



CHARITY INSIGHTS CANADA PROJECT (CICP)

Equity, Diversity and Inclusion (EDI) in Canada's Charitable Sector

Collective Quantitative CICP Survey Results (2023-2025)

Project Members

Paloma Raggo

Principal Investigator

Callie Mathieson

Chief Project & Operations Officer

Susan D. Phillips

Policy Lead

Thi Kim Quy Nguyen

Postdoctoral Fellow

Tara McWhinney

Postdoctoral Fellow

Tuan Tu Tran

Data Specialist

The Muttart
Foundation

LAWSON
FOUNDATION

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foundation

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January 2023: Equity, Diversity, and Inclusion

Findings from the CICP's survey #1.01.05

Confidence level: 95%, Margin of error: 4%

1. For your organization, please indicate to what degree the following stakeholders are representative of the communities that they serve? (0: Not at all representative, 10: Highly representative).

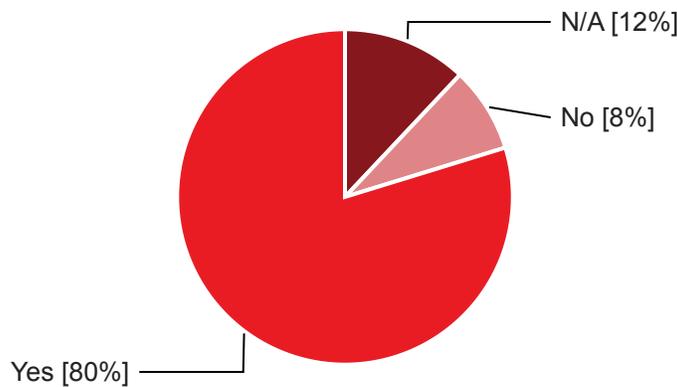
711 Responses

Field	0	1	2	3	4	5	6	7	8	9	10
Board	1%	2%	4%	4%	4%	11%	9%	14%	18%	10%	21%
Senior Staff	2%	3%	5%	7%	4%	12%	10%	14%	14%	12%	17%
Operational Staff	1%	2%	2%	4%	5%	10%	9%	18%	16%	13%	17%
Volunteers	1%	3%	4%	3%	4%	11%	10%	14%	16%	13%	21%
Funding recipients	2%	3%	2%	2%	4%	6%	4%	9%	13%	16%	39%
Collaborators	1%	2%	2%	5%	4%	11%	11%	14%	19%	15%	15%



2. Is your organization pursuing equity, diversity and inclusion initiatives?

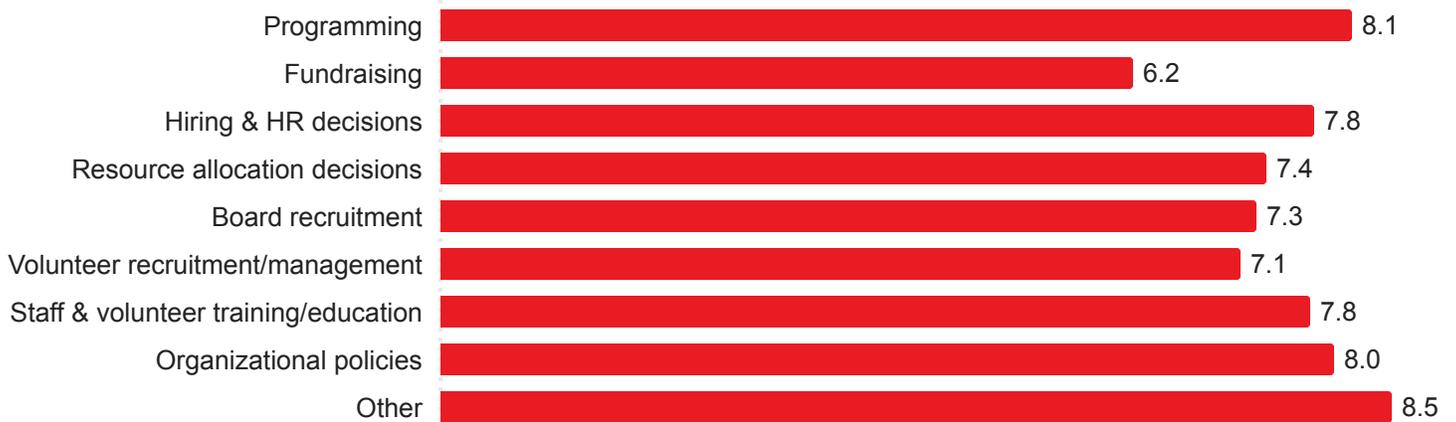
716 Responses



3. If you answered yes to the above, please indicate on the below the degrees to which your organization is pursuing equity, diversity, and inclusion for the communities that it staffs and serves? (0: Not at all pursuing,10: Pursuing to a high degree)

562 Responses

Field	0	1	2	3	4	5	6	7	8	9	10
Programming	0%	0%	1%	2%	2%	6%	7%	13%	20%	17%	33%
Fundraising	2%	4%	5%	7%	8%	16%	9%	14%	12%	8%	15%
Hiring & HR decisions	1%	2%	0%	2%	2%	8%	7%	14%	21%	18%	25%
Resource allocation decisions	1%	2%	2%	3%	2%	12%	9%	14%	22%	14%	21%
Board recruitment	0%	2%	2%	4%	4%	10%	11%	13%	20%	14%	21%
Volunteer recruitment/management	0%	2%	2%	3%	5%	13%	9%	14%	20%	11%	20%
Staff & volunteer training/education	0%	1%	2%	2%	2%	8%	8%	14%	19%	18%	26%
Organizational policies	0%	1%	1%	1%	2%	9%	7%	13%	20%	18%	29%
Other	0%	0%	0%	0%	0%	0%	14%	14%	21%	7%	43%



■ Mean value

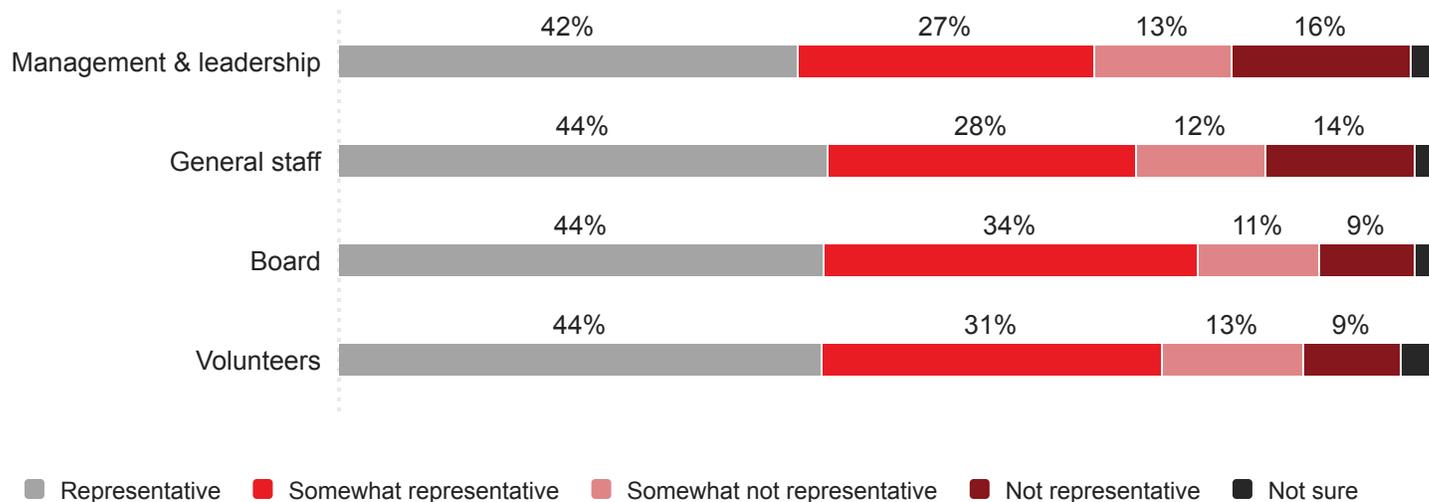
May 2023 : Gender in the Sector

Findings from the CICP's survey #1.05.22

Confidence level: 95%, Margin of error: 4%

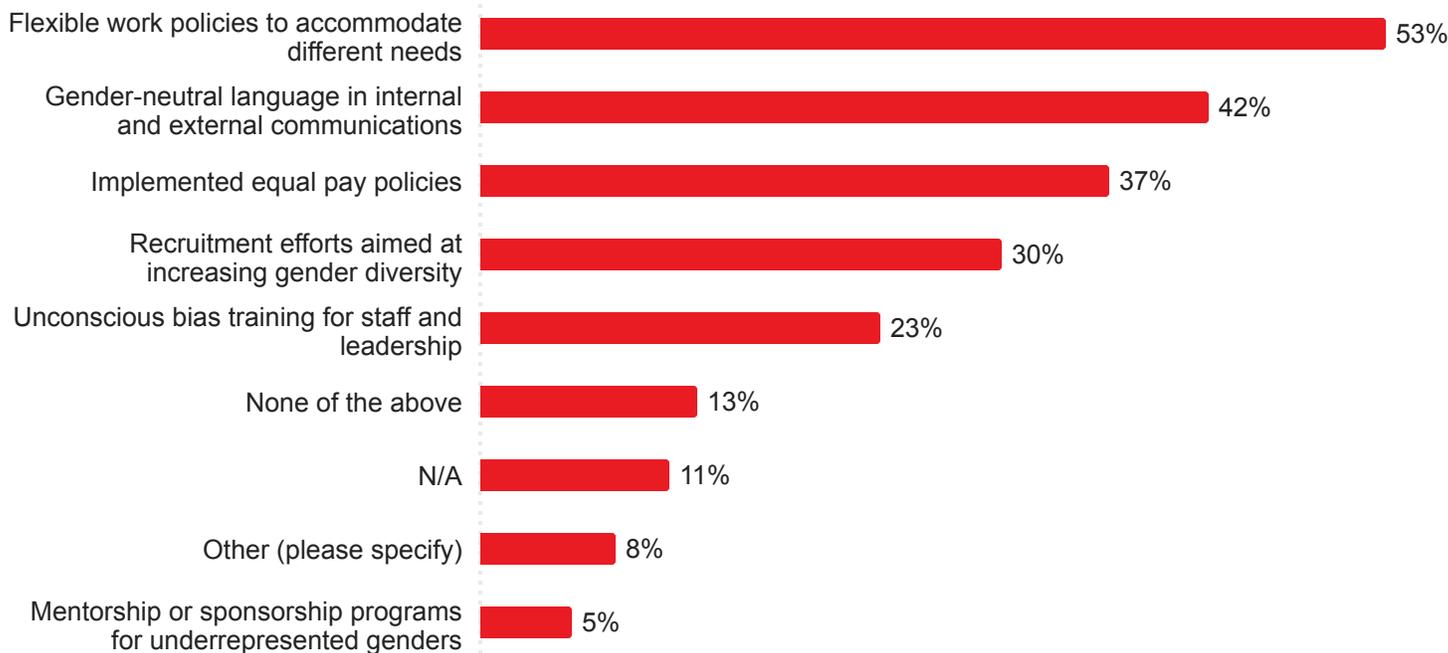
1. How would you describe the representation of different genders within your organization?

604 Responses



2. Which of the following initiatives has your organization implemented to promote gender equity and inclusion?

627 Responses



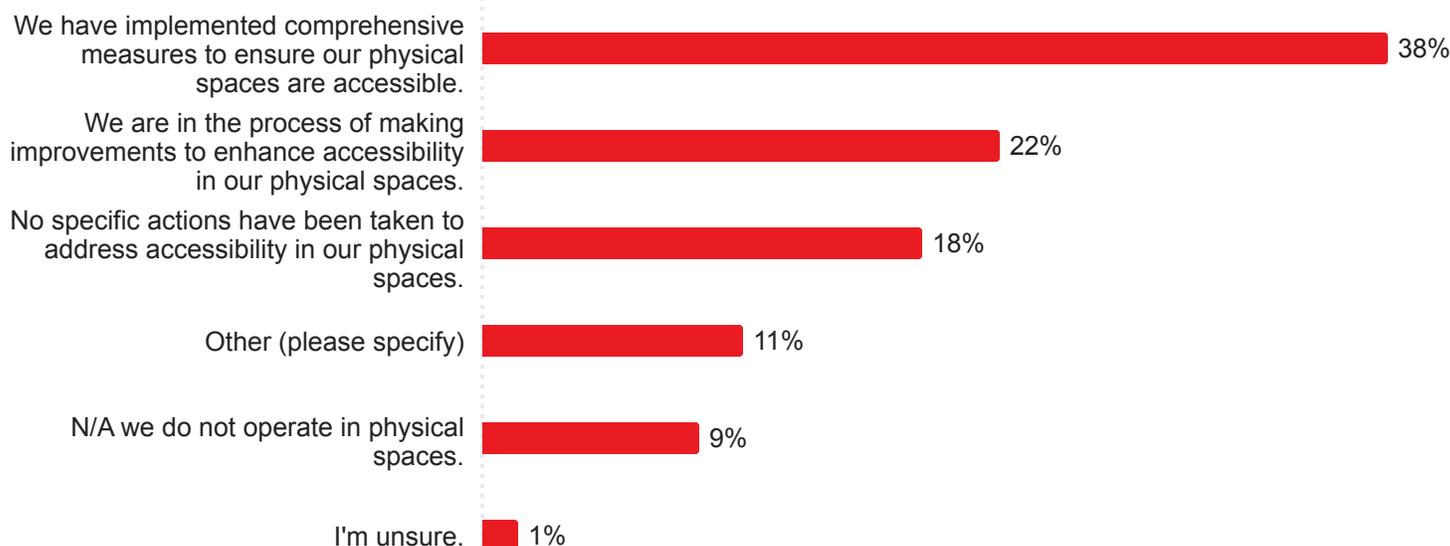
July 2023: Accessibility & Inclusion

Findings from the CICP's survey #1.07.31

Confidence level: 95%, Margin of error: 4-5%

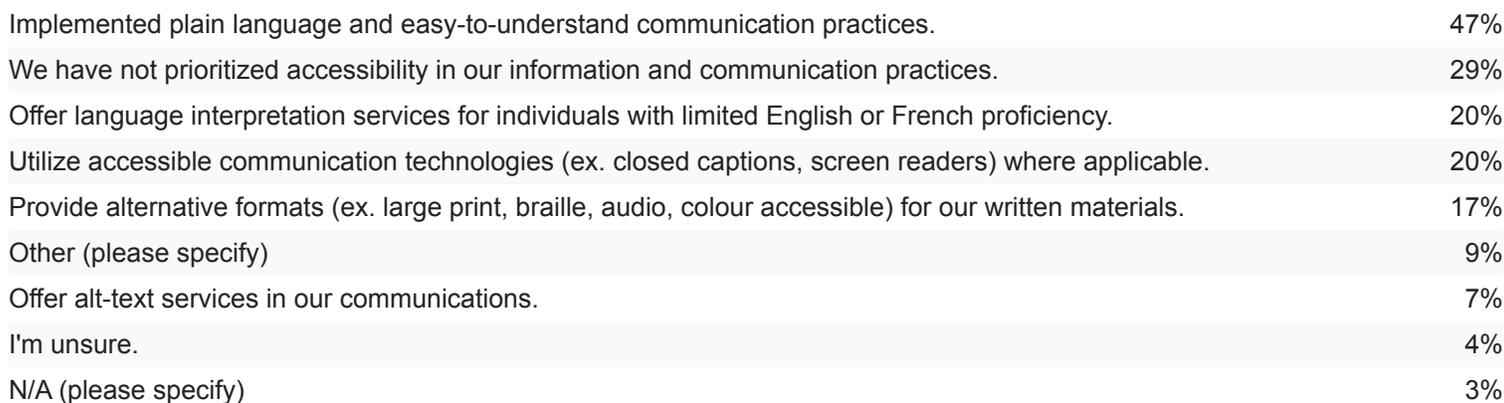
1. How does your organization prioritize accessibility in its physical spaces?

546 Responses



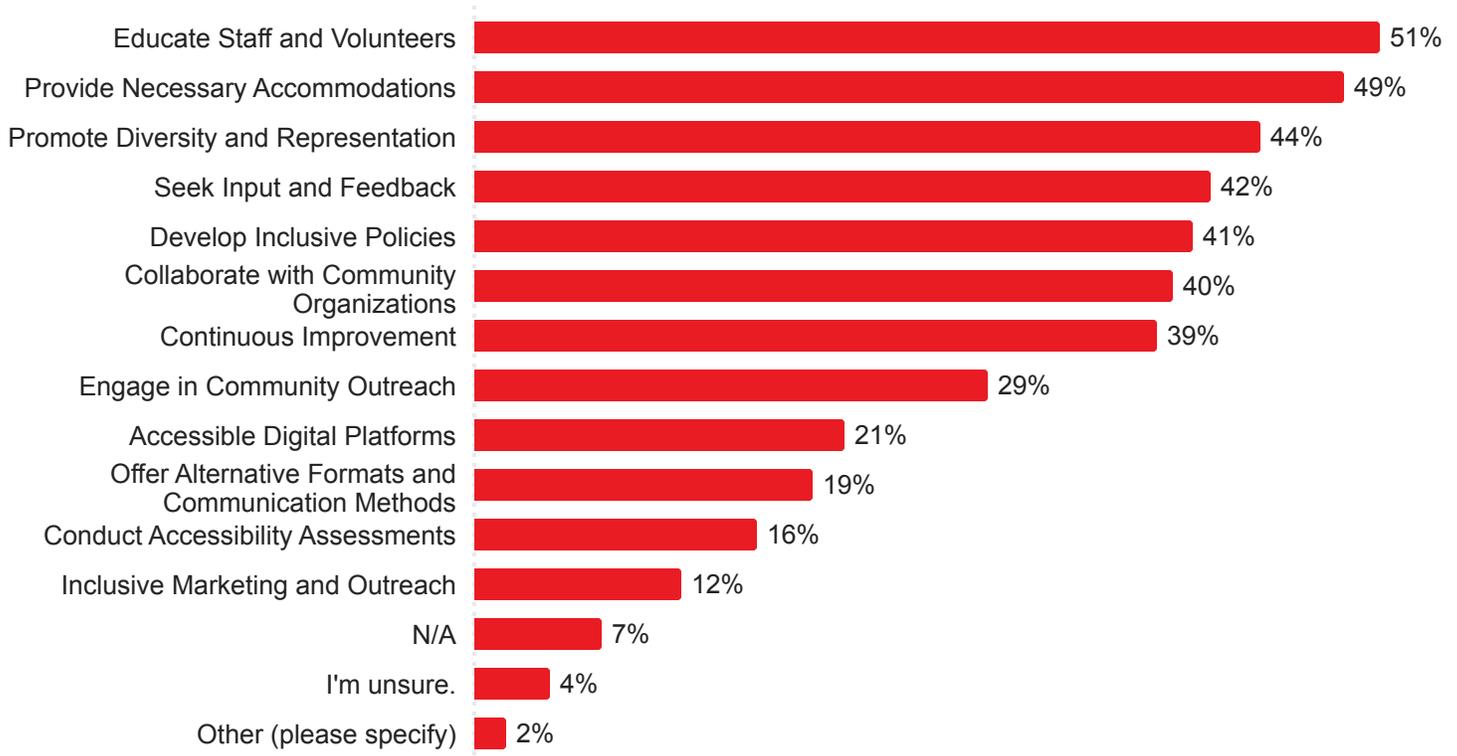
2. How does your organization ensure that information and communications are accessible to individuals with diverse needs?

546 Responses



3. How does your organization ensure accessible opportunities for participation and engagement with its programs and services?

544 Responses



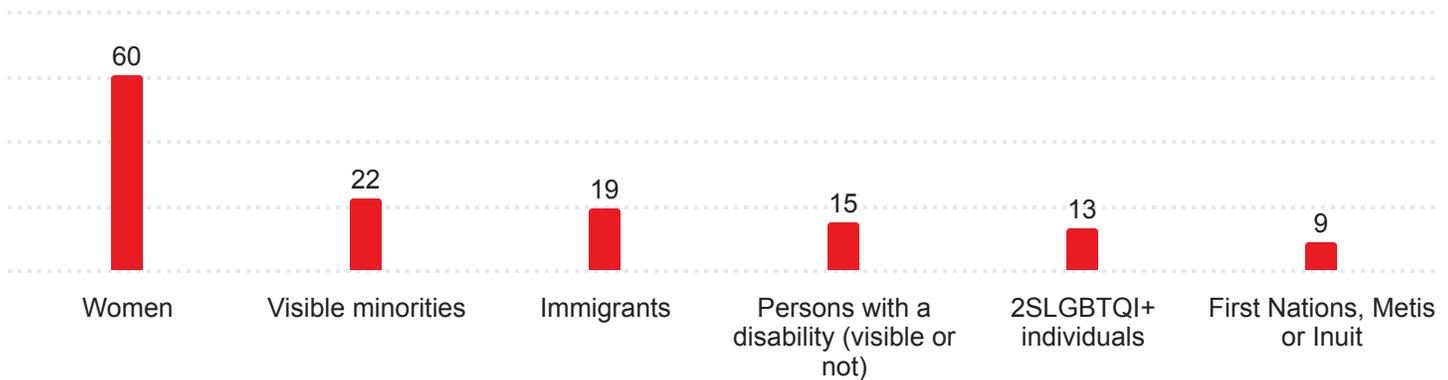
February 2024: Representation

Findings from the CICP's survey #2.02.05

Confidence level: 95%, Margin of error: 4-6%

1. Of your organization's current board members, what percentage are: Women; Persons with a disability (visible or not); First Nations, Metis or Inuit; Visible minorities; Immigrants; 2SLGBTQI+ individuals.

716 Responses



■ Mean value

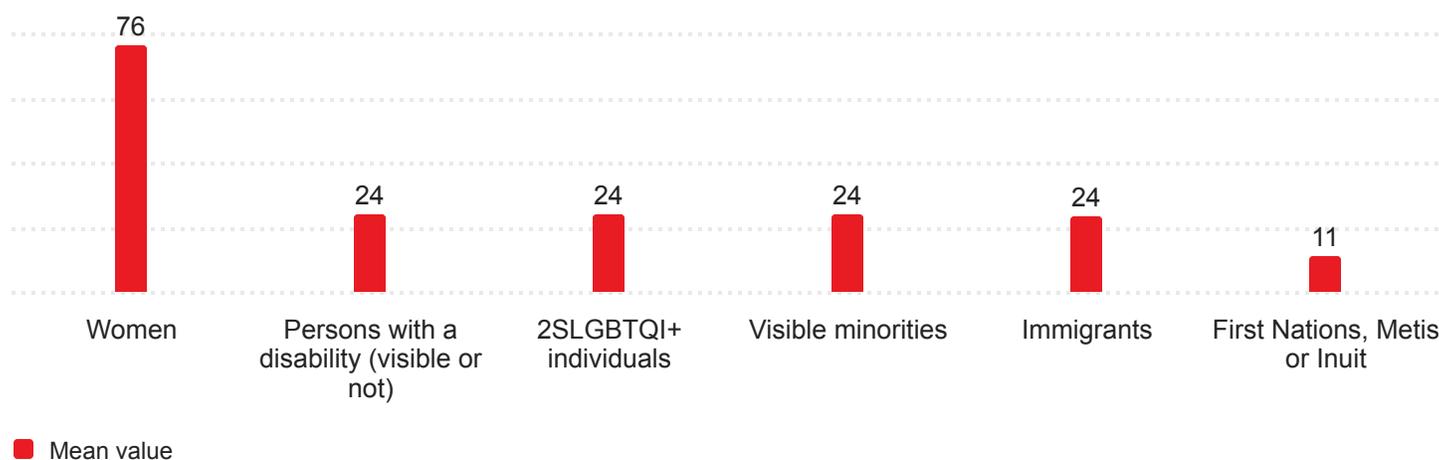
				716 Responses
Field	Mean	Median	Standard Deviation	Responses
Women	60	60	25	708
Persons with a disability (visible or not)	15	10	18	317
First Nations, Metis or Inuit	9	1	16	300
Visible minorities	22	14	25	453
Immigrants	19	12	24	350
2SLGBTQI+ individuals	13	10	18	267

Panellists who selected 'N/A or Not Sure':

- Women : 2%
- Persons with a disability (visible or not) : 56%
- First Nations, Metis or Inuit : 58%
- Immigrants : 37%
- 2SLGBTQI+ individuals : 63%

2. Of your organization's current management / senior-level staff, what percentage are Women; Persons with a disability (visible or not); First Nations, Metis or Inuit; Visible minorities; Immigrants; 2SLGBTQI+ individuals.

684 Responses



				684 Responses
Field	Mean	Median	Standard Deviation	Responses
Women	76	90	29	666
Persons with a disability (visible or not)	24	10	32	305
First Nations, Metis or Inuit	11	0	23	250
Visible minorities	24	10	29	342
Immigrants	24	10	30	326
2SLGBTQI+ individuals	24	10	31	300

Panellists who selected 'N/A or Not Sure':

- Women : 8%

Persons with a disability (visible or not) : 58%

- First Nations, Metis or Inuit : 65%
- Immigrants : 53%
- 2SLGBTQI+ individuals : 58%

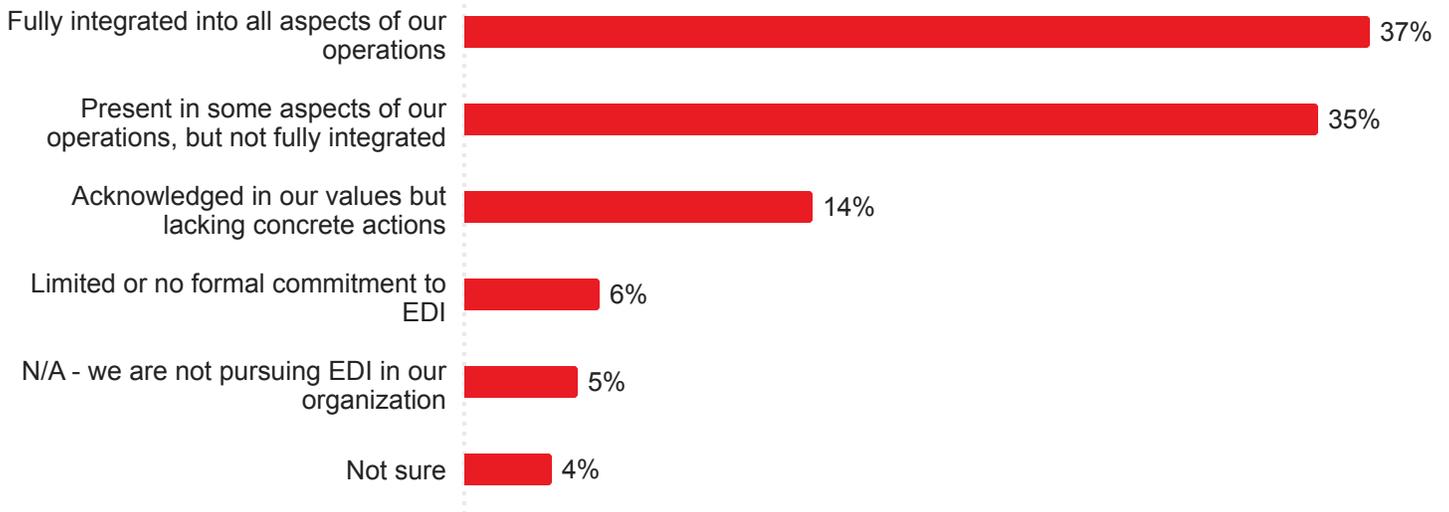
August 2024: Implementing EDI

Findings from the CICP's survey #2.08.29

Confidence level: 95%, Margin of error: 4-16%

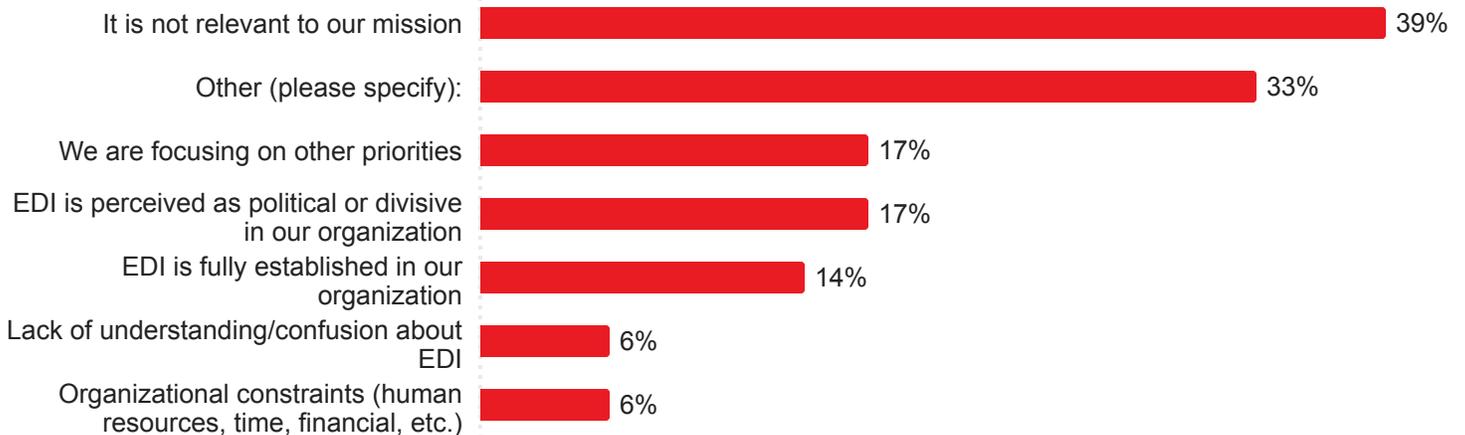
1. How would you describe your organization's commitment to Equity, Diversity and Inclusion (EDI)?

779 Responses



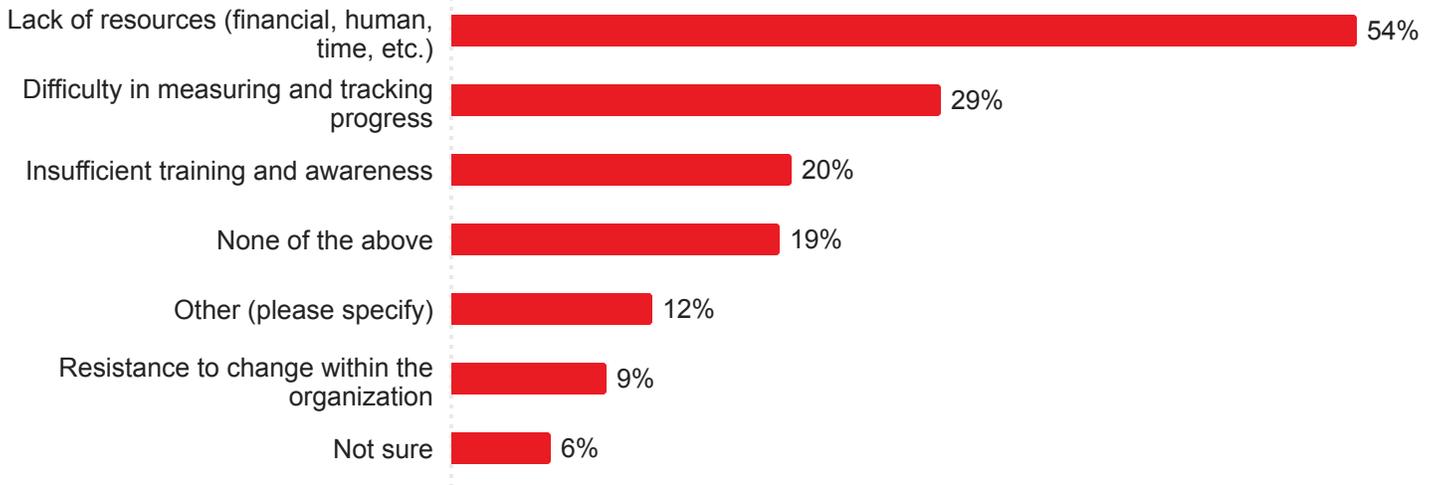
2. Why is your organization not pursuing Equity, Diversity and Inclusion in your work?

36 Responses



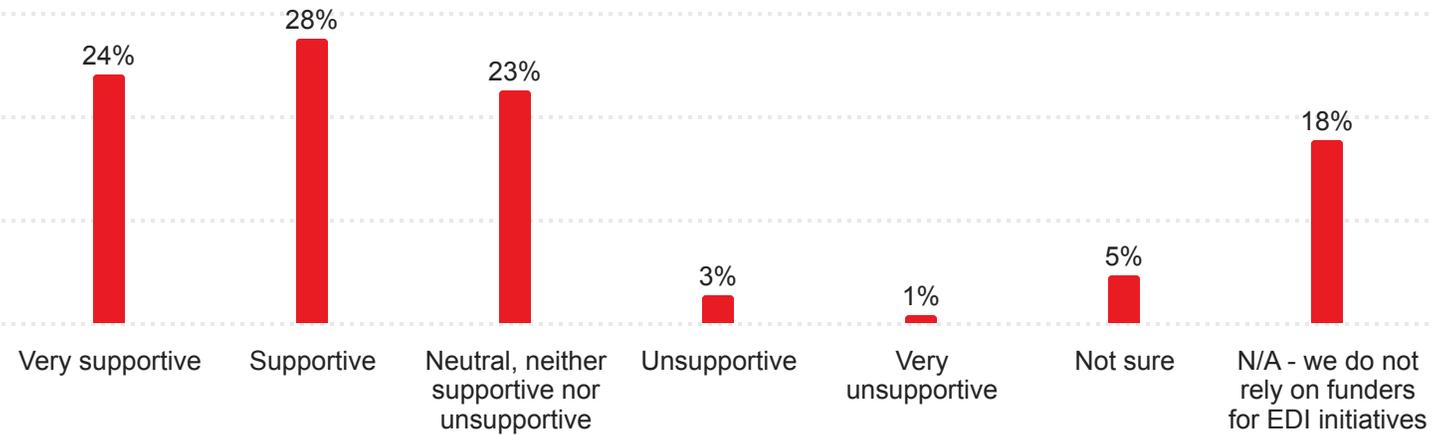
3. What are the primary challenges your organization faces in implementing EDI initiatives?

731 Responses



4. How would you rate the level of support from your funders in advancing your organization's EDI initiatives?

732 Responses



5. What methods does your organization use to measure the effectiveness of its EDI initiatives?

732 Responses

N/A - We do not currently measure the effectiveness of EDI initiatives in our organization	55%
Regular employee surveys	13%
Tracking key performance indicators (KPIs) related to EDI	13%
Focus groups and feedback sessions	12%
EDI working group	10%
Not sure	9%
Equity audits	6%
Other (please specify)	6%

October 2024: EDI Actions and Initiatives

Findings from the CICP's survey #2.10.37

Confidence level: 95%, Margin of error: 4%

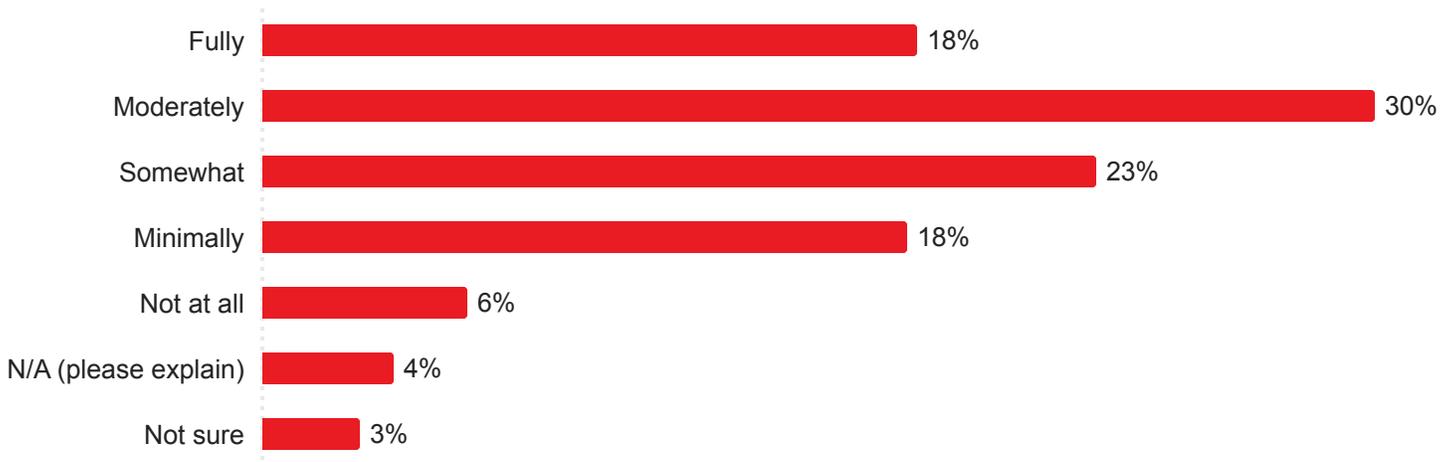
1. What specific Equity, Diversity, & Inclusion (EDI) related actions has your organization taken in the past 12 months?

759 Responses

No specific EDI-related actions taken in the past 12 months	32%
Increased community outreach to underrepresented groups – Made targeted efforts to engage with marginalized or underrepresented communities.	31%
Updated communications for inclusivity – Revised marketing, outreach, or program materials to be more inclusive and representative.	28%
Provided EDI training – Delivered training or workshops for staff, volunteers, or board members on EDI topics.	27%
Implemented inclusive hiring practices – Adopted strategies to attract and hire candidates from diverse backgrounds.	26%
Reviewed compensation and benefits for equity – Analyzed pay, benefits, and job classifications to ensure fairness across staff.	25%
Collaborated with external partners on EDI initiatives – Partnered with other organizations, consultants, or experts to advance EDI goals.	25%
Developed or updated an EDI policy – Created or revised formal policies to promote equity, diversity, and inclusion.	23%
Created safe spaces for dialogue – Held forums or discussions for staff, volunteers, or stakeholders to discuss EDI issues openly.	19%
Set EDI-related goals or targets – Established measurable objectives to improve diversity, equity, and inclusion in the organization.	13%
Conducted an internal EDI audit or assessment – Reviewed practices, policies, or structures to identify areas for improvement in EDI.	12%
Established an EDI committee or working group – Formed a group dedicated to advancing EDI within the organization.	11%

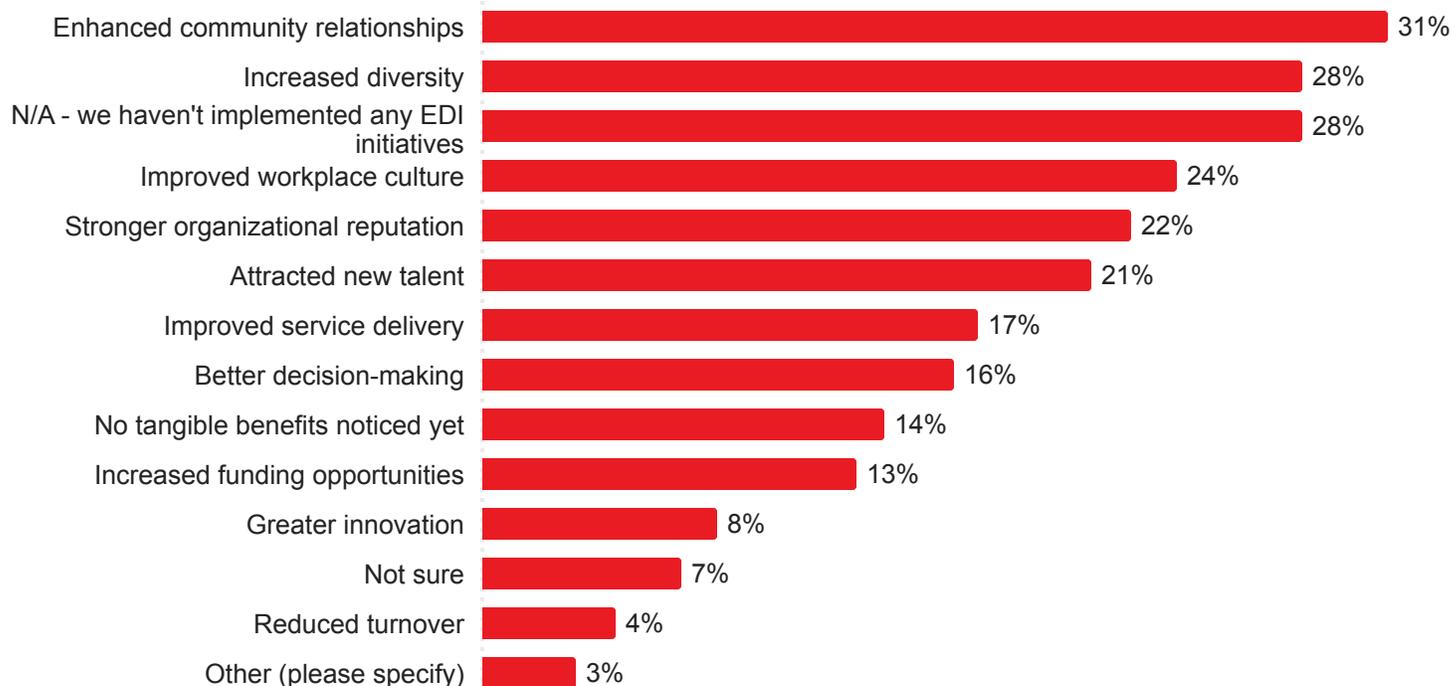
2. To what extent does your leadership team reflect the diversity of the communities your organization serves?

754 Responses



3. How has your organization benefited from implementing EDI initiatives?

756 Responses



4. What types of support would most help your organization advance its EDI initiatives?

754 Responses

Financial resources	45%
Time and capacity	44%
Training and workshops	31%
Consulting or expert guidance	25%
Tools and resources	24%
Greater engagement & support from funders	24%
Peer learning and networking	18%
Leadership support	14%
N/A - we do not have EDI initiatives	12%
Government or regulatory support	11%
Data and research	10%
Not sure	9%
N/A - we do not require any help	8%
Other (please specify)	3%

5. To what extent does your organization involve staff and volunteers in shaping and implementing EDI policies and practices?

758 Responses

Highly involved – Significant role, collaborating closely with leadership.	27%
Moderately involved – Regular participation, but leadership makes most final decisions.	18%

Somewhat involved – Occasional input, but their involvement is inconsistent.	13%
Minimally involved – Limited input, with few opportunities to participate.	6%
Not at all involved – EDI initiatives are solely leadership-driven	4%
Not sure	5%
N/A - we do not have EDI policies & practices	26%

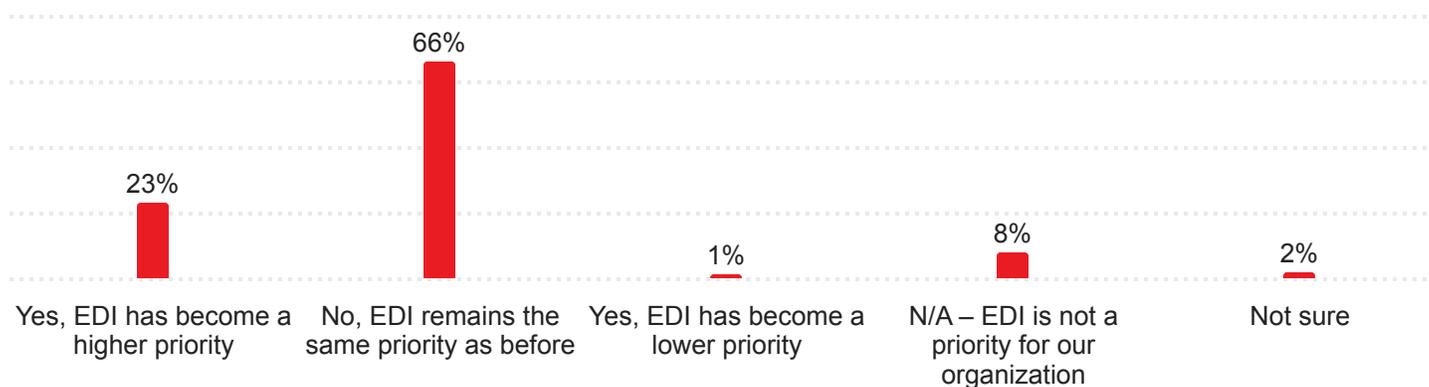
March 2025: Shift in EDI Movements

Findings from the CICP's survey #3.03.07

Confidence level: 95%, Margin of error: 4-6%

1. In the past 12 months, has your organization's focus on Equity, Diversity, and Inclusion (EDI) changed?

822 Responses



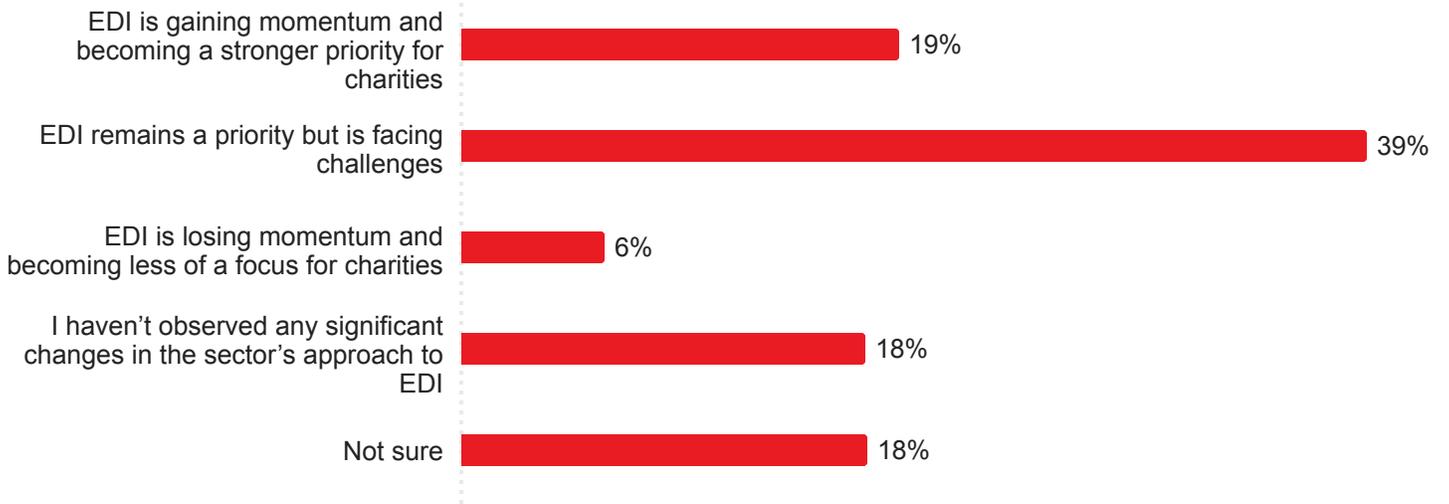
2. What specific changes has your organization made in EDI-related work over the past 12 months?

820 Responses

N/A - No significant changes	44%
Expanded efforts to recruit and retain diverse staff or board members	33%
Increased staff training or professional development on EDI	27%
Developed new programs or initiatives to support equity-seeking communities	20%
Engaged in more EDI-focused advocacy or external partnerships	18%
Implemented new EDI policies or strategies	17%
Allocated more funding or resources to EDI-related work	11%
Other (please specify)	5%
Not sure	1%
Reduced or discontinued EDI-related activities	0%

3. How would you describe the current state of EDI in the Canadian charitable sector?

819 Responses



Survey Methodology

Data Source

The Charity Insights Canada Project (CICP) panel is derived from publicly available T3010 Registered Charity Information Returns administered by the Canada Revenue Agency (CRA). This dataset is publicly accessible and unaltered. Our lists are copies of an official work published by the Government of Canada and are not endorsed by, or affiliated with, the Government of Canada.

Sample Development

Randomized samples were generated from a population of approximately 84,000 registered charities in Canada. After initial exclusions, the sampling frame included approximately 33,000 organizations.

Excluded from the study were:

- Religious organizations tied to specific places of worship (with limited exceptions)
- Hospitals and schools

Charities were included if they:

- Were designated as Type C (charities)
- Reported at least one full-time employee (FTE)
- Reported annual expenditures greater than \$1
- Targeted sub-samples were also created for:
 - Public and private foundations (Types A & B)
 - Volunteer-run charities (FTE = 0)

Panel Composition

From this refined frame, a primary random sample was drawn and supplemented by seven sub-samples (SS1–SS7) to ensure inclusion of hard-to-reach and diverse groups such as:

- Foundations and volunteer-run organizations
- Charities across different regions (e.g., British Columbia, Québec)
- Organizations engaged in international or religion-focused activities

This approach results in a panel of approximately 1,100 charities annually, representing a broad cross-section of the sector. As of September 2025, about 950 participants remain active.

Recruitment & Participation

Recruitment was conducted via email and phone outreach. All participants completed an information form to verify organizational details and provide additional HR data.

Survey Process

The CICP distributes short surveys every Wednesday at 6:00 a.m. ET, with a 24-hour initial response window and a reminder the following morning. Weekly reports are released each Friday to provide timely insights.

Oversight

Survey topics are developed by the CICP core research team, with guidance from an Advisory Board of sector leaders and practitioners. The Board ensures that the study remains responsive to emerging issues and reflective of the sector's evolving realities.