

Employer's Logo

Demographic Data Collection and Climate Survey

- From the following options, please select the description that best reflects your position within your organization:
 1. Frontline team member requiring on-the-job training
 2. Supervisor overseeing frontline teams
 3. Middle Manager or administrator
 4. Senior Manager or administrator
 5. Executive / C-Suite
 6. Owner / Principal
- How long you have been working at XYZ?
 1. Less than 6 months.
 2. From 6-11 months
 3. From 1-3 years
 4. More than 3 years
 5. Prefer not to say
- What is your age group?
 1. Under 30
 2. 30-40
 3. 40-50
 4. 51 plus
 5. Prefer not to say
- How do you best describe your race or ethnic group?
 1. Indigenous (e.g., Aboriginal, Inuit, Metis)
 2. Arab (e.g., Syrian, Lebanese, Palestinian)
 3. Black (e.g., Caribbean, African)
 4. Latino/ Latina/Latinx, Latin American)
 5. East Asian (e.g., Chinese, Japanese, Korean)
 6. South Asian (e.g., Indian, Pakistani, Sri Lankan)
 7. Southeast Asian (e.g., Vietnamese, Cambodian, Filipino)
 8. West Asian (e.g., Iranian, Afghan, Armenia)
 9. White (Caucasian or European descendant)
 10. Mixed Race
 11. Other (Please Specify)
 12. Prefer not to say

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- What is/are the language(s) that you first learned at home in childhood and can still understand? If you can no longer understand the first language learned, choose the second language learned. Pick all that apply:
 1. English
 2. French
 3. Italian
 4. Chinese (Mandarin, Cantonese)
 5. Spanish
 6. Panjabi (Punjabi)
 7. Tagalog (Pilipino, Filipino)
 8. Portuguese
 9. Arabic
 10. German
 11. Urdu
 12. Aboriginal language
 13. Other
 14. Prefer not to say
- Which option best describes your gender identity
 1. Man
 2. Woman
 3. Agender
 4. Genderqueer
 5. Genderfluid
 6. Two-Spirit
 7. Transgender
 8. Intersex
 9. Nonbinary
 10. LGBTQ2SIA+
 11. Prefer not to say
 12. Not listed, please specify
- Which option best describes your sexual orientation?
 1. Asexual
 2. Bisexual
 3. Gay
 4. Lesbian
 5. Straight/Heterosexual
 6. Queer
 7. Two-Spirit
 8. Pansexual
 9. LGBTQ2SIA+
 10. Prefer not to say
 11. Not sure
 12. Not listed, please specify

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- 9. What religion /creed (if any) do you identify with?
 1. Atheist
 2. Bahai
 3. Buddhist
 4. Christian (e.g., Catholic, Protestant, Eastern Orthodox, etc.)
 5. Hindu
 6. Jewish
 7. Muslim
 8. Sikh
 9. Spiritual but secular
 10. Secular
 11. Wiccan/pagan
 12. No religion
 13. Other (Please Specify)
 14. Prefer not to say
- Do you have a disability? Per section 10(1) of the Ontario's Human Rights Code, "disability" means any degree of physical disability, a condition of mental impairment, a learning disability, a mental disorder.
 1. Yes
 2. No
 3. Prefer not to say
- In case the answer to the question above is yes; please select all that apply:
 1. Mobility
 2. Vision
 3. Hearing
 4. Speech
 5. Mental/emotional health
 6. Learning or cognitive
 7. Other (Please specify)
 8. Prefer not to say
- What is the highest level of education you have completed?
 1. College (degree, diploma, certificate)
 2. University undergraduate degree
 3. University master's degree
 4. University doctoral degree
 5. Other (please specify)
 6. Prefer not to say

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Climate Part

On a scale of 1-5, 1 being strongly disagree, 2 is disagree, 3 is somehow agree, 4 is agree, 5 is strongly agree.

EDI as they relate to safety

- I feel safe and could express my identity/ies freely at work.
- The safety protocols are communicated in different languages to ensure that staff with the English as Second language have a very clear understanding of them.
- My co workers try to integrate technology (i.e., google translate) in translating some words/instructions that I might not be very clear about.
- My employer learns about cultural differences of newcomer workers and develop effective strategies to integrate these workers into the existing company culture, improving the overall safety culture of the organization.
- My employer encourages newcomer workers to attend English instruction Lessons for newcomers and accommodate conflicted schedules when needed.
- My employer arranges lunch and learn events where different staff talks about expectations, differences in culture, needs and suggested solutions for challenges found.
- My employer focuses on making workforce safe – not just physically on the job site, but also as a state of mind. They intend for each of their employees to feel comfortable safely being themselves
- I know where to go and what to do in case of being subject to discrimination and/ or harassment

EDI in career growth

- My opportunities for career success are not affected by my gender/cultural identity, abilities, nor by any of the prohibited grounds under the OHRC
- My employer understands the historical and current barriers faced by underrepresented groups to be working in the industry and has some strategies to support them to overcome those barriers
- My employer understands the historical and current barriers faced by individuals who self- identify as BIPOC to have leadership roles in the Tourism industry and has reassessed Learning and Development policy, Recruitment and Selection policy, Performance Evaluation policy to address those challenges
- There is equitable access to opportunities for each employee to realize their full potential within the company and this is monitored by a tracking system (Diversity metrics at the leadership level and a tracking system to achieve those metrics)
- My organization's leadership team is getting more diverse
- My employer is always including an EDI consultant or a member of a diverse group in leadership job interviews if the leadership team is not yet diverse

EDI in culture integration and belonging:

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- I think there is no negative gossips circulating in the workplace
- I feel welcomed at work despite my differences
- I have never witnessed bullying behavior in the workplace
- There are serious adverse consequences for employees who are abusive, disrespectful, or hostile
- People never get comments on their accents in the workplace
- People never get asked why they are wearing this way
- My dietary restrictions are always accommodated when planning for social events
- My organization has a spiritual/praying room for staff
- everyone feels valued by the organization
- I never experienced / witnessed unwanted physical conduct in the workplace by coworkers
- I have never witnessed or heard of offensive or inappropriate language, sexual jokes, or comments in our workplace
- I feel comfortable and supported reporting any form of discrimination or harassment (micro aggressions, racism, sexism, ableism, ageism, Islamophobia, fatphobia, homophobia, etc.)
- I feel that racism, discrimination and/ or inappropriate behavior would be addressed seriously respectfully and confidentially
- I feel welcomed, respected, and appreciated at work
- Organization policies are communicated clearly and regularly with all employees
- People treat each other with respect in the workplace
- Workforce diversity is valued at this organization
- Everyone is treated fairly and needs assessment is taking place when needed to decide on accommodation
- My peers are open to change and get educated on different cultures
- I have opportunities to give feedback and suggestions where I see changes needed
- I feel a sense of belonging in the workplace
- My workplace observes holidays and traditions from many cultures that exist in the organization

References:

<https://www.ohrc.on.ca/en/count-me-collecting-human-rights-based-data-summary-fact-sheet>

https://www.cca-acc.com/wp-content/uploads/2019/11/CCA_13413_Business_Case_EN-nov2019.pdf

<https://www.odgersberndtson.com/en-us/insights/diversity-inclusion-in-the-construction-industry>