

## Letter of Information

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The Western Equity Census collects equity, diversity, inclusion, and decolonization (EDI-D) demographic data from members of the Western community.

The data will help Western fulfill its commitments to equity, diversity, inclusion, and decolonization, by using responsible collection and analysis of personal information and data that accurately reflects the demographic composition of Western's community. The data will help to inform decisions related to organizational strategies, policies, and planning.

Question areas include: Indigenous Identity; Racial Identity; Accessibility; Sexual Orientation; Gender Identity; Educational Attainment; Socio-Economic Status; and Sense of Belonging. Questions were created in consultation with the EDI-D Demographic Data Collection Group and members of the Western community.

Answers to these questions will help Western monitor and respond to EDI-D related trends and issues, and to report publicly on progress towards EDI-D goals. The data collected through the Western Equity Census will be used in a culturally safe, ethical, purposeful, useful, transparent, and accountable way. This information is being collected for the purposes of quality assurance and quality improvement. While the census itself is not anonymous, the data will always be reported in aggregate form only to maintain the anonymity of respondents.

Your participation is voluntary. There is no compensation for your participation, and there are also no benefits, risks, and harms to you participating in this census.

In keeping with the EDI-D data governance policy, an authorized representative from the following offices may be granted access to the data for the purposes outlined above:

- 1) Associate Vice-President, Equity, Diversity, and Inclusion
- 2) Office of Indigenous Initiatives
- 3) Faculty Relations
- 4) Human Rights Office
- 5) Human Resources
- 6) Office of the Registrar

Western University collects personal information under the authority of the University of Western Ontario Act, 1982, as amended. The information collected and used for this census is related directly to and needed by the University for the purposes of ensuring an equitable, diverse, and inclusive work and learning community. While this data may be compared with other records on My Human Resources for the purpose of aggregate reporting, it will always be stored separately (it will not be included on employee records).

If you would like more information about The Western Equity Census, or your data's privacy and security, please contact the Project Coordinator, in the Office of Equity, Diversity and Inclusion by email at [equitycensus@uwo.ca](mailto:equitycensus@uwo.ca), by phone at 519-661-2111, ext. 80947 or visit the website at: <https://president.uwo.ca/equity-census>.

## Acknowledgement

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I have read the above letter of information and

- Yes, I would like to participate
- No, I would not like to participate

Welcome to the Western Equity Census.

## Instructions

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1. It takes approximately 5 minutes to complete this census.
2. Use the Next and Previous buttons found below to navigate through the questions.
3. You may skip any question by not answering it.
4. When finished, use the Submit button at top right to complete the census and submit your responses.
5. At any point in time, you may exit the census by selecting the Cancel button. Please note that your responses are not recorded if you exit using the Cancel button.
6. Click the Next button to begin the census.

## Indigenous Self-Identification

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The term "Indigenous" here is based on the Canadian Constitution Act of 1982, as a person of First Nation (Status/Non-Status), Métis, or Inuit ancestry.

**Do you self-identify as an Indigenous person?**

- Yes
- No
- I prefer not to answer

## Racial Self-Identification

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**Which option(s) best describe the race you self-identify with? Please select all options that apply:**

- Black (e.g. African ancestry, Afro-Caribbean, African American, African Canadian, etc.)
- East Asian (e.g. Chinese, Taiwanese, Japanese, Korean etc.)
- Indigenous Global (e.g., Maori, Australian Aboriginal, South American Indigenous, etc.)
- Latino/a or Latinx (e.g. South, Central American, Caribbean etc.)
- South Asian (e.g. Bangladeshi, Pakistani, Indian, Sri Lankan etc.)
- South East Asian (e.g. Vietnamese, Thai, Cambodian, Malaysian, Filipino/a, etc.)
- West Asian or Middle Eastern (e.g. Iranian, Afghani, Lebanese, Egyptian, Iraqi, Armenian, Israeli, Palestinian, etc. )
- White (e.g. Caucasian, European ancestry etc.)
- I prefer not to answer
- Additional

If you would like to self-identify further, please do so in the space below.

## Self-Identification as a Person with a Disability

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The Accessible Canada Act defines disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment—or a functional limitation—whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.”

**Do you self-identify as a person with a disability?**

- Yes
- No
- I prefer not to answer

## Sexual Orientation Self-Identification

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Sexual Identity refers to an individual's identity in relation to the gender(s) to which they are attracted and or how people identify their sexuality. The Western EDI Demographic Data Collection Committee made the conscious decision to place the sexual orientation options of Two-spirit, Lesbian, Gay, Bisexual, Queer, Asexual, Pansexual into one variable in order to protect the anonymity and safety of respondents. In making this decision, the committee recognizes that only aggregate data will be reported on these sexual orientations at this time, ensuring deanonymization of participants does not occur.

**Which options best describe your sexual orientation? Please select all that apply.**

- Heterosexual
- Lesbian, Gay, Bisexual, Queer, Asexual, Pansexual
- I prefer not to answer
- Additional

## Gender Self-Identification

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The Western EDI Demographic Data Collection Committee made the conscious decision to place the gender identity options of Gender non-conforming, Gender Fluid, Non-binary, Genderqueer, Gender variant, X, Agender into one variable in order to protect the anonymity and safety of respondents. In making this decision, the committee recognizes that only aggregate data will be reported on these gender identities at this time, ensuring deanonymization of participants does not occur.

**Which option(s) best describes your gender identity? Please select all options that apply:**

- Gender non-conforming, Gender Fluid, Non-binary, Genderqueer, Gender variant, X, Agender, Queer
- Man (includes Transman)
- Two-Spirit
- Trans

- Woman (includes Transwoman)
- I prefer not to answer
- Additional

Please specify

### **Educational Attainment**

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**Thinking about your family or origin household, what was the highest level of formal education obtained by your parent(s) and/or guardian(s)?**

- Highschool or less (e.g., high school diploma, primary or elementary completion, etc.)
- Completed a college program (e.g., Apprenticeship, certificate or college diploma, etc.)
- Completed a university degree (e.g., Bachelor)
- Completed a graduate or other professional degree (e.g., Master, PhD)
- I do not know
- I prefer not to answer

### **Educational Attainment**

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**For yourself, what is your highest level of education attained?**

- Highschool or less (e.g., high school diploma, primary or elementary completion, etc.)
- Completed a college program (e.g., Apprenticeship, certificate or college diploma, etc.)
- Completed a university degree (e.g., Bachelor)
- Completed a graduate or other professional degree (e.g., Master, PhD)
- I do not know
- I prefer not to answer

### **Educational Attainment**

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**Are/were you the first person in your family to attend university?**

- Yes
- No
- I do not know

- I prefer not to answer
- Not applicable

### **Socio-Economic Status**

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**Can you please estimate in which of the following groups your total household annual income falls? For students, please think about your family of origin household.**

- Less than \$30,000
- \$30,000 to less than \$40,000
- \$40,000 to less than \$50,000
- \$50,000 to less than \$60,000
- \$60,000 to less than \$70,000
- \$70,000 to less than \$80,000
- \$80,000 to less than \$90,000
- \$90,000 to less than \$100,000
- \$100,000 to less than \$150,000
- \$150,000 and over
- I do not know
- I prefer not to answer

### **Sense of Belonging**

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**How would you describe your sense of belonging as a member of the Western community? Would you say it is:**

- Very strong
- Somewhat strong
- Neutral
- Somewhat weak
- Very weak
- I do not know
- I prefer not to answer
- I have not been here long enough to assess this

You have reached the end of the census. Please submit your responses using the Submit button.