



Questions & Answers — 2023 Employee Census —

1. What is the 2023 Employee Census at Interior Health (IH)?

The employee census seeks employees' perspectives on the current state of diversity, equity and inclusion (DEI) at Interior Health through an online survey. The outcome of this census provides data about the demographics of our workforce as well as insight into how equitable and inclusive we are as an organization. The aggregate data will help us to identify opportunities to enhance diversity, equity and inclusion across IH, and improve quality of care.

2. Why is the census being conducted again?

This census, which was first conducted in 2020, is being conducted again in 2023 to measure progress and determine what impact our efforts have had over the past three years. Our goal is to collect up-to-date demographic data on our workforce and experiences of inclusion that either identify new opportunities, or reinforce our current understanding of where to prioritize our efforts.

3. What actions have been taken at IH since the 2020 census?

- Anti-Racism policy
- Awareness campaigns
- DEI education modules
- Third gender option
- New internal resources
- Integrated DEI into new employee and leader onboarding
- Aboriginal HR Plan refresh
- Aboriginal employment advisor support increased
- Updated Aboriginal self-identification process
- Launch of the Dive In newsletter

[Click here for more information](#) about the results of the 2020 census.

4. Who is administering the census?

IH is working with a Canadian third-party consultancy, [HRx Technology Inc. \(HRx\)](#), that specializes in diversity, equity and inclusion (DEI). HRx will administer the census using a secure online tool that collects the data and report the aggregated results to IH.

5. Who is invited to participate in the census?

All IH employees will receive an email from HRx with an individualized and secure link to access the census. Medical staff and volunteers are not included in this census.

6. When will the census be available to complete?

IH employees will receive the invitation to participate by email on **Wednesday, March 1, 2023**. You will have just over three weeks to complete the census. The census will close on **Friday, March 24, 2023 at 11:59 PM PST**.

Please wait until you receive your email with an individualized link to complete the census. **Do not forward your email to others as the link is personalized and can only be used one time.**

7. How long will it take me to complete the census?

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

8. Is it mandatory that I participate in the census?

Completing the census is voluntary. However, we are asking all IH employees to participate so that we learn more about our workforce and your experiences in IH. This will better position us to determine if new programs, policies and practices need to be implemented based on the information provided.

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

9. Why should I participate?

The goal of the census is to create an inclusive workplace where we all feel safe, healthy and valued, and can reach our full potential. It is important that everyone completes the census so that IH can better understand our current workforce. Your honest responses will give us an accurate indication of who our people are, and what they experience in the workplace.

10. Is the census confidential and how will my privacy be protected?

The census is completely confidential. IH takes this seriously and has taken steps to comply with privacy laws and our internal code of conduct. HRx has provided its Data Privacy and Protection Charter and is committed to keeping all personal information secure. All information you provide will be analyzed by HRx. Your responses will be combined with other participants' responses and only collective results will be shared with our organization. Employee Experience will receive an overall report, which will be shared with IH as a quality tool for improvement.

11. Can my position be affected by the answers I submit to the census?

No. This census is 100% confidential. We are conducting the census to learn more about who makes up our unique and diverse workforce. This census will help promote diversity, equity and inclusion, and help create an inclusive workplace where we all feel safe, healthy and valued.

12. What kinds of questions will be asked in the census?

The census is split into two sections. The first section asks questions about your sense of inclusion in IH. The second section asks about your diverse identity (for example, your age, gender identity or if you provide care for a dependent).

By collecting data from these distinct areas, we will not only obtain an accurate picture of how diverse we are, but also better understand if some groups may feel more included than others.

13. How were these questions developed?

The census was developed by HRx and has been used by organizations across Canada. The questions were designed by data analysts and social scientists with input from industry leaders and diversity 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.

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

We know there are many different identities within our workforce. 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, simply select the 'prefer not to answer' option. Keep in mind all of your answers are confidential and are reported in aggregate.

15. When will the census results be released?

HRx will present the combined results with their expert review and recommendations to the IH Senior Executive Team in Spring 2023. Key findings will be shared with all of IH in Summer or Fall 2023.

16. What will IH do with the census results?

The census results will provide IH with the ability to identify demographic characteristics of our workforce. This information will in turn be used to develop and tailor programs, policies and practices that best support our diverse workforce by creating inclusive workplaces in which we all feel safe, healthy and valued. For example, the census will help IH to better understand if specific groups of employees are facing barriers to recruitment or promotions so that we can revise our policies and processes accordingly.

17. Do I need to answer every question?

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

18. 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.

19. Can I complete the census on a smartphone or tablet?

The preferred platform to access the census is your workstation/laptop, iPhone or Android phone.

20. What if I have technical problems accessing the census?

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

21. Who can I contact for more information?

If you have any questions, please contact employeeexperience@interiorhealth.ca.