

Employee Equity Census Results

The University's Employment Equity Committee is pleased to provide the University wide results of the recent Equity Census (insert link to data). We appreciate that 70.21% of all those surveyed (846 employees) completed the census. The University's Employment Equity Committee, which consists of representatives from all major employee groups/unions will be considering the data in greater depth in the fall, and will utilize the information gathered to develop a new University Equity Plan and Programs as may be required. Once the Committee has had an opportunity to meet and determine our next steps, further communications will be provided to the University Community. On behalf of the Committee, we want to thank all employees who participated, and for those who did not participate and still wish to complete their census we would certainly still accept your responses. If you do decide to participate, please contact Bryan Ward at 204-786-9133 or br.ward@uwinnipeg.ca as the census will need to be re-sent to you.

Process Summary

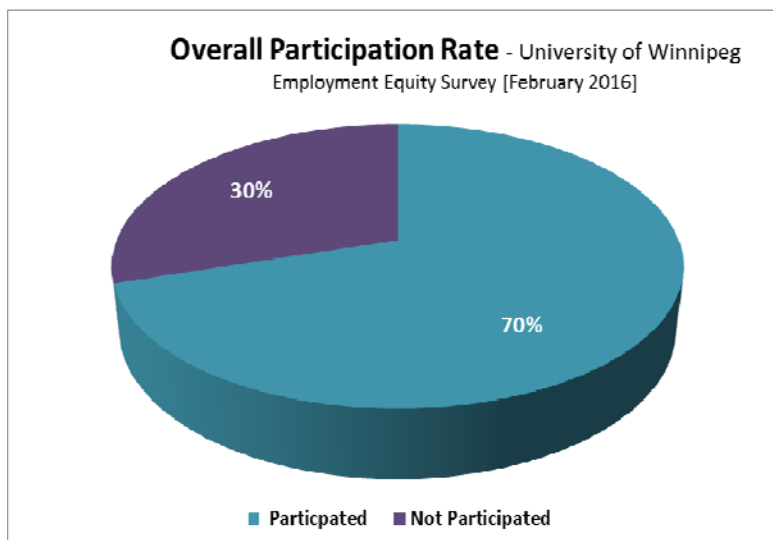
In February 2016 the University initiated a new census of the University community, with the first invitations being sent on February 22, 2016. This census was distributed to all active "core" employees, composed of Faculty and Staff active on payroll on February 22 who at that time were in Continuing or Term roles. At time of distribution this included **846** total employees. The survey was composed of four main questions and two supplementary questions targeting sexual orientation and gender identity.

Opt-outs

Employees were given the option to proactively opt-out (record their answer as "I do not wish to answer"). In total, **39** participants chose to opt-out, or **4.6%** of the total population.

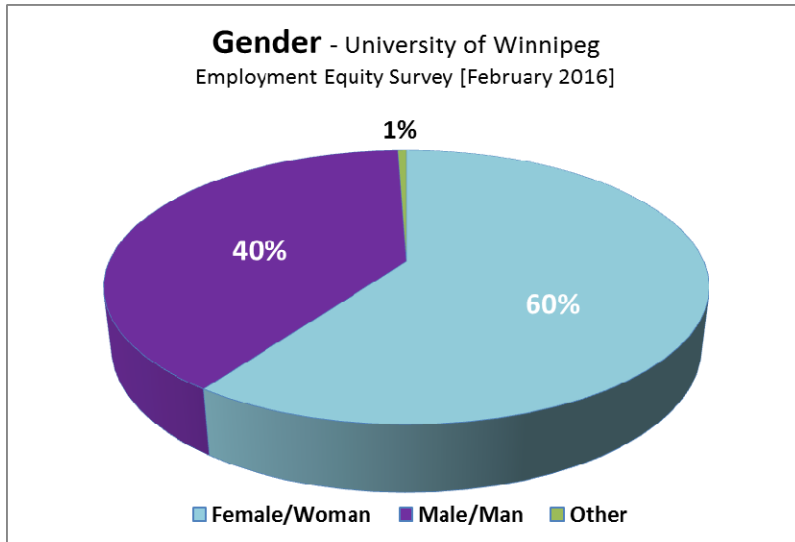
Quick Survey Results

For the following results, percentages listed are listed as a percentage of total possible responses, or "Answers / total question responses". If an employee sent in multiple responses, only their most recent response is reported. The following is provided as a starting point to future discussion, and can be further analyzed as needed. As such, not all questions will "Add-up" to 846.



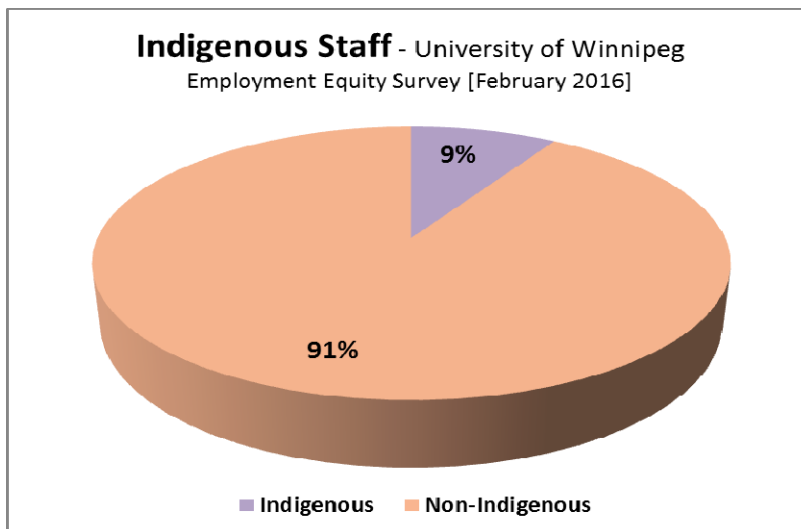
Q1: Gender: Do you self-identify as:

- Female/Woman: 326 (59.82%)
- Male/Man: 216 (39.63%)
- Other: (0.55%)



Q2: Indigenous Peoples: Do you self-identify as an Indigenous Person?

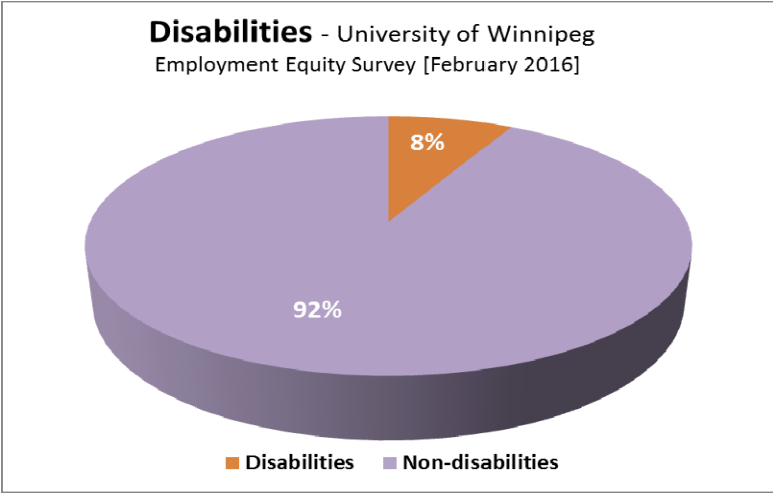
- Yes: 47 (8.85%)
- No: 484 (91.15%)



For the purpose of employment equity, Indigenous persons include members of First Nations (whether status or non-status), Metis or Inuit.

Q3: Disabilities: Do you self-identify as a person with a disability/disabled person?

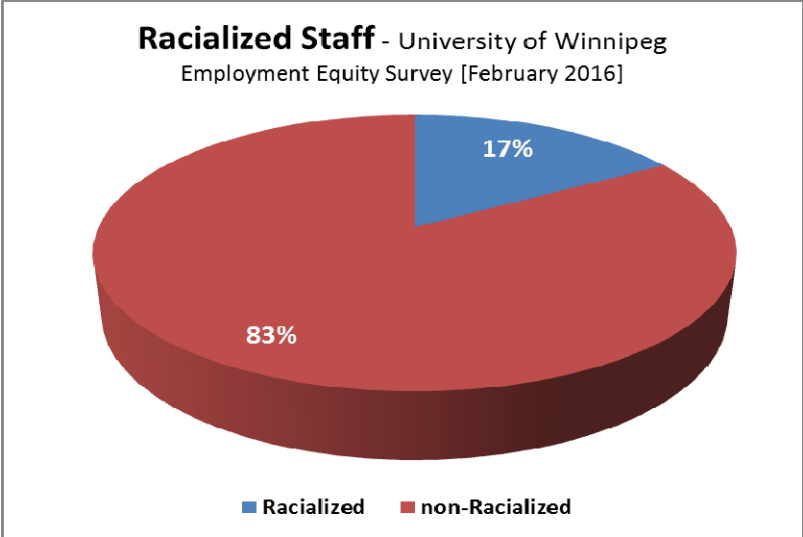
- Yes: 42 (7.91%)
- No: 489 (92.09%)



For the purposes of employment equity, persons with disabilities includes persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment.

Q4: Racialized Communities: Do you self-identify as a member of a racialized community?

- Yes: 88 (16.54%)
- No: 444 (83.46%)



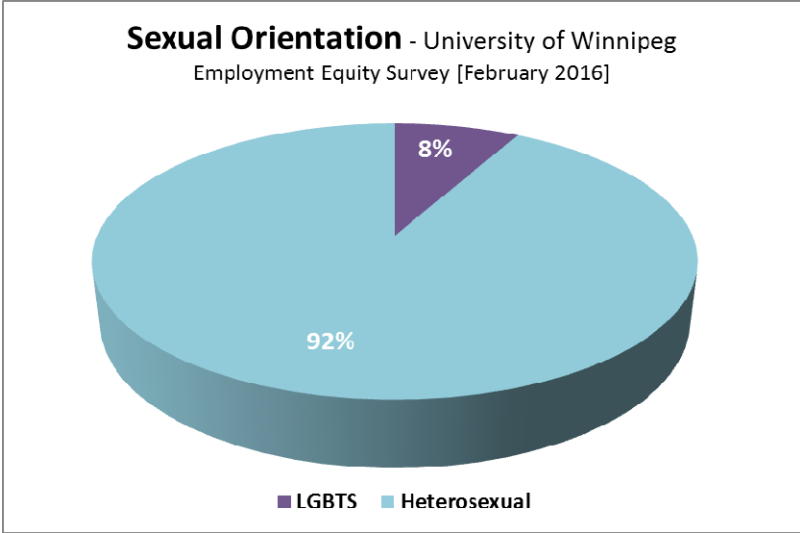
For the purposes of employment equity, members of racialized communities include persons who fall within the interpretation adopted by the Ontario Human Rights Commission and used in the University’s Employment Equity and Diversity Policy: “(T)he process of social construction of race is called racialization; the process by which societies construct race as real, different and unequal in ways that matter to economic, political and social life.” The term replaces previously accepted terminology such as “racial minority” or “visible minority.”

Supplementary Questions (Q5 & Q6):

Persons who self-identify a sexual orientation and/or gender identity included in the supplementary questions are not a designated group under the Employment Equity Act. The information obtained from the supplementary questions is only intended to provide the Employment Equity Advisory Committee with an overall view of the diversity of our University Community.

Q5: Sexual Orientation: Do you self-identify as a person who is lesbian, gay, bisexual, Two-Spirit, queer or a similar term?

- Yes: 43 (7.99%)
- No: 495 (92.01%)



Q6: Gender Identity: Do you self-identify as a person who is trans, transgender, transsexual, Two-Spirit, gender queer or a similar term?

- Yes: 3 (0.56%)
- No: 537 (99.44%)

