



# Demographics Survey Example

Enabling organizations to embed equity, diversity, and inclusion (EDI) across their operations.



Veza Global



# Demographics Survey



This guide is to provide an example of a demographics survey that can be used within organizations to have data to truly meet the needs of their programs and services for their employees.

Please note when collecting this data: ensure that confidentiality is exercised where this data is protected and only used as necessary to ensure accidental ramifications are avoided.

In the process of collecting this data, please review your data privacy policies and ensure your team knows how the data will be used.

**“Leaders walk on eggshells when it comes to diversity. 20 years of experience has shown us that leaders steer clear of these tough conversations partly because they have never been taught how to have these conversations.”- Dr. Michael Welp, Co-founder of White Men as Full Diversity Partners**



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## Sample Survey text and Survey

"We are committed to fostering a diverse, inclusive, and accessible work environment. We welcome and celebrate differences because we believe a multitude of perspectives fosters innovation and will help us achieve our vision. Our culture is one of belonging in which each person is accepted and valued for their individuality.

Appreciating this is the first time the company has conducted a survey of this nature, here are the definitions of the terms used when speaking about diversity, equity, inclusion and belonging"

### **Belonging**

An individual's sense of acceptance.

### **Equity**

Fair treatment, access and opportunity for all people.  
I.e. What are the barriers to getting a seat at the table?

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## **Decolonization**

Involves the process of acknowledging colonial ideologies of superiority and privilege and addressing unbalanced power dynamics.

## **Diversity**

A range of human differences such as, race, ethnicity, gender, gender identity, sexual orientation, age, social class, education, religion.

## **Diversity of Thought**

Diversity of Thought is shaped by our culture, background, experiences, personalities, the way we think, age, and education. All of these traits that make us human bring a unique perspective to the workplace and the decision-making process.

## **Inclusion**

A sense of belonging, feeling respected and valued. (I.e. Do I belong at the table?)



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## **Intersectionality**

This term, created in 1989 by professor Kimberlé Crenshaw, refers to the multitude of diverse identities that intersect for marginalized and racialized groups. For instance, an immigrant woman with a disability will need to be considered for all of the intersections they identify and live with (i.e. immigrant, woman, diverse abilities). By adopting an intersectional approach, we can see this person for their whole self.

## **LGBTBQ2S+**

Lesbian, Gay, Trans, Bisexual, Queer 2 Spirit and more.

## **Gender**

Can be referred to as the individual's identity based on cultural and social differences.

## **Sex**

A biological characteristic determined by specific sex chromosomes.

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## **Race**

A concept of identifying individuals based on their physical distinctions. In comparison, ethnicity refers to shared cultural experiences, religious beliefs, customs, dialect, or origin.

## **People with diverse abilities**

People with long-term physical, mental, or sensory impairments which can hinder the participation in society on an equal basis as others.

## **Marginalized and Racialized**

Marginalized and racialized communities refer to individuals who have traditionally not had access to economic opportunities because of discrimination or other societal barriers. Take into consideration gender, ethnicity, sexual-orientation, age, disabilities, immigration background and/or low-income status that may qualify an individual as being part of a previously excluded population.

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## Consent:

I consent to have my **anonymous** information used in this way:

Yes

No

## 1. Which of the following best describes you?

- a. Black, African, African American, African Canadian
- b. Hispanic or Latino
- c. Indigenous, Inuit, Metis, or First Nations
- d. White or Caucasian
- e. South Asian (Afghanistan, Pakistan, India, Nepal, Bhutan, Bangladesh, the Maldives and Sri Lanka)
- f. East Asian (China, Japan, Mongolia, North Korea, South Korea, and Taiwan)
- g. Multi-racial or biracial
- h. Other race/ethnicity not listed
- i. Prefer not to say



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## 2. How do you identify?

- a. Woman
- b. Man
- c. Trans
- d. Non-binary
- e. Other
- f. Prefer not to say

## 3. Do you identify as part of the LGBTQ2S+ community?

- a. Yes
- b. No
- c. Prefer not to say

## 4. Do you identify as someone who has a disability?

- a. Yes (if so, is there something we can do to accommodate your ability to work \_\_\_\_\_)
- b. No
- c. Prefer not to say

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## 5. Do you identify as someone from a marginalized and racialized community?

*Marginalized and Racialized communities refer to individuals who have traditionally not had access to economic opportunities because of discrimination or other societal barriers. Take into consideration gender, ethnicity, sexual-orientation, age, disabilities, immigration background and/or low-income status that may qualify an individual as being part of a previously excluded population.*

- a. Yes
- b. No
- c. Prefer not to say

## 6. What is the level of satisfaction with your role? We would like to hear from you on what are are doing well and what we could be doing better.

- a. Not satisfied (if you selected this, can you tell us what we can do better \_\_\_\_\_)
- b. Satisfied
- c. Very satisfied

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## 7. **What is your position level with the company?**

- a. Coordinator/Entry-level
- b. Manager/Lead
- c. Director
- d. Executive
- e. Board Member
- f. Would rather not say

Thank you for participating! Your feedback is very important to us.



# Contact Us



Don't hesitate to reach out with any questions, we're happy to support yourself and your organization!

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