

# Equity, Diversity and Inclusion (EDI) Survey Results

## The results are in!

Thank you to members of the Canadian IP Profession for providing your feedback and for taking the time to participate in IPIC's first-ever Equity, Diversity and Inclusion Survey!

The survey results identified that IPIC's EDI commitment is an important topic and a priority for many of our members and non-members as well. The survey results also provided a useful baseline evaluation that highlighted EDI issues and topics that are of interest to you. This will contribute to the expansion and enhancement of the EDI initiatives IPIC has planned. In the meantime, we are pleased to provide the following overview of survey participants' demographic and inclusion results.

## Demographics Overview

### Key Highlights:

**Racialized Persons** – 27.5% of survey participants identify as a racialized person. The majority of survey respondents identified as White (62.7%), followed by 22.9% Asian, 3.8% Black and 0.8% Latin American.

**Ethnic/Cultural Identities** - 69.5% of of survey participants were born in Canada, with the largest immigrant populations coming from Western Europe and Asia/Pacific Islands.

**Sexual Orientations** – At 81.4%, most participants identify as heterosexual and 10.2% of survey participants identify with diverse

sexual orientations. Of the 24 participants who identify with a diverse sexual orientation, only 37.5% are comfortable with being open with others in the IP profession, meaning 62.6% of participants feel the need to hide their identity from some or all people at work.

**Gender Identities** – The majority (94.9%) of participants self-identified as cisgender men and women, meaning their gender identity aligns with the sex they were assigned at birth. There are survey participants who identified with diverse gender identities including Two-Spirit and Non-Binary, which presents an opportunity for understanding of the various gender identities and Trans education.

**Dependents** – Of the survey participants, 52.5% provide care to a dependent. Most participants (71.8%) who provide dependent



care do so for children under 18 years of age. A significant percentage of survey participants (28.2%) also provide care to an immediate family member or children over the age of 18 (22.6%).

**Persons with Disabilities** – 11.9% of participants self-identified as a person with a disability. 3.4% of participants have mental health-related disabilities. Only 17.9% of people identifying with a disability disclose completely at work, indicating that 75% of participants are choosing not to share this information in their workplace.

## Equity and Inclusion Overview

The survey results confirmed that IPIC is on track with key aspects of its EDI initiatives under its 2021-2023 Strategic Plan as well as the EDI project funded by Women and Gender Equality Canada.

Survey participants provided the following insights on equity, diversity and inclusion at IPIC:

### Suggested EDI Enhancements

- The survey results revealed that participants would like to see an increase in IPIC's visible commitment to making a diverse and inclusive IP profession where all members are valued.
- Many survey respondents noted a desire for community outreach and mentorship with secondary and post-secondary students about IP and careers in IP:

*“Continue community outreach-type activities to increase the pipeline of racialized and other equity-deserving individuals to enter into the IP Profession”*

– Survey Participant

## Next Steps

- IPIC will continue to work with EDI experts to:
- Utilize the survey data to enhance IPIC's EDI strategy.
  - Incorporate EDI education programs into IPIC service offerings.

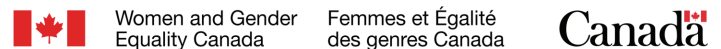
We are committed to embedding equity, diversity and inclusion at IPIC through programming based on your feedback from the survey. This includes focus groups, online learning and webinars, workshops and opportunities to get engaged and make a difference. We believe EDI is essential and by supporting an environment of inclusion where everyone feels welcome and can fully participate will improve outcomes for all members of the Canadian IP profession.

We look forward to walking this journey together.

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