**Overall Goal:** to gain a greater understanding of the environment in which members of the College of Medicine (CoM) work and learn

- Survey collection May 4 – July 2, 2021
- Req min 5 responses/demographic group

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**What was measured:**

1. Safe Environment
2. Perceptions of Fairness (via opportunities, pay, evaluation)
3. Feelings of Inclusion (via formal & informal networks, decision-making)
4. Perception of Success as Authentic Self
5. Overall Sense of Belonging
6. Narrative responses re: policies, procedures, practices

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**Demographic Comparisons Found:**

- The following members tended to rate the majority of measures lower than their counterparts:
  - Indigenous
  - Racialized
  - Immigrant
  - Those with a Disability
- Undergraduate students had lower ratings for Safe Environment Index and Inclusion in Decision-Making
- Senior Leaders in the CoM had the highest rankings for the majority of measures

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**2-Factor Disaggregated Comparisons Found:**

- The following members tended to rate the majority of measures lower than their counterparts:
  - The following with a Disability: Women, men, UG students, and residents
  - Racialized women, men, and faculty
  - Indigenous men
  - Immigrant women

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**Narrative Themes:**

1. Improved policies and processes, and application of existing ones
2. Improved workplace culture
3. Improved communication and transparency around decision-making
4. Greater representation and support of diverse needs
5. Need for education and supports
6. Improved reporting systems and complaint response
7. Addressing racism, intimidation, harassment, misogyny, and gender-based inequity
8. Leadership searches and training

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**Overall Findings:**

- Relatively safe environment
- Perceived Fairness
- Moderate inclusion
- Moderate sense of belonging

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**Summary of Survey Findings:**

Access the full report on the CoM EDI webpage for details on statistical analysis, limitations due to group sizes, and further contextual details

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