

# 2023 SpeakUp Survey

**78%** -4% vs. 2022  
**Diversity & Inclusion is Important to Me**  
 Based on scores of 7-10 to "How important is Diversity & Inclusion to you?"

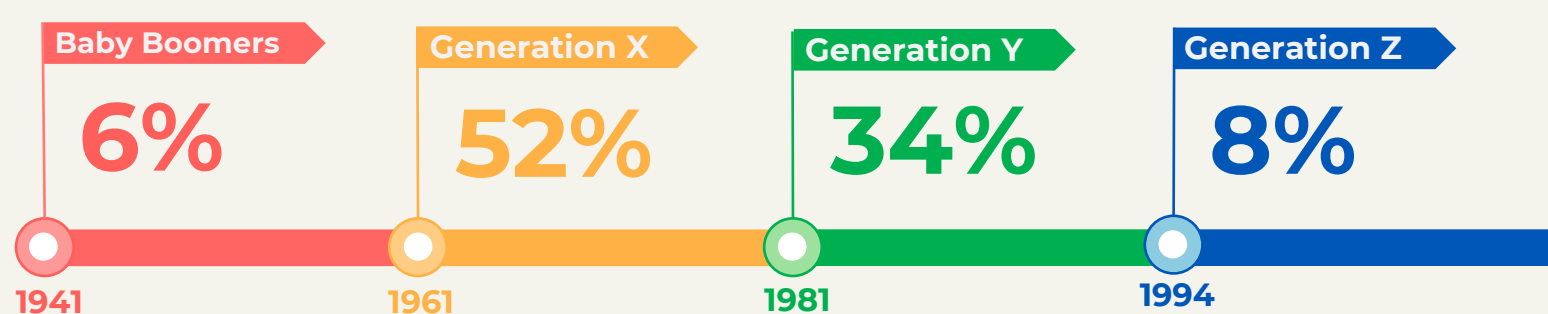


**82%** n/c vs. 2022  
**Parkland Values Diversity & Inclusion**  
 Based on scores of 7-10 to "Diversity & Inclusion is valued at Parkland"

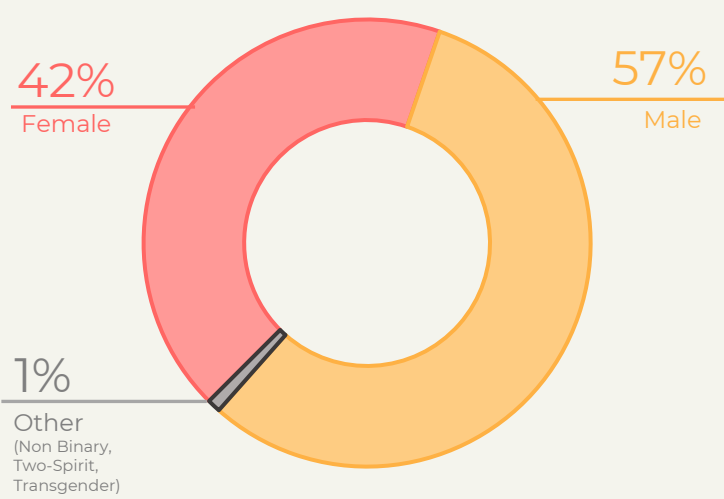


## Who Is Parkland Made Up Of?

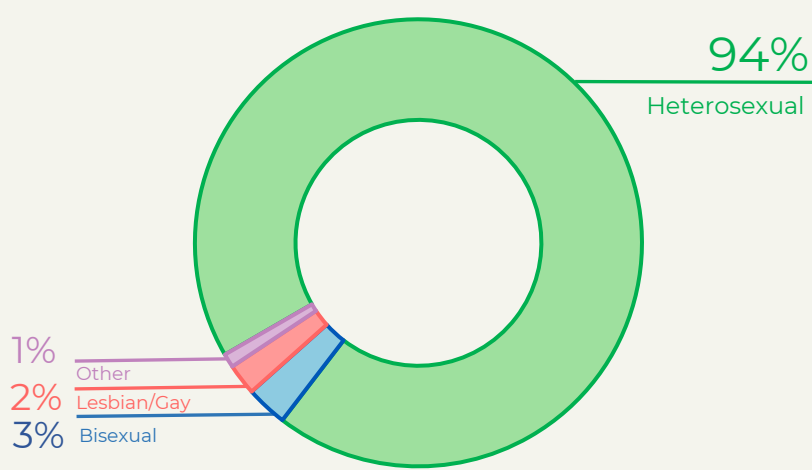
### Generation



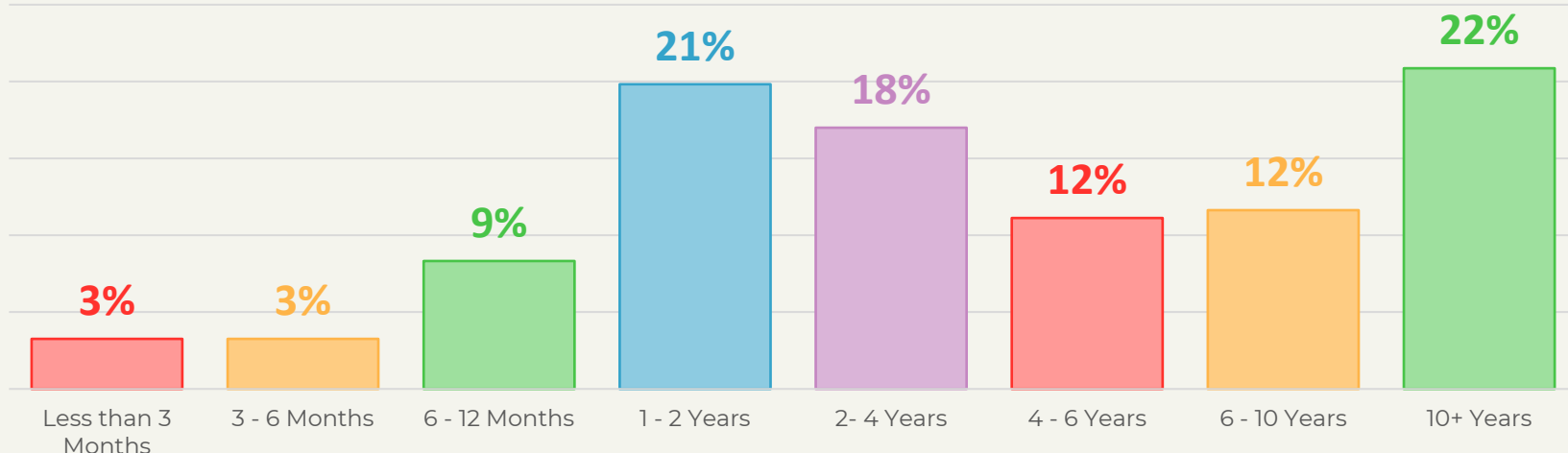
### Gender Identity



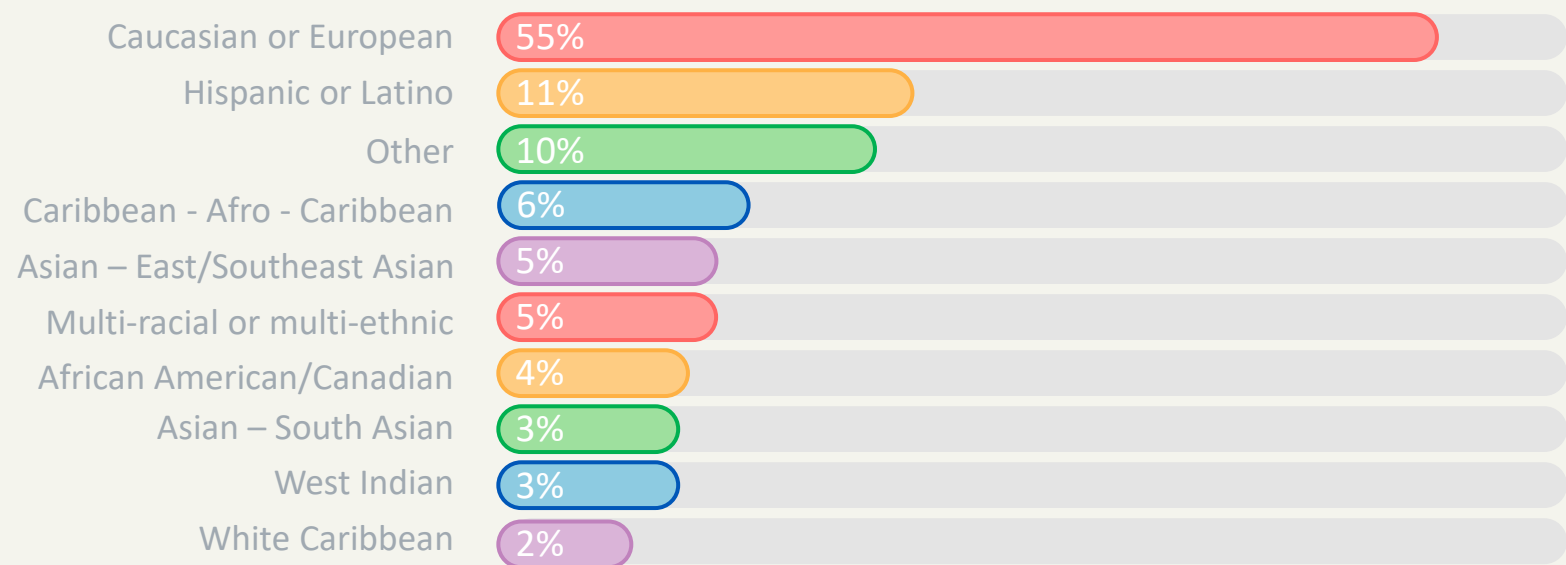
### Sexual Orientation



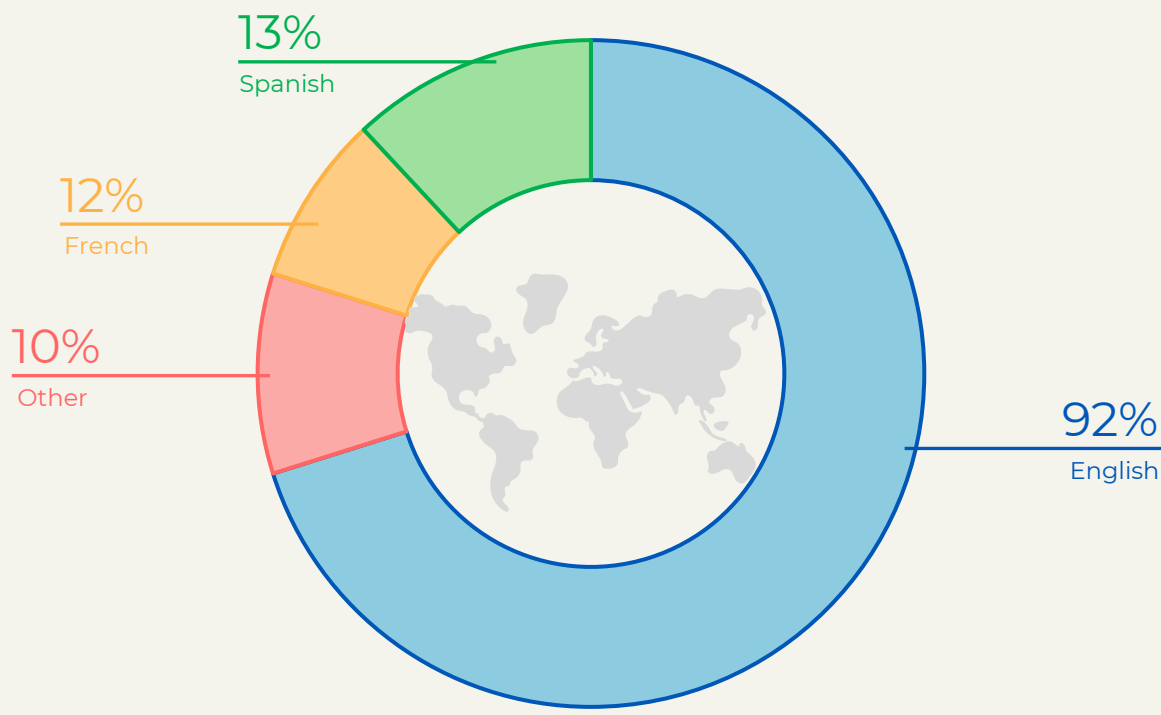
### Tenure



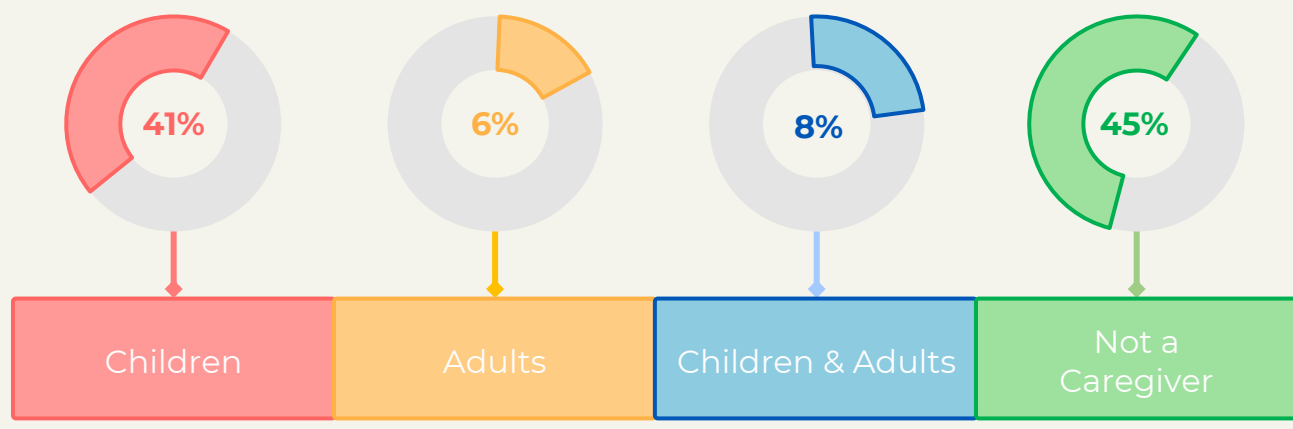
### Background/Ethnicity



### Language



### Primary Caregiver



**73%** -4% vs. 2022  
**Recommend as a Place to Work**  
 Based on scores of 7-10 to "What is the likelihood you would recommend Parkland as a place to work?"



**86%** -1% vs. 2022  
**Recommend Products & Services**  
 Based on scores of 7-10 to "What is the likelihood you would recommend Parkland's products & services?"

