



Everyone Belongs at Thames Valley Staff Survey: Final Survey Questions

1. Where is your **primary** work location?

- Administration building (Education Centre, Leathorne, Zone Offices)
- Elementary school
- Itinerant/multiple locations - administration buildings
- Itinerant/multiple locations - schools
- Secondary school (including alternative schools & continuing education facilities)
- Not listed here (please specify): _____
- Prefer not to answer

2. What is your employee group?

- AAPSP
- CUPE 4222A
- CUPE 4222B
- CUPE 4222D
- CUPE 7575
- ETFO OT (Occasional Teachers)
- ETFO (Teachers)
- OPC (Ontario Principals Council) - Principals/Vice-Principals
- OSSTF CEI (Continuing Education Instructors)
- OSSTF CET (Continuing Education Teachers)
- OSSTF OT (Occasional Teachers)
- OSSTF PSSP (Professional Support Services Personnel)
- OSSTF (Teachers)
- Senior Administration (i.e., Managers, Superintendents, Directors)
- Not listed here (please specify): _____
- Prefer not to answer

3. What is your **primary** employment status with the Thames Valley District School Board?

- Casual, occasional, or temporary employee
- Permanent full-time employee
- Permanent part-time employee
- Not listed here (please specify): _____
- Prefer not to answer

4. In the past 12 months, have you felt your employment status is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

5. You indicated that employment status is a barrier for you. You are invited to explain further in the space below, if you wish.



6. How many years have you been employed with the Thames Valley District School Board?

Note: Include years with the Elgin County Board of Education, Middlesex County Board of Education, Oxford County Board of Education, or the Board of Education for the City of London if you were an employee in one of these boards prior to amalgamation.

- Less than 1 year
- 1 - 5 years
- 6 - 10 years
- 11 - 15 years
- 16 - 20 years
- 21 - 25 years
- 26 - 30 years
- 31 - 35 years
- 36 years or more
- Prefer not to answer

7. In the past 12 months, have you felt that the number of years that you have been employed is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

8. You indicated that years of employment is a barrier for you. You are invited to explain further in the space below, if you wish.

9. When do you plan to retire?

- Less than 1 year
- 1 - 5 years
- 6 - 10 years
- 11 - 15 years
- 16 - 20 years
- 21 - 25 years
- 26 - 30 years
- 31 - 35 years
- 36 years or more
- I have retired from and returned to work in TVDSB
- Undecided
- Prefer not to answer



10. What is your age?

- 20 years or younger
- 21 - 25 years
- 26 - 30 years
- 31 - 35 years
- 36 - 40 years
- 41 - 45 years
- 46 - 50 years
- 51 - 55 years
- 56 - 60 years
- 61 - 65 years
- 66 years or older
- Prefer not to answer

11. In the past 12 months, have you felt that your age is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

12. You indicated that your age is a barrier for you. You are invited to explain further in the space below, if you wish.

13. What education have you completed? Select all that apply.

- No certificate, diploma, or degree
- Secondary school diploma or equivalency certificate
- College certificate, diploma, or certificate of apprenticeship
- Trade certificate of qualification, Journey person, or Red Seal
- University certificate or diploma
- Undergraduate Degree
- Bachelor of Education
- Other Professional Degree (e.g., LL.B./J.D., CPA)
- Master's Degree
- Doctorate
- Prefer not to answer



14. In the past 12 months, have you felt that your education is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

15. You indicated that your education is a barrier for you. You are invited to explain further in the space below, if you wish.

16. What is your gender identity? Select all that apply.

Note: In 2012, the Ontario Human Rights Code was amended to include the categories of gender identity and gender expression to reflect the evolving language around sex and gender. Gender identity is each person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex (Ontario Human Rights Code).

- Agender
- Cisgender
- Man
- Non-binary (Genderqueer, Pangender, Genderfluid)
- Transgender
- Two-Spirit
- Woman
- Not listed here (please specify): _____
- Prefer not to answer

17. In the past 12 months, have you felt that your gender identity is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

18. You indicated that your gender identity is a barrier for you. You are invited to explain further in the space below, if you wish.



19. What is your sexual orientation? Select all that apply.

Note: Sexual orientation is a personal characteristic that forms part of who you are. It covers the range of human sexuality from lesbian and gay, to bisexual and heterosexual (Ontario Human Rights Code).

- Asexual
- Bisexual
- Gay
- Heterosexual/Straight
- Lesbian
- Pansexual/Polysexual
- Queer
- Questioning
- Two-Spirit
- Not listed here (please specify): _____
- Prefer not to answer

20. In the past 12 months, have you felt that your sexual orientation is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

21. You indicated that your sexual orientation is a barrier for you. You are invited to explain further in the space below, if you wish.

22. Do you consider yourself to be a person with a disability? If yes, what is the nature of your disability? Select all that apply.

Note: The term "disability" covers a broad range and degree of conditions. A disability may have been present at birth, caused by accident, or developed over time. There are physical, mental and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities, and other conditions (Ontario Human Rights Code). Having a disability is the perception of the individual and is not necessarily linked to official documentation. Responding to this question does not constitute notice to the employer about the existence of a condition or disability.

- | | |
|---|---|
| <input type="radio"/> No, I do not consider myself to be a person with a disability | <input type="radio"/> Neurological |
| <input type="radio"/> Yes, I do consider myself to be a person with a disability | <input type="radio"/> Pain |
| <input type="radio"/> Addiction | <input type="radio"/> Physical/Functional/Mobility |
| <input type="radio"/> Chronic Medical Condition | <input type="radio"/> Psychological/Mental |
| <input type="radio"/> Developmental/Intellectual/Cognitive Impairment | <input type="radio"/> Speech Impairment |
| <input type="radio"/> Deaf or Hard of Hearing | <input type="radio"/> Vision Impairment |
| <input type="radio"/> Learning | <input type="radio"/> Not listed here (please specify): _____ |
| <input type="radio"/> Memory | <input type="radio"/> Prefer not to answer |



23. In the past 12 months, have you felt that your ability/disability is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

24. You indicated that your ability/disability is a barrier for you. You are invited to explain further in the space below, if you wish.

25. Were you born in Canada?

- No
- Yes
- Prefer not to answer

The following two questions will only appear in the survey for staff who indicate that they were not born in Canada.

26. In what year did you first come to live in Canada?

- Before 1990
- Between 1990 and 1994
- Between 1995 and 1999
- Between 2000 and 2004
- Between 2005 and 2009
- Between 2010 and 2014
- Between 2015 and 2019
- I don't know
- Prefer not to answer

27. Which of the following best describes you?

- A Canadian citizen
- A landed immigrant/permanent resident
- A refugee claimant
- A temporary worker (in Canada on a work permit)
- Not listed above (please specify): _____
- Prefer not to answer



28. In the past 12 months, have you felt that your citizenship status is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

29. You indicated that your citizenship status is a barrier for you. You are invited to explain further in the space below, if you wish.

30. Do you identify as First Nations, Métis, and/or Inuit? Select all that apply.

Note: First Nations includes Status and Non-Status.

- No
- Yes, First Nations
- Yes, Métis
- Yes, Inuit
- Yes, not listed here (please specify): _____
- Prefer not to answer

The following two questions will only appear in the survey for staff who identify as First Nations, Métis, and/or Inuit:

31. In the past 12 months, have you felt that your identification as First Nations, Métis, and/or Inuit is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

32. You indicated that your identification as First Nations, Métis, and/or Inuit is a barrier for you. You are invited to explain further in the space below, if you wish.



33. What is your ethnic or cultural origin(s)? Select all that apply.

Note: Ethnic origin refers to a person’s ethnic or cultural origins. Ethnic groups have a common identity, heritage, ancestry, or historical past, often with identifiable cultural, linguistic, and/or religious characteristics. The list provided is based on the most common ethnic origins from the 2016 Canadian Census.

- American
- Arab
- Austrian
- Belgian
- Canadian
- Chinese
- Colombian
- Croatian
- Danish
- Dutch
- East Indian
- English
- Filipino
- First Nations
- French
- German
- Greek
- Hungarian
- Iraqi
- Irish
- Italian
- Jamaican
- Korean
- Lebanese
- Maltese
- Métis
- Norwegian
- Palestinian
- Polish
- Portuguese
- Romanian
- Russian
- Scottish
- Spanish
- Swedish
- Swiss
- Syrian
- Ukrainian
- Vietnamese
- Welsh
- Not listed here (please specify): _____
- Prefer not to answer

34. In the past 12 months, have you felt that your ethnic or cultural origin(s) is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

35. You indicated that your ethnic or cultural origin(s) is a barrier for you. You are invited to explain further in the space below, if you wish.



36. Which racial identity best describes you? Select all that apply.

Note: In our society, people are often described by their race or racial background. For example, some people are considered “White” or “Black” or “East/Southeast Asian,” etc.

- Black
- East Asian
- Indigenous – First Nations, Métis, and/or Inuit
- Latin American/Latina/Latino/Latinx
- Middle Eastern
- South Asian
- Southeast Asian
- White
- Not listed here (please specify): _____
- Prefer not to answer

37. In the past 12 months, have you felt that your racial identity is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

38. You indicated that your racial identity is a barrier for you. You are invited to explain further in the space below, if you wish.

39. Do you identify as a racialized person or as a member of a racialized community?

Note: The Ontario Human Rights Commission describes communities facing racism as “racialized.” Race is a social construct. This means that society forms ideas of race based on geographic, historical, political, economic, social and cultural factors, as well as physical traits, even though none of these can be used to justify racial superiority or racial prejudice. Recognizing that race is a social construct, the Commission describes people as “racialized person” or “racialized community” instead of the more outdated and inaccurate terms “racial minority,” “visible minority,” “person of colour” or “non-White” (Ontario Human Rights Commission).

- Never
- Sometimes
- Always
- Prefer not to answer



40. In which language(s) can you communicate fluently? Select all that apply.

Note: The list provided has been adapted from the list of most common languages from the 2016 Canadian Census.

- Albanian
- American Sign Language
- Amharic
- Arabic
- Assyrian Neo-Aramaic
- Bengali
- Bosnian
- Cantonese
- Chaldean Neo-Aramaic
- Cree
- Creole/Patois
- Croatian
- Dutch
- English
- French
- German
- Greek
- Gujarati
- Hebrew
- Hindi
- Hungarian
- Italian
- Karen
- Khmer (Cambodian)
- Korean
- Kurdish
- Kurdish Kurmanji
- Low German/Plautdietsch
- Lunaape
- Malayalam
- Mandarin
- Nepali
- Ojibwe
- Oji-Cree
- Oneida
- Persian (Farsi)
- Polish
- Portuguese
- Punjabi (Panjabi)
- Romanian
- Russian
- Serbian
- Serbo-Croatian
- Somali
- Spanish
- Tagalog (Pilipino; Filipino)
- Tamil
- Thai
- Turkish
- Ukrainian
- Urdu
- Vietnamese
- Not listed here (please specify):

- Prefer not to answer

41. In the past 12 months, have you felt that your language(s) is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

42. You indicated that your language(s) is a barrier for you. You are invited to explain further in the space below, if you wish.



43. What religion, creed, spirituality, and/or belief(s) do you identify with? Select all that apply.

Note: Religion, creed, spirituality, and/or belief(s) refer to an individual's self-identification or affiliation with any religious denomination, group, or other religiously defined community or system of belief and/or spiritual faith practices (modified from the Data Standards for the Identification and Monitoring of Systemic Racism). The list of answer choices has also been adapted from the Data Standards. Additional religions, creeds, spiritualities, and beliefs have been added based on answer choices from a variety of other sources.

- I do not identify with any religion, creed, system of belief, or spirituality
- Agnosticism
- Atheism
- Bahá'í
- Buddhism
- Christianity
- Church of Christ, Scientist
- Hinduism
- Humanism
- Indigenous Spirituality
- Islam
- Jainism
- Judaism
- Rastafarianism
- Scientology
- Secular Spirituality
- Sikhism
- Unitarian Universalism
- Wicca
- Zoroastrianism
- Not listed here (please specify):

- Prefer not to answer

44. In the past 12 months, have you felt that your religion, creed, spirituality, and/or belief(s) is a barrier for you in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

Note: Regardless of how you personally identify, you may believe it is not at all a barrier, somewhat of a barrier, or a significant barrier for you.

- No, not at all a barrier
- Yes, somewhat of a barrier
- Yes, a significant barrier
- Prefer not to answer

If select somewhat and/or significant barrier:

45. You indicated that your religion, creed, spirituality, and/or belief(s) is a barrier for you. You are invited to explain further in the space below, if you wish.

46. Have you experienced any other barriers in terms of workplace equity and/or inclusion in the Thames Valley District School Board?

- No
- Yes (please explain further in the space below, if you wish):
