

If Diversity is our strength, we aren't measuring up

In advance of ELNstudio 3D, the CivicAction Leadership Foundation and Environics Research conducted a survey to better understand how emerging leaders feel about building a more inclusive region, and to find out what they think of specific issues.* What we found tells us we have more work to do.

Issues of greatest concern in the Greater Toronto and Hamilton Area (GTHA) today:

- 1) Housing/affordable housing
- 2) Transportation
- 3) Income inequality

Rising leaders who filled out the survey also said that they are most dissatisfied with how decision makers in the region are addressing the above three issues.

But do rising leaders across our region feel included?

Significant portions of respondents agree with the following sentiments about inclusion:

48% often walk into a room and don't see people who look like them.

45% have directly experienced racism and/or discrimination in the last 12 months.

45% have had to change something about their identity in order to fit in.



63% of respondents feel that the primary reason when someone discriminates against a person or another group of people is ignorance.

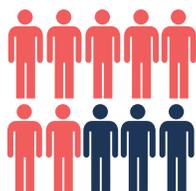
66% of women are concerned about racism and discrimination compared to 45% of men.

69% of those aged 40-49 are likely to report experiencing racism or discrimination. This is the highest of all age groups.

81% feel accountable for supporting communities other than their own.

91% believe the opinions of some groups are more likely to be listened to than others when decisions are made in the GTHA.

Housing



70% doubt they'll ever be able to afford a home in their city.

61% of women are extremely concerned about access to affordable housing. While only 36% of men are.

Economic Opportunity

41% of respondents believe that the next generation will have more opportunities.



46% could not make ends meet for more than 3 months if they lost their job.

65% of men agreed that they could sustain their quality of life if they lost their job compared to 49% of women.

Collection and access of information

81% believe collecting race-based data helps governments and institutions make more inclusive decisions.



78% believe negative stereotypes are perpetuated through local media.

Only 37% of respondents say that local news media report accurately on their community.

52% believe the local media report often on what is happening in their community.

We believe in a region where our world-class diversity is not only celebrated, but valued to its full potential, and we know that there is more work to be done. Stay connected with the ELN and help us build a truly inclusive region.

Thank you to Environics Research for supporting this piece of data collection.

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*Targeted outreach was made to CivicAction's Emerging Leaders Network and received a response of n=189. Since participation was voluntary this sample is reflective of a convenience sample and is not reflective of the general population.