



a place of mind
THE UNIVERSITY OF BRITISH COLUMBIA

Thank you for finishing the survey.

At any time, you can contact the Equity Office at 604.822.6353 or email equity@equity.ubc.ca to change the information you provide today.

Please return your completed survey in the enclosed self-addressed envelope to the Equity Office.

EMPLOYMENT EQUITY

CENSUS QUESTIONNAIRE

UBC a place of mind
THE UNIVERSITY OF BRITISH COLUMBIA

Personal & Confidential

Equity Office
2306 Brock Hall, 1874 East Mall
Vancouver, BC V6T 1Z1
Tel: 604.822.6353 | Fax: 604.822.3260
Email: equity@equity.ubc.ca | URL: www.equity.ubc.ca

Human Rights & Equity Services
University of British Columbia Okanagan
3333 University Way
Kelowna, BC V1V 1V7
Tel: 250.807.9291 | URL: www.okanagan.ubc.ca/hes



THE UNIVERSITY OF BRITISH COLUMBIA is committed to equity and diversity in employment. All UBC staff and faculty are asked to complete this questionnaire to help create an accurate picture of our workforce. While completion of the survey is not mandatory, return of the questionnaire is required in order to ensure that you have received it.

THE SURVEY TAKES ONLY A FEW MINUTES of your time. You may self-identify in more than one category. You may decline to answer any or all of the questions. All responses to this survey are confidential, will be reported only in summary or aggregate form and will be kept separately from employee records.

If you do not wish to complete this census, please check this box, and return this survey in the enclosed self-addressed envelope to the Equity Office.

Alternate formats are available on request.

Personal & Confidential

Name or Staff ID

Membership in Designated Groups

As a participant in the Federal Contractors Program, UBC is required to ask all of its faculty and staff to identify if they are members of the following four designated groups under the Employment Equity Act: women, visible minorities, Aboriginal persons and persons with disabilities.

1. SEX

For the purposes of employment equity, women are a designated group.

Do you self-identify as a woman?

No Yes

2. ABORIGINAL PERSONS

For the purposes of employment equity, an “Aboriginal person” includes persons who are Indians, Metis, or Inuit.

Based on this definition, do you self-identify as an Aboriginal person?

No Yes

3. VISIBLE MINORITIES

According to the Employment Equity Act, members of “visible minorities” are a designated group. At UBC, we define this term as “persons (other than Aboriginal persons, defined above), who self-identify as “people of colour”. Members of visible minority groups include both persons who were born in Canada or other countries.

Examples of visible minorities include, but are not limited to, persons who identify as:

- Black
- Non-white Latin American (including indigenous persons from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean, Polynesian)
- South Asian/Indo-Pakistani (e.g., Indian, Pakistani, Sri Lankan, etc.)
- Southeast Asian (e.g., Cambodian, Filipino, Laotian, Vietnamese, etc.)
- West Asian/Arab (e.g., Afghan, Iranian, etc.)
- Persons of Mixed Origin (e.g., with one parent in one of the visible minority groups listed above).

Based on this definition, do you self-identify as a “visible minority”?

No Yes

4. PERSONS WITH DISABILITIES

For the purposes of employment equity, “persons with disabilities” means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment AND

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

This includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Some examples of disabilities include:

- Co-ordination/dexterity impairment (e.g. arthritis, cerebral palsy, cystic fibrosis, multiple sclerosis)
- Deaf/hard of hearing
- Developmental/learning impairment (e.g. dyslexia)
- Mental illness (e.g. schizophrenia, chronic depression)
- Non-visible physical impairment (e.g. hemophilia, epilepsy, asthma, diabetes)
- Speech impairment (e.g. aphasia)
- Mobility impairment (e.g. amputations, paraplegia)
- Visual impairment (e.g. if glasses/contact lenses correct your vision so that you can perform your job, do not include yourself in this category)

*This means that the disability reduces the amount or kind of activity you can do at work.

Based on this definition, do you self-identify as a person with a disability?

- No Yes

Thank you for your participation, and for finishing the first part of the survey. At any time, you can contact the Equity Office at 604.822.6353 or email equity@equity.ubc.ca to change the information you provide today.

The second part of the survey contains supplementary questions.

- If you do not wish to complete the supplementary section, please check this box, and return this survey in the enclosed self-addressed envelope to the Equity Office.

Personal & Confidential Supplementary Questions

These questions are not part of the requirements of the Federal Contractors Program. UBC recognizes that groups other than those in the Federal Contractors Program have historically been discriminated against in society in ways that limit their full and active participation in the workforce. UBC also recognizes that there may be differences within groups that affect their participation in the workplace.

The following questions are intended to provide the University with information that may assist in identifying and removing barriers to employment. As with the previous questions, you may decline to answer any or all of the questions, and all responses are confidential.

5. SEXUAL ORIENTATION

Do you self-identify as a person who is lesbian, gay, bisexual, queer, or an analogous term?

- No Yes

6. GENDER IDENTITY

Trans/transgender and gender-fluid refer to people who identify with a gender(s) other than the one ascribed to the biological sex of their birth, or people who view their gender as being more fluid than the strictly male or female gender categories allow. It is also used as an umbrella term which includes those who identify as transsexual, trans-identified, gender variant, genderqueer, multi-gender, gender diverse, and for those who don't identify with any gender labels.

Do you self-identify as a person who is trans, transgender, gender-fluid, or an analogous term?

- No Yes

7. RACE/ETHNICITY

The Canadian Census identifies the following categories in its Census of the Population. Please indicate how you self-identify?

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 are of mixed-descent, please indicate this by checking off all that apply, rather than using the “other” line

unless parts of your self-identification do not appear in this list. *Please check all that apply.*

Are you:

- Aboriginal
- Arab
- Black
- Chinese
- Filipino
- Japanese
- Korean
- Latin American
- South Asian (e.g., Indian, Pakistani, Sri Lankan etc.)
- Southeast Asian (eg. Vietnamese, Cambodian, Malaysian, Laotian etc)
- West Asian (e.g. Iranian, Afghan etc.)
- White
- Other – Please specify _____

8. ACCOMMODATION OF PERSONS WITH DISABILITIES

The following information is important to understand the type of accommodation measures that may be needed by those employees with disabilities who require accommodation. If you are a person with a disability, please indicate how you categorize your disability. *Please check all that apply.*

- Physical disability or impairment, for example
 - Coordination/dexterity impairment (e.g., cerebral palsy)
 - Mobility impairment (e.g., need to use a wheelchair or other assistive device)
 - Speech impairment
 - Hearing impairment – hard of hearing
 - Hearing impairment – deaf
 - Visual impairment – partially sighted (excluding those corrected by prescription eyewear)
 - Visual impairment – blind
- Invisible disability or impairment, for example
 - Learning disability or comprehension impairment (eg. dyslexia)
 - Psychiatric/mental illness (e.g., severe depression, addiction)
 - Non-visible physical impairment (e.g., head injury, hemophilia)
 - Developmental impairment (e.g., Down's Syndrome)

- Ongoing medical condition (e.g., epilepsy, diabetes etc.)

If you checked any of the above boxes on type of disability, do you require any type of workplace support/job accommodation to do your job? For example, changes to physical space, technical aids, adjustments to job duties etc.).

Please answer “yes” even if your needs have already been accommodated.

- No Yes

9. OTHER

Are you a member of any other identifiable group that you feel has been disadvantaged in the workplace based on factors, for example, such as religion, age, ancestry, place of origin, family or marital status etc?

If yes, please specify.

Comments: