

5. Appendix

i. University of Alberta Workforce Diversity Questionnaire

University of Alberta Canada Research Chairs Self-Identification Questionnaire¹

The University of Alberta is committed to having an equitable, diverse, and inclusive workforce, since our teaching, scholarship and other activities take place in a highly diverse society and because a diverse university workforce contributes to varied ideas and perspectives, enriching teaching, scholarship and other activities.

To assess progress toward this commitment, we are conducting a demographic census to collect data on relevant equity, diversity, and inclusion measures. Specifically, we are asking you to answer a short set of questions to help us understand how you identify in each instance. Resulting data can then be used to conduct statistical analysis and to identify areas where we may not be meeting our objectives.

Completing this census is completely voluntary. If you do not wish to respond, please check the box at the beginning of the census. You will also have the option to decline to answer any of the specific questions. The census will take less than five minutes to complete.

The personal information requested on this form is collected under the authority of Section 33 (c) of the Alberta Freedom of Information and Protection of Privacy Act and will be protected under Part 2 of that Act. It will be used for the purpose of managing the University's participation in the Canada Research Chair program and for aggregate reporting.

Direct any questions about this collection to:

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¹ This instrument was developed for the use of the University of Alberta. Organizations wishing to adopt this instrument in whole or in part are requested to contact equity@ualberta.ca.

Data collected will be held confidentially and securely, separate from your formal employment record. Where required for the purposes of meeting CRC program requirements, census data may be connected to relevant employment data. Access to information will be managed by the Office of Safe Disclosure and Human Rights and will be strictly limited to those who require it for the purpose of managing the U of A's CRC program. Any publicly reported results will be limited to aggregated totals; that is, public information will only be presented for groups of people to ensure that no individual can be identified.

You are welcome to update your information and complete a new questionnaire at any time. Please do so by sending an e-mail to equity@ualberta.ca

Thank you for assisting the University with its commitment to having an equitable, diverse, and inclusive workforce.

If for any reason(s) you do **NOT** wish to complete this survey, please check the box below

- I wish to NOT take the survey** * This will bring you to the end of the survey

Would you like to share your reason of declining the survey?

Gender Identity

Do you identify as (choose all that apply):

* Two-Spirit is an umbrella term used by many Indigenous people to describe their sexual, gender, and/or spiritual identity.

- Gender-Fluid and/or Non-Binary
- Man
- Transgender
- Two-Spirit *
- Woman

- Another gender identity (please specify):

- I prefer not to answer

Sexual Orientation

The options listed below are based on the [Alberta Human Rights Commission's](#) definition of sexual orientation. **Do you identify as (choose all that apply):**

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Queer
- Two-Spirit
- Another orientation (please specify):
- I prefer not to answer

Indigenous / Aboriginal Peoples

In accordance with Statistics Canada and the Canada Employment Equity Act, "Aboriginal" is defined by the Government of Canada as First Nations (Status, Non-Status, Treaty), Métis, or Inuit, and was established by the federal government as an umbrella term for diverse Indigenous peoples in Canada. However, this may not be how you identify. Instead, you may identify as Cree, Blackfoot, Mi'kmaq, Dene, or Nakota Sioux, etc. All of these identities are part of the umbrella term of Aboriginal Peoples.

Do you identify as an Indigenous / Aboriginal person, which includes: First Nations (both Status and Non-Status Indians), Métis, or Inuk (Inuit) within Canada; or as an Indigenous person from outside of Canada?

- Yes
- No
- I prefer not to answer

Please indicate which apply to you (choose all that apply):

- First Nations (within Canada)
- Inuk (Inuit) (within Canada)
- Métis (within Canada)
- Indigenous / Aboriginal *from North America but outside of Canada*
- Indigenous / Aboriginal *from outside of North America*
- Another (please specify): _____
- I prefer not to answer

Member of a Visible Minority / Person of Colour

The Government of Canada’s [Canada Employment Equity Act](#) and Statistics Canada both define visible minorities as persons - other than Aboriginal peoples - who are non-white in colour. General groupings defined by Statistics Canada for the visible minority variable are included below. We recognize that there may be a preference to instead identify as a “person of colour,” or by an individual’s race or ethnicity. However, for the purposes of this question, please use the definition provided by the [Canada Employment Equity Act](#) and Statistics Canada. **Do you identify as:**

- Indigenous / Aboriginal
- White
- Visible Minority
- I prefer not to answer

Please indicate which apply to you (choose all that apply):

- Arab
- Black
- Chinese
- Filipino
- Japanese
- Korean
- Latin American

- South Asian (e.g., Indian, Pakistani, Sri Lankan, etc.)
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)
- West Asian (e.g., Iranian, Afghan, etc.)
- Another (please specify): _____
- I prefer not to answer

Country of Birth

Where were you born?

- Canada
- Outside of Canada (please specify): _____
- I prefer not to answer

Religious Affiliation

Census studies and surveys have found that religious affiliation is an important element of identity. Therefore, understanding this relationship can complement other equity, diversity, and inclusion data in a meaningful way. **What belief system(s) do you identify with? (choose all that apply)**

- Agnosticism
- Atheism
- Bahá'í
- Buddhism
- Christianity
- Confucianism
- Hinduism
- Indigenous Spirituality
- Islam
- Jainism
- Judaism
- Paganism

- Shintoism
- Sikh
- Secular Humanism
- Spiritual, not Religious
- Taoism
- Other (please specify) _____
- No Religious Affiliation
- I prefer not to answer

Relationship & Caregiver Status

We are collecting relationship and caregiver data because this information can affect things such as employer-supported health and dental benefits plans (for individuals, partners and/or children), work/life balance, commitments outside of work, university-provided employee services, etc. Learning more about the items below can therefore lead to more fulsome statistical analysis.

Which of the following best describes your current relationship status?

- Common law (living as a couple but not legally married)
- Divorced
- Legally married (and living with spouse)
- Separated, but still legally married
- Single (never legally married)
- Widowed
- I prefer not to answer

Do you have any dependents (including children and/or adults) for whom you are a parent/ guardian/ primary caregiver?

- Yes
- No
- I prefer not to answer

For how many dependents in each age group are you a parent / guardian / primary caregiver?

	Number of Dependents
0 to 12 years	
13 to 17 years	
18 to 60 years	
over 60 years	

Persons with Disabilities and Deaf Persons

According to the definition used by the Government of Canada’s [Federal Contractors Program](#), a person with a disability is someone who has a “long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s)” (for the purposes of this questionnaire “long-term” is defined as lasting more than six months). This person also considers themselves to be disadvantaged in employment by reason of that disability, or believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that disability. This also includes persons with disabilities who have been accommodated in their current job or workplace (e.g., by the use of technical aids, changes to equipment or other working arrangements).

Given the definition above, do you identify as: (choose all that apply)

- A person with a disability
- A Deaf person

- Another identity that should be protected on similar grounds as disability (please specify):

- An able-bodied or non-disabled person
- I prefer not to answer

Please indicate the type(s) of challenges you experience: (choose all that apply)

- Chronic health condition
- Emotional, psychological, or mental health
- Hearing
- Learning, remembering, or concentrating
- Seeing
- Stair climbing
- Walking distances
- Using your hands or fingers, or doing other physical activities
- Other (please specify): _____
- I prefer not to answer

Please feel free to share any comments you may have about this questionnaire
