



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** Business Board

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**PRESENTER:** See above  
**CONTACT INFO:**

**DATE:** June 1, 2016 for June 16, 2016

**AGENDA ITEM:** 6

**ITEM IDENTIFICATION:**

Employment Equity Survey 2016

**JURISDICTIONAL INFORMATION:**

**GOVERNANCE PATH:**

1. Business Board [for information] (June 16, 2016)

**PREVIOUS ACTION TAKEN:**

Update to survey questionnaire in 2006 to add “sexual minority” questions.

**HIGHLIGHTS:**

The Employment Equity survey is a voluntary, confidential questionnaire open to all employees (appointed and non-appointed). The survey allows the University to analyze its workforce composition relative to the Canadian workforce, using the principles outlined in the Federal Contractors Program (FCP). Since its creation in 1986, the survey has remained unchanged, with the exception of a question regarding “sexual minorities” added in 2006. The questions as they currently exist do not capture sufficient information to allow identification of groups which require additional outreach and engagement; further the terminology used in the survey is out of date.

Following extensive environmental scans and consultations with equity officers and their respective advisory committees, faculty members with subject matter expertise, legal counsel, and the privacy office, the questions have been revised to provide sufficient information for recruitment outreach, with a view to improving representation rates of designated groups amongst faculty and staff.

**Key highlights:**

- The updated survey will be launched to all active employees of the University on July 1, 2016
- The survey will continue to be accessible through Employee Self-Service (ESS)
- Respondents will no longer be able to skip questions – each question will require a positive action, even if the choice is to decline answering

The declaration by respondents has changed from “I am” to “I identify as”. The intent of the survey is to permit greater fluidity around changing self-identification. Employees continue to be able to update their survey as changes in self-identity occur.

- Updated references:
  - “Indigenous/Aboriginal people” from “Aboriginal people”
  - “Racialized Persons/Persons of Colour” from “visible minorities”
  - “LGBTQ” from “sexual minorities”
- Better delineation between gender, gender identity, and sexual orientation
- Expansion of categories under gender/gender identity (includes trans, two-spirit)
- Additional questions regarding:
  - sexual orientation
  - visible vs non-visible (or invisible) disability
  - racial and ethnic origins

**FINANCIAL IMPLICATIONS:**

N/A

**RECOMMENDATION:**

For information.

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**DOCUMENTATION PROVIDED:**

University of Toronto 2016 Employment Equity Survey

## University of Toronto Employment Equity Questionnaire – Final Revised Questions

05.18.16

The University of Toronto recognizes that our teaching, scholarship and other activities take place in the context of a highly diverse society. The University values this diversity as it contributes to the diversification of ideas and perspectives and thereby enriches our scholarship, teaching and other activities. Therefore, the University aims to have librarians, teaching, and administrative staffs that mirror the diversity of the pool of potentially qualified applicants for those positions.<sup>1</sup>

In order to assess its progress toward its diversity goals, and to be able to develop initiatives to improve in areas where it is not meeting its goals, the University needs to collect data from its community from time to time.

The data collected in the Employment Equity Questionnaire will be held confidentially, separate from all other employment data. It will only be reported upon in aggregate and it will be aggregated in a way that ensures no individual can be identified.

If you do not wish to respond to the Questionnaire, please go to the Questionnaire and indicate that you choose not to participate by ticking the box at the top. This will allow the University to include you in the response rate to the survey even if you did not choose to provide any information.

You are welcome to return to the Questionnaire at any time and update your information.

If you have any questions or concerns about the Employment Equity Questionnaire, please contact [hrendequity@utoronto.ca](mailto:hrendequity@utoronto.ca).

Thank you for assisting the University in achieving its diversity goals.

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<sup>1</sup> University of Toronto Governing Council Statement on Equity, Diversity, and Excellence, December 14, 2006.

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choose not to answer this questionnaire

## Membership in Designated Groups

### 1. Gender and Gender Identity

The options identified below are based on the terminology used by the Ontario Human Rights Commission in the [Policy on Discrimination and Harassment Because of Sexual Orientation](#) and the [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#).

Do you self-identify as (choose all that apply):

- Woman
- Man
- Transgender\*
- Two-Spirit
- Another gender identity (Please specify) \_\_\_\_\_

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- I choose not to answer

*\*Transgender refers to a person who identifies with a gender other than the one assigned to them at birth, or to a person whose gender identity and gender expression differs from stereotypical masculine and feminine norms. It is also used as an umbrella term for those who identify as transgender, transsexual, trans, gender variant, gender non-conforming, genderqueer, or an analogous term.*

### 2. Sexual Orientation

The options identified below are based on the terminology used by the Ontario Human Rights Commission in the [Policy on Discrimination and Harassment Because of Sexual Orientation](#) and the [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#).

Do you self-identify as (choose all that apply):

- Gay  
 Lesbian  
 Straight/Heterosexual  
 Bisexual  
 Queer  
 Two-Spirit  
 Another identity / term (Please specify) \_\_\_\_\_  
 I choose not to answer

### 3. Persons with Disabilities

Based on the definitions from the [Federal Contractors Program](#), “persons with disabilities” are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) AND

- A) who consider themselves to be disadvantaged in employment by reason of that impairment, **OR**  
B) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

This also includes persons with disabilities who have been accommodated in their current job or workplace.

Some examples of disabilities are noted below. Please note that these definitions follow medical definitions of disability.

- *Acquired brain injury*
- *ADHD*
- *Autism spectrum disorder*
- *Chronic health disability (e.g. Crohn’s disease, hemophilia, epilepsy, asthma, diabetes, HIV/AIDS, cancer, etc.)*

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- *Co-ordination/dexterity disability (e.g. arthritis, cerebral palsy, cystic fibrosis, multiple sclerosis)*
- *Deaf, deafened, hard of hearing*
- *Learning disability*
- *Mental health disability (e.g. schizophrenia, chronic depression, anxiety disorder, bipolar disorder, etc.)*
- *Mobility disability (e.g. amputations, paraplegia, reliance on walker/ scooter/ or mobility aid due to disability)*
- *Speech impairment (e.g. aphasia, stuttering, cluttering, etc.)*
- *Vision loss or impairment/legally blind (not correctable by glasses or contact lenses)*

Do you self-identify as a person with a disability?

Yes       No       I choose not to answer

If yes, please indicate the type(s) of disability you have:

Visible       Non-Visible\*       Both       I choose not to answer

\* "invisible disability," or non-visible is a term commonly used to describe a disability which is non-evident or not readily apparent to others

### 4. Indigenous/Aboriginal People of North America

Based on the definitions from the [Federal Contractors Program](#), an "Indigenous/Aboriginal person" is First Nations (status, non-status, treaty or non-treaty), Métis, Inuit, or Native American (US).

Do you self-identify as an Indigenous/Aboriginal person of North America?

Yes       No       I choose not to answer

If yes, please identify which of the following best applies to you (you may choose more than one box at a time). If you also identify with another racial or ethnic group, please specify in Question 6:

First Nations       Métis       Inuit       Native American/North American Indian (US)

### 5. Racialized Persons/Persons of Colour

We are aware that many individuals no longer use the term "visible minorities", and instead self-identify as "people of colour" or "racialized persons". For the purposes of employment equity, members of such groups in Canada are persons, other than Indigenous/Aboriginal People (defined above), who are non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship.

Do you self-identify as a "Person of Colour", or "Racialized Person"?

- Yes       No       I choose not to answer

## 6. Race and Ethnicity

This self-identification is **not** intended as an indication of one's place of origin, citizenship, language or culture and recognizes that there are differences both between and among subgroups of persons of colour.

If you identified as Indigenous/Aboriginal in Question 3, please use this question to identify any other race or ethnicity groups with which you identify.

**The options below originated from the categories used for collection of data and statistical purposes by the [Federal Contractors Program](#).**

Please check all that apply.

What racial and ethnic origins do you identify with (choose all that apply)?

- I choose not to answer
- Asian
  - Asian Caribbean (e.g. Guyanese, Trinidadian)
  - East Asian (e.g. Chinese, Japanese, Korean)
  - European (e.g. British, French, Spanish, Portuguese)
  - South Asian (e.g. Indian, Pakistani, Sri Lankan)
  - South East Asian (e.g. Malaysian, Filipino, Vietnamese)
  - Another (please specify) \_\_\_\_\_
- Black
  - African (e.g. Ghanaian, Kenyan, Somali)
  - Caribbean (e.g. Barbadian, Jamaican, Grenadian)
  - European (e.g. British, French, Spanish, Portuguese)
  - North American (e.g. Canadian, American)
  - South and Central American (e.g. Brazilian, Panamanian)
  - Another (please specify) \_\_\_\_\_
- Latin/Hispanic
  - Caribbean (e.g. Cuban, Haitian)
  - Central American (e.g. Mexican, Honduran)
  - European (e.g. Spanish, Portuguese)
  - South American (e.g. Brazilian, Argentinian)
  - Another (please specify) \_\_\_\_\_
- Middle Eastern
  - North African (e.g. Libyan, Moroccan)
  - Middle Eastern (e.g. Syrian, Lebanese)

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- West Asia (e.g. Iran, Afghani)
- Another (please specify) \_\_\_\_\_
- White
  - European (e.g. British, French, Polish, Russian)
  - North American (e.g. Canadian)
  - South American (e.g. Argentinian, Chilean)
  - Another (please specify) \_\_\_\_\_
- Mixed Race

If we have not identified a category with which you identify, please indicate which racial or ethnic origins you identify with below:

- Another (please specify) \_\_\_\_\_
- Another (please specify) \_\_\_\_\_
- Another (please specify) \_\_\_\_\_