**From the following list, please indicate your organization's industrial classification. Please select only one category. If you are unsure which category your company falls under please refer to the**[**North American Industry Classification System**](https://www150.statcan.gc.ca/n1/en/pub/12-501-x/12-501-x2016003-eng.pdf?st=i7Rq4kNX)**.**

|  |
| --- |
| Accommodation and food services |
| Administrative and support, waste management and remediation services |
| Agriculture, forestry, fishing, and hunting |
| Arts, entertainment, and recreation |
| Construction |
| Educational services |
| Finance and insurance |
| Health care and social assistance |
| Information and cultural industries |
| Management of companies and enterprises |
| Manufacturing |
| Mining, quarry, oil and gas extraction |
| Other services (except public administration) |
| Professional, scientific, and technical services |
| Public administration |
| Real estate, rental and leasing |
| Retail trade |
| Transportation and warehousing |
| Utilities |
| Wholesale trade |
| Other (please specify): |

**The nature of your organization is best described as:**

|  |  |
| --- | --- |
| ​Private sector corporation​ | ​Municipal government​ |
| ​Federal government department/agency​ | University/college/school board |
| ​Provincial government department/agency​ | Hospital |
| Not-for-profit organization | Co-operative  |
| ​Crown corporation​ |  |

**In which Canadian regions does your organization operate?***Please select all that apply*.​

|  |  |
| --- | --- |
| ​Newfoundland and Labrador​ | ​Saskatchewan​ |
| ​Prince Edward Island​ | ​Alberta​ |
| ​Nova Scotia​ | ​British Columbia​ |
| ​New Brunswick​ | ​Yukon​ |
| ​Quebec​ | ​Northwest Territories​ |
| ​Ontario​ | ​Nunavut​ |
| ​Manitoba​ |  |

**In which region is the largest percentage of your organization's workforce located?**

**​**Newfoundland and Labrador​

​Prince Edward Island​

​Nova Scotia​

​New Brunswick​

​Quebec​

​Ontario​

​Manitoba​

​Saskatchewan​

​Alberta​

​British Columbia​

​Yukon​

​Northwest Territories​

​Nunavut​

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **How many employees are currently employed by your organization?****Fewer than 100 employees****Between 100 and 499 employees****500 or more employees****Please specify the approximate proportion (%) of employees in your organization currently under each work arrangement:**

|  | 0% (none) | 1 to 20% | 21 to 40% | 41 to 60% | 61 to 80% | 81 to 100% | Don't know |
| --- | --- | --- | --- | --- | --- | --- | --- |
| In-Person |  |  |  |  |  |  |  |
| Hybrid |  |  |  |  |  |  |  |
| Remote |  |  |  |  |  |  |  |
| Other; Please specify |  |  |  |  |  |  |  |

  |

**Collecting Self-Identification Information**

|  |  |
| --- | --- |
|  | **SELF-IDENTIFICATION**Note: Please refer to this definition for the remainder of the survey.The process by which individuals voluntarily disclose or indicate information about themselves, particularly in relation to characteristics such as gender, ethnicity, or other personal attributes. Self-identification is often used in various settings, including workplaces, government surveys, and research studies. |

**Does your organization offer opportunities to employees or job applicants to provide self-identification information?**

Yes

No

**How does your organization collect self-identification data? Select all that apply.**

During recruitment (by including self-identification questions in job application forms)

Upon hire (as part of HR onboarding process)

Employee survey (e.g., a self-id section included in an engagement survey sent to current employees)

Other. Please specify:

**For what purposes does your organization use self-identification information? Select all that apply.**

Diversity reporting

To Inform diversity and inclusion Initiatives (e.g., creating employee resource groups, mentorship, sponsorship programs, training)

To inform accessibility strategies

To inform recruitment and hiring strategies

To inform performance management and promotion initiatives

Other. Please specify:

**Please rate the degree to which your organization places priority on increasing representation of the following designated groups. (If increasing the representation of a group is not a priority in your organization, please check "Not Applicable". If you are unsure if your organization places a priority on increasing representation of these groups, please check "Don't Know").**

|  | Not a priority at all | Very Low Priority | Low priority | Moderate priority | High priority | Very high priority | Total Priority | N/A | Don’t know |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Women |  |  |  |  |  |  |  |  |  |
| Persons with Disability |  |  |  |  |  |  |  |  |  |
| Indigenous Peoples |  |  |  |  |  |  |  |  |  |
| Black Canadians, and other racialized communities |  |  |  |  |  |  |  |  |  |
| Newcomers |  |  |  |  |  |  |  |  |  |
| 2SLGBTQIA+ |  |  |  |  |  |  |  |  |  |
| Other: Please specify: |  |  |  |  |  |  |  |  |  |

**Mentoring Practices**

|  |  |
| --- | --- |
|  | **Mentoring** is a term that describes a formal or informal relationship between a mentor and mentee. The mentee may be a job seeker or an employee. Mentors often share knowledge and provide guidance to support the mentee in reaching their career goals. Most mentoring is one-on-one but group mentoring also exists. Mentoring relationships can be short in duration to longer-standing commitments, depending on the goals and design of the mentoring program. |

**Does your organization offer mentorship programming to its employees?**

Yes

No

Unsure

**What processes below best characterize your organization’s mentoring program(s)? Select all that apply.**

Career Progression: developing high-potential employees through mentoring relationships to ensure a pipeline of future leadership.

Integration of new employees: pairing mentors with new employees to help acclimatize them to the organizational culture.

Diversity and Inclusion: pairing employees from underrepresented groups with mentors to foster a sense of inclusion and support their career development.

Knowledge Management: pairing mentors with less experienced employees to ensure critical knowledge and expertise is retained in the organization.

Recruitment: pairing mentors with job seekers interested in your organization, industry, or specific job role and assisting them in their career exploration and decision-making processes.

Career Development: pairing mentors with employees interested in exploring professional growth opportunities (e.g., helping them to discover potential career paths within the organization, identify skill gaps and training opportunities).

Other. Please specify:

**How would you rate the overall effectiveness of your organization's mentoring program in terms of achieving its intended objectives?**

| Not effective at all | Very ineffective | Somewhat ineffective | Moderately ineffective | Somewhat effective | Very effective | Extremely effective | N/A | Don’t know |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |

**Is the inclusion of persons with disabilities explicitly addressed in any of your mentoring programs? For example, are there specific strategies, accommodations, or resources in place to ensure that employees with disabilities have equal access and opportunities within the mentoring framework?**

Yes. Please provide details:

No

Unsure

**What are the most pressing challenges or knowledge gaps that your company is facing regarding disability inclusion in your workplace?**

Response:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Which approach does your organization prefer for acquiring knowledge from external organizations on topics such as workplace disability inclusion? Select all that apply.**

Virtual interactive learning (e.g., workshops, group discussions)

In-person interactive learning (e.g., workshops, groups discussions)

In-person presentations (e.g., lectures, seminars)

Virtual presentations (e.g., lectures, webinars)

E-learning modules (learners complete at their own pace)

Written materials (e.g., documents, manuals, books, articles)

Multimedia content (e.g., videos, podcasts)

Other. Please specify: