

**University of Windsor
Faculty of Law
Diversity Survey
For Incoming JD Students
(Class of 2020)
Fall 2017**

FAQs

What is a self-identification diversity survey?

A self-identification diversity survey provides a snap shot of the incoming JD student population. It is not intended to address specific forms of discrimination, harassment and/or acts of exclusion.

Is my privacy protected? (For Students)

No identifiable information (e.g. name or student number) will be linked to completed surveys. The survey data is anonymized and confidential. Your rights are protected under applicable provincial and federal privacy laws, including Ontario's Provincial Freedom of Information and Protection of Privacy Act ([FIPPA](#)) and the Municipal Freedom of Information and Protection of Privacy Act ([MFIPPA](#)), and the federal Personal Information Protection and Electronic Documents Act ([PIPEDA](#)).

Can the Faculty of Law ask questions about mental health, sexuality, etc.?

Yes. This data collection process is inline with section 14 of the Ontario Human Rights Code. This section states “[d]ata collection can itself be justified as a special program where it is designed to address systemic discrimination.” For more information about this section go to <http://www.ohrc.on.ca/en/your-guide-special-programs-and-human-rights-code/guidelines-developing-special-program>.

The survey was also designed in accordance with Canada's human rights legislative framework, including the Canadian Human Rights Act, and section 15(2) of the Charter of Rights and Freedoms.¹

What is the data collection process?

The data collection process involves the completion of an online survey. Students will be sent a link to the survey during Orientation week. They will be asked to provide their consent and then complete the survey by providing responses to a series of demographic and personal information questions. This process has been reviewed by the University of Windsor's Research Ethics Board. It also follows accepted data collection techniques, and adheres to privacy legislation and other applicable legislation.

¹ Human Rights Code, S.O. 2006, c. 35; Canadian Human Rights Act, R.S.C. 1985, c. H-6. See section 16; Ontario Human Rights Commission, *Count Me In! Collecting Human Rights Based Data*, 2009 at 1.

Where do I go if I need an accommodation to participate in the survey process? (For Students)

Students requiring an accommodation to participate in the survey should contact Associate Dean of Law, Maggie Liddle at ext. 2923 or maggie@uwindsor.ca as soon as possible.

Who has access to this data?

The principal researcher, members of the Diversity Survey Committee and designated research team members will have access to the data. It will be stored in a secure online location and completed paper copies of the survey will be stored in the Faculty of Law office.

When will the survey results be available?

The Diversity Survey Committee intend to have the survey results available by the end of the Fall 2017 term. Sharing the results with the Windsor Law community is part of the Committee's commitment to information sharing and recognizing each student's important contribution to this survey. In addition, drawing on student insights will allow Windsor Law to map our incoming student demographics and will assist us as we continue to build a student population representative of Canada's diversity, and continue to offer a transformative legal education.