



A deeper look into the engagement among diversity groups

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2015 *Work Environment Survey (WES)* Cycle

Background

From October 6 to October 30, 2015, nearly 20,000 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.

In July 2016, we explored how much engagement varied across diversity groups compared to those who identified otherwise. The analysis found that engagement scores were two to eight points lower than their counterparts with persons with disabilities, visible minorities, men and Aboriginal peoples being less engaged. In the latter case, engagement was not *significantly* different compared to scores of non-Aboriginal peoples.

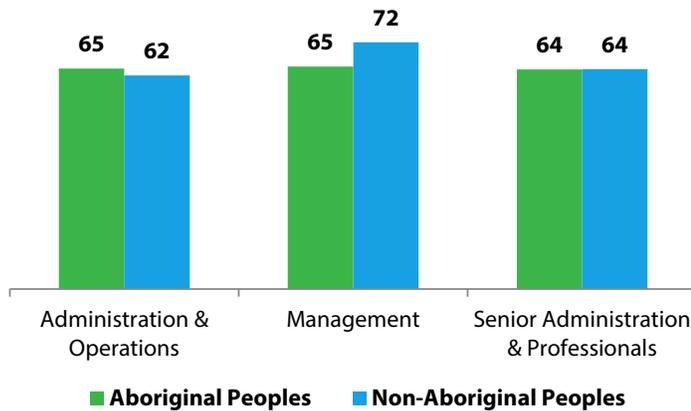
Across organizations, the largest differences were seen in Public Safety and Solicitor General and Attorney General for all diversity groups. Engagement scores for persons with disabilities were also significantly lower in Technology, Innovation and Citizens' Services and Social Development and Social Innovation.

This report digs deeper into the characteristics of these diversity groups to determine if there are other factors such as age, location, job classification or gender that may play a role in engagement.

Key Findings

Aboriginal peoples in Management reported lower engagement.

Average Score
(Out of 100 points)



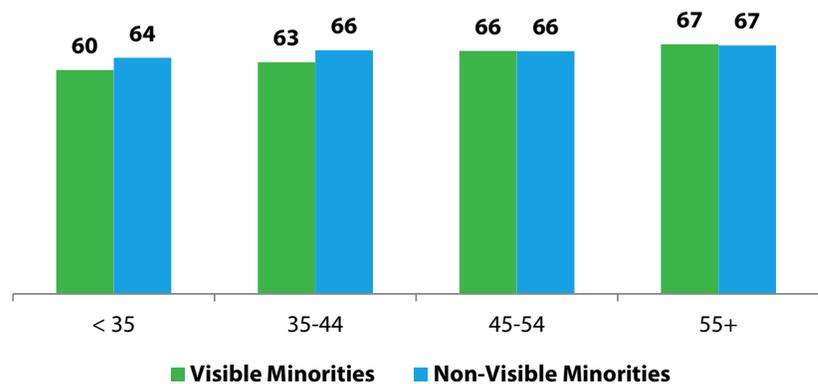
There were 469 respondents who identified as Aboriginal peoples. Of those, 12% were in Management compared to 21% of non-Aboriginal peoples in Management. This group reported significantly lower engagement scores compared to their counterparts.

There were no significant differences for the other job classifications, nor were differences seen amongst age groups, location groups or gender between Aboriginal peoples and non-Aboriginal peoples.

Engagement is lower for younger visible minorities, those in Administration & Operations and those who are men.

Twelve percent of respondents considered themselves visible minorities. Overall, this group had an engagement score of 64 (out of 100 points) compared to a score of 66 for non-visible minorities. When comparing engagement scores across age groups, it is clear this difference is felt by younger respondents. Engagement is significantly lower for the less than 35 and 35 to 44 age groups, whereas there are no differences amongst the older groups.

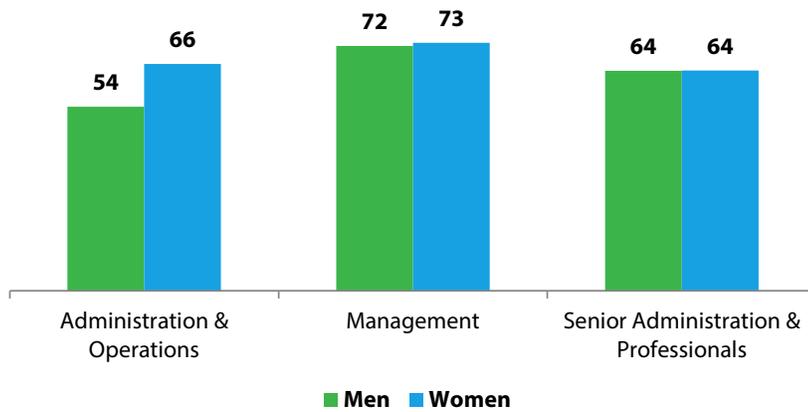
Average Score
(Out of 100 points)



A significant difference in engagement scores was also noted between visible minorities and non-visible minorities in Administration & Operations (59 versus 63 out of 100 points) and in men (63 versus 65 out of 100 points). No differences were seen between these two groups across locations.

Differences in engagement were largest amongst Administration & Operations positions by gender.

Average Score
(Out of 100 points)



Fewer respondents identified as men (31%) compared to women (50%) and, overall, men had a lower engagement score (64 versus 66 out of 100). The largest difference is seen amongst those in Administration & Operations positions; with men having an engagement score 12 points lower than women.

Men reported engagement scores that were two to five points lower than women across all age groups and one to three points lower in Victoria, Vancouver and the rest of BC.¹ These results reflect the overall difference in engagement between men and women, and suggest there is no relationship between age or location and engagement by gender.

Engagement scores for persons with disabilities lower across all characteristics.

Nearly 700 respondents identified as persons with disabilities. This group reported the lowest overall engagement score of 58 out of 100, while persons without disabilities averaged at 66. This disparity is seen most strongly amongst those 55 years and older, locations outside of Victoria and Vancouver, men and Administration & Operations positions.

Persons with disabilities reported engagement scores between four and 10 points lower compared to those without disabilities across all age groups, locations, job classifications and gender. The detailed results are listed in the table following.

¹ All results significant (p < 0.05) except for the 35-44 year age group.

| Characteristic | Sub-Group | Persons With Disabilities | | |
|---------------------------|---------------------------------------|---------------------------|-----------|------------|
| | | Yes | No | Difference |
| Age | | | | |
| | < 35 years | 58 | 63 | 5* |
| | 35 – 44 years | 57 | 66 | 9 |
| | 45 – 54 years | 58 | 66 | 8 |
| | 55+ | 58 | 68 | 10 |
| Location | | | | |
| | Victoria | 61 | 69 | 8 |
| | Vancouver | 58 | 64 | 6 |
| | Rest of BC | 55 | 65 | 10 |
| Job Classification | | | | |
| | Administration & Operations | 54 | 63 | 9 |
| | Management | 68 | 72 | 4* |
| | Senior Administration & Professionals | 59 | 65 | 6 |
| Gender | | | | |
| | Men | 56 | 65 | 9 |
| | Women | 59 | 67 | 8 |
| Total | | 58 | 66 | 8 |

* Not a significant difference ($p > 0.05$).

Conclusion

Although engagement trends varied amongst the four diversity groups, there was a greater range of experiences within groups than between groups. Differences were the most dramatic between men and women in Administrative & Operations positions with men reporting an engagement score 12 points lower than women.

Persons with disabilities had the lowest overall engagement score amongst the four diversity groups. This is reflected across the different characteristics with scores ranging from four to 10 points lower than their counterparts. Although large differences were observed, the same trends are seen across all characteristics suggesting there is no relationship with engagement.