Urban Planning and Economy

September 2022
Biennial Employee Experience Survey Results

September 2022 Biennial Employee Experience Survey

This report summarizes what we heard from Urban Planning and Economy employees for the September 2022 Biennial Employee Experience Survey.

432 employees (72%) participated and there were **298** 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.
Glint's scoring guide can be found here.

Employee Experience

Item	Score	Change from 2020	City
How happy are you working at the City of Edmonton?	**68**	-3	66
I would recommend the City of Edmonton as a great place to work.	**68**	-1	65
How are you doing?	**64**	-1	65

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Supportive Environment

Item	Dept	Change from 2020	City
At work I feel cared about as a person.	**68**	-3	63
I am treated with respect in my workplace.	**76**	No change	72
I feel a sense of belonging at the City of Edmonton.	**65**	-2	62
I feel comfortable being myself at work.	**70**	-1	69
I can succeed when I am myself at work.	**73**	-1	72
I feel valued for my unique perspective and skills.	**68**	No change	64

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Supportive Environment

Item	Dept	Change from 2020	City
I believe diverse perspectives add value to the work we do.	88	-2	84
I feel at ease with people who are different than me.	85	-1	83
I have opportunities for professional success that are similar to those of my colleagues.	63	+1	61
My workplace is accepting of all backgrounds and identities.	80	No change	80
My direct supervisor demonstrates commitment to and support of diversity and inclusion.	82	+2	76

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Recognition Event

I would prefer to attend an employee recognition event:

With my immediate team (Group, Unit, or Section level)	45%
With my extended team (Dept level)	19%
With my entire Department	8%
With the entire City of Edmonton	9%
I am not interested in attending a recognition event	20%

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.	**67**	+2	64
I am satisfied with how matters related to concerning behaviour are addressed at the City of Edmonton.	**64**	+3	59
The City works hard to create a respectful workplace	**75**	No change	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.

11% of Urban Planning and Economy employees who participated in the survey **did not consent** to collection of this sensitive data.
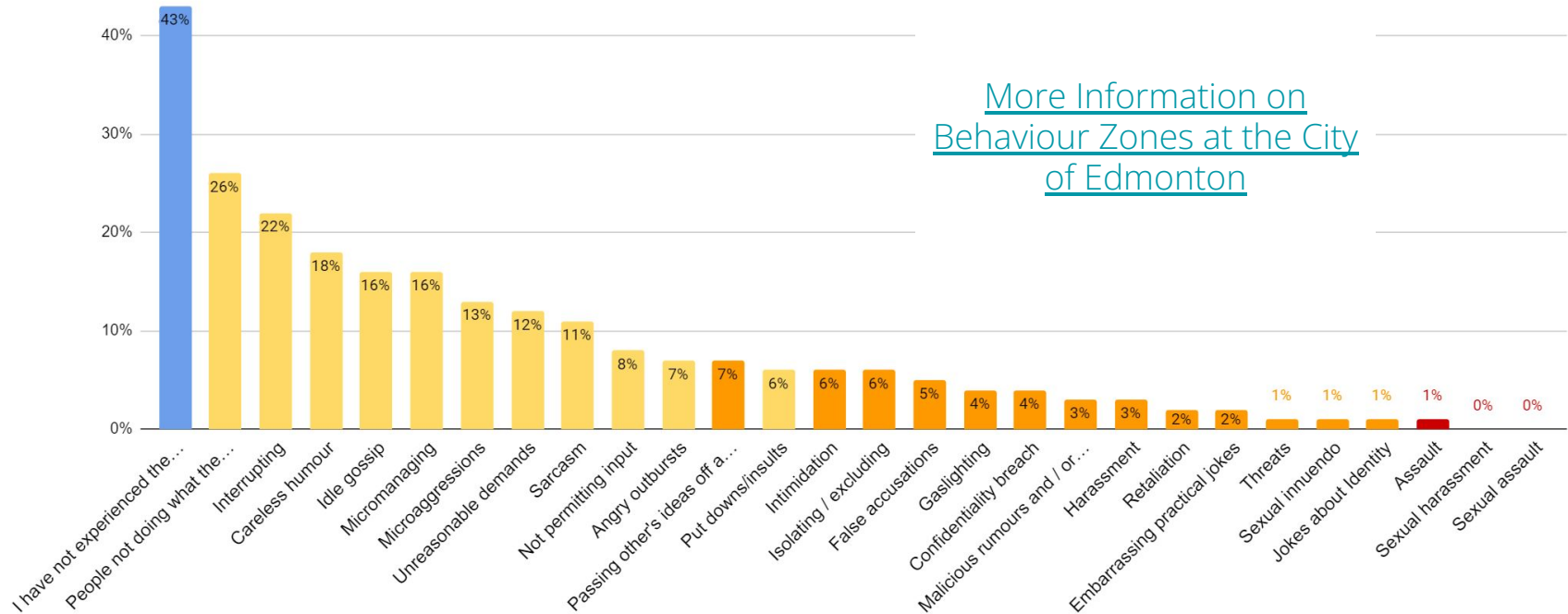
The following 5 slides are a summary of what we heard from respondents who consented to disclose this information.

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	**8%**	+1	12%
No	**88%**	+4	82%
I prefer not to answer	**4%**	-4	6%

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Diversity - Gender and Sexual Orientation

	Dept	City
Woman	**45%**	41%
Man	**51%**	53%
Non-binary, gender fluid, another gender not listed	**1%**	1%
Trans experience (gender identity does not align with sex assigned at birth)	**1%**	1%
Lesbian, Gay, Bisexual, Asexual, Pansexual, Queer or another orientation not listed	**10%**	10%

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Diversity

	Dept	City
Indigenous Person	3%	5%
Person with a disability	8%	10%
Current or former member of the Canadian Armed Forces	1%	2%

Diversity

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

Legend: ■ Urban Planning and Economy ■ City of Edmonton

% of consenting respondents

Category	Urban Planning and Economy	City of Edmonton
Racialized, person of colour, visible minority, PoC, or similar term	27%	24%
White, European descent, Caucasian or similar term	62%	61%
Biracial, multiracial, mixed race or similar term	4%	5%
None of the above, specified in comments	1%	3%
I prefer not to answer	7%	9%

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