

## 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

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

## 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

- 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
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- I prefer not to answer

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