

EQUITY, DIVERSITY AND INCLUSION SURVEY

The results are in!

IPIC's EDI Successes:

- 1 Participants report that IPIC **provides equitable access** to the tools and resources needed to succeed in the IP profession **77%**
- 2 Participants feel that IPIC **respects and values** their differences **64%**
- 3 Participants believe IPIC **provides equal opportunity** for education, networking and committee membership **45%**

DEMOGRAPHICS OVERVIEW:

236 respondents*

National representation from every membership category (including non-members)

Survey respondents represented Canada's diversity

BC/AB/SK/MB: 53

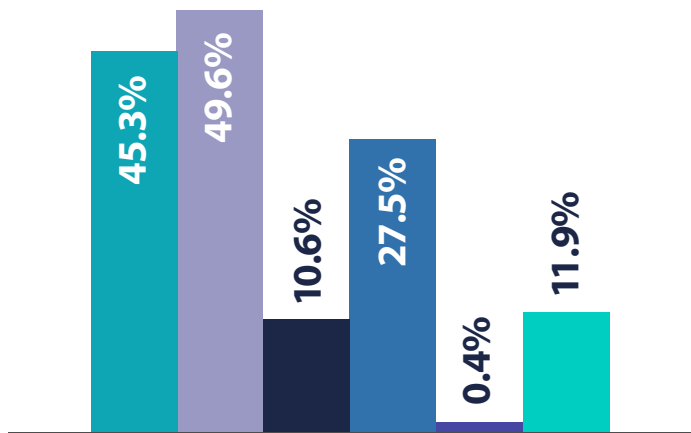
ON: 145

QC/NB/PEI/NS/NL: 35

* 3 participants chose not to disclose location

PARTICIPANT DEMOGRAPHIC DATA:

- Men
- Women
- 2SLGBTQ+
- Racialized
- Indigenous
- Persons with Disabilities



"Keep up all the great efforts!"

- Survey Participant

Suggested EDI Enhancements:

How IPIC is addressing:

Promoting inclusivity and belonging through outreach to potential future IP professionals from equity-deserving groups such as Indigenous communities

- Engaging with secondary and post-secondary educational institutions to participate in Career Day and similar events
- Opportunities to connect with students about IP and careers in IP

EDI Training focused on topics identified by survey participants as a priority

- Offering e-Learning modules & workshops facilitated by EDI experts

Community outreach through education and mentorship

- Delivering programming for businesses and entrepreneurs from equity-deserving groups
- Expanding mentorship opportunities and collaboration with key stakeholders

Respondents interested in focused training:

Overcoming Bias

49.2%

Race and Ethnicity (Cultural Awareness)

35.2%

Women (Gender Equity)

31.4%

"I think its important to reach into schools and talk about the careers available as IPIC members"

- Survey Participant

Acknowledgment:
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Women and Gender Equality Canada

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