

# McMaster University Employment Equity Census



Six questions.  
Two minutes.  
One inclusive community.

**DIVERSITY  
COUNTS**

## Introduction

McMaster University recognizes and acknowledges that it is located on the traditional territories of the Mississauga and Haudenosaunee nations, and within the lands protected by the “Dish with One Spoon” wampum agreement.

In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, integrity and collaboration, and therefore has a strong commitment to diversity, employment equity and inclusive excellence.

McMaster University is focused on creating an inclusive workplace for all faculty and staff. The diversity of our community and our workforce is at the core of our innovation and creativity and strengthens our research, teaching and service excellence, as well as our broader learning environment.

In our efforts to fulfill McMaster’s commitment to diversity, equity and inclusivity, you are invited to complete an employment equity census. Information collected is to support our efforts to promote equity in our hiring practices. The survey is voluntary and will take approximately two minutes to complete.

Your participation in the census is important. The information you provide will give us a better picture of the current diversity of our workforce and will help us to identify what can be done to provide current and future employees with fair and equitable access to employment services and opportunities.

### About the Census

- **The census is voluntary.** If you do not wish to complete the census, please check the “*I do not want to complete the census*” box. In addition, each question allows you to select “*I do not wish to answer this question*” as a response
- Completing the census will take approximately two minutes

### Protecting your information

- All information collected is confidential
- Your responses will be stored in an isolated table in Mosaic that is separate from your other personal information that cannot be accessed or viewed
- Your responses will be anonymized when they are analyzed and reported in an aggregate form for employment equity purposes
- You can revise your responses to the census at any time, by completing a new census which will update your information

Please visit the [Employment Equity website](#) to read more information including:

- *Statement on privacy and the collection of employment equity data; and*
- *Frequently Asked Questions (FAQs)*
- *How access to the information is restricted*
- *How the information collected will be used and reported; and*
- *Information on Canada’s Federal Contractors Program*

### Need Help?

- **If you have questions** about completing the census, please contact May-Marie Duwai-Sowa, Employment Equity Specialist via email [duwaisom@mcmaster.ca](mailto:duwaisom@mcmaster.ca) or phone 905-525-9140 x 24395.

### Mailing Information

Mail in an envelope marked “Confidential” to:  
Employment Equity Specialist  
Human Resources Services  
Gilmour Hall 304  
1280 Main St W Hamilton ON, L8S 4L8

Name: \_\_\_\_\_

Employee ID: \_\_\_\_\_

### Instructions

McMaster University values diversity and respects the dignity of all persons. We also recognize that terminology and language is evolving. Note that some of the terminology used in the survey is used in compliance and consistency with terminology in the Federal Contractors Program.

Please read the questions below and select all options that refer to you.

**A person can belong to more than one designated group.**

### Consent

- If you do not wish to complete the employment equity census, please check the “*I do not want to complete the census*” box below. In addition, each question allows you to select “*I do not wish to answer this question*” as a response.
  - I do not want to complete the census
  - I want to complete the census

## 1. Indigenous Peoples

For the purposes of employment equity, an Indigenous person is a universal and umbrella term which includes a wide range of communities who are indigenous to their countries.

For the purposes of employment equity do you self-identify as an Indigenous person?

No  Yes  I do not wish to answer this question

## 2. Members of Racialized Communities (Members of a Visible Minority)

For the purposes of employment equity, the term “Member of a Visible Minority” is used to describe persons of colour or members of racialized communities. A member of a visible minority in Canada is someone (other than an Aboriginal person as defined in question 1) who self-identifies as non-white in colour or non-Caucasian in racial origin, regardless of birthplace or citizenship. Members of ethnic or national groups (for example: Portuguese, Italian, Greek) would not be considered members of a visible minority unless they also identify as non-white in colour.

For the purposes of employment equity, do you self-identify as a member of a visible minority?

No  Yes  I do not wish to answer this question

## 3. Persons with Disabilities

For the purposes of employment equity, the term “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 definition includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

For the purposes of employment equity do you self-identify as a person with a disability?

No  Yes  I do not wish to answer this question

#### 4. Women

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

For the purposes of employment equity, do you self-identify as a woman?

No  Yes  I do not wish to answer this question

**NOTE: The information collected in the following questions is not a requirement of Canada's Federal Contractors Program but can help the University to develop employment equity strategies that eliminate additional barriers to employment. The information is reported on an aggregate basis and is not shared with the selection committee.**

#### 5. Gender Identity and Gender Expression

For the purposes of employment equity, transgender persons are a group that may face employment barriers. Trans or transgender is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms. It includes but is not limited to people who identify as transgender, trans women (male-to-female MTF), trans men (female-to-male FTM), transsexual, Two-Spirit (as it relates to gender identity) or gender non-conforming, gender variant or gender-queer.

For the purposes of employment equity, do you self-identify as a person who is trans, transgender, gender non-conforming, gender variant, gender-queer or an analogous term?

No  Yes  I do not wish to answer this question

#### 6. Sexual Orientation

For the purposes of employment equity, persons who identify as Lesbian, Gay, Bisexual/Pansexual, Queer, and/or Two-Spirit (as it relates to sexual orientation) are a group that may face employment barriers.

For the purposes of employment equity do you self-identify as a person who is Lesbian, Gay, Bisexual/Pansexual, Queer, Two-Spirit or an analogous term?

No  Yes  I do not wish to answer this question