

2012 Windsor Police Service Workplace Census

*****DO NOT HAND IN THIS COVER SHEET WITH YOUR CENSUS *****

Are you the sole representative of a particular ethnic community or religious group or are you part of a larger internal community that you were unaware of?

This workplace census is designed to provide the Human Rights Project Committees with reliable data with which to provide an accurate snapshot of the demographic makeup of our organization both internally (Who are we?) and externally (How do we compare with our community?). Completion of the census is voluntary.

This data will be used to

- **Verify, monitor, measure and address gaps, trends, progress and perceptions relating to staff diversity**
- **Proactively identify opportunities for improvement and growth of affinity group**
- **Help inform strategies to attract, retain, and motivate diverse, well-qualified people**
- **Improve the quality of decision making, service delivery and programming**
- **Enhance perceptions of being progressive leaders committed to diversity and inclusion, and being representative of our community**
- **Achieve organizational goals and strategic objectives.**

The questions in this census document are modelled after those found in the Census of Canada conducted in 1996, 2001, 2006 and 2011 and workplaces censuses done by other police services. This is done so that the data obtained can be compared to that of our communities and service at the local, provincial and national level.

The census is only as reliable as the data it contains. Please take your time and read each question carefully before filling in your response using a blue or black ballpoint pen. For those answers requiring a written response, please print using CAPITAL LETTERS.

The census forms are not connected together to ensure that the response sheets mix together so that no single census can be examined to make determinations about any one individual and *ensure your privacy*. With that in mind, the questions are ordered so that identifiable data clusters are not contained on any one sheet to *further ensure your privacy*.

The data being sought is being used to determine the overall make-up of our organization to make Service-wide conclusions NOT of any one individual. After data compilation, these census documents will be destroyed so that no individual comparison within individual census documents can be attempted or made. For that reason, no name, date of birth, rank, position, or work area identifiers have been asked for in this document. The only separator is between sworn (census printed on white paper) and civilian staffs (census printed on yellow paper) so that we can identify which component of our Service, if any, require measure to address gaps. ***Please ensure that you have the census of the right colour (sworn-white, civilian-yellow).***

DO NOT HAND IN THIS COVER SHEET WITH YOUR CENSUS- RETURN FOR REUSE

2012 Windsor Police Service Workplace Census

DEMOGRAPHICS		
1	What age group do you belong to?	<input type="radio"/> 24 years of age and under <input type="radio"/> 25-34 years of age <input type="radio"/> 35-44 years of age <input type="radio"/> 45-54 years of age <input type="radio"/> 55-64 years of age <input type="radio"/> 65 years of age or older <input type="radio"/> I prefer not to answer
2	Which best describes your current marital status?	<input type="radio"/> Legally married (and not separated) <input type="radio"/> Common-law (cohabitating as a couple) <input type="radio"/> Never legally married (single) <input type="radio"/> Separated, but still legally married <input type="radio"/> Divorced <input type="radio"/> Widowed <input type="radio"/> I prefer not to answer
3	What is your religion? <i>Indicate a specific denomination or religion (e.g. Roman Catholic, Ukrainian Catholic, United Church, Anglican, Lutheran, Baptist, Greek Orthodox, Jewish, Islam, Buddhist, Hindu, Sikh, etc.) even you are not currently a practising member of that group</i>	Specify one denomination or religion only <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="display: flex; gap: 5px;"> <input style="width: 20px; height: 20px;" type="text"/> </div> <div style="margin-left: 20px;"> <input type="radio"/> Agnostic <input type="radio"/> Atheist <input type="radio"/> No religion <input type="radio"/> I prefer not to answer </div> </div>

2012 Windsor Police Service Workplace Census

DEMOGRAPHICS															
4	<div style="display: flex;"> <div style="flex: 1; padding-right: 10px;"> <p>What were the ethnic or cultural origins of your grandparents?</p> </div> <div style="flex: 4; padding-left: 10px;"> <p>Specify as many origins as applicable using capital letters</p> <div style="display: flex; justify-content: space-between; margin-bottom: 5px;"> <input type="text"/><input type="text"/> </div> <div style="display: flex; justify-content: space-between; margin-bottom: 5px;"> <input type="text"/><input type="text"/> </div> <div style="display: flex; justify-content: space-between; margin-bottom: 5px;"> <input type="text"/><input type="text"/> </div> <div style="display: flex; justify-content: space-between; margin-bottom: 5px;"> <input type="text"/><input type="text"/> </div> <div style="display: flex; justify-content: space-between; margin-bottom: 5px;"> <input type="text"/><input type="text"/> </div> <div style="display: flex; justify-content: space-between;"> <input type="text"/><input type="text"/> </div> </div> </div>														
5	<div style="display: flex;"> <div style="flex: 1; padding-right: 10px;"> <p>Where were you born?</p> <p><i>Specify one response only, according to present political boundaries.</i></p> </div> <div style="flex: 4; padding-left: 10px;"> <p>Born in Canada</p> <table style="width: 100%; border: none;"> <tr> <td><input type="radio"/> Newfoundland Labrador</td> <td><input type="radio"/> Sask.</td> </tr> <tr> <td><input type="radio"/> P.E.I.</td> <td><input type="radio"/> Alberta</td> </tr> <tr> <td><input type="radio"/> N.S.</td> <td><input type="radio"/> B.C.</td> </tr> <tr> <td><input type="radio"/> N.B.</td> <td><input type="radio"/> Yukon</td> </tr> <tr> <td><input type="radio"/> Quebec</td> <td><input type="radio"/> N.W.T.</td> </tr> <tr> <td><input type="radio"/> Ontario</td> <td><input type="radio"/> Nunavut</td> </tr> <tr> <td><input type="radio"/> Manitoba</td> <td></td> </tr> </table> <hr style="border: 0.5px solid black;"/> <p>Born outside of Canada</p> <p><i>Specify country</i></p> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <input type="text"/><input type="text"/> </div> </div> </div>	<input type="radio"/> Newfoundland Labrador	<input type="radio"/> Sask.	<input type="radio"/> P.E.I.	<input type="radio"/> Alberta	<input type="radio"/> N.S.	<input type="radio"/> B.C.	<input type="radio"/> N.B.	<input type="radio"/> Yukon	<input type="radio"/> Quebec	<input type="radio"/> N.W.T.	<input type="radio"/> Ontario	<input type="radio"/> Nunavut	<input type="radio"/> Manitoba	
<input type="radio"/> Newfoundland Labrador	<input type="radio"/> Sask.														
<input type="radio"/> P.E.I.	<input type="radio"/> Alberta														
<input type="radio"/> N.S.	<input type="radio"/> B.C.														
<input type="radio"/> N.B.	<input type="radio"/> Yukon														
<input type="radio"/> Quebec	<input type="radio"/> N.W.T.														
<input type="radio"/> Ontario	<input type="radio"/> Nunavut														
<input type="radio"/> Manitoba															

2012 Windsor Police Service Workplace Census

DEMOGRAPHICS		
6	Can you speak French well enough to conduct a conversation?	<input type="radio"/> Yes <input type="radio"/> No
7	What language(s), other than English or French can you speak well enough to conduct a conversation	<input type="radio"/> None OR Specify other language(s) below <div style="display: flex; justify-content: space-between; width: 100%;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin: 2px;"></div> </div>
8	a) As of today, are you directly related to another member of the Windsor Police Service? <i>Direct relationship includes spouse, parent, sibling, and child.</i> Mark "⊗" all that apply	<input type="radio"/> No <input type="radio"/> Yes – my spouse/common-law partner works here <input type="radio"/> Yes - parent(s) works here <input type="radio"/> Yes – my sibling(s) works here <input type="radio"/> Yes – my child(ren) work here <input type="radio"/> I prefer not to answer
	b) At the time of your initial hiring, were you directly related to another member of the Windsor Police Service? <i>Direct relationship includes spouse, parent, sibling, and child.</i> Mark "⊗" all that apply	<input type="radio"/> No <input type="radio"/> Yes – my spouse/common-law partner works here <input type="radio"/> Yes - parent(s) works here <input type="radio"/> Yes – my sibling(s) works here <input type="radio"/> Yes – my child(ren) work here <input type="radio"/> I prefer not to answer

2012 Windsor Police Service Workplace Census

DEMOGRAPHICS		
9	Are you an Aboriginal person, that is, North American Indian, Métis or Inuit?	<input type="radio"/> Yes <input type="radio"/> No →Go to question 18
10	Are you a member of an Indian Band/First Nation?	<input type="radio"/> No <input type="radio"/> Yes, member of an Indian Band/First Nation ↓ Specify Indian Ban/First Nation (for example, Musqueam) <div style="display: flex; justify-content: space-between; margin-top: 10px;"> </div>
11	Do you identify your racial background as: <i>Mark "⊗" all that apply</i>	<input type="radio"/> Aboriginal Canadian <input type="radio"/> Afro-Canadian <input type="radio"/> Afro-Caribbean <input type="radio"/> Arab <input type="radio"/> Central/South American (Mexican, Ecuadorean, Peruvian, etc.) <input type="radio"/> Chinese <input type="radio"/> Filipino <input type="radio"/> Japanese <input type="radio"/> Korean <input type="radio"/> Multi-racial <input type="radio"/> North African (Libyan, Tunisian, etc.) <input type="radio"/> South Asian (e.g. Indian, Pakistani, Sri Lankan, etc.) <input type="radio"/> Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.) <input type="radio"/> West Asian (e.g. Iranian, Afghan) <input type="radio"/> White (European) Other – <i>Specify</i> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> </div>

2012 Windsor Police Service Workplace Census

DEMOGRAPHICS		
12	<p>Do you have a disability as defined by the Ontario Human Rights Code?</p> <p><i>Disability covers a broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time. There are physical, mental and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, mental health disabilities and addictions, environmental sensitivities, and other conditions.</i></p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> I prefer not to answer</p>
13	<p>What is your sexual orientation?</p>	<p><input type="radio"/> Bisexual</p> <p><input type="radio"/> Gay</p> <p><input type="radio"/> Heterosexual</p> <p><input type="radio"/> Lesbian</p> <p><input type="radio"/> Questioning</p> <p><input type="radio"/> I prefer not to answer</p>
14	<p>What is your gender?</p>	<p><input type="radio"/> Male</p> <p><input type="radio"/> Female</p> <p><input type="radio"/> Transgender</p> <p><input type="radio"/> I prefer not to answer</p>

2012 Windsor Police Service Workplace Census

WORK ACTIVITIES		
19	<p>Last week, how many hours did you spend working for pay?</p> <p><i>Include;</i> <i>Working for wages, salary, tips or commission including overtime;</i> <i>Self employed in own business, farming, etc.</i> <i>Working directly towards the operation of a family farm or business without formal pay arrangements</i></p>	<p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 14 hours</p> <p><input type="radio"/> 15 to 24 hours</p> <p><input type="radio"/> 25 to 34 hours</p> <p><input type="radio"/> 35 to 44 hours</p> <p><input type="radio"/> 45 to 54 hours</p> <p><input type="radio"/> 55 to 64 hours</p> <p><input type="radio"/> 65 to 74 hours</p> <p><input type="radio"/> 75 hours or more</p>
20	<p>How do you usually get to work?</p> <p><i>If you used more than one method of transportation, mark the one used for most of the travel distance.</i></p>	<p><input type="radio"/> Car, truck, or van – as driver</p> <p><input type="radio"/> Car, truck, or van – as passenger (carpool)</p> <p><input type="radio"/> Public transit</p> <p><input type="radio"/> Walked to work</p> <p><input type="radio"/> Bicycle</p> <p><input type="radio"/> Motorcycle</p> <p><input type="radio"/> Taxicab</p> <p><input type="radio"/> Other method</p>

2012 Windsor Police Service Workplace Census

UNPAID WORK ACTIVITIES-PERSONAL AND VOLUNTEERING

21	<p>Last week, how many hours did you spend doing the following activities:</p> <p>a) Doing unpaid housework, yard work or home maintenance for members of your household or others?</p> <p><i>Examples include: preparing meals, washing the car, doing laundry, cutting grass, shopping, household planning, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 to 29 hours</p> <p><input type="radio"/> 30 hours or more</p>
	<p>b) Looking after one or more of your own children, or the children of others, without pay?</p> <p><i>Some examples include: playing with young children, driving children to sports activities or helping with homework, talking with teens about their problems, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 14 hours</p> <p><input type="radio"/> 15 to 29 hours</p> <p><input type="radio"/> 30 to 59 hours</p> <p><input type="radio"/> 60 hours or more</p>
	<p>c) Providing unpaid care or assistance to one or more seniors?</p> <p><i>Some examples include: providing personal care to a senior family member, visiting seniors, talking with them on the telephone, assisting them with shopping, banking, taking medication, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>
	<p>d) Volunteering time to activities/services related to the WPS?</p> <p><i>Some examples include: personal time spent on VIP, police camps, sitting on boards as a police representative, police related lecturing to community groups, schools, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>
	<p>e) Volunteering time to activities/services not related to the Windsor Police Service?</p> <p><i>Some examples include: coaching, scouting, religious groups, mentoring, sitting on church/school/athletic boards/committees etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>

2012 Windsor Police Service Workplace Census

CHILDREN AND OTHER DEPENDENTS

22	<p>How many persons do you provide dependent care for?</p> <p><i>This refers to individuals who are not-self reliant and in need of support for reasons such as medical, personal care, feeding, financial, etc.</i></p>	<p><input type="radio"/> None → Stop. You have completed the census.</p> <p><input type="radio"/> 1</p> <p><input type="radio"/> 2</p> <p><input type="radio"/> 3</p> <p><input type="radio"/> 4</p> <p><input type="radio"/> 5 or more</p> <div style="display: flex; align-items: center; margin-left: 150px;"> } <p>Continue to question 22 a)</p> </div>
	<p>a) Whom do you provide dependent care for?</p> <p><i>Mark "⊗" all that apply</i></p>	<p><input type="radio"/> Child/children</p> <p><input type="radio"/> Seniors (grandparents, uncles, aunts, etc.)</p> <p><input type="radio"/> Immediate family (parents, in-laws, siblings)</p> <p><input type="radio"/> Friend</p> <p><input type="radio"/> Person with special needs</p>
	<p>b) How old are the dependents living with you?</p> <p><i>Mark "⊗" all that apply</i></p>	<p><input type="radio"/> Less than 6 years of age</p> <p><input type="radio"/> 6 to 12 years of age</p> <p><input type="radio"/> 12 to 18 years of age</p> <p><input type="radio"/> 19 to 25 years of age</p> <p><input type="radio"/> 26 to 32 years of age</p> <p><input type="radio"/> More than 32 years of age</p>
	<p>c) In the past 12 months, how often did someone else provide dependent care while you were at work</p>	<p><input type="radio"/> Never → Stop. You have completed the census.</p> <p><input type="radio"/> Always</p> <p><input type="radio"/> Most of the time</p> <p><input type="radio"/> Regularly</p> <p><input type="radio"/> Infrequently</p> <div style="display: flex; align-items: center; margin-left: 150px;"> } <p>Continue to question 22 d)</p> </div>
	<p>d) In the past 12 months, who provided care for your dependents while you were at work?</p> <p><i>Mark "⊗" all that apply</i></p>	<p><input type="radio"/> Eldercare facility</p> <p><input type="radio"/> Child care facility</p> <p><input type="radio"/> Nanny or Au pair</p> <p><input type="radio"/> Sitter/neighbour</p> <p><input type="radio"/> Spouse/partner</p> <p><input type="radio"/> Grandparent/parent</p> <p><input type="radio"/> Other (<i>specify</i>)</p> <div style="margin-top: 10px;"> <input style="width: 20px; height: 20px;" type="text"/> </div>