Q1 What type of respondent are you?

Answered: 1,607  Skipped: 2

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate student</td>
<td>82.89%</td>
</tr>
<tr>
<td>Graduate student</td>
<td>9.89%</td>
</tr>
<tr>
<td>Post doctorate/Fellow</td>
<td>0.06%</td>
</tr>
<tr>
<td>Alumni</td>
<td>7.16%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>53.87%</td>
</tr>
<tr>
<td>Indigenous peoples</td>
<td>2.33%</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>9.19%</td>
</tr>
<tr>
<td>Members of visible minorities</td>
<td>20.33%</td>
</tr>
<tr>
<td>LGBTQIA2S+</td>
<td>20.01%</td>
</tr>
<tr>
<td>None of the above</td>
<td>25.99%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>4.72%</td>
</tr>
</tbody>
</table>

Total Respondents: 1,589
Q4 What year are you in?

Answered: 1,606  Skipped: 3

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>First year</td>
<td>9.03%</td>
</tr>
<tr>
<td>Second year</td>
<td>19.93%</td>
</tr>
<tr>
<td>Third year</td>
<td>25.47%</td>
</tr>
<tr>
<td>Fourth year</td>
<td>34.18%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>11.39%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,606</td>
</tr>
</tbody>
</table>
Q5 Are you a co-op or work experience student?

Answered: 1,605  Skipped: 4

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>81.31%</td>
</tr>
<tr>
<td>No</td>
<td>18.69%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
Q6 If yes, how many work terms have you completed? (include current term if applicable)

Answered: 1,542  Skipped: 67

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>37.74%</td>
</tr>
<tr>
<td>1</td>
<td>20.23%</td>
</tr>
<tr>
<td>2</td>
<td>17.44%</td>
</tr>
<tr>
<td>3</td>
<td>14.59%</td>
</tr>
<tr>
<td>More than 3</td>
<td>9.99%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,542</td>
</tr>
</tbody>
</table>
Q7 How important is it that your future employer has DEI policies and procedures?

Answered: 1,601  Skipped: 8

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not important</td>
<td>5.25%</td>
</tr>
<tr>
<td>Low importance</td>
<td>7.12%</td>
</tr>
<tr>
<td>Medium importance</td>
<td>32.73%</td>
</tr>
<tr>
<td>High importance</td>
<td>34.73%</td>
</tr>
<tr>
<td>Essential</td>
<td>20.17%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>37.35%</td>
</tr>
<tr>
<td>No</td>
<td>62.65%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
Q9 Have you ever sought out DEI information on a prospective employer?

Answered: 1,606  Skipped: 3

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>22.54%</td>
</tr>
<tr>
<td>No</td>
<td>77.46%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
**Q10 If yes, what do you look for? (select all that apply)**

Answered: 355  Skipped: 1,254

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEI language on the website</td>
<td>69.58%</td>
</tr>
<tr>
<td>DEI recruitment practices like anonymizing resumes</td>
<td>33.24%</td>
</tr>
<tr>
<td>DEI training</td>
<td>52.39%</td>
</tr>
<tr>
<td>DEI goals, DEI operating policies and procedures such as employee resource groups (ERGS), employee engagement surveys, etc.</td>
<td>67.61%</td>
</tr>
<tr>
<td>Salary transparency</td>
<td>66.48%</td>
</tr>
<tr>
<td>Equitable advancement opportunities</td>
<td>57.75%</td>
</tr>
<tr>
<td><strong>Total Respondents:</strong> 355</td>
<td></td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Priority ranking</th>
<th>0</th>
<th>#1</th>
<th>#2</th>
<th>#3</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEI language on the website</td>
<td>28.19%</td>
<td>21.73%</td>
<td>24.57%</td>
<td>25.51%</td>
<td>635</td>
</tr>
<tr>
<td>DEI recruitment practices like anonymizing resumes</td>
<td>15.25%</td>
<td>26.51%</td>
<td>29.53%</td>
<td>28.71%</td>
<td>728</td>
</tr>
<tr>
<td>DEI training</td>
<td>12.93%</td>
<td>28.90%</td>
<td>28.78%</td>
<td>29.39%</td>
<td>820</td>
</tr>
<tr>
<td>DEI goals</td>
<td>16.00%</td>
<td>25.54%</td>
<td>30.31%</td>
<td>28.15%</td>
<td>650</td>
</tr>
<tr>
<td>DEI operating policies and procedures (such as ERGs employee resource group, employee engagement surveys)</td>
<td>10.62%</td>
<td>27.89%</td>
<td>32.56%</td>
<td>28.94%</td>
<td>857</td>
</tr>
<tr>
<td>Salary transparency</td>
<td>3.92%</td>
<td>48.36%</td>
<td>26.14%</td>
<td>21.58%</td>
<td>1,098</td>
</tr>
<tr>
<td>Equitable advancement opportunities</td>
<td>3.94%</td>
<td>36.36%</td>
<td>35.80%</td>
<td>23.90%</td>
<td>1,067</td>
</tr>
<tr>
<td>DEI is not important to me</td>
<td>55.66%</td>
<td>16.17%</td>
<td>9.93%</td>
<td>18.24%</td>
<td>433</td>
</tr>
</tbody>
</table>
Q12 Has your co-op or work experience employer(s) ever offered any type of diversity or inclusion training?

Answered: 1,436   Skipped: 173

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>27.37%</td>
</tr>
<tr>
<td>No</td>
<td>41.36%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>31.27%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,436</strong></td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>100.00%</td>
</tr>
<tr>
<td>Company</td>
<td>0.00%</td>
</tr>
<tr>
<td>Address</td>
<td>0.00%</td>
</tr>
<tr>
<td>Address 2</td>
<td>0.00%</td>
</tr>
<tr>
<td>City/Town</td>
<td>0.00%</td>
</tr>
<tr>
<td>State/Province</td>
<td>0.00%</td>
</tr>
<tr>
<td>ZIP/Postal Code</td>
<td>0.00%</td>
</tr>
<tr>
<td>Country</td>
<td>0.00%</td>
</tr>
<tr>
<td>Email Address</td>
<td>99.86%</td>
</tr>
<tr>
<td>Phone Number</td>
<td>0.00%</td>
</tr>
</tbody>
</table>