

SUMMARY OF DIVERSITY SURVEY RESULTS

The goal of the Diversity Survey was to “describe the membership on dimensions of diversity and to identify issues or barriers that influence participation as volunteers.” Underlying this was a desire to understand “what attracts different AMAPCEO members to begin or continue volunteering with AMAPCEO. In particular, the Diversity Committee (a Board Committee) wanted to learn why AMAPCEO volunteers tend to be less demographically diverse than the whole membership” (AMAPCEO Diversity Survey: Report on Results, Appendix C, September 30, 2013). Thus, the purpose of the Survey should be understood as three-fold: i) to describe the membership on dimensions of diversity; ii) to identify issues or barriers that influence participation as volunteers; and iii), to learn why AMAPCEO volunteers tend to be less demographically diverse than the membership. This summary highlights trends of participation as well as likelihood for future volunteering. For the original Survey in its entirety please click [here](#).

Overview of Results

Results suggest that community, cultural and demographic group identification may influence three factors important to the effectiveness of AMAPCEO as an organization:

- Member attitudes toward volunteering
- Member perceptions of social and workplace support for volunteering
- Members’ experience of barriers and resources that reinforce interest and access to volunteer

Findings establish that key resources include:

- A supportive management climate
- An association that provides equitable support to all groups
- Optimizing resources so opportunities to volunteer match member willingness

Outlined below are results reflecting responses by the 15% of membership who completed the survey. These results describe:

- Diversity profile of current volunteering
- How diversity influences the intention to volunteer in the next year
- Member perception of resources and barriers that impact volunteering

Current Volunteering

Analysis of members’ responses to questions that were developed to reflect focus group input suggests there are significant differences in current volunteering. Differences reflect community, cultural and demographic diversity within the AMAPCEO population.

LESS LIKELY TO BE CURRENT VOLUNTEERS	MORE LIKELY TO BE CURRENT VOLUNTEERS
<ul style="list-style-type: none"> • Parenting young children (p. 15) • Longer length of commute (p. 7) • Visible minorities (p. 21) • Higher income respondents (p. 28-29) 	<ul style="list-style-type: none"> • Longer length of OPS service (p. 9) • Elder care responsibilities¹ (p. 17) • Members reporting disabilities (p. 24)

¹ Respondents with eldercare responsibilities tended also to be older employees with more years’ service and this more likely explains they are also more likely to be current volunteers. Focus group input indicates those with eldercare responsibilities experience significant barriers.

Diversity factors that appear not to influence current volunteering are level of education (p. 30), language (p. 25), birthplace (p. 27), and identifying as Aboriginal (p. 20). The relatively small number of Aboriginal respondents poses a statistical challenge to measurement. Focus group input would suggest Aboriginal identity groups are underrepresented as current association volunteers.

Future Volunteering

Overall among the 15% responding to the survey the future intention to volunteer for the association is low. Few (4.4%) are very likely to volunteer. A majority (75.2%) are unlikely to volunteer; 11.25% report neutral intentions; and moderate likelihood is reported by 7%. Diversity appears to influence the likelihood members will volunteer in the next year.

LESS LIKELY TO BE FUTURE VOLUNTEERS	MORE LIKELY TO BE FUTURE VOLUNTEERS
<ul style="list-style-type: none"> Parenting young children, under age 6 (p. 30) Gender is female (p. 30) Fixed term employee (p. 30) 	<ul style="list-style-type: none"> Higher income respondents (p. 30) Older age groups (p. 30) More years' service (p. 30) AMAPCEO home position (p. 30) People reporting disabilities (p. 31)

Diversity factors that appear to make no difference on future likelihood to volunteer are (p. 31) education, bilingual designated position, OPS home position (compared with Broader Public Service), visible minority, Aboriginal identity, sexual orientation and having children under age 18. A detailed analysis of future inclination to volunteer as related to diversity is presented in pages 35-38 of the report.

Factors and Barriers that Influence Volunteering

Results demonstrate that members' perceptions of resources and barriers to volunteering are influenced by community, cultural and demographic group identification (pp. 44-56). Survey input provides clarity on the resources that generally increase or decrease likelihood to volunteer.

FACTORS AFFECTING LIKELIHOOD TO VOLUNTEER (pg. 39-44 of report)	
FACTORS THAT REDUCE LIKELIHOOD	FACTORS THAT INCREASE LIKELIHOOD
<ul style="list-style-type: none"> Family responsibilities Lack of information Lack of courage Co-workers having to cover workloads Lack of role models among prior volunteers Few volunteers from community, cultural and demographic group Past association volunteers don't provide mentorship 	<ul style="list-style-type: none"> Having skills and abilities Co-worker support Values that align with the association Welcoming environment Perception of one's community, cultural or demographic group as being supportive Association staff and local representatives are supportive

Assessment

Observed patterns in responding by diverse AMAPCEO members suggest points of influence. The report documents a need to implement strategies that will support progress toward three outcomes that are important to the association:

- Increasing the diversity of volunteers
- Sustaining commitment of current and future volunteers
- Mobilizing renewed interest among past volunteers

Four types of strategies are proposed which reflect the detailed analysis of survey results:

- Policy action (e.g., equity statement, inclusion lens, caucusing guidelines)
- Awareness
- Communications
- Solidarity incentives (e.g., member development, member recognition)
- Measuring success

Recommendations Moving Forward

While the survey provided clarity on describing our diversity, and what kinds of factors increase or decrease levels of participation, more work remains to be done in answering the question of *why* certain groups participate more than others, and what can be done to remedy this.

To address this issue the Committee has proposed a *Caucus Model*, which was approved at the 2014 Annual Delegates' Conference and is currently working to launch the model. We see the Caucus Model as a direct attempt to address many of the issues identified in the survey findings, as well as in the summary above. We believe this model will work to provide information for affinity groups about participation in the Association; to offer role models and mentorship opportunities for all our members; to provide a community of demographically similar AMAPCEO members to support a sense of solidarity in volunteering or participating in Association activities; and to cultivate spaces of support and understanding to discuss issues faced by members of each group.

The Diversity Committee has also committed to continue developing initiatives that promote inclusivity, equity and diversity within AMAPCEO, and in our workplaces, through a comprehensive and multi-pronged approach.

The initiatives currently underway in 2015 are as follows:

- Creating a fund (“seed money”) to encourage pre-existing volunteer affinity groups to continue their equity and diversity work within their communities;
- Creating an education fund to encourage members to attend equity and diversity related workshops, conferences, etc.;
- Liaising with pre-existing equity groups in the OPS and broader community;
- Launching a diversity awareness campaign;
- Implementing guiding principles of inclusion and the reading of our equity statement at all AMAPCEO meetings and events;
- Creating space on the AMAPCEO website for members to access equity and diversity related resources; and
- Developing and launching an annual Member Diversity Award Program to profile, highlight, and recognize members who have made significant contributions in the area of equity and/or diversity.

If you have any questions, ideas or concerns; or you would like more information, please email activist@amapceo.on.ca with the subject “Attention to the Diversity Committee”.