

SEMI-ANNUAL DIVERSITY REPORT

MARCH / 2023



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INTRODUCTION

Seek Truth is one of our agency's core values.

We have committed to broadly sharing a semi-annual update on the diversity of our agency and the actions we have taken to promote diversity, equity and inclusion at FKA.

We believe that holding ourselves accountable publicly will ensure that we continue to make the right decisions and hopefully encourage other organizations to do the same.



SURVEY RESULTS

Team members identify as the following ethnic groups:

- Asian: 18.8%
- Asian, South Asian: 3.1%
- Black: 3.1%
- Hispanic or Latino: 3.1%
- North African: 3.1%
- South Asian: 3.1%
- White or caucasian: 65.6%

32 out of 34 team members responded to this question.

Team members describe their gender identity as:

- Female: 59.4%
- Female, Non-binary: 3.1%
- Male: 37.5%

32 out of 34 team members responded to this question.

DIVERSITY UPDATE

Team members describe their sexual orientation as:

- Asexual, Bisexual: 3.3%
- Bisexual: 3.3%
- Heterosexual: 90%
- Queer: 3.3%

30 out of 34 team members responded to this question.

6.3% of team members identify as a person with a disability or accessibility needs.

32 out of 34 team members responded to this question.

DIVERSITY UPDATE

**15.6% of team members
identify as neurodivergent.**

32 out of 34 team members responded to this question.

**None of our team
members reported having
served in the military.**

32 out of 34 team members responded to this question.



ACTION UPDATE

Over the past three years, we have made significant changes to our recruitment process.

All open positions at FKA must be publicly posted to eliminate hiring from personal networks. Individuals known to people at FKA are welcome to apply but will be subject to the same evaluation process as anyone else.

We have expanded the channels we use to promote job postings to include job boards specific to Indigenous people and immigrants. We continue to research new channels to promote job postings.

In May of 2022, we committed to sharing salary ranges in all of our job postings.

Over the past three years, we have made significant changes to our recruitment process.

We have mandated that we must interview a minimum of four candidates for each position and that 50% of candidates must also come from communities that are underrepresented in our industry.

We also require two rounds of interviews. In each round, there must be a minimum of two interviewers from FKA and one of those interviewers must come from a community that is underrepresented in our industry. To mitigate bias, the interviewers in each round must be different.

Last year, we started surveying our vendors to learn more about their commitment to diversity.

Starting in July 2022, we are asking all vendors bidding on new projects to complete a short survey to help us understand what they are doing to promote diversity, sustainability and social good.

We will take this information into account when making purchasing decisions. We also hope that we will learn from our vendors and that they will learn from us. To ensure the information is up-to-date, we will ask vendors to complete the survey every 12 months.

Last year, we joined a more diverse group of business associations.

In March 2022, FKA became a member of [AKSIS](#), Edmonton's Indigenous Business & Professional Association. In the same month, we also joined the [Alberta LGBTQ+ Chamber of Commerce](#). Our objective is to seek opportunities to diversify our team, vendors and clients but also to listen and learn from the communities represented by these organizations.

In June 2022, FKA asked to be added to [QueerYEG.ca](#) and was subsequently included in the voluntary directory of Queer-friendly businesses in the Edmonton area.

Over the past three years, we have transitioned most of our annual post-secondary scholarships to bursaries for Indigenous students.

FKA traditionally funded three annual performance-based scholarships at the [Northern Alberta Institute of Technology](#) (NAIT) and [University of Alberta](#). In 2020, we transitioned one of our two scholarships at NAIT to a bursary. In 2021, we transitioned our scholarship at the University of Alberta to a bursary specific to Indigenous students in the School of Business. In 2022, we partnered with [pipikwan pêhtâkwan](#) to establish a new bursary benefiting Indigenous students in the design program at MacEwan University. Last year we also transitioned our NAIT bursary to a grant for Indigenous students.

In total, FKA currently contributes \$6,000 annually to post-secondary institutions in Edmonton of which \$5,000 specifically benefits Indigenous students.

We undertook agency-wide diversity training in 2020 and 2021.

In 2020, we engaged the consulting arm of the Edmonton-based [Centre for Race and Culture](#) to provide our entire team with two half-days of fundamental training in diversity, equity and inclusion.

In 2021, we invited [Pride at Work Canada](#) to deliver a half-day of basic training in 2SLGBTQ+ workplace inclusion to the whole agency.

We previously planned to deliver agency-wide training on diversity, equity and inclusion annually but did not achieve this in 2022. We will fulfill this commitment in 2023.

Two years ago, we added a land acknowledgement to our email signatures and website.

We reviewed the land acknowledgements of public sector organizations in Edmonton and Alberta to better understand what others were doing and based on that, we developed our own: *We respectfully acknowledge that our head office is located on Treaty 6 territory, the traditional lands of First Nations and Métis people.*

We have also incorporated oral land acknowledgements in key meeting and presentations with clients but we still need to develop guidelines for more consistent application.

We have provided our team with opportunities to voluntarily share their pronouns.

We added a field to our human resources software tool in 2021 to enable team members to share their pronouns with team members. Two years ago, we provided guidance to team members for voluntarily adding their pronouns to their email signatures.

Both opportunities are optional because we understand that some team members may not be ready to share their pronouns.

If you have any questions or feedback about the contents of this report, please contact:

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