



July 10, 2023

Dear McMaster Faculty and Staff,

As you may be aware, Human Resources Services recently announced the launch of the [disaggregate employment equity census initiative](#) and offered engagement sessions for members of the McMaster community to learn more and contribute to the design and implementation of the census.

The transition to collecting disaggregated data is a leading practice in advancing equity, inclusion, and belonging across an institution. It enables the institution to better understand employee experiences based on varying levels of intersectional identities that may otherwise be hidden. For example, we can move beyond the identity of a “*Racialized woman with a disability*” to a “*South Asian woman with an invisible disability*”. The means to identify and analyze this additional level of detail will allow us to better understand these differential experiences and how we can enhance our policies, processes, and systems to achieve employment equity.

Census information is carefully protected and the data collected is reported in anonymized aggregate format to maintain the privacy of respondents. Individual responses are not shared with hiring managers or supervisors, and access is limited only to designated roles responsible for employment equity reporting.

We would like to express our sincere thanks to key stakeholder groups, subject matter experts and community members who participated in these consultations and provided feedback through various channels. Your insights and perspectives were instrumental to the development of the census and very much appreciated.

Following these consultations, we are pleased to share the [Final Draft Census Questions](#) with the broader McMaster community for review.

We invite all faculty and staff (including interim and student employees) to share any questions, feedback, or comments on the census questions by completing this [anonymous survey](#) by **Friday, July 28 2023**.

We are also offering **optional** virtual drop-in sessions to address any questions or concerns on the following dates:

- [Monday, July 17, 12pm – 1:00pm – Register Here](#)
- [Wednesday, July 19, 12pm – 1:00pm – Register Here](#)
- [Tuesday, July 25, 12pm – 1:00pm – Register Here](#)
- [Thursday, July 27, 12pm – 1:00pm – Register Here](#)

You may also review these [Frequently Asked Questions](#) for more information on this important initiative or email Ayo Osinowo at [osinowa@mcmaster.ca](mailto:osinowa@mcmaster.ca) should you have further questions.

Additional details and progress updates will be shared as needed leading up to the anticipated launch date of **early Fall 2023**.

Thank you for your continued support and commitment to advancing inclusive excellence at McMaster University.



Human  
Resources