

# PGO 2021 Diversity & Inclusion Survey Report

PGO Diversity & Inclusion Standing Committee

# Professional Geoscience, Diversity & Inclusion

PGO believes in the importance of diversity and inclusion for everyone who wants to participate and engage with each other in the geoscience field and with the organization. This survey aimed at understanding the rich mosaic of persons registered with PGO, volunteers sitting on Council or Committees, staff working for PGO, and the geoscience students studying in Ontario who are potential future PGO registrants.

The survey results broadened our understanding of the challenges that professionals are facing in the industry, which created an opportunity for PGO to:

- Provide learning materials and guidelines to promote the active integration of D&I principles in one's professional practice
- Contribute to the retention of professionals in the sector and attract and nurture the next generation of geoscientists
- Examine the role of PGO in protecting the public through the lens of inclusion and equity – i.e. how do we ensure that the people tasked to develop policies, guidelines and standards take into consideration the reality that such policies, guidelines and standards are experienced differently by different people

To learn more about  
PGO's Diversity & Inclusion Initiatives and Committee  
visit: <https://www.pgo.ca/diversity-inclusion>

# What is Diversity and Inclusion?



*“**Diversity** is about the individual. It is about the variety of unique dimensions, qualities, and characteristics we all possess.*”

*“**Inclusion** is about the collective. It is about creating a culture that strives for equity and embraces, respects, accepts and values difference.”*

Canadian Centre for Diversity and Inclusion  
([CCDI - Diversity defined](#))

# PGO STRATEGIC PLANNING FRAMEWORK

The PGO is a self-regulatory body with the mandate to protect the public by governing the practice of professional geoscience in Ontario.

## MISSION

Professional Geoscientists Ontario **protects the public** by regulating Ontario registered geoscientists and **advancing** professional practice.

## VISION

To maintain and **continually improve** PGO as a trusted, respected and effective regulatory authority.

In the **PGO Strategic Planning Framework 2020-2022**, under **Goal 4** stated:

**OBJECTIVE 1:** Raising awareness about diversity and inclusion within PGO staff, Council and volunteers

**OBJECTIVE 2:** Understanding and removing barriers/bias (real and perceived) within PGO

**OBJECTIVE 3:** Raising awareness and guidance for registrants and stakeholders

# SURVEY OVERVIEW

To achieve the objectives in Goal 4 of the 2020-2022 Strategic Planning Framework, in September 2020 PGO established the **Diversity and Inclusion *ad hoc* Committee** to assess the needs of PGO's community and make recommendations for actions PGO should undertake to meet this objective.

One of the recommended actions was to prepare and launch a survey to all registrants and volunteers to gain further insight into the lived experience of diversity and inclusion within PGO, registrants' workplaces or academic institutions. The survey also sought input into what actions or initiatives PGO should undertake to become a more diverse and inclusive organization and how it can further support its registrants and the public.

The PGO Diversity & Inclusion Survey was conducted from **May 10, 2021 to June 30, 2021**. There were **340 respondents** that returned survey results. The survey data and responses were reviewed and reported by an external third party to ensure the protection of privacy and anonymity of the respondents from PGO.

The survey contained several different sections:

- I. Respondent Demographics
- II. Experience of Diversity & Inclusion within PGO
- III. Experience of Diversity & Inclusion in the Workplace (for practicing professionals)
- IV. Experience of Diversity & Inclusion in Academic Institutions (for full-time students only)
- V. Respondents' recommendations on priorities for PGO Diversity & Inclusion Actions and Initiatives

# **DIVERSITY & INCLUSION SURVEY REPORT**

# *i* SURVEY DETAILS

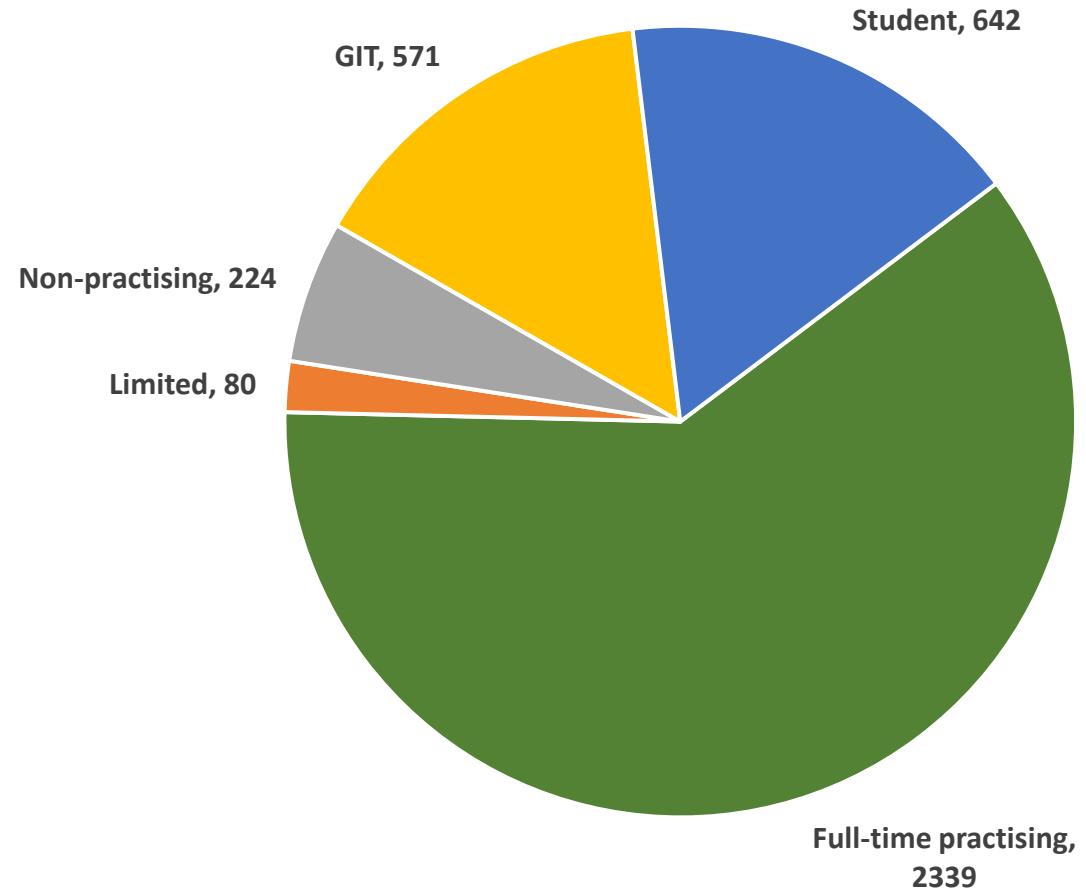
A survey regarding Diversity and Inclusion (D&I) within PGO, geoscience workplaces and academic institutions was fielded to PGO registrants from **May 10, 2021 to June 30, 2021**.

The survey was a PGO subscription list comprised of 3,797 email accounts, and it was also advertised online through PGO Field Notes, PGO's website, and other media.

The survey was broken into several different sections for Respondents to share:

- I. Respondent Demographics
- II. Experience of D&I within PGO
- III. Experience of D&I in the Workplace
- IV. Experience of D&I in Academic Institutions
- V. Respondents' recommendations on priorities for PGO Diversity & Inclusion Actions and Initiatives

All PGO registrants per category as of May 2021

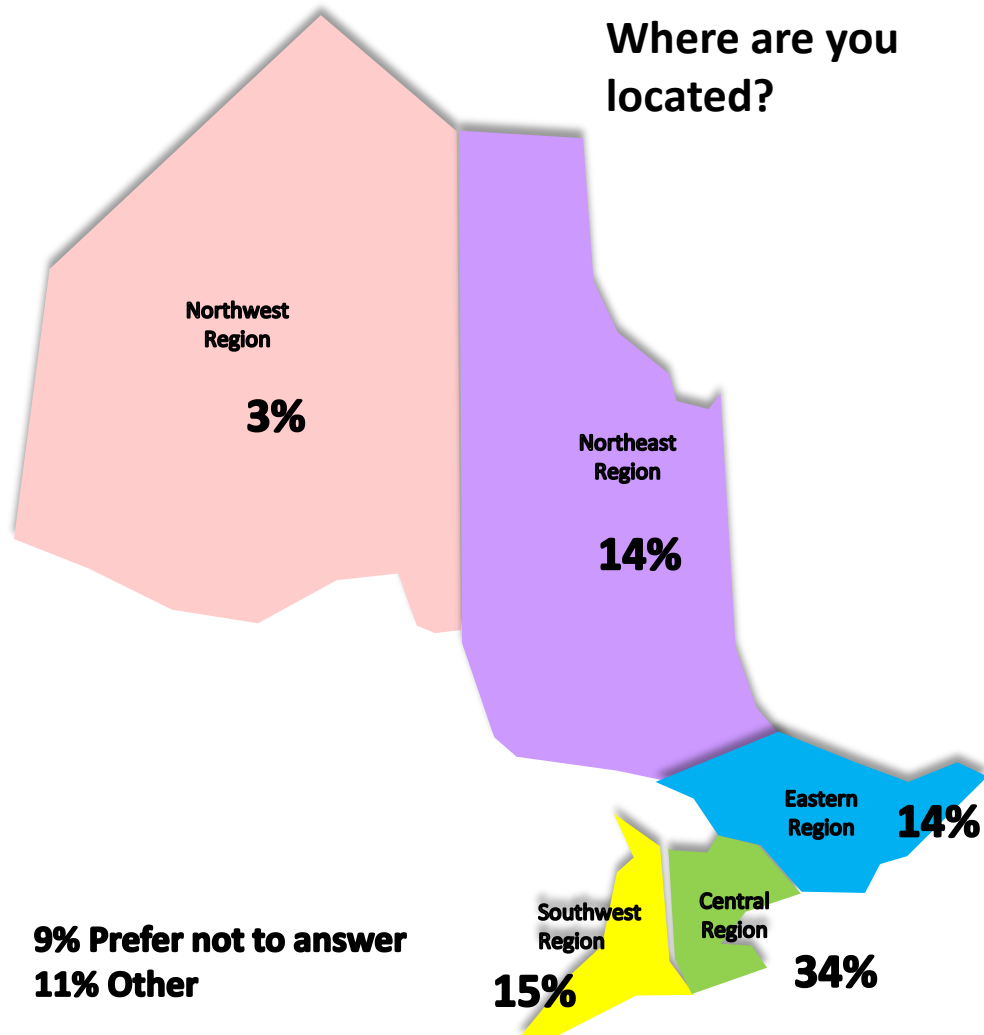


**In total, there were 340 respondents to the Survey.**

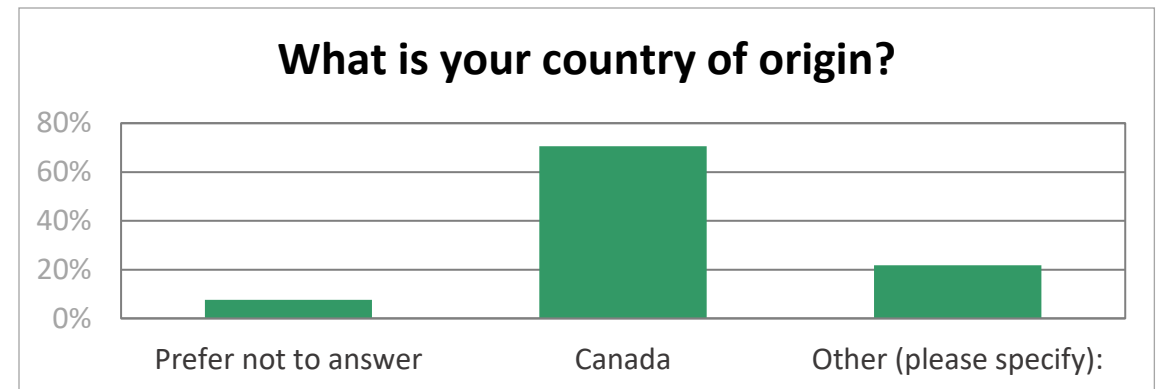
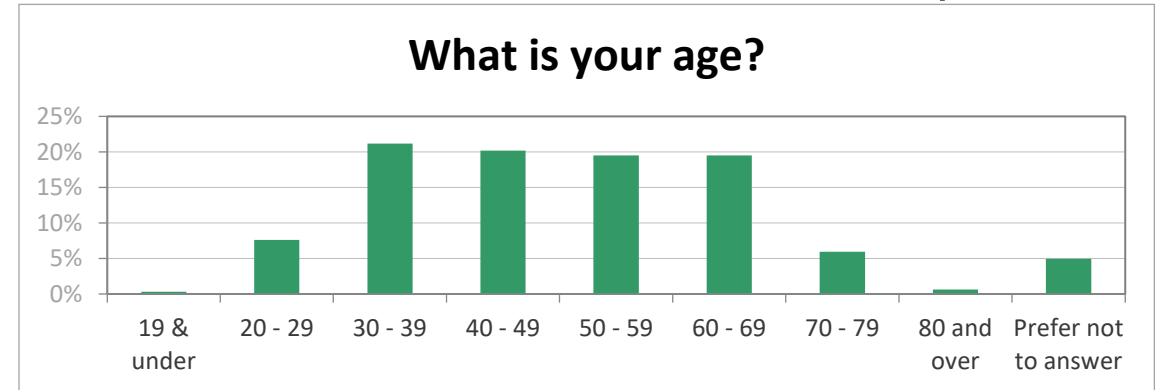
# SURVEY DEMOGRAPHICS



# I. Respondent Demographics



In total, 340 respondents

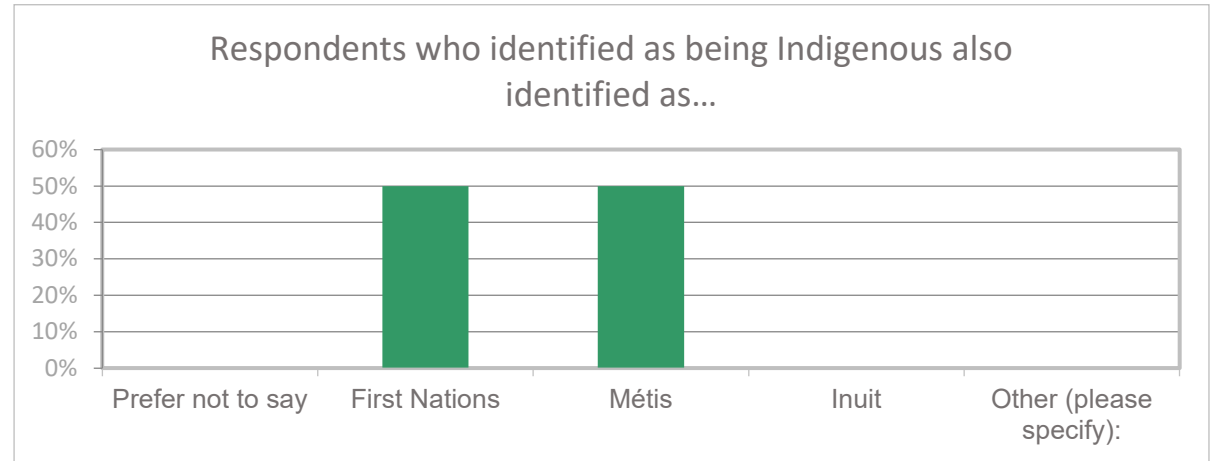
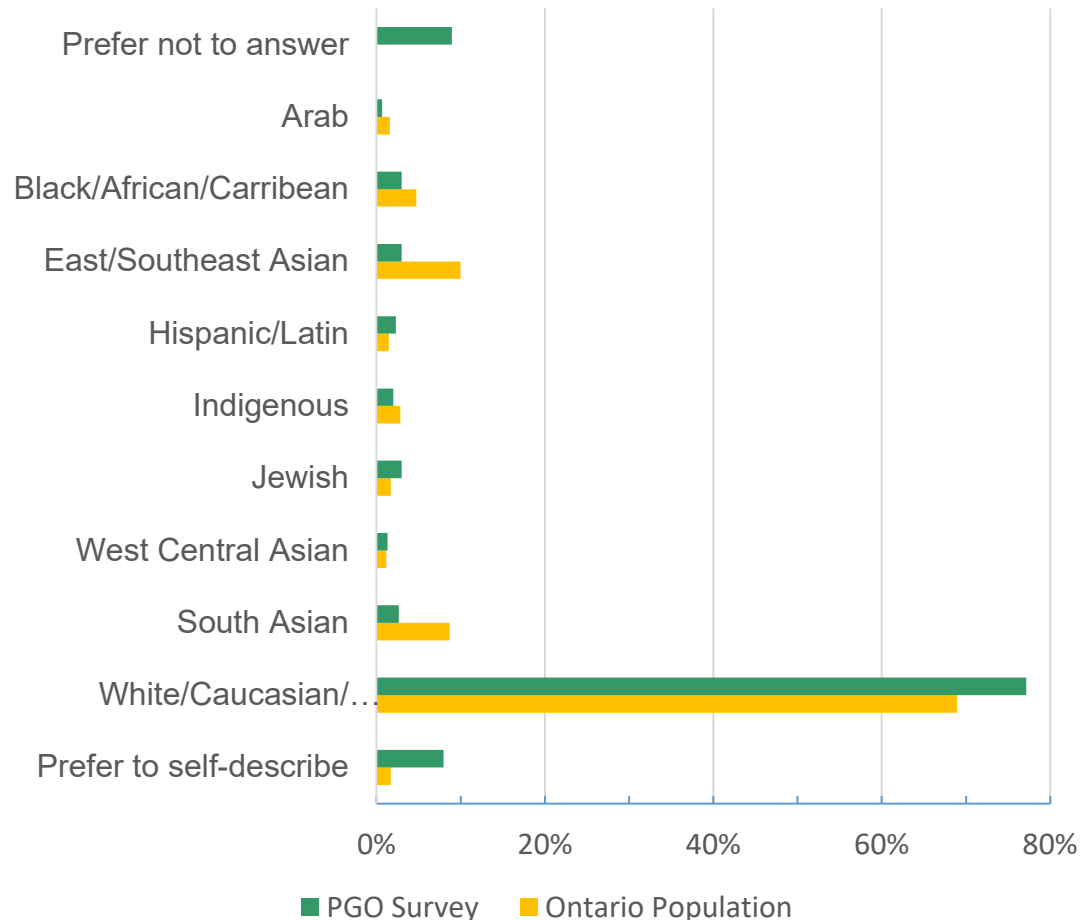


**Which of the following describes your relationship with PGO?**

P. Geo.	G.I.T	Student	Volunteer	Employee	Other
83%	10%	3%	2%	1%	1%

# I. Respondent Demographics

PGO Respondent Ethnic Identity compared with Ontario Population (2016 Census\*)



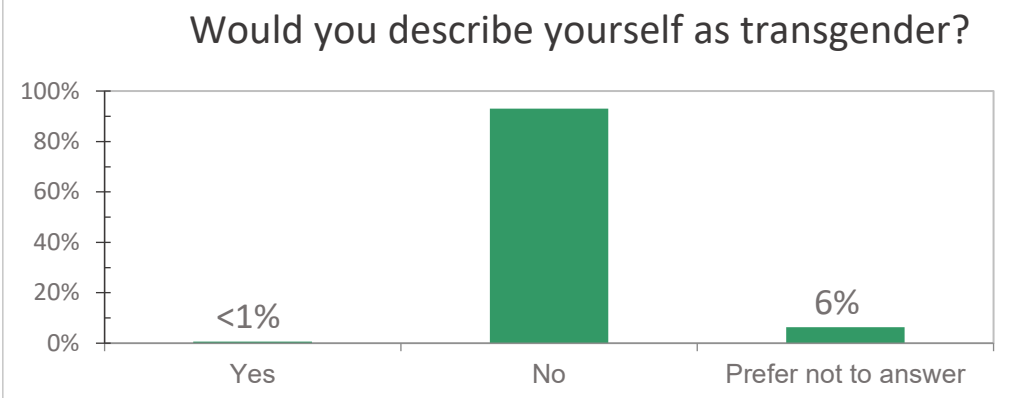
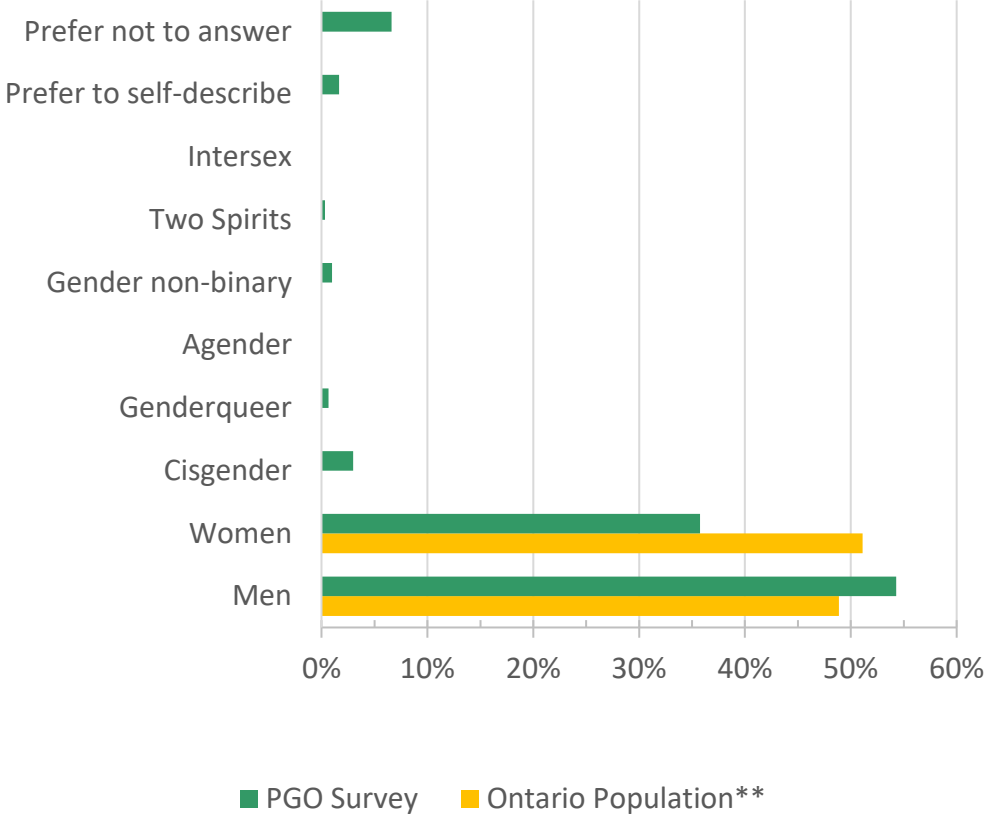
## KEY FINDINGS:

- White/Caucasians are overrepresented by **+8%** in PGO compared with the general population of Ontario
- Hispanic/Latin, Jewish and West/Central Asian ethnicities represented in PGO are on par with the general population
- All other ethnic groups are **under-represented** in PGO compared with the general Ontario population, most notably among **East, Southeast and South Asians (-6 to -7%)**
- Nearly 9% of respondents chose not to answer this question and 8% chose to self-describe their ethnic identity
- PGO respondents of Indigenous identity are **under-represented** by **-0.84%** of the general population in Ontario (or almost half of the total indigenous population in Ontario); half of the Indigenous respondents identify as First Nations and the other half as Métis

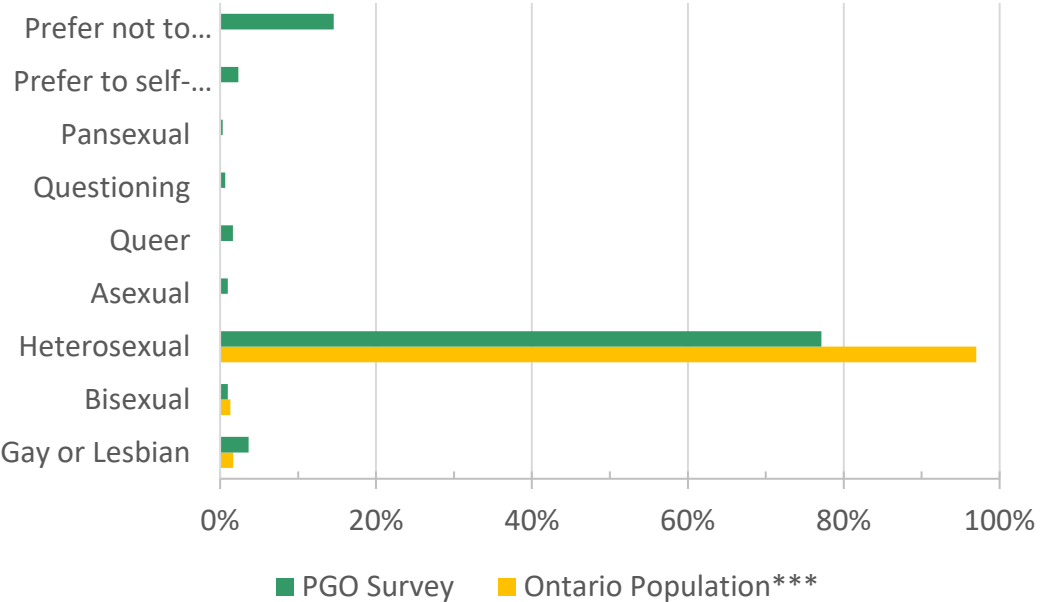
\*Jewish population data from 2011 Census

# I. Respondent Demographics

How would you describe your gender?



How would you describe your sexual orientation?

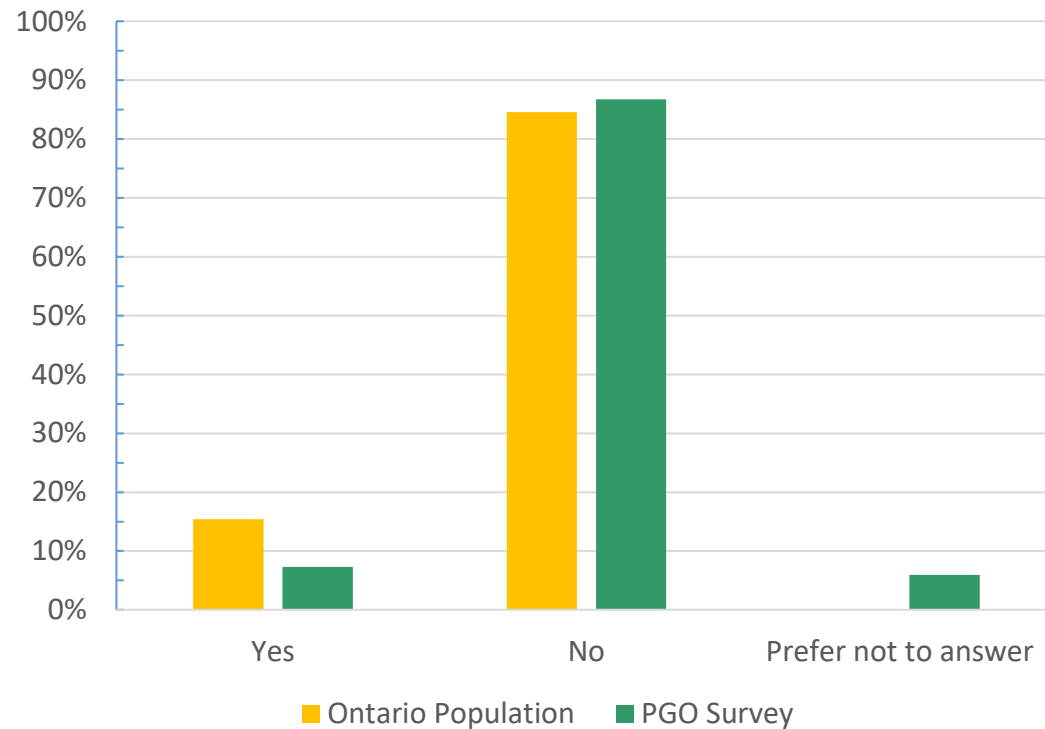


\*\*Based on 2016 Census data in Ontario; no reliable Census data on alternative gender identities to date

\*\*\*Based on Statistics Canada 2014 Canadian Community Health Survey (limited to heterosexual, bisexual and gay or lesbian data)

# I. Respondent Demographics

Do you identify as a person with a disability?



Key Findings:

- Persons with disabilities are **under-represented** by **-8%**

# I. Respondent Demographic

## Key Findings:

- **The vast majority of respondents (83%) are P. Geo. Licensed and have full-time employment (66%);** 10% are G.I.T.'s, which corresponds with the working-age groups ranging between 30-69; these values closely parallel those of the 2018 PGO Membership survey.
- **Over 1/3 of respondents reside in Central Ontario;** respondents are represented in all regions of Ontario, however the northern regions appear to be under-represented in this survey compared to the 2018 survey results.
- **Most respondents' country of origin (~70%) is Canada,** while approximately 22% are from another country; about 7% of respondents chose not to answer.

# I. Respondent Demographics

## KEY FINDINGS:

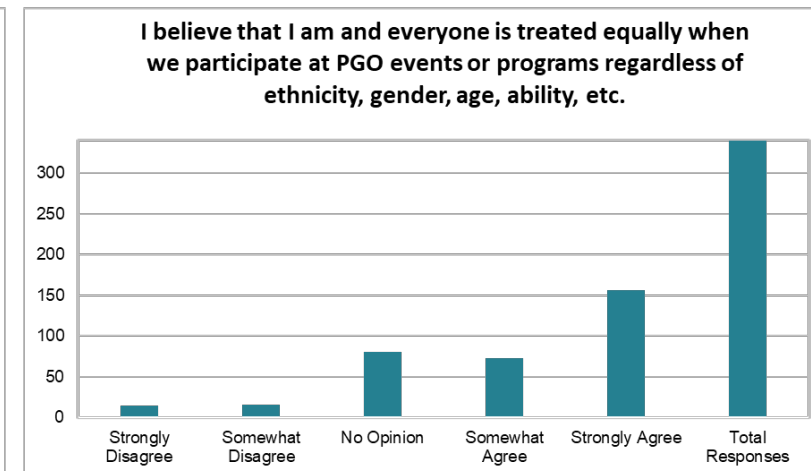
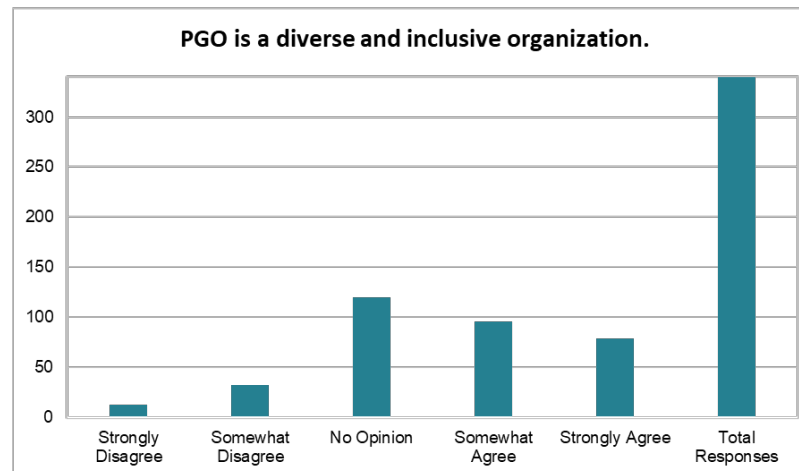
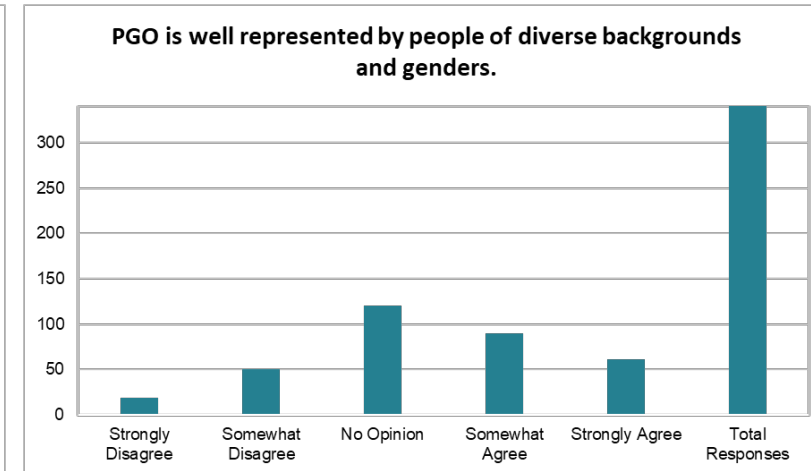
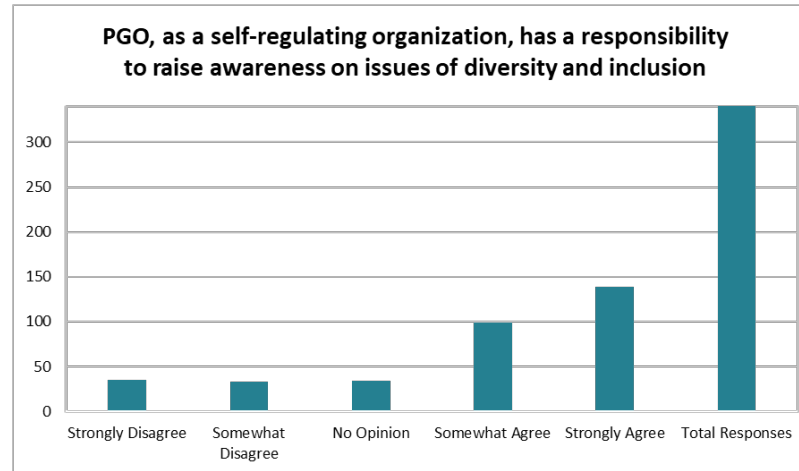
- The majority of respondents identify as male (54%) in PGO, who are over-represented compared to the general population in Ontario by **+5.4%**
- Women comprise 36% of PGO respondents, who are **under-represented** compared to the general population in Ontario by over **-15%**
- Although representing a smaller minority, there is a **diverse range of non-binary gender identities** in PGO who identify as cis-gender (3%), genderqueer (<1%), gender non-conforming/non-binary (1%), Two Spirits (<1%), those who choose to self-describe (2%) and there are persons who also identify as being transgender (<1%). There are no reliable statistics available yet of non-binary gender identities in the Ontario population for comparison
- Over 6% of respondents chose not to answer questions regarding their gender identity
- The majority of respondents (77%) identify as heterosexual; although this is -20% compared with the Ontario general population (97%), this may be partly due to a relatively significant number of respondents (15%) who chose not to answer the question on sexual orientation

# **DIVERSITY & INCLUSION EXPERIENCES**

# II. Experience of D&I within PGO

In general, it appears that:

- The majority of respondents either Somewhat Agree or Strongly Agree that PGO, as a self-regulating organization, has a responsibility to raise awareness on issues of diversity and inclusion.
- The abundance of responses with No Opinion in terms of diverse presentation within PGO suggest that the diversity within PGO as an organization is either not well understood or perhaps it is not important.
- The data suggests that PGO events and programs are inclusive; however, PGO should do more in its events or programs to continue to develop the understanding of D&I in professional practice.

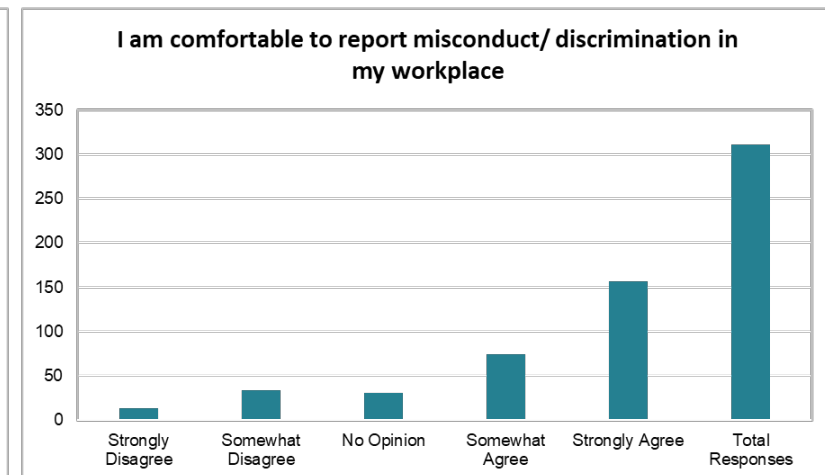
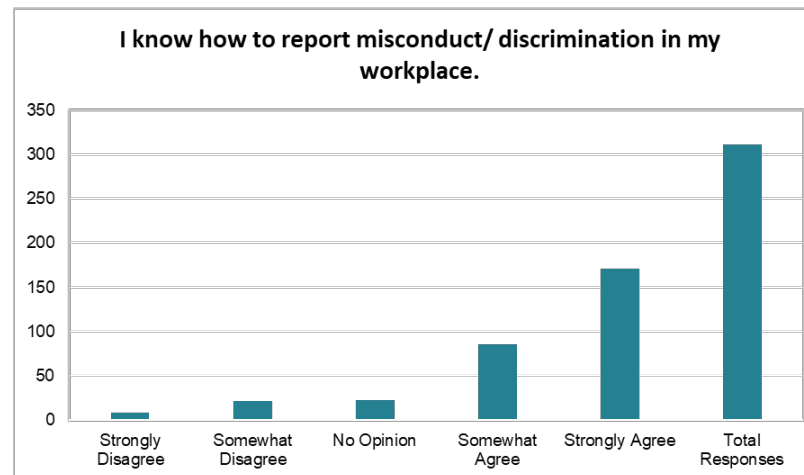
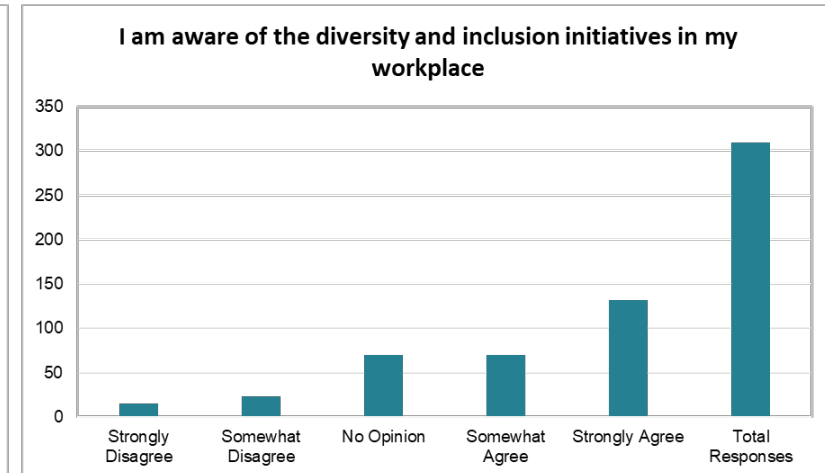
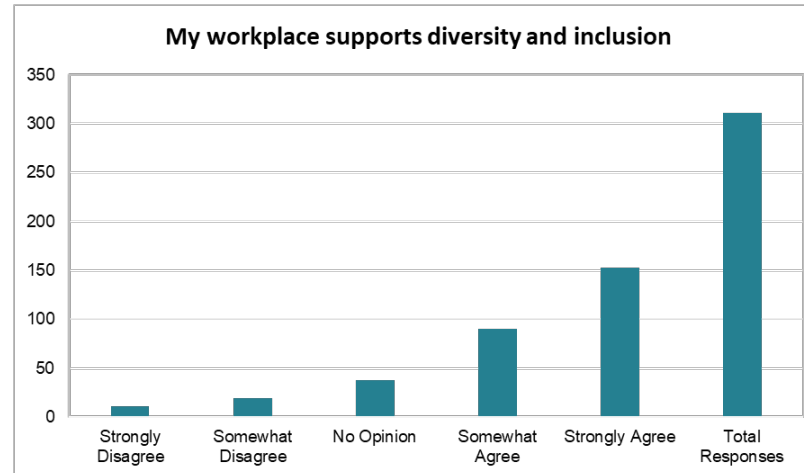




# III. Experience of D&I in the Workplace

In general, it appears that:

- Respondents are aware of diversity and inclusion initiatives in the workplace
- Respondents know how to report misconduct/ discrimination in their workplace and feel comfortable doing so
- 74% of respondents had experienced prejudice, discrimination, exclusion, or other type of behaviour in their workplace, while 22% of respondents had experienced no misconduct in the workplace. 4% preferred not to answer.
- However, the majority of the respondents have experienced either prejudice, discrimination, exclusion or/and other types of non-inclusive behaviour in their workplace.



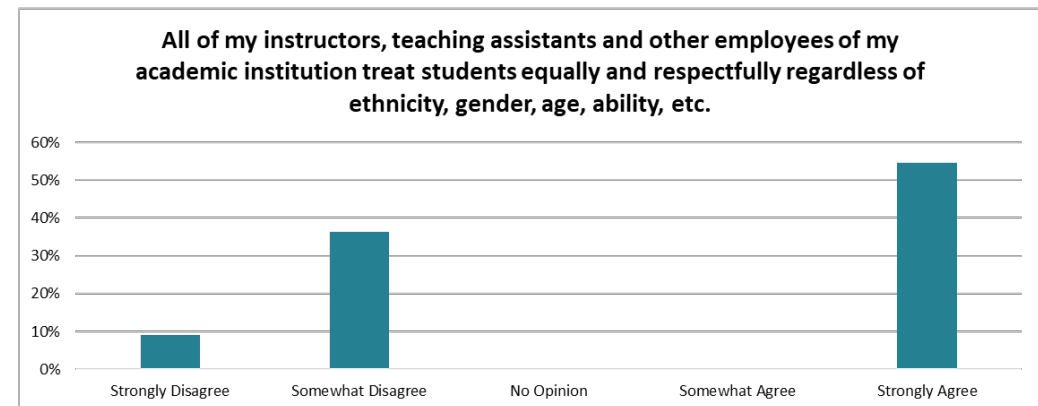
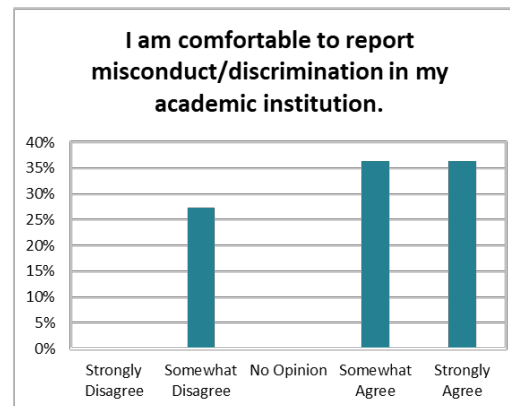
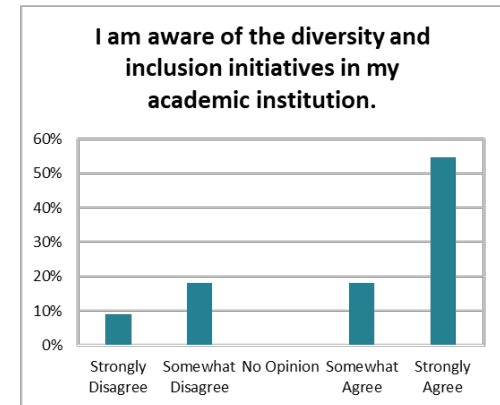
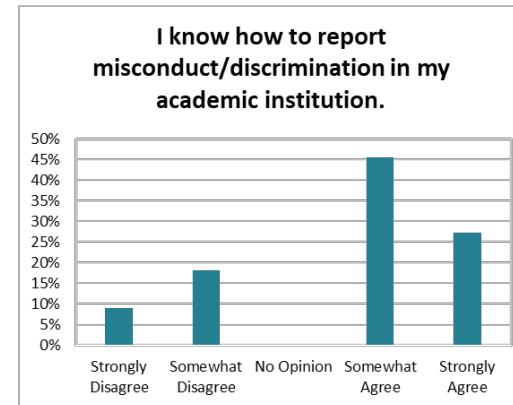
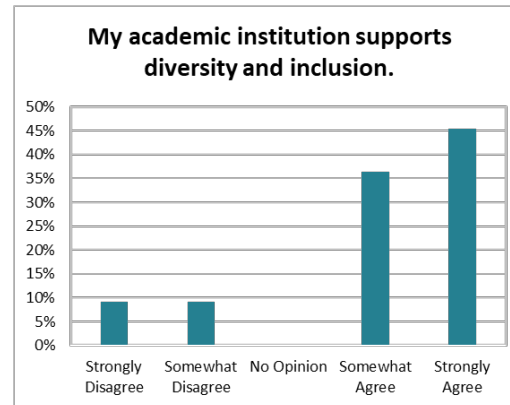
# IV. Experience of D&I in Academic Institutions

It is not advised to draw too many conclusions from these results. The number of respondents (11) is not statistically sufficient to be representative of the 642 possible student members.

Based on the responses of the 11 respondents, it appears that:

- The majority of respondents agree that their academic institution supports diversity.
- There is a reasonable awareness of diversity and inclusion initiatives in academic institutions
- Students know how to report misconduct/ discrimination in institutions and are comfortable doing so

Further work would be needed to understand the lack of response from this larger group.

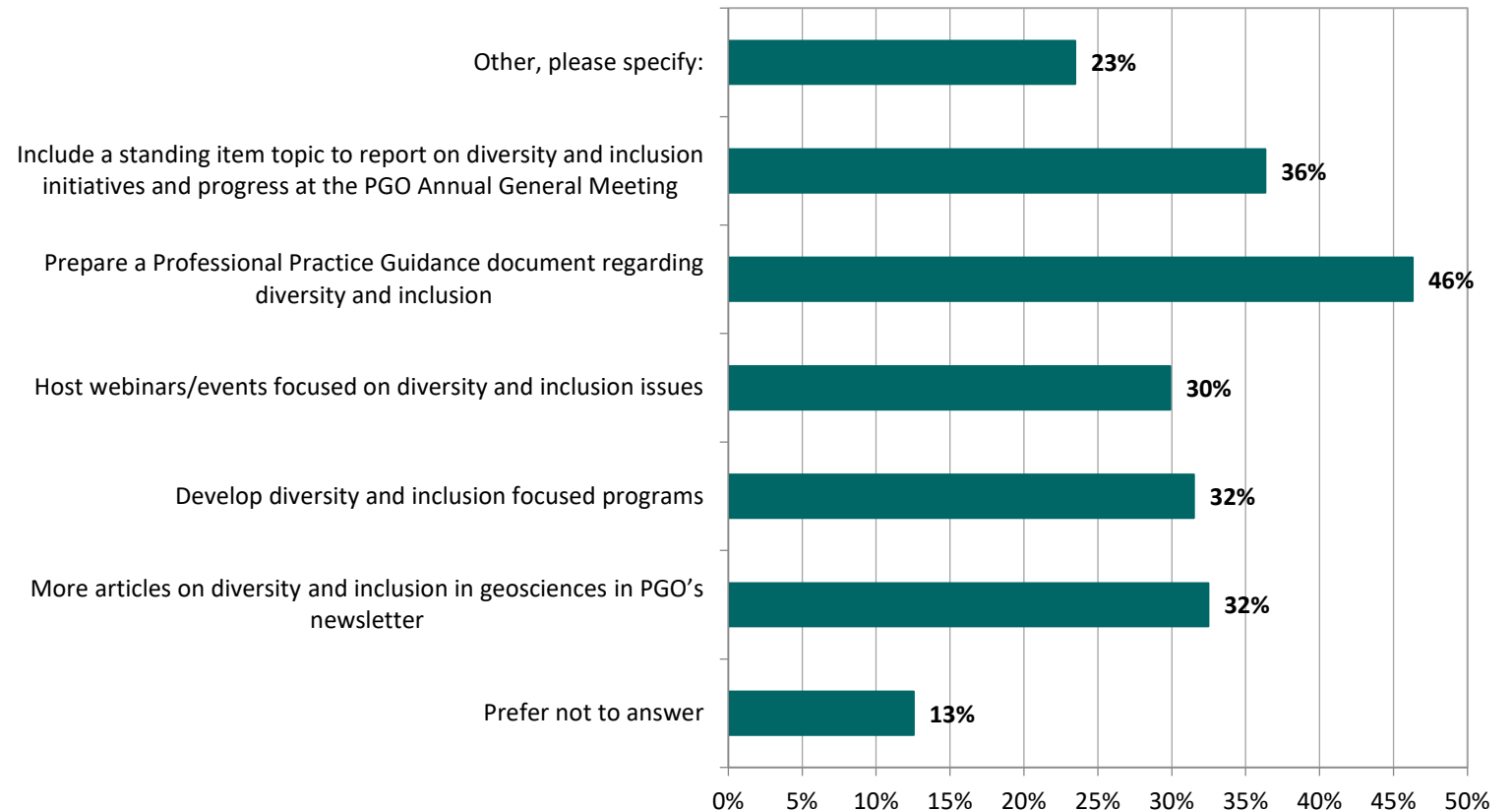


# V. Respondent views on PGO priorities for D&I

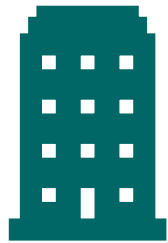
In general, it appears that:

- Respondents support more information on diversity and inclusion with greatest emphasis placed on:
  - PGO providing a Professional Practice Guideline as related to D&I
  - Additional forms of knowledge sharing via the AGM, PGO-hosted events and other programs

## What types of actions or initiatives should PGO undertake to promote diversity and inclusion awareness?



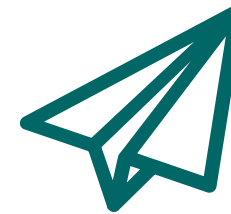
# THANK YOU



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