# Healthy Watersheds Initiative Jobs Survey

## Readme

This is a generic survey for [Healthy Watersheds Initiative](https://healthywatersheds.ca/) (HWI) grantees to learn about the experiences of the people hired through your project.

If you choose to use this survey:

* Please insert your HWI project name and organization name where highlighted.
* Please ensure that no identifying information is collected, including IP address if you distribute this electronically (as noted in the disclaimer).
* Please indicate if you will re-administer this survey (ask for responses more than once) where highlighted.
* HWI suggests using all of the survey questions as they are written in order to match data collected by other HWI projects who might also be using this survey.

This survey was designed by the [BC Wildlife Federation](https://bcwf.bc.ca/), a provincial organization that has received an HWI grant, using a Gender Based Analysis Plus (GBA+) lens. The overall objective is to understand who is benefiting from policies or procedures, who is being left behind, what is/is not working, and what possible barriers exist to participation for various groups. A GBA+ lens includes gender identity as part of analysis, as well as other factors (including race, ethnicity, religion, age, sexual orientation, and one's ability or disability).

Please get in touch with HWI if you have any questions about using this survey!

## Disclaimer

The [INSERT PROJECT NAME] project is an economic recovery project funded by the Province of BC that aims to create employment for British Columbians who have been most impacted by the COVID-19 pandemic. The [Real Estate Foundation of BC](https://www.refbc.com/) (REFBC) is administering this funding through the [Healthy Watersheds Initiative](https://healthywatersheds.ca/) (HWI), with support from [Watersheds BC](https://watershedsbc.ca/) (WBC), and an Indigenous Leaders Advisory Circle.

You are invited to participate in this survey because you are employed as part of the [INSERT PROJECT NAME] project. Your responses will be confidential. We do not collect identifying information such as your name, email address, or IP address.

Your answers to the following questions will be collected [ONCE or MORE THAN ONCE]. Participation in the survey is [MANDATORY or VOLUNTARY].

If you choose to participate, the collected information will be used for the following purposes:

**REFBC** will aggregate (anonymously combine) the data from more than 60 projects funded through HWI, and share the data and findings as part of their reporting requirements to the Province of BC. This includes:

* Number and hours of HWI funded positions, with specific reporting on positions held by people who identify as Indigenous Persons, Women, and Youth (age 30 and under);
* Number of people hired previously employed in: tourism, hospitality, agriculture, student, engineering, manufacturing, retail, self-employed;
* Quantitative and qualitative descriptions of HWI employment outcomes including successes, challenges, solutions, and lessons learned.
* Overall HWI learning and evaluation to guide future work, including sharing aggregated data with third party evaluators for developmental evaluation, and or/ economic impact analysis.

The **Province of BC** will use this aggregated, anonymous data for internal reporting and/or external communications. The Province will not be able to attribute data to individual projects or people.

[INSERT YOUR ORGANIZATION] may analyze the survey results to produce a report of recommendations for future employment and workplace practices in the organization [INCLUDE OTHER WAYS YOUR ORGANIZATION MIGHT USE THIS DATA].

*Please note:* [*BC’s Hub for Mental Health Workplace*](https://www.workmentalhealthbc.ca/sector-info/605a108a3b9f3e2a40b39f17) *provides confidential support and resources for individuals who may be experiencing challenges in the workplace.*

## Questions

* 1. Please select your gender identity:
1. Female/woman
2. Male/man
3. Non-binary
4. Another gender (Please specify: \_\_\_\_\_\_\_)
5. Prefer not to disclose
	1. Do you identity yourself as an Indigenous person? (First Nations status or non-status, Métis or Inuit?)
* Yes (go to 2a)
* No
1. Which Indigenous group(s) do you identify with, or otherwise belong to? Select all that apply. Note: write-in responses are optional
* First Nations (status or non-status): you may specify your band/Nation(s)
* Métis: you may specify your Citizenship/Province
* Inuit
* Other: you may specify further: \_\_\_\_\_\_\_\_\_\_
	1. Which of the following Employment Equity groups do you identify with\*?  Check all that apply:
1. Visible Minority: you may specify further: \_\_\_\_\_\_
2. Indigenous Peoples
3. Person with disabilities
4. LGBTQ2S+
5. Prefer not to disclose
6. None of the above

\*Definitions for employment equity groups can be found here:

1. <https://www.canada.ca/en/public-service-commission/services/appointment-framework/employment-equity-diversity/employment-equity-groups/designated-groups/designated-groups-visible-minorities.html>
	* + 1. <https://www.theroyal.ca/resource-library/lgbtq2s-what-does-it-mean>.
	1. Was your previous position of employment or contract work terminated or reduced due to the COVID-19 pandemic?
2. Yes
3. No
4. Unsure

* 1. If so, what industry was your previous place of employment or contract work?
1. Tourism
2. Hospitality
3. Agriculture
4. Student
5. Engineering
6. Retail
7. Manufacturing
8. Self-employed
9. Natural Resource (forestry, mining, oil and gas)
10. Environmental science, management, restoration
11. Other
12. None of the above
	1. In what sector was your previous place of employment or contract work?
13. Private
14. Public
15. Non-profit
16. Other

* 1. Were your future educational and professional goals impacted by the COVID-19 pandemic?
1. Yes
2. No
3. Unsure

* 1. What is your age category?
1. Under 18
2. 18 - 30
3. 31 – 40
4. 41 - 50
5. 51 - 65
6. 65+

* 1. What is your highest level of education?
1. Some high school
2. Highschool GED
3. Post-secondary Certificate
4. Post-secondary diploma
5. Undergraduate Degree
6. Masters Degree
7. PhD

Thank you for participating in this survey!