Minute No. 726
Report – Executive Policy Committee – September 14, 2022

Item No. 1 2021 Workforce Diversity Report

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That this report be received as information.

Report – Executive Policy Committee – September 14, 2022

DECISION MAKING HISTORY:

Moved by His Worship Mayor Bowman,
That the recommendation of the Executive Policy Committee be adopted by consent.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On September 14, 2022, the Executive Policy Committee concurred in the recommendation of the Human Rights Committee of Council and submitted the matter to Council.

COMMITTEE RECOMMENDATION:

On July 18, 2022, the Human Rights Committee of Council concurred in the recommendation of the Winnipeg Public Service and recommended to the Executive Policy Committee and Council:

1. That this report be received as information.

On February 9, 2022 the Human Rights Committee of Council granted an extension of time to its July 18, 2022 meeting for the Winnipeg Public Service to produce a 2021 Annual Workforce Diversity Report.

COUNCIL DECISION:

On February 27, 2020, Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the Diversity Report be received as information.

2. That the Public Service report back annually by March of each year to the Human Rights Committee of Council.

3. That the Proper Officers of the City be authorized to do all things necessary to implement the ongoing annual Diversity Report and relevant statistics.

ADMINISTRATIVE REPORT

Title: 2021 Workforce Diversity Report

Critical Path: Human Rights Committee of Council – Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
D. Burelle	A. Cusson	N/A	M. Jack

EXECUTIVE SUMMARY

The 2021 Workforce Diversity Report highlights our progress on workforce diversity representation and associated supportive actions in the Public Service.

The City of Winnipeg (City) launched a self-declaration campaign in September 2021 with the goal of achieving a 65% response rate. At the time of the report, the response rate is 30% and the City continues to promote completion of the self-declaration questionnaire. The Equity Office and Innovation and Technology have also partnered in the creation of the Diversity Dashboard to assist with gap analyses organization-wide, and by department. Once sufficient data is collected, workforce representation goals for each equity group will be set.

The 2021 Workforce Diversity Report focuses on six equity groups: Indigenous Peoples, Racialized Peoples, Women, 2SLGBTQQIA+ Peoples, Persons with Disabilities, and Newcomers. These six equity groups are not mutually exclusive, recognizing intersectionality may occur within each. Consequently, employees may self-declare in more than one equity group and this fact is considered in our analyses on intersectionality. It is also important to note that self-declaration is voluntary, and therefore statistics may not fully reflect the actual workforce diversity at the City.

A total of 10,205 employees[1] were employed by the City in 2021. As demonstrated in **Table 1 – Appendix A**, workforce diversity representation continues to lag behind the available labour force population as identified in the Census Data 2016, with the exception of Indigenous Peoples, which is slightly higher.

Workforce diversity representation continues to lag behind the total population in all four equity groups that have population statistics overall (i.e. Indigenous Peoples, Women, Racialized Peoples and Persons with Disabilities). The data shows a slight increase in representation for Indigenous Peoples, Racialized Peoples and Persons with Disabilities equity groups and a slight

[1] All data is based on reporting as of December 31, 2021. This data includes employees who are actively employed; on a paid leave of absence; on leave without pay; and laid off.

reduction for Women from 2020 levels. The intersectional group has increased due to the two additional equity groups for 2021.
Human Resource Services and the Equity Office will continue to communicate the importance of the Self Declaration Questionnaire and develop strategies to increase participation. This data, and the Diversity Dashboard, will be used to inform the Public Service and allow for it to be easily accessible to decision makers, increase transparency, and provide an even greater level of accountability to fulfill the City's commitments to Equity, Diversity and Inclusion.

RECOMMENDATION

1. That this report be received as information.

REASON FOR THE REPORT

On February 27, 2020, Council concurred in the recommendation of the Public Service and directed the Public Service to report back on workplace diversity, by March of each year, to the Human Rights Committee of Council. The annual report will be used to track changes and progress from year to year, that the information be used to develop Equity, Diversity and Inclusion program priorities; and to ensure we are making progress toward the City of Winnipeg workforce being reflective of the demographics of the community and populations we serve.

IMPLICATIONS OF THE RECOMMENDATION

There are no implications arising from receiving this report as information.

HISTORY/DISCUSSION

The City is committed to achieving a diverse workforce representation, reflective of the community it serves, at all levels of the organization. The purpose of this report is to share progress on the strategic priorities the City of Winnipeg has undertaken and will continue to undertake in support of this goal.

As part of the City of Winnipeg's Long-Term Commitment to Equity, Diversity, Inclusion and Anti-racism, Council approved the following on September 29, 2021:

- The creation of an Equity Office within Corporate Human Resource Services with focus on hiring staff from a diverse background and who self-declare in one or more of the equity groups.
- The Equity, Diversity & Inclusion (EDI) Policy and Strategy.
- That a new diversity dashboard reporting tool/report be created that encompasses the City's diversity report components as well as reporting on the effectiveness of the EDI Strategy and steps being taken to increase the diversity of the City's workforce.

Progress on these strategic actions in support of equity, diversity and inclusion are as follows:

Equity Office

The newly created Equity Office anchors the City's commitment to promoting human rights, accessibility, equity, diversity and inclusion, anti-racism, anti-oppression and cultural competency within the organization. This focus aligns with the City's values of Accountability, Diversity, Respect, Trust and Transparency, the goals of the Corporate Strategic Plan, as well as OurWinnipeg 2045.

The Equity Office also aligns with and supports the Human Rights Committee of Council as well as the following City strategies, policies and administrative standards:

- Indigenous Relations Strategy
- The Newcomer Welcome and Inclusion Policy & Strategy
- The Poverty Reduction Strategy
- French Language Services
- The Universal Design Policy
- The Respectful Workplace Administrative Standard
- Job Accommodation, Accessibility and Return to Work
- Social Procurement

Consequently, the Equity Office governance model is being designed for timely consultation and collaboration with internal and external stakeholders, and rightsholders on EDI strategy implementation. An EDI Leadership Committee, comprised of leaders from all levels of the organization, will be formed to support this work, and create the equity lens tool that will support the review and creation of programs and services that will incorporate the diverse needs and interests of City departments to promote EDI citywide.

Finally, work is underway to appropriately resource the Equity Office. There is currently funding for only one Program Coordinator for the Equity Office. Plans are underway to recruit two additional full-time permanent staff (EDI Manager and administrative support) in 2022. The Public Service will also be requesting funding for an additional Program Coordinator through the 2023 budget process.

EDI Policy & Strategy

Foundational EDI strategic actions include workforce analyses to understand current gaps in representation and to measure progress toward our EDI goals.

<u>Self-Declaration Questionnaire:</u>

The launch of the new self-declaration questionnaire (SDQ, attached as Appendix B) in September 2021 has resulted in a 30% participation rate. The goal is to achieve a questionnaire

response rate of 65% or more from all City employees. The City will continue to promote the SDQ organization-wide, ensuring each employee has an opportunity to self-declare so that more fulsome analyses can be done. Employees may voluntarily self-declare, or indicate that they have chosen to not participate at this time. This helps us to understand the reach of the campaign.

The SDQ also collects more disaggregated data. The disaggregated data will be analyzed in 2022-23 and will help the City plan for equitable diversity representation. More fulsome data, as well as the updated Statistics Canada 2021 Census data, is needed to complete this important analysis.

Current State Demographics:

A complete view of the current state will also help City departments to set meaningful goals to achieve equitable diversity representation of the six under-represented equity groups: Indigenous Peoples, Women, Racialized Peoples, Persons with Disabilities, 2SLGBTQQIA+ Peoples, and Newcomers. These workforce analyses will also inform the EDI strategy implementation, targeting resources where they are most needed such as the recruitment priorities for designated positions, and inform department-specific employment program development.

Diversity Dashboard:

In order to conduct comprehensive and accurate workforce analyses, a cross-functional Diversity Reports Working Group (DRWG) has developed a Diversity Dashboard (DD) to automate reporting and to get real-time information into the hands of the departmental leadership for timely decisions on EDI plans. The DD is very important as it provides transparent accountability that will ultimately contribute to creating a diverse Public Service that will provide responsive products, programs and services to Winnipeggers.

In September 2021, the DRWG submitted the DD project in an application to the Open Data Policy Lab's City Incubator Program, a program funded by Microsoft through New York University. The City Incubator Program selected 10 data innovation projects from around the world, including Canada, Israel, Romania, Nepal, Argentina, Ecuador and the U.S. As a successful applicant, DRWG received six months of training, mentorship, discussions and guidance to assist in building and sharing the DD. The DRWG has been sharing information with other employers, and more speaking engagements are in development for 2022.

EDI Employment Programs:

EDI Employment Programs will include bridging, supported, internship programs that will further support the City’s EDI goals. For example, the Winnipeg Fire & Paramedic Services has initiated a Diversity & Equity Fire Training (DEFT) Program which is a bridging program that prepares diverse candidates for a career as a Firefighter. The Equity Office has supported this work, along with Community Development.

Workplace Cultural Assessment:

Another foundational EDI strategic action is the City of Winnipeg's Workplace Cultural Assessment 2021-22 in collaboration with the University of Manitoba and co-funded by Mitacs. The first phase of this work included focus group sessions with 56 equity group employees and 12 union leaders in the fall of 2021. The findings of these focus group sessions will inform the second phase of this research project which will be a full workforce survey in 2022-23. The Public Service will use the information to create survey questions that will help gather insights on the appropriate priority actions to undertake to create a more inclusive and welcoming workplace.

Employee Resource Groups:

Employee Resource Groups (ERG) are another priority within the EDI Strategy and the Public Service plans to establish one for each of the six equity groups. ERGs provide valuable opportunities for participants to meet, collaborate, discuss items of interest, and bring issues to the Equity Office and City Administration for support as needed. Two ERGs are already in place, the Indigenous Employee Group (IEG) and the Women at Work Committee, and work is underway to strengthen alignment with the EDI Strategy and other human rights strategies. The Chief Administrative Officer also announced the creation of an ERG for 2SLGBTQQIA+ employees which will form part of the 2022/2023 EDI activities.

Lunch & Learn events hosted by the ERGs are an important component of the Awareness Series of the EDI Education & Training Framework. Several presentations have been made in the fall of 2021 on the following topics:

1. EDI Policy & Strategy
2. Canadian Women's Foundation, Paulette Senior, President & CEO Keynote Lecture for Leaders
3. Missing & Murdered Indigenous Women, Girls and Two-Spirited Peoples in recognition of the International Day for the Elimination of Violence Against Women and the launch of the 16 Days of Activism Against Gender Violence

EDI Education & Employee Development:

The Equity Office and Employee Development prepared and promoted the following online learning modules:

a. EDI eCourse on the 2020 Workforce Diversity Report
b. Self-Declaration at the City of Winnipeg
c. Pronouns and Gender Inclusive Language: The Importance of Getting it Right
d. Cultural Competence
e. Beyond Bias

In addition, the Diversity section of the Employee Development Resource Library currently has 195 resources for leaders and employees to continue their learning and development.

Anti-Racism:

The Anti-Racism Movement at the City was launched with the City's Anti-Racism Week in March 2021 as part of the Newcomer Welcome & Inclusion Policy & Strategy. A collaborative cross-functional team initiated a powerful anti-racism movement and a mechanism for ongoing dialogue and change on our journey to a human rights city. More learning and engaging events are being planned by the Anti-Racism Working Group as part of the City's long-term commitment to EDI education, anti-racism, anti-oppression, and cultural competency.

Work began in Fall 2021 to create a learning series for the mandatory training on anti-racism, anti-oppression and cultural competency, which is on track to be launched in Fall 2022. Training was provided to leadership levels of the organization including to Mayor and Council, City Senior Leaders, and multiple levels of leadership across the organization and specifically in the Winnipeg Fire Paramedic Service which has taken additional steps to provide education to all leaders on EDI and anti-racism.

Community Relations & Outreach:

The Public Service continues to build important relationships as it creates EDI employment programs, public and employee education and awareness, and as it further collaborates with the Human Rights Committee of Council and community partners. A human rights mural, *Gakina Gidinawemaaganidim (We Are All Related),* was installed at City Hall on December 7, 2021 as a visual reminder of the City of Winnipeg's long-term commitment. A celebration of the mural featuring the gifted artists Jeannie White Bird, Charlie Johnston and Ellen Hart occurred on June 17, 2022 at the City Hall Courtyard. The Equity Office and Community Development will detail plans to have the mural travel to other city locations to underscore our journey to a human rights city.

Campus HR resumed its outreach efforts in Fall 2021, where they participated in 23 job fairs and employment presentations with various community partners / organizations: Immigration Partnership Winnipeg, Reaching E-Quality Employment Services, Opportunities for Employment, Manitoba Start, Seven Oaks School Division, Talent Pool, Immigrant Centre, University of Manitoba to name a few.

Data

The Tables referenced in the following section are available in Appendix A.

A total of 10,205 employees[1] were employed by the City in 2021. As demonstrated in **Table 1**, workforce diversity representation continues to lag behind the labour force population with the exception of Indigenous Peoples which is slightly higher. Workforce diversity representation continues to lag behind the total population in all four equity groups that have population statistics. The data shows a slight increase and overall similar numbers for Indigenous Peoples, Racialized Peoples and Persons with Disabilities equity groups and a slight reduction for Women from 2020 levels. The intersectional group has increased due to the two additional equity groups included for 2021.

Details are as follows:

- Indigenous Peoples represent 11.10% of the workforce, a 0.39 percentage points (PP) increase from 2020. This level of representation exceeds that of the 2016 labour force by 1.33 PP but the gap from 2016 total population is 1.09 PP. The difference between labour force population and total population may be partly due to systemic barriers in accessing the labour force and the rapidly growing segment of the Indigenous population that is under the age of 15.
- Racialized Peoples represent 16.37% of the workforce, a 0.16 PP increase from 2020. The gap from labour force population and total population are both 9.28 PP.
- Women represent 28.23% of the workforce, a decrease of 1.12 (PP) from 2020. The gap from labour force population and total population are 20.04 PP and 22.72 PP, respectively.
- 2SLGBTQQIA+ Peoples represent 1.50% of the workforce. According to Statistics Canada, Canada is home to approximately one million people who are 2SLGBTQQIA+, accounting for 4% of the total population aged 15 and older in 2018.
- Persons with Disabilities represent 4.49% of the workforce, a 1.51 PP increase from 2020. The gap from labour force population and total population are 27.29 PP and 29.76 PP, respectively. These are particularly significant, as last year the City transitioned to a more inclusive definition of Persons with Disabilities. The Public Service has chosen to reflect the labour force and total populations that experience their disabilities or limitations “always, often or sometimes”. This is inclusive of all disabilities, including those that are episodic (for example, mental or emotional health conditions).
- Newcomers represent 0.31% of the workforce. Based on data from the Manitoba Bureau of Statistics, Newcomers represent approximately 4.90% of the Manitoba population as at December 31, 2021.

Please note that the total population of both Indigenous and Racialized Peoples are expected to increase. The City of Winnipeg Indigenous Peoples Highlights report, September 2018, pointed out that “the Indigenous population in Manitoba and the City of Winnipeg is one of the fastest-growing demographics”. Further, the Community Trends and Performance Report 2022 states that “Winnipeg’s population growth is primarily driven by international immigration which has steadily increased since the early 2000s”. In anticipation of the release of the 2021 Census

statistics, where it is expected that the representation of Indigenous and Racialized Peoples will be higher, the Public Service acknowledges that 2016 Census levels are likely no longer representative.

For reporting purposes, the workforce has been separated into three major service categories:

1. Emergency Services
2. Transportation & Utilities
3. All Other City Services

The nature of work is similar within each category and each service category experiences unique challenges in hiring and retaining diverse employees. As demonstrated in **Table 2**, each service category has seen positive increases in representation amongst the equity groups with statistics from 2020. There are some exceptions: Racialized Peoples in Transportation & Utilities and Women in all three service categories. Representation of women in Other Service Areas does exceed the labour force, but not the total population.

Exploring the workforce by service category is only one way to look at diversity representation. This History/Discussion section shows several more ways, including further analysis by Employment Equity Occupational Group (EEOG) that show labour force availability are outlined in Appendix C.

Table 3 demonstrates that equity groups tend to be under-represented as Permanent Employees and over-represented as Part-time / Casual employees within the organization. This trend is particularly pronounced for the Women and Intersectional equity groups.

Table 4 demonstrates median salaries across the organization. Salaries for the majority of employees are laid out in collective agreements and are therefore standard for all employees. However, equity groups do lag behind overall median salary levels in most cases. The Newcomers group has the lowest median salary in all instances.

Table 5 highlights salary quintiles, which are five equally distributed groupings of approximately 20% of employees per quintile, to show workforce diversity representation in various salary ranges. Equity groups are less well represented in the upper salary ranges.

Table 6 demonstrates representation at the levels of senior and middle managers, according to Employment Equity Occupation Groups. All equity groups are under-represented in managerial roles. This suggests a need for remedial measures for representation at the upper levels of the organization.

Table 7 shows the representation by age group. In general, the younger age groups are closer to being equitably representative than the older age groups, with the exception of Persons with Disabilities. A notable statistic shown here is how the percentage of women under the age of 25,

46.49%, decreases to 30.92% in the 25 – 29 years range, and does not reach that level again. This may correlate with the findings of women leaving the workforce during their prime childbearing years. Employees who are on paid or unpaid leaves of absence, including maternity or parental leave, are represented in this dataset as current employees of the organization, so this decrease could represent actual departures from the organization.

Chart 7a provides another interpretation of the data in **Table 7**: as a Population Pyramid based on counts. Population Pyramids are typically used to compare the age and sex of a population, but here it is demonstrating a simplified gender distribution by age. The data shows that, while the *number* of women remains relatively stable until the two oldest age ranges, their *representation* decreases because the number of *other* employees increases so much until the fourth-youngest age range. This analysis shows the value of exploring our diversity measures in many different ways.

Table 8 shows the representation of hires. While 2021 rebounded from 2020 in the number of hires, Indigenous Peoples, Racialized Peoples, and Women were hired at lower rates than in 2019. This demonstrates a need to establish mechanisms to study and measure the City's recruitment activities so it can understand the number of equity candidates who apply and how they progress in the selection process.

Based on current City workforce representation, **Table 9** shows that the rates of voluntary departures are disproportionately high for Racialized Peoples, Women, and Intersectional employees. This table also demonstrates a need to establish systems to study and measure the City's retention efforts. For example, flow data collection, focus group information gathering and/or exit interviews are needed to understand how equity candidates move through the employment life cycle and why they are departing at higher rates.

FINANCIAL IMPACT

Financial Impact Statement

Date: June 27, 2022

Project Name:

2021 Workforce Diversity Report

Comments:

There are no financial implications associated with receiving this report as information.

Jocelyn Peters - June 27, 2022

Jocelyn Peters, CPA, CGA
Manager of Finance & Administration (Campus)

CONSULTATION

This Report has been prepared in consultation with:

- Office of the CAO
- Innovation and Technology Services
- Indigenous Relations Division
- Community Services
- Corporate Communications

OURWINNIPEG 2045 POLICY ALIGNMENT

Goal alignment: Leadership and Good Governance, Economic Prosperity, Health and Well-being, and Social Equity

Policy alignment:

1.7 Equitable Service Access. Identify and provide access to a base level of municipal services to everyone, directly or facilitated through partnerships. Remove systemic barriers to participation, based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, physical or mental ability, official language used, citizenship status, socio-economic status, geographic location or climate change vulnerability.

1.14 Youth Leadership. Support youth leadership through municipal activities including climate change action, basic needs, community development, recreation, training, work experience, volunteer capacity building, and employment opportunities.

1.18 Responsive, Representative and Resilient Workforce. Provide responsive municipal service delivery, through an accountable, informed, qualified, competent, creative, healthy and productive workforce that is representative of the community it serves including the use of equitable, anti-oppression recruitment, training, and retention processes.

1.20 Succession Planning
Provide ongoing employment, professional and leadership development opportunities, including for systemically disadvantaged groups, to ensure City service continuity.

3.3 Economic Research and Innovation
Facilitate research, innovation, and applied best practices, through partnerships with leading organizations, agencies, institutions and government bodies – to leverage a productive municipal role in local, competitive, and sustainable economic growth.

3.10 Indigenous Economic Development. Prioritize support of Indigenous-led opportunities for land, heritage, culture, art, entrepreneurial and tourism-related economic development for the benefit of Indigenous Peoples.

3.14 Strategic Enterprise Supports
Adapt municipal procurement criteria to create local employment opportunities for people who face barriers to workforce participation, such as through community benefit agreements and social enterprise.

3.15 Community Capacity Development. Support economic agencies, institutions and community development organizations who are providing workforce education and skills development that aligns with emerging, evidence-informed economic opportunities.

5.4 Reconciliation with Indigenous Peoples
Prioritize municipal implementation responsibilities within the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission of Canada's Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls' Calls for Justice.

5.5 Indigenous Lens
Develop an Indigenous lens, which recognizes, respects and advances multiple and diverse First Nations, Inuit, and Métis rights, knowledge and perspectives. Apply the lens throughout municipal leadership and governance processes, policies, programs and practices to be inclusive and eliminate elements that knowingly or unknowingly enable the exclusion of Indigenous Peoples.

5.6 Equitable Service Access. Welcome and support Indigenous Peoples, newcomers, and those who migrate from rural communities, through strategic collaboration and action that expedites service access and sense of belonging for residents.

5.7 Community Cohesion. Promote opportunities for life-long learning and cross-cultural, intergenerational relationship-building, as a means of preventing social isolation, discrimination and racism.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

The information presented in this report aligns with and advances the Winnipeg Poverty Reduction Strategy (2021 – 2031) as follows:

It embodies the following **Guiding Principles**:

- We will Uphold Human Rights
- We will Honour Relationships and Reconciliation with Indigenous Peoples
- We will Address Systemic Oppression, Trauma and Social Inequity
- We will Promote and Maintain the Welfare of All Residents
- We will Develop Trust and Meaningful Partnerships to find solutions and drive change.

It aligns with the following **Goal and Objective**:

Goal 3: Equity is Embedded in all City Employment and Income Opportunities

1. EDI Policy & Strategy: Implement the recently adopted Equity, Diversity, and Inclusion (EDI) Policy and Strategy aimed at increasing employment opportunities for equity groups in all levels of the organization.

SUBMITTED BY

Department: Human Resource Services - Equity, Diversity & Inclusion
Division: Corporate Human Resource Services
Prepared by: Diane Burelle, Equity, Diversity & Inclusion Coordinator
Date: June 24, 2022
File No: N/A

Attachments:

Appendix A – Tables of Data & Graphs

Appendix B – City of Winnipeg's Self-Declaration Questionnaire

Appendix C – Employment Equity Occupational Group (EEOG) & Labour Force Availability

Appendix B – City of Winnipeg's Self-Declaration Questionnaire (Paper Version)

First Name:	Last Name:	Employee ID or Job Posting #:

The City of Winnipeg is committed to establishing a workforce that is representative of the community it serves. The City is focused on human rights and ensuring full and equitable representation, success and advancement of all people, and in particular the equity groups that are underrepresented. **Your response to the self-declaration questions is voluntary.** All information is strictly confidential and will be accessible to hiring managers and designated staff on a need-to-know basis for the purposes of strengthening the City of Winnipeg's actions in support of equity, diversity and inclusion.

Privacy Statement
This collection of your personal information is authorized by section 11 of *The Human Rights Act* for the administration and operationalization of the City of Winnipeg's Equity, Diversity & Inclusion Strategy. The information is protected by the privacy provisions of *The Freedom of Information and Protection of Privacy Act* and, where the information is your personal health information, it is protected by the privacy provisions of *The Personal Health Information Act*. The information will not be used or disclosed for any other purposes, except as authorized by law. Contact the Corporate Access and Privacy Officer by mail (City Clerk's Department, Susan A. Thompson Building, 510 Main Street, Winnipeg MB, R3B 1B9) or by telephone (311) if you have any questions or concerns.

□ **I have read and understood the Self-Declaration Questionnaire and I do not wish to participate.**

I do wish to participate and my self-declaration is as follows:

Indigeneity

Indigenous Peoples: An Indigenous person is a member or citizen of a First Nation, the Métis Nation, or Inuit Homeland.

Are you an Indigenous Person? ☐ Yes ☐ No ☐ Prefer not to disclose

If yes, which one of the following best describes your Indigeneity?

☐ Inuit ☐ Métis ☐ First Nation

Are you Two-Spirit/Indigenous LGBTQ+? ☐ Yes ☐ No ☐ Prefer not to disclose

Race

Race: is a social construct that refers to groupings of people based on shared physical characteristics, such as skin colour. Note: Indigeneity is outlined in question 1 above. If you are Biracial with Indigenous and other race identity/identities, please complete question 1 and select

other relevant race identities below.

Are you a racialized person? ☐ Yes ☐ No ☐ Prefer not to disclose

Racialized Peoples: A Racialized Person in Canada is someone (other than an Indigenous person as defined in question 1. above) who is non-Caucasian in race or non-white in colour, regardless of place of birth

Are you White (Caucasian, European Descent)? ☐ Yes ☐ No ☐ Prefer not to disclose

Are you Biracial (Multiracial, Mixed race)? ☐ Yes ☐ No ☐ Prefer not to disclose

If you wish to provide further detail, please circle the options(s) that apply to you:

Arab, Black, Black African, Black Caribbean, Chinese, Filipino, Japanese, Korean, Latin American, South Asian (e.g. Indian from India, Pakistani, Sri Lankan), Southeast Asian (e.g. Burmese, Cambodian, Laotian, Thai, Vietnamese), or West Asian (e.g. Egyptian, Libyan, Lebanese, Iranian)

Not listed above, please specify: _____

Gender Identity

Gender Identity: is defined as social and cultural expectations of roles and how we present ourselves in society.

What is your gender identity? Please select one. ☐ Woman ☐ Man ☐ Agender

☐ Non-binary or gender fluid ☐ Prefer to self-describe ☐ Prefer not to disclose

Prefer to self-describe: _____

Do you identify as Trans? ☐ Yes ☐ No ☐ Prefer not to disclose

Sexual Orientation

Sexual Orientation: describes a person's emotional and/or sexual attraction to others.

Which best describes your sexual orientation? ☐ Asexual ☐ Bisexual ☐ Gay

☐ Heterosexual/Straight ☐ Lesbian ☐ Pansexual ☐ Queer ☐ Prefer to self-describe

☐ Prefer not to disclose **Prefer to self-describe:** _____

Ability

Persons with Disabilities: Person with Disabilities refers to persons with a significant, persistent or recurring physical, sensory, intellectual, cognitive, learning, communication, mobility, and/or mental health impairment, condition or disability that, in interaction with a barrier, hinders a person's full and equal participation in society. An impairment, condition or disability can be permanent, temporary, episodic, visible or invisible.

Are you a Person with a Disability? ☐ Yes ☐ No ☐ Prefer not to disclose

If you wish to provide further detail, please circle the options(s) that apply to you:

Chronic pain, illness or medical condition (e.g. epilepsy, diabetes, multiple sclerosis), Developmental disorder (e.g. autism, Down syndrome), Learning, behavioural disorder (e.g. dyslexia, attention deficit hyperactivity disorder), Mental or emotional health condition (e.g. schizophrenia, depression, anxiety), Blind or vision impairment (not corrected by prescription eye-glasses), Deaf or hearing impairment, Mobility/dexterity limitation (e.g. cerebral palsy, spinal cord injury, amputation), or Speech impairment

Not listed above, please specify: _____

Immigration

Immigrants: are persons residing in Canada who were born outside of Canada, excluding temporary foreign workers, Canadian citizens born outside Canada and those with student or working visas. Newcomers are recent immigrants, refugees, refugee claimants or temporary residents who have been in Canada for less than five (5) years.

Are you an immigrant? ☐ Yes ☐ No ☐ Prefer not to disclose

If yes, please provide date of arrival: (Enter as MM/YYYY) : _____

If you would like to provide further details, please specify how you came to Canada:

☐ Immigrant ☐ Refugee ☐ Refugee claimant ☐ International student

Not listed above, please specify: _____

May we reach out to you on equity, diversity and inclusion strategic actions pertaining to the group(s) with which you identify? Yes or No (please circle)

Refer to Statistics Canada's Guide on Equity, Diversity and Inclusion Terminology for further information.