

Community Survey (Draft)

Created by the Town of Orangeville Equity, Diversity and Inclusion Committee

December 2021

Introduction

This survey has been developed by the Town of Orangeville's Equity, Diversity and Inclusion Committee. Completion of this survey will help the newly formed Committee to form its objectives and areas of focus for future projects and initiatives.

This survey will take approximately twenty (20) minutes to complete.

Please note that many of the questions contain a "prefer not to answer" option, to allow survey respondents to skip questions if desired. While we will make every effort to protect your personal identity, please be advised that the overall survey results will be available for public viewing.

Completion of this survey may be upsetting, depending on individual survey respondent experience. The purpose of this survey is not to lay blame on an individual or organization, but to identify opportunities to make Orangeville more inclusive, diverse, and equitable.

For information on getting individual support, visit this link:

<https://www.ontario.ca/page/find-mental-health-support>

Self-Identification Questions

The purpose of this section is to obtain survey demographics information. Please identify if you identify as a member of any of the following groups. If you don't wish to provide this information, please select "I prefer not to answer this question" where applicable.

1. Which of the following best describes your residence?

Currently a resident of Orangeville

Currently a resident of the area surrounding Orangeville

Formerly a resident of Orangeville or the surrounding area

None of the above

2. Please identify your age group:

17 years or younger

18 - 30 years

31 - 45 years

46 - 60 years

61 years or older

I prefer not to answer this question

3. Which gender do you most identify with:

I am male

I am female

I am non-binary

I am Two-Spirit

Not listed

I prefer not to answer this question

4. Do you identify as a member of the following group:

I identify as LGBTQIA+

No, I do not identify as LGBTQIA+

I prefer not to answer this question

5. Do you identify as a member of one of the following groups:

I identify as a member of one of the the following: Catholic, Protestant, Presbyterian, Anglican, Baptist, Christian reform, other Christian denomination

I identify as a member of the Muslim faith

I identify as a member of the Hindu faith

I identify as a member of the Jewish faith

I identify as a member of the Buddhist faith

No, I do not identify as a member of any of the above groups

I prefer not to answer this question

6. Do you identify as a member of one of the following race groups:

Arab

Black

Chinese

Filipino

Indigenous (e.g. First Nations, Métis, Inuk/Inuit)

Japanese

Korean

Latin American

South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)

Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)

West Asian (e.g., Iranian, Afghan, etc.)

White

Another race category not described above

I prefer not to answer this question

7. Do you identify as a member of the following group:

I identify as a person with a disability

No, I do not identify as a person with a disability

I prefer not to answer this question

8. What is the highest level of education you have completed?

Less than high school

High school or equivalent (GED)

Registered Apprenticeship, trades, or other certificate

College, CEGEP, University or other diploma

College or University Degree

Graduate/Professional Education

I prefer not to answer this question

9. What is your current employment status?

Employed

Self-Employed

Not employed and looking for employment

Not employed and not looking for employment

Student

Retired

I prefer not to answer this question

Experience Questions

This section asks you to identify if you're ever personally experienced discrimination in a public setting in Orangeville, or the surrounding area. In this section, discrimination is defined in the context of when a person was made to feel unwelcome or unwanted because of race, religion, culture, disability, age, gender, or other circumstance. Discrimination can include but is not limited to *physical assault, sexual harassment, threatening behaviour, verbal abuse, hate speech, insulting comments or actions, barriers to participation, teasing, mocking and/or bullying*.

Note: we will differentiate between "intentional" and "unintentional" discrimination in this section.

An "intentional" act would be a message, statement, or action, that made you feel unwelcome and targeted by the perpetrator.

An "unintentional" act would be a circumstance where you were made to feel unwelcome, but it was perhaps not deliberate on the part of the perpetrator.

10. Generally, how safe/comfortable do you feel in Orangeville to express your personal identity, on a scale of 1 to 5? (1 = not safe or comfortable at all, 5 = highly safe and comfortable)

1

2

3

4

5

11. For local employees/business owners: generally, how safe/comfortable do you feel at your workplace to express your personal identity, on a scale of 1 to 5? (1 = not safe or comfortable at all, 5 = highly safe and comfortable)

1

2

3

4

5

N/A - do not work in Orangeville / not currently working

12. For local students: generally, how safe/comfortable do you feel at your school to express your personal identity, on a scale of 1 to 5? (1 = not safe or comfortable at all, 5 = highly safe and comfortable)

1

2

3

4

5

N/A - not a student / not enrolled in an Orangeville school

13. Have you ever personally experienced intentional, overt discrimination (for any reason) in a public setting? If you believe you've experienced unintentional discrimination, please select "no" (this will be addressed in another question).

Yes, I have experienced overt, intentional discrimination in a public setting

No, I have never experienced this.

I prefer not to answer this question

14. If you answered “yes” to Question 13, please select the basis of the discrimination (select all that apply):

Race
Ethnicity
Indigenous Identity
Gender
Gender Identity
Gender Expression
Sexual Orientation
Religion
Age
Ability/Disability
Mental Health
Education
Income Level
Rural Location
Housing Status
Other, please specify: _____
Prefer not to answer

15. If you answered “yes” to Question 13, please identify where you experienced the intentional discrimination. Please select all that apply.

Public facility such as an arena, library, or other Town-owned facility
Restaurant
Grocery store, other retail store, or shopping mall
Parking lot
Outdoor setting such as a street, sidewalk, or crosswalk, park or soccer field
Public Washroom
Healthcare setting
Police or justice system setting
My workplace
Locally-based social media platform
Other public setting

16. If you feel comfortable doing so, could you provide some examples of the experiences referenced in Question 13?

--

17. Have you ever experienced discrimination that was perhaps *unintentional*, in a public setting?

Yes, I have experienced unintentional discrimination.

No, I have never experienced any of this.

I prefer not to answer

18. If you answered “yes” to Question 17, please select the basis of the discrimination (select all that apply):

Race

Ethnicity

Indigenous Identity

Gender

Gender Identity

Gender Expression

Sexual Orientation

Religion

Age

Ability/Disability

Mental Health

Education

Income Level

Rural Location

Housing Status

Other, please specify: _____

Prefer not to answer

19. If you answered “yes” to Question 17, please identify where you experienced the unintentional discrimination. Please select all that apply.

Public facility such as an arena, library, or other Town-owned facility

Restaurant

Grocery store, other retail store, or shopping mall

Parking lot

Outdoor setting such as a street, sidewalk, or crosswalk, park or soccer field

Public Washroom

Healthcare setting

Police or justice system setting

My workplace

Locally-based social media platform

Other public setting

20. If you feel comfortable doing so, could you provide some examples of the experiences referenced in Question 17?

--

21. Have you ever witnessed *intentional* discrimination in Orangeville?

Yes

No

22. If you answered “yes” to Question 21, please select the basis of the discrimination (select all that apply):

Race

Ethnicity

Indigenous Identity

Gender

Gender Identity

Gender Expression

Sexual Orientation

Religion

Age

Ability/Disability

Mental Health

Education

Income Level

Rural Location

Housing Status

Other, please specify: _____

Prefer not to answer

23. If you answered “yes” to Question 21, please identify where the incident occurred.

Please select all that apply.

Public facility such as an arena, library, or other Town-owned facility

Restaurant

Grocery store, other retail store, or shopping mall

Parking lot

Outdoor setting such as a street, sidewalk, or crosswalk, park or soccer field

Public Washroom

Healthcare setting

Police or justice system setting

Their workplace

Locally-based social media platform

Other public setting

24. If you feel comfortable doing so, could you provide some examples of the experiences referenced in Question 21?

25. Have you ever witnessed *unintentional* discrimination in Orangeville?

Yes

No

26. If you answered “yes” to Question 25, please select the basis of the discrimination (select all that apply):

Race

Ethnicity

Indigenous Identity

Gender

Gender Identity

Gender Expression

Sexual Orientation

Religion

Age

Ability/Disability

Mental Health

Education

Income Level

Rural Location

Housing Status

Other, please specify: _____

Prefer not to answer

27. If you answered “yes” to Question 25, please identify where the incident occurred.

Please select all that apply.

Public facility such as an arena, library, or other Town-owned facility

Restaurant

Grocery store, other retail store, or shopping mall

Parking lot

Outdoor setting such as a street, sidewalk, or crosswalk, park or soccer field

Public Washroom

Healthcare setting

Police or justice system setting

Their workplace

Locally-based social media platform

Other public setting

28. If you feel comfortable doing so, could you provide some examples of the experiences referenced in Question 25?

--

Opinions/Views/Suggestions

29. Based on your experience, please rate Orangeville on a scale of 1 - 5 with regards to how inclusive it is. (1 = not inclusive at all, 5 = highly inclusive.)

1

2

3

4

5

30. Did you know that the Town of Orangeville has an Equity, Diversity and Inclusion (EDI) Committee?

Yes

No

31. Based on your experience, which of the following areas that you feel the Town's Equity, Diversity and Inclusion Committee should focus its efforts on? Please select all that apply.

Age
Ancestry
Citizenship
Racism
Disability
Gender
Sexual orientation
Anti-Indigenous racism
Anti-Black racism
Anti-Asian racism
Anti-Semitism
Islamophobia
Economic marginalization/poverty

32. In your experience, what barriers would community members face if they wish to improve equity, diversity and inclusion in Orangeville? Please select all that apply.

Lack of awareness or education
Lack of diverse events in Orangeville
Fear of discrimination
Individual attitudes
Other barriers not listed here
No barriers

33. Are there any events or holidays that you would like to see celebrated by the general public in Orangeville? Please list them here.

34. Do you have any suggestions for the EDI Committee regarding steps to be taken within the community to address discrimination?

35. Would you be willing to be contacted by the Orangeville EDI Committee for further follow-up questions?

Yes - please provide contact information
No

Thank you for participating in the Town of Orangeville Equity, Diversity and Inclusion Committee's community survey.