

Revised Employment Equity Questionnaire 2012

Humber College is committed to the principles outlined in the [Employment Equity Act \(1995\)](#) with regard to four designated groups – Aboriginal people, persons with disabilities, visible minorities/racialized groups and women. Under the Employment Equity Act (1995) Humber College adheres to the responsibilities under the Federal Contractors Program (FCP); these responsibilities include collecting data on the representation of designated group members in the workforce. Humber’s Equity Questionnaire is a response to that requirement. All employees are encouraged to complete the questionnaire. The information contained in this questionnaire will be held in the strictest of confidence and is accessible only to personnel in Human Resources responsible for Human Rights & Diversity. Your response to the questionnaire is voluntary. Please note that a person may belong to more than one designated group.

Your Employee ID:

Please provide your employee ID number to assist Humber to fulfill the requirements of the Federal Contractors Program. Your 9 digit employee ID number can be found below your name on the inside of your paystub.

Employee ID:

Date of Birth (for verification purposes only) ____/____/____ (YYYY/MM/DD)

1) Gender: Which of the following expresses your gender?

- Male
- Female
- Decline to answer

2) Persons with Disabilities

The [Employment Equity Act](#) (1995) defines persons with disabilities as people with a long-term or recurring physical, mental, sensory, psychiatric or learning impairment. The Act includes persons with disabilities as a designated group because they have faced—and continue to face—barriers to employment.

Do you consider yourself a person with a disability?

- Yes
- No
- Decline to answer

* If you answered yes to the question above and require accommodations to assist in performing your job, please inform your manager.

3) Aboriginal Person

According to the [Employment Equity Act](#) (1995), an Aboriginal person is a North American Indian, Métis or Inuit, or a member of a North American First Nation. An Aboriginal person may have treaty status, be non-status, registered or non-registered Indian. The Act includes Aboriginal peoples as a designated group because they have faced—and continue to face—barriers to employment.

Do you self-identify as an Aboriginal Person?

- Yes
- No
- Decline to answer

Note: If you identify as Indian, but not as an Aboriginal person, please proceed to question 4, visible minority.

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

- First Nation
- Inuit
- Métis
- Other, Please specify _____

4) Visible Minority

The term visible minority is often used interchangeably with 'Racialized Persons'. The [Employment Equity Act](#) (1995) defines visible minorities "as persons, other than Aboriginal peoples, who are non-Caucasian in race..." 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 (e.g., Bangladeshi, East African, East Indian from Guyana or Trinidad, Pakistani, Sri Lankan)
- Southeast Asian (Burmese, Cambodian/Kampuchean, Indonesian, Laotian, Malaysian, Thai, Vietnamese)
- West Asian (Iranian, Afghan)
- Person of Mixed Origin (with one parent in one of the visible minority groups listed above)
- Other, Please specify _____

*Racial Origin categories sourced from: [Statistics Canada 2006](#)

Supplementary Question

Humber is working to ensure that all employees are treated fairly. We recognize 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 against these groups and its commitment to a discrimination-free workplace. To better reflect the demographics of Humber's population, to address the intent of Employment Equity Legislation to identify and remove barriers to employment and to create a more inclusive workforce, sexual orientation has been added.

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 see below
- Decline to answer

Please check all that apply: To view the definitions of the sexual orientations listed below please refer to [Glossary of Terms Related to Sexual Orientation & Gender](#)

- Lesbian
- Gay
- Bisexual
- Queer
- Two-Spirited
- Heterosexual
- Other, Please specify _____

The information contained in this questionnaire will be held in the strictest of confidence and is accessible only to personnel in Human Resources responsible for Human Rights & Diversity. Your response to the questionnaire is voluntary.

Please contact the Human Rights and Diversity Manager at humanrights@humber.ca if you have any questions or require clarification about this questionnaire. ~ [Privacy Policy](#) ~ Alternate format available upon request