Division of Continuing Studies
Equity and Diversity Survey (Fall, 2011)

The University of Victoria is committed to equity, diversity and inclusion and seeks to support each of these elements in the learning environment and the campus community. The Division of Continuing Studies has prepared this survey to determine how staff perceive the current state of equity, diversity, and inclusiveness within the Division. Your feedback will help us create goals and activities for improving awareness of equity and diversity issues among all staff and stakeholders. All survey responses are completely anonymous. A full report of the findings will be made available.

Definitions:

Equity: (n)
1. The quality of being fair or impartial; fairness; impartiality.
2. Something that is fair and just.

Diversity: (n)
1. The state or fact of being diverse; unlikeness.
2. Variety; multiformity.
3. A point of difference.

Source: Dictionary.com

Questions: Please indicate the most appropriate response

1) Please identify which group you belong to:
   - CUPE 951
   - CUPE 4163
   - PEA

2) Please identify which category best suits your position status:
   - Continuing
   - Term

3) The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, members of visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University.
Based on the four categories, above, do you identify with any of the following designated groups? Check all that apply.

- Women
- Persons with disabilities
- Members of visible minorities
- Aboriginal Peoples
- Choose not to identify

4) Are you aware of the University’s equity and diversity policies?

- Yes
- No

Additional Comments:

5) The duty to accommodate is a requirement to take reasonable measures short of undue hardship to accommodate the particular needs and disabilities of employees. [web.uvic.ca/EQHR](http://web.uvic.ca/EQHR)

Are you aware that the duty to accommodate is a legal requirement?

- Yes
- No

Additional Comments:

6) Do you feel that the Division of Continuing Studies follows UVic’s equity and diversity policies?

- Yes
- No
- Unsure

Additional Comments:

7) Do you think that there are any barriers within the Division of Continuing Studies that would impact staff with a physical or mental disability? (If you answer “yes”, please comment.)

- Yes
- No
- Unsure
8) Organizations aim to respect and incorporate perspectives from all communities and are free from sexism, racism, or other discrimination. Communications.uvic.ca

To what degree do you feel such an environment exists within:

a) Your program or service unit? Always Often Sometimes Rarely Never

b) The Division of Continuing Studies? Always Often Sometimes Rarely Never

9) How comfortable do you feel discussing equity and diversity issues or questions with your direct supervisor?
   - Very comfortable
   - Somewhat comfortable
   - Uncomfortable

10) Would you make use of a resource location (virtual or real) where you could find information about equity and diversity?
    - Yes
    - No
    - Unsure

11) Please respond to the four statements below using this scale:
    1=not interested  2=somewhat interested  3=interested  4=very interested
I would like to see DCS offer workshops on the following:

Creating an inclusive and respectful work environment
1  2  3  4

How to do an equity/preferential hire
1  2  3  4

Cultural intelligence and strategic intercultural communication
1  2  3  4

Disability and inclusion awareness
1  2  3  4

Additional Comments:

12) Would you attend workshops/sessions presented in the Division of Continuing Studies on different equity and diversity topics?
   • Yes
   • No
   • Unsure

Additional Comments:

13) Would you like to see events (i.e. seminars, talks, roundtable discussions) organized through the Division of Continuing Studies to promote inclusiveness, as well as diversity and equity awareness?
   • Yes
   • No
   • Unsure

Additional Comments:
Thank you for completing this survey. Survey results and recommendations will be available via an upcoming announcement from the Dean of Continuing Studies.