

Western Inclusion, Diversity, and Equity Survey

LETTER OF INFORMATION

Western Inclusion, Diversity, and Equity (WIDE) Survey

Purpose

The Western Inclusion, Diversity, and Equity Survey (“The WIDE Survey”, previously known as the Equity Census) collects equity, diversity, inclusion, and decolonization (EDI-D) demographic data from members of the Western community.

As outlined in *Towards Western at 150*, Western is committed to building a more equitable, diverse, and inclusive community. This process involves understanding who is a part of our community and the degree to which they feel they belong. The WIDE Survey will help Western fulfill these goals as well as address a key recommendation from the Anti-Racism Working Group Report — the development of a data collection system to advance equity, diversity, and inclusion.

Questions are related to Indigenous Identity; Racial Identity; Ability; Sexual Identity; Gender Identity; Religious/Spiritual Identity; Educational Attainment; Socio-Economic Status; and Sense of Belonging. Questions were initially created in consultation with the EDI-D Demographic Data Collection Group and members of the Western community. They were updated in the Fall of 2023 by the EDI Data Working Group, who also engaged in consultation processes with the wider campus community.

The data collected through the WIDE Survey will inform workforce analysis; policy development; awards and research funding; employee recruitment; student recruitment, performance, retention, and graduation; educational programming and curriculum development; quality assurance and improvement; and institutional planning and budgeting. WIDE survey data may be compared to existing employee and student records to facilitate and support these initiatives.

Privacy and Confidentiality

The information you provide through the WIDE survey is confidential, and data will be reported in aggregate (i.e., grouped) form to decrease the likelihood of identifying individual persons. Your responses will remain confidential and located within secure data systems.

Western community members (i.e., students, staff, faculty, etc.) are eligible to complete the WIDE survey. Your participation is voluntary, and you may choose to not respond to all or any of the questions. There is no compensation for participating in the WIDE Survey, but your participation is anticipated to assist in the creation of improved strategies and tailored approaches to advancing EDI-D at Western, which will contribute to the development of a more equitable and inclusive campus.

Authorized access to limited identifiable data may be granted for the purpose of internal reporting (e.g., retention rates based on identity characteristics) following an adjudication process facilitated by the Offices of Equity, Diversity and Inclusion and Institutional Planning and Budgeting. This process will determine whether the disclosure is needed, necessary, and proper in the discharge of the institution's function. All authorized access will be regulated by strict security protocols and confidentiality obligations..

Effective February 1st, 2024, responses submitted through the first version of the Equity Census will no longer be displayed on My Human Resources. Previous survey data may be used for the purpose of historical, aggregate reporting.

Western University collects personal information under the authority of the University of Western Ontario Act, 1982, as amended and in compliance with the Freedom of Information and Protection of Privacy Act and Western's Policy for Guidelines on Access to Information and Protection of Privacy.

If you would like more information about WIDE, or your data's privacy and security, please contact the Office of Equity, Diversity and Inclusion by email at edi@uwo.ca or by phone at 519-661-2111, ext. 80947.

Acknowledgement

I have read the above letter of information and

- ☐ Yes, I would like to participate
- ☐ No, I would not like to participate

Consent to Contact

I agree to be contacted by the Office of Equity, Diversity and Inclusion for opportunities (e.g., employee networks, awards/funding) related to my responses in the WIDE Survey.

**Please note, you may update your consent to be contacted at any time by returning to the WIDE Survey and changing your response.*

- ☐ Yes, I agree to be contacted.
- ☐ No, I do not agree to be contacted.

INDIGENOUS IDENTITY

All participants will be asked Question 1

For the purpose of this survey, Indigenous peoples refers to those who have "retained social, cultural, economic and political characteristics that are distinct from those of the dominant societies in which they live" ([Department of Economic and Social Affairs, United Nations, 2023](#)).

1. Do you identify as an Indigenous person (i.e., Indigenous to Turtle Island and/or a location elsewhere globally)?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

If participants select "Yes" in Question 1 above, they will be shown Question 1a

1a. Which option(s) from below best describes your Indigenous identity? Please select all that apply.

- ☐ A. Indigenous to Turtle Island (e.g., First Nation, Métis, Inuit, Native American)
- ☐ B. Indigenous to a location elsewhere globally (e.g., Maori, Australian Aboriginal, South American Indigenous)
- ☐ My Indigenous identity is not represented on this list (please specify)

- ☐ Prefer not to say

If participants select “Indigenous to Turtle Island in Question 1a above, they will be shown the following information and Question 1b

The Indigenous Student Centre (ISC) within the Office of Indigenous Initiatives (OII) is dedicated to ensuring that you are wholistically supported as an Indigenous student, staff or faculty.

Please visit our web page: <https://indigenous.uwo.ca/students/> (***Please note that by clicking the link, you will be led to a new webpage. To continue the census, you will need to come back to this census webpage and click the bottom right arrow to continue with the rest of the census.**)

Here you will find details about our services offered including but not limited to; tutor support, nutrition program, safe and quiet study spaces, academic advising and financial support as well as a sense of community through culturally relevant programming throughout the year.

We hope that we see you in person!

Please fill in the User Agreement found here: <https://indigenous.uwo.ca/students/about/register-with-us.html> (***Please note that by clicking the link, you will be led to a new webpage. To continue the census, you will need to come back to this census webpage and click the bottom right arrow to continue with the rest of the census.**)

The above link will take you to the User Agreement form. Once you complete this, your student card will be activated so that you can swipe into the Indigenous Student Centre in WSSB Rm2100 and receive communication about Indigenous specific supports and opportunities.

*Please note that access to the Centre isn't immediate after completing the user agreement form. Please allow time for your request to be processed, before you may have access to the space.

1b. Which option(s) from below best applies to you? Please select all that apply.

- ☐ First Nation (Status and Non-Status)
- ☐ Métis
- ☐ Inuit
- ☐ Native American
- ☐ My identity is not represented on this list (please specify) _____
- ☐ Prefer not to say

RACIAL IDENTITY

All participants will be asked Questions 2a and 2b

2a. In your own words, what term best describes your racial identity?

2b. Please use the options below to indicate your racial identity. Select all that apply.

- ☐ Black (e.g., African ancestry, Afro-Caribbean, African Canadian, etc.)
- ☐ East Asian (e.g., Chinese, Japanese, Korean etc.)
- ☐ Indigenous to Turtle Island (e.g., First Nation, Métis, Inuit)
- ☐ Indigenous to a location elsewhere globally (e.g., Maori, Australian Aboriginal, South American Indigenous, etc.)
- ☐ Latino, Latina, or Latinx (e.g., South American, Central American, etc.)
- ☐ South Asian (e.g., Bangladeshi, Pakistani, Indian, Sri Lankan, etc.)
- ☐ South East Asian (e.g., Vietnamese, Thai, Cambodian, Malaysian, Filipino, etc.)
- ☐ West Asian or Middle Eastern (e.g., Iranian, Afghani, Lebanese, etc.)
- ☐ White (e.g., European ancestry)
- ☐ My racial identities are not represented on this list (please specify)

- ☐ Prefer not to say

RELIGION/SPIRITUALITY

All participants will be asked Question 3

3. What term(s) best describe(s) your religious/spiritual identity? Please select all that apply.

- ☐ Agnostic
- ☐ Atheist
- ☐ Bahá'í
- ☐ Buddhist
- ☐ Christian
- ☐ Hindu
- ☐ Indigenous Spirituality
- ☐ Jewish
- ☐ Muslim
- ☐ Sikh
- ☐ No religious/spiritual identity
- ☐ My religious/spiritual identity is not represented on this list (please specify)

- ☐ Unsure
- ☐ Prefer not to say

Only participants who selected a religious or spiritual identity in Question 3 will be shown Question 3a

3a. In your own words, what term best describes your religious/spiritual identity?

ABILITY

All participants will be asked Question 4

The Ontario Human Rights Commission recognizes disability as an evolving and complex concept. "A disability may have been present at birth, caused by an accident, or developed over time...A disability may be the result of combinations of *physical, sensory, mental, and/or cognitive differences* and environmental barriers, such as attitudinal barriers, inaccessible information, an inaccessible built environment or other barriers that affect people's full participation in society"

4. Do you identify as a person with a disability?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

If participants select "Yes" in Question 4 they will be shown 4a

4a. You answered you identify as a person with a disability. Which option(s) best describe the nature of your disability? Please select all that apply.

- ☐ My disability is physical/functional
 - ☐ My disability is sensory
 - ☐ My disability is mental health related
 - ☐ My disability is cognitive or learning related
 - ☐ My disability is memory related
 - ☐ My disability is not represented on this list
-
- ☐ Prefer not to say

GENDER

All participants will be asked Question 5

5. What term best describes your current gender identity?

All participants will be asked Question 5a

5a. Please use the options below to indicate your current gender identity. Select all that apply.

- ☐ Woman
- ☐ Transgender
- ☐ Queer
- ☐ Two-spirit
- ☐ Man
- ☐ Non-binary
- ☐ Cisgender
- ☐ My gender(s) is/are not represented on this list. Select this option to see more gender identities.
 - ☐ Agender
 - ☐ Demigender
 - ☐ Genderqueer
 - ☐ Gender non-conforming
 - ☐ Genderfluid
 - ☐ Pangender
 - ☐ Questioning
 - ☐ Trans
 - ☐ Trans feminine

- ☐ Trans masculine
- ☐ Trans man
- ☐ Trans woman
- ☐ My gender is not represented on this list. My gender is _____
- ☐ Prefer not to say

**All participants will be asked Question 6.*

6. Do you identify as with a gender identity that differs from your assigned sex at birth (i.e., what's on your original birth certificate)?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

SEXUALITY

All participants will be asked Question 7

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.

7. In your own words, what term best describes your current sexual identity?

All participants will be asked Question 7a

7a. Please indicate your current sexual identity based on the following response options. Select all that apply.

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Demisexual
- ☐ Heterosexual/Straight
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Questioning
- ☐ Two-spirit
- ☐ My sexual identity is not represented on this list. My sexuality is _____
- ☐ Prefer not to say

EDUCATIONAL ATTAINMENT

8. 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
- ☐ Prefer not to say

9. 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
- ☐ Prefer not to say

10. Are/were you the first person in your family to attend university?

- ☐ Yes
- ☐ No
- ☐ I do not know
- ☐ Prefer not to say
- ☐ Not applicable

SOCIO-ECONOMIC STATUS

11. Can you please estimate in which of the following groups your total household annual income falls? For students, please think about your family of origin household.

- ☐ Less than \$30,000
- ☐ \$30,000 to less than \$40,000
- ☐ \$40,000 to less than \$50,000
- ☐ \$50,000 to less than \$60,000
- ☐ \$60,000 to less than \$70,000
- ☐ \$70,000 to less than \$80,000
- ☐ \$80,000 to less than \$90,000
- ☐ \$90,000 to less than \$100,000
- ☐ \$100,000 to less than \$150,000
- ☐ \$150,000 and over
- ☐ I do not know
- ☐ Prefer not to say

SENSE OF BELONGING

12. I feel valued as a person at Western.

- ☐ Strongly Disagree 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Strongly Agree 5
- ☐ Prefer not to answer

13. I feel accepted as part of the campus community.

- ☐ Strongly Disagree 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Strongly Agree 5
- ☐ Prefer not to answer

14. I feel I belong at Western.

- ☐ Strongly Disagree 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Strongly Agree 5
- ☐ Prefer not to answer

15. How would you describe your overall sense of belonging as a member of the Western community? Would you say it is:

- ☐ Very strong
- ☐ Somewhat strong
- ☐ Neutral
- ☐ Somewhat weak
- ☐ Very weak
- ☐ I prefer not to answer