How much does engagement vary among diversity groups?

2015 Work Environment Survey

Background

From October 6 to October 30 2015, 19,756 employees across the BC Public Service participated in the *Work Environment Survey (WES)*. Respondents provided feedback about their engagement as well as demographic information on available measures of diversity. Based on the combined diversity information they provided this year or in a previous WES, 31% indicated they were men and 12% considered themselves visible minorities. Nearly 700 respondents (4%) considered themselves persons with disabilities, while less than 500 (2%) identified as Aboriginal peoples. This summary explores how much their engagement varies compared to respondents who identified otherwise.

Key Findings

The analyses found that engagement among these four groups did not differ greatly from the BC Public Service average of 66 points (out of 100). Scores were two to eight points lower than their counterparts. These differences were statistically significant for three of the four diversity groups. Overall trends were as follows:

- Persons with disabilities were less engaged than those without disabilities[1]
- Men were less engaged than women[2]
- Visible minorities were less engaged than those who were not a member of a visible minority group[3]
- Aboriginal peoples were as equally engaged as non-Aboriginal peoples.[4]
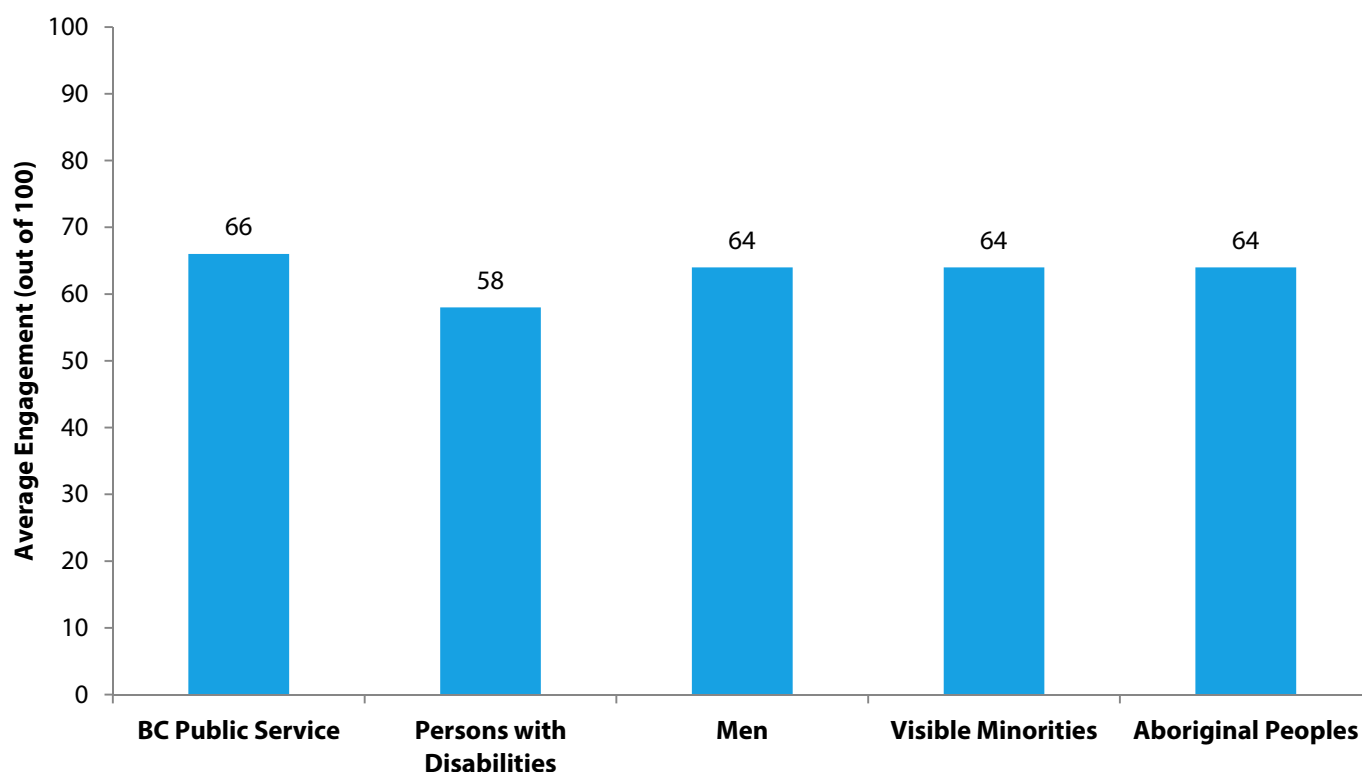
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[1] $t(708)=-7.591$, $p < 0.0001$.
[2] $t(12,196)=-5.824$, $p < 0.0001$.
[3] $t(2,820)=-2.767$, $p < 0.01$.
[4] $t(458)=-0.886$, $p=0.376$.

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Overall Engagement ranged from 58 to 64 points (out of 100) across key diversity groups.

These overall trends were not necessarily seen at the ministry or organizational level. Depending on the diversity group, some organizational differences were large, while others were negligible. The next four tables show the differences for every diversity group by organization.[5] For the significantly different diversity groups, additional graphics are included to highlight the most prominent trends at the organization level.

Organization trends for persons with disabilities

The table below shows how the engagement (out of 100 points) for persons with disabilities varies more in some organizations than others.[6]

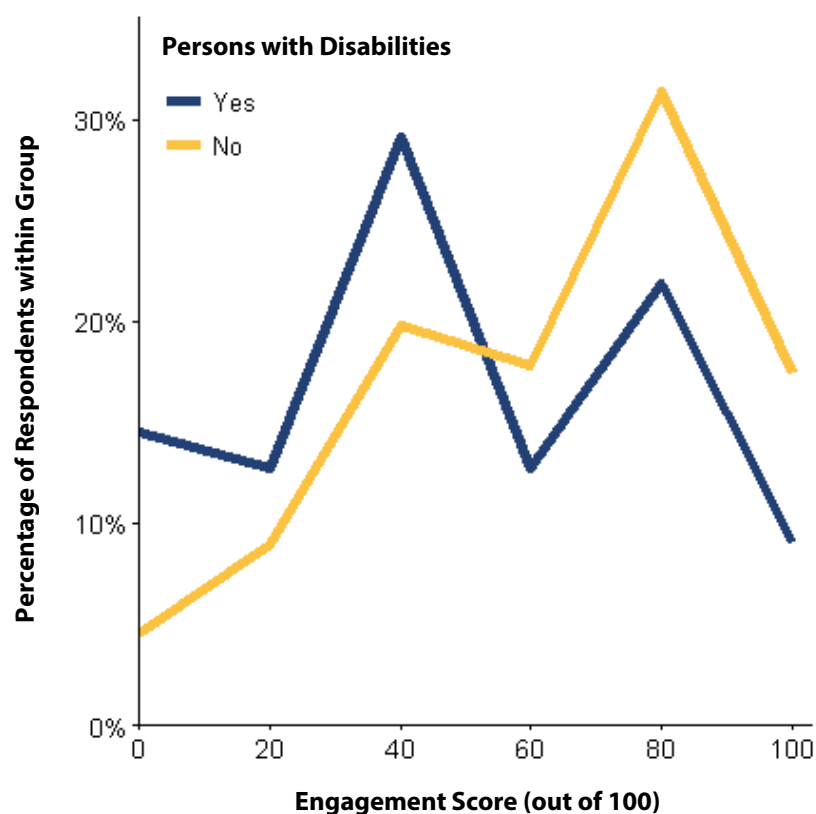| Organization	Overall	Persons with Disabilities		
		Yes	No	Difference
BC Public Service	**66**	**58**	**66**	**8.3***
PSSG	62	50	63	13.3*
TICS	70	59	71	12.8*
AG	67	56	67	11.1*
SDSI	63	54	64	10.2*
FIN	71	64	72	7.6

[5] Engagement scores were calculated only for those organizations with more than 20 employees belonging to a key diversity group.
[6] Scores for persons with disabilities were available for nine organizations; the remaining organizations were aggregated as "Other" (n=110).

Organization	Overall	Persons with Disabilities		
		Yes	No	Difference
FLNR	67	61	67	6.4*
TRAN	69	63	69	6.3
CFD	62	60	62	2.4
HLTH	63	62	63	0.7
Other	--	59	68	9.2*

* Differences are statistically significant, with $p < 0.05$. Note that for ministries with few members of a diversity group caution is advised when interpreting the results.

The difference in engagement was the greatest for PSSG. In this organization, more respondents with disabilities reported lower scores compared to those without disabilities.

Persons with Disabilities

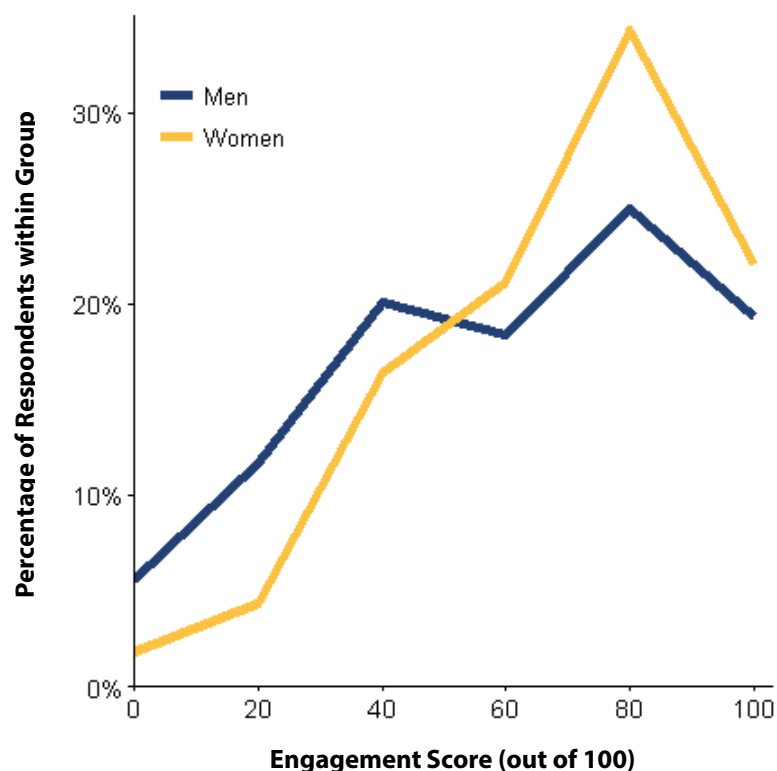## Comparisons of engagement between men and women at the organization level

Engagement scores (out of 100 points) were generally the same between men and women with the exception of AG, PSSG, TRAN and FLNR.[7] In these cases, women reported higher engagement than men.

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[7] Scores for men and women are available for 24 organizations; the remaining organizations were aggregated as "Other" (n=28, Men).

Organization	Overall	Men	Women	Difference
BC Public Service	**66**	**64**	**66**	**2.4***
AG	67	60	69	9.0*
PSSG	62	58	65	7.6*
ARR	65	61	67	6.2
AGRI	64	57	63	6.0
SBRT	71	68	73	5.3
JTSTL	67	62	67	5.2
NGD	72	69	74	4.9
EM	73	72	76	4.5
TRAN	69	67	71	4.4*
MIT	62	60	63	2.8
FLNR	67	65	68	2.8*
ENV	68	66	69	2.7
CFD	62	60	62	2.4
TICS	70	69	70	1.6
HLTH	63	61	63	1.5
BCPSA	73	73	74	1.0
AVED	63	62	62	0.3
FIN	71	71	71	-0.1
SDSI	63	64	62	-1.7
CSCD	64	65	62	-2.6
EAO	67	70	67	-3.0
GCPE	68	68	64	-4.1
EDUC	68	70	66	-4.4
PGT	73	75	71	-4.5
Other	--	70	81	11.0

* Differences are statistically significant, with $p < 0.05$. Note that for ministries with few members of a diversity group caution is advised when interpreting the results.

Further exploration into the response patterns between men and women indicate that there were more differences within each group than between them. For example, despite a nine-point difference in engagement, men and women from AG generally reported similar rates of engagement, with both groups having 80 points out of 100 as the most prevalent engagement score.

Engagement Score (out of 100)

Organization trends among visible minorities

For most organizations, the engagement among visible minorities was more or less the same as their counterparts. There were exceptions however. In some organizations, visible minorities were significantly less engaged, while in EDUC they were significantly more engaged.[8]

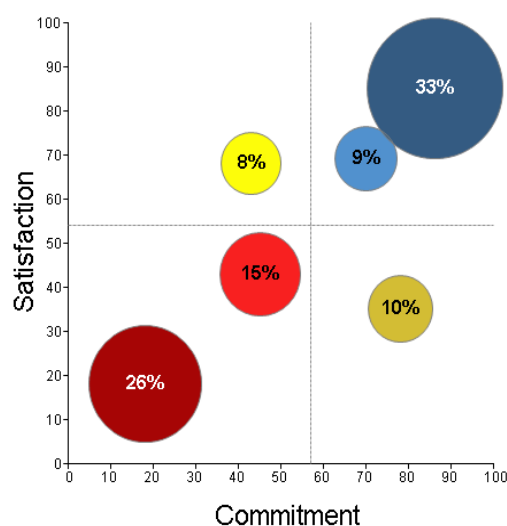| Organization	Overall	Visible Minorities		
		Yes	No	Difference
BC Public Service	**66**	**64**	**66**	**1.6***
PSSG	62	55	63	8.2*
AG	67	63	67	4.2*
NGD	72	70	73	3.2
FLNR	67	64	66	2.7
CFD	62	60	62	2.1
CSCD	64	61	63	2.1
MIT	62	60	62	2.1
TICS	70	69	70	0.6

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[8] Scores for members of Visible Minority groups are available for 20 organizations; the remaining organizations were aggregated as "Other" (n=47).

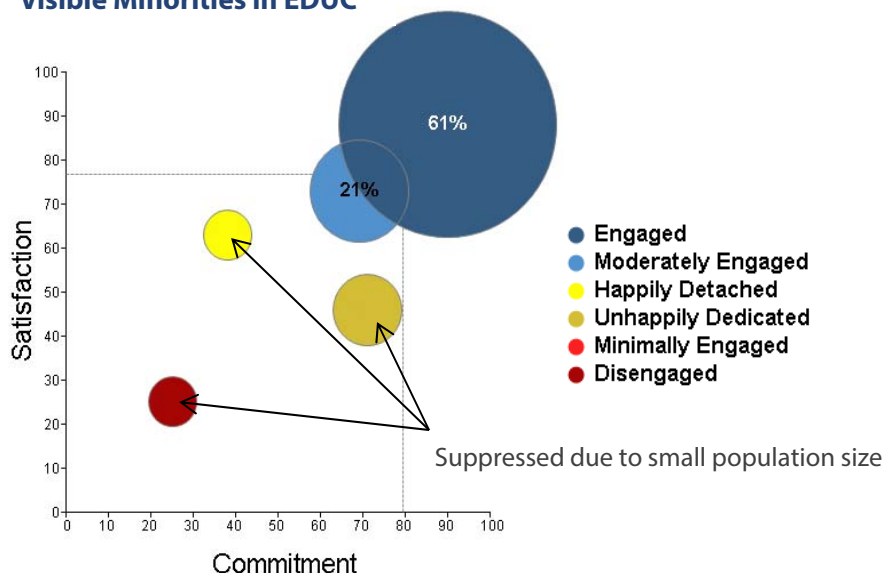| Organization	Overall	Visible Minorities		
		Yes	No	Difference
SDSI	63	62	62	0.2
BCPSA	73	73	73	0.2
AGRI	64	60	60	0.2
FIN	71	71	71	-0.1
JTSTL	67	66	65	-0.7
PGT	73	74	72	-2.2
GCPE	68	69	66	-2.5
AVED	63	65	62	-2.6
TRAN	69	71	68	-2.8
HLTH	63	65	62	-3.0
ENV	68	71	68	-3.5
EDUC	68	78	66	-12.0*
Other	--	70	71	0.3

* Differences are statistically significant, with $p < 0.05$. Note that for ministries with few members of a diversity group caution is advised when interpreting the results.

Engagement scores for this diversity group diverged by as much as 23 points across organizations, with PSSG and EDUC at either extreme. Engagement for visible minorities was more diverse in PSSG than in EDUC, where the majority reported high satisfaction and commitment scores.[9]

Visible Minorities in PSSG

Visible Minorities in EDUC

Suppressed due to small population size

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[9] Calculations include only those employees who completed the four questions that comprise Satisfaction (Job Satisfaction and Organization Satisfaction) and BC Public Service Commitment (preference to stay and satisfaction as an employee). Engaged scored ≥ 75 points on both drivers; Moderately Engaged scored ≥ 60 points on both drivers; Happily Detached scored ≥ 60 points on Satisfaction and < 60 points on Commitment; Unhappily Dedicated scored ≥ 60 points on Commitment and < 60 points on Satisfaction; Minimally Engaged scored < 60 points on both drivers; Disengaged scored < 50 points on both drivers.

Organizational trends among Aboriginal peoples

Engagement scores (out of 100 points) for Aboriginal peoples did not differ from those who did not identify as Aboriginal peoples for many organizations.[10] The only exception was found in the group called "other," which contained the rest of the ministries that could not be analyzed separately because the groups were too small at the organization level.

Organization	Overall	Aboriginal Peoples		
		Yes	No	Difference
BC Public Service	66	64	66	1.1
FLNR	67	65	66	1.1
SDSI	63	62	63	0.4
CFD	62	62	62	-0.7
PSSG	62	62	62	-0.7
TRAN	69	71	68	-2.2
TICS	70	75	70	-5.7
AG	67	73	66	-6.1
Other	--	61	68	6.4*

* Differences are statistically significant, with $p < 0.05$. Note that for ministries with few members of a diversity group caution is advised when interpreting the results.

Conclusion

Overall findings suggest that with the exception of aboriginal status, employees of specific diversity groups reported slightly lower levels of engagement. In some cases, the differences in engagement grew by as much as 23 points, depending on the diversity group and the organization. These trends also show the diversity of engagement within these groups, so when analyzing trends it is important to keep in mind that there are more differences within each diversity group than between them.

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[10] Scores for Aboriginal peoples are available for seven organizations; the remaining organizations were aggregated as "Other" (n=115).