

2022 MEMBER DEMOGRAPHIC DATA



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Doctors of BC Equity, Diversity & Inclusion 2022 Member Demographic Data

SUMMARY

Equity, Diversity and Inclusion (EDI) data was gathered from approximately 11,000 members and shows that the diversity of our membership largely reflects the diversity of our governance bodies with some small differences, particularly in age representation.

While this is certainly positive news, we recognize there is still work to be done to improve EDI in our governance bodies, as well as in the association and the profession as a whole. This work

will be continued by the Board via the Inclusion, Diversity and Equity Advisory (IDEA) Committee.

Doctors of BC collects personal demographic information during membership renewal and other opportunities, as part of our EDI efforts to ensure our governance bodies are representative of the diversity of our membership. This data will inform development of our EDI goals and priorities, and help us track progress in achieving them.

KEY CONSIDERATIONS

The data only shows representation of different groups in terms of percentages but does not show members' perception of inclusion or potential experience with discrimination.

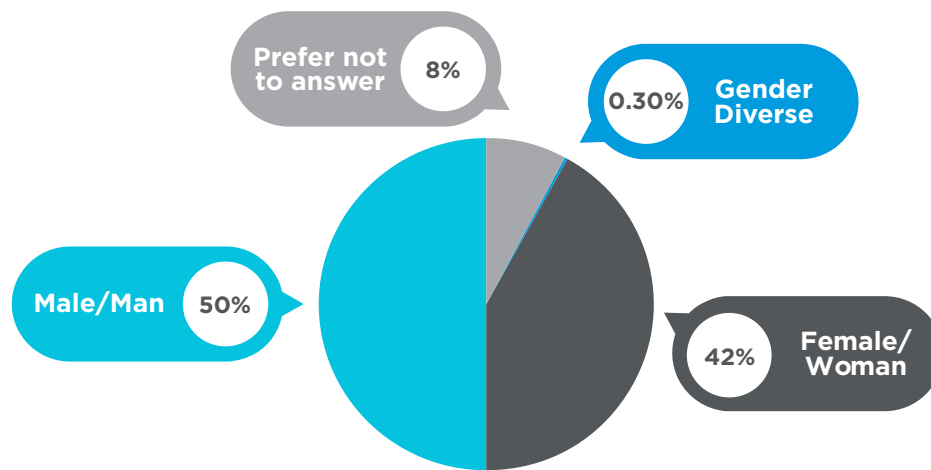
The demographic data of our governance bodies measures overall representation but doesn't include individual committees or leadership positions. This means some committees are likely skewed towards certain demographics than others, but as a whole balance one another out.

Where there is only a small number of members identifying under a demographic category, they were rolled into broader categories to protect anonymity and provide meaningful analysis (e.g., gender minorities are rolled into "gender diverse;" orientation into "LGBQ2S+;" and First Nations, Métis, and Inuit into "Indigenous.")

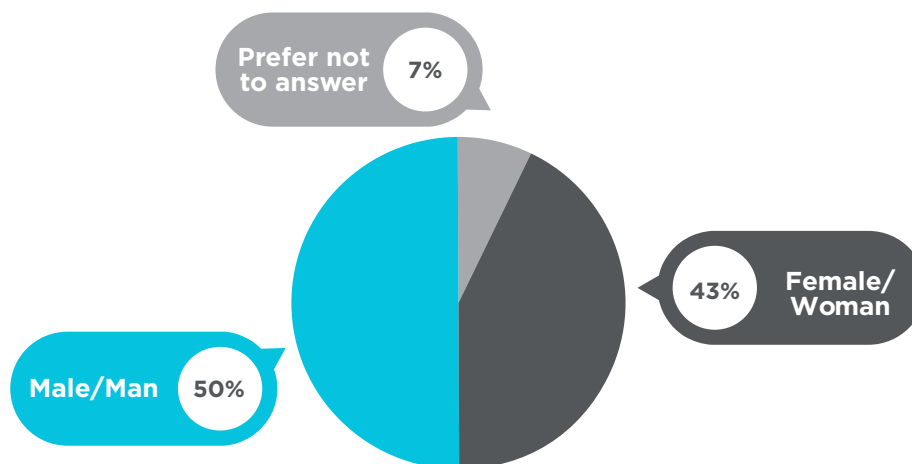
Gender Identity

Gender identity refers to a person's own sense of their gender, not their sex as it was assigned at birth. Members were asked to indicate the gender identity that best describes them.

All Members



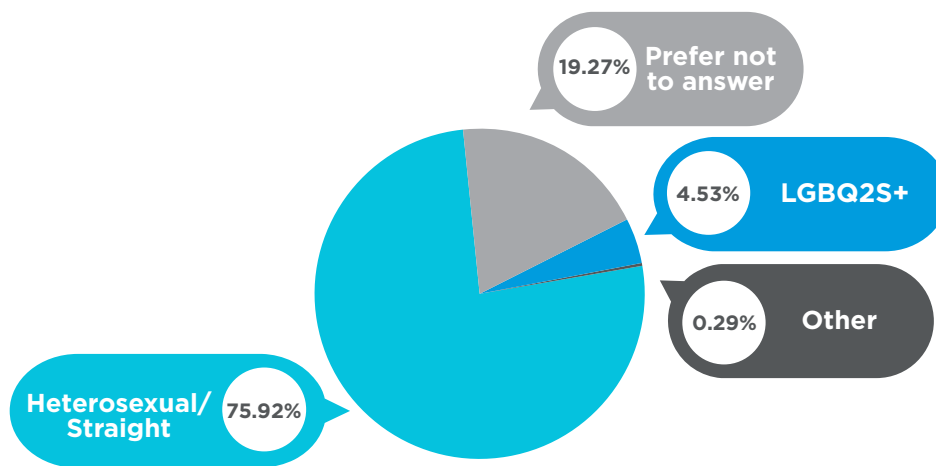
Governance Bodies



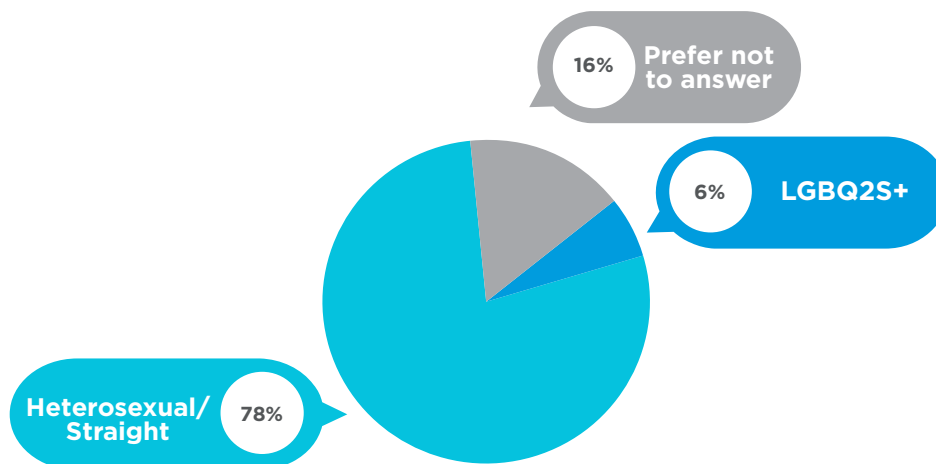
Sexual Orientation

Members were asked to indicate the sexual orientation that best describes them. The purpose is to measure if there are any potential gaps in representation which would point to potential barriers for certain people to getting involved in our governance bodies.

All Members

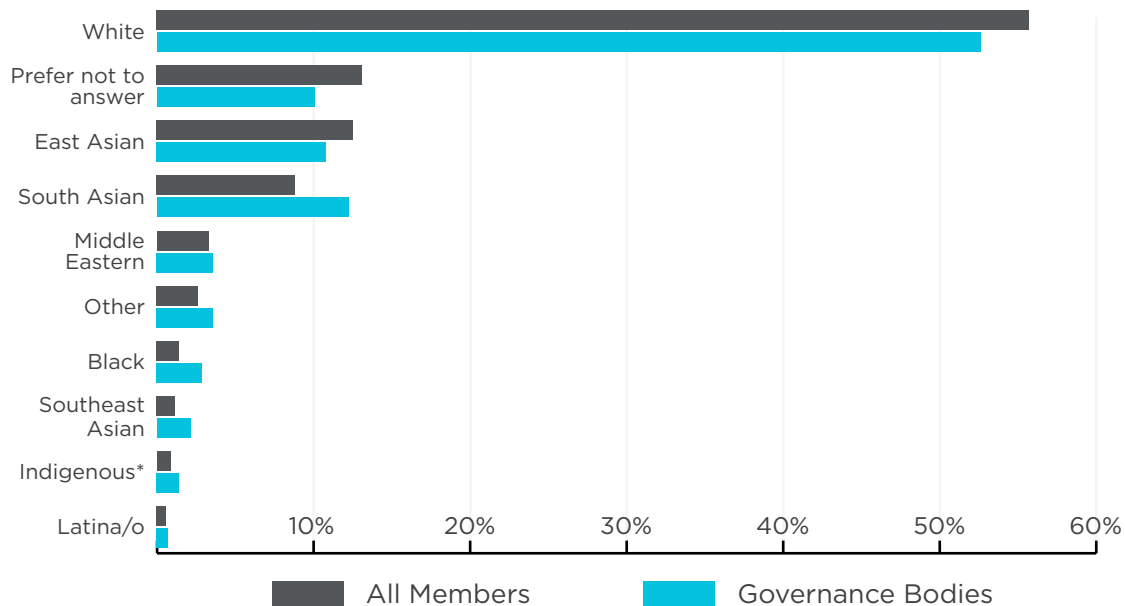


Governance Bodies



Racial Background

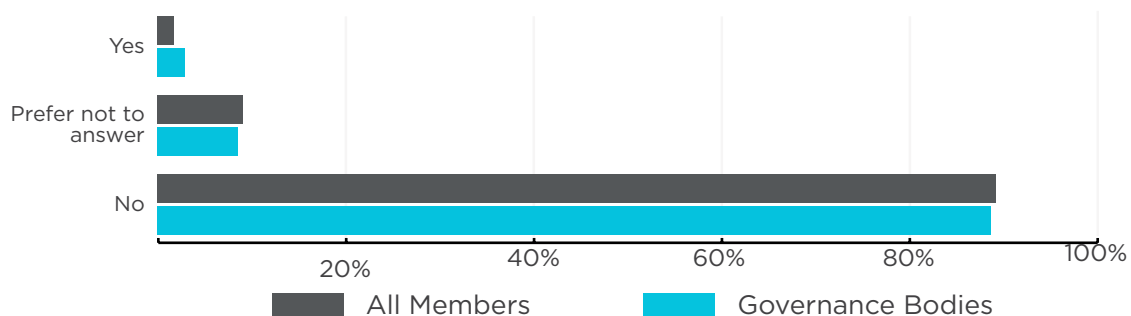
Members were asked to indicate which broad racial groups they identify with. The question focuses on race, which refers to a group of people who share physical characteristics. (We didn't ask about ethnicity which is a cultural identity based on shared language, nationality, religion, and cultural traditions. Race and ethnicity aren't always distinct and there is overlap between the two concepts.)



**While we understand race is not synonymous with Indigeneity, we have combined Indigenous data with race-based data due to the small percentage of Indigenous peoples represented as members.*

Persons with a Disability

Members were asked to indicate whether or not they identify as having a disability. They were not asked any specifics about their disability.



Age

