

Appendix J: Employee Voluntary Self Identification Survey

The City of Winnipeg is committed to employing workforces that are representative of the community it 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.

Your response to the self-declaration questions are voluntary. All information is strictly confidential and will be accessible to designated City of Winnipeg employees on a need-to-know basis for the purposes of strengthening the City of Winnipeg's actions in support of equity, diversity and inclusion.

1. **Do you wish to participate in this survey?** (If the Employee chooses not to participate, a unique 6-digit number is still required to be provided by HR within Question 7).

☐ Yes ☐ No

2. **What is your Job Title?** _____

3. **In reference to the National Occupation Classification Labour Table at the end of this survey, what Labour Type is your occupation considered to be?**

☐ General Labour ☐ Semi-Skilled Labour ☐ Skilled Labour

4. **Are you a Manitoba resident?** A Manitoba resident is a person who makes their home, or is ordinarily present in Manitoba (has a Manitoba Medical Card or is registered to vote in Manitoba), but does not include a student who is a resident of another province or country and studying in Manitoba, a transient, or a visitor in Manitoba.

☐ Yes ☐ No

5. **Do you identify as an Indigenous person (First Nation, Inuit or Métis)?**

☐ Yes ☐ No

6. **Do you identify as any of the following Under-Represented Groups? Check all that apply.**

- ☐ Newcomers;
☐ Peoples Facing Poverty;
☐ Persons with Disabilities;
☐ Racialized Peoples;
☐ Veterans;
☐ Women;
☐ 2SLGBTQQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, plus) Peoples;

7. **For Human Resources to complete.**

Enter a unique 6-digit number to identify this individual for anonymous reporting:

Definitions:

Indigenous Peoples include First Nations, Inuit and Métis Peoples of Canada as defined in Section 35(2) of the Constitution Act, 1982 (Source: [Employment Equity Act \(justice.gc.ca\)](#), [THE CONSTITUTION ACTS, 1867 to 1982 \(justice.gc.ca\)](#)).

Newcomers refers primarily to recent immigrants (less than five years in Canada), refugees, refugee claimants or asylum seekers, and temporary residents (Source: [Winnipeg 2020](#)).

People Facing Poverty refers to people 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](#))

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](#))

Racialized Peoples refers to a group of people who have identifiable characteristics that differ from those of the majority or dominant population. In Canada, “Racialized Minority” usually refers to non-white people. Categorizations other than “Racialized” include “People of Colour” or BIPOC (Black, Indigenous, People of Colour) (Source: [Racialized Minorities | The Canadian Encyclopedia](#)).

Veterans refers to any former member of the Canadian Armed Forces who successfully underwent basic training and is honorably discharged (Source: [Veteran Affairs Canada](#))

Women refers to all people who identify as women, whether they are cisgender or transgender women. (Source: [Department of Justice, Government of Canada](#)).

2SLGBTQQIA+ Peoples refer to Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual, Plus Peoples (Source: [Government of Canada](#)).

Table 1: National Occupation Classification Labour Table

TEER	Occupations	Labour Type
TEER 0	Advertising, Marketing, Financial Managers, Human Resource Managers	Not Applicable
TEER 1	Engineer, Financial Auditors	
TEER 2	Boilermaker, Bricklayer, Cabinet Maker, Carpenter, CNC Machinist, Construction Electrician, Construction Millwright, Crane Operator, Mobile Crane Operator, Boom Truck Hoist Operator, Tower Crane Operator, Diesel Engine Mechanic, Gasfitter Class A and B, Industrial Electrician, Industrial Mechanic, Instrumentation and Control Technician, Insulator (Heat and Frost), Ironworker, Machinist, Plumber, Power Electrician, Refrigeration and Air Conditioning Mechanic (Industrial), Sheet Metal Worker, Sprinkler Fitter, Steamfitter – Pipefitter, Welder	Skilled Labour (Construction Designated Trades)
TEER 3	Concrete Finisher, Floorcovering Installer, Glazier, Lather (Interior Systems Mechanic), Painter and Decorator, Roofer, Sloped Roofer	
	Heavy Equipment Operators, Transport Truck Drivers	Semi-Skilled Labour
TEER 4	Industrial Painters, Coaters and Metal Finishing Process, Mechanical Assemblers and Inspectors	General Labour
TEER 5	Construction Trades Helpers and Labourers (Asphalt Spreader, Bricklayer Helper, Carpenter Helper, Concrete Mixer Helper, Construction Helper / Labourer, Excavation Labourer, Drywall Sander, Flag Person, Plumber Helper, Roofer Helper) Landscaping and Grounds Maintenance Labourers Delivery Service Drivers and Door-To-Door Distributors	