

Diversity, Equity and Inclusion Community Survey - Draft

Introduction

The Niagara Region Diversity, Equity, and Inclusion Advisory Committee thanks you for taking the time to complete this survey. We want to hear your ideas on how Niagara can be more welcoming and inclusive. We are interested in finding out if you have experienced discrimination while living in Niagara. We want to hear your ideas on how to address discrimination. As part of our commitment to being a member of the Community of Inclusive Municipalities, we will use the survey information collected to create a 5 year Diversity, Equity, and Inclusion Action Plan with strategies to make Niagara more welcoming and inclusive.

This survey will take approximately ten (10) minutes to complete. You can take as long as you need. You may select “Prefer not to answer” for any questions you do not feel comfortable answering.

This survey is confidential. Only the research team will have access to the data. When information is shared, it will be reported in such a way that no single individual can be identified. Any personal information will be collected, used and reported by Niagara Regional staff in accordance with the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA). Any information you share will be used only for the purpose for which it was provided. If you have any questions, email our Access and Privacy Office or call 905-980-6000 ext. 3779. The information gathered will be used by Niagara Region and the Cities and Towns in Niagara to direct next steps to address discrimination in Niagara.

Some questions in this survey may be triggering, if you experience trauma relating to this survey, please contact Canadian Mental Health and Addictions Access Line at 1-866-550-5205.

Sense of Belonging

Discrimination is when someone is treated unfairly or differently because they are part of a particular group or have certain physical features. This includes racism, sexism, Islamophobia, Anti-Semitism, ableism, homophobia, transphobia, and more. [Note: *denotes a Likert scale

(1=strongly disagree, 2=disagree, 3=slightly disagree, 4=slightly agree, 5=agree, 6=strongly agree, prefer not to answer)

1. I feel accepted in Niagara.*
2. I feel accepted with my friends.*

3. I feel accepted in my neighbourhood.*
4. I feel accepted at work.*
5. I feel accepted at school.*
6. I feel safe at work.*
7. I feel safe at school.*
8. I feel safe in my neighbourhood.*
9. I believe that I am treated with respect at work.*
10. I believe that I am treated with respect at school.*
11. I believe that I am treated with respect in my daily life.*
12. I believe that my workplace is free from discrimination.*
13. I believe that my school is free from discrimination.*
14. I believe that places of employment in Niagara are free from discrimination.*
15. I believe that employers in Niagara do a good job of attracting people of diverse backgrounds.*
16. I believe that employers in Niagara do a good job of promoting people of diverse backgrounds.*
17. I believe that the elected officials (Councillors, Mayors, MPs, MPPs, or other) in Niagara reflect the communities I identify with.*
18. I believe that the elected officials (Councillors, Mayors, MPs, MPPs, or other) in Niagara listen to the communities I identify with.*

Discrimination Experiences

Discrimination is when someone is treated unfairly or differently because they are part of a particular group or have certain physical features. This includes racism, sexism, Islamophobia, Anti-Semitism, ableism, homophobia, transphobia, and more.

19. To what extent do you believe discrimination exists in Niagara? *

20. Have you experienced discrimination?

- a. Yes [go to Q21]
- b. No [go to Q25]
- c. Prefer not to answer [go to Q25]

21. I have experienced discrimination on the basis of: (Select all that apply)

- a. Race
- b. Ethnicity
- c. Indigenous identity
- d. Gender
- e. Gender identity
- f. Gender expression
- g. Sexual orientation
- h. Religion
- i. Age
- j. Ability/Disability
- k. Mental health
- l. Substance use
- m. Education
- n. Income level
- o. Rural location
- p. Housing status
- q. Other, please specify: _____
- r. Prefer not to answer

22. Which of these have you experienced: (select all that apply)

- a. Physical assault (being touched/pushed)
- b. Sexual harassment
- c. Threatening behaviour
- d. Verbal abuse (targeted to you)
- e. Hate speech (targeted to your group)
- f. Insulting comments or actions
- g. Barriers to participation
- h. Teasing, mocking, or bullying
- i. Other, please specify: _____
- j. Prefer not to answer

23. In which areas have you witnessed discrimination: (select all that apply)

- a. Police
- b. Health Care
- c. Education
- d. Municipal Services (including Social Services)
- e. Housing
- f. Employment/workplace
- g. Law/court system
- h. Interpersonal (between individuals)
- i. Neighbourhood
- j. Religious Institutions
- k. Businesses (stores, banks, or other)
- l. Social media
- m. Public spaces (parks, sidewalk, or other)
- n. Recreation facilities
- o. Other, please specify: _____
- p. Prefer not to answer

24. Did you report the incident(s) of discrimination that you experienced?

- a. Yes [If yes, go to Q30]
- b. No [If no, go to Q32]
- c. Prefer not to Answer [skip to Q33]

25. Have you witnessed discrimination?

- a. Yes [go to Q26]
- b. No [go to Q33]
- c. Prefer not to answer [go to Q33]

26. In Niagara, I have witnessed discrimination on the basis of: (Select all that apply)

- a. Race
- b. Ethnicity
- c. Indigenous identity
- d. Gender
- e. Gender Identity
- f. Gender Expression
- g. Sexual orientation
- h. Religion
- i. Age
- j. Ability/Disability
- k. Mental health
- l. Education
- m. Income level
- n. Rural location
- o. Housing status

- p. Other, please specify: _____
 - q. Prefer not to answer
27. Which of these have you witnessed: (select all that apply)
- a. Physical assault (being touched/pushed)
 - b. Sexual harassment
 - c. Threatening behaviour
 - d. Verbal abuse (targeted to an individual)
 - e. Hate speech (targeted to a group)
 - f. Insulting comments or actions
 - g. Barriers to participation
 - h. Teasing, mocking, or bullying
 - i. Other, please specify: _____
 - j. Prefer not to answer
28. In which areas have you witnessed discrimination: (select all that apply)
- a. Police
 - b. Health Care
 - c. Education
 - d. Municipal Services (including Social Services)
 - e. Housing
 - f. Employment/workplace
 - g. Law/court system
 - h. Interpersonal (between individuals)
 - i. Neighbourhood
 - j. Religious Institutions
 - k. Businesses (stores, banks, or other)
 - l. Social media
 - m. Public spaces (parks, sidewalk, or other)
 - n. Recreation facilities
 - o. Other, please specify: _____
 - p. Prefer not to answer
29. Did you report the incident(s) of discrimination that you witnessed?
- a. No [If no, go to Q32]
 - b. Yes [If yes, go to Q30]
 - c. Prefer not to answer [skip to Q33]
30. Who did you report the incident to?
- a. Another police service
 - b. My workplace
 - c. Niagara Regional Police Service
 - d. The media
 - e. Other: _____

- f. Prefer not to answer
31. Were you satisfied with the outcome of reporting the incident?
- a. No
 - b. Yes
 - c. Prefer not to Answer [skip to 33]
32. If you have experienced or witnessed discrimination or harassment but did not report the incident, what was the main reason for not doing so?
- a. I did not think I would get a good outcome
 - b. I did not think my complaint would be taken seriously
 - c. I did not think the situation was serious enough to merit a formal complaint
 - d. I had a bad experience when trying to make an official complaint previously
 - e. I preferred to settle the matter informally (e.g. educating the colleague that made an insensitive remark)
 - f. I preferred just to ignore/distance myself from the perpetrator
 - g. Fear of being identified
 - h. Fear of problems for myself
 - i. Fear of problems for the perpetrator
 - j. Process seemed time-consuming
 - k. Other, please specify: _____
 - l. Prefer not to answer
33. I am aware of and understand the procedures for reporting incidents of discrimination or harassment in Niagara
- a. No
 - b. Yes
 - c. Unsure
 - d. Prefer not to answer

Actions for change

34. When thinking about reporting, resolving, and informing the community about incidences of racism or discrimination, please rank the following actions in order of priority, with number one (1) being the most important.
- a. Educate the offenders
 - b. Have an independent organization that responds to reports of discrimination
 - c. Have better options for how police respond to incidents of discrimination
 - d. Improve access to legal clinics, human rights commission, or other supports for people who experience racism and discrimination
 - e. Make it easier to report incidents of discrimination
 - f. Support for police to respond better to incidents of discrimination

35. When thinking of ways to address barriers to community participation faced by people with diverse lived experiences, please rank the following actions in order of priority, with number one (1) being the most important.

- a. Collect more data about people who are accessing services
- b. Ensure that buildings and communities are accessible to everyone
- c. Increase involvement of people with lived experiences in planning events and programs
- d. Increase the number of local Intercultural Events
- e. Improve access to Interpreter/Translation Services
- f. Improve access to mentorship opportunities
- g. Improve access to Public Transit
- h. Improve access to resources to support design of barrier free events
- i. Review programs and services to identify barriers faced by people with diverse lived experiences
- j. Support employers in Niagara to provide anti-discrimination training to their staff

36. When thinking of ways to address barriers to leadership faced by people with diverse lived experiences, please rank the following actions in order of priority, with number one (1) being the most important.

- a. Review current processes to identify barriers faced in running for elected positions
- b. Run a campaign to raise awareness and challenge the lack of diversity in leadership (organizational/elected) within Niagara
- c. Provide mentorship opportunities targeted at people with diverse lived experiences

37. When thinking of ways to educate the public about barriers faced by people with diverse lived experiences and how to reduce the barriers, please rank the following actions in order of priority, with number one (1) being the most important.

- a. Improve access for education for employees/employers on addressing discrimination
- b. Improve access for community members to information on addressing discrimination
- c. Run an anti-stigma campaign
- d. Provide and promote anti-discrimination resources
- e. Provide free workshops for any community member to attend

38. Do you have any other suggestions of ways to address discrimination and improve diversity and inclusion in Niagara? [open ended, max 2000 characters]

39. Rank the following areas of focus in terms of highest priority in order to address discrimination (1 being most important).

- a. Education
- b. Employment
- c. Government services
- d. Health care
- e. Housing
- f. Police
- g. Other: _____

40. Write down one word or phrase of what you want Niagara region to look like in five years. [open ended, max 50 characters]

41. Do you have any other comments or suggestions about Diversity, Equity, or Inclusion in Niagara? [open ended, max 2000 characters]

Demographics

This section will ask some demographic questions so we can understand your point of view. We will use the information in this section to compare to your previous answers to find out more about barriers that may stop you from participating fully in your community in the way that you choose.

1. What do you currently consider your home community?

- a. Fort Erie
- b. Grimsby
- c. Lincoln
- d. Niagara Falls
- e. Niagara-on-the-Lake
- f. Pelham
- g. Port Colborne
- h. St. Catharines
- i. Thorold
- j. Wainfleet
- k. Welland
- l. West Lincoln
- m. Outside of Niagara
- n. Prefer not to answer

2. What is your age?

- a. 0-19
- b. 20-34
- c. 35-49
- d. 50-64

- e. 65-79
 - f. 80 or older
 - g. Prefer not to answer
3. What is your employment status? (select all that apply)
- a. Full-time
 - b. Multiple part-time
 - c. Part-time
 - d. Retired
 - e. Self-employed
 - f. Stay at home
 - g. Student
 - h. Unemployed, not seeking work
 - i. Unemployed, seeking work
 - j. Other, please specify: _____
 - k. Prefer not to answer
4. What is the highest level of schooling you have completed?
- a. Less than high school
 - b. High school diploma or equivalency certificate
 - c. Registered Apprenticeship, trades, or other certificate
 - d. College, CEGEP, University or other diploma
 - e. College or University degree
 - f. Prefer not to answer
5. Where did you complete your highest level of schooling?
- a. In Canada
 - b. Outside of Canada
 - c. Prefer not to answer
6. Which of the following best describes your racial or ethnic identity? Please select all that apply.
- a. Black (e.g. origins include Canadian, American, Caribbean, African)
 - b. Central and South American (e.g. origins include Canadian, Mexican, Brazilian, Cuban, Chilean, El Salvadoran)
 - c. East Asian (e.g. origins include Canadian, Japanese, Korean, Chinese)
 - d. Pacific Islander (e.g. origins include Canadian, Fijian, Hawaiian, Polynesian, Samoan)
 - e. South Asian (e.g. origins include Canadian, Indian, Pakistani, Bangladeshi, Sri-Lankan)
 - f. South-East Asian (e.g. origins include Canadian, Vietnamese, Filipino, Malaysian, Indonesian, Cambodian, Thai)

- g. West Asian or Arab (e.g. origins include Canadian, North African, Armenian, Egyptian, Iranian, Syrian)
 - h. White (e.g. origins include Canadian, American, Western, Eastern, European)
 - i. First Nations
 - j. Inuit
 - k. Métis
 - l. Prefer to self-describe: _____
 - m. Prefer not to answer
7. How long have you lived in Canada?
- a. Less than 1 year
 - b. 1 to 5 years
 - c. 6 to 10 years
 - d. 11 to 15 years
 - e. 16 to 20 years
 - f. 21 or more years
 - g. I was born in Canada
 - h. Prefer not to answer
8. Do you receive Government Assistance?
- a. Employment Insurance (EI)
 - b. Old Age Pension (OAP)
 - c. Ontario Disability Support Program (ODSP)
 - d. Ontario Works (OW)
 - e. Parental Leave
 - f. Other, please specify: _____
 - g. I do not receive government assistance
 - h. Prefer not to answer
9. Do you live with any of the following? Please select all that apply
- a. Addiction (alcohol, drugs, gambling, or other)
 - b. Chronic condition (pain, epilepsy, cystic fibrosis, diabetes, multiple sclerosis, or other.)
 - c. Developmental condition (autism, down syndrome, or other)
 - d. Hearing loss
 - e. Learning challenge (dyslexia, attention deficit, hyperactivity disorder, or other)
 - f. Mental Health challenge (PTSD, anxiety, depression, schizophrenia, or other)
 - g. Physical condition (cerebral palsy, spinal cord, injury, amputation, or other)

- h. Vision loss
- i. Other: _____
- j. None of the above
- k. Prefer not to answer

10. How do you identify in terms of your sexuality?

- ☐ Aromantic
- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Questioning
- ☐ Two-Spirit
- ☐ Prefer to self-describe: _____
- ☐ Prefer not to disclose

11. How do you identify in terms of your gender? Please select all that apply.

- ☐ Man
- ☐ Non-binary
- ☐ Questioning
- ☐ Trans(gender)
- ☐ Transfeminine
- ☐ Transmasculine
- ☐ Two-Spirit
- ☐ Woman
- ☐ Prefer to self-describe: _____
- ☐ Prefer not to disclose

12. What is your housing status?

- a. Live with friends/family
- b. Live rough
- c. Own
- d. Rent
- e. Other: _____
- f. Prefer not to answer

13. What is the first language learned at home that you still understand?

- a. [Is it possible to use the coding used by the Family Health intake to have all the options from the census available]?

Thank you

Thank you for participating in this survey. Your experiences and ideas will help to make Niagara more welcoming and inclusive as we work together to create a five year Diversity, Equity, and Inclusion Action Plan. If you would like to get a copy of the results of this study or be added to a draw to win a gift card of \$XX to XX, please submit your email address:

If you would like more information or have other information to contribute, please email diversity@niagararegion.ca

Thank you,
The Niagara Region Diversity, Equity, and Inclusion Advisory Committee