



# City of Kitchener

## Workforce Census Results 2019

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In June of 2019, the City of Kitchener conducted its first-ever workforce census which asked employees to voluntarily answer a series of eight demographic questions intended to help better understand the make-up of its workforce. The questions focused on age, languages spoken, place of birth, Indigenous identity, racial/ethnic background, gender identity, sexual orientation and chronic conditions. On average, 1,766 employees answered each question, which represents an overall response rate of 80%.





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## Introduction

In June of 2019, the City of Kitchener conducted its first-ever workforce census which asked employees to voluntarily answer a series of eight demographic questions intended to help better understand the make-up of its workforce. The questions focused on age, languages spoken, place of birth, Indigenous identity, racial/ethnic background, gender identity, sexual orientation and chronic conditions. This is the first time that these types of demographic questions were asked of City of Kitchener staff. Staff were assured their responses would only be reported at a corporate level and would not be used to identify any individual employee. On average, 1,766 employees answered each question, which represents an overall response rate of 80%.

## Why demographic questions?

We are committed to making sure that staff at the City of Kitchener are representative of the entire population we serve. We asked staff these questions to understand how we're doing at this point in time compared to what we know about Kitchener's population. This comparison can help identify systemic barriers and disadvantages to access and opportunity for particular groups within the community, and to use a data-informed approach to implementing equity and diversity initiatives within the workplace.

The use of demographic data collection has been supported and recommended by the Ontario Human Rights Commission (OHRC) since 2009, as stated in their publication *Count me in! Collecting human rights-based data*. In this publication, it is stated:

*Organizations that collect such data recognize that to effectively thrive in an increasingly globalized, competitive business environment, they must promote an inclusive and equitable work culture throughout the organization, take steps to attract and retain the best and brightest people available, and find innovative ways to improve service delivery and programming to meet the needs and wants of an increasingly diverse population base. (OHRC, 2009)*

According to the OHRC, the collection of demographic data may be done for any of the following reasons:

- Monitor and evaluate discrimination
- Prevent or address systemic barriers to access and opportunity
- Identify and remove systemic barriers
- Lessen or prevent disadvantage
- Plan a special program
- Promote equity and diversity initiatives
- Promote substantive equity for people identified by Code grounds



## Key Findings

The results of the City's first-ever workforce census provide significant insight into the workplace and the staff make-up. Key findings of the census include the following:

- An average response rate of **80%** on this survey indicates a robust level of trust and willingness to participate in corporate initiatives brought to staff. This level of participation ensures the data provides a reliable baseline to move forward with equity initiatives and continued data collection throughout the corporation.
- The **Age** breakdown of City of Kitchener staff is comparable to what is seen in the Labour Force Survey (2019) for Ontario, although we are seeing a slightly larger proportion of younger employees (age 18 – 29) versus older employees (55+) than what is reported in the Labour Force Survey.
- When asked about **Languages spoken**, 12% of City of Kitchener staff respondents indicated that they speak a language other than English. When comparing the languages reported by staff with the top languages other than English spoken in the Kitchener population, there is a mismatch in the results. Some overlap is seen between the two, for instance Spanish, Serbian, Polish, Portuguese and Romanian are on both top ten lists, but not represented in the staff top ten results are Arabic, Mandarin, Vietnamese, Persian (Farsi), and Punjabi.
- 90% of respondents reported to be **Born in Canada**, and 10% reported to be born outside of Canada. When comparing these results with Kitchener Census Data (2016), a discrepancy is seen with the 26% of Kitchener residents who were born outside of Canada. This result indicates that people not born in Canada are underrepresented in the current staff at the City of Kitchener and thus not representative of the community the City serves.
- When asked about **Indigenous Identity**, 1.3% of City of Kitchener staff respondents reported to identify as Indigenous (and specifically as First Nations, Inuit or Metis). This result is lower than the estimated 3% Indigenous population in the City of Kitchener according to Kitchener Census Data (2016). Thus, Indigenous representation at the City of Kitchener is below the population ratio.
- When asked about **Ethnic/Racial Background** City of Kitchener staff respondents reported to be 89.5% White, and 9% members of a racialized group. Looking to the Kitchener Census Data (2016), it is reported that visible minorities make up 22% of the Kitchener population, with 78% of Kitchener residents identifying as White. Given this discrepancy, it is clear that City of Kitchener staff do not represent the ethnic/racial diversity found in the surrounding population.
- **Gender** representation at the City of Kitchener, as reported through internal Human Resources data, is 42% female and 58% male. For City staff who responded to the workforce census questions, 0.5% identified as gender non-conforming (which is a composite of all responses including trans, two-spirit, gender fluid, gender queer and non-binary). When looking at the gender breakdown of staff by job category, although women make up a smaller proportion of the overall City of Kitchener staff population, representation of women in senior leadership and



management positions is equivalent to the overall breakdown. What this indicates is that women employed by the City of Kitchener are filling leadership roles at similar rates to men employed by the City of Kitchener proportional to the overall numbers.

- **Sexual Orientation** is not something that is well tracked through Canada Census data, though it is estimated that between 5% - 10% of individuals in the population identify as LGBTQ2S+. When asked about sexual orientation in the workforce census, 96% of City of Kitchener staff respondents identified as heterosexual/straight, and 4% identified as LGBTQ2S+ (which included bisexual, gay, lesbian, pansexual, queer and two-spirit).
- When asked about **Chronic Conditions/Disabilities**, 64% of City of Kitchener staff respondents chose “none” when asked if they were affected by any of the conditions listed.<sup>1</sup> For those who did indicate being affected by one or more of the conditions, the top five responses were Mental Health Condition (9% of responses), Chronic Illness/Medical Condition (6%), Vision Impairment (3%), Hearing Impairment (3%), and Learning, Behavioral Disability or Disorder (2%).

Illustrated on the next page is a one-page infographic outlining many of the key findings from the report, followed by the detailed results of the survey.

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<sup>1</sup> Conditions listed included: Mobility/dexterity limitation, Chronic illness/medical condition, Hearing impairment, Vision impairment, Speech impairment, Developmental disability, Mental health condition, Learning, behavioral disability or disorder



# WORKFORCE CENSUS RESULTS



To view full report visit [www.kitchener.ca/EDI](http://www.kitchener.ca/EDI)

In 2019, our first-ever workforce census was circulated to 2,208 City of Kitchener staff. Here's how our data compares with the population demographics of Kitchener.

### Born outside Canada



### Racialized

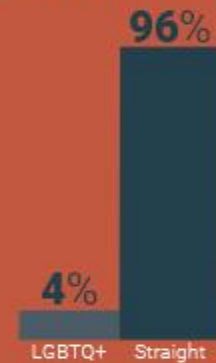


### First Nations, Inuit, Métis



■ City of Kitchener staff  
■ Kitchener census data 2016  
 Comparative data: Kitchener Demographics, Census Data 2016

### Sexual orientation



It is estimated that between 5%-10% of any population identify as LGBTQ+.

### Top 5 languages spoken in addition to English

City of Kitchener staff

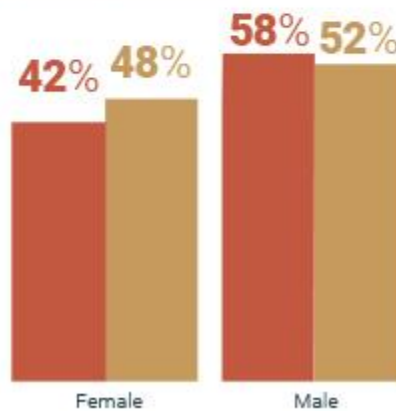
1. French
2. German
3. Spanish
4. Hindi
5. Serbian



Kitchener census data 2016

1. Spanish
2. Arabic
3. Serbian
4. Romanian
5. Mandarin

### Gender identity



Gender Non-conforming (includes trans, 2-spirit, gender fluid, gender queer & non-binary)

**0.5% 0.5%**

■ City of Kitchener staff    ■ Labour Force stats 2019  
■ Population estimate for gender non-conforming



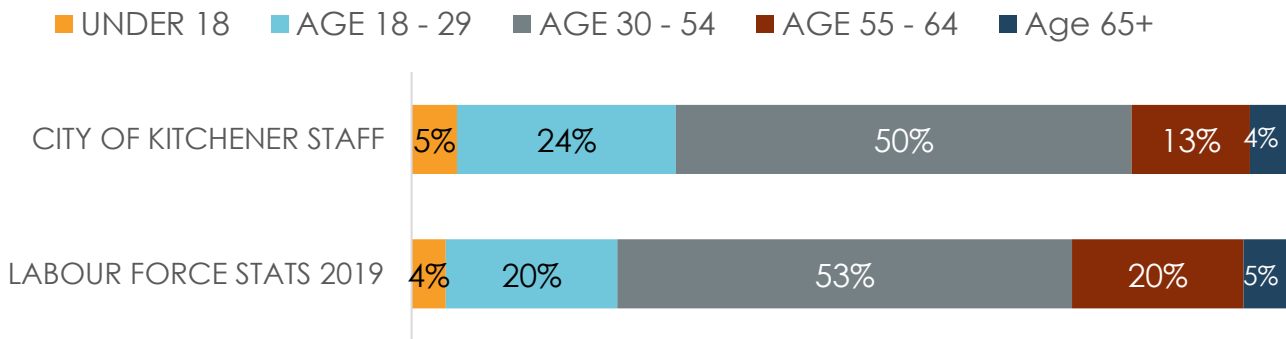
## Results

This section of the report contains a detailed summary of the results of the demographic data collection done with City of Kitchener staff in comparison with demographics of the Kitchener population. Kitchener population demographics have been pulled from relevant Statistics Canada sources, including the Labour Force Survey (2019) and Canada Census data for Kitchener (2016).

### Age

As part of the workforce census questions, City of Kitchener employees were asked to select the age category they belong to. When comparing the results to the age demographics reported in the Ontario Labour Force Survey 2019, as illustrated in the table below, City of Kitchener respondents represent a slightly younger demographic than what is seen in the overall labour force population. Labour Force Survey statistics were used for this comparison rather than Kitchener Census data for the purpose of providing a more meaningful comparison, as this data is focused on those currently in the workforce.

**Figure 1: Age of City of Kitchener Staff Respondents vs. Labour Force Stats 2019**

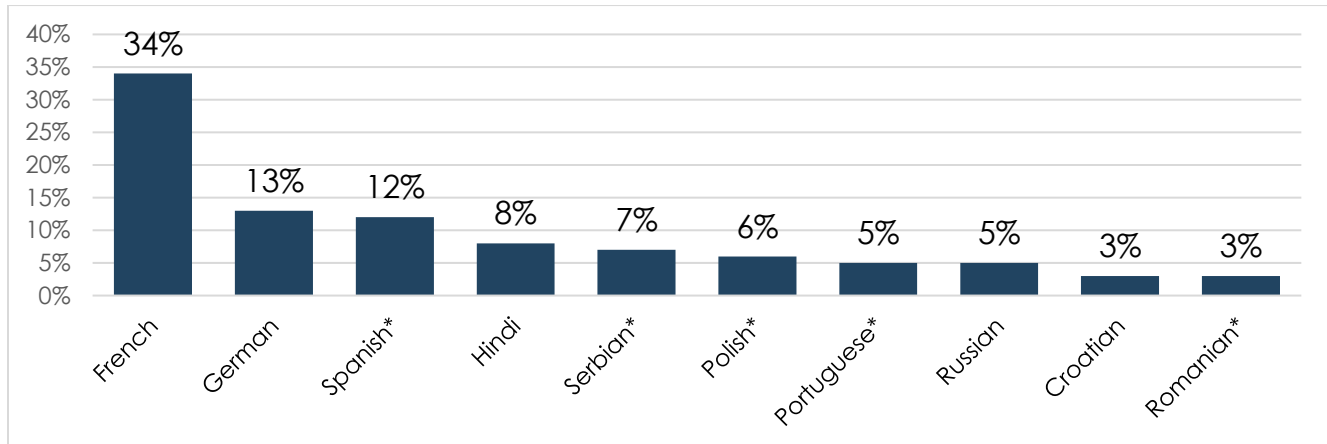


### Languages

When asked about languages spoken, 198 City of Kitchener staff respondents (12%) reported to speak a language in addition to English. The question specifically asked staff to identify all languages that they feel comfortable speaking. Of those 198 staff, the most commonly reported language spoken alongside English was French (34%), followed by German (13%) and Spanish (12%). Illustrated in the figure below is the top ten responses reported by the 198 staff for this question.



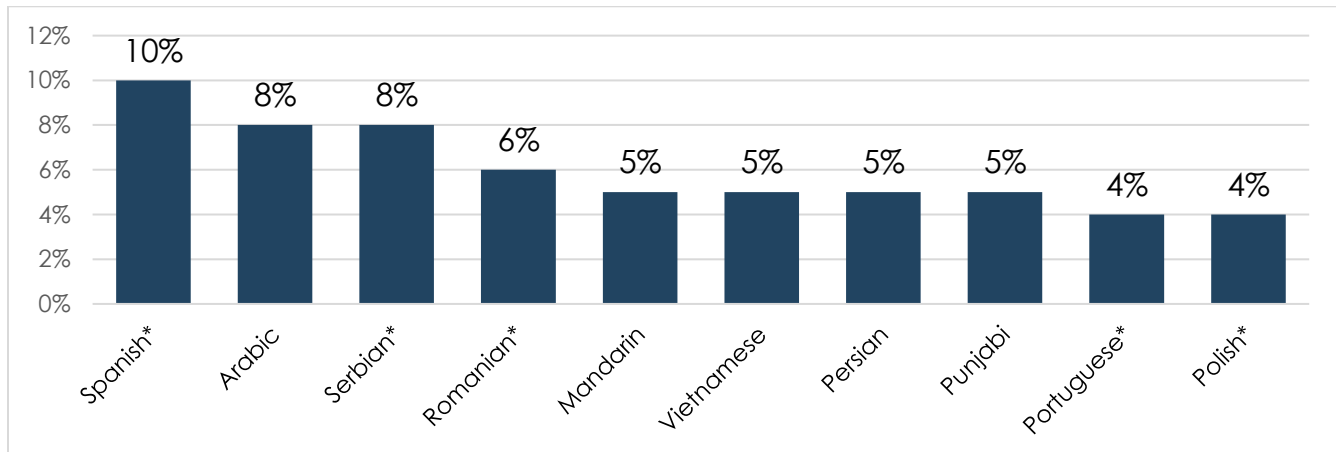
**Figure 2: Top ten languages spoken in addition to English - City of Kitchener Staff Respondents (N = 198)**



\*overlap in languages spoken between City of Kitchener Staff data and Kitchener Census data

When looking at Kitchener demographics reported in the Canada Census Data (2016), there is not a direct comparison that can be made with this question, though some overall comparisons can be done nonetheless. When asked what language is spoken most often at home, 13.8% of Kitchener residents reported to speak a “non-official” language (something in addition to either English or French). The top ten languages spoken by this group are illustrated in the figure below.

**Figure 3: Top ten non-official languages spoken at home - Kitchener Census Data 2016**



\*overlap in languages spoken between City of Kitchener Staff data and Kitchener Census data

As shown in the two figures illustrating top ten languages, overlap is seen with Spanish, Serbian, Polish, Portuguese and Romanian; not represented in the City of Kitchener top ten staff responses are Arabic, Mandarin, Vietnamese, Persian (Farsi), and Punjabi.

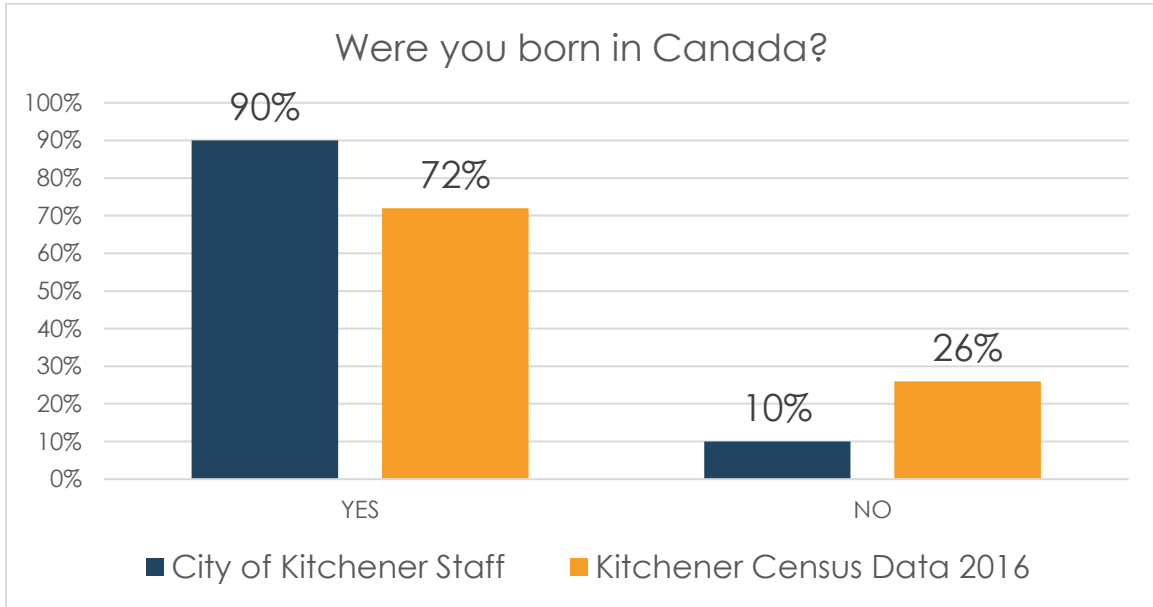




## Born in Canada

When asked about their country of origin, 10% of City of Kitchener staff respondents reported to be born outside of Canada. As illustrated in the figure below, this percentage is considerably lower than the 26% of those born outside of Canada in the wider Kitchener population.

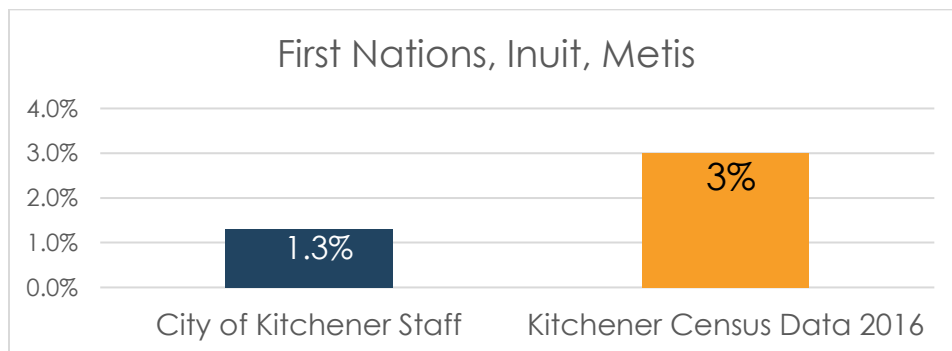
**Figure 4: Born in Canada – Kitchener Staff Respondents vs. Kitchener Census Data 2016**



## First Nations, Inuit, Metis Identity

City of Kitchener staff were asked if they identify as an Indigenous person, and if respondents selected “yes” they were asked to further specify if they identify as First Nations, Inuit or Metis. Overall, 1.3% of City of Kitchener staff respondents (N=20) indicated that they do identify as Indigenous, and when asked to specify further, the responses spanned all three categories (due to the small size of the responses for this question, further breakdown into the three categories could potentially identify individuals, thus these numbers are not being reported). The estimated Indigenous population in the City of Kitchener is 3% according to Kitchener Census Data 2016.

**Figure 5: First Nations, Inuit, Metis - City of Kitchener Staff Respondents vs. Kitchener Census Data 2016**

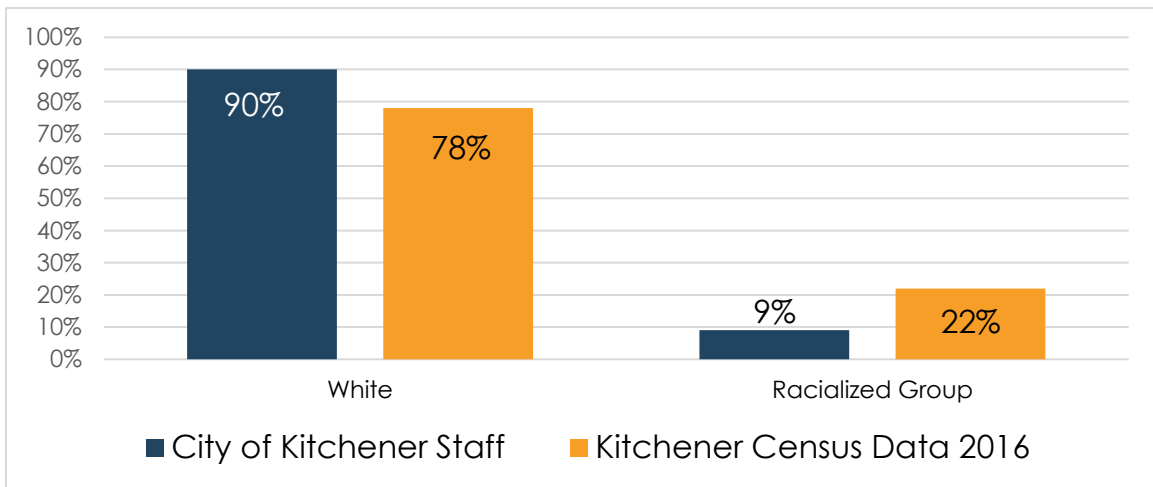




## Racial/Ethnic Background

When asked about racial or ethnic origin, 90% of City of Kitchener staff respondents identified as White, and 9% identified as a member of a racialized group (N=150) (further identified as Mixed Heritage, Black, East Asian, South Asian, Southeast Asian, West Asian, Latin American and Indian – Caribbean). Illustrated in the figure below is a comparison between the City of Kitchener staff data and Kitchener Census Data (2016). As illustrated, the percentage of respondents from the City of Kitchener staff survey who identified as racialized at 9% is considerably lower than the 22% found in the population.

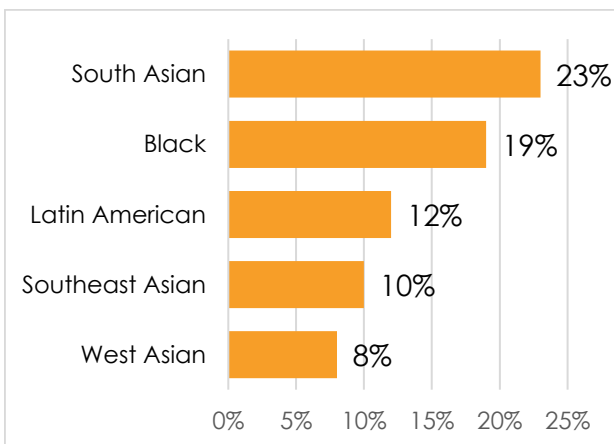
**Figure 6: Ethnic Background - City of Kitchener Staff Respondents vs. Kitchener Census Data 2016**



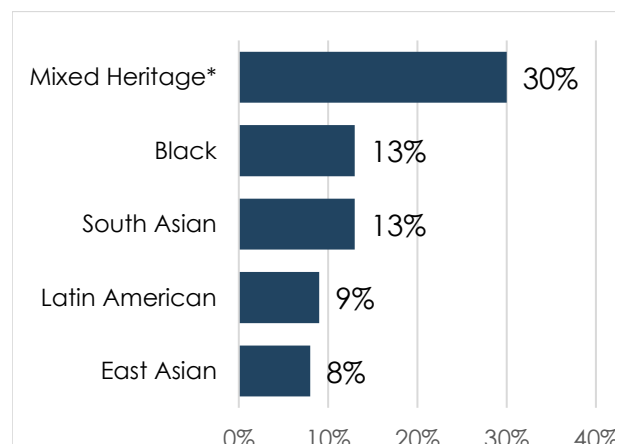
The figures below illustrate a comparison of the top five responses for ethnic origin for the City of Kitchener staff respondents who identified as racialized and those who identified as racialized in the Kitchener population, as reported in the Kitchener Census Data 2016.

**Figure 7: Top 5 ethnic origins for visible minorities - City of Kitchener Staff vs. Kitchener Census Data 2016**

**Top 5 Responses for Kitchener Population Census Data 2016 Respondents who identified as racialized (N=50,200)**



**Top 5 Responses for City of Kitchener Staff Respondents who identified as racialized (N=150)**



\*defined as e.g. White – European and Black - African

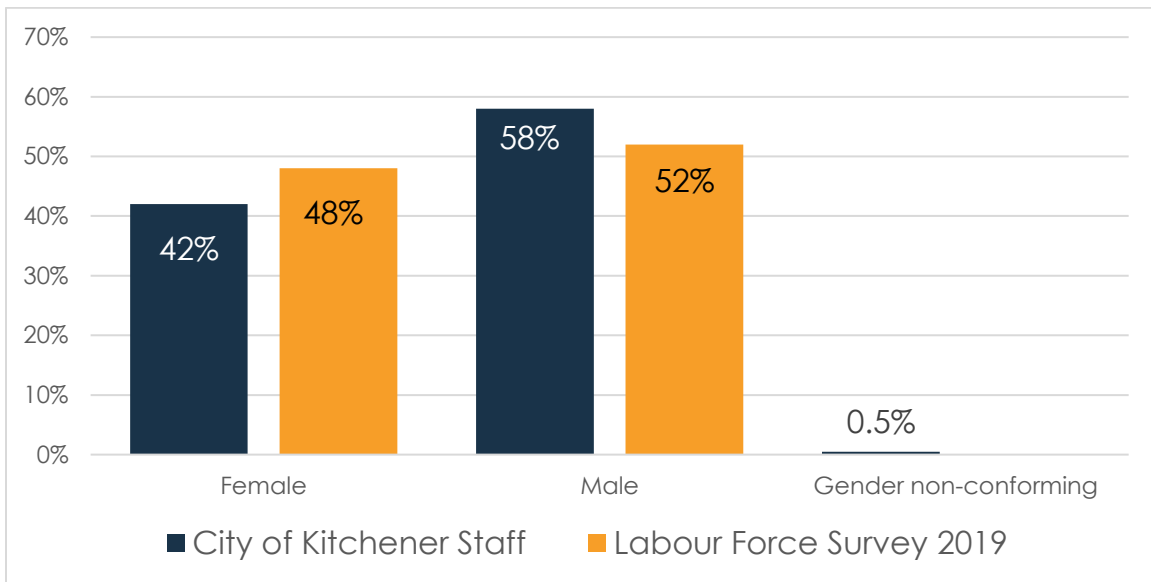


## Gender Identity

The City of Kitchener’s Human Resources Division tracks gender identity of all employees – although it currently only allows for two categories, female and male. According to that data, the gender breakdown for all City of Kitchener staff is 42% female and 58% male (see Figure 6 below).

When staff respondents to the workforce census were asked to identify their gender, 0.5% identified as gender non-conforming (which is a composite of all responses that included trans, two-spirit, gender fluid, gender queer and gender non-binary). There is no comparable statistic for gender non-conforming responses from Canada Census data or the Labour Force Survey, as Stats Canada currently only reports gender based on the gender binary (female/male). However, according to researchers in the field of LGBTQ2S+ and transgender studies, the estimated population statistic for those who identify as gender non-conforming is between 0.5% and 0.6%<sup>2</sup>.

**Figure 8: Gender Identity - City of Kitchener Staff Respondents**



Looking further at the gender identity data collected by Human Resources for all City of Kitchener staff allows for disaggregation of gender by job category. As illustrated in the table below, the gender breakdown for Senior Leadership (Chief Administrative Officer, General Managers, Directors & Fire Chief), with 41% female and 59% male, is closely matched to the gender breakdown for all City of Kitchener employees. When looking at Management (Managers & Supervisors), a slightly larger gender discrepancy is seen with 39% female and 61% male. For all non-management staff, the gender breakdown is very much matched with the overall employee numbers, with 42% female and 58% male.

<sup>2</sup> [https://www.equalityhumanrights.com/sites/default/files/technical\\_note\\_final.pdf](https://www.equalityhumanrights.com/sites/default/files/technical_note_final.pdf)  
<http://williamsinstitute.law.ucla.edu/wp-content/uploads/How-Many-Adults-Identify-as-Transgender-in-the-United-States.pdf>



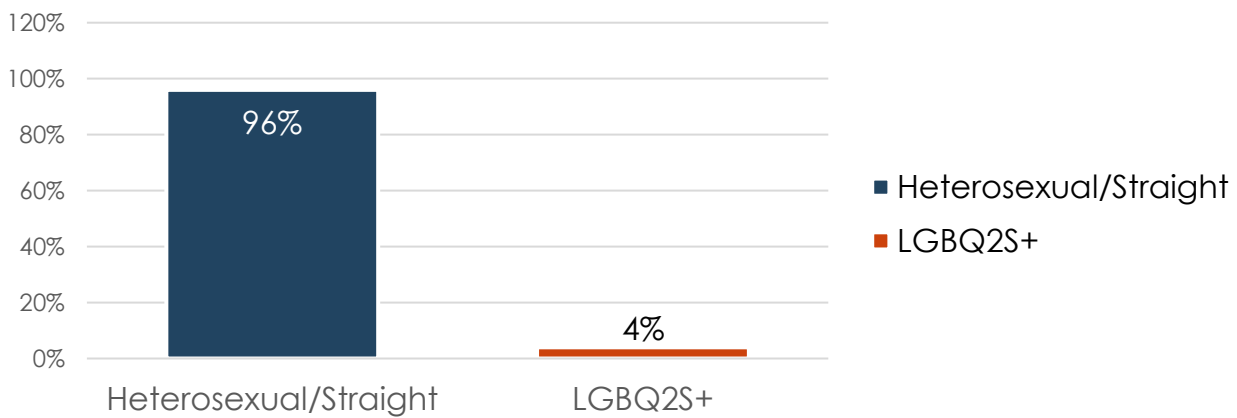
**Figure 9: Gender Identity by Job Category - City of Kitchener Employees**

JOB CATEGORY	FEMALE	MALE	TOTAL
	N (%)	N (%)	N
<b>Senior Leadership</b> (CAO, General Managers, Directors)	13 (41%)	19 (59%)	32
<b>Management</b> (Managers, Supervisors)	55 (39%)	87 (61%)	142
<b>Staff</b>	873 (42%)	1184 (58%)	2057
<b>Total</b> (All City of Kitchener employees)	941 (42%)	1290 (58%)	2231

### Sexual Orientation

When asked about sexual orientation, 96% of City of Kitchener staff respondents identified as heterosexual/straight, and 4% chose one of the LGBTQ2S+ response options (which included bisexual, lesbian, gay, pansexual, two-spirit and queer). Sexual orientation is not something that has been accurately tracked through Statistics Canada Census surveys<sup>3</sup>, though it is estimated by researchers in the field that between 5% - 10% of any population identify as LGBTQ2S+<sup>4</sup>.

**Figure 10: Sexual Orientation - City of Kitchener Staff Respondents**



<sup>3</sup> Since 2001, Statistics Canada Census surveys ask questions about same-sex couples, both married and common-law, but do not include questions about sexual orientation for individuals.

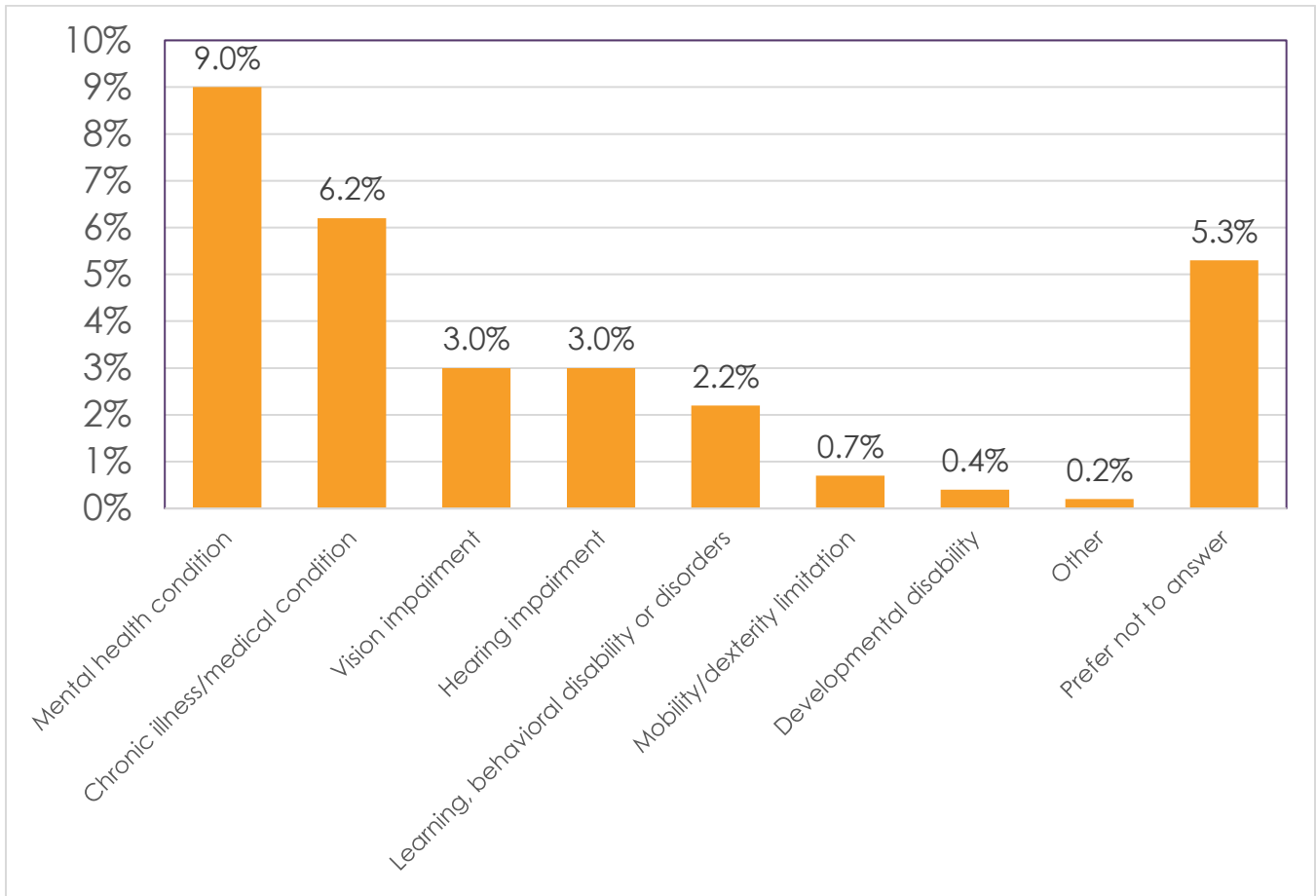
<sup>4</sup> [https://www.wdgpUBLICHEALTH.ca/sites/default/files/file-attachments/report/ht\\_report\\_2015-lgbtq-health-results-from-community-consultations\\_access.pdf](https://www.wdgpUBLICHEALTH.ca/sites/default/files/file-attachments/report/ht_report_2015-lgbtq-health-results-from-community-consultations_access.pdf)



## Chronic Conditions

When asked about the prevalence of chronic conditions and/or disabilities that City of Kitchener staff are affected by<sup>5</sup>, 64% of respondents chose “none.” For those who did disclose that they are affected by one or more of the conditions listed, the most frequent response was “mental health condition” (9% of responses), followed by “chronic illness/medical condition,” (6% of responses). Illustrated in the figure below is a breakdown of all responses provided for this question from City of Kitchener Staff.

**Figure 11: Prevalence of Chronic Conditions - City of Kitchener Staff Respondents**



<sup>5</sup> Conditions listed included: Mobility/dexterity limitation, Chronic illness/medical condition, Hearing impairment, Vision impairment, Speech impairment, Developmental disability, Mental health condition, Learning, behavioral disability or disorder



## Next Steps

For some time now, we've believed the City of Kitchener's workforce is not fully reflective of the community we serve – and the data collected through our first-ever workforce census confirms that to be the case.

As a public sector organization, the City of Kitchener has a responsibility to serve everyone in our community. When our employees bring with them a broad diversity of lived experiences and perspectives, our organization is better positioned to make decisions that serve our entire community well.

To be clear, these results are in no way a statement about the quality of our current employees, or their dedication to public service. The results are a statement about the need for us to look very closely at our policies, procedures and practices from an equity-informed perspective.

We are committed to taking action and making meaningful improvements – but we can't do it alone. We're not going to make assumptions, or jump to conclusions about what changes are needed. We're going to be deliberate in analyzing data, researching solutions and collaborating with individuals and organizations in our community from whom we have much to learn.

This is exactly why we launched the Mayor's Task Force on Equity, Diversity and Inclusion last year – to support this work and to involve the community in making real and necessary change. In fact, one of the four main elements of the Task Force's mandate is to explore how to best encourage, maintain and promote an inclusive workplace and diverse workforce. Later this year the Task Force will be undertaking a significant effort to engage many members of our community in this work – especially those who have been traditionally underrepresented or excluded from these processes.

While a lack of representation within the workforce is an issue facing many public and private sector organizations, we are determined to take meaningful action and make real improvements – which is why we conducted our workforce census, launched the Mayor's Task Force and are releasing these results to the community today.

The Ontario Human Rights Commission encourages this kind of demographic data collection as a means identifying and removing systemic barriers. We are extremely grateful to all of our employees who took the time to complete our census questions. A response rate of 80% is something we can all be extremely proud of. By collecting this information, we now have a baseline of data that can be used to identify potential systemic barriers, prioritize areas for focus and action, and measure the effectiveness of future equity-informed initiatives.”

Mayor Berry Vrbanovic

Councillor Paul Singh, Member of the Mayor's Task Force on Equity, Diversity & Inclusion

Councillor Sarah Marsh, Member of the Mayor's Task Force on Equity, Diversity & Inclusion

Dan Chapman, Chief Administrative Officer

Michael May, Deputy Chief Administrative Officer, Project Sponsor for the Mayor's Task Force on EDI



## Appendix A: Frequently Asked Questions

### City of Kitchener Workforce Census Results Frequently Asked Questions

#### WORKFORCE CENSUS

**Q1. Why is the City collecting demographic information from staff?**

Collecting and reporting demographic data is an essential first step to understanding how representative our staff are of the community we serve, and is considered a best practice in identifying systemic barriers and opportunities to make a workplace more inclusive. It is something other organizations have been doing for quite some time now. In fact, the Ontario Human Rights Commission encourages organizations like ours to collect this type of demographic data. By collecting this data we now have a baseline of information that will help identify potential systemic barriers some of our current employees and segments of the overall population are facing, and prioritize areas for further focus and action.

**Q2. Is it legal to ask employees these questions?**

Yes. The Ontario Human Rights Commission encourages organizations like ours to collect this type of demographic data in the workplace in order to promote equity and inclusion, and protect human rights as identified under the Ontario Human Rights Code.

**Q3. Do other organizations collect this kind of data?**

Yes. Ever since the Ontario Human Rights Commission began to recommend collecting demographic data in the workplace, it has become an increasingly established practice across Ontario amongst school boards, police services, municipalities, universities, health service providers and businesses.

**Q4. Is the City of Kitchener workforce less diverse than other organizations?**

While we haven't compared ourselves to other organizations, we know that a lack of diverse representation within the workforce is an issue facing many public and private sector organizations. We are determined to take meaningful action and make real improvements – which is why we conducted our workforce census, launched the Mayor's Task Force on Equity, Diversity and Inclusion, and are releasing the census results to the community.

**Q5. Do the results mean that City employees are doing a bad job?**

No. These results are in no way a statement about the quality of our current employees, or their dedication to public service. The results are a statement about the need for the City to look very closely at our policies, procedures and practices from an equity-informed perspective to ensure all residents have equal access to employment at the City.

**Q6. Was it mandatory for staff to answer the workforce census questions?**

No. Staff participation was completely voluntary.

**Q7. What if an employee didn't want to answer one of the eight workforce census questions?**

Each workforce census question gave staff the opportunity to select "prefer not to answer." None of the questions were mandatory.



**Q8. How do staff know their individual responses are confidential?**

The workforce census was conducted by an external third-party survey provider. No one at the City of Kitchener has access to individual staff responses.

**Q9. Who will see the results of the workforce census?**

The results are being shared with City staff, members of City Council, the Mayor’s Task Force on Equity, Diversity and Inclusion and the general public.

MAYOR’S TASK FORCE ON EQUITY, DIVERSITY & INCLUSION

**Q10. What is the City going to do about the results of the workforce census?**

We know we must do better to be fully reflective of the community we serve and we are determined to take meaningful action and make real improvements – but we can’t do it alone. We’re going to be deliberate in analyzing data, researching solutions and collaborating with staff and members of the community from whom we have much to learn. This is exactly why we launched the Mayor’s Task Force on Equity, Diversity and Inclusion last year. One of the four main elements of the Task Force’s mandate is to explore how to best encourage, maintain and promote an inclusive workplace and workforce representative of the population we serve.

**Q11. What is the Mayor’s Task Force on Equity, Diversity and Inclusion?**

The Mayor’s Task Force on Equity, Diversity and Inclusion, which was created in late 2019, consists of approximately 45 members of the community and City staff who are working together to create an Equity, Diversity and Inclusion strategy for the City of Kitchener. That strategy will make recommendations to Kitchener City Council in four broad areas:

1. Broadening community engagement in municipal decision-making – particularly for people who are traditionally under-represented
2. Improving equitable municipal service delivery to Kitchener’s diverse population
3. Encouraging, maintaining and promoting a more inclusive workplace and diverse workforce at the City of Kitchener for both employees and volunteers
4. Celebrating the full diversity of the Kitchener community

**Q12. How will members of the community be involved in the work of the Task Force?**

Later this year the Task Force will be undertaking a significant effort to engage many members of our community in their work – especially those who have been traditionally underrepresented or excluded from these engagement processes.

**Q13. How will City of Kitchener staff be involved when changes are made?**

City of Kitchener staff have been involved with the Mayor’s Task Force on Equity, Diversity and Inclusion from the beginning, as they make up one-third of the Task Force membership. As potential recommendations are developed by the Task Force, staff members will be consulted and included in ongoing conversations about proposed changes and implementation strategies.

EQUITY & INCLUSION IN THE WORKPLACE

**Q14. Why does having a diverse and inclusive workplace matter?**

The City of Kitchener is a public sector organization with a responsibility to serve everyone in our increasingly diverse community. When our employees bring with them a broad diversity of lived experiences and perspectives, we are better positioned to make decisions that respond to the needs of everyone in our community. Research





shows that increasing diversity and inclusion in the workplace can lead to an increase in mental health and wellbeing for all employees, as well as increased employee satisfaction, retention and productivity.

**Q15. Is the City going to start to implement a quota system in their hiring practices?**

No. Implementing a quota system where targets are set for hiring a specific number of under-represented people has proven to be an ineffective way of tackling issues of equity and inclusion in the workplace. Instead, by collecting this workforce census data we now have a baseline of information we can use to identify systemic barriers that current and future employees face, prioritize areas for focus and action, and measure the effectiveness of future equity-informed initiatives.

**Q16. What is a “systemic barrier”?**

Systemic barriers are policies, procedures or practices that unfairly discriminate and prevent individuals from participating fully in a situation (eg. getting a job or promotion). Systemic barriers often stem from unfounded unconscious biases, stereotypes or assumptions about particular people, whether intentional or not.

For example, when reviewing resumes, women may be excluded from hiring pools in traditionally male-dominated fields due to assumptions that women can’t do the job, and thus they are never selected for an interview. The same may be true for visible minorities or immigrants who have names that do not sound familiar to a white, Canadian-born employer, and therefore assumptions may be made about the individuals’ ability to do the job, their ability to speak English or their educational credentials, and thus may never be selected for interviews.

Once people are hired into organizations, systemic barriers can continue within the workplace that may prevent employees from fully participating in the workplace and/or being overlooked for promotion or advancement opportunities.

**Q17. Why don’t you just focus on hiring the best person for the job?**

We completely agree we should be focused on hiring the best person for the job. That’s why we want to eliminate systemic barriers to employment to ensure everyone has an opportunity to be a part of the recruitment, hiring and promotion process regardless of their race, gender, age, sexual orientation or country of birth.

**For more information about the City of Kitchener’s Workforce Census, please feel free to contact Elin Moorlag Silk, Project Manager for the Mayor’s Taskforce on Equity, Diversity and Inclusion at 519-741-2200 ex. 7049, or [elin.moorlagsilk@kitchener.ca](mailto:elin.moorlagsilk@kitchener.ca).**



## Appendix B: Workforce Census Survey Questions

### Workforce Census

The City of Kitchener is working to make all employees feel safe and supported at work. For the first time, we’re asking anonymous demographic questions to help us understand the diversity of our workforce. This will help us build a welcoming and inclusive workplace.

To protect your privacy, this information will only be reported at an organizational level, and no results will be shared for any item with less than 5 respondents. Only Metrics @ Work will have access to your individual responses, and we won’t publish any results that relate to your other Employee Culture Survey responses.

Help us gain a better understanding of how we can help all employees thrive at work.

a) Age:

- Under 18 years
- 18-29 years old
- 30-54 years old
- 55-64 years old
- 65 years and above
- Prefer not to answer

b) Check any of the following languages you are comfortable speaking:

<ul style="list-style-type: none"> <li><input type="radio"/> American Sign Language</li> <li><input type="radio"/> Albanian</li> <li><input type="radio"/> Amharic</li> <li><input type="radio"/> Arabic</li> <li><input type="radio"/> Bengali</li> <li><input type="radio"/> Cantonese</li> <li><input type="radio"/> Croatian</li> <li><input type="radio"/> English</li> <li><input type="radio"/> French</li> <li><input type="radio"/> German</li> <li><input type="radio"/> Gujarati</li> <li><input type="radio"/> Hindi</li> <li><input type="radio"/> Hungarian</li> <li><input type="radio"/> Korean</li> <li><input type="radio"/> Lao</li> <li><input type="radio"/> Mandarin</li> <li><input type="radio"/> Pashto</li> </ul>	<ul style="list-style-type: none"> <li><input type="radio"/> Persian (Farsi)</li> <li><input type="radio"/> Polish</li> <li><input type="radio"/> Portuguese</li> <li><input type="radio"/> Punjabi (Panjabi)</li> <li><input type="radio"/> Romanian</li> <li><input type="radio"/> Russian</li> <li><input type="radio"/> Serbian</li> <li><input type="radio"/> Somali</li> <li><input type="radio"/> Spanish</li> <li><input type="radio"/> Tagalog (Pilipino; Filipino)</li> <li><input type="radio"/> Tigrigna</li> <li><input type="radio"/> Urdu</li> <li><input type="radio"/> Vietnamese</li> <li><input type="radio"/> Something else (Please Specify): _____</li> <li><input type="radio"/> Prefer not to answer</li> </ul>
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c) Were you born in Canada?

- Yes
- No
- Prefer not to answer
- Do not know

d) Do you identify as an Indigenous Person?

- Yes
- No
- Prefer not to answer

If yes, please select all that apply:

- First Nations
- Inuit
- Métis
- I would like to specify a different identity \_\_\_\_\_
- Prefer not to answer

e) Which of the following best describes your racial or ethnic group?

- Asian: East (e.g. Chinese, Japanese, Korean)
- Black: African (e.g. Ghanaian, Kenyan, Somali)
- Black: North American (e.g. Canadian, American)
- Black: Caribbean (e.g. Barbadian, Jamaican, Grenadian)
- Latin American (e.g. Argentinian, Chilean, Salvadorian)
- Indian – Caribbean (e.g. Guyanese with origins in India)
- West Asian (e.g. Arabian, Armenian, Iranian, Israeli, Lebanese, Palestinian, Syrian, Turkish)
- South Asian (e.g. Indian, Pakistani, Sri Lankan)
- Southeast Asian (e.g. Burmese, Cambodian, Filipino, Laotian, Malaysian, Thai, Vietnamese)
- East Asian (e.g. Chinese, Japanese, Korean)
- Indigenous person from outside of Canada
- White: North American (e.g. Canadian, American)
- White: European (e.g. English, Italian, Portuguese, Russian)
- Mixed Heritage (e.g., Black - African and White - North American)
- Prefer not to answer
- Do not know
- I would like to specify an identity \_\_\_\_\_

f) Gender Identity: Do you identify yourself as:

- Woman
- Man
- Gender Fluid / Gender Queer
- Intersex
- Non-Binary



- Trans woman
- Trans man
- Two-Spirit
- I would like to specify an identity \_\_\_\_\_
- I do not identify with a gender
- Prefer not to answer

g) What is your sexual orientation?:

- Asexual
- Bisexual
- Two Spirit
- Gay
- Heterosexual ("Straight")
- Lesbian
- Queer
- Pansexual
- I would like to specify an identity \_\_\_\_\_
- Prefer not to answer

h) Are you affected by any of the following? Select all that apply:

- Mobility/dexterity limitation (e.g. Cerebral Palsy, paraplegia)
- Chronic illness/medical condition (e.g. hemophilia, cancer, multiple sclerosis, arthritis, diabetes)
- Hearing impairment (e.g. hard of hearing, deafness)
- Vision impairment (e.g. glaucoma, vision loss)
- Speech impairment (e.g. inability to generate or emit verbal messages, such as aphasia)
- Developmental disability (e.g. Down's Syndrome, Autism Spectrum Disorder)
- Mental health condition (e.g. schizophrenia, depression, OCD)
- Learning, behavioral disability or disorders (e.g. ADHD, dyslexia, dysnomia, dysgraphia)
- I would like to specify: \_\_\_\_\_
- None
- Prefer not to answer