

DEMOGRAPHIC INFORMATION

This final section of the survey contains demographic questions that are asked of all BC public servants. These questions help inform who the BC Public Service is as an employer and assist in creating a more inclusive workplace for all. Diversity is strongly valued and understanding the diversity of the employees who make up our public service is important. This information can show whether the BC Public Service fully reflects all people in British Columbia and its regions, and whether more can be done to engage and support all employees in our public service.

The information you provide here will not be linked with your personnel file and will not be used to make individual personnel decisions. The data will be used only for statistical analysis and reported as aggregate percentages. The *BC Human Rights Code* and the *Charter of Rights and Freedoms* permit employers to collect the data required to plan and support special programs, like employment equity. All provisions of the *BC Freedom of Information and Protection of Privacy Act* apply.

87. Which of the following genders do you most closely identify with? *Select one of the following.*

- ☐ Female
- ☐ Male
- ☐ Transgender
- ☐ Prefer to self-describe:

88. As with the other questions in this demographic section, the question below is being asked in order to support the BC Public Service's commitment to being an inclusive employer, including people on the LGBTQ2S+ spectrum.

The information you provide here will not be linked with your personnel file and will not be used to make individual personnel decisions. The data will be used only for statistical analysis and reported as aggregate percentages.

Do you self-identify as a person on the LGBTQ2S+ (Lesbian, Gay, Bisexual, Trans, Queer, Two Spirit, and other) spectrum?

- ☐ Yes
- ☐ No
- ☐ Prefer to self-describe:

89a. Do you identify yourself as an Indigenous person, that is, First Nations (status or non-status), Métis or Inuit?

- ☐ Yes (go to 89b)
- ☐ No (skip to 90)

89b. Which of the following Indigenous groups do you identify with?

- ☐ First Nations (status or non-status) (skip to 91)
- ☐ Métis (skip to 91)
- ☐ Inuit (skip to 91)

90. Do you consider yourself to be a member of a visible minority group?

Members of visible minorities are persons, other than Indigenous peoples, who are non-Caucasian in race. Examples of visible minority are: Chinese, South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.), Black, Filipino, Latin American, Southeast Asian (e.g., Vietnamese, Cambodian, Malaysian, Laotian, etc.), Arab, West Asian (e.g., Iranian, Afghan, etc.), Korean, Japanese, or person of mixed origin (with one parent in one of the visible minority groups listed above).

- ☐ Yes
- ☐ No

91. Do you consider yourself to be a person with a disability?

The Federal Employee Equity Act defines persons with disabilities as persons who have a persistent physical, mental, psychiatric, learning or sensory impairment and as a result experience specific and serious barriers to employment; or believe that a potential employer would likely consider them to be disadvantaged; or require work-related accommodation.

- ☐ Yes
- ☐ No