1. Today, how included or excluded do you feel in: (please “x” a number or between numbers)
   a) Canada:
      ☒ Included 10---------9---------8---------7---------6---------5---------4---------3---------2---------1---------0 Excluded
   b) Victoria:
      ☒ Included 10---------9---------8---------7---------6---------5---------4---------3---------2---------1---------0 Excluded
   c) The University of Victoria campus community:
      ☒ Included 10---------9---------8---------7---------6---------5---------4---------3---------2---------1---------0 Excluded
   d) Your employee or student union/association (if member of both, please pick one):
      ☒ Included 10---------9---------8---------7---------6---------5---------4---------3---------2---------1---------0 Excluded
   e) Your primary department/faculty:
      ☒ Included 10---------9---------8---------7---------6---------5---------4---------3---------2---------1---------0 Excluded

2a. How do you define feeling included? (no wrong answer)

2b. How do you define feeling excluded? (no wrong answer)

3. What is/are your role(s) on campus (you may check as many as apply):
   □ Student          □ Grad Student      □ Staff          □ Faculty         □ Sessional    □ Visitor      □ Other

4. Optional: Self identify as member of Designated Group(s) as defined by the Canadian Employment Equity Act (you may check as many as apply):
   □ Woman           □ Visible Minority □ Indigenous    □ Person with Disability

5. Optional: Self identify any way you want: (no wrong answer)

6. Have you answered this survey before? □ Yes          □ No          □ Don’t Remember

7. If yes, to #6, how do you feel since the last time you filled in the survey?
   □ More Included          □ More Excluded        □ No Change

You can finish the survey now or drop it in inter-campus mail to EQHR.

Thank you for your time! – EQHR Team