

GENDER EQUITY TASK FORCE
Regional Women's Conference survey

i. Other (please specify):

3. If you have not participated in union organized events or activities, what would make you more likely to participate?

- a. Receiving more information about the event or activity
- b. Being asked by a co-worker to participate
- c. Being asked by a shop steward to participate
- d. Having the event or activity during working hours
- e. Having the event or activity outside of working hours
- f. Having child care available at the event or during the activity
- g. If the events or activities were more accessible to me
- h. Other (please specify):

4. Do you currently, or have you in the past, been involved in any of the following union committees? (Please select all that apply):

- a. Health and Safety Committee
- b. Education Committee
- c. Women's Committee
- d. Human Rights or Equity Committee
- e. Young Workers' Committee
- f. I have never been involved in a union committee

5. If you have been involved in a union committee, what first motivated you to get involved? (Please select all that apply):

- a. A co-worker invited me to join
- b. There was a particular issue I wanted to work on
- c. I wanted to support the work of the union
- d. I wanted to meet people
- e. I was dissatisfied with the committee's direction and wanted to make changes
- f. I felt that the experience would be valuable for my work or career
- g. Other (please specify):

b Of those you selected above, what was primary motivator (most important reason) for you to get involved in a committee?

6. Have you ever been on a member of a bargaining team for your union?

a. Yes

b. No

7. If you have never been a member of the bargaining team, why not? (Please select all that apply)

- a. I do not have the time
- b. I do not know how to become a member of the bargaining team
- c. I do not feel I have the skills to be a member of the bargaining team
- d. I trust other people to bargain effectively
- e. I believe I can have input into the bargaining process in other ways
- f. Elections intimidate me
- g. I do not support the union
- h. The people who are on the bargaining team are not like me
- i. I am concerned that being on the bargaining team will impact my relationship with my employer
- j. I have family obligations that make it difficult to be on the bargaining team
- k. I sought a position on the bargaining team and was not successful
- l. Other (please specify):

LEADERSHIP

8. Do you currently, or have you in the past, been a shop steward or served on your union executive or council? (NB: This could be a position held at the local, regional, or national level.)

- a. Yes, I am **currently** a steward/serve on a union executive or council
- b. Yes, I **was** a steward/served on a union executive or council in the past, but do not now
- c. No, I have **never** been a steward/served on any union executive or council

9. If you are or have been a shop steward or served on your union executive or council, do you want to seek a more senior position within the union than the one you had or have now?

- a Yes
- b No

10. If you have never been a shop steward or served on your union executive or council, why not? (Please select all that apply)

- a. I do not have the time
- b. I do not know how to become a shop steward or member of council or executive
- c. I do not feel I have the skills to be a shop steward or member of council or executive
- d. Elections intimidate me
- e. I do not support the union
- f. The people who hold those positions are not like me
- g. I am concerned that a shop steward or a member of council or executive will impact my relationship with my employer
- h. I have family obligations that make it difficult to be a shop steward or member of council or executive
- i. I sought a position as a shop steward or member of council or executive and was not successful
- j. Other (please specify):

- b Of those you selected above, what is the primary reason (most important reason) that you have never been a shop steward or served on your union executive or council?

- c If you have never been a shop steward or served on your union executive or council, what could motivate you to seek a position? (Please select all that apply)

- a. If another steward or member of executive or council encouraged me
- b. If I did not have to run in an election
- c. If I had more information about the position
- d. Other (please specify):

- e. I do not want to be a shop steward or serve on my union executive or council

UNION EDUCATION

11. Have you ever participated in a workshop or training put on by your union?

- a. Yes
- b. No, but I would like to
- c. No and I do not want to attend union workshops or trainings

12. Please list which, if any, union workshops or trainings you have attended in the last 5 years:

13. Are there workshop or training topics you would like to see the union offer? If so, what are they?

HARASSMENT

Harassment is normally a series of incidents, but it can be one severe incident that has a lasting impact on the individual.

Harassment is any improper conduct by an individual that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. It also includes harassment within the meaning of the Canadian Human Rights Act (i.e., based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics (including a requirement to undergo a genetic test, or disclose the results of a genetic test), disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered).

14. Having carefully read the definition of harassment, have you experienced harassment at a union event or activity?

- a. Yes
- b. No
- c. Prefer not to say

15. If you have experienced harassment at a union event, from whom did you experience harassment? (Mark all that apply.)

- a. Other members in my union or component
- b. Elected representatives
- c. Other

16. Please indicate the nature of the harassment you experienced. (Mark all that apply.)

- | | |
|---|-----------------------------|
| a. Aggressive behaviour | g. Personal attack |
| b. Excessive control | h. Physical violence |
| c. Being excluded or being ignored | i. Sexual comment / gesture |
| d. Humiliation | j. Threat |
| e. Interference with work / withholding resources | k. Unfair treatment |
| f. Offensive remark | l. Yelling or shouting |
| | m. Other |

UNION CULTURE

To what extent do you agree or disagree with the following statements?

17. My union is inclusive of people like me

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

18. My union makes an effort to be inclusive of racially visible people

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

19. My union makes an effort to be inclusive of LGBTQ2+ people

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

20. My union makes an effort to be inclusive of indigenous (Inuit, Metis, First Nations) people

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

21. My union makes an effort to be inclusive of women

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

22. My union makes an effort to be inclusive of people with disabilities

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

23. My union values gender equality

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

24. My union values human rights

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

25. I am aware of policies and initiatives that my union has in place that make it easier for women to participate in the union

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

26. For the most part, leaders in my union take harassment concerns seriously

- | | |
|-------------------|----------------------|
| a. Strongly agree | c. Disagree |
| b. Agree | d. Strongly disagree |

b Is there anything you would like to add about harassment in the union?

27. Leaders in my union should be doing more to achieve gender equality within the union

- a. Strongly agree
- b. Agree
- c. Disagree
- d. Strongly disagree

28. Leaders in my union should be doing more to advance human rights within the union

- a. Strongly agree
- b. Agree
- c. Disagree
- d. Strongly disagree

29. Is there anything you would like to add about inclusion in the union?

DEMOGRAPHICS

30. What is your gender:

- a. Woman
- b. Man
- c. Non-binary
- f. not to say
- d. Other: _____
- e. Prefer

31. How old are you?

- a. 18-24
- b. 25-34
- c. 35-44
- d. 45-54
- e. 55-64
- f. 65 or older

32. Do you identify as...? (please select all that apply):

- | | |
|---|--|
| a. A person with a disability | d. Lesbian, gay, bisexual, queer and/or two-spirit |
| b. Indigenous (Inuit, Metis, First Nations) | e. Trans |
| c. Racialized | f. Prefer not to say |
| | g. None of the above |

33. What is your current marital status? *Please select one:*

- | | |
|-------------------------|--------------------------|
| a. Married | d. Single, never married |
| b. Divorced / Separated | e. Widowed |
| c. Common-law | |

34. How many dependent children are living with you?

- | | |
|---------|------------------|
| a. None | c. Two |
| b. One | d. Three or more |