**Creating Safer Union Spaces Survey**

The most important source of information on creating safer union spaces is our members. Conducting a survey may enable the local union to evaluate prevention measures and educate members at the same time. This document will provide some guidance on conducting a survey in your local union.

Developing the survey

A written survey may be appropriate if the union wants personal or sensitive information, since the form won’t identify the individual. This document provides an example of some of the survey questions you may wish to use. It is recommended that you engage your CUPE servicing representative when developing the survey.

Prior to introducing a survey, it is a good idea to have a union meeting to describe the purpose of the survey, how results will be used, confidentiality, etc. Ensure that information collected is kept **confidential** and that all data is **anonymous** – responses will not be tied back to any individual, names will not be asked, and personal identifiers will not be used in any reports.

Results

Once the surveys have been collected and the results tabulated, the local should have a meeting to discuss the results and next steps.

A note about demographic information

Demographic profiles allow us to see patterns that we might miss otherwise. Some members are reluctant to answer questions about their identity, especially in small locals where the information can identify the respondent. For smaller locals, where demographic related questions could easily identify members, place them at the end of the survey, and explain why the local is collecting the information, and make them optional.

# SAMPLE SURVEY

# CREATING SAFER UNION SPACES SURVEY

Thank you for taking the time to complete this survey. The data you provide will be essential as we work for safer union spaces, free from harassment and all forms of discrimination. Your responses will help us think through opportunities for our union to eliminate harassment and discrimination.

All information collected from this survey will be kept strictly confidential. All data will be anonymous. Your name will not be asked, and results will not be tied back to any individual. Your survey results will not be shared with your employer. Survey results will be analyzed by your local executive and CUPE staff only. The survey results will be reported in aggregate form, meaning that individual survey results will be combined together and presented as a group.

**Harassment** is offensive behaviour that a reasonable person would consider unwelcome. It can take written, verbal, physical, electronic or any other form of expression. Harassment can be physical, psychological, or a combination of the two. Harassment can be one incident or repeated incidents. It is often several incidents over a period of time. However, it can be a single incident that has a severe impact on the target.

**Discrimination** is an action or a decision that treats a person or a group negatively for reasons such as their gender, race, sex, disability, sexual orientation, Indigeneity, nationality, gender expression and so on.

1. Thinking of opportunities for our Local to eliminate harassment and discrimination, how useful would the following **training strategies** be for providing safer spaces at local union events?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Not useful at all | Very useful | I don’t know | Prefer not to answer |
| Short educational workshops on harassment prevention at the start of local union events |  |  |  |  |
| Short educational workshops on discrimination prevention at the start of local union events |  |  |  |  |
| Short educational workshops on creating a culture of consent at the start of local union events |  |  |  |  |
| Presentations on the trial procedure and alternate process at local union events |  |  |  |  |
| Presentations on anti-harassment and anti-discrimination policies at local union events |  |  |  |  |
| Mandatory consent training for executives at the start of their terms and for new members when they join the local union |  |  |  |  |
| Briefings for executives and members on CUPE’s trial procedure and alternate process |  |  |  |  |
| Recruit and train anti-harassment advisors/safety stewards to read/review the Code of Conduct at the start of local union events and be active bystanders |  |  |  |  |
| Facilitated workshops on harassment for men only, provided at the start of local union events |  |  |  |  |
| Facilitated workshops on oppression and discrimination for men only, provided at the start of local union events |  |  |  |  |

2. What topics would be useful to cover in educational events for members (e.g., workshops, webinars, presentations)? Select all that apply.

❑ CUPE’s Trial Procedure and Alternate Process for complaints

❑ Code of Conduct

❑ Harassment

❑ Consent

❑ Gender-based violence and discrimination

❑ Anti-oppression and anti-racism

❑ Unconscious bias and microaggressions

❑ Bystander intervention

❑ Interrupting “old boys club” culture

❑ Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

❑ I don’t know

❑ Prefer not to answer

3. Thinking of opportunities for our local union to eliminate harassment and discrimination, how useful would the following **prevention strategies** be for providing safer spaces at union events?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Not useful at all | Very useful | Don’t know | Prefer not to answer |
| Distribute general information on anti-harassment and anti-discrimination (e.g., what it is and how to prevent it) at local union events |  |  |  |  |
| Include anti-harassment and anti- discrimination policies in event materials/kits |  |  |  |  |
| Include anti-harassment and anti- discrimination posters in social event venues, especially where alcohol is served |  |  |  |  |
| Develop resources and offer training and support specifically for those who wish to change their behaviour around harassment and/or discrimination |  |  |  |  |
| Broadly publicizing the trial process and alternate process for harassment and discrimination complaints |  |  |  |  |
| Re-think dry (non-alcohol) alternative events to create more engaging spaces for participants |  |  |  |  |
| Ban alcohol from all local union events |  |  |  |  |
| Trained anti-harassment advisor/safety stewards be present and available at local union events |  |  |  |  |
| Be overt about holding people accountable for harassment and discrimination and be clear that perpetrators can and may be removed from an event |  |  |  |  |

4. In your view, in which area(s) should our local be focusing efforts to transform our culture as it relates to making union spaces safer and more welcoming for all? Select all that apply.

❑ More accessible harassment and discrimination awareness and education

❑ Making CUPE’s existing processes like the Trial Procedure and Alternate Process more accessible

❑ Creating different kinds of opportunities to socialize and build community around organized Local events

❑ Education and training around consent

❑ Education and training for bystander intervention

❑ Establishing an evaluation framework for harassment and discrimination prevention programs (e.g., measuring the effectiveness of bystander training)

❑ Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

❑ Don’t know

❑ Prefer not to answer

5. Do you have any other suggestions on what our local can do to eliminate harassment and discrimination and provide safer spaces at union events? Or do you have suggestions for how we can transform our culture to make it more accepting and welcoming for all members?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**DEMOGRAPHICS**

These questions focus on understanding the demographic make-up of respondents. As a reminder, data will be used only for the purpose of this survey. Responses will not be tied back to any individuals. The local executive and CUPE will not know your name, so please be completely open about your background and demographics.

6. Please check all that apply:

|  |  |
| --- | --- |
| I am an Indigenous person  (First Nations, Métis or Inuit) | ❑ Yes ❑ No ❑ Prefer not to answer |
| I am a Black person | ❑ Yes ❑ No ❑ Prefer not to answer |
| I am a racialized person | ❑ Yes ❑ No ❑ Prefer not to answer |
| I am a person with a disability or disabilities | ❑ Yes ❑ No ❑ Prefer not to answer |
| I am a member of the 2SLGBTQI+ community  (Two-Spirit, lesbian, gay, bisexual, trans, queer, intersex, or other) | ❑ Yes ❑ No ❑ Prefer not to answer |

❑ Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

❑ Prefer not to answer

7. What is your gender? Gender refers to your current gender, which may be different from your sex assigned at birth and from what is indicated on your legal documents.

❑ Woman

❑ Man

❑ Intersex

❑ Trans

❑ Two-spirit

❑ Non-binary/Queer

❑ Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

❑ Prefer not to answer

We thank you for your time spent taking this important survey! Your response has been recorded.