

ICount Queen's Equity Census



Your response to the Census is voluntary and will be kept confidential. However, it is mandatory to submit the Census to the Human Rights and Equity Office, even if you choose not to provide responses to any of the questions.

FEDERAL CONTRACTORS PROGRAM (FCP)

The Federal Contractors Program (FCP) requires organizations with 100 or more employees and who receive at least \$1 million in federal contracts commit to implementing employment equity with regard to four designated groups: women, Indigenous peoples, racialized groups and persons with disabilities. The University's responsibilities under the FCP include collecting data on the representation of designated group members in the workforce. The ICount Queen's Equity Census is in response to this requirement under the FCP.

Note: A person may belong to more than one designated group.

1. Women:

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

Do you self-identify as a woman?

- Yes
- No
- Prefer not to answer

2. Indigenous Peoples:

For the purposes of employment equity under the FCP, an Indigenous person is someone who identifies as First Nations, Métis or Inuit. An Indigenous person may be a treaty, status or non-status, registered or non-registered.

Do you self-identify as an Indigenous Person?

- Yes
- No
- Prefer not to answer

If you are an Indigenous person, please check all that apply:

- Métis
- Inuit
- First Nations (Status/Non-Status)
- Prefer not to specify

3. Racialized/Visible Minority:

For the purposes of employment equity under the FCP, a member of a racialized group in Canada is someone (other than an Indigenous Person as defined above) 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 (such as Portuguese, Italian, Greek, etc.) are not considered to be racially visible unless they also meet the criteria above.

Do you self-identify as a member of a racialized group in Canada?

- Yes No Prefer not to answer

If you are a member of a racialized group in Canada, please check all that apply:

- Black (e.g., African, American, Canadian, Caribbean)
- Chinese
- Filipino
- Japanese
- Korean
- Indigenous person from outside North America
- South Asian/East Indian (e.g., Bangladeshi, Pakistani, Indian from India, Indo-Caribbean, Indo-African)
- South East Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian)
- Non-White West Asian (e.g., Iranian, Lebanese, Afghan)
- Non-White North African (e.g., Egyptian, Libyan)
- Arab
- Non-White Latin American (including Indigenous persons from Central and South America)
- Person of Mixed Origin (with at least one parent in one of the racialized groups listed above)
- Prefer not to specify
- Another (please specify): _____

4. Person With A Disability:

For the purposes of employment equity under the FCP, a person with a disability means a person who has a long-term or recurring physical, mental, sensory, psychiatric or learning disability and considers themselves to be disadvantaged in employment by reason of that disability or believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that disability. A person with a disability may also be someone whose functional limitations owing to their disability have been accommodated in their current job or workplace.

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

- Yes No Prefer not to answer

If you are a person with a disability, please check all that apply:

- Psychiatric disability and/or mental health disorder (e.g., bipolar disorder, obsessive compulsive disorder)
- Physical, functional and/or mobility disability (e.g., arthritis, paraplegia, cerebral palsy, muscular dystrophy, spinal cord injuries, spina bifida)
- Blind and/or low vision
- Deaf, deafened and/or hard of hearing
- Speech disability (e.g., stuttering)
- Chronic medical condition disability (e.g., diabetes, chronic pain, HIV/AIDS, chronic fatigue syndrome, kidney disease, seizure disorders)
- Developmental disability (e.g., Asperger syndrome, Autism, fetal alcohol effect)
- Learning disability (e.g., dyslexia)
- Head injury/cognitive
- Prefer not to specify
- Another (please specify): _____

Additional Questions

Queen's recognizes that groups other than those in the FCP have historically met barriers in the workplace that limit their full and active participation. The following questions are intended to provide the University with information that may assist in identifying and removing barriers to employment for two additional equity-deserving groups. Queen's also recognizes that there may be differences within groups that affect their participation in the workplace. As with the previous questions, you may decline to answer any or all of the questions, and all responses are confidential.

5. Lesbian, Gay, Bisexual, Two-Spirit, Queer or Similar Term

For the purposes of this census, sexual orientation is the direction of one's sexual interest or attraction. It is a personal characteristic that forms part of who you are. It covers human sexuality, including but not limited to, lesbian, gay, bisexual, Two-Spirit, queer and straight (adapted from The 519 Glossary of Terms).

Do you consider your sexual orientation to be lesbian, gay, bisexual, Two-Spirit, queer or a similar term?

- Yes No Prefer not to answer

6. Transgender, Trans, Transsexual, Two-Spirit, Genderqueer, Non-binary, Gender Non-conforming or Similar Term

For the purposes of this census, transgender refers to a person who identifies with a gender that does not correspond with the sex they were assigned at birth. The term transgender is often used as an umbrella word for those who identify as trans, transsexual, Two-Spirit, genderqueer, non-binary, gender non-confirming (or a similar term).

Do you identify as transgender, trans, transsexual, Two-Spirit, genderqueer, non-binary, gender non-conforming or a similar term?

Yes No Prefer not to answer

Equity Listserv

Queen's is committed to Indigenization- Equity, Diversity, Inclusion, Anti-Racism, and Accessibility (I-EDIAA.) We are actively working to create and maintain an inclusive environment. The Equity Listserv is an initiative to help us achieve this. Some benefits of subscribing to the Listserv are access to:

- a forum for members to share ideas
- opportunities to inform Queen's employees on equity initiatives

Everyone is welcome to participate: would you like to join the Equity Listserv?

No Yes If yes, e-mail address: _____

Please return this form to:

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