

Subject: Metro Vancouver Employee Experience & Diversity Survey

Dear Staff,

In previous emails I have written about the type of workplace and environment that I strongly believe is critical for us to create, support and maintain – one that is positive, respectful, and inclusive for all. I'd like to think we all embrace these as core values, both individually and collectively for our organization.

It is apparent that Metro Vancouver staff are proud to work in one of the world's most incredible and diverse regions. As an organization, we have made efforts towards diversity and inclusion over time, and have embedded these efforts into many of our practices; however, there is always an opportunity for improvement. As mentioned previously, I am pleased that we will be embarking on the development of a corporate Diversity & Inclusion Action Plan that will formalize our approach and efforts as they relate to diversity and inclusion and aide us in continuing to foster a diverse and inclusive workplace.

One of the foundational elements of building on this work is to first determine where we currently stand. In order to do so, we have partnered with BC Stats to administer a voluntary, confidential **Employee Experience & Diversity Survey** and report the results in a way that is valid, reliable, meaningful and easy to understand. The goal of this survey is to obtain feedback about your employee experience and understand the unique characteristics of our employee population in order to measure the degree to which we are reflective of the region we serve. The collection of this data will support and inform the work our organization does to ensure an inclusive environment where everyone can thrive. The survey asks about important, though sensitive, demographical information such as gender identity, race, ethnicity, etc.

BC Stats takes all measures to ensure the confidentiality of responses to this survey. All personal information, including demographic information, is collected under the *Freedom of Information and Protection of Privacy Act* (FOIPPA). Your answers will be kept confidential in accordance with the *Statistics Act* and will only be used for statistical and research purposes. When survey results are reported, your responses will be combined with the responses of others so that individuals cannot be identified. Your responses are not connected with your employee record, are not accessible by Metro Vancouver, and are not used to make individual employment decisions.

Early next week, BC stats will be sending an invitation to all regular, temporary and auxiliary staff listed as active in our system as of November 13, 2020. **I am asking all staff who receive an email survey invitation from BC Stats to participate.** The survey will take approximately 15 minutes to complete. Please know that you have the full support of your management team to take the time necessary to complete the survey. **High levels of participation help ensure that feedback accurately reflects the experience and characteristics of employees** and ensures we can confidently prioritize actions that focus on making Metro Vancouver more diverse and inclusive.

Should you have any questions, please contact a member of our Organization Development team (Nancy Gill, HR Advisor; Carolyn Shears, Lead Advisor, Organization Development; or Maggie Boak, Division Manager Talent Management & Organization Development).

Thank you to all of you for your support in helping to foster a positive working environment for all.

Together we make our region strong.

Warm Regards,

Jerry

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Commissioner/Chief Administrative Officer

