# 2024
# Equity, Diversity, and Inclusion
## Insight Survey Report

# Land Acknowledgement

CIP respectfully acknowledges that our office is located on the unceded territory of the Anishinaabe Algonquin Nation. CIP values the ongoing stewardship of all First Nations, Inuit, and Métis peoples.

This report was prepared by **Inclusivity Insight.**

Inclusivity is a BIPOC-owned, Canadian firm that helps build stronger, more inclusive organizations. Through our practical, data-informed solutions, we help clients embed equity, diversity and inclusion (EDI) in their workplace and the programs and services they deliver.

Inclusivity was founded in 2016 and has grown to become Canada's leading provider of practical, data-informed EDI solutions. Over the past five years, Inclusivity has conducted dozens of organizational assessments, including audits, data analytics, surveys and consultations, and has reached thousands of employees and leaders through various training, e-learning and coaching programs.

Our team brings a uniquely diverse set of skills and experience including Data Science, HR, Business and EDI professionals to deliver impartial third-party expertise. Through our comprehensive suite of consulting services, interactive workshops and data analytics we help organizations, at any stage of their EDI journey. We drive sustainable change, whether that's the systems and processes that shape how we work or the behaviours of the employees and leaders who bring the culture to life. Our goal is to set organizations up for success and support with expertise as needed.

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# A Message from CIP's President

Over the past three years, our organization has profoundly transformed, largely driven by our 2022-2027 Strategic Plan—1,835 Days of Impact—and its associated initiatives. This period of change has been marked by a focused effort to enhance our commitment to equity, diversity, and inclusion (EDI), which remains a priority in our work to support the planning profession.

We are therefore pleased to announce the release of the 2024 EDI Insight Survey Report. This important document provides updated data on member demographics and offers valuable insights into our members' experiences of inclusion and belonging within the planning profession.

This data will inform our strategies to improve representation across the profession—cultivating an environment where all members feel valued and supported—and help shape future learning opportunities and resource development. Additionally, the findings from this survey will be instrumental in shaping an updated EDI Roadmap, which is a key tool in guiding our ongoing efforts. The future roadmap ideally will follow other organizations by including accessibility into the conversation, based on survey results showing that greater supports are needed for people with disabilities and neurodivergence.

Our current EDI Roadmap has already played a significant role in shaping the trajectory of our Institute. This includes our Vision for inclusive and vibrant communities that are respectfully connected to the natural world, ensuring the well-being of both current and future generations; and our Mission to support our members, add value to the broader Canadian planning ecosystem, and advocate on key issues to achieve a greater collective impact – including the values of EDI.

As we move forward, we remain steadfast in our dedication to fostering a planning profession that champions equity, diversity, inclusion, and accessibility, and we look forward to the continued progress that these efforts will bring.

**Dan Huang RPP, MCIP**
President, Canadian Institute of Planners

# Canadian Institute of Planners' (CIP) Commitment to Equity, Diversity, and Inclusion

Equity, diversity, and inclusion (EDI) is a core element of our 2022-2027 Strategic Plan—1,835 Days of Impact. Through that, we have made efforts to advance EDI across the organization, including in how we engage with our membership and the larger planning ecosystem. However, CIP's commitment to EDI predates our current Strategic Plan, having launched our first EDI Roadmap in 2020 and EDI Insight Survey in 2021 (both developed with Inclusivity/HRx).

CIP's EDI Roadmap offered the first structured, measurable, and systematic framework for embedding EDI into the Institute and throughout the profession. It identifies four areas of focus: leadership commitment, education & communication, systemic changes, and sustainment. Additionally, it organizes our work into three key areas, providing the foundation for institutional change and progress:

**Leaders**: Representing the diversity of our communities in the organization's leadership

**Members**: Supporting inclusive workplace and planning practices for professionals

**Communities**: Advocating for social equity in planning for our diverse communities

# Canadian Institute of Planners' (CIP) Commitment to Equity, Diversity, and Inclusion

The results of the first EDI Insight Survey, which documented member demographics and feelings of inclusion and belonging across both CIP and the Provincial and Territorial Institutes and Associations (PTIAs), were informative for many levels of the Canadian planning profession. We learned that the profession lacks diversity in certain regards, and that several marginalized groups[1] indicated a lower score related to their feelings of inclusion. What was made clearest is that we still had significant work to do to build a profession that is truly representative of the communities it serves and an Institute that feels fully inclusive to all.

The EDI Roadmap and the first EDI Insight Survey inspired CIP to translate words into action: in the years since these projects, CIP has delivered on several EDI initiatives related to improving our governance, supporting awards and funding opportunities for equity-deserving individuals, developing partnerships, and providing members with focused learning opportunities.

Recognizing that evaluation and reflection must be continuous processes to truly evolve as an Institute and profession, we began work on the second EDI Insight Survey in January 2024, determined to track CIP's progress since 2021, define the current state of EDI in the Institute, and further inform our aspirations. These commitments have brought us to this point – the launch of the 2024 EDI Insight Survey Report.

[1] The membership groups who ranked lower scores of inclusion are those who identify as people of colour, Indigenous, people with disabilities, LGBTQ+, and/or immigrants.

# EDI Matters: How Equity, Diversity, and Inclusion are Embedded Across the Institute

CIP and the Canadian planning profession have a responsibility to serve the public interest. Applying an EDI perspective in all aspects of planning is essential to challenge and address systemic racism and discrimination in the governance systems, practices, and policies that planners help to develop, shape, and execute. Here are some of the ways that CIP continues to lead in this space and support our members in championing these principles:

**Leaders**: Representing the diversity of our communities in the organization's leadership

By focusing on the CIP Board, senior leadership, and collaboration with industry leaders, the Roadmap has embedded EDI principles into all organizational processes. As a signatory of Canada's 50-30 Challenge, CIP commits to gender parity and the representation of equity-deserving groups within its leadership. This is even embedded into the objectives of the current Strategic Plan. CIP's leadership also participated on the federal Technical Committee of the Challenge in 2023 to help guide certification metrics. Additionally, all staff and the Board of Directors are required to complete the federal Gender-Based Analysis Plus (GBA+) course to ensure CIP's initiatives are inclusive and considerate of diverse experiences.

**Members**: Supporting inclusive workplace and planning practices for professionals

CIP is committed to promoting EDI by supporting planning students and professionals. The CIP Diversity Impact Bursaries, administered through the CIP/ICU Planning Student Trust Fund, along with the Ages Foundation Diversity Impact Bursary, help Black students and students of colour enter the planning profession. CIP has also taken measures to ensure greater diversity in conference programming with the inclusion of cultural performances and other sessions at recent conferences (e.g. the "From Africville to Beechville – Recasting Planning to foster Equity, Diversity, and Inclusion" keynote at the 2023 national conference) that are focused on the planning profession's role in fostering an equitable future. These learning opportunities have contributed to 553.75 EDI-focused Continuous Professional Learning Units awarded in 2023. Additionally, the BIPOC Breakfast has become an anticipated annual conference networking event, and the Inclusion Fund, supported by CIP and Urban Strategies Inc., enables more equity-deserving individuals to attend the national conference each year.

**Communities**: Advocating for social equity in planning for our diverse communities

CIP recognizes the role of planners in shaping communities and addressing historical injustices. To advocate for change and promote inclusion, CIP actively engages in projects and dialogues across the country and around the world. This includes being an active partner in Mobilizing Justice and supporting the Ontario Professional Planners Institute's Anti-Black Racism in Planning Task Force. CIP also collaborates with the Provincial and Territorial Institutes and Associations to champion EDI principles, such as our collaborative work supporting Black History Month. Similarly, CIP recognizes International Women's Day and Pride Month – emphasizing the need for safe, inclusive spaces, and policies in planning. CIP also partnered with Jay Pitter Placemaking, York University's Institute for Social Research, and other community foundations on the Being Black in Public Survey, and with the National Capital Commission on "Urbanism Lab: The Inclusive Capital."

# Reconciliation: Why Planners Are Essential on this Journey

Our actions to support EDI involve the recognition that the planning profession is interconnected with the process of reconciliation. CIP has advanced our efforts toward reconciliation, envisioning a future in which reconciliation is meaningfully embedded in planning practices and where planners build respectful relationships with Indigenous peoples.

To learn more about how CIP has taken action toward reconciliation, please read <u>Reconciliation: Why Planners are Essential on this Journey</u>.

## Continuing Our Commitments

CIP will use the results of the 2024 EDI Insight Survey to help direct our next steps in building a more inclusive organization and equitable profession. This includes an upcoming review and update to the EDI Roadmap, as well as the development of our Reconciliation Action Plan, which are both set to launch in 2025.

# Key Insights and Survey Methods

The 2024 EDI Insight Survey results show both areas of growth and areas where continued improvement is needed. For example, while most respondents reported a favourable overall inclusion score, and an improved perception of Belonging and Leadership Commitment, there remain significant concerns from marginalized groups [2] about representation and their perception of Voice. The survey also underscores the need for greater racial diversity in the Institute's leadership, better support for marginalized planners, and more accessible financial and educational resources.

Despite these challenges, however, the data suggests that there is strong support for CIP's ongoing equity, diversity, and inclusion efforts.

**From the EDI Insight Survey, seven Key Insights emerged (see Appendix for additional data):**

> **1. The majority of members who responded to the EDI Insight Survey identified as White and Millennials. (Appendix p. 18)**
>
> Based on the sample of members who participated in the EDI Insight Survey, the largest group of respondents based on race and age were White people (67.9%) and Millennials (those who are 30 to 44 years old as of the date of this report) (42.0%).

[2] The marginalized groups identified in this Key Insight include those based on race, gender, sexuality, disability, and neurodiversity. Please see Key Insight 4 for more explanation.

**2. Overall, members rated their experience at CIP as higher than average in terms of inclusion. (Appendix p. 22)**

Members reported a higher-than-average inclusion score of 73.3%, with Belonging scoring highest, and Voice scoring lowest on the EDI Insight Survey. Based on Inclusivity's benchmark, organizations typically achieve between 60% to 80% as their inclusion score, with 60% indicating a low inclusion score and 80% indicating a high score.

**3. Compared to the data from 2021, CIP saw improvements in members' perception around Belonging and Leadership Commitment, and a decline in their perception of Voice. (Appendix p. 23)**

Open-ended comments suggest that greater efforts are needed to amplify the voices of marginalized planners, particularly Indigenous planners. This includes making safe spaces for these groups to openly share their opinions, provide feedback, and have a say in shaping policies and the work done by CIP. Low scores on statements related to Voice suggest that a lack of diverse representation may be a barrier to members feeling comfortable speaking up and sharing ideas.

**4. Most marginalized groups scored significantly lower on the EDI Insight Survey based on race, gender, sexuality, disability and neurodiversity. (Appendix p. 25)**

Open-ended comments suggest that those with a disability require greater accommodations, including closed captioning for presentations and larger text and audio recordings for online publications. Black members desire more diverse representation and better engagement with racially diverse groups. People with diverse sexualities desire more diversity and celebration of 2SLGBTQ+ planners. One comment mentioned the need for a 2SLGBTQ+ planner mentorship program, and more education on non-binary identities, use of gender-neutral pronouns, and queer and trans issues.

**5. Lack of diversity – specifically racial diversity – was a prominent theme in the open-ended comments. (Appendix p. 32)**

Open-ended comments highlight that there is a lack of racial diversity in the organization, especially on the Board, conference panels, and in executive positions. This leaves members of colour feeling unrepresented and unheard. Members desire more ways for the experiences of diverse members to be shared and celebrated. This includes promotion at webinars, conferences, and events.

**6. Socio-economic factors such as lower salary ranges, being unemployed, or being a planner who is early in their career impacted members' perception about CIP and resulted in lower inclusion scores. (Appendix p. 33)**

Comments from these groups indicated that candidates and planners starting their careers face financial barriers. This includes professional fees that make it challenging to enter the profession, especially when financial support from an employer is not guaranteed. Financial constraints also pose barriers to attending conferences and accessing educational opportunities. Respondents desire more bursaries and scholarships for members who face financial barriers, as well as more accessible educational opportunities that are free and offered online.

**7. The majority of survey respondents expressed support for EDI efforts at CIP and signalled a desire for continuous and accessible educational opportunities. (Appendix p. 38)**

84.1% of survey respondents agreed with the statement "I support CIP's effort to be equitable, diverse and inclusive." Open-ended comments revealed that respondents appreciate CIP's EDI initiatives and desire more Indigenous reconciliation education, as well as networking opportunities for marginalized groups.

# Approach

The EDI Insight Survey seeks opinions on the current state of EDI in the organization through an online tool. The survey questions were designed by data analysts, social scientists, and diversity experts. These questions were modified from global inclusion frameworks and through Inclusivity alone have been utilized by over 300,000 respondents.

The results, analyzed by Inclusivity, provide a snapshot of peoples' feelings of inclusion, demographic representation, and additional comments. The aggregate data helps identify barriers and opportunities (behavioural and systemic) for establishing more equitable and inclusive practices across the organization that help to attract, retain and serve diverse groups.

The survey was sent to all members in May 2024 and received 1,017 responses. That represents an 11% response rate. The completion rate was 78.4%. This supports the data as statistically valid with an estimated margin of error of ±3% 19 times out of 20.

**Note**: Qualitative studies such as open-ended survey comments can be difficult to generalize to larger populations as they may be specific or contextual. Therefore, Inclusivity follows a mixed-methods approach that involves gathering quantitative and qualitative data and comparing the data collected from the survey to themes gathered from the open-ended comments. This approach enhances the reliability of the assessment and provides a more comprehensive and balanced picture of the issues under study.

# Methodology: The Inclusion Score

As part of this project, the EDI Insight Survey was designed to collect responses to inclusion statements, demographics data, and open-ended comments from participants. The data from the survey was used to calculate the inclusion score:

▶ The inclusion score is a summary variable representing the average response to all of the inclusion statements in the EDI Insight Survey. The score can be interpreted as an indicator of how people feel overall about the inclusivity of the organization. For example, a score of 70% means that people feel the organization is about 70% as inclusive as it could be.

▶ For each inclusion statement, Inclusivity analyzed the average responses on a 5-point scale which is then transformed into a percentage. The score represents the average support for each of the statements. For example, if a statement scores 87% that means the average support for the statement was 87% of the maximum possible support.

▶ Finally, Inclusivity developed the inclusion scan which uses colours to show significant differences between social groups based on their responses to the survey. To determine whether differences are significant, Inclusivity runs linear models predicting the inclusion-related dependent variable from an individual's social group membership. For multi-category variables, they then conducted follow-up comparisons to assess the differences between groups, comparing each group to the average of all other groups. Differences are considered significant if the p-value associated with the estimated effect is less than 0.05. Groups are coloured light green if their score was significantly higher than other groups and orange if their score was significantly lower than other groups.

● Significantly Higher      ● Within Average      ● Significantly Lower

# Methodology: The Inclusion Scan

Inclusivity categorized the inclusion statements in the survey into the five constructs of inclusion:

**Belonging:** People feel respected, valued, and that they can express themselves authentically. In our survey, belonging statements include '*The language used in communication, policies, and guidelines is inclusive to my identity*'.

**Fairness:** Decisions are made in objective and data-driven ways to create equitable outcomes. In our survey, fairness statements include '*I have been treated fairly as a member*' and '*The qualifications required to become a member do not impose barriers to people who share my identity.*'

**Support:** People are supported in a culture of growth and flexibility where leaders trust their people and accommodate their needs. In our survey, support statements include '*I find the organization's materials and resources relevant to the work I do in my field of practice.*'

**Voice:** People feel like they have a voice and feel comfortable speaking up and sharing ideas. In our survey, voice statements include '*I believe I have an equal opportunity to join the organization's committees and board of directors*' and '*I feel comfortable contacting the organization when I have questions, concerns, or comments.*'

**Leadership Commitment:** Leaders prioritize resources to address inclusion and make EDI strategically significant through planning, management conversations, and targets. We measure Leadership Commitment based on responses to statements such as '*I believe the organization is committed to inclusive practices for all.*'

# Methodology: Qualitative Analysis

Qualitative analysis was used to generate insights from the consultations and qualitative data that was gathered during this project. Qualitative data includes responses to the open-ended questions in the survey.

The methodology for qualitative analysis includes the following steps:

▶ Data preparation: listing comments from the survey

▶ Data review: examining the data for patterns or repeated ideas that emerge

▶ Data coding: based on data review, establishing a set of codes that can be applied to categorize the data such as leadership commitment, lack of diversity, support for EDI work, etc.

▶ Code assignment: going through each comment and assigning a code. New codes can be created if necessary.

▶ Identify themes: linking codes together into cohesive themes

Themes were prioritized based on consistency with the EDI Insight Survey data and frequency of comments.

# Appendix
# Key Insight #1

**1. The majority of members who responded to the EDI Insight Survey identified as White and Millennials.**

Based on the sample of members who participated in the EDI Insight Survey, the largest group of respondents based on race and age were White people (67.9%) and Millennials (those who are 30 to 44 years old as of the date of this report) (42.0%).



**Race**
- Multiracial 3.5%
- Other 1.8%
- PNTA* 7.3%
- POC** 17.4%
- White 67.9%

**Gender**
- PNTA* 4.3%
- Non-Binary 1.7%
- Men 46.3%
- Women 47.7%

**Age**
- Gen Z 7.7%
- Silent 0.8%
- Baby Boomers 16.8%
- Millennials 42.0%
- Gen X 32.7%

Silent: Ages 81 and older
Baby Boomers: Ages 60 to 80
Gen X: Ages 45 to 59
Millennials: Ages 30 to 44
Gen Z: Ages 29 and younger
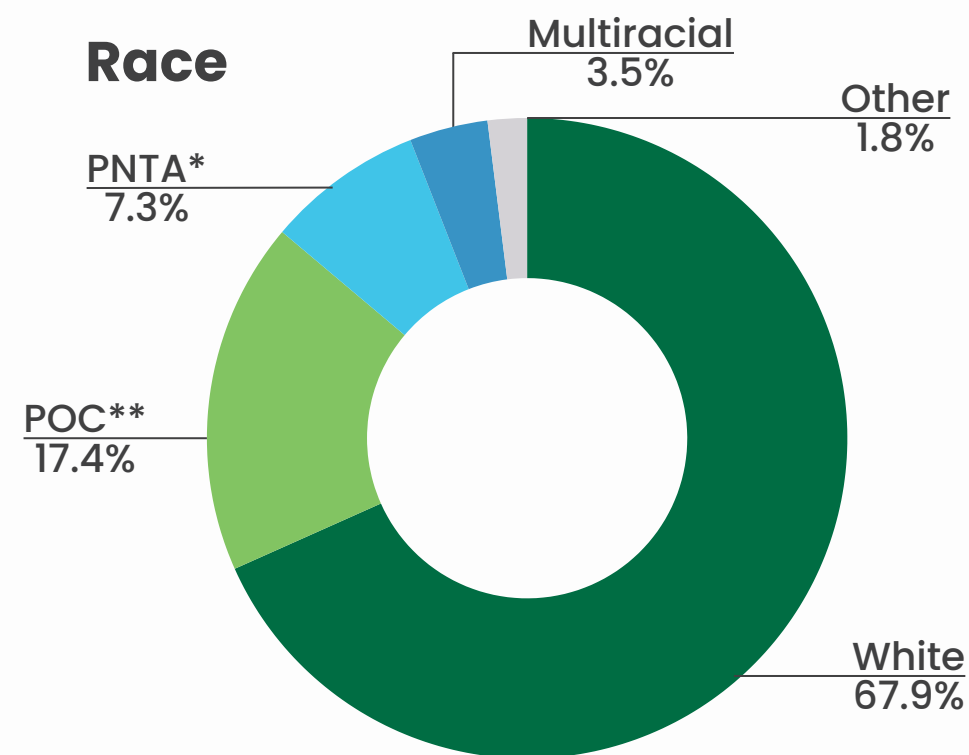
*PNTA: Prefer not to answer
**POC: People of Colour

# 1. The majority of members who responded to the EDI Insight Survey identified as White and Millennials.

The representation of other diverse groups who participated in the survey include immigrants (18.9%), people who do not speak English or French as their first language (12.6%), people with diverse sexuality (12.7%), people with disabilities (9.7%), and people who identify as neurodivergent (13.3%).

Survey participants reflected similar representations of CIP membership. Most participants were active professional planners and the majority of participants were from Ontario, British Columbia and Alberta.

## Professional Status
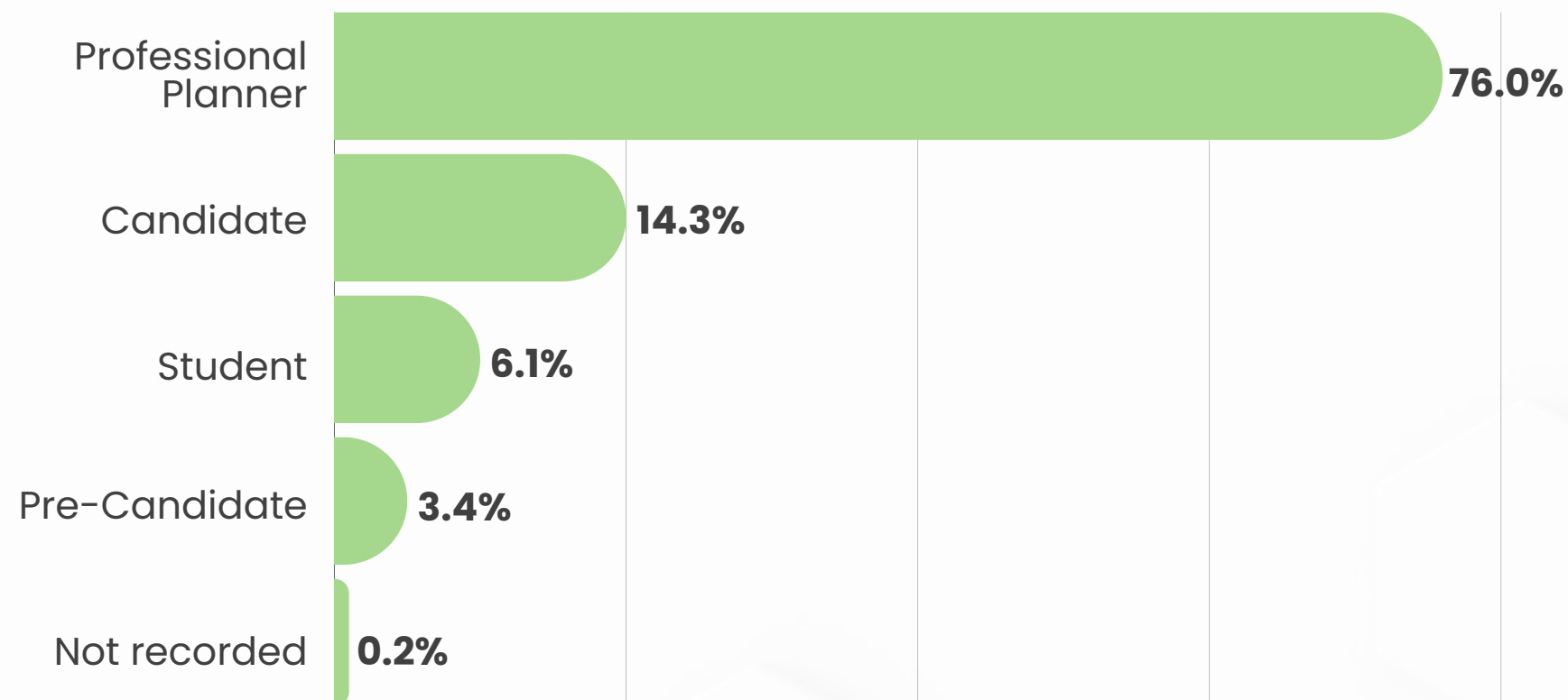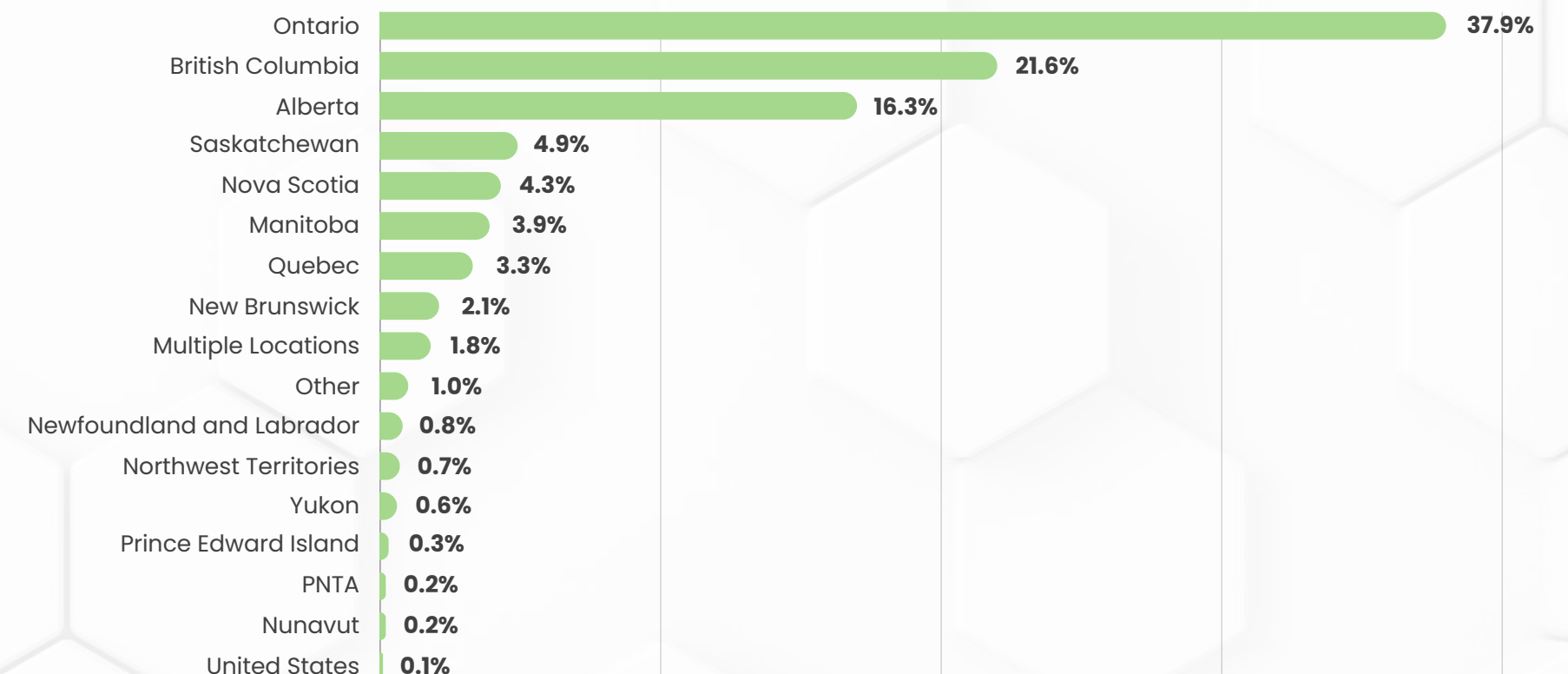
| Status | Percentage |
|---|---|
| Professional Planner | 76.0% |
| Candidate | 14.3% |
| Student | 6.1% |
| Pre-Candidate | 3.4% |
| Not recorded | 0.2% |

## Location

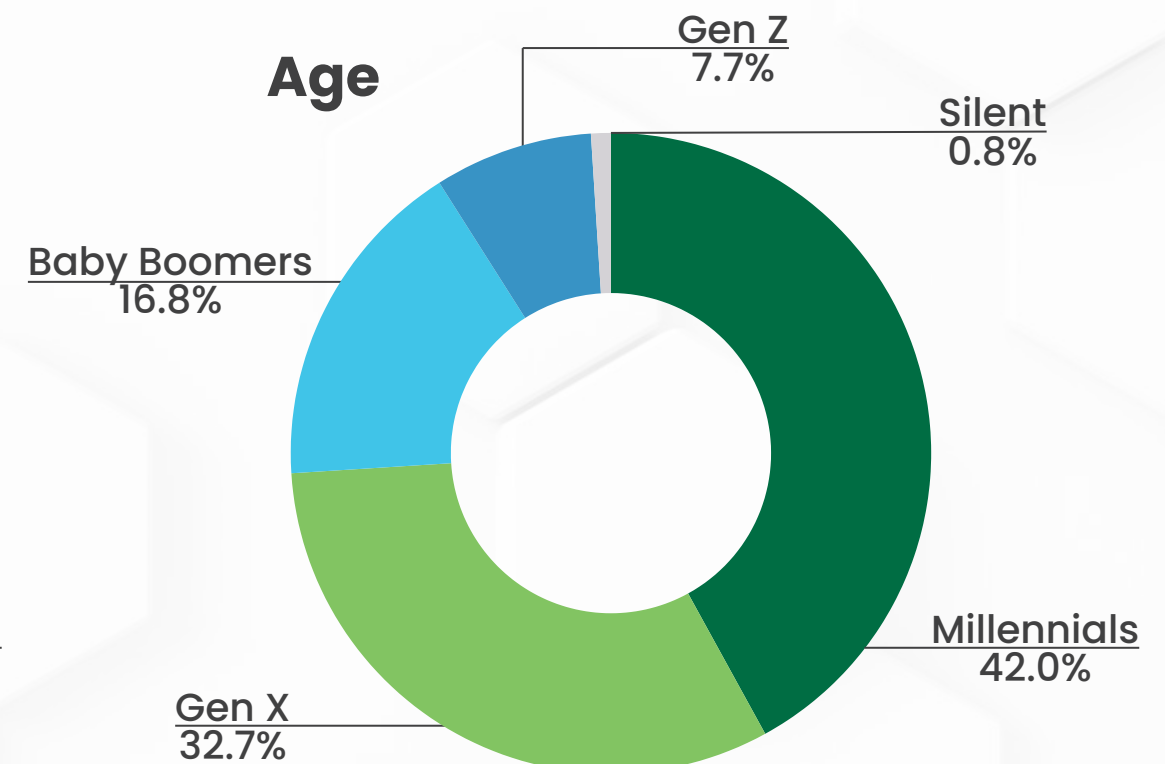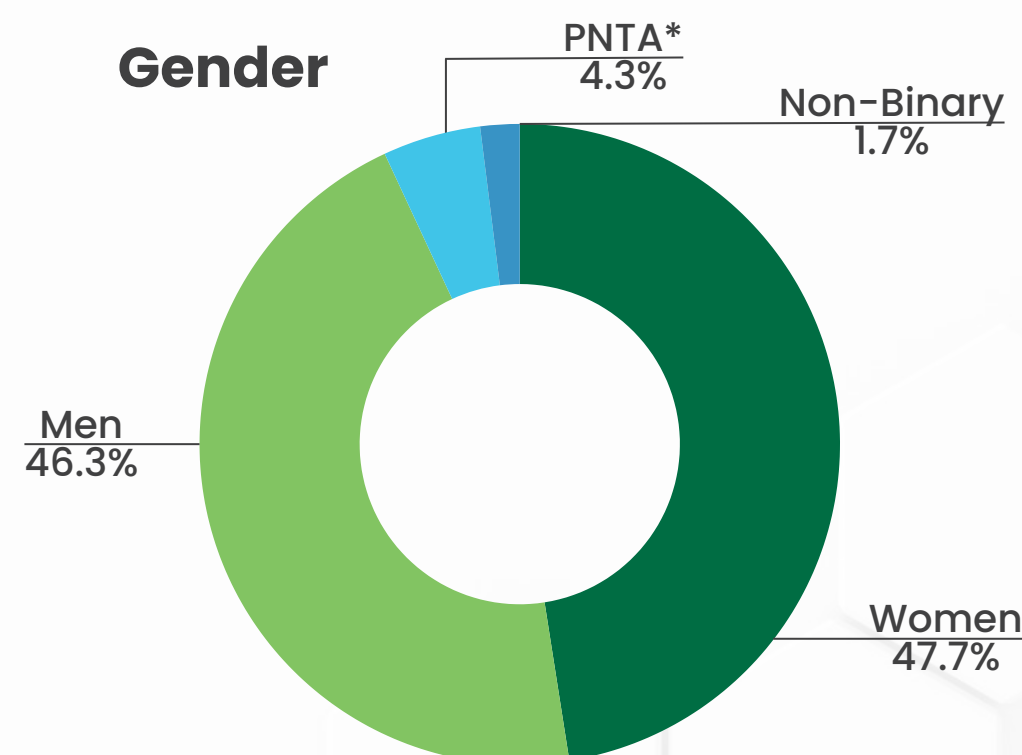| Location | Percentage |
|---|---|
| Ontario | 37.9% |
| British Columbia | 21.6% |
| Alberta | 16.3% |
| Saskatchewan | 4.9% |
| Nova Scotia | 4.3% |
| Manitoba | 3.9% |
| Quebec | 3.3% |
| New Brunswick | 2.1% |
| Multiple Locations | 1.8% |
| Other | 1.0% |
| Newfoundland and Labrador | 0.8% |
| Northwest Territories | 0.7% |
| Yukon | 0.6% |
| Prince Edward Island | 0.3% |
| PNTA | 0.2% |
| Nunavut | 0.2% |
| United States | 0.1% |

# 1. The majority of members who responded to the EDI Insight Survey identified as White and Millennials.

The representation of Indigenous Peoples in membership increased since 2021 while representation of People of Colour declined. The graphs below compares CIP membership to the Canadian populations where the representation of Indigenous Peoples (First Nations, Métis and/or Inuk/Inuit) is 5.0% according to the 2021 Census and people of colour are 26.5% of the population.

## Indigenous Peoples
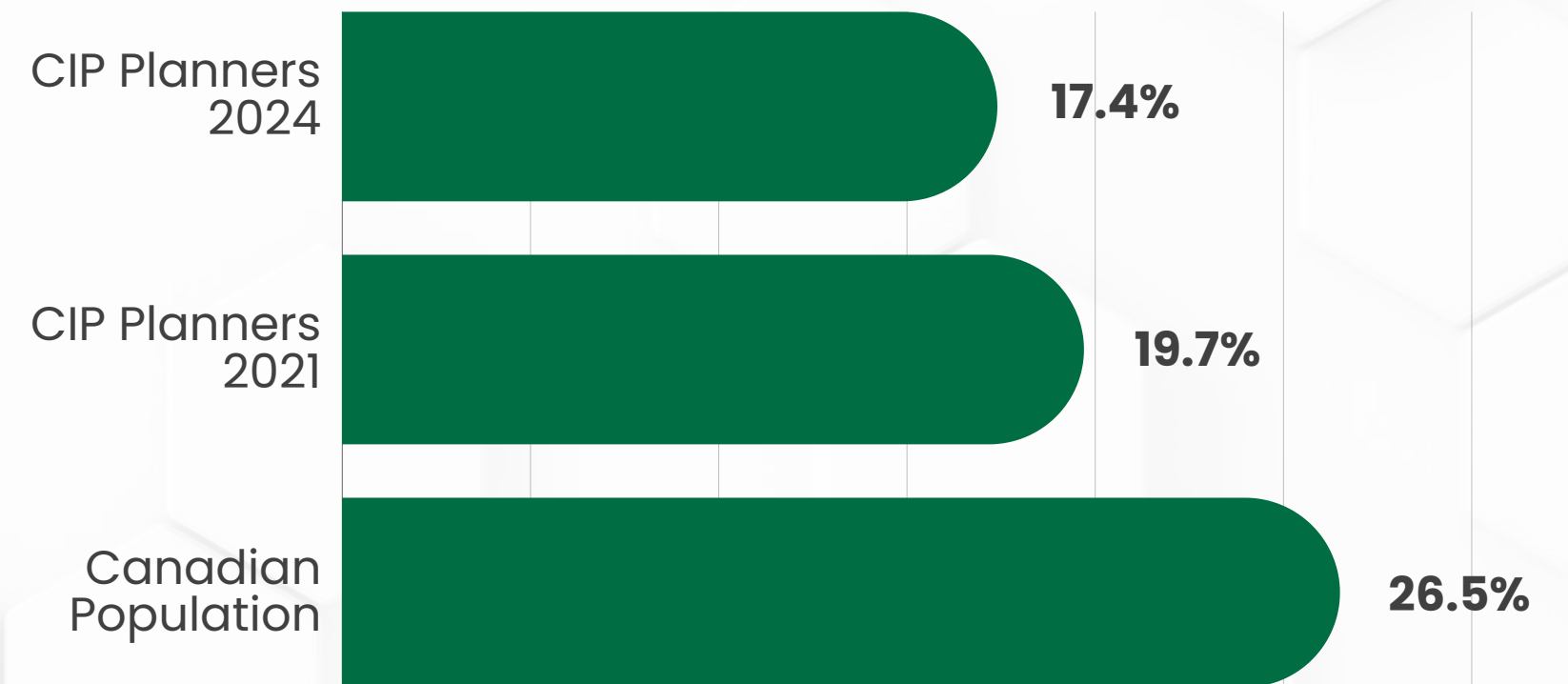
| | |
|---|---|
| CIP Planners 2024 | 2.1% |
| CIP Planners 2021 | 1.4% |
| Canadian Population | 5.0% |

## People of Colour

| | |
|---|---|
| CIP Planners 2024 | 17.4% |
| CIP Planners 2021 | 19.7% |
| Canadian Population | 26.5% |

# 1. The majority of members who responded to the EDI Insight Survey identified as White and Millennials.

Similar to 2021, the rate of racial diversity increases in the younger generations of planners. While 6.9% of Baby Boomers are People of Colour, 28.8% of Gen Z (born 1995 or after) are People of Colour.

## Racial Diversity by Age

| Age Group | Percentage |
|-----------|-----------|
| Gen Z (born 1995 or after) | 28.8% |
| Millennials (born 1980 to 1994) | 22.8% |
| Gen X (born 1965 to 1979) | 13.8% |
| Baby Boomers (born 1944 to 1964) | 6.9% |
| Silent (born before 1944) | 0.0% |
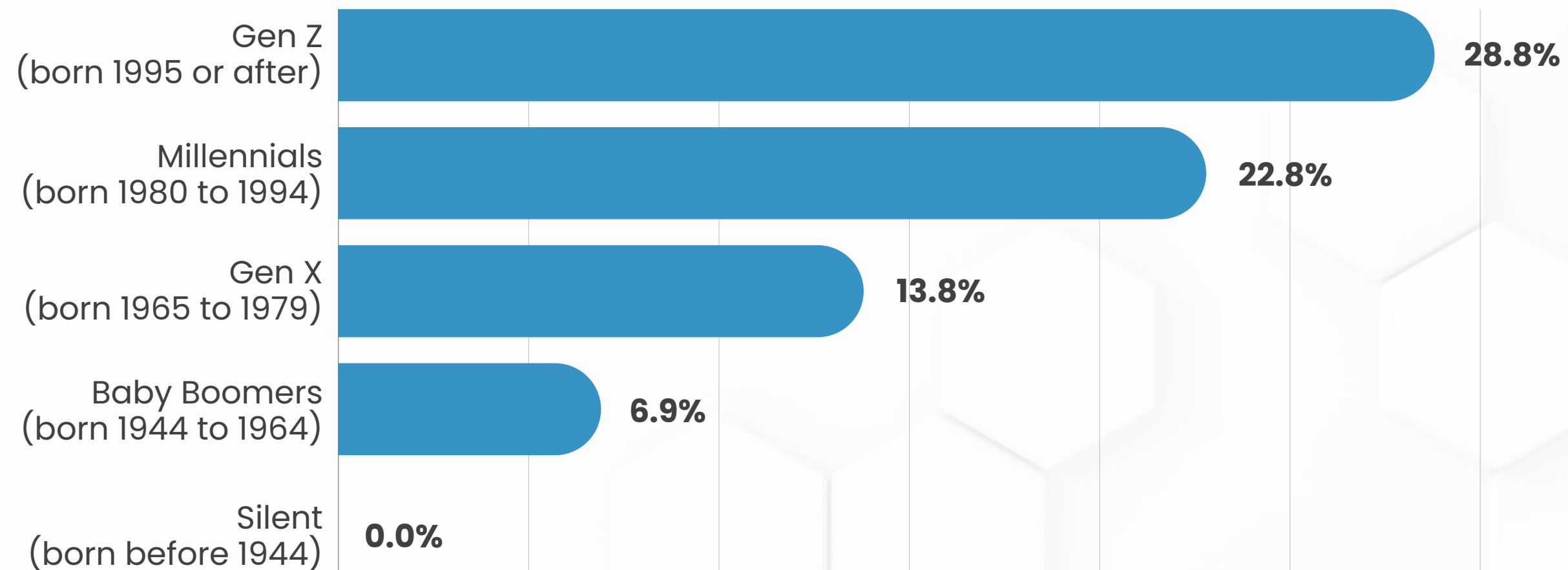
# Key Insight # 2

**2. Overall, members rated their experience at CIP as higher than average in terms of inclusion.**

Overall, members reported a high inclusion score of 73.3%, with Belonging scoring highest, and Voice scoring lowest on the EDI Insight Survey. Based on Inclusivity's benchmark, organizations typically achieve between 60% to 80% inclusion score, with 60% indicating a low inclusion score and 80% indicating a high score.



Legend: 2024 (light green), 2021 (dark green)

| Category | 2024 | 2021 |
|---|---|---|
| Overall Inclusion | 73.3% | 69.8% |
| Belonging | 81.1% | 70.4% |
| Fairness | 71.5% | 62.3% |
| Support | 68.9% | 71.7% |
| Voice | 64.7% | 72.7% |
| Leadership Commitment | 80.1% | 72.0% |
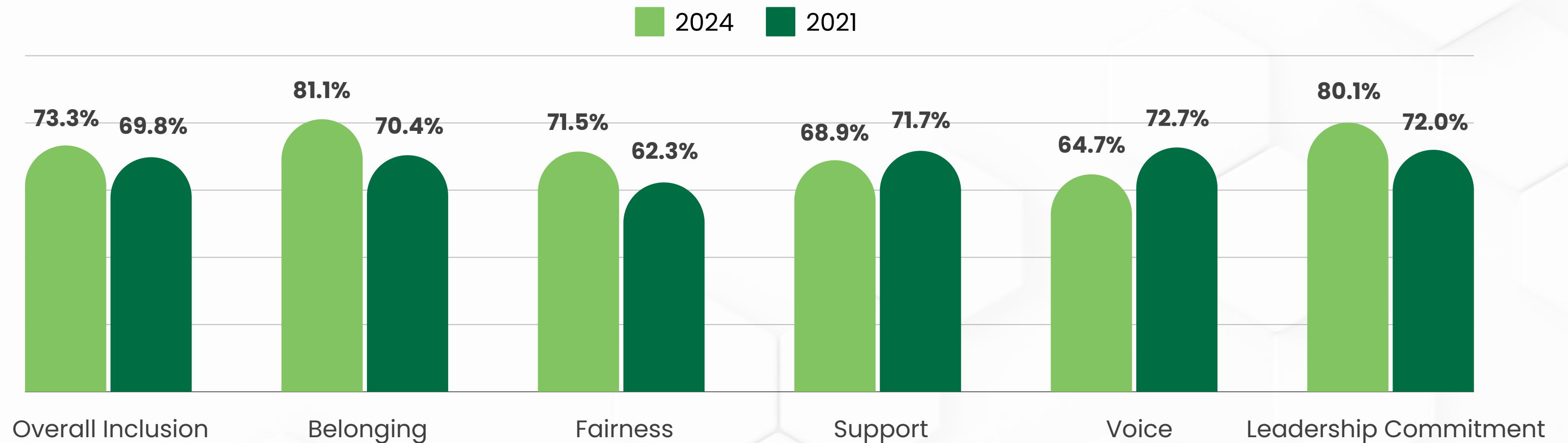
# Key Insight # 3

3. Compared to the data from 2021, CIP saw improvements in members' perception around Belonging and Leadership Commitment, and a decline in their perception of Voice.

Open-ended comments suggest that greater efforts are needed to amplify the voices of marginalized planners, particularly Indigenous planners. This includes making safe spaces for these groups to openly share their opinions, provide feedback, and have a say in shaping policies and the work done by CIP. Low scores on statements related to Voice suggest that a lack of diverse representation may be a barrier to members feeling comfortable speaking up and sharing ideas.

Data from the survey and open-ended comments revealed the following perceptions:

► Members' perception of CIP's commitment to EDI has improved significantly. More than 80% of survey participants agreed with the statement, "*I believe CIP is committed to inclusive practices for all planners.*"

► In addition to open-ended comments praising CIP's commitment to EDI and support for members (Key Insight 2), a few comments additionally spoke positively on CIP's progress. These comments mentioned that CIP no longer feels like an 'old, white boys club', and suggest that members feel a greater sense of belonging and recognize CIP's positive actions have improved inclusion. A few comments also praised CIP for their introduction of more neuro-inclusive educational content.

# 3. Compared to the data from 2021, CIP saw improvements in members' perception around Belonging and Leadership Commitment, and a decline in their perception of Voice.

► However, the perception of Voice declined since 2021. Comments suggested that greater effort is needed to amplify the voices of diverse planners, specifically those who are Indigenous.

► This includes making safe spaces for these groups to openly share their opinions, provide feedback, and have a say in shaping policies and the work done by CIP.

► Only 55.2% of members agreed with the statement, *"I see myself fairly represented in the current leadership of CIP (Board, staff, and member volunteer committees)."*

► Only 62.2% of members agreed with the statement, *"I see myself represented visually in communication from CIP."*

► Low scores on these statements suggest that a lack of diverse representation may be a barrier to members feeling comfortable to speak up and share ideas.

► Belonging and Leadership Commitment are two areas that greatly improved since 2021. Several comments spoke positively on CIP's commitment to EDI and their support for members.

► However, the perception of Voice has declined. Many comments talked about providing safe spaces for diverse members to bring up issues, speak the truth and amplifying their voices, especially those who identify as Indigenous.

# Key Insight # 4

4. Most marginalized groups scored significantly lower on the EDI Insight Survey based on race, gender, sexuality, disability and neurodiversity.

Below are graphs that show how some member groups at the CIP scored on the Inclusion Scan.
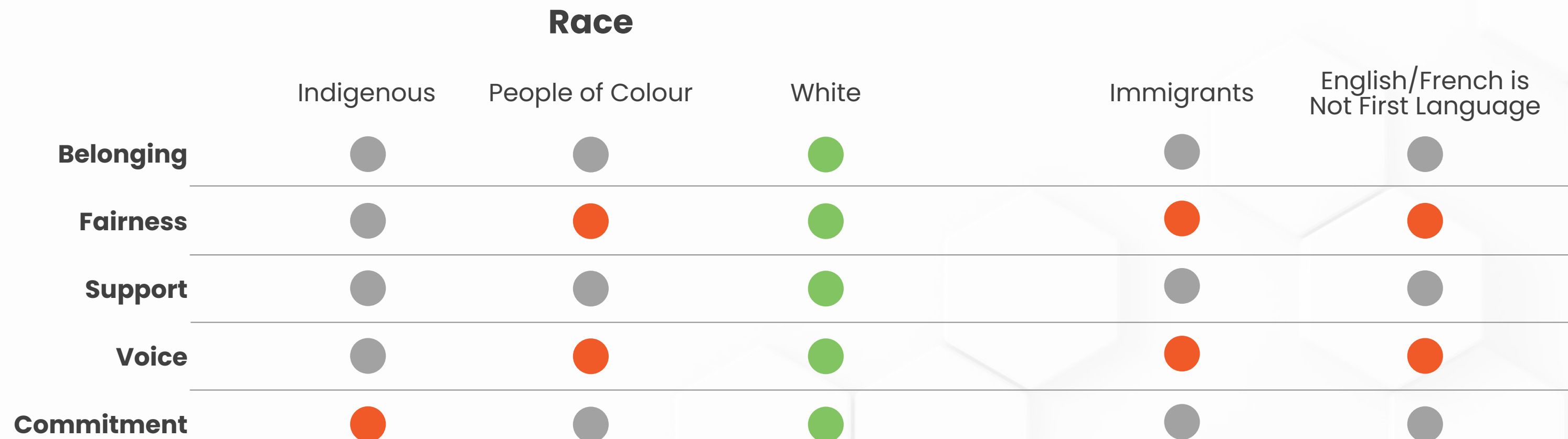
## Race

| | Indigenous | People of Colour | White | Immigrants | English/French is Not First Language |
|---|---|---|---|---|---|
| **Belonging** | Within Average | Within Average | Significantly Higher | Within Average | Within Average |
| **Fairness** | Within Average | Significantly Lower | Significantly Higher | Significantly Lower | Significantly Lower |
| **Support** | Within Average | Within Average | Significantly Higher | Within Average | Within Average |
| **Voice** | Within Average | Significantly Lower | Significantly Higher | Significantly Lower | Significantly Lower |
| **Commitment** | Significantly Lower | Within Average | Significantly Higher | Within Average | Within Average |

● Significantly Higher    ● Within Average    ● Significantly Lower

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# 4. Most marginalized groups scored significantly lower on the EDI Insight Survey based on race, gender, sexuality, disability and neurodiversity.

## Race

| | Indigenous | Black | East Asian | South Asian or Indo-Caribbean | Southeast Asian | Latino/Latina/Latinx | Arab/ Middle Eastern or West Asian | Multiracial | White |
|---|---|---|---|---|---|---|---|---|---|
| **Belonging** | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 |
| **Fairness** | ⚪ | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 |
| **Support** | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 |
| **Voice** | ⚪ | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 |
| **Commitment** | 🔴 | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 |

🟢 Significantly Higher      ⚪ Within Average      🔴 Significantly Lower

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# 4. Most marginalized groups scored significantly lower on the EDI Insight Survey based on race, gender, sexuality, disability and neurodiversity.

## Gender

| | Women | Non-binary | Men | Diverse Sexuality | Transgender |
|---|---|---|---|---|---|
| **Belonging** | ⚪ Within Average | 🔴 Significantly Lower | ⚪ Within Average | 🔴 Significantly Lower | 🔴 Significantly Lower |
| **Fairness** | ⚪ Within Average | 🔴 Significantly Lower | ⚪ Within Average | 🔴 Significantly Lower | ⚪ Within Average |
| **Support** | ⚪ Within Average | 🔴 Significantly Lower | ⚪ Within Average | 🔴 Significantly Lower | ⚪ Within Average |
| **Voice** | ⚪ Within Average | 🔴 Significantly Lower | ⚪ Within Average | 🔴 Significantly Lower | 🔴 Significantly Lower |
| **Commitment** | ⚪ Within Average | 🔴 Significantly Lower | ⚪ Within Average | 🔴 Significantly Lower | 🔴 Significantly Lower |

🟢 Significantly Higher    ⚪ Within Average    🔴 Significantly Lower

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# 4. Most marginalized groups scored significantly lower on the EDI Insight Survey based on race, gender, sexuality, disability and neurodiversity.

## Professional Status



| | Pre-Candidate | Candidate | Professional Planner |
|---|---|---|---|
| **Belonging** | Within Average | Within Average | Significantly Higher |
| **Fairness** | Within Average | Significantly Lower | Significantly Higher |
| **Support** | Within Average | Within Average | Significantly Higher |
| **Voice** | Within Average | Significantly Lower | Significantly Higher |
| **Commitment** | Significantly Lower | Within Average | Significantly Higher |

● Significantly Higher      ● Within Average      ● Significantly Lower

# 4. Most marginalized groups scored significantly lower on the EDI Insight Survey based on race, gender, sexuality, disability and neurodiversity.
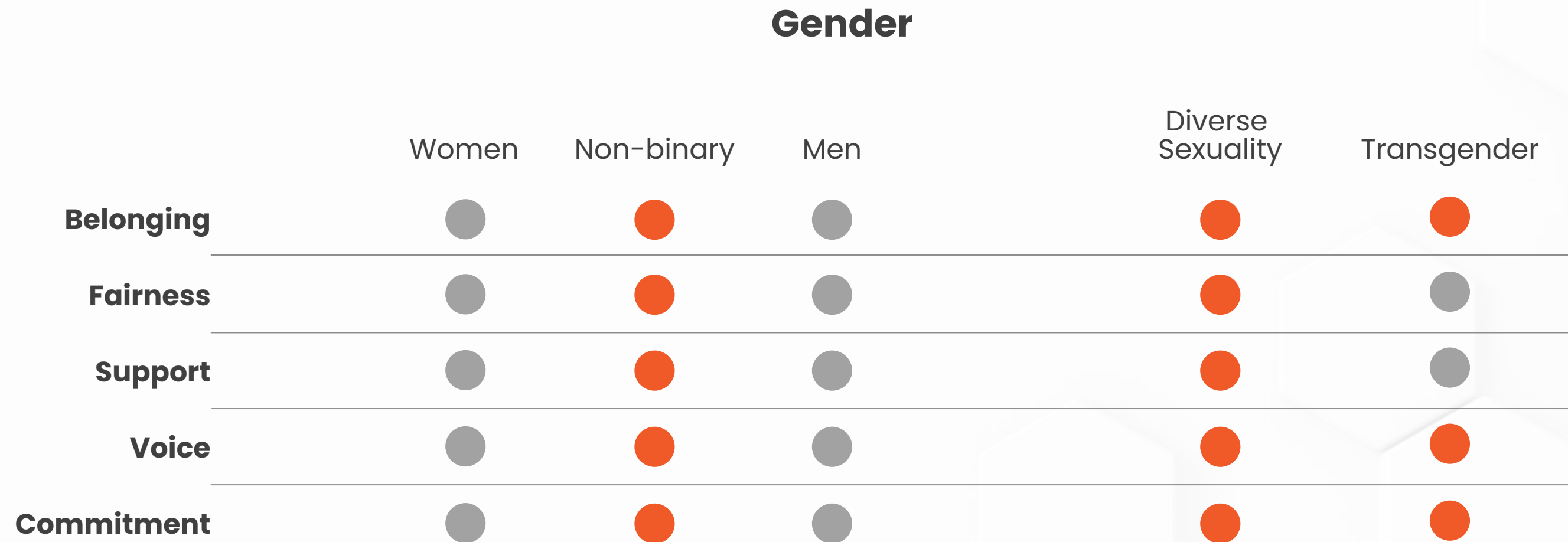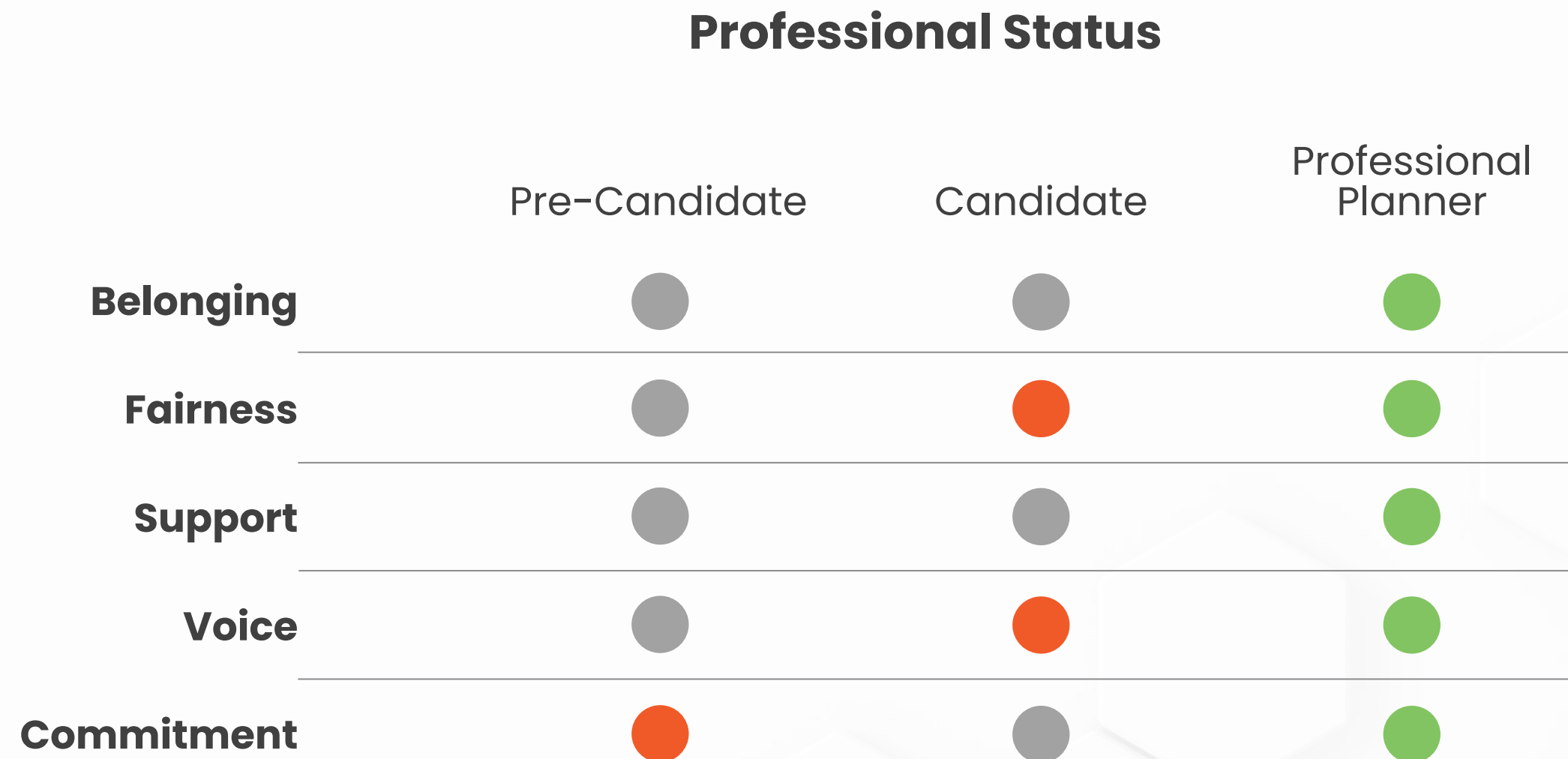
## Area of Employment

| | Educational Institution | Not-For-Profit | Private Sector | Self-Employed | Private Sector -Consulting | Regional Planning Agency | Local or Regional Municipality | Federal Govt or Agency | Provincial Govt | Territorial Govt | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Belonging** | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| **Fairness** | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| **Support** | 🟢 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| **Voice** | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| **Commitment** | ⚪ | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |

🟢 Significantly Higher ⚪ Within Average 🔴 Significantly Lower

29

# 4. Most marginalized groups scored significantly lower on the EDI Insight Survey based on race, gender, sexuality, disability and neurodiversity.

**Other**

| | People with Disability | Neurodivergent |
|---|---|---|
| **Belonging** | 🔴 | 🔴 |
| **Fairness** | 🔴 | 🔴 |
| **Support** | 🔴 | 🔴 |
| **Voice** | ⚪ | 🔴 |
| **Commitment** | 🔴 | 🔴 |

🟢 Significantly Higher　　⚪ Within Average　　🔴 Significantly Lower

# 4. Most marginalized groups scored significantly lower on the EDI Insight Survey based on race, gender, sexuality, disability and neurodiversity.
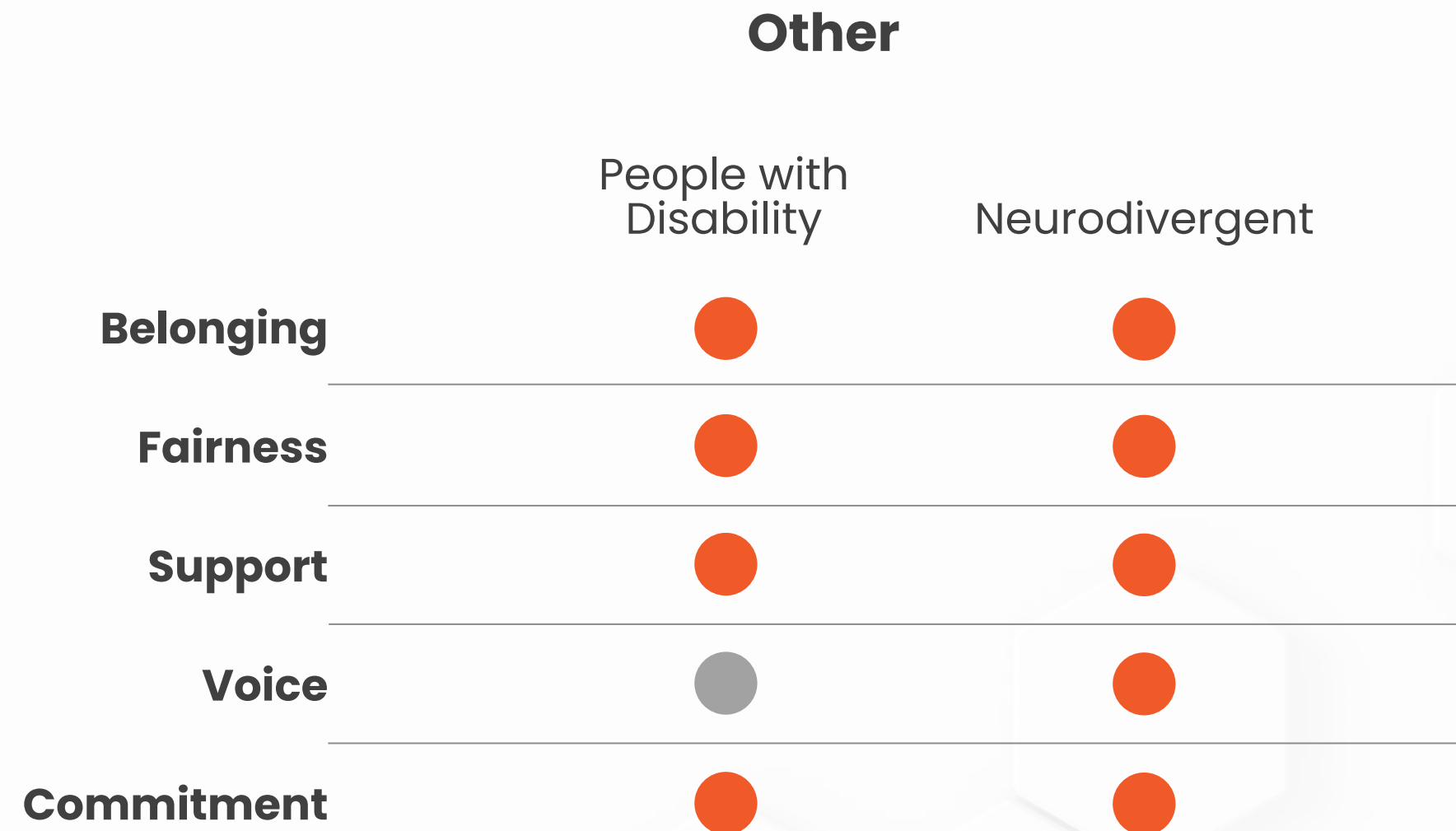
The open-ended comments revealed the following perceptions:

► Indigenous members desire greater commitments to reconciliation, more Indigenous education within the planning profession, and more support (further explored in Key Insight 7).

► Black members desire more Black representation within CIP leadership, better engagement with racially diverse groups, and more supports for newcomers to attain certification.

► Persons with diverse sexuality desire better representation and more celebration of 2SLGBTQ+ planners and events.

► A few comments from non-binary and transgender people asked for a mentorship program and more support for 2SLGBTQ+ planners, and more education is needed on non-binary identities, use of gender-neutral pronouns, and queer and trans issues.

► Those who are neurodivergent desire greater accommodations for examinations (e.g., more test time, a quiet test environment) and greater supports for becoming a registered planner.

► Those with a disability desire greater online and conference accommodations. A few comments mentioned having closed captioning for presentations and larger, appropriately coloured text and audio recordings for online publications.

# Key Insight # 5

**5. Lack of diversity – specifically racial diversity – was a prominent theme in the open-ended comments.**

The open-ended comments revealed the following perceptions:

► There is a lack of racial diversity in the organization, especially on the board, conference panels, and in executive positions. This leaves some members feeling unrepresented and unheard.

► Comments talked about the lack of diversity among speakers of CIP events and webinars.

► In addition to members desiring more diverse representation, they desire more ways for the experiences of diverse members to be shared and celebrated. This includes promotion at webinars, conferences, and events.

# Key Insight # 6

6. Socio-economic factors such as lower salary ranges, being unemployed, or being a planner who is early in their career impacted members' perception about CIP and resulted in lower inclusion scores.

The open-ended comments revealed the following perceptions:

► Candidates and younger professionals starting out their careers face financial barriers. This includes hefty professional fees that make it challenging to enter the profession, especially when financial support from an employer is not guaranteed.

► Several respondents voiced that fees should be adjusted based on level of income and experience.

► Financial constraints also pose barriers to attending conferences and accessing educational opportunities. This is the case for young professionals and other marginalized groups.

► Respondents desire more bursaries and scholarships for people who might face financial barriers as well as more accessible educational opportunities that are free and offered online.

**6. Socio-economic factors such as lower salary ranges, being unemployed, or being a planner who is early in their career impacted members' perception about CIP and resulted in lower inclusion scores.**

Below are graphs that show how some member groups at the CIP scored on the Inclusion Scan.

## Employment Status
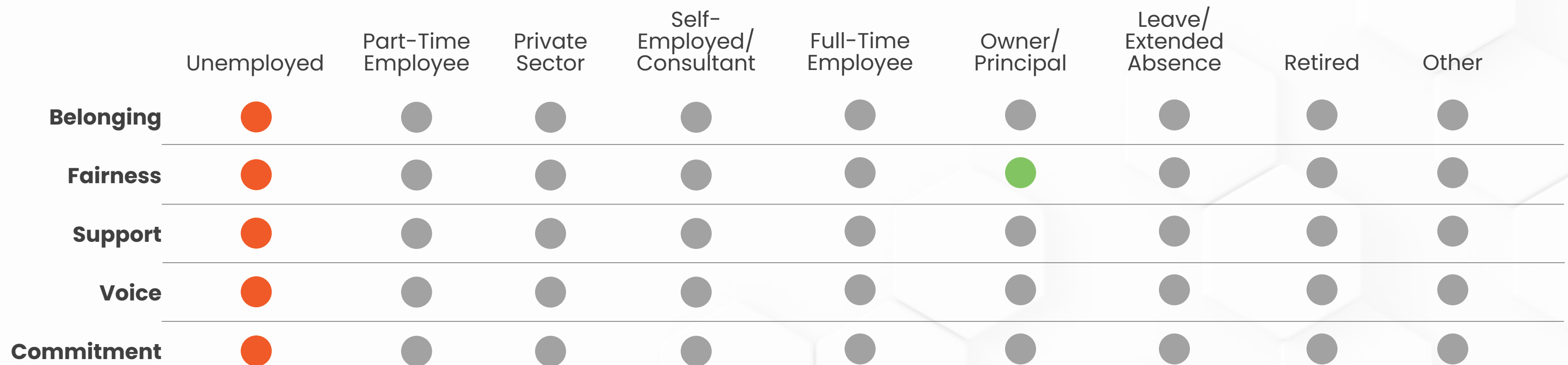
| | Unemployed | Part-Time Employee | Private Sector | Self-Employed/ Consultant | Full-Time Employee | Owner/ Principal | Leave/ Extended Absence | Retired | Other |
|---|---|---|---|---|---|---|---|---|---|
| **Belonging** | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| **Fairness** | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 | ⚪ | ⚪ | ⚪ |
| **Support** | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| **Voice** | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| **Commitment** | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |

🟢 Significantly Higher    ⚪ Within Average    🔴 Significantly Lower

34

**6. Socio-economic factors such as lower salary ranges, being unemployed, or being a planner who is early in their career impacted members' perception about CIP and resulted in lower inclusion scores.**

## Employment Level

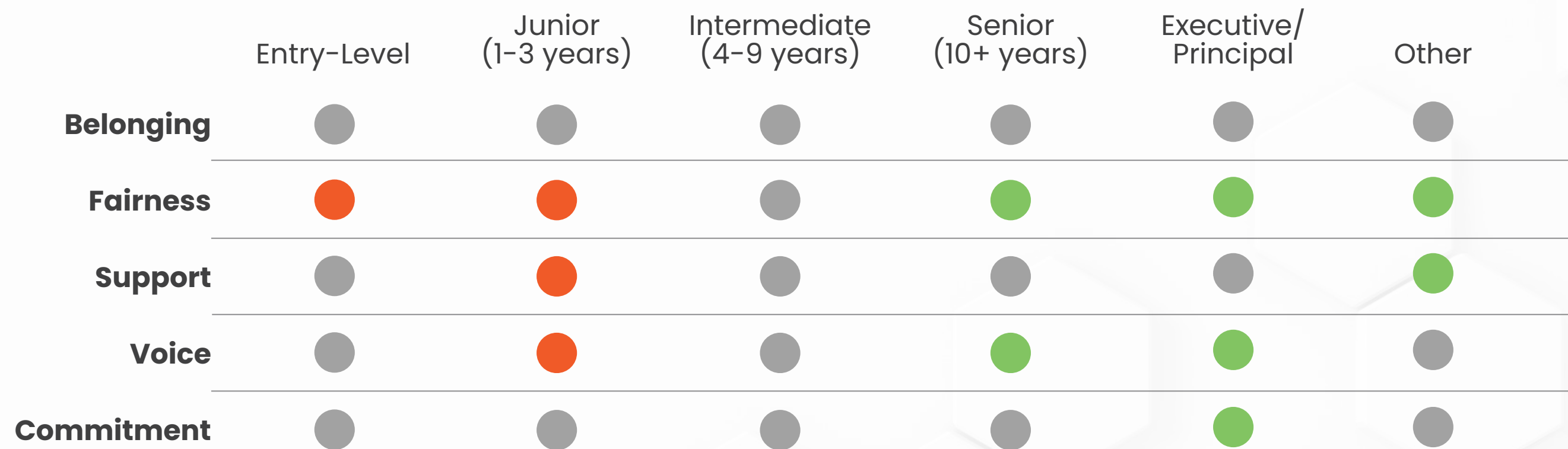| | Entry-Level | Junior (1-3 years) | Intermediate (4-9 years) | Senior (10+ years) | Executive/ Principal | Other |
|---|---|---|---|---|---|---|
| **Belonging** | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| **Fairness** | 🔴 | 🔴 | ⚪ | 🟢 | 🟢 | 🟢 |
| **Support** | ⚪ | 🔴 | ⚪ | ⚪ | ⚪ | 🟢 |
| **Voice** | ⚪ | 🔴 | ⚪ | 🟢 | 🟢 | ⚪ |
| **Commitment** | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 | ⚪ |

🟢 Significantly Higher    ⚪ Within Average    🔴 Significantly Lower

35

**6. Socio-economic factors such as lower salary ranges, being unemployed, or being a planner who is early in their career impacted members' perception about CIP and resulted in lower inclusion scores.**

## Salary

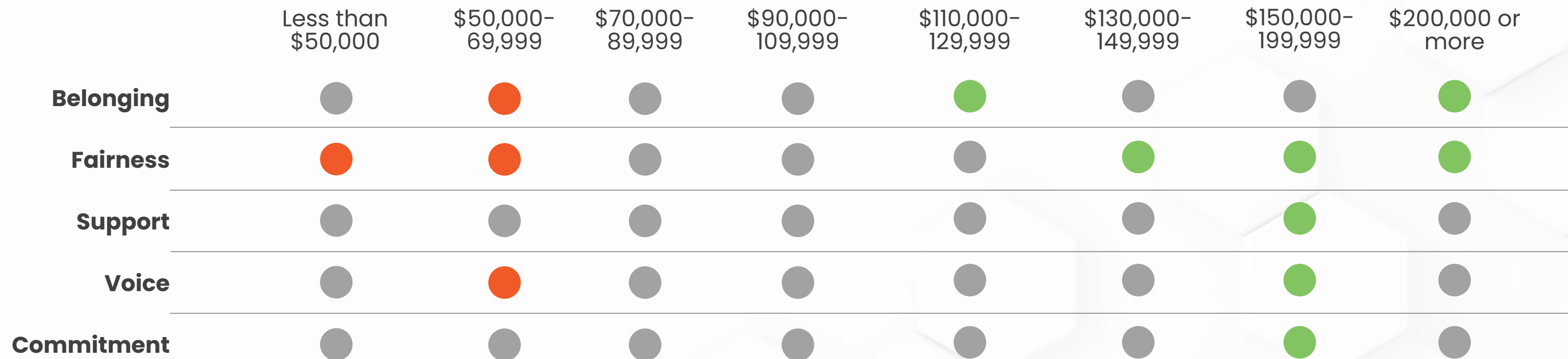| | Less than $50,000 | $50,000–69,999 | $70,000–89,999 | $90,000–109,999 | $110,000–129,999 | $130,000–149,999 | $150,000–199,999 | $200,000 or more |
|---|---|---|---|---|---|---|---|---|
| **Belonging** | ⚪ | 🔴 | ⚪ | ⚪ | 🟢 | ⚪ | ⚪ | 🟢 |
| **Fairness** | 🔴 | 🔴 | ⚪ | ⚪ | ⚪ | 🟢 | 🟢 | 🟢 |
| **Support** | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 | ⚪ |
| **Voice** | ⚪ | 🔴 | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 | ⚪ |
| **Commitment** | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ | 🟢 | ⚪ |

🟢 Significantly Higher ⚪ Within Average 🔴 Significantly Lower

36

**6. Socio-economic factors such as lower salary ranges, being unemployed, or being a planner who is early in their career impacted members' perception about CIP and resulted in lower inclusion scores.**
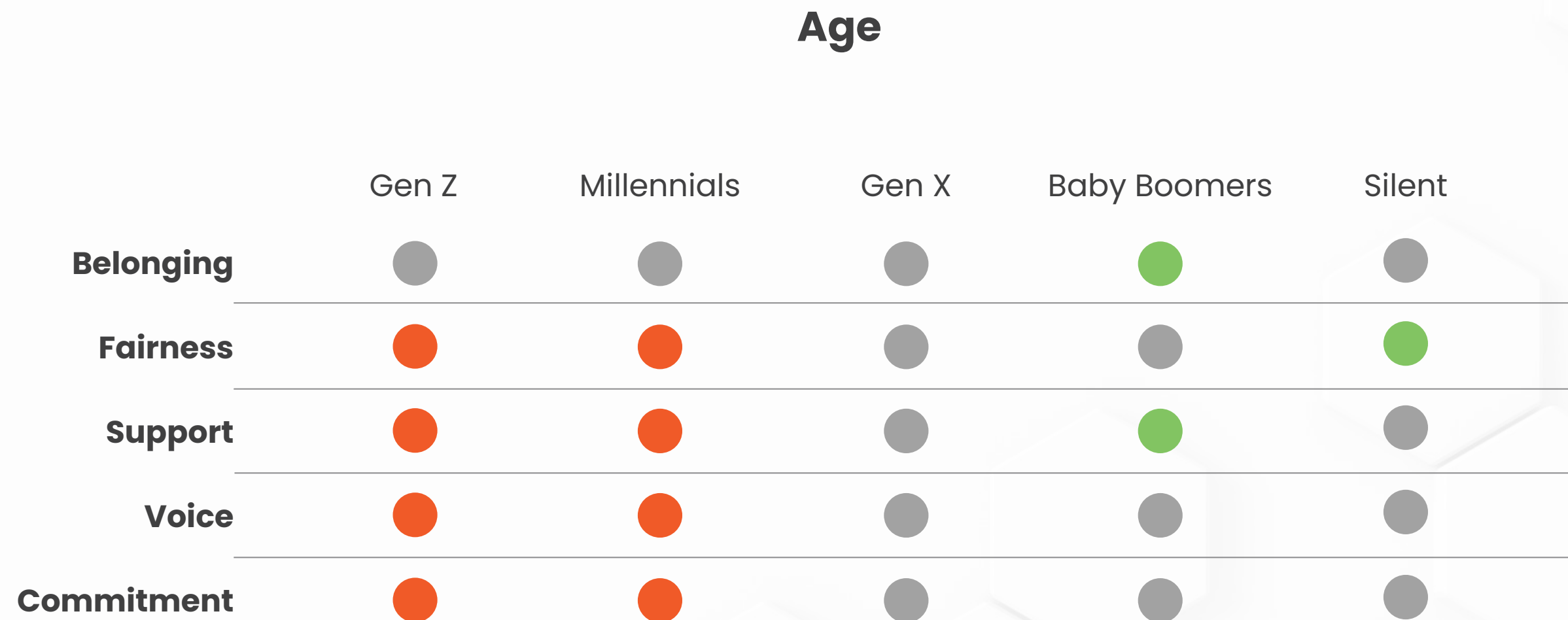
## Age

| | Gen Z | Millennials | Gen X | Baby Boomers | Silent |
|---|---|---|---|---|---|
| **Belonging** | 🔘 Within Average | 🔘 Within Average | 🔘 Within Average | 🟢 Significantly Higher | 🔘 Within Average |
| **Fairness** | 🔴 Significantly Lower | 🔴 Significantly Lower | 🔘 Within Average | 🔘 Within Average | 🟢 Significantly Higher |
| **Support** | 🔴 Significantly Lower | 🔴 Significantly Lower | 🔘 Within Average | 🟢 Significantly Higher | 🔘 Within Average |
| **Voice** | 🔴 Significantly Lower | 🔴 Significantly Lower | 🔘 Within Average | 🔘 Within Average | 🔘 Within Average |
| **Commitment** | 🔴 Significantly Lower | 🔴 Significantly Lower | 🔘 Within Average | 🔘 Within Average | 🔘 Within Average |

🟢 Significantly Higher   🔘 Within Average   🔴 Significantly Lower

# Key Insight # 7

**7. The majority of survey respondents expressed support for EDI efforts at CIP and signalled a desire for continuous and accessible educational opportunities.**

▶ 84.1% of survey respondents agreed with the statement "I support CIP's effort to be equitable, diverse and inclusive." Respondents asked for CIP to do more in terms of providing education opportunities specifically around Indigenous issues as well as networking opportunities for marginalized groups.

▶ There was a minority of respondents (6.4%) who disagreed with the statement "I support CIP's effort to be equitable, diverse and inclusive." Although this is a minority, this subset of respondents strongly resent CIP's focus on EDI. They feel EDI initiatives are discriminatory, promote incompetence, and 'cancel' members who do not support EDI.

▶ However, the vast majority of respondents are supportive of CIP's EDI effort and appreciate how important this work is.