

DIVERSITY AT VANCITY: DATA COLLECTION FAQs

Collection of Diversity data at Vancity

1. What is Vancity's Commitment to Diversity?

Vancity is committed to creating a welcoming, inclusive workplace and to working with people and communities to help them thrive and prosper. Diversity is integral to this commitment. Our diversity allows us to fully understand, connect to, and respond to the needs of our members and communities.

2. What is the purpose of collecting diversity data?

The purpose of collecting diversity data is to establish our current baseline for diversity at Vancity, which informs and assures that our employees are ensured equal employment opportunities and benefits. Diversity initiatives are designed to build a respectful workplace that reflects the demographics of the community in which Vancity operates.

Collecting Employee Information

3. Why does Vancity ask employees for information about whether they are members of designated groups?

We're a progressive and ethical employer and we want to lead in the areas of diversity and inclusion. We strive for an inclusive workplace that is fair for all, and that is representative of the members and communities we serve. We voluntarily do diversity programming to ensure we stay at the forefront. To do this we need to understand the current diversity of our workforce and have the data to identify potential barriers and inequities in the organization. This data, reviewed in the aggregate, is what allows us to measure and track our success, and build diversity programs that support these efforts.

Information collected will help us obtain an accurate and complete picture of the composition of our workforce. It will give us a baseline against which to measure future progress. It will help us identify areas where barriers exist so we can take action to remove them and ensure we sustain our areas of success.

4. Isn't it illegal to ask employees for this private information?

Provincially-regulated companies in BC are governed by the Human Rights Code, which prohibits discrimination on the basis of gender, race, sexual orientation, gender identity, ethnicity and certain other grounds. The BC Human Rights Code allows employers to gather this information to remedy historical discrimination.

Under this Code, it is legal to implement a program that has, as its objective, the enrichment of conditions of individuals or groups who are (or were) disadvantaged because of race, gender, colour, ancestry, place of origin, physical or mental disability, sexual orientation or gender identity.

5. What will Vancity do with the data?

The data will be used to build our Diversity and Inclusion programs, and help us understand:

- Our diversity overall, to ensure we reflect our local communities
- Our diversity within our organization, to ensure diversity is reflected throughout all levels of Vancity.

6. Is this confidential?

Vancity recognizes the importance of respecting the privacy of our employees, and keeping this information completely confidential.

The data will be compiled in summary form, showing numbers and overall trends only, and will be used by Human Resources to guide diversity programming. No data will ever be published that could allow for a specific individual to be identified, and managers cannot view diversity data; employees have access to their own diversity data, and no one else's.

7. What if I don't want to self-identify?

We ask everyone to participate; however, you have no obligation to disclose this data. Choosing to self-identify or not self-identify in no way impacts your personal employment opportunities at Vancity.

**8. Why is Vancity collecting information only about these groups?
Aren't diversity and inclusion important for others as well?**

Many groups have faced discrimination for different reasons. However, to help us compare Vancity to similar organizations, as a starting point we are using the diversity group definitions that are widely used in the industry.

We strive to be a progressive employer on all fronts and will continue to implement programming that supports all designated protected groups under human rights legislation.

9. What if I'm a member of more than one group or have a mixed background?

If you are a member of more than one diversity group then you can click "yes" for more than one group (for example if you are a member of a visible minority group and you have a disability you would identify in both groups). If you are of mixed heritage with parents who are from several cultural backgrounds, we encourage you to self-select based on your own sentiments of identification.

10. What is included in the LGBTQ+/2S category?

This includes lesbian, gay, bisexual, transgender, gender non-binary, queer+, and [Two-Spirit](#) people. The '+' sign includes anyone else along the gender or orientation spectrum who doesn't identify as straight or [cisgender](#).

Definitions of the four designated groups

INDIGENOUS PEOPLES

Indigenous peoples refers to the original peoples of Canada, being of First Nations, Inuit or Métis descent, each of which has unique histories, languages, cultural practices and spiritual beliefs.

LGBTQ+/2S

LGBTQ+/2S includes lesbian, gay, bisexual, transgender, gender non-binary, queer+, and Two-Spirit people.

PERSONS WITH DISABILITIES

People experience disabilities in different ways – visible or invisible. Some examples may include: physical disabilities, learning impairments, sensory disabilities, medical conditions and mental disorders (including depression and anxiety).

"Persons with disabilities" are defined as individuals who have a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment, and who consider themselves to be disadvantaged in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

Vancity's Perspective on "Persons with Disabilities" – Every person has an array of attributes and barriers. A disability is an individualized physical, mental, intellectual, learning or sensory condition that may present a barrier to optimum functioning. Since every person is unique this means two people with the same disability experiences it differently; one may experience limitations while another may not. Vancity offers an inclusive work environment and recognizes that accommodations are creative solutions to remove barriers that may arise from disability, allowing full workplace participation.

11. Who should identify as a person with a disability?

Employees who believe that their condition -- visible or invisible -- impacts their ability to complete activities or obligations that are considered part of their occupation should identify as a person with a disability.

12. What are some examples of disabilities?

Examples include but are not limited to:

Mental health disability – Psychiatric disorders such as major depressive disorder, anxiety disorders, schizophrenia, bipolar disorder, post-traumatic stress disorder, substance addiction.

Physical Disability – Paraplegia, multiple sclerosis, cancer, epilepsy, diabetes

Sensory Disability – Hearing loss, vision loss

Neurodevelopmental – Autism Spectrum Disorder, ADHD, Intellectual disability

Learning disorder – Dyslexia.

13. Would I consider myself a person with a disability if my condition has been accommodated at Vancity?

Yes.

14. Would I consider myself a person with a disability if my condition is invisible?

Yes.

15. Would I consider myself a person with a disability even if my condition is controlled by medication, such as Epilepsy or Diabetes?

Yes.

16. If I tell Vancity about, say, a mental health condition, will they use it against me, or will it affect my future career prospects?

It's against the law to use this information for anything other than employment planning and programming purposes. We are only asking for general information at this time ("if" you have a disability), and we are not asking for specifics about your disability. Information will only be used in the aggregate to look at global metrics and statistics.

MEMBERS OF VISIBLE MINORITY GROUPS

"Members of visible minorities" are defined as individuals, other than Indigenous peoples, who are non-Caucasian in race or non-white in colour. Members of visible minority groups include persons who were born in Canada or other countries.

17. I'm a third generation Canadian. My grandparents came from China. Why is my racial origin important?

The purpose of the question is to determine the representation of "visible minorities" – people, other than Indigenous peoples, who identify themselves as non-Caucasian in race or non-white in colour. These groups were identified by the Abella Royal Commission as experiencing patterns of disadvantage in employment.

WOMEN

18. Aren't women a designated group? Why am I not being asked for that information?

Gender information for all employees is available through our existing systems.