Form Reset

Pathways Program Review Survey: After 12 Months

Hello Pathways participant,

My name is Kenji Maeda, executive director of the Greater Vancouver Professional Theatre Alliance (GVPTA), one of the leadership partners of the Pathways program.

We have now completed the 2025-2026 program cycle.

We're grateful that you took the time to engage in the program to deepen your learning and practice with equity, diversity, inclusion, and access. As a relatively new program, we're on a learning journey ourselves as we continue to shape and reshape what we offer and how we support current and future participants.

As a participant of the program, we would like to know about your personal and collective learning journey and the impact that Pathways has had on the sector. Please complete this survey with your feedback and reflections **by Wednesday, November 4, 2026**.

Please Note*:*

- No financial compensation will be offered to complete this survey.
- Approximately half of the twenty questions require a response.
- Optional questions will be clearly marked.
- Some of the questions have sub-questions.
- This survey takes approximately 15- 30 minutes to complete.
- **Pathways has provided Word and online versions of this application here.**

GVPTA is taking the lead in reviewing this cycle of the program's impact, strengths, and areas for improvement.

This program review is confidential.

- This program review is confidential. The individuals who will have access to the raw survey data will be the Pathways Leadership and administrative team. Pathways Guides and funders (BC Arts Council, Vancouver Foundation) will not have access to the source data.
- The information that you share in your survey responses will be summarized, and aggregate details will be shared with program guides, advisors, funders and partners, as well as in any public reports. Where quotes or anecdotes are offered, we will not associate your name or specific organization with any specific response you provide.

This program review is optional.

- Your participation in the review process will not affect or impact your current or future participation with the program.

This program review is not a performance evaluation of your Program Guide, Cohort facilitators, Pathways staff, and other participants. If you offer feedback about specific individuals, we will incorporate that as part of the overall program review, but will not share it with the specific individuals. If you would like to discuss specifics about an individual's performance or participation, we encourage you to reach out to the Program Director, Carla Stephenson, at carla@manypathways.ca, or one of the leadership team members.

Survey Closing Date: Wednesday, November 4, 2026.

If you have any questions about this process, please email Kenji at kenji@manypathways.ca**.**

Survey Consent

If you agree to the above, please check the box below.

- [ ] I agree to the above and am ready to complete the survey.*

About You

*1. Your Organization

*2. Your Name (first and last)

*3. Your Email

*4. Your Title or Role within the Organization

*5. Which town, municipality, or community are you based in?

6. Optional: Please share your intersectional identity.

Intersectionality is how overlapping social identities are related to social structures of racism and oppression. Intersectionality merges many identity markers, including race, class, gender, sexual orientation, age, ethnicity, religion, disability, and more, to create a more truthful and complex identity. *(Maximum 900 characters)*

Personal Impact

*7. Over the past year, what shifts in your thinking, understanding, or practice have you experienced in relation to your approach to working with others in ways that model dignity, justice, and love without recreating harm in our structures, strategies and working relationships?

(Maximum 1200 characters)

*8. Over the past year, what shifts in your thinking, understanding, or practice have you experienced that help you avoid or remedy differences among groups of people (groups may be defined socially, economically, demographically, or geographically)?

(Maximum 1200 characters)

*9. Based on what you know now, on a scale from 1-10 (10 being the highest), how would you rate your **level of understanding** of Equity, Diversity, Inclusion, and Access?

12 Months Ago

1 = Very Low
10 = Very High

10

Today

1 = Very Low
10 = Very High

10

*10. Based on what you know now, on a scale from 1-10 (10 being the highest), how would you rate the **level of integration** of Equity, Diversity, Inclusion, and Access **in your practice**?

12 Months Ago

1 = Very Low
10 = Very High

10

Today

1 = Very Low
10 = Very High

10

11. Optional: In what ways has your individual and/or organizational context changed in the past year that impacted your learning experience (positively and/or negatively)?

Individual: eg. changed role within the organization, moved from part-time to full-time.

Organization: eg. staff or board turnover, new leadership, significant changes in financial (in)stability, organizational crisis, etc.

(Maximum 900 characters)

*12. What aspects of the program structure and/or delivery made your learning experience meaningful?

(Maximum 900 characters)

13. Optional: What changes to the program structure and/or delivery could have enhanced your learning experience?

(Maximum 900 characters)

14. Optional: In what ways do you think your intersectional identity impacted your learning journey?

(Maximum 900 characters)

Optional: Organizational Impact

15. Optional: What shifts have happened within your organization over the past year in relation to thinking about, understanding, or taking steps toward more equitable, diverse, inclusive, and accessible practices as a result of your participation in the Pathways program? *Be specific, where appropriate.*

(Maximum 900 characters)

16. Optional: What questions are still lingering for you about your or your organization’s EDIA practices? What are you curious about? What are you unsure about?

(Maximum 900 characters)

17. Optional: If there is anything else you want to share with us, please do so here.

(Maximum 900 characters)

Optional: Program Specific

18. Optional: How often did you access the Pathways platform?

- [ ] Often (three or more times between Guide meetings)
- [ ] Regularly (one or two times between Guide meetings)
- [ ] Sometimes (once every couple of Guide meetings)
- [ ] Rarely or Not at all

18A. Optional: If you selected “Often” or “Regularly,” please answer the following question.

What motivated you to access the platform often or regularly?
(Maximum 600 characters)

18B. Optional: If you selected “Sometimes” or “Rarely”, please answer the following question.

What stopped you from accessing the platform more often?
(Maximum 600 characters)

19. Optional: How was your overall experience with the monthly or bi-monthly cohorts?

- [ ] Not applicable / Did not participate in a Pathways cohort
- [ ] Very positive
- [ ] Somewhat positive
- [ ] Somewhat negative
- [ ] Very negative

19A. Optional: If you selected positive, please answer the following question.

What was positive about your experience? And what could have improved it?
(Maximum 600 characters)

19B. Optional: If you selected negative, please answer the following question.

What made your experience negative? And what could have improved it?
(Maximum 600 characters)

20. Optional: What type of learning resources and opportunities did you engage with as part of the Pathways program this past year? (Choose all that apply)

- ☐ Attending: Conferences/Symposia
- ☐ Attending: Courses / Workshops (live or asynchronous)
- ☐ Attending: Discussion Groups (other than recurring cohorts)
- ☐ Interactive: Activities and Exercises
- ☐ Interactive: Board games
- ☐ Interactive: Card Deck
- ☐ Listening: Audiobooks
- ☐ Listening: Podcasts/Audio Recordings
- ☐ Reading: Books
- ☐ Reading: Case Studies
- ☐ Reading: E-Books
- ☐ Reading: Toolkits
- ☐ Watching: Film Screenings
- ☐ Watching: Panels
- ☐ Watching: Videos
- ☐ Watching: Webinars
- ☐ Other

20A. Optional: What was meaningful or valuable about the resources you were offered and engaged with?

(Maximum 600 characters)

End of survey

☐ Check this box to confirm the above information is complete and accurate

Please email the completed survey to info@manypathways.