

Executive summary



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CENSUS AND SURVEY INFORMATION

This census was an anonymous online survey with individual invitations sent to Ontario museum workers and volunteers.

Total population: 396
Respondents: 260
Completion rate: 65.7%

POSITIVE FINDINGS

LGB2sQ+ persons, Persons with a Disability, and Women are highly represented when compared to available benchmarks:

- » **LGB2sQ+** | Respondents: 14.6%, Ontario population: 5.1%
- » **PWD** | Respondents: 25.8%, Canadian labour force: 13.1%
- » **Women** | Respondents: 76.2%, Ontario labour force: 48.3%

These groups are also strongly represented in Senior Leadership roles across museums.

13 in 15 Inclusion Survey questions received an overall positive response rate of 60% or higher.

- » Over 80% agree that they do not feel like “second-class citizens” at work, and that they are able to be themselves at work.
- » Women and Persons Born Outside of Canada do not show notably different feelings of inclusion from Men and Persons Born in Canada.



AREAS TO IMPROVE

Racialized persons and Persons Born Outside of Canada are less represented in the Respondent group than they are in the Ontario labour force.

- » **Racialized** | Respondents: 9.9%, Ontario labour force: 28.3%
- » **Persons Born Outside of Canada** | Respondents: 10.7%, Ontario labour force: 31.3%



Overall, less than 60% of Respondents agree that:

- » I have seen a Senior Leader / Board member at my organization actively include someone's different opinion in the decision-making process.
- » Stereotypes about different groups do not exist at my organization.
- » Racialized people **disagree** more than White people that their unique value is known and appreciated, and that they feel included.
- » Persons with a Disability **disagree** more than those without a Disability that power is used appropriately at their organizations, and that everyone is treated with dignity and respect.
- » Aboriginal persons **agree** more than Non-Aboriginal persons that they feel like second-class citizens at work.
- » Students **disagree** more than Non-Students that their organization is committed to and supportive of diversity, and that their opinion counts at work.

THEMES IN OPEN-RESPONSE COMMENTS

Three major themes emerging from open-response comments given on the survey include:

- » The need to diversify staff, board, and leadership positions in museums
- » The need for more Diversity and Inclusion education and resources for museum staff and volunteers
- » Perceptions that Diversity and Inclusion is resulting in reverse discrimination for majority groups





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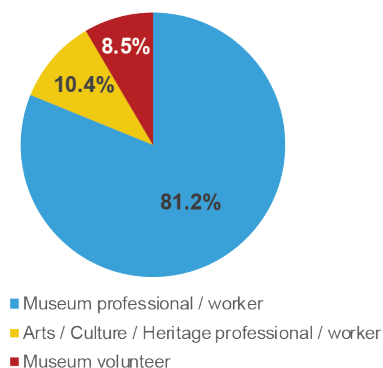
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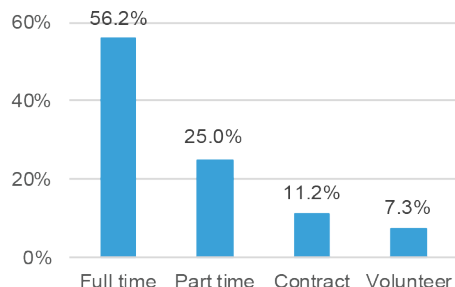


Demographics of Ontario Museum Respondents

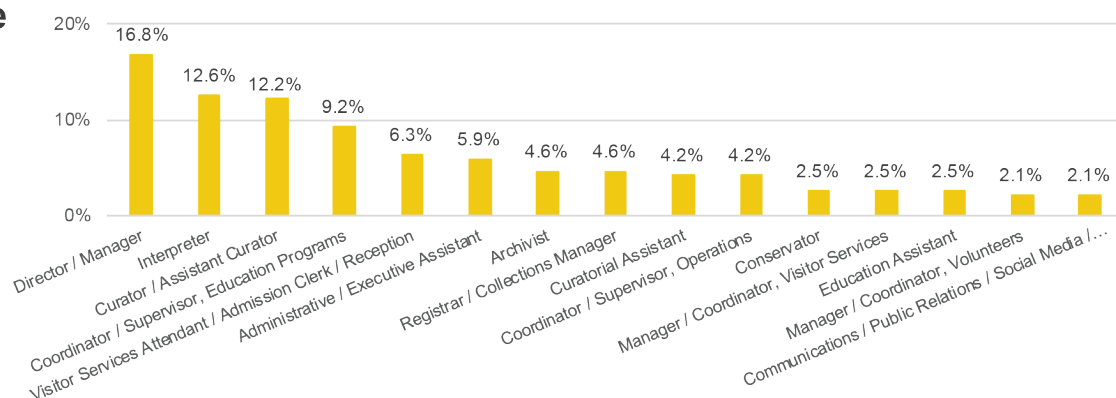
Primary Role



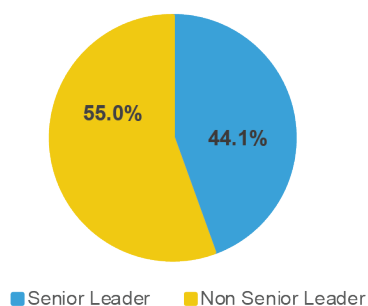
Employment Status



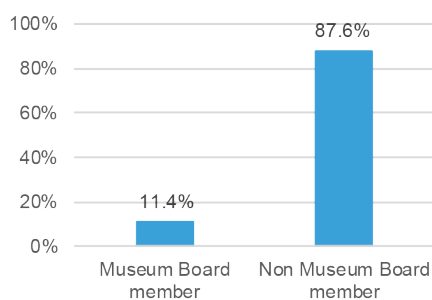
Secondary Role



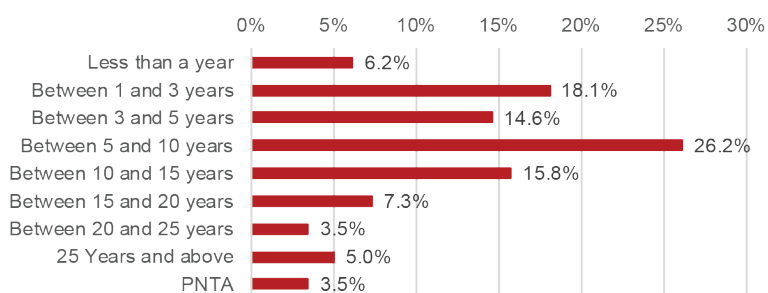
Senior Leadership Status



Museum Board Status



Length of Employment

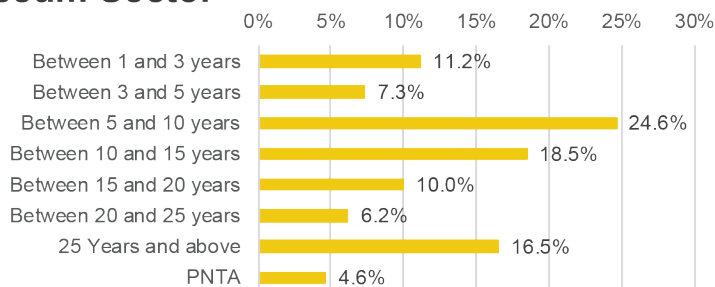


PNTA refers to "Prefer not to answer". Categories with less than five Respondents have been removed from the figures.

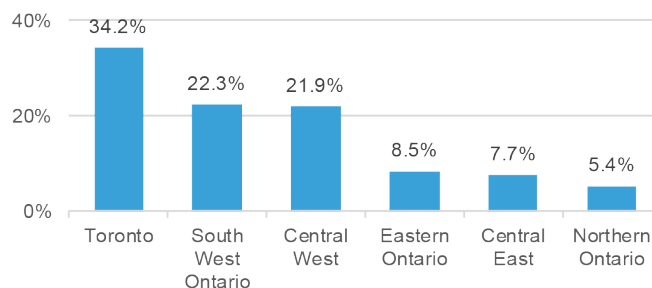


Demographics of Ontario Museum Respondents

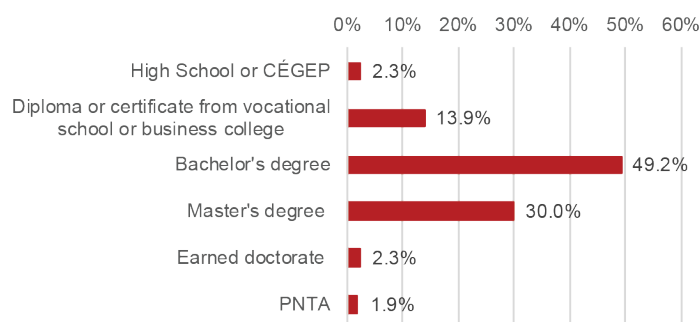
Years spent in Museum Sector



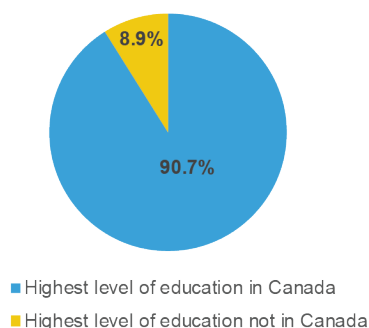
Region



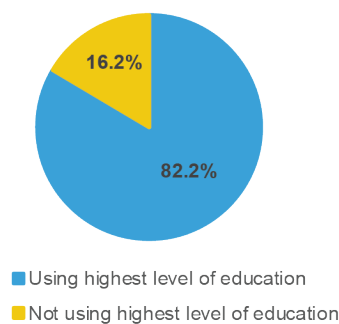
Highest Level of Education



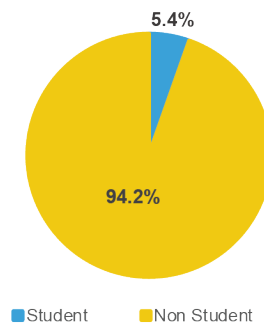
Did you get your highest level of education in Canada?



Are you using your highest level of education in your current work or placement?



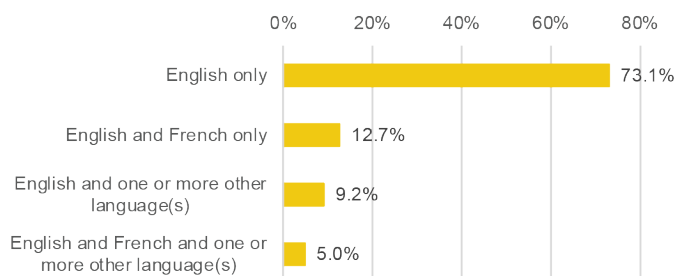
Student Status



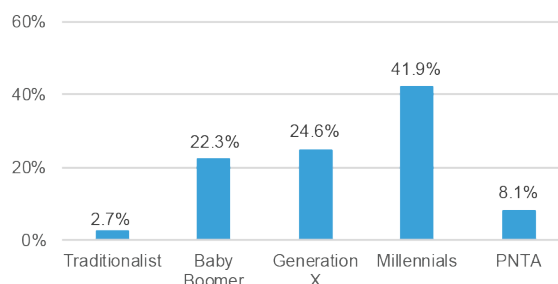


Demographics of Ontario Museum Respondents

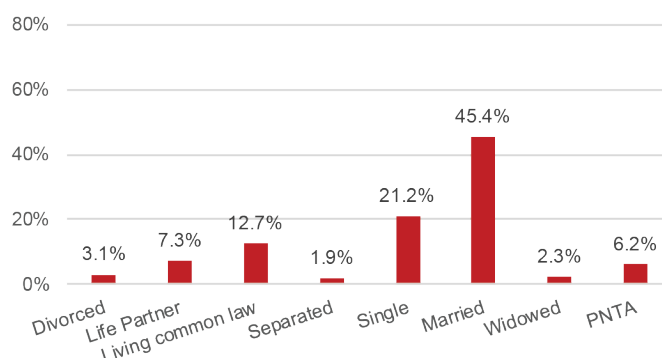
Language



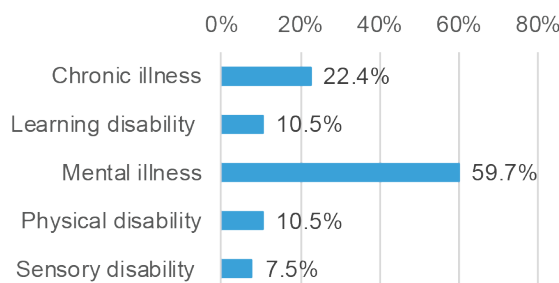
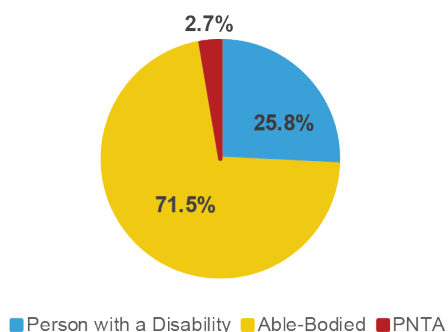
Generation



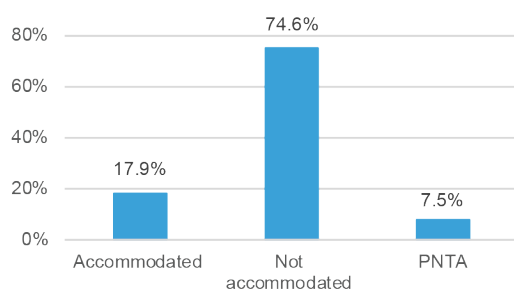
Relationship Status



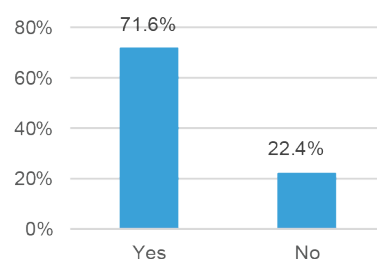
Disability Status and Type



Do you currently receive accommodation for a disability in your current position?



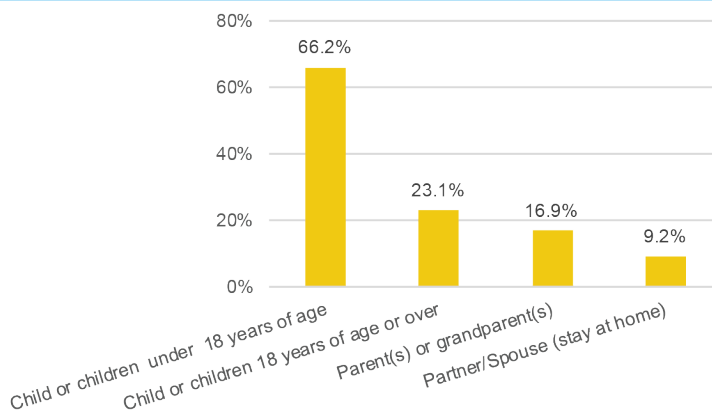
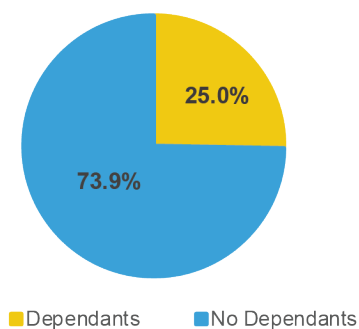
Would you request accommodation from your employer if needed?



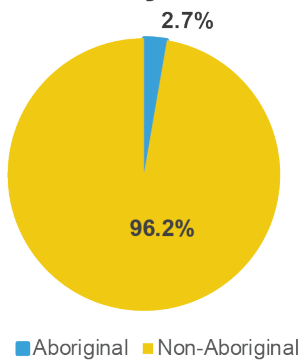


Demographics of Ontario Museum Respondents

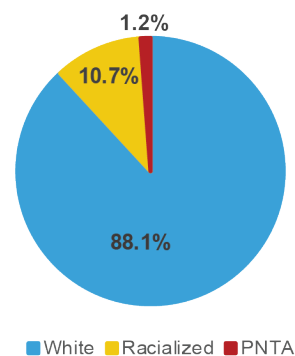
Dependant Status and Type



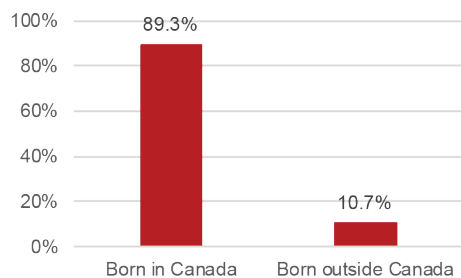
Aboriginal Identity



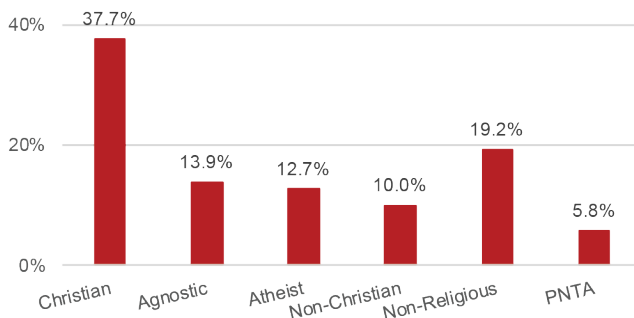
Ethnicity



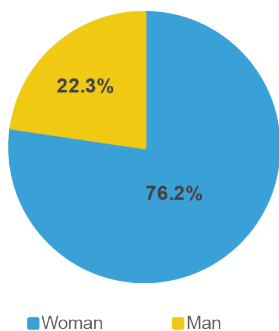
Place of Origin



Religion



Gender



Sexual Orientation

