

RESULTS OF THE

2022 Canadian Book Publishing Industry

DIVERSITY BASELINE SURVEY

PRESENTED BY

The Association of Canadian Publishers
in partnership with the Canadian Publishers' Council



CANADIAN
PUBLISHERS'
COUNCIL

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2022 Canadian Book Publishing Diversity Baseline Survey

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About

Association of Canadian Publishers

[ACP](#) is the national voice of Canadian-owned English-language book publishers, representing 115 independent companies across Canada. Through collective work, ACP advocates and collaborates to create the conditions for Canadian-owned book publishers' economic and cultural success. ACP works to help its members build the audience share for Canadian-authored and Canadian-published books in Canadian bookstores, libraries, educational institutions, and homes, and around the world.

Canadian Publishers' Council

[CPC](#) represents the interests of publishing companies that publish books and other media for elementary and secondary schools, colleges and universities, professional and reference markets, and the retail and library sectors. CPC maintains liaison with major Canadian and international sector associations in writing and publishing, to monitor key developments in the sector and advocate for policies that promote a healthy and prosperous industry.

INTRODUCTION



Background

In recognition of the underrepresentation of Indigenous and racialized people in the Canadian publishing industry, members of ACP voted unanimously at the association's 2017 Annual General Meeting to establish a Diversity and Inclusion Working Group, which was open to all interested members. The working group has evolved into a standing committee of ACP, with a continued goal of finding solutions to this underrepresentation.

In 2018, the working group decided to administer a baseline survey to gather information on the composition of Canadian publishing workplaces and identify challenges and opportunities with respect to building diverse and inclusive workplaces. The survey was modeled on the [Lee & Low Books Diversity Baseline Survey](#), which measures diversity in the United States publishing industry.

ACP published its 2018 findings in a report shared with ACP members and the broader Canadian publishing community. The results showed an industry with an undeniable diversity problem: 82% of respondents identified as white; 72% were straight; 74% were women; 80% were non-disabled. When heads of firms were asked if they had plans for any new initiatives to support diversity, equity, and inclusion, close to half answered no—and many shared that although they already had DEI policies in place, it was still challenging to move the dial in practice.

READ THE 2018 CANADIAN BOOK PUBLISHING DIVERSITY BASELINE SURVEY

The second round of this survey follows a tumultuous and troubled four years not just for the Canadian publishing industry, but for the world at large. The COVID-19 pandemic changed life as we knew it; the Black Lives Matter movement surged in North America following the murder of George Floyd in 2020; the climate crisis continues to barrel past benchmarks and break weather records worldwide; and in Canada, the UN called for a full-fledged investigation following the discovery of over 1800 unmarked graves of Indigenous children at former residential schools across the country.

In book publishing news since 2018:

- The Canadian publishing industry is on the mend, but still has not fully recovered from the COVID-19 pandemic. [According to a July 2022 report on culture industries](#) from Statistics Canada, book publisher revenue is still down 3.3% compared to pre-pandemic levels in 2019.

- [A global paper shortage and soaring overseas shipping costs](#) sent the Canadian publishing industry into a **supply chain crisis** projected to last well into 2023.
- Canada was the **Guest of Honour at the Frankfurt Book Fair** in 2020 (virtual) and 2021 (hybrid).
- BookNet Canada released a [2021 survey](#) that analyzes Canadian readers' demand for **books by diverse authors**.
- The U.S. Department of Justice sued to block the **proposed merger of Penguin Random House and Simon & Schuster**, setting the stage for a potentially historic precedent in antitrust law.
- **Remote and hybrid work is here to stay** in Canadian publishing; 63% of respondents to a [BookNet Canada survey](#) said they plan to continue these arrangements permanently.
- Several **high-profile legal cases on copyright** have had major impacts on the industry, including [Hachette v. Internet Archive](#) in the U.S. (ongoing) and [York University v. Access Copyright](#) in Canada.

This report asks a simple question: is the Canadian publishing industry more diverse since the baseline established in 2018?

Methodology

For the purposes of accurate comparison, the 2022 baseline survey questions and response options match those of the first baseline survey in 2018. Several new questions were added to collect information around compensation packages and work arrangements.

The online survey was open between July 5, 2022 and September 16, 2022. The link was distributed to book publishing firms across Canada by direct email, through other publishing associations, and via social media. ACP also partnered with the Canadian Publishers' Council to assist with survey distribution to their membership of multinational firms. The survey was open to staff at book publishing firms of all sizes, genres, and geographical locations, and to both Canadian-owned presses and multinational firms operating in Canada. ACP asked that the survey be shared with all full-time, part-time, and contract staff, as well as interns and freelancers. The survey was conducted in English and distributed via English language publishing associations and book publishing media. Though some representatives of French-language publishing firms may be represented in the results, this report is understood to reflect the workforce of the Canadian English-language publishing industry.

The survey was anonymous and self-reported. Participation was voluntary and all questions were optional. Heads of firm (or equivalent) were asked an additional set of questions about their companies, in addition to the survey questions that captured demographic information. Of responses gathered from heads of firm, all were completed by representatives of Canadian-owned publishing firms; no responses were submitted by the heads of multinational publishing firms. Staff employed by multinational firms are represented among the general survey results.

SUMMARY OF RESULTS



Summary of Results

In total, 439 respondents answered some or all of the survey questions; of those, 87 identified themselves as heads of firm. Some questions allowed respondents to select multiple answers. For these questions, the data presented reflects the total number of responses for each category.

The results of the survey are presented in the following sections:

- **By the numbers:** Quantitative results in the form of demographic charts measuring diversity, as well as a highlights section of statistically significant changes and new questions since 2018.
- **Diversity and inclusion initiatives:** Qualitative results in the form of summarized narrative responses and anonymized quotes around diversity and inclusion initiatives.
- **Takeaways and next steps:** Takeaways from the survey and a summary of next steps for ACP's Diversity and Inclusion Committee and the broader Canadian publishing community.

By the numbers

FIGURE 1: REGION

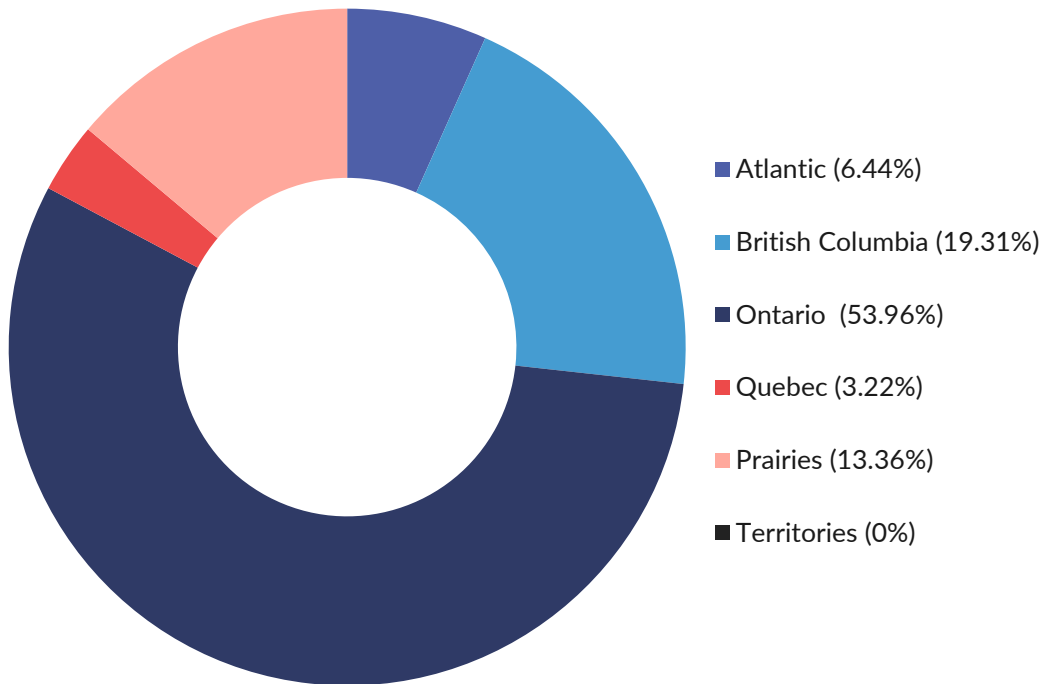


FIGURE 2: AGE

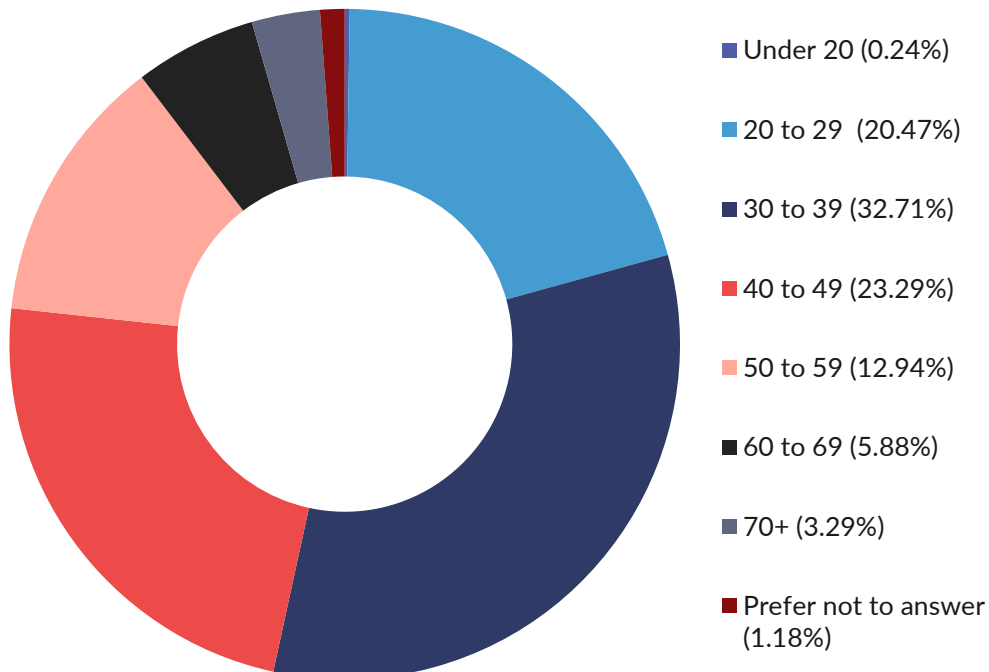


FIGURE 3: EMPLOYMENT STATUS

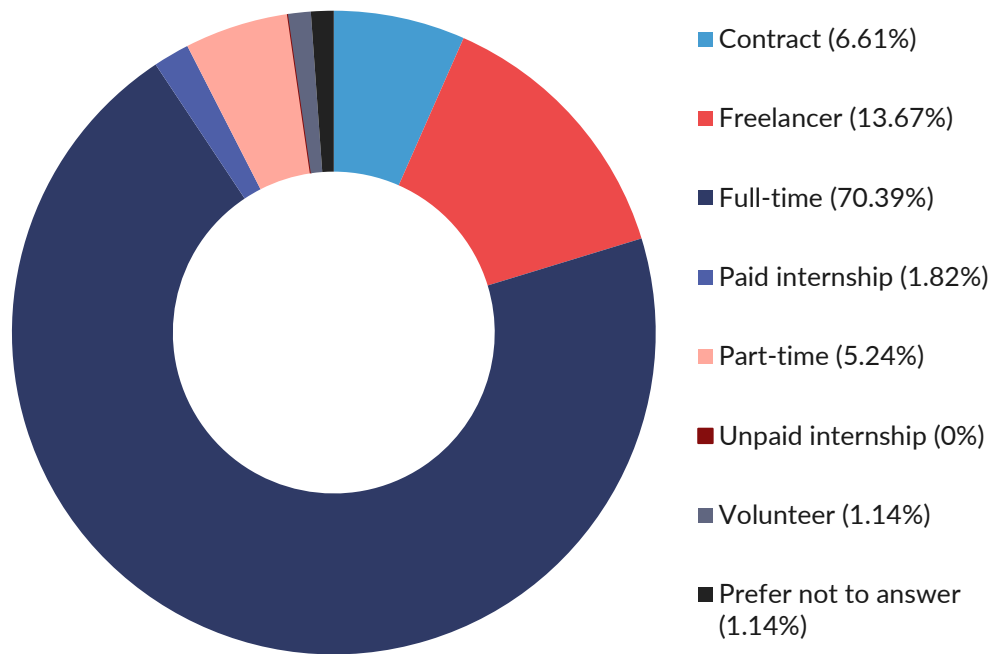


FIGURE 4: RESPONDENTS WITH A DISABILITY

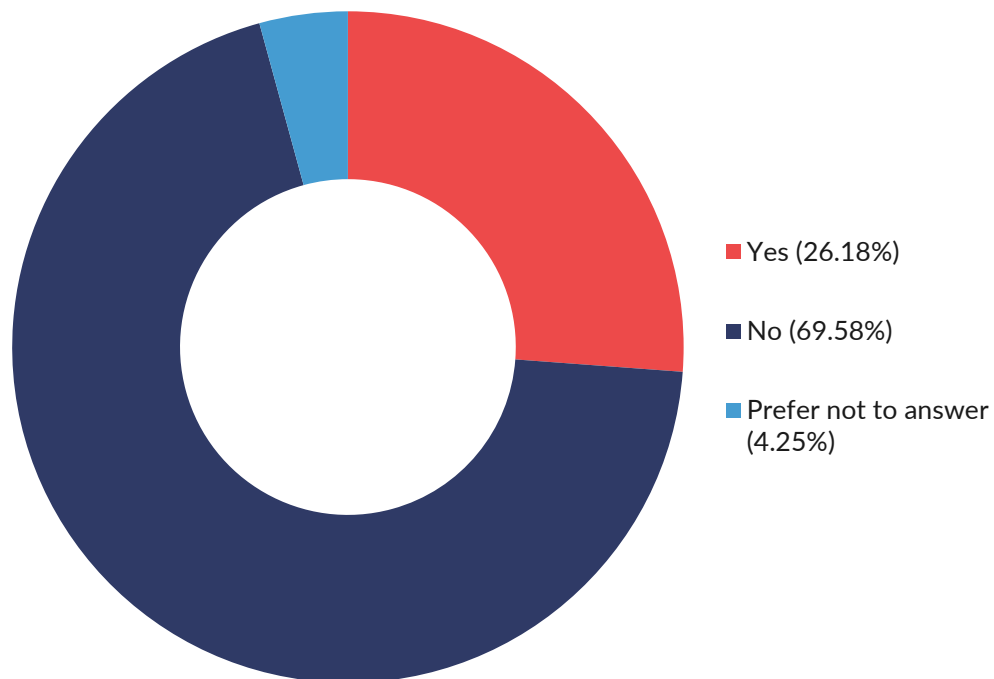
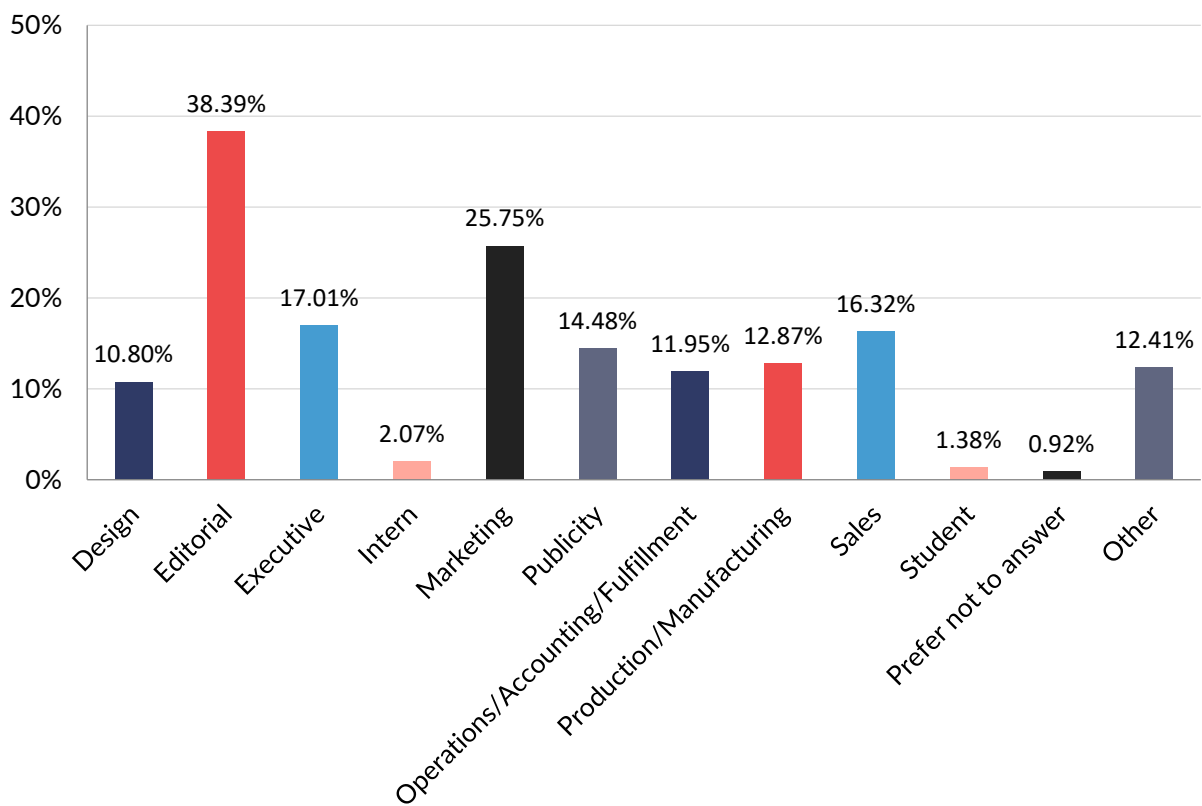
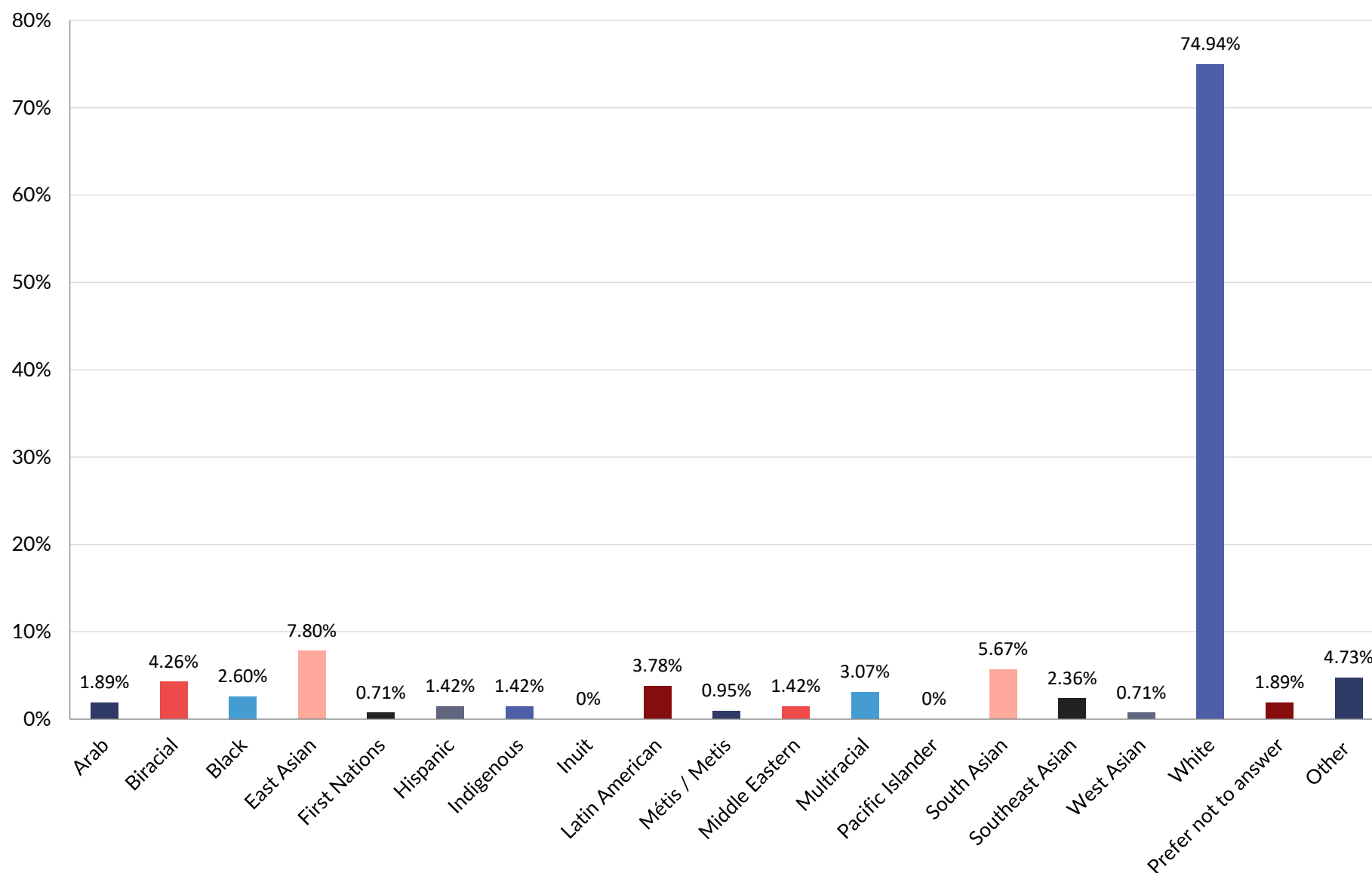


FIGURE 5: DEPARTMENT



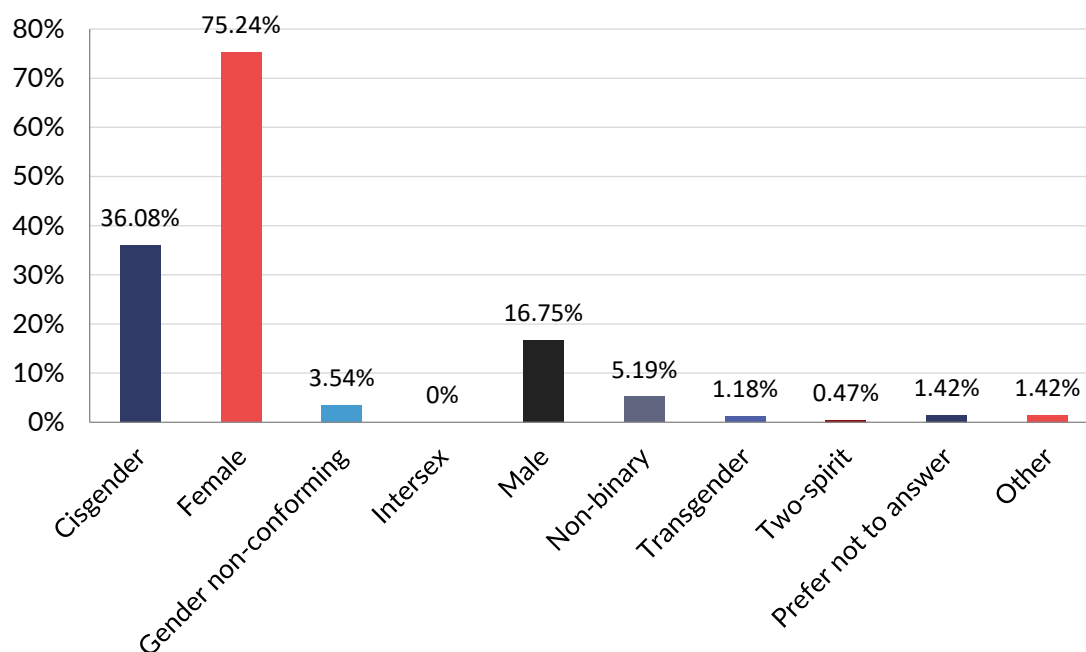
*435 respondents. Respondents were invited to provide multiple responses.

FIGURE 6: RACE



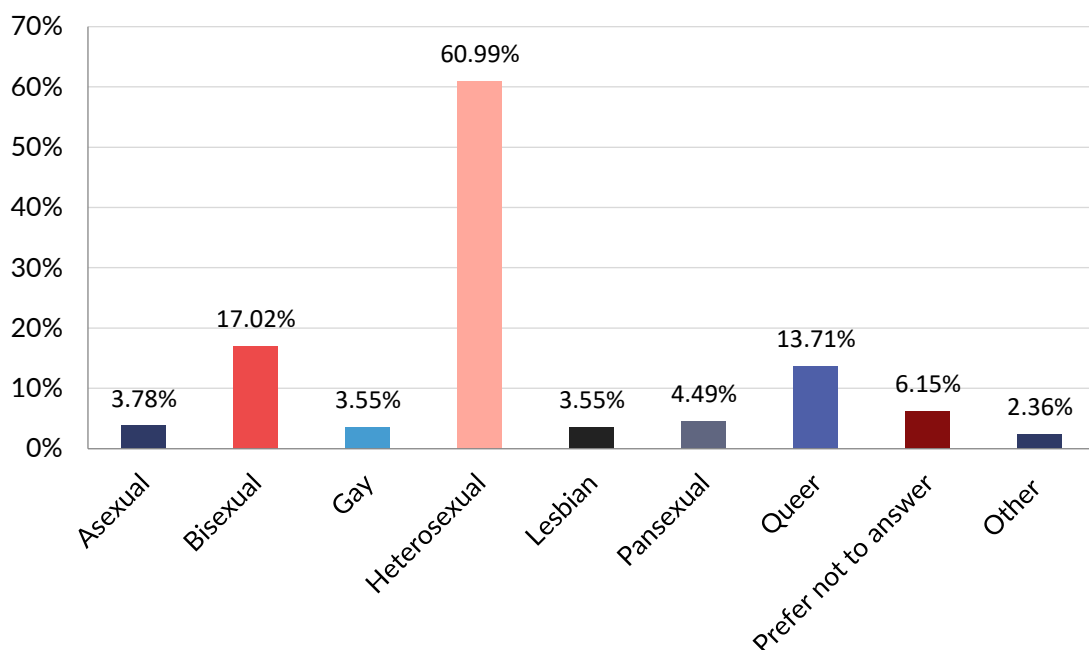
*423 respondents. Respondents were invited to provide multiple responses.

FIGURE 7: GENDER



*424 respondents. Respondents were invited to provide multiple responses.

FIGURE 8: SEXUAL ORIENTATION



*423 respondents. Respondents were invited to provide multiple responses.

FIGURE 9: ANNUAL EARNINGS, SALARIED, FULL-TIME & PART TIME

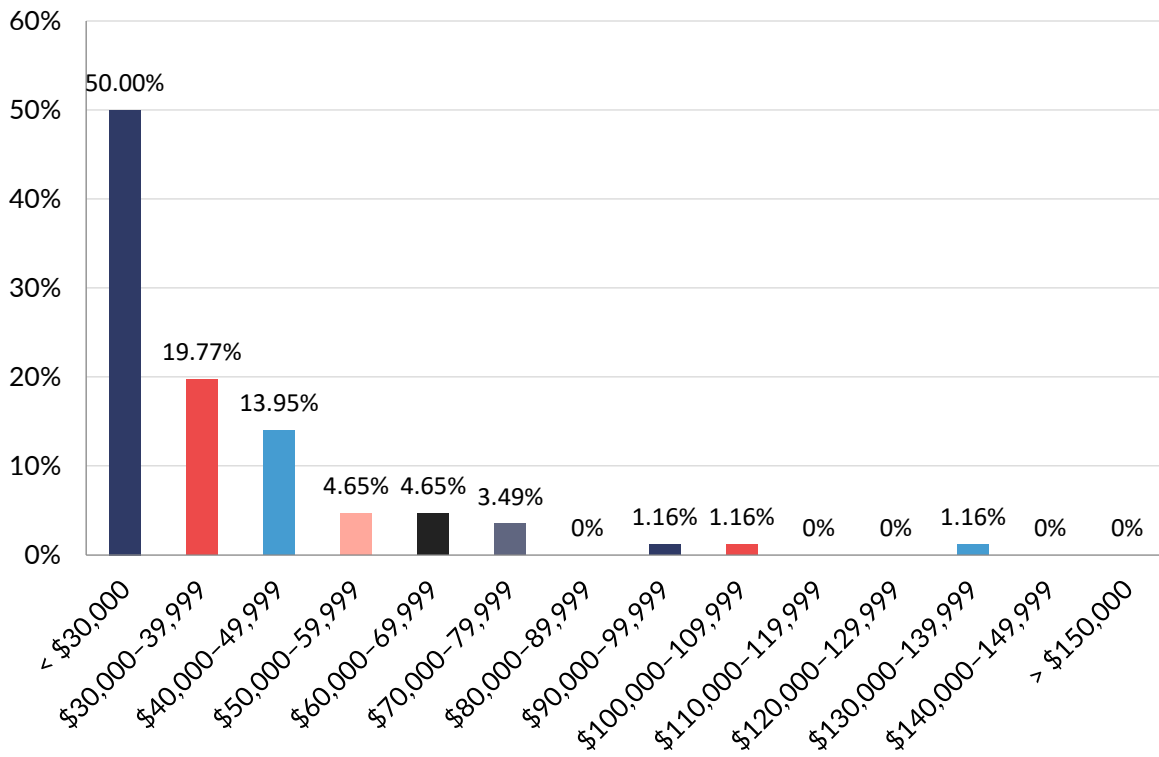


FIGURE 10: ANNUAL EARNINGS, SALARIED, FULL-TIME ONLY

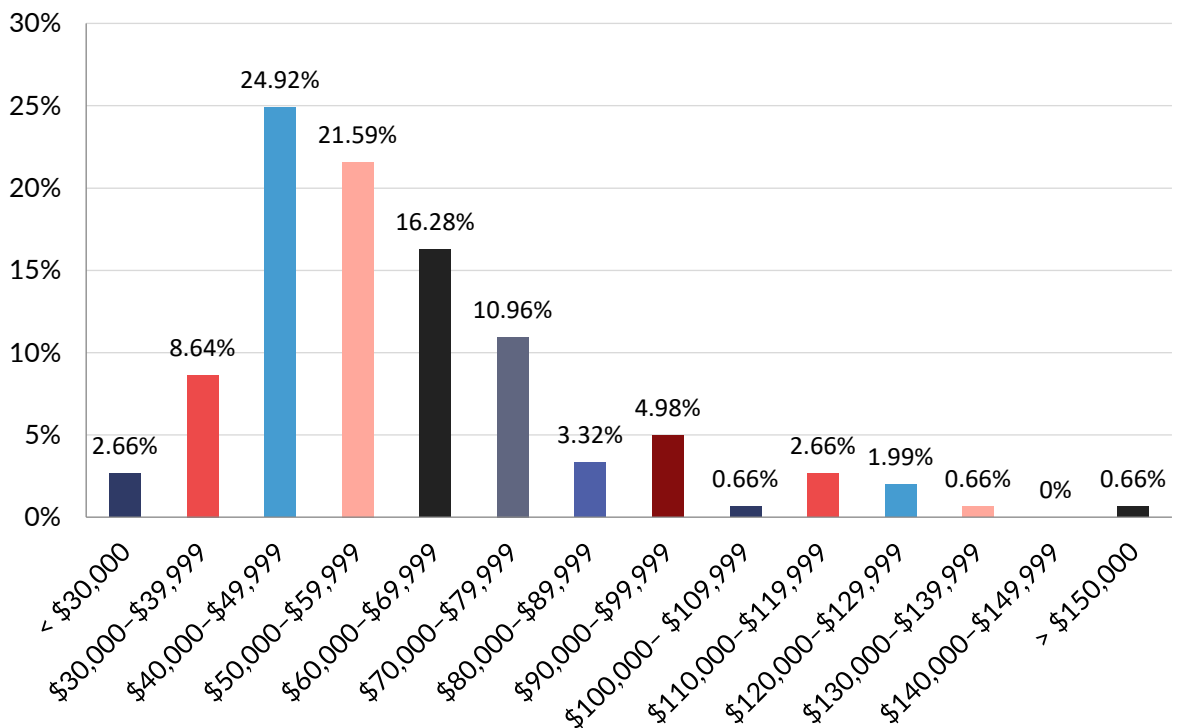


FIGURE 11: ANNUAL EARNINGS, FREELANCE/CONTRACT

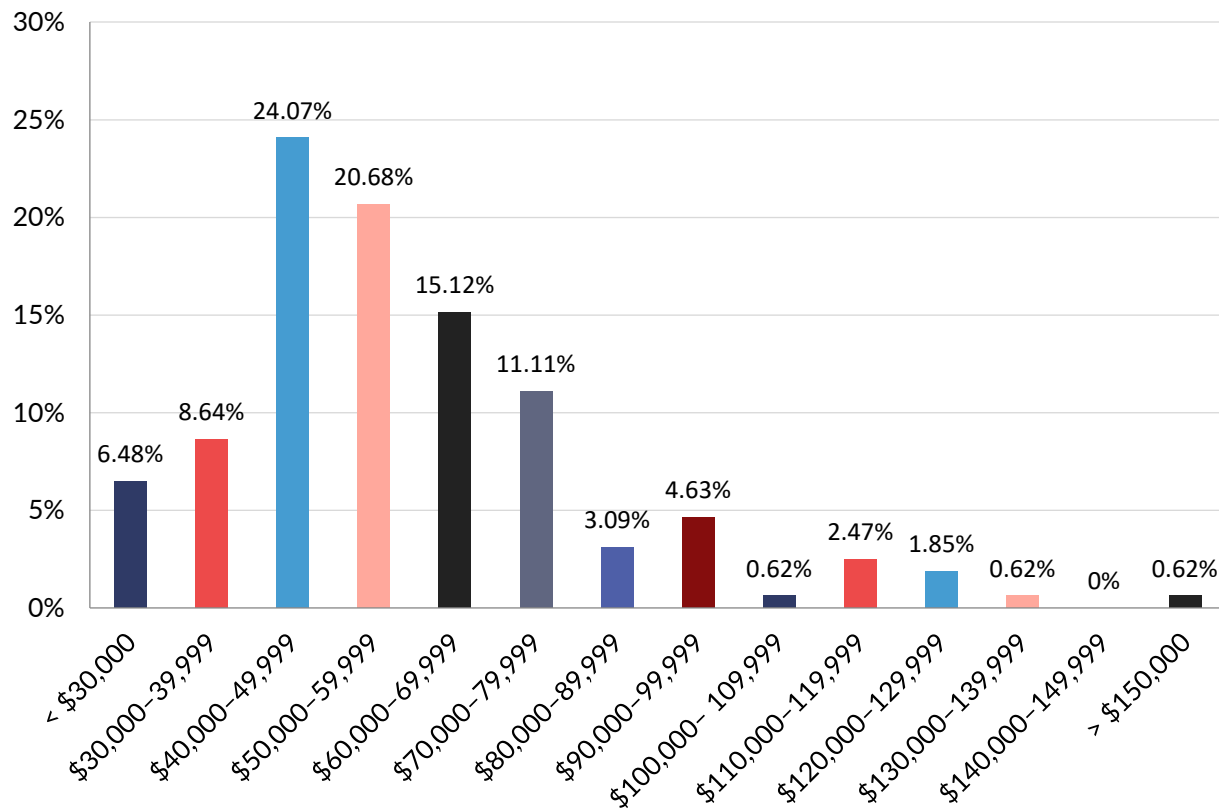


FIGURE 12: WORK MODEL

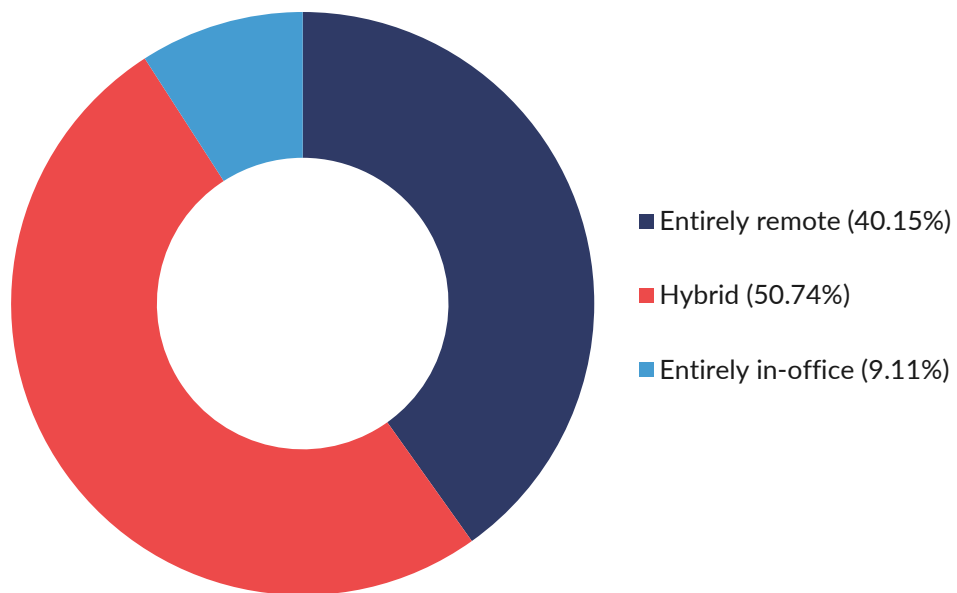


FIGURE 13: AGE, HEADS OF FIRM

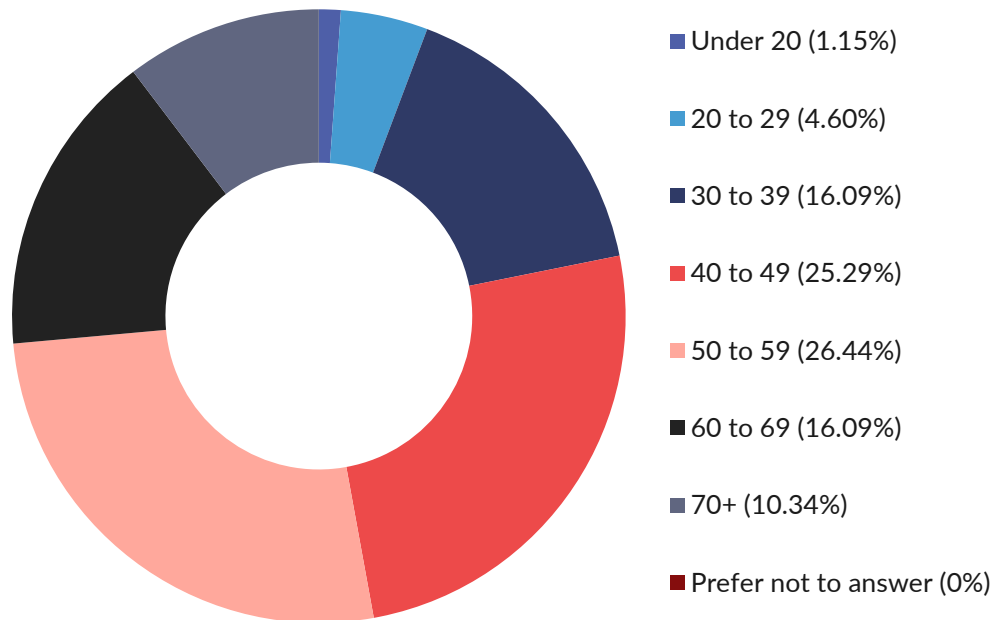


FIGURE 14: EMPLOYMENT STATUS, HEADS OF FIRM

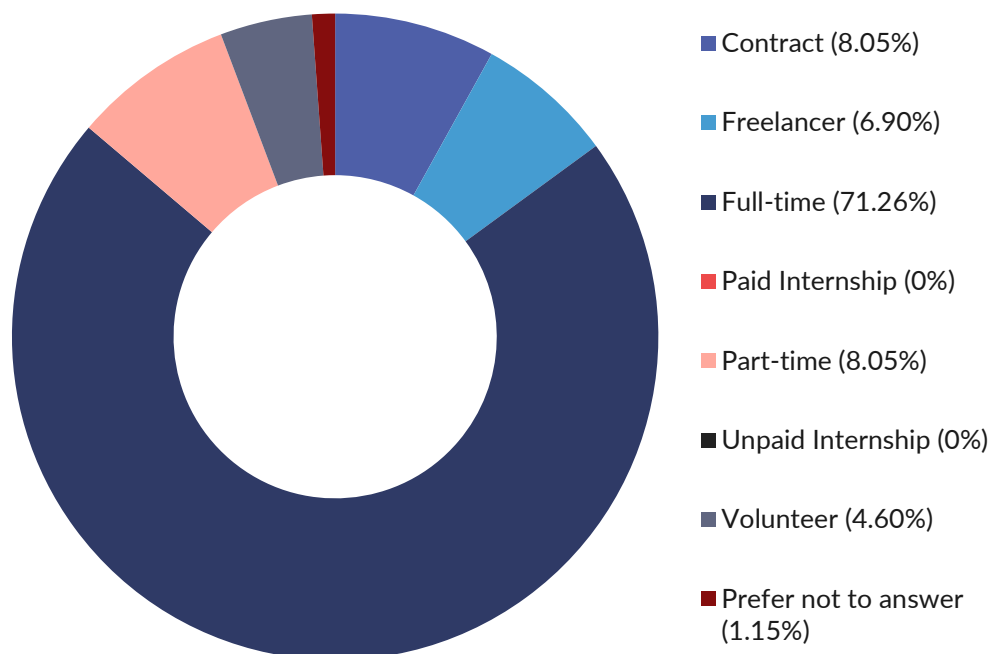


FIGURE 15: RESPONDENTS WITH A DISABILITY, HEADS OF FIRM

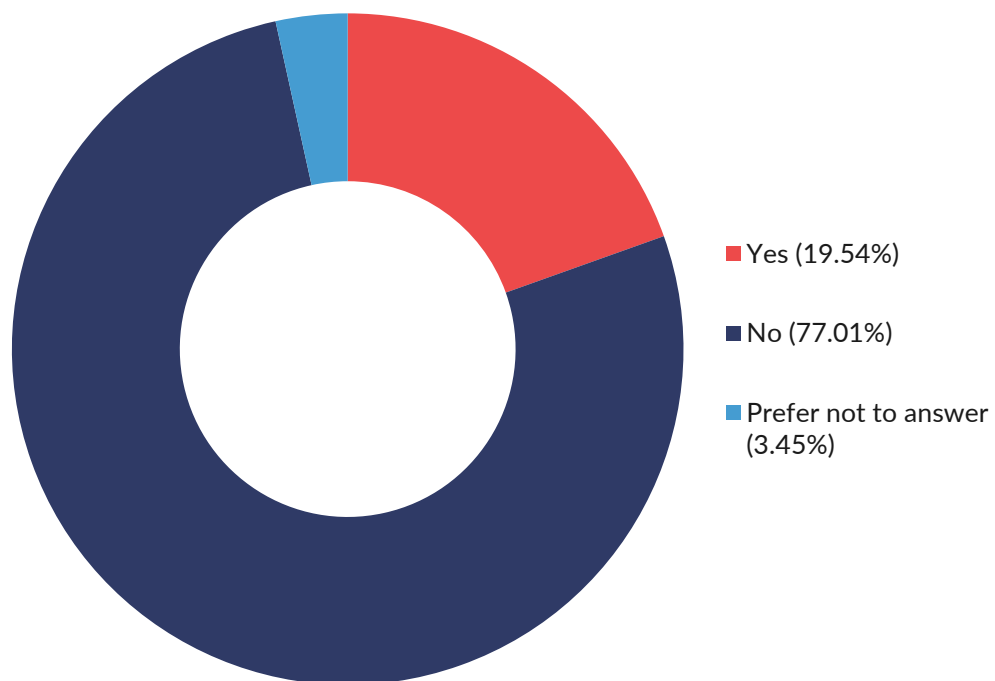
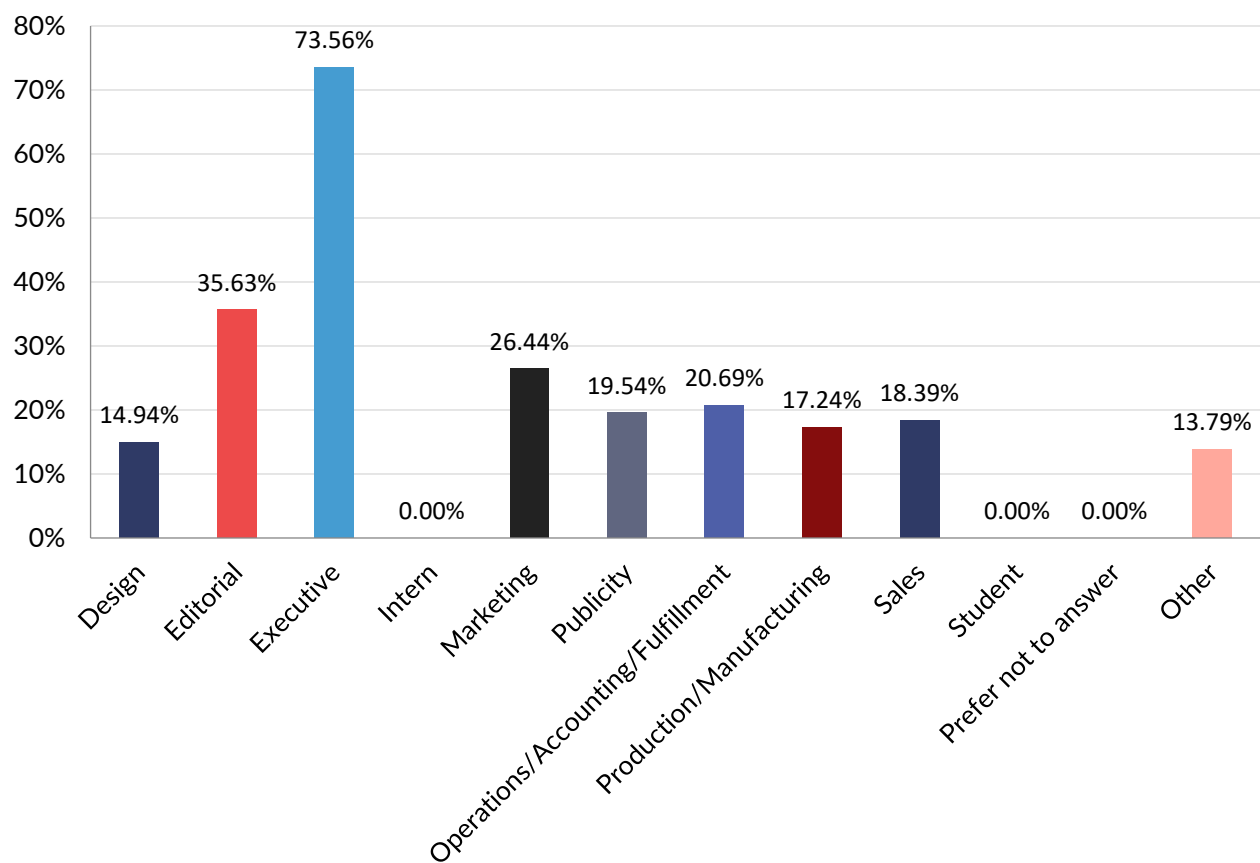
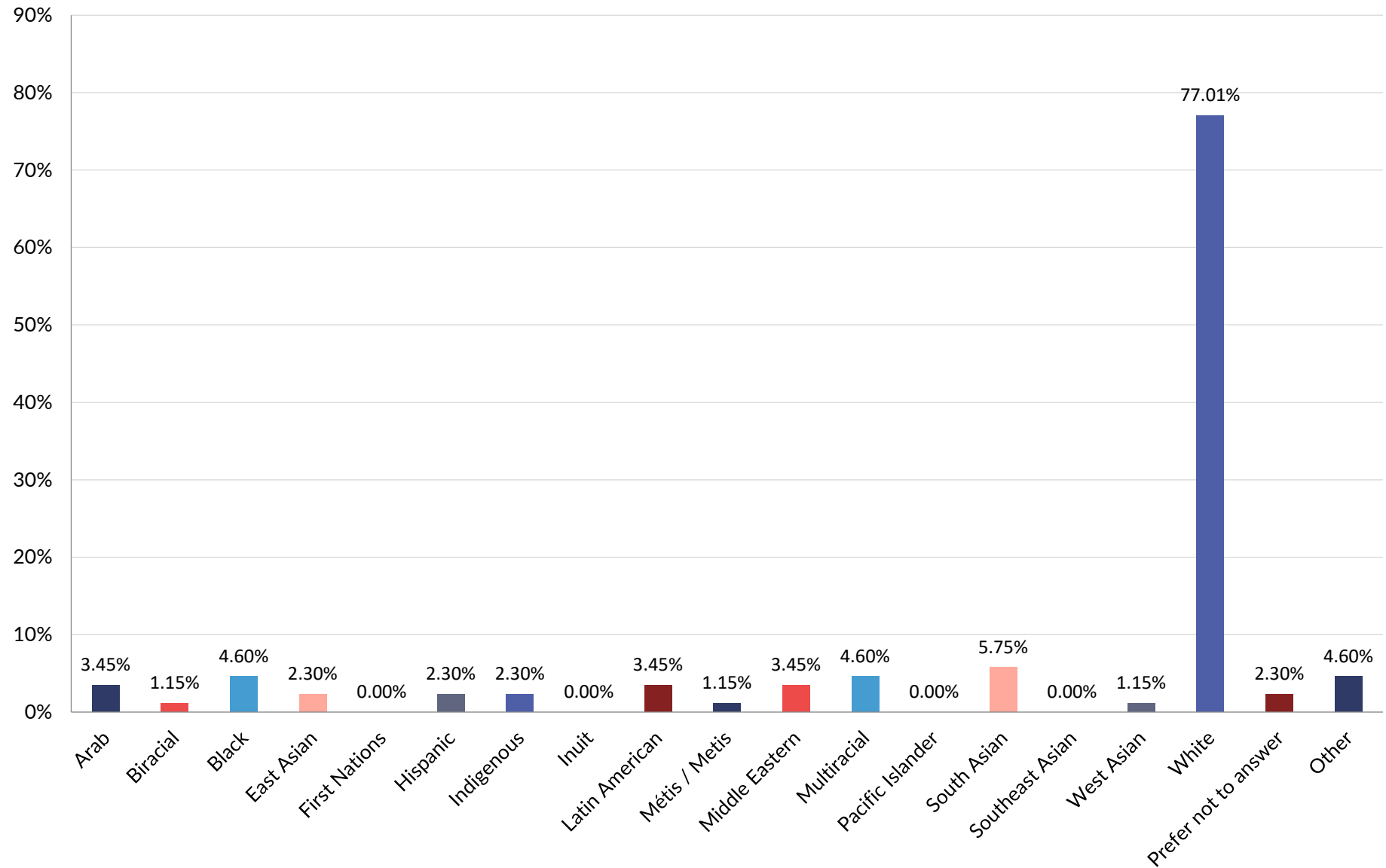


FIGURE 16: DEPARTMENT, HEADS OF FIRM



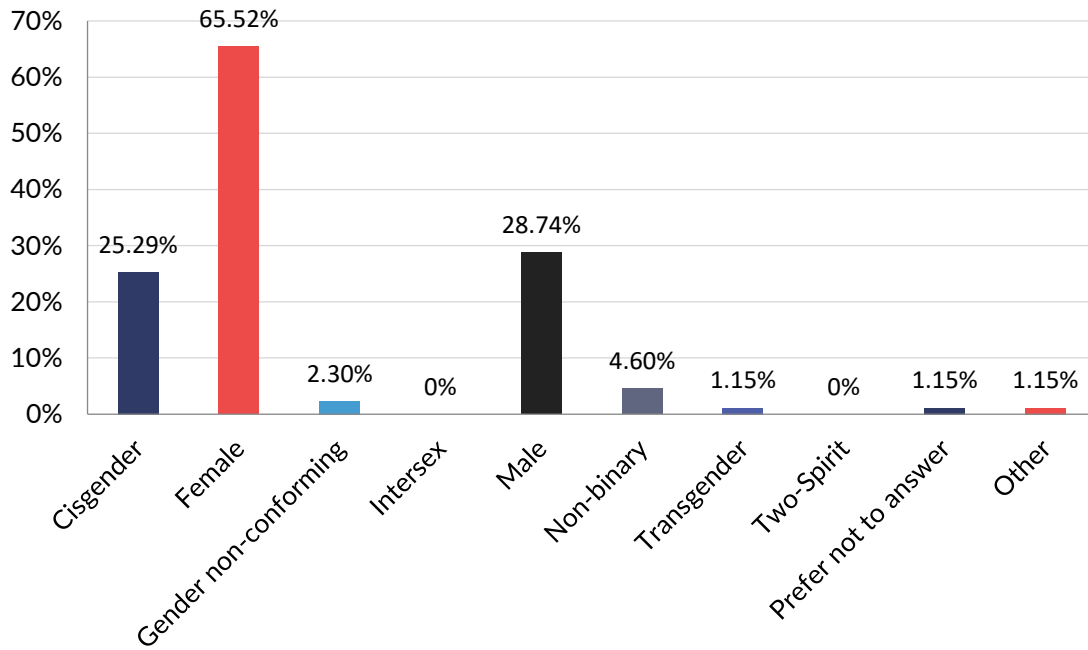
*87 respondents. Respondents were invited to provide multiple responses.

FIGURE 17: RACE, HEADS OF FIRM



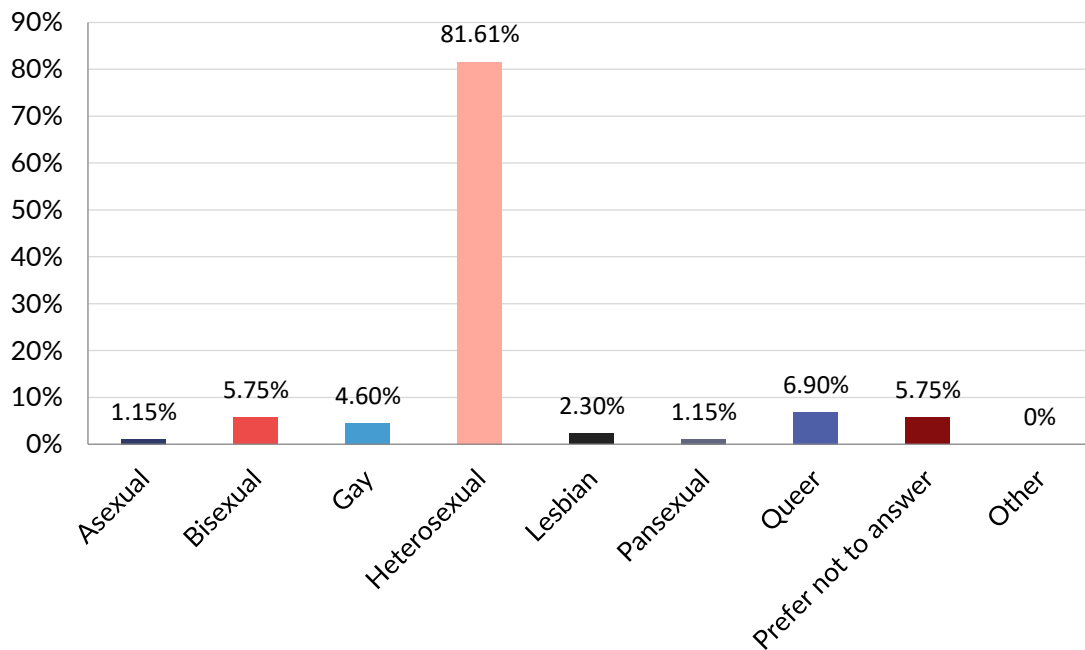
*87 respondents. Respondents were invited to provide multiple responses.

FIGURE 18: GENDER, HEADS OF FIRM



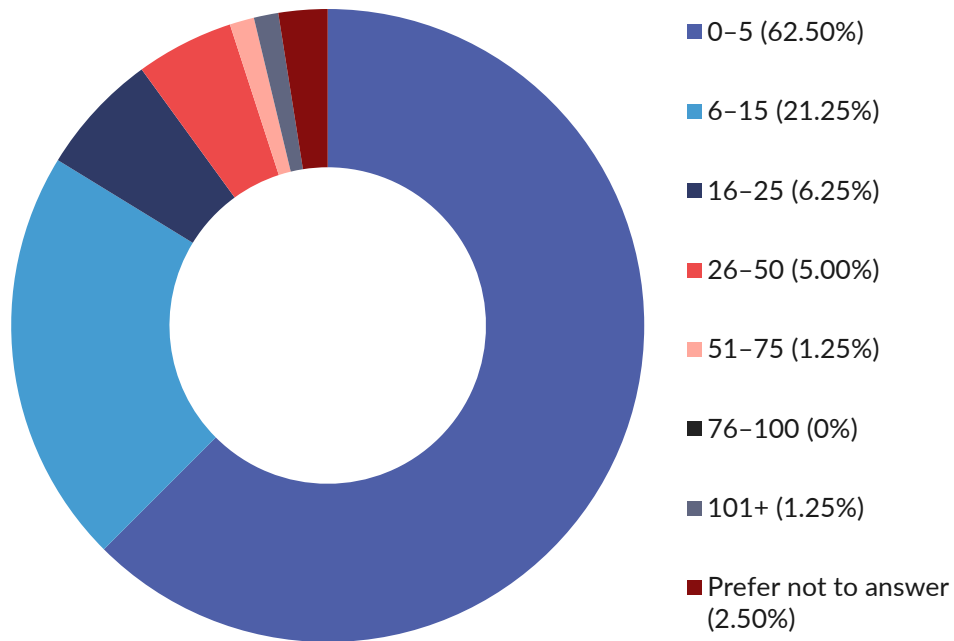
*87 respondents. Respondents were invited to provide multiple responses.

FIGURE 19: SEXUAL ORIENTATION, HEADS OF FIRM



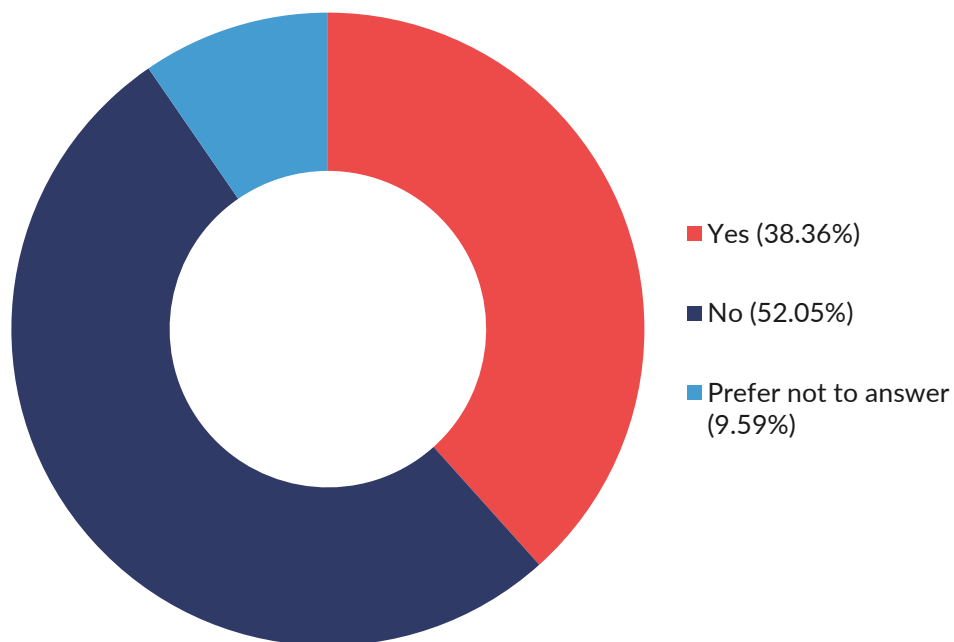
*87 respondents. Respondents were invited to provide multiple responses.

FIGURE 20: NUMBER OF FULL-TIME EMPLOYEES



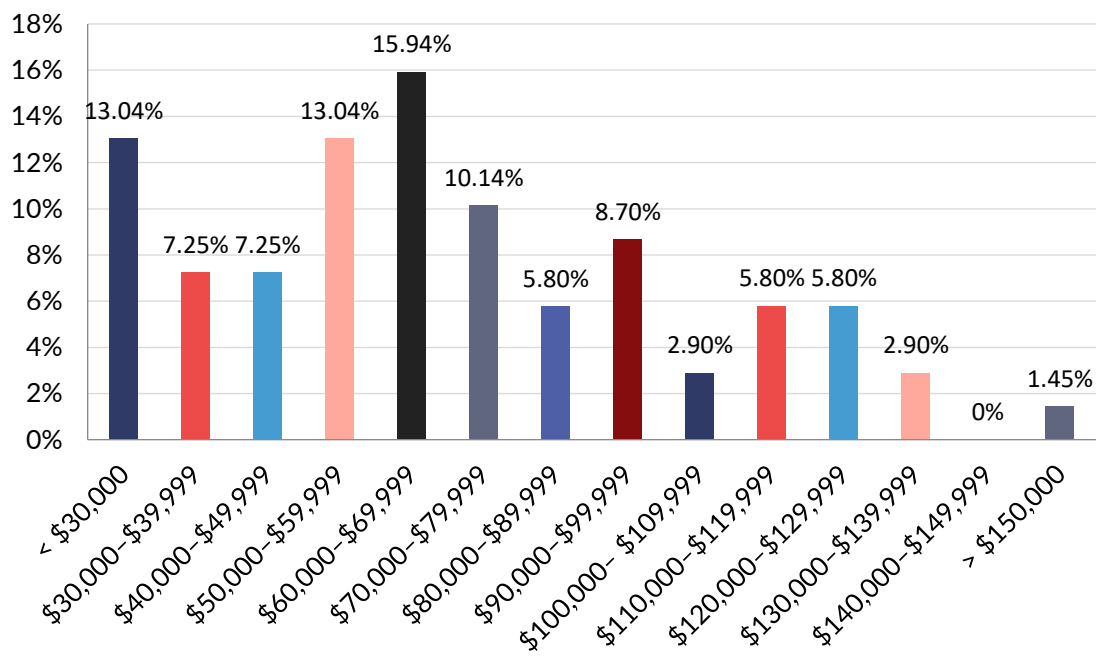
*The above company information was sought from heads of firm only.

FIGURE 21: COMPANIES WITH ACCESSIBILITY POLICIES IN PLACE



*The above company information was sought from heads of firm only.

FIGURE 22: ANNUAL EARNINGS, HEADS OF FIRM



What's changed?

- The industry as a whole remains **majority white**, but the balance has seen a statistically significant shift since 2018, from 82% white to 75%.
- Almost all individual departments saw anywhere between **7%–20% more respondents identifying as BIPOC** (except for executives and interns, whose percentage of BIPOC-identifying respondents fell 2% and 5%, respectively).
- By a narrow margin, publicity was the **least racially diverse department** in 2022, at 79% white-identifying. By contrast, the least racially diverse department in 2018 was sales, at 94% white-identifying.
- Respondents with a **disability** rose 9% overall, from 17% in 2018 to 26% in 2022. (It's likely important to consider that this survey covers the time period of the pandemic, where many people in Canada were affected not just by complications directly related to COVID-19, but by increased wait times for health care overall. As well, as stigma decreases around less “visible” disabilities—such as chronic illness, neurodiversities, or mental health issues—this may contribute to higher rates of self-reporting.)
- 14% fewer respondents overall (including 10% fewer heads of firm) identified as **cisgender** in 2022; almost every other selection option saw 1-3 percentage points of growth, including **gender non-conforming**, **non-binary**, and **transgender**.
- 11% fewer respondents overall identified as **heterosexual**. (On the flip side, the percentage of heads of firm identifying as heterosexual saw an 11% rise.)
- The percentage of respondents working as **freelancers** (as opposed to salaried staff) grew by 6%.
- The percentage of respondents who said their firm **currently has DEI policies and initiatives** rose by 14%.
- The percentage of heads of firm with **plans to implement new DEI policies and initiatives** rose by 17%.

What's stayed the same?

- Across almost every survey category, **heads of firm** experienced no statistically significant change since 2018. In particular, they logged near-identical responses to the question on race (within one percentage point).
- Interns still represent the **most diverse department** in the survey. In 2022, 33% of interns identified as BIPOC; 78% as on the LGBTQIA+ spectrum; and 56% as disabled—all a significant departure from the industry overall.
- Despite the above-noted uptick in gender-nonconforming, non-binary, and transgender respondents overall, **the ratio between male and female staff** remained near-identical, both industry-wide and for heads of firm.
- Questions around **region, age, and employment status** industry-wide mostly saw similar results to the 2018 survey.

What's new?

This round of the survey included several new questions around compensation packages and work arrangements. Highlights include:

AVERAGE EARNINGS

- **Salaried** respondents earn in the range of \$40,000–\$59,999 per year on average (with the exception of executive-level staff, who earn \$60,000–\$69,000 per year on average).
- Half of all **freelance and contract** respondents earn less than \$30,000 per year on average from their earnings related to publishing work.
- 63% of firms offer **cost of living adjustments** annually or on an ad hoc basis / when budget permits.
- **Overtime pay** is relatively rare, at 11% of firms. **Time off in lieu** is a much more common form of compensation for extra hours worked, at 65% of firms.
- On average, firms employ one **paid intern** and 1–2 **unpaid interns** (receiving an honorarium or educational credit) annually.

AVERAGE EARNINGS BY DEPARTMENT

Department*	SALARIED**		FREELANCE/CONTRACT***	
	Average Earnings	Total Responses	Average Earnings	Total Responses
Design	\$50,000–\$59,999	32	< \$30,000	14
Editorial	\$50,000–\$59,999	115	\$30,000–\$39,999	14
Executive	\$60,000–\$69,999	63	\$40,000–\$49,999	3
Intern	N/A	N/A	< \$30,000	5
Marketing	\$40,000–\$49,999	92	\$30,000–\$39,999	16
Publicity	\$40,000–\$49,999	47	\$40,000–\$49,999	11
Operations/ Accounting/ Fullfillment/	\$40,000–\$49,999	41	\$30,000–\$39,999	8
Production/ Manufacturing	\$50,000–\$59,999	48	\$40,000–\$49,999	4
Sales	\$50,000–\$59,999	59	\$40,000–\$49,999	8

* Respondents were invited to select multiple departments.

** 324 salaried respondents.

*** 86 freelance/contract respondents.

REMOTE WORK

- Half of all respondents work both remotely and in-person in a **hybrid model**; 40% of all respondents work **entirely remotely**; just 9% of respondents work **entirely in-person**.
- When heads of firm were asked if they plan to keep hybrid or remote arrangements indefinitely, 81% said yes.

BENEFITS

- The majority of firms offer some combination of **health insurance (77%)**, **dental insurance (74%)**, **life insurance (63%)**, and/or **short-term disability insurance (51%)**.
- A minority of firms (32%) offer **pension or retirement savings plans** such as RRSP contributions.

EDUCATION

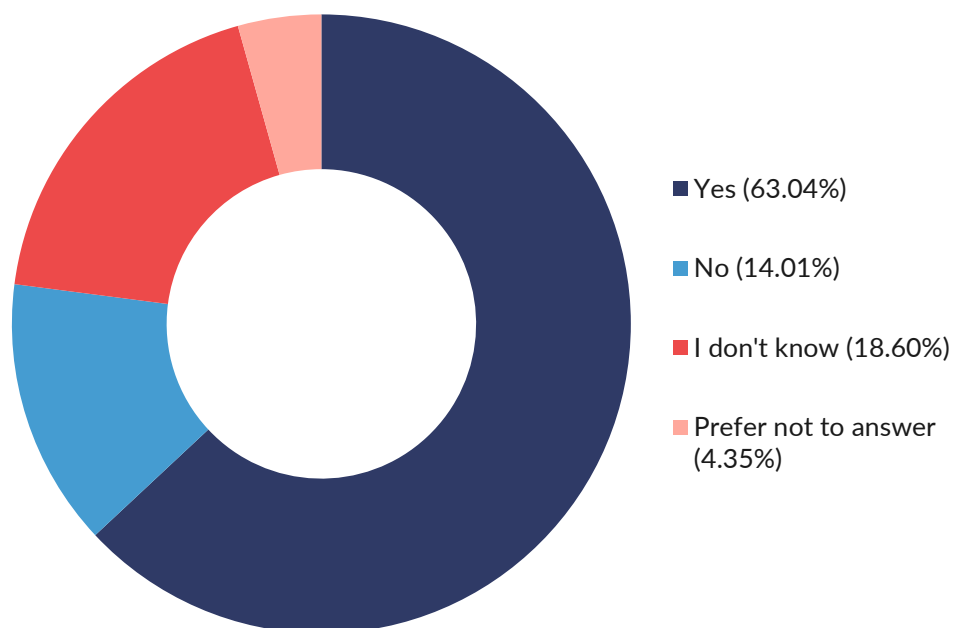
- Of all departments, executive-level staff (e.g. CEO, COO, CFO, publisher, president, VP) are least likely to have completed **schooling related to publishing**.
- 42% of respondents hold a bachelor's degree as their **highest level of education**; 34% hold a master's.

WORKPLACE

- Respondents work across an average of 1.5 **departments** at their firm.
- 57% of all respondents have been **promoted or changed positions** at their current firm.
- 85% of firms have no **dedicated HR staff**.
- 10% of firms are **unionized**.
- 79% of firms are based in a **large urban centre** (population 100,000+).

Diversity and inclusion initiatives

FIGURE 23: ARE THERE CURRENTLY ANY INITIATIVES OR POLICIES IN PLACE TO SUPPORT DIVERSITY AND INCLUSION IN YOUR WORKPLACE?



63% of respondents answered “yes” to the question of whether their firm currently has initiatives or policies in place to support diversity and inclusion—approximately 14% more than in 2018. Respondents were invited to describe the policies with open-ended narrative responses.

- 32% of respondents mentioned actively trying to recruit and hire diverse staff.
- 25% of respondents mentioned that their firm has an internal diversity, equity, and inclusion (DEI) committee.
- 19% of respondents mentioned publishing diverse authors and attending DEI trainings and workshops.
- Other initiatives included: internal written policies covering DEI, discrimination, harassment, and/or human rights; monthly reading clubs or forums, either for BIPOC staff or company-wide; government funding for diverse interns or staff; and accessible offices and event spaces.

Similarly to the 2018 survey, many respondents noted that while their firms have diversity and inclusion initiatives in theory, their objectives have not necessarily been achieved in practice. For instance, a quarter of respondents said their firm has a

DEI committee, but some said they didn't know what the committee did, and others pointed out that the committee relied on unpaid time from staff with no reduction in their workloads. Lack of funding and resources, as well as lack of clarity or buy-in from executive-level staff, were cited as barriers to implementing DEI initiatives effectively—as opposed to just “for show,” as one respondent put it.

“We developed an anti-racism policy, but it was very basic and somewhat superficial.”

– Design staff member

“I have heard managers speak informally about the desire to hire more diversely, though I am not sure about what practical efforts are being made.”

– Editorial staff member

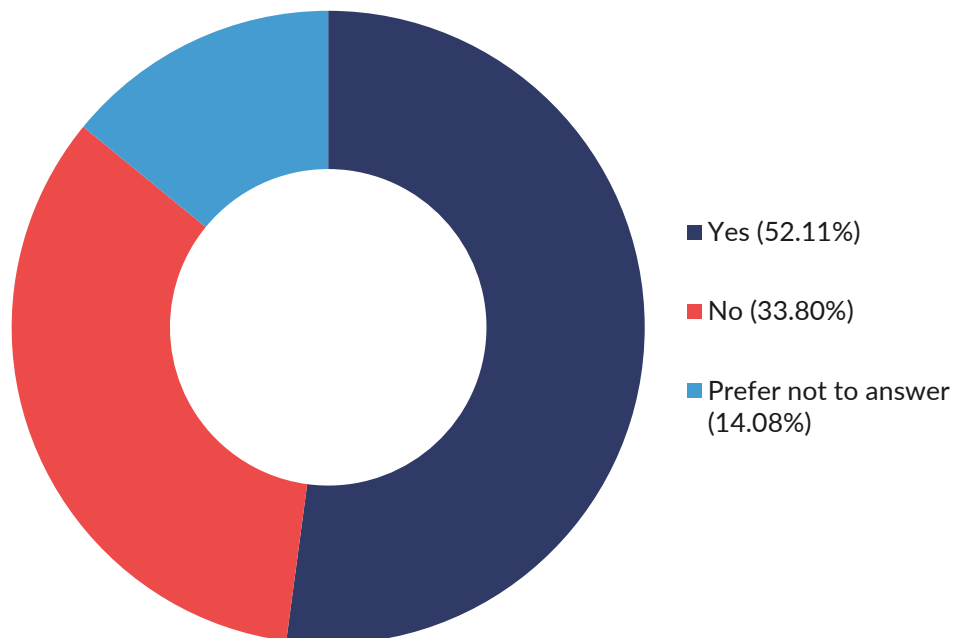
“As much as we do have policies in our employee code of conduct, they aren't enforced or modeled by the higher-ups.”

– Editorial staff member

“We have a policy statement, but little actions or accountability attached to it. Initiatives are taken up by staff independently.”

– Production/manufacturing staff member

FIGURE 24: FIRMS WITH PLANS TO IMPLEMENT NEW INITIATIVES



Over half of heads of firm said that they have plans to implement new DEI initiatives in the next one to two years. This is 17% more than in 2018, making it the single largest swing in responses between the two surveys. Heads of firm were invited to describe their plans with open-ended narrative responses.

- 31% mentioned **writing or updating a policy** covering DEI, discrimination, harassment, and/or human rights.
- 22% mentioned scheduling **trainings, events, mentorships, or fellowships**.
- 15% mentioned **implementing recruitment strategies for hiring** diverse staff and freelance/contract workers.
- Other responses included: soliciting submissions from diverse authors; forming DEI committees; and making offices, websites, and/or products more accessible.

“We are working on something we are calling ‘Indigenizing our process.’ ... This includes adjusting our approach and our process to include more collaboration, more conversation.”

– Executive staff member

“I don’t really know what an official diversity policy looks like, compared to simply keeping it front of mind and always questioning our practices.”

– Executive staff member

Those who answered “no” were asked to identify what resources or support would be needed for them to implement initiatives to better support diversity and inclusion in their workplace.

- Nearly 70% mentioned **lack of funding** as the main barrier to both recruiting/hiring more diverse staff and implementing DEI initiatives.
- Other responses included: discussion/collaboration with peers to develop best practices; access to training and education.

“We are a small company with so much to do and no one formally trained in HR or DEI.”

– Executive staff member

“Creating policy and keeping up with daily work takes time, and ... we currently don’t make a living wage.”

– Executive staff member

“Specific goals for diversity and inclusion are tough to pursue with a small staff and budget.”

– Executive staff member

Other respondents (those who did not identify themselves as heads of firm) were asked to suggest initiatives or policies to support diversity and inclusion in their workplace.

- 18% suggested **active recruitment strategies** and targeted hiring, including looking beyond traditional book publishing programs and job boards for diverse applicants.
- 17% suggested **higher pay**, more paid time off, better benefits, and/or generally more robust compensation for current employees.
- 10% suggested that policies be written or updated with **specific, measurable targets** that require follow through.
- Other suggestions included:
 - Funded internships for diverse applicants;
 - Outreach to educational partners / publishing programs;
 - Accessible office facilities or events;
 - Flexible work-from-home arrangements;
 - Greater openness from management for internal discussions around DEI;
 - Mentorship opportunities for BIPOC staff;
 - Partnerships with community organizations;
 - Professional development and training;
 - Internal surveys, audits, or reviews with respect to diversity at the firm level;
 - Salary transparency, both in new job postings and for current staff.

Beyond these suggestions, the common thread among respondents was, again, that even with the best intentions, DEI efforts are most often scuttled by low funding, overwork, and understaffing. And because of this, DEI initiatives are often spearheaded by the very people who are meant to be benefiting from them.

“Commitments ... get stalled or fall on the shoulders of the few marginalized workers who advocate for them.”

– Design staff member

“[Publishers] are scrambling to hire for diversity, for the sake of being seen as diverse, without contemplating why—what practices they did that brought them to that point of being a workplace without diversity.”

– Marketing/publicity staff member

“Even in those rare instances when diversity is being achieved ... only those with resources (from family wealth or other forms of employment) can really participate.”

– Editorial staff member

“I’m exhausted. ... All the D&I work I see comes from the junior levels of publishing houses, no real commitment at the executive level, so really nothing changes at all except for lip service.”

– Rights staff member

“I believe many decision makers like to ... look at other initiatives they can do before examining equity and transparency in wages and salary.”

– Marketing staff member

CONCLUSION



Takeaways

The numbers overall paint a picture of **some positive change towards a more diverse industry** since the first Diversity Baseline Survey in 2018. In particular, the questions around disability, race, and gender identity saw statistically significant change in most departments. And in fact, some diverse populations are overrepresented in the publishing industry as compared to the general population; for instance, [Statistics Canada](#) reported in 2018 that 4% of the population identifies as LGBTQ2+, compared with the 30% of LGBTQ2+ respondents to this survey.

However, the numbers still show a **mostly homogenous industry in terms of race**, with 75% of respondents identifying as white. According to Statistics Canada's [2021 Census](#), 27% of the general population are visible minorities, which at first glance appears to be more or less in line with our survey results. But when we consider the fact that the vast majority of publishing firms are located in large cities, and analyze city-level census data, we can clearly see that **most publishing firms do not reflect the communities around them**. For instance, in Toronto and Vancouver, [56% and 55% of the general population are visible minorities](#), respectively.

And, crucially, while publishing staff may be more diverse in 2022, **the dial has barely moved on heads of firm**—those who hold the most influence and power when it comes to hiring diverse staff and implementing DEI initiatives. While both planned and current **DEI initiatives are on the rise**, many heads of firm acknowledge that they are **under-funded** and not as effective as they could be, while staff note that initiatives are often driven by the **unpaid labour of junior or racialized staff**.

The new questions around work arrangements show an industry that has **embraced hybrid and remote work**. Almost all heads of firm commented positively on the increased flexibility, work-life balance, job satisfaction, and productivity that these arrangements bring to employees, especially those with disabilities.

The new questions around compensation packages show a typically modest salary range for publishing staff. Most salaried respondents earn between \$40,000 and \$59,000 per year. A look back to [Quill & Quire's 2018 salary survey](#) suggests that **wages may be stagnating** in the publishing industry; in 2018, the average annual salary at Canadian-owned firms was \$48,603, and at multinationals, \$56,711.

Meanwhile, [inflation](#) in Canada has risen a total of 14.69% since 2018, and housing costs across the country have soared, especially in large cities. At the time of this writing, Toronto and Vancouver logged year-over-year increases of 24% and 17% for a [one-bedroom rental](#), respectively. Given these alarming cost-of-living trends, it's no surprise that concerns around **low pay and lack of funding** came up again and again in write-in responses, both from staff and heads of firm.

Next steps

The results of the 2022 Canadian Book Publishing Diversity Baseline Survey will be shared with ACP membership and the broader publishing community. The findings will be considered by ACP's Diversity and Inclusion Committee, which will be asked to recommend future areas of activity for the association in pursuit of our primary goal of increasing diversity in the Canadian publishing industry. The survey subcommittee recommends that this survey be repeated in 3–5 years' time.

APPENDIX



Survey Questions

2022 CANADIAN BOOK PUBLISHING DIVERSITY BASELINE SURVEY

The Association of Canadian Publishers (ACP), in partnership with the Canadian Publishers' Council (CPC), has launched the second edition of this baseline survey to measure diversity in Canadian book industry workplaces. [The first baseline survey](#) was published in 2018 and was inspired by the [Lee & Low Diversity Baseline Survey](#).

This survey will take approximately 20 minutes to complete.

About us

[The ACP](#) represents approximately 115 Canadian-owned and controlled book publishers from across the country. Through collective work, we advocate and collaborate to create the conditions for Canadian-owned book publishers' economic and cultural success.

[The CPC](#) represents the interests of publishing companies that publish books and other media for elementary and secondary schools, colleges and universities, professional and reference markets, and the retail and library sectors. CPC maintains liaison with major Canadian and international sector associations in writing and publishing, to monitor key developments in the sector and advocate for policies that promote a healthy and prosperous industry.

Goals

An initiative of ACP's Diversity and Inclusion Committee, the baseline survey was first conducted in 2018 to measure diversity in the industry and help identify concrete measures to support inclusion in workplaces. The 2022 survey will measure changes in the Canadian publishing workforce's demographics over the last four years, and will offer insights into efforts to create a diverse, equitable, and inclusive industry. New questions have been added to the original survey to gather information on salary, education, and working conditions in the sector.

Methodology

A link to the survey will be circulated to book publishing firms of all sizes, genres, and geographical locations across Canada. ACP asks heads of firm to share the survey with all full-time, part-time, and contract staff, as well as interns and freelancers. Please share the survey widely within your network.

This survey is anonymous and self-reported. As such, participation is voluntary and all questions are optional.

The survey will gather statistics on book publishing staff in the following major categories: education, salary, work experience and conditions, gender, race, sexual orientation, disability, and age. We will also gather information on size and type of book publisher. An independent consultant will administer the survey and compile statistics. Results will be shared with the Canadian book publishing community.

Individual responses will be kept in strict confidence, and information will only be shared in aggregate form.

If you have any questions about the survey, please contact ACP Research & Communications Manager Dani MacDonald at **dani_macdonald@canbook.org**.

Note: The first section of this survey pertains to individual respondents, while the second section asks questions pertaining to their firm. If you are the head of firm, please ensure only ONE person completes this section of the survey.

1. What department do you work in? (Check all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Design | <input type="checkbox"/> Operations/Accounting/Fulfillment |
| <input type="checkbox"/> Editorial | <input type="checkbox"/> Production/Manufacturing |
| <input type="checkbox"/> Executive (e.g. CEO, COO, CFO, Publisher, President, VP) | <input type="checkbox"/> Sales |
| <input type="checkbox"/> Intern | <input type="checkbox"/> Student |
| <input type="checkbox"/> Marketing | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Publicity | |
| <input type="checkbox"/> Other (please specify) | |

2. What is the highest level of education you have completed?

- ☐ Secondary school diploma
- ☐ Bachelor's degree
- ☐ Professional degree or diploma
- ☐ Master's degree
- ☐ Doctoral degree
- ☐ Other (please specify)

3. Has any of your schooling specifically pertained to publishing (i.e. have you attended a publishing program or taken courses in publishing)?

- ☐ Yes
- ☐ No

4. How long have you been working in the Canadian publishing industry?

- ☐ < 1 year
 ☐ 9 years to less than 12 years
☐ 1 year to less than 3 years
 ☐ 12 years to less than 15 years
☐ 3 years to less than 6 years
 ☐ 15+ years
☐ 6 years to less than 9 years

5. Do you see yourself continuing to work in Canadian publishing in the next 5 years?

- ☐ Yes
☐ No
☐ I don't know

6. Why or why not?

* 7. What best describes your employment status?

- ☐ Contract
 ☐ Part-time
☐ Freelancer
 ☐ Unpaid Internship
☐ Full-time
 ☐ Volunteer
☐ Paid Internship
 ☐ Prefer not to answer

8. Are you actively seeking full- or part-time employment in publishing?

- ☐ Yes
☐ No

9. Why or why not?

10. Which range best describes your annual earnings from work related to publishing?

- | | |
|---|---|
| <input type="radio"/> < \$30,000 | <input type="radio"/> \$90,000–\$99,999 |
| <input type="radio"/> \$30,000–\$39,999 | <input type="radio"/> \$100,000–\$109,999 |
| <input type="radio"/> \$40,000–\$49,999 | <input type="radio"/> \$110,000–\$119,999 |
| <input type="radio"/> \$50,000–\$59,999 | <input type="radio"/> \$120,000–\$129,999 |
| <input type="radio"/> \$60,000–\$69,999 | <input type="radio"/> \$130,000–\$139,999 |
| <input type="radio"/> \$70,000–\$79,999 | <input type="radio"/> \$140,000–\$149,999 |
| <input type="radio"/> \$80,000–\$89,999 | <input type="radio"/> > \$150,000 |

* 11. What percentage of your annual salary comes from work related to publishing?

- ☐ <25%
- ☐ 25–49%
- ☐ 50–74%
- ☐ 75–100%

12. Which of the following best describes your work situation?

- ☐ Actively seeking new employment opportunities within the publishing sector
- ☐ Actively seeking new employment opportunities outside of the publishing sector
- ☐ Not currently seeking new employment opportunities

13. Have you ever changed positions/been promoted at the publishing company at which you currently work?

☐ Yes

☐ No

14. Which range best describes your annual earnings?

☐ < \$30,000

☐ \$90,000–\$99,999

☐ \$30,000–\$39,999

☐ \$100,000–\$109,999

☐ \$40,000–\$49,999

☐ \$110,000–\$119,999

☐ \$50,000–\$59,999

☐ \$120,000–\$129,999

☐ \$60,000–\$69,999

☐ \$130,000–\$139,999

☐ \$70,000–\$79,999

☐ \$140,000–\$149,999

☐ \$80,000–\$89,999

☐ > \$150,000

15. Which range best describes your current household income?

☐ < \$30,000

☐ \$130,000–\$149,999

☐ \$30,000–\$49,999

☐ \$150,000–\$169,999

☐ \$50,000–\$69,999

☐ \$170,000–\$189,999

☐ \$70,000–\$89,999

☐ \$190,000–\$199,999

☐ \$90,000–\$109,999

☐ >\$200,000

☐ \$110,000–\$129,999

16. Race

Do you identify as (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Arab | <input type="checkbox"/> Métis / Metis |
| <input type="checkbox"/> Biracial | <input type="checkbox"/> Middle Eastern |
| <input type="checkbox"/> Black | <input type="checkbox"/> Multiracial |
| <input type="checkbox"/> East Asian (e.g., Chinese, Korean, Japanese, etc.) | <input type="checkbox"/> Pacific Islander |
| <input type="checkbox"/> First Nations | <input type="checkbox"/> South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.) |
| <input type="checkbox"/> Hispanic | <input type="checkbox"/> Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, Filipino, etc.) |
| <input type="checkbox"/> Indigenous | <input type="checkbox"/> West Asian (e.g., Iranian, Afghan, etc.) |
| <input type="checkbox"/> Inuit | <input type="checkbox"/> White |
| <input type="checkbox"/> Latin American | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Other (please specify) | |

17. Gender

Do you identify as (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Cisgender | <input type="checkbox"/> Non-binary |
| <input type="checkbox"/> Female | <input type="checkbox"/> Transgender |
| <input type="checkbox"/> Gender non-conforming | <input type="checkbox"/> Two-Spirit |
| <input type="checkbox"/> Intersex | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Male | |
| <input type="checkbox"/> Other (please specify) | |

18. Sexual Orientation

Do you identify as (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Asexual | <input type="checkbox"/> Lesbian |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Pansexual |
| <input type="checkbox"/> Gay | <input type="checkbox"/> Queer |
| <input type="checkbox"/> Heterosexual | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Other (please specify) | |

19. Disabilities

Do you have a disability?

Note: for the purposes of this question, a disability includes but is not limited to physical, sensory, cognitive, intellectual, or developmental disabilities, chronic conditions, and mental illnesses.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

20. What is your age?

- | | |
|--------------------------------|--|
| <input type="radio"/> Under 20 | <input type="radio"/> 50 to 59 |
| <input type="radio"/> 20 to 29 | <input type="radio"/> 60 to 69 |
| <input type="radio"/> 30 to 39 | <input type="radio"/> 70+ |
| <input type="radio"/> 40 to 49 | <input type="radio"/> Prefer not to answer |

21. Are there currently any initiatives or policies in place to support diversity and inclusion in your workplace?

- ☐ Yes
- ☐ No
- ☐ I don't know
- ☐ Prefer not to answer

22. If yes, please briefly describe the initiatives or policies.

23. Do you have any suggestions of initiatives or policies to support diversity and inclusion in your workplace?

24. Which of the following best describes your current work model?

- ☐ Entirely remote
- ☐ Hybrid: you work from home on certain days and in-office certain days
- ☐ Hybrid: you have the choice to work in-office or from home on whatever days you please, or to work fully remote
- ☐ Entirely in-office

25. Is your firm:

- ☐ Canadian-owned (i.e. at least 75% Canadian ownership and control of the company)
- ☐ A multinational subsidiary
- ☐ Prefer not to answer
- ☐ Unsure
- ☐ Other (please specify)

26. Is your firm a member of: (select all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Association of Canadian Publishers | <input type="checkbox"/> Canadian Publishers' Council |
| <input type="checkbox"/> Association of Book Publishers of British Columbia | <input type="checkbox"/> Literary Press Group |
| <input type="checkbox"/> Association of Canadian University Presses | <input type="checkbox"/> Ontario Book Publishers Organization |
| <input type="checkbox"/> Association of English-language Book Publishers of Quebec | <input type="checkbox"/> SaskBooks |
| <input type="checkbox"/> Association of Manitoba Book Publishers | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Atlantic Publishers Marketing Association | <input type="checkbox"/> Unsure |
| <input type="checkbox"/> Book Publishers Association of Alberta | |
| <input type="checkbox"/> Other (please specify) | |

27. Where in Canada is your firm's main office located?

- | | |
|---|--|
| <input type="radio"/> Alberta | <input type="radio"/> Nunavut |
| <input type="radio"/> British Columbia | <input type="radio"/> Ontario |
| <input type="radio"/> Manitoba | <input type="radio"/> Prince Edward Island |
| <input type="radio"/> New Brunswick | <input type="radio"/> Quebec |
| <input type="radio"/> Newfoundland and Labrador | <input type="radio"/> Saskatchewan |
| <input type="radio"/> Northwest Territories | <input type="radio"/> Yukon |
| <input type="radio"/> Nova Scotia | <input type="radio"/> Prefer not to answer |
| <input type="radio"/> Other (please specify) | |

28. In what type of community is your firm's main office located?

- | | |
|--|---|
| <input type="radio"/> Reserve | <input type="radio"/> Urban community: medium population centre, with a population of between 30,000 and 99,999 |
| <input type="radio"/> Rural community | |
| <input type="radio"/> Urban community: small population centres, with a population of between 1,000 and 29,999 | <input type="radio"/> Urban community: large population centre, consisting of a population of 100,000 and over |
| <input type="radio"/> Other (please specify) | |

29. Please enter the first three characters of your firm's postal code.

* 30. Are you head of firm, or can you answer questions on behalf of your firm?

Note: For the purposes of this survey, please indicate "Yes" if you can answer a few questions on behalf of your firm. (Only one person per firm should indicate "Yes.")

Indicate "No" if you are submitting your responses only as an individual.

☐ Yes

☐ No

31. Which of the following best describes your firm's approximate net book sales in the most recent fiscal year?

Note: Net sales are defined as gross sales net of trade discounts and returns.

☐ \$0-\$99,999

☐ \$1,000,000-\$2,999,999

☐ \$100,000-\$249,999

☐ \$3,000,000-\$4,999,999

☐ \$250,000-\$499,999

☐ \$5,000,000+

☐ \$500,000-\$749,999

☐ Prefer not to answer

☐ \$750,000-\$999,999

32. Approximately how many books did your firm publish in the last fiscal year?

☐ 1-5

☐ 51-75

☐ 6-15

☐ 76-100

☐ 16-25

☐ > 100

☐ 26-50

33. In what category does your firm primarily publish? (Check all that apply)

- | | |
|---|---|
| <input type="checkbox"/> Children's | <input type="checkbox"/> Scholarly |
| <input type="checkbox"/> Educational (K-12) | <input type="checkbox"/> Trade |
| <input type="checkbox"/> Educational (Higher Education) | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Professional | |

34. Approximately how many permanent full-time employees does the firm employ?

Note: In this study, an employee is considered full-time if they work 30+ hours a week and are entitled to wages, a regular pay period, vacation time and pay, and all other statutory benefits.

- | | |
|-----------------------------|--|
| <input type="radio"/> 0-5 | <input type="radio"/> 51-75 |
| <input type="radio"/> 6-15 | <input type="radio"/> 76-100 |
| <input type="radio"/> 16-25 | <input type="radio"/> 101+ |
| <input type="radio"/> 26-50 | <input type="radio"/> Prefer not to answer |

35. Approximately how many part-time employees does the firm employ?

Note: In this study, an employee is considered part-time if they work less than 30 hours a week and are entitled to wages, a regular pay period, vacation time and pay, and all other statutory benefits.

- | | |
|-----------------------------|--|
| <input type="radio"/> 0-5 | <input type="radio"/> 51-75 |
| <input type="radio"/> 6-15 | <input type="radio"/> 76-100 |
| <input type="radio"/> 16-25 | <input type="radio"/> 101+ |
| <input type="radio"/> 26-50 | <input type="radio"/> Prefer not to answer |

36. Approximately how many freelancers does the firm employ annually?

Note: In this study, a freelancer is an independent contractor who provides goods and services to the firm under terms specified in a contract or within a verbal agreement.

- | | |
|-----------------------------|--|
| <input type="radio"/> 0-5 | <input type="radio"/> 51-75 |
| <input type="radio"/> 6-15 | <input type="radio"/> 76-100 |
| <input type="radio"/> 16-25 | <input type="radio"/> 101+ |
| <input type="radio"/> 26-50 | <input type="radio"/> Prefer not to answer |

37. Approximately how many paid interns does the firm employ annually?

Note: In this study, an intern is considered paid if they receive an hourly wage.

0 10+

38. Approximately how many unpaid interns does the firm employ annually?

Note: In this study, an intern is considered unpaid if their work is voluntary or if they receive an honorarium.

0 10+

39. If your firm employs interns (paid or unpaid), do you typically offer part-time or full-time internships?

Note: In this study, an intern is considered full-time if they work 30+ hours per week.

- ☐ Part-time
- ☐ Full-time

40. If your firm employs interns (paid or unpaid), how long is the duration of a typical internship?

- ☐ < 3 months
- ☐ 3 months to less than 6 months
- ☐ 6 months to less than 9 months
- ☐ 9 months to less than 12 months
- ☐ 12 + months

41. How is your firm structured?

- ☐ Private sector
- ☐ Private sector, publicly traded (including if the parent company is publicly traded)
- ☐ University press
- ☐ Non-profit organization

42. What is your firm's business status?

- ☐ Corporation
- ☐ Sole proprietorship
- ☐ Partnership
- ☐ Cooperative

43. Is your firm unionized?

- ☐ Yes
- ☐ No

44. Does your firm have dedicated Human Resources staff?

- ☐ Yes
- ☐ No

45. What benefits does your firm offer to employees, if any? (Check all that apply)

- | | |
|---|---|
| <input type="checkbox"/> Health insurance | <input type="checkbox"/> Short-term disability insurance |
| <input type="checkbox"/> Dental insurance | <input type="checkbox"/> Pension or other retirement savings plans
(e.g. RRSP contribution matching) |
| <input type="checkbox"/> Life insurance | |
| <input type="checkbox"/> Other (please specify) | |

46. If your firm offers benefits, what employees are eligible for these benefits?

- ☐ All employees, including contract employees
- ☐ Part-time and full-time employees only
- ☐ Full-time employees only
- ☐ Our firm does not offer benefits

47. Are employee salaries adjusted for cost-of-living increases?

- ☐ Yes, on an annual basis
- ☐ Yes, on an ad hoc basis or when budget permits
- ☐ No

48. When employees are required to work outside of typical business hours, how are they compensated?

- ☐ Overtime pay
- ☐ Time off in lieu
- ☐ Other (please specify)

49. What is your firm's current work model?

- ☐ Entirely remote
- ☐ Hybrid - employees work from home on certain days and in-office certain days
- ☐ Hybrid - employees have the choice to work in-office or from home on whatever days they please, or to work fully remote
- ☐ Entirely in-office

50. If your firm currently has a remote or hybrid work model, are you planning on keeping this model indefinitely, or changing this model when the public health situation permits?

- ☐ Keeping hybrid/remote indefinitely
- ☐ Moving back to in-office in the future
- ☐ I don't know

51. Why or why not?

52. What is the minimum level of education you consider when hiring an employee for an entry-level position?

- | | |
|--|--|
| <input type="radio"/> Secondary school diploma | <input type="radio"/> Master's degree |
| <input type="radio"/> Bachelor's degree | <input type="radio"/> Doctoral degree |
| <input type="radio"/> Professional degree or diploma | <input type="radio"/> No specific requirements |

53. Are new employees required to have taken educational courses specifically related to publishing?

☐ Yes

☐ No

54. Do you post salaries/salary ranges in your job descriptions when hiring a new employee?

☐ Yes, always

☐ Yes, sometimes

☐ No

55. Does your firm currently have an accessibility policy in place?

☐ Yes

☐ No

☐ Prefer not to answer

56. Please describe any initiatives or policies your firm has in place to support diversity and inclusion in your workplace.

57. Do you plan to implement any initiatives or policies to support diversity and inclusion in your workplace within the next 12-24 months?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

58. If yes, please briefly describe your plans.

59. If no, what resources or support would be needed for you to implement initiatives to better support diversity and inclusion in your workplace?