



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada

Attitudes Regarding Gender Equality and Gender-Based Violence in Canada

Final Report

Prepared for Women and Gender Equality Canada

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Final report**

Prepared for Women and Gender Equality Canada by Environics Research

September 2019

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Executive summary

Objectives

Women and Gender Equality Canada (WAGE) required public opinion research among a nationally representative sample of people in Canada, aged 16 years and older, in order to understand attitudes on a number of issues related to gender equality and gender-based violence. The research is intended to help develop a foundational knowledge on the attitudes of people living in Canada towards:

- Gender roles and norms, sexual diversity, and gender identity and expression;
- Gender equality and equity; and,
- Gender-based violence.

This research is intended to inform future efforts to shift attitudes within Canada that contribute to gendered inequalities and gender-based violence (GBV). It is also intended to provide a baseline measure of attitudes in order to monitor the impact of attitude change efforts over time.

Methodology

To address the research objectives, a quantitative, random-probability **telephone survey** was conducted with 3,033 people in Canada (aged 16 and over) from May 22 to June 27, 2019. A survey of this size will yield results which can be considered accurate to within +/- 1.8 percentage points, 19 times out of 20.

Simultaneously, an **online survey** was conducted with a sample of 1,040 people in Canada (aged 16 and over) via an online panel, from May 29 to June 10, 2019. This allowed for a comparison between the results obtained by the two survey modes to gauge the social desirability bias associated with questions about this sensitive topic. Because an online survey is not a random probability sample, a margin of sampling error cannot be reported.

The results described below are based on the telephone data only, with the exception of the section that summarizes the impact of survey mode.

More information about the survey methodology is included in Appendix A of the full report.

Cost of research

The cost of this research was \$243,418.39 (HST included).

Key findings

Most people in Canada believe we haven't yet definitely achieved gender equality in Canada; only one in five (21%) say we definitely have. Views are divided about whether Canadian society has made adequate efforts (48%) or not (42%) to advance gender equality. Regardless of their view on efforts to date, the results suggest there is broad support for further action to address gender inequality as most people (81%) believe that investing in girls and women benefits everyone, rather than leaving men and boys behind.

People in Canada generally (but not universally) express progressive views about gender roles and responsibilities. For instance, a majority of people agree that men should take parental leave (83%), and disagree that: men are absolved of child support if they don't see their children enough (63%); families suffer when women work full-time (64%); and, women have sole responsibility for birth control (73%).

- Similarly, most people in Canada believe that women and men are equally good at learning skills related to STEM (science, technology, engineering and mathematics), the trades and caregiving professions. However, significant proportions of people hold traditional gender biases about learning trades (26% say men/boys are better) and caregiving skills (30% say women/girls are better). The same biases are less notable for STEM-related skills (fewer than one in ten say either gender is better).
- A strong majority of people think there is no difference between men and women in their suitability for leadership positions such as the head of a major corporation (93%), leader of a political party (92%) or a police officer (82%).

What are seen to be the factors contributing to gender inequality? A majority of people in Canada connect the under-representation of women in certain jobs and industries (such as STEM) to hostile work environments (83%) and to discrimination in the recruitment and hiring process (76%). Opinion is more divided about whether a lack of interest on the part of women themselves is a reason (47% say it is a major or minor reason, vs. 50% who say it is not a reason).

- When it comes to the reasons women earn less money than men, people in Canada tend to agree with the statement that it is because society undervalues women's work (69%) and to disagree with the idea that it is because women's jobs tends to be less skilled (60%). However, opinion is more evenly divided about whether the gender wage gap is related to the perception that men tend to have riskier jobs (53% say it is a major or minor reason, vs. 45% who say it is not a reason).
- With respect to leadership, most people in Canada agree that women must do more than men to prove themselves as capable leaders (79% agree) and disagree that men are more effective than women in position of power because they are less emotional (77% disagree). However, a slight gender bias emerges in the relative proportions who agree that either women or men are less likeable when they take on leadership roles (40% and 31% respectively).

Views on issues related to gender identity, gender expression and sexual orientation are positive in many, but not all, cases. For instance, there appears to be more overall acceptance of and comfort with people who are LGB (lesbian, gay, bisexual) than for people who are transgender or whose gender expression differs from societal conventions. Moreover, public opinion is divided on gender identity and gender expression issues which challenge long-held, pre-conceived notions that sex assigned at birth equates to gender and that there are only two genders: men and women. About six in ten believe that a person's gender can be different than the sex that they were assigned at birth, and about one in two believe that a person can be a gender other than a man or a woman.

A strong majority of people believe that violence against women and girls in Canada is common, and that sexual assaults happen more often than people think. Most people agree that friends and neighbours should report domestic violence (97%), that controlling a partner by refusing money constitutes a form of violence (79%), and that a man's non-consensual removal of a condom during sex constitutes sexual assault (80%). The majority disagrees that a woman could leave an abusive relationship if she wanted to (56%). On preventing

sexual assaults perpetrated by men against women, the vast majority believe the onus is on men (84%), compared to one in ten (10%) who believe it is up to women alone.

People who are more open about what constitutes a family and hold more pro-immigration views, also tend to hold more progressive views on gender issues, while demographics such as gender and religion play a relatively smaller role in determining those attitudes. Overall, traditional view on gender issues are consistently (but not exclusively) more evident among men, visible minorities and those born outside Canada, as well as among those with lower socioeconomic status (particularly those with lower levels of education). However, advanced analysis demonstrates that attitudes related to gender issues are more accurately predicted by an individual's social values, that is, how they see the world.

Political neutrality statement and contact information

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Introduction

1. Background

Women and Gender Equality Canada (WAGE) advances gender equality for women, including social, economic, and political equality with respect to sex, sexual orientation, and gender identity or expression. WAGE promotes a greater understanding of the intersection of sex and gender with other identity factors that include race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence and disability. WAGE develops and coordinates policies and programs; and undertakes research and data collection and analyses related to these policies and programs; and raises public awareness through outreach. WAGE provides advice to government to achieve Canada's gender equality outcomes and goals, including advocacy for gender-based budgeting, and facilitates the advancement of gender equality among other partners and stakeholders, through its expertise, contribution to research and funding to community initiatives. WAGE serves as a central point for sharing expertise across Canada and with international partners, and uses this knowledge to inform and support Canada's gender equality priorities

To support an evidence-based approach to addressing persistent gender inequality and gender-based violence, a snapshot is required of attitudes towards gender norms and roles, sexual diversity, and gender identity and expression. Since achieving gender equality, as well as preventing and addressing gender-based violence, requires a cultural shift and the participation of all members of society, understanding our baseline attitudes with regards to gender will help develop an important frame of reference for future work. This is true in particular for areas and populations that have been historically underrepresented within Canada including youth, Indigenous peoples, newcomers and immigrants, LGBTQ2 people and rural populations in Canada.

2. Research rationale and objectives

WAGE required public opinion research among a nationally representative sample of people in Canada, aged 16 years and older, in order to understand attitudes on a number of issues related to gender equality and gender-based violence. The research is intended to help develop a foundational knowledge on the attitudes of people living in Canada towards:

- Gender roles and norms, sexual diversity, and gender identity and expression;
- Gender equality and equity; and
- Gender-based violence.

This research is intended to inform future efforts to shift attitudes within Canada that contribute to gender inequalities and gender-based violence. It is also intended to provide a baseline measure of attitudes in order to monitor the impact of attitude change efforts over time.

3. Report

This report begins with an executive summary outlining key findings and conclusions, followed by a detailed analysis of the results. The results presented in this report are based on the findings from the telephone survey (n=3,033), with the exception of the section that summarizes the impact of survey mode.

A detailed description of the methodology used to conduct this research is presented in Appendix A. The research instrument is presented in Appendix B. Data tables are presented under a separate document.

Note: Some columns and rows may not add to 100% due to rounding or multiple mentions. Base sizes reflect the total sample unless otherwise indicated.

Detailed survey findings

I. Gender equality and gender norms

1. Have we achieved equality between men and women in Canada?

Most people say we have not yet fully achieved equality between men and women in Canada. Moreover, opinion is divided about whether there has been enough progress on advancing equality for women in Canadian society.

The initial question asked the extent to which people perceive gender equality to exist. One in five (21%) believe we have definitely achieved equality between men and women in Canada, meaning that both men and women are able to participate fully and equally in life in Canada. A majority of people (56%) believe we have achieved equality to some extent (although not fully), and about one in five (23%) believe we have not done so.

Have we achieved equality between men and women in Canada?

	Total ¹	Women	Men
Definitely	21%	16%	26%
To some extent	56%	58%	53%
Not really	17%	19%	14%
Not at all	6%	7%	4%
Don't know	1%	1%	2%

Q1 This next question is about equality between men and women. This means that all people are able to participate fully and equally in life in Canada regardless if they are a man or a woman. Do you think we have achieved equality between men and women in Canada?

Only a minority of people in all population segments say that Canadian society has definitely achieved gender equality, although this view is more widespread among men (26% vs. 16% of women), those aged 16 to 34 (28%) and those born outside Canada (26%). In turn, women are more likely than others to say we have not achieved equality in this regard (26% not really or not at all).

Opinion is divided about how Canadian society is doing regarding the advancement of equality for women. About half (48%) say we haven't gone far enough, while four in ten (42%) say progress has been about right. Fewer than one in ten (7%) believe we've gone too far in this regard and three percent indicated they do not know.

How is Canadian society doing regarding the advancement of equality for women?

	Total	Women	Men
Has gone too far	7%	6%	8%
Has not gone far enough	48%	55%	41%
Has been about right	42%	37%	47%
Don't know	3%	2%	4%

Q2 When it comes to advancing equality for women, do you think that Canadian society...?

¹ Throughout the report, the "total" results include those who indicated a gender other than woman or man (n=4)

The view that progress has been about right is more widespread among men (47% vs. 37% of women), those aged 16 to 34 (53%) and those born outside of Canada (52%). Women (55% vs. 41% of men), those aged 50 and over (58%) and those born in Canada (52%) are more likely to say we haven't gone far enough.

2. Agreement with statements about gender roles

People generally hold progressive views on gender roles and responsibilities, although such views are relatively more widespread among women, people with more education and those born in Canada.

Most people living in Canada hold progressive views when it comes to gender roles and reject traditional views. A majority of more than eight in ten (83%) agree that men should take parental leave when they have young children. About two-thirds (63%) disagree that men should not have to pay child support if they don't get to see their children enough, and a similar proportion (64%) disagree that, all in all, family life suffers when the woman as a full-time job. In addition, almost three-quarters (73%) disagree that it is a woman's job to be responsible for birth control since they're the ones who get pregnant.

Level of agreement with statements about gender roles

	NET: Agree	NET: Disagree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know
Men should take parental leave when they have young children.	83%	13%	47%	36%	8%	5%	4%
Men should not have to pay child support if they don't get to see their children enough.	32%	63%	13%	19%	23%	40%	5%
All in all, family life suffers when the woman has a full-time job.	33%	64%	12%	21%	26%	38%	3%
It is a woman's job to be responsible for birth control since they are the ones who get pregnant.	25%	73%	12%	13%	18%	55%	1%

Q4-7 To what extent do you agree or disagree with the following statements?

A strong majority in all population segments agree that men should take parental leave, but this view is more common among women (86% vs. 79% of men) and relatively less so among older people (77% aged 65 and over) and those without a postsecondary education (77%).

A majority of people in all population segments disagree with the other three statements; the following paragraphs identify where differences exist:

- Disagreement that men should not have to pay child support if they don't get to see their children enough is higher among women (72% vs. 54% of men) and lower among those without postsecondary education (54%);
- Those aged 16 to 34 (73%), those with a university degree (69%) and those born in Canada (66%) are more likely than others to disagree that family life suffers when the woman has a full-time job. Women (40%) are more likely than men (36%) to strongly disagree with this statement (although the level of overall disagreement is similar);

- Women (75% vs. 71% of men), those aged 25 to 64 (79% compared to 64% under age 25 and 63% aged 65 and over), those with a postsecondary education (76%) and those born in Canada (75%) are more likely than others to disagree that it is a woman’s job to be responsible for birth control.

Agreement with statements about gender roles – by gender

	NET: Agree		NET: Disagree	
	Women	Men	Women	Men
Men should take parental leave when they have young children.	86%	79%	11%	17%
Men should not have to pay child support if they don’t get to see their children enough.	23%	41%	72%	54%
All in all, family life suffers when the woman has a full-time job.	33%	34%	65%	63%
It is a woman’s job to be responsible for birth control since they are the ones who get pregnant.	24%	26%	75%	71%

Q4-7 To what extent do you agree or disagree with the following statements?

3. Views on investing in programs that help women and girls

On balance, people in Canada believe that investing in women and girls benefits everyone and doesn’t leave men and boys behind.

Eight in ten (81%) people living in Canada say that everyone benefits from investments in programs aimed at helping women and girls. Just over one in ten (13%) believe such investments mean that men and boys lose out.

Views on investing in programs that help women and girls

	Total	Women	Men
Everyone benefits from investments in programs aimed at helping women and girls	81%	85%	78%
Investing in programs that help women and girls means that men and boys lose out	13%	11%	15%
Don’t know	6%	4%	7%

Q3 Which statement comes closer to your own views: Investing in programs that help women and girls means that men and boys lose out or Everyone benefits from investments in programs aimed at helping women and girls?

A majority of people in all population segments believe that investments in women and girls benefits everyone, but this view is particularly strong among women (85% vs. 78% of men) and those with a university education (86%).

II. Education/skills and economic participation

1. Perceived skill differences between men and women

Most people believe that women/girls and men/boys are equally good at learning skills related to STEM, trades and caregiving. However, a substantial minority express traditional gender biases when it comes to trades and caregiving.

A majority of people in Canada say that men/boys and women/girls are equally good at learning skills related to STEM (science, technology, engineering and mathematics) (89%), the trades (73%), and caregiving (70%).

However, a considerable proportion express belief in traditional gender roles when it comes to trades (26% say men/boys are better) and caregiving professions (30% say women/girls are better). This pattern is less notable for STEM-related skills, with fewer than one in ten saying either gender is better in this regard.

Who is better at learning skills?

	Both equally good	Men/boys are better	Women/girls are better	Don't know
Science, technology, engineering and math	89%	7%	3%	1%
Trades such as construction, electricity and plumbing	73%	26%	<1%	1%
Caregiving professions, such as childcare and nursing	70%	<1%	30%	1%

Q8-10 Do you believe boys and men or girls and women are better at learning the following skills, or are both equally good?

Traditional gender views about the trades and caregiving are more pronounced among men (29% say men/boys are better and 38% say women/girls are better, respectively) and visible minorities. The belief that men/boys are better at learning the trades is also more pronounced among those with lower household incomes (30% under \$80,000) and those born outside Canada (37%).

Who is better at learning skills? – by gender

	Both equally good		Men/boys are better		Women/girls are better	
	Women	Men	Women	Men	Women	Men
Science, technology, engineering and math	92%	87%	6%	8%	1%	4%
Trades such as construction, electricity and plumbing	76%	69%	23%	29%	<1%	<1%
Caregiving professions, such as childcare and nursing	78%	61%	<1%	<1%	21%	38%

Q8-10 Do you believe boys and men or girls and women are better at learning the following skills, or are both equally good?

2. Reasons women are under-represented in certain jobs/industries

A majority of people in Canada link the under-representation of women in certain jobs and industries to hostile work environments and to discrimination in the recruitment and hiring process; fewer than half say it is due to a lack of female interest in STEM careers.

Survey respondents were given three possible reasons for women being under-represented in certain jobs and industries, and asked to indicate how significant these are. Over eight in ten (83%) people in Canada believe one of the reasons behind women’s under-representation in certain industries is that some work environments and cultures are hostile to them. Three-quarters (76%) say underrepresentation is due to women facing discrimination in the recruitment and hiring process. Just under half (47%) of people say a reason for underrepresentation is that women are not as interested as men in STEM, while half (50%) say it is not a reason.

Reasons for under-representation of women in certain jobs/industries

	Major reason	Minor reason	Not a reason	Don't know
Some work environments and cultures are hostile to women	50%	33%	14%	2%
Women face discrimination in the recruitment and hiring process	42%	34%	21%	3%
Women are not as interested as men in science, technology, engineering and math	16%	31%	50%	3%

Q11-13 As you may know, women are underrepresented in certain jobs or industries, such as science, technology, engineering and math. Do you think each of the following is a major reason, a minor reason or not a reason for this?

Women are more likely than men to indicate that hostile work environments and cultures (56% vs. 44%), and discrimination in the recruitment and hiring process (50% vs. 33%), are major reasons for the under-representation of women in certain jobs/industries; men are more likely to say these are minor reasons or not a reason. Belief that hostile work environments is a major reason for fewer women in certain jobs is also more widespread among people with a university degree (55%).

Women are more likely than men to indicate that lack of interest in STEM is not a reason for under-representation of women in certain industries (56% vs. 44% of men), while men are more likely than women to say it is a reason (53% vs. 42% of women).

Reasons for under-representation of women in certain jobs/industries – by gender

	Major reason		Minor reason		Not a reason	
	Women	Men	Women	Men	Women	Men
Some work environments and cultures are hostile to women	56%	44%	30%	37%	12%	16%
Women face discrimination in the recruitment and hiring process	50%	33%	32%	37%	15%	27%
Women are not as interested as men in science, technology, engineering and math	13%	20%	29%	33%	56%	44%

Q11-13 As you may know, women are underrepresented in certain jobs or industries, such as science, technology, engineering and math. Do you think each of the following is a major reason, a minor reason or not a reason for this?

3. Reasons behind the wage gap between men and women

A majority of people in Canada believe the wage gap between men and women is because society undervalues women’s work and reject the notion that it is because women’s jobs tend to be less skilled. By comparison, a little more than half believe a reason for the gender wage gap is that men tend to have riskier jobs than do women.

Respondents were given three statements and asked the extent to which they believe these are reasons why women earn less money than men on average. Seven in ten (69%) believe a reason for women’s lower earnings is that society undervalues women’s work in relation to men’s work, with just over four in ten (43%) saying it’s a major reason. There are mixed opinions about whether a reason for the wage gap is the perception that men tend to do riskier jobs (53% say it is a reason, while 45% say it is not). A minority of people (37%) believe that a reason for the wage gap is that women’s jobs tend to be less skilled than men’s jobs, with 60 percent who say it is not a reason.

Reasons women earn less money than men

	Major reason	Minor reason	Not a reason	Don’t know
Society does not value women’s work to the same degree as men’s work	43%	26%	29%	2%
The jobs men do tend to be more risky than the jobs women do	23%	30%	45%	2%
The jobs women do tend to be less skilled than the jobs men do	12%	25%	60%	2%

Q14-16 As you may know, working women earn less money, on average, than working men. Do you think each of the following is a major reason, a minor reason or not a reason for this wage gap?

Women (77% vs. 60% of men), people aged 50 and over (72%), and those with a university education (72%) are more likely to indicate that a cause of the wage gap is that society undervalues women’s work.

Men are more likely than women to hold the view that causes of the wage gap include that women’s jobs are less skilled (43% vs. 32% of men’s jobs) or less risky (62% vs. 45% of men’s jobs); these views are also more common among those with lower household incomes and/or without a postsecondary education.

Reasons women earn less money than men – by gender

	Major or minor reason		Not a reason	
	Women	Men	Women	Men
Society does not value women’s work to the same degree as men’s work	77%	60%	22%	37%
The jobs men do tend to be more risky than the jobs women do	45%	62%	53%	36%
The jobs women do tend to be less skilled than the jobs men do	32%	43%	66%	54%

Q14-16 As you may know, working women earn less money, on average, than working men. Do you think each of the following is a major reason, a minor reason or not a reason for this wage gap?

III. Leadership

1. Perceived leadership difference between men and women

A strong majority of people think there is no difference between men and women in their suitability for a leadership position as a police officer, leader of a political party or head of a major corporation.

Respondents were presented with three traditionally male-dominated leadership roles and asked if they think men or women are better suited for each profession, or if there is no difference. Most people say that women and men are equally suited to be the head of a major corporation (93%), leader of a political party (92%) or a police officer (82%). By comparison, very small percentages say either women or men were better suited for a given profession; the exception is police officers, with 16 percent who indicate men are better suited for this type of work.

Who is better suited to these professions?

	No difference	Men are better suited	Women are better suited	Don't know
Head of a major corporation	93%	4%	3%	1%
Leader of a political party	92%	5%	3%	1%
Police officer	82%	16%	1%	1%

Q17-19 Generally speaking, do you think women or men are better suited for each of the following, or there is no difference?

The vast majority in all population segments say both men and women are equally well-suited to all three leadership positions; however, the minority who believe men are better suited to be police officers is relatively larger among men (19%) compared to women (13%), who in turn are more likely to say there is no difference (85% vs. 79% of men).

Who is better suited to these professions – by gender

	No difference		Men better suited		Women better suited	
	Women	Men	Women	Men	Women	Men
Head of a major corporation	93%	93%	3%	4%	3%	3%
Leader of a political party	92%	92%	5%	5%	3%	3%
Police officer	85%	79%	13%	19%	1%	2%

Q17-19 Generally speaking, do you think women or men are better suited for each of the following, or there is no difference?

2. Agreement with statements on gender and leadership

The majority of people in Canada believe that women must do more than men to prove themselves as capable leaders. A majority of people disagree with the assertions that men are more effective because they are less emotional, or that either gender becomes less likeable when they take on leadership roles.

Some interesting perceptions are expressed when it comes to issues of gender and leadership. Eight in ten (79%) people in Canada agree that women have to do more than men to prove themselves as capable leaders; and a similar proportion (77%) disagrees with the assertion that men are more effective than women in positions of power because they are less emotional.

When it comes to being less likeable when taking on leadership roles, four in ten (40%) people agree with the statement that women become less likeable, but only three in ten (31%) agree that men become less likeable.

Agreement with statements on gender and leadership

	NET: Agree	NET: Disagree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know
Women have to do more than men to prove themselves as capable leaders.	79%	21%	51%	28%	9%	12%	<1%
Women become less likeable when they take on leadership roles.	40%	59%	15%	25%	23%	36%	2%
Men become less likeable when they take on leadership roles.	31%	66%	9%	22%	29%	37%	2%
Men are more effective than women in positions of power because they are less emotional.	22%	77%	7%	15%	22%	55%	2%

Q20-23 To what extent do you agree or disagree with the following statements?

While a majority of people in all population segments agree that women must do more to prove themselves as leaders, this view is more pronounced among women (88% vs. 68% of men), those aged 35 and over (80%), those with a post-secondary education (81%), those born in Canada (80%) and those who identify as White (80%).

Although a majority of both men and women disagree that either gender becomes less likeable in a leadership position, women (44%) are more likely than men (35%) to agree that women become less likeable when they take on leadership roles and men (36%) are more likely than women (25%) to agree that men become less likeable.

There are no significant gender differences in agreement with the statement that men are more effective because they are less emotional; however, those born outside of Canada (28%), and the youngest (27% aged 16 to 24) and oldest (25% aged 65 and over) age groups are more likely to agree with this assertion.

Agreement with statements on gender and leadership – by gender

	NET: Agree		NET: Disagree	
	Women	Men	Women	Men
Women have to do more than men to prove themselves as capable leaders.	88%	68%	12%	31%
Women become less likeable when they take on leadership roles.	44%	35%	54%	63%
Men become less likeable when they take on leadership roles.	25%	36%	73%	61%
Men are more effective than women in positions of power because they are less emotional.	20%	22%	79%	76%

Q20-23 To what extent do you agree or disagree with the following statements?

IV. Gender identity, gender expression, and sexual orientation

1. Views on gender identity and gender expression

More than half of people in Canada agree that a person can be of a gender different from the sex they were assigned at birth, and that it is possible for someone to be of a gender other than a man or a woman.

Overall, there is some open-mindedness about gender identity as it relates to the sex assigned at birth. About six in ten (58%) believe that a person can be of a gender different from the sex they were assigned at birth. However, there is still a sizable proportion (36%) of people in Canada who say a person’s gender is determined by the sex that they were assigned at birth; six percent offer no response.

Views on gender identity

	Total	Women	Men
A person can be of a gender different from the sex they were assigned at birth	58%	67%	47%
A person’s gender is determined by the sex assigned at birth	36%	27%	45%
Don't know	6%	6%	7%

Q24 Which statement comes closer to your own views about gender, even if neither is exactly right...?

There is also evidence of a degree of open-mindedness regarding gender expression. Over half (53%) believe that a person can be a gender other than a man or a woman. However, four in ten (41%) hold the view that a person can only be a man or a woman, and five percent are unsure.

Views on gender expression

	Total	Women	Men
A person can be a gender other than a man or a woman	53%	60%	46%
A person is either a man or a woman; there are no other genders	41%	34%	49%
Don't know	5%	6%	5%

Q25 Which statement comes closer to your own views about gender, even if neither is exactly right...?

Agreement with the statements that one can be of a gender different from the sex that they were assigned at birth, and that a person can be of a gender other than man or woman, is particularly strong among gay, lesbian, or bisexual people (77% and 78% for the respective statements). Agreements with these two statements is also higher among women (67% and 60% respectively), people born in Canada (60% and 55% respectively) and those with a university education (67% and 62% respectively).

2. Attitudes toward transgender people

There is no consensus about the success of Canadian society’s efforts to advance equality for transgender people; however, six in ten agree that violence against transgender people is a problem. Moreover, there is widespread agreement that transgender people should be able to change their government identification to match their gender.

Survey respondents were given the following definition of what it means to be a transgender person: “A transgender person is someone of a different gender than they were assigned at birth. A transgender man is a man who was assigned female at birth. A transgender woman is a woman who was assigned male at birth.”

Opinion is divided on how Canadian society is doing when it comes to the advancement of equality for transgender people. Four in ten (42%) believe the level of progress has been about right, while around one-third (35%) believe we have not gone far enough. Just under two in ten (16%) believe we have gone too far.

How is Canadian society doing regarding the advancement of equality for transgender people?

	Total	Women	Men
Has been about right	42%	39%	45%
Has not gone far enough	35%	41%	28%
Has gone too far	16%	13%	20%
Don’t know	7%	7%	7%

Q26 A transgender person is someone of a different gender than they were assigned at birth. A transgender man is a man who was assigned female at birth. A transgender woman is a woman who was assigned male at birth. When it comes to advancing equality for transgender people, do you think that Canada...?

There is no consensus among any population segment about Canada’s efforts to advance equality for transgender people. The view that society has not gone far enough is particularly strong among those who are lesbian, gay or bisexual (57%); it is also more widespread among women (41%), those born in Canada (36%), those with a university degree (42%) and those in the highest income bracket (44% earning \$150,000 and over).

When it comes to issues facing transgender people in Canada, about three-quarters (73%) agree that transgender people should be able to change their government identification, such as their passport, to match their gender. There is less agreement that violence against transgender men or women is a problem in Canada, with identical proportions of six in ten (61%) agreeing that this is the case. In both instances, almost two in ten people indicated that they did not know if violence against transgender people is a problem in Canada.

Agreement with statements about transgender people

	NET: Agree	NET: Disagree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know
Transgender people should be able to change their government identification, such as their passport, to match the gender they are.	73%	23%	48%	25%	9%	13%	5%
Violence against transgender women is a problem in Canada.	61%	22%	29%	32%	13%	10%	17%
Violence against transgender men is a problem in Canada.	61%	23%	28%	33%	13%	10%	16%

Q27-29 To what extent do you agree or disagree with the following statements...?

Agreement with all three statements is consistently higher among women and lesbian, gay or bisexual people. Agreement that violence against transgender men and women is a problem is also higher among those born in Canada, and lower among visible minorities. The proportion agreeing that transgender people should be able to change their government identification is lower among those without a postsecondary education.

Agreement with statements about transgender people – by gender

	NET: Agree		NET: Disagree	
	Women	Men	Women	Men
Transgender people should be able to change their government identification, such as their passport, to match the gender they are.	80%	65%	16%	30%
Violence against transgender women is a problem in Canada.	68%	54%	17%	29%
Violence against transgender men is a problem in Canada.	69%	54%	17%	29%

Q27-29 To what extent do you agree or disagree with the following statements...?

3. Different sexual orientations and violence against lesbian, gay and bisexual people

Compared to their views about Canadian society’s efforts to advance equality for transgender people, people in Canada are more likely to believe efforts to accept different sexual orientations have been about right. Nonetheless, they are just as likely to believe that violence against lesbian, gay and bisexual (LGB) people is a problem in Canada as it is for transgender people.

When it comes to how Canada is doing in regards to the acceptance of different sexual orientations, just over half (53%) of Canadians say progress has been about right. Three in ten (31%) say Canada hasn’t gone far enough, and just over one in ten (13%) say we’ve gone too far.

How is Canadian society doing regarding acceptance of different sexual orientations?

	Total	Women	Men
Has been about right	53%	49%	58%
Has not gone far enough	31%	37%	24%
Has gone too far	13%	11%	15%
Don't know	3%	3%	3%

Q30 In your opinion, has Canadian society gone too far, not gone far enough or been about right in accepting different sexual orientations, including lesbian, gay and bisexual people?

Half or more in most population segments say Canadian society has been about right in accepting different sexual orientations, and this view is more common among men (58% vs. 49% of women), heterosexual people (54%), those born outside Canada (60%), those under 50 (58%), and visible minorities (61%). In turn, women (37% vs. 24% of men), lesbian, gay or bisexual people (47%), and those born in Canada (33%) are more likely to indicate that Canada has not gone far enough.

Two-thirds (64%) believe that violence against gay, lesbian and bisexual people is a problem in Canada. Three in ten (28%) believe this isn't a problem; and about one in ten said they did not know if violence against LGB people is a problem in Canada

Agreement that violence against LGB people is a problem in Canada

	Total	Women	Men
NET: Agree	64%	69%	59%
NET: Disagree	28%	22%	34%
Strongly agree	25%	30%	21%
Somewhat agree	39%	40%	38%
Somewhat disagree	17%	14%	20%
Strongly disagree	11%	8%	15%
Don't know	8%	9%	7%

Q31 To what extent do you agree or disagree that violence against gay, lesbian and bisexual people is a problem in Canada?

Agreement that violence against LGB people is a problem in Canada is higher among women (69%), lesbian, gay or bisexual people (77%), and those born in Canada (69%), as well as those aged 65 and over (71%). The minority who disagree that there is a problem is higher among men (34%), heterosexuals (29%), those born outside of Canada (41%), those without a university education (30%), and visible minorities (44%).

4. Personal comfort level with lesbian, gay, bisexual and transgender teachers and with people of different gender expressions

The majority of people in Canada say they are very comfortable with the idea of having lesbian, gay, bisexual and transgender (LGBT) school teachers in their community. Most people also feel comfortable interacting with people of different gender expressions.

A large majority of people in Canada report being either very or somewhat comfortable with the idea of having a lesbian or bisexual woman (88%), gay or bisexual man (86%), or a transgender man (80%) or transgender woman (80%), as a teacher in their community. Notably, there is little to no differentiation in the level of comfort expressed towards lesbian or bisexual women versus gay or bisexual men as teachers, or towards transgender

men versus transgender women. However, the comfort level is higher for LGB teachers than for transgender teachers.

Level of comfort with teachers being LGBT

	Very comfortable	Somewhat comfortable	Somewhat uncomfortable	Very uncomfortable	Don't know
A lesbian or bisexual woman	63%	25%	7%	4%	2%
A gay or bisexual man	61%	25%	7%	5%	2%
A transgender man	54%	26%	10%	7%	3%
A transgender woman	54%	26%	10%	7%	3%

Q32a 1-4 Would you feel comfortable or uncomfortable if a school teacher in your community was...?

Respondents were also asked about their level of comfort interacting with people whose gender expression differs from social conventions. Nine in ten are comfortable, overall, interacting with women who are not feminine (90%) or with men who are not masculine (90%). A smaller majority of eight in ten (81%) are comfortable interacting with someone whose gender is ambiguous. This latter question was included as a proxy to gauge people’s comfort interacting with people whose gender may be non-binary. However, the term “non-binary” was not used in the question wording since the concept is not well understood by all segments of the population.

Level of comfort interacting with people of different gender expression

	NET: Agree	NET: Disagree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know
I feel comfortable interacting with women who are not feminine.	90%	8%	67%	23%	4%	4%	1%
I feel comfortable interacting with men who are not masculine.	90%	9%	66%	24%	5%	4%	1%
I feel comfortable interacting with someone whose gender is ambiguous; that is someone you are not able to clearly tell if they are a man or a woman.	81%	15%	49%	32%	10%	5%	3%

Q33-35 To what extent do you agree or disagree with the following statements ...?

A majority of people in all population segments express comfort with the idea of having LGBT people as school teachers in their communities and agree they are comfortable interacting with people of different gender expressions. However, the proportion who express strong comfort in all cases is consistently higher among women, younger people (under 35), those who are lesbian, gay or bisexual, those born in Canada, and those with higher incomes and a university education; such views are consistently lower among visible minorities.

Level of comfort with teachers being LGBT – by gender

	Very comfortable		Somewhat comfortable		Not very/not at all comfortable	
	Women	Men	Women	Men	Women	Men
A lesbian or bisexual woman	68%	57%	21%	29%	9%	12%
A gay or bisexual man	68%	55%	21%	29%	9%	13%
A transgender man	61%	46%	24%	29%	13%	22%
A transgender woman	62%	47%	24%	29%	13%	21%

Q32a 1-4 Would you feel comfortable or uncomfortable if a school teacher in your community was...?

Level of comfort interacting with people of different gender expression – by gender

	Strongly agree		Somewhat agree		Strongly/somewhat disagree	
	Women	Men	Women	Men	Women	Men
I feel comfortable interacting with women who are not feminine.	72%	61%	20%	27%	7%	10%
I feel comfortable interacting with men who are not masculine.	73%	59%	19%	28%	7%	10%
I feel comfortable interacting with someone whose gender is ambiguous; that is someone you are not able to clearly tell if they are a man or a woman.	55%	43%	31%	34%	11%	19%

Q33-35 To what extent do you agree or disagree with the following statements ...?

V. Gender-based violence

1. Perceptions of violence against women and girls, and sexual assaults

A strong majority of people believe that violence against women and girls in Canada is common, and that sexual assaults happen more often than people think.

In total, about eight in ten people believe that incidents of violence against women and girls are either somewhat common (44%) or very common (35%) in Canada.

Impression of incidents of violence against women/girls in Canada

	Total	Women	Men
NET: Common	79%	87%	71%
NET: Not common	16%	9%	24%
Very common	35%	45%	25%
Somewhat common	44%	42%	45%
Not very common	13%	8%	19%
Not at all common	3%	2%	5%
Don't know	5%	4%	5%

Q36 In your opinion is violence against women and girls in Canada...?

Although a majority of people across all demographic groups think that incidents of violence against women and girls are common in Canada, women (87% vs. 71% of men), those aged 50 or older (83%), and those born in Canada (83%) are more likely than others to think so. In turn, the view that violence against women is common is less widespread among visible minorities (59%).

Most people also believe that we underestimate the frequency of sexual assaults: three-quarters (77%) say that sexual assaults happen in Canada more often than people think. Close to one in ten people say sexual assaults happen about as often as (12%) or less often than (8%) people think.

Perception of frequency of sexual assaults in Canada

	Total	Women	Men
More often than people think	77%	84%	69%
About as often as people think	12%	9%	15%
Less often than people think	8%	5%	12%
Don't know	3%	3%	4%

Q37 In your opinion, do sexual assaults happen in Canada...?

While a majority of people across all groups believe that sexual assaults happen in Canada more often than people think, this view is relatively more widespread among women (84% vs. 69% of men) and those born in Canada (82%), and less common among visible minorities (57%), who are relatively more likely to say sexual assaults happen as often as (15%), or less often than (24%) people think.

2. Perceptions of gender-based violence and preventing sexual assault

Most people agree that friends and neighbours should report domestic violence to the police, that controlling a partner by refusing money constitutes a form of violence, and that a man’s non-consensual removal of a condom during sex constitutes sexual assault. The majority disagrees that a woman could leave an abusive relationship if she really wanted to. On the question of how to prevent sexual assaults, most believe the onus is on men to make sure that there is consent before engaging in sexual activity.

Nearly all (97%) agree that friends and neighbours who see or hear domestic violence should report it to the police, with eight in ten (82%) expressing strong agreement. Eight in ten (79%) agree overall that it is a form of violence when a person tries to control their partner by refusing them access to money, and about the same proportion (80%) agree that it is sexual assault if a man removes the condom during sex without his partner knowing and consenting.

Views are more divided about whether most women could leave a violent relationship if they really wanted to; nonetheless, more than half (56%) disagree that this is the case.

Agreement with statements on gender-based violence

Statements about gender-based violence	NET: Agree	NET: Disagree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know
Friends and neighbours who see or hear domestic violence should report it to the police.	97%	2%	82%	15%	1%	1%	1%
It is a form of violence when a person tries to control their partner by refusing them access to money.	79%	14%	59%	20%	7%	7%	7%
If a man removes the condom during sex without his partner knowing and consenting, it is sexual assault.	80%	15%	58%	22%	9%	6%	6%
Most women could leave a violent relationship if they really wanted to.	42%	56%	20%	22%	26%	30%	2%

Q38-41 To what extent do you agree or disagree with the following statements...?

There is almost universal agreement among all population segments that friends and neighbours should report domestic violence; the only difference of note is that women are more likely to strongly agree (63% vs. 52% of men, who are more apt to somewhat agree).

Agreement that controlling a partner by refusing access to money constitutes a form of violence is higher among women (68% vs. 46% of men) and those born in Canada (60%). Agreement that non-consensual condom removal constitutes sexual assault is also higher among women (63% vs. 52% of men), as well as those aged 16 to 34 (63%).

A majority of people in most population segments disagree that most women could leave a violent relationship if they wanted to. However, there are some exceptions: men, those with lower household incomes (under \$60,000) and those without a postsecondary education are evenly divided between agreement and

disagreement with this statement. Agreement that women could leave a violent relationship if they wanted to is highest among newcomers to Canada (66% who have been here for under 10 years), Indigenous people (59%) and visible minorities (54%).

Agreement with statements on gender-based violence – by gender

Statements about gender-based violence	Strongly agree		Somewhat agree		Strongly/somewhat disagree	
	Women	Men	Women	Men	Women	Men
Friends and neighbours who see or hear domestic violence should report it to the police.	84%	79%	14%	17%	2%	3%
It is a form of violence when a person tries to control their partner by refusing them access to money.	68%	49%	17%	23%	9%	19%
If a man removes the condom during sex without his partner knowing and consenting, it is sexual assault.	63%	52%	18%	25%	13%	17%
Most women could leave a violent relationship if they really wanted to.	15%	25%	18%	25%	65%	48%

Q38-41 To what extent do you agree or disagree with the following statements...?

When it comes to preventing sexual assaults perpetrated by men against women, more than eight in ten (84%) people believe that it is up to men to ensure there is always consent before engaging in sexual activity. One in ten (10%) believe it’s up to women to take measures to prevent putting themselves in risky situations, such as avoiding wearing sexy or suggestive clothing, avoiding going out alone or avoiding alcohol or drugs.

Views on how to prevent sexual assaults perpetrated by men against women²

	Total	Women	Men
It is up to men to ensure there is always consent before engaging in sexual activity.	84%	84%	84%
It is up to women to take measures to prevent putting themselves in risky situations, such as avoiding wearing sexy or suggestive clothing, avoiding going out alone or avoiding alcohol or drugs.	10%	13%	9%
Don't know	5%	4%	6%

Q42 Which statement comes closer to your own views about how to prevent sexual assault?

² Note: Base for this question is n=2,357; excludes those who voluntarily said “both equally” since this could be interpreted in very opposite ways and that there were no follow-up information asked from respondents to clarify what they meant by this. For instance, this answer could mean that some respondents see women as partially responsible if they get sexually assaulted, or rather that they considers that it is better for women to take measures to protect themselves since there are perpetrators out there, but that in the end women are never responsible for their victimization.

Notably, men and women hold similar views on this topic. While a majority of people across all demographic groups say it's up to men to prevent sexual assault, the small minority who place the onus on women to take preventative measures is higher among those aged 65 and older (14%), those born outside of Canada (14%), visible minorities (13%) and those with lower incomes (under \$60,000) (12%) and those without a postsecondary education (11%).

Regression analysis

Multivariate analysis of the results shows that attitudes related to gender equality and gender-based violence are based on how people see the world: those who are more open about what constitutes a family and hold more pro-immigration views also tend to hold more progressive gender attitudes. Demographics such as gender and religion play a relatively smaller role in our analysis model.

Objectives and approach. One of the objectives of this research was to identify the factors that impact attitudes about gender. In particular, what sociodemographic characteristics, such as gender, age, education level or religious affiliation, help explain why people hold the attitudes they do? However, in Environics' experience, who you are does not necessarily equate with what you think, and often one's underlying mindset – that is, our social values – is a more accurate predictor of opinions and behaviours.

Social values (SV) are a person's fundamental postures or world views that set the context in which they react to situations, events, opportunities and challenges. Values are formed early in life (largely set by the mid-teens) but can evolve slowly over time through education and life experiences³. Values are what connect us to the underlying cultural and personal narratives through which we make sense of the world.

A small set of standardized social values statements were added to the survey questionnaire; these statements, which are proprietary to Environics, have been used over thousands of surveys to measure people's core values. These social values, in addition to demographics, formed the full set of independent variables. A regression (driver) analysis was conducted to identify the extent to which these variables influence outward expression of gender attitudes (the dependent variable)⁴.

Results. Overall, the regression model has a relatively strong predictive power, with more than half (57%) of the variance in gender attitudes explained by the set of independent variables included in the model.

The table below presents the relative contribution of each variable in terms of its impact on attitudes about gender equality and gender-based violence. Overall, attitudes about gender are driven primarily by how people see the world; out of eight factors that make a meaningful contribution to views regarding gender issues, five are social values and three are socio-demographic factors. The greatest predictor is Traditional Family, followed by Xenophobia. That is, those who hold more traditional views about family composition and those who are less open to immigration are more likely to hold traditional views on gender. In terms of demographics, respondent gender has the most impact on gender views (women hold more progressive views), followed by religion and education.

These results suggest efforts to promote more progressive gender norms will benefit from encouraging more flexible thinking about what families look like and the respective roles of women and men in those families. In addition, encouraging greater tolerance, understanding and acceptance of "others", whether they are immigrants to Canada, or LGBTQ2 people, should also contribute to changes to societal norms.

³ Adams, Michael (2003). *Fire and Ice: The United States, Canada, and the Myth of Converging Values*. Toronto, Ontario: Penguin Canada.

⁴ Instead of using a single question as a dependent variable, the dependent variable was calculated from the full range of attitudes expressed in the survey (combination of Q9-12, 14-18, 20, 31, 33-38, 40-43, 45-47, 57, 65b-1 through 65b-4, 66-68, 73-75 and 77-78). Item scales were adjusted and/or reversed as necessary to ensure a consistent direction to all responses from least-to-most sexist.

Drivers of attitudes regarding gender equality and gender-based violence

	% impact
SV: Traditional Family (willingness or lack thereof to accept non-traditional definitions of “family”, such as same-sex couples or common law marriages)	30%*
SV: Xenophobia (lack of tolerance for immigration, belief that various ethnic groups should set aside their own customs and adopt mainstream culture)	19%*
SV: Patriarchy (belief in a social system where men hold the power, e.g. e.g. the father of the family must be the master in his own house)	11%*
SV: Modern Racism (belief that racism in Canada is a thing of the past)	6%*
DEMO: Gender	5%*
SV: Sexism (tendency to attach importance to traditional gender roles/stereotypes e.g. men have a certain natural superiority over women)	5%*
DEMO: Religion	4%*
DEMO: Education	3%*

Note: In this table, SV identifies the social values (versus demographics)

* Statistically significant (p < 0.05).

The results are very similar when the full data set of telephone and online completions is considered. Thus, broadly consistent with the findings of the next chapter, the survey methodology (interviewer-assisted vs. self-completion) is not a meaningful driver of gender views.

Mode comparison

Background. An online survey was conducted concurrent to the telephone survey to gauge if social desirability bias could have potentially impacted people’s response to this survey. The research literature has consistently demonstrated that interview-based surveys (e.g. telephone, in-person) have a tendency to elicit somewhat more socially-desirable responses (i.e. responses that will be viewed favorably by others), in comparison to surveys involving self-administration (paper and pencil questionnaires or online surveys) since the latter does not involve direct contact with another individual.

This section summarizes the similarities and differences between the telephone and online results, to better understand how survey mode may have contributed to the survey findings discussed in this report. Note that both the phone and online samples are weighted identically by region, age and gender to ensure they reflect the characteristics of the Canadian population⁵; thus, we can be more comfortable that differences are the result of modal differences rather than differences in their sample composition.

Findings. There are a few instances where online respondents appear to be more comfortable expressing less “socially desirable” attitudes, as the research would suggest. Online respondents are significantly more likely to assign traditional gender norms to caregiving professions and to being a police officer, and to say that gender is determined by the sex assigned at birth. However, in all three cases, these are the minority opinions for both phone and online respondents.

Most notably, there is a substantial difference in agreement with the statement a person can be of a gender other than a man or a woman. The majority of phone respondents (53%) say one can be of a gender other than a man or a woman, while the majority of online respondents (53%) say a person is either a man or a woman and there are no other genders. By removing the bias associated with the phone interviewer-respondent interaction, thus minimizing the impact of social desirability, this suggests that the “true” level of agreement that a person can be of a gender other than man or woman could be closer to the online results.

Level of agreement with statements about gender roles

	Phone	Online
Women/girls better at learning skills related to caregiving professions (Q.20)	30%	36%*
Men better suited as police officers (Q.34)	16%	23%*
Gender is determined by sex assigned at birth (Q.40)	36%	40%*
A person is either a man or a woman; there are no other genders (Q.41)	41%	53%*
A person can be a gender other than a man or a woman (Q.41)	53%	45%*

* Statistically significant (p < 0.05).

Otherwise, the main difference between the two modes is the degree of certainty in participant responses. Answers at the ends of a scale (e.g. strongly agree, strongly disagree) are more common among phone respondents, while online respondents tend towards answers in the middle of a scale (e.g. somewhat agree or disagree). This pattern is consistent with other mixed-mode surveys conducted by Environics and suggests

⁵ Note that results obtained through the online survey are not representative of the population of Canada as it utilises non-probability sampling.

phone respondents may feel the need to demonstrate greater confidence in their opinions when interacting with an interviewer. Two examples are presented below:

Have we achieved equality between men and women in Canada? – by mode

	Phone	Online
NET: Definitely/to some extent	76%	78%
NET: Not really/not at all	23%	22%
Definitely	21%	13%*
To some extent	56%	64%*
Not really	17%	19%
Not at all	6%	3%
Don't know	1%	<1%

* Statistically significant (p < 0.05).

Level of agreement with statements about gender roles – by mode

“Men should take parental leave when they have young children”	Phone	Online
NET: Agree	83%	86%
NET: Disagree	14%	14%
Strongly agree	47%	33%*
Somewhat agree	44%	64%*
Somewhat disagree	8%	11%*
Strongly disagree	5%	2%

* Statistically significant (p < 0.05).

The examples above reflect “positively-worded” questions where agreement indicates more progressive gender attitudes. However, the same pattern of response holds true for “negatively-worded” statements reflecting more traditional attitudes:

Level of agreement with statement about gender-based violence – by mode

“Most women could leave a violent relationship if they really wanted to”	Phone	Online
NET: Agree	41%	35%
NET: Disagree	57%	62%
Strongly agree	20%	10%*
Somewhat agree	22%	25%*
Somewhat disagree	26%	36%*
Strongly disagree	30%	26%*

* Statistically significant (p < 0.05).

The fact that phone respondents are more likely than online respondents to express strong agreement with both positive statements/progressive attitudes and negative statements/traditional attitudes provides evidence that differing response patterns are due to mode. Ultimately, however, the total level of agreement

(strongly/somewhat combined) or disagreement is largely consistent for telephone and online, indicating that the survey (regardless of mode) has accurately captured broad attitudes towards gender issues.

In conclusion, there are few substantive differences between the modes that would change the conclusions drawn from the findings. The exception is the question about acceptance of the idea that a person can be of a gender other than man or woman, where social desirability bias seems to have had a significant impact.

Appendix A: Methodology

EnviroNics concurrently conducted a telephone and an online survey with people in Canada aged 16 or older:

- The telephone survey consisted of interviews with a random probability sample of 3,033 people in Canada, from May 22 to June 27, 2019. The margin of error for a survey of this size is plus or minus 1.8 percentage points, 19 times in 20.
- The online survey was conducted with 1,040 people in Canada via an online panel, from May 29 to June 10, 2019. The purpose was to gauge the social desirability bias associated with questions about this sensitive topic. Because an online survey is not a random probability sample, a margin of sampling error cannot be reported.

Sample design (Telephone survey). The telephone sampling method was designed to complete 3,000 interviews with the target audience of people in Canada aged 16 and older. The sample comprised a mix of landline (43%) and cellphone (57%) numbers, generating 33 percent of interviews with people who use their cellphone exclusively. This approach represents a random probability sample, since all households with a landline telephone number and individuals with a cellphone number have a known chance greater than zero of being selected into the sample. Within each household reached by landline, an industry-standard “most recent birthday” technique was used to select a respondent.

The sample was stratified by region to allow for meaningful coverage of lower population areas:

Sample distribution

Region	Actual share of population (Census 2016)	Telephone - Unweighted sample	Margin of error (phone sample only)*	Online – Unweighted sample
Newfoundland and Labrador	2%	51	+/-13.7	26
Nova Scotia	3%	81	+/-10.9	16
Prince Edward Island	<1%	89	+/-10.4	35
New Brunswick	2%	98	+/-9.9	26
Quebec	23%	551	+/-4.2	223
Ontario	38%	700	+/-3.7	277
Manitoba	3%	204	+/-6.9	75
Saskatchewan	3%	200	+/-6.9	77
Alberta	11%	375	+/-5.1	127
British Columbia	13%	382	+/-5.0	128
Territories	<1%	302	+/-5.6	30
CANADA	100%	3,033	+/-1.8	1,040

* In percentage points, at the 95% confidence level.

Sample design (Online survey). The online sample was designed to achieve completed surveys with 1,000 people in Canada. Survey participants were recruited via an online panel, and quotas were set to ensure the sample were generally representative of the population of Canada aged 16 and over by age and gender. As with the telephone sample, the online sample was stratified by region to allow for meaningful coverage of lower population areas (see table above).

Weighting. At the analysis stage, the telephone and online survey data were each weighted separately to the national 16 and over population (by region, age and gender) and then combined.

Questionnaire design. The questionnaire was designed by Environics and WAGE representatives. It drew upon a literature review of survey instruments used to assess attitudes regarding gender equality and gender-based violence in Canada and comparable countries, as well as a secondary analysis of Environics' existing social values data. These findings informed the development of the questionnaire, including ensuring it included the relevant variables for the regression analysis. Environics also applied its expertise in maximizing the comparability of questions asked by telephone (i.e. interviewer-guided) and online (i.e. self-completion). The final questionnaire is included in Appendix B. The telephone questionnaire averaged 20 minutes to complete.

Pretest. A pre-test of 20 telephone interviews (11 in English, 9 in French) was conducted February 3-4, 2019 and audited via recordings by Environics staff. These interviews included standard Government of Canada pre-test probing questions. The interview length averaged 27 minutes. WAGE and Environics identified questions to eliminate to bring the survey down to the budgeted length of 20 minutes. Adjustments were also made to some demographic questions to align them with Statistics Canada's standards.

A second telephone pre-test of 39 interviews was conducted May 21, 2019, which indicated that the questionnaire was still long (23 minutes). A further set of questions were identified to be withdrawn. The full launch of the telephone survey took place on May 22, 2019. Due to the substantial number of changes, none of telephone pre-test results were retained in the final data set.

On May 29, 2019, the online survey was soft launched, with a total of 239 completions (221 English, 18 French). Given that the survey content had been finalized in the telephone version, the purpose of the soft launch was to confirm the programming and data quality. No changes were required after the data checks.

Fieldwork (Telephone survey). Telephone interviewing was conducted by Elemental Data Collection Inc. (EDCI) using Computer Aided Telephone Interviewing (CATI) technology. Field supervisors were present at all times to ensure accurate interviewing and recording of responses. A minimum of 10 percent of each interviewer's work was unobtrusively monitored for quality control in accordance with accepted industry standards.

Data analysts programmed the questionnaire in CATI then performed thorough testing to ensure accuracy in set-up and data collection. This validation ensured that the data entry process conformed to the survey's basic logic. The CATI system handles sampling dialing, quotas and questionnaire completion (skip patterns, branching and valid ranges). The system also ensures that callbacks are conducted in a timely manner. No number is called twice in a two-hour period. Callbacks are conducted on different days of the week and at different times of the day (i.e. morning, afternoon). This system ensures all scheduled appointments are kept, maximizing the response rate and sample representativeness. Up to eight callbacks were made to reach each person selected in the sample.

Fieldwork (Online survey). The online survey was conducted by Environics using a secure, fully featured web-based survey environment. Environics' data analysts programmed the questionnaire then performed thorough testing to ensure accuracy in set-up and data collection. This validation ensured that the data entry process conformed to the surveys' basic logic. The data collection system handles sampling invitations, quotas and questionnaire completion (skip patterns, branching, and valid ranges).

Quality control. All research work was conducted in accordance with the Government of Canada's standards for conducting Public Opinion Research (POR), as well as applicable federal legislation (*Personal Information Protection and Electronic Documents Act*, or PIPEDA).

Completion results (Telephone survey). The telephone sample for this survey consisted of 3,033 interviews with people living in Canada aged 16 and over. The effective response rate for the survey is seven percent.⁶ This is calculated as the number of responding participants (completed interviews plus those disqualified because of survey requirements and quotas being filled), divided by unresolved numbers (e.g. busy, no answer) plus non-responding households or individuals (e.g. refusals, language barrier, missed callbacks) plus responding participants [R/(U+IS+R)]. The disposition of all contacts is presented in the following table:

Disposition of calls	TOTAL	Landline	Cell
Total Numbers Attempted	152,583	32,143	120,440
Out-of-scope – Invalid	101,630	13,570	88,060
Unresolved (U)	14,437	3,390	11,047
No answer/Answering machine	14,437	3,390	11,047
In-scope - Non-responding (IS)	6,496	1,965	4,531
Language barrier	948	400	548
Incapable of completing (ill/deceased)	329	172	157
Callback (Respondent not available)	5,219	1,393	3,826
Total Asked	30,020	13,218	16,802
Refusal	26,396	11,658	14,738
Termination	536	227	309
In-scope - Responding units (R)	3,088	1,333	1,755
Completed Interview	3,033	1,317	1,716
Quota filled	36	14	22
Non Qualified – AGE	19	2	17
Response Rate (%)	6.95	8.03	6.30
Incidence	98.22	98.80	97.78

Completion results (Online survey). The online completion results are presented in the following table.

Disposition	N
Total invitations(c)	15,371
Total completes(d)	1,040
Qualified break-offs(e)	179
Disqualified(f)	224
Not responded(g)	12,029
Quota filled(h)	1,899
Contact rate = (d+e+f+h)/c	22%
Participation rate = (d+f+h)/c	21%

⁶ This response rate calculation is based on a formula accepted by the Government of Canada (Public Works and Government Services).

Respondent profile. The following table presents the weighted distribution of survey participants by key demographic and other variables.

Variable	Telephone sample %	Online sample %
Age		
16-19	5%	8%
20-24	9%	5%
25-34	16%	13%
35-49	25%	25%
50-64	25%	27%
65+	21%	21%
Gender		
Woman	51%	51%
Man	48%	49%
Self-identifying as another gender	<1%	<1%
Education		
High school or less	27%	24%
Apprentice/college/some university	37%	37%
University graduate/post-graduate	35%	38%
Employment status		
Working at a paid job/self-employed	58%	55%
Not in workforce (student, unemployed, homemaker, etc.)	19%	18%
Retired	22%	25%
Total annual household income		
Under \$20,000	8%	5%
\$20,000-<\$40,000	12%	11%
\$40,000-<\$60,000	14%	16%
\$60,000-<\$80,000	13%	14%
\$80,000-<\$100,000	12%	16%
\$100,000-<\$150,000	14%	21%
\$150,000 or more	14%	14%
Prefer not to say	12%	4%
Sexual orientation		
Heterosexual (straight)	90%	91%
Homosexual (lesbian or gay)	2%	3%
Bisexual	3%	4%
Other	2%	2%
Refuse/NA	3%	-
Place of birth		
Canada	78%	83%
Outside Canada	22%	17%
Language spoke most at home		
English	79%	76%
French	21%	23%
Other	-	6%

Non-response bias analysis. The table below presents a profile of the final telephone sample, compared to the actual population of Canada (2016 Census information). As is the case with most telephone surveys, the final sample underrepresents younger people and those with high school or less education, which is a typical pattern for public opinion surveys in Canada (e.g. older people and those with more education are more likely to respond to public opinion surveys).

Sample profile

Profile	Sample*	Canada (2016 Census)
Gender/sex** (16+)		
Man	50%	49%
Woman	50%	51%
Age		
16-34	21%	29%
35-49	21%	24%
50-64	26%	26%
65+	26%	21%
Education level***		
High school diploma or less	28%	35%
Trades/college/post sec no degree	28%	36%
University degree	43%	29%

* Data are unweighted.

** The 2016 Census only measured the sex of people.

*** Actual Census categories differ from those used in this survey and have been recalculated to correspond. Statistics Canada figures for education are for people living in Canada aged 25 to 64 years.

Appendix B: Survey questionnaire

Environics Research Group
May 16, 2019

Telephone introduction

Hello/Bonjour, my name is _____ and I am calling from Environics Research, a public opinion research company, on behalf of the Government of Canada. Today we are conducting a survey of people in Canada ages 16 years and over on important and current topics.

Would you prefer that I continue in English or French? Préférez-vous continuer en français ou en anglais?

(IF NEEDED: Je vous remercie. Quelqu'un vous rappellera bientôt pour mener le sondage en français.)

RECORD Language of interview

- 01 Anglais
- 02 Français

Please be assured that we are not selling or soliciting anything. The survey is voluntary. It takes about 20 minutes to complete and your responses will be kept entirely confidential and anonymous and will be administered in accordance with the Privacy Act. This call may be monitored or recorded for quality control purposes.

IF LANDLINE SAMPLE: May I please speak with the person in your household who is 16 years of age or older and who has had the most recent birthday? Would that be you?

IF CELLPHONE SAMPLE: Are you at least 16 years old?

IF ASKED: If you wish to verify the legitimacy of this research, or for any technical issues with this survey, please contact Sarah Robertson at Environics at sarah.roberton@environics.ca. If you wish to validate that this survey is conducted on behalf of the Government of Canada, you may contact a government representative at 1-855-969-9922 or communications@swc-cfc.gc.ca

IF CELL PHONE SAMPLE ASK A AND B

- A. Are you in a safe place to talk – for example not operating a motor vehicle?
 - 01- Yes
 - 02- No

- B. At home, do you have a traditional telephone line other than a cell phone?
 - 01- Yes
 - 02- No

Web introduction

Please select your preferred language for completing the survey /
SVP choisissez votre langue préférée pour remplir le sondage

- 01- English / Anglais
- 02- Français / French

Welcome to this survey being conducted by Environics Research, an independent research company, on behalf of the Government of Canada. The survey will take about 15 minutes of your time.

Note: If you genuinely have no opinion about a question or cannot answer it, please click through to the next question. There are only a few key questions where your answer will be required in order to move forward.

Please be assured that we are not selling or soliciting anything. The survey is voluntary and your responses will be kept entirely confidential and anonymous and will be administered in accordance with the Privacy Act.

If you wish to verify the legitimacy of this research, or for any technical issues with this survey, please contact Sarah Robertson at Environics at sarah.roberton@environics.ca. If you wish to validate that this survey is conducted on behalf of the Government of Canada, you may contact a government representative at 1-855-969-9922 or communications@swc-cfc.gc.ca.

Thank you in advance for your participation.

[IF LANDLINE RECORD REGION FROM SAMPLE]

[IF CELL PHONE SAMPLE OR ONLINE ASK C]

C. In which province or territory do you live?

PHONE: DO NOT READ LIST

ONLINE – DROP DOWN LIST: Select one only.

- 01- Newfoundland and Labrador
- 02- Prince Edward Island
- 03- Nova Scotia
- 04- New Brunswick
- 05- Quebec
- 06- Ontario
- 07- Manitoba
- 08- Saskatchewan
- 09- Alberta
- 10- British Columbia
- 11- Yukon
- 12- Northwest Territories
- 13- Nunavut

D. In what year were you born?

TERMINATE IF UNDER 16

IF RESPONDENT DECLINES TO PROVIDE A PRECISE BIRTH YEAR: Would you be willing to indicate in which of the following age categories you belong?

PHONE: READ UNTIL CATEGORY REACHED

ONLINE: Select one only.

- 01- 16 to 19
- 02- 20 to 24
- 03- 25 to 29
- 04- 30 to 34
- 05- 35 to 39
- 06- 40 to 44
- 07- 45 to 49
- 08- 50 to 54
- 09- 55 to 59
- 10- 60 to 64
- 11- 65 and over

E. What is your gender?

PHONE IF NECESSARY/SHOW ONLINE: Gender refers to current gender which may be different from sex assigned at birth and may be different from what is indicated on legal documents.

PHONE: DO NOT READ LIST EXCEPT TO CLARIFY

01 – Man

02 – Woman

97 – Or please specify

[**PHONE:** Before I continue, some] [**ONLINE:** Some] of the questions in this survey present strong positions because it's the best way to accurately measure how people's opinions differ. While the views expressed in a question may not represent your personal beliefs, they are views held by some people in the world today. Your individual responses to these questions are anonymous and answering them as honestly as possible will help us to get an accurate measure of how common these opinions are in Canada today.

1. This next question is about equality between men and women. This means that all people are able to participate fully and equally in life in Canada regardless if they are a man or a woman. Do you think we have achieved equality between men and women in Canada?

01 - Definitely

02 - To some extent

03 - Not really

04 – Not at all

2. When it comes to advancing equality for women, do you think that Canadian society...? **RANDOMIZE (01-02)**

01 – Has gone too far

02 – Has not gone far enough

03 – Has been about right

3. Which statement comes closer to your own views? **RANDOMIZE**

01 – Investing in programs that help women and girls means that men and boys lose out

02 – Everyone benefits from investments in programs aimed at helping women and girls

To what extent do you agree or disagree with the following statements? **RANDOMIZE**

4. All in all, family life suffers when the woman has a full-time job.

01 – Strongly agree

02 – Somewhat agree

03 – Somewhat disagree

04 – Strongly disagree

5. Men should take parental leave when they have young children

01 – Strongly agree

02 – Somewhat agree

03 – Somewhat disagree

04 – Strongly disagree

6. Men should not have to pay child support if they don't get to see their children enough.

01 – Strongly agree

02 – Somewhat agree

03 – Somewhat disagree

04 – Strongly disagree

7. It is a woman's job to be responsible for birth control since they are the ones who get pregnant.
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

Do you believe boys and men or girls and women are better at learning the following skills, or are both equally good? **RANDOMIZE.**

8. Trades such as construction, electricity and plumbing
- 01 – Boys and men are better at learning these skills
 - 02 – Girls and women are better at learning these skills
 - 03 – Both equally good at learning these skills
9. Science, technology, engineering and math
- 01 – Boys and men are better at learning these skills
 - 02 – Girls and women are better at learning these skills
 - 03 – Both equally good at learning these skills
10. Caregiving professions, such as childcare and nursing
- 01 – Boys and men are better at learning these skills
 - 02 – Girls and women are better at learning these skills
 - 03 – Both equally good at learning these skills

As you may know, women are underrepresented in certain jobs or industries, such as science, technology, engineering and math. Do you think each of the following is a major reason, a minor reason or not a reason for this? **RANDOMIZE.**

11. Women face discrimination in the recruitment and hiring process
- 01 - A major reason
 - 02 - A minor reason
 - 03 - Not a reason
12. Some work environments and cultures are hostile to women
- 01 - A major reason
 - 02 - A minor reason
 - 03 - Not a reason
13. Women are not as interested as men in science, technology, engineering and math
- 01 - A major reason
 - 02 - A minor reason
 - 03 - Not a reason

As you may know, working women earn less money, on average, than working men. Do you think each of the following is a major reason, a minor reason or not a reason for this wage gap? **RANDOMIZE.**

14. The jobs women do tend to be less skilled than the job men do
 - 01 - A major reason
 - 02 - A minor reason
 - 03 - Not a reason

15. The jobs men do tend to be more risky than the jobs women do
 - 01 - A major reason
 - 02 - A minor reason
 - 03 - Not a reason

16. Society does not value women's work to the same degree as men's work
 - 01 - A major reason
 - 02 - A minor reason
 - 03 - Not a reason

Generally speaking, do you think women or men are better suited for each of the following, or there is no difference? **RANDOMIZE.**

17. Leader of a political party
 - 01 – Women are better suited
 - 02 – Men are better suited
 - 03 – No difference

18. Head of a major corporation
 - 01 – Women are better suited
 - 02 – Men are better suited
 - 03 – No difference

19. Police officer
 - 01 – Women are better suited
 - 02 – Men are better suited
 - 03 – No difference

To what extent do you agree or disagree with the following statements? **RANDOMIZE.**

20. Women have to do more than men to prove themselves as capable leaders
 - 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

21. Men are more effective than women in positions of power because they are less emotional
 - 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

22. Women become less likeable when they take on leadership roles

- 01 – Strongly agree
- 02 – Somewhat agree
- 03 – Somewhat disagree
- 04 – Strongly disagree

23. Men become less likeable when they take on leadership roles

- 01 – Strongly agree
- 02 – Somewhat agree
- 03 – Somewhat disagree
- 04 – Strongly disagree

24. Which statement comes closer to your own views about gender, even if neither is exactly right?

RANDOMIZE

- 01 – A person’s gender is determined by the sex they were assigned at birth
- 02 – A person can be of a gender different from the sex they were assigned at birth

25. Which statement comes closer to your own views about gender, even if neither is exactly right?

RANDOMIZE

- 01 – A person is either a man or a woman; there are no other genders
- 02 – A person can be a gender other than a man or a woman

26. A transgender person is someone of a different gender than they were assigned at birth. A transgender man is a man who was assigned female at birth. A transgender woman is a woman who was assigned male at birth. When it comes to advancing equality for transgender people, do you think that Canada...?

RANDOMIZE (01-02)

- 01 – Has gone too far
- 02 – Has not gone far enough
- 03 – Has been about right

To what extent do you agree or disagree with the following statements? **RANDOMIZE**

27. Transgender people should be able to change their government identification, such as their passport, to match the gender they are

- 01 – Strongly agree
- 02 – Somewhat agree
- 03 – Somewhat disagree
- 04 – Strongly disagree

28. Violence against transgender women is a problem in Canada

- 01 – Strongly agree
- 02 – Somewhat agree
- 03 – Somewhat disagree
- 04 – Strongly disagree

29. Violence against transgender men is a problem in Canada

- 01 – Strongly agree
- 02 – Somewhat agree
- 03 – Somewhat disagree
- 04 – Strongly disagree

30. In your opinion, has Canadian society gone too far, not gone far enough or been about right in accepting different sexual orientations, including lesbian, gay and bisexual people?
- 01 – Has gone too far
 - 02 – Has not gone far enough
 - 03 – Has been about right
31. To what extent do you agree or disagree that violence against gay, lesbian and bisexual people is a problem in Canada?
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree
32. Would you feel comfortable or uncomfortable if a school teacher in your community was...? **RANDOMIZE**
- 32a -1 A gay or bisexual man
- 01 – Very comfortable
 - 02 – Somewhat comfortable
 - 03 – Somewhat uncomfortable
 - 04 – Very uncomfortable
- 32a -2 A lesbian or bisexual woman
- 01 – Very comfortable
 - 02 – Somewhat comfortable
 - 03 – Somewhat uncomfortable
 - 04 – Very uncomfortable
- 32a -3 A transgender man
- 01 – Very comfortable
 - 02 – Somewhat comfortable
 - 03 – Somewhat uncomfortable
 - 04 – Very uncomfortable
- 32a -4 A transgender woman
- 01 – Very comfortable
 - 02 – Somewhat comfortable
 - 03 – Somewhat uncomfortable
 - 04 – Very uncomfortable

To what extent do you agree or disagree with the following statements: **RANDOMIZE**

33. I feel comfortable interacting with men who are not masculine
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree
34. I feel comfortable interacting with women who are not feminine
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

35. I feel comfortable interacting with someone whose gender is ambiguous; that is someone you are not able to clearly tell if they are a man or a woman
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

The next few questions are about gender-based violence. If any of the questions are too sensitive or uncomfortable for you to answer, [**PHONE**: please let me know and we can move on][**ONLINE**: please skip to the next question].

36. In your opinion is violence against women and girls in Canada...?
- 01 – Very common
 - 02 – Somewhat common
 - 03 – Not very common
 - 04 – Not at all common

37. In your opinion, do sexual assaults happen in Canada...?
- 01 – More often than people think
 - 02 – About as often as people think
 - 03 – Less often than people think

To what extent do you agree or disagree with the following statements? **RANDOMIZE**

38. It is a form of violence when a person tries to control their partner by refusing them access to money
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

39. If a man removes the condom during sex without his partner knowing and consenting, it is sexual assault
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

40. Friends and neighbours who see or hear domestic violence should report it to the police
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

41. Most women could leave a violent relationship if they really wanted to
- 01 – Strongly agree
 - 02 – Somewhat agree
 - 03 – Somewhat disagree
 - 04 – Strongly disagree

42. Which statement comes closer to your own views about how to prevent sexual assault? **RANDOMIZE**
- 01 - It is up to women to take measures to prevent putting themselves in risky situations, such as avoiding wearing sexy or suggestive clothing, avoiding going out alone or avoiding alcohol or drugs
 - 02 - It is up to men to ensure there is always consent before engaging in sexual activity

NOTE FOR READERS: The following question items are standardized social values items proprietary to Environics that have been used over thousands of surveys to measure people’s core values. For that reason, the statements cannot be reworded.

The following is a series of opinions we often hear expressed. Please answer according to what you think or do personally, disregarding what other members of your household or friends might think. There are no “right” or “wrong” answers.

Do you totally agree, agree somewhat, disagree somewhat or totally disagree with each of the following?

RANDOMIZE STATEMENTS

PHONE (IF RESPONDENTS EXPRESS CONCERNS ABOUT THE STATEMENTS): Some of these statements present strong positions because it’s the best way to accurately measure how people’s opinions differ. While the views expressed in a question may not represent your personal beliefs, they are views held by some people in the world today. Your individual responses to these questions are anonymous and answering them as honestly as possible will help us to get an accurate measure of how prevalent these opinions are in Canada today.

43. Whatever people say, men have a certain natural superiority over women, and nothing can change this
44. In a household where both partners are working, it is not right for the wife to earn more than the husband
45. The father of the family must be the master in his own house
46. Violence can sometimes be exciting
47. When a person can't take it anymore and feels like he/she is about to explode, a little violent behavior can relieve the tension. It's no big deal
48. Getting married and having children is the only real definition of a family
49. Society should regard people of the same sex who live together as being the same as a married couple
50. Racism in Canada is by and large a thing of the past
51. Overall, there is too much immigration. It threatens the purity of the country
52. Immigrants of different races and ethnic groups should set aside their cultural backgrounds and try to blend into the Canadian culture
53. No matter what I do, I have a lot of trouble changing the course of events that affect me
54. Whatever I do, my destiny is predetermined and history takes its course

Finally, here are some questions that will help us analyze the results of this survey.

55. What is the highest certificate, diploma or degree that you have completed?
- 01 – Less than a high school diploma or its equivalent
 - 02 – High school diploma or a high school equivalency certificate
 - 03 – Trades certificate or diploma
 - 04 – College, CEGEP or other non-university certificate or diploma (other than trades certificates or diplomas)
 - 05 – University certificate, diploma or degree below the bachelor's level
 - 06 – Bachelor's Degree (e.g. B.A., B.A. (Hons), B.Sc., B.Ed., LL.B.)
 - 07 – University certificate, diploma or degree above the bachelor's level
56. What language do you speak most often at home?
Select all that apply
- 01 - English
 - 02 - French
 - 03 - Other
57. During the past 12 months, was your main activity working at a paid job or business, looking for paid work, going to school, caring for children, household work, retired or something else?
- 01 - Working at a paid job or self-employed
 - 02 - Looking for paid work
 - 03 - Going to school
 - 04 - Caring for your children
 - 05 - Household work
 - 06 - Retired
 - 07 - Maternity, paternity or parental leave
 - 08 - Long-term illness
 - 09 - Volunteering or caregiving other than for your children
 - 10 – Other (please specify)
58. Were you born in Canada or in another country?
- 01 – In Canada (skip to question 60)
 - 02 – Another country (go to question 59)
59. In what year did you come to Canada?
60. Are you an Indigenous person, that is, First Nations (North American Indian), Métis or Inuk (Inuit)? Would you say...? Select all that apply **IF Q60=02-04, SKIP TO Q62**
- 01 – No, not an Indigenous person
 - 02 – Yes, First Nations (North American Indian)
 - 03 – Yes, Métis
 - 04 – Yes, Inuk (Inuit)
61. People living in Canada come from many different ethno-cultural backgrounds or countries. What do you consider to be your main ancestry or ethnic heritage? *Select up to two answers*
- 01 - White
 - 02 - South Asian (e.g. East Indian, Pakistani, Sri Lankan)
 - 03 - Chinese
 - 04 - Black
 - 05 - Filipino

- 06 - Arab
- 07 - Latin American
- 08 - Southeast Asian (e.g. Vietnamese, Cambodian, Laotian, Thai)
- 09 - West Asian (e.g. Iranian, Afghan)
- 10 - Korean
- 11 - Japanese
- 12 - Other (Please specify)

62. What is your religion?

PHONE PROMPT ONLY IF NEEDED: For example, Roman Catholic, United Church, Anglican, Baptist, Lutheran, Islam (Muslim), Presbyterian, Pentecostal, Jewish, Buddhist, Hindu, Sikh, Greek Orthodox

63. What is your sexual orientation?

- 01 - Heterosexual (straight)
- 02 - Homosexual (lesbian or gay)
- 03 - Bisexual
- 04 - Other

64. Are you currently living with any of the following disabilities? *Select all that apply*

- 01 - Physical disability
- 02 - Developmental or learning disability
- 03 - Emotional, psychological or mental health disability
- 04 - None of the above

65. Which of the following categories best describes your total household income? That is, the total income of all persons in your household combined, before taxes.

- 01 - Under \$20,000
- 02 - \$20,000 to just under \$40,000
- 03 - \$40,000 to just under \$60,000
- 04 - \$60,000 to just under \$80,000
- 05 - \$80,000 to just under \$100,000
- 06 - \$100,000 to just under \$150,000
- 07 - \$150,000 and above

66. And finally, to better understand how results vary by region, what are the first three digits of your postal code?

This survey was conducted on behalf of the Government of Canada, and is subject to the Federal Access to Information Act. Thank you very much for your participation.

(Phone interviews only)

67. Gender of interviewer

- 01 - Man
- 02 - Woman
- 03 - Other