

2021 Becoming Peacemakers Bi-Annual Survey Summary

Introduction: Throughout the 2020-2025 MCC Ontario Strategic Plan, there are operational priorities and key performance indicators related to staff and volunteer capacity to achieve the strategic directions. The Bi-Annual Survey tracks the collective progress in developing staff and volunteer capacity over 5 years. Staff and volunteers will be surveyed in 2021, 2023, and 2025.

Methodology: In February 2021, 140 staff received an online survey link. 1858 active volunteers and those away during the COVID-19 pandemic received the survey by email or mail. 84 (60%) staff responded and 465 (25%) volunteers responded.

Part I: Demographics

Q1: How long have you worked for MCC Ontario?

How long have you worked for MCC Ontario?	All Staff	All Volunteers
Less than 12 months	15%	16%
13-24 months	13%	16%
25-48 months	25%	16%
More than 4 years	47%	52%

Q2: In which area do you work for MCC Ontario?

In which area do you work for MCC Ontario?	All Staff	All Volunteers
Social Enterprise - Thrift Stores	49%	84%
Operations, Reception, Donor Relations, Communication	26%	7%
Program	25%	9%

Part II: Vulnerable, Uprooted and Displaced Persons

Q3: I understand the ways MCC supports vulnerable, uprooted and displaced people *globally*.

	ALL	Social Ent.	Operations, CDR	Programs
Staff	82%	81%	81%	85%
Volunteers	72%	72%	78%	74%

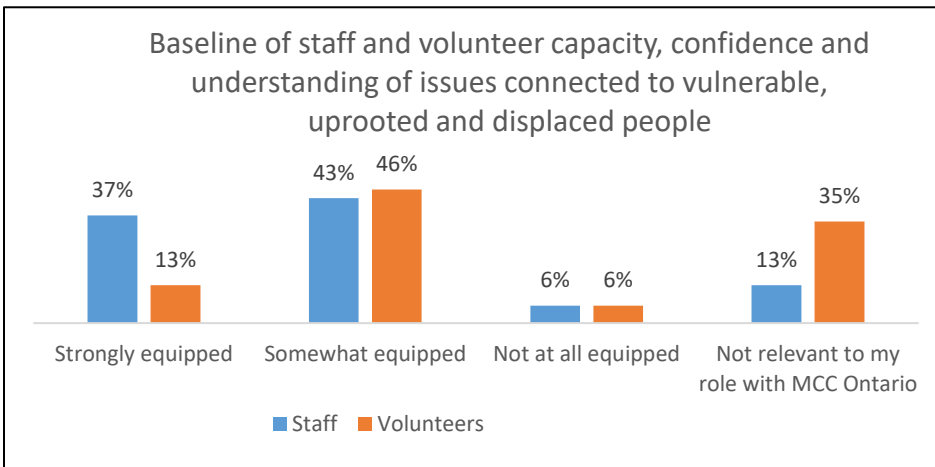
Q4: I understand the ways MCC supports vulnerable, uprooted and displaced people *in Ontario*.

	ALL	Social Ent.	Operations, CDR	Programs
Staff	82%	77%	83%	91%
Volunteers	67%	66%	78%	67%

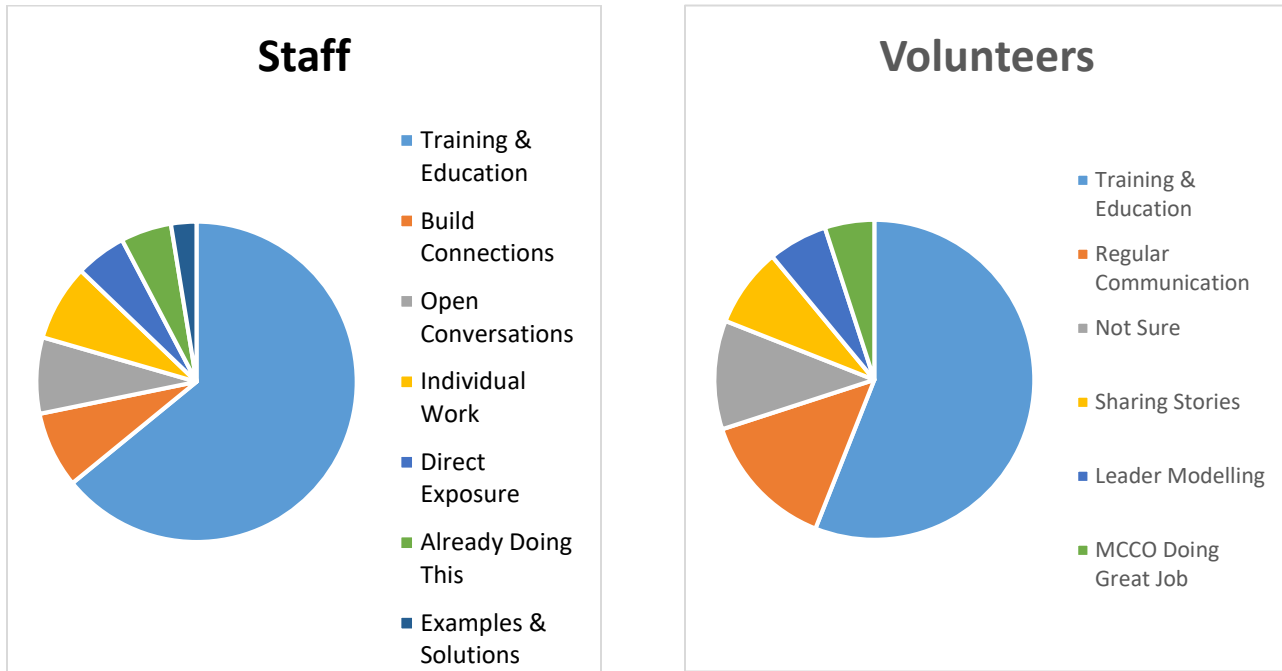
Q5: I understand how my role with MCC Ontario supports vulnerable, uprooted and displaced people.

	ALL	Social Ent.	Operations, CDR	Programs
Staff	87%	86%	80%	97%
Volunteers	75%	75%	74%	81%

Q6: I am equipped to support vulnerable, uprooted and displaced people in my role with MCC Ontario.



Q7: Optional: How best can MCC Ontario help staff and volunteers understand the root causes of injustices locally and globally?

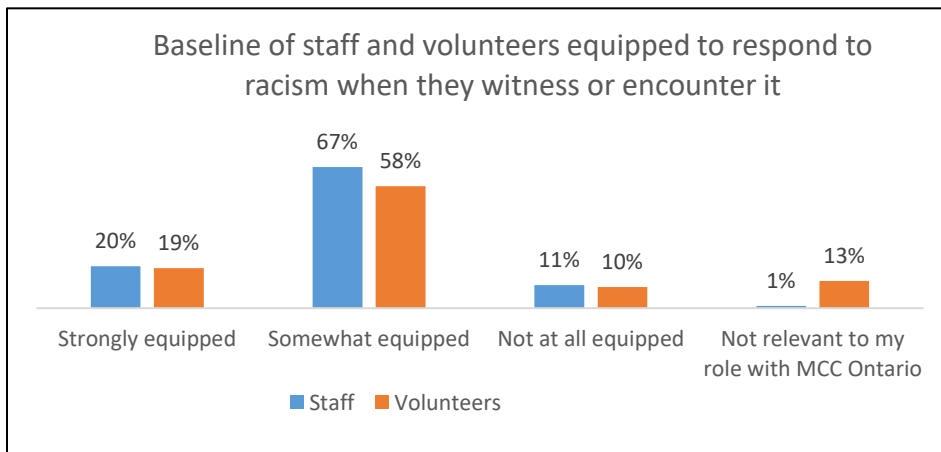


Part III: Acknowledge and Respond to Racism

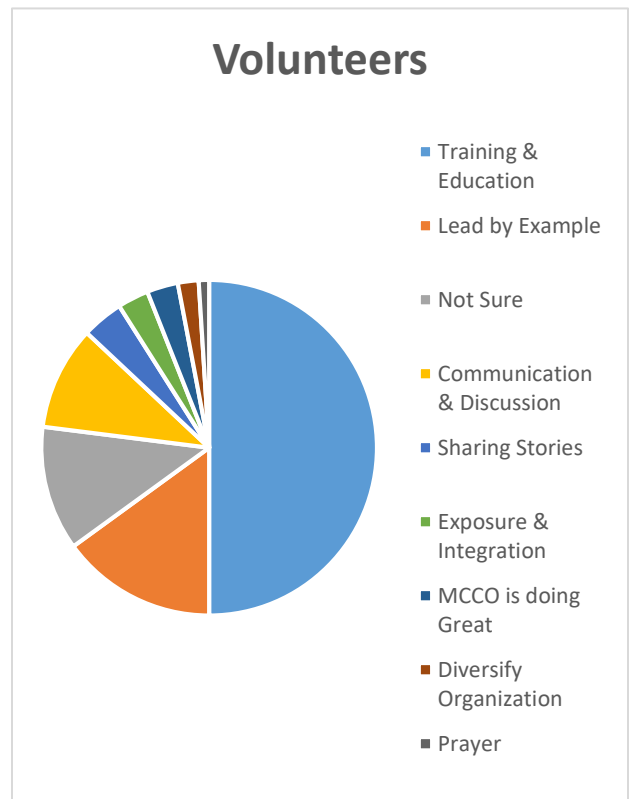
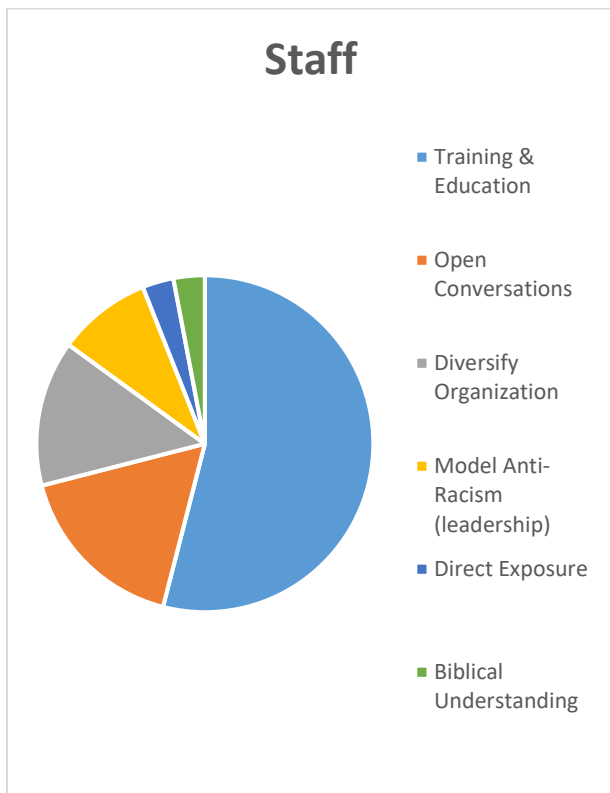
Q8: I agree that there is more to do than just acknowledge racism exists

	ALL	Social Ent.	Operations, CDR	Programs
Staff	96%	95%	95%	100%
Volunteers	94%	94%	96%	92%

Q9: I am equipped to respond to racism when I witness or encounter it.



Q11: Optional: How best can MCC Ontario equip staff and volunteers to respond to racism?



Part IV: Workplace Harassment

Q12: If you encounter any concerns or indications of inappropriate sexual conduct by MCC personnel or partners, what would you do?

The desired answer was: Reporting concerns immediately to supervisor or HR director, and authorities as required by law.

	ALL	Social Ent.	Operations, CDR	Programs
Staff	94%	98%	86%	95%
Volunteers	78%	79%	64%	79%

Q14: Do you feel empowered to report inappropriate sexual conduct?

	YES	NO	UNSURE
Staff	88%	4%	8%
Volunteers	75%	4%	21%

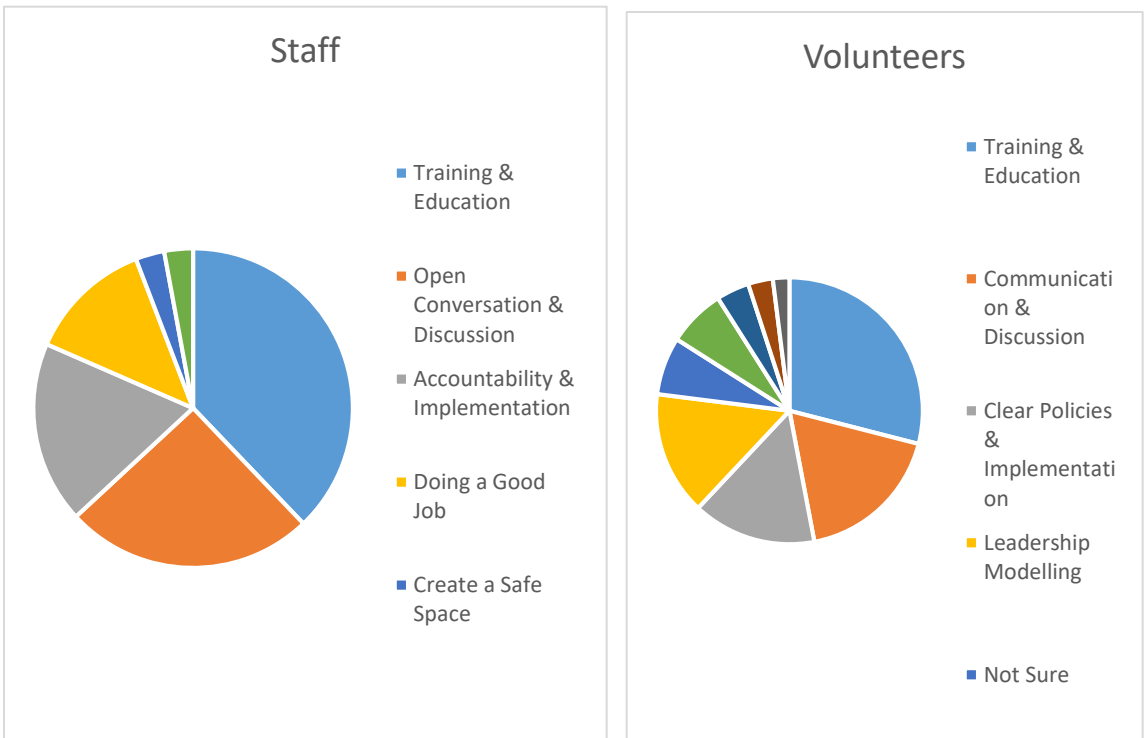
Q15: If you witnessed or experienced harmful behaviour, did you take time for self-care through employee resources and/or other avenues?

	YES	NO	SOMETIMES	N/A
Staff	11%	14%	4%	71%
Volunteers	12%	5%	7%	75%

Q16: I am confident to have conversations with others when stakes are high, opinions vary and emotions run strong.

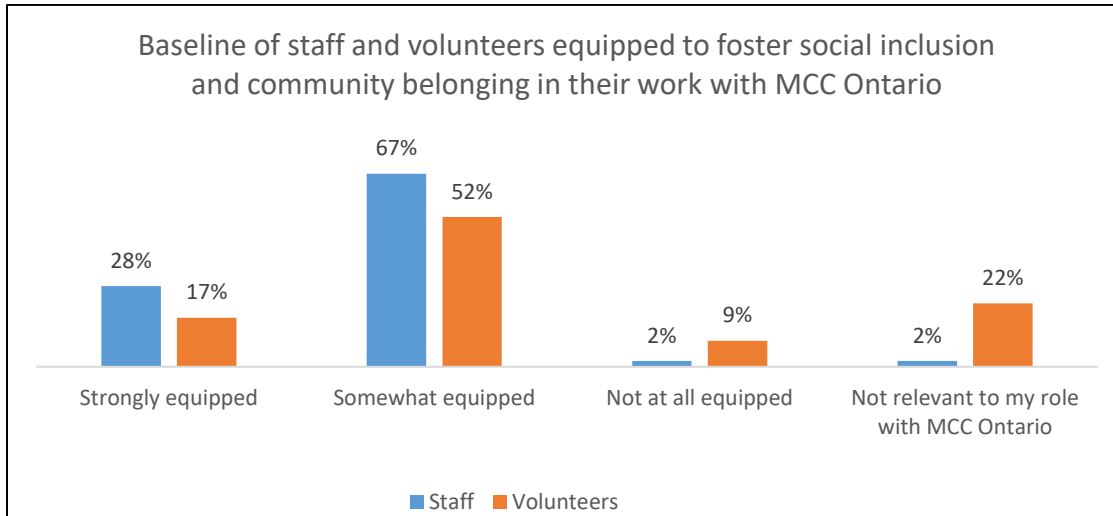


Q17: Optional: How can MCC Ontario best prevent workplace harassment, sexual harassment and/or discrimination in the work place?

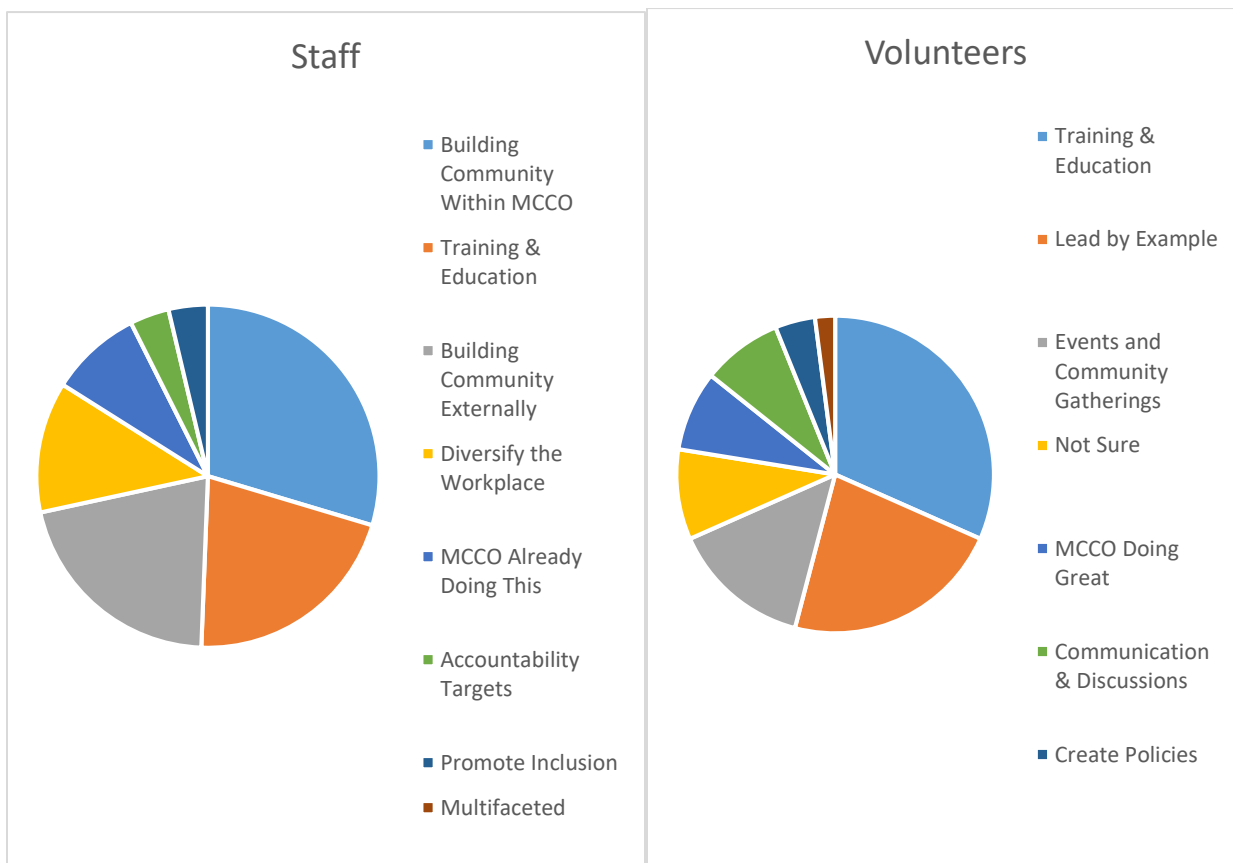


Part V: Social Inclusion

Q18: I am equipped to foster social inclusion and community belonging.



Q19: Optional: How best can MCC Ontario equip staff and volunteers to foster social inclusion and community belonging?



Part VI: Peacemaking

Q20: Overall, how relevant are peacemaking skills to your role with MCC Ontario?

	ALL	Social Ent.	Operations, CDR	Programs
Staff	75%	70%	67%	92%
Volunteers	56%	56%	47%	65%

Q21: Overall, how confident are you to apply peacemaking skills in your role with MCC Ontario?

	ALL	Social Ent.	Operations, CDR	Programs
Staff	76%	75%	68%	86%
Volunteers	60%	61%	56%	57%

Q22: What peacemaking skills are most important for you to develop in the coming year?

Top 4 for Staff and Volunteers	Staff	Volunteers
Opportunities to listen and learn from people with lived experience of poverty and/or homelessness	12%	14%
Skills to respond to racism at different levels	12%	9%
Skills to intervene when witnessing harmful behaviour	10%	12%
Opportunities to listen and learn from Indigenous people	10%	11%

All Peacemaking Priorities	Staff	Volunteers
Opportunities to listen and learn from people with lived experience of poverty and/or homelessness	12%	14%
Skills to respond to racism at different levels	12%	9%
Skills to intervene when witnessing harmful behaviour	10%	12%
Opportunities to listen and learn from Indigenous people	10%	11%
Opportunities to listen and learn about root causes of why people migrate and/or are forced to flee their homes	6%	11%
Skills for crucial conversations	8%	8%
Skills to foster social inclusion and community belonging	9%	8%
Skills to analyze conflicts, problems or injustices	8%	7%
Skills to imagine a more just way of living and being	7%	6%
Skills to practice restorative justice with those harmed and those who have harmed	4%	4%
Skills for trauma-informed responses	6%	3%
Skills to prevent and protect from inappropriate sexual behaviour	3%	4%
Theology of peace and restorative justice	5%	3%