

Selkirk College is exploring their organizational climate. Organizational climate is how employees view the processes, policies, and practices at their work. An assessment of the organizational climate at Selkirk College, and a review of related academic research will be used to identify and guide any needed workplace changes. This project is being completed in partnership with Selkirk Innovates, the Applied Research and Innovation Department.

This survey asks questions about your perceptions of the organizational climate at Selkirk College. This includes questions about job satisfaction, commitment, belonging, sense of community, inclusion, and health and safety specific to work related stress. The survey also includes demographic questions, and questions that explore the organization's commitment to reconciliation, communications, and space for additional comments. The survey will take about 15 minutes to complete.

Any personal information is being collected under the authority of Section 26(e) of the Freedom of Information and Protection of Privacy Act (FOIPPA).

There are no known risks if you decide to participate in this survey. Your participation is voluntary. You may stop at any time or choose to skip a question. The information in this study will be used only for research purposes and in ways that will not reveal who you are. Your individual data will be kept confidential and anonymous, so there is no risk of sharing your personal perceptions. If any emotional support is needed to process anything that comes up due to thinking of your experiences, you can contact the Mental Health BC hotline at 310-6789 (no area code needed). Findings will be compiled into a report and shared with the College community through internal communication channels. Researchers may also share findings with the broader scientific community through academic presentations and / or publications.

A third-party consultant, Discovery Research, will collect and compile all information and will remove any information in your comments that may identify you. The data will then be provided to Selkirk Innovates for data analysis and report writing. Consultant researchers and Selkirk College researchers that have access to data will be required to sign a confidentiality agreement. Data will be kept in a secure environment.

**Research Contacts:** The lead researchers are Dr. Terri MacDonald [tmacdonald@selkirk.ca](mailto:tmacdonald@selkirk.ca) and Dr. Sarah Breen [sbreen@selkirk.ca](mailto:sbreen@selkirk.ca).

**Organizational Contact:** The organizational contact is Stacey Matthews, Executive Director of Human Resources, [smatthews@selkirk.ca](mailto:smatthews@selkirk.ca).

The Selkirk College *Research Ethics Board* has approved this research study. If you have any ethical concerns, please contact **the Selkirk College Research Ethics Board:** [reb@selkirk.ca](mailto:reb@selkirk.ca).