

## WORKPLACE DIVERSITY QUESTIONNAIRE FOR FACULTY AND STAFF

### FIPPA Statement

This personal information is being collected under the authority of the Brandon University Act and will be used to assist us in removing barriers to employment and advancement as part of our responsibility to the Federal Contractors Program (<http://www.hrsdc.gc.ca/eng/labour/equality/fcp/index.shtml>) and the University commitment to employment equity. It will not be used or disclosed for other purposes, unless permitted by The Freedom of Information and Protection of Privacy Act (FIPPA). If you have any questions about the collection of your personal information, contact Human Resources (204 727-7416), Room 337 Clark Hall, 270-18<sup>th</sup> Street, Brandon, Winnipeg, MB, R7A 6A9

***It is MANDATORY to complete Section A, sign at the bottom of page 2, and return the questionnaire to the address provided at the bottom of the last page even if you choose not to fill out any additional information.***

*You have the right to review and correct information relating to you at any time. You can self-identify in more than one designated group if applicable.*

### SECTION A: MANDATORY QUESTIONS

1. Faculty/Department \_\_\_\_\_
2.  I have decided not to answer the employment equity census. (If you select this box, you may disregard the following VOLUNTARY QUESTIONS (#3 to 10), and return the form as per instructions on the bottom of page 2.)

### SECTION B: VOLUNTARY QUESTIONS

3. **Women**  
For the purposes of employment equity under the Federal Contractors Program (FCP), women are a designated group.  
**Do you self-identify as a woman?**  
Yes  No
4. **Visible Minority**  
For the purposes of employment equity under the Federal Contractors Program (FCP), a member of a visible minority group in Canada is someone (other than Aboriginal Person as defined below in question 5) who self-identifies as non-white visibly 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 consider yourself a member of a visible minority group in Canada, based on the definition under the FCP?**  
Yes  No
5. **Aboriginal Person**  
For the purposes of employment equity under the FCP, an Aboriginal Person is a North American Indian, Métis or Inuit, or a member of a North American First Nation. An Aboriginal Person may be a treaty status or a non-status, registered or non-registered Indian.  
**Do you consider yourself an Aboriginal Person, based on the definition under the FCP?**  
Yes  No   
**If you answered "yes" to question five (5), please check all that apply:**
  - Métis
  - Inuit
  - Status Indian
  - Non Status Indian

**6. 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 her/him to be disadvantaged in employment by reason of that disability. A person with a disability may also be someone whose functional limitations owing to her/his disability have been accommodated in her/his current job or workplace.

**Do you consider yourself a person with a disability, based on the definition under the FCP?**

Yes  No

**SUPPLEMENTARY QUESTIONS**

The Brandon University recognizes that groups other than those in the FCP have historically been discriminated against in society in ways that limit their full and active participation in the workforce.

**Responding to these questions is voluntary and all responses are confidential.**

**7. Sexual Orientation**

Do you identify as lesbian, gay, bisexual, Two-Spirit, queer or any other sexual orientation other than heterosexual?

Yes  No

**8. Gender Identity**

Do you identify as a person whose gender and or sex is other than that assigned to you at birth?

Yes  No

Date: \_\_\_\_\_