



STRATCOM

Demographics Survey 2023

Ontario Association of Architects

March 17, 2023

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Vancouver | Edmonton | Toronto | Ottawa | Montreal | London | Brighton

Methodology & Reporting

- ▶ These results are from an online survey completed by members of OAA. Stratcom programmed the survey and provided OAA an open link that was distributed to members. The survey was open from December 7th to February 28th, 2023 resulting in 889 completes.
- ▶ The final survey data has been statistically weighted to the proportion of Intern Architect and Architect member type (Q1) as per the membership database. This weight was also applied to the 2021 research.
- ▶ The survey had a response rate of approximately 11% and the margin of error for a sample of this size is +/- 2.9%, 19 times out of 20.
- ▶ Some charts and tables might not total 100 due to rounding.
- ▶ Tracking compares results to the 2021 wave of this research.
- ▶ All figures are percent (%) unless indicated otherwise.
- ▶ All research conducted by Stratcom.



SUMMARY

- A plurality of members (23%) have been a part of the Ontario Association of Architects for at least 26 years. Just over half (53%) have been members for ten years or less.
- Almost half (46%) of the membership are between 31 to 50 years of age.
- The majority (63%) do not have daily care-giving responsibilities. Over one-quarter (28%) have child care responsibilities, 6% elder care responsibilities and 2% are caring for a person with a disability.
- Five percent (5%) self-identify as a person with a disability.
- Just over half of the membership is male (54%) and 43% identify as female.
- Three-quarters (76%) identify as straight/heterosexual. Note that almost one-in-ten (9%) preferred to not answer this question.
- Approximately 1% identify as First Nations (0.3%) or Metis (0.4%).
- The majority (64%) identify as White/Caucasian. The next most common racial identity is East or Southeast Asian (13%), followed by Middle Eastern (8%), South Asian (6%), Black (3%) and Latino/Latina/Latinx (3%).
- The first language for a majority of OAA members is English (60%). French is the second most common (10%).

SUMMARY

- 6% of members identify as French-Canadian.
- The plurality of members identify as Canadian (26%). Other top mentions for ethnic or cultural identity are English (13%), Scottish (9%), Irish (9%), Chinese (7%), German (7%) and Italian (6%).
- More than three-in-ten (31%) members do not identify with any religious or spiritual affiliation and a further 14% identify as Atheist. The most common religious affiliations are Christian (34%), Muslim (6%) and Hindu (3%).
- The majority of members (68%) describe their workplace as an architectural practice. Sole practitioners comprise 10% of the survey sample, followed by institutional or corporate (6%), government workplaces (5%) and Academia (3%). Four percent (4%) are not currently working.
- Just over seven-in-ten (71%) agree they feel included at their current or more recent workplace. Six percent (6%) disagree.
 - Men (74%) are more likely than women (69%) to feel included.
 - Younger members 30 or under (85%) are much more likely to feel included than older members over 60 (59%).

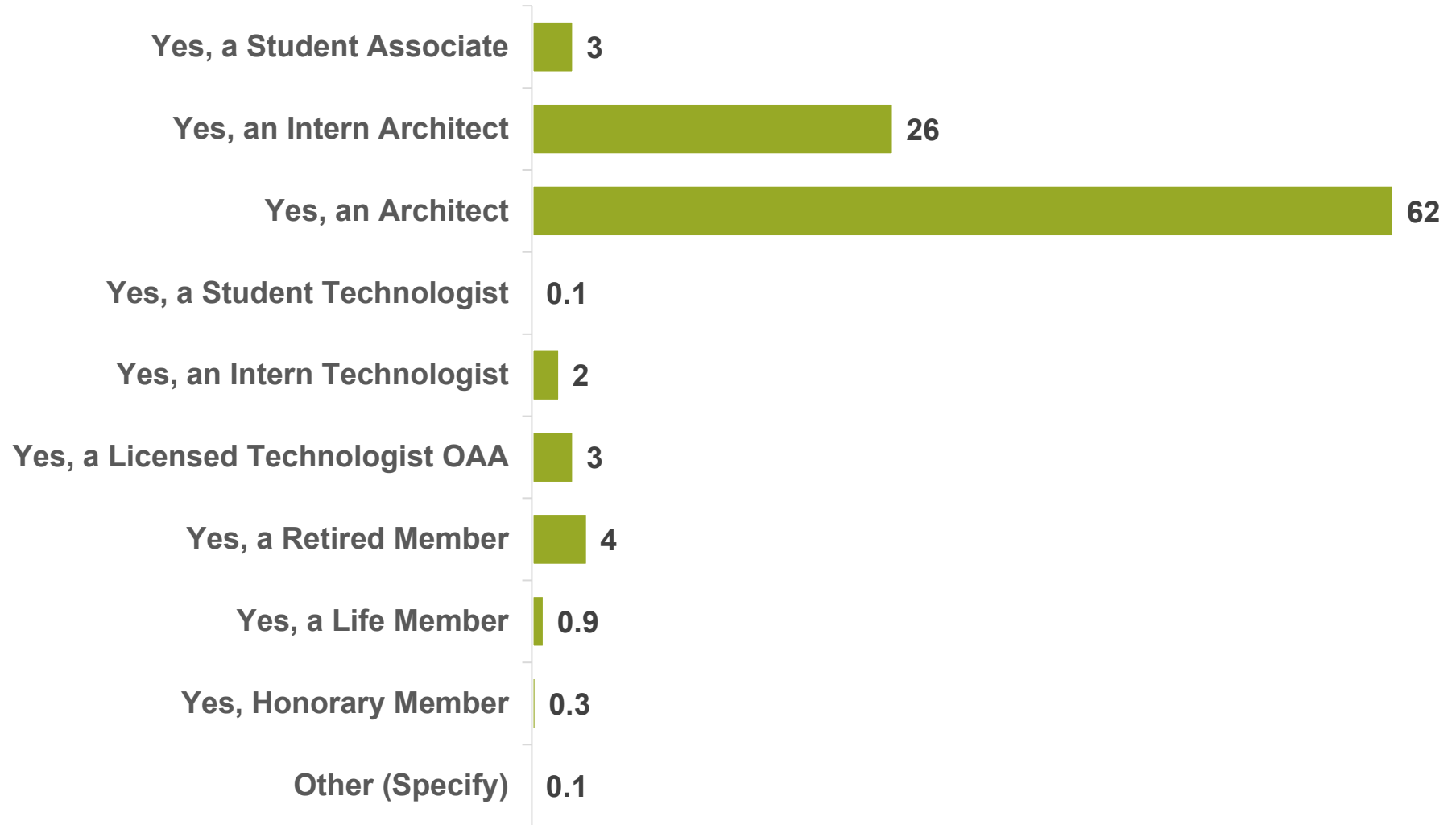
SUMMARY

- Seven-in-ten (70%) agree they feel supported at their current or most recent workplace (8% disagree).
 - Younger members 30 or under (80%) are much more likely to feel included than older members over 60 (57%).
 - Men (72%) are more likely than women (66%) to feel included.
- Nineteen percent (19%) agree they experience barriers to advancement in their current or most recent workplace (48% disagree).
 - Women are more likely to experience barriers to advancement (24%) than men (15%).
 - Intern architects are more likely to experience barriers (28%) than architects (17%).
 - Those with first language other than English are more likely to experience barriers to advancement (24%) than those with English first language (16%).
- One-in-ten (10%) agree that they experience discrimination in their current or most recent workplace (63% disagree).
 - Women are twice as likely (14%) as men (7%) to experience discrimination in the workplace.

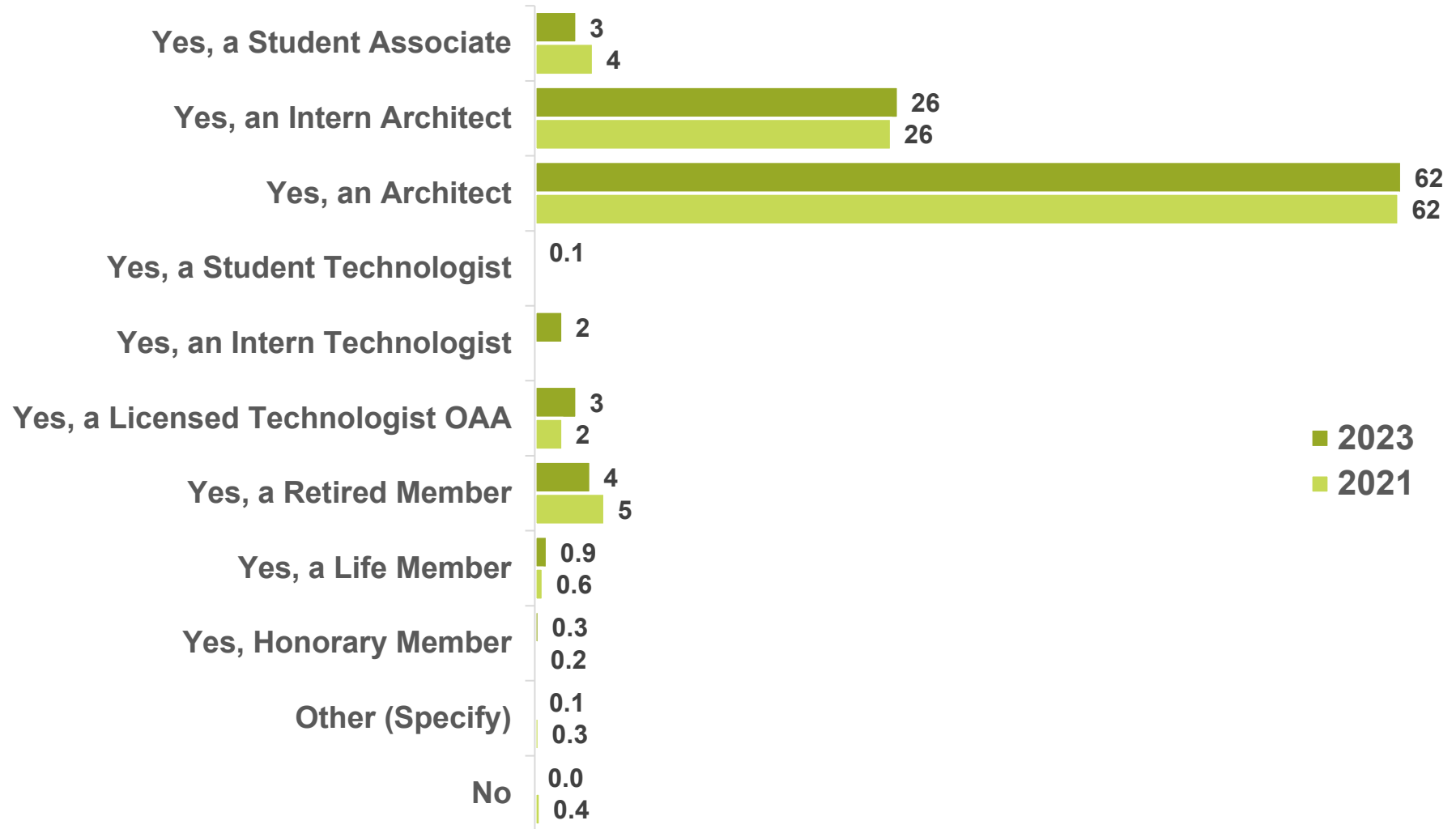
SUMMARY

- Just under three-quarters (72%) agree they are supportive of the collection of demographic data (7% disagree).
- A majority (68%) agree the questions asked in the survey used appropriate terminology (7% disagree).
- A majority (56%) agree the questions in the survey are relevant to the OAA's mission of serving the public interest through the regulation, support, promotion and appreciation of architecture.
- A final open ended question in the survey asked for input on additional information the OAA should consider as part of the long-term data collection strategy. The majority (55%) did not have any comments. The most common responses were related to 'financial information / salary information' (9%), 'dislike the questions/no need to collect this type of data' (6%) and 'gender pay-gap/Income equality/Income comparisons' (5%).

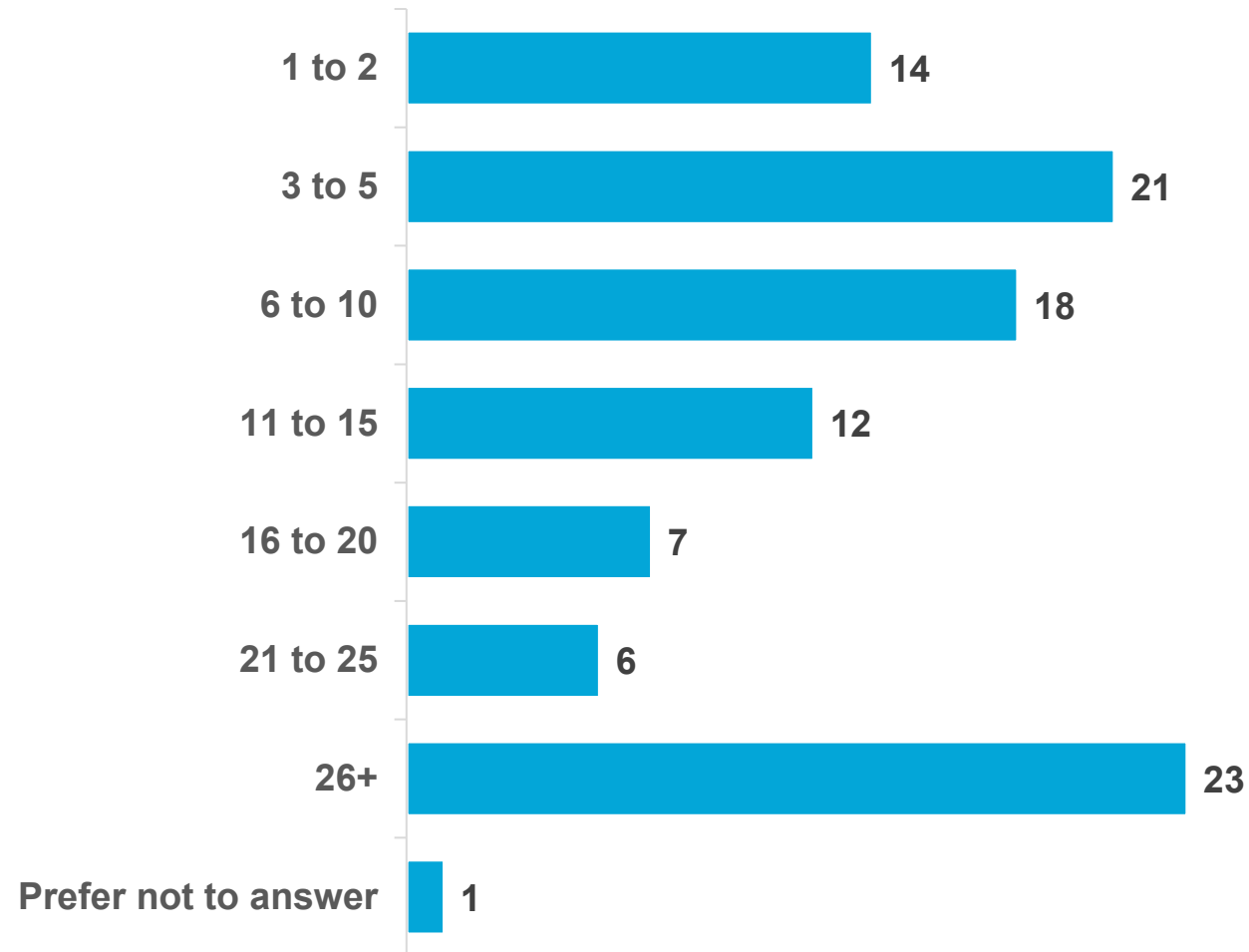
Membership details



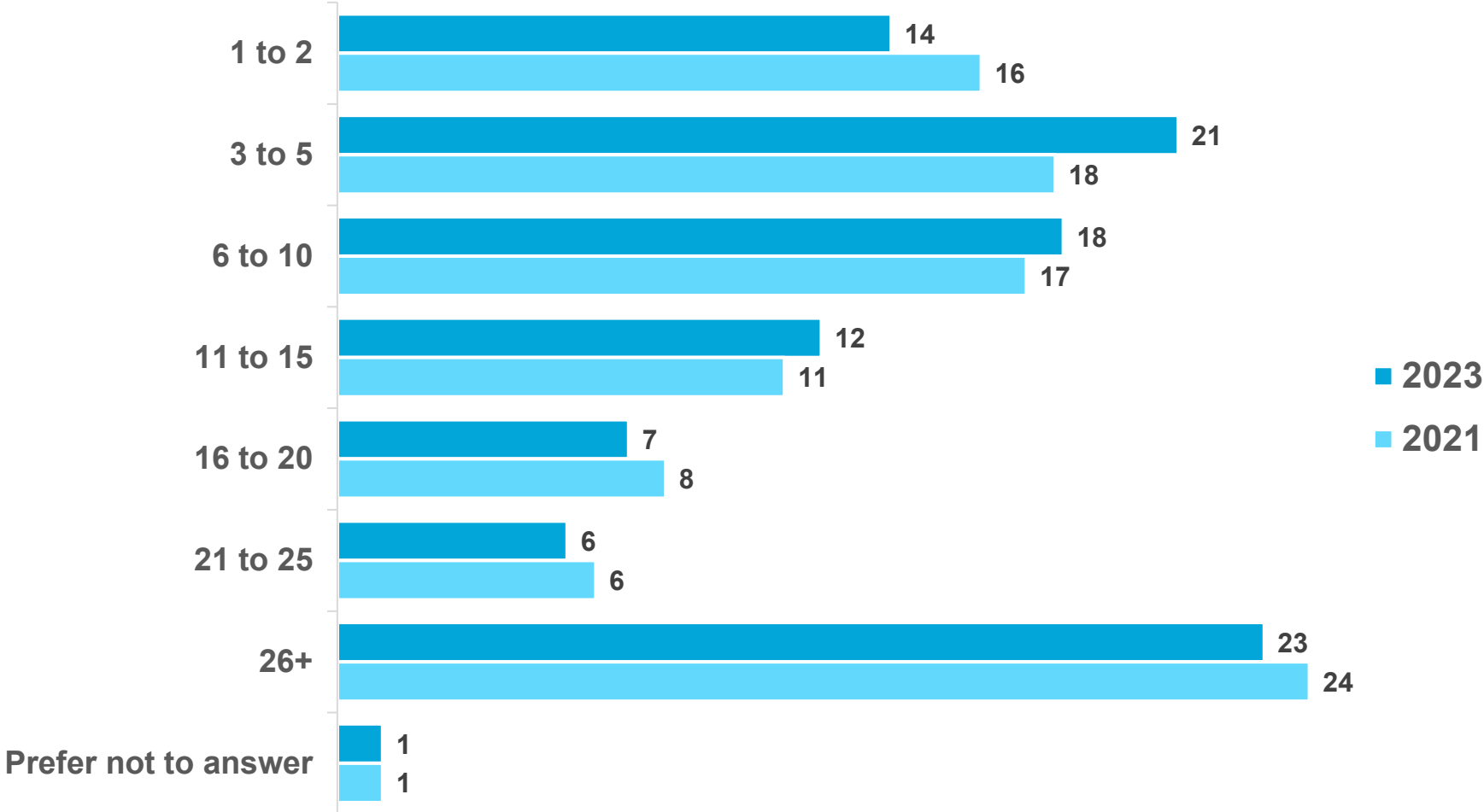
Tracking: Membership details



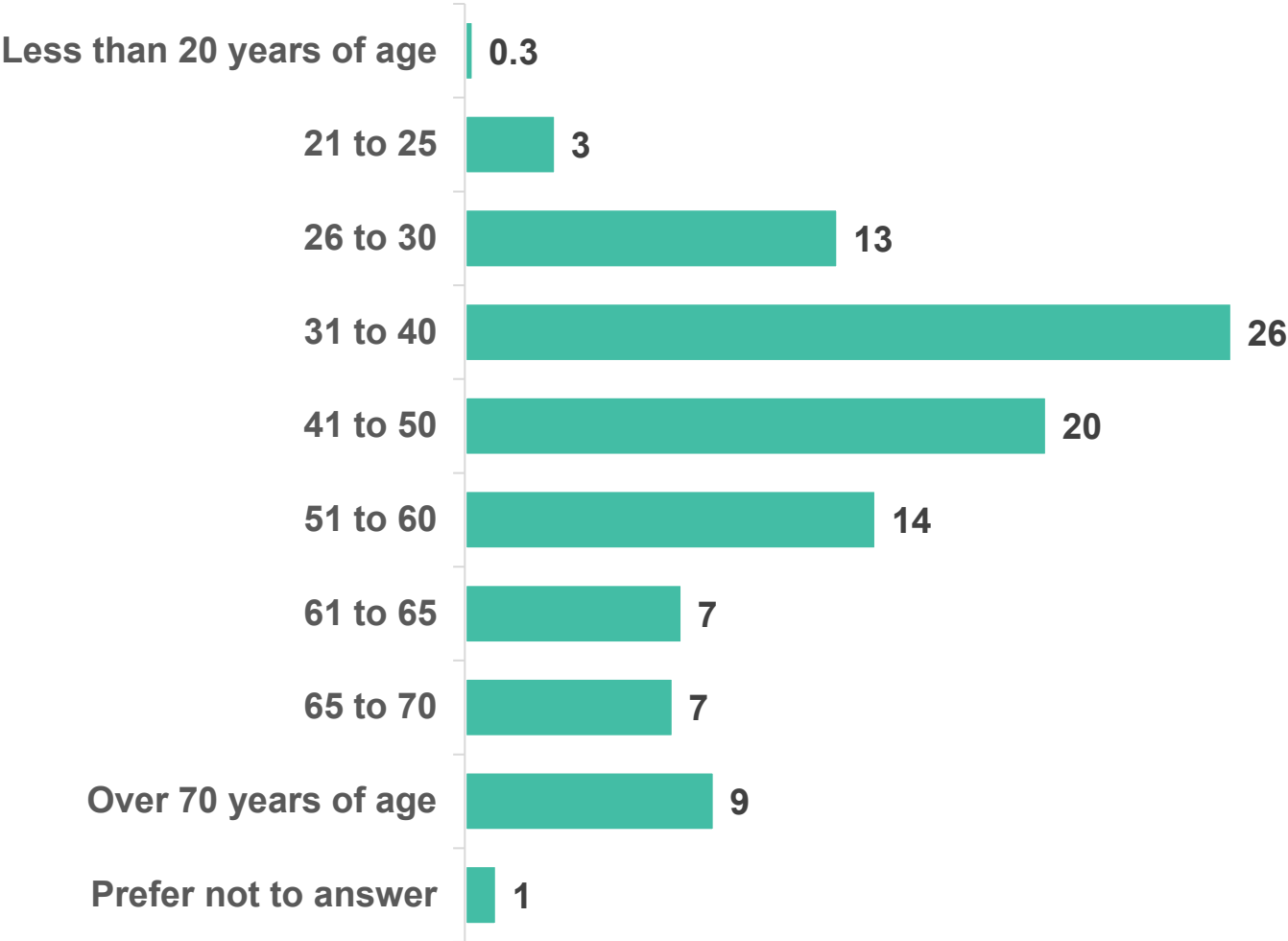
Years as member of OAA



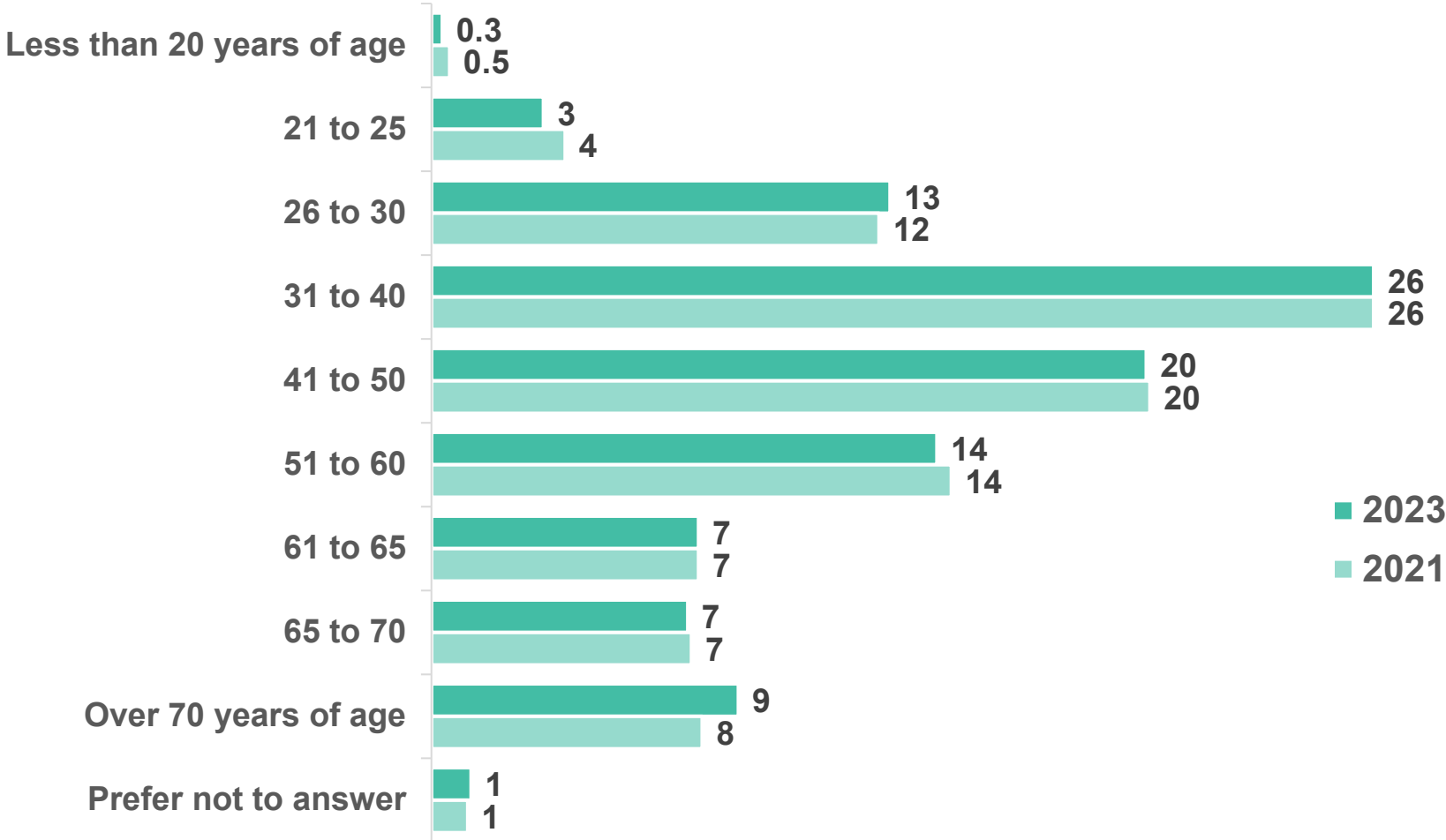
Tracking: Years as member of OAA



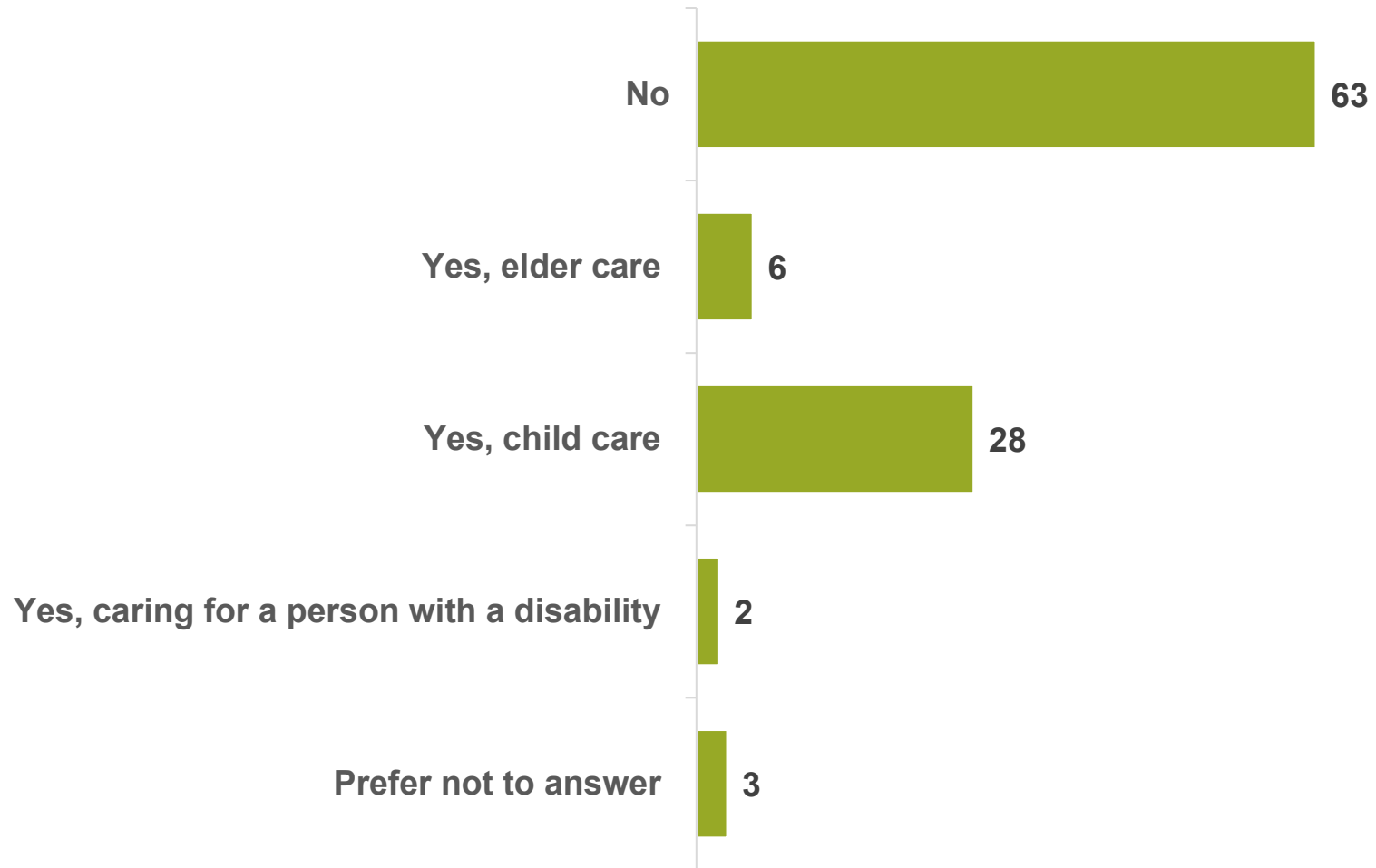
Age of members



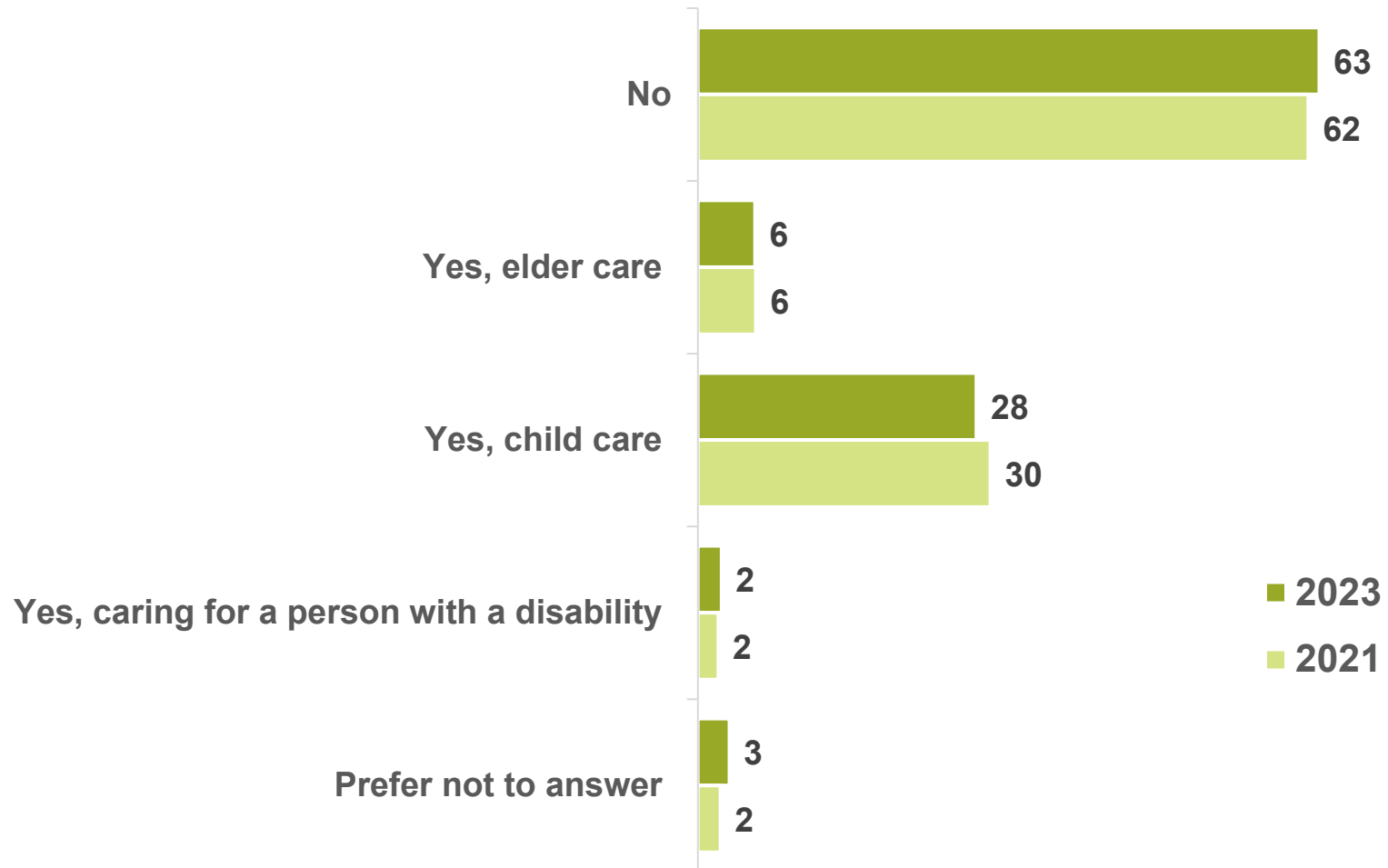
Tracking: Age of members



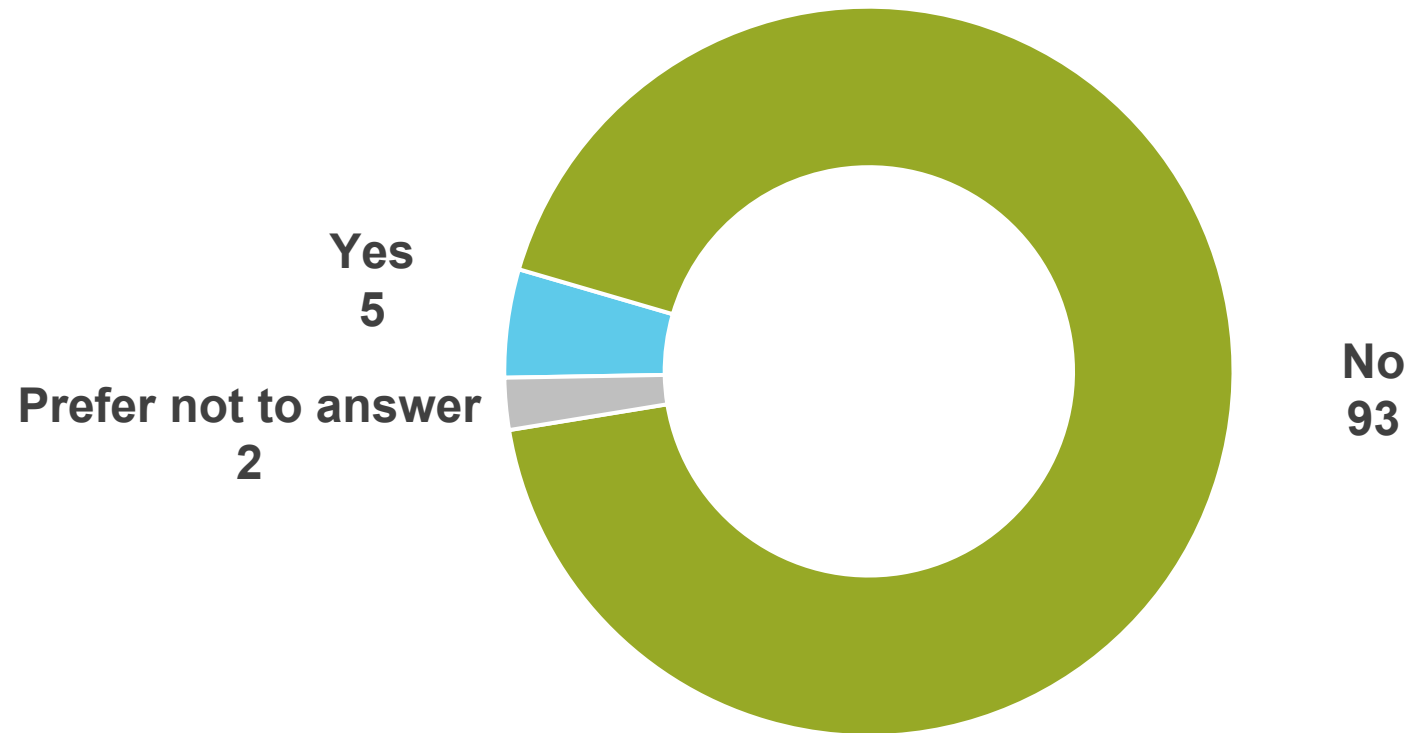
Daily care-giving responsibilities



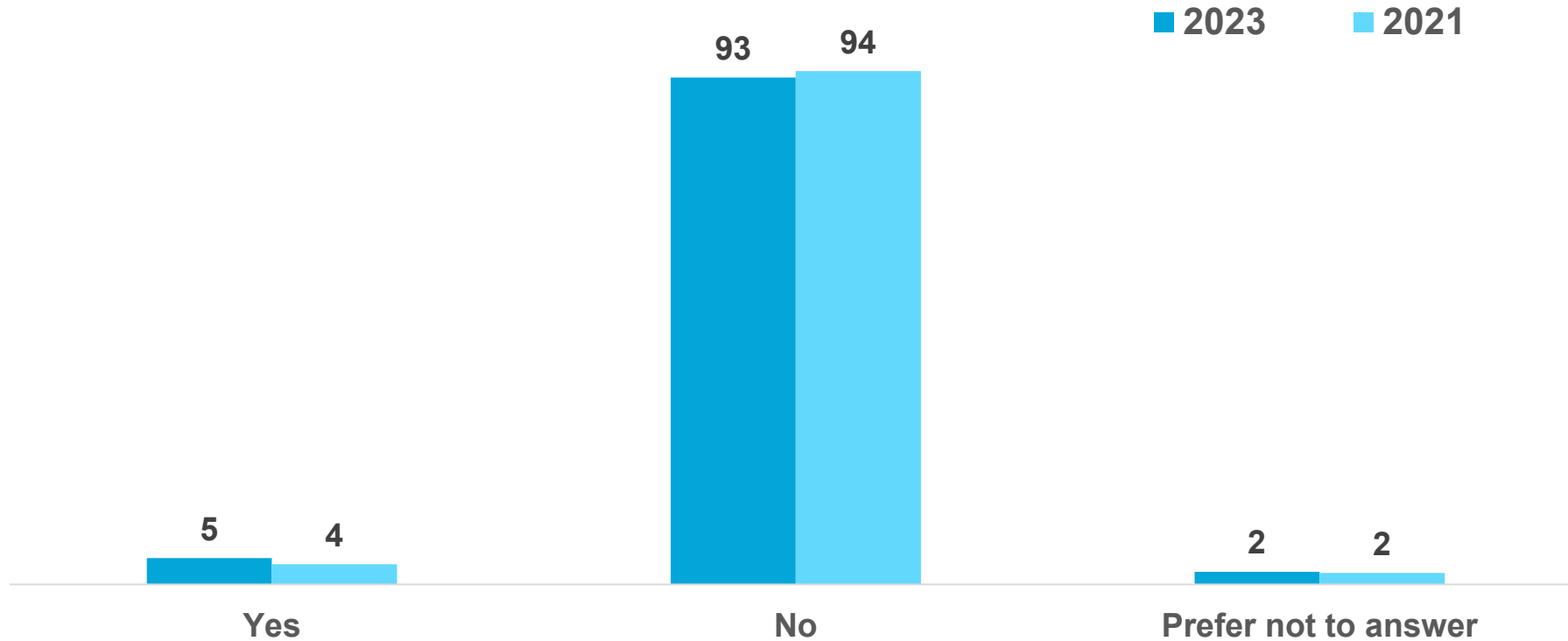
Tracking: Daily care-giving responsibilities



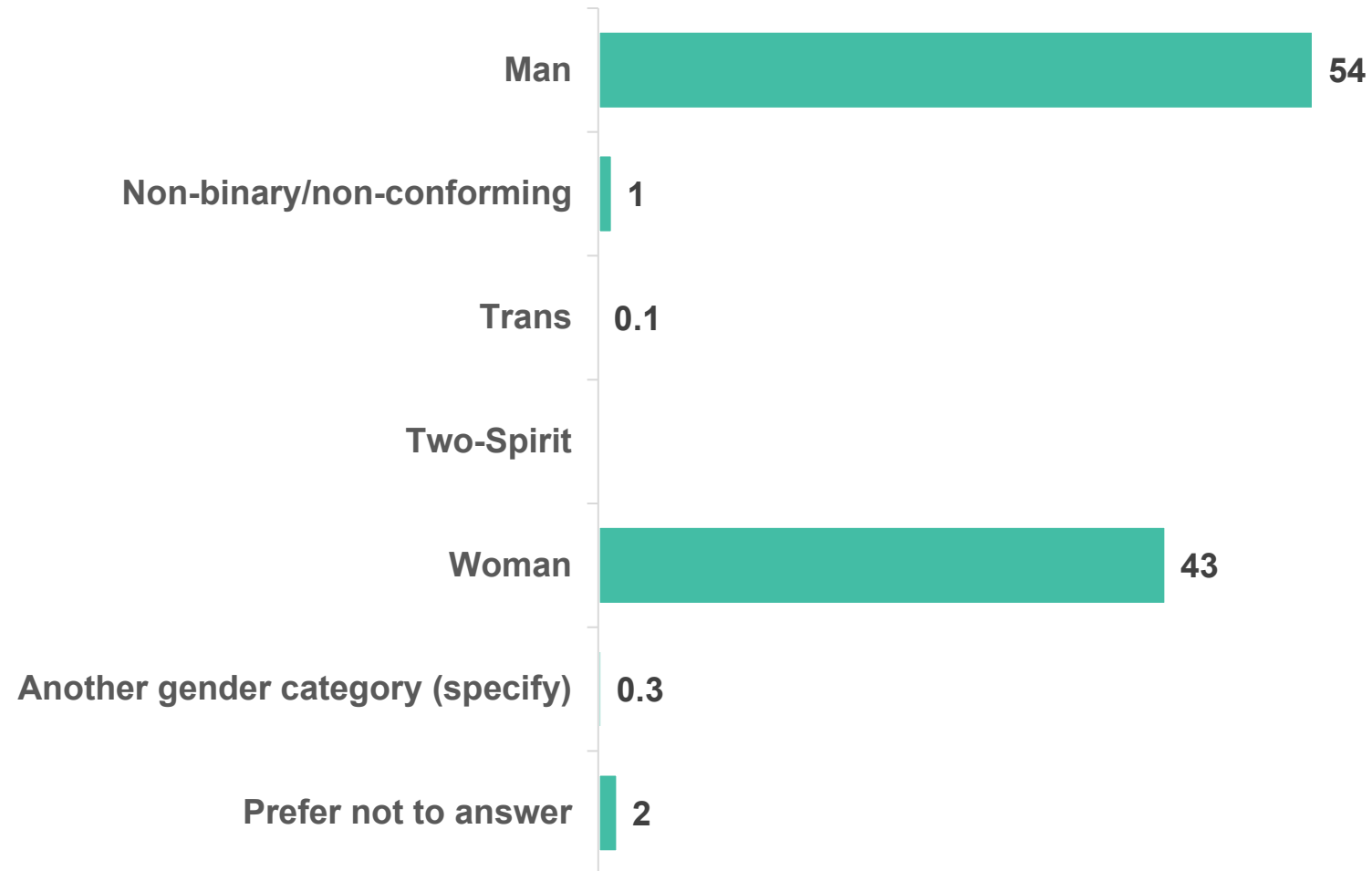
Do you self-identify as a person with a disability?



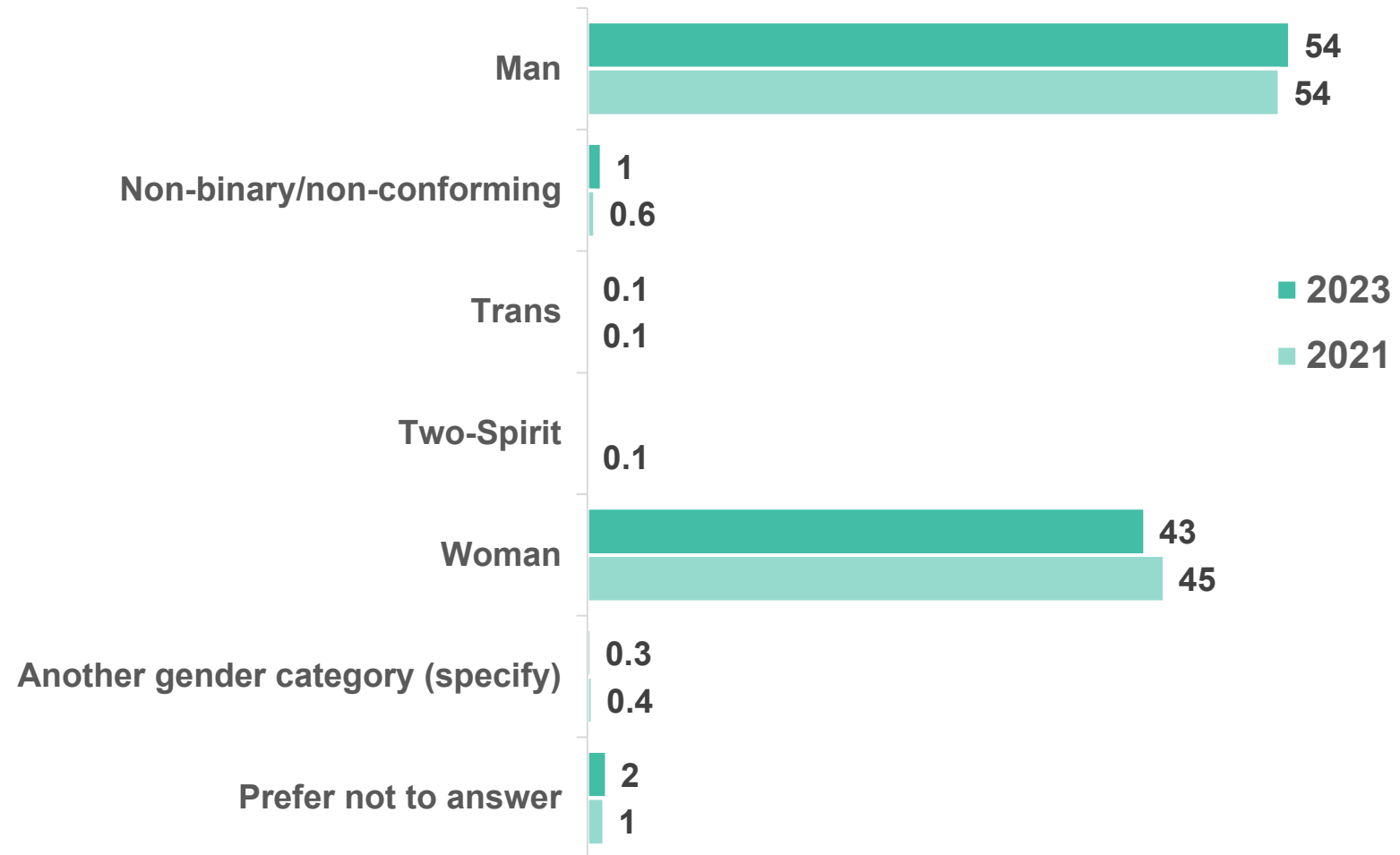
Tracking: Do you self-identify as a person with a disability?



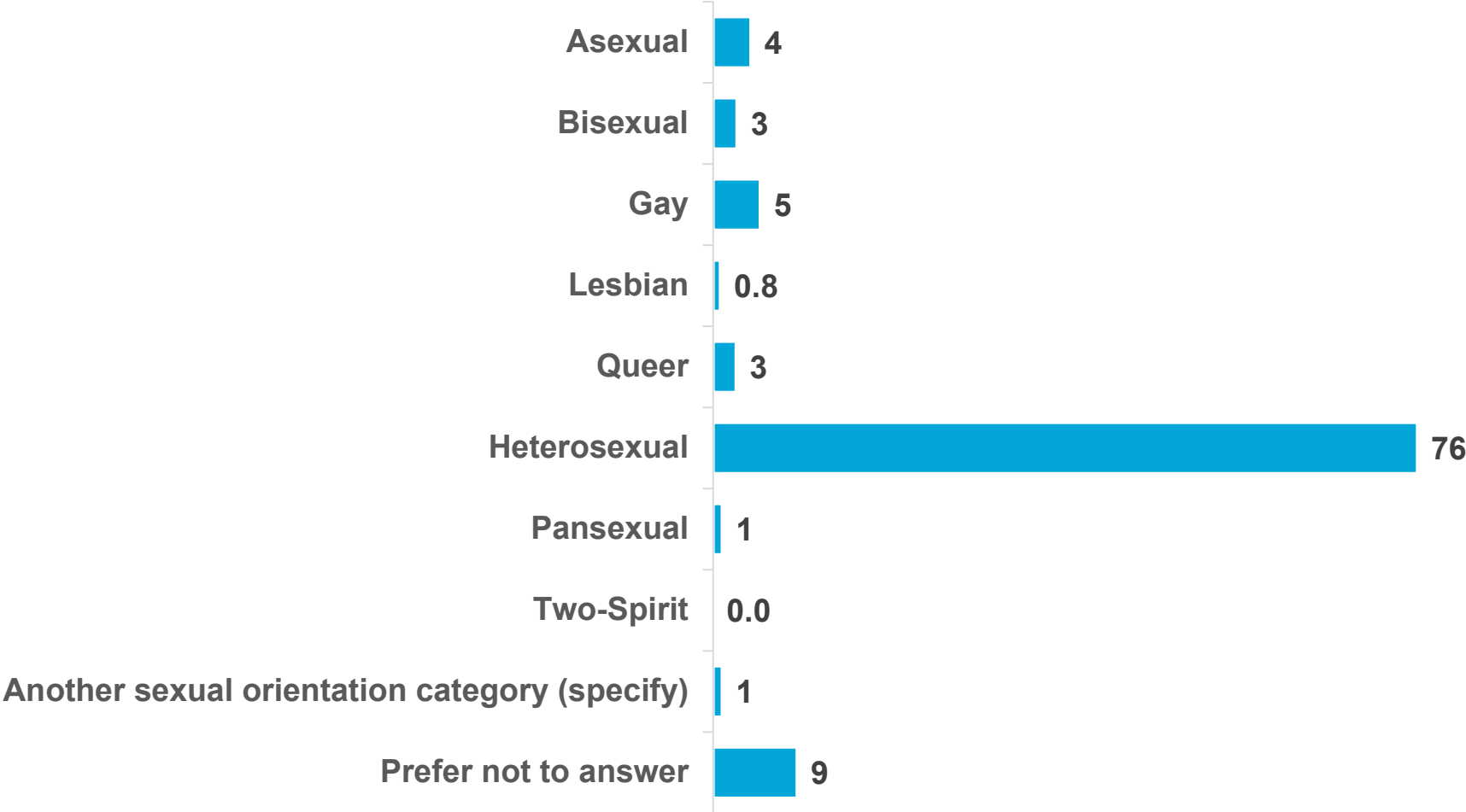
Gender



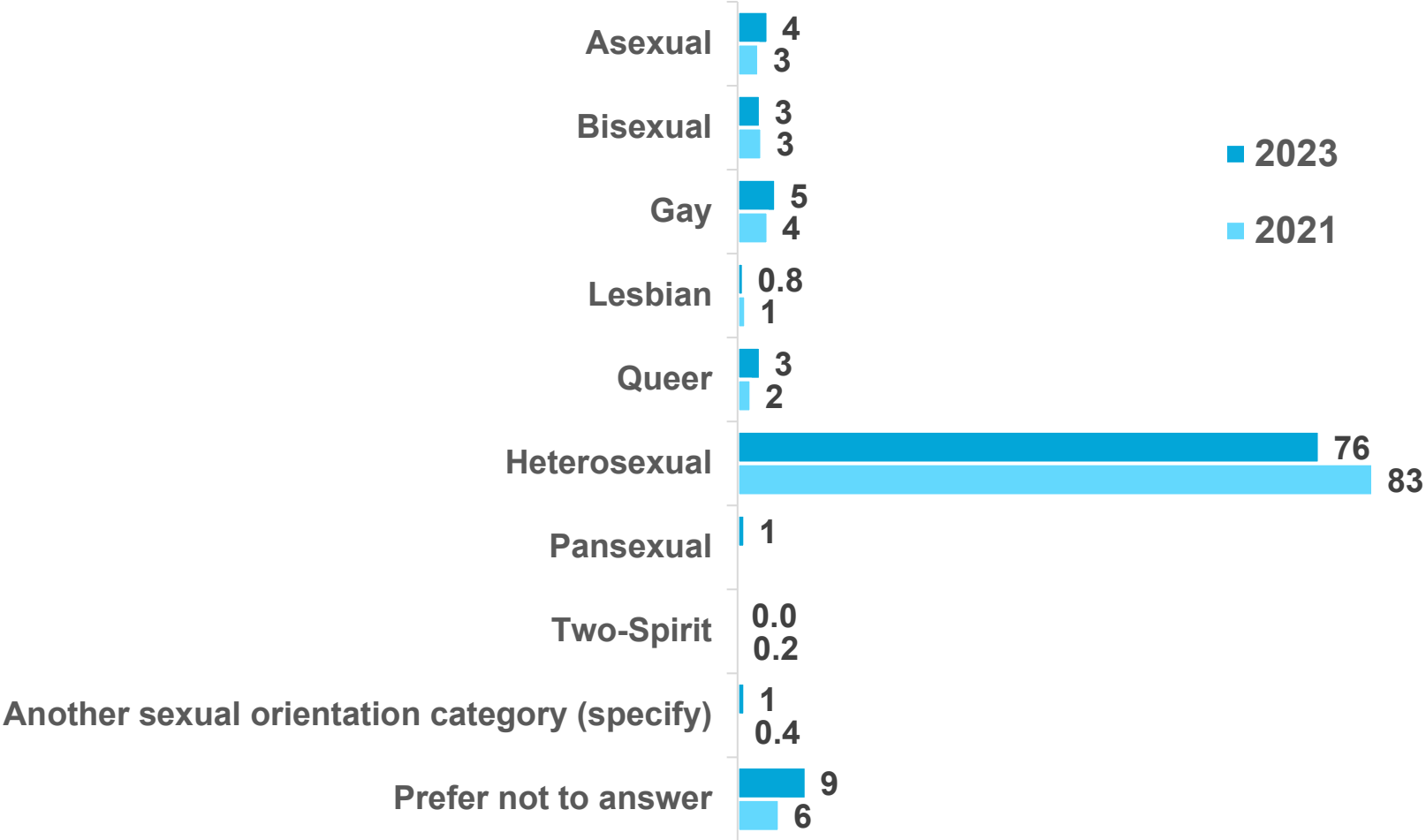
Gender



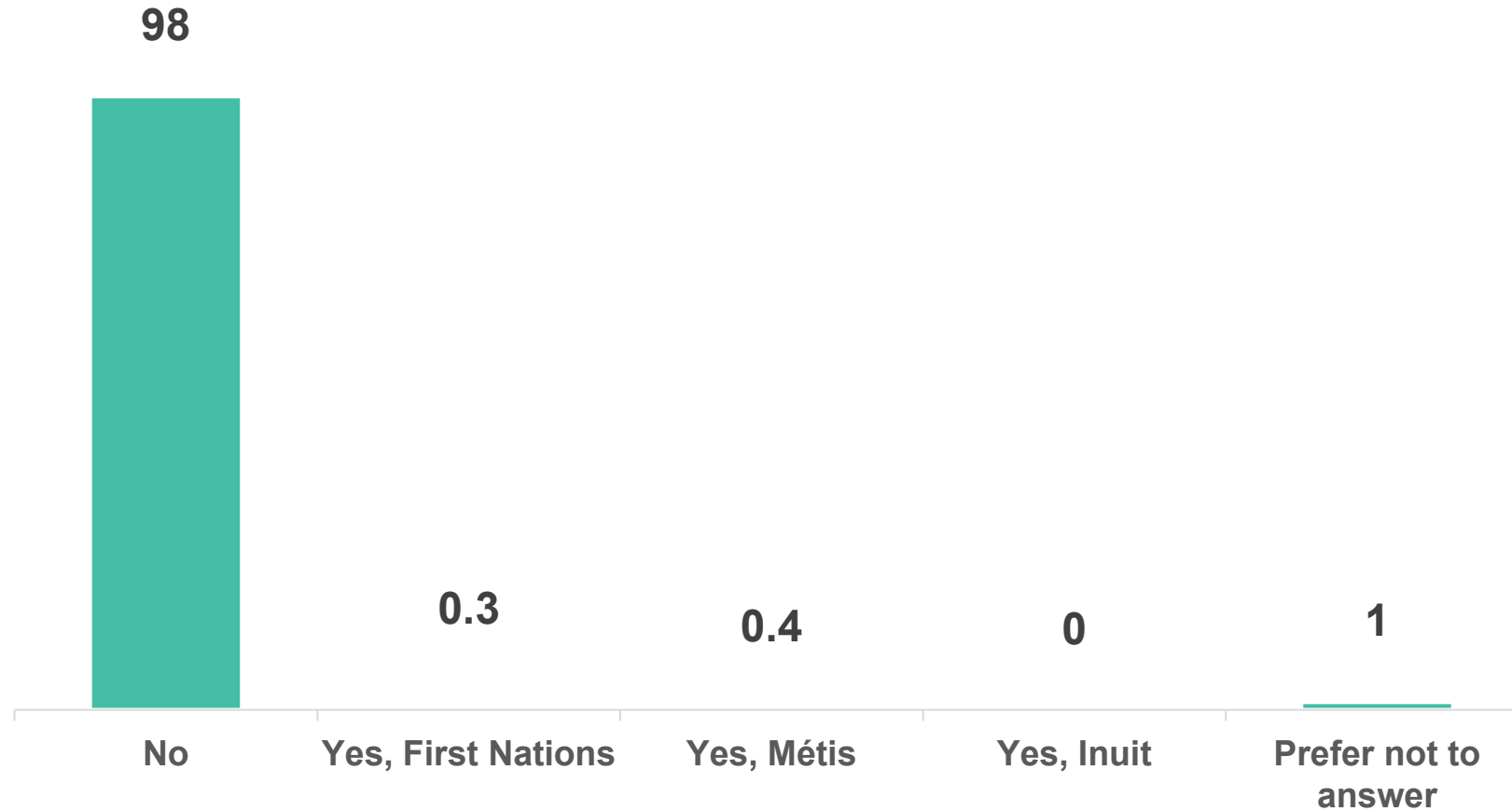
Sexual orientation



Sexual orientation

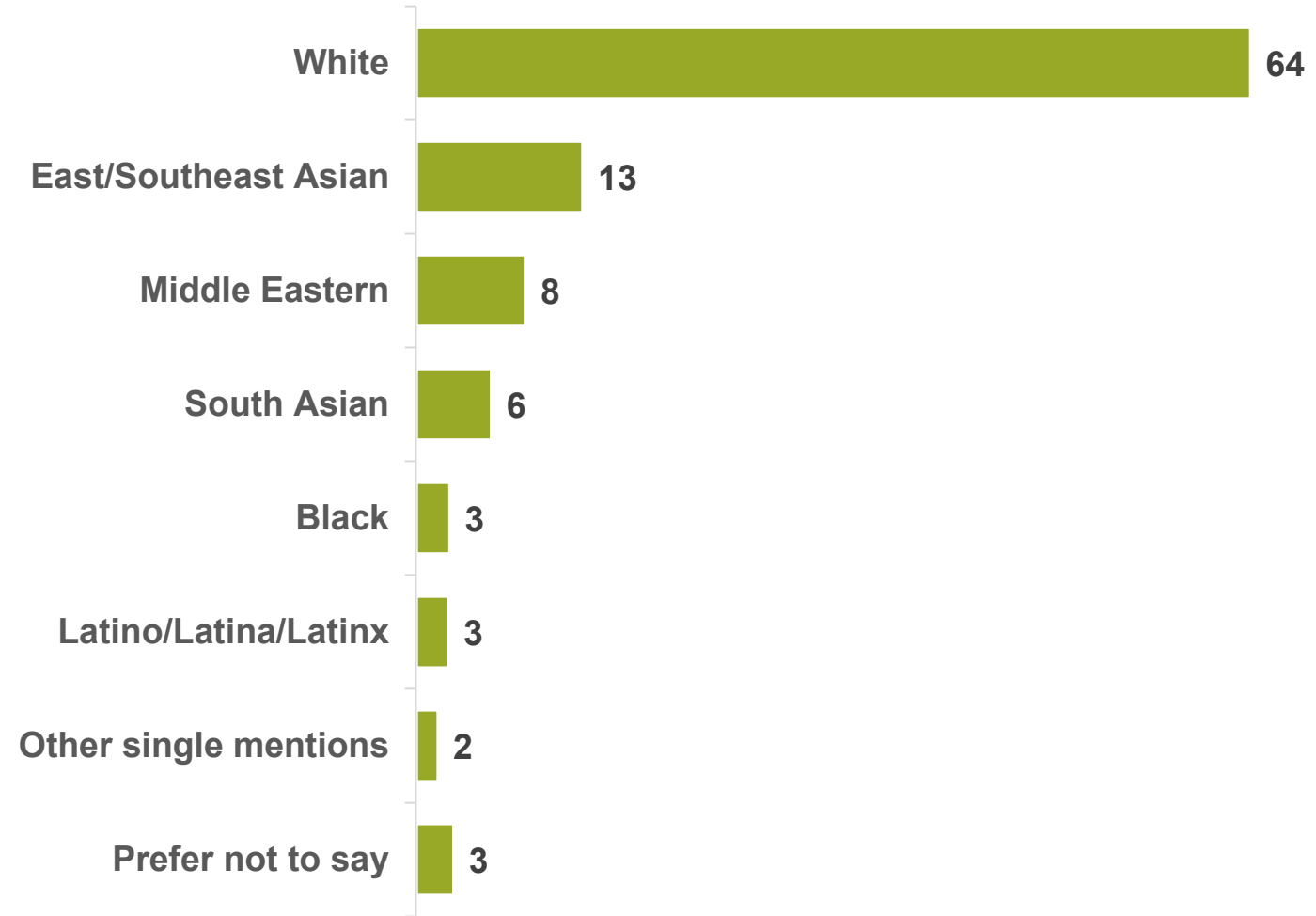


Do you identify as First Nations, Métis, and/or Inuit?



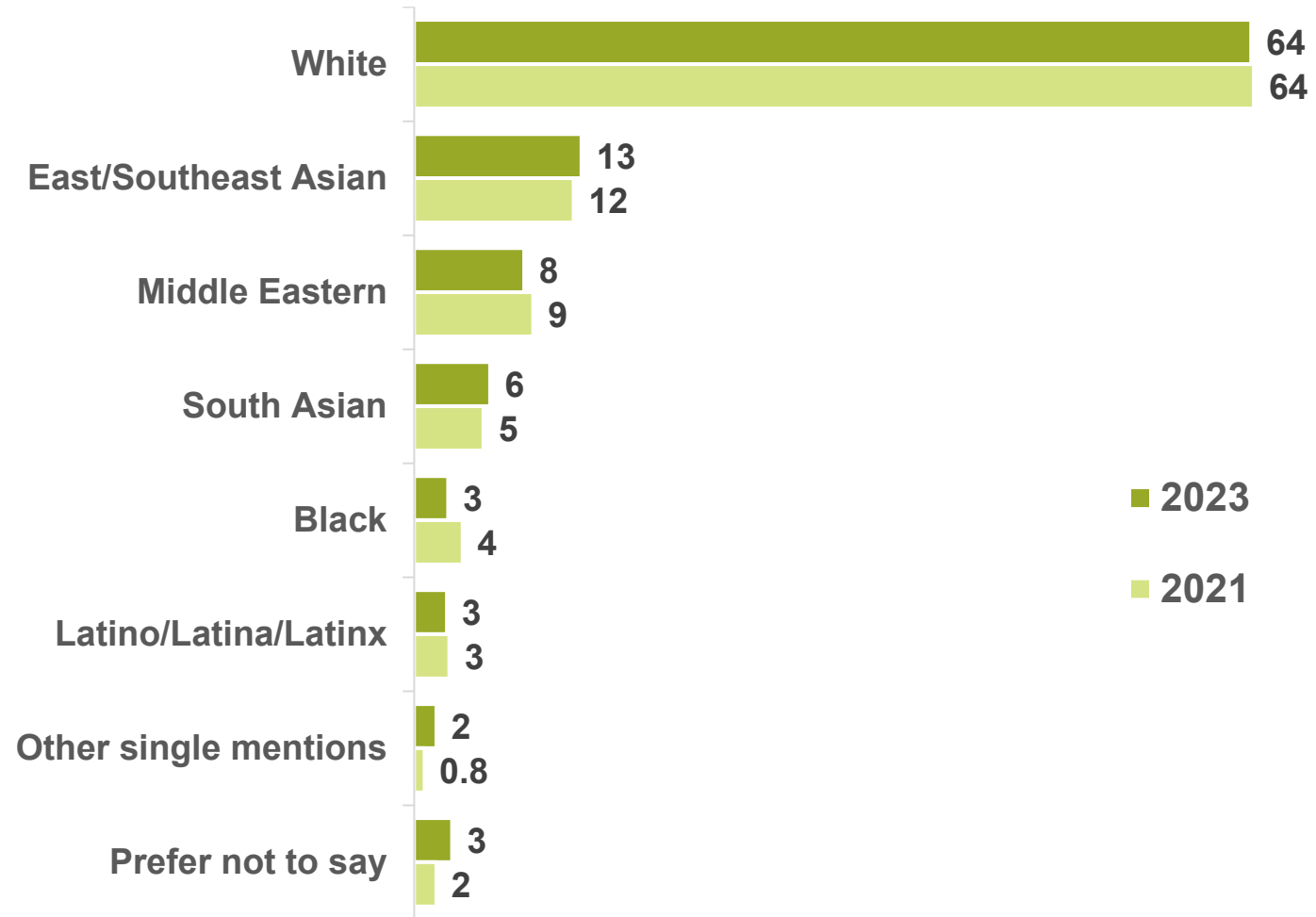
Race

(responses 1% and greater) (Including coded other responses)



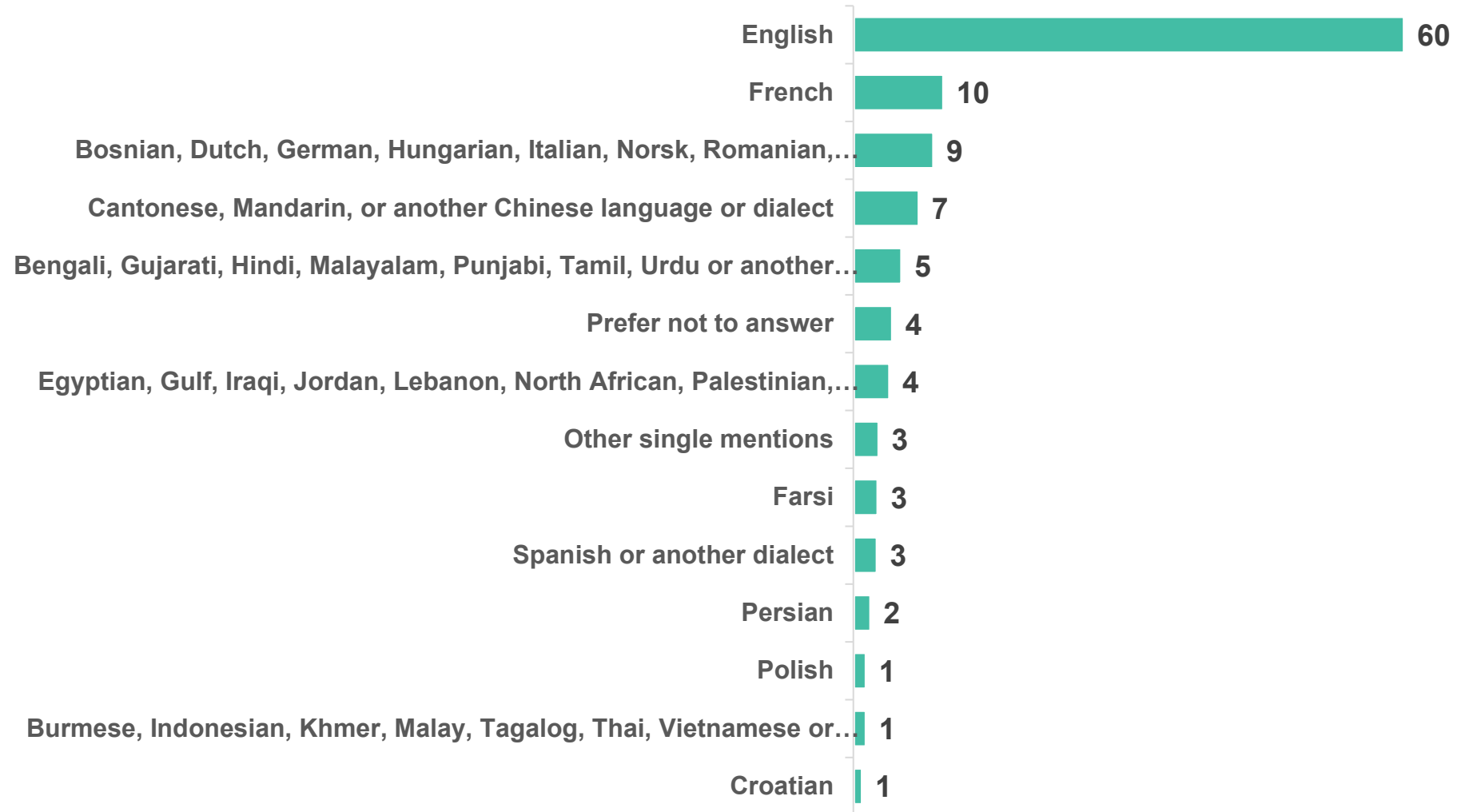
Tracking: Race

(responses 1% and greater) (Including coded other responses)



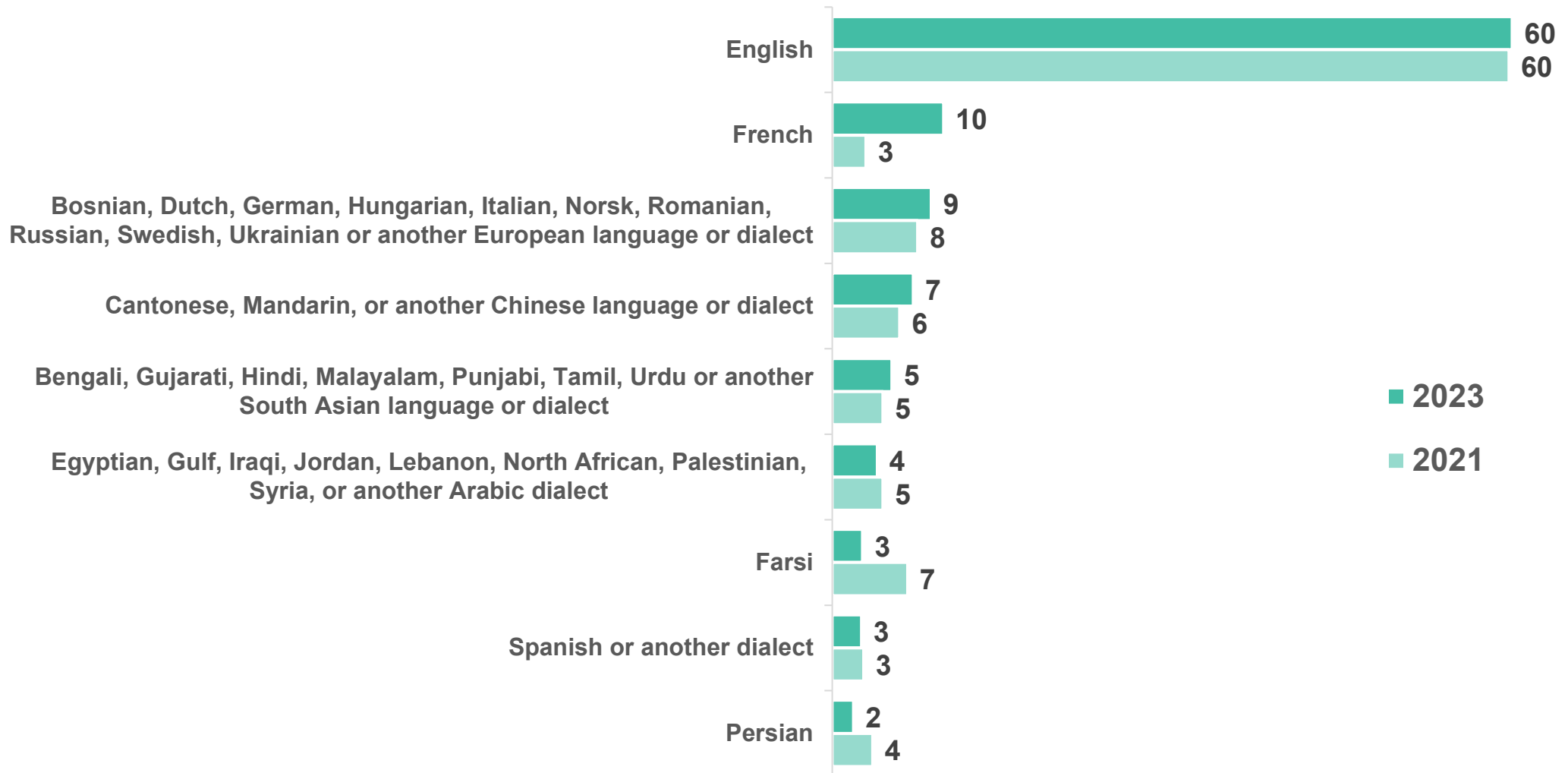
Mother tongue

(responses 1% and greater) (Open ended coded responses)

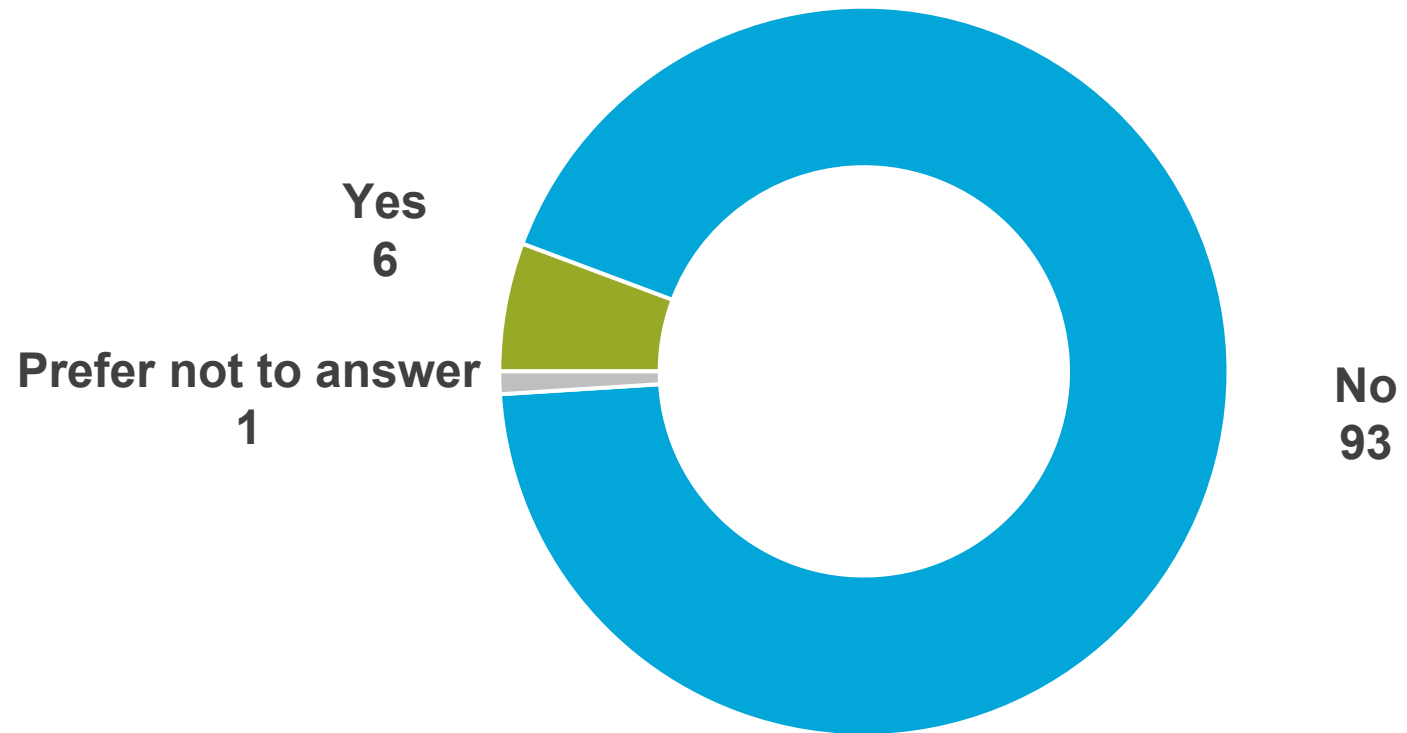


Tracking: Mother tongue

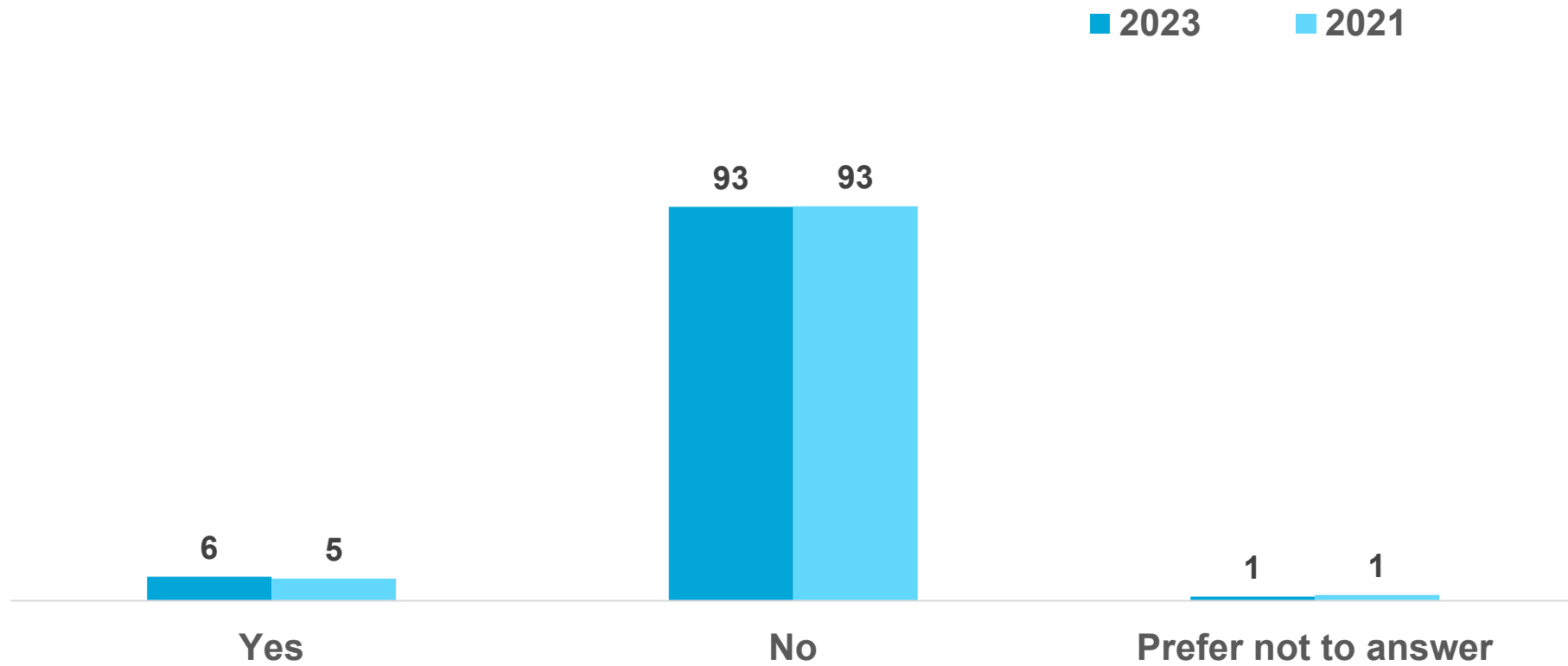
(responses 2% and greater) (Open ended coded responses)



Do you identify as French-Canadian?

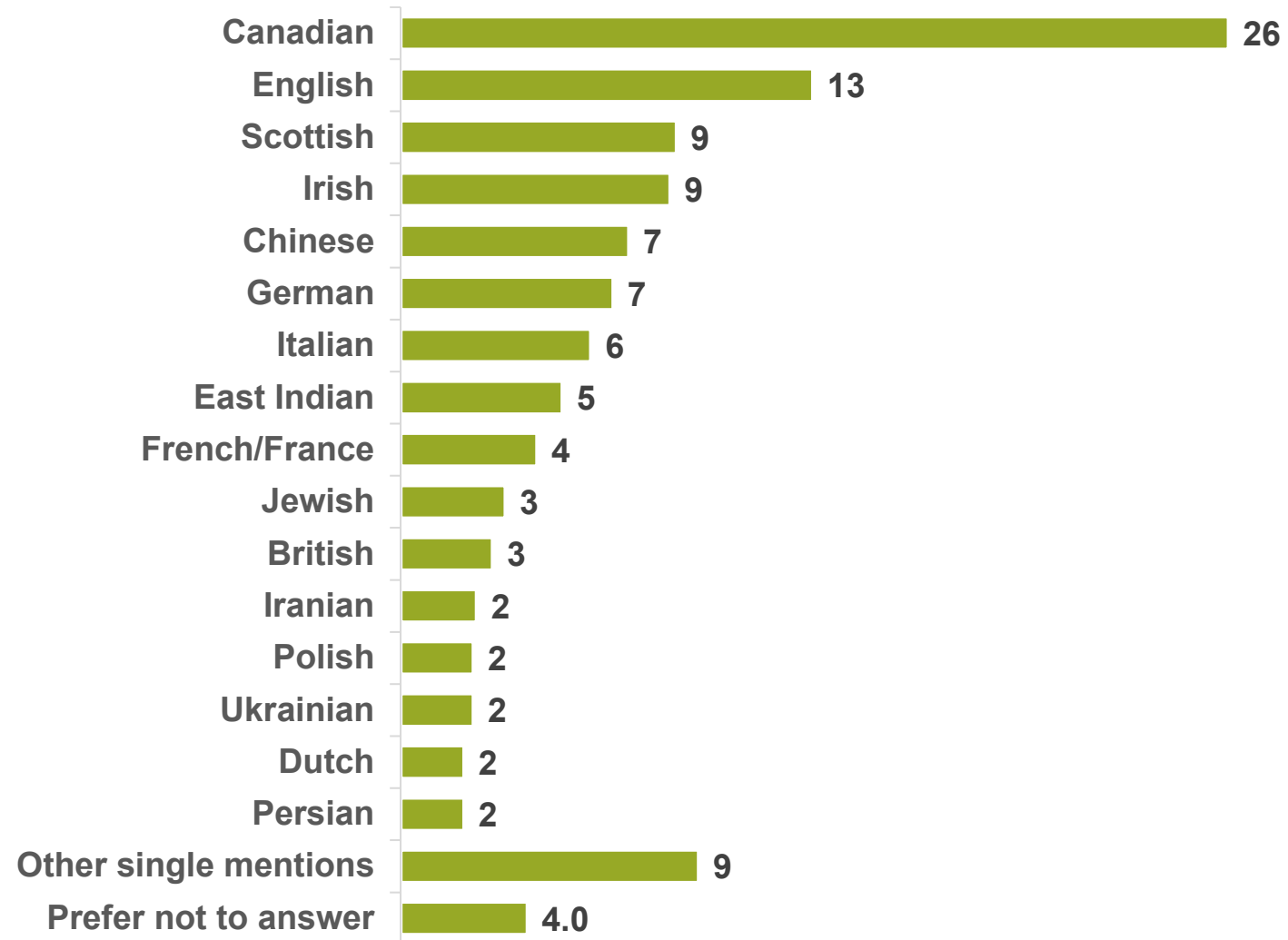


Tracking: Do you identify as French-Canadian?



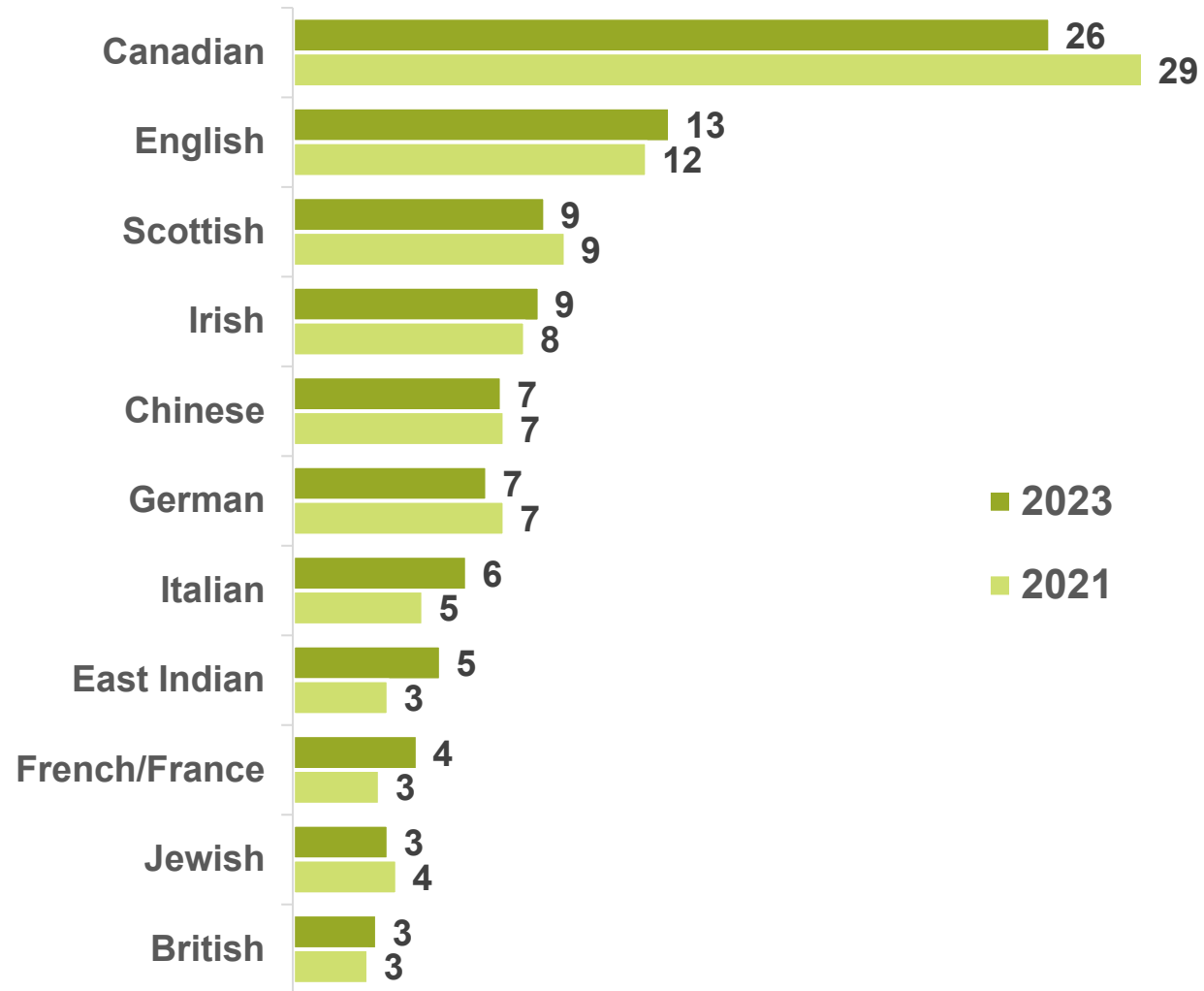
Ethnic or cultural origin(s)

(responses 2% and greater) (Open ended coded responses)



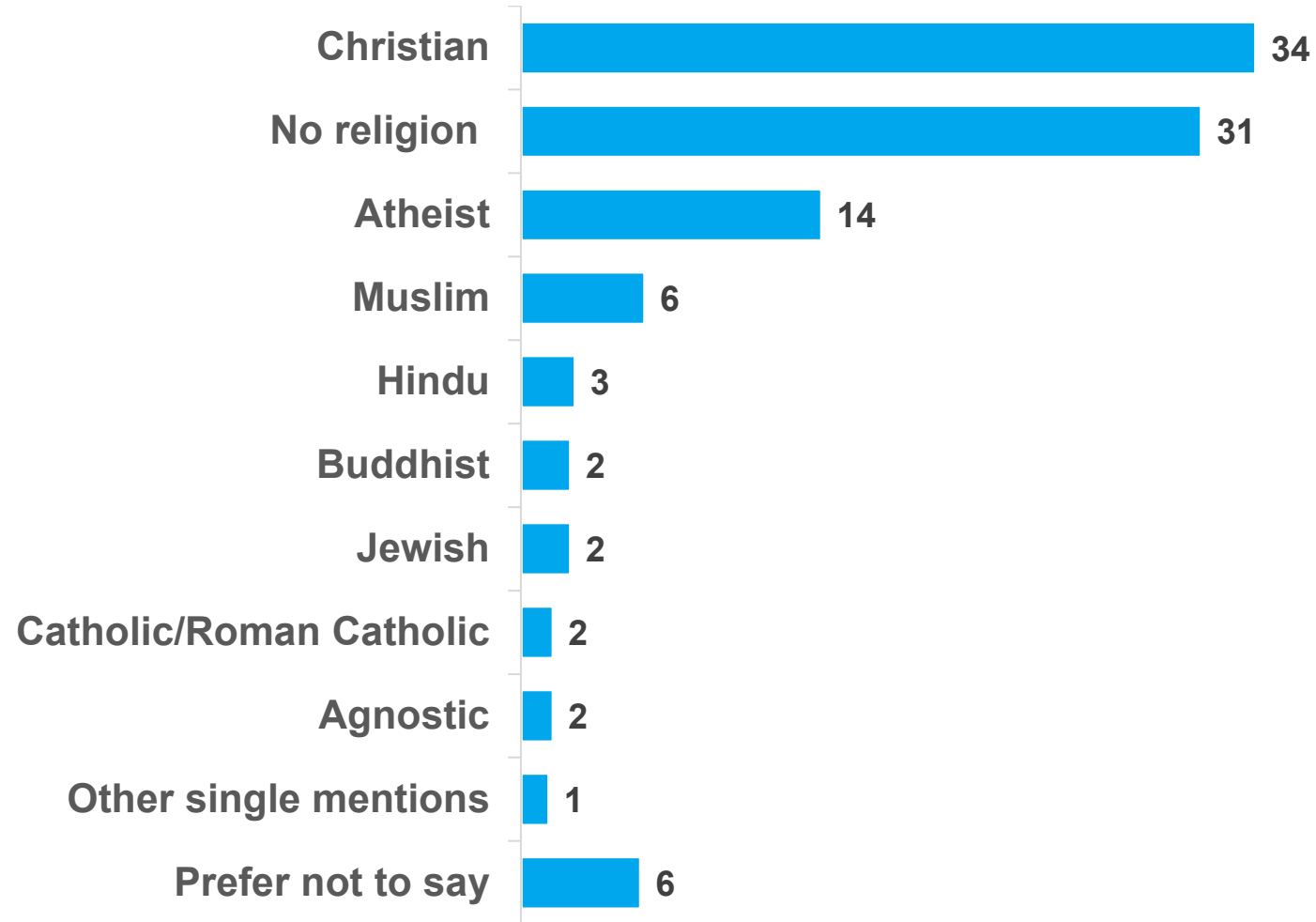
Ethnic or cultural origin(s)

(responses 3% and greater) (Open ended coded responses)



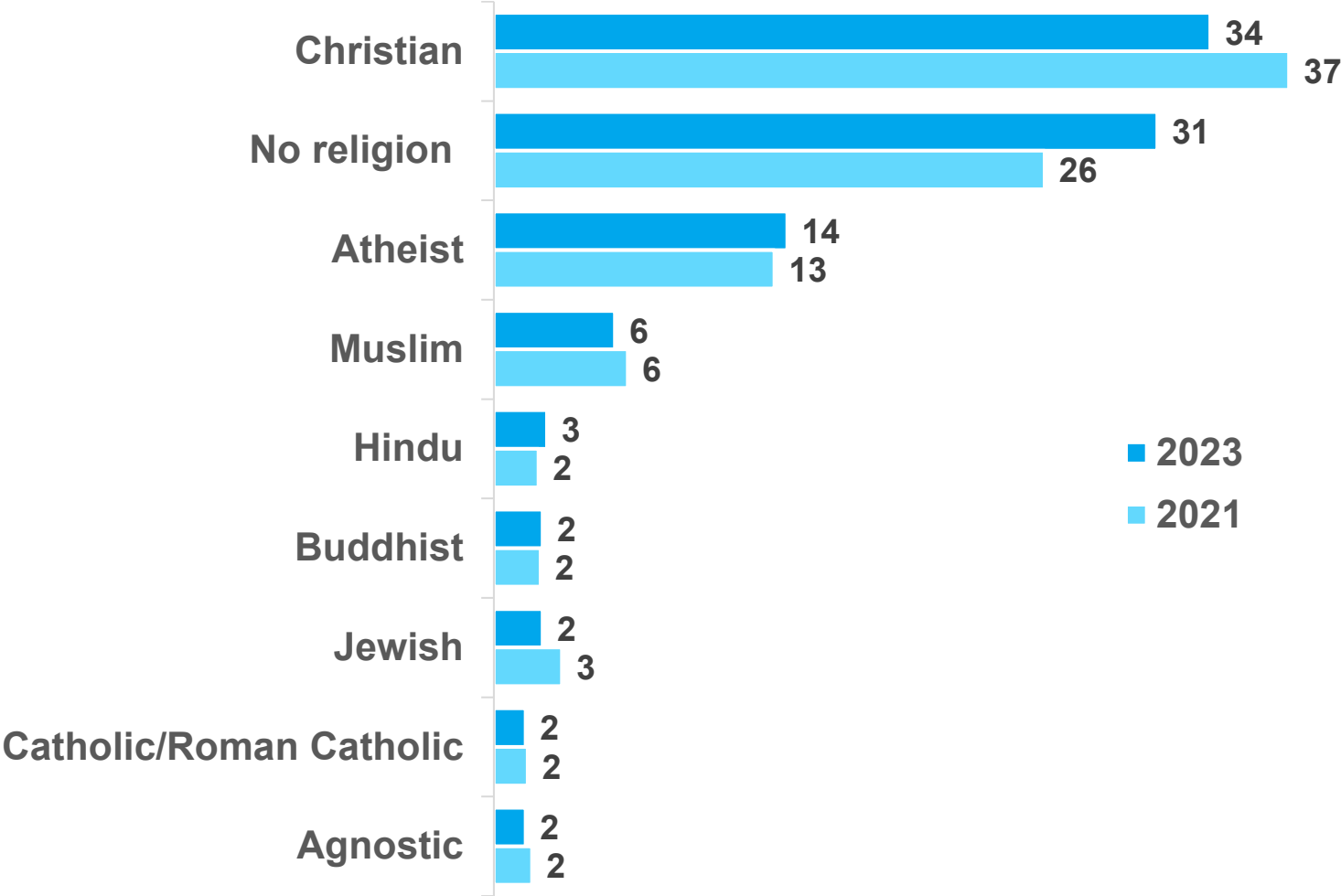
Religion and/or spiritual affiliation

(responses 1% and greater) (Including coded other responses)



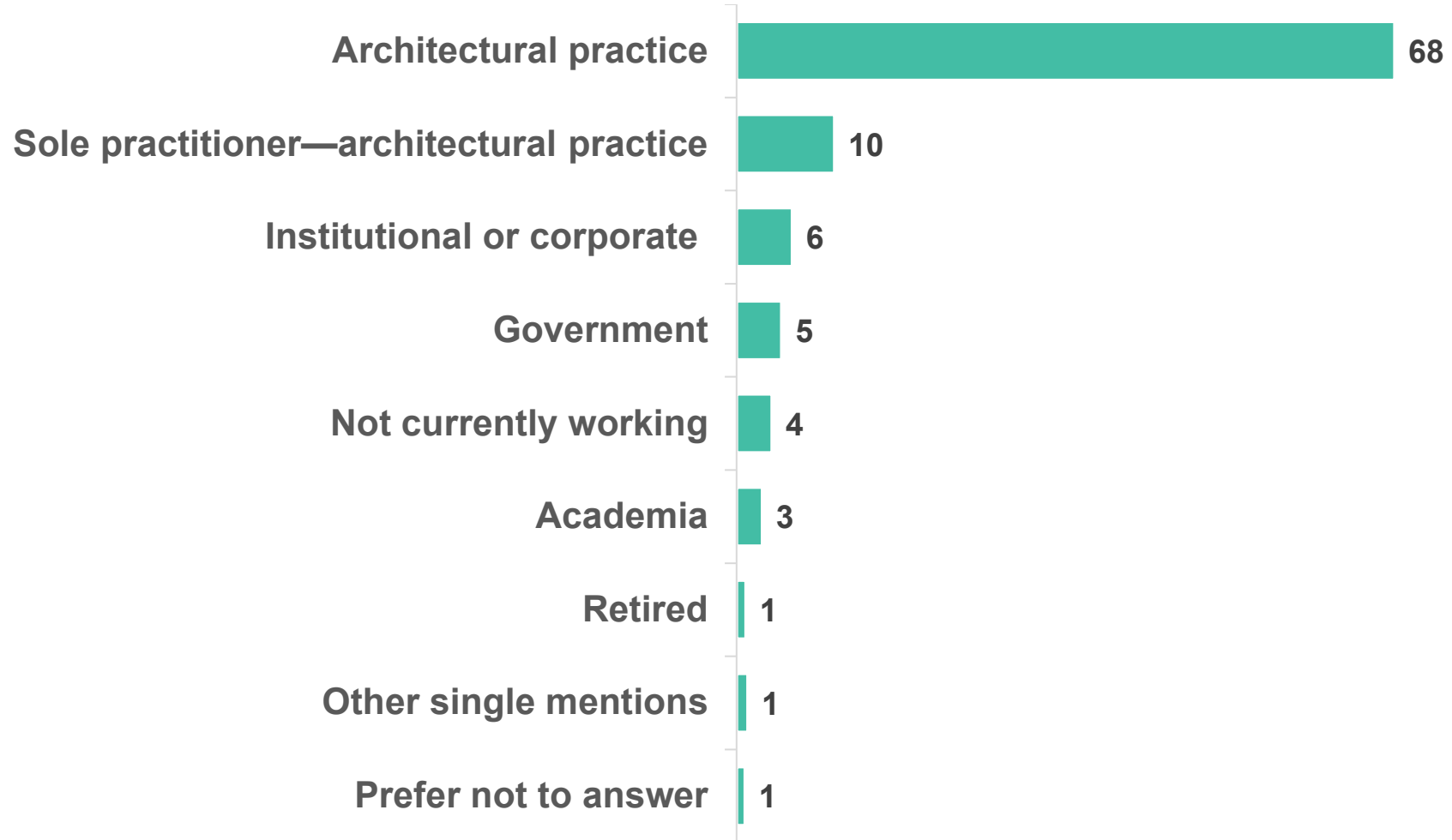
Tracking: Religion and/or spiritual affiliation

(responses 2% and greater) (Including coded other responses)



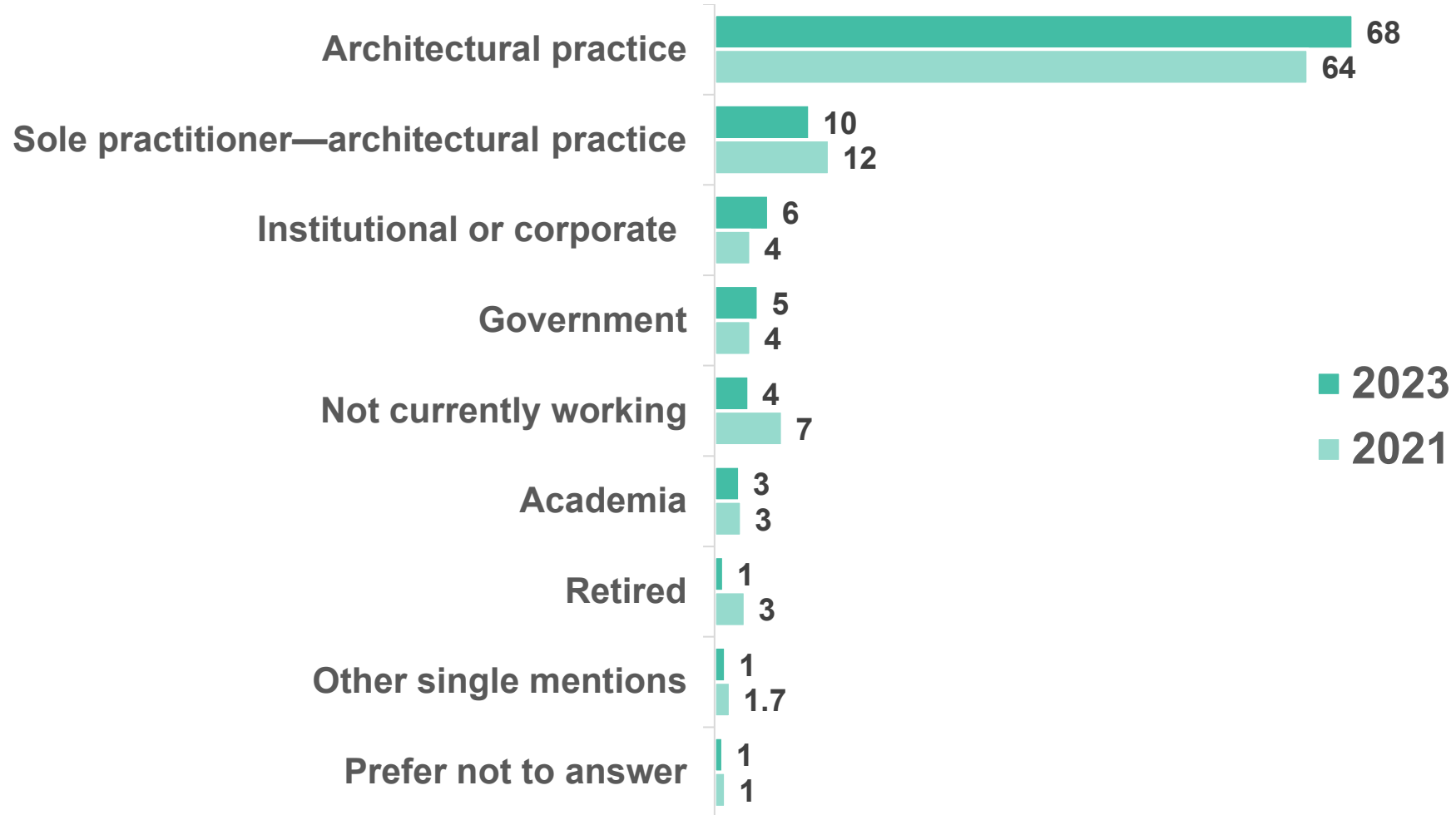
Workplace

(responses 1% and greater) (Including coded other responses)

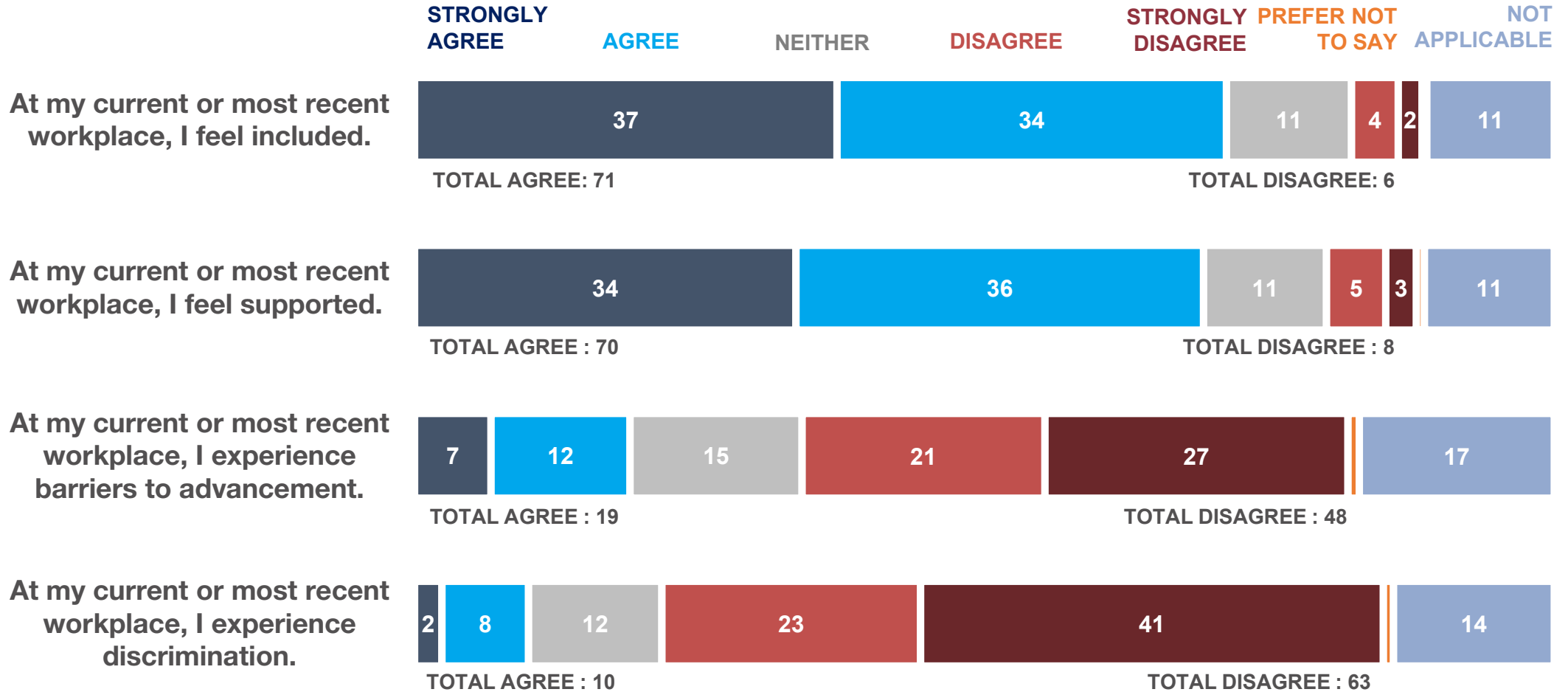


Workplace

(responses 1% and greater) (Including coded other responses)

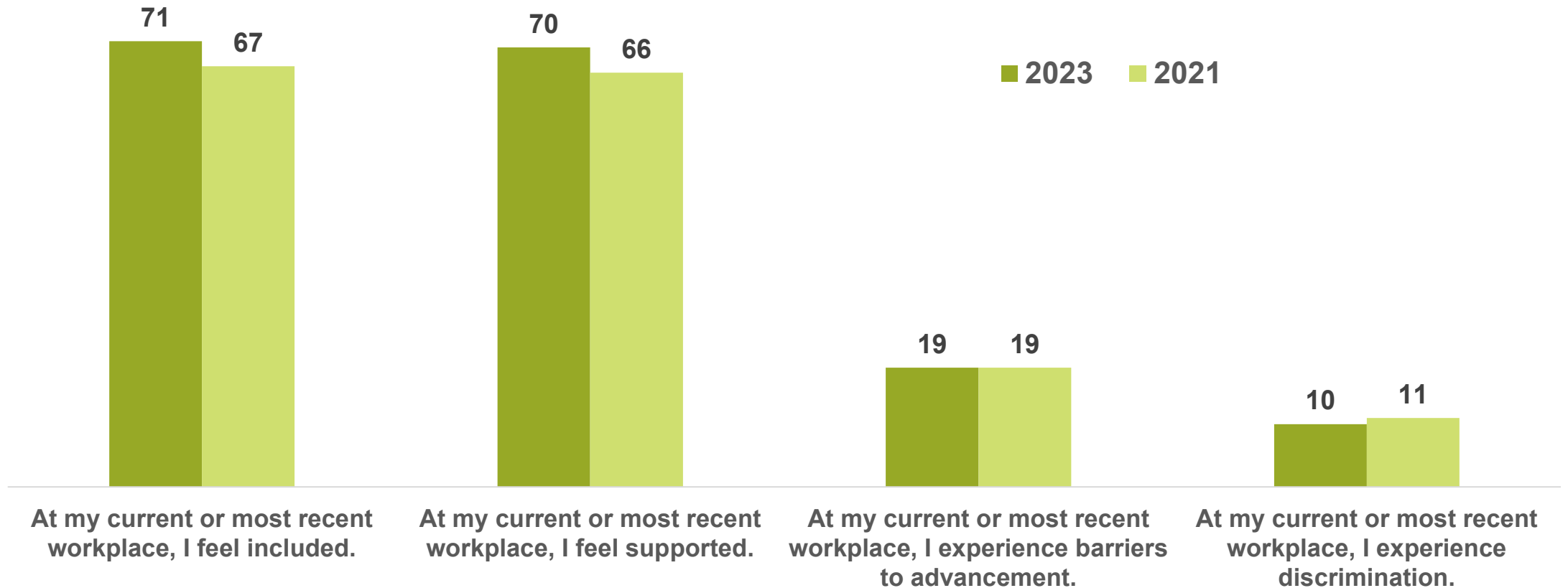


Personal experiences within the workplace in the last year



Tracking: Personal Experiences

(% Total Agree)



Crosstabs: Personal experiences within the workplace in the last year

| % Total agree | Total Sample | Intern Architect | Architect | 30 and under | 31 – 40 | 41 – 50 | 51 – 60 | Over 60 | Male | Female |
|---|--------------|------------------|-----------|--------------|---------|---------|---------|---------|------|--------|
| | Count | 889 | 227 | 550 | 143 | 232 | 176 | 125 | 204 | 482 |
| At my current or most recent workplace, I feel included. | 71 | 78 | 72 | 85 | 70 | 75 | 73 | 59 | 74 | 69 |
| At my current or most recent workplace, I feel supported. | 70 | 73 | 71 | 80 | 72 | 72 | 71 | 57 | 72 | 66 |
| At my current or most recent workplace, I experience barriers to advancement. | 19 | 28 | 17 | 19 | 25 | 22 | 20 | 8 | 15 | 24 |
| At my current or most recent workplace, I experience discrimination. | 10 | 10 | 10 | 8 | 14 | 12 | 10 | 5 | 7 | 14 |

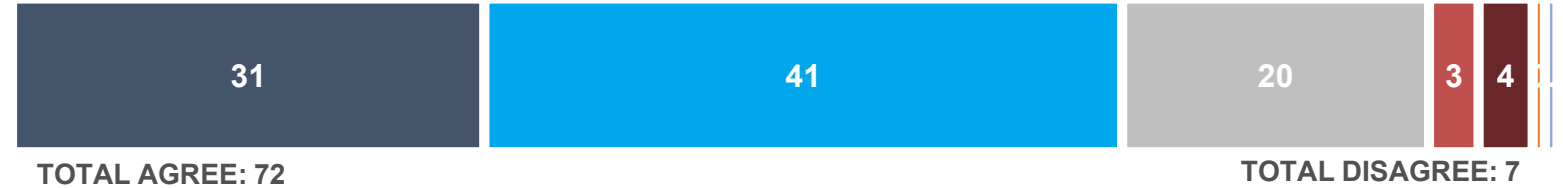
Crosstabs: Personal experiences within the workplace in the last year

| % Total agree | Total Sample | English mother tongue | Other mother tongue | LGBTQ2+ | Architectural practice | Sole practitioner | Other workplace |
|--|---------------------|------------------------------|----------------------------|----------------|-------------------------------|--------------------------|------------------------|
| <i>Count</i> | 889 | 573 | 315 | 128 | 602 | 89 | 190 |
| At my current or most recent workplace, I feel included. | 71 | 72 | 70 | 71 | 79 | 44 | 61 |
| At my current or most recent workplace, I feel supported. | 69 | 71 | 67 | 70 | 78 | 40 | 57 |
| At my current or most recent workplace, I experience barriers to advancement. | 19 | 16 | 24 | 19 | 19 | 6 | 26 |
| At my current or most recent workplace, I experience discrimination. | 10 | 9 | 12 | 11 | 9 | 6 | 16 |

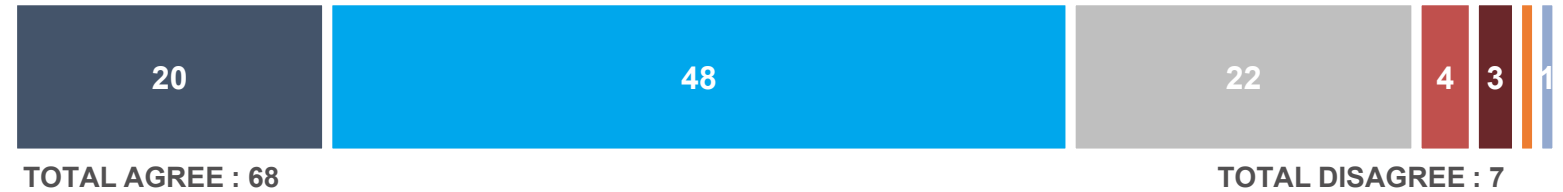
Opinion on the content of this survey

VERY AGREE AGREE NEITHER DISAGREE VERY DISAGREE PREFER NOT TO SAY NOT APPLICABLE

I am supportive of the collection of demographic data.



The questions asked in this survey use appropriate terminology.



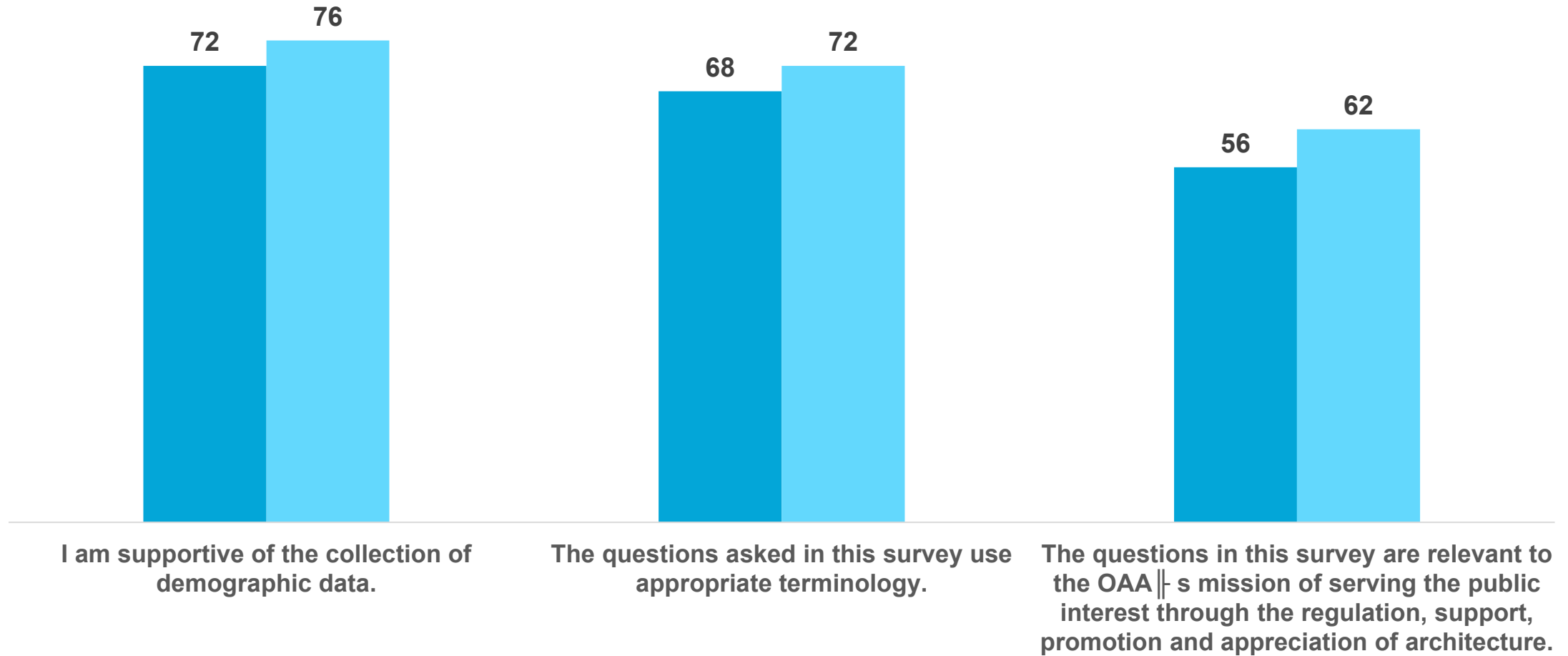
The questions in this survey are relevant to the OAA's mission of serving the public interest through the regulation, support, promotion, and appreciation of architecture



Tracking: Opinion on Survey Content

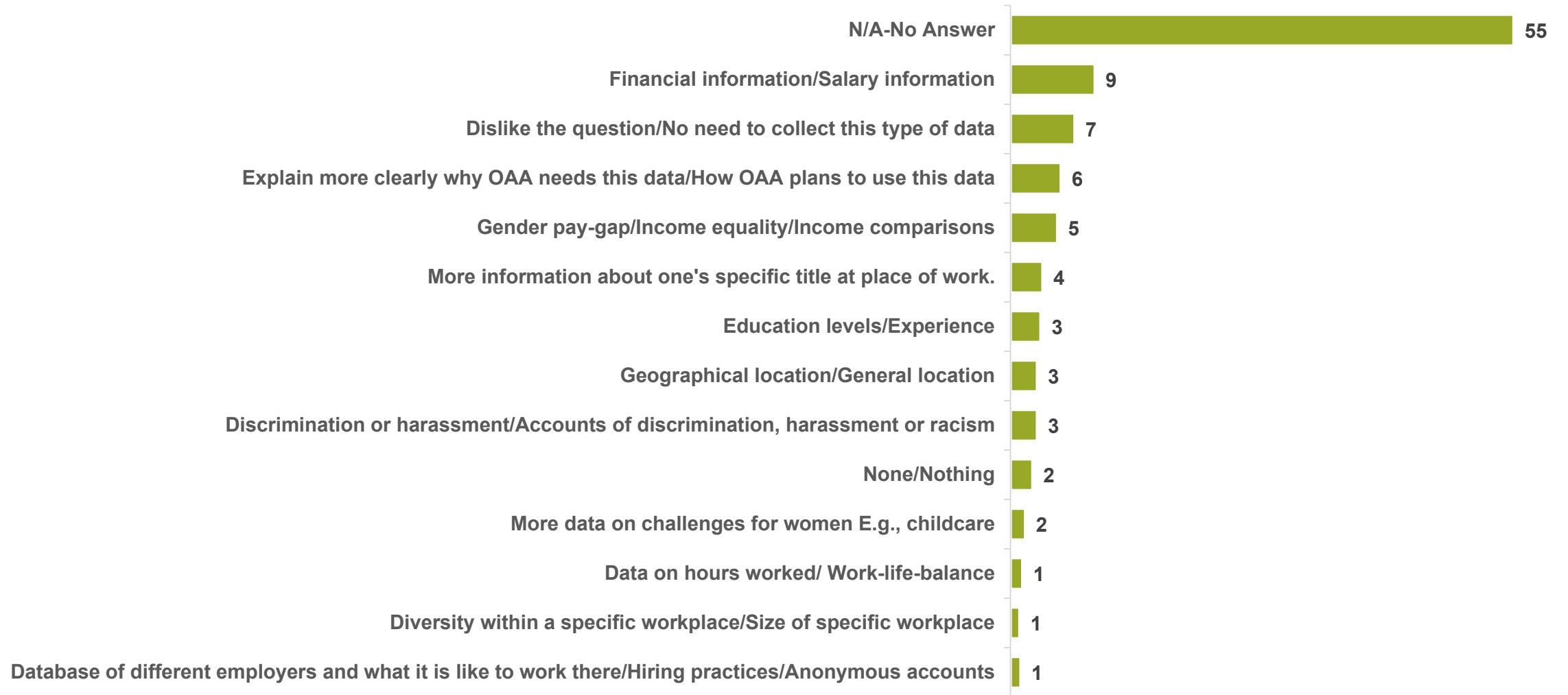
(% Total Agree)

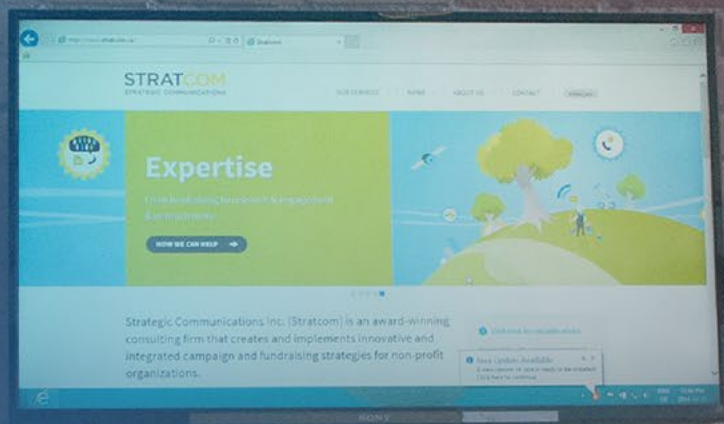
■ 2023 ■ 2021



Additional comments on data collection strategy

(Coded open ended responses, 1% and greater)





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STRATCOM

Topline Report:
Demographics Survey

For
Ontario Association of
Architects (OAA)

Specifications

Fielded December 7, 2022 – February 28, 2023

Sample of 889 OAA members

Date

March 17, 2023

DEMOGRAPHICS

| | | Count | Col % |
|---|----------------------------------|-------|--------|
| Q1. Are you a member or affiliate of the Ontario Association of Architects (OAA)? | Yes, a Student Associate | 22 | 2.5% |
| | Yes, an Intern Architect | 227 | 25.5% |
| | Yes, an Architect | 550 | 61.9% |
| | Yes, a Student Technologist | 1 | .1% |
| | Yes, an Intern Technologist | 15 | 1.7% |
| | Yes, a Licensed Technologist OAA | 26 | 2.9% |
| | Yes, a Retired Member | 36 | 4.0% |
| | Yes, a Life Member | 8 | .9% |
| | Yes, Honorary Member | 3 | .3% |
| | Other (Specify) | 1 | .1% |
| Total | | 889 | 100.0% |

| | | Count | Col % |
|---|----------------------|-------|--------|
| Q2. Please identify the number of years you have held status with the Ontario Association of Architects. Add together all the years spent with OAA status, including, for example, time as an Intern Architect. | 1 to 2 | 120 | 13.5% |
| | 3 to 5 | 182 | 20.5% |
| | 6 to 10 | 157 | 17.7% |
| | 11 to 15 | 105 | 11.8% |
| | 16 to 20 | 63 | 7.1% |
| | 21 to 25 | 50 | 5.6% |
| | 26+ | 201 | 22.6% |
| | Prefer not to answer | 10 | 1.1% |
| Total | | 889 | 100.0% |

| | | Count | Col % |
|-------------------------------------|---------------------------|-------|--------|
| Q3. Please identify your age group. | Less than 20 years of age | 3 | .3% |
| | 21 to 25 | 27 | 3.1% |
| | 26 to 30 | 113 | 12.7% |
| | 31 to 40 | 232 | 26.1% |
| | 41 to 50 | 176 | 19.8% |
| | 51 to 60 | 125 | 14.0% |
| | 61 to 65 | 66 | 7.4% |
| | 65 to 70 | 63 | 7.1% |
| | Over 70 years of age | 75 | 8.5% |
| Prefer not to answer | 10 | 1.1% | |
| Total | | 889 | 100.0% |

| | | Cases | Col % |
|---|--|-------|--------|
| Q4. Do you have daily care-giving responsibilities? | No | 561 | 63.1% |
| | Yes, elder care | 52 | 5.8% |
| | Yes, child care | 252 | 28.3% |
| | Yes, caring for a person with a disability | 21 | 2.4% |
| | Prefer not to answer | 28 | 3.2% |
| Total | | 889 | 102.9% |

| | | Count | Col % |
|---|----------------------|-------|--------|
| Q5. Do you self-identify as a person with a disability? | Yes | 42 | 4.8% |
| | No | 826 | 93.0% |
| | Prefer not to answer | 20 | 2.3% |
| Total | | 889 | 100.0% |

| | | Cases | Col % |
|--|-----------------------------------|-------|--------|
| Q6. What is your current lived gender identity? Select all that apply. | Man | 482 | 54.3% |
| | Non-binary/non-conforming | 10 | 1.1% |
| | Trans | 1 | .1% |
| | Two-Spirit | | |
| | Woman | 383 | 43.1% |
| | Another gender category (specify) | 3 | .3% |
| | Prefer not to answer | 14 | 1.5% |
| Total | | 889 | 100.4% |

| | | Cases | Col % |
|---|-------------------------------------|-------|--------|
| Q7. What is your sexual orientation? Select all that apply. | Asexual | 37 | 4.1% |
| | Bisexual | 23 | 2.6% |
| | Gay | 45 | 5.1% |
| | Lesbian | 7 | .8% |
| | Queer | 22 | 2.5% |
| | Heterosexual | 676 | 76.1% |
| | Pansexual | 9 | 1.0% |
| | Two-Spirit | | |
| | Another sexual orientation category | 9 | 1.0% |
| | Prefer not to answer | 81 | 9.1% |
| Total | | 889 | 102.3% |

| | | Cases | Col % |
|---|----------------------|-------|--------|
| Q8. Do you identify as First Nations, Métis, and/or Inuit? If yes, select all that apply. | No | 872 | 98.1% |
| | Yes, First Nations | 2 | .3% |
| | Yes, Métis | 4 | .4% |
| | Yes, Inuit | | |
| | Prefer not to answer | 11 | 1.2% |
| Total | | 889 | 100.0% |

| | | Cases | Col % |
|---|--------------------------|------------|---------------|
| Q9. Which race category best describes you? Select all that apply. [INCLUDING CODED-OTHER RESPONSES] | White | 569 | 64.0% |
| | East/Southeast Asian | 114 | 12.8% |
| | Middle Eastern | 75 | 8.4% |
| | South Asian | 52 | 5.8% |
| | Prefer not to say | 25 | 2.9% |
| | Black | 23 | 2.6% |
| | Latino/Latina/Latinx | 22 | 2.5% |
| | Other single mentions | 15 | 1.7% |
| | European | 7 | .8% |
| | Jewish | 7 | .7% |
| | Mixed Race | 6 | .6% |
| | Chinese | 5 | .6% |
| | Indigenous (all origins) | 5 | .6% |
| | Italian | 4 | .4% |
| | Persian | 3 | .3% |
| | West Indian | 2 | .2% |
| | Dislike the question | 2 | .2% |
| Eurasian | 1 | .2% | |
| Asian | 1 | .1% | |
| Total | | 889 | 105.4% |

| | | Cases | Col % |
|---|--|------------|---------------|
| Q10. What language(s) did you first learn at home in childhood and still understand? [INCLUDING CODED-OTHER RESPONSES] | English | 537 | 60.4% |
| | French | 88 | 9.9% |
| | Bosnian, Dutch, German, Hungarian, Italian, Norsk, Romanian, Russian, Swedish, Ukrainian or another European language or dialect | 78 | 8.8% |
| | Cantonese, Mandarin, or another Chinese language or dialect | 64 | 7.2% |
| | Bengali, Gujarati, Hindi, Malayalam, Punjabi, Tamil, Urdu or another South Asian language or dialect | 48 | 5.3% |
| | Prefer not to answer | 38 | 4.3% |
| | Egyptian, Gulf, Iraqi, Jordan, Lebanon, North African, Palestinian, Syria, or another Arabic dialect | 36 | 4.0% |
| | Other single mentions | 25 | 2.8% |
| | Farsi | 24 | 2.7% |
| | Spanish or another dialect | 23 | 2.6% |
| | Persian | 17 | 1.9% |
| | Polish | 13 | 1.4% |
| | Burmese, Indonesian, Khmer, Malay, Tagalog, Thai, Vietnamese or another Southeast Asian language or dialect | 13 | 1.4% |
| | Croatian | 9 | 1.0% |
| | Portuguese | 8 | .9% |
| | Japanese, Korean, or another East Asian language or dialect | 8 | .9% |
| | Serbian | 8 | .9% |
| | Turkish | 7 | .8% |
| | Hebrew | 6 | .7% |
| | Bulgarian | 5 | .6% |
| Taiwanese | 4 | .4% | |
| Greek | 2 | .2% | |
| Latvian | 2 | .2% | |
| Belarussian | 2 | .2% | |
| Total | | 889 | 119.6% |

| | | Count | Col % |
|--|----------------------|-------|--------|
| Q11. Do you identify as French-Canadian? | Yes | 50 | 5.7% |
| | No | 830 | 93.3% |
| | Prefer not to answer | 9 | 1.0% |
| Total | | 889 | 100.0% |

| | | Cases | Col % |
|--|-----------------------|-------|-------|
| Q12. What is your ethnic and/or cultural origin(s)? Please enter all definitions that apply. [CODED OPEN-END RESPONSES] | Canadian | 232 | 26.1% |
| | English | 115 | 13.0% |
| | Other single mentions | 83 | 9.4% |
| | Scottish | 77 | 8.7% |
| | Irish | 75 | 8.5% |
| | Chinese | 64 | 7.2% |
| | German | 59 | 6.7% |
| | Italian | 54 | 6.0% |
| | East Indian | 45 | 5.1% |
| | French/France | 38 | 4.3% |
| | Prefer not to answer | 36 | 4.0% |
| | Jewish | 29 | 3.3% |
| | British | 26 | 2.9% |
| | Iranian | 22 | 2.4% |
| | Polish | 21 | 2.3% |
| | Ukrainian | 21 | 2.3% |
| | Dutch | 18 | 2.0% |
| | Persian | 18 | 2.0% |
| | American | 13 | 1.4% |
| | French Canadian | 13 | 1.4% |
| | Filipino | 9 | 1.0% |
| | Romanian | 9 | 1.0% |
| | Greek | 8 | .9% |
| | Palestine | 8 | .9% |
| | Serbian | 8 | .9% |
| | Korean | 7 | .8% |
| | Portuguese | 7 | .8% |
| | Taiwanese | 7 | .8% |
| | Egyptian | 7 | .8% |
| | Lebanese | 7 | .8% |
| | Hungarian | 7 | .8% |
| | Iraqi | 7 | .8% |
| | Russian | 7 | .8% |
| Pakistani | 7 | .8% | |
| Welsh | 7 | .8% | |
| Bulgarian | 6 | .7% | |
| Arab | 6 | .7% | |
| Turkish | 6 | .6% | |
| Mennonite | 5 | .6% | |
| Japanese | 5 | .6% | |
| Vietnamese | 5 | .5% | |
| Croatian | 4 | .5% | |

| | | | |
|-------|--|-----|--------|
| | Latvian | 4 | .5% |
| | Spain/Spanish | 4 | .5% |
| | Jamaican | 4 | .5% |
| | Swiss | 4 | .5% |
| | Columbian | 4 | .5% |
| | Bangladeshi | 4 | .4% |
| | Punjabi | 4 | .4% |
| | Sudanese | 4 | .4% |
| | Hong Kong | 4 | .4% |
| | Belgian | 3 | .4% |
| | Finnish | 3 | .4% |
| | Lithuanian | 3 | .4% |
| | Nigerian | 3 | .4% |
| | South African | 3 | .4% |
| | Mexican | 3 | .3% |
| | Brazilian | 3 | .3% |
| | Trinidadian | 3 | .3% |
| | Australian | 3 | .3% |
| | Bosnian | 3 | .3% |
| | Syrian | 3 | .3% |
| | Cuban | 2 | .3% |
| | Yoruba | 2 | .3% |
| | Armenian | 2 | .2% |
| | Latin American | 2 | .2% |
| | Venezuelan | 2 | .2% |
| | Belorussian | 1 | .1% |
| | Dislike the question/Question is problematic | 1 | .1% |
| Total | | 889 | 144.9% |

| | | Cases | Col % |
|--|-------------------------|-------|--------|
| Q13. What is your religion and/or spiritual affiliation? Select all that apply. [INCLUDING CODED OPEN-END RESPONSES] | Christian | 300 | 33.7% |
| | No religion | 278 | 31.2% |
| | Atheist | 122 | 13.8% |
| | Muslim | 51 | 5.7% |
| | Prefer not to say | 49 | 5.5% |
| | Hindu | 23 | 2.5% |
| | Buddhist | 21 | 2.3% |
| | Jewish | 21 | 2.3% |
| | Catholic/Roman Catholic | 14 | 1.5% |
| | Agnostic | 13 | 1.5% |
| | Other single mentions | 12 | 1.3% |
| | Sikh | 7 | .8% |
| | Indigenous Spirituality | 5 | .6% |
| | Humanist | 4 | .4% |
| | Spiritual | 3 | .4% |
| | Unitarian | 3 | .3% |
| | Pantheism | 2 | .3% |
| Dislike Question | 1 | .1% | |
| Total | | 889 | 104.4% |

| | | Cases | Col % |
|--|--|------------|---------------|
| Q14. Which of the following best describes your workplace? [INCLUDING CODED OPEN-END RESPONSES] | Architectural practice | 608 | 68.4% |
| | Sole practitioner—architectural practice | 91 | 10.2% |
| | Institutional or corporate | 51 | 5.8% |
| | Government | 42 | 4.7% |
| | Not currently working | 33 | 3.7% |
| | Academia | 24 | 2.7% |
| | Other single mentions | 10 | 1.2% |
| | Retired | 9 | 1.0% |
| | Prefer not to answer | 8 | .9% |
| | Consultant | 4 | .4% |
| | Project Management | 3 | .3% |
| | Artist | 2 | .2% |
| | Multi-disciplinary | 2 | .2% |
| | Part-time/Hybrid | 2 | .2% |
| Designer | 1 | .2% | |
| Total | | 889 | 100.0% |

Q15. In answering the following questions, please consider your own personal experiences within your workplace in the last year.

| | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | Prefer not to answer | Not applicable |
|---|----------------|-------|---------|----------|-------------------|----------------------|----------------|
| | % | % | % | % | % | % | % |
| Q15a. At my current or most recent workplace, I feel included. | 37.1% | 34.2% | 11.0% | 4.1% | 2.1% | .4% | 11.2% |
| Q15b. At my current or most recent workplace, I feel supported. | 33.5% | 35.8% | 10.8% | 5.2% | 2.7% | .7% | 11.4% |
| Q15c. At my current or most recent workplace, I experience barriers to advancement. | 6.7% | 12.2% | 15.1% | 21.3% | 26.6% | 1.0% | 17.1% |
| Q15d. At my current or most recent workplace, I experience discrimination. | 2.4% | 7.6% | 11.7% | 22.7% | 40.6% | .9% | 14.1% |

Q16. Please answer these following last questions about the content of this survey.

| | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | Prefer not to answer | Not applicable |
|--|----------------|-------|---------|----------|-------------------|----------------------|----------------|
| | % | % | % | % | % | % | % |
| Q16a. I am supportive of the collection of demographic data. | 30.6% | 41.3% | 19.9% | 3.2% | 3.5% | .8% | .8% |
| Q16b. The questions asked in this survey use appropriate terminology. | 20.4% | 48.1% | 22.4% | 3.7% | 2.8% | 1.3% | 1.3% |
| Q16c. The questions in this survey are relevant to the OAA's mission of serving the public interest through the regulation, support, promotion, and appreciation of architecture | 18.8% | 36.6% | 26.5% | 8.0% | 7.3% | 1.3% | 1.5% |

| | | Cases | Col % |
|--|---|------------|---------------|
| Q17. What changes or additional information should the OAA consider as part of the long-term data-collection strategy? [CODED OPEN-END RESPONSES] | N/A-No Answer | 315 | 54.9% |
| | Financial information/Salary information | 53 | 9.2% |
| | Other single responses | 45 | 7.8% |
| | Dislike the question/No need to collect this type of data | 40 | 7.0% |
| | Explain more clearly why OAA needs this data/How OAA plans to use this data | 31 | 5.5% |
| | Gender pay-gap/Income equality/Income comparisons | 29 | 5.1% |
| | More information about one's specific title at place of work. | 20 | 3.5% |
| | Education levels/Experience | 19 | 3.3% |
| | Geographical location/General location | 17 | 2.9% |
| | Discrimination or harassment/Accounts of discrimination, harassment or racism | 16 | 2.9% |
| | None/Nothing | 14 | 2.4% |
| | More data on challenges for women E.g., childcare | 9 | 1.6% |
| | Data on hours worked/ Work-life-balance | 8 | 1.3% |
| | Diversity within a specific workplace/Size of specific workplace | 6 | 1.0% |
| | Database of different employers and what it is like to work there/Hiring practices/Anonymous accounts | 5 | .8% |
| | Immigration status | 5 | .8% |
| | Sharing of information about acceptable language in the workplace/Acceptable Titles | 3 | .5% |
| | Relationship status | 3 | .5% |
| | More questions about disabilities/Health/Mental Health | 3 | .5% |
| | Open access to survey results | 2 | .4% |
| Be more supportive and positive | 2 | .3% | |
| Age discrimination data | 1 | .2% | |
| Bilingualism should be included | 1 | .2% | |
| Information on mentorship programs etc. | 1 | .2% | |
| Total | | 573 | 112.6% |

Methods

These are results from an online survey of OAA members from December 7th, 2022 – February 28th, 2023. The OAA distributed an open survey link to members, resulting in 889 completed surveys. The final survey data has been statistically weighted to the proportion of Intern architect and Architect member type (Q1) as per the membership database. The margin of error for a sample of this size is +/- 2.9%, 19 times out of 20.

Strategic Communications Inc. (Stratcom) is a full-service opinion research and communications firm with offices in Toronto, Vancouver, Ottawa, Edmonton, and London UK. We have been providing strategic, political and public affairs polling and focus groups since 1991. Stratcom has been the official pollster to 24 Hours newspaper in Vancouver, and its research has been recognized in the Wall Street Journal, Maclean's Magazine, the Globe and Mail, and other national and regional publications.