

City Operations

**September 2022  
Biennial Employee Experience  
Survey Results**

# September 2022 Biennial Employee Experience Survey

This report summarizes what we heard from City Operations employees for the September 2022 Biennial Employee Experience Survey.

**2,177** employees (39%) participated and there were **1,606** comments.

This biennial survey provided employees with an opportunity to share about their identity, experiences of inclusion, respectful workplace, concerning behaviour and discrimination at work, and their overall experience working at the City of Edmonton.

Survey results are always available online at [edmonton.ca](https://edmonton.ca).  
Glint's scoring guide can be found [here](#).

## Employee Experience

eSat

Item	Score	Change from 2020	City
How happy are you working at the City of Edmonton?	65	-2	66
I would recommend the City of Edmonton as a great place to work.	64	+1	65
How are you doing?	65	-1	65

## Supportive Environment

Item	Dept	Change from 2020	City
At work I feel cared about as a person.	<b>58</b>	No change	63
I am treated with respect in my workplace.	<b>67</b>	+2	72
I feel a sense of belonging at the City of Edmonton.	<b>60</b>	+1	62
I feel comfortable being myself at work.	<b>66</b>	No change	69
I can succeed when I am myself at work.	<b>70</b>	No change	72
I feel valued for my unique perspective and skills.	<b>59</b>	+1	64

## Supportive Environment

Item	Dept	Change from 2020	City
I believe diverse perspectives add value to the work we do.	<b>78</b>	-1	84
I feel at ease with people who are different than me.	<b>80</b>	No change	83
I have opportunities for professional success that are similar to those of my colleagues.	<b>58</b>	+3	61
My workplace is accepting of all backgrounds and identities.	<b>77</b>	+2	80
My direct supervisor demonstrates commitment to and support of diversity and inclusion.	<b>70</b>	+3	76

## Recognition Event

I would prefer to attend an employee recognition event:

With my immediate team (Group, Unit, or Section level)	38%
With my extended team (Dept level)	13%
With my entire Department	12%
With the entire City of Edmonton	11%
I am not interested in attending a recognition event	26%

## Respectful Workplace: Taking Action

Item	Dept	Change from 2020	City
I am satisfied with how matters related to discrimination are addressed at the City of Edmonton.	62	+3	64
I am satisfied with how matters related to concerning behaviour are addressed at the City of Edmonton.	56	+4	59
The City works hard to create a respectful workplace	68	+3	71

## Consent to Disclose Identity Information

The following 5 slides contain topics about sensitive information (identity and experiences of concerning behaviours and discrimination).

Respondents were given the opportunity to opt out of these voluntary questions if they **did not** consent to the City of Edmonton and Glint processing their responses.

13% of City Operations employees who participated in the survey **did not consent** to collection of this sensitive data.

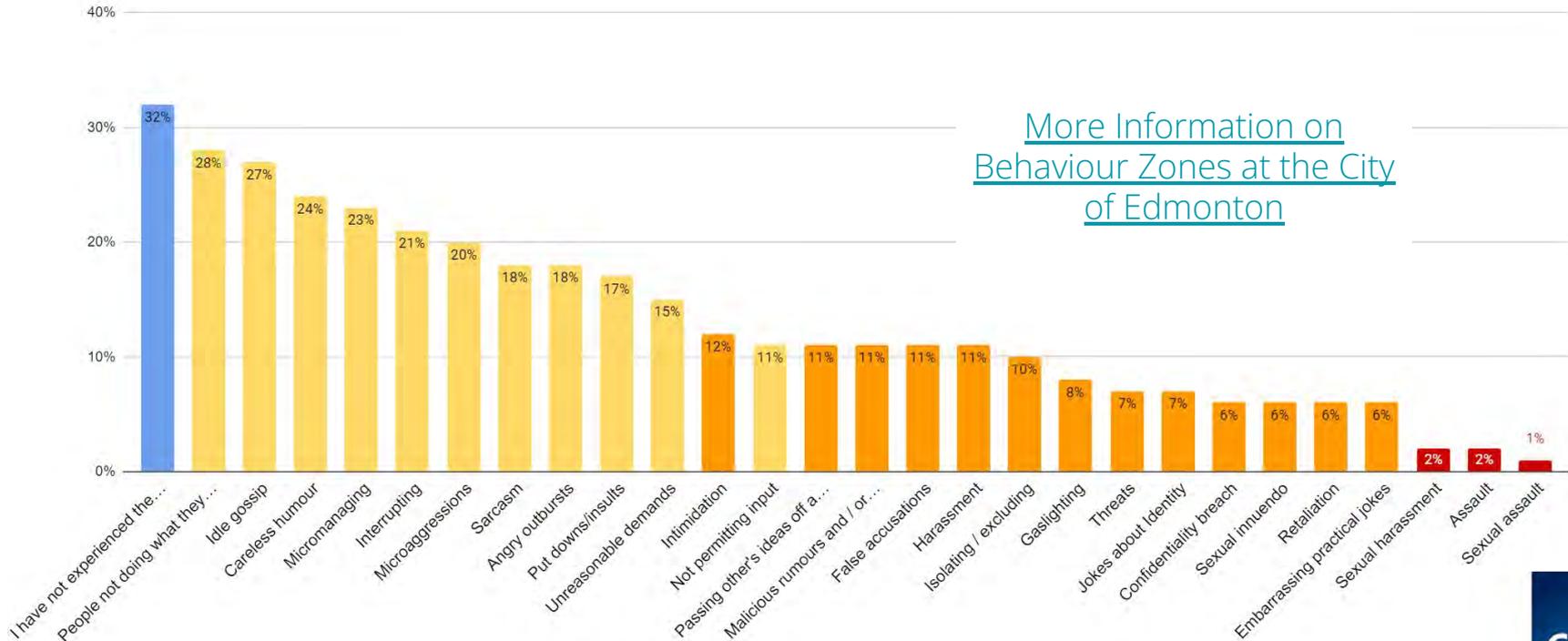
The following 5 slides are a summary of what we heard from respondents who consented to disclose this information.

## Respectful Workplace: Discrimination Results

Having carefully read the definition of discrimination, have you experienced discrimination on the job in the past 12 months?

	Dept	Change from 2020	City
Yes	<b>15%</b>	No change	12%
No	<b>76%</b>	+3	82%
I prefer not to answer	<b>8%</b>	-4	6%

# Respectful Workplace: Concerning Behaviour



**Most significant change from 2020:**  
+4% I have not experienced these behaviours  
-8% Micromanaging

## Diversity - Gender and Sexual Orientation

	Dept	City
Woman	<b>25%</b>	41%
Man	<b>70%</b>	53%
Non-binary, gender fluid, another gender not listed	<b>1%</b>	1%
Trans experience (gender identity does not align with sex assigned at birth)	<b>1%</b>	1%
Lesbian, Gay, Bisexual, Asexual, Pansexual, Queer or another orientation not listed	<b>9%</b>	10%

## Diversity

	<b>Dept</b>	<b>City</b>
Indigenous Person	6%	5%
Person with a disability	10%	10%
Current or former member of the Canadian Armed Forces	3%	2%

# Diversity

Which of the following best describes your racial identity? (Please check all that apply):

