

THE VOICES OF I.D.E.A AT GNB

THE EXPERIENCES OF MINORITY EMPLOYEES AT GNB

GNB Part 1 | Data from the 2022 Employee Experience Survey | Presented by IDEA. NB

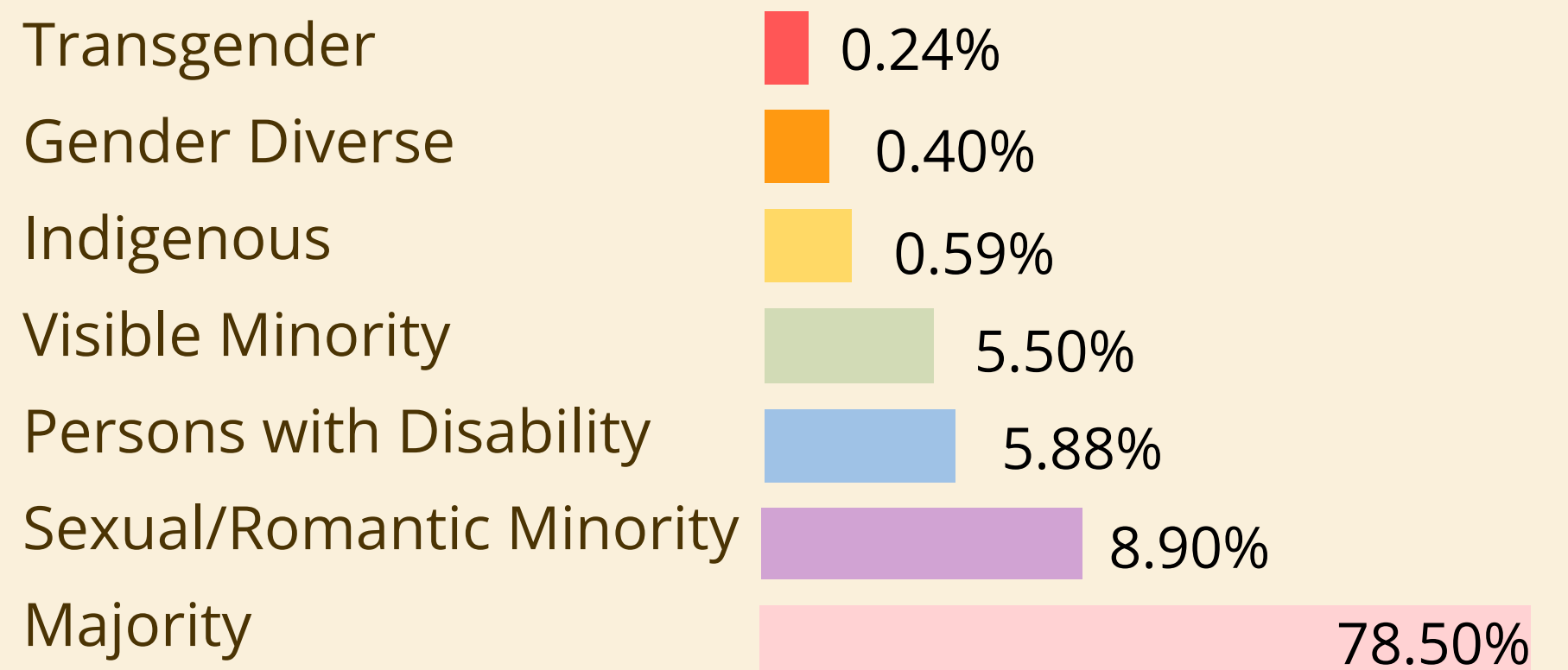
WHAT IS I.D.E.A?

Inclusion, Diversity, Equity & Accessibility enables the equal treatment of Minority groups



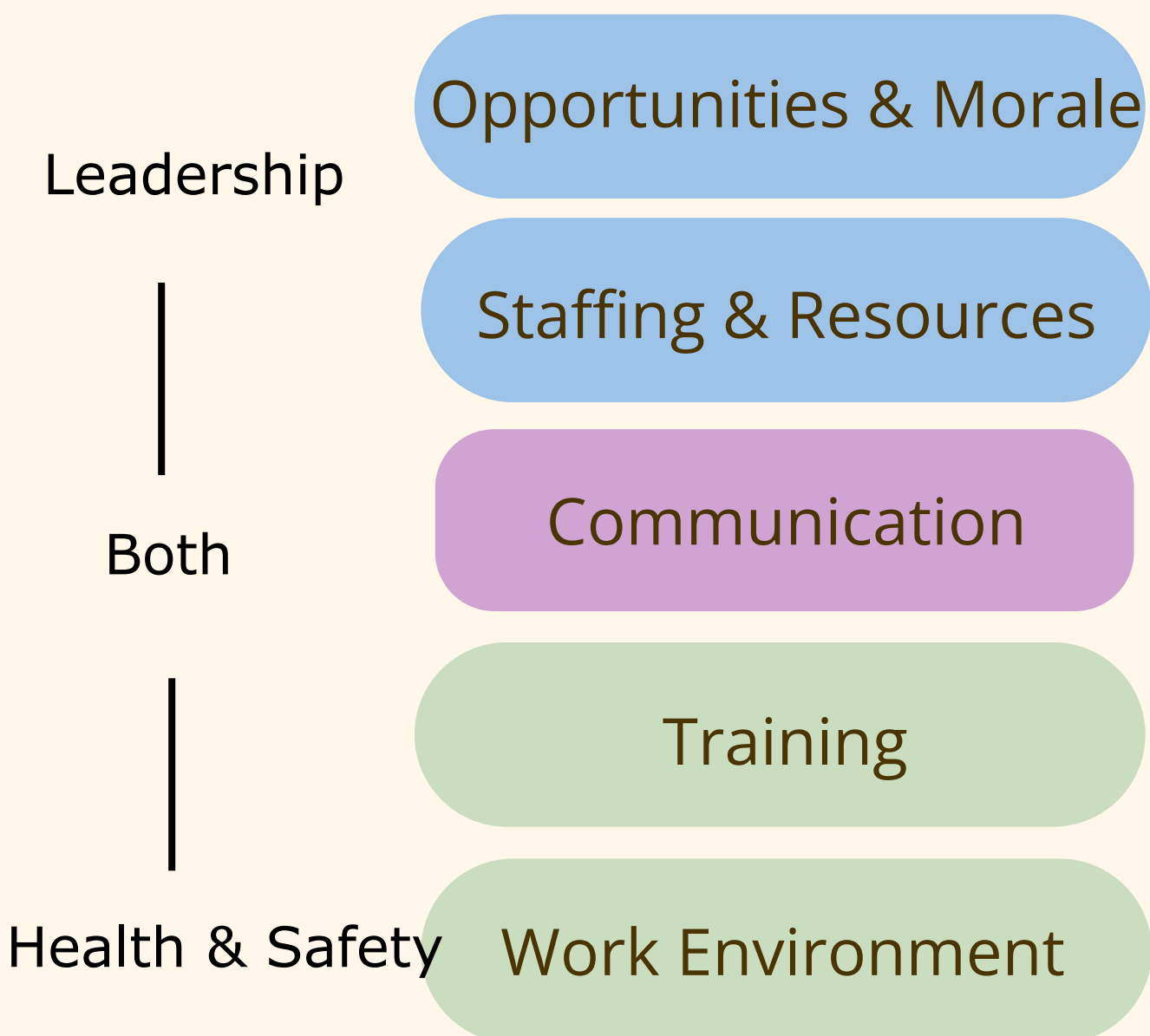
6099 Responses = 54% Response Rate

HOW DIVERSE IS GNB?



DEI responses = 21.5% of respondents

KEY COMMENT THEMES



"Recognize employees who have been in the organization longer and encourage/ provide Career Advancement opportunities or accommodate pays depending on rapidly changing cost of leaving."

"Provide more training and coaching opportunities for employees who deal in high-risk situations with clients who can be aggressive or volatile (home visits, threats, etc)."

RECOMMENDATIONS

- Clarity for demographic data collection.
- Add DEI-specific survey questions.
- Continue project research through different lenses.



The Voices of I.D.E.A at Work

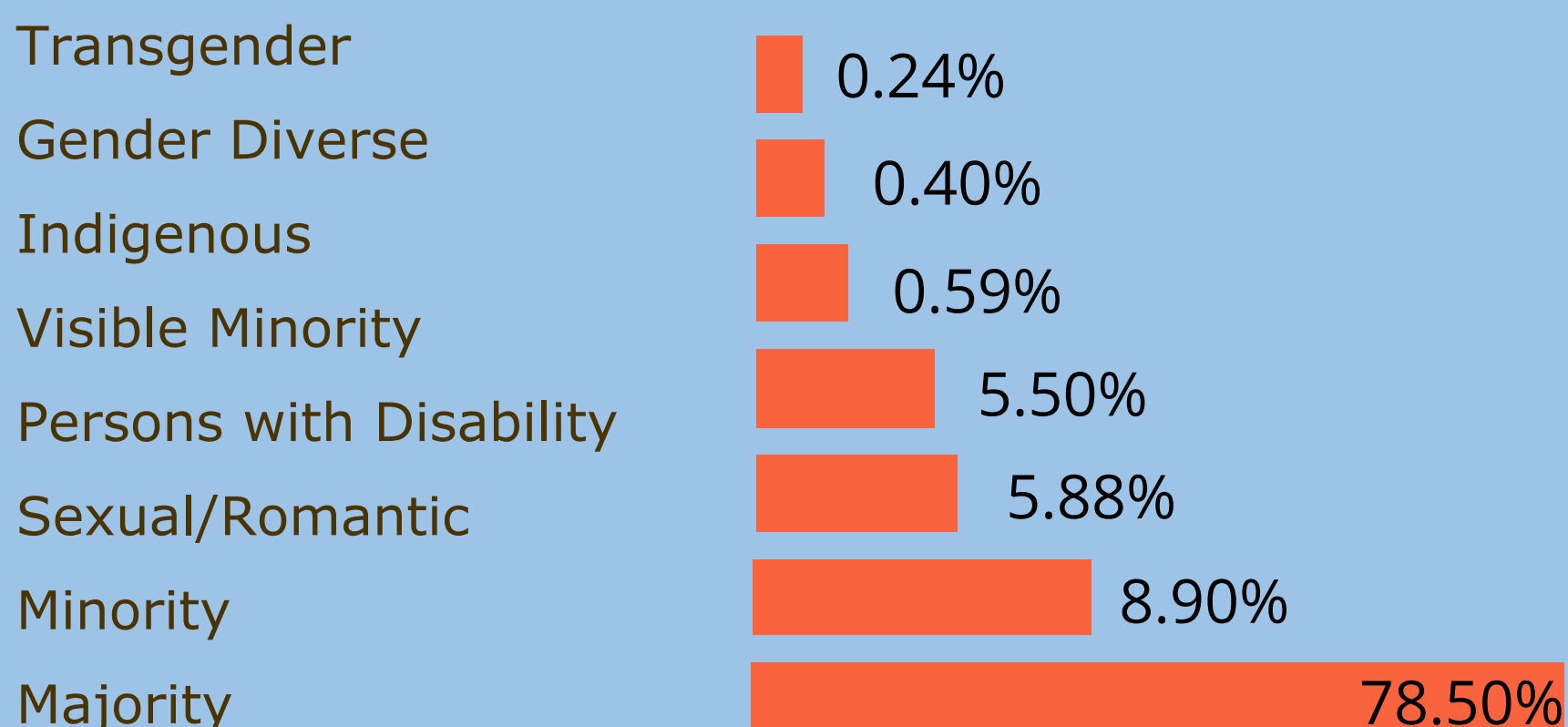
Understanding the experiences of DEI employees at GNB

Information from the 2022 Employee Experience survey | Presented by IDEA.NB

What is IDEA?
Inclusion, Diversity, Equity & Accessibility enables the equal treatment of minority groups

6099 Responses = 54% Response Rate

How Diverse is GNB?



DEI responses = 21.5% of Employees

Key Comment Themes

Opportunities and Morale

Staffing and Resources

Communication

Training

Work Environment

Leadership

Both

Health & Safety

"Provide more training and coaching opportunities for employees who deal in high-risk situations with clients who can be aggressive or volatile (home visits, threats, etc)."

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Recommendations

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