

# Humber College Employment Equity Questionnaire

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## *At Humber Equity Matters*

Humber College is committed to the principles outlined in the [Employment Equity Act](#) (the *Act*) with regard to the four designated groups – Aboriginal people, persons with disabilities, visible minorities/racialized groups and women. Under the *Act*, Humber College adheres to the requirements under the Federal Contractors Program (FCP); these requirements include collecting data on the representation of designated group members in the workforce.

In 2012, the Ontario *Human Rights Code* (*Code*) was revised to include Gender Identity and Gender Expression as protected *Code* grounds. In order to increase Humber's competitiveness and reputation as a top diverse, equitable and inclusive employer, Humber launched the first ever Gender Diversity Policy within the Postsecondary sector in Canada. According to the [Ontario Human Rights Commission](#) one of the recommended guidelines in the collection of data on gender and sex is, "to the greatest extent possible, allow people to self-identify their sex or gender identity." To continue Humber's leadership in all forms of inclusion and equitable practices, Humber's Employment Equity Questionnaire has been updated to enable and advance Humber's efforts to building a diverse, equitable and inclusive College.

The Centre for Human Rights, Equity & Diversity invites all full-time, part-time, contract and sessional employees to complete the Employment Equity Questionnaire. The information that you provide in the Employment Equity Questionnaire will be kept confidential and will only be reported in aggregate form for Employment Equity purposes. In other words, the reported data will not contain any personal identification. Having up-to-date knowledge of our workforce representation will allow the College to identify where under-representation exists, and to target its efforts toward removing barriers that may exist in the College.

**The completion of Humber's Employment Equity Questionnaire is voluntary.**

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

Please note: you can locate your Employee ID on your pay stub.

### 1) What is your gender identity?

- Genderqueer/Gender Non-conforming/Gender Variant
- Man
- Trans
- Transitioning
- Two-Spirit
- Woman
- Prefer to specify \_\_\_\_\_
- Decline to answer

## 2) Persons with Disabilities

The term “disability” covers a broad range and degree of conditions. A disability may have been present at birth, caused by an accident, or developed over time. The [Ontario Human Rights Code](#) defines “disability” as:

- any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- a condition of mental impairment or a developmental disability;
- a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- a mental disorder; or
- an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*.

### Do you consider yourself a person with a disability?

- Yes
- No
- Decline to answer

**Note:** If you answered “Yes” to the question above and require accommodations to assist in performing your job, please inform your manager or Human Resources.

## 3) Aboriginal Person

Under the [Employment Equity Act](#), an Aboriginal person is a North American Indian, Métis or Inuit, or a member of a North American First Nation as recognized in the *Constitution Act, 1982*. An Aboriginal person may have treaty status, be non-status, registered or non-registered Indian.

### Does the definition above match your cultural and/or ancestral background?

- Yes
- No
- Decline to answer

**Note:** If you identify as Indian (from India or the diaspora) but not as an Aboriginal person, please proceed to question 4 - Racialized Persons/Visible Minority.

### If you answered "Yes" to question three (3), please check all that apply (optional):

- First Nation
- Inuit
- Métis
- Prefer to specify \_\_\_\_\_
- Decline to answer

#### 4) Racialized Persons/Visible Minority

The term ‘visible minority’ is often used interchangeably with ‘Racialized Persons’. The [Employment Equity Act](#) defines visible minorities “as persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in color”. The *Act* includes members of visible minorities as a designated group because they have faced—and continue to face—barriers to employment.

**Do you consider yourself to be a member of a visible minority/racialized group?**

- Yes
- No
- Decline to answer

**If you answered “Yes” to question four (4), please check all that apply (optional):**

- Arab
- Black
- Chinese
- Filipino
- Japanese
- Korean
- Latin American
- South Asian/East Indian (Bangladeshi, East African, East Indian from Guyana or Trinidad, Pakistani, Sri Lankan)
- Southeast Asian (Cambodian/Kampuchean, Laotian, Malaysian, Vietnamese)
- West Asian (Iranian, Afghan)
- Person of Mixed Origin (with one parent in one of the visible minority groups listed above)
- Prefer to specify \_\_\_\_\_
- Decline to answer

\*Racial origin categories sourced from: [Visible Minority and Population Group Reference Guide, National Household Survey, 2011](#)

#### Supplementary Question

The following question is not a requirement of the *Employment Equity Act*. It is recognized that there are groups outside of the four designated groups which have historically been discriminated against in society in ways that limit their full and active participation in the workforce. The inclusion of sexual orientation in this questionnaire is intended to signify the College’s recognition of the historical discrimination experienced by the LGBTQ\* community and its commitment to a discrimination-free workplace. To better reflect the demographics of Humber’s population and to create a more inclusive workforce, a question pertaining to sexual orientation has been added to this questionnaire.

## Sexual Orientation:

According to the [Ontario Human Rights Commission](#), “Sexual orientation is a personal characteristic that forms part of who you are. It covers the range of human sexuality from gay and lesbian, to bisexual and heterosexual orientations...”

### Please check all that apply:

- Bisexual
- Heterosexual
- Gay
- Lesbian
- Queer
- Two-Spirited
- Prefer to specify \_\_\_\_\_
- Decline to answer

**Please ensure your Employee ID is indicated on page one (1) of this questionnaire.**

**Please return the completed questionnaire in a sealed envelope to:**

Centre for Human Rights, Equity & Diversity  
5th floor LRC North Campus  
Humber College

## Glossary of Terms

Some of the following definitions were adapted from: [The 519's Glossary of Terms: facilitating shared understandings around equity, diversity, inclusion and awareness](#), [Aboriginal Self-Identification Project Final Report](#), the [Policy and guidelines on racism and racial discrimination](#) and the [Policy on preventing discrimination because of gender identity and gender expression](#).

**Bisexual** - A person who is emotionally, physically, spiritually and/or sexually attracted to people of more than one gender, though not necessarily at the same time.

**First Nation** - This term became common use in the 1970s to replace the word “Indian.” Although the term First Nation is widely used, no legal definition exists. The term has also been adopted to replace the word “Band” in the naming of communities. Many people today prefer to be called “First Nations” or “First Nations People” instead of “Indians.” The term First Nation includes all Aboriginal people who are not Inuit or Métis, regardless of their legal status under the *Indian Act*.

**Gay** – A person whose enduring physical, romantic and/or emotional attractions are to people of the same gender. The word can refer to men or women, although some women prefer “lesbian.” Sometimes used as an umbrella term for the LGBTQ (lesbian, gay, bisexual, transgender, Queer) community.

**Gender Identity:** Refers to each person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. For most people, their sex and gender identity align. For some, it does not. A person may be born male but identify as a woman, or born female but identify as a man. Other people may identify outside the categories of woman/man, or may see their gender identity as fluid and moving between different genders at different times in their life.

**Genderqueer/Gender Non-conforming/Gender Variant** - Individuals who do not follow gender stereotypes based on the sex they were assigned at birth. They may identify and express themselves as "feminine men" or "masculine women" or as androgynous, outside of the categories "boy/man" and "girl/woman." People who are gender non-conforming may or may not identify as trans.

**Heterosexual** - A person who has romantic or sexual attractions to people of another gender.

**Inuit** - the Aboriginal Peoples of Arctic Canada who live primarily in Nunavut, the Northwest Territories and northern parts of Labrador and Québec. The word Inuit means "people" in the Inuit language – Inuktitut. The singular of Inuit is Inuk. Their traditional languages, customs and cultures are distinctly different from those of the First Nations and Métis.

**Lesbian** - A woman who is emotionally, physically, spiritually and/or sexually attracted to women.

**Métis** - The Métis are a distinct Aboriginal people with a unique culture, language, and heritage. Their ancestral homeland includes Ontario, Manitoba, Saskatchewan, Alberta, British Columbia, and the Northwest Territories. The term is used broadly to describe people with mixed First Nations and European ancestry who identify themselves as Métis, distinct from First Nations people, Inuit or non-Aboriginal people

**Non-Status** - Refers to people who identify as First Nations but are not recognized on the Indian Register maintained by the federal government of Canada.

**Queer** - Formerly derogatory slang term used to identify LGBT people. Some members of the LGBT community have embraced and reinvented this term as a positive and proud political identifier when speaking among and about themselves.

**Racialized** – According to the Ontario Human Rights Commission (2005), "When it is necessary to describe people collectively, the term "racialized person" or "racialized group" is preferred over "racial minority," "visible minority," "person of colour" or "non-White" as it expresses race as a social construct rather than as a description based on perceived biological traits. Furthermore, these other terms treat "White" as the norm to which racialized persons are to be compared and have a tendency to group all racialized persons in one category, as if they are all the same" (p.12).

**Status Indian** - Refers to individuals who are eligible to have their names included on the Indian Register maintained by the federal government of Canada.

**Trans** - Umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. “Trans” can mean transcending beyond, existing between, or crossing over the gender spectrum. It includes but is not limited to people who identify as transgender, transsexual, cross dressers or gender non-conforming (gender variant or gender queer). Trans identities include people whose gender identity is different from the gender associated with their birth-assigned sex. Trans people may or may not undergo medically supportive treatments, such as hormone therapy and a range of surgical procedures, to align their bodies with their internally felt gender identity.

**Transitioning** - Refers to a host of activities that some trans people may pursue to affirm their gender identity. This may include changes to their name, sex designation, dress, the use of specific pronouns, and possibly medically supportive treatments such as hormone therapy, sex-reassignment surgery or other procedures. There is no checklist or average time for a transition process, and no universal goal or endpoint. Each person will decide what meets their needs.

**Two-Spirit** - term used by Aboriginal people to describe from a cultural perspective people who are gay, lesbian, bisexual, trans or intersex. It is used to capture a concept that exists in many different Indigenous cultures and languages. For some, the term Two-Spirit describes a societal and spiritual role that people played within traditional societies, such as: mediators, keepers of certain ceremonies, transcending accepted roles of men and women, and filling a role as an established middle gender.

## References

519 Community Centre, [Glossary of Terms](#)

[A Profile of Aboriginal Peoples in Ontario](#)

Council of Ontario Universities, [Aboriginal Self-Identification Project Final Report](#)

Ontario Human Rights Commission, [Glossary of Human Rights Terms](#)

Ontario Human Rights Commission, [Policy and guidelines on racism and racial discrimination](#)

Ontario Human Rights Commission, [Policy on preventing discrimination because of gender identity and gender expression](#)

Statistics Canada, [Visible Minority and Population Group Reference Guide, National Household Survey, 2011](#)

Employment Equity Questionnaires from McMaster University, York University, Wilfred Laurier University, Queens University, and Trent University