

2024 Crown Agencies and Board Resourcing Office (CABRO) Diversity Survey Report

Report prepared by the BC Data Service and CABRO

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Preamble

Content warning

This report covers topics related to systemic racism, colonialism, and oppression of First Nations, Métis, Inuit, and racialized people and may bring up difficult experiences, memories, feelings, and thoughts.

The National Indian Residential School Crisis Line provides 24-hour crisis support to former Indian Residential School students and their families toll-free at [1-866-925-4419](tel:1-866-925-4419).

Individuals impacted by the issue of Missing and Murdered Indigenous Women and Girls are encouraged to contact the MMIWG Crisis Line toll-free at [1-844-413-6649](tel:1-844-413-6649).

First Nations, Inuit and Métis seeking immediate emotional support can contact the Hope for Wellness Help Line toll-free at [1-855-242-3310](tel:1-855-242-3310), or by online chat at hopeforwellness.ca.

The [KUU-US Crisis Line](#) provides Indigenous-specific mental health support at [1-800-588-8717](tel:1-800-588-8717). This service is available 24 hours a day, seven days a week, toll-free from anywhere in British Columbia.

The [B.C. Mental Health & Crisis Response Line](#) is available for emotional support, information and resources specific to mental health at [310-6789](tel:310-6789) (no area code needed). This service works 24 hours a day, seven days a week and is available in 140 languages.

Territorial acknowledgment

This report was prepared on the ancestral territories, traditional lands and unceded territory of the Ləkʷəŋən (Lekwungen) people and the Snuneymuxw Nation who have kept their homelands strong. We are grateful.

Acknowledgments

The B.C. government remains committed to taking a distinctions-based approach to Indigenous data sovereignty and self-determination. We recognize and respect the distinct rights of First Nations, Métis, and Inuit people. We are working to address the consequences of colonial policies which have had lasting effects on all Indigenous Peoples living in the province.

Note on use

This report provides statistics about the demographic composition of the appointees to British Columbia's Crown agencies and boards. This information is important for establishing baselines and tracking progress toward equity and diversity in government. It can be used to evaluate and inform policies and practices for appointments made by the Crown Agencies and Board Resourcing Office. Representation levels of different demographic groups should not be seen as a reflection of their interest in and merit for appointments.

Note on terminology

Following guidelines used in social and medical sciences, labels for different population groups are considered proper nouns and are capitalized throughout this report. Capitalization of the term “White” in this report should not be used to legitimize beliefs about white supremacy. We acknowledge that in many contexts writers may prefer not to capitalize this term and respect this choice.

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Executive Summary

Introduction

The Crown Agencies and Board Resourcing Office (CABRO) oversees the recruitment and recommendation of candidates for appointments to all Crown corporations, agencies, boards, and commissions in British Columbia. Historically and continuing to this day, Indigenous and Two-Spirit, racialized people, women, people with disabilities, members of the LGBTQ+ community and other equity-deserving groups have faced barriers to full civic participation. CABRO is committed to monitoring the representation of marginalized groups and examining its policies and practices to support strong boards that reflect the diversity of British Columbia.

As part of this commitment, CABRO tracks demographic representation among its appointees through a regular online survey. The first CABRO Diversity Survey was launched in 2019, followed by the second survey in 2020. In May 2024, the third survey was administered with several improvements to its design. All 1,677 current board members were invited to participate by email. This resulted in 540 completions and a response rate of 32.2%.

The survey results were analyzed along with other administrative data and population statistics to assess progress since 2020 and identify additional areas of improvement. In 2024, the survey established baselines for both cultural diversity and First Nations, Métis, Inuit, and Two-Spirit appointees for the first time.

Change since 2020

In 2024, representation for the following groups shifted significantly¹:

- the percent of appointees aged 55+ decreased from 69% to 62.2% and the proportion of those aged 35-54 increased from 27.8% to 33.5%.
- the percent of appointees identifying as Black more than tripled from 0.7% to 2.6%, and the share of those identifying as White dropped from 76.2% to 70.6%.
- the share of people identifying as LGBTQ+ grew by 1.5 times from about 5.7% to 9.1%.
- the percent of appointees reporting a disability more than doubled from 6.7% to 19.4%.
- the share of people practising Christianity declined from 32.1% to 25.9%; while the share of those reporting no religion or spirituality grew from 36.9% to 44.3%.

First Nations and Métis people, women, people who are LGBTQ+, and religious or spiritual groups were represented at levels close to the census. Within these groups, people living in rural and remote communities may still be underrepresented.

¹ The term “significant” does not reflect the assessed magnitude or importance of the reported change. Rather, it refers to the statistical significance of the reported change; statistically significant changes cannot be explained by chance and likely indicate a genuine shift in the population of appointees. Changes that are not statistically significant may reflect random fluctuations in estimates that depend on who takes the survey in a given year. While some statistically significant shifts may be linked to policy or process changes under CABRO’s control, others may occur naturally. This is because appointments are for limited terms, and representation shifts as individuals join or are reappointed to positions

Profile of appointees by select demographic characteristics

Indigenous identity*

First Nations | 5.6%

Métis | 3.1%

Compared to others in the sample, **Indigenous appointees** had a 1.5 to 2 times higher share of

- women
- adults aged 35-54
- people identifying as LGBTQ+
- people reporting a disability
- caregivers for children and adults
- religious or spiritual people

* The data about the share appointees identifying as Inuit and Two-Spirit was masked in this report because of low counts and the associated risk of survey respondents being personally identified.

Age group

18-34 | 3.5% 

35-54 | 33.5% 

55+ | 62.2% 

Compared to others in the sample, **appointees aged 55+** had a higher share of

- men, but were the only gender-balanced age group
- people identifying as White
- residents of Vancouver Island/Coast region

had a lower share of

- First Nations people
- people who are racialized
- those identifying as LGBTQ+ or reporting a disability
- caregivers for a child under 18

* A group is gender-balanced when the share of women and men closely mirrors census estimates. In the 18-34 and 35-54 age groups, women were represented at a higher rate than men, when compared to their share in the population.

Gender and LGBTQ+ identity*

Woman | 55.4%

Man | 42.6%

LGBTQ+ | 9.1%

Compared to others in the sample, **appointees identifying as women** had a higher share of

- First Nations people
- adults aged 35-54
- caregivers for a child under 18

* Data about the share of Non-Binary appointees was masked in this report because of low counts and the associated risk of survey respondents being personally identified.

Racial identity*

29.4% 
Racialized

66.5% 
Non-racialized

Compared to others in the sample, **racialized appointees** had a 1.6 to 2 times higher share of

- adults aged 35-54
- people with two primary languages and belonging to more than one culture
- caregivers for children and adults
- religious or spiritual people
- residents of the Lower Mainland-Southwest region

* Racialized appointees include those who identify as Arab, Black, Chinese, Filipino, Indigenous, Japanese, Korean, Southeast Asian, South Asian, or West Asian. Non-racialized appointees include those who selected White as their only racial background.

Areas for improvement

Not all shifts observed since 2020 were sufficient to reach census-level demographic and regional representation. There are opportunities to improve the representation of adults aged 18-34, racialized groups, people with disabilities, caregivers, and residents of the Lower Mainland/Southwest and Thompson-Okanagan.

- Adults aged 55+ (62.2% of appointees) continued to be overrepresented among appointees by 1.5 times their share in the B.C. population. This was even more prominent among appointees identifying as men, more than two-thirds (72.6%) of whom were 55+. Adults aged 18-34 (3.5% of appointees) continued to be underrepresented by around 7 times their population share.
- While most racialized groups were represented at a level in line with their share of the B.C. population, those identifying as Chinese (5.6%) and Filipino (0.7%) were represented at lower rates. To reach census-level representation, the share of Chinese appointees would need to double, and the share of Filipino appointees would need to increase by 5 times.
- People with disabilities (19.4% of appointees) were represented at a lower rate relative to their share of the B.C. population. To reach population-level representation, the share of appointees in this group would need to increase by about 1.5 times.
- Parents and guardians of children under 18 (20.9%) and caregivers for adults (10.4%) were underrepresented among B.C. appointees, compared to their share in Canada's population (data for B.C. is unavailable). To reach the population level, the share of primary caregivers for children and adults would need to increase by 1.5 and 2 times respectively.
- Compared to the provincial population, those from the Lower Mainland/Southwest (53.2%) and Thompson-Okanagan (9.4%) are underrepresented among the appointees. Those from other regions, especially Vancouver Island and Coast (23.7%), are represented at higher rates.

Because the appointees often belong to more than one underrepresented group at the same time (e.g., caregivers are more likely to be racialized), focusing on increasing representation of one group may also lead to increased representation of other groups. At the same time, increasing representation of adults aged 18-54, people with disabilities, and caregivers for children under 18 may lead to the underrepresentation of men. This is because appointees identifying as men tend to already make up a lower share of these groups.

While census benchmarking gives some insight into diversity and representation, it is a limited measure because it presumes all people in the population have an equal chance of being appointed to a CABRO position. In reality, the pool of eligible candidates is smaller because the positions may require previous experience and/or training and have other selection criteria (e.g., expectations to travel and work non-traditional hours). Ideally, current representation should be compared to the pool of candidates eligible for CABRO positions; this data was not available at the time of writing this report. It is also important to assess the diversity of the candidate pool

itself to understand how current eligibility criteria may be limiting participation among equity-deserving groups. Finally, since Indigenous and racialized populations are undercounted in census data, alternative benchmarks to assess the representation of these population groups should be considered.

Next steps

Crown Agencies and Board Resourcing Office (CABRO) commits to a bi-annual (every two years) demographic survey of all appointees to public sector organizations to ensure that progress is being made towards reflecting the diversity of the province in the composition of these boards. These survey results will be published as part of the annual release of statistics under the Anti-Racism Data Act.

We acknowledge that these representation statistics do not show the full picture. Beyond this, it is important to understand how appointees from equity-deserving groups and rural and remote communities are distributed across boards, what positions they occupy, and whether they feel supported and empowered in their roles.

In the next survey, CABRO commits to including census comparisons and additional intersectional insights from qualitative data collection. This will enable CABRO to meet the commitment of working collaboratively with racialized and Indigenous communities and involving them in research and identifying actions to address the lack of diversity.

Introduction

About CABRO

The Crown Agencies and Board Resourcing Office (CABRO) oversees the recruitment and recommendation of candidates for appointments to all Crown corporations, agencies, boards, and commissions in British Columbia. CABRO develops policies to support an open, transparent, and merit-based public appointment process, and helps ensure appointees receive public sector governance orientation and development resources. In addition, CABRO provides oversight of Crown governance and corporate accountability, including the delivery of mandate letters, service plans and annual service plan reports for agencies, boards, and commissions. CABRO also provides advice and recommendations for improvements to governance, accountability, and performance planning by public sector organizations.

Historically and continuing to this day, Indigenous and Two-Spirit, racialized people, women, people with disabilities, and members of the LGBTQ+ community have been excluded from positions of power both through oversight and intentionally through colonial, racist, ableist, sexist and other discriminatory policies and practices. Other groups, like caregivers of children and adults, youth, and members of non-dominant religious and language groups, have also faced barriers to full civic participation due to systemic barriers. While progress has been made to improve the representation of these groups, more needs to be done to repair the harm done by years of exclusion and ensure that all people have an opportunity to participate in the governance of our province.

CABRO is committed to monitoring the representation of historically marginalized groups and examining its policies and practices to support strong boards that reflect the diversity of British Columbia. CABRO encourages those who may contribute to diversity in public sector board appointments to put their names forward for appointments. Strong boards that reflect the diversity of British Columbia will help achieve effective and citizen-centred governance.

CABRO Diversity Surveys

Regular CABRO Diversity Surveys and associated reporting are a part of CABRO's commitment to monitoring progress toward achieving its diversity and equity objectives. The first CABRO Diversity Survey was administered by BC Stats in 2019, followed by the second survey in 2020. In May 2024, the third survey was administered by BC Stats through a research company, Leger. CABRO Diversity Survey results are used to establish baselines, assess progress over time, and identify areas of improvement.

2024 CABRO Diversity Survey

The 2024 CABRO Diversity Survey included 12 demographic questions and 2 open-ended questions. The open-ended questions collected information about training needs and board/tribunal culture that makes appointees feel supported. Insights gained from the open-

ended questions are not included in this report and are used internally by CABRO to inform operations. Administrative data was also available to track representation by economic region.

The 2024 demographic questionnaire was revised to incorporate the latest best practices for demographic data collection. These included a distinctions-based approach to collecting data about Indigenous Peoples, including definitions of questions about disability and racial background, and several minor improvements to response options. Two questions about place of birth and visible minority status were removed and a question about cultural background was added.

All 1,677 current board members were invited to participate by email in May 2024. This resulted in 540 completions and a response rate of 32.2%. Details about survey administration and analysis are available in the methodology section of this report.

Findings

The 2024 CABRO Diversity Survey collected demographic information about provincial appointees to assess the representation of different demographic groups and to track change since 2020.

To this end, 2024 survey results for each demographic group are compared to two benchmarks:

1. Results from the 2020 CABRO Diversity Survey. Blue/up and red/down arrows reflect significant² changes between the 2024 and 2020 surveys.

While some significant representation shifts may be linked to policy or process changes under CABRO's control, others may occur naturally. This is because appointments are for limited terms, and representation shifts as individuals join or are reappointed to positions.

2. B.C. population estimates for demographic groups, based on the 2021 Census or other federal surveys where census data is unavailable.

This benchmark was selected because census and federal surveys administered by Statistics Canada are the most accessible and reliable data sources used to describe the provincial population. However, this approach has limitations because it presumes all people in the population have an equal chance of being appointed to a CABRO position. In reality, the pool of eligible candidates is smaller because the appointments may require previous experience and/or training and have other selection criteria. Ideally, current representation should be compared to the pool of candidates eligible for CABRO positions. It is also important to assess the diversity of the candidate pool itself to understand how current eligibility criteria may be limiting participation among equity-deserving groups. Finally, it is important to keep in mind that census benchmarks are less accurate in assessing the representation of Indigenous and racialized

² The term "significant" does not reflect the assessed magnitude or importance of the reported change. Rather, it refers to the statistical significance of the reported change; statistically significant changes cannot be explained by chance and likely indicate a genuine shift in the population of appointees. Changes that are not statistically significant may reflect random fluctuations in estimates that depend on who takes the survey in a given year.

populations,³ because these populations are undercounted in the census for various reasons (e.g., undercoverage and data processing approach).

Intersectional insights for each demographic group are included where sample sizes permit, and where significant differences between each sub-group and the total sample are identified. For this analysis, each sub-group is compared to everyone else in the sample, excluding the sub-group in question. For example, the age group 55+ is compared to the total sample that includes the 18-34 and 35-54 age groups, plus those choosing not to disclose their age.

Results from the 2019 CABRO Diversity Survey are provided for historical context. Because statistical testing has not been performed on these results, they cannot be used to assess changes in the demographic composition of appointees since 2019.

It is important to understand that representation levels of different demographic groups are not a reflection of their interest in and merit for appointments. Instead, groups may have different levels of awareness, resources, and social networks that make it more easy or difficult for them to apply for and receive appointments. The nature of appointments and associated responsibilities may also limit the pool of eligible candidates and unevenly impact different population groups (e.g., if most appointments require to be physically present in Victoria, residents of other cities would be excluded). The selection process and other policies and practices also play a role in how different groups are represented. That is why follow-up analysis is necessary to fully interpret and act on the findings reported below.

Age

Nearly two-thirds of current provincial appointees to B.C.'s Crown corporations, agencies, boards, and commissions are aged 55+, though this figure has dropped significantly since 2020. Still, this age group continues to be overrepresented among CABRO appointees by 1.5 times their share in the B.C. population.

The proportion of appointees aged 35-54 has increased significantly compared to 2020. This age group now represents a third of appointees – in line with their share in the population.

While the proportion of appointees aged 18-24 increased significantly since 2020, it had to be masked to prevent identifying survey respondents in this and the 25-34 age group. Those aged 18-34 are still underrepresented compared to their share of the population. To reach census-level representation, this group needs to increase by about 7 times from the 2024 level.

³ Manuel, K., Orlandini, R., & Cooper, A. (2022). Who is counted? Ethno-racial and Indigenous identities in the Census of Canada, 1871-2021. *IASSIST Quarterly*, 46(4).

Table 1: Appointees by age group. In 2024, the survey asked, “What is your age?”.

Age Group	2024*	2024 Confidence Interval**	2020	2019	2021 Census ⁴ (age 18+)
<i>Base n=</i>	540	540	972	964	4,132,325
NET 18 – 34	3.5%	2.2-5.5	2.2%	2.5%	26.4%
18 – 24	MASK***↑	MASK	MASK	MASK	9.6%
25 – 34	MASK	MASK	MASK	MASK	16.8%
NET 35 – 54	33.5% ↑	29.7-37.6	27.8%	27.5%	31.8%
35 – 44	12.4%	9.9-15.5	11.2%	10.7%	16.3%
45 – 54	21.1%	17.9-24.8	16.6%	16.8%	15.5%
NET 55+	62.2% ↓	58.1-66.2	69.0%	68.7%	41.8%
55 – 64	24.3% ↓	20.8-28.1	30.7%	31.6%	17.2%
65+	38.0%	34.0-42.1	38.4%	37.0%	24.6%
Prefer not to answer	0.7%	0.2-2.0	1.0%	1.3%	n/a

* Blue/up arrows mark statistically significant increases since 2020, and red/down arrows mark decreases.

** The confidence interval shows the range of true population values for each survey estimate (Ex: 3.5% of respondents were 18-34 years old and the proportion in the entire population of appointees could range from 2.2 to 5.5%).

*** Several data points have been masked to minimize the risk of re-identification of survey respondents that belong to sub-groups of fewer than 4 people.

Intersectional insights for appointees by age

The intersectional analysis presented below reflects areas where significant differences were identified, and where sample sizes were large enough to minimize the risk of re-identification of survey respondents.

Relative to everyone else in the sample, appointees aged 55+ were:

- less likely to identify as First Nations
- less likely to identify as LGBTQ+
- less likely to be racialized
- less likely to consider language other than English or French as their primary
- less likely to consider themselves as a part of more than one culture
- less likely to report a disability
- less likely to be caregivers of a child under 18
- more likely to identify as men, although 55+ was the only gender-balanced age group
- more likely to identify as White
- more likely to practise Christianity
- more likely to live in the Vancouver Island/Coast region

⁴ Statistics Canada (2022). Table 98-10-0022-01. Age (in single years), average age and median age and gender: Canada, provinces and territories, census divisions and census subdivisions. Retrieved July 16, 2024, from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=9810002201>

Table 2: Intersectional analysis for appointees age 55+ by demographic groups.

Demographic Group	Sub-group	Age 55+	Total sample, excluding 55+
		<i>Base n=</i> 336	204
Indigenous identity	First Nations	2.4%	10.8%
Gender*	Woman	49.4%	65.2%
	Man	49.7%	30.9%
LGBTQ+ identity	Identify as LGBTQ+	3.9%	17.6%
Racial background	White	78.0%	58.3%
	Racialized	20.5%	44.1%
Primary languages	Language other than English or French	1.2%	7.4%
Culture	More than one culture	38.7%	52.5%
Religion/spirituality	Christianity	31.8%	16.2%
Disability	Report a disability	15.8%	25.5%
Caregiver status	Caregiver for child	3.3%	50.0%
Economic region	Vancouver Island/Coast	27.4%	16.2%

*Data about non-binary appointees was collected but masked because of low counts and the associated risk of survey respondents being personally identified.

Gender

A little over half of appointees identify as women. The gender proportions of provincial appointees in 2024 are statistically consistent with 2020's results.

In 2024, appointees identifying as women were represented at a slightly higher rate compared to their share in the B.C. population as of 2021.

Table 3: Appointed by gender identity. In 2024, the survey asked, "What is your gender? Gender refers to current gender which may be different from what is indicated on legal documents."

Gender Identity*	2024	2024 Confidence Interval**	2020	2019	2021 Census (age 15+) ⁵
<i>Base n=</i>	540	540	972	964	4,200,505
Man	42.6%	38.5-46.8	46.1%	49.6%	48.7%
Woman	55.4%	51.2-59.5	52.9%	49.3%	51.1%
Non-Binary	MASK***	MASK	n/a	n/a	0.2%
Prefer not to answer	MASK	MASK	MASK	MASK	n/a

* 2019 and 2020 options were worded as "Male" and "Female" and did not include an explanation of gender in the question. "Non-binary" was not an option in 2019 or 2020; instead, "Other" was an option.

** The confidence interval shows the range of true population values for each survey estimate (Ex: 42.6% of respondents were men and the proportion in the entire population of appointees could range from 38.5 to 46.8%).

*** Several data points have been masked to minimize the risk of re-identification of survey respondents that belong to sub-groups of fewer than 4 people.

⁵ Statistics Canada. Table 98-10-0036-01 Broad age groups and gender: Canada, provinces, and territories. Retrieved July 16, 2024, from <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=9810003601>.

Intersectional insights for appointees by gender

The intersectional analysis presented below reflects areas where significant differences were identified, and where sample sizes were large enough to minimize the risk of re-identification of survey respondents.

Relative to everyone else in the sample, appointees identifying as women were:

more likely to identify as First Nations

more likely to be aged 35-54, less likely to be 55+; thus, more evenly distributed between these age groups

more likely to be primary caregivers for a child under 18

Table 4: Intersectional analysis for women by demographic groups.

Demographic Group	Sub-group	Women	Total sample, excluding women
		<i>Base n=</i> 299	241
Indigenous identity	First Nations	7.7%	2.9%
Age group	35-54	41.5%	23.7%
	55+	55.5%	70.5%
Caregiver status	Caregiver for child	25.8%	14.9%

Relative to everyone else, appointees identifying as men were:

less likely to identify as First Nations

less likely to be aged 35-54, more likely to be 55+

less likely to report a disability

less likely to be primary caregivers for a child under 18

Table 5: Intersectional analysis for men by demographic groups.

Demographic Group	Sub-group	Men	Total sample, excluding men
		<i>Base n=</i> 230	310
Indigenous identity	First Nations	2.6%	7.7%
Age group	35-54	23.0%	41.3%
	55+	72.6%	54.5%
Disability	Report a disability	14.8%	22.9%
Caregiver status	Caregiver for child	14.8%	25.5%

LGBTQ+ identity

Nearly one in ten provincial appointees identified as LGBTQ+ in 2024, a significant increase from 2020. This group is represented at a higher rate compared to their estimated share in the provincial population, based on the 2019-2022 Canadian Community Health Survey.

Table 6: Appointees by LGBTQ+ identity. In 2024, the survey asked, “Are you a person who is LGBTQ+ (Lesbian, Gay, Bisexual, Trans, Queer, and/or other)?”

LGBTQ+ Identity	2024*	2024 Confidence Interval**	2020	2019	2019 – 2021 Canadian Community Health Survey (age 15+) ⁶
<i>Base n=</i>	540	540	972	964	3,988,700
Yes***	9.1% ↑	6.9-11.8	5.7%	4.7%	5.9%
No	88.0%	84.9-90.5	90.0%	90.6%	94.1%
Don't know / Unsure	0.7%	0.2-2.0	n/a	n/a	n/a
Prefer not to answer	2.2%	1.2-3.9	4.3%	4.8%	n/a

* Blue/up arrow marks a statistically significant increase since 2020.
 ** The confidence interval shows the range of true population values for each survey estimate (Ex: 9.1% of respondents identify as LGBTQ+ and the proportion in the entire population of appointees could range from 6.9 to 11.8%).
 *** Note that 2019 and 2020 question wording also listed “Two-Spirit” in the examples provided in the question. A separate question asking about Two-Spirit identities was added for the 2024 survey.

Indigenous identity

The total proportion of appointees who identify as Indigenous is 8.5 percent, similar to what was observed in 2020. This is higher than the share of the Indigenous population in the province based on the 2021 Census.

- Just over 5 percent of provincial appointees identify as First Nations, which is higher than their census-estimated share in the population.
- Just over 3 percent identify as Métis, which is higher than their census-estimated share in the population.
- Data about Inuit appointees was masked because of low counts.

Indigenous people living in rural and remote communities may still be underrepresented among CABRO appointees. This analysis could not be completed in this report due to low counts; it can be completed in future reports by combining data over multiple years.

It is also important to note that census benchmarking is less accurate for assessing the representation of the Indigenous population. This is because Canada’s census has historically been used as a tool of erasure and assimilation of Indigenous people, which is reflected in data

⁶ Statistics Canada. Table 13-10-0874-01 Socioeconomic characteristics of the 2SLGBTQ+ population, 2019 to 2021. Retrieved July 16, 2024, from <https://doi.org/10.25318/1310087401-eng>.

collection and processing methods.⁷ For example, not all Indigenous people participate in the census due to mistrust or due to census questionnaires never reaching them. In 2021, an estimated 10.66% (or ~10,914) of people living on reserves in British Columbia were not included in census counts.⁸ As a result, the Indigenous population is undercounted in the census. Moreover, years of colonial and racist policies (e.g., the Indian Act and residential schools) have constrained the size and growth of the Indigenous population. Therefore, using current population levels as a benchmark for adequate representation can perpetuate the exclusion of Indigenous people from positions of power.

Table 7: Appointees by Indigenous identity. In 2024, the survey asked, “Do you identify yourself as First Nations (status or non-status), Métis, or Inuit? (Select all that apply)”

Indigenous Identity	2024	2024 Confidence Interval*	2020	2019	2021 Census (age 15+) ⁹
<i>Base n=</i>	540	540	972	964	4,200,505
NET Yes**	8.5%	6.4-11.2	7.4%	6.3%	5.2%
Yes, First Nations in BC	4.6%	3.1-6.8	n/a	n/a	n/a
Yes, First Nations outside of BC	0.9%	0.3-2.2	n/a	n/a	n/a
Yes, First Nations	5.6%	3.9-7.8	n/a	n/a	3.2%
Yes, Métis	3.1%	1.9-5.0	n/a	n/a	1.8%
Yes, Inuit	MASK***	MASK	n/a	n/a	0.03%
No	88.5%	85.5-91.0	90.3%	91.3%	94.8%
Don't know / Unsure	0.9%	0.3-2.2	n/a	n/a	n/a
Prefer not to answer	2.0%	1.1-3.7	2.3%	2.4%	n/a

* The confidence interval shows the range of true population values for each survey estimate (Ex: 8.5% of respondents identify as Indigenous and the proportion in the entire population of appointees could range from 6.4 to 11.2%).

** 2019 and 2020 only asked “Yes/No” – no differentiation between First Nations, Métis, or Inuit. Row “NET Yes” shows simple “Yes” responses for 2019 and 2020, which are comparable to the “NET Yes” figure shown for 2024.

*** Several data points have been masked to minimize the risk of re-identification of survey respondents that belong to sub-groups of fewer than 4 people.

Intersectional insights for Indigenous appointees

The intersectional analysis presented below reflects areas where significant differences were identified, and where sample sizes were large enough to minimize the risk of re-identification of survey respondents.

Intersectional analysis did not reveal statistically significant differences between appointees identifying as First Nations and all other appointees, as Métis and all other appointees, or as Inuit

⁷ Manuel, K., Orlandini, R., & Cooper, A. (2022). Who is counted? Ethno-racial and Indigenous identities in the Census of Canada, 1871-2021. *IASSIST Quarterly*, 46(4).

⁸ Statistics Canada. 2024. Indigenous Peoples technical report, Census of population, 2021. Retrieved August 7, 2024, from <https://www12.statcan.gc.ca/census-recensement/2021/ref/98-307/index-eng.cfm>

⁹ Statistics Canada. Table 98-10-0264-01 Indigenous identity by Registered or Treaty Indian status and residence by Indigenous geography: Canada, provinces, and territories. Retrieved July 22, 2024, from <https://doi.org/10.25318/9810026401-eng>

and all other appointees. This is likely because of the small size of these groups compared to the total sample.

When combined as one group, Indigenous appointees differed in many ways from those who were non-Indigenous or chose not to answer the Indigenous identity question.

Relative to everyone else in the sample, Indigenous appointees were:

- more likely to be 35-54
- more likely to identify as a woman
- more likely to identify as LGBTQ+
- more likely to identify with more than one racial background
- more likely to identify with Métis culture or a First Nations culture
- more likely to practise more than one religion or spirituality
- more likely to report a disability
- more likely to be primary caregivers for children under 18 and adults

Table 8: Intersectional analysis for Indigenous appointees by demographic groups.

Demographic Group	Sub-group	Indigenous	Total sample, excluding Indigenous
	<i>Base n=</i>	46	494
Age group	35-54	60.9%	31.0%
Gender	Woman	76.1%	53.4%
LGBTQ+ identity	Identify as LGBTQ+	19.6%	8.1%
Racial background	More than one racial identity	23.9%	3.0%
Culture	Métis culture	15.2%	0.0%
	First Nations culture	28.3%	3.0%
Religion/spirituality	Religious/spiritual	84.8%	43.5%
	More than one religion/spirituality	13.0%	1.8%
Disability	Report a disability	30.4%	18.4%
Caregiver status	Caregiver for child	32.6%	19.8%
	Caregiver for adult	19.6%	9.5%

Two-Spirit identity

Among those appointees who identify as Indigenous, some also identify as Two-Spirit.

Table 9: Indigenous appointees by Two-Spirit identity. In 2024, the survey asked, “Do you identify as Two-Spirit?”

Two-Spirit Identity	2024	2024 Confidence Interval*
<i>Base n=</i>	46	46
Yes	MASK**	MASK
No	89.1%	76.5-95.7
Don't know / Unsure	MASK	MASK

* The confidence interval shows the range of true population values for each survey estimate (Ex: 89.1% of Indigenous respondents don't identify as Two-spirit and the proportion in the entire population of Indigenous appointees could range from 76.5 to 95.7%).

** Several data points have been masked to minimize the risk of re-identification of survey respondents that belong to sub-groups of fewer than 4 people.

Racial background¹⁰

Over two-thirds of appointees identify as White¹¹, though their share in 2024 is significantly lower than in 2020. The proportion of appointees who identify as Black has increased significantly since 2020, while the share of other racialized groups remained unchanged. The majority of appointees (91%) selected one racial identity, with close to 5% selecting two or more.

Most racialized groups were represented at a level in line with their share of the population.¹² Those identifying as Chinese and Filipino were represented at lower rates and those identifying as Black were represented at a slightly higher rate.

To reach census-level representation the share of appointees identifying as Chinese would need to double, and the share of appointees identifying as Filipinos would need to increase by 5 times from their 2024 levels.

It is important to note that census benchmarking is less accurate when used to assess the representation of the racialized population. This is because census has historically been used as a tool of erasure and assimilation of racialized people, which is reflected in data collection and

¹⁰ In this report, racial background or race is defined as the social concept that assigns status to people based on their physical characteristics, ethnicity, nationality, or place of origin. Race is used to create social hierarchies by racializing people as more or less worthy of power, respect, and resources. Racial differences in representation reflect the outcomes of social structures that place barriers for racialized people to participate in citizen governance.

¹¹ Following guidelines used in social and medical sciences, labels for different population groups are considered proper nouns and are capitalized throughout this report. Capitalization of the term “White” in this report should not be used to legitimize beliefs about white supremacy. For more information on current guidelines, see:

American Psychological Association (2022). APA style and grammar guidelines: proper nouns. Retrieved July 24, 2024, from <https://apastyle.apa.org/style-grammar-guidelines/capitalization/proper-nouns>

Flanagin, A., Frey, T., Christiansen, S. L., & AMA Manual of Style Committee (2021). Updated guidance on the reporting of race and ethnicity in medical and science journals. JAMA, 326(7), 621-627.

Stanbrook M.B. & Salami B. (2023). CMAJ’s new guidance on the reporting of race and ethnicity in research articles. Canadian Medical Association Journal. 195(6), E236-E238.

¹² The fact that respondents selecting several racial identities were counted in each single response category (double counted) may have inflated the share of some racial groups among CABRO appointees. The impact was likely minimal because the majority selected one response; the impact was even smaller for racialized groups because most people selecting two or more responses selected only one racialized identity.

processing methods.¹³ For example, in the 2021 census, people who identified as Arab, Latin American and West Asian in combination with White were classified as “not a visible minority”, which likely led to undercounting of these populations. Lower response rates in the most recent census also mean that estimates for smaller populations like racialized groups are less reliable.¹⁴ In addition, years of racist policies (e.g., displacement, restrictions on immigration and property ownership) have constrained the size of racialized populations in the province. Therefore, using current population levels as a benchmark for adequate representation can perpetuate the exclusion of racialized people from positions of power.

Table 10: Appointees by racial background. In 2024, the survey asked, “In our society, people are often described by their race or racial background. These descriptions are not based in science but impact the way people are treated. Which of the following best describes you? (Select all that apply)”

Racial Background	2024*	2024 Confidence Interval**	2020	2019	2021 Census (age 15+) ¹⁵
<i>Base n=</i>	540	540	972	964	4,200,420
NET Racialized ****	29.4%	25.8-33.4	14.9%	16.0%	n/a
South Asian	8.5%	6.4-11.2	8.5%	7.2%	9.4%
Indigenous	8.1%	6.1-10.8	n/a	n/a	n/a
Chinese	5.6%	3.9-7.8	4.7%	4.9%	11.3%
Black	2.6% 	1.5-4.3	0.7%	1.0%	1.1%
Korean	1.1%	0.4-2.5	MASK***	MASK	1.5%
West Asian	1.1%	0.4-2.5	0.4%	0.8%	1.4%
Japanese	0.9%	0.3-2.2	1.1%	1.0%	0.9%
Filipino	0.7%	0.2-2.0	MASK	MASK	3.5%
Latin American	0.7%	0.2-2.0	0.8%	0.6%	1.4%
Arab	MASK	MASK	0.4%	MASK	0.5%
Southeast Asian	MASK	MASK	MASK	MASK	1.4%
NET Non – Racialized ****	66.5%	62.4-70.3	74.2%	74.5%	n/a
White	70.6% 	66.6-74.2	76.2%	76.8%	n/a
One racial identity	91.1%	88.4-93.2	n/a	n/a	n/a
Multiple racial identities	4.8%	3.3-7.0	n/a	n/a	n/a
Don't know / Unsure	0.7%	0.2-2.0	n/a	n/a	n/a
Prefer not to answer	3.3%	2.1-5.2	4.9%	5.0%	n/a

* Blue/up arrow marks a statistically significant increase since 2020, and red/down arrow marks a decrease.

** The confidence interval shows the range of true population values for each survey estimate (Ex: 8.5% of respondents are South Asian and the proportion in the entire population of appointees could range from 6.4 to 11.2%).

*** Several data points have been masked to minimize the risk of re-identification of survey respondents that belong to sub-groups of fewer than 4 people.

**** The “NET Racialized” group for 2019 and 2020 does not include the “Indigenous” category because this response option was added in 2024. As a result, these NETs are not statistically comparable to the 2024 NET.

The “NET Non-Racialized” group includes respondents who selected “White” as their only racial background.

¹³ Manuel, K., Orlandini, R., & Cooper, A. (2022). Who is counted? Ethno-racial and Indigenous identities in the Census of Canada, 1871-2021. *IASSIST Quarterly*, 46(4).

¹⁴ Statistics Canada. 2022. Visible minority and population group reference guide, Census of population, 2021. Retrieved August 7, 2024, from <https://www12.statcan.gc.ca/census-recensement/2021/ref/98-500/006/98-500-x2021006-eng.cfm>

¹⁵ Statistics Canada. 2024. Custom tabulation of 2021 Census by racialized population status.

Intersectional insights for racialized appointees

The intersectional analysis presented below reflects areas where significant differences were identified, and where sample sizes were large enough to minimize the risk of re-identification of survey respondents.

Relative to everyone else in the sample, racialized appointees were:

- more likely to be 35-54
- more likely to consider two languages as their primary
- more likely to identify with more than one culture and less likely to identify as culturally Canadian
- more likely to be religious/spiritual
- more likely to be primary caregivers for a child under 18 and for an adult
- more likely to live in the Lower Mainland/Southwest region

Table 11: Intersectional analysis for racialized appointees by demographic groups.

Demographic Group	Sub-group	Racialized	Total sample, excluding racialized
		<i>Base n=</i> 159	381
Age group	35-54	49.7%	26.8%
Primary language	Two languages	9.4%	1.8%
Culture	Canadian	61.6%	81.9%
	More than one culture	61.0%	36.7%
Religion/spirituality	Religious/spiritual	66.0%	39.1%
Caregiver status	Caregiver for child	32.1%	16.3%
	Caregiver for adult	15.1%	8.4%
Economic Region	Lower Mainland/Southwest	71.1%	45.7%

Primary languages

Almost all provincial appointees consider English one of their primary languages, while very few report French or another language as primary.

There is no direct census or other federal survey comparison for the language one is most comfortable using to communicate at work.

Table 12: Appointees by primary language. In 2024, the survey asked, “Which of the following do you consider your primary language? Primary language is the language you are most comfortable using to communicate at work. (Select all that apply)”

Primary Language*	2024	2024 Confidence Interval**	2020	2019
<i>Base n=</i>	540	540	972	964
English	99.3%	98.0-99.8	96.0%	97.0%
French	1.1%	0.4-2.5	0.5%	MASK***
Another language	3.5%	2.2-5.5	3.0%	2.3%
Prefer not to answer	0.2%	0.0-1.2	0.5%	MASK

* In 2019 and 2020, survey respondents were only able to select a single choice – year-over-year results are not directly comparable due to this.

** The confidence interval shows the range of true population values for each survey estimate (Ex: 99.3% of respondents identify English as one of their primary languages and the proportion in the entire population of appointees could range from 98.0 to 99.8%).

*** Several data points have been masked to minimize the risk of re-identification of survey respondents that belong to sub-groups of fewer than 4 people.

Culture

More than three-quarters of provincial appointees consider themselves to be culturally Canadian. British, English, Scottish, American, and Irish are also common responses among the appointees. Chinese, Indian (India), Punjabi, Sikh, and Métis were the top five non-European/American cultures identified.

About half (51%) identified with one cultural background, a quarter (26%) selected two, while another 12% selected three cultures.

Table 13: Appointees by cultural identity. In 2024, the survey asked, “What culture(s) did you grow up with or consider yourself to be a part of? (Select all that apply)”

Cultural Identity	2024*
<i>Base n=</i>	<i>540</i>
Canadian	75.9%
British	7.2%
English	6.3%
Scottish	5.9%
American (United States)	5.2%
Chinese	4.8%
Irish	4.6%
German	3.9%
Indian (India)	3.3%
Punjabi	3.3%
Jewish	3.0%
Italian	2.2%
French Canadian	1.9%
Dutch	1.7%
Sikh	1.7%
Métis	1.3%
Norwegian	1.3%
Ukrainian	1.3%
French	1.1%
Japanese	1.1%
Korean	1.1%
Another culture not listed	5.2%
One culture	51.3%
Two cultures	26.9%
Three cultures	12.8%
Four or more cultures	4.3%
Don't know/unsure	1.7%
Prefer not to answer	3.1%

* The question was added in 2024. Responses receiving 1% or less are not shown. Respondents could self-describe and select from a drop-down list of 77 options. These options reflected the most common self-described cultural identities collected through the [2023 BC Demographic Survey](#) (those with >100 responses). Confidence intervals are not available due to the nature of the question.

Religion and spirituality

About 4 in 10 current appointees report they do not practise a religion/spirituality, a significant increase from 2020. The proportion of appointees who report practising Christianity has fallen significantly since 2020; this group now makes up a quarter of all appointees.

Individuals practising traditional North American Indigenous spirituality, Judaism or another faith/spirituality were represented at a higher rate than their share in the population. Those practising Christianity or no religion/spirituality were represented at a lower rate.

The majority (88%) identified only one religious/spiritual affiliation, with less than 3% identifying two or more. The question had the highest share of “prefer not to answer” selections (6.7%), suggesting this may be a more sensitive area than others covered in the survey.

Table 14: Appointees by religion or spirituality. In 2024, the survey asked, “What religion or spirituality, if any, do you personally practice? (Select all that apply)”

Religion or Spirituality*	2024**	2024 Confidence Interval***	2020	2019	2021 Census (age 15+) ¹⁶
<i>Base n=</i>	540	540	972	964	4,200,420
No Religion / Spirituality	44.3% ↑	40.1-48.5	36.9%	35.7%	50.9%
NET Religious / Spiritual**	47.0%	42.9-51.3	50.1%	51.1%	49.1%
Christianity	25.9% ↓	22.4-29.8	32.1%	31.6%	35.6%
Another faith/spirituality	7.2%	5.3-9.7	7.3%	5.0%	1.1%
Traditional Spirituality	6.3%	4.5-8.7	5.7%	3.8%	0.2%
Sikhism	4.3%	2.8-6.3	2.9%	2.7%	5.8%
Judaism	2.4%	1.4-4.1	2.0%	1.8%	0.6%
Buddhism	1.9%	1.0-3.4	2.2%	0.9%	1.9%
Islam	1.3%	0.6-2.7	1.5%	1.5%	2.4%
Hinduism	1.3%	0.6-2.7	0.6%	0.6%	1.6%
One religion	88.5%	85.5-91.0	n/a	n/a	n/a
Two or more religions	2.8%	1.7-4.6	n/a	n/a	n/a
Don't know / Unsure	2.0%	1.1-3.7	n/a	n/a	n/a
Prefer not to answer	6.7%	4.8-9.1	13.0%	13.2%	n/a

* Question updated in 2024 to include “spirituality” – prior surveys only mentioned “religion”.

** Blue/up arrow marks a statistically significant increase since 2020, and red/down arrow marks a decrease.

*** The confidence interval shows the range of true population values for each survey estimate (Ex: 44.3% of respondents practise no religion and the true proportion out of the entire population of appointees could range from 40.1 to 48.5%).

¹⁶ Statistics Canada. 2023. (table). Census Profile. 2021 Census of population. Statistics Canada Catalogue no. 98-316-X2021001. Retrieved July 16, 2024, from <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/index.cfm?Lang=E>.

Disability

Just less than 2 in 10 report a disability, up significantly from 2020. The increase may be, at least in part, caused by the additional clarification added to this question. Still, people with disabilities are represented at a lower rate relative to their share of the population. To reach the population level, the share of appointees in this group would need to increase by about 1.5 times.

Table 15: Appointees by disability. In 2024, the survey asked, “Do you have a condition that is a disability (including disorders, syndromes, injuries, etc.)?”

Disability*	2024**	2024 Confidence Interval***	2020	2019	2022 Canadian Survey on Disability ¹⁷
<i>Base n=</i>	540	540	972	964	4,051,810
Yes	19.4% ↑	16.3-23.0	6.7%	7.0%	28.6%
No	76.9% ↓	73.1-80.2	91.3%	91.1%	71.4%
Don't know / Unsure	1.9%	1.0-3.4	n/a	n/a	n/a
Prefer not to answer	1.9%	1.0-3.4	2.1%	2.0%	n/a

* Additional clarification of the term “disability” was added in 2024. See the survey questionnaire in Appendix B.
 ** Blue/up arrow marks a statistically significant increase since 2020, and red/down arrow marks a decrease.
 Results for 2024 marked with a blue/up arrow are significantly greater than 2020, while 2024 results with a red/down arrow are significantly lower.
 *** The confidence interval shows the range of true population values for each survey estimate (Ex: 19.4% of respondents report a disability and the proportion in the entire population of appointees could range from 16.3 to 23.0%).

Intersectional insights for appointees reporting a disability

The intersectional analysis presented below reflects areas where significant differences were identified, and where sample sizes were large enough to minimize the risk of risk of re-identification of survey respondents.

Relative to everyone else in the sample, appointees reporting a disability were:

- less likely to be 55+
- less likely to identify as a man
- more likely to identify as LGBTQ+

Table 16: Intersectional analysis for appointees reporting a disability by demographic groups.

Demographic Group	Sub-group	Reporting a disability	Total sample, excluding those reporting a disability
	<i>Base n=</i>	105	435
Age group	55+	50.5%	65.1%
Gender	Man	32.4%	45.1%
LGBTQ+ status	Identify as LGBTQ+	23.8%	5.5%

¹⁷ Statistics Canada. Table 13-10-0374-01 Persons with and without disabilities aged 15 years and over, by age group and gender. Retrieved July 16, 2024, from <https://doi.org/10.25318/1310037401-eng>.

Primary caregiver for child

Just over 2 in 10 indicate they are a primary caregiver for a child under 18, statistically consistent with results from 2020. Compared to Canada’s population, caregivers for children are underrepresented among appointees. To reach the population level, the share of appointees in this group would need to increase by about 1.5 times.

Table 17: Appointees by caregiver for a child status. In 2024, the survey asked, “Are you a primary caregiver for a child under 18 years of age?”

Caregiver for Child	2024	2024 Confidence Interval*	2020	2019	2022 Canadian Social Survey (Canada, age 15+) ¹⁸
<i>Base n=</i>	540	540	972	964	n/a
Yes	20.9%	17.7-24.6	17.8%	16.1%	31.0%
No	78.5%	74.9-81.8	81.5%	82.5%	n/a
Don’t know / Unsure	0.2%	0.0-1.2	n/a	n/a	n/a
Prefer not to answer	0.4%	0.0-1.4	0.7%	1.5%	n/a

* The confidence interval shows the range of true population values for each survey estimate (Ex: 20.9% of respondents are a caregiver for a child and the proportion in the entire population of appointees could range from 17.7 to 24.6%).

Intersectional insights for caregivers for a child under 18 years old

The intersectional analysis presented below reflects areas where significant differences were identified, and where sample sizes were large enough to minimize the risk of re-identification of survey respondents.

Relative to everyone else in the sample, caregivers for a child under 18 were:

- more likely to identify as Indigenous
- more likely to be between 35-54
- more likely to identify as a woman
- more likely to be racialized
- less likely to identify as White
- more likely to consider language other than English or French as their primary

¹⁸ Statistics Canada. 2022. Canadian Social Survey – Well-being and Caregiving, 2022. Retrieved July 22, 2024, from <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2023004-eng.htm>

Table 18: Intersectional analysis for caregivers for a child by demographic groups.

Demographic Group	Sub-group	Caregiver for child	Total sample, excluding caregivers
		<i>Base n=</i> 113	427
Indigenous identity	Indigenous	13.3%	7.3%
Age group	35-54	85.8%	19.7%
Gender	Woman	68.1%	52.0%
Racial background	Racialized	45.1%	25.3%
	White	59.3%	73.5%
Primary language	Language other than English or French	7.1%	2.6%

Primary caregiver for adult

Just over 1 in 10 report they are a primary caregiver for an adult, statistically consistent with results from 2020. Compared to Canada’s population, caregivers for adults are underrepresented among appointees. To reach the population level, the share of appointees in this group would need to double.

Table 19: Appointees by caregiver for an adult status. In 2024, the survey asked, “Are you a primary caregiver for an adult (18 years of age or older) as a result of their age, long-term health condition, chronic illness, or physical or mental disability?”

Caregiver for Adult	2024	2024 Confidence Interval*	2020	2019	2022 Canadian Social Survey (Canada, age 15+) ¹⁹
<i>Base n=</i>	540	540	972	964	n/a
Yes	10.4%	8.1-13.2	7.7%	8.4%	23.0%
No	88.5%	85.5-91.0	91.2%	89.7%	n/a
Don’t know / Unsure	0.6%	0.1-1.7	n/a	n/a	n/a
Prefer not to answer	0.6%	0.1-1.7	1.1%	1.9%	n/a

* The confidence interval shows the range of true population values for each survey estimate (Ex: 10.4% of respondents are a caregiver for an adult and the proportion in the entire population of appointees could range from 8.1 to 13.2%).

Intersectional insights for caregivers for adults aged 18 or older

The intersectional analysis presented below reflects areas where significant differences were identified, and where sample sizes were large enough to minimize the risk of re-identification of survey respondents.

Relative to everyone else in the sample, caregivers for adults aged 18 and older:

- more likely to identify as Indigenous
- more likely to be 55-64 years old
- more likely to be racialized

¹⁹ Statistics Canada. 2022. Canadian social survey – well-being and caregiving. Retrieved July 22, 2024, from <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2023004-eng.htm>

less likely to report a disability

less likely to report no religion/spirituality

Table 20: Intersectional analysis for caregivers for an adult status by demographic groups.

Demographic Group	Sub-group	Caregiver for adult	Total sample, excluding caregivers
		<i>Base n=</i> 56	484
Indigenous identity	Indigenous	16.1%	7.6%
Age group	55-64	42.9%	22.1%
Racial background	Racialized	42.9%	27.9%
Disability	No disability reported	62.5%	78.5%
Religion/spirituality	No religion or spirituality	28.6%	46.1%

Economic development region

Just above half of all provincial appointees reside in the Lower Mainland/Southwest region, while a further quarter live in the Vancouver Island and Coast region. There were no notable changes to the regional composition of the appointees over the three surveys.

Compared to the population, those from the Lower Mainland/Southwest and Thompson-Okanagan are represented at lower rates. Those from other regions, especially Vancouver Island and Coast, are represented at higher rates.

Table 21: Residence of appointees by economic region based on administrative data for all provincial appointees.

Economic Region	2024 All Current Appointees	2020 All Appointees	2019 All Appointees	2021 Census (age 15+) ²⁰
<i>Base n=</i>	1,677	1,631	1,611	4,283,980
Lower Mainland/Southwest	53.2%	52.6%	53.2%	61.1%
Vancouver Island and Coast	23.7%	23.5%	21.8%	17.5%
Thompson-Okanagan	9.4%	10.3%	11.0%	12.2%
Kootenay	4.1%	4.3%	4.3%	3.2%
Cariboo	3.9%	3.6%	3.6%	3.1%
North Coast	2.0%	2.6%	2.9%	1.1%
Northeast	1.7%	1.8%	2.0%	1.2%
Nechako	1.3%	1.2%	1.3%	0.7%
N/A*	0.7%	-	-	n/a

*"N/A" denotes respondents whose city/town information was invalid.

²⁰ Statistics Canada. Table 98-10-0132-01 Marital status, age group and gender: Canada, provinces and territories and economic regions. Retrieved July 17, 2024, from <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=9810013201>.

Methodology

Survey administration

The 2024 CABRO Diversity survey was implemented using a computer-assisted web interviewing (CAWI) methodology with email invitations distributed to a contact list provided by CABRO. The survey administrator, Leger, handled all tasks related to survey administration, analysis, and reporting including:

- Survey testing and programming
- Hosting of the survey
- Distribution of email invites and reminders
- Providing progress updates to BC Stats
- Responding to inquiries about the survey
- Data collection, coding, and processing
- Data analysis and reporting.

Survey instrument design

BC Stats provided Leger with a survey instrument (see Appendix B) intended to collect data fit for comparison against past baselines, as well as establish further baselines. Leger reviewed the survey instrument to ensure the questions aligned with Leger's best practices and data processing requirements. The survey instrument was largely similar to the one used in 2020, with updates to response options that separated “prefer not to answer” and “don’t know” and allowed multiple responses in additional questions.

Updates to the wording of several questions were made to align the instrument to best practices in the collection of demographic data and the provincial [Gender and Sex Data Standard](#). A new question about the cultural background of the appointees was added; respondents could self-describe their cultural background and select from a drop-down list of 77 options. These options reflected the most common self-described cultural identities collected through the [2023 BC Demographic Survey](#) (those with >100 responses). Two questions about place of birth (in Canada/outside of Canada) and visible minority status (yes/no) were removed.

Programming

Leger programmed the 2024 CABRO Diversity Survey using the Decipher CAWI survey platform. Programming was tested in detail by Leger’s internal quality assurance team, the Leger operations project management team, and the Leger research team before the pre-test/soft launch. This was done to ensure that questions and response skip patterns were working correctly and to check for any out-of-range or invalid data.

Sample frame

CABRO, via BC Stats, provided Leger with a list of all current provincial appointees to invite them to participate in the survey. The list contained 1,852 contacts; of those, 1,640 were unique valid emails as detailed in the table below.

Table 22: Sample frame.

Total Contacts Provided	Sample w/ Unique* Email (Valid or Invalid)	Sample w/ Unique Valid Email	Sample w/ Unique Invalid Email	Target (50% of Sample with Unique Emails)
1,852	1,677	1,640	37	839

*Some appointees were members of more than one Crown corporation, agency, board, or commission and were aggregated under a singular contact.

Administration

CABRO’s Senior Executive Lead sent an advance email to all appointees on May 3rd, 2024, informing them about the upcoming survey and that Leger would be contacting them. On May 8th, 2024, Leger sent an initial batch of emails as a soft launch followed by a detailed review of the data for quality assurance purposes. The full launch of the survey started on May 9th, 2024, when every potential participant with a valid email address was invited to participate in the survey.

Email reminders were sent by Leger on May 14th and May 17th, 2024, adjusting the subject line and message each time to amplify the response rate. These reminders were only distributed to contacts who had yet to complete the survey.

Field dates and response rate

The full data collection period was May 9th to May 22nd, 2024, during which a total of n=540 surveys were completed (overall 32.2% response rate, based on a total population size of n=1,677). The response rate, calculated based on those with email addresses (valid or invalid), is detailed in the table below:

Table 23: Survey completions.

Sample w/ Email	Completed Surveys	Response Rate (of those with Emails, Valid or Invalid)	Response Rate (of those with Valid Emails Only)	Target Response Rate	Partial Completions	Invite/Reminder Marked as Spam or Unsubscribed (Manually or Automatically)
1,677	540	32.2%	32.9%	50%	58	43

The final response rate was below the target response rate for this survey.

An additional 58 respondents accessed the survey link or completed some portion of the survey but did not complete the entire survey. These partial completions were treated as non-responses

and excluded from the tabulation of final results. There were also 43 respondents who received the email invites/reminders but marked them as spam or unsubscribed from Leger contact, either manually themselves or automatically through their email client.

Data analysis

Data cleaning and suppression

Upon completion of data collection, Leger's data analysts and data processing department cleaned the data, ensuring:

- all closed-ended questions were within the allowable ranges
- skip patterns were followed correctly, and
- the data was complete.

The resulting data was determined to be consistent and logical across questions.

A data suppression (masking) strategy was employed to minimize the risk of re-identification of survey respondents who belonged to sub-groups that included 0, 1, 2 or 3 people. Counts under 4 were not masked when they fell into the "don't know/unsure" or "prefer not to respond" categories and when there was no risk of residual disclosure for other categories.

Multiple response questions

The survey included five questions that allowed respondents to select more than one response category. These were questions about Indigenous identity, racial background, primary language, culture, and religion or spirituality. Multiple responses to these questions were counted towards each selected category. For example, respondents who selected English and French as primary languages were counted towards both language groups. As a result, totals for multiple-response questions will not add up to 100%.

Year-over-year changes to questions

For both the 2019 and 2020 surveys, all questions included the selectable option "Not applicable/No response". For the 2024 survey, this option was replaced by separate "Don't know/Unsure" and "Prefer not to answer" options. This is accounted for in all tables that display year-over-year tracking as follows:

- The row labeled "Prefer not to answer" contains those who selected "Not applicable/No response" in the 2019 and 2020 cells, and those who selected "Prefer not to answer" in the 2024 cells.
- The row labeled "Don't know/Unsure" contains only data from 2024 – all 2019 and 2020 cells are filled with "n/a".

- No significance testing has been conducted on either of the rows/response choices mentioned above. Comparisons across years for these responses cannot be made for this reason.

Census and other population comparisons

To assess how well 2024 CABRO appointees represent the general B.C. population, survey results are compared to 2021 Census for B.C. population aged 15 and older.

For LGBTQ+ population and people with disabilities, census data was unavailable, so estimates from the 2019 – 2021 Canadian Community Health Survey and the 2022 Canadian Survey on Disability are used.

Provincial estimates were not available for caregiver status, so Canada-level estimates from the 2022 Canadian Social Survey were used instead.

Representation is assessed based on where population estimates fall relative to the confidence interval range of the survey results. Interpretations and their definitions used in the report are described in the table below.

Interpretation	Definition	Example
In line with the population	The population estimate is within the confidence interval of the survey result.	The population estimate is 10%. The confidence interval for the survey is 8-11%.
Underrepresented/ lower than share of the population	The population estimate is higher than the upper limit of the confidence interval for the survey result.	The population estimate is 10%. The confidence interval for the survey is 6-9%.
Overrepresented/ higher than share of the population	The population estimate is lower than the bottom limit of the confidence interval for the survey result.	The population estimate is 10%. The confidence interval for the survey is 12-14%.

The population comparisons made in the report are limited because they presume all people in the population have an equal chance of being appointed to a CABRO position. In reality, the pool of eligible candidates is smaller because the appointments may require previous experience and/or training and have other selection criteria. Ideally, current representation should be compared to the pool of candidates eligible for CABRO positions. It is also important to assess the diversity of the candidate pool itself to understand how current eligibility criteria may be limiting participation among equity-deserving groups. Finally, it is important to keep in mind that census benchmarks are less accurate in assessing the representation of Indigenous and racialized populations,²¹ because these populations are likely undercounted in the census for various reasons (e.g., undercoverage and data processing approach).

²¹ Manuel, K., Orlandini, R., & Cooper, A. (2022). Who is counted? Ethno-racial and Indigenous identities in the Census of Canada, 1871-2021. *IASSIST Quarterly*, 46(4).

Statistical testing

Significant statistical differences (at the 95% confidence level) between the 2024 and 2020 surveys have been noted where applicable. These statistical differences were determined using a z-test²² conducted on each of the two surveys against the overall total excluding the survey in question. Results for 2024 marked with a blue/up arrow are significantly greater than 2020, while 2024 results with a red/down arrow adjacent are significantly lower.

Significant statistical differences (at the 95% confidence level) for sub-groups within the 2024 survey (intersectional insights) are reported where relevant and where sample sizes are sufficient to reduce the risk of residual disclosure. Residual disclosure occurs when individuals can be personally identified based on the combination of their answers to the survey. These statistical differences were determined using a z-test conducted on each sub-group against the group total excluding the sub-group in question.

Economic region data

BC Stats provided Leger with a sample file containing contacts for all provincial appointees to B.C.'s Crown corporations, agencies, boards, and commissions. A location variable was tied to each contact in the sample file displaying the contact's "town/city". Leger matched this location to a variable for the B.C. economic region the contact resides in using Statistics Canada's [geographic attributes file](#); manual matches were also made via secondary research for towns/cities not included in the economic region directory. The few "town/city" variables that could not be converted to an economic region were aggregated as "n/a".

Reliability of results

The margin of error for a study with n=540 participants is no greater than $\pm 3.47\%$ at the 95% confidence level, also frequently expressed as 19 times out of 20, for a total population of 1,677 provincial appointees.

Where applicable throughout the report, the 2024 results are shown with 95% confidence intervals displayed to their immediate right. These figures are included to aid in the interpretation of the results and to account for any effects sample size may have on their reliability. Confidence intervals are not shown for Q7–Culture due to the question setup; the final results for Q7 are an aggregation of multiple variables that range in sample size and would produce confidence intervals not consistent with the rest of the report.

The 2024 CABRO diversity survey sample is representative of the overall regional distribution of provincial appointees in the province. The proportion of survey respondents and all current provincial appointees residing in each economic region is displayed in the table below.

²² For more information on this test, see <https://displayrdocs.zendesk.com/hc/en-us/articles/7976287523983-Exception-Complement-Testing>

Table 24: Respondents by economic region.

Economic Region*	2024 Survey Completions	2024 All Current Appointees
<i>Base n=</i>	<i>540</i>	<i>1,677</i>
Lower Mainland/Southwest	53.1%	53.2%
Vancouver Island and Coast	23.1%	23.7%
Thompson–Okanagan	9.3%	9.4%
Kootenay	5.4%	4.1%
Cariboo	3.9%	3.9%
North Coast	1.9%	2.0%
Nechako	1.7%	1.3%
Northeast	1.5%	1.7%
n/a	0.2%	0.7%

*This table uses administrative data available for the entire population of appointees. “N/a” denotes respondents whose city/town information was invalid.

Mitigation of community harms

When working with data about equity-deserving groups, it is important to handle and use it in a way that minimizes the risk of harming the communities represented (e.g., by inadvertently perpetuating harmful stereotypes and deficit narratives). In writing this report, the following steps were taken to mitigate this risk:

- We consulted available data standards and guidelines for writing and accessibility²³ and explained the choices made throughout the report.
- We were transparent about the data and methods used and their limitations.
- We shared as many insights as possible without the risk of identifying people representing smaller groups.
- We included possible interpretations of the findings and cautioned against harmful interpretations.
- The report was written and overseen by staff with training and experience in equity research.

²³ Examples of guidelines used:

BC Data Service (2023). Guide on using categorical race & ethnicity variables. Retrieved June 11, 2024, from <https://www2.gov.bc.ca/assets/download/0B2C7B58CE22480EB1D41886651DEEC9>.

British Columbia (2021). Writing guide for Indigenous content Retrieved June 11, 2024, from <https://www2.gov.bc.ca/gov/content?id=D26330943C464E9EAC5C97F6B7B2920C>.

British Columbia (2023). Gender and sex data standard. Retrieved June 11, 2024, from <https://www2.gov.bc.ca/assets/download/08DF93A5C162487C9B8527FF88D2B594>.

British Columbia (2024). Accessibility and inclusion toolkit. Retrieved June 11, 2024, from <https://www2.gov.bc.ca/gov/content/home/accessible-government/toolkit>.

Next steps

Crown Agencies and Board Resourcing Office (CABRO) commits to a bi-annual (every two years) demographic survey of all appointees to public sector organizations to ensure that progress is being made towards reflecting the diversity of the province in the composition of these boards. These survey results will be published as part of the annual release of statistics under the Anti-Racism Data Act.

We acknowledge that these representation statistics do not show the full picture. Beyond this, it is important to understand how appointees from equity-deserving groups and rural and remote communities are distributed across boards, what positions they occupy, and whether they feel supported and empowered in their roles.

In the next survey, CABRO commits to including census comparisons and additional intersectional insights from qualitative data collection. This will enable CABRO to meet the commitment of working collaboratively with racialized and Indigenous communities and involving them in research and identifying actions to address the lack of diversity.

Appendix A: Survey Invitations

Email invitation

SUBJECT LINE: Invitation to Participate – 2024 Diversity Survey – Crown Agencies and Board Resourcing Office (CABRO)

Hello [First and Last Name],

On behalf of BC Stats and the Crown Agencies and Board Resourcing Office (CABRO), Leger is conducting a survey of the current provincial appointees to all BC Crown corporations, agencies, boards, and commissions to support the government's commitment to diversity.

CABRO is a branch of the Crown Agencies Secretariat that oversees the recruitment and recommendation of candidates for appointments to all Crown corporations, agencies, boards, and commissions, and will use the data collected through this survey to identify opportunities for improved diversity. We would appreciate your feedback!

The survey should take less than **10 minutes** to complete. **You will be redirected to Leger's online survey platform to complete it.**

[START THE SURVEY](#)

Please do not forward your invitation to others as your link to the survey contains a unique and confidential identifier. The deadline to complete this survey is **May 21**.

Additional information

- If you have trouble accessing the survey, please copy and paste the following link into your internet browser:
<https://surveys.legerweb.com/sid.aspx?CODESURVEY={{CODESURVEY}}&L=EN&LMID={{LMID}}>.
- If you take a break from completing the survey partway through, you can re-access it at any time by clicking the button above prior to the deadline.
- If you experience technical difficulties with this survey or have any questions about it, please contact our support team via email at clients@legeropinion.com
- To verify this survey, please refer to [BC Stats' current surveys](#) page.
- If you provide comments during the survey, BC Stats will make every effort to remove any information that could potentially be used to identify a respondent. To help us protect your identity, we strongly suggest that you avoid personalizing your comments.

Your participation in this survey is completely voluntary. If you decline to participate, it will not in any way influence your performance appraisal or consideration for future board positions; services or benefits will not be withheld, altered, or otherwise limited because of your choice. The information in this survey is collected under Section 26 (a), (c), and (e) of the Freedom of Information and Protection of Privacy Act (FOIPPA) and under Section 2 of the Anti-Racism Data Act. It is collected and kept confidential in accordance with the Statistics Act, and only used for statistical and research purposes.

Thank you in advance for taking the time to participate. Your feedback is very important to this study. If you have any questions about it, please contact Tatiana Kim, BC Stats by email at

BCStats.SurveyMail2@gov.bc.ca. Please reference "CABRO Diversity Survey" in your email.

Sincerely,

Vanessa Geary

Senior Executive Lead

Crown Agencies and Board Resourcing Office

Crown Agencies Secretariat

Leger, on behalf of BC Stats and the Crown Agencies and Board Resourcing Office (CABRO)

You are receiving this email because you are on CABRO's mailing list as a current provincial appointee to a B.C. Crown corporation, agency, board, or commission.

Please do not reply to this email, it was sent automatically. If you have any questions, please email our support team at clients@legeropinion.com

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[Privacy Policy](#) - [Unsubscribe](#)

Email first reminder

SUBJECT LINE: Reminder – Diversity Survey | Crown Agencies and Board Resourcing Office (CABRO) – Your Opportunity to Participate

Hello [First and Last Name],

You are invited to participate in the 2024 CABRO Diversity Survey!

On behalf of BC Stats and the Crown Agencies and Board Resourcing Office (CABRO), Leger is conducting a survey of the current provincial appointees to all B.C. Crown corporations, agencies, boards, and commissions to support the government's commitment to diversity. The survey results will be compared to the 2020 CABRO Diversity Survey and used to identify opportunities for improved diversity.

If you have recently completed this survey, please disregard this email. You may have received this email because you have only partially completed the survey. If you click on the button below, it will return you to where you left off.

The survey should take approximately **10 minutes** to complete. **You will be redirected to Leger's online survey platform to complete it.**

[START THE SURVEY](#)

Please do not forward your invitation to others as your link to the survey contains a unique and confidential identifier. The deadline to complete this survey is **May 21**.

Additional information

- If you have trouble accessing the survey, please copy and paste the following link into your internet browser:
<https://surveys.legerweb.com/sid.aspx?CODESURVEY={{CODESURVEY}}&L=EN&LMID={{LMID}}>.
- If you take a break from completing the survey partway through, you can re-access it at any time by clicking the button above prior to the deadline.
- If you experience technical difficulties with this survey or have any questions about it, please contact our support team via email at clients@legeropinion.com
- To verify this survey, please refer to [BC Stats' current surveys](#) page.
- If you provide comments during the survey, BC Stats will make every effort to remove any information that could potentially be used to identify a respondent. To help us protect your identity, we strongly suggest that you avoid personalizing your comments.

Your participation in this survey is completely voluntary. If you decline to participate, it will not in any way influence your performance appraisal or consideration for future board positions; services or benefits will not be withheld, altered, or otherwise limited because of your choice. The information in this survey is collected under Section 26 (a), (c), and (e) of the Freedom of Information and Protection of Privacy Act (FOIPPA) and under Section 2 of the Anti-Racism Data

Act. It is collected and kept confidential in accordance with the Statistics Act, and only used for statistical and research purposes.

Thank you in advance for your participation. If you have any questions about this survey, please contact me by email at BCStats.SurveyMail2@gov.bc.ca. Please reference "CABRO Diversity Survey" in your email.

Sincerely,

Tatiana Kim

Manager, BC Stats and CABRO Diversity Survey Administrator

Leger, on behalf of BC Stats and the Crown Agencies and Board Resourcing Office (CABRO)

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Email final reminder

SUBJECT LINE: Final Reminder – Diversity Survey | Crown Agencies and Board Resourcing Office (CABRO)

Hello [First and Last Name],

This is a gentle reminder that the 2024 CABRO Diversity Survey closes end of day **May 21, 2024**. Please complete the survey before this deadline to help support the government's commitment to diversity.

This survey is conducted by Leger, on behalf of BC Stats and the Crown Agencies and Board Resourcing Office (CABRO). All current appointees to B.C. Crown corporations, agencies, boards, and commissions are invited to participate.

If you have recently completed this survey, please disregard this email. You may have received this email because you have only partially completed the survey. If you click on the button below, it will return you to where you left off.

The survey should take approximately **10 minutes** to complete. **You will be redirected to Leger's online survey platform to complete it.**

[START THE SURVEY](#)

Please do not forward your invitation to others as your link to the survey contains a unique and confidential identifier. The deadline to complete this survey is **May 21**.

Additional information

- If you have trouble accessing the survey, please copy and paste the following link into your internet browser:
<https://surveys.legerweb.com/sid.aspx?CODESURVEY={{CODESURVEY}}&L=EN&LMID={{LMID}}>.
- If you take a break from completing the survey partway through, you can re-access it at any time by clicking the button above prior to the deadline.
- If you experience technical difficulties with this survey or have any questions about it, please contact our support team via email at clients@legeropinion.com
- To verify this survey, please refer to [BC Stats' current surveys](#) page.
- If you provide comments during the survey, BC Stats will make every effort to remove any information that could potentially be used to identify a respondent. To help us protect your identity, we strongly suggest that you avoid personalizing your comments.

Your participation in this survey is completely voluntary. If you decline to participate, it will not in any way influence your performance appraisal or consideration for future board positions; services or benefits will not be withheld, altered, or otherwise limited because of your choice. The information in this survey is collected under Section 26 (a), (c), and (e) of the Freedom of Information and Protection of Privacy Act (FOIPPA) and under Section 2 of the Anti-Racism Data Act. It is collected and kept confidential in accordance with the Statistics Act, and only used for statistical and research purposes.

Thank you in advance for your participation. If you have any questions about this survey, please contact me by email at BCStats.SurveyMail2@gov.bc.ca. Please reference "CABRO Diversity Survey" in your email.

Sincerely,
Tatiana Kim
Manager, BC Stats and CABRO Diversity Survey Administrator

Leger, on behalf of BC Stats and the Crown Agencies and Board Resourcing Office (CABRO)

You are receiving this email because you are on CABRO's mailing list as a current provincial appointee to a B.C. Crown corporation, agency, board, or commission.

Please do not reply to this email, it was sent automatically. If you have any questions, please email our support team at clients@legeropinion.com

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Appendix B: Survey Questionnaire

Introduction

Welcome to the 2024 Crown Agencies and Board Resourcing Office (CABRO) Diversity Survey!

On behalf of BC Stats and the Crown Agencies and Board Resourcing Office (CABRO), Leger is administering a survey of the current provincial appointees to all B.C. Crown corporations, agencies, boards, and commissions to support the government's commitment to diversity.

CABRO is a branch of the Crown Agencies Secretariat that oversees the recruitment and recommendation of candidates for appointments to all Crown corporations, agencies, boards, and commissions. CABRO develops policies to support an open and transparent public appointment process and helps ensure appointees receive public sector governance orientation and development resources.

The survey results will be compared to the 2020 CABRO Diversity Survey and used to identify opportunities for improved diversity among the current provincial appointees to all B.C. Crown corporations, agencies, boards, and commissions.

Throughout this survey, click the **Continue** button at the bottom of each survey page to continue. Below are some more tips to help you get through the survey.

- **Resuming the survey:** If you need to leave the survey before completing it, simply close your internet browser. You can return to it later by simply using the same link provided in the original email you received. You will continue from the last question you have completed.
- **Comments:** If you close the survey while on a page where you wrote comments, your comments will not be saved. To save your comments, go to the next page by clicking the *Continue* button before closing your web browser. When writing longer comments, you may want to click the *Continue* button periodically to save your work and click the *Back* button to return to the comment page. Comments are a valuable part of the survey.

Your participation in this survey is completely voluntary. If you decline to participate, it will not in any way influence your performance appraisal or consideration for future board positions; services or benefits will not be withheld, altered or otherwise limited because of your choice. The information in this survey is collected under Section 26 (a), (c), and (e) of the Freedom of Information and Protection of Privacy Act (FOIPPA) and under Section 2 of the Anti-Racism Data Act. It is collected and kept confidential in accordance with the Statistics Act, and only used for statistical and research purposes.

When survey results are published, your responses will be combined with the responses of others so that you cannot be identified. If you provide comments during the survey, BC Stats will make every effort to remove any information that could potentially be used to identify a respondent. To help us protect your identity, we strongly suggest that you avoid personalizing your comments.

If you have any questions about the survey, please contact BC Stats by email at BCStats.SurveyMail2@gov.bc.ca. Please reference "CABRO Diversity Survey" in your email.

Thank you again for your participation!

Verbatim comment release authorization

CONSENT. This survey has two questions at the end that give you the opportunity to provide open-ended comments. Do you consent to disclose (i.e., share) all your potentially identifiable open-ended comments to the Crown Agencies and Board Resourcing Office (CABRO)?

Comments are a valuable part of the survey, and if you consent, your comments will be disclosed under Section 9(6)(b) of the Statistics Act. BC Stats will make every effort to remove any information from your comments that could potentially be used to identify you. To help us protect your identity, we strongly recommend that you avoid personalizing your comments.

- Yes, I consent to disclose my comments to CABRO [\[end of “You are done” page - option 1\]](#)
- No, I do not consent to disclose my comments to CABRO [\[end of “You are done” page - option 2\]](#)

Demographic questions

This survey contains demographic questions that are asked of all participants to understand the diversity of current appointees to all Crown corporations, agencies, boards, and commissions. Diversity is strongly valued by the provincial government, and understanding the diverse backgrounds of current appointees is important in supporting strong public sector organizations that reflect the diversity of British Columbia. The Human Rights Code of BC and the Canadian Charter of Rights and Freedoms encourage research to inform progress toward the goal of employment equity.

Q1. Do you identify yourself as First Nations, Métis, or Inuit? (Select all that apply) [\[cannot select both “yes” and no/don’t know/prefer not to answer\]](#)

- Yes, First Nations in BC (status or non-status) [\[go to Q1a\]](#)
- Yes, First Nations outside of BC (status or non-status) [\[go to Q1a\]](#)
- Yes, Métis [\[go to Q1a\]](#)
- Yes, Inuit (Inuk) [\[go to Q1a\]](#)
- No [\[skip to Q2\]](#)
- Don’t know/unsure [\[skip to Q2\]](#)
- Prefer not to answer [\[skip to Q2\]](#)

Q1a. Do you identify as Two-Spirit?

- Yes
- No
- Don’t know/unsure
- Prefer not to answer

Q2. What is your age?

- 18 to 24 years old
- 25 to 34 years old
- 35 to 44 years old
- 45 to 54 years old
- 55 to 64 years old
- 65 years old or older
- Don’t know/unsure
- Prefer not to answer

Q3. What is your gender? Gender refers to current gender which may be different from what is indicated on legal documents.

- Man
- Non-binary
- Woman
- Don't know/unsure
- Prefer not to answer

Q4. Are you a person who is LGBTQ+ (Lesbian, Gay, Bisexual, Trans, Queer, and/or other)?

- Yes
- No
- Don't know/unsure
- Prefer not to answer

Q5. In our society, people are often described by their race or racial background. These descriptions are not based in science but impact the way people are treated. Which of the following best describes you? Select all that apply. [cannot select don't know/prefer not to answer + another response]

- Arab
- Black
- Chinese
- Filipino
- Indigenous (e.g., First Nations, Métis, Inuit, Māori, Ainu, Sámi, Torres Strait Islander, etc.)
- Japanese
- Korean
- Latin American
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)
- South Asian (e.g., Indian, Pakistani, Sri Lankan, etc.)
- West Asian (e.g., Iranian, Afghan, etc.)
- White
- Don't know/unsure
- Prefer not to answer

Q6. Which of the following do you consider your primary language? Primary language is the language you are most comfortable using to communicate at work. Select all that apply.

[cannot select don't know/prefer not to answer + another response]

- English
- French
- Another language not listed
- Don't know/unsure
- Prefer not to answer

Q7. What culture(s) did you grow up with or consider yourself to be a part of?

"Below is a drop-down list of the most common responses we received in the 2023 BC Demographic Survey. It is not a list of all cultures possible, and if you don't see your culture(s)

listed please specify them by selecting “Another culture not listed” option and writing in your response. Select and/or specify all that apply. When you have finished selecting your culture(s), please press “Continue” to go to the next question **[cannot select don't know/prefer not to answer + another response]**

[Drop down with 77 options]

- | | | |
|---|---|---|
| <input type="checkbox"/> American (United States) | <input type="checkbox"/> Greek | <input type="checkbox"/> Peruvian |
| <input type="checkbox"/> Arab | <input type="checkbox"/> Hindu | <input type="checkbox"/> Polish |
| <input type="checkbox"/> Australian | <input type="checkbox"/> Hong Konger | <input type="checkbox"/> Portuguese |
| <input type="checkbox"/> Austrian | <input type="checkbox"/> Hungarian | <input type="checkbox"/> Punjabi |
| <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Icelandic | <input type="checkbox"/> Romanian |
| <input type="checkbox"/> Belgian | <input type="checkbox"/> Indian (India) | <input type="checkbox"/> Russian |
| <input type="checkbox"/> Brazilian | <input type="checkbox"/> Indonesian | <input type="checkbox"/> Scottish |
| <input type="checkbox"/> British | <input type="checkbox"/> Inuit | <input type="checkbox"/> Serbian |
| <input type="checkbox"/> Canadian | <input type="checkbox"/> Iranian | <input type="checkbox"/> Sikh |
| <input type="checkbox"/> Caribbean | <input type="checkbox"/> Irish | <input type="checkbox"/> Singaporean |
| <input type="checkbox"/> Chilean | <input type="checkbox"/> Israeli | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Italian | <input type="checkbox"/> South African |
| <input type="checkbox"/> Colombian | <input type="checkbox"/> Jamaican | <input type="checkbox"/> Spanish |
| <input type="checkbox"/> Cree | <input type="checkbox"/> Japanese | <input type="checkbox"/> Sri Lankan |
| <input type="checkbox"/> Croat/Croatian | <input type="checkbox"/> Jewish | <input type="checkbox"/> Swedish |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Korean | <input type="checkbox"/> Taiwanese |
| <input type="checkbox"/> Danish | <input type="checkbox"/> Lebanese | <input type="checkbox"/> Tamil |
| <input type="checkbox"/> Dutch | <input type="checkbox"/> Malayali | <input type="checkbox"/> Thai |
| <input type="checkbox"/> Egyptian | <input type="checkbox"/> Malaysian | <input type="checkbox"/> Trinidadian/Tobagonian |
| <input type="checkbox"/> English | <input type="checkbox"/> Métis | <input type="checkbox"/> Turkish |
| <input type="checkbox"/> Fijian | <input type="checkbox"/> Mexican | <input type="checkbox"/> Ukrainian |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> New Zealander | <input type="checkbox"/> Venezuelan |
| <input type="checkbox"/> Finnish | <input type="checkbox"/> Nigerian | <input type="checkbox"/> Vietnamese |
| <input type="checkbox"/> French | <input type="checkbox"/> Norwegian | <input type="checkbox"/> Welsh |
| <input type="checkbox"/> French Canadian | <input type="checkbox"/> Pakistani | <input type="checkbox"/> Yoruba |
| <input type="checkbox"/> German | <input type="checkbox"/> Persian | |
- Another culture not listed, please specify _____
- Don't know/unsure
- Prefer not to answer

Q8. What religion or spirituality, if any, do you personally practice? Select all that apply.

[cannot select don't know/prefer not to answer + another response]

- No religion or spirituality
- Buddhism
- Christianity
- Hinduism
- Islam
- Judaism
- Sikhism
- Traditional (North American Indigenous) spirituality
- Another religion or spiritual tradition not listed
- Don't know/unsure
- Prefer not to answer

Q9. Do you have a condition that is a disability (including disorders, syndromes, injuries, etc.)?

Disabilities are defined both provincially and federally in Canada, and in the United Nation's Convention on the Rights of Persons with Disabilities. Generally, disabilities refer to impairments that interact with barriers in ways that keep people from fully and effectively participating in society on an equal basis with others.

Disabilities can:

- Be physical, mental, sensory, cognitive, communicative, etc.
- Be permanent, temporary, or episodic.
- Be visible or invisible.
- Include difficulties hearing or seeing that persist when the person is using aids (i.e., hearing aids, cochlear implants, corrective lenses), or if the person does not have access to aids.

Barriers may include:

- Attitudes, architecture, communications, sensory information, systems, or technology.

- Yes
- No
- Don't know/unsure
- Prefer not to answer

Q10. Are you a primary caregiver for a child under 18 years of age?

- Yes
- No
- Don't know/unsure
- Prefer not to answer

Q11. Are you a primary caregiver for an adult (18 years of age or older) as a result of their age, long-term health condition, chronic illness, or physical or mental disability?

- Yes
- No
- Don't know/unsure
- Prefer not to answer

Final comments

Q12. What additional training would you like to receive to support your work as an appointee to a Public Sector Organization? Please include details about content, material, type (learning style), additional support, and resources. (open-ended)

Q13. What aspects of your board/tribunal culture make you feel most supported as a public appointee? (open-ended)

You are done!

Thank you for your participation in this survey and for your public service to the people of British Columbia! Please click the *Submit* button below to complete your survey. If you have any

questions, please contact Tatiana Kim at BC Stats by email at BCStats.SurveyMail2@gov.bc.ca. Please reference "CABRO Diversity Survey" in your email.

Option 1 [IF CONSENT=YES]

The information in this survey is collected under [Section 26](#) (a), (c), and (e) of the Freedom of Information and Protection of Privacy Act (FOIPPA) and under [Section 2](#) of the Anti-Racism Data Act. It is collected and kept confidential in accordance with the [Statistics Act](#) and only used for statistical and research purposes.

When survey results are published, your responses will be combined with the responses of others so that you cannot be identified but your potentially identifiable open-ended comments may be disclosed to CABRO under Section 9(6)(b) of the Statistics Act as per your consent. BC Stats will make every effort to remove any information from your comments that could potentially be used to identify you.

Contact information for questions about the FOIPPA, access, and privacy:

Beth Collins
Executive Director, Policy and Legislation
PO Box 9410 Stn Prov Govt
Victoria, BC V8W 9V1
Telephone: 250 361-5378

Option 2 [IF CONSENT = NO]

The information in this survey is collected under [Section 26](#) (a), (c), and (e) of the Freedom of Information and Protection of Privacy Act (FOIPPA) and under [Section 2](#) of the Anti-Racism Data Act. It is collected and kept confidential in accordance with the [Statistics Act](#) and only used for statistical and research purposes.

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Appendix C: Data Collection Overview

High Level

Study 2024 CABRO Diversity Survey
Project Sponsor Crown Agencies and Board Resourcing Office (CABRO)

Operations

Instrument / Data Collection Method Online Survey
Fielding Window / Dates May 9 to 22, 2024
Project History Baseline is the 2020 CABRO Diversity Survey

Population / Sample

Scope All Current CABRO Board Members
Population 1,677 Board Members
Completions Obtained 540
Response Rate 32.2%
Sampling Strategy Census