**FORM N: EMPLOYEE VOLUNTARY SELF IDENTIFICATION SURVEY**

The City of Winnipeg is committed to supporting a workforce that is representative of the community the City serves. The City is focused on human rights and ensuring full and equitable representation, success, and advancement of all people, and in particular, the equity groups that are under-represented.

Our company is in support of the goals above and are asking employees to participate in this survey to collect data on the demographics of our workforce.

Employee identity data collected by this survey will be shared with the City of Winnipeg in aggregate. All employee identity data will only be shared with our designated HR or management staff.

This data will be submitted to the City of Winnipeg as part of our Reporting requirements under City of Winnipeg Contracts.

**Your response to the self-declaration questions is voluntary.**

Thank you for participating in this **self-identified** and **voluntary** survey to help assess and measure the inclusion of equity groups in the workforce.

Company Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Do you wish to participate in this survey?**  
     
    Yes  No
2. **Do you identify as an Indigenous person?**

Yes  No

1. **Do you identify as any of the following Equity Groups, also known as under-represented groups? Check all that apply.**

Racialized peoples;

Newcomers;

Persons with disabilities;

Women;

Peoples facing poverty;

Veterans;

2SLGBTQQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, plus) Peoples;

**2SLGBTQQIA+ peoples** refer toTwo-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual, Plus peoples. (Source: [Government of Canada](https://women-gender-equality.canada.ca/en/free-to-be-me/2slgbtqi-plus-glossary.html))

**Indigenous** refers to “Aboriginal Peoples of Canada” as defined in Section 35(2) of the Constitution Act, 1982 to include the First Nations, Inuit and Métis Peoples of Canada. (Source: [Our Winnipeg 2045](https://legacy.winnipeg.ca/interhom/cityhall/ourwinnipeg/Documents/Our-Winnipeg-2045.pdf))

**Racialized peoples** refers to a group of people who have identifiable characteristics that differ from those of the majority or dominant population. Previously known as Visible Minority and although the term “visible minority” is used in legal (e.g. Employment Equity Act) and statistical (e.g. Census) contexts, it is considered outdated and no longer recommended because the word “visible” suggests being white is the standard, and the word “minority” limits the concept to numbers. The term is increasingly being replaced by “racialized” individuals or groups. (Source: [Immigration, Refugees and Citizenship Canada](https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/anti-racism-strategy/glossary.html))

**Newcomers** refers to new residents including people arriving from countries outside Canada, such as recent immigrants (less than five years in Canada), refugees, refugee claimants or asylum seekers, and temporary residents. (Source: [Our Winnipeg 2045](https://legacy.winnipeg.ca/interhom/cityhall/ourwinnipeg/Documents/Our-Winnipeg-2045.pdf))

**Persons with disabilities** refers to individuals who have a long-term or recurring physical, mental, psychiatric, sensory, or learning impairment which may limit certain kinds of activity or could be perceived as a limitation. These include visible and non-visible disabilities. (Source: [City of Winnipeg)](https://legacy.winnipeg.ca/hr/equity-diversity-inclusion/default.stm)

**Women** refers to all people who identify as women, whether they are cisgender or transgender women. (Source: [Department of Justice, Government of Canada](https://www.justice.gc.ca/socjs-esjp/en/women-femmes/Definitions))

**People facing poverty** refers to people, given the size and region of residents, that do not have enough income to buy a set of goods and services considered to represent a modest, basic standard of living (Source: [Market Basket Measure, Stats Canada](https://www150.statcan.gc.ca/n1/pub/75f0002m/75f0002m2020002-eng.htm))

**Veterans** refers to any former member of the Canadian Armed Forces who successfully underwent basic training and is honorably discharged. (Source: [Veteran Affairs Canada](https://www.veterans.gc.ca/eng/about-vac/what-we-do/mandate))