

Waste Services

**September 2022
Biennial Employee Experience
Survey Results**

September 2022 Biennial Employee Experience Survey

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

276 employees (51%) participated and there were **184** 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://www.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?	68	-1	66
I would recommend the City of Edmonton as a great place to work.	66	+3	65
How are you doing?	68	+1	65

Supportive Environment

Item	Branch	Change from 2020	City
At work I feel cared about as a person.	65	No change	63
I am treated with respect in my workplace.	73	+2	72
I feel a sense of belonging at the City of Edmonton.	64	+2	62
I feel comfortable being myself at work.	70	+1	69
I can succeed when I am myself at work.	74	+2	72
I feel valued for my unique perspective and skills.	62	No change	64

Supportive Environment

Item	Branch	Change from 2020	City
I believe diverse perspectives add value to the work we do.	80	-1	84
I feel at ease with people who are different than me.	81	-1	83
I have opportunities for professional success that are similar to those of my colleagues.	57	+2	61
My workplace is accepting of all backgrounds and identities.	78	No change	80
My direct supervisor demonstrates commitment to and support of diversity and inclusion.	77	+4	76

Recognition Event

I would prefer to attend an employee recognition event:

With my immediate team (Group, Unit, or Section level)	44%
With my extended team (Branch level)	15%
With my entire Department	14%
With the entire City of Edmonton	10%
I am not interested in attending a recognition event	17%

Respectful Workplace: Taking Action

Item	Branch	Change from 2020	City
I am satisfied with how matters related to discrimination are addressed at the City of Edmonton.	64	+3	64
I am satisfied with how matters related to concerning behaviour are addressed at the City of Edmonton.	59	+7	59
The City works hard to create a respectful workplace	71	+4	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.

12% of Waste Services employees who participated in the survey **did not consent** to collection of this sensitive data.

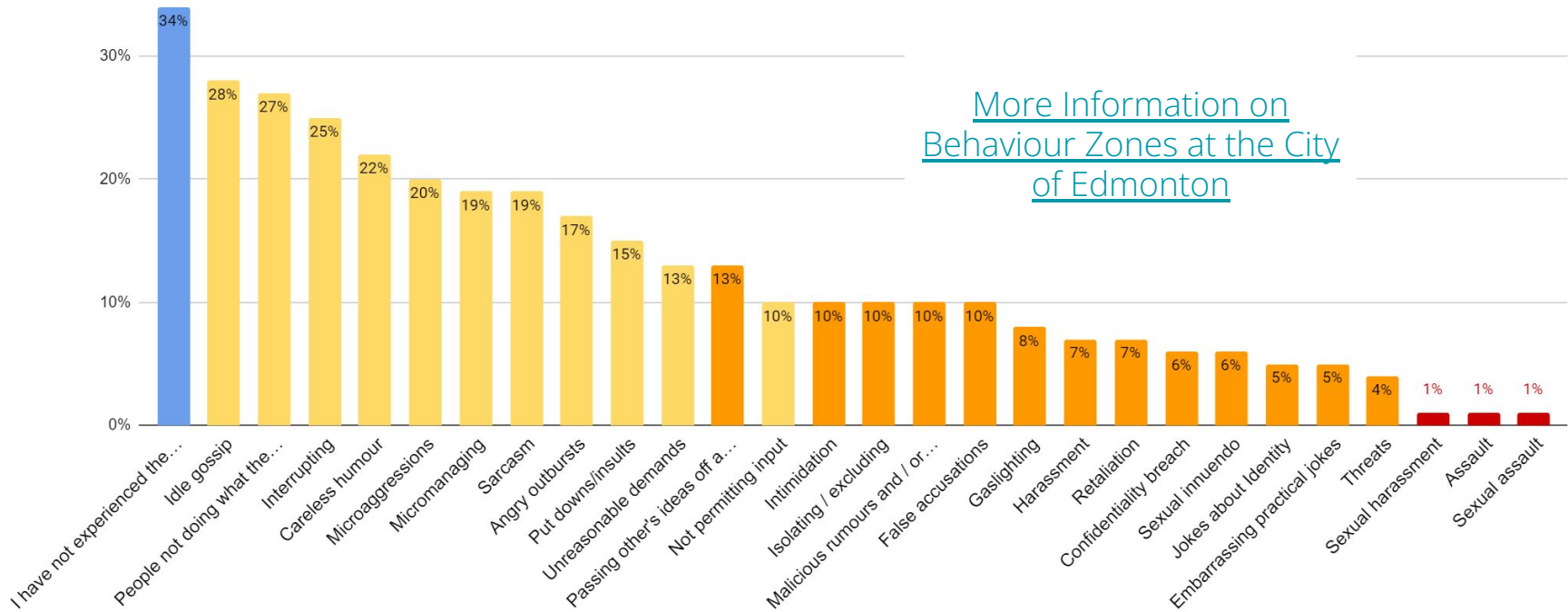
The following 5 slides are a summary of what we heard from respondents who consented to disclose this information.

Respectful Workplace: Discrimination Results

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

	Branch	Change from 2020	City
Yes	10%	-1	12%
No	84%	+3	82%
I prefer not to answer	6%	-3	6%

Respectful Workplace: Concerning Behaviour



Most significant change from 2020:
+6% Passing other's ideas off as their own
-9% Micromanaging

Diversity - Gender and Sexual Orientation

	Branch	City
Woman	24%	41%
Man	72%	53%
Non-binary, gender fluid, another gender not listed	1%	1%
Trans experience (gender identity does not align with sex assigned at birth)	3%	1%
Lesbian, Gay, Bisexual, Asexual, Pansexual, Queer or another orientation not listed	11%	10%

Diversity

	Branch	City
Indigenous Person	8%	5%
Person with a disability	7%	10%
Current or former member of the Canadian Armed Forces	2%	2%

Diversity

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

