

Western Equity Census
Letter of information
EDI-D Data Collection Group,
equitycensus@uwo.ca

The Western Equity Census collects equity, diversity, inclusion, and decolonization (EDI-D) demographic data from members of the Western community. The data helps to inform decisions related to organizational strategies, policies, and planning. Question areas include: Indigenous Identity; Racial Identity; Accessibility, Sexual Orientation; Gender Identity, Educational Attainment; Socio-Economic Status, and Sense of Belonging. Questions were created in consultation with the EDI-D Demographic Data Collection Group and members of the Western community. The data will help Western fulfill its commitments to equity, diversity, inclusion, and decolonization, by using responsible collection and analysis of personal information and data that accurately reflects the demographic composition of Western's community. Answers to these questions will help Western monitor and respond to EDI-D related trends and issues, and to report publicly on progress towards EDI-D goals. The data collected through the Western Equity Census will be used in a culturally safe, ethical, purposeful, useful, transparent, and accountable way. This information is being collected for the purposes of quality assurance and quality improvement. While the census itself is not anonymous, the data will always be reported in aggregate form only to maintain the anonymity of respondents.

Your participation is voluntary. There is no compensation for your participation, and there are also no benefits, risks, and harms to you participating in this survey.

This census is being delivered using Qualtrics and the data collected will be encrypted and safely stored on Qualtrics secure servers until October 27th, 2021 when it will be imported into My Human Resources and Student Centre and removed from Qualtrics servers.

Should you wish to revise or decline to participate before October 27, please use the survey link to make changes to your responses.

Beginning in November 2021, you may login to My Human Resources or Student Centre, select the Western Equity Census, and update your responses or decline to participate. Note that we are not able to remove responses from aggregated reports on a retroactive basis.

The University of Western Ontario collects personal information under the authority of the University of Western Ontario Act, 1982, as amended. The information collected and used for this census is related directly to and needed by the University for the purposes of ensuring an equitable, diverse, and inclusive work and learning community. While this data may be compared

with other records on human resource and student systems for the purposes of aggregate reporting, it will always be stored separately.

In keeping with the EDI-D data governance policy, an authorized representative from the following offices may be granted access to the data for the purposes outlined above:

- 1) Associate Vice President, Equity, Diversity, and Inclusion
- 2) Office of Indigenous Initiatives
- 3) Faculty Relations
- 4) Human Rights Services
- 5) Human Resources – Digital Team
- 6) Office of Registrar
- 7) Western Technology Services – WISG

If you would like more information about The Western Equity Census, or your data's privacy and security, please contact the Project Coordinator, in the Office of Equity, Diversity and Inclusion at equitycensus@uwo.ca and/or visit our website at: <https://president.uwo.ca/equity-census/>.

I have read the above letter of information and:

Yes, I would like to participate (checkbox)

No, I would not like to participate (checkbox)

