend the City to a friend as a great place to work.		12%	8%	80%
5. My job provides me with a sense of personal accomplishment.		32%	4%	64%
6. I can see a clear link between my work and the City's long-term vision.		28%	4%	68%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>20%</b>	<b>10%</b>	<b>70%</b>
9. Cooperation with different parts of the City is encouraged.		20%	8%	72%
7. Customer service is a primary focus at the City.		8%	8%	84%
22. Employees in my branch work as though they are part of a team.		20%	12%	68%
8. I feel that my work contributes to the success of the City.		12%	0%	88%
32. In general, information in the City is communicated well.		12%	16%	72%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		20%	8%	72%
30. In my job, I make a difference every day.		20%	12%	68%
27. In my workplace, we regularly communicate about the importance of customer service.		30%	4%	65%
14. My immediate supervisor encourages me to offer my opinions and ideas.		20%	12%	68%
15. My immediate supervisor involves me in decisions that affect my work.		24%	16%	60%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		28%	4%	68%
16. My immediate supervisor recognizes me when I do a good job.		24%	20%	56%
6. I can see a clear link between my work and the City's long-term vision.		28%	4%	68%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>19%</b>	<b>13%</b>	<b>67%</b>
29. At work, I have the opportunity to do what I do best every day.		24%	16%	60%
31. I feel respected by co-workers in my workplace.		12%	0%	88%
25. I have the materials and equipment I need to do my job effectively.		12%	8%	80%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		21%	17%	63%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		20%	20%	60%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		8%	25%	67%
26. I receive enough training to do my job effectively.		12%	8%	80%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		48%	12%	40%
28. Most of my work is rewarding.		21%	29%	50%
12. My career aspirations can be achieved at the City.		20%	16%	64%
19. My immediate supervisor demonstrates a commitment to safety.		13%	13%	75%
18. My immediate supervisor gives me useful feedback on the work I do.		32%	12%	56%
13. My immediate supervisor seems to care about me as a person.		20%	8%	72%
10. The City is committed to maintaining a healthy and safe working environment.		8%	4%	88%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		26%	12%	63%
13. My immediate supervisor seems to care about me as a person.		20%	8%	72%
14. My immediate supervisor encourages me to offer my opinions and ideas.		20%	12%	68%
15. My immediate supervisor involves me in decisions that affect my work.		24%	16%	60%
16. My immediate supervisor recognizes me when I do a good job.		24%	20%	56%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		48%	12%	40%
18. My immediate supervisor gives me useful feedback on the work I do.		32%	12%	56%
19. My immediate supervisor demonstrates a commitment to safety.		13%	13%	75%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		28%	4%	68%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		24%	8%	68%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	56	56	14
Very happy to be a city employee	44	44	11
Improved physical work environment	12	12	3
Make my workplace less stressful	24	24	6
I have more work than I can handle	20	20	5
Work pressures are very stressful	16	16	4
Need to effectively address difficult situations at work	20	20	5
More appreciation and recognition for my contributions	16	16	4
Changes at the city cause workplace stress	32	32	8
Clearer performance expectations	12	12	3
More day-to-day coaching and feedback on my performance	16	16	4
More career development opportunities	56	56	14
More teamwork	28	28	7
More equitable treatment of employees	20	20	5
More involvement in decisions	16	16	4
Better 2-way communication between management and staff	20	20	5
Better access to information	12	12	3
More respectful workplace	32	32	8
Stop colleagues from harassing each other	12	12	3
Clearer long-term direction	24	24	6
Less discrimination	8	8	2
Other. Please specify	4	4	1

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions



2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

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4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )PLEASE SELECT ALL THAT APPLY.

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6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

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## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 242  
Total Responses: 242

**Branch: Utilities Infrastructure**  
**Gender: Male**

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	18	23	60	18%	23%	60%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	12	17	71	12%	17%	71%
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	18	23	60	18%	23%	60%
2. I am proud to tell others I work for the City.	5	14	81	5%	14%	81%
3. The City inspires me to do my best work.	16	16	67	16%	16%	67%
4. I would recommend the City to a friend as a great place to work.	9	15	76	9%	15%	76%
5. My job provides me with a sense of personal accomplishment.	11	14	74	11%	14%	74%
6. I can see a clear link between my work and the City's long-term vision.	15	20	65	15%	20%	65%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>16%</b>	<b>17%</b>	<b>67%</b>
9. Cooperation with different parts of the City is encouraged.		21%	14%	65%
7. Customer service is a primary focus at the City.		11%	17%	72%
22. Employees in my branch work as though they are part of a team.		21%	19%	60%
8. I feel that my work contributes to the success of the City.		5%	10%	85%
32. In general, information in the City is communicated well.		28%	24%	48%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		30%	23%	47%
30. In my job, I make a difference every day.		11%	21%	69%
27. In my workplace, we regularly communicate about the importance of customer service.		18%	25%	56%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	9%	80%
15. My immediate supervisor involves me in decisions that affect my work.		14%	8%	78%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		9%	15%	76%
16. My immediate supervisor recognizes me when I do a good job.		13%	15%	72%
6. I can see a clear link between my work and the City's long-term vision.		15%	20%	65%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		17%	18%	66%
29. At work, I have the opportunity to do what I do best every day.		11%	22%	68%
31. I feel respected by co-workers in my workplace.		7%	14%	79%
25. I have the materials and equipment I need to do my job effectively.		11%	13%	76%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		29%	25%	46%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		33%	19%	47%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		25%	27%	48%
26. I receive enough training to do my job effectively.		14%	20%	66%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		24%	17%	59%
28. Most of my work is rewarding.		19%	24%	58%
12. My career aspirations can be achieved at the City.		16%	18%	66%
19. My immediate supervisor demonstrates a commitment to safety.		6%	9%	85%
18. My immediate supervisor gives me useful feedback on the work I do.		17%	18%	65%
13. My immediate supervisor seems to care about me as a person.		11%	9%	80%
10. The City is committed to maintaining a healthy and safe working environment.		10%	12%	78%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		13%	13%	74%
13. My immediate supervisor seems to care about me as a person.		11%	9%	80%
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19. My immediate supervisor demonstrates a commitment to safety.		6%	9%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		9%	15%	76%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		8%	17%	75%



## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	44	44	96
Very happy to be a city employee	40	40	87
Improved physical work environment	17	17	36
Make my workplace less stressful	28	28	61
I have more work than I can handle	9	9	19
Work pressures are very stressful	15	15	32
Need to effectively address difficult situations at work	25	25	55
More appreciation and recognition for my contributions	30	30	65
Changes at the city cause workplace stress	20	20	43
Clearer performance expectations	22	22	47
More day-to-day coaching and feedback on my performance	11	11	24
More career development opportunities	30	30	64
More teamwork	36	36	78
More equitable treatment of employees	26	26	57
More involvement in decisions	25	25	54
Better 2-way communication between management and staff	40	40	86
Better access to information	27	27	58
More respectful workplace	20	20	43
Stop colleagues from harassing each other	11	11	23
Clearer long-term direction	30	30	65
Less discrimination	14	14	30
Other. Please specify	9	9	20

## DISCRIMINATION/HARASSMENT

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## Diversity

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1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

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2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

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# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>16%</b>	<b>17%</b>	<b>67%</b>
9. Cooperation with different parts of the City is encouraged.		21%	14%	65%
7. Customer service is a primary focus at the City.		11%	17%	72%
22. Employees in my branch work as though they are part of a team.		21%	19%	60%
8. I feel that my work contributes to the success of the City.		5%	10%	85%
32. In general, information in the City is communicated well.		28%	24%	48%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		30%	23%	47%
30. In my job, I make a difference every day.		11%	21%	69%
27. In my workplace, we regularly communicate about the importance of customer service.		18%	25%	56%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	9%	80%
15. My immediate supervisor involves me in decisions that affect my work.		14%	8%	78%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		9%	15%	76%
16. My immediate supervisor recognizes me when I do a good job.		13%	15%	72%
6. I can see a clear link between my work and the City's long-term vision.		15%	20%	65%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
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25. I have the materials and equipment I need to do my job effectively.		11%	13%	76%
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13. My immediate supervisor seems to care about me as a person.		11%	9%	80%
10. The City is committed to maintaining a healthy and safe working environment.		10%	12%	78%



# Immediate Supervisor

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Items		Unfavourable	Neutral	Favourable
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## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
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Very happy to be a city employee	40	40	87
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Work pressures are very stressful	15	15	32
Need to effectively address difficult situations at work	25	25	55
More appreciation and recognition for my contributions	30	30	65
Changes at the city cause workplace stress	20	20	43
Clearer performance expectations	22	22	47
More day-to-day coaching and feedback on my performance	11	11	24
More career development opportunities	30	30	64
More teamwork	36	36	78
More equitable treatment of employees	26	26	57
More involvement in decisions	25	25	54
Better 2-way communication between management and staff	40	40	86
Better access to information	27	27	58
More respectful workplace	20	20	43
Stop colleagues from harassing each other	11	11	23
Clearer long-term direction	30	30	65
Less discrimination	14	14	30
Other. Please specify	9	9	20

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HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

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3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

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5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

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Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

Office of the City Manager

Office of the City Clerk



# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 56  
Total Responses: 56

Branch: Office of the City Clerk

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		5%	20%	75%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>11%</b>	<b>83%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		5%	20%	75%
2. I am proud to tell others I work for the City.		2%	7%	91%
3. The City inspires me to do my best work.		13%	7%	80%
4. I would recommend the City to a friend as a great place to work.		4%	4%	93%
5. My job provides me with a sense of personal accomplishment.		9%	13%	79%
6. I can see a clear link between my work and the City's long-term vision.		7%	15%	78%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results	<span style="color: red;">5</span> <span style="color: orange;">9</span> <span style="color: green;">86</span>	5%	9%	86%
9. Cooperation with different parts of the City is encouraged.	<span style="color: red;">0</span> <span style="color: orange;">15</span> <span style="color: green;">85</span>	0%	15%	85%
7. Customer service is a primary focus at the City.	<span style="color: red;">4</span> <span style="color: orange;">4</span> <span style="color: green;">93</span>	4%	4%	93%
22. Employees in my branch work as though they are part of a team.	<span style="color: red;">4</span> <span style="color: orange;">13</span> <span style="color: green;">83</span>	4%	13%	83%
8. I feel that my work contributes to the success of the City.	<span style="color: red;">0</span> <span style="color: orange;">9</span> <span style="color: green;">91</span>	0%	9%	91%
32. In general, information in the City is communicated well.	<span style="color: red;">6</span> <span style="color: orange;">13</span> <span style="color: green;">81</span>	6%	13%	81%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.	<span style="color: red;">4</span> <span style="color: orange;">15</span> <span style="color: green;">82</span>	4%	15%	82%
30. In my job, I make a difference every day.	<span style="color: red;">4</span> <span style="color: orange;">9</span> <span style="color: green;">87</span>	4%	9%	87%
27. In my workplace, we regularly communicate about the importance of customer service.	<span style="color: red;">7</span> <span style="color: orange;">13</span> <span style="color: green;">80</span>	7%	13%	80%
14. My immediate supervisor encourages me to offer my opinions and ideas.	<span style="color: red;">4</span> <span style="color: orange;">4</span> <span style="color: green;">93</span>	4%	4%	93%
15. My immediate supervisor involves me in decisions that affect my work.	<span style="color: red;">5</span> <span style="color: orange;">4</span> <span style="color: green;">91</span>	5%	4%	91%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	<span style="color: red;">5</span> <span style="color: orange;">5</span> <span style="color: green;">89</span>	5%	5%	89%
16. My immediate supervisor recognizes me when I do a good job.	<span style="color: red;">9</span> <span style="color: orange;">4</span> <span style="color: green;">88</span>	9%	4%	88%
6. I can see a clear link between my work and the City's long-term vision.	<span style="color: red;">7</span> <span style="color: orange;">15</span> <span style="color: green;">78</span>	7%	15%	78%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		6%	9%	86%
29. At work, I have the opportunity to do what I do best every day.		11%	5%	84%
31. I feel respected by co-workers in my workplace.		4%	9%	88%
25. I have the materials and equipment I need to do my job effectively.		2%	7%	91%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		4%	7%	89%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		2%	13%	85%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		7%	17%	76%
26. I receive enough training to do my job effectively.		7%	5%	87%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		5%	2%	93%
28. Most of my work is rewarding.		11%	13%	76%
12. My career aspirations can be achieved at the City.		15%	13%	73%
19. My immediate supervisor demonstrates a commitment to safety.		2%	13%	85%
18. My immediate supervisor gives me useful feedback on the work I do.		9%	5%	86%
13. My immediate supervisor seems to care about me as a person.		2%	7%	91%
10. The City is committed to maintaining a healthy and safe working environment.		2%	6%	93%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results	<span style="color: red;">5</span> <span style="color: orange;">6</span> <span style="color: green;">90</span>	5%	6%	90%
13. My immediate supervisor seems to care about me as a person.	<span style="color: red;">2</span> <span style="color: orange;">7</span> <span style="color: green;">91</span>	2%	7%	91%
14. My immediate supervisor encourages me to offer my opinions and ideas.	<span style="color: red;">4</span> <span style="color: orange;">4</span> <span style="color: green;">93</span>	4%	4%	93%
15. My immediate supervisor involves me in decisions that affect my work.	<span style="color: red;">5</span> <span style="color: orange;">4</span> <span style="color: green;">91</span>	5%	4%	91%
16. My immediate supervisor recognizes me when I do a good job.	<span style="color: red;">9</span> <span style="color: orange;">4</span> <span style="color: green;">88</span>	9%	4%	88%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)	<span style="color: red;">5</span> <span style="color: orange;">2</span> <span style="color: green;">93</span>	5%	2%	93%
18. My immediate supervisor gives me useful feedback on the work I do.	<span style="color: red;">9</span> <span style="color: orange;">5</span> <span style="color: green;">86</span>	9%	5%	86%
19. My immediate supervisor demonstrates a commitment to safety.	<span style="color: red;">2</span> <span style="color: orange;">13</span> <span style="color: green;">85</span>	2%	13%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.	<span style="color: red;">5</span> <span style="color: orange;">5</span> <span style="color: green;">89</span>	5%	5%	89%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.	<span style="color: red;">2</span> <span style="color: orange;">7</span> <span style="color: green;">91</span>	2%	7%	91%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses		Frequency	Count
Satisfied with my job and the workplace	58	58	25
Very happy to be a city employee	40	40	17
Improved physical work environment	16	16	7
Make my workplace less stressful	16	16	7
I have more work than I can handle	5	5	2
Work pressures are very stressful	2	2	1
Need to effectively address difficult situations at work	5	5	2
More appreciation and recognition for my contributions	12	12	5
Changes at the city cause workplace stress	12	12	5
Clearer performance expectations	2	2	1
More day-to-day coaching and feedback on my performance	5	5	2
More career development opportunities	23	23	10
More teamwork	7	7	3
More equitable treatment of employees	9	9	4
More involvement in decisions	14	14	6
Better 2-way communication between management and staff	14	14	6
Better access to information	2	2	1
More respectful workplace	5	5	2
Stop colleagues from harassing each other	0	0	0
Clearer long-term direction	7	7	3
Less discrimination	0	0	0
Other. Please specify	16	16	7

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.





HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		80%	20%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		73	8
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		18	2
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		36	4
Other. Please Specify		9	1

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	9	9	1
Co-worker(s) in your work unit	18	18	2
Immediate supervisor(s)	18	18	2
The person your immediate supervisor reports to or above in your work unit	9	9	1
Co-worker(s) from other areas	18	18	2
Employee(s) in another department	18	18	2
Member of the public (e.g., citizens, customers, contractor, service provider)	18	18	2
Other. Please Specify	9	9	1

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.			
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		95%	5%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp))

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	0	0	0
Place of origin	33	33	1
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	67	67	2
Gender being male, female or transgender.	33	33	1
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	0	0	0
Family status	0	0	0
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	0	0	0



6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	33	33	1
Immediate supervisor(s)	33	33	1
The person your immediate supervisor reports to or above in your work unit	33	33	1
Co-worker(s) from other areas	33	33	1
Employee(s) in another department	33	33	1
Member of the public (e.g., citizens, customers, contractor, service provider)	0	0	0
Other. Please Specify.	33	33	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	91	91%	9%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No 
 ■ Yes 
 ■ Answered 'No' to questions 34, 37, and 40

Items				No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	6	16	78	6%	16%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No 
 ■ Yes

Items			No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	33	67	33%	67%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	93%	2%	0%	0%	6%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	87%	13%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		88%	13%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

■ No ■ Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		89%	11%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

■ No ■ Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		82%	18%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre ■ Yes, Private Day Home ■ Yes, Family ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		40%	20%	20%	20%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		90%	10%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		15%	85%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		30%	70%

# Sustainable Development

## City Planning

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 283  
Total Responses: 283

### Branch: City Planning

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		13%	21%	65%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>11%</b>	<b>15%</b>	<b>74%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		13%	21%	65%
2. I am proud to tell others I work for the City.		5%	16%	78%
3. The City inspires me to do my best work.		14%	19%	67%
4. I would recommend the City to a friend as a great place to work.		8%	12%	80%
5. My job provides me with a sense of personal accomplishment.		12%	10%	78%
6. I can see a clear link between my work and the City's long-term vision.		11%	14%	74%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>17%</b>	<b>70%</b>
9. Cooperation with different parts of the City is encouraged.		11%	14%	76%
7. Customer service is a primary focus at the City.		8%	17%	75%
22. Employees in my branch work as though they are part of a team.		19%	21%	60%
8. I feel that my work contributes to the success of the City.		5%	8%	87%
32. In general, information in the City is communicated well.		25%	27%	48%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		24%	22%	54%
30. In my job, I make a difference every day.		11%	25%	64%
27. In my workplace, we regularly communicate about the importance of customer service.		20%	26%	54%
14. My immediate supervisor encourages me to offer my opinions and ideas.		6%	8%	86%
15. My immediate supervisor involves me in decisions that affect my work.		13%	11%	76%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	10%	84%
16. My immediate supervisor recognizes me when I do a good job.		9%	13%	78%
6. I can see a clear link between my work and the City's long-term vision.		11%	14%	74%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	17%	70%
29. At work, I have the opportunity to do what I do best every day.		15%	20%	65%
31. I feel respected by co-workers in my workplace.		8%	11%	80%
25. I have the materials and equipment I need to do my job effectively.		11%	13%	76%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		12%	28%	60%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		15%	27%	58%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		14%	29%	57%
26. I receive enough training to do my job effectively.		15%	19%	65%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		20%	11%	68%
28. Most of my work is rewarding.		13%	18%	70%
12. My career aspirations can be achieved at the City.		16%	18%	66%
19. My immediate supervisor demonstrates a commitment to safety.		3%	13%	83%
18. My immediate supervisor gives me useful feedback on the work I do.		14%	16%	70%
13. My immediate supervisor seems to care about me as a person.		10%	9%	81%
10. The City is committed to maintaining a healthy and safe working environment.		5%	8%	87%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		9%	12%	78%
13. My immediate supervisor seems to care about me as a person.		10%	9%	81%
14. My immediate supervisor encourages me to offer my opinions and ideas.		6%	8%	86%
15. My immediate supervisor involves me in decisions that affect my work.		13%	11%	76%
16. My immediate supervisor recognizes me when I do a good job.		9%	13%	78%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		20%	11%	68%
18. My immediate supervisor gives me useful feedback on the work I do.		14%	16%	70%
19. My immediate supervisor demonstrates a commitment to safety.		3%	13%	83%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		6%	10%	84%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		4%	16%	79%

# Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	44	44	118
Very happy to be a city employee	35	35	95
Improved physical work environment	10	10	26
Make my workplace less stressful	22	22	60
I have more work than I can handle	16	16	43
Work pressures are very stressful	16	16	42
Need to effectively address difficult situations at work	15	15	40
More appreciation and recognition for my contributions	18	18	48
Changes at the city cause workplace stress	29	29	79
Clearer performance expectations	14	14	37
More day-to-day coaching and feedback on my performance	11	11	29
More career development opportunities	23	23	62
More teamwork	22	22	59
More equitable treatment of employees	18	18	49
More involvement in decisions	28	28	76
Better 2-way communication between management and staff	37	37	100
Better access to information	25	25	67
More respectful workplace	15	15	41
Stop colleagues from harassing each other	7	7	18
Clearer long-term direction	21	21	56
Less discrimination	4	4	11
Other. Please specify	11	11	29

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	86	86%	14%
Have you personally experienced workplace harassment in the last 12 months at the City?			

**2.35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.  
NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	67	67	26
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	13	13	5
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	38	38	15
Other. Please Specify	5	5	2

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.  
NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	13	13	5
Co-worker(s) in your work unit	28	28	11
Immediate supervisor(s)	41	41	16
The person your immediate supervisor reports to or above in your work unit	15	15	6
Co-worker(s) from other areas	18	18	7
Employee(s) in another department	8	8	3
Member of the public (e.g., citizens, customers, contractor, service provider)	21	21	8
Other. Please Specify	13	13	5

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	91	9
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	91%	9%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) ) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	19	19	5
Place of origin	12	12	3
Ancestry	8	8	2
Colour	19	19	5
Religion	4	4	1
Age	46	46	12
Gender being male, female or transgender.	23	23	6
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	4	4	1
Marital status	12	12	3
Family status	15	15	4
Physical disability	4	4	1
Mental disability	4	4	1
Sexual orientation	4	4	1
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	8	8	2
Other. Please Specify.	27	27	7

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	4	4	1
Co-worker(s) in your work unit	27	27	7
Immediate supervisor(s)	27	27	7
The person your immediate supervisor reports to or above in your work unit	12	12	3
Co-worker(s) from other areas	23	23	6
Employee(s) in another department	19	19	5
Member of the public (e.g., citizens, customers, contractor, service provider)	27	27	7
Other. Please Specify.	8	8	2

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		87%	13%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40) DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes	
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		22%	9%	

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		44%	56%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

No 
  Yes, First Nations (Status) 
  Yes, First Nations (Non-Status) 
  Yes, Inuit 
  Yes, Métis 
  Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	99%	0%	0%	0%	0%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No 
  Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	68%	32%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

No 
  Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	95%	5%

Do you consider yourself to be a person with a disability?



5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		93%	7%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		78%	22%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		63%	17%	17%	3%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Home  Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		75%	25%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

No  Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		42%	58%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER

■ No ■ Yes

Items			No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.	38	62	38%	62%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 136  
Total Responses: 136

Branch: City Planning  
Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	16	21	63
	16%	21%	63%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>12</b>	<b>17</b>	<b>71</b>
	<b>12%</b>	<b>17%</b>	<b>71%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	16	21	63
	16%	21%	63%
2. I am proud to tell others I work for the City.	4	20	76
	4%	20%	76%
3. The City inspires me to do my best work.	16	20	64
	16%	20%	64%
4. I would recommend the City to a friend as a great place to work.	10	13	77
	10%	13%	77%
5. My job provides me with a sense of personal accomplishment.	13	14	73
	13%	14%	73%
6. I can see a clear link between my work and the City's long-term vision.	12	15	73
	12%	15%	73%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>14%</b>	<b>17%</b>	<b>69%</b>
9. Cooperation with different parts of the City is encouraged.		10%	11%	79%
7. Customer service is a primary focus at the City.		8%	19%	73%
22. Employees in my branch work as though they are part of a team.		19%	22%	59%
8. I feel that my work contributes to the success of the City.		5%	6%	89%
32. In general, information in the City is communicated well.		25%	26%	50%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		23%	23%	53%
30. In my job, I make a difference every day.		13%	29%	58%
27. In my workplace, we regularly communicate about the importance of customer service.		25%	27%	48%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	10%	82%
15. My immediate supervisor involves me in decisions that affect my work.		17%	12%	71%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		8%	11%	81%
16. My immediate supervisor recognizes me when I do a good job.		11%	14%	75%
6. I can see a clear link between my work and the City's long-term vision.		12%	15%	73%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>15%</b>	<b>18%</b>	<b>68%</b>
29. At work, I have the opportunity to do what I do best every day.		17%	23%	60%
31. I feel respected by co-workers in my workplace.		7%	12%	81%
25. I have the materials and equipment I need to do my job effectively.		13%	10%	78%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		14%	30%	56%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		18%	25%	57%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		13%	35%	52%
26. I receive enough training to do my job effectively.		17%	23%	60%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		26%	9%	65%
28. Most of my work is rewarding.		13%	17%	70%
12. My career aspirations can be achieved at the City.		22%	19%	60%
19. My immediate supervisor demonstrates a commitment to safety.		3%	15%	82%
18. My immediate supervisor gives me useful feedback on the work I do.		19%	18%	64%
13. My immediate supervisor seems to care about me as a person.		16%	7%	77%
10. The City is committed to maintaining a healthy and safe working environment.		5%	9%	86%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>13%</b>	<b>75%</b>
13. My immediate supervisor seems to care about me as a person.		16%	7%	77%
14. My immediate supervisor encourages me to offer my opinions and ideas.		8%	10%	82%
15. My immediate supervisor involves me in decisions that affect my work.		17%	12%	71%
16. My immediate supervisor recognizes me when I do a good job.		11%	14%	75%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		26%	9%	65%
18. My immediate supervisor gives me useful feedback on the work I do.		19%	18%	64%
19. My immediate supervisor demonstrates a commitment to safety.		3%	15%	82%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		8%	11%	81%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		6%	17%	77%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

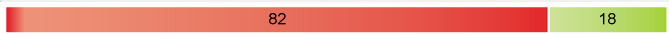
Responses		Frequency	Count
Satisfied with my job and the workplace	39	39	52
Very happy to be a city employee	32	32	42
Improved physical work environment	9	9	12
Make my workplace less stressful	23	23	31
I have more work than I can handle	18	18	24
Work pressures are very stressful	13	13	17
Need to effectively address difficult situations at work	15	15	20
More appreciation and recognition for my contributions	16	16	21
Changes at the city cause workplace stress	29	29	38
Clearer performance expectations	17	17	22
More day-to-day coaching and feedback on my performance	15	15	20
More career development opportunities	26	26	34
More teamwork	20	20	27
More equitable treatment of employees	22	22	29
More involvement in decisions	31	31	41
Better 2-way communication between management and staff	39	39	52
Better access to information	23	23	30
More respectful workplace	19	19	25
Stop colleagues from harassing each other	9	9	12
Clearer long-term direction	19	19	25
Less discrimination	5	5	7
Other. Please specify	13	13	17

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes




Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		82%	18%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		75	18
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		17	4
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		29	7
Other. Please Specify	0	0	0



**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**

PLEASE INDICATE WHO WAS HARASSING YOU.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q 34	Count
Subordinate(s) in your work unit	13	13	3
Co-worker(s) in your work unit	38	38	9
Immediate supervisor(s)	38	38	9
The person your immediate supervisor reports to or above in your work unit	13	13	3
Co-worker(s) from other areas	8	8	2
Employee(s) in another department	4	4	1
Member of the public (e.g., citizens, customers, contractor, service provider)	21	21	5
Other. Please Specify	21	21	5

**4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.**

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	87	13
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	87%	13%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	6	6	1
Place of origin	6	6	1
Ancestry	6	6	1
Colour	6	6	1
Religion	0	0	0
Age	41	41	7
Gender being male, female or transgender.	35	35	6
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	6	6	1
Family status	18	18	3
Physical disability	6	6	1
Mental disability	6	6	1
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	12	12	2
Other. Please Specify.	29	29	5

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	24	24	4
Immediate supervisor(s)	29	29	5
The person your immediate supervisor reports to or above in your work unit	18	18	3
Co-worker(s) from other areas	12	12	2
Employee(s) in another department	18	18	3
Member of the public (e.g., citizens, customers, contractor, service provider)	29	29	5
Other. Please Specify.	12	12	2

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		83%	17%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		21%	15%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		45%	55%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	99%	1%	0%	0%	0%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes


Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	69%	31%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		93%	7%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

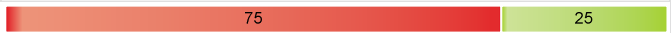
No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		93%	7%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		75%	25%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre 
 ■ Yes, Private Day Home 
 ■ Yes, Family 
 ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		62%	18%	15%	6%


3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home 
 ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		76%	24%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No 
 ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		37%	63%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No 
 ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		33%	67%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 147  
Total Responses: 147

Branch: City Planning

Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	21	68
	11%	21%	68%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>10</b>	<b>14</b>	<b>76</b>
	<b>10%</b>	<b>14%</b>	<b>76%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	11	21	68
	11%	21%	68%
2. I am proud to tell others I work for the City.	7	13	80
	7%	13%	80%
3. The City inspires me to do my best work.	13	17	70
	13%	17%	70%
4. I would recommend the City to a friend as a great place to work.	6	12	82
	6%	12%	82%
5. My job provides me with a sense of personal accomplishment.	11	7	82
	11%	7%	82%
6. I can see a clear link between my work and the City's long-term vision.	11	14	75
	11%	14%	75%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>12%</b>	<b>16%</b>	<b>72%</b>
9. Cooperation with different parts of the City is encouraged.		12%	16%	73%
7. Customer service is a primary focus at the City.		8%	15%	77%
22. Employees in my branch work as though they are part of a team.		19%	21%	60%
8. I feel that my work contributes to the success of the City.		5%	10%	85%
32. In general, information in the City is communicated well.		26%	28%	46%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		25%	21%	54%
30. In my job, I make a difference every day.		9%	21%	70%
27. In my workplace, we regularly communicate about the importance of customer service.		16%	24%	59%
14. My immediate supervisor encourages me to offer my opinions and ideas.		4%	6%	90%
15. My immediate supervisor involves me in decisions that affect my work.		8%	10%	81%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	9%	86%
16. My immediate supervisor recognizes me when I do a good job.		6%	12%	82%
6. I can see a clear link between my work and the City's long-term vision.		11%	14%	75%



# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>10%</b>	<b>17%</b>	<b>73%</b>
29. At work, I have the opportunity to do what I do best every day.		13%	17%	70%
31. I feel respected by co-workers in my workplace.		9%	11%	80%
25. I have the materials and equipment I need to do my job effectively.		10%	15%	74%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		11%	26%	63%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		13%	29%	58%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		15%	24%	61%
26. I receive enough training to do my job effectively.		13%	16%	70%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		15%	13%	72%
28. Most of my work is rewarding.		12%	18%	70%
12. My career aspirations can be achieved at the City.		11%	18%	71%
19. My immediate supervisor demonstrates a commitment to safety.		4%	12%	85%
18. My immediate supervisor gives me useful feedback on the work I do.		11%	14%	75%
13. My immediate supervisor seems to care about me as a person.		4%	11%	85%
10. The City is committed to maintaining a healthy and safe working environment.		5%	7%	88%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		7%	11%	82%
13. My immediate supervisor seems to care about me as a person.		4%	11%	85%
14. My immediate supervisor encourages me to offer my opinions and ideas.		4%	6%	90%
15. My immediate supervisor involves me in decisions that affect my work.		8%	10%	81%
16. My immediate supervisor recognizes me when I do a good job.		6%	12%	82%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		15%	13%	72%
18. My immediate supervisor gives me useful feedback on the work I do.		11%	14%	75%
19. My immediate supervisor demonstrates a commitment to safety.		4%	12%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		5%	9%	86%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		3%	15%	82%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	49	49	66
Very happy to be a city employee	39	39	53
Improved physical work environment	10	10	14
Make my workplace less stressful	21	21	29
I have more work than I can handle	14	14	19
Work pressures are very stressful	18	18	25
Need to effectively address difficult situations at work	15	15	20
More appreciation and recognition for my contributions	20	20	27
Changes at the city cause workplace stress	30	30	41
Clearer performance expectations	11	11	15
More day-to-day coaching and feedback on my performance	7	7	9
More career development opportunities	21	21	28
More teamwork	24	24	32
More equitable treatment of employees	15	15	20
More involvement in decisions	26	26	35
Better 2-way communication between management and staff	35	35	48
Better access to information	27	27	37
More respectful workplace	12	12	16
Stop colleagues from harassing each other	4	4	6
Clearer long-term direction	23	23	31
Less discrimination	3	3	4
Other. Please specify	9	9	12

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	90	10
Have you personally experienced workplace harassment in the last 12 months at the City?	90%	10%

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	53	53	8
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	7	7	1
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	53	53	8
Other. Please Specify	13	13	2

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	13	13	2
Co-worker(s) in your work unit	13	13	2
Immediate supervisor(s)	47	47	7
The person your immediate supervisor reports to or above in your work unit	20	20	3
Co-worker(s) from other areas	33	33	5
Employee(s) in another department	13	13	2
Member of the public (e.g., citizens, customers, contractor, service provider)	20	20	3
Other. Please Specify	0	0	0

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	94	94%	6%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	44	44	4
Place of origin	22	22	2
Ancestry	11	11	1
Colour	44	44	4
Religion	11	11	1
Age	56	56	5
Gender being male, female or transgender.	0	0	0
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	11	11	1
Marital status	22	22	2
Family status	11	11	1
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	11	11	1
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	22	22	2

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	11	11	1
Co-worker(s) in your work unit	33	33	3
Immediate supervisor(s)	22	22	2
The person your immediate supervisor reports to or above in your work unit	0	0	0
Co-worker(s) from other areas	44	44	4
Employee(s) in another department	22	22	2
Member of the public (e.g., citizens, customers, contractor, service provider)	22	22	2
Other. Please Specify.	0	0	0

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	91	91%	9%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	23 3 74	23%	3%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	40 60	40%	60%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	99%	0%	0%	0%	1%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	67%	33%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions



4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.	97	97%	3%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?	93	93%	7%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?	82	82%	18%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre 
 ■ Yes, Private Day Home 
 ■ Yes, Family 
 ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		65%	15%	19%	0%


3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home 
 ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		73%	27%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No 
 ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		47%	53%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No 
 ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		43%	57%

# Sustainable Development Development Services

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 281  
Total Responses: 281

### Branch: Development Services

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		15%	18%	67%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>11%</b>	<b>18%</b>	<b>71%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		15%	18%	67%
2. I am proud to tell others I work for the City.		6%	13%	80%
3. The City inspires me to do my best work.		13%	22%	65%
4. I would recommend the City to a friend as a great place to work.		8%	14%	78%
5. My job provides me with a sense of personal accomplishment.		9%	19%	72%
6. I can see a clear link between my work and the City's long-term vision.		14%	21%	65%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>15%</b>	<b>72%</b>
9. Cooperation with different parts of the City is encouraged.		11%	15%	73%
7. Customer service is a primary focus at the City.		10%	10%	80%
22. Employees in my branch work as though they are part of a team.		17%	20%	63%
8. I feel that my work contributes to the success of the City.		4%	9%	87%
32. In general, information in the City is communicated well.		23%	20%	57%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		22%	18%	60%
30. In my job, I make a difference every day.		8%	16%	76%
27. In my workplace, we regularly communicate about the importance of customer service.		12%	17%	71%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	8%	81%
15. My immediate supervisor involves me in decisions that affect my work.		16%	11%	73%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		13%	10%	78%
16. My immediate supervisor recognizes me when I do a good job.		12%	14%	74%
6. I can see a clear link between my work and the City's long-term vision.		14%	21%	65%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	16%	72%
29. At work, I have the opportunity to do what I do best every day.		16%	16%	68%
31. I feel respected by co-workers in my workplace.		8%	8%	84%
25. I have the materials and equipment I need to do my job effectively.		14%	10%	77%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		13%	24%	64%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		14%	23%	63%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		10%	33%	57%
26. I receive enough training to do my job effectively.		21%	15%	64%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		16%	12%	72%
28. Most of my work is rewarding.		13%	22%	66%
12. My career aspirations can be achieved at the City.		14%	20%	66%
19. My immediate supervisor demonstrates a commitment to safety.		3%	12%	84%
18. My immediate supervisor gives me useful feedback on the work I do.		16%	11%	73%
13. My immediate supervisor seems to care about me as a person.		6%	11%	83%
10. The City is committed to maintaining a healthy and safe working environment.		8%	8%	84%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		11%	11%	77%
13. My immediate supervisor seems to care about me as a person.		6%	11%	83%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	8%	81%
15. My immediate supervisor involves me in decisions that affect my work.		16%	11%	73%
16. My immediate supervisor recognizes me when I do a good job.		12%	14%	74%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		16%	12%	72%
18. My immediate supervisor gives me useful feedback on the work I do.		16%	11%	73%
19. My immediate supervisor demonstrates a commitment to safety.		3%	12%	84%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		13%	10%	78%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		10%	14%	76%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	43	43	113
Very happy to be a city employee	35	35	93
Improved physical work environment	13	13	35
Make my workplace less stressful	29	29	76
I have more work than I can handle	24	24	64
Work pressures are very stressful	22	22	57
Need to effectively address difficult situations at work	18	18	47
More appreciation and recognition for my contributions	18	18	47
Changes at the city cause workplace stress	14	14	36
Clearer performance expectations	16	16	41
More day-to-day coaching and feedback on my performance	9	9	24
More career development opportunities	28	28	74
More teamwork	24	24	64
More equitable treatment of employees	19	19	49
More involvement in decisions	17	17	44
Better 2-way communication between management and staff	31	31	82
Better access to information	20	20	52
More respectful workplace	13	13	33
Stop colleagues from harassing each other	3	3	9
Clearer long-term direction	17	17	44
Less discrimination	4	4	10
Other. Please specify	13	13	35

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	87	87%	13%
Have you personally experienced workplace harassment in the last 12 months at the City?			



**2. 35. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	62	62	23
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	11	11	4
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	35	35	13
Other. Please Specify	19	19	7

**3. 36. IF YOU ANSWERED YES TO QUESTION 34,**  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	5	5	2
Co-worker(s) in your work unit	32	32	12
Immediate supervisor(s)	38	38	14
The person your immediate supervisor reports to or above in your work unit	27	27	10
Co-worker(s) from other areas	16	16	6
Employee(s) in another department	3	3	1
Member of the public (e.g., citizens, customers, contractor, service provider)	19	19	7
Other. Please Specify	3	3	1

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	93	7
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	93%	7%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp))

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	17	17	3
Place of origin	22	22	4
Ancestry	0	0	0
Colour	22	22	4
Religion	6	6	1
Age	33	33	6
Gender being male, female or transgender.	56	56	10
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	6	6	1
Marital status	6	6	1
Family status	11	11	2
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	6	6	1
Other. Please Specify.	6	6	1

6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	53	53	10
Immediate supervisor(s)	21	21	4
The person your immediate supervisor reports to or above in your work unit	21	21	4
Co-worker(s) from other areas	11	11	2
Employee(s) in another department	11	11	2
Member of the public (e.g., citizens, customers, contractor, service provider)	16	16	3
Other. Please Specify.	11	11	2

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	93	8	8
		93%	8%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes	Answered 'No' to questions 34, 37, and 40
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	19	8	73	
		19%	8%	73%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	61	39	
		61%	39%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	95%	1%	0%	0%	3%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	79%	21%

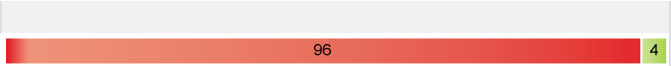
3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		96%	4%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?


No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		94%	6%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		77%	23%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre 
 ■ Yes, Private Day Home 
 ■ Yes, Family 
 ■ Yes, Private, in-home care giver

Items					Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)					41%	23%	28%	8%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home 
 ■ Work

Items			Home	Work
52. Is your preference to have child care near your home or work?			78%	22%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No 
 ■ Yes

Items			No	Yes
53. If you had a mental health issue would you know where to get help?			37%	63%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No 
 ■ Yes

Items			No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.			46%	54%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 126  
Total Responses: 126

Branch: Development Services  
Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		17%	18%	65%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>12%</b>	<b>16%</b>	<b>72%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		17%	18%	65%
2. I am proud to tell others I work for the City.		6%	14%	79%
3. The City inspires me to do my best work.		13%	17%	70%
4. I would recommend the City to a friend as a great place to work.		10%	11%	79%
5. My job provides me with a sense of personal accomplishment.		9%	20%	71%
6. I can see a clear link between my work and the City's long-term vision.		17%	17%	66%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>15%</b>	<b>14%</b>	<b>71%</b>
9. Cooperation with different parts of the City is encouraged.		12%	14%	74%
7. Customer service is a primary focus at the City.		12%	9%	79%
22. Employees in my branch work as though they are part of a team.		24%	21%	55%
8. I feel that my work contributes to the success of the City.		6%	9%	86%
32. In general, information in the City is communicated well.		22%	16%	62%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		26%	14%	60%
30. In my job, I make a difference every day.		11%	18%	70%
27. In my workplace, we regularly communicate about the importance of customer service.		9%	20%	71%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	8%	81%
15. My immediate supervisor involves me in decisions that affect my work.		18%	10%	72%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	10%	76%
16. My immediate supervisor recognizes me when I do a good job.		13%	13%	74%
6. I can see a clear link between my work and the City's long-term vision.		17%	17%	66%



# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>14%</b>	<b>17%</b>	<b>70%</b>
29. At work, I have the opportunity to do what I do best every day.		19%	15%	67%
31. I feel respected by co-workers in my workplace.		11%	9%	80%
25. I have the materials and equipment I need to do my job effectively.		17%	7%	76%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		12%	28%	60%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		14%	27%	60%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		12%	33%	55%
26. I receive enough training to do my job effectively.		20%	16%	64%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		16%	10%	74%
28. Most of my work is rewarding.		14%	22%	65%
12. My career aspirations can be achieved at the City.		18%	21%	60%
19. My immediate supervisor demonstrates a commitment to safety.		4%	15%	81%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	10%	71%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
10. The City is committed to maintaining a healthy and safe working environment.		9%	10%	81%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		12%	11%	77%
13. My immediate supervisor seems to care about me as a person.		7%	9%	84%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	8%	81%
15. My immediate supervisor involves me in decisions that affect my work.		18%	10%	72%
16. My immediate supervisor recognizes me when I do a good job.		13%	13%	74%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		16%	10%	74%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	10%	71%
19. My immediate supervisor demonstrates a commitment to safety.		4%	15%	81%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		14%	10%	76%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		11%	11%	77%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.


Responses		Frequency	Count
Satisfied with my job and the workplace	43	43	51
Very happy to be a city employee	34	34	40
Improved physical work environment	13	13	15
Make my workplace less stressful	27	27	32
I have more work than I can handle	20	20	24
Work pressures are very stressful	18	18	22
Need to effectively address difficult situations at work	21	21	25
More appreciation and recognition for my contributions	22	22	26
Changes at the city cause workplace stress	10	10	12
Clearer performance expectations	17	17	20
More day-to-day coaching and feedback on my performance	11	11	13
More career development opportunities	37	37	44
More teamwork	29	29	34
More equitable treatment of employees	27	27	32
More involvement in decisions	22	22	26
Better 2-way communication between management and staff	34	34	40
Better access to information	24	24	28
More respectful workplace	15	15	18
Stop colleagues from harassing each other	7	7	8
Clearer long-term direction	18	18	22
Less discrimination	5	5	6
Other. Please specify	11	11	13

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes



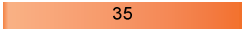

Items		No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.		82%	18%
Have you personally experienced workplace harassment in the last 12 months at the City?			

2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.		57	13
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.		17	4
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.		35	8
Other. Please Specify		9	2

3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	9	9	2
Co-worker(s) in your work unit	30	30	7
Immediate supervisor(s)	39	39	9
The person your immediate supervisor reports to or above in your work unit	30	30	7
Co-worker(s) from other areas	22	22	5
Employee(s) in another department	0	0	0
Member of the public (e.g., citizens, customers, contractor, service provider)	13	13	3
Other. Please Specify	4	4	1

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	90	90%	10%
Have you personally experienced discrimination in the workplace during the last 12 months at the City?			

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	9	9	1
Place of origin	9	9	1
Ancestry	0	0	0
Colour	18	18	2
Religion	0	0	0
Age	36	36	4
Gender being male, female or transgender.	64	64	7
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	0	0	0
Marital status	9	9	1
Family status	18	18	2
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	0	0	0

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	33	33	4
Immediate supervisor(s)	25	25	3
The person your immediate supervisor reports to or above in your work unit	33	33	4
Co-worker(s) from other areas	0	0	0
Employee(s) in another department	8	8	1
Member of the public (e.g., citizens, customers, contractor, service provider)	8	8	1
Other. Please Specify.	8	8	1

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		87%	13%

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		21%	13%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		65%	35%

# Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	94%	2%	0%	0%	3%	0%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	79%	21%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.

THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

■ No 
 ■ Yes

Items	No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning		



impairment that may impact daily functioning.  
 This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

98%

2%

Do you consider yourself to be a person with a disability?

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
 PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
 PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		96%	4%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		72%	28%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		43%	20%	26%	11%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		77%	23%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		37%	63%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		42%	58%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 155  
Total Responses: 155

Branch: Development Services  
Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		14%	18%	68%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>10%</b>	<b>19%</b>	<b>71%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		14%	18%	68%
2. I am proud to tell others I work for the City.		6%	12%	81%
3. The City inspires me to do my best work.		12%	26%	62%
4. I would recommend the City to a friend as a great place to work.		6%	16%	77%
5. My job provides me with a sense of personal accomplishment.		10%	18%	72%
6. I can see a clear link between my work and the City's long-term vision.		11%	25%	64%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>12%</b>	<b>15%</b>	<b>73%</b>
9. Cooperation with different parts of the City is encouraged.		10%	17%	73%
7. Customer service is a primary focus at the City.		8%	12%	80%
22. Employees in my branch work as though they are part of a team.		12%	18%	70%
8. I feel that my work contributes to the success of the City.		2%	10%	88%
32. In general, information in the City is communicated well.		23%	23%	53%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		18%	22%	60%
30. In my job, I make a difference every day.		6%	14%	80%
27. In my workplace, we regularly communicate about the importance of customer service.		15%	14%	70%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	8%	81%
15. My immediate supervisor involves me in decisions that affect my work.		14%	12%	74%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		12%	9%	79%
16. My immediate supervisor recognizes me when I do a good job.		11%	16%	73%
6. I can see a clear link between my work and the City's long-term vision.		11%	25%	64%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>11%</b>	<b>16%</b>	<b>73%</b>
29. At work, I have the opportunity to do what I do best every day.		14%	17%	69%
31. I feel respected by co-workers in my workplace.		5%	7%	88%
25. I have the materials and equipment I need to do my job effectively.		11%	12%	77%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		13%	20%	67%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		14%	20%	66%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		9%	32%	59%
26. I receive enough training to do my job effectively.		21%	15%	64%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		15%	14%	71%
28. Most of my work is rewarding.		12%	22%	66%
12. My career aspirations can be achieved at the City.		11%	18%	70%
19. My immediate supervisor demonstrates a commitment to safety.		3%	11%	87%
18. My immediate supervisor gives me useful feedback on the work I do.		14%	12%	75%
13. My immediate supervisor seems to care about me as a person.		5%	13%	82%
10. The City is committed to maintaining a healthy and safe working environment.		7%	6%	87%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	12%	77%
13. My immediate supervisor seems to care about me as a person.		5%	13%	82%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	8%	81%
15. My immediate supervisor involves me in decisions that affect my work.		14%	12%	74%
16. My immediate supervisor recognizes me when I do a good job.		11%	16%	73%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		15%	14%	71%
18. My immediate supervisor gives me useful feedback on the work I do.		14%	12%	75%
19. My immediate supervisor demonstrates a commitment to safety.		3%	11%	87%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		12%	9%	79%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		8%	16%	75%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	43	43	62
Very happy to be a city employee	37	37	53
Improved physical work environment	14	14	20
Make my workplace less stressful	30	30	44
I have more work than I can handle	28	28	40
Work pressures are very stressful	24	24	35
Need to effectively address difficult situations at work	15	15	22
More appreciation and recognition for my contributions	14	14	21
Changes at the city cause workplace stress	17	17	24
Clearer performance expectations	14	14	21
More day-to-day coaching and feedback on my performance	8	8	11
More career development opportunities	21	21	30
More teamwork	21	21	30
More equitable treatment of employees	12	12	17
More involvement in decisions	12	12	18
Better 2-way communication between management and staff	29	29	42
Better access to information	17	17	24
More respectful workplace	10	10	15
Stop colleagues from harassing each other	1	1	1
Clearer long-term direction	15	15	22
Less discrimination	3	3	4
Other. Please specify	15	15	22

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.	91	9
Have you personally experienced workplace harassment in the last 12 months at the City?	91%	9%

### 2. 35. IF YOU ANSWERED YES TO QUESTION 34,

PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE.

PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.	71	71	10
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.	0	0	0
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.	36	36	5
Other. Please Specify	36	36	5



3. 36. IF YOU ANSWERED YES TO QUESTION 34,  
PLEASE INDICATE WHO WAS HARASSING YOU.  
PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	36	36	5
Immediate supervisor(s)	36	36	5
The person your immediate supervisor reports to or above in your work unit	21	21	3
Co-worker(s) from other areas	7	7	1
Employee(s) in another department	7	7	1
Member of the public (e.g., citizens, customers, contractor, service provider)	29	29	4
Other. Please Specify	0	0	0

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items	No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	95	5
Have you personally experienced discrimination in the workplace during the last 12 months at the City?	95%	5%

**5. 38. IF YOU ANSWERED YES TO QUESTION 37,**

PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 37	Count
Race	29	29	2
Place of origin	43	43	3
Ancestry	0	0	0
Colour	29	29	2
Religion	14	14	1
Age	29	29	2
Gender being male, female or transgender.	43	43	3
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	14	14	1
Marital status	0	0	0
Family status	0	0	0
Physical disability	0	0	0
Mental disability	0	0	0
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	14	14	1
Other. Please Specify.	14	14	1

**6. 39. IF YOU ANSWERED YES TO QUESTION 37,  
PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.**

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**



Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	86	86	6
Immediate supervisor(s)	14	14	1
The person your immediate supervisor reports to or above in your work unit	0	0	0
Co-worker(s) from other areas	29	29	2
Employee(s) in another department	14	14	1
Member of the public (e.g., citizens, customers, contractor, service provider)	29	29	2
Other. Please Specify.	14	14	1
		Total %	100

**7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?**

No  Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?	97	3	
		97%	3%

**8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?**

No  Yes  Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?	18 4 78		
		18%	4%

**9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?**

No  Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?	50 50		
		50%	50%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No 
 ■ Yes, First Nations (Status) 
 ■ Yes, First Nations (Non-Status) 
 ■ Yes, Inuit 
 ■ Yes, Métis 
 ■ Yes, Other. Please specify.

Items	No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?	95%	0%	1%	0%	3%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

■ No 
 ■ Yes

Items	No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?	79%	21%

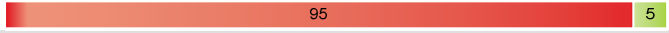
3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING.  
THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.		95%	5%
Do you consider yourself to be a person with a disability?			

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.


Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		93%	7%

## Final


1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		81%	19%


2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

■ Yes, Child Daycare Centre 
 ■ Yes, Private Day Home 
 ■ Yes, Family 
 ■ Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		38%	28%	31%	3%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home 
 ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		79%	21%


4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No 
 ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		37%	63%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No 
 ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		49%	51%

# Sustainable Development

## Economic & Environmental Sustainability

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 47  
Total Responses: 47

### Branch: Economic and Environmental Sustainability

#### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		9%	21%	70%

#### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>7%</b>	<b>17%</b>	<b>76%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		9%	21%	70%
2. I am proud to tell others I work for the City.		0%	17%	83%
3. The City inspires me to do my best work.		15%	26%	60%
4. I would recommend the City to a friend as a great place to work.		9%	17%	74%
5. My job provides me with a sense of personal accomplishment.		6%	13%	81%
6. I can see a clear link between my work and the City's long-term vision.		4%	9%	87%



# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>14%</b>	<b>14%</b>	<b>71%</b>
9. Cooperation with different parts of the City is encouraged.		4%	9%	87%
7. Customer service is a primary focus at the City.		7%	20%	73%
22. Employees in my branch work as though they are part of a team.		28%	28%	45%
8. I feel that my work contributes to the success of the City.		4%	2%	94%
32. In general, information in the City is communicated well.		30%	11%	60%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		36%	16%	49%
30. In my job, I make a difference every day.		15%	21%	64%
27. In my workplace, we regularly communicate about the importance of customer service.		12%	33%	56%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	4%	85%
15. My immediate supervisor involves me in decisions that affect my work.		13%	15%	72%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		11%	6%	83%
16. My immediate supervisor recognizes me when I do a good job.		13%	13%	74%
6. I can see a clear link between my work and the City's long-term vision.		4%	9%	87%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.











■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>15%</b>	<b>15%</b>	<b>70%</b>
29. At work, I have the opportunity to do what I do best every day.		26%	9%	66%
31. I feel respected by co-workers in my workplace.		13%	6%	81%
25. I have the materials and equipment I need to do my job effectively.		15%	9%	77%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		15%	17%	67%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		13%	30%	57%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		9%	29%	62%
26. I receive enough training to do my job effectively.		15%	19%	66%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		33%	12%	56%
28. Most of my work is rewarding.		9%	21%	70%
12. My career aspirations can be achieved at the City.		22%	20%	59%
19. My immediate supervisor demonstrates a commitment to safety.		2%	19%	79%
18. My immediate supervisor gives me useful feedback on the work I do.		15%	11%	74%
13. My immediate supervisor seems to care about me as a person.		9%	0%	91%
10. The City is committed to maintaining a healthy and safe working environment.		11%	13%	76%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>13%</b>	<b>10%</b>	<b>77%</b>
13. My immediate supervisor seems to care about me as a person.		9%	0%	91%
14. My immediate supervisor encourages me to offer my opinions and ideas.		11%	4%	85%
15. My immediate supervisor involves me in decisions that affect my work.		13%	15%	72%
16. My immediate supervisor recognizes me when I do a good job.		13%	13%	74%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		33%	12%	56%
18. My immediate supervisor gives me useful feedback on the work I do.		15%	11%	74%
19. My immediate supervisor demonstrates a commitment to safety.		2%	19%	79%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		11%	6%	83%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		11%	9%	81%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	35	35	16
Very happy to be a city employee	30	30	14
Improved physical work environment	4	4	2
Make my workplace less stressful	11	11	5
I have more work than I can handle	7	7	3
Work pressures are very stressful	9	9	4
Need to effectively address difficult situations at work	13	13	6
More appreciation and recognition for my contributions	24	24	11
Changes at the city cause workplace stress	20	20	9
Clearer performance expectations	28	28	13
More day-to-day coaching and feedback on my performance	11	11	5
More career development opportunities	28	28	13
More teamwork	15	15	7
More equitable treatment of employees	22	22	10
More involvement in decisions	26	26	12
Better 2-way communication between management and staff	37	37	17
Better access to information	13	13	6
More respectful workplace	15	15	7
Stop colleagues from harassing each other	9	9	4
Clearer long-term direction	15	15	7
Less discrimination	7	7	3
Other. Please specify	20	20	9

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions



# Sustainable Development

## Real Estate & Housing

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 107

Total Responses: 107

### Branch: Real Estate & Housing

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		18%	21%	62%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>12%</b>	<b>19%</b>	<b>69%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.		18%	21%	62%
2. I am proud to tell others I work for the City.		7%	15%	79%
3. The City inspires me to do my best work.		15%	24%	61%
4. I would recommend the City to a friend as a great place to work.		9%	13%	77%
5. My job provides me with a sense of personal accomplishment.		10%	17%	73%
6. I can see a clear link between my work and the City's long-term vision.		14%	23%	63%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>14%</b>	<b>16%</b>	<b>70%</b>
9. Cooperation with different parts of the City is encouraged.		12%	13%	75%
7. Customer service is a primary focus at the City.		10%	25%	65%
22. Employees in my branch work as though they are part of a team.		23%	21%	56%
8. I feel that my work contributes to the success of the City.		7%	8%	86%
32. In general, information in the City is communicated well.		16%	16%	68%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		21%	13%	66%
30. In my job, I make a difference every day.		12%	23%	65%
27. In my workplace, we regularly communicate about the importance of customer service.		25%	22%	53%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	11%	78%
15. My immediate supervisor involves me in decisions that affect my work.		9%	13%	78%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		13%	8%	79%
16. My immediate supervisor recognizes me when I do a good job.		10%	11%	79%
6. I can see a clear link between my work and the City's long-term vision.		14%	23%	63%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>12%</b>	<b>16%</b>	<b>72%</b>
29. At work, I have the opportunity to do what I do best every day.		17%	19%	64%
31. I feel respected by co-workers in my workplace.		9%	16%	75%
25. I have the materials and equipment I need to do my job effectively.		12%	15%	72%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		17%	17%	66%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		19%	20%	60%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		13%	26%	62%
26. I receive enough training to do my job effectively.		12%	15%	73%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		15%	5%	80%
28. Most of my work is rewarding.		9%	19%	72%
12. My career aspirations can be achieved at the City.		13%	27%	60%
19. My immediate supervisor demonstrates a commitment to safety.		4%	14%	82%
18. My immediate supervisor gives me useful feedback on the work I do.		12%	18%	70%
13. My immediate supervisor seems to care about me as a person.		7%	11%	82%
10. The City is committed to maintaining a healthy and safe working environment.		5%	8%	87%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		10%	11%	78%
13. My immediate supervisor seems to care about me as a person.		7%	11%	82%
14. My immediate supervisor encourages me to offer my opinions and ideas.		10%	11%	78%
15. My immediate supervisor involves me in decisions that affect my work.		9%	13%	78%
16. My immediate supervisor recognizes me when I do a good job.		10%	11%	79%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		15%	5%	80%
18. My immediate supervisor gives me useful feedback on the work I do.		12%	18%	70%
19. My immediate supervisor demonstrates a commitment to safety.		4%	14%	82%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		13%	8%	79%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		10%	11%	78%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	42	42	43
Very happy to be a city employee	36	36	37
Improved physical work environment	6	6	6
Make my workplace less stressful	31	31	32
I have more work than I can handle	21	21	21
Work pressures are very stressful	20	20	20
Need to effectively address difficult situations at work	30	30	31
More appreciation and recognition for my contributions	19	19	19
Changes at the city cause workplace stress	28	28	29
Clearer performance expectations	17	17	17
More day-to-day coaching and feedback on my performance	8	8	8
More career development opportunities	22	22	22
More teamwork	24	24	24
More equitable treatment of employees	29	29	30
More involvement in decisions	17	17	17
Better 2-way communication between management and staff	32	32	33
Better access to information	21	21	21
More respectful workplace	26	26	27
Stop colleagues from harassing each other	12	12	12
Clearer long-term direction	19	19	19
Less discrimination	12	12	12
Other. Please specify	19	19	19

# DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

■ No ■ Yes

Items			No	Yes
34. Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known it would cause offence or harm. It comprises any objectionable act, comment or display that bullies, demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat.				
Have you personally experienced workplace harassment in the last 12 months at the City?			70%	30%

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses			% of those that responded Yes to Q. 34	Count
Personal harassment: disrupts the employee's workplace with repeated, hostile or unwelcome comments, bullying, actions or gestures. It affects an employee's dignity and psychological or physical well-being. Harassment can involve written material, spoken communication, and physical behaviour.			81	25
Sexual harassment: speech or behaviours that includes unwelcome sexual advances, jokes and innuendos, requests, physical contact, or gestures. With these words or behaviours may be an implied or expressed threat of punishment and refusing to comply, or inducement of reward for agreeing to comply.			6	2
Abuse of authority: improperly taking advantage of a position of authority to endanger an employee's job, undermine an employee's job performance, threaten an employee's livelihood or interfere with or influence his/her career. It may include but is not limited to behaviour such as yelling, belittling, bullying, reprimanding in front of other staff or withholding information that an employee needs to perform duties.			55	17
Other. Please Specify			23	7

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

**NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%**

Responses		% of those that responded Yes to Q. 34	Count
Subordinate(s) in your work unit	16	16	5
Co-worker(s) in your work unit	29	29	9
Immediate supervisor(s)	32	32	10
The person your immediate supervisor reports to or above in your work unit	19	19	6
Co-worker(s) from other areas	35	35	11
Employee(s) in another department	19	19	6
Member of the public (e.g., citizens, customers, contractor, service provider)	6	6	2
Other. Please Specify	13	13	4

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

No  Yes

Items		No	Yes
37. Discrimination means treating people negatively, adversely or not fairly based on the categories below. This treatment can be public or done quietly through actions, words, pictures or written material.	83		17
Have you personally experienced discrimination in the workplace during the last 12 months at the City?		83%	17%



5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Race	6	6	1
Place of origin	18	18	3
Ancestry	0	0	0
Colour	0	0	0
Religion	0	0	0
Age	53	53	9
Gender being male, female or transgender.	71	71	12
Gender Identity (A person's internal, individual experience of gender, which may not coincide with the sex assigned to them at birth. A person may have a sense of being a woman, a man, both, or neither. Gender identity is not the same as sexual orientation.)	0	0	0
Gender Expression (The varied ways in which a person expresses their gender, which can include a combination of dress, grooming, demeanour, social behaviour and other factors.)	12	12	2
Marital status	18	18	3
Family status	12	12	2
Physical disability	0	0	0
Mental disability	24	24	4
Sexual orientation	0	0	0
Source of Income (Includes any income that attracts a social stigma to its recipients, for example, social assistance, disability pension, and income supplements for seniors.)	0	0	0
Other. Please Specify.	0	0	0


6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

NOTE: EMPLOYEES COULD SELECT MORE THAN ONE CHOICE, THEREFORE % TOTAL IS GREATER THAN 100%

Responses		% of those that responded Yes to Q. 37	Count
Subordinate(s) in your work unit	0	0	0
Co-worker(s) in your work unit	29	29	5
Immediate supervisor(s)	18	18	3
The person your immediate supervisor reports to or above in your work unit	47	47	8
Co-worker(s) from other areas	47	47	8
Employee(s) in another department	18	18	3
Member of the public (e.g., citizens, customers, contractor, service provider)	12	12	2
Other. Please Specify.	12	12	2


7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

■ No ■ Yes

Items		No	Yes
40. Have you witnessed workplace harassment or discrimination against another person at work in the City during the last 12 months?		64%	36%

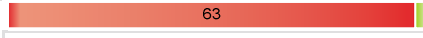
8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

■ No ■ Yes ■ Answered 'No' to questions 34, 37, and 40

Items		No	Yes
41. If you answered YES to either experiencing harassment or discrimination, or witnessing harassment or discrimination (questions 34, 37, and 40), did you tell someone who could do something about the situation(s)?		20%	34%

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?


■ No ■ Yes

Items		No	Yes
42. If you answered YES to telling someone, did you witness a response or change to address the situation(s)?		63%	37%

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

■ No ■ Yes, First Nations (Status) ■ Yes, First Nations (Non-Status) ■ Yes, Inuit ■ Yes, Métis ■ Yes, Other. Please specify.

Items		No	Yes, First Nations (Status)	Yes, First Nations (Non-Status)	Yes, Inuit	Yes, Métis	Yes, Other. Please specify.
43. According to Statistics Canada, Indigenous People are Inuit, Métis or First Nations (Status or Non-Status). Do you consider yourself to be Indigenous?		97%	0%	1%	0%	1%	1%

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

No  Yes

Items		No	Yes
44. According to Statistics Canada, visible minorities are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as previously defined). Do you consider yourself to be a visible minority person?			
		85%	15%

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

No  Yes

Items		No	Yes
46. A person with a disability has a long term or recurring physical, mental, sensory, developmental, or learning impairment that may impact daily functioning. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.  Do you consider yourself to be a person with a disability?			
		93%	7%

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY?  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

No  Yes

Items		No	Yes
49. Do you identify as bisexual, gay, lesbian, transgender, two-spirit, or questioning?		94%	6%

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

No  Yes

Items		No	Yes
50. Do you currently use some type of child care in order to attend work?		79%	21%

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Yes, Child Daycare Centre  Yes, Private Day Home  Yes, Family  Yes, Private, in-home care giver

Items		Yes, Child Daycare Centre	Yes, Private Day Home	Yes, Family	Yes, Private, in-home care giver
51. If yes; which of the following do you use most often? (choose one)		36%	23%	32%	9%

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

■ Home ■ Work

Items		Home	Work
52. Is your preference to have child care near your home or work?		77%	23%

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

■ No ■ Yes

Items		No	Yes
53. If you had a mental health issue would you know where to get help?		31%	69%

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

■ No ■ Yes

Items		No	Yes
54. Do you participate in external volunteer activities in your community? This includes any unpaid help you provided to schools, religious organizations, sports or community associations, etc. not related to the City of Edmonton as your employer.		42%	58%

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 60  
Total Responses: 60

Branch: Real Estate Housing  
Gender: Female

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	25	22	53	25%	22%	53%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	17	22	61	17%	22%	61%
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	25	22	53	25%	22%	53%
2. I am proud to tell others I work for the City.	10	17	73	10%	17%	73%
3. The City inspires me to do my best work.	20	23	57	20%	23%	57%
4. I would recommend the City to a friend as a great place to work.	13	18	68	13%	18%	68%
5. My job provides me with a sense of personal accomplishment.	12	22	67	12%	22%	67%
6. I can see a clear link between my work and the City's long-term vision.	19	32	49	19%	32%	49%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>19%</b>	<b>17%</b>	<b>63%</b>
9. Cooperation with different parts of the City is encouraged.		15%	12%	73%
7. Customer service is a primary focus at the City.		14%	27%	59%
22. Employees in my branch work as though they are part of a team.		30%	19%	51%
8. I feel that my work contributes to the success of the City.		12%	8%	80%
32. In general, information in the City is communicated well.		20%	17%	63%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		28%	16%	57%
30. In my job, I make a difference every day.		15%	24%	61%
27. In my workplace, we regularly communicate about the importance of customer service.		38%	20%	42%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	15%	68%
15. My immediate supervisor involves me in decisions that affect my work.		15%	13%	72%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		18%	10%	72%
16. My immediate supervisor recognizes me when I do a good job.		12%	13%	75%
6. I can see a clear link between my work and the City's long-term vision.		19%	32%	49%

# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>17%</b>	<b>19%</b>	<b>64%</b>
29. At work, I have the opportunity to do what I do best every day.		22%	22%	56%
31. I feel respected by co-workers in my workplace.		16%	17%	67%
25. I have the materials and equipment I need to do my job effectively.		15%	19%	66%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		27%	16%	57%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		30%	21%	49%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		18%	28%	54%
26. I receive enough training to do my job effectively.		17%	17%	66%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	5%	74%
28. Most of my work is rewarding.		14%	20%	66%
12. My career aspirations can be achieved at the City.		18%	32%	50%
19. My immediate supervisor demonstrates a commitment to safety.		5%	20%	75%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	20%	62%
13. My immediate supervisor seems to care about me as a person.		10%	12%	78%
10. The City is committed to maintaining a healthy and safe working environment.		7%	13%	80%



# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		15%	13%	72%
13. My immediate supervisor seems to care about me as a person.		10%	12%	78%
14. My immediate supervisor encourages me to offer my opinions and ideas.		17%	15%	68%
15. My immediate supervisor involves me in decisions that affect my work.		15%	13%	72%
16. My immediate supervisor recognizes me when I do a good job.		12%	13%	75%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		21%	5%	74%
18. My immediate supervisor gives me useful feedback on the work I do.		18%	20%	62%
19. My immediate supervisor demonstrates a commitment to safety.		5%	20%	75%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		18%	10%	72%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		15%	10%	75%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	33	33	20
Very happy to be a city employee	37	37	22
Improved physical work environment	3	3	2
Make my workplace less stressful	38	38	23
I have more work than I can handle	22	22	13
Work pressures are very stressful	23	23	14
Need to effectively address difficult situations at work	40	40	24
More appreciation and recognition for my contributions	23	23	14
Changes at the city cause workplace stress	35	35	21
Clearer performance expectations	20	20	12
More day-to-day coaching and feedback on my performance	10	10	6
More career development opportunities	28	28	17
More teamwork	25	25	15
More equitable treatment of employees	40	40	24
More involvement in decisions	20	20	12
Better 2-way communication between management and staff	37	37	22
Better access to information	25	25	15
More respectful workplace	37	37	22
Stop colleagues from harassing each other	20	20	12
Clearer long-term direction	17	17	10
Less discrimination	17	17	10
Other. Please specify	23	23	14

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMEANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY:

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp) )PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions

# Snapshot Report

## City of Edmonton Employee Engagement and Diversity Survey

Total Valid Responses: 47  
Total Responses: 47

Branch: Real Estate Housing  
Gender: Male

### Job Satisfaction

1. 1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB AT THE PRESENT TIME.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	9	19	72
	9%	19%	72%

### Engagement

1. 2. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

Unfavourable Neutral Favourable

Items	Unfavourable	Neutral	Favourable
<b>Overall Results</b>	<b>7</b>	<b>14</b>	<b>79</b>
	<b>7%</b>	<b>14%</b>	<b>79%</b>
1. Considering everything, please rate your level of satisfaction with your current job at the present time.	9	19	72
	9%	19%	72%
2. I am proud to tell others I work for the City.	2	13	85
	2%	13%	85%
3. The City inspires me to do my best work.	9	24	67
	9%	24%	67%
4. I would recommend the City to a friend as a great place to work.	4	7	89
	4%	7%	89%
5. My job provides me with a sense of personal accomplishment.	9	11	81
	9%	11%	81%
6. I can see a clear link between my work and the City's long-term vision.	9	11	81
	9%	11%	81%

# Culture

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
<b>Overall Results</b>		<b>8%</b>	<b>14%</b>	<b>79%</b>
9. Cooperation with different parts of the City is encouraged.		9%	15%	77%
7. Customer service is a primary focus at the City.		5%	23%	73%
22. Employees in my branch work as though they are part of a team.		15%	23%	62%
8. I feel that my work contributes to the success of the City.		0%	7%	93%
32. In general, information in the City is communicated well.		11%	15%	74%
33. In my branch, information is widely shared so that everyone can get the required information when it's needed.		13%	11%	77%
30. In my job, I make a difference every day.		9%	21%	70%
27. In my workplace, we regularly communicate about the importance of customer service.		9%	24%	67%
14. My immediate supervisor encourages me to offer my opinions and ideas.		2%	7%	91%
15. My immediate supervisor involves me in decisions that affect my work.		2%	13%	85%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	4%	89%
16. My immediate supervisor recognizes me when I do a good job.		9%	9%	83%
6. I can see a clear link between my work and the City's long-term vision.		9%	11%	81%



# Workplace

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	14%	81%
29. At work, I have the opportunity to do what I do best every day.		11%	15%	74%
31. I feel respected by co-workers in my workplace.		0%	15%	85%
25. I have the materials and equipment I need to do my job effectively.		9%	11%	80%
24. I have trust and confidence in my Branch's leadership team's ability to achieve the City's goals.		6%	17%	77%
23. I have trust and confidence in my Department's leadership team's ability to achieve the City's goals.		7%	20%	74%
11. I have trust and confidence in the City Manager and Deputy City Managers' (CLT) ability to achieve the City's goals.		6%	23%	70%
26. I receive enough training to do my job effectively.		6%	13%	81%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		9%	4%	87%
28. Most of my work is rewarding.		4%	17%	79%
12. My career aspirations can be achieved at the City.		6%	21%	72%
19. My immediate supervisor demonstrates a commitment to safety.		2%	7%	91%
18. My immediate supervisor gives me useful feedback on the work I do.		4%	15%	81%
13. My immediate supervisor seems to care about me as a person.		2%	11%	87%
10. The City is committed to maintaining a healthy and safe working environment.		2%	2%	96%

# Immediate Supervisor

1. READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable 
 ■ Neutral 
 ■ Favourable

Items		Unfavourable	Neutral	Favourable
Overall Results		5%	9%	86%
13. My immediate supervisor seems to care about me as a person.		2%	11%	87%
14. My immediate supervisor encourages me to offer my opinions and ideas.		2%	7%	91%
15. My immediate supervisor involves me in decisions that affect my work.		2%	13%	85%
16. My immediate supervisor recognizes me when I do a good job.		9%	9%	83%
17. In the last 6 months, my immediate supervisor has talked to me formally about my performance. (a specific conversation about my job performance)		9%	4%	87%
18. My immediate supervisor gives me useful feedback on the work I do.		4%	15%	81%
19. My immediate supervisor demonstrates a commitment to safety.		2%	7%	91%
20. My immediate supervisor is open to receiving my input on how to improve work processes.		7%	4%	89%
21. My immediate supervisor allows me to try out new ideas to improve my work processes.		4%	13%	83%

## Management Team

2. 56. PLEASE SELECT THE THEME(S) THAT BEST DESCRIBE(S) THE COMMENT YOU PREVIOUSLY MADE. PLEASE SELECT ALL THAT APPLY.

Responses		Frequency	Count
Satisfied with my job and the workplace	55	55	23
Very happy to be a city employee	36	36	15
Improved physical work environment	10	10	4
Make my workplace less stressful	21	21	9
I have more work than I can handle	19	19	8
Work pressures are very stressful	14	14	6
Need to effectively address difficult situations at work	17	17	7
More appreciation and recognition for my contributions	12	12	5
Changes at the city cause workplace stress	19	19	8
Clearer performance expectations	12	12	5
More day-to-day coaching and feedback on my performance	5	5	2
More career development opportunities	12	12	5
More teamwork	21	21	9
More equitable treatment of employees	14	14	6
More involvement in decisions	12	12	5
Better 2-way communication between management and staff	26	26	11
Better access to information	14	14	6
More respectful workplace	12	12	5
Stop colleagues from harassing each other	0	0	0
Clearer long-term direction	21	21	9
Less discrimination	5	5	2
Other. Please specify	12	12	5

## DISCRIMINATION/HARASSMENT

1. 34. HARASSMENT IS ANY IMPROPER CONDUCT BY AN INDIVIDUAL, THAT IS DIRECTED AT AND OFFENSIVE TO ANOTHER PERSON OR PERSONS IN THE WORKPLACE, AND THAT THE INDIVIDUAL KNEW OR OUGHT REASONABLY TO HAVE KNOWN IT WOULD CAUSE OFFENCE OR HARM. IT COMPRISES ANY OBJECTIONABLE ACT, COMMENT OR DISPLAY THAT BULLIES, DEMAANS, BELITTLES, OR CAUSES PERSONAL HUMILIATION OR EMBARRASSMENT, AND ANY ACT OF INTIMIDATION OR THREAT.

HAVE YOU PERSONALLY EXPERIENCED WORKPLACE HARASSMENT IN THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

2. 35. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE THE TYPE OF HARASSMENT YOU EXPERIENCED AS A CITY EMPLOYEE. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

3. 36. IF YOU ANSWERED YES TO QUESTION 34, PLEASE INDICATE WHO WAS HARASSING YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 37. DISCRIMINATION MEANS TREATING PEOPLE NEGATIVELY, ADVERSELY OR NOT FAIRLY BASED ON THE CATEGORIES BELOW. THIS TREATMENT CAN BE PUBLIC OR DONE QUIETLY THROUGH ACTIONS, WORDS, PICTURES OR WRITTEN MATERIAL.

HAVE YOU PERSONALLY EXPERIENCED DISCRIMINATION IN THE WORKPLACE DURING THE LAST 12 MONTHS AT THE CITY?

Results are not displayed due to confidentiality restrictions

5. 38. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE THE TYPE OF DISCRIMINATION YOU EXPERIENCED AS A CITY EMPLOYEE: (TO VIEW THE DESCRIPTION OF THE PROTECTED GROUNDS VISIT [HTTP://WWW.ALBERTAHUMANRIGHTS.AB.CA/EMPLOYMENT.ASP](http://www.albertahumanrights.ab.ca/employment.asp)) PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 39. IF YOU ANSWERED YES TO QUESTION 37, PLEASE INDICATE WHO DISCRIMINATED AGAINST YOU. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 40. HAVE YOU WITNESSED WORKPLACE HARASSMENT OR DISCRIMINATION AGAINST ANOTHER PERSON AT WORK IN THE CITY DURING THE LAST 12 MONTHS?

Results are not displayed due to confidentiality restrictions

8. 41. IF YOU ANSWERED YES TO EITHER EXPERIENCING HARASSMENT OR DISCRIMINATION, OR WITNESSING HARASSMENT OR DISCRIMINATION (QUESTIONS 34, 37, AND 40), DID YOU TELL SOMEONE WHO COULD DO SOMETHING ABOUT THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

9. 42. IF YOU ANSWERED YES TO TELLING SOMEONE, DID YOU WITNESS A RESPONSE OR CHANGE TO ADDRESS THE SITUATION(S)?

Results are not displayed due to confidentiality restrictions

## Diversity

1. 43. ACCORDING TO STATISTICS CANADA, INDIGENOUS PEOPLE ARE INUIT, MÉTIS OR FIRST NATIONS (STATUS OR NON-STATUS). DO YOU CONSIDER YOURSELF TO BE INDIGENOUS?

Results are not displayed due to confidentiality restrictions

2. 44. ACCORDING TO STATISTICS CANADA, VISIBLE MINORITIES ARE PERSONS NON-WHITE IN COLOUR/RACE, REGARDLESS OF PLACE OF BIRTH (OTHER THAN INDIGENOUS PERSONS, AS PREVIOUSLY DEFINED). DO YOU CONSIDER YOURSELF TO BE A VISIBLE MINORITY PERSON?

Results are not displayed due to confidentiality restrictions

3. 45. IF YOU INDICATED "YES" IN THE LAST QUESTION, PLEASE INDICATE YOUR GROUP(S) ACCORDING TO THE FOLLOWING STATISTICS CANADA CATEGORIES. PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

4. 46. A PERSON WITH A DISABILITY HAS A LONG TERM OR RECURRING PHYSICAL, MENTAL, SENSORY, DEVELOPMENTAL, OR LEARNING IMPAIRMENT THAT MAY IMPACT DAILY FUNCTIONING. THIS DEFINITION ALSO INCLUDES PERSONS WHOSE FUNCTIONAL LIMITATIONS OWING TO THEIR IMPAIRMENT HAVE BEEN ACCOMMODATED IN THEIR CURRENT JOB OR WORKPLACE.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

Results are not displayed due to confidentiality restrictions

5. 47. IF YOU ARE A PERSON WITH A DISABILITY, WHAT IS THE NATURE OF YOUR DISABILITY? PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

6. 48. PLEASE INDICATE YOUR RELIGIOUS OR SPIRITUAL AFFILIATION.  
PLEASE SELECT ALL THAT APPLY.

Results are not displayed due to confidentiality restrictions

7. 49. DO YOU IDENTIFY AS BISEXUAL, GAY, LESBIAN, TRANSGENDER, TWO-SPIRIT, OR QUESTIONING?

Results are not displayed due to confidentiality restrictions

## Final

1. 50. DO YOU CURRENTLY USE SOME TYPE OF CHILD CARE IN ORDER TO ATTEND WORK?

Results are not displayed due to confidentiality restrictions

2. 51. IF YES; WHICH OF THE FOLLOWING DO YOU USE MOST OFTEN? (CHOOSE ONE)

Results are not displayed due to confidentiality restrictions

3. 52. IS YOUR PREFERENCE TO HAVE CHILD CARE NEAR YOUR HOME OR WORK?

Results are not displayed due to confidentiality restrictions

4. 53. IF YOU HAD A MENTAL HEALTH ISSUE WOULD YOU KNOW WHERE TO GET HELP?

Results are not displayed due to confidentiality restrictions

5. 54. DO YOU PARTICIPATE IN EXTERNAL VOLUNTEER ACTIVITIES IN YOUR COMMUNITY? THIS INCLUDES ANY UNPAID HELP YOU PROVIDED TO SCHOOLS, RELIGIOUS ORGANIZATIONS, SPORTS OR COMMUNITY ASSOCIATIONS, ETC. NOT RELATED TO THE CITY OF EDMONTON AS YOUR EMPLOYER.

Results are not displayed due to confidentiality restrictions