2020 Employee Diversity Self-Identification Report

You matter.
Be counted.

Sheridan | Inclusive Communities

We would like to acknowledge that the land on which we gather has been and still is the traditional territory of several Indigenous nations, including the Anishinaabe, the Haudenosaunee Confederacy, the Wendat, the Métis, and the Mississaugas of the Credit First Nation. Since time immemorial, numerous Indigenous nations and Indigenous peoples have lived and passed through this territory.

We recognize this territory is covered by the Dish with One Spoon treaty and the Two Row Wampum treaty, which emphasize the importance of joint stewardship, peace, and respectful relationships.

Sheridan College affirms it is our collective responsibility to honour and respect those who have gone before us, those who are here, and those who have yet to come. We are grateful for the opportunity to be learning, working and living on this land.

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A Message to the Sheridan Community

Sheridan's five-year strategy - Sheridan 2024 - identifies inclusion and equity as a key pillar and enabler of the strategic plan and codifies our institutional commitment to fostering equity, diversity and inclusion.

In order to fully realize this commitment, Sheridan needed to capture baseline data of the diversity of the Sheridan community to better understand our current context in order to leverage the diversity, perspectives and lived experiences of everyone in our organization.

The census slogan, 'You Matter. Be Counted.' recognized that participating in the census makes a critical contribution to the fabric and vibrancy of our campus life by creating an opportunity to see ourselves reflected in the diversity of our community and to directly tell our Sheridan story. It asserts our firm belief that Sheridan's most valuable resource is our people and that our success is entirely dependent on the contributions, creativity and innovation of each and every employee.

Thank you for completing Sheridan's first Employee Diversity Self-Identification Census. Your contribution will drive data informed decision making and bring us closer to achieving our goal of creating a community that recognizes the dignity and worth of every person, where everyone brings their full potential and experiences to our working, learning and teaching environments. We are delighted to share the results below.

About the 2020 Employee Diversity Self-ID Report

The Employee Diversity Self-identification Census launched on April 6th, 2020, just weeks into the start of the COVID-19 pandemic in the Greater Toronto Area (GTA). Despite the interruption to operations at Sheridan, a total of 1599 employees participated in the census, a testament to our employees' commitment to building a more equitable community. The overall response rate for full-time employees was 66%, and 36% for part-time employees. The total completion rates were as follows:

- Overall employees: 51% (54% of employees participated, with 3% choosing not to complete the census)
- Full-time staff: 71%
- Full-time faculty: 61%
- Part-time faculty: 37%
- Part-time staff: 35%

This report, and the online collection of this confidential demographic information allows Sheridan to understand the diversity of the employee population based on responses to six self-identification questions: gender and gender identity, racial and ethnic background, Indigenous identity, disability, sexual orientation, and religion/faith/creed. The design of the Census questionnaire allowed employees to self-identify in more than one category, with the option of multiple responses to certain questions, to reflect the intersectionality of their identities.[1] Employees may enter or update their self-identification information anytime on an ongoing basis. While the self-identification data provides us with some information about diversity, we acknowledge that identity is complex and encompasses more than six domains. For additional information about terminology, data sources, FAQs and more, please visit the **Employee Diversity Self-ID website**.

The collection of this data:

- Provides a reflective assessment of the institution's systems, practices and culture to better understand and inform a comprehensive, in-depth, intersectional understanding of the contexts and the experiences of diverse members of our communities.
- Identifies strengths and opportunities in the recruitment and retention of employees, and in current practices to enhance learning and work environments, research excellence, creativity and innovation.

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1 Where multiple options are selected for a question, resulting in more responses than total number of respondents that answered the question, and where individual values are rounded, total percentages will fall short of or exceed 100%.

- Establishes a baseline of understanding of the representation of women, racialized people, persons with disabilities, sexual and gender diverse people, people of faith/religion/creed, and Indigenous Peoples throughout Sheridan.
- Catalyzes the development of evidence-based equity, diversity and inclusion (EDI) action plans based on identified gaps, barriers and trends to positively impact employees, the learner experience and student outcomes.
- Ensures Sheridan meets expectations set out by key government bodies and positions Sheridan to be successful in federally funded programs that require collection of this employee information as a measure of excellence.
- Provides baseline information to better engage, recognize and support the valuable contributions of diverse employees.

Employee Diversity Data

Provided for each dimension of diversity are overall employee results, along with results for each academic unit (Centre for Teaching & Learning—CTL; Continuing & Professional Studies—CAPS; Faculty of Animation, Arts & Design—FAAD; Faculty of Applied Health & Community Studies—FAHCS; Faculty of Applied Science & Technology—FAST; Faculty of Humanities & Social Sciences—FHASS; Office of Provost & Vice-President, Academic; Pilon School of Business—PSB; and Sheridan Research), and for the Student Experience and Enrolment Management unit. These units have been highlighted due to their student-facing role, in line with our commitment to being learner-focused. The President and Vice-President (PVP) Divisions (President's Office, Office of Legal Counsel, Inclusive Communities, Change, Human Resources, Finance & Administration (Facilities and IT), External Relations, and Communications) have been rolled up into 'Other Administrative Units'. Groups with small numbers have been suppressed or merged with other small groups in several instances throughout the report to ensure anonymity. Where possible, a graphic highlighting intersectionality has been provided, to acknowledge the interplay or intersections of the various groups people belong to, and their impact on shaping experiences.

Comparator Data

For each dimension of diversity, Sheridan student data as well as data from institutions in the Greater Toronto Area (GTA) have been presented for contextual and comparative purposes where available. Sources for student data (2019) vary and include PeopleSoft (gender and Indigenous identity of all enrolled students), Key Performance Indicator (KPI) Survey (collects information on disabilities, excludes 1st semester students), Entrants Survey (racial background, includes only new/incoming students) and the inaugural Student Success Survey launched in Fall 2019 (collected information on sexual orientation and religious/spiritual affiliation of 1st term students only). Data from institutions within the GTA is used to gauge how Sheridan compares alongside them, and is derived from the most recent, publicly available sources:

- Ryerson University 2018 **Employee Diversity Self-ID Report**,

- University of Toronto **Report on Employment Equity 2017 / 2018**,
- Humber College **2018 Employment Equity Report**, and
- York University 2018 **Annual Employment Equity Statistical Report**

Many factors may impact responses to questions asked by different institutions, including variations in the framing of self-identification questions, which may affect response rates between institutions. Where available, external data from Statistics Canada has also been presented alongside Sheridan data for comparative purposes. Sources include *2016 Census* – Greater Toronto Area, *2017 Canadian Survey on Disability* – Ontario, and *2011 National Household Survey* – Peel Region and the Greater Toronto Area.

Employee Engagement Responses

The Census questionnaire included two additional supplementary questions drawn from Sheridan's 2018 Employee Engagement Survey on employees' perceptions of work environments and the degree to which diversity is valued. By integrating the employee engagement questions with the information gathered on the diversity of employees, Sheridan is able to establish an in-depth, intersectional understanding of the diversity of its employees and their experience of Sheridan as a workplace. Employee engagement results have been presented for each diversity dimension.

A note about images: The original intention was to highlight the diversity of Sheridan in this report with a census-specific photoshoot, but the pandemic necessitated a shift towards using images in Widen, Sheridan's digital repository, to reflect the Sheridan population in the telling of our story.

While this report provides baseline information that can be used to catalyze the development of action plans, it does not provide analysis, interpretations, or make recommendations based on presented data. The purpose is to reflect the diversity of the Sheridan employee community at a given point in time, so that we can establish a baseline and track our progress. This data will position us to act with integrity as we consider action planning that achieves the EDI goals of our strategic plan and support Sheridan's most valuable resource – its people.

Finally, Sheridan acknowledges the support and encouragement from colleagues at other post-secondary institutions who generously shared resources and their experiences with the collection of employee diversity self-identification information. Sheridan is especially grateful to have had the opportunity to learn from colleagues at Mohawk College and Ryerson University.

Overall Representation of Sheridan Employees by Six Diversity Dimensions

- Women employees: 62%
- Racialized employees: 32%
- Indigenous employees: 1%
- Employees with disabilities: 15%
- 2SLGBTQ+ employees: 6%
- Religious/spiritual employees: 60%

Women Employees

Definition

Information on women employees was collected under the gender and gender identity category of the census. Gender can be described as the social characteristics attributed to each sex. Gender identity is each person's internal and individual experience of gender. It is their sense and expression of being a woman, a man, both, neither, or anywhere along the gender spectrum. Gender identity is fundamentally different from sexual orientation.

Representation

Women make up the largest diversity group at Sheridan at 62%.

- Women employees: 62%
- Men employees: 37%
- Prefer not to answer: 2%

Provost Portfolio

	Women employees	Men employees	Prefer not to answer
FAST	38%	62%	1%
FAAD	48%	48%	4%
PSB	55%	43%	3%
FHASS	68%	29%	3%
CAPS	71%	29%	0%
Provost Office (including Research and CTL)	74%	27%	0%
FAHCS	83%	16%	1%

Student Experience & Enrolment Management

	Women Employees	Men Employees	Prefer not to answer
Percentages	80%	19%	2%

Other Administrative Units

	Women Employees	Men Employees	Prefer not to answer
Percentages	67%	32%	1%

Intersectionality

Out of 62% of respondents who self-identify as women, 17% self-identify as having a Disability; 5% self-identify as 2SLGBTQ+; 32% self-identify as Racialized; and 1% self-identify as Indigenous.

Comparator Data: Sheridan Employees to Students

	Women	Men	Prefer not to answer
Sheridan Students	53%	47%	0%
Sheridan Employees	62%	37%	2%

Sheridan student data collected in 2019 from all enrolled students (23,159). Students were asked if they self-identify as: woman, man, trans or transgender, non-binary/gender non-conforming, other, prefer not to specify, and another identity.

Comparator Data: Sheridan Employees to GTA Institutions

GTA Institutions	Women employees
Sheridan	62%
University of Toronto	60%
Humber (full-time employees only)	58%
York U	56%
Ryerson	56%

Comparator Data: Sheridan Employees to GTA Population

- Women Sheridan Employees: 62%
- Women in the GTA: 52% (Statistics Canada 2016 Census)

Employee Engagement Statement: "I would not hesitate to recommend Sheridan to a friend seeking work."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Women Employees	4%	2%	3%	6%	38%	47%

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Men Employees	5%	2%	2%	6%	35%	51%

Employee Engagement Statement: "We have a work environment that values diverse backgrounds and ways of thinking."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Women Employees	3%	3%	5%	13%	42%	33%
Men Employees	3%	4%	4%	7%	42%	41%

Racialized Employees

Definition

The term "people of colour" or "racialized people" includes persons who are non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship. This does not include persons who self-identify as Indigenous/Aboriginal People, which was captured under a different diversity dimension.

Representation

The overall representation of racialized employees at Sheridan is 32%.

- Racialized employees: 32%
- Non-racialized employees: 64%
- Prefer not to answer: 5%

Provost Portfolio

	Racialized employees	Non-racialized employees	Prefer not to answer
FAAD	14%	80%	6%
FAHCS	34%	64%	2%
FAST	35%	60%	5%
FHASS	35%	61%	4%
CAPS	36%	63%	1%
Provost Office (including Research and CTL)	38%	61%	1%
PSB	40%	55%	5%

Student Experience & Enrolment Management

	Racialized Employees	Non-racialized Employees	Prefer not to answer
Percentages	34%	61%	5%

Other Administrative Units

	Racialized Employees	Non-racialized Employees	Prefer not to answer
Percentages	29%	67%	5%

Intersectionality

Out of 32% of respondents who self-identify as racialized, 11% self-identify as having a Disability; 4% self-identify as 2SLGBTQ+; 78% self-identify as Religious/Spiritual; and 63% self-identify as Women.

Employees Overall: Racial & Ethnic Backgrounds

- Non-Racialized: 64%
- South Asian/West Indian: 10%
- Black: 4%
- Multiracial: 4%
- Arab: 3%
- Chinese: 3%
- Latin/Hispanic: 2%
- Filipino: 1%
- Korean: 1%
- Southeast Asian: 1%
- West Asian: 1%
- No Specific Race: 1%
- Other: 1%
- Japanese: 0%
- Prefer not to answer: 5%

Comparator Data: Sheridan Employees to Students

	Racialized	Non-racialized	Other	Prefer not to answer
Sheridan Students	48%	32%	16%	0%

	Racialized	Non-racialized	Other	Prefer not to answer
Sheridan Employees	32%	64%	0%	5%

Sheridan student data collected in 2019 from only new/incoming students (3,938). Students were asked if they self-identify as: North American Indigenous, South American Indigenous, East Asian, South Asian, South East Asian, African-Black, Caribbean-Black, North American-Black, Indian-Caribbean, Latin American, Middle Eastern, European-White, North American-White, Other, prefer not to specify, and another identity.

Comparator Data: Sheridan Employees to GTA Institutions

GTA Institutions	Racialized employees
Sheridan	32%
Ryerson	34%
University of Toronto	29%
York U	26%
Humber (full-time employees only)	20%

Comparator Data: Sheridan Employees to GTA Population

- Racialized Sheridan Employees: 32%
- Racialized Peoples in the GTA: 51% (Statistics Canada 2016 Census)

Employee Engagement Statement: "I would not hesitate to recommend Sheridan to a friend seeking work."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Racialized Employees	5%	3%	4%	8%	32%	48%
Non-racialized Employees	3%	2%	2%	6%	40%	48%

Employee Engagement Statement: "We have a work environment that values diverse backgrounds and ways of thinking."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Racialized Employees	5%	7%	8%	12%	34%	34%
Non-racialized Employees	2%	2%	3%	11%	45%	37%

Indigenous Employees

Definition

An Indigenous/Aboriginal person is an individual who is recognized as "one of the Aboriginal peoples of Canada" within the meaning of section 35 of the Constitution Act, 1982, which further states that for the purposes of the Constitution, the Aboriginal peoples of Canada includes the First Nations, Inuit, and Métis peoples. In addition, we recognize that current and future employees may include people who identify as Native American.

Representation

The overall representation of Indigenous employees at Sheridan is 1%.

- Indigenous employees: 1%
- Non-Indigenous employees: 97%
- Prefer not to answer: 2%

Provost Portfolio*

	Indigenous Employees	Non-Indigenous Employees	Prefer not to answer
Percentages	1%	97%	2%

*All units (CAPS, CTL, FAAD, FAHCS, FAST, FHASS, PSB, Provost Office & Research) have been rolled up.

Student Experience & Enrolment Management

	Indigenous Employees	Non-Indigenous Employees	Prefer not to answer
Percentages	1%	97%	2%

Other Administrative Units

	Indigenous Employees	Non-Indigenous Employees	Prefer not to answer
Percentages	2%	97%	1%

Comparator Data: Sheridan Employees to Students

	Indigenous	Non-Indigenous	Prefer not to answer
Sheridan Students	1%	99%	0%
Sheridan Employees	1%	97%	2%

Sheridan student data collected in 2019 from all enrolled students (23,159). Students were asked if they self-identify as: First Nations, Inuit, Métis, or an alternative term.

Comparator Data: Sheridan Employees to GTA Institutions

GTA Institutions	Indigenous employees
Sheridan	1%
Ryerson	1%
University of Toronto	1%
York U	1%
Humber (full-time employees only)	<1%

Comparator Data: Sheridan Employees to GTA Population

- Indigenous Sheridan Employees: 1%
- Indigenous Peoples in the GTA: 3% (Statistics Canada 2016 Census)

Employee Engagement Statement: "I would not hesitate to recommend Sheridan to a friend seeking work."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Indigenous Employees	0%	0%	0%	13%	47%	40%
Non-Indigenous Employees	4%	2%	2%	6%	37%	48%

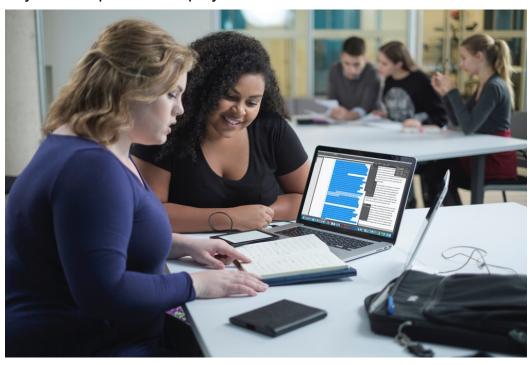Employee Engagement Statement: "We have a work environment that values diverse backgrounds and ways of thinking."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Indigenous Employees	0%	0%	0%	40%	40%	20%
Non-Indigenous Employees	3%	4%	5%	11%	42%	36%

Employees with Disabilities

Definition

Disability covers a broad range and degree of conditions, some visible and some not visible. It should be noted that the definition of disability is an evolving concept, and has been expanded to include interactions between persons with related restrictions and attitudinal and environmental barriers that hinder full, equal and effective participation in society.

Persons with disabilities have a physical, mental, emotional/psychiatric or learning disability, which may result in a person experiencing disadvantage or barriers concerning any or all aspects of employment.

Representation

The overall representation of employees with disabilities at Sheridan is 15%.

- Employees with disabilities: 15%
- Employees without disabilities: 81%
- Prefer not to answer: 4%

Provost Portfolio

	Employees with Disabilities	Employees without Disabilities	Prefer not to answer
FAST	12%	85%	3%
CAPS	13%	86%	1%
PSB	14%	82%	4%
FHASS	14%	81%	5%
Provost Office (including Research and CTL)	16%	81%	3%
FAHCS	18%	77%	6%
FAAD	18%	77%	5%

Student Experience & Enrolment Management

	Employees with Disabilities	Employees without Disabilities	Prefer not to answer
Percentages	17%	80%	3%

Other Administrative Units

	Employees with Disabilities	Employees without Disabilities	Prefer not to answer
Percentages	11%	84%	5%

Intersectionality

Out of 15% of respondents who self-identify as having a Disability, 70% self-identify as Women; 15% self-identify as 2SLGBTQ+; 23% self-identify as Racialized; and 61% self-identify as Religious/Spiritual.

Comparator Data: Sheridan Employees to Students

	Disabilities	No disabilities	Prefer not to answer
Sheridan Students	17%	72%	10%
Sheridan Employees	15%	81%	4%

Sheridan student data collected in 2019, excluding 1st semester students (total 11,266). KPI Survey asks students if they consider themselves to have a physical, intellectual, mental health or learning disability.

Comparator Data: Sheridan Employees to GTA Institutions

Institutions	Employees with disabilities
Sheridan	15%
University of Toronto	8%
Ryerson	6%
York U	4.4%

Institutions	Employees with disabilities
Humber (full-time employees only)	3%

Reports from Ryerson, York and Humber recognize there is a gap in representation of employees with disabilities. See Appendix for their definitions.

Comparator Data: Sheridan Employees to GTA Population

- Sheridan Employees with Disabilities: 15%
- People with Disabilities in the GTA: 20% (2017 Canadian Survey on Disability)

Employee Engagement Statement: "I would not hesitate to recommend Sheridan to a friend seeking work."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Employees with disabilities	3%	3%	3%	11%	42%	38%
Employees without disabilities	4%	2%	2%	5%	36%	51%

Employee Engagement Statement: "We have a work environment that values diverse backgrounds and ways of thinking."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Employees with disabilities	2%	5%	7%	17%	43%	25%
Employees without disabilities	3%	3%	4%	10%	41%	38%

2SLGBTQ+ Employees

Definition

2SLGBTQ+ is an acronym commonly used to refer to people, as a group, who identify as Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer & Questioning. The plus sign indicates a

recognition that many sexual and gender diverse people prefer other identity terms - for example, from the Census, employees who identified as pansexual, asexual, gender queer, gender non-binary or intersex. Sexual orientation is an enduring pattern of romantic or sexual attraction (or a combination of these) to persons of the opposite sex or gender, the same sex or gender, or to both sexes or more than one gender. Two-Spirit, Trans and other gender diverse identification were rolled into responses on 2SLGBTQ+ to maintain confidentiality.

Representation

The overall representation of 2SLGBTQ+ employees at Sheridan is 6%.

- 2SLGBTQ+ employees: 6%
- Other employees: 87%
- Prefer not to answer: 7%

Provost Portfolio

	2SLGBTQ+ Employees	Other Employees	Prefer not to answer
FAST	2%	91%	7%
PSB	4%	89%	7%
FAHCS	6%	87%	7%
FHASS	7%	84%	10%
Provost Office (including Research and CTL)	7%	90%	3%

	2SLGBTQ+ Employees	Other Employees	Prefer not to answer
CAPS	10%	81%	9%
FAAD	16%	73%	11%

Student Experience & Enrolment Management

	2SLGBTQ+ Employees	Other Employees	Prefer not to answer
Percentages	5%	90%	5%

Other Administrative Units

	2SLGBTQ+ Employees	Other Employees	Prefer not to answer
Percentages	3%	91%	6%

Intersectionality

Out of 6% of respondents who self-identify as 2SLGBTQ+, 34% self-identify as having a Disability; 53% self-identify as Women; 19% self-identify as Racialized; and 42% self-identify as Religious/Spiritual.

Comparator Data: Sheridan Employees to Students

	2SLGBTQ+ Community Members	Other Community Members	Prefer not to answer
Sheridan Students	27%	73%	7%
Sheridan Employees	6%	87%	7%

Sheridan student data collected in 2019 from 1st term students only (3,492). Students were asked if they self-identify as: Asexual, Bisexual, Gay / Lesbian, Heterosexual/Straight, Pansexual, Queer, Questioning, Two-spirit, Other, prefer not to specify, and another identity.

Comparator Data: Sheridan Employees to GTA Institutions

Institutions	2SLGBTQ+ Employees
Sheridan	6%
Ryerson	9%
University of Toronto	9%
York U	2.8%

Employee Engagement Statement: "I would not hesitate to recommend Sheridan to a friend seeking work."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
2SLGBTQ+ Employees	4%	2%	6%	7%	45%	35%
Other Employees	4%	2%	2%	6%	36%	50%

Employee Engagement Statement: "We have a work environment that values diverse backgrounds and ways of thinking."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
2SLGBTQ+ Employees	3%	5%	9%	18%	41%	24%
Other Employees	3%	3%	4%	10%	42%	37%

Religious/Spiritual Employees

Definition

Creed refers to religious beliefs and practices. It is defined as both a professed system and confession of faith, including both beliefs and observances of worship. Creed may also include non-religious belief systems that, like religion, substantially influence a person's

identity, worldview and way of life, such as the spiritual faiths/practices of Indigenous worldviews/ spiritualities.

Representation

The overall representation of employees who identified with having an affiliation with a religion/creed or a spiritual practice at Sheridan is 60%.

- Religious/Spiritual Employees: 60%
- Non- Religious/Spiritual Employees: 31%
- Prefer not to answer: 10%

Provost Portfolio

	Religious/Spiritual Employees	Non- Religious/Spiritual Employees	Prefer not to answer
FAAD	42%	43%	15%

	Religious/Spiritual Employees	**Non-Religious/Spiritual Employees**	**Prefer not to answer**
FHASS	57%	33%	10%
FAHCS	59%	33%	8%
CAPS	61%	27%	11%
FAST	63%	28%	8%
Provost Office (including Research and CTL)	65%	30%	5%
PSB	72%	20%	7%

Student Experience & Enrolment Management

	Religious/Spiritual Employees	**Non-Religious/Spiritual Employees**	**Prefer not to answer**
Percentages	62%	28%	10%

Other Administrative Units

	Religious/Spiritual Employees	**Non-Religious/Spiritual Employees**	**Prefer not to answer**
Percentages	61%	31%	8%

Intersectionality

Out of 60% of respondents who self-identify as Religious/Spiritual, 15% self-identify as having a Disability; 5% self-identify as 2SLGBTQ+; 63% self-identify as Women; and 41% self-identify as Racialized.

Employees Overall: Religious/spiritual affiliation

- Christian: 35%
- Non-religious/spiritual: 31%
- Islam: 6%
- Religion not specified: 4%
- Hinduism: 3%
- Multiple responses: 3%

- Agnostic: 2%
- Atheist: 2%
- Other: 2%
- Sikhism: 2%
- Buddhism: 1%
- Judaism: 1%
- African Diaspora: <1%
- Chinese Tradition: <1%
- Pagan: <1%
- Prefer not to answer: 10%

Comparator Data: Sheridan Employees to Students

	Religious/spiritual	Non-Religious/Spiritual	Prefer not to answer
Sheridan Students	69%	30%	5%
Sheridan Employees	60%	31%	10%

Sheridan student data collected in 2019 from 1st term students only (3,872). Students were asked if they self-identify with: No religion, Buddhist, Christian, Hindu, Indigenous Spirituality, Jewish, Muslim, Sikh, Other, prefer not to specify, and another religion or spiritual identity.

Comparator Data: Sheridan Employees to Peel Region Population

- Religious/spiritual Sheridan Employees: 60%
- Religious/spiritual population in Peel: 87% (Statistics Canada 2011 National Household Survey)

Employee Engagement Statement: "I would not hesitate to recommend Sheridan to a friend seeking work."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Religious/spiritual Employees	4%	2%	2%	6%	35%	51%
Non-Religious/Spiritual Employees	3%	3%	2%	6%	40%	46%

Employee Engagement Statement: "We have a work environment that values diverse backgrounds and ways of thinking."

Employees Overall	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Religious/spiritual Employees	4%	4%	5%	10%	42%	36%
Non-Religious/Spiritual Employees	2%	3%	5%	12%	42%	36%

Appendix

Institutional definitions of disabilities:

Sheridan's definition of disabilities encompasses the following terms as representative categories: Visible, Non-Visible (not readily apparent), Both, Mobility/Dexterity (e.g. arthritis, paraplegia, muscular dystrophy, spina bifida), Blind or low vision, Deaf or hard of hearing, Speech/Language (e.g. stuttering), Intellectual (e.g. fetal alcohol syndrome, Down's syndrome), Learning (e.g. dyslexia), Mental/emotional health (e.g. anxiety disorder, depression), Chronic Condition (e.g. multiple sclerosis, Crohn's, cancer, auto-immune conditions), Alternative/analogous category (please specify), and Prefer not to specify.

In 2018, **Humber** defined disabilities according to the Ontario Human Rights Code, as covering a broad range and degree of conditions. A disability may have been present at birth, caused by an accident, or developed over time.

- any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;

- a condition of mental impairment or a developmental disability;

- a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;

- a mental disorder; or

- an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

In 2018, **Ryerson** defined persons with disabilities as those who experience disadvantage in employment due to attitudes and barriers related to long-term or episodic conditions, chronic illnesses or physical, sensory, mental/ emotional health, psychiatric conditions or learning disabilities. It should be noted that the social model of disability recognizes that disability is not created by any particular medical or physical condition, but rather by societal barriers.

In 2018, **University of Toronto** defined persons with disabilities as those who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) AND

who consider themselves to be disadvantaged in employment by reason of that impairment, OR

believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

This also includes persons with disabilities who have been accommodated in their current job or workplace. Employees were able to self-identify as having a visible disability and/or a non-visible disability to capture disabilities which are non-evident or not readily apparent to others.

About the Census

Inclusive Communities Page

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