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Research Equity, Diversity and Inclusion (EDI) Demographic Survey

As part of our ongoing efforts and commitment to promote equity, diversity and inclusion (EDI) within our research community, the Office of the Vice-President, Research and Innovation is in the process of developing an EDI action plan for Research. You may be aware that there is a major initiative within the federal (and to some degree provincial) funding agencies to ensure there is equity, diversity and inclusion in all research activities that fall within their mandate. We have already developed and implemented important equity guidelines (e.g., all research-led search committees must follow our search guidelines). We are looking to expand our efforts (which have been gender equity focused to date) and are looking to our research community for support.

In order to be able to develop initiatives that improve our EDI practices, we need to understand the demographics of our research community. Hence, **we are asking all members of our research community to complete the enclosed EDI Demographic Survey**. This survey was developed in consultation with our colleagues at the University of Toronto and is modeled closely on the University's Employment Equity Survey. **The survey is anonymous and your name will not be connected to your answers.** The data collected will be held confidentially and will only be reported upon in aggregate.

If you do not wish to respond to specific questions within the EDI Demographic Survey, please check the "I choose not to answer" option for that question.

We hope you will participate in this important exercise as the information collected will help inform our efforts in enhancing our EDI practices.

Thank you,
Ori Rotstein, MD
Vice President Research and Innovation
Unity Health Toronto

1. Please choose your appointment/employment category:

Choose one answer

- o Scientist, Associate Scientist, or Project Investigator
- o Postdoctoral Fellow
- o Graduate Student
- o Research Staff (e.g., Research Coordinators, Technicians, Lab Managers, and Research Associates)
- o Support Staff (e.g., Research Administrators, Facilities, Ethics)
- o Research Volunteer
- o Research Visitor
- o I choose not to answer

2. Which of the following disciplines BEST describes your research?

Choose one answer

- o Basic Science/Translational Research
- o Clinical Research
- o Health Services and/or Policy Research
- o Not applicable
- o I choose not to answer

Gender and Gender Identity

The options identified below are based on the terminology used by the Ontario Human Rights Commission in the *Policy on Discrimination and Harassment Because of Sexual Orientation* and the *Policy on Preventing Discrimination Because of Gender Identity and Gender Expression*.

[1] ***Trans*** *refers to a person who identifies with a gender other than the one assigned to them at birth, or to a person whose gender identity and gender expression differs from stereotypical masculine and feminine norms. It is also used as an umbrella term for those who identify as transgender, transsexual, trans, gender variant, gender non-conforming, genderqueer, or an analogous term.*

[2] ***Two-spirit*** *refers to a person who identifies as having both a masculine and a feminine spirit, and is used by some Indigenous people to describe their sexual, gender and/or spiritual identity.*

[3] ***Non-binary*** *is a spectrum of gender identities that are not exclusively masculine or exclusively feminine—identities that are outside the gender binary.*

3. Do you self-identify as:

Choose all that apply

- ❑ Woman
- ❑ Man
- ❑ Trans[1]
- ❑ Intersex
- ❑ Two-Spirit[2]

□ Non-Binary[3]
□ I choose not to answer
□ Another gender identity (please specify)_____

Sexual Orientation

The options identified below are based on the terminology used by the Ontario Human Rights Commission in the *Policy on Discrimination and Harassment Because of Sexual Orientation* and the *Policy on Preventing Discrimination Because of Gender Identity and Gender Expression*.

4. Do you self-identify as:

Choose all that apply

□ Straight/Heterosexual
□ Gay
□ Lesbian
□ Bisexual
□ Queer
□ Two-Spirit
□ I choose not to answer
□ Another sexual identity/term (please specify)_____

Persons with Disabilities

Based on the definitions from the Federal Contractors Program, "persons with disabilities" are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) **AND**
A) who consider themselves to be disadvantaged in employment by reason of that impairment, **OR**
B) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

This also includes persons with disabilities who have been accommodated in their current job or workplace.

Some examples of disabilities are noted below. Please note that these definitions follow medical definitions of disability.

• *Acquired brain injury*
• *ADHD*
• *Autism spectrum disorder*
• *Chronic health disability (e.g. Crohn's disease, hemophilia, epilepsy, asthma, diabetes, HIV/AIDS, cancer, etc.)*
• *Co-ordination/dexterity disability (e.g. arthritis, cerebral palsy, cystic fibrosis, multiple sclerosis)*
• *Deaf, deafened, hard of hearing*
• *Learning disability*
• *Mental health disability (e.g. schizophrenia, chronic depression, anxiety disorder, bipolar disorder, etc.)*

- *Mobility disability (e.g. amputations, paraplegia, reliance on walker/ scooter/ or mobility aid due to disability)*
- *Speech impairment (e.g. aphasia, stuttering, cluttering, etc.)*
- *Vision loss or impairment/legally blind (not correctable by glasses or contact lenses)*

5. Do you self-identify as a person with a disability?
Choose one answer

o Yes
o No
o I choose not to answer

[4]*Non-visible or "invisible disability"* *is a term commonly used to describe a disability which is non-evident or not readily apparent to others*

6. If yes, please indicate the type(s) of disability you have:
Choose one answer

o Visible
o Non-Visible[4]
o Both
o I choose not to answer

Indigenous Peoples in North America

An "Indigenous person" could be First Nations (status, non-status, treaty or non-treaty), Métis, Inuit, Native American, Alaska Native, or Native Hawaiian.

7. Do you self-identify as an Indigenous person?
Choose one answer

o Yes
o No
o I choose not to answer

8. If yes, please identify which of the following best applies to you.
Choose all that apply

❑ First Nations
❑ Métis
❑ Inuit
❑ Native American/North American Indian, Alaska Native, or Native Hawaiian (United States)
❑ I choose not to answer
❑ Another Indigenous identity (please specify) _____

Race

The options below originated from the categories used for collection of data and statistical purposes by the Federal Contractors Program and the Government of Ontario Data Standards for the Identification and Monitoring of Systemic Racism.

Black
- African (e.g., Ghanaian, Kenyan, Somali)
- North American (e.g., African-American, African-Canadian)
- South and Central American (e.g. Brazilian, Panamanian)
- Afro-Caribbean (e.g., Barbadian, Jamaican, Grenadian)
- Afro-European (e.g. British, French, Spanish, Portuguese)

Latinx and/ or Hispanic
- Central American (e.g., Mexican, Honduran)
- South American (e.g., Brazilian, Argentinian)
- Caribbean (e.g., Cuban, Jamaican, Haitian, Puerto Rican)
- European (e.g., Spanish, Portuguese)

East/Southeast Asian
- East Asian (e.g., Chinese, Japanese, Korean)
- Southeast Asian (e.g., Malaysian, Filipino, Vietnamese, Cambodian, Thai, Indonesian, Laotian)

South Asian
- South Asian (e.g., Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean)

Middle Eastern
- North African (e.g., Egyptian, Libyan, Moroccan, Tunisian)
- Middle Eastern / West Asian (e.g., Syrian, Lebanese, Iranian, Afghan, Turkish, Armenian, Israeli, Kurdish, Saudi Arabian)

White
- European (e.g., British, French, Polish, Russian)
- North American (e.g., American, Canadian)
- South American (e.g., Argentinian, Chilean)

*As an **Indigenous person**, you do **not** need to answer Question 9. However, if you also identify with another racial group, please specify in this question.

9. What racial origins do you identify with?
Choose all that apply—you can select MULTIPLE answers

❑ Black
❑ Latinx and/or Hispanic
❑ East/Southeast Asian
❑ South Asian
❑ Middle Eastern

❑ White
❑ I choose not to answer
❑ Mixed Race / Other (please specify) _____

Members of Racialized Communities

For the purposes of equity, members of racialized communities in Canada are persons, other than Indigenous Peoples, who are **non-Caucasian in race or non-white in colour**, regardless of place of birth or citizenship.

10. Do you self-identify as a "Racialized Person"?
Choose one answer

o   Yes
o   No
o   I choose not to answer

Suggestions/Comments

11. Do you have any additional comments for us?
Optional

[Open text box]