

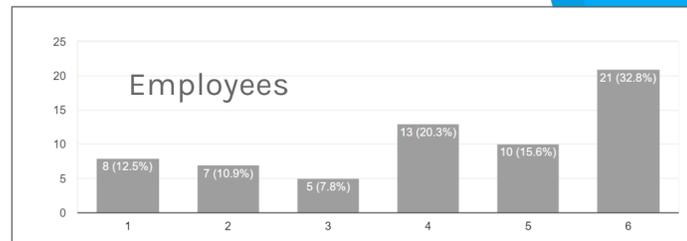


# Diversity Survey

## April 2018

The diversity survey, developed by Canadian Aviation Pride (CAP) with input from various airlines and others in the industry, is one of a series of resources to support and promote diversity, equity and inclusion in aviation workplaces in Canada. It was promoted through our monthly newsletter, social media and word of mouth, and stayed open for a period of 6 weeks from March 1 to April 15, 2018. During that time we had 69 respondents, most of whom identified as students and/or employees (94%) and a few (6%) who identified as “employers”. Based on their responses to this initial question, respondents were streamed into two similar but distinct streams, which allowed us to compare responses. Not surprisingly, there were some differences. For example, when asked on a scale of 1-6 (1 being 'not at all' and 6 being 'strong'), "how big a focus is diversity and inclusion in your organization?", most of the employer respondents indicated that their focus was very strong, whereas the employee respondents indicated a more jagged front to this.

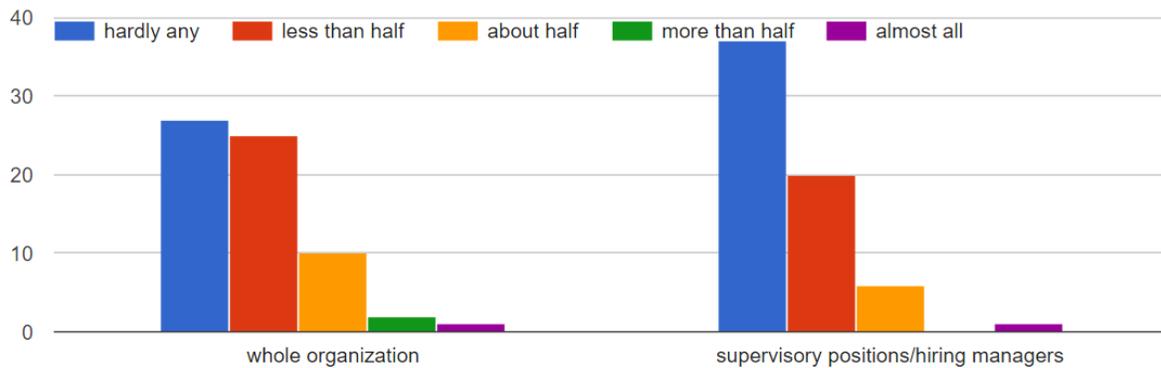
### Perceived Focus on Diversity & Inclusion



Where they agreed, however, was on the percentage of people from different equity-seeking groups employed both in their organizations at large, and in senior leadership positions specifically. Again, not surprisingly, people who identify as Indigenous, First Nations, Métis, and Inuit (FNMI), racialized, female, LGBTQ+ or living with a disability make up considerably less than half of aviation organizations in Canada, especially in supervisory positions.

This opens an opportunity for allyship -- if the vast majority of people in hiring and decision-making positions are not from the groups they are seeking to diversity their workforce with, what are some ways we can help them recognize and conquer their own and/or their organizations internal biases? It seems that at CAP we have our work cut out for us!

From your perception, how much of your organization is comprised of people from the above groups?



In terms of who responded to the survey, while most (more than 50%) self-identified as aircrew (pilots, flight attendants, etc.), we had several respondents in aeronautical engineering and design as well as aviation safety! We also had at least one respondent in at least every other category: ground crew, ATC, manufacturing and maintenance, management, administration and scheduling. This underscores the importance of our work: aviators from equity-seeking groups are ubiquitous, and when you are the only one, it can sometimes be a lonely journey.

In terms of gender identity, once again, not surprisingly for a male-dominated field like ours, the overwhelming majority of our respondents identified as male, however, we also had several self-identified females, as well as one in each of the following category options: non-binary, fluid and two-spirited. The latter reminds us of the intersectionality of our membership; while we all identify as LGBTQ+ or allies, we also identify with many other groups, including Indigenous/FNMI, person of colour or person with a disability. Diversity is our strength here at Canadian Aviation Pride!

Equity, diversity and inclusion are growing themes in the aviation industry, and as a pilot and skilled trades shortage looms, cultural proficiency makes good business sense! We have partnered with other aviation professionals to co-develop a series of tip sheets and other resources, many of which are regularly published in our monthly newsletters, to help promote inclusion within the industry for both the LGBTQ+ community in particular, and equity-seeking groups in general. We invite you to review these resources on our website, [www.aviationpride.ca](http://www.aviationpride.ca).