



## BRITISH COLUMBIA GOVERNMENT WORKFORCE PROFILE

«NAME»  
«ADDRESS1»  
«ADDRESS2»  
«ADDRESS3»

Dear «NAME»:

The British Columbia Government is committed to employment equity. For that reason all employees receive the following questionnaire which provides information about the diversity of our workforce.

To make sure our information is up to date, I urge you to answer the four questions below. Providing the requested information is voluntary but **you are required to return the questionnaire** so that we will know you have had the opportunity to complete it. Information about the employment equity program is included on the reverse. A stamped return envelope, addressed to BC STATS, is provided.

Thank you for helping us to ensure a fair workplace for all British Columbians.

Vince Collins  
Commissioner and Deputy Minister, Public Service Employee Relations Commission

Employee #: «IDN»

Date: «SURV\_DATE»

### Please check appropriate answer for each question below

① Do you consider yourself to be a person with a disability? *For the purposes of this survey, a person with a disability is someone who has a persistent physical, mental, psychiatric, learning or sensory impairment and as a result: experiences specific and serious barriers to employment; or believes that a potential employer would likely consider them to be disadvantaged; or requires work-related accommodation. Disabilities that are not discernible, and that require no work-related accommodation, are not included in this definition of persons with disabilities.*

1  Yes                      2  No

② Aboriginal people are persons who in Canada identify themselves to be Status Indian, Non-Status Indian, Inuit or Metis. Do you consider yourself to be an aboriginal person?

1  Yes                      ➡ Please go to question 4  
2  No                      ➡ Please proceed to next question

③ A visible minority person in Canada is someone (other than an aboriginal person as identified in the question above) who is **non-white in colour or race**, regardless of place of birth. Are you in a visible minority group?

1  Yes                      2  No

Examples of visible minority are: Chinese, Japanese, Korean, Filipino, South Asian (e.g. East Indian, Pakistani, Punjabi, Sri Lankan), South-East Asian (e.g. Cambodian, Indonesian, Laotian, Vietnamese), Arab/West Asian (e.g. Armenian, Egyptian, Iranian, Lebanese, Moroccan), Black (e.g. African, Haitian, Jamaican, Somali), Latin American (e.g. Indigenous peoples from Mexico, Peru, Colombia). Visible minority also includes an individual with a parent who is a member of one of the above groups.

④ Please indicate your gender:                      1  Male                      2  Female

## **Employment Equity in the British Columbia Public Service**

The goal of employment equity in the British Columbia Public Service is to provide equal opportunity for everyone in our province's labour force. We need to create a workforce which is representative, at all levels, of the population it serves and we need to remove barriers that deny workers employment or advancement because of factors that have nothing to do with their ability to do the job.

The purpose of this questionnaire is to gather information about the composition of the British Columbia Public Service so we can determine if the employees in the public service reflect the diversity of the population of British Columbia.

Answers to the questionnaire are collected under the confidentiality provisions of the *Statistics Act* and entered into a confidential computer database at BC STATS. The information you are providing will be used only for statistical analysis and reports. It will not appear as part of your personnel file or be used to make any individual personnel decisions.

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, such as employment equity. All provisions of the *BC Freedom of Information and Protection of Privacy Act* will apply.

### **Any questions?**

Contact the Policy Branch  
Public Service Employee Relations Commission  
Telephone: 250/387-0464 Facsimile: 250/356-6909  
E-mail: [Natasha.Caverley@gems9.gov.bc.ca](mailto:Natasha.Caverley@gems9.gov.bc.ca)