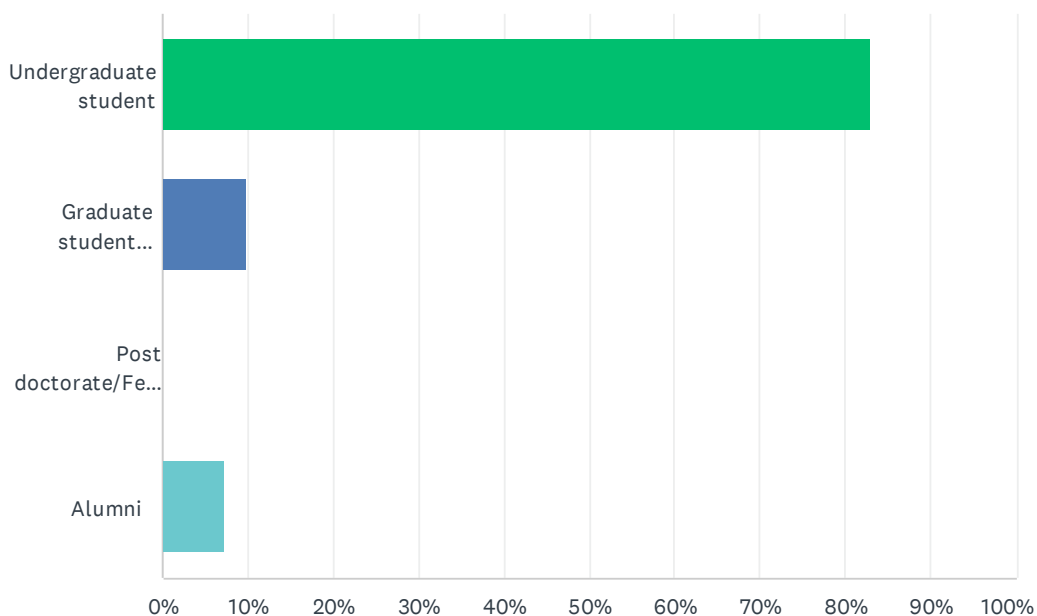


Q1 What type of respondent are you?

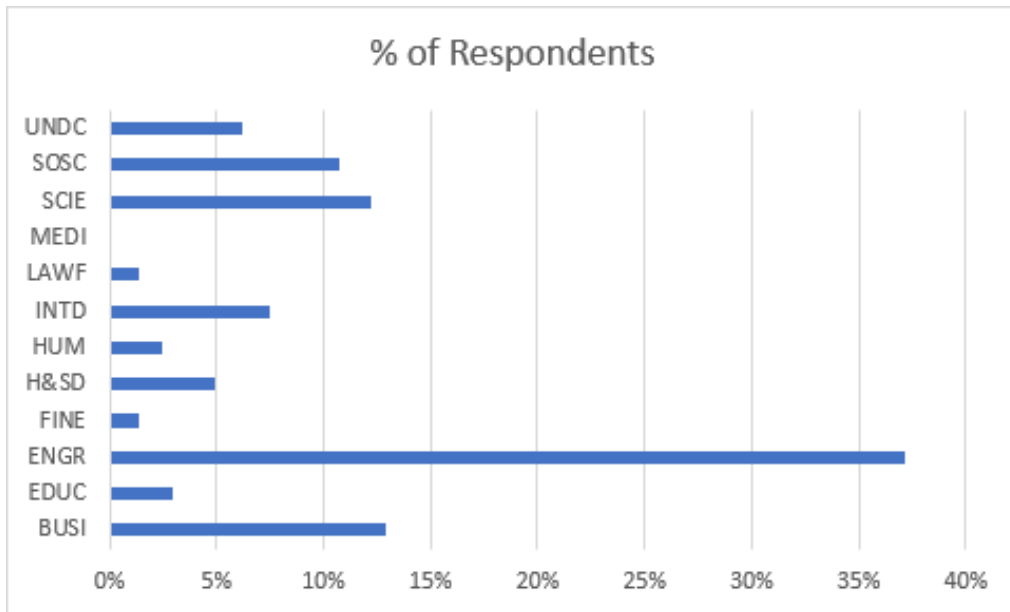
Answered: 1,607 Skipped: 2



ANSWER CHOICES	RESPONSES	
Undergraduate student	82.89%	1,332
Graduate student (Master's or PhD)	9.89%	159
Post doctorate/Fellowship	0.06%	1
Alumni	7.16%	115
TOTAL		1,607

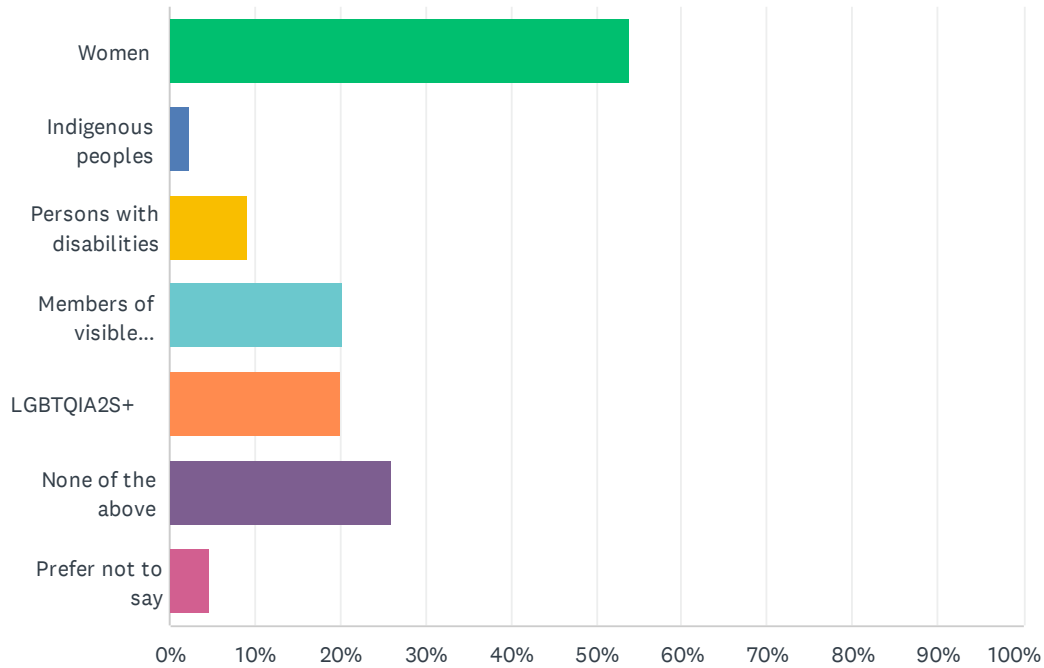
Q2 What faculty are you in?

Answered: 406 Skipped: 1,203



Q3 Do you identify with any of these underrepresented groups? (select all that apply)

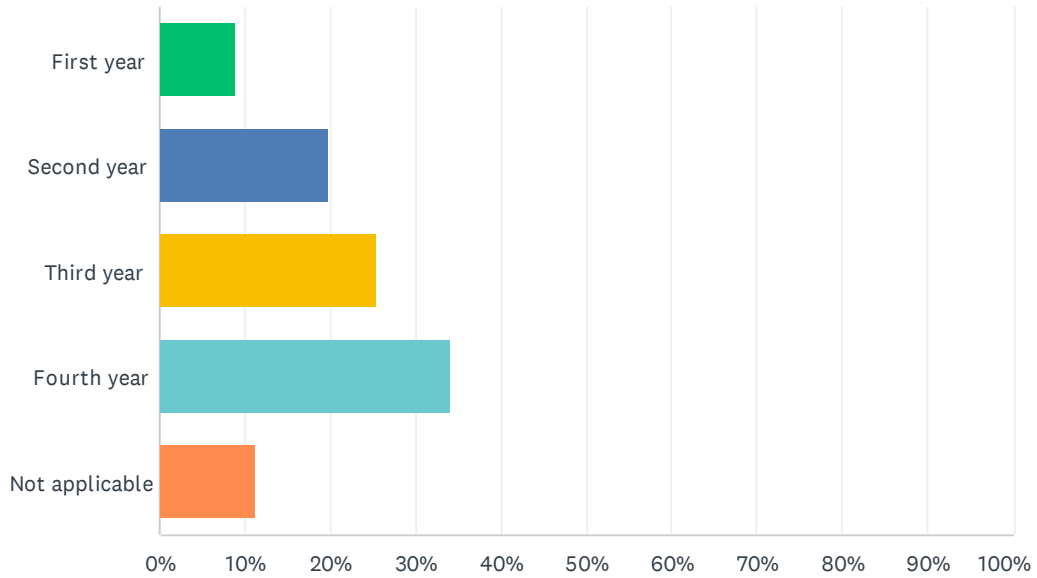
Answered: 1,589 Skipped: 20



ANSWER CHOICES	RESPONSES	
Women	53.87%	856
Indigenous peoples	2.33%	37
Persons with disabilities	9.19%	146
Members of visible minorities	20.33%	323
LGBTQIA2S+	20.01%	318
None of the above	25.99%	413
Prefer not to say	4.72%	75
Total Respondents: 1,589		

Q4 What year are you in?

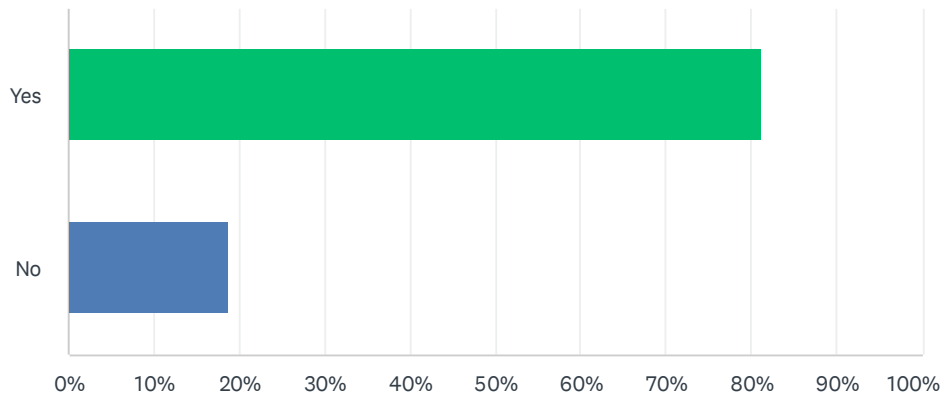
Answered: 1,606 Skipped: 3



ANSWER CHOICES	RESPONSES	
First year	9.03%	145
Second year	19.93%	320
Third year	25.47%	409
Fourth year	34.18%	549
Not applicable	11.39%	183
TOTAL		1,606

Q5 Are you a co-op or work experience student?

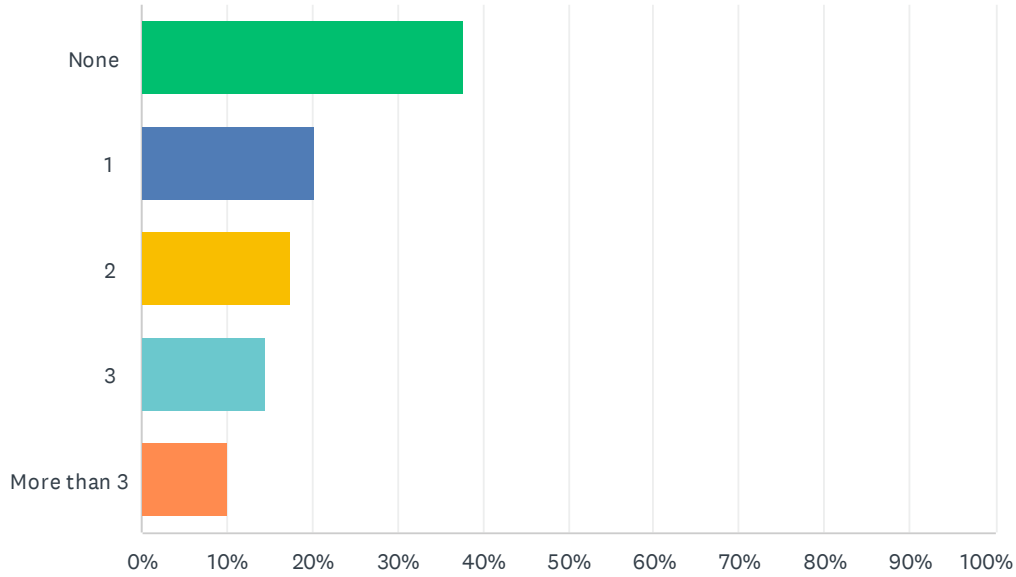
Answered: 1,605 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	81.31%	1,305
No	18.69%	300
TOTAL		1,605

Q6 If yes, how many work terms have you completed? (include current term if applicable)

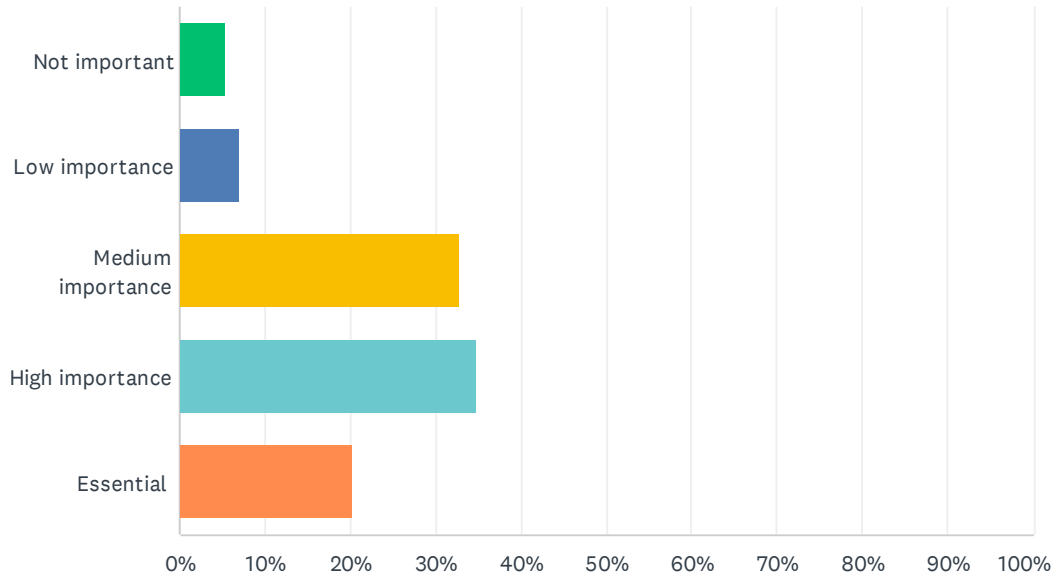
Answered: 1,542 Skipped: 67



ANSWER CHOICES	RESPONSES	
None	37.74%	582
1	20.23%	312
2	17.44%	269
3	14.59%	225
More than 3	9.99%	154
TOTAL		1,542

Q7 How important is it that your future employer has DEI policies and procedures?

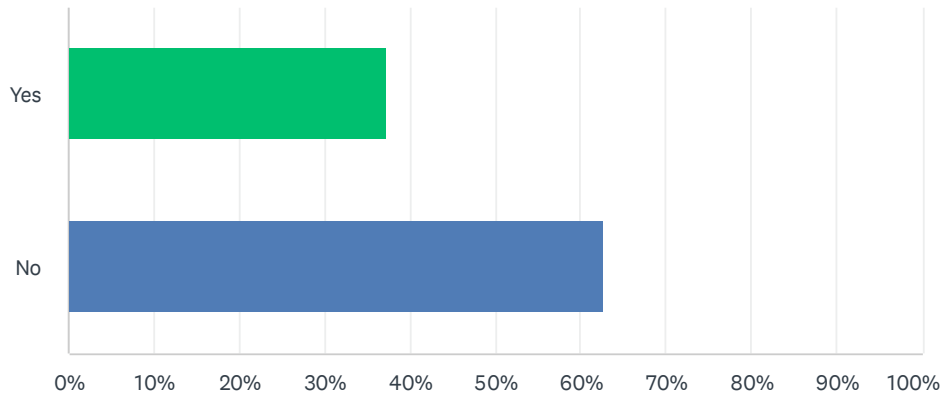
Answered: 1,601 Skipped: 8



ANSWER CHOICES	RESPONSES	
Not important	5.25%	84
Low importance	7.12%	114
Medium importance	32.73%	524
High importance	34.73%	556
Essential	20.17%	323
TOTAL		1,601

Q8 Do you believe that if your resume/application were anonymized (your name and other identifying information hidden), it would increase your interview opportunities?

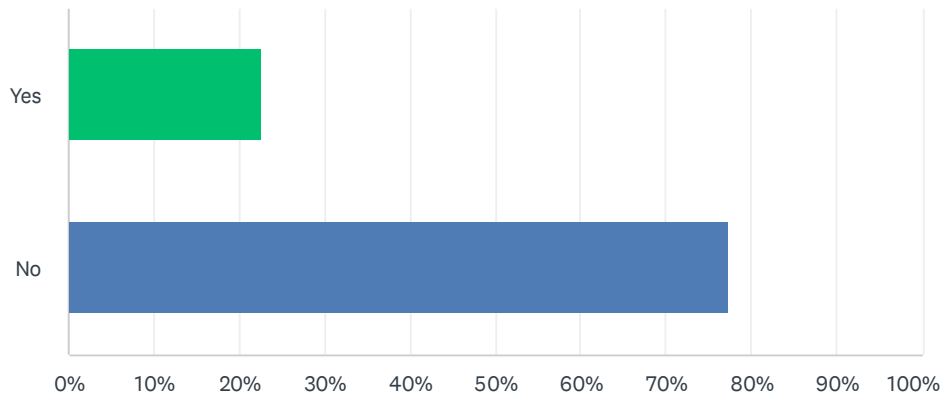
Answered: 1,601 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	37.35%	598
No	62.65%	1,003
TOTAL		1,601

Q9 Have you ever sought out DEI information on a prospective employer?

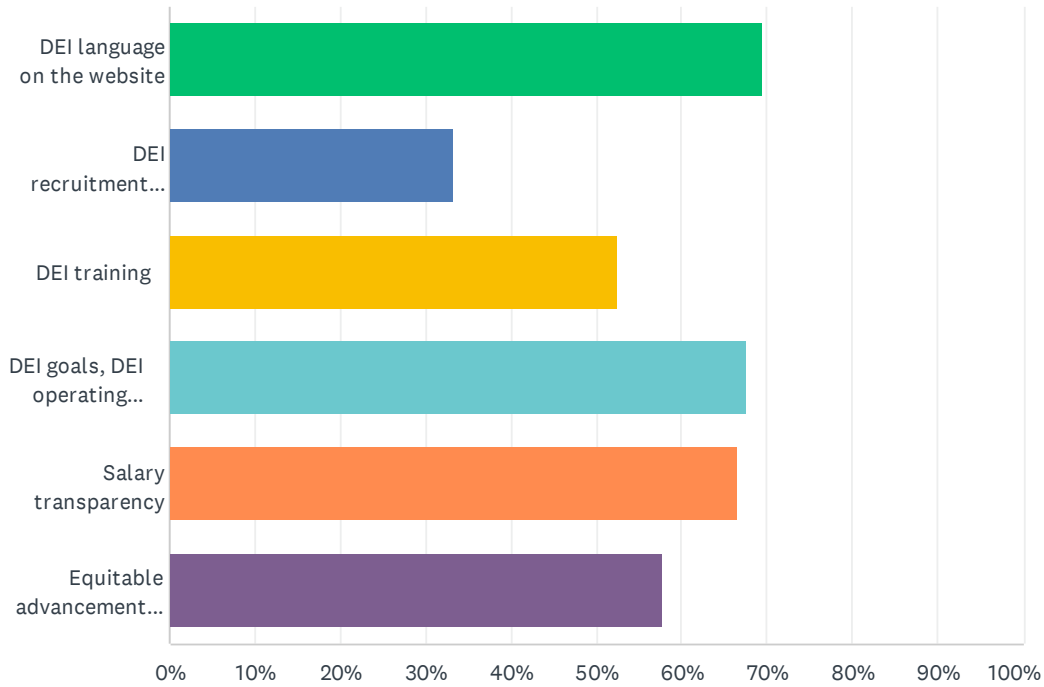
Answered: 1,606 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	22.54%	362
No	77.46%	1,244
TOTAL		1,606

Q10 If yes, what do you look for? (select all that apply)

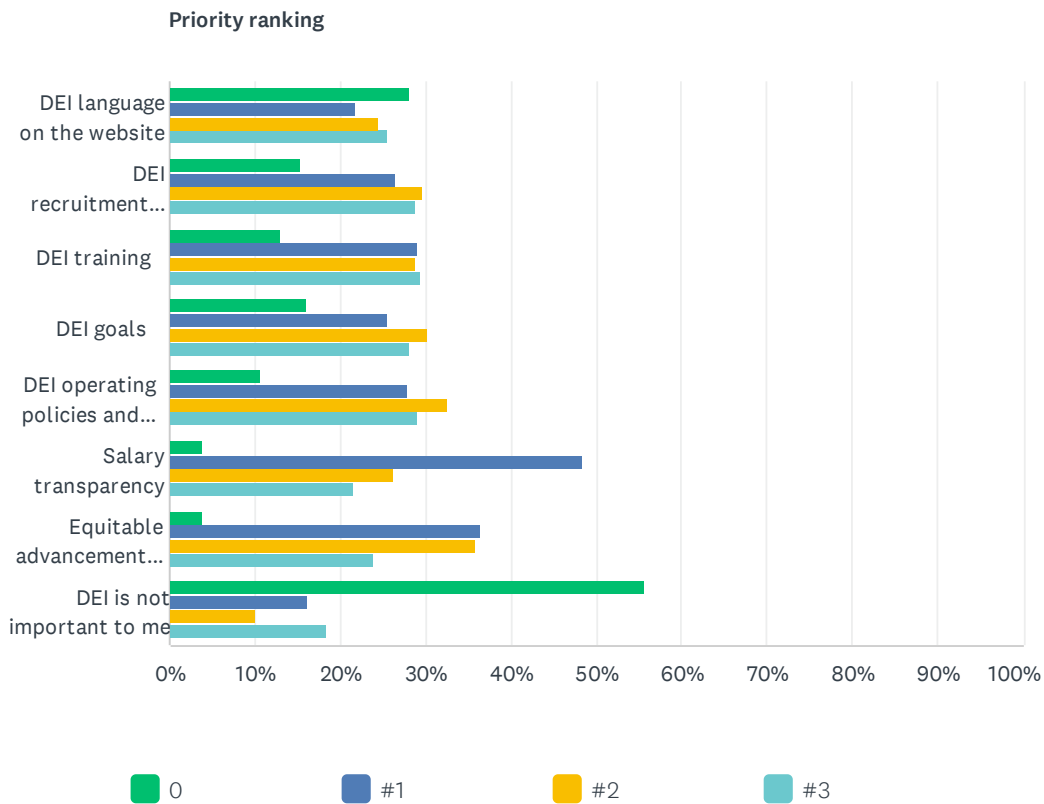
Answered: 355 Skipped: 1,254



ANSWER CHOICES	RESPONSES
DEI language on the website	69.58% 247
DEI recruitment practices like anonymizing resumes	33.24% 118
DEI training	52.39% 186
DEI goals, DEI operating policies and procedures such as employee resource groups (ERGS), employee engagement surveys, etc.	67.61% 240
Salary transparency	66.48% 236
Equitable advancement opportunities	57.75% 205
Total Respondents: 355	

Q11 What are your top three DEI priorities when considering a future employer? (Choose your #1, #2, and #3 priority)

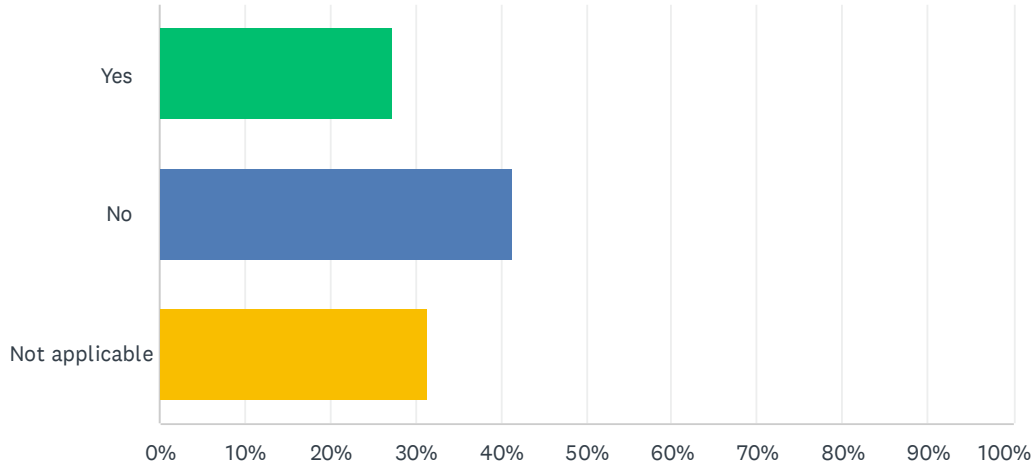
Answered: 1,434 Skipped: 175



Priority ranking	0	#1	#2	#3	TOTAL
DEI language on the website	28.19% 179	21.73% 138	24.57% 156	25.51% 162	635
DEI recruitment practices like anonymizing resumes	15.25% 111	26.51% 193	29.53% 215	28.71% 209	728
DEI training	12.93% 106	28.90% 237	28.78% 236	29.39% 241	820
DEI goals	16.00% 104	25.54% 166	30.31% 197	28.15% 183	650
DEI operating policies and procedures (such as ERGs employee resource group, employee engagement surveys)	10.62% 91	27.89% 239	32.56% 279	28.94% 248	857
Salary transparency	3.92% 43	48.36% 531	26.14% 287	21.58% 237	1,098
Equitable advancement opportunities	3.94% 42	36.36% 388	35.80% 382	23.90% 255	1,067
DEI is not important to me	55.66% 241	16.17% 70	9.93% 43	18.24% 79	433

Q12 Has your co-op or work experience employer(s) ever offered any type of diversity or inclusion training?

Answered: 1,436 Skipped: 173



ANSWER CHOICES	RESPONSES	
Yes	27.37%	393
No	41.36%	594
Not applicable	31.27%	449
TOTAL		1,436

Q13 (Optional) To be entered into the draw to win one of 10 prizes for \$150 ONECard CASH, please provide your name and email address below. By entering your information, you consent to have your name showcased by Co-op and Career if you win. Your personal information will not be used to identify your survey responses; data will be aggregated.

Answered: 1,402 Skipped: 207

ANSWER CHOICES	RESPONSES	
Name	100.00%	1,402
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	99.86%	1,400
Phone Number	0.00%	0