

DIVERSITY & INCLUSION

The 2017 Bermuda Vital Signs Report revealed Diversity and Inclusion as one of seven priorities contributing to the quality of life in Bermuda. Diversity and inclusion in a community is based on how well a community treats its vulnerable populations and where diversity is welcomed and celebrated. It speaks to a community's awareness and ability to address disparities, particularly with respect to low income, gender, disability, race, sexual orientation, and age.

The Vital Signs report assessed residents' feelings of acceptance by their community. They were asked to indicate how often, if ever, they felt uncomfortable or out of place for various reasons. It is positive to note that the bulk of residents reported that they never felt out of place because of their citizenship, religion, gender, or sexual orientation. Most notably, the majority of the population felt uncomfortable or out of place because of their skin colour or race. Those more likely to feel out of place because of their skin colour or race include women (35%), middle and higher household income earners (33% and 35%), residents between the ages of 35 and 54 years (36%), and non-Bermudians (38%) compared to their respective counterparts. At the same time, it is interesting to note that black and white residents are equally likely to experience feelings of alienation because of their skin colour or race (29% vs. 31%, respectively).

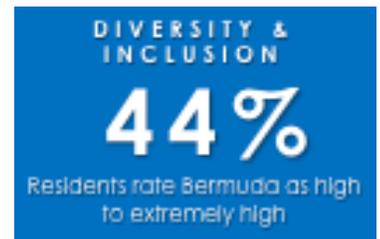
Results from the Vital Signs report survey show some important differences in perceived quality of life according age. The quality of life, experienced across the population, improves slightly with age with residents aged 65 years and older rating their quality of life more positively. Residents' priorities vary with respect to the factors which can determine quality of life. Younger residents cited greater concern on the economy, employment, cost of living, cost of housing, and the environment. By comparison, concerns increase with age surrounding the population's physical and mental health, crime and violence, and diversity and inclusion. Meanwhile, residents within the middle age categories (between 35 and 64 years old) point to a greater need for improved conditions in terms of access to higher education and the availability of housing.

Certain segments of the population, including women, black residents, and youth experience higher levels of stress compared to their respective counterparts, and are less satisfied with their quality of life and many of the factors that support it. Interestingly, the level of stress reported by residents is consistent across income levels. Moreover, the prominent racial inequities evident in Bermuda merit particular attention, especially in regards to unemployment, occupation, income, and education as they relate to quality of life.



Diversity and inclusion in a community is based on how well a community treats its vulnerable populations and where diversity is welcomed and celebrated. It is an indicator of a community's awareness and ability to address disparities

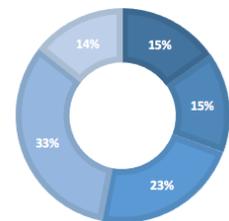
RESIDENT'S OVERALL ASSESSMENT OF BERMUDA'S PERFORMANCE



JUST THE FACTS

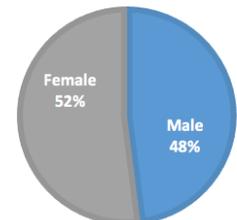
AGE

■ 0-14 ■ 15-29 ■ 30-44 ■ 45-64 ■ 65+



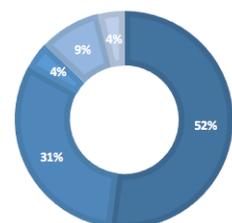
SEX

■ Male ■ Female



RACE

■ Black ■ White ■ Asian ■ Mixed ■ Other



The Bermuda Community Foundation has selected a list of outcomes and indicators that we will use to prioritise our efforts through 2021. Below are the broad outcome categories that will serve as parameters for our work as a group. We will examine the specific outcomes and indicators together

OUTCOME CATEGORIES FOR DIVERSITY AND INCLUSION

Change in contact with the Criminal Justice System

High quality, affordable, accessible and inclusive cultural services available to all

Improved accessibility of local services

Improved local transport network

Improved perceptions of and connectedness to the community

Income equality

Increased availability of, and incentives for, employment

People have access to the correct entitlements and rights

Public policy and expenditure that supports good quality employment, training and education

Reduced crime

Reduced harassment and bullying

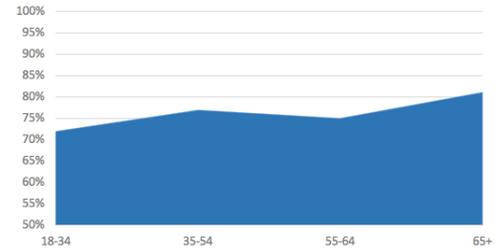
Strong and safe communities

Strong corporate and institutional governance

Strong public participation in citizenship and communities, and good social cohesion

WHAT PEOPLE THINK

AGE & QUALITY OF LIFE



RACE

31%

Of residents feel uncomfortable or out of place some or all of the time because of their skin colour or race

CITIZENSHIP

23%

Of residents feel uncomfortable or out of place some or all of the time because of their citizenship status

RELIGION

12%

Of residents feel uncomfortable or out of place some or all of the time because of their religion

GENDER

8%

Of residents feel uncomfortable or out of place some or all of the time because of their gender

SEXUAL ORIENTATION

5%

Of residents feel uncomfortable or out of place some or all of the time because of their sexual orientation

The Bermuda Vital Signs are aligned with the United Nations Sustainable Development

