Employment Equity Survey

Informed Consent

The anti-oppression committee at Access Alliance wants to carry out an Employment Equity survey among staff. While completion of the survey is not mandatory, your participation is valuable for our planning. The survey will take only a few minutes of your time and is completely confidential. As you can see, we are not asking for your name. You may decline to answer any or all of the questions; however, we encourage all questions to be answered. Data will be reported only in summary or aggregate form and will be kept separate from employee records.

1. Which of the following best describes your job position at Access Alliance? Check ONE only.
   - Directors/ Managers/ Supervisors (including ED)
   - Administrative / support (Secretaries, IT, help desk, finance etc.)
   - Direct Service (Health care provider, Peer outreach, coordinator, youth worker, health promoter etc.)
   - Others, please specify __________________________________________

2. How many years have you been working with Access Alliance?
   - Less than 1 year
   - 1-2 years
   - 2-3 years
   - 3-5 years
   - Over 5 years

3. Please indicate your employment status?
   - Permanent
   - Relief staff
   - Project staff
   - Locum staff
   If you are unsure please check your contract or with your manager.

4. Please indicate whether you are a full time or part time staff at Access Alliance.
   - Full time
   - Part-time
   - Other

5. Were you born in Canada?  □ Yes  □ No  □ Prefer not to answer

If NO, in what country were you born? __________________________________________

7. What YEAR did you arrive in Canada? ________________________________________
### 8. What is your gender? Check ONE only
- Female
- Intersex
- Male
- Trans-female to male
- Trans- Male to female
- Others, please specify:

### 9. What is your sexual orientation? Check ONE only.
- Bisexual
- Gay
- Heterosexual ("straight")
- Lesbian
- Queer
- Two-spirit
- Other, please specify -

### 10. Which of the following best describes your racial or ethnic group? Check ONE only.
- Asian - East (e.g., Chinese, Japanese, Korean)
- Asian - South (e.g. Indian, Pakistani, Sri Lankan)
- Asian – South East (e.g., Malaysian, Filipino, Vietnamese)
- Black – African (e.g., Ghanaian, Kenyan, Somali)
- Black – Caribbean (e.g. Barbadian, Jamaican)
- Black – North American (e.g., Canadian, American)
- First Nations
- Indian – Caribbean (e.g., Guyanese with origins in India)
- Indigenous/Aboriginal
- Inuit
- Latin American (e.g., Argentinean, Chilean, Salvadoran)
- Metis
- Middle Eastern (e.g., Egyptian, Iranian, Lebanese)
- White – European (E.g., English, Italian, Portuguese, Russian)
- White – North American (e.g., Canadian, American)
- Mixed heritage (Please specify):

### 13. Do you have any disability that requires to be accommodated?
- Yes
- No
- Prefer not to answer

*Sponsored by Anti-oppression Committee*