

Collecting Socio-Demographic Data

Diversity, Equity, and Inclusion Advisory Committee

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Background

- Best practice for diversity, equity, and inclusion
- Who is accessing services, or providing feedback
- Identify gaps
- Surveys and program intake tools
- Not consistent

Purpose

- Standardize demographic questions for use across the organization
- Council of Medical Officers of Health and Niagara Region Public Health and Emergency Services have endorsed a set of questions
- Can these questions be used across the rest of the organization?

Examples

- 2021 Diversity, Equity, and Inclusion Community survey
- 2021 Employee Engagement survey
- 2022, 2023 Niagara Employment Inventory
- 2023, 2024 Advisory Committee applications
- 2024 Children's Services Engagement survey
- Public Health and Emergency Services intake tools
- Job applicants

Considerations

- Consistency and comparison
- Disclaimer
- Confidential
- Voluntary
- Data use
- Data storage and access

Race

Which race category(ies) best describes you? *(Select all that apply)*

- a. Asian (East): Chinese, Japanese, Korean, Taiwanese, etc. descent
- b. Asian (South): Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc. descent
- c. Asian (South East): Cambodian, Indonesian, Filipino, Thai, Vietnamese descent
- d. Black: African, Afro-Caribbean, African-Canadian descent
- e. Indigenous: First Nation, Métis, Inuit descent
- f. Latino/Latina: Latin American, Hispanic, Argentinian, Chilean, etc. descent
- g. Middle Eastern: Arab, Persian, West Asian descent e.g. Afghan, Egyptian, Iranian, Lebanese, Turkish, etc.
- h. White: European descent (e.g. English, Italian, Portuguese, Russian)
- i. Not listed, please specify: _____
- j. Do not know
- k. Prefer not to answer

Time in Canada

Were you born in Canada?

- a. Yes
- b. No
- c. Do not know
- d. Prefer not to answer

If no, How long have you lived in Canada?

- a. 0 to 5 years
- b. 6 to 10 years
- c. More than 10 years
- d. I do not currently live in Canada
- e. Prefer not to answer

Disability

Do you live with or identify as having a disability or chronic health concern? (Select all that apply)

- a. No chronic health concern or disability
- b. Blindness or low vision
- c. Deaf, deafened or hard of hearing
- d. Developmental or cognitive disability
- e. Learning disability
- f. Mental health disability
- g. Mobility disability
- h. Physical, coordination, manual dexterity, or strength
- i. Physical/chronic illness and/or pain
- j. Speech and language disability
- k. Substance (over)use or dependence
- l. Not listed, please specify: _____
- m. Do not know
- n. Prefer not to say

Sexuality

What best describes your sexual orientation? Sexual orientation is a person's emotional, physical, romantic and/or sexual attraction to other people. *(Select all that apply)*

- a. Bisexual
- b. Gay
- c. Heterosexual or Straight
- d. Lesbian
- e. Queer
- f. Two-Spirit
- g. Don't know
- h. Not listed, please describe: _____
- i. Prefer not to answer

Gender

What is your gender? Gender refers to current gender which you identify with. It may be different from sex assigned at birth and may be different from what is indicated on legal documents. (Select all that apply).

- a. Man/Boy - people who identify their gender as such, regardless of sex assigned at birth
- b. Non-binary - an umbrella term referring to people who do not identify with the gender binary of woman/man, and can include gender fluid, gender-queer, androgynous
- c. Trans man - a person whose sex assigned at birth is female and identifies as a man
- d. Trans woman - a person whose sex assigned at birth is male and identifies as a woman
- e. Two-Spirit – an Indigenous person who identifies with both man and woman gender identities
- f. Woman/Girl - people who identify their gender as such, regardless of sex assigned at birth
- g. Not listed, please specify: _____
- h. Do not know
- i. Prefer not to answer

Pronouns

What pronoun(s) do you use? (Select all that apply).

- a. She/Her
- b. He/Him
- c. They/Them
- d. Not listed, please specify: _____
- e. Do not know
- f. Prefer not to answer

Housing

What is your current housing situation? (Select one only)

- a. Home-owner
- b. Renting
- c. Permanently live with parent or other family member
- d. Temporarily staying with others (no fixed address)
- e. Homeless (staying outside, shelter, etc.)
- f. Not listed, please describe: _____
- g. Do not know
- h. Prefer not to answer

Income – Part One

What was your total household income before taxes last year? Income can come from various sources such as from work, investments, pensions or government. (Select one only)

- a. \$0 to \$29,999
- b. \$30,000 to \$49,999
- c. \$50,000 to \$69,999
- d. \$70,000 to \$99,999
- e. \$100,000 to \$149,999
- f. \$150,000 or more
- g. Do not know
- h. Prefer not to answer

Income – Part Two

We also know that income is impacted by the number of people supported by that income. The more people, the more stretched the income will be. So as part of asking about your income, **can you let us know, including yourself, how many people live in your household on a regular basis?** (Select from drop down list of numbers)

- a. Do not know
- b. Prefer not to answer

Education

What is the highest level of formal education that you have completed?
(*Select one only*)

- a. Grade 8 or less
- b. Some high school
- c. High school diploma or equivalent
- d. Registered Apprenticeship or other trades certificate or diploma
- e. College, CEGEP or other non-university certificate or diploma
- f. University certificate or diploma below bachelor's level
- g. Bachelor's degree
- h. Post graduate degree above bachelor's level
- i. Do not know

Language

What is your preferred language for receiving services?

- a. English
- b. Spanish
- c. Turkish
- d. French
- e. Arabic
- f. Ukrainian
- g. Hindi
- h. Italian
- i. Dutch
- j. German
- k. Not listed, please specify: _____
- l. Do not know
- m. Prefer not to answer

Other Questions - Religion

Please indicate your religious or spiritual affiliation. Select all that apply.

- a. Agnostic
- b. Atheist
- c. Buddhist
- d. Christian
- e. Hindu
- f. Indigenous Spirituality
- g. Jehovah's Witness
- h. Jewish
- i. Mormon
- j. Muslim
- k. Protestant
- l. Roman Catholic
- m. Seventh-Day-Adventist
- n. Sikh
- o. Not listed, please specify: _____
- p. No religious affiliation
- q. Prefer not to answer

Other Questions

- Age
- Municipality

Summary Question

Do you identify as a member of any the following demographic groups? Select all that apply.

- a. Francophone
- b. New immigrants (have lived in Canada 5 years or less)
- c. 2SLGBTQQIA+ individuals
- d. Seniors/older adults
- e. Individuals living with low income
- f. Individuals experiencing homelessness
- g. Post-secondary students/youth
- h. Prefer not to answer

Thoughts or Questions?

- What are your thoughts?
- Is anything missing?
- Any cautions for standardizing questions across the organization?

Thank You!

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