



Equity and Inclusion Questions – Draft Wording

Land Acknowledgement

The Ontario College of Social Workers and Social Service Workers is situated on the traditional land of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples. The College’s office is in the “Dish With One Spoon Territory”, a treaty between the Anishinaabe, Mississaugas and Haudenosaunee that bound them to share the area and protect the land in the spirit of community. We acknowledge the history of this meeting place and are grateful to have the opportunity to live and work on this land.

Today, the province of Ontario is home to many diverse First Nations, Inuit and Métis peoples. Each nation is unique in their world views, language and histories, and we continue to recognize and reflect upon the important work ahead. We ask you to join us in honouring this history and in moving forward in partnership and collaboration as we learn and unlearn together.

Commitment to Diversity, Equity and Inclusion

The Ontario College of Social Workers and Social Service Workers is committed to advancing diversity, equity and authentic inclusion. Actively addressing and challenging discrimination is a responsibility we all have. At the College we commit to this ongoing work through examining and revising organizational processes, resources and materials through the lens of diversity, equity, inclusion and belonging as well as developing additional resources and materials through this lens.

The College’s ongoing mandate is to protect the public through the regulation of social work and social service work. We must always consider and reflect upon our role as regulator with respect to the important issues of diversity, equity and inclusion. We recognize there are limitations to our ability to fully address systemic barriers within our regulatory role and the professions of social work and social service work and are committed to engaging, partnering and collaborating with other organizations committed to and actioning changes. Together we can go beyond organizational limitations for best outcomes.

Questions about Race and Ethnicity

Do you identify as First Nations, Métis and/or Inuit?

- Yes
- No
- Prefer not to answer

If yes, select all that apply.

Response options:

- Yes, First Nations
- Yes, Inuit
- Yes, Métis
- Yes, I identify with a group not listed (text box)
- Prefer not to answer



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What is your ethnic or cultural origin(s)? For example: Anishnaabe, Canadian, Chinese, Colombian, Cree, Dutch, East Indian, English, Filipino, French, German, Guyanese, Haudenosaunee, Inuit, Iranian, Irish, Italian, Jamaican, Jewish, Korean, Lebanese, Métis, Mi'kmaq, Ojibway, Pakistani, Palestinian, Polish, Portuguese, Scottish, Somali, Sri Lankan, Ukrainian, etc.

- Please list as many ethnic or cultural origins as you identify with (open text box)
- Prefer not to answer

In our society, people are often described by their race or racial background. For example, some people are considered “White” or “Black” or “East Asian,” etc. Which race category best describes you? Please indicate how you self-identify your race.

Response options:

- Black (e.g. African, African-Canadian, Afro-Caribbean)
 - Caribbean (e.g., Afro-Caribbean Guyanese, Indo-Caribbean, Jamaican, Trinidadian). If they choose Caribbean, another selection box will open up:
 - What were the racial origins of your ancestors? Select all that apply.
 - Afro-Caribbean
 - Black
 - East Asian
 - Indigenous
 - Indo-Caribbean
 - Latinx
 - South Asian
 - Southeast Asian
 - I identify with a group not listed (open text box)
 - Prefer not to answer
 - East Asian (e.g. Chinese, Korean, Japanese, Taiwanese)
 - Indigenous (e.g. First Nations, Inuit, Métis,)
 - Latinx (e.g. Hispanic, Latin American,)
 - Middle Eastern (e.g. Afghan, Arab, Egyptian, Iranian, Israeli, Kurdish , Lebanese, Persian, Turkish)
 - South Asian (e.g. Bangladeshi, Indian, Pakistani, Sri Lankan)
 - Southeast Asian (e.g. Cambodian, Filipino, Indonesian, Thai, Vietnamese)
 - White (e.g. European descent, British, French, German)
 - I identify with a group not listed (open text box)
 - Prefer not to answer
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Question about Religion and/or Spiritual Affiliation

What is your religion and/or spiritual affiliation? Select all that apply.

Response options:

- Buddhist
 - Christian
 - Hindu
 - Indigenous spirituality
 - Jewish
 - Muslim
 - Sikh
 - No religion
 - I identify with another religion or spiritual affiliation not listed (open text box)
 - Prefer not to answer
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Question about Languages Spoken

What language(s), other than English or French, can you speak well enough to conduct a conversation? Examples of Indigenous languages: Inuktitut, Kwakiutl, Michif, Mi'kmaq, Mohawk, Severn Ojibway, Plains Cree, etc. Examples of non-Indigenous languages: Arabic, Hebrew, Hindi, Mandarin, Portuguese, Spanish, etc.

Response options (select one response):

- None
 - Other language(s) — please specify (open text box):
 - Prefer not to answer
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Questions about dis(Ability)

Do you identify as a person with a (dis)Ability? Select all that apply.

Response options:

- No
- Yes, physical disability
- Yes, mental health disability
- Yes, I identify with a group not listed (open text box)
- Prefer not to answer



**If you answered "yes", please indicate which of the following best describe your disability/ies.
Check as many as apply.**

- Attention-deficit hyperactivity disorder (ADHD)
 - Autism spectrum disorder (ASD)
 - Chronic health condition (e.g., Auto-immune conditions, Crohn's disease, diabetes, cancer, etc.)
 - Concussion / head injury
 - Learning disability (LD)
 - Mental health condition (e.g., schizophrenia, depression, anxiety disorder, bipolar disorder, PTSD, etc.)
 - Mobility disability
 - Sensory disability (e.g., vision or hearing)
 - Temporary disability/injury (e.g., broken bone)
 - I identify with a disability not listed (open text box)
 - Prefer not to answer
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Questions about Gender and Sexually Diverse Inclusion

Please indicate which of the following terms best describes your gender identity. Check as many as apply.

- Genderfluid
- Genderqueer
- Man
- Nonbinary
- Questioning
- Two-Spirit
- Woman
- I identify with an identity not listed (open text box):
- Prefer not to answer

Do you identify as trans or consider yourself to be a part of a trans community?

- Yes
- No
- Not sure
- Prefer not to answer



Please indicate which of the following terms best describe your sexual orientation. Check as many as apply.

- Asexual
- Bisexual
- Gay
- Heterosexual / Straight
- Lesbian
- Pansexual
- Queer
- Questioning
- Two-Spirit
- I identify with an identity not listed (open text box):
- Prefer not to answer

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