

## CRMR and CERMA EDI Survey

If you prefer to answer this survey online, click [here](#).

### Survey Introduction:

Whether you are a student, trainee, post-doctoral, faculty, administrative, technical, or professional in the CERMA and/or the CRMR (hereafter referred to as the "centre") community, we need you!

The CERMA and the CRMR would like to paint a picture of the diversity and the existing working environment for the two research centres. Our main goal is to develop an Equity, Diversity, and Inclusion (EDI) action plan. Your answers to this survey will be used to provide the best available resources to the members as well as to improve EDI practices and our work/study environment.

Your participation in this survey is **voluntary and anonymous**. You are free to refuse to participate, to decline to answer certain questions, or to leave the survey at any time without explaining yourself. Because the survey is anonymous, and we have no way to identify you, it will not be possible to exclude your data once the survey is submitted. Also, it will not be possible to leave the survey and finish it later, so you must complete it all at once. This should take about 15 minutes.

If you prefer to complete the survey in paper format, you can print it and send it to the following mailing address:

**The CERMA-CRMR EDI Committee** - CRMR Secretariat  
Département des sciences du bois et de la forêt  
Faculté de foresterie, de géographie et de géomatique  
Pavillon Gene-H.-Kruger, office 1376  
2425 Rue de la Terrasse  
Québec (QC), Canada, G1V 0A6

If you have any questions or require additional information about this process, please contact [EDI.CRMR.CERMA@ulaval.ca](mailto:EDI.CRMR.CERMA@ulaval.ca).

**Survey:**

1. Which centres are you a member of?
  - a. CRMR
  - b. CERMA
  - c. Both
  - d. I don't know
  - e. None
  - f. I prefer not to answer
2. What is your status at the Université Laval?
  - a. Student
  - b. Postdoctoral fellow
  - c. Staff (research, administrative, technical, etc.)
  - d. Faculty
  - e. I prefer not to answer
3. What gender do you identify with?
  - a. Woman
  - b. Man
  - c. Non-binary
  - d. I do not identify as any of the options listed
  - e. I identify as: \_\_\_\_\_
  - f. I prefer not to answer
4. Which group(s) do you identify with? (You can check more than one answer)
  - a. Indigenous person (First Nations, Inuit, or Métis peoples of Canada)
  - b. Visible minorities (racialized people other than the indigenous)
  - c. Ethnic minority (person whose first language is neither English nor French)
  - d. Immigrant (person born outside of Canada)
  - e. White
  - f. I do not identify as any of the options listed
  - g. I identify as: \_\_\_\_\_
  - h. I prefer not to answer
5. Do you have any communication barriers (language related, speech and hearing impairments, dyslexia, etc.)?
  - a. No
  - b. Yes
  - c. Specify (optional): \_\_\_\_\_
  - d. I prefer not to answer
6. Do you belong to one or more 2SLGBTQ+ communities (anyone who is not heterosexual and/or cisgender<sup>1</sup>)?
  - a. No
  - b. Yes
  - c. Specify (optional): \_\_\_\_\_
  - d. I prefer not to answer

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<sup>1</sup> Person whose sex assigned at birth is identical to the current gender with which they identify.

7. Are you a person with a disability?
  - a. No
  - b. Yes
  - c. Specify (optional): \_\_\_\_\_
  - d. I prefer not to answer
8. Has the fact that your identity is underrepresented (gender, sexual orientation, disability, language, country of origin, appearance, etc.) caused you to be treated differently in your Centre?
  - a. No
  - b. Yes
  - c. Specify (optional): \_\_\_\_\_
  - d. I prefer not to answer
9. Sense of inclusion questions. For each of the following statements, answer with a number from 1 to 7 being 1) Strongly agree, 2) Agree, 3) Neutral, 4) Disagree, 5) Strongly disagree, 6) Does not apply, 7) Prefer not to answer :
  - a. I am satisfied with the general working environment in my centre.
  - b. I feel included in my centre
  - c. I have role models in my centre with whom I can identify myself
  - d. I have received quality mentorship from one or more people in my centre.
  - e. I have received quality mentorship from one or more people at Université Laval
  - f. My peers support me in achieving my professional goals
  - g. My supervisor supports me in achieving my professional goals
  - h. In professional discussions, I feel comfortable having and expressing opinions that may differ from those expressed by others.
  - i. I am comfortable sharing my concerns with my supervisor
  - j. I am comfortable sharing my concerns with at least one other person in my centre.
  - k. My centre makes sufficient resources available to its members for enhancing equity, diversity, and inclusion for all.
  - l. I have access to all the supports and/or accommodations I need to perform my work/education and my professional activities in the centre.
  - m. I feel physically safe in my work or study environment.
  - n. I avoid activities due to lack of inclusiveness.
  - o. The events and activities organized by my centre are inclusive.
  - p. My centre's communications are inclusive.
  - q. I have equitable access to training opportunities (e.g., conferences, workshops, summer school, internships, etc.)
  - r. I have equitable access to opportunities for advancement (e.g., funding, publications, contracts, advertising, promotions, etc.)
  - s. The use of my preferred pronouns is respected (he/him, she/her, they/them, etc.)
  - t. I feel that my religious beliefs are respected without judgment in my place of work or study.

- u. I have access to all the resources I need to respect my religious beliefs at my place of work or study.
- v. My supervisor supports me in my work/personal-life balance
- w. I have access to all the resources I need to successfully achieve my work/personal-life balance

10. Questions about experiences. For each of the following statements, answer either yes, no, I don't know or prefer not to answer:

- a. I have experienced harassment in my centre
- b. I have witnessed harassment in my centre.
- c. I have experienced discrimination in my centre.
- d. I have witnessed discrimination in my centre.
- e. I have experienced violence (including sexual violence) in my centre.
- f. I have witnessed violence (including sexual violence) in my centre.

11. If you want to add any clarification about your answers to questions 9 and 10, please feel free to do so. You may also share any experiences related to equity, diversity, and inclusion issues in your academic and/or professional environment.

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12. How do you think your centre could improve its EDI practices and increase the sense of inclusion and fulfillment of all its members?

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13. Check the resources of Université Laval that you do not know or that you would like to know more about (You can check more than one resource).
- a. Harassment Prevention and Intervention Centre (CPIMH)
  - b. Sexual Assault Prevention and Intervention Centre (CIPVACS)
  - a. Student Assistance Centre (Centre d'aide aux étudiants)
  - c. Medical Clinic of Université Laval
  - d. My UL Balance (Mon équilibre UL)
  - e. Sentinel Network (Réseau des sentinelles)
  - f. School of Psychology Counselling Service
  - g. Student Rights Office (BDE)
  - h. Student Life Office (BVE)
  - i. Office of Scholarships and Financial Aid (BBAF)
14. Do you agree that some of your response to question 11 of this survey may be used **anonymously** in the presentation of the survey results and/or in the work of the EDI Committee?
- a. Yes
  - b. No
15. If you would like to get involved in the joint CERMA/CRMR EDI committee and/or give us further feedback regarding the topics in this survey, please feel free to email [EDI.CRMR.CERMA@ulaval.ca](mailto:EDI.CRMR.CERMA@ulaval.ca)

Here is a list of support resources that you may find useful:

#### Welcoming and involvement

- [Bureau de la vie étudiante \(BVE\) - UL](#)

#### Violence and harassment

- [Centre de prévention et d'intervention en matière de harcèlement \(CPIMH\) - UL](#)
- [Centre d'intervention et de prévention des violences à caractère sexuel \(CIPVACS\) - UL](#)
- [Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère sexuel \(RQCALACS\)](#)
- [Viol-Secours](#)
- [Maison des femmes de Québec](#) : A safe environment for women and their children to leave violent environments

#### Health and wellness

- [Centre d'aide aux étudiants - UL](#)
- [Clinique médicale de l'Université Laval - UL](#)
- [Mon équilibre UL](#)
- [Réseau des sentinelles - UL](#)
- [Service de consultation de l'École de psychologie - UL](#)
- [Relief : troubles anxieux, dépression et bipolarité](#)
- [La boussole](#) : help for relatives of a person with a mental illness
- [Entraide parent](#)
- [Centre de prévention du suicide de Québec](#)
- [Tel-Aide Québec 1877-700-2433](#)
- [Groupe d'aide aux personnes impulsives \(GAPI\)](#)

#### Rights

- [Bureau des droits étudiants \(BDE\) - UL](#)
- [Commission des droits de la personne et des droits de la jeunesse](#)

#### Financial assistance

- [Bureau des bourses et de l'aide financière \(BBAF\) - UL](#)
- [Aide financière aux études – Gouvernement du Canada](#)
- [Aide financière aux études – Gouvernement provincial](#)
- [Aide financière aux études – Étudiants internationaux](#)
- [Fonds de recherche du Québec](#)
- [Programme de bourses MITACS](#)
- [Conseils de recherche en sciences naturelles et en Génie du Canada](#)
- [Conseils de recherche en sciences humaines du Canada](#)