Diversity Matters Census: Code of Confidentiality

The Diversity Matters Census

The Diversity Matters Census is not anonymous, but the information you provide will be treated in strictest confidence. It will be used only for the purpose of developing a comprehensive employment equity plan for the University of Guelph and for complying with the Federal Contractors Program, which is based on the Federal Employment Equity Act.

The information provided on the self-identification questionnaire will be kept separate from — and will not become part of — regular personnel records. No one can request information about any individual who completed the census or how the individual answered the census.

Data Collection

You can complete the census in one of four ways:

1. Online
2. Request an electronic, accessible census at: dhrinfo@uoguelph.ca [1]
3. Request a paper copy of the census at: dhrinfo@uoguelph.ca [1]. You will be provided with a self-addressed, confidential envelope to be returned to the Office of Diversity and Human Rights (DHR) through regular inter office mail
4. Request assistance with completing the census at: dhrinfo@uoguelph.ca [1]

Use of the Data

The census data is used for employment equity purposes to improve our employment practices, which includes determining the proportion of the various occupations at the University of Guelph staffed by men and women, persons with disabilities and those who are able-bodied, aboriginal people, visible minorities (racialized people), people who identify under sexual orientation and white people. The occupational staffing patterns at the University will be compared to available date from the Canadian labour force who are qualified and geographically available to undertake such work. Only aggregated statistical summary reports will be released. No individuals will be identified.

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Links:
[1] mailto:dhrinfo@uoguelph.ca