

EDI Insight Survey: Beedie School of Business

Frequently Asked Questions (FAQs)

1. What is the Equity, Diversity and Inclusion (EDI) Insight Survey?

This survey seeks your opinions on the current state of equity, diversity and inclusion (EDI) at the Beedie School of Business through an online survey. The outcome of this survey will provide a snapshot of the Schools' students, faculty and staff through demographic representation and feelings of inclusion. The aggregate data will feed into a larger EDI project that is underway at the School to help identify opportunities and barriers for establishing more equitable and inclusive practices that support and represent our community.

2. Who is administering the survey?

Beedie School of Business has contracted a Canadian third-party consultancy, [HRx Technology Inc. \(HRx\)](#), who specialize in equity, diversity and inclusion. HRx will administer the survey using a secure online tool that collects the data and reports aggregated results.

3. Who is invited to participate in the survey?

All students, faculty and staff are invited to participate in the survey.

4. Is the survey anonymous and how will my privacy be protected?

Yes, the survey is anonymous. All responses will be collected, analyzed and communicated in aggregate by [third-party provider HRx](#). The responses will include confidentiality thresholds to prevent filtering down into personally identifiable information. No individual responses will be shared with Beedie. Your responses will be combined with other participants' responses and only collective results will be shared back to the Institute. For more information read the [HRx Data Privacy and Security Charter](#).

5. When will the survey be available to complete?

The survey will be open for three weeks **Tuesday, October 4, 2022 to Friday, October 21, 2022 at 11:59 PM PST**. Students, Staff and Faculty will be invited to participate via an anonymous link.

6. How long will it take me to complete the survey?

On average, the survey takes less than 10 minutes to complete.

7. Is it mandatory that I participate in the survey?

Completing the survey is voluntary. However, we are encouraging all students, staff and faculty to participate so that we can get an accurate picture of the feelings of inclusion within the School and will be in a better position to determine if new programs, policies and practices need to be implemented based on the information provided.

To fully complete the survey, you must provide a response or select 'Prefer not to answer' to each question, and you must select 'submit' at the very end of the survey.

8. Why should I participate?

Completing the survey will provide Beedie with important insights that will inform decision making and planning discussions to promote an equitable and inclusive culture for students, faculty and staff, as well as engaging with the broader Beedie community.

9. What kinds of questions will be asked in the survey?

There are two sections of the survey. The first section asks about your feelings of inclusion. The second section asks about your demographic identity. By collecting data from these distinct areas, Beedie will not only obtain an accurate picture of how diverse the current community is, but also better understand if some groups feel more included than others.

10. How were these questions developed?

The survey was developed by HRx and has been used by organizations across Canada, including other academic institutions. The questions were designed by data analysts and social scientists, with input from industry leaders and EDI experts. The questions have been updated over time based on feedback from clients and users. If you would like to contact HRx directly regarding the questions, please email support@hrx.tech.

11. Some of the questions feel a bit personal. Why are you asking them?

We know there are many different identities within Beedie. In our society, people experience discrimination on these and other grounds. Understanding the scope of our diversity will help us work towards an organization that is inclusive for all. If there are any questions you do not want to answer, you may select the 'prefer not to answer' option. Keep in mind all your answers are anonymous and are reported in aggregate. This personal information is being collected in accordance s. 26(c) and s. 26(e) of BC's Freedom of Information and Protection of Privacy Act (RSBC 1996, c.165).

12. When will the survey results be released?

HRx will present the results of the survey along with the key findings and recommendations of the broader EDI Analysis Project to the JEDI Committee late 2022. Details on how this will be further shared with Beedie community will come later in the year.

13. Do I need to answer every question?

Yes. All questions must be answered to complete the survey; however, the majority of questions include a 'prefer not to answer' option.

14. Can I change my answers?

You can use the 'back' button to change your answers on previous screens. However, if you press the 'submit' button on the final screen your answers will be final and cannot be changed.

15. Can I complete the survey on a smartphone or tablet?

The preferred platform to access the survey is on your desktop/laptop. You may use an iPhone or Android phone. Please note that smaller screens may affect the survey's visibility.

16. What if I have technical problems accessing the online survey?

You can contact HRx technical support by email at support@hrx.tech

17. Who can I contact for more information about this EDI initiative at the Beedie?

If you have any questions, please contact Jerome Francis Jerome_francis@sfu.ca or Srabana Dasgupta Srabana_dasgupta@sfu.ca, Co-Chairs of the Beedie JEDI Committee.