



Shape Stratford Employee Survey Report

Date Report
Prepared - September 24, 2023

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Introduction:

This report highlights the findings of an employee survey conducted between March 29 and July 1, 2023, in Stratford. The purpose of this survey was to gather insights from employees working in Stratford regarding their housing situation, affordability, and related issues. A total of 50 responses were collected during this period, with a response rate peak of 26% on June 21, 2023.

Demographic Information:

1. Working and Living in Stratford:

- 37 respondents (75.5%) reported working in Stratford.
- 34 respondents (69.4%) reported living in Stratford.

2. Reasons for Not Living in Stratford:

- Among the 15 respondents who do not live in Stratford, most (9 respondents/18.0%) cited affordability as the main issue.
- 4 respondents (8.0%) mentioned the unsuitability of housing size.
- 3 respondents (6.0%) indicated a personal preference against living in Stratford.
- 2 respondents provided an "Other" response, stating "Single parent" and "Couple without children."

3. Household Composition:

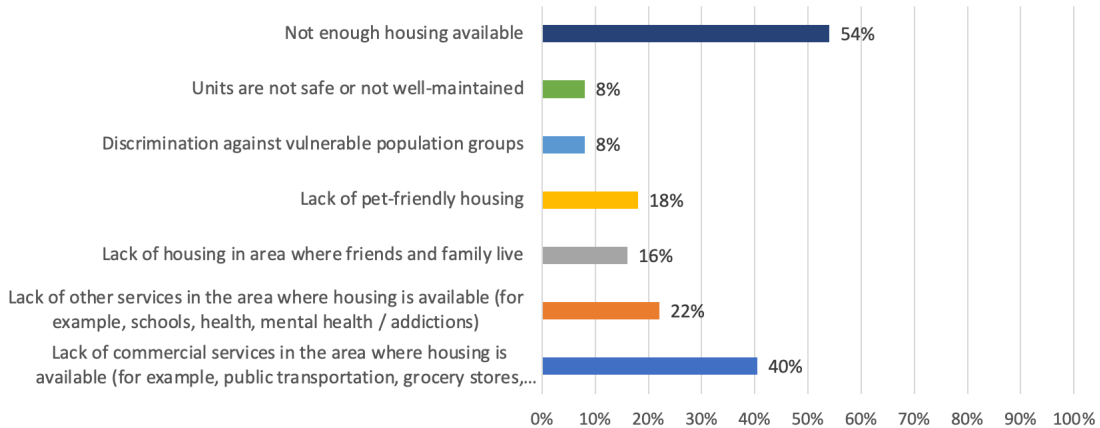
- 23 respondents (46.0%) identified as "Couple with children."
- 17 respondents (34.0%) identified as "Couple without children."
- 6 respondents (12.0%) reported living alone.
- 2 respondents (4.0%) identified as "Single parent."
- 1 respondent (2.0%) reported an "Extended family" household.

Housing Issues:

1. Issues Affecting Suitable Housing:

Respondents were asked to select issues affecting suitable housing in Stratford. Not enough housing was the principal issue identified (54.0% or 27 respondents selected this choice), followed by the lack of commercial services (40.4%, 19 respondents), and other public services (22%, 11 respondents). An "Other" category was provided for additional comments, where most respondents emphasized the lack of affordable housing.

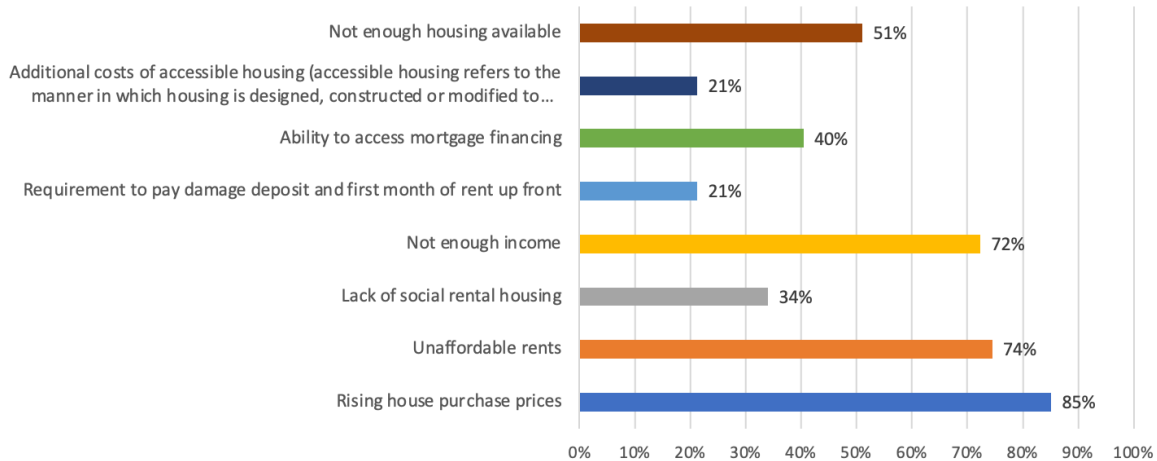
In your opinion, what are the issues that make it difficult for people in Stratford to have suitable housing?



2. Issues Affecting Affordable Housing:

Respondents were also asked to select issues affecting affordable housing in Stratford. A range of issues from individual capacity to afford housing to the state of the current housing market and related services were identified.

In your opinion, what are the issues that make it difficult for people in Stratford to have affordable housing?



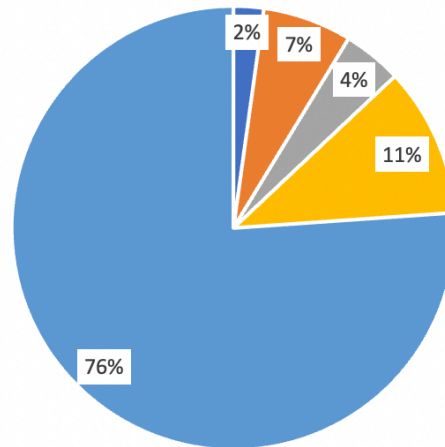
An "Other" category was provided for additional comments. Two respondents in total replied. One suggested that there are too many outsiders buying Stratford properties and driving prices up, they don't live in them but instead rent them out. The other suggests that there are not enough different types of housing available.

Beliefs and Experiences:

1. Housing as a Fundamental Right:

Participants were asked their extent of agreement with the statement and a distribution of their answers is included below.

How strongly do you agree with the following statement:
Housing is a fundamental human right.



■ Strongly disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly agree

2. Experience of Discrimination in Housing:

Nearly 20% of respondents or 9 respondents experienced discrimination in housing. Respondents reported experience being discriminated for being a single mom, being from the LBGTQ2S+ community, for age and gender related reasons, and for having pets and children.

Additional Survey Demographics Information:

1. Age:

In total, 20.0% of participants were within the 25-34 age group, 22.3% in the 35-44 age group, 24.4% in the 45-54 age range, and finally 26.7% fell in the 55-65 category. In contrast, the 15-24 and 66-74 age groups had the lowest representation, each accounting for only 2.2% of respondents. Additionally, 2.2% of respondents chose not to disclose their age.

2. Highest Academic Qualification:

Regarding educational qualifications, the majority of respondents held a bachelor's degree, making up 42.2% (19 respondents) of the sample. College-educated respondents were also notable, constituting 31.1% (14 respondents) of the group. Meanwhile, those with master's degrees accounted for 13.3% (6 respondents), vocational qualifications and high school diplomas each represented 2.2% (1 respondent), and 4.4% (2 respondents) chose the "Other" category. Similarly, 4.4% (2 respondents) preferred not to disclose their educational background.

3. Current Employment Status:

When it comes to employment status, a majority of respondents were employed full-time, with 71.1% (32 respondents) falling into this category. Part-time employment

accounted for 13.3% (6 respondents), and 8.9% (4 respondents) identified as self-employed.

The retired and "Other" categories each comprised 2.2% (1 respondent) of respondents, and 2.2% (1 respondent) chose not to specify their employment status.

4. Monthly Housing Costs:

In terms of monthly housing costs, the majority of respondents reported spending between \$1001 and \$3000, with 40.0% (18 respondents) falling within this range. Meanwhile, 33.3% (15 respondents) spent between \$2001 and \$3000, and 20.0% (9 respondents) spent between \$3001 and \$4000.

The lowest expenditure bracket of \$501-\$1000 was represented by 6.7% (3 respondents).

5. Total Household Income in 2022:

Respondents reported a diverse span of total household income in 2022. A majority reported incomes between \$50,000 and \$150,000. Specifically, 40.9% (18 respondents) reported incomes between \$50,000 and \$100,000, while 15.9% (7 respondents) reported incomes between \$100,000 and \$150,000. Furthermore, 20.5% (9 respondents) of respondents had household incomes of \$150,000 and above.

In contrast, 18.2% (8 respondents) reported incomes less than \$50,000, and 4.5% (2 respondents) chose not to disclose their household income.

Conclusion:

The survey encompassed employees with diverse demographic profiles, including factors such as age, residential location, housing expenditures, and income. A common concern among respondents was the affordability of housing in Stratford, attributed to escalating housing expenses, limited access to housing options, a deficit in social rental and mortgage assistance, and insufficient personal income. Despite the variations in demographic characteristics, a prevailing consensus among most participants was their agreement that housing is an inherent human right. Regrettably, a notable proportion of respondents shared their encounters with housing-related discrimination in their past.