

# DIVERSITY Census

April 2017

To all members,

The City of London was one of five Canadian municipalities selected to participate in **Diverse Voices for Change** (DV4C), a three-year initiative (2016-2018) of the Federation of Canadian Municipalities (FCM). The City of London was also a participant in DV4C's predecessor program, FCM's Head Start Initiative.

**Diverse Voices for Change** (DV4C) is aimed at strengthening the capacity of municipalities to increase the number of women across diverse communities who are actively informed by and engaged in municipal decision making processes.

#### **Roles & Responsibilities:**

As in all communities, the City of London's DV4C initiative is led by a Working Group which includes women from diverse backgrounds. The Working Group is responsible for providing oversight and leadership to all City of London activities related to the DV4C program.

The Working Group is currently comprised of the following individuals:

- Councillor Harold Usher
- Councillor Maureen Cassidy
- Shawna Lewkowitz (Women & Politics)
- Dharshi Lacey (Pillar Nonprofit Network)
- Mary Alikakos (Chippewa of the Thames First Nations)
- Yenny Medina (London-Middlesex Immigration Partnership)
- Kinga Koltun (staff support)
- Kate Graham (staff support)

#### **City of London Objectives:**

With Council direction, the City of London applied to be a part of DV4C program because it provides an opportunity to collaborate with, and learn from, other Canadian municipalities in effort to increase the participation of women from diverse communities in municipal government.

City Council has established the following as the objective for London's participation in DV4C:

To increase the representation of women, particularly women from diverse backgrounds, on City of London advisory committees and the governance bodies of City of London agencies, boards and commissions.



In order to better understand the existing diversity of the City of London Advisory Committees and the governance bodies of City of London's Boards and Commissions we will be conducting a confidential and voluntary Diversity Census during your upcoming March meeting.

The Diversity Census will be administered by a third party, Turner Consulting Group. It is completely anonymous and does not collect any identifying information. The administration of the Diversity Census is guided by the attached Confidentiality Fact Sheet.

An online version of the survey will also be available. If you choose to complete the survey online you will be sent an email with a link to the survey. Should you choose to complete the online survey, please complete the permission form at the end of this document to allow us to release your email address to the vendor.

It will be important for us to have high participation to give us reliable data to work with. We hope you will take few minutes and be counted in our Diversity Census.

## Section A: Consent & Acknowledgement

The Diversity Census is voluntary, but the more members participate, the more accurate a snapshot we will have of our Advisory Committees, Boards and Commissions. If you participate you may choose to answer any question.

By answering the Diversity Census questions, you agree to allow us to review the information you provide, along with the responses of other members.

The personal information collected on this census is collected pursuant to the Municipal Act, 2001, and the Ontario *Human Rights Code*, s. 14(1). The information collected will be used to gain an understanding of the current makeup of the City of London's Advisory Committees, Boards and Commissions and how it compares to the diversity of the residents in London. Personal information will not become part of the public record. Generalized data may form part of a report presented to City Council and Federation of Canadian Municipalities.

Questions about this collection of personal information should be addressed to the Director of Community and Economic Innovation at 300 Dufferin Ave., London, ON N6A 4L9 or by telephone at 519-661-2500 ext. 5879 or email at [kgraham@london.ca](mailto:kgraham@london.ca).

### Do you wish to participate in the Diversity Census?

Yes

No



**London**  
CANADA

## Section B: Membership and Education

Please identify which Advisory Committee, Board or Commission you are a member of:

### AN ADVISORY COMMITTEE

- Accessibility Advisory Committee
- Advisory Committee on the Environment
- Agricultural Advisory Committee
- Animal Welfare Advisory Committee
- Child Care Advisory Committee
- Community Safety and Crime Prevention Advisory Committee
- Cycling Advisory Committee
- Diversity, Inclusion and Anti-  
Oppression Advisory Committee
- Environment and Ecological Planning  
Advisory Committee
- London Advisory Committee on  
Heritage
- London Housing Advisory Committee
- Transportation Advisory Committee
- Trees and Forests Advisory Committee

### BOARDS AND COMMISSIONS

- Argyle BIA Board of Management
- Covent Garden Market Corporation Board  
of Directors
- Eldon House
- Elgin Area Primary Water Supply
- Greater London International Airport  
Authority
- Housing Development Corporation
- Kettle Creek Conservation Authority
- Lake Huron Primary Water supply Systems  
Joint Management Board
- London and Middlesex Heritage Museum  
Board of Directors
- London & Middlesex Housing Corporation  
Board of Directors
- London Convention Centre Corporation
- London Downtown Business Association  
Board of Management
- London Hydro Inc.
- London Police Services Board
- London Public Library Board
- London Transit Commission
- Lower Thames Valley Conservation  
Authority
- Middlesex-London Health Unit Board
- Museum London
- Old East Village BIA Board of  
Management
- Upper Thames River Conservation  
Authority
- Western Fair Association (Bard of  
Governors & Fair Board)
- Western University Board of Governors

## EDUCATION

What is the highest level of schooling you have completed?

- Elementary school
- Some high school
- High school graduate or equivalent
- Some university
- Other, please specify: \_\_\_\_\_
- University graduate
- Some college or technical school
- College graduate/ graduate of a technical training program
- Post graduate or professional designation

## AGE GROUP

Which of the following age categories do you fall into?

- 19 years and under
- 20 to 24 years
- 25 to 29 years
- 30 to 34 years
- 35 to 39 years
- 40 to 44 years
- 45 to 49 years
- 50 to 54 years
- 55 to 59 years
- 60 to 64 years
- 65 years and over

## IMMIGRATION STATUS

Were you born in Canada?

- Yes
- No

If no, when did you come to Canada?

- In 2016 or 2017
- 2011 to 2015
- 2006 to 2010
- 2001 to 2005
- Before 2000

## Section C: Demographic Questions

### DISABILITY

A person with a disability has a long-term or recurring physical, mental, sensory, psychiatric or learning impairment. Examples of disabilities include:

- Physical or intellectual disabilities
- Co-ordination or dexterity (difficulty using hands or arms, for example, grasping or handling a stapler or using a keyboard)
- Mobility (difficulty moving around, for example, from one office to another or up and down stairs)
- Visual impairment (unable to see or difficulty seeing)
- Hearing impairment (unable to hear or difficulty hearing)
- Speech impairment (unable to speak or difficulty speaking or being understood)
- Other disability (including learning disabilities, developmental disabilities, mental or other types of disabilities)

Based on this definition, do you have a disability?

- Yes  No

If yes, please tell us which type of disability you have: (Check all that apply)

- Physical disability or mental condition (e.g. visual impairment, hearing impairment, require the use of wheelchair or guide dog or other support animal)
- Learning disability (e.g. dyslexia, attention deficit disorder)
- Mental health disability (e.g. depression, bipolar, anxiety)
- Any other disability affecting your ability to work, such as epilepsy, amputation, etc.

Please specify:

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## RACE/ETHNICITY

Please identify the race/ethnicity with which you most strongly identify (select one):

- Aboriginal/Indigenous** (e.g. member of First Nations, Métis, or Inuit)
  - Arab** (e.g. Iraqi, Lebanese, including those born in Canada and other countries)
  - Black/African** (e.g. African origin including those born in Canada and other countries such as Jamaica, Trinidad, Somalia, Nigeria, Italy, etc.)
  - East Asian** (e.g. Chinese, Japanese, Korean, including those born in Canada and other countries)
  - Latin and South American** (e.g. Mexican, Cuban, including those born in Canada and other countries)
  - South Asian/ East Indian** (e.g. Indian, Bangladeshi, Pakistani, Nepalese, Tamil, including those born in Canada and other countries such as Guyana, Trinidad, East Africa, etc.)
  - Southeast Asian** (e.g. Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese, including those born in Canada and other countries)
  - West Asian** (e.g. Afghan, Iranian, including those born in Canada and other countries)
  - White / Caucasian** (e.g. English, French, Russian, Polish, Italian, Irish, Portuguese, German, etc., including those born in Canada and other countries)
  - Mixed origin** (with parents in multiple groups listed above, including those born in Canada and other countries)
  - Other, please specify:**
- 

## RELIGION/FAITH

Please select which you mostly identify with:

- |  |  |
|--|--|
| <input type="radio"/> Aboriginal/Indigenous spirituality | <input type="radio"/> Muslim                   |
| <input type="radio"/> Buddhist                           | <input type="radio"/> Sikh                     |
| <input type="radio"/> Christian                          | <input type="radio"/> No religious affiliation |
| <input type="radio"/> Hindu                              | <input type="radio"/> Other, please specify:   |
| <input type="radio"/> Jewish                             |  |
-

## GENDER

Please indicate your gender:

- Female
- Male
- Gender non-conforming
- Transgender (male-to-female)
- Transgender (female-to-male)
- Other, please specify:

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## SEXUAL ORIENTATION

Please indicate your sexual orientation:

- Bisexual
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Other, please specify:

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**Thank you for taking the time to complete  
this survey.**

# Confidentiality Fact Sheet

## Survey of Members of City Advisory Committees, Boards & Commissions

We want you to feel comfortable and confident to participate in the Diversity Census. Here are some facts about protecting your privacy and confidentiality:

- You will not be asked to provide your name and any other identifiable information in the Census
- The Census **cannot** be traced back to any individual
- The vendor will provide a database to the City
- City staff will not know who completes the Census, only the number of people who participated and their responses.

### Our vendor

- The Census will be administered by Turner Consulting Group (TCG). You can learn more about them at [www.turnerconsultinggroup.ca](http://www.turnerconsultinggroup.ca)
- TCG is a leader in Diversity and Employment Equity consulting and has worked with leading public sector organizations since 2002
- TCG has a strong reputation in the field and will not risk their reputation by compromising anyone's privacy
- TCG has established a Data Management Policy, which has been reviewed by our legal staff and Manager of Records and Information Services.

### Completing the Diversity Census online

- You will receive an e-mail with a link to the vendor's website where the Census is available
- When completing the Census, you will be outside of the City's ITS network, so there is no way for the City to track your responses
- The vendor's online site will have SSL encryption in place to ensure data is encrypted in transit
- The electronic Census data will be housed within the vendor's secure server environment
- The vendor will not track any IP addresses
- The City's ITS division has conducted a security review of the vendor's online systems and is satisfied that all elements are in place to protect your information.

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# DIVERSITY Census

## Permission: Release of Personal Information

The personal information collected by the Diversity Census is collected under the authority of the *Municipal Act, 2001* and will be used for contact purposes. All personal information collected such as name and contact information, will not be disclosed to the public unless otherwise required by law. Questions about this collection should be addressed to the Director of Community and Economic Innovation at 300 Dufferin Ave, London, ON N6A 4L9 or by telephone at 519-661-2500 ext. 5879 or email at [kgraham@london.ca](mailto:kgraham@london.ca)

By signing this form I hereby grant permission to the City of London to release my email address to Turner Consulting Group for the purpose of sending a link to the online London's Diverse Voices for Change (DV4C) Diversity Census.

I understand that this information will be handled in a confidential manner and be destroyed after the data collection is completed on Sunday, April 30, 2017.

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Name

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Signature

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Email Address

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Date

