

Introduction

The Saskatchewan Workers' Compensation Board (WCB) is committed to being a workforce representative of the province's people. The WCB values diversity and inclusion and is dedicated to fostering an environment that is welcoming to all individuals. To ensure this, the WCB needs to have an updated and accurate profile of our employees for the designated groups as identified by the Saskatchewan Human Rights Commission.

For the purpose of employment equity, diversity and inclusion, there are four designated groups in which the WCB is making efforts to achieve a workforce more representative of the population we serve.

These groups are:

- women in underrepresented occupations
- persons reporting as Aboriginal (or Indigenous) identity
- members of a visible minority group
- individuals reporting a disability

Below are definitions and questions designed to help us understand the current makeup of the workforce at WCB. This information is used to compile statistical data about staff representation – within these designated groups – to align WCB initiatives related to the attraction, retention and engagement of equity members.

At no time is data regarding individual employees used as part of recruiting. The information gathered from the profiles is kept **private and confidential** and is stored separately within human resources. However, it is important to note the data is **not anonymous**. Names are collected as part of this data so the WCB can update information as new employees join and existing employees leave. Names also inform the WCB of who has (and has not) been asked to complete a profile.

Gender identity

For the purpose of employment equity, diversity and inclusion, women in underrepresented occupations are a designated group.

To which gender do you most identify?

Answers: male, female, not specified

Aboriginal (or Indigenous) identity

According to Statistics Canada, Aboriginal identity can be defined as those who are “First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who report being Registered or Treaty Indian (that is, registered under the Indian Act of Canada), and/or those who have membership in a First Nation or Indian band. Aboriginal peoples of Canada (referred to here as Indigenous peoples) are defined in the Constitution Act, 1982, Section 35 (2) as including the Indian, Inuit and Métis peoples of Canada.”

Based on this definition, do you identify as Aboriginal or Indigenous?

Answers: yes – First Nations, yes – Métis, yes – Inuit, no

Persons with disabilities

The definition of individuals reporting a disability has been broadened by the Saskatchewan Human Rights Commission to be more comprehensive and representative of the reality of disability in Canada.

Persons with disabilities are persons who have a disability within the meaning of section 2(1)(d.1) of [*The Saskatchewan Human Rights Code, 2018*](#) which defines “disability” as:

- (a) any degree of physical disability, infirmity, malformation or disfigurement, including:
 - (i) epilepsy;
 - (ii) any degree of paralysis;
 - (iii) amputation;
 - (iv) lack of physical coordination;
 - (v) blindness or visual impediment;
 - (vi) deafness or hearing impediment;
 - (vii) muteness or speech impediment;
 - (viii) physical reliance on a service animal, wheelchair or other remedial appliance or device;
or
- (b) and/or any of the following disabilities:
 - (i) an intellectual disability or impairment;
 - (ii) a learning disability, or a dysfunction in one or more of the processes involved in the comprehension or use of symbols or spoken language;
 - (iii) a mental disorder.

In addition, for the purposes of employment equity plans, persons with disabilities are further defined as any of the following:

- A person having persistent physical, intellectual, mental, psychiatric, sensory or learning conditions that requires:
 - a technical device or personal support or service which enables such persons to perform the essential functions of a job.
 - some form of accommodation such as extra rest breaks, time off (leave) to obtain treatment as necessary, or modifications to job responsibility, job site, or work hours.
- A person who considers themselves and believes an employer or a potential employer would consider them disadvantaged in finding, retaining or advancing in employment because of that condition.
- A person whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Based on this description do you consider yourself to be a person with a disability?

Answers: yes, no

Visible minority

For the purposes of equity targets, the Saskatchewan Human Rights Commission defines members of a visible minority as, “persons, other than Aboriginal peoples, who are people of colour.” [*The Employment Equity Act \(S.C. 1995, c.44\)*](#) further defines visible minorities as, “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.”

Based on this definition, do you identify as a member of a visible minority group?

Answers: yes, no