

This document shows all possible questions participants may encounter when completing the CAP Diversity Survey.

CAP Diversity Survey 2020

This survey will take 10-15 minutes to complete. All questions are voluntary. If you hover over a question block, additional information will appear in a grey text box on the right.

[Cliquez ici pour la version française de l'enquête](#)

Eligibility

If you either

(i) hold a physics degree* and are working/residing in Canada, or

(ii) are pursuing a physics degree* at a Canadian institution

then you are invited to participate in this survey.

* Please note that "physics degree" includes degrees in astrophysics, medical physics, biophysics, engineering physics, etc.

Accessibility

Please contact pic.inclusive.excellence@outlook.com if you would like to complete this survey over the phone or in another accessible format.

Thank you for your participation!
Canadian Association of Physicists



CAP Diversity Survey 2020 – Consent Form

Approved by the Dalhousie Research Ethics Board, Application #2020-5261

You are invited to take part in a research study being conducted by Kevin Hewitt, a faculty member in the Department of Physics and Atmospheric Science at Dalhousie University, and Anastasia Smolina, a graduate student at the University of Toronto.

Purpose

The purpose of the research is to quantify the overall demographics and representation of underrepresented groups in physics-related careers and academia. This survey takes a broad view of diversity to provide academia, government and industry with reliable statistics in order to measure their progress in efforts around equity, diversity and inclusion in physics-related fields.

Funding and organizational support

The study is supported and endorsed by the Canadian Association of Physicists (CAP). CAP is the voice of Canadian physics and is dedicated to highlighting achievements in Canadian physics and pursuing scientific, educational, public policy and communication initiatives that enhance the vitality of physics and physicists in Canada. Representing more than 1700 physicists working in academia, government and industry, it was established in 1945 and incorporated as a non-profit organization in 1951. Leadership to the Canadian physics community is provided through celebrating Canadian physics achievements, informing members and the public of developments in the field, raising awareness of physics among future physicists, and facilitating communication with the public and those making funding and policy decisions.

Length

If you choose to participate in this research, you will be asked to answer between 38 and 51 questions in an anonymous online survey. Taking an intersectional approach, the survey seeks information with respect to identity, age, first-in--family status, field of study, province of residence, employment and educational outcomes, income, family and child care responsibilities, culture and climate, language, and citizenship. The survey should take approximately 10-15 minutes to complete.

Participation

Your participation in this research is entirely your choice. You do not have to answer any questions that you do not want to answer (by selecting prefer not to answer), and you are welcome to stop the survey at any time if you no longer want to participate – all you need to do is close your browser. We will not include any incomplete surveys in our analyses. If you do complete the survey and you change your mind later, we will not be able to remove the information you provided as we will not know which response is yours.

Anonymity

Your responses to the survey will be anonymous. This means that there are no questions in the survey that ask for identifying details such as your name. You will be given the option to provide an email address to be notified of the survey results when they are published, but this email address will be collected and stored in a separate form that will not be linked to your survey responses in any way. All responses will be saved on CAP's account on Wufoo, which stores its data in Canada, and is backed up on a secure Dalhousie server. Only Kevin Hewitt (Dalhousie University), Anastasia Smolina (University of Toronto) and the CAP survey analysts (Adrianna Tassone and Eden Hennessey) will have access to the anonymized data.

Dissemination

We will describe and share general findings of this research in the Physics in Canada (PiC) magazine special issue *Inclusion for Excellence in the Physics community in Canada*. We will also pursue publication containing comprehensive data analysis in an appropriate journal. We will keep the anonymous survey information indefinitely as it will be used to provide annual cross-sectional comparisons. These year-over-year assessments will help determine the effectiveness of various interventions intended to improve the participation rates and climate for underrepresented groups in Physics.

Risks

You may experience some discomfort in describing the climate of your work/school environment, including discrimination and/or harassment. If you feel upset after having completed the study or find that some questions or aspects of the study were distressing, talking with a qualified clinician or counselor may help. If you are a student, you may benefit from reaching out to your university/college/CGEP counselling centre/student wellness centre. If you are a faculty member, you may benefit from reaching out to the office responsible for Human Rights and Equity services at your institution. National mental health support is also offered by the [Government of Canada](#). Local crisis services can be accessed at [this link](#).

Benefits

There will be no direct benefit to you in participating in this research. The research, however, might contribute to new knowledge on policy and practices to enhance the diversity and vitality of the Canadian Physics community. If you would like to see how your information is used, feel free to visit the CAP website [CAP website](#) or [Physics in Canada website](#) after Jan. 1, 2021.

Compensation

To thank you for your time you can choose to enter a draw for a chance to win one of five \$100 gift cards at the end of the survey (odds are 5 out of 2000 estimated participants). Your contact information for the draw (email address) will not be linked in any way to your survey responses and will be stored in a separate location.

Questions

You should discuss any questions you have about this study with Kevin Hewitt and Anastasia Smolina. Please ask as many questions as you like before or after participating by contacting us via email or phone: 902-494-2315 or Kevin.Hewitt@Dal.ca (Kevin Hewitt) and Anastasia.Smolina@mail.utoronto.ca (Anastasia Smolina).

If you have any ethical concerns about your participation in this research, you may contact Research Ethics, Dalhousie University at (902) 494-3423, or email ethics@dal.ca.

Do you consent to participate in this survey?

[No, I do not consent](#)

Section 1: Work, Education, & Personal Life

The following questions will ask about your career, education, and caregiving responsibilities.

In which province or territory do you primarily live?

- Ontario
- Québec
- British Columbia
- Alberta
- Manitoba
- Saskatchewan
- Nova Scotia
- New Brunswick
- Newfoundland and Labrador
- Prince Edward Island
- Northwest Territories
- Nunavut
- Yukon
- Outside of Canada

What best describes your current primary position? (select one)

- Undergraduate student
- Master's student
- Ph.D. student
- Post-doc
- Assistant Professor
- Associate Professor
- Professor
- Professor Emeritus
- Sessional or Adjunct Instructor
- Laboratory Technician or Demonstrator
- Daycare or elementary school teacher
- High school, CEGEP, or college teacher/professor
- Industry employee (all levels)
- Government or public service employee (all levels)
- Research Institute employee (all levels)
- Not-for-profit employee (all levels)
- Self-employed
- Unemployed
- Other

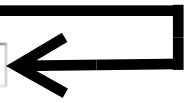


If you have several roles in your current position, please select the category that best describes the role in which you spend the majority of your work hours.

If you are part of a national research lab such as TRIUMF or SNOLAB, please select 'Research Institute'.

What best describes the position above?

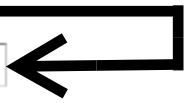
- Full Time
- Part Time
- Seasonal
- Other



This question applies to both job and study status.

Do you have any other jobs/positions?

- No, the above position is my only one
- No, but I am searching for an additional job
- Yes, I have an additional part-time job
- Yes, I have an additional full-time job
- Yes, I have an additional seasonal job
- Yes, I am also a part-time student
- Yes, I am also a full-time student
- Other



What is the highest level of education that you have completed?

- Did not complete high school
- High school, CEGEP, or GED
- Some college or university, but no degree
- 1-2 year college diploma or university degree (Diploma, Associate's)
- 3-5 year college diploma or university degree (Advanced Diploma, Bachelor's)
- Master's degree
- Ph.D.
- Professional degree (M.D., J.D. etc.)
- Post-doctoral training
- Other



For this question, please only select diplomas/degrees that have already been achieved, not those in progress.

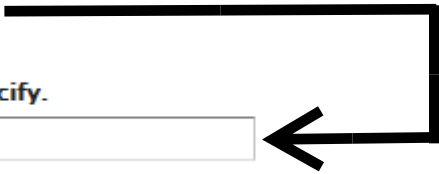




Please select one or more fields which best describe the higher education degrees you have pursued:

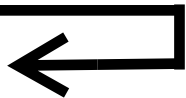
- Physics (General)
- Engineering (General)
- Mathematics & Statistics (General)
- Life Sciences (General)
- Computer Sciences (General)
- Health Sciences (General)
- Arts & Humanities (General)
- Biophysics & Soft Matter Physics
- Atmospheric & Climate Physics
- Astronomy & Astrophysics
- Medical & Health Physics
- Particle & Nuclear Physics
- Chemical Physics
- Geophysics & Earth Sciences
- Other

Please specify.



Do you plan to pursue additional education or training?

- No
- Yes - High school, CEGEP, or GED
- Yes - Some college or university courses, but no degree
- Yes - College or university certificate (<1 year)
- Yes - 1-2 year college or university degree (Diploma, Associate's)
- Yes - 3-5 year college or university degree (Advanced Diploma, Bachelor's)
- Yes - Master's degree
- Yes - Ph.D.
- Yes - Post-doctoral training
- Yes - Professional degree (M.D., J.D. etc.)
- Yes - Professional Development (non degree/diploma training specific to career)
- Unsure
- Other



Please select the highest level of education that you plan to pursue. This could include diplomas/degrees currently in progress.

Which of the following categories best describes where you primarily work/study? If you have multiple roles, please select the category that best describes where you spend the majority of your working hours.

- Government / Public Administration
- University/College - Research & Teaching
- University/College - Student
- Research Institute
- Education
- Industry
- Self-Employed
- Other



What field(s) of research do you study? Please select all that apply.

- Physics (General)
- Engineering (General)
- Mathematics & Statistics (General)
- Life Sciences (General)
- Computer Sciences (General)
- Health Sciences (General)
- Arts & Humanities (General)
- Biophysics & Soft Matter Physics
- Atmospheric & Climate Physics
- Astronomy & Astrophysics
- Medical & Health Physics
- Particle & Nuclear Physics
- Chemical Physics
- Geophysics & Earth Sciences
- Atomic, Molecular & Optical Physics
- Condensed Matter Physics
- Other

Please specify.

What best describes the area of government/public administration where you work?

- Community leadership
- Municipal / local government
- Provincial government
- National government
- International relations
- Other

If you have multiple roles, please select the category that best describes where you spend the majority of your working hours.

What best describes your field of work?

- Information Technology
- Computing
- Biotechnology
- Finance
- Manufacturing
- Materials Science
- Transportation & Warehousing
- Construction & Development
- Military & National Security
- Environment & Forestry
- Mining & Resource Extraction
- Public Health & Medicine
- Law
- Publishing & Scientific Writing
- Consulting
- Arts & Culture
- Other

What best describes the area you primarily work in?

- Pre-school or Daycare
- Elementary School
- Middle / Intermediate School
- High School / CEGEP
- Adult Education
- College
- University
- Tutoring Service or After-School Program
- Other

What is your total annual income?

Please select a category based on a pre-tax estimate rounded to the closest thousand Canadian dollars (\$1000 CAD). Please use your individual income, not household income.

DO INCLUDE

- Graduate stipends / living allowance
- Income from part-time work, including TAs or RAs
- Grants, scholarships, bursaries, or award top-ups that you keep (not pay back)

DO NOT INCLUDE

- Loans (including provincial or federal student loan programs)
- Grants, scholarships, or awards which go towards funding your stipend, you have to pay back, or that you otherwise do not get to keep

Undergraduate & graduate students should specify their income or living allowance AFTER tuition payment.

Do you have children or other dependents for whom you are a caregiver?

- No
- Yes, I am a primary (full-time) caregiver
- Yes, I am a secondary (part time or occasional) caregiver
- Unsure

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I am a caregiver for...

(Please check all that apply, or specify in 'Other'.)

- An infant <1 year old
- A toddler <4 years old
- A child between 4-13 years old
- A young adult between 14-18 years old
- An adult with a disability
- An elderly person
- 2+ infants
- 2+ toddlers
- 2+ children
- 2+ young adults
- 2+ adults with disabilities
- 2+ elderly persons
- Other

Please specify.

Caregiving can include: preparing food, cleaning, teaching, supervision, buying groceries or supplies, reading, laundry, medical care, scheduling appointments, planning and organizing, speaking to professionals. You can be a caregiver to a child, a neighbour, elderly parents, etc.

Please consider pre-Covid-19 norms when answering this question, and round to the closest hour. Note: working or studying while supervising a dependent is considered caregiving time.

How many hours a week do you normally spend on caregiving?

How much of the caregiving responsibilities do you shoulder, compared to all other primary and secondary caregivers for these dependent(s)?

- 0-19% of caregiving time and responsibilities
- 20-39% of caregiving time and responsibilities
- 40-59% of caregiving time and responsibilities
- 60-79% of caregiving time and responsibilities
- 80-99% of caregiving time and responsibilities
- 100%; I am the sole caregiver

Please consider pre-Covid-19 norms when answering this question.

COVID-19 Impact

	No longer caregiving, major decrease			Little to no change in caregiving responsibilities			Caregiving full-time, major increase
How much has Covid-19 affected your caregiving responsibilities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Section 2: Personal Experience

This section will ask about your experience within your place of work and/or study.

For the following, please select the button which most closely represents how much you agree or disagree with the statement shown.

	Strongly Disagree		Unsure/Neutral		Strongly Agree
I feel like I fit in with others in my workplace/ place of study.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
I see myself as a physicist.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

I see myself as a physicist.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
My work is respected and valued.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
When I speak up, I feel that my voice is heard.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
I am held to the same standards as others in evaluations of my work by supervisors and colleagues.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
I have to work harder than my colleagues to be perceived as a legitimate professional.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
My supervisor(s) and colleagues give me less credit than I deserve.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
I have access to experienced mentor(s) that I trust.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
My place of work or study is diverse.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
My place of work or study is equitable.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
My place of work or study is accessible.	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

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Section 2: Personal Experience

This section will ask about your experience within your place of work and/or study.

Please select the button which best represents how frequently you have encountered the behaviours described.

	Never	Once	Occasionally	Regularly	Frequently
I have read or heard insensitive comments in my workplace that I found offensive to myself or others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have witnessed somebody being treated differently or being held to different standards due to their gender, race/ethnicity, sexual orientation, or other trait.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>


**The next section will ask about experiences of harassment.
Do you want to complete this section, or would you prefer to skip it?**

- I would like to complete this section
- I would like to skip this section

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Definitions

When answering these questions please consider the following definitions, taken from Dalhousie University's Sexualized Violence Policy and Personal Harassment Policy:

"Personal Harassment" is abusive, unfair, or demeaning treatment of a person or group of persons that is known or ought reasonably to be known to be unwelcome and unwanted when: a. such treatment abuses the power one person holds over another by virtue of their employment relationship or misuses authority associated with their position of employment; b. such treatment has the effect of seriously threatening or intimidating a person, and such treatment has the effect of unreasonably interfering with a person's or a group of persons' employment or performance; c. such treatment has the effect of creating an intimidating, hostile or offensive work environment.

"Sexual Harassment" refers to: a. vexatious sexual conduct or a course of comment that is known or ought reasonably to be known as unwelcome; b. a sexual solicitation or advance made to a person by another individual where the other individual is in a position to confer a benefit on, or deny a benefit to, the person to whom the solicitation or advance is made, where the individual who makes the solicitation or advance knows or ought reasonably to know that it is unwelcome; or c. a reprisal or threat of reprisal against a person for rejecting a sexual solicitation or advance.

"Sexual Assault" refers to: a. any form of unwanted, forced or coerced sexual activity, including kissing, fondling, touching, and any kind of intercourse, that is done onto someone without their Consent; or b. any attempts or threats, by an act or a gesture, to force sexual activity onto someone, if the person committing the act had or caused person to believe the individual committing the act had the present ability to act on the attempt or threat.

Please select the button which best represents how frequently you have encountered the situations described, both in the past and present, at your current primary place of work and/or study. "Place of work/study" can include multiple physical locations or groups of people with whom you work on a regular basis.

	Never	Once	Occasionally	Regularly	Frequently
I have experienced personal harassment in my place of work/study.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know somebody else has experienced personal harassment in my place of work/study.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced sexual harassment in my place of work/study.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know somebody else has experienced sexual harassment in my place of work/study.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced sexual assault in my place of work/study.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know someone else has experienced sexual assault in my place of work/study.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Additional comments

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Section 3: Demographic Information

This information is provided on an anonymous and voluntary basis.

Age Group

- <20
- 20-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70+

Gender and Sex

- Woman
- Man
- Non-Binary
- Two-Spirit
- Genderqueer or Gender non-conforming
- Transgender
- Prefer not to say
- Prefer to self-describe

Please specify.

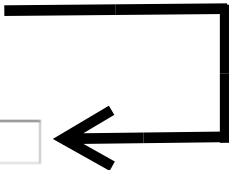
Please check one or more options that reflect your identity.

Do you consider yourself to be...

- Heterosexual / Straight
- Bisexual
- Lesbian
- Gay
- Pansexual
- Polyamorous
- Asexual
- Queer
- Questioning or Unsure
- Prefer not to say
- Prefer to self-describe

Please check all that apply.

Please specify.

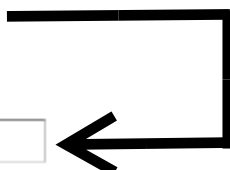


What population group(s) do you belong to?

- White
- South Asian (E.g. East Indian, Pakistani, Sri Lankan)
- Chinese
- Black
- Filipino
- Latin American
- Arab
- Southeast Asian (E.g. Vietnamese, Cambodian, Laotian, Thai)
- West Asian (E.g. Iranian, Afghan, etc.)
- Korean
- Japanese
- Aboriginal identity (E.g. First Nations, Métis, Inuk)
- Prefer not to say
- Prefer to self-describe

Please check all that apply, or specify in 'Other' if none of the labels are representative of your identity. These categories are taken from Statistics Canada's 2016 Census to allow for comparison to this population data. Details on these categories and their definitions can be found at [this link](#).

Please specify.

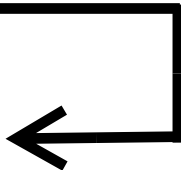


What is your religion or belief system, if any?

- Atheism
- Agnosticism
- Christianity
- Islam
- Judaism
- Buddhism
- Hinduism
- Sikhism
- Indigenous belief systems
- Questioning or Unsure
- None
- Other

Please check all that apply.

Please specify.

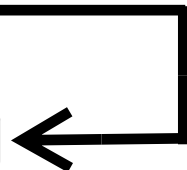


What is your first language?

- English
- French
- Indigenous language (Canada)
- Prefer not to say
- Other

Please select the first language you learned that you still speak, or specify in 'Other'.

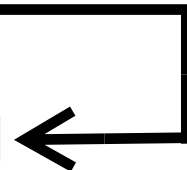
Please specify.



What is your country of birth?

- Canada
- United States
- Prefer not to say
- Other

Please specify.



What best describes your generation status?

- All of my grandparents and parents/guardians were born in Canada
- Both of my parents/guardians were born in Canada
- One of my parents/guardians was born in Canada
- Neither of my parents/guardians were born in Canada
- Other

Please specify.

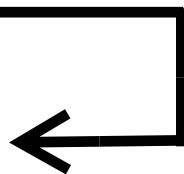


Which of the following best describes the educational experience of your parents/guardians?

Please check all that apply.

- Not applicable, or Unknown
- At least one parent/guardian attended but did not complete high school, CEGEP, or GED
- At least one parent/guardian completed high school, CEGEP, or GED
- At least one parent/guardian attended but did not complete college
- At least one parent/guardian has a college degree
- At least one parent/guardian attended but did not complete a trade school program / certificate
- At least one parent/guardian completed a trade school program / certificate
- At least one parent/guardian attended but did not complete university
- At least one parent/guardian has a university degree
- At least one parent/guardian attended but did not complete an advanced university degree (M.Sc., Ph.D., etc.)
- At least one parent/guardian has an advanced university degree (M.Sc., Ph.D, etc.)
- At least one parent/guardian attended but did not complete a professional degree (M.D., J.D., etc.)
- At least one parent/guardian has a professional degree (M.D., J.D., etc.)
- At least one parent/guardian obtained traditional or non-institutional education
- Prefer not to answer
- Other

Please specify.

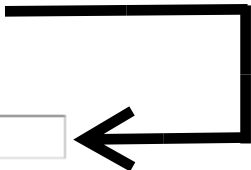


Where did your parents/guardians obtain their education?

Please check all that apply.

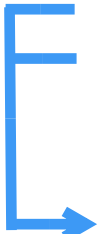
- Canada
- United States
- Outside of Canada or the United States
- Unsure or Unknown

Please specify.



Do you identify as a disabled person or someone with a disability?

- No
- Yes
- Unsure
- Prefer not to say



Does your current place of work or study provide accommodations for you?

- I have not sought out accommodations or do not require any
- I have received partial, inadequate accommodations for my needs
- I have received adequate accommodations for my needs
- I have received full accommodations
- Other

Please specify.



Some examples may include: limited physical mobility, vision or hearing impairments, neurodiversity, learning disabilities, mental health conditions, chronic illness, etc.

Accommodations are changes that your workplace would make to your role or working environment in order to make it function better for you in consideration of your individual needs.

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All done!
Please select 'Submit' to save your responses to the survey.

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Thank you for completing the first annual CAP Diversity Survey!

Do you have any additional comments, questions, or suggestions for improving this survey in future years?



All free-form comments will be stripped of identifying features and used for qualitative analysis to improve the survey for future years.

Some anonymized quotes may be used in future presentations and publications of survey results. Do you consent to having anonymized quotes from your free-form entries presented or published?

- Yes, I consent to the publication of my anonymized comments.
- No, I do not consent to the publication of my anonymized comments. They may be used for qualitative analysis only.

Are you a member of any Canadian scientific societies or CAP divisions? (Ex: CASCA, COMP, CNS). If yes, please select it from the list below.

Does not apply / No affiliations

if 'Other' then

Please specify your affiliation(s) to Canadian scientific societies or CAP divisions below.

If you are affiliated with a post-secondary institution or research institute, please select its location from the menu below.

Does not apply/ No affiliations

NL & Maritime provinces – Please select the name of your post-secondary institution or research institute below.

Select an option below

if 'Other' then

Québec – Please select the name of your post-secondary institution or research institute below.

Select an option below

if 'Other' then

Ontario – Please select the name of your post-secondary institution or research institute below.

Select an option below

if 'Other' then

Manitoba – Please select the name of your post-secondary institution or research institute below.

Select an option below

if 'Other' then

Saskatchewan – Please select the name of your post-secondary institution or research institute below.

Select an option below

if 'Other' then

Alberta – Please select the name of your post-secondary institution or research institute below.

Select an option below

if 'Other' then

If you are affiliated with more than one research institute or post-secondary institution, please select 'Other' and list all that apply.

This information will primarily be used to determine % participation rates at different institutions. We expect that some will request information about survey results specific to their institution – in this case, they will not be given access to raw data, but will be presented with summary statistics only (with all fields that received <5 responses grouped together to preserve anonymity of survey participants.)

British Columbia – Please select the name of your post-secondary institution or research institute below.

Select an option below

if 'Other' then

Please enter the name of the post-secondary institution or research institute with which you are affiliated below.

Do you want to be notified of the survey results once they become available AND/OR enter the random draw for one of five \$100 gift cards?

- No to both
- Yes – Survey Results Notification only
- Yes – Gift Card Draw Entry only
- Yes – Both Survey Results Notification and Gift Card Draw Entry

In order to keep your personal information separate from your anonymous survey responses, we ask that you enter your email address at the following link in order to be added to the mailing list and entered into the draw. Thank you!

[Sign Up for Mailing List and Gift Card Draw](#)

In order to keep your personal information separate from your anonymous survey responses, we ask that you enter your email address at the following link in order to be added to the mailing list. Thank you!

[Sign Up for Mailing List](#)

In order to keep your personal information separate from your anonymous survey responses, we ask that you enter your email address at the following link in order to be entered into the draw. Thank you!

[Sign Up for Gift Card Draw](#)

CAP Diversity Survey 2020 – Email Collection

Please type your email address in the field below.

Email

CAP Diversity Survey 2020 – Exit Survey

You are on this page because you selected 'I do not consent' or 'Exit survey'. Your responses will not be included in the study dataset.

If you feel upset after having completed part of the study or find that some questions or aspects of the study were distressing, talking with a qualified clinician or counselor may help. If you are a student, you may benefit from reaching out to your university/college/CGEP counselling centre/student wellness centre. If you are a faculty member, you may benefit from reaching out to the office responsible for Human Rights and Equity services at your institution.

National mental health support is also offered by the Government of Canada [at this link](#).

Local crisis services can be accessed [here](#) or [here](#).