



# WINDSOR POLICE SERVICE



*Count me in!* **2018**

## WORKPLACE CENSUS REPORT





# WINDSOR POLICE SERVICE WORKPLACE CENSUS

On behalf of the dedicated members of the Windsor Police Service, I am proud to release the findings of the 2018 Windsor Police Service Workplace Census. This is the second census completed during my tenure as Police Chief; the last census was completed in 2012.

The census was prepared to examine the makeup of the Windsor Police Service and share this information with the residents of our City. The report also provides us with an understanding of who works here, and ensures we have a plan in place to provide the support they need.

The information from the report highlights some progress, but also brings to our attention areas in which we need to improve. For our analysis, the information from the census was gathered from both Police Officers and Civilian employees.

The Senior Leadership Team firmly supports creating a diverse and inclusive environment. We know and understand that it is best practice for the makeup of a police service to reflect the diversity and the

demographics of the city it serves. With the creation of the new diversity, inclusion and recruitment officer, the Senior Leadership Team have affirmed our commitment to establishing a more diverse and inclusive work environment.

Diversity and inclusion initiatives involve more than just the racial and gender breakdown of our workplace. Together, we are working toward creating an environment where each employee feels respected, valued and appreciated for their individuality and diverse viewpoints. As an organization, we are committed to celebrating this individuality and diversity. The findings of this report will help play a role in how we move forward as a police service.

I would like to also take this opportunity to thank all members of the Service, both sworn and civilian who participated in the survey.

Albert Frederick  
Chief of Police

# 2018 WINDSOR POLICE WORKPLACE CENSUS

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### INTRODUCTION

A workplace census is a count of employees in an organization, used to gather a more detailed picture of staff in the workplace. The information collected through a workplace census can help organizations better understand and serve the interests of all employees.

We believe that the Windsor Police Service 2018 Workforce Census will help us identify our strengths and weaknesses, which we can then develop plans and supports to address.

The Windsor Police Service is a diverse organization; however, there may be gaps in the make-up of our workforce as compared to the demographics of the city of Windsor. The Windsor Police Service recognizes the need to be proactive in meeting the changing needs of our community.

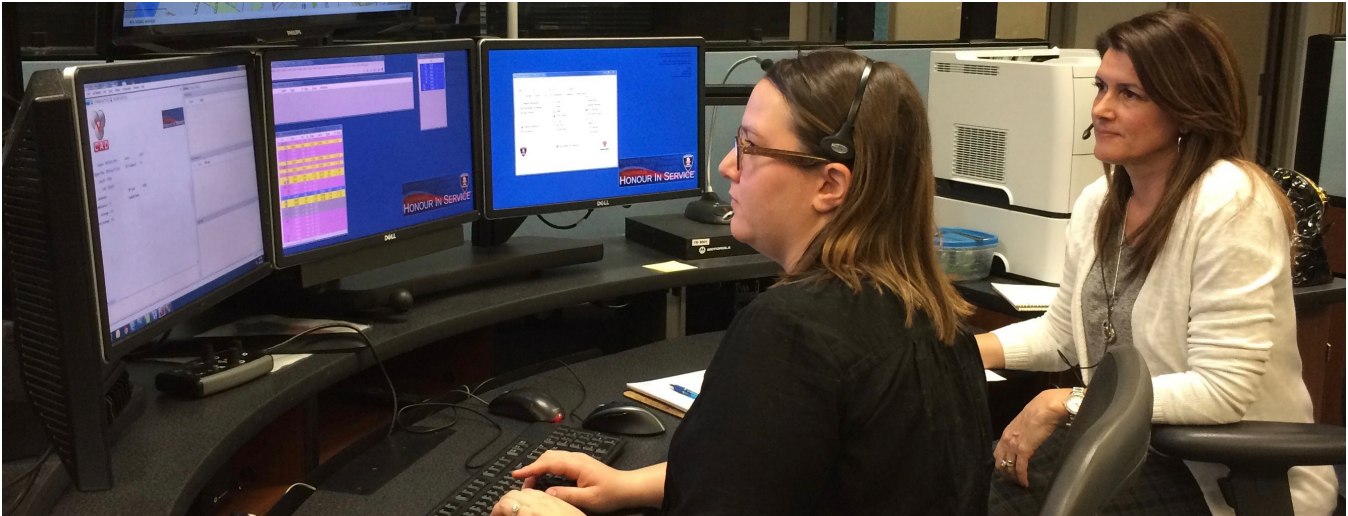
### METHODOLOGY

The census project commenced with considerable planning and promotion in the form of posters, emails, and video messages to inform employees within the organization months in advance of the actual survey launch.

The questionnaire and method used to tally the data were structured so there was no possibility of identifying respondents. To guarantee full anonymity, the survey did not include questions regarding position or work unit, and analysis of the responses was on a question-by-question basis only. The only separator utilized was the colour-coding of the census forms: civilian members' forms were yellow, while sworn member forms were white. Windsor Police civilian members are non-police personnel and sworn members are police personnel.

The vast majority of data collection occurred during the initial census collection period between April 22 and May 13, 2018. The goal was to obtain a 100% return of the census from all active WPS employees. Active employees included all members at work during the initial census period and those members not available during the initial census data collection period due to a short-term absence, but did not include any employees absent on a long-term basis. Secure drop boxes were distributed throughout all WPS facilities to ease the convenient and efficient collection of completed census questionnaires.





### RESPONSE RATES

The census was released to 591 employees, which represents 95.1% of all Windsor Police Service employees. Of the 591 employees who were provided the census, 584 employees returned the survey and seven employees chose not to submit the census.

The total population count for most of the questions is 584 respondents, consisting of 416 sworn members and 168 civilian members.

Based on the number of responses to each question, it can be concluded that most surveys were completely filled out. A few exceptions exist, where a Windsor Police Service member returned the census but did not complete the entire survey, did not complete some of the questions, or answered the same question with multiple responses, thus spoiling that question.

The data is presented in graphical and tabular format in the order in which each question appeared in the census. All 32 questions for the workplace census are included, in addition to a number of supplementary analysis and comparisons. The number of respondents who chose "I prefer not to answer" or the census was blank or corrupt is also reported. For all tables and graphs, sums may not equal 100% due to rounding.

# KEY FINDINGS

## PARTICIPATION RATES

- 98.3% of all eligible sworn employees returned a census.
- 100% of all eligible civilian employees returned a census.
- A total 98.8% of all eligible Windsor Police Service employees returned a census.

## DEMOGRAPHICS

- 66.7% of all Windsor Police Service employees are between the age of 35 and 54. Only six people indicated they were under 24 years old. That represents 1.1% of the total workforce.

## 2018 WINDSOR POLICE WORKPLACE CENSUS



- 77.2% of all Windsor Police Service employees are legally married, or in a common-law relationship.
- 41.1% of all Windsor Police Service employees identify as Catholic. In total 17 different religions were identified as the employees' religion.
- 63 different countries were indicated as the ethnic or cultural origin of their grandparents.
- 4.3% of all Windsor Police Service employees classify themselves as having a disability as defined by the Ontario Human Rights Code.
- 93.6% of all Windsor Police Service employees were born in Canada. Of those employees 90.3% were born in Ontario.
- 12.6% of all Windsor Police Service employees indicated that they speak French well enough to conduct a conversation.
- There were 28 different languages in which respondents reported they were able to communicate fluently. The top three most frequently reported languages other than English were Arabic, Italian, and Spanish.
- 7.9% of all Windsor Police Service employees are married to another Windsor Police Service employee. At the time of hire, 2.4% of all employees were married to another Windsor Police Service employee.
- 2.6% of respondents self-identify as Aboriginal persons, that is, North American Indian, Metis, or Inuit. Of those, 4 respondents indicated they were a member of an Indian Band/First Nation.
- The top three racial identities most commonly reported by respondents were (1) White (83.7%), (2) Arab (3.3%), (3) Afro-Canadian (3.1 %).
- Of the respondents who indicated the sexual orientation with which they identify, the most frequent response was heterosexual (95.9%), while another 4.1% identify as LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning).
- Of the total respondents, 66% indicated male as their gender identity and 34% indicated female. To break down this number 83.7% of sworn employees indicated male and 18.3% indicated female as their gender identity. On the civilian census, 71.2 % of civilian members indicated female and 28.8 % male as their gender identity.

## EDUCATION

- 95.6 % of all Windsor Police employees possess a university degree or college certificate or diploma.
- Of the total respondents 39.3% graduated from the social and behavior science and law field of study. The next two highest field of studies were personal, protective and transportation services (19.5%) and business, management and public administration (16.7%).

## 2018 WINDSOR POLICE WORKPLACE CENSUS



- 94% of respondents indicated that they completed their highest level of education in Ontario.
- 12.1% of all respondents indicated they attended a school, college or university in the previous 9 months.

## WORK ACTIVITIES

- 81.1% of all Windsor Police Service employees worked between 35 and 54 hours, the previous week.
- A motor vehicle is the usual commuting method for 97.4% of all employees.

## UNPAID WORK ACTIVITY – PERSONAL & VOLUNTEER ACTIVITY

- 34.4% of all employees spend between 10 and 19 hours a week doing housework, yard work, or home maintenance for members of their household or others.
- 24.9% of all employees look after one or more of their own children, or the children of others for 30 hours a week or more; while 33.9%, look after no children.
- 28% of all employees provide care or assistance to one or more seniors.
- 150 employees volunteer their time to activities/services related to the Windsor Police Service.
- 215 employees volunteer their time to activities/services outside the Windsor Police Service.

## CHILDREN & OTHER DEPENDENTS

- 59.1% of all Windsor Police Service employees provide dependent care for one or more people.
- Children account for 83.4% of all dependents.
- 57.9% of the dependents who require care are under the age of 12.
- In the last 12 months, 33.2% of employees required someone else to provide dependent care while they were at work.
- In the last 12 months, 64.7% of all respondents required a spouse/partner or grandparent/parent to provide dependent care while they were at work.



## 2018 WINDSOR POLICE WORKPLACE CENSUS



### LIMITATIONS OF DATA

Responses to the questions were analyzed on a question-by-question basis. Due to the size, demographic make-up, and structure of the Windsor Police Service, if questions were combined when analyzed, many individuals could be identified based on their responses. The guarantee of full anonymity was promised to maximize the response rate, so this question-by-question analysis method was used. This type of analysis limits the scope of the results and the possibility of verifying some of the collected data.

### WPS COMPARISON STATISTICS CANADA DATA

Most of the questions in the Windsor Police Service census questionnaire were identical to questions used in the 2016 Canadian census. These statistics were used as a baseline to make comparisons between trends in the Service's demographic profile and the profile for the Windsor community.

### FOR MORE INFORMATION

For more information on the 2018 Workplace Census, please visit our website at  
[www.police.windsor.on.ca](http://www.police.windsor.on.ca).

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*Superintendent Providenti would like to thank everyone  
who contributed to this publication.*

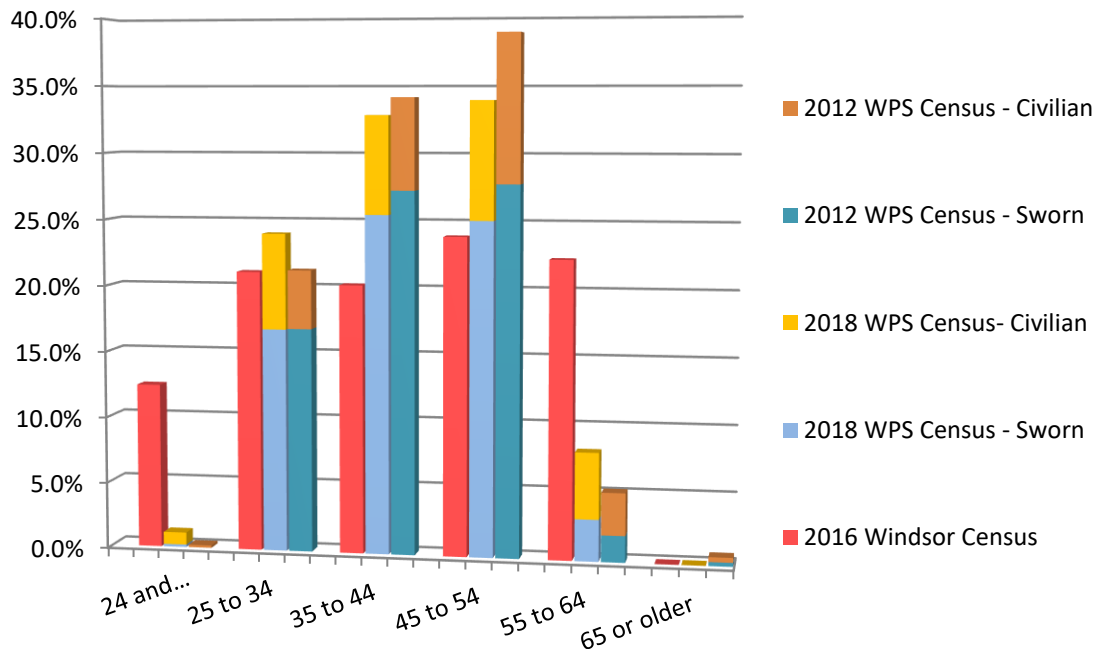
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 1. What age group do you belong to?

Question #1	2016 Census Windsor	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
24 years of age and under	12.4% <sup>1</sup>	6	1.1%	0.2%
25-34 years of age	21.1%	130	24.0%	21.2%
35-44 years of age	20.2%	178	32.8%	34.1%
45-54 years of age	23.9%	184	33.9%	38.9%
55-64 years of age	22.3%	44	8.1%	5.3%
65 years of age or older	na	0	0.0%	0.4%
I prefer not to answer		5		
Blank or corrupt responses		37		

### Age



<sup>1</sup> 2016 Windsor Census - % obtained from Census data for population aged 20 to 64

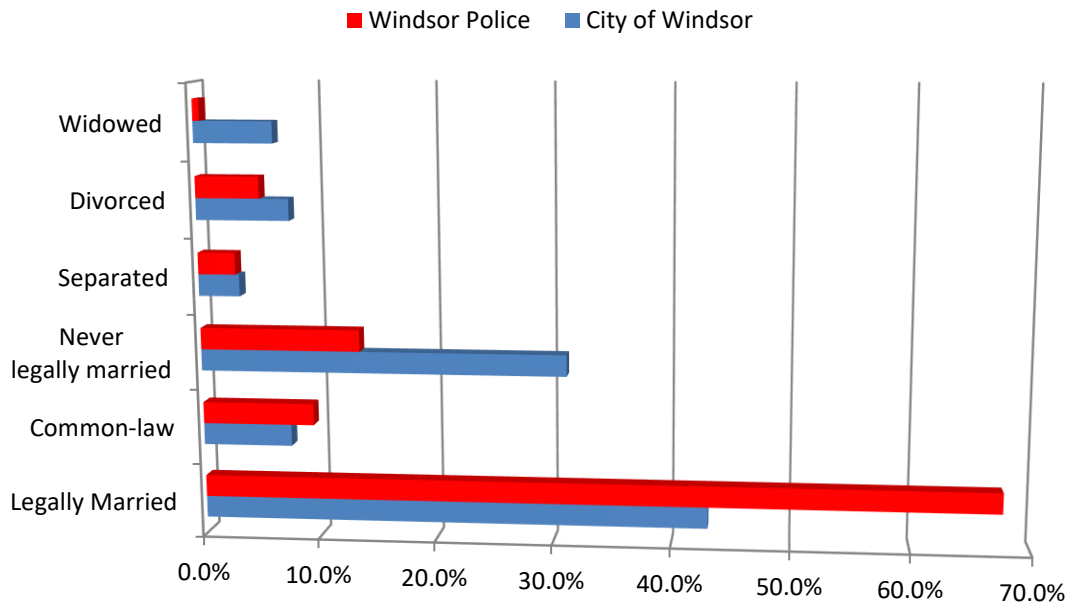
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 2. Which best describes your current marital status?

Question #2	2016 Census Windsor	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Legally Married	43.1% <sup>2</sup>	362	67.7%	70.8%
Common-law	7.6%	51	9.5%	7.2%
Never legally married (single)	31.2%	73	13.6%	11.0%
Separated, but still legally married	3.5%	17	3.2%	5.1%
Divorced	7.9%	29	5.4%	5.3%
Widowed	6.7%	3	0.6%	0.6%
I prefer not to answer		12		
Blank or corrupt responses		37		

### Marital Status Comparison



<sup>2</sup> 2016 Windsor Census - % obtained from Census data for marital status of population aged 15 years and older

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 3. What is your religion?

Question #3	2011 NHS, Windsor <sup>3</sup>	2018 WPS Census Respondents	2018 WPS Census %
Catholic <sup>4</sup>	41.8%	225	41.1%
Orthodox <sup>5</sup>	4.1%	13	2.4%
Protestant <sup>6</sup>	na	7	1.3%
Anglican	5.2%	29	5.3%
United <sup>7</sup>	3.5%	23	4.2%
Baptist	2.1%	8	1.5%
Presbyterian	1.5%	5	0.9%
Pentecostal	1.6%	2	0.4%
Lutheran	0.9%	3	0.5%
Methodist	8.5%	2	0.4%
Christian and Missionary Alliance		1	0.2%
Adventist		2	0.4%
Christian <sup>8</sup>		22	4.0%
Sikh	0.7%	2	0.4%
Muslim	6.9%	4	0.7%
Hindu	1.2%	1	0.2%
Islamic	na	6	1.1%
Agnostic	20.0%	15	2.7%
Atheist		17	3.1%
No Religion		92	16.8%
I prefer not to answer	na	69	
Blank or corrupt responses	na	36	

<sup>3</sup> 2011 National Household Survey(NHS)

<sup>4</sup> Catholic - Includes persons who reported only "Catholic" and persons who reported Roman Catholic, and Ukrainian Catholic.

<sup>5</sup> Orthodox - Includes persons who only reported "Orthodox". Also included Greek Orthodox, Ukrainian Orthodox and Serbian Orthodox.

<sup>6</sup> Protestant - Includes persons who report only "Protestant".

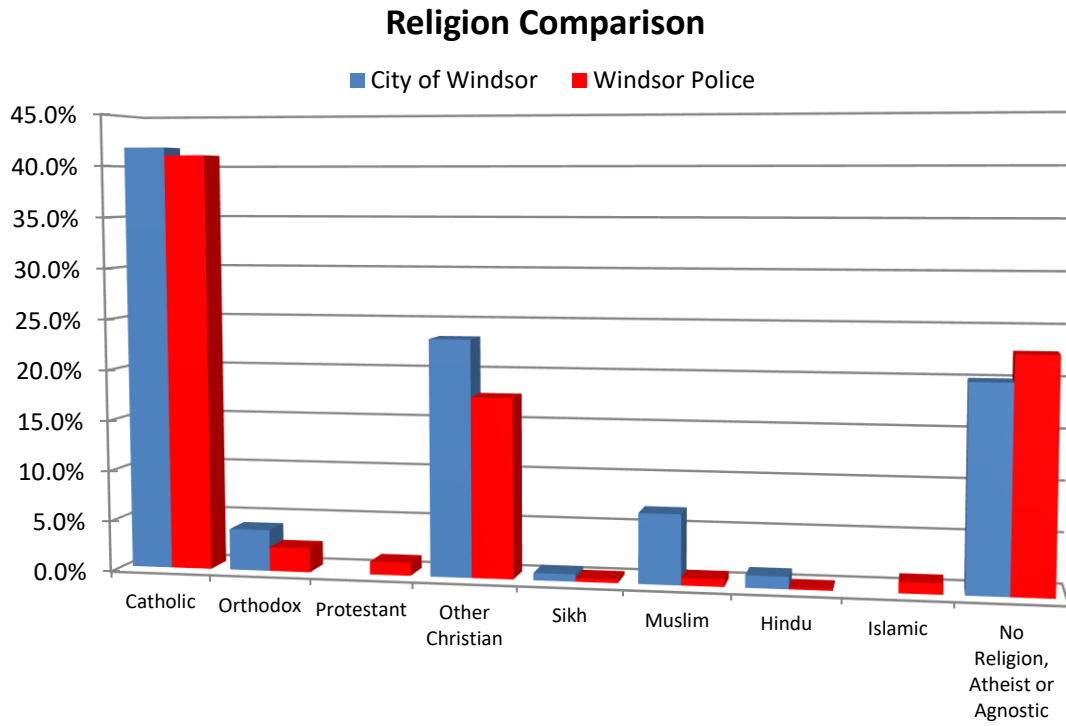
<sup>7</sup> United - Includes persons who only reported "United" and "United Church".

<sup>8</sup> Christian - Includes persons who report "Christian", and those who reported "Apostolic".

# 2018 WINDSOR POLICE WORKPLACE CENSUS

## Demographics

### 3. What is your religion?



## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 4. What were the ethnic or cultural origins of your grandparents?

Question #4	2012 WPS Census	2018 WPS Census Respondents	2018 WPS Census %	2016 Windsor Census
<b>British Isles Origins</b>	<b>41.3%</b>	<b>364</b>	<b>39.2%</b>	<b>32.9%</b>
England/English	15.1%	117	12.6%	
Scotland/Scottish	12.6%	117	12.6%	
Ireland/Irish	12.5%	112	12.1%	
British, n.o.s. <sup>9</sup>	na	7	0.8%	
Great Britain	na	1	0.1%	
Welsh	1.1%	10	1.1%	
<b>French Origins</b>	<b>12.6%</b>	<b>106</b>	<b>11.4%</b>	<b>20.8%</b>
French	12.6%	106	11.4%	
<b>Aboriginal Origins</b>	<b>1.9%</b>	<b>25</b>	<b>2.7%</b>	<b>4.5%</b>
Native n.o.s.	1.7%	25	2.7%	
<b>Other North American Origins</b>	<b>8.7%</b>	<b>67</b>	<b>7.2%</b>	<b>26.0%</b>
Canada/Canadian	5.9%	39	4.2%	
French Canadian	2.8%	28	3.0%	
<b>Caribbean Origins</b>	<b>0.5%</b>	<b>6</b>	<b>0.6%</b>	<b>1.4%</b>
Jamaican	0.2%	3	0.3%	
Anguillan	na	1	0.1%	
Caribbean, n.o.s.	0.1%	2	0.2%	
<b>Latin, Central and South American Origins</b>	<b>0.4%</b>	<b>5</b>	<b>0.5%</b>	<b>1.6%</b>
Argentinean	0.2%	2	0.2%	
Mexican	0.1%	1	0.1%	
Latin, Central or South American	0.1%	1	0.1%	
Matzos	na	1	0.1%	
<b>European Origins</b>	<b>29.0%</b>	<b>281</b>	<b>30.2%</b>	<b>9.0%</b>
<i>West European Origins</i>	9.4%	78	8.4%	

<sup>9</sup> n.o.s. - not otherwise specified

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

Question #4	2012 WPS Census	2018 WPS Census Respondents	2018 WPS Census %	2016 Windsor Census
Austrian	0.2%	2	0.2%	
Belgian	0.4%	2	0.2%	
Dutch (Netherland)	2.7%	18	1.9%	
German	6.1%	56	6.0%	
<i>Northern European Origins</i>	1.2%	7	0.8%	
Finnish	0.4%	4	0.4%	
Danish	0.1%	1	0.1%	
Norwegian	0.4%	1	0.1%	
Swedish	0.3%	1	0.1%	
<i>Eastern European Origins</i>	8.3%	76	8.2%	
Slovakian	0.4%	3	0.3%	
Hungarian	1.60%	16	1.7%	
Polish	1.80%	21	2.3%	
Romanian	1.0%	7	0.8%	
Russian	0.6%	2	0.2%	
Ukrainian	2.5%	27	2.9%	
<i>Southern European Origins</i>	9.5%	87	9.4%	
Croatian	0.5%	7	0.8%	
Greek	0.2%	1	0.1%	
Italy/Italian	6.9%	58	6.2%	
Macedonian	0.1%	3	0.3%	
Portuguese	0.1%	1	0.1%	
Serbian	0.50%	5	0.5%	
Slovenian	0.2%	2	0.2%	
Spanish	0.4%	3	0.3%	
Yugoslavia	0.6%	5	0.5%	
Maltese	na	2	0.2%	
<i>Other European Origins</i>	0.6%	33	3.6%	
European, n.o.s.	0.6%	33	3.6%	
<b>African Origins</b>	<b>0.2%</b>	<b>15</b>	<b>1.6%</b>	<b>4.20%</b>
Ghanaian	na	2	0.2%	
Ethiopian	na	1	0.1%	
African, n.o.s.	na	12	1.3%	

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

Question #4	2012 WPS Census	2018 WPS Census Respondents	2018 WPS Census %	2016 Windsor Census
<b>Arab Origins</b>	<b>2.0%</b>	<b>35</b>	<b>3.8%</b>	<b>na</b>
Lebanon/Lebanese	1.9%	22	2.4%	
Jordanian	na	1	0.1%	
Egyptian	na	2	0.2%	
Yemen	na	1	0.1%	
Syrian	0.1%	1	0.1%	
Middle Eastern, n.o.s.	na	8	0.9%	
<b>South Asian Origins</b>	<b>0.4%</b>	<b>1</b>	<b>0.1%</b>	<b>4.50%</b>
Pakistani	na	1	0.1%	
<b>East and Southeast Asian Origins</b>	<b>0.7%</b>	<b>10</b>	<b>1.1%</b>	<b>7.00%</b>
Chinese	0.4%	5	0.5%	
Laos	na	3	0.3%	
Japanese	0.1%	0	0.0%	
Asian, n.o.s.	0.2%	2	0.2%	
<b>South East Asian Origins</b>	<b>na</b>	<b>2</b>	<b>0.2%</b>	<b>na</b>
Filipino		2	0.2%	
<b>Oceania Origins</b>	<b>0.0%</b>	<b>2</b>	<b>0.2%</b>	<b>0.10%</b>
Polynesian	na	1	0.1%	
Melanesian	na	1	0.1%	
<b>Other</b>	<b>2.0%</b>	<b>10</b>	<b>1.1%</b>	<b>na</b>
Indian	0.4%	5	0.5%	
American	2.2%	3	0.3%	
African Canadian	na	2	0.2%	
Unknown	0.1%	0	0.0%	
Blank or corrupt responses		64		

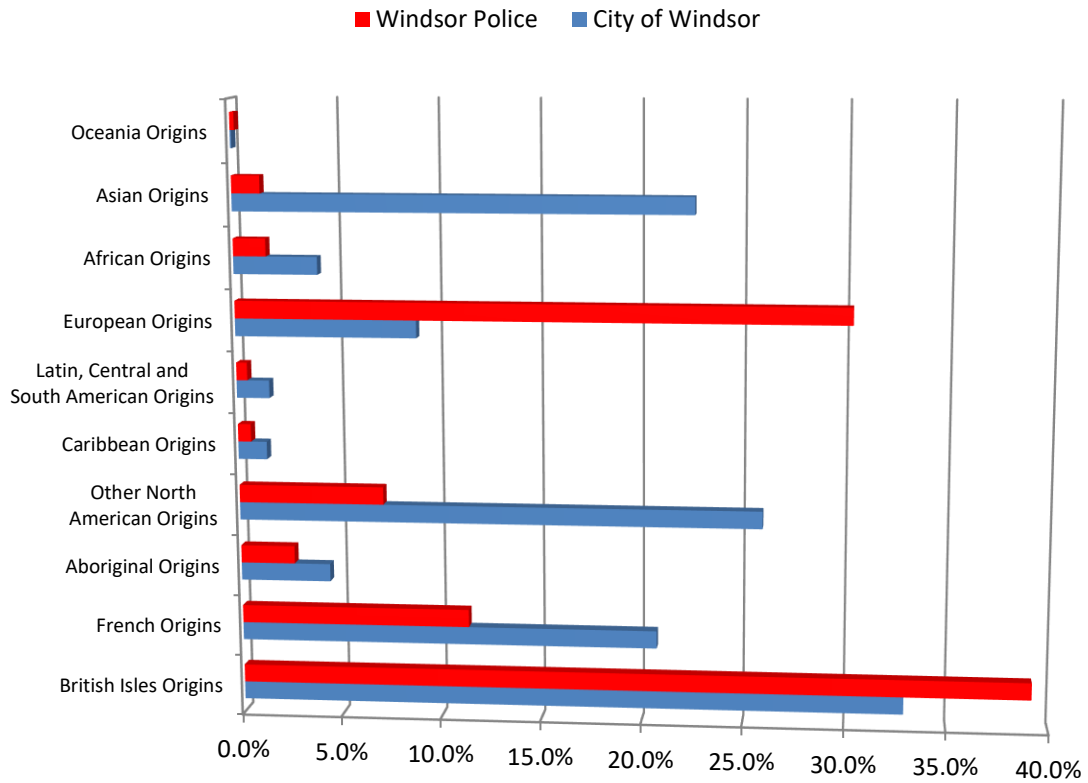


# 2018 WINDSOR POLICE WORKPLACE CENSUS

## Demographics

### 4. What were the ethnic or cultural origins of your grandparents?

#### Ethnic or Cultural Origin Comparison



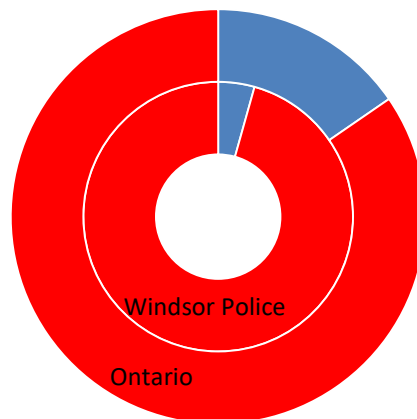
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 5. Do you have a disability as defined by the Ontario Human Rights Code?

Question #5	2012 Ontario	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Members with a disability	15.4% <sup>10</sup>	23	4.3%	5.2%
Members without a disability	84.6%	506	95.7%	94.8%
I prefer not to answer		16		
Blank or corrupt responses		39		

### Disability Comparison



■ Members with a disability    
 ■ Members without a disability

<sup>10</sup> Canadian Survey on Disability - 2012 Profile of persons with disabilities for those aged 15 years and over for Province of Ontario

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 6. Where were you born?

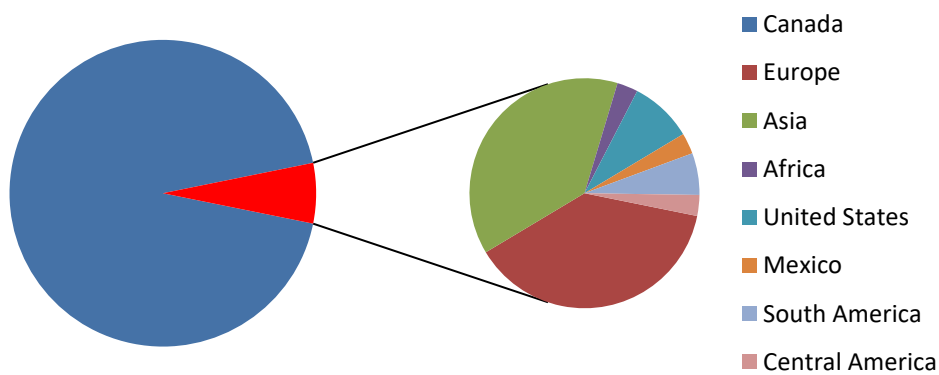
Question #6	2011 NHS, Windsor	2018 WPS Census Respondents	2018 WPS Census %
<b>Canada</b>	<b>71.6%</b>	<b>501</b>	<b>93.6%</b>
Newfoundland Labrador		0	0.0%
Prince Edward Island		0	0.0%
Nova Scotia		0	0.0%
New Brunswick		1	0.2%
Quebec		11	2.1%
Ontario		483	90.3%
Manitoba		1	0.2%
Saskatchewan		1	0.2%
Alberta		1	0.2%
British Columbia		3	0.6%
Yukon		0	0.0%
Northwest Territories		0	0.0%
Nunavut		0	0.0%
<b>Europe</b>	<b>10.5%</b>	<b>13</b>	<b>2.4%</b>
Poland		1	0.2%
Romania		1	0.2%
United Kingdom		3	0.6%
West Germany		1	0.2%
Germany		1	0.2%
Scotland		1	0.2%
Macedonian		2	0.4%
Yugoslavian		1	0.2%
Ukraine		1	0.2%
Portugal		1	0.2%
<b>Asia</b>	<b>11.2%</b>	<b>13</b>	<b>2.4%</b>
Lebanon		3	0.6%
China		3	0.6%
UAE		1	0.2%
India		1	0.2%
Iraq		1	0.2%
Philippines		1	0.2%
Saudi Arabia		1	0.2%

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

Question #6	2011 NHS, Windsor	2018 WPS Census Respondents	2018 WPS Census %
Palestine		1	0.2%
Thailand		1	0.2%
<b>Africa</b>	<b>1.6%</b>	<b>1</b>	<b>0.2%</b>
Egypt		1	0.2%
<b>United States</b>	<b>2.2%</b>	<b>3</b>	<b>0.6%</b>
<b>Mexico</b>	<b>0.2%</b>	<b>1</b>	<b>0.2%</b>
<b>South America</b>	<b>na</b>	<b>2</b>	<b>0.4%</b>
Trinidad - Tobago	0.1%	1	0.2%
Chile	0.1%	1	0.2%
<b>Central America</b>	<b>na</b>	<b>1</b>	<b>0.2%</b>
Nicaragua	na	1	0.2%
Blank or corrupt responses		49	

### Place of Birth - Windsor Police



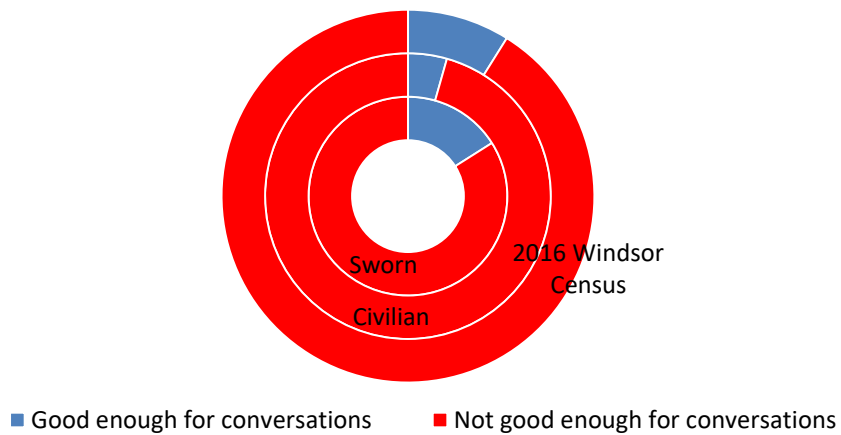
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 7. Can you speak French well enough to conduct a conversation?

Question #7	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Yes	8.9% <sup>11</sup>	69	12.6%	10%
No	91.1%	477	87.4%	90%
Blank or corrupt responses		38		

### French Speaking Comparison



<sup>11</sup> 2016 Windsor Census - % obtained from knowledge of official languages of population who speak French only and French and English.

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

**8. What language(s), other than English or French can you speak well enough to conduct a conversation?**

Question #8	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
None		441	82.7%	87.1%
Norwegian	0.0% <sup>12</sup>	1	0.2%	0.2%
Spanish	2.0%	8	1.5%	0.5%
Sign Language	0.2%	1	0.2%	0.0%
Portuguese	0.3%	4	0.8%	0.0%
Arabic	8.3%	16	3.0%	1.7%
German	0.8%	5	0.9%	0.7%
Chinese	3.2%	3	0.6%	0.5%
Romanian	0.9%	1	0.2%	0.2%
Italian	3.3%	16	3.0%	4.1%
Cantonese	1.0%	3	0.6%	0.5%
Polish	1.1%	2	0.4%	0.2%
Greek	0.6%	3	0.6%	0.0%
Urdu	1.5%	3	0.6%	0.2%
Croatian	0.7%	3	0.6%	0.5%
Vietnamese	1.0%	1	0.2%	0.2%
Serbian	1.3%	4	0.8%	0.5%
Macedonian	0.4%	3	0.6%	0.5%
Hungarian	0.6%	2	0.4%	1.0%
Tagalong	1.0%	1	0.2%	na
Hindi	1.1%	3	0.6%	0.2%
Punjabi	1.2%	2	0.4%	0.2%
Chaldean	1.4%	1	0.2%	na
Bosnian	0.2%	1	0.2%	0.0%
Slovak	0.2%	1	0.2%	0.7%
Slovenian	0.1%	1	0.2%	na
Russian	0.4	1	0.2%	0.7%
Ukrainian	0.2%	1	0.2%	0.7%
Ewe	0.0% <sup>13</sup>	1	0.2%	na
Blank or corrupt responses		56		

<sup>12</sup> 2016 Windsor Census - % obtained from total knowledge of population in private households - 25% sample data

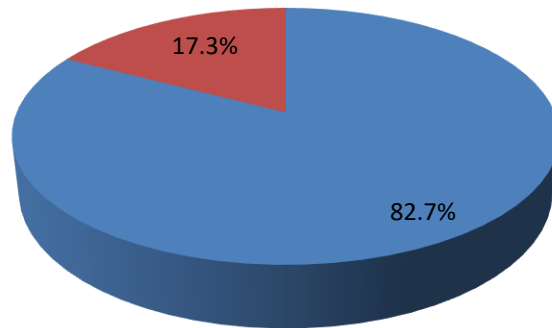
<sup>13</sup> 2016 Windsor Census – 0.00011%

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

8. What language(s), other than English or French can you speak well enough to conduct a conversation?

#### Other language(s) spoken



■ No ■ Yes

## 2018 WINDSOR POLICE WORKPLACE CENSUS

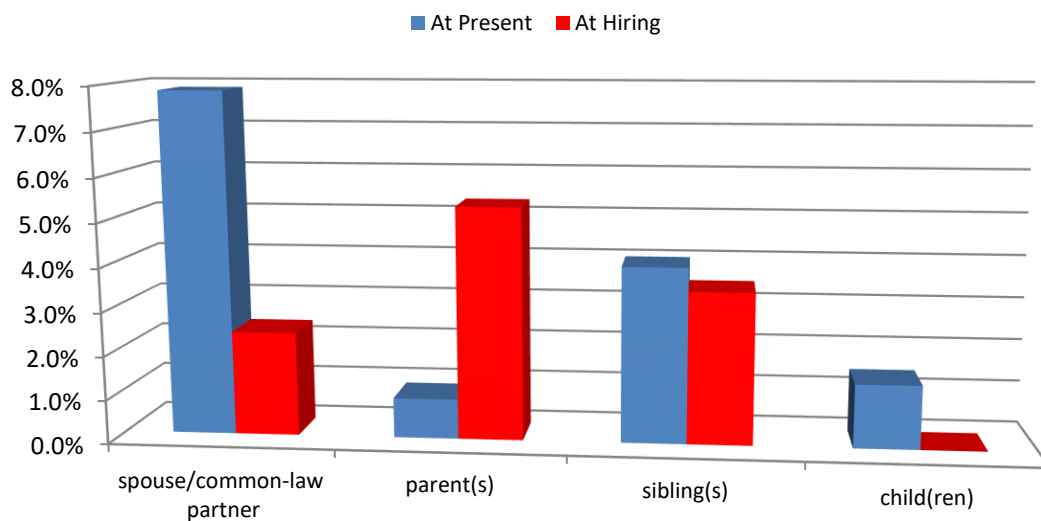
### Demographics

**9. a** As of today, are you directly related to another member of the Windsor Police Service?

**9. b** At the time of your initial hiring, were you directly related to another member of the Windsor Police Service?

Question #9	a) At Present		b) At Hiring	
	2018 WPS Census Respondents	2018 WPS Census %	2018 WPS Census Respondents	2018 WPS Census %
No	462	84.5%	478	87.7%
Yes – My spouse/ common-law partner	43	7.9%	13	2.4%
Yes - Parent(s)	5	0.9%	29	5.3%
Yes - Sibling(s)	22	4.0%	19	3.5%
Yes – My child(ren)	8	1.5%	0	0.0%
I prefer not to answer	7		6	
Blank or corrupt responses	37		39	

### Workplace Relationships





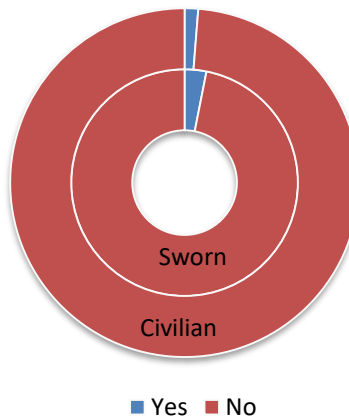
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 10. Are you an Aboriginal person, that is, North American Indian, Métis or Inuit?

Question #10	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %
Yes	2.4% <sup>14</sup>	14	2.6%
No	97.6%	532	97.4%
Blank or corrupt responses		38	

### Aboriginal People



<sup>14</sup> 2016 Windsor Census - % obtained from Total - Aboriginal identity for the population in private households - 25% sample data

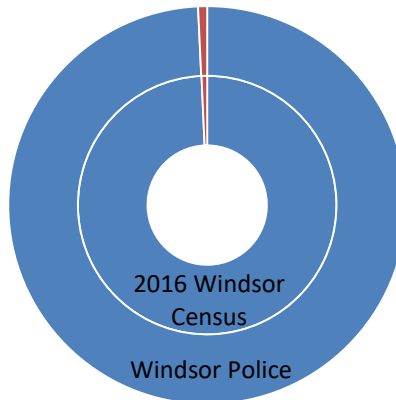
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 11. Are you a member of an Indian Band/First Nation?

Question #11	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %
No	99.3%	541	99.3%
Yes, member of an Indian Band/First Nation	0.7%	4	0.7%
Blank or corrupt responses		39	

#### Member of an Indian Band/First Nation



■ No ■ Yes, member of an Indian Band/First Nation

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 12. Do you identify your racial background as?

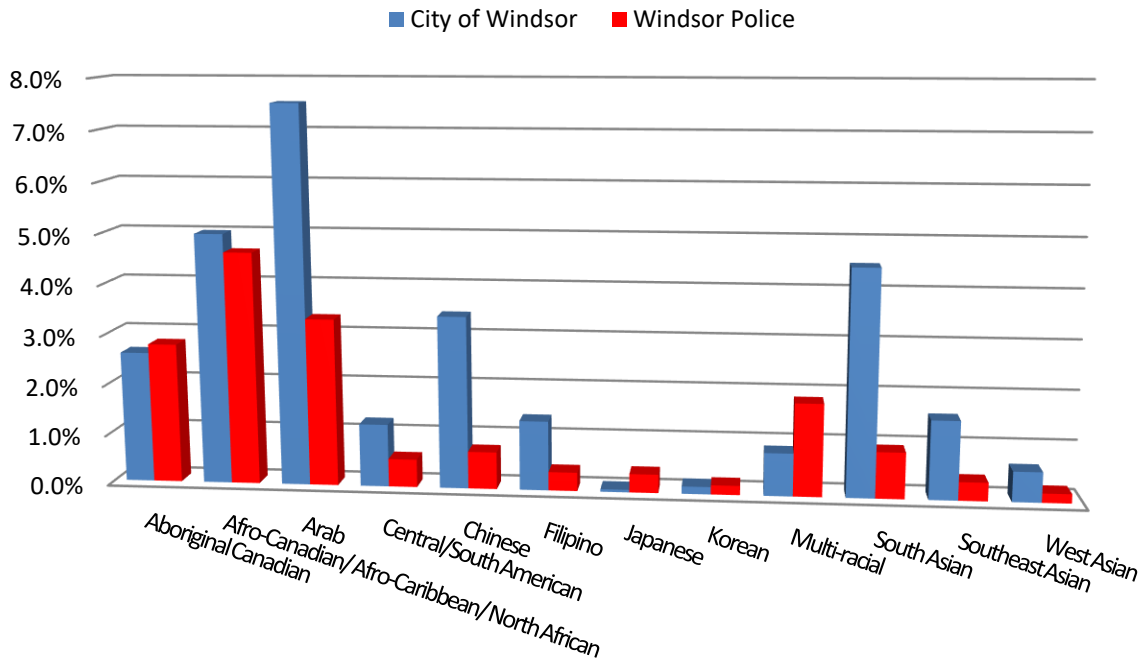
Question #12	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %
Aboriginal Canadian	2.6%	15	2.8%
Afro-Canadian	na	17	3.1%
Afro-Caribbean	na	6	1.1%
Arab	7.5%	18	3.3%
Central/South American (Mexican, Ecuadorean, Peruvian, etc.)	1.2%	3	0.6%
Chinese	3.4%	4	0.7%
Filipino	1.4%	2	0.4%
Japanese	0.1%	2	0.4%
Korean	0.1%	1	0.2%
Multi-racial	0.9%	10	1.9%
North African (Libyan, Tunisian, etc.)	na	2	0.4%
South Asian (e.g. Indian, Pakistani, Sri Lankan, etc.)	4.5%	5	0.9%
Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)	1.6%	2	0.4%
West Asian (e.g. Iranian, Afghan)	0.6%	1	0.2%
White (European)	na	452	83.7%
Blank or corrupt responses		44	

# 2018 WINDSOR POLICE WORKPLACE CENSUS

## Demographics

### 12. Do you identify your racial background as?

#### Member Background Comparison



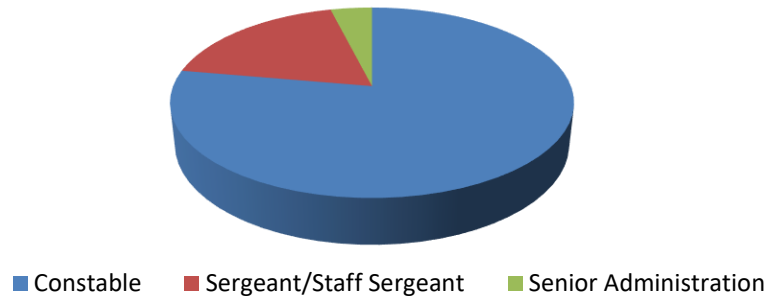
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 13. What rank/grade do you currently hold?

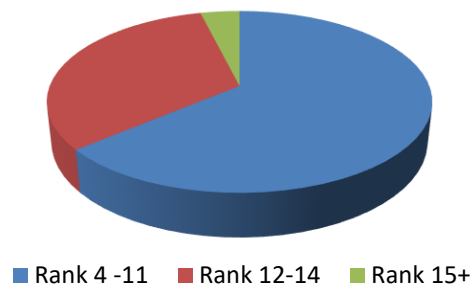
Question #13	2018 WPS Census Respondents	2018 WPS Census %
Constable	297	77.7%
Sergeant/Staff Sergeant	70	18.3%
Senior Administration	15	3.9%
Blank or corrupt responses	34	

#### Rank - Sworn Police Officers



Question #13	2018 WPS Census Respondents	2018 WPS Census %
Rank 4 -11	99	63.9%
Rank 12-14	50	32.3%
Rank 15+	6	3.9%
Blank or corrupt responses	13	

#### Grade level - Civilian Staff



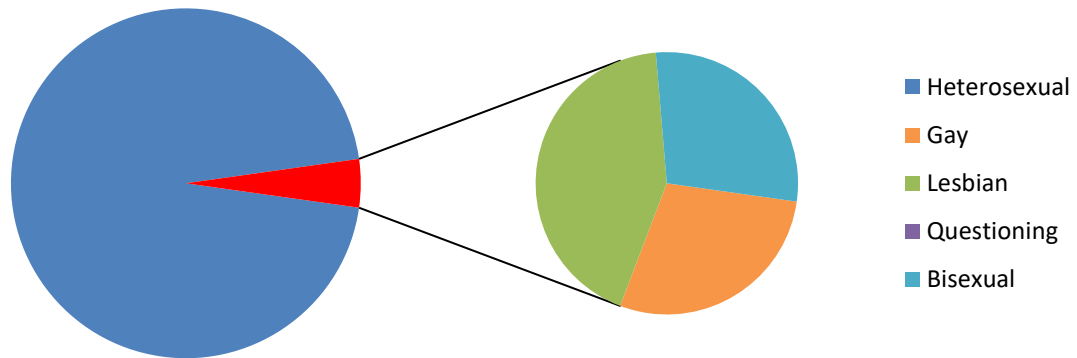
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 14. What is your sexual orientation?

Question #14	2014 CCHS, Canada <sup>15</sup>	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Heterosexual	97.0%	440	95.9%	97.0%
Bisexual	1.3%	5	1.1%	0.7%
Gay	na	6	1.3%	1.1%
Lesbian	na	6	1.3%	0.9%
Questioning	na	2	0.4%	0.2%
I prefer not to answer		9		
Blank or corrupt responses		43		

### Sexual Orientation



<sup>15</sup> 2014 Canadian Community Health Survey (CCHS)

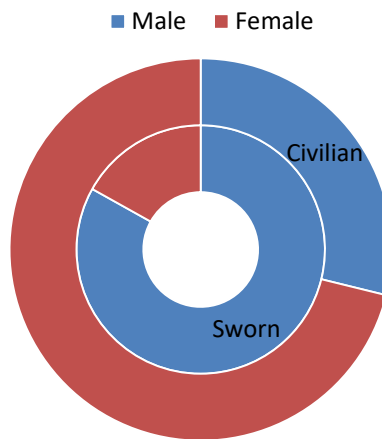
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Demographics

#### 15. What is your gender?

Question #15	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Male	49.4% <sup>16</sup>	345	66.0%	83.1%
Female	50.6%	178	34.0%	16.9%
Transgender	na	0	0.0%	0.0%
I prefer not to answer		18		
Blank or corrupt responses		44		

### Gender



<sup>16</sup> 2016 Windsor Census - % obtained from census data age characteristics of population only includes population aged 20 to 64

## 2018 WINDSOR POLICE WORKPLACE CENSUS

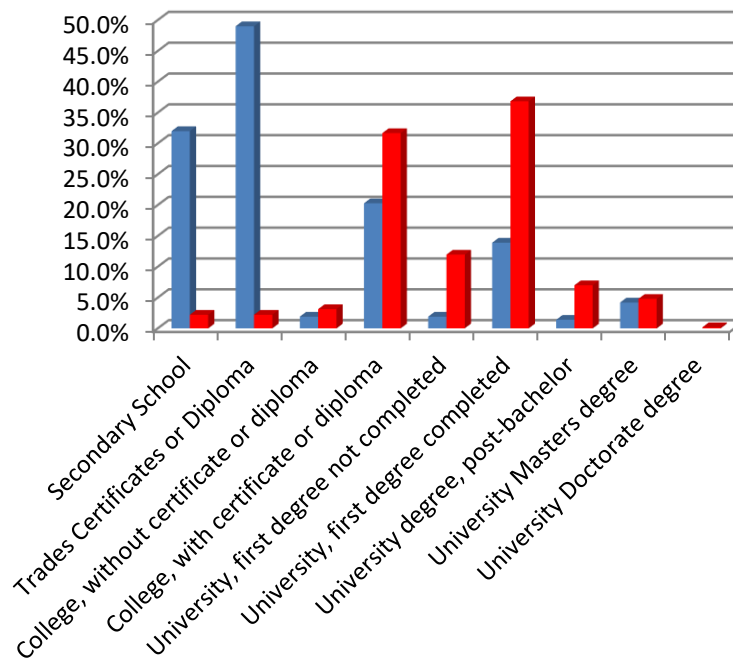
### Education

#### 16. What is the highest level of education achieved?

Question #16	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %
Elementary School	na	0	0.0%
Secondary School	32.0% <sup>17</sup>	12	2.2%
Trades Certificates or Diploma	49.0%	12	2.2%
College, without certificate or diploma	1.9%	17	3.1%
College, with certificate or diploma	20.3%	172	31.7%
University, first degree not completed	1.9%	65	12.0%
University, first degree completed	13.9%	200	36.8%
University degree, post-bachelor	1.4%	38	7.0%
University Masters degree	4.2%	26	4.8%
University Doctorate degree		1	0.2%
Blank or corrupt responses		41	

### Highest Level of Education Completed Comparison

■ City of Windsor  
■ Windsor Police



<sup>17</sup> 2016 Windsor Census - % obtained for Total - Highest certificate, diploma or degree for the population aged 15 years and over in private households - %25 sample data



## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Education

17. What was the major field of study of the highest degree, certificate, or diploma that you have completed?

Question #17	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Education	3.2% <sup>18</sup>	11	1.9%	1.5%
Visual & performing arts, and communications technologies	1.4%	11	1.9%	0.8%
Humanities	2.4%	30	5.3%	6.8%
Social and behavioural sciences and law	7.2%	224	39.3%	40.4%
Business, management and public administration	10.8%	95	16.7%	16.8%
Physical and life sciences and technologies	2.0%	11	1.9%	3.2%
Mathematics, computer and information sciences	2.6%	16	2.8%	3.8%
Architecture, engineering, and related technologies	12.8%	32	5.6%	4.7%
Agriculture, natural resources and conservation	0.6%	1	0.2%	0.0%
Health and related fields	10.9%	28	4.9%	4.3%
Personal, protective and transportation services	3.9%	111	19.5%	17.7%
Blank or corrupt responses		63		

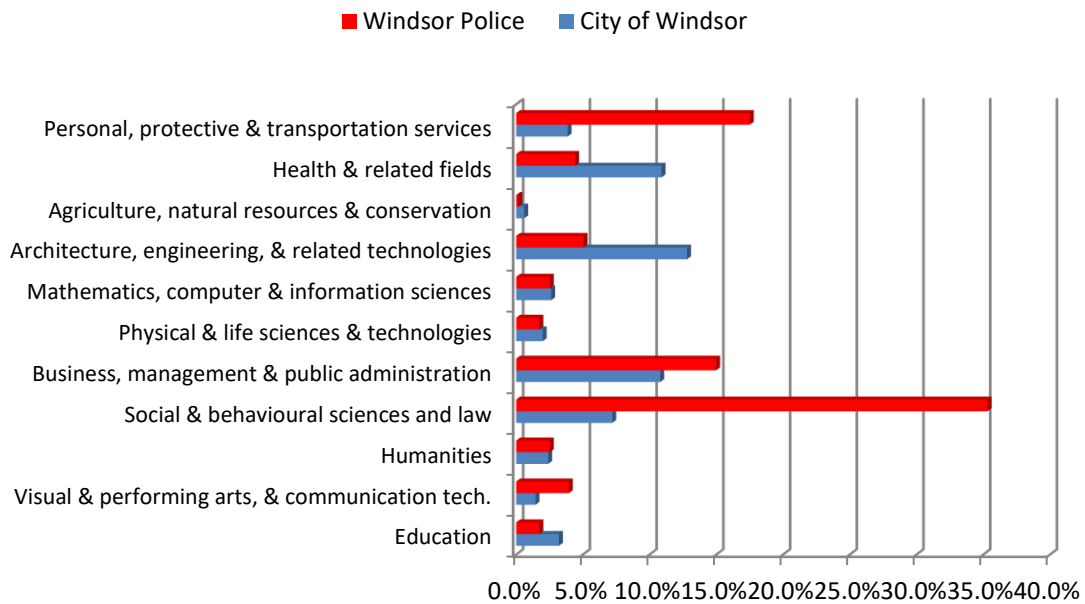
<sup>18</sup> 2016 Windsor Census - Classification of Instructional Programs (CIP) 2016 for the population aged 25 to 64 years in private households - 25% sample data

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Education

17. What was the major field of study of the highest degree, certificate, or diploma that you have completed?

### Field of Study



## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Education

**18.** In what province, territory or country did you complete your highest degree, certificate or diploma?

Question #18	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %
<b>Ontario</b>	<b>74.8%<sup>19</sup></b>	<b>498</b>	<b>94.0%</b>
<b>Outside Ontario</b>	<b>3.0%</b>	<b>10</b>	<b>1.9%</b>
Newfoundland Labrador		0	0.0%
Prince Edward Island		0	0.0%
Nova Scotia		1	0.2%
New Brunswick		1	0.2%
Quebec		6	1.1%
Manitoba		0	0.0%
Saskatchewan		0	0.0%
Alberta		1	0.2%
British Columbia		1	0.2%
Yukon		0	0.0%
Northwest Territories		0	0.0%
Nunavut		0	0.0%
<b>Other</b>	<b>10.6%</b>	<b>22</b>	<b>4.2%</b>
United States	5.4%	18	3.4%
India	1.8%	1	0.2%
China	1.9%	1	0.2%
Ireland	na	1	0.2%
Poland	na	1	0.2%
Blank or corrupt responses		54	

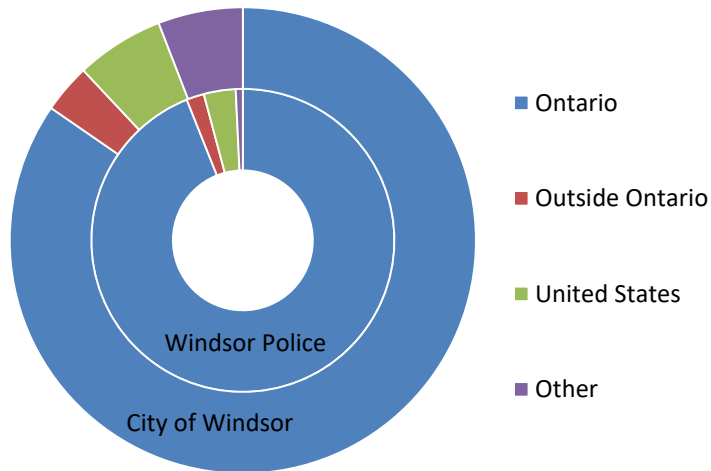
<sup>19</sup> 2016 Windsor Census -% obtained from location of study for population 15 years and older in private household with postsecondary qualification -25% sample data

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Education

18. In what province, territory or country did you complete your highest degree, certificate or diploma?

#### Location of Study



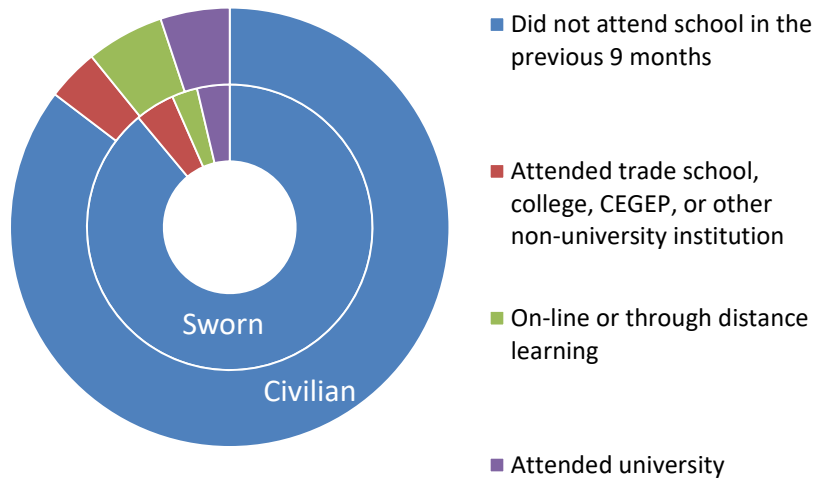
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Education

19. Other than OPC, CPC or police related training, have you attended a school, college CEGEP or university in the previous 9 months?

Question #19	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Yes, attended trade school, college, CEGEP, or other non-university institution	23	4.3%	3.4%
Yes, attended university	22	4.1%	4.3%
Yes, on-line or through distance learning	20	3.7%	4.7%
No, did not attend school in the previous 9 months	472	87.9%	87.7%
Blank or corrupt responses	47		

### Education in the Previous 9 Months



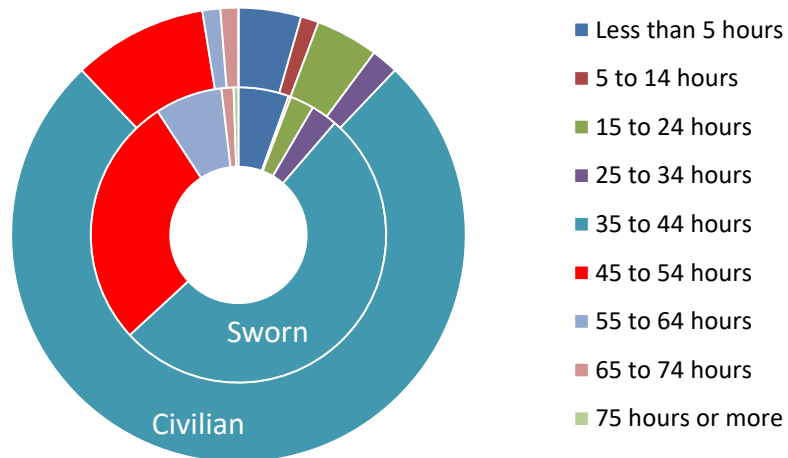
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Work Activities

#### 20. Last week, how many hours did you spend working for pay?

Question #20		2010 Canada	2018 WPS Census %	2018 WPS Census Respondents
Less than 30 hrs	Less than 5 hours	17.1% <sup>20</sup>	5.2%	28
	5 to 14 hours		0.6%	3
	15 to 24 hours		3.2%	17
	25 to 29 hours		2.6%	14
30 to < 40 hrs	30 to 34 hours	17.1%	58.8%	316
	35 to 39 hours			
40 to < 50 hrs	40 to 44 hours	32.7%	22.3%	120
	45 to 49 hours			
50 hrs +	50 to 54 hours	19.6%	5.6%	30
	55 to 59 hours			
	60 to 64 hours			
	65 to 69 hours			
	70 to 74 hours			
75 hours or more	1.3%	7		
Blank or corrupt responses				47

### Hours of Work



<sup>20</sup> 2010 Canada Survey of Giving, Volunteering and Participating

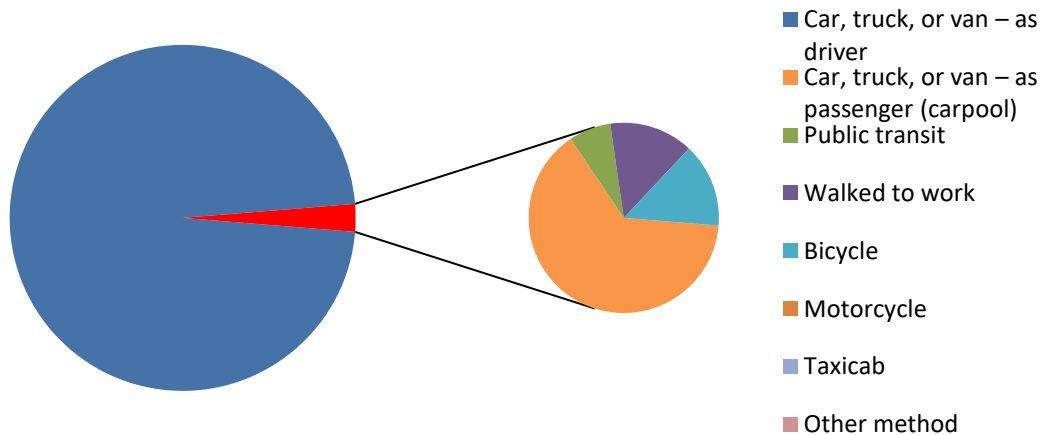
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Work Activities

#### 21. How do you usually get to work?

Question #21	2016 Windsor Census <sup>21</sup>	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Car, truck, or van – as driver	81.6%	528	97.4%	93.5%
Car, truck, or van – as passenger (carpool)	6.7%	9	1.7%	0.9%
Public transit	5.1%	1	0.2%	0.2%
Walked to work	4.2%	2	0.4%	0.5%
Bicycle	1.4%	2	0.4%	3.6%
Motorcycle	na	0	0.0%	1.1%
Taxicab	na	0	0.0%	0.0%
Other method	na	0	0.0%	0.2%
Blank or corrupt responses		42		

### Commuting Mode - Windsor Police



<sup>21</sup> 2016 Windsor Census - % obtained from main mode of commuting for the employed labor force aged 15 years and older in private households with a usual place of work or no fixed workplace address - 25% sample data

## 2018 WINDSOR POLICE WORKPLACE CENSUS

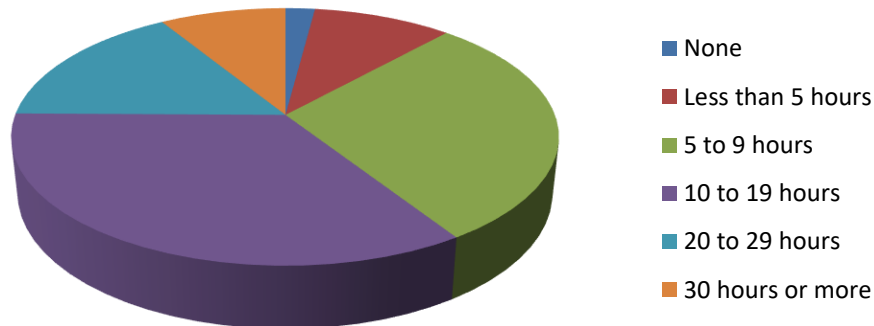
### Unpaid Work Activity – Personal and Volunteer Activity

22. Last week, how many hours did you spend doing the following activities:

- a. Doing unpaid housework, yard work, or home maintenance for members of your household or others?
- b. Looking after one or more of your own children, or the children of others, without pay?
- c. Providing unpaid care or assistance to one or more seniors?
- d. Volunteering time to activities/services related to the WPS?
- e. Volunteering time to activities/services not related to the Windsor Police Service?

Question #22 a	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
None	11	2.1%	2.3%
Less than 5 hours	52	9.7%	10.2%
5 to 9 hours	156	29.1%	29.2%
10 to 19 hours	184	34.3%	31.8%
20 to 29 hours	86	16.0%	13.6%
30 hours or more	47	8.8%	12.9%
Blank or corrupt responses	48		

### Doing unpaid Housework



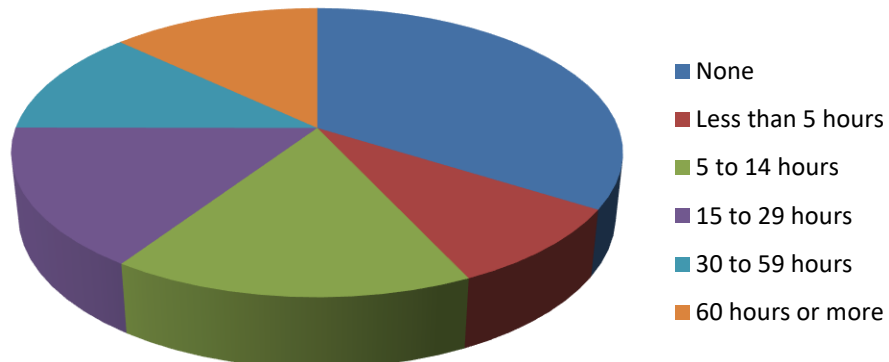


## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Unpaid Work Activity – Personal and Volunteer Activity

Question #22 b	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
None	182	33.9%	31.9%
Less than 5 hours	49	9.1%	10.9%
5 to 14 hours	88	16.4%	18.5%
15 to 29 hours	84	15.6%	15.5%
30 to 59 hours	64	11.9%	12.7%
60 hours or more	70	13.0%	10.5%
Blank or corrupt responses	47		

### Looking after child(ren) without pay

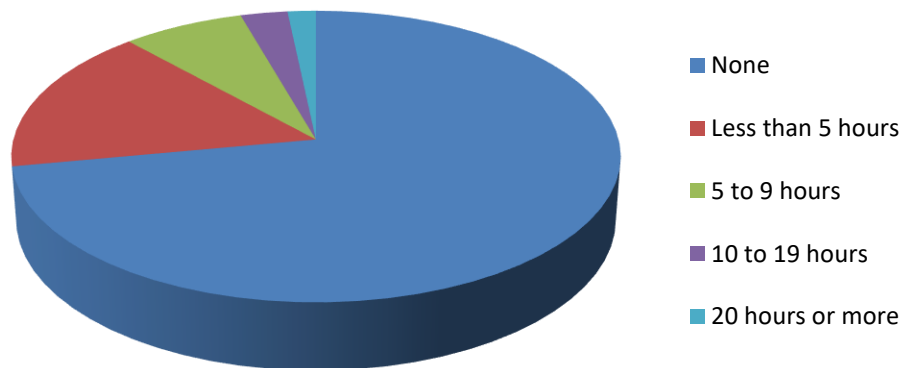


## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Unpaid Work Activity – Personal and Volunteer Activity

Question #22 c	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
None	387	72.1%	66.5%
Less than 5 hours	87	16.2%	20.7%
5 to 9 hours	39	7.3%	8.6%
10 to 19 hours	15	2.8%	3.6%
20 hours or more	9	1.7%	0.7%
Blank or corrupt responses	47		

### Providing unpaid care to senior(s)



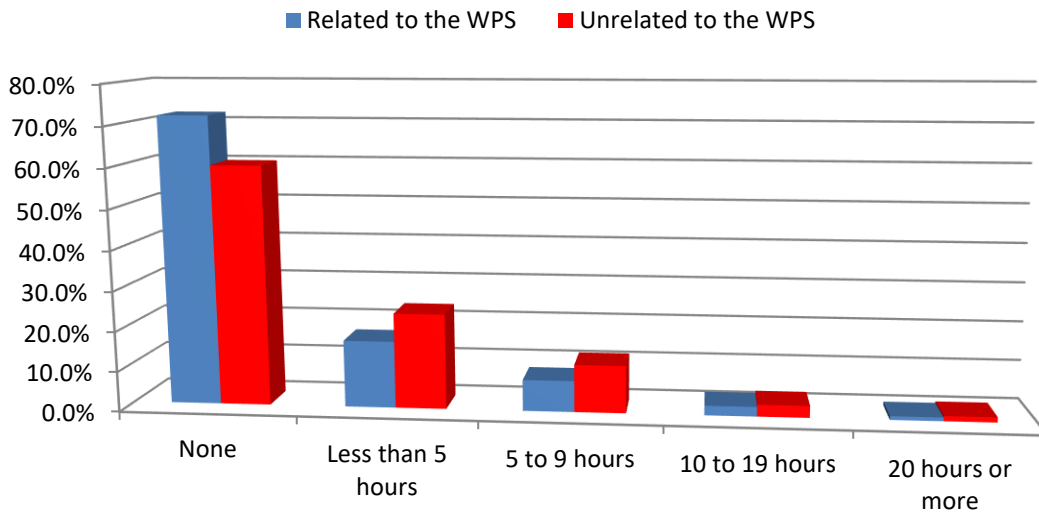
## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Unpaid Work Activity – Personal and Volunteer Activity

Question #22 d	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
None	387	72.1%	67.1%
Less than 5 hours	90	16.8%	21.3%
5 to 9 hours	42	7.8%	9.0%
10 to 19 hours	13	2.4%	
20 hours or more	5	0.9%	2.7%
Blank or corrupt responses	47		

Question #22 e	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
None	322	60.0%	46.0%
Less than 5 hours	128	23.8%	26.5%
5 to 9 hours	64	11.9%	15.8%
10 to 19 hours	16	3.0%	9.0%
20 hours or more	7	1.3%	2.7%
Blank or corrupt responses	47		

### Volunteering Time



## 2018 WINDSOR POLICE WORKPLACE CENSUS

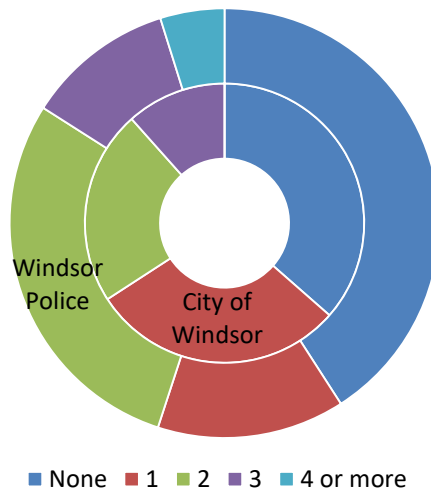
### Children and Other Dependents

**23.** How many persons do you provide dependent care for?

- a. Whom do you provide dependent care for?
- b. How old are the dependents living with you?
- c. In the past 12 months, how often did someone else provide dependent care while you were at work?
- d. In the past 12 months, who provided care for your dependents while you were at work?

Question #23	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
None	36.5% <sup>22</sup>	220	40.9%	45.3%
1	29.4%	76	14.1%	10.9%
2	22.6%	156	29.0%	27.6%
3	11.6%	60	11.2%	12.5%
4	na	19	3.5%	3.6%
5 or more	na	7	1.3%	0.2%
Blank or corrupt responses		46		

### Number of Dependents



<sup>22</sup> Census data for number of children at home for the total number of census families, which refers to a married couple (with or without children of either or and/or both spouses), a common-law couple (with or without children of either and/or both partners) or a lone parent of any marital status, with at least one child living in the same dwelling. A couple may be of opposite or same sex.

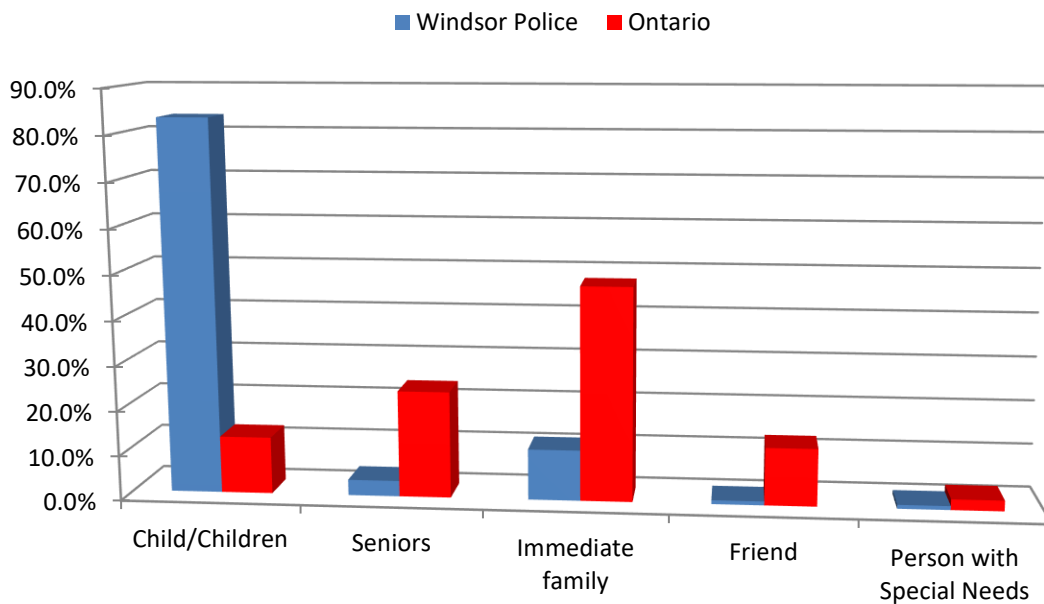
"Children" in a census family include grandchildren living with their grandparent(s) but with no parents present.

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Children and Other Dependents

Question #23 a	2012 GSS, Ontario	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Child/Children	12.7% <sup>23</sup>	287	83.4%	85.6%
Seniors	23.8%	12	3.5%	4.0%
Immediate family	47.8%	39	11.3%	8.9%
Friend	12.9%	3	0.9%	0.3%
Person with Special Needs	2.4%	3	0.9%	1.2%
Blank or corrupt responses	na	46		

### Dependent Care Receivers



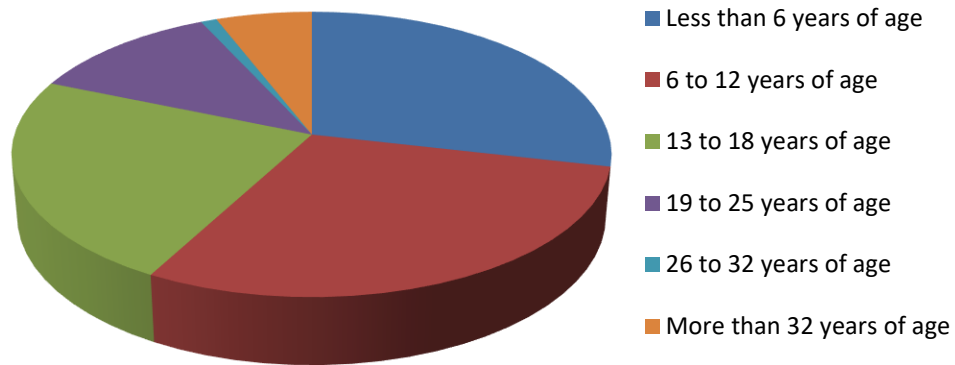
<sup>23</sup> 2012 Canada's General Social Survey(GSS), Ontario.

## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Children and Other Dependents

Question #23 b	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Less than 6 years of age	116	28.6%	24.3%
6 to 12 years of age	119	29.3%	31.6%
13 to 18 years of age	95	23.4%	26.2%
19 to 25 years of age	48	11.8%	11.3%
26 to 32 years of age	4	1.0%	1.2%
More than 32 years of age	24	5.9%	5.4%
Blank or corrupt responses	46		

### Age of Dependents - WPS

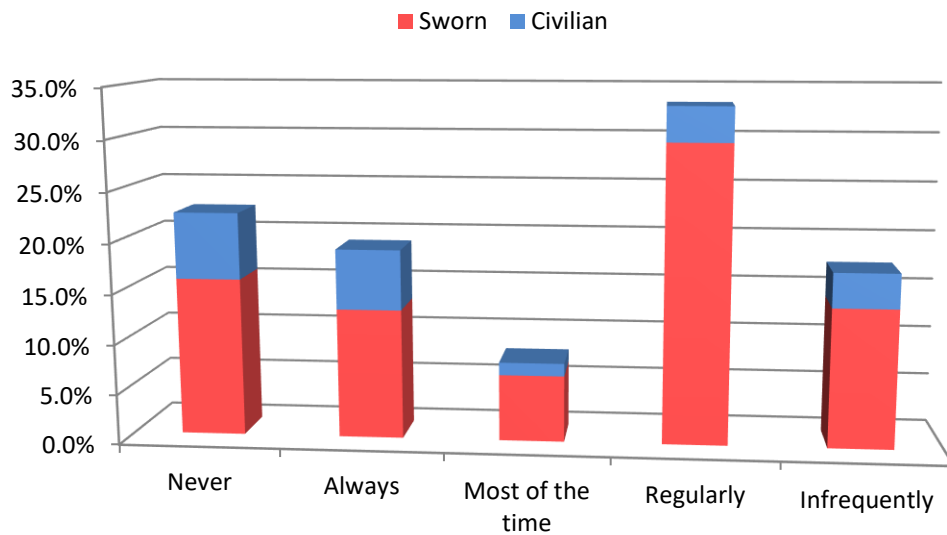


## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Children and Other Dependents

Question #23 c	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Never	71	22.5%	29.3%
Always	60	19.0%	15.5%
Most of the time	25	7.9%	8.4%
Regularly	105	33.2%	30.6%
Infrequently	55	17.4%	16.2%
Blank or corrupt responses	268		

### Help with Dependent Care

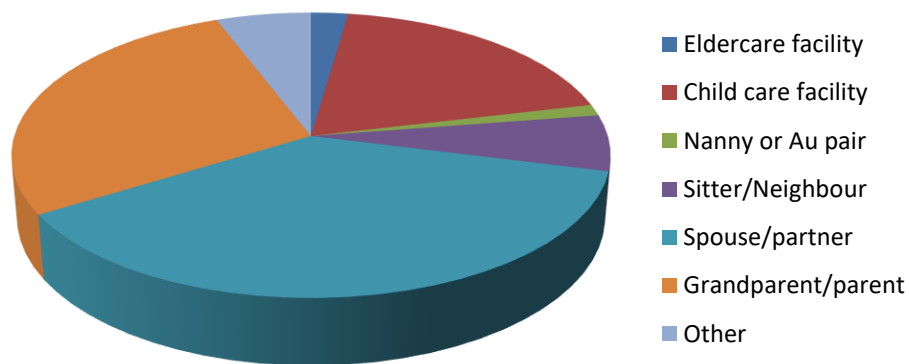


## 2018 WINDSOR POLICE WORKPLACE CENSUS

### Children and Other Dependents

Question #23 d	2018 WPS Census Respondents	2018 WPS Census %	2012 WPS Census
Eldercare facility	9	2.3%	1.2%
Child care facility	75	18.9%	16.4%
Nanny or Au pair	5	1.3%	1.7%
Sitter/Neighbor	25	6.3%	11.0%
Spouse/partner	147	37.0%	30.7%
Grandparent/parent	110	27.7%	33.4%
<b>Other</b>			
Other Family	10	1.8%	2.6%
Support Worker	1	0.3%	na
Medical Staff	1	0.3%	na
School	5	1.3%	na
CCAC	1	0.3%	na
PSW	1	0.3%	na
Family Friend	1	0.3%	0.5%
Ex-Wife/Ex-Partner	6	1.5%	na
Blank or corrupt responses	22		

### Who provided dependent care





Q1 What age group do you belong to?	2016 Census Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
24 years of age and under	12.4% <sup>1</sup>	1	0.3%	0.3%	0.0%
25-34 years of age	21.1%	91	23.8%	24.0%	22.8%
35-44 years of age	20.2%	138	36.0%	60.1%	36.9%
45-54 years of age	23.9%	136	35.5%	95.6%	37.6%
55-64 years of age	22.3%	17	4.4%	100.0%	2.7%
65 years of age or older	na	0	0.0%	100.0%	0%
I prefer not to answer		5	1.3%		2.3%
Blank or corrupt responses		28	6.7%		5.7%
Total Respondents		388			
Total		416			

<sup>1</sup> Census data for population aged 20 to 64.



Q2 Which best describe your current marital status?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Legally Married (and not separated)	43.1% <sup>1</sup>	271	71.5%	71.5%	75.0%
Common-law (cohabitating as a couple)	7.6%	37	9.8%	81.3%	8.0%
Never legally married (single)	31.2%	42	11.1%	92.3%	8.3%
Separated, but still legally married	3.5%	13	3.4%	95.8%	5.0%
Divorced	7.9%	15	4.0%	99.7%	3.5%
Widowed	6.7%	1	0.3%	100.0%	0%
I prefer not to answer		9	2.4%		3.2%
Blank or corrupt responses		28	6.7%		5.7%
Total Respondents		379			
Total		416			

<sup>1</sup> Census data for marital status of population aged 15 years and older.



Q3 What is your religion?	2011 NHS <sup>1</sup> , Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Catholic	41.8%	164	42.2%	42.2%	58.1%
Orthodox	4.1%	8	2.1%	44.2%	0.3%
Protestant	na	6	1.5%	45.8%	4.0%
Anglican	5.2%	16	4.1%	49.9%	6.6%
United	3.5%	10	2.6%	52.4%	4.9%
Baptist	2.0%	4	1.0%	53.5%	2.0%
Presbyterian	1.5%	2	0.5%	54.0%	1.2%
Pentecostal	1.6%	1	0.3%	54.2%	0.9%
Lutheran	0.9%	2	0.5%	54.8%	0.3%
Methodist		1	0.3%	55.0%	0.3%
Christian and Missionary Alliance		0	0.0%	55.0%	0.0%
Adventist	8.5%	2	0.5%	55.5%	0.0%
Christian		16	4.1%	59.6%	2.0%
Sikh	0.7%	2	0.5%	60.2%	0.3%
Muslim	6.9%	3	1.0%	60.9%	0.6%
Hindu	1.2%	1	0.3%	61.2%	0.0%
Islamic	na	5	1.3%	62.5%	na
Agnostic		11	2.8%	65.3%	
Atheist	20.0%	13	3.3%	68.6%	17.9%
No Religion		73	18.8%	87.4%	
I prefer not to answer	na	49	12.6%	100.0%	
Blank or corrupt responses	na	27	6.5%		6.4%



Q3 What is your religion?	2011 NHS <sup>1</sup> , Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Total Respondents		389			
Total		416			

<sup>1</sup>2011 National Household Survey(NHS)

Catholic - Includes persons who report only "Catholic" and persons who report Roman Catholic, and Ukrainian Catholic

Orthodox - Includes persons who only report "Orthodox". Also included Greek Orthodox, Ukrainian Orthodox and Serbian Orthodox.

United - Includes persons who only report "United" and "United Church".

Protestant - Includes persons who report only "Protestant".

Christian - Includes persons who report "Christian", and those who report "Apostolic".



Q4 What were the ethnic or cultural origins of your grandparents?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
<b>British Isles Origins</b>	<b>32.9%</b>	<b>260</b>	<b>39.3%</b>	<b>39.3%</b>	<b>41.4%</b>
England/English	18.0%	87	13.2%		15.4%
Scotland/Scottish	12.8%	85	12.9%		12.5%
Ireland/Irish	13.7%	83	12.6%		12.4%
Welsh	1.2%	5	0.8%		1.0%
<b>French Origins</b>	<b>20.8%</b>	<b>76</b>	<b>11.5%</b>	<b>50.8%</b>	<b>12.7%</b>
French	20.8%	76	11.5%		12.7%
<b>Aboriginal Origins</b>	<b>4.5%</b>	<b>22</b>	<b>3.3%</b>	<b>54.2%</b>	<b>2.3%</b>
Indigenous Peoples n.o.s.	3.3%	22	3.3%		2.2%
<b>Other North American Origins</b>	<b>26.0%</b>	<b>46</b>	<b>7.0%</b>	<b>61.1%</b>	<b>8.9%</b>
Canada/Canadian	24.7%	28	4.2%		6.5%
French Canadian	na	18	2.7%		2.4%
<b>Caribbean Origins</b>	<b>1.4%</b>	<b>6</b>	<b>0.8%</b>	<b>61.9%</b>	<b>0.7%</b>
Jamaican	0.7%	3	0.3%		0.3%
Anguillian	na	1	0.2%		na
Caribbean, n.o.s. <sup>1</sup>	na	2	0.3%		0.1%
<b>Latin, Central and South American Origins</b>	<b>1.6%</b>	<b>4</b>	<b>0.6%</b>	<b>62.5%</b>	<b>0.4%</b>
Argentinean	0.0%	2	0.3%		0.3%
Mexican	0.4%	1	0.2%		0.1%
Latin, Central or South American	na	1	0.2%		0.0%
<b>European Origins</b>	<b>62.7%</b>	<b>188</b>	<b>28.4%</b>	<b>90.9%</b>	<b>28.0%</b>
<i>West European Origins</i>	<i>11.2%</i>	<i>54</i>	<i>8.2%</i>		<i>9.9%</i>
Austrian	0.4%	2	0.3%		0.1%
Dutch (Netherlands)	2.3%	11	1.7%		3.0%



Q4 What were the ethnic or cultural origins of your grandparents?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
German	8.4%	41	6.2%		6.3%
<i>Northern European Origins</i>	1.3%	3	0.5%		0.9%
Finnish	0.3%	2	0.3%		0.4%
Danish	0.3%	1	0.2%		0.1%
<i>Eastern European Origins</i>	12.0%	44	6.7%		7.5%
Slovakian	0.7%	1	0.2%		0.4%
Hungarian	2.2%	10	1.5%		1.4%
Polish	4.1%	10	1.5%		1.6%
Romanian	1.9%	4	0.6%		0.9%
Ukrainian	2.9%	19	2.9%		2.3%
<i>Southern European Origins</i>	15.8%	62	9.4%		8.9%
Croatian	1.1%	6	0.9%		0.6%
Italy/Italian	na	43	6.5%		6.5%
Macedonian	0.6%	2	0.3%		0.1%
Portuguese	0.8%	1	0.2%		0.0%
Serbian	1.5%	3	0.5%		0.4%
Spanish	1.0%	2	0.3%		0.3%
Yugoslavia	0.3%	3	0.5%		0.7%
Maltese	0.4%	2	0.3%		na
<i>Other European Origins</i>	0.5%	25	3.8%		0.7%
European, n.o.s.	na	25	3.8%		0.6%
<b>African Origins</b>	<b>4.2%</b>	<b>13</b>	<b>2.0%</b>	<b>92.8%</b>	<b>0.3%</b>
Ghanaian	0.1%	2	0.3%		na
Ethiopian	0.2%	0	0.0%		na



Q4 What were the ethnic or cultural origins of your grandparents?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
African, n.o.s.	na	11	1.7%		0.1%
<b>Arab Origins</b>	<b>na</b>	<b>26</b>	<b>3.9%</b>	<b>96.8%</b>	<b>1.9%</b>
Lebanon/Lebanese	3.9%	15	2.3%		1.7%
Jordanian	0.2%	1	0.2%		na
Egyptian	0.3%	2	0.3%		na
Yemen	0.1%	0	0.0%		na
Syrian	0.9%	1	0.2%		0.1%
Middle Eastern, n.o.s.	na	7	1.1%		na
<b>South Asian Origins</b>	<b>4.5%</b>	<b>1</b>	<b>0.2%</b>	<b>96.9%</b>	<b>0.4%</b>
Pakistani	1.0%	1	0.2%		na
<b>East and Southeast Asian Origins</b>	<b>7.0%</b>	<b>8</b>	<b>1.2%</b>	<b>98.1%</b>	<b>0.7%</b>
Chinese	3.9%	4	0.6%		0.3%
Japanese	na	2	0.0%		0.1%
Laos	0.1%	0	0.3%		na
Asian, n.o.s.	na	2	0.3%		0.3%
<b>South East Asian Origins</b>	<b>na</b>	<b>2</b>	<b>0.3%</b>	<b>98.4%</b>	<b>na</b>
Filipino	1.5%	2	0.3%		na
<b>Oceania Origins</b>	<b>0.1%</b>	<b>2</b>	<b>0.3%</b>	<b>98.7%</b>	<b>0.0%</b>
Polynesian	0.0%	1	0.2%		na
Melanesian	na	1	0.2%		na
<b>Other</b>	<b>na</b>	<b>8</b>	<b>1.2%</b>	<b>100.0%</b>	<b>na</b>
Indian	3.3%	5	0.8%		0.6%
American	1.8%	3	0.5%		na



Q4 What were the ethnic or cultural origins of your grandparents?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Blank or corrupt responses		50	7.0%		na
Total Respondents		662			
Total		712			

<sup>1</sup>n.o.s. - not otherwise specified





Q5 Do you have a disability as defined by the Ontario Human Rights Code?	2012 Ontario	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Yes	15.4% <sup>1</sup>	17	4.5%	4.5%	4.7%
No	84.6%	359	95.5%	100.0%	95.3%
I prefer not to answer		11	2.9%		2.5%
Blank or corrupt responses		29	7.0%		6.2%
Total Respondents		376			
Total		416			

<sup>1</sup> Canadian Survey on Disability - 2012 Profile of persons with disabilities for those aged 15 years and over for Province of Ontario



Q6 Where were you born?	2011 NHS, Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
<b>Canada</b>	<b>71.6%</b>	<b>352</b>	<b>92.6%</b>	<b>92.6%</b>	<b>93.1%</b>
Newfoundland Labrador		0	0.0%		na
Prince Edward Island		0	0.0%		na
Nova Scotia		0	0.0%		0.5%
New Brunswick		1	0.3%		0.2%
Quebec		7	1.8%		1.2%
Ontario		340	89.5%		89.7%
Manitoba		0	0.0%		0.0%
Saskatchewan		1	0.3%		0.5%
Alberta		1	0.3%		0.7%
British Columbia		2	0.5%		0.2%
Yukon		0	0.0%		na
Northwest Territories		0	0.0%		na
Nunavut		0	0.0%		na
<b>Europe</b>	<b>10.5%</b>	<b>11</b>	<b>2.9%</b>	<b>95.5%</b>	<b>2.1%</b>
Poland		1	0.3%		na
Romania		1	0.3%		0.2%
United Kingdom		3	0.8%		na
West Germany		1	0.3%		0.2%
Germany		1	0.3%		0.2%
Scotland		1	0.3%		1.0%
Macedonian		2	0.5%		0.5%
Yugoslavian		1	0.3%		0.0%
<b>Asia</b>	<b>11.2%</b>	<b>10</b>	<b>2.6%</b>	<b>98.2%</b>	<b>1.6%</b>



Q6 Where were you born?	2011 NHS, Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Lebanon		3	0.8%		0.5%
China		2	0.5%		0.7%
UAE		1	0.3%		na
India		1	0.3%		0.2%
Iraq		1	0.3%		na
Philippines		1	0.3%		na
Saudi Arabia		1	0.3%		0.2%
<b>Africa</b>	<b>1.6%</b>	<b>1</b>	<b>0.3%</b>	<b>98.5%</b>	<b>na</b>
Egypt		1	0.3%		na
<b>Mexico</b>		<b>1</b>	<b>0.3%</b>	<b>98.7%</b>	<b>0.2%</b>
<b>United States</b>		<b>3</b>	<b>0.8%</b>	<b>99.5%</b>	<b>1.2%</b>
<b>South America</b>	<b>na</b>	<b>2</b>	<b>0.5%</b>	<b>100.0%</b>	<b>0.2%</b>
Trinidad - Tobago		1	0.3%		0.2%
Chile		1	0.3%		na
Blank or corrupt responses		36	8.7%		
Total Respondents		380			
Total		416			



Q7 Can you speak French well enough to conduct a conversation?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Yes	8.9% <sup>1</sup>	62	16.0%	16.0%	11.4%
No	91.1%	325	84.0%	100.0%	88.6%
Blank or corrupt responses		29	7.0%		6.4%
Total Respondents		387			
Total		416			

<sup>1</sup> 2016 Windsor Census - % obtained from knowledge of official languages of population who speak French only and French and English.



Q8 What language(s), other than English or French can you speak well enough to conduct a conversation?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None		303	81.9%	81.9%	87.1%
Other					
Norwegian	0.0% <sup>1</sup>	1	0.3%	82.2%	0.2%
Spanish	2.0%	7	1.9%	84.1%	0.5%
Sign Language	0.2%	1	0.3%	84.3%	0.0%
Portuguese	0.3%	2	0.5%	84.9%	0.0%
Arabic	8.3%	12	3.2%	88.1%	1.7%
German	0.8%	5	1.4%	89.5%	0.7%
Chinese	3.2%	3	0.8%	90.3%	0.5%
Romanian	0.9%	1	0.3%	90.5%	0.2%
Italian	3.3%	8	2.2%	92.7%	4.1%
Cantonese	1.0%	2	0.5%	93.2%	0.5%
Polish	1.1%	1	0.3%	93.5%	0.2%
Greek	0.6%	1	0.3%	93.8%	0.0%
Urdu	1.5%	3	0.8%	94.6%	0.2%
Croatian	0.7%	3	0.8%	95.4%	0.5%
Vietnamese	1.0%	1	0.3%	95.7%	0.2%
Serbian	1.3%	4	1.1%	96.8%	0.5%
Macedonian	0.4%	2	0.5%	97.3%	0.5%
Hungarian	0.6%	2	0.5%	97.8%	1.0%
Tagalong	1.0%	1	0.3%	98.1%	na
Hindi	1.1%	3	0.8%	98.9%	0.2%
Punjabi	1.2%	2	0.5%	99.5%	0.2%
Chaldean	1.4%	1	0.3%	99.7%	na



Q8 What language(s), other than English or French can you speak well enough to conduct a conversation?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Bosnian	0.2%	1	0.3%	100.0%	0.0%
Blank or corrupt responses		46	11.1%		7.2%
Total Respondents		370			
Total		416			

<sup>1</sup> 2016 Windsor Census - % obtained from total knowledge of population in private households - 25% sample data



Q9 a) As of today, are you directly related to another member of the Windsor Police Service?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
No	na	333	85.8%	85.8%	86.4%
Yes - my spouse/common-law partner works here	na	27	7.0%	92.8%	9.2%
Yes - parent(s) work here	na	1	0.3%	93.0%	0.5%
Yes - my sibling(s) work here	na	17	4.4%	97.4%	3.7%
Yes - my child(ren) work here	na	4	1.0%	98.5%	0.2%
I prefer not to answer	na	6	1.5%	100.0%	2.0%
Blank or corrupt responses		28	6.7%		6.6%
Total Respondents		388			
Total		416			



Q9 b) At the time of your initial hiring, were you directly related to another member of the Windsor Police Service?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
No	na	351	90.9%	90.9%	92.8%
Yes - my spouse/common-law partner works here	na	3	0.8%	91.7%	0.5%
Yes - parent(s) work here	na	15	3.9%	95.6%	4.3%
Yes - my sibling(s) work here	na	11	2.8%	98.4%	2.5%
Yes - my child(ren) work here	na	0	0.0%	98.4%	0.0%
I prefer not to answer	na	6	1.6%	100.0%	2.3%
Blank or corrupt responses		30	7.2%		6.6%
Total Respondents		386			
Total		416			





Q10 Are you an Aboriginal person, that is, North American Indian, Métis or Inuit?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Yes	2.4% <sup>1</sup>	12	3.1%	3.1%	6.0%
No	97.6%	375	96.9%	100.0%	94.0%
Blank or corrupt responses		29	7.0%		5.5%
Total Respondents		387			
Total		416			

<sup>1</sup> 2016 Windsor Census - % obtained from Total - Aboriginal identity for the population in private households - 25% sample data



Q11 Are you a member of an Indian Band/First Nation?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
No	99.3%	383	99.0%	99.0%	98.6%
Yes, member of an Indian Band/First Nation	0.7%	4	1.0%	100.0%	1.4%
Blank or corrupt responses		29	7.0%		5.5%
Total Respondents		387			
Total		416			



Q12 Do you identify your racial background as:	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Aboriginal Canadian	2.6%	14	3.6%	3.6%	2.7%
Afro-Canadian	na	5	1.3%	4.9%	1.7%
Afro-Caribbean	na	6	1.6%	6.5%	1.2%
Arab	7.5%	15	3.9%	10.4%	2.2%
Central/South American (Mexican, Ecuadorean, Peruvian, etc.)	1.2%	2	0.5%	10.9%	0.5%
Chinese	3.4%	3	0.8%	11.7%	1.0%
Filipino	1.4%	2	0.5%	12.2%	0.0%
Japanese	0.1%	2	0.5%	12.7%	0.2%
Korean	0.1%	1	0.3%	13.0%	0.0%
Multi-racial	0.9%	8	2.1%	15.1%	3.7%
North African (Libyan, Tunisian, etc.)	na	2	0.5%	15.6%	0.2%
South Asian (e.g. Indian, Pakistani, Sri Lankan, etc.)	4.5%	5	1.3%	16.9%	1.0%
Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)	1.6%	1	0.3%	17.1%	0.2%
West Asian (e.g. Iranian, Afghan)	0.6%	1	0.3%	17.4%	0.5%
White (European)	na	318	82.6%	100.0%	84.8%
Blank or corrupt responses		31	7.5%		10.0%
Total Respondents		385			
Total		416			



Q13 What rank do you currently hold?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Constable	na	297	77.7%	77.7%	na
Sergeant/Staff Sergeant	na	70	18.3%	96.1%	na
Senior Administration	na	15	3.9%	100.0%	na
Blank or corrupt responses	na	34			na
Total Respondents		382			
Total		416			



Q14 What is your sexual orientation?	2014 CCHS <sup>1</sup> , Canada	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Bisexual	1.3%	3	1.0%	1.0%	0.5%
Heterosexual	97.0%	290	96.0%	97.0%	97.2%
Gay	1.7%	4	1.3%	98.3%	1.3%
Lesbian		3	1.0%	99.3%	0.8%
Questioning	na	2	0.7%	100.0%	0.3%
I prefer not to answer		7	2.3%		3.2%
Blank or corrupt responses		34	11.3%		7.1%
Total Respondents		302			
Total		343			

<sup>1</sup> 2014 Canadian Community Health Survey (CCHS)



Q15 What is your gender?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Male	49.4% <sup>1</sup>	300	81.7%	83.7%	83.1%
Female	50.6%	67	18.3%	100.0%	16.9%
Transgender	na	0	0.0%	100.0%	0.0%
I prefer not to answer		16	4.3%		3.4%
Blank or corrupt responses		33	9.0%		6.4%
Total Respondents		367			
Total		416			

<sup>1</sup> 2016 Windsor Census - % obtained from census data age characteristics of population only includes ppl aged 20 to 64



Q16 What is the highest level of education achieved?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Elementary School	na	0	0.0%	0.0%	na
Secondary School	32.0% <sup>1</sup>	7	3.4%	3.4%	3.4%
Trades Certificates or Diploma	49.0%	5	1.2%	4.6%	1.2%
College, without certificate or diploma	1.9%	9	3.7%	8.3%	3.7%
College, with certificate or diploma	20.3%	114	26.2%	34.5%	26.2%
University, first degree not completed	1.9%	48	19.4%	53.9%	19.4%
University, first degree completed	13.9%	154	35.3%	89.2%	35.3%
University degree, post-bachelor	1.4%	28	9.1%	98.3%	9.1%
University Masters degree	4.2%	18	1.7%	100.0%	1.7%
University Doctorate degree		1	0.0%	100.0%	0.0%
Blank or corrupt responses		32	7.7%		7.1%
Total Respondents		384			
Total		416			

<sup>1</sup> 2016 Windsor Census - % obtained for Total - Highest certificate, diploma or degree for the population aged 15 years and over in private households - %25 sample data



Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
<b>Education</b>	<b>3.2%<sup>1</sup></b>	<b>8</b>	<b>1.9%</b>	<b>1.9%</b>	<b>1.8%</b>
Education		8	1.9%		1.8%
<b>Humanities</b>	<b>1.4%</b>	<b>20</b>	<b>4.6%</b>	<b>6.5%</b>	<b>0.3%</b>
Journalism		2	0.5%		na
Religious Studies		1	0.2%		0.3%
History		11	2.5%		1.5%
English		4	0.9%		1.3%
College		1	0.2%		na
Bachelor		1	0.2%		na
<b>Visual &amp; Performing Arts, and Communication Technologies</b>	<b>2.4%</b>	<b>6</b>	<b>1.4%</b>	<b>7.9%</b>	<b>5.6%</b>
General Arts		4	0.9%		na
Master of Arts		1	0.2%		na
Associate of Liberal Arts		1	0.2%		na
<b>Social and Behavioral Sciences and Law</b>	<b>7.2%</b>	<b>185</b>	<b>42.8%</b>	<b>50.7%</b>	<b>43.9%</b>
Criminology		69	16.0%		17.5%
Geography		2	0.5%		0.0%
Law Juries Doctor		1	0.2%		na
International Relations & Development		2	0.5%		0.5%
Psychology		32	7.4%		9.6%
Sociology		41	9.5%		7.4%
Social Science		1	0.2%		0.8%
Communications		11	2.5%		2.5%
Law		6	1.4%		1.0%





Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Political Science		10	2.3%		3.0%
Economics		2	0.5%		0.5%
Paralegal		1	0.2%		na
Anthropology		1	0.2%		0.3%
Forensics		3	0.7%		na
Philosophy		1	0.2%		na
Behavioral Science		1	0.2%		0.3%
Behavioral & Cognitive Neuroscience		1	0.2%		na
<b>Business Management and Public Administration</b>	<b>10.8%</b>	<b>54</b>	<b>12.5%</b>	<b>63.2%</b>	<b>10.9%</b>
Business		25	5.8%		3.3%
Public Administration		11	2.5%		0.8%
Finance		1	0.2%		0.3%
Human Resources		2	0.5%		0.0%
B.A Commerce		3	0.7%		na
Accounting		3	0.7%		0.3%
Marketing		4	0.9%		1.5%
Labor Studies		2	0.5%		na
Financial Planner		1	0.2%		na
Ethics		1	0.2%		na
Administration		1	0.2%		na
<b>Physical and Life Sciences and Technologies</b>	<b>2.0%</b>	<b>10</b>	<b>2.3%</b>	<b>65.5%</b>	<b>4.3%</b>
Chemistry		1	0.2%		0.5%
Biology		4	0.9%		1.8%
Science		4	0.9%		1.0%



Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Associate of Science		1	0.2%		na
<b>Mathematics, Computer and Information Sciences</b>	<b>2.6%</b>	<b>9</b>	<b>2.1%</b>	<b>67.6%</b>	<b>1.8%</b>
Computer Science Software Engineer		3	0.7%		0.3%
Computer Science		5	1.2%		0.8%
Computer Networking		1	0.2%		0.3%
<b>Architecture, Engineering, and Related Technologies</b>	<b>12.8%</b>	<b>25</b>	<b>5.8%</b>	<b>73.4%</b>	<b>6.1%</b>
Mold Maker		1	0.2%		0.8%
Skilled Trades		1	0.2%		na
Architectural		2	0.5%		na
Auto Mechanic		1	0.2%		na
Industrial Mechanic		1	0.2%		na
Power Engineer		1	0.2%		na
Electrical Tech		1	0.2%		0.5%
Chemical Engineer		2	0.5%		0.5%
Electrical Engineer		2	0.5%		0.3%
Engineer		3	0.7%		na
Tool Making Tech		1	0.2%		na
Mechanical Engineer		1	0.2%		na
Automotive Product Design		1	0.2%		na
Machinist		2	0.5%		na
Tool & Die Design		1	0.2%		na
Machine Shop		2	0.5%		0.5%
Plastic Product Mold Design		1	0.2%		0.3%
Civil Engineer		1	0.2%		0.3%



Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
<i>Agriculture, Natural Resources and Conservation</i>	0.6%	1	0.2%	73.6%	0.0%
Mining Tech		1	0.2%		na
<i>Health, Parks, Recreation and Fitness</i>	10.9%	19	4.4%	78.0%	4.6%
Medical		2	0.5%		0.5%
Kinesiology		13	3.0%		na
Veterinary Tech		1	0.2%		na
Paramedic		1	0.2%		0.3%
Als- Para medicine		1	0.2%		na
Sports Management		1	0.2%		0.3%
<i>Personal, Protective and Transportation Services</i>	3.9%	95	22.0%	100.0%	20.8%
Law & Security		51	11.8%		12.2%
Police Foundations		39	9.0%		6.1%
Fire Fighting		1	0.2%		0.3%
Border Services		1	0.2%		na
Fire Science		1	0.2%		na
Pre- Fire Science		1	0.2%		na
Police Science		1	0.2%		0.3%
Blank or corrupt responses		48	10.0%		19.9%
Total Respondents		432			
Total		480			

<sup>1</sup> 2016 Windsor Census - Classification of Instructional Programs (CIP) 2016 for the population aged 25 to 64 years in private households - 25% sample data



Q18 In what province, territory or country did you complete your highest degree, certificate or diploma?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Ontario	74.8% <sup>1</sup>	349	93.6%	93.6%	95.6%
Outside Ontario	3.0%	7	1.9%	95.4%	1.0%
Newfoundland Labrador	na	0	0.0%		0.0%
Prince Edward Island	na	0	0.0%		0.0%
Nova Scotia	na	1	0.3%		0.2%
New Brunswick	na	1	0.3%		0.2%
Quebec	na	4	1.1%		0.2%
Manitoba	na	0	0.0%		0.0%
Saskatchewan	na	0	0.0%		0.0%
Alberta	na	1	0.3%		0.2%
British Columbia	na	0	0.0%		0.0%
Yukon	na	0	0.0%		0.0%
Northwest Territories	na	0	0.0%		0.0%
Nunavut	na	0	0.0%		0.0%
<b>Other</b>	<b>10.6%</b>	<b>17</b>	<b>4.6%</b>	<b>100.0%</b>	<b>3.3%</b>
United States	5.4%	13	3.5%		2.9%
India	1.8%	1	0.3%		0.2%
China	1.9%	1	0.3%		0.2%
Ireland	na	1	0.3%		na
Poland	na	1	0.3%		na
Blank or corrupt responses		43	11.5%		6.4%



Q18 In what province, territory or country did you complete your highest degree, certificate or diploma?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Total Respondents		373			
Total		416			

<sup>1</sup> 2016 Windsor Census -% obtained from location of study for population 15 years and older in private household with postsecondary qualification -25% sample data



Q19 Other than OPC, CPC or police related training, have you attended a school, college CEGEP or university in the previous 9 months?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Yes, attended trade school, college, CEGEP, or other non-university institution	na	17	4.5%	4.5%	3.2%
Yes, attended university	na	14	3.7%	8.2%	4.4%
Yes, on-line or through distance learning	na	11	2.9%	11.1%	3.5%
No, did not attend school in the previous 9 months	na	338	88.9%	100.0%	88.9%
Blank or corrupt responses		36	9.5%		8.2%
Total Respondents		380			
Total		416			



Q20 Last week, how many hours did you spend working for pay?		2010 Canada	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Less than 30 hrs	Less than 5 hours		21	5.5%	5.5%	5.4%
	5 to 14 hours	17.1% <sup>1</sup>	1	0.3%	5.8%	1.7%
30 to < 40 hrs	15 to 24 hours		10	2.6%	8.4%	1.5%
	25 to 29 hours					
40 to < 50 hrs	30 to 34 hours	17.1%	11	2.9%	11.3%	1.2%
	35 to 39 hours					
50 hrs +	40 to 44 hours	32.7%	197	51.8%	63.2%	52.8%
	45 to 49 hours					
50 hrs +	50 to 54 hours		105	27.6%	90.8%	26.2%
	55 to 59 hours					
50 hrs +	60 to 64 hours	19.6%	28	7.4%	98.2%	8.6%
	65 to 69 hours					
50 hrs +	70 to 74 hours		5	1.3%	99.5%	2.0%
	75 hours or more		2	0.5%	100.0%	0.5%
Blank or corrupt responses			36			
Total Respondents			380			
Total			416			

<sup>1</sup> 2010 Canada Survey of Giving, Volunteering and Participating



Q21 How do you usually get to work?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Car, truck, or van – as driver	81.6% <sup>1</sup>	373	97.4%	97.4%	93.3%
Car, truck, or van – as passenger (carpool)	6.7%	6	1.6%	99.0%	1.3%
Public transit	5.1%	1	0.3%	99.2%	0.0%
Walked to work	4.2%	1	0.3%	99.5%	0.8%
Bicycle	1.4%	2	0.5%	100.0%	3.8%
Motorcycle	na	0	0.0%	100.0%	1.0%
Taxicab	na	0	0.0%	100.0%	0.0%
Other method	na	0	0.0%	100.0%	0.0%
Blank or corrupt responses		33	8.6%		8.9%
Total Respondents		383			
Total		416			

<sup>1</sup> 2016 Windsor Census - % obtained from main mode of commuting for the employed labor force aged 15 years and older in private households with a usual place of work or no fixed workplace address - 25% sample data





Q22 a) Last week, how many hours did you spend doing unpaid housework, yard work, or home maintenance for members of your household or others?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	6	1.6%	1.6%	2.9%
Less than 5 hours	na	35	9.2%	10.8%	11.7%
5 to 9 hours	na	115	30.3%	41.2%	31.1%
10 to 19 hours	na	141	37.2%	78.4%	29.6%
20 to 29 hours	na	53	14.0%	92.3%	12.5%
30 hours or more	na	29	7.7%	100.0%	12.2%
Blank or corrupt responses		37	9.8%		6.8%
<b>Total Respondents</b>		<b>379</b>			
<b>Total</b>		<b>416</b>			



Q22 b) Last week, how many hours did you spend looking after one or more of your own children, or the children of others, without pay?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	106	28.0%	28.0%	28.7%
Less than 5 hours	na	32	8.4%	36.4%	10.0%
5 to 14 hours	na	67	17.7%	54.1%	18.0%
15 to 29 hours	na	70	18.5%	72.6%	18.5%
30 to 59 hours	na	55	14.5%	87.1%	15.1%
60 hours or more	na	49	12.9%	100.0%	9.7%
Blank or corrupt responses		37	9.8%		6.4%
Total Respondents		379			
Total		416			



Q22 c) Last week, how many hours did you spend providing unpaid care or assistance to one or more seniors?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	270	71.2%	71.2%	68.7%
Less than 5 hours	na	67	17.7%	88.9%	19.2%
5 to 9 hours	na	25	6.6%	95.5%	8.5%
10 to 19 hours	na	11	2.9%	98.4%	3.2%
20 hours or more	na	6	1.6%	100.0%	0.5%
Blank or corrupt responses		37	9.8%		6.2%
Total Respondents		379			
Total		416			



Q22 d) Last week, how many hours did you spend volunteering time to activities/services related to the WPS?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	264	69.7%	69.7%	67.1%
Less than 5 hours	na	65	17.2%	86.8%	21.3%
5 to 9 hours	na	36	9.5%	96.3%	9.0%
10 to 19 hours	na	12	3.2%	99.5%	
20 hours or more	na	2	0.5%	100.0%	2.7%
Blank or corrupt responses		37	9.8%		5.9%
Total Respondents		379			
Total		416			



Q22 e) Last week, how many hours did you spend volunteering time to activities/services not related to the Windsor Police Service?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	214	56.5%	56.5%	46.0%
Less than 5 hours	na	95	25.1%	81.5%	26.5%
5 to 9 hours	na	52	13.7%	95.3%	15.8%
10 to 19 hours	na	12	3.2%	98.4%	9.0%
20 hours or more	na	6	1.6%	100.0%	2.7%
Blank or corrupt responses		37	9.8%		6.4%
Total Respondents		379			
Total		416			



Q23 How many persons do you provide dependent care for?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	36.5% <sup>1</sup>	127	33.5%	33.5%	41.1%
1	29.4%	56	14.8%	48.3%	11.4%
2	22.6%	125	33.0%	81.3%	28.7%
3	11.6%	52	13.7%	95.0%	14.6%
4		15	4.0%	98.9%	4.0%
5 or more		4	1.1%	100.0%	0.0%
Blank or corrupt responses					
		37	9.8%		6.2%
Total Respondents		379			
Total		416			

<sup>1</sup> Census data for number of children at home for the total number of census families, which refers to a married couple (with or without children of either or and/or both spouses), a common-law couple (with or without children of either and/or both partners) or a lone parent of any marital status, with at least one child living in the same dwelling. A couple may be of opposite or same sex. "Children" in a census family include grandchildren living with their grandparent(s) but with no parents present.



Q23 a) Whom do you provide dependent care for?	2012 GSS, Ontario	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Child/Children	12.7% <sup>1</sup>	232	84.1%	84.1%	87.7%
Seniors (grandparents, uncles, aunts, etc.)	23.8%	8	2.9%	87.0%	3.0%
Immediate family (parents, in-laws, siblings)	47.8%	32	11.6%	98.6%	9.0%
Friend	12.9%	3	1.1%	99.6%	0.0%
Person with Special Needs	2.4%	1	0.4%	100.0%	0.4%
Blank or corrupt responses		37	13.4%		na
Total Respondents		276			
Total		313			

<sup>1</sup> 2012 Canada's General Social Survey (GSS), Ontario.



Q23 b) How old are the dependents living with you?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Less than 6 years of age	na	90	28.5%	28.5%	25.3%
6 to 12 years of age	na	90	28.5%	57.0%	33.0%
13 to 18 years of age	na	75	23.7%	80.7%	25.3%
19 to 25 years of age	na	39	12.3%	93.0%	10.4%
26 to 32 years of age	na	3	0.9%	94.0%	1.5%
More than 32 years of age	na	19	6.0%	100.0%	4.5%
Blank or corrupt responses		37	11.7%		na
Total Respondents		316			
Total		353			





Q23 c) In the past 12 months, how often did someone else provide dependent care while you were at work?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Never	na	21	31.8%	31.8%	28.0%
Always	na	19	28.8%	60.6%	15.1%
Most of the time	na	4	6.1%	66.7%	8.2%
Regularly	na	11	16.7%	83.3%	30.6%
Infrequently	na	11	16.7%	100.0%	18.1%
Blank or corrupt responses		102	60.7%		na
Total Respondents		66			
Total		168			



Q23 d) In the past 12 months, who provided care for your dependents while you were at work?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Eldercare facility	na	6	1.9%	1.9%	0.3%
Child care facility	na	58	17.9%	19.8%	15.2%
Nanny or Au pair	na	4	1.2%	21.0%	1.4%
Sitter/Neighbor	na	22	6.8%	27.8%	10.7%
Spouse/partner	na	122	37.7%	65.4%	34.3%
Grandparent/parent	na	92	28.4%	93.8%	31.8%
<b>Other</b>					
Other Family	na	7	2.2%	96.0%	4.2%
Support Worker	na	1	0.3%	96.3%	0.3%
Medical Staff	na	1	0.3%	96.6%	0.3%
School	na	3	0.9%	97.5%	0.3%
CCAC	na	1	0.3%	97.8%	0.3%
PSW	na	1	0.3%	98.1%	0.3%
Family Friend	na	1	0.3%	98.5%	0.3%
Ex-Wife/Ex-Partner	na	5	1.5%	100.0%	na
Blank or corrupt responses		11	3.4%		na
Total Respondents		324			
Total		335			



Q1 What age group do you belong to?	2016 Census Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
24 years of age and under	12.4% <sup>1</sup>	5	3.1%	3.1%	0.7%
25-34 years of age	21.1%	39	24.5%	27.7%	16.9%
35-44 years of age	20.2%	40	25.2%	52.8%	26.4%
45-54 years of age	23.9%	48	30.2%	83.0%	42.6%
55-64 years of age	22.3%	27	17.0%	100.0%	12.2%
65 years of age or older	na	0	0.0%	100.0%	1.4%
I prefer not to answer		0	0.0%		0.6%
Blank or corrupt responses		9	5.4%		3.9%
Total Respondents		159			
Total		168			

<sup>1</sup> Census data for population aged 20 to 64.



Q2 Which best describe your current marital status?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Legally Married (and not separated)	43.1% <sup>1</sup>	91	58.3%	58.3%	59.3%
Common-law (cohabitating as a couple)	7.6%	14	9.0%	67.3%	4.8%
Never legally married (single)	31.2%	31	19.9%	87.2%	18.6%
Separated, but still legally married	3.5%	4	2.6%	89.7%	5.5%
Divorced	7.9%	14	9.0%	98.7%	10.3%
Widowed	6.7%	2	1.3%	100.0%	1.4%
I prefer not to answer		3	1.9%		3.2%
Blank or corrupt responses		9	5.4%		3.2%
Total Respondents		156			
Total		168			

<sup>1</sup> Census data for marital status of population aged 15 years and older.



Q3 What is your religion?	2011 NHS <sup>1</sup> , Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Catholic	41.8% <sup>1</sup>	61	38.4%	38.4%	51.5%
Orthodox	4.1%	5	3.1%	41.5%	4.4%
Protestant	na	1	0.6%	42.1%	1.5%
Anglican	5.2%	13	8.2%	50.3%	8.8%
United	3.5%	13	8.2%	58.5%	9.5%
Baptist	2.0%	4	2.5%	61.0%	2.9%
Presbyterian	1.5%	3	1.9%	62.9%	2.2%
Pentecostal	1.6%	1	0.6%	63.5%	0.7%
Lutheran	0.9%	1	0.6%	64.2%	1.5%
Methodist		1	0.6%	64.8%	0.0%
Christian and Missionary Alliance		1	1%	65.4%	0.7%
Adventist	8.5%	0	0%	65.4%	na
Christian		6	4%	69.2%	1.5%
Sikh	0.7%	0	0%	69.2%	0.0%
Muslim	6.9%	1	1%	69.8%	0.0%
Hindu	1.2%	0	0%	69.8%	0.0%
Islamic	na	1	1%	70.4%	na
Agnostic		4	3%	73.0%	
Atheist	20.0%	4	3%	75.5%	13.9%
No Religion		19	12%	87.4%	
I prefer not to answer	na	20	13%	100.0%	7.7%
Blank or corrupt responses		9	5.4%		



Q3 What is your religion?	2011 NHS <sup>1</sup> , Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Total Respondents		159			
Total		168			

<sup>1</sup>2011 National Household Survey(NHS)

Catholic - Includes persons who report only "Catholic" and persons who report Roman Catholic, and Ukrainian Catholic

Orthodox - Includes persons who only report "Orthodox". Also included Greek Orthodox, Ukrainian Orthodox and Serbian Orthodox.

United - Includes persons who only report "United" and "United Church".

Protestant - Includes persons who report only "Protestant".

Christian - Includes persons who report "Christian", and those who report "Apostolic".



Q4 What were the ethnic or cultural origins of your grandparents?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
<b>British Isles Origins</b>	<b>32.9%</b>	<b>104</b>	<b>39.0%</b>	<b>39.0%</b>	<b>41.2%</b>
England/English	18.0%	30	11.2%		14.4%
Scotland/Scottish	12.8%	32	12.0%		12.7%
Ireland/Irish	13.7%	29	10.9%		12.7%
British, n.o.s. <sup>1</sup>	1.7%	7	2.6%		na
Great Britain	na	1	0.4%		na
Welsh	1.2%	5	1.9%		1.4%
<b>French Origins</b>	<b>20.8%</b>	<b>30</b>	<b>11.2%</b>	<b>50.2%</b>	<b>12.3%</b>
French	20.8%	30	11.2%		12.3%
<b>Aboriginal Origins</b>	<b>4.5%</b>	<b>3</b>	<b>1.1%</b>	<b>51.3%</b>	<b>0.7%</b>
Indigenous Peoples n.o.s.	3.3%	3	1.1%		0.4%
<b>Other North American Origins</b>	<b>26.0%</b>	<b>21</b>	<b>7.9%</b>	<b>59.2%</b>	<b>8.5%</b>
Canada/Canadian	24.7%	11	4.1%		4.6%
French Canadian	na	10	3.7%		3.9%
<b>Caribbean Origins</b>	<b>1.4%</b>	<b>0</b>	<b>0.0%</b>	<b>59.2%</b>	<b>0.0%</b>
Jamaican	0.7%	0	0.0%		0.0%
Anguillian	na	0	0.0%		na
Caribbean, n.o.s.	na	0	0.0%		0.0%
<b>Latin, Central and South American Origins</b>	<b>1.6%</b>	<b>1</b>	<b>0.4%</b>	<b>59.6%</b>	<b>0.4%</b>
Argentinean	0.0%	0	0.0%		0.0%
Mexican	0.4%	0	0.0%		0.0%
Latin, Central or South American	na	0	0.0%		0.4%
Matzos	na	1	0.4%		
<b>European Origins</b>	<b>62.7%</b>	<b>93</b>	<b>34.8%</b>	<b>94.4%</b>	<b>31.7%</b>



Q4 What were the ethnic or cultural origins of your grandparents?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
<i>West European Origins</i>	11.2%	24	9.0%		8.1%
Austrian	0.4%	0	0.0%		0.4%
Belgian	0.6%	2	0.7%		0.4%
Dutch (Netherlands)	2.3%	7	2.6%		1.8%
German	8.4%	15	5.6%		5.6%
<i>Northern European Origins</i>	1.3%	4	1.5%		2.1%
Finnish	0.3%	2	0.7%		0.4%
Danish	0.3%	0	0.0%		0.0%
Norwegian	0.3%	1	0.4%		1.1%
Swedish	0.3%	1	0.4%		0.7%
<i>Eastern European Origins</i>	12.0%	32	12.0%		10.2%
Slovakian	0.7%	2	0.7%		0.4%
Hungarian	2.2%	6	2.2%		2.1%
Polish	4.1%	11	4.1%		2.5%
Romanian	1.9%	3	1.1%		1.4%
Russian	1.1%	2	0.7%		1.1%
Ukrainian	2.9%	8	3.0%		2.8%
<i>Southern European Origins</i>	15.7%	25	9.4%		10.9%
Croatian	1.1%	1	0.4%		0.4%
Greek	0.9%	1	0.4%		0.4%
Italy/Italian	na	15	5.6%		7.7%
Macedonian	0.6%	1	0.4%		0.0%
Portuguese	0.8%	0	0.0%		0.4%
Serbian	1.5%	2	0.7%		0.7%





Q4 What were the ethnic or cultural origins of your grandparents?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Slovenian	0.3%	2	0.7%		0.4%
Spanish	1.0%	1	0.4%		0.7%
Yugoslavia	0.3%	2	0.7%		0.4%
Maltese	0.4%	0	0.0%		na
<i>Other European Origins</i>	0.5%	8	1.6%		0.4%
European, n.o.s.	na	8	3.0%		0.4%
<b>African Origins</b>	<b>4.2%</b>	<b>2</b>	<b>0.7%</b>	<b>95.1%</b>	<b>0.0%</b>
Ghanaian	0.1%	0	0.0%		na
Ethiopian	0.2%	1	0.4%		na
African , n.o.s.	na	1	0.4%		na
<b>Arab Origins</b>	<b>na</b>	<b>9</b>	<b>3.4%</b>	<b>98.5%</b>	<b>2.5%</b>
Lebanon/Lebanese	3.9%	7	2.6%		2.5%
Jordanian	0.2%	0	0.0%		na
Egyptian	0.3%	0	0.0%		na
Yemen	0.1%	1	0.4%		na
Syrian	0.9%	0	0.0%		0.0%
Middle Eastern, n.o.s.	na	1	0.4%		na
<b>South Asian Origins</b>	<b>4.5%</b>	<b>0</b>	<b>0.0%</b>	<b>98.5%</b>	<b>0.4%</b>
Pakistani	1.0%	0	0.0%		na
<b>East and Southeast Asian Origins</b>	<b>7.0%</b>	<b>2</b>	<b>0.7%</b>	<b>99.3%</b>	<b>0.7%</b>
Chinese	3.9%	1	0.4%		0.7%
Laos	na	1	0.4%		0.0%
Japanese	0.1%	0	0.0%		0.0%
Asian, n.o.s.	na	0	0.0%		0.0%



Q4 What were the ethnic or cultural origins of your grandparents?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
South East Asian Origins	na	0	0.0%	99.3%	na
Filipino	1.5%	0	0.0%		na
Oceania Origins	0.1%	0	0.0%	99.3%	0.0%
Polynesian	0.0%	0	0.0%		0.0%
Melanesian	na	0	0.0%		0.0%
Other	na	2	0.7%	100.0%	na
Indian	na	0	0.0%		na
American	1.8%	0	0.0%		na
African Canadian	na	2	0.7%		na
Unknown	na	0	0.0%		0.0%
Blank or corrupt responses		14	5.0%		
Total Respondents		267			
Total		281			

<sup>1</sup>n.o.s. - not otherwise specified



Q5 Do you have a disability as defined by the Ontario Human Rights Code?	2012 Ontario	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Yes	15.4% <sup>1</sup>	6	3.9%	3.9%	6.3%
No	84.6%	147	96.1%	100.0%	93.7%
I prefer not to answer		5	3.3%		5.2%
Blank or corrupt responses		10	6.0%		3.2%
Total Respondents		153			
Total		168			

<sup>1</sup> Canadian Survey on Disability - 2012 Profile of persons with disabilities for those aged 15 years and over for Province of Ontario



Q6 Where were you born?	2011 NHS, Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Canada	71.6%	149	96.1%	96.1%	91.4%
Newfoundland Labrador		0	0.0%		na
Prince Edward Island		0	0.0%		na
Nova Scotia		0	0.0%		1.3%
New Brunswick		0	0.0%		0.0%
Quebec		4	2.6%		2.0%
Ontario		143	92.3%		86.8%
Manitoba		1	0.6%		0.7%
Saskatchewan		0	0.0%		0.0%
Alberta		0	0.0%		0.7%
British Columbia		1	0.6%		0.0%
Yukon		0	0.0%		na
Northwest Territories		0	0.0%		na
Nunavut		0	0.0%		na
Europe	10.5%	2	1.3%	97.4%	na
Ukraine		1	0.6%		0.7%
Portugal		1	0.6%		0.7%
Asia	11.2%	3	1.9%	99.4%	na
Palestine		1	0.6%		na
Hong Kong		1	0.6%		0.7%
Thailand		1	0.6%		na
Central America	na	1	0.6%	100.0%	0.7%
Nicaragua		1	0.6%		0.7%



Q6 Where were you born?	2011 NHS, Windsor	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Blank or corrupt responses		13	7.7%		3.2%
Total Respondents		155			
Total		168			



Q7 Can you speak French well enough to conduct a conversation?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Yes	8.9% <sup>1</sup>	7	4.4%	4.4%	5.8%
No	91.1%	152	95.6%	100.0%	90.9%
Blank or corrupt responses		9	5.4%		3.2%
Total Respondents		159			
Total		168			

<sup>1</sup> 2016 Windsor Census - % obtained from knowledge of official languages of population who speak French only and French and English.



Q8 What language(s), other than English or French can you speak well enough to conduct a conversation?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None		138	84.7%	84.7%	80.9%
Other					
Spanish	2.0% <sup>1</sup>	1	0.6%	85.3%	1.3%
Portuguese	0.3%	2	1.2%	86.5%	1.3%
Arabic	8.3%	3	2.5%	89.0%	0.7%
Italian	3.3%	8	4.9%	93.9%	4.6%
Cantonese	1.0%	1	0.6%	94.5%	0.7%
Polish	1.1%	1	0.6%	95.1%	0.7%
Serbian	1.3%	2	1.2%	96.3%	0.7%
Macedonian	0.4%	1	0.6%	96.9%	0.0%
Slovak	0.2%	1	1.0%	97.5%	0.7%
Slovenian	0.1%	1	1.0%	98.2%	na
Russian	0.4%	1	1.0%	98.8%	0.7%
Ukrainian	0.2%	1	1.0%	99.4%	0.7%
Ewe	0.0% <sup>2</sup>	1	1.0%	100.0%	na
Blank or corrupt responses		10	5.8%		3.2%
Total Respondents		163			
Total		173			

<sup>1</sup> 2016 Windsor Census - % obtained from total knowledge of population in private households - 25% sample data

<sup>2</sup> 2016 Windsor Census – 0.000011%



Q9 a) As of today, are you directly related to another member of the Windsor Police Service?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
No	na	129	81.1%	81.1%	81.3%
Yes - my spouse/common-law partner works here	na	16	10.1%	91.2%	11.3%
Yes - parent(s) work here	na	4	2.5%	93.7%	1.3%
Yes - my sibling(s) work here	na	5	3.1%	96.9%	4.7%
Yes - my child(ren) work here	na	4	2.5%	99.4%	1.3%
I prefer not to answer	na	1	0.6%	100.0%	1.3%
Blank or corrupt responses		9	5.4%		3.2%
Total Respondents		159			
Total		168			





Q9 b) At the time of your initial hiring, were you directly related to another member of the Windsor Police Service?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
No	na	127	79.9%	79.9%	82.7%
Yes - my spouse/common-law partner works here	na	10	6.3%	86.2%	5.3%
Yes - parent(s) work here	na	14	8.8%	95.0%	7.3%
Yes - my sibling(s) work here	na	8	5.0%	100.0%	4.7%
Yes - my child(ren) work here	na	0	0.0%	100.0%	0.0%
I prefer not to answer	na	0	0.0%	100.0%	0.6%
Blank or corrupt responses		9	5.4%		3.8%
Total Respondents		159			
Total		168			



Q10 Are you an Aboriginal person, that is, North American Indian, Métis or Inuit?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Yes	2.4% <sup>1</sup>	2	1.3%	1.3%	2.7%
No	97.6%	157	98.7%	100.0%	97.3%
Blank or corrupt responses		9	5.4%		3.9%
Total Respondents		159			
Total		168			

<sup>1</sup> 2016 Windsor Census - % obtained from Total - Aboriginal identity for the population in private households - 25% sample data



Q11 Are you a member of an Indian Band/First Nation?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
No	99.3%	158	100.0%	100.0%	2.6%
Yes, member of an Indian Band/First Nation	0.7%	0	0.0%	100.0%	3.2%
Blank or corrupt responses		10	6.0%		94.2%
Total Respondents		158			
Total		168			



Q12 Do you identify your racial background as:	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Aboriginal Canadian	2.6%	1	0.6%	0.6%	0.7%
Afro-Canadian	na	12	7.7%	8.4%	1.4%
Afro-Caribbean	na	0	0.0%	8.4%	0.7%
Arab	7.5%	3	1.9%	10.3%	1.4%
Central/South American (Mexican, Ecuadorean, Peruvian, etc.)	1.2%	1	0.6%	11.0%	0.7%
Chinese	3.4%	1	0.6%	11.6%	na
Filipino	1.4%	0	0.0%	11.6%	0.0%
Japanese	0.1%	0	0.0%	11.6%	0.0%
Korean	0.1%	0	0.0%	11.6%	0.0%
Multi-racial	0.9%	2	1.3%	12.9%	na
North African (Libyan, Tunisian, etc.)	na	0	0%	12.9%	0.0%
South Asian (e.g. Indian, Pakistani, Sri Lankan, etc.)	4.5%	0	0%	12.9%	0.7%
Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)	1.6%	1	1%	13.5%	0.0%
West Asian (e.g. Iranian, Afghan)	0.6%	0	0%	13.5%	0.0%
White (European)	na	134	86%	100.0%	92.3%
Blank or corrupt responses		13	7.7%		9.2%
Total Respondents		155			
Total		168			



Q13 What grade do you currently hold?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Rank 4 -11	na	99	63.9%	63.9%	na
Rank 12-14	na	50	32.3%	96.1%	na
Rank 15+	na	6	3.9%	100.0%	na
Blank or corrupt responses					na
		13			
Total Respondents		155			
Total		168			



Q14 What is your sexual orientation?	2014 CCHS <sup>1</sup> , Canada	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Bisexual	1.3%	2	1.3%	1.3%	1.4%
Gay	1.7%	2	1.3%	2.5%	0.7%
Heterosexual	97.0%	150	95.5%	98.1%	96.5%
Lesbian		3	1.9%	100.0%	1.4%
Questioning		0	0.0%	100.0%	0.0%
I prefer not to answer		2	1.3%		3.2%
Blank or corrupt responses		9	5.8%		4.5%
Total Respondents		157			
Total		168			

<sup>1</sup> 2014 Canadian Community Health  
Survey(CCHS)



Q15 What is your gender?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Male	49.4% <sup>1</sup>	45	28.8%	28.8%	26.5%
Female	50.6%	111	71.2%	100.0%	73.5%
Transgender	na	0	0.0%	100.0%	0.0%
I prefer not to answer		2	1.2%		1.9%
Blank or corrupt responses		11	6.5%		3.2%
Total Respondents		156			
Total		169			

<sup>1</sup> 2016 Windsor Census - % obtained from census data age characteristics of population only includes people aged 20 to 64



Q16 What is the highest level of education achieved?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Elementary School	na	0	0.0%	0.0%	na
Secondary School	32.0% <sup>1</sup>	5	3.1%	3.1%	9.3%
Trades Certificates or Diploma	49.0%	7	4.4%	7.5%	0.7%
College, without certificate or diploma	1.9%	8	5.0%	12.6%	10.7%
College, with certificate or diploma	20.3%	58	36.5%	49.1%	32.7%
University, first degree not completed	1.9%	17	10.7%	59.7%	15.3%
University, first degree completed	13.9%	46	28.9%	88.7%	26.0%
University degree, post-bachelor	1.4%	10	6.3%	95.0%	4.7%
University Masters degree	4.2%	8	5.0%	100.0%	0.7%
University Doctorate degree		0	0.0%	100.0%	0.0%
Blank or corrupt responses		9	5.7%		3.2%
Total Respondents		159			
Total		168			

<sup>1</sup> 2016 Windsor Census - % obtained for Total - Highest certificate, diploma or degree for the population aged 15 years and over in private households - 25% sample data





Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
<b>Education</b>	<b>3.2%<sup>1</sup></b>	<b>3</b>	<b>2.2%</b>	<b>2.2%</b>	<b>0.7%</b>
Science of Education		1	0.7%		na
Education		2	1.4%		0.7%
<b>Visual &amp; Performing Arts, and Communication Technologies</b>	<b>1.4%</b>	<b>5</b>	<b>3.6%</b>	<b>5.8%</b>	<b>2.2%</b>
Music Classical Voice		1	0.7%		0.7%
English Language and literature		2	1.4%		na
Communications		1	0.7%		na
Music Grade 10 Royal Conservator of Music		1	0.7%		na
<b>Humanities</b>	<b>2.4%</b>	<b>10</b>	<b>7.2%</b>	<b>13.0%</b>	<b>10.3%</b>
Commercial Art		1	0.7%		na
History		3	2.2%		1.5%
Theology		3	2.2%		0.7%
English		2	1.4%		3.7%
English Literature		1	0.7%		0.7%
<b>Social and Behavioral Sciences and Law</b>	<b>7.2%</b>	<b>39</b>	<b>28.3%</b>	<b>41.3%</b>	<b>30.1%</b>
Communication Studies		3	2.2%		2.9%
Legal Assistant		1	0.7%		5.1%
Early Child Education		1	0.7%		na
Applied Arts and legal Administration		1	0.7%		5.1%
Political Science		2	1.4%		0.0%
legal office Administration		4	2.9%		na
Social and Family relations		1	0.7%		0.7%
Sociology and Criminology		1	0.7%		na

Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Sociology		8	5.8%		5.9%
Criminology		2	1.4%		5.9%
Psychology and Disability Studies		1	0.7%		na
Psychology		9	6.5%		5.9%
Communication Media		1	0.7%		na
History and Political Science		1	0.7%		na
Communications Engineering		1	0.7%		na
Geography and resource management		1	0.7%		na
Geography		1	0.7%		1.5%
<b>Business Management and Public Administration</b>	<b>10.8%</b>	<b>41</b>	<b>29.7%</b>	<b>71.0%</b>	<b>33.8%</b>
Administration		2	1.4%		na
Human Resources		5	3.6%		2.2%
CPA		2	1.4%		na
General Office		1	0.7%		na
Accounting		3	2.2%		5.1%
Business Admin and Marketing		1	0.7%		na
Office Admin		1	0.7%		na
Economics		1	0.7%		na
Business Commerce Business Admin		1	0.7%		na
Communication Tourism		1	0.7%		na
Supervisor Development		1	0.7%		na
Social Services		1	0.7%		na
Computer concepts and office skills		1	0.7%		na
Business Accounting		1	0.7%		na



Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Management		1	0.7%		na
Executive Clerical		1	0.7%		na
Secretarial		2	1.4%		na
Business		1	0.7%		2.9%
Business Administration		1	0.7%		9.6%
Office Administration Executive		1	0.7%		na
Office Technology		1	0.7%		na
Social Work		2	1.4%		na
Advertising		1	0.7%		na
Business Administration Bachelor of Education		1	0.7%		na
Master of Social Work		1	0.7%		na
Bachelor of Commerce		1	0.7%		na
Business Management		1	0.7%		na
Travel Tourism		1	0.7%		1.5%
Business information services		1	0.7%		na
Honors B. Comm. Business Administration		1	0.7%		na
Executive Secretarial		1	0.7%		5.9%
<b>Physical and Life Sciences and Technologies</b>	<b>2.0%</b>	<b>1</b>	<b>0.7%</b>	<b>71.7%</b>	<b>0.0%</b>
Forensic Science		1	0.7%		0.0%
<b>Mathematics, Computer and Information Sciences</b>	<b>2.6%</b>	<b>7</b>	<b>5.1%</b>	<b>76.8%</b>	<b>9.6%</b>
Computer Science		3	2.2%		4.4%
Word Processing		2	1.4%		0.7%
Computer Engineering Technology		1	0.7%		na
Computer		1	0.7%		na



Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
<b>Architecture, Engineering, and Related Technologies</b>	<b>12.8%</b>	<b>7</b>	<b>5.1%</b>	<b>81.9%</b>	<b>0.7%</b>
Chemical Engineering Tech		1	0.7%		na
Automobile Mechanics Motive Power Technician		1	0.7%		na
Automobile Mechanics		2	1.4%		na
Auto Technician		2	1.4%		na
Civil Engineering		1	0.7%		0.0%
<b>Health, Parks, Recreation and Fitness</b>	<b>3.9%</b>	<b>9</b>	<b>6.5%</b>	<b>88.4%</b>	<b>3.7%</b>
Human Kinetics		2	1.4%		0.0%
Cert. Nursing Assistant		1	0.7%		na
Dental Hygiene		1	0.7%		na
Health Records Management		1	0.7%		0.7%
Health Studies records and information management		1	0.7%		0.7%
Dental Assistant		1	0.7%		0.7%
Kinesiology		1	0.7%		na
Orthopedic Tech		1	0.7%		0.7%
<b>Personal, Protective and Transportation Services</b>	<b>3.9%</b>	<b>16</b>	<b>11.6%</b>	<b>100.0%</b>	<b>8.8%</b>
Border Services		1	0.7%		na
Hotel Restaurant Management		1	0.7%		1.5%
Law and Security and Police Foundations		12	8.7%		0.7%
Fire Science Technology		1	0.7%		na
Protection Security and Investigations		1	0.7%		na
Blank or corrupt responses		16	10.4%		13.4%



Q17 What was the major field of study of the highest degree, certificate, or diploma that you have completed?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Total Respondents		138			
Total		154			

<sup>1</sup> 2016 Windsor Census - Classification of Instructional Programs (CIP) 2016 for the population aged 25 to 64 years in private households - 25% sample data



Q18 In what province, territory or country did you complete your highest degree, certificate or diploma?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Ontario	74.8% <sup>1</sup>	149	94.9%	94.9%	97.8%
Outside Ontario	3.0%	3	1.9%	96.8%	1.4%
Newfoundland Labrador	na	0	0.0%		0.0%
Prince Edward Island	na	0	0.0%		0.0%
Nova Scotia	na	0	0.0%		0.7%
New Brunswick	na	0	0.0%		0.0%
Quebec	na	2	1.3%		0.0%
Manitoba	na	0	0.0%		0.0%
Saskatchewan	na	0	0.0%		0.0%
Alberta	na	0	0.0%		0.0%
British Columbia	na	1	0.6%		0.7%
Yukon	na	0	0.0%		0.0%
Northwest Territories	na	0	0.0%		0.0%
Nunavut	na	0	0.0%		0.0%
<b>Other</b>	<b>10.6%</b>	<b>5</b>	<b>3.2%</b>	<b>100.0%</b>	<b>0.7%</b>
United States	5.4%	5	3.2%		0.7%
Blank or corrupt responses		11	7.0%		10.3%
Total Respondents		157			
Total		168			

<sup>1</sup> 2016 Windsor Census -% obtained from location of study for population 15 years and older in private household with postsecondary qualification -25% sample data



Q19 Other than OPC, CPC or police related training, have you attended a school, college CEGEP or university in the previous 9 months?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Yes, attended trade school, college, CEGEP, or other non-university institution	na	6	3.8%	3.8%	3.9%
Yes, attended university	na	8	5.1%	8.9%	3.9%
Yes, on-line or through distance learning	na	9	5.7%	14.6%	7.8%
No, did not attend school in the previous 9 months	na	134	85.4%	100.0%	84.4%
Blank or corrupt responses		11	7.0%		3.8%
Total Respondents		157			
Total		168			



Q20 Last week, how many hours did you spend working for pay?		2010 Canada	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Less than 30 hrs	Less than 5 hours		7	4.5%	4.5%	2.7%
	5 to 14 hours	17.1% <sup>1</sup>	2	1.3%	5.7%	0.7%
30 to < 40 hrs	15 to 24 hours		7	4.5%	10.2%	3.3%
	25 to 29 hours		3	1.9%	12.1%	7.3%
40 to < 50 hrs	30 to 34 hours	17.1%				
	35 to 39 hours		119	75.8%	87.9%	74.0%
50 hrs +	40 to 44 hours	32.7%				
	45 to 49 hours		15	9.6%	97.4%	10.0%
	50 to 54 hours					
	55 to 59 hours		2	1.3%	98.7%	2.0%
	60 to 64 hours	19.6%				
	65 to 69 hours		2	1.3%	100.0%	0.0%
	70 to 74 hours					
	75 hours or more		0	0.0%	100.0%	0.0%
Blank or corrupt responses			11			
Total Respondents			157			
Total			168			

<sup>1</sup> 2010 Canada Survey of Giving, Volunteering and Participating





Q21 How do you usually get to work?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Car, truck, or van – as driver	81.6% <sup>1</sup>	155	97.5%	97.5%	94.0%
Car, truck, or van – as passenger (carpool)	6.7%	3	1.9%	99.4%	3.3%
Public transit	5.1%	0	0.0%	99.4%	0.0%
Walked to work	4.2%	1	0.6%	100.0%	1.3%
Bicycle	1.4%	0	0.0%	100.0%	0.0%
Motorcycle	na	0	0.0%	100.0%	0.7%
Taxicab	na	0	0.0%	100.0%	0.0%
Other method	na	0	0.0%	100.0%	0.7%
Blank or corrupt responses		9	5.7%		3.2%
Total Respondents		159			
Total		168			

<sup>1</sup> 2016 Windsor Census - % obtained from main mode of commuting for the employed labor force aged 15 years and older in private households with a usual place of work or no fixed workplace address - 25% sample data



Q22 a) Last week, how many hours did you spend doing unpaid housework, yard work, or home maintenance for members of your household or others?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	5	3.2%	3.2%	0.7%
Less than 5 hours	na	17	10.8%	14.0%	6.0%
5 to 9 hours	na	41	26.1%	40.1%	24.0%
10 to 19 hours	na	43	27.4%	67.5%	38.0%
20 to 29 hours	na	33	21.0%	88.5%	16.7%
30 hours or more	na	18	11.5%	100.0%	14.7%
Blank or corrupt responses		11	7.0%		3.2%
Total Respondents		157			
Total		168			



Q22 b) Last week, how many hours did you spend looking after one or more of your own children, or the children of others, without pay?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	76	48.1%	48.1%	40.7%
Less than 5 hours	na	17	10.8%	58.9%	13.3%
5 to 14 hours	na	21	13.3%	72.2%	20.0%
15 to 29 hours	na	14	8.9%	81.0%	7.3%
30 to 59 hours	na	9	5.7%	86.7%	6.0%
60 hours or more	na	21	13.3%	100.0%	12.7%
Blank or corrupt responses		10	6.3%		3.2%
Total Respondents		158			
Total		168			



Q22 c) Last week, how many hours did you spend providing unpaid care or assistance to one or more seniors?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	117	74.1%	74.1%	60.4%
Less than 5 hours	na	20	12.7%	86.7%	24.8%
5 to 9 hours	na	14	8.9%	95.6%	8.7%
10 to 19 hours	na	4	2.5%	98.1%	4.7%
20 hours or more	na	3	1.9%	100.0%	1.3%
Blank or corrupt responses		10	6.3%		3.9%
<b>Total Respondents</b>		<b>158</b>			
<b>Total</b>		<b>168</b>			



Q22 d) Last week, how many hours did you spend volunteering time to activities/services related to the WPS?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	123	77.8%	77.8%	75%
Less than 5 hours	na	25	15.8%	93.7%	17%
5 to 9 hours	na	6	3.8%	97.5%	5%
10 to 19 hours	na	1	0.6%	98.1%	
20 hours or more	na	3	1.9%	100.0%	2%
Blank or corrupt responses					
		10	6.3%		3%
Total Respondents		158			
Total		168			



Q22 e) Last week, how many hours did you spend volunteering time to activities/services not related to the Windsor Police Service?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	na	108	68.4%	68.4%	69.1%
Less than 5 hours	na	33	20.9%	89.2%	17.4%
5 to 9 hours	na	12	7.6%	96.8%	11.4%
10 to 19 hours	na	4	2.5%	99.4%	1.3%
20 hours or more	na	1	0.6%	100.0%	0.7%
Blank or corrupt responses		10	6.3%		3.9%
Total Respondents		158			
Total		168			



Q23 How many persons do you provide dependent care for?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
None	36.5% <sup>1</sup>	93	58.5%	58.5%	56.7%
1	29.4%	20	12.6%	71.1%	9.3%
2	22.6%	31	19.5%	90.6%	24.7%
3	11.6%	8	5.0%	95.6%	6.7%
4		4	2.5%	98.1%	2.0%
5 or more		3	1.9%	100.0%	0.7%
Blank or corrupt responses					
		9	5.7%		3.2%
Total Respondents		159			
Total		168			

<sup>1</sup> Census data for number of children at home for the total number of census families, which refers to a married couple (with or without children of either or and/or both spouses), a common-law couple (with or without children of either and/or both partners) or a lone parent of any marital status, with at least one child living in the same dwelling. A couple may be of opposite or same sex. "Children" in a census family include grandchildren living with their grandparent(s) but with no parents present.



Q23 a) Whom do you provide dependent care for?	2012 GSS, Ontario	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Child/Children	12.7% <sup>1</sup>	55	80.9%	81%	79.5%
Seniors (grandparents, uncles, aunts, etc.)	23.8%	4	5.9%	87%	7.7%
Immediate family (parents, in-laws, siblings)	47.8%	7	10.3%	97%	9.0%
Friend	12.9%	0	0.0%	97%	0.0%
Person with Special Needs	2.4%	2	2.9%	100%	3.8%
Blank or corrupt responses		9	13.2%		na
Total Respondents		68			
Total		77			

<sup>1</sup> 2012 Canada's General Social Survey(GSS), Ontario.





Q23 b) How old are the dependents living with you?	2016 Windsor Census	2018 WPS Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Less than 6 years of age	na	26	28.9%	28.9%	20.5%
6 to 12 years of age	na	29	32.2%	61.1%	26.1%
13 to 18 years of age	na	20	22.2%	83.3%	29.5%
19 to 25 years of age	na	9	10.0%	93.3%	14.8%
26 to 32 years of age	na	1	1.1%	94.4%	0.0%
More than 32 years of age	na	5	5.6%	100.0%	9.1%
Blank or corrupt responses		9	10.0%		na
Total Respondents		90			
Total		99			



Q23 c) In the past 12 months, how often did someone else provide dependent care while you were at work?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Never	na	21	31.8%	31.8%	33.8%
Always	na	19	28.8%	60.6%	16.9%
Most of the time	na	4	6.1%	66.7%	9.2%
Regularly	na	11	16.7%	83.3%	30.8%
Infrequently	na	11	16.7%	100.0%	9.2%
Blank or corrupt responses		102	60.7%		na
Total Respondents		66			
Total		168			



Q23 d) In the past 12 months, who provided care for your dependents while you were at work?	2016 Windsor Census	2018 WPS Census Respondents	2018 WPS Census %	Cumulative Percent	2012 WPS Census
Eldercare facility	na	3	4.1%	4.1%	4.0%
Child care facility	na	17	23.3%	27.4%	17.3%
Nanny or Au pair	na	1	1.4%	28.8%	2.7%
Sitter/Neighbor	na	3	4.1%	32.9%	8.0%
Spouse/partner	na	25	34.2%	67.1%	24.0%
Grandparent/parent	na	18	24.7%	91.8%	28.0%
<b>Other</b>					
Other Family	na	3	4.1%	95.9%	14.7%
School	na	2	2.7%	98.6%	0.0%
Ex-Wife/Ex-Partner	na	1	1.4%	100.0%	0.0%
Blank or corrupt responses		11	15.1%		na
<b>Total Respondents</b>		<b>73</b>			
<b>Total</b>		<b>84</b>			



# Windsor Police Service Workplace Census

**\*\*\*DO NOT HAND IN THIS COVER SHEET WITH YOUR CENSUS \*\*\***

This workplace census is designed to provide the Windsor Police Service with reliable data with which to provide an accurate snapshot of the demographic makeup of our organization both internally (Who are we?) and externally (How do we compare with our community?). Completion of the census is voluntary.

This data will be used to

- **Verify, monitor, measure and address gaps, trends, progress and perceptions relating to staff diversity**
- **Proactively identify opportunities for improvement and growth of affinity group**
- **Help inform strategies to attract, retain, and motivate diverse, well-qualified people**
- **Improve the quality of decision making, service delivery and programming**
- **Enhance perceptions of being progressive leaders committed to diversity and inclusion, and being representative of our community**
- **Achieve organizational goals and strategic objectives**

The questions in this census document are modelled after those found in the Census of Canada and workplaces censuses done by other police services. This is done so that the data obtained can be compared to that of our communities and service at the local, provincial and national level.

The census is only as reliable as the data it contains. Please take your time and read each question carefully before filling in your response using a blue or black ballpoint pen. For those answers requiring a written response, please print using CAPITAL LETTERS.

The census forms are not stapled together. This ensures the response sheets are mixed together so that no single census can be examined to make determinations about any one individual and *ensure your privacy*. With that in mind, the questions are ordered so that identifiable data clusters are not contained on any one sheet to *further ensure your privacy*.

The data being sought is being used to determine the overall make-up of our organization to make Service-wide conclusions NOT of any one individual. After data compilation, these census documents will be destroyed so that no individual comparison within individual census documents can be attempted or made. The only separator is between sworn (census printed on white paper) and civilian staffs (census printed on yellow paper) so that we can identify which component of our Service, if any, require measure to address gaps.

***Please ensure that you have the census of the right colour (sworn-white, civilian-yellow).***

**\*DO NOT HAND IN THIS COVER SHEET WITH YOUR CENSUS – PLEASE RECYCLE\***

# Windsor Police Service Workplace Census

## DEMOGRAPHICS

<b>1</b>	What age group do you belong to?	<input type="radio"/> 24 years of age and under <input type="radio"/> 25-34 years of age <input type="radio"/> 35-44 years of age <input type="radio"/> 45-54 years of age <input type="radio"/> 55-64 years of age <input type="radio"/> 65 years of age or older <input type="radio"/> I prefer not to answer
<b>2</b>	Which best describes your current marital status?	<input type="radio"/> Legally married (and not separated) <input type="radio"/> Common-law (cohabitating as a couple) <input type="radio"/> Never legally married (single) <input type="radio"/> Separated, but still legally married <input type="radio"/> Divorced <input type="radio"/> Widowed <input type="radio"/> I prefer not to answer
<b>3</b>	What is your religion?  <i>Indicate a specific denomination or religion (e.g. Roman Catholic, Ukrainian Catholic, United Church, Anglican, Lutheran, Baptist, Greek Orthodox, Jewish, Islam, Buddhist, Hindu, Sikh, etc.) even you are not currently a practising member of that group</i>	Specify one denomination or religion only  <div style="display: flex; justify-content: space-between; width: 100%;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <input type="radio"/> Agnostic <input type="radio"/> Atheist <input type="radio"/> No religion <input type="radio"/> I prefer not to answer
<b>4</b>	What were the ethnic or cultural origins of your grandparents?	Specify as many origins as applicable using capital letters  <div style="display: flex; justify-content: space-between; width: 100%;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div>

# Windsor Police Service Workplace Census

## DEMOGRAPHICS

<b>5</b>	<p>Do you have a disability as defined by the Ontario Human Rights Code?</p> <p><i>Disability covers a broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time. There are physical, mental and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, mental health disabilities and addictions, environmental sensitivities, and other conditions.</i></p>	<p> <input type="radio"/> Yes  <input type="radio"/> No  <input type="radio"/> I prefer not to answer                 </p>																														
<b>6</b>	<p>Where were you born?</p> <p><i>Specify one response only, according to present political boundaries.</i></p>	<p>Born in Canada</p> <table style="width: 100%; border: none;"> <tr> <td><input type="radio"/> Newfoundland Labrador</td> <td><input type="radio"/> Sask.</td> </tr> <tr> <td><input type="radio"/> P.E.I.</td> <td><input type="radio"/> Alberta</td> </tr> <tr> <td><input type="radio"/> N.S.</td> <td><input type="radio"/> B.C.</td> </tr> <tr> <td><input type="radio"/> N.B.</td> <td><input type="radio"/> Yukon</td> </tr> <tr> <td><input type="radio"/> Quebec</td> <td><input type="radio"/> N.W.T.</td> </tr> <tr> <td><input type="radio"/> Ontario</td> <td><input type="radio"/> Nunavut</td> </tr> <tr> <td><input type="radio"/> Manitoba</td> <td></td> </tr> </table> <p>Born outside of Canada <i>Specify country</i></p> <table style="width: 100%; border: none;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>	<input type="radio"/> Newfoundland Labrador	<input type="radio"/> Sask.	<input type="radio"/> P.E.I.	<input type="radio"/> Alberta	<input type="radio"/> N.S.	<input type="radio"/> B.C.	<input type="radio"/> N.B.	<input type="radio"/> Yukon	<input type="radio"/> Quebec	<input type="radio"/> N.W.T.	<input type="radio"/> Ontario	<input type="radio"/> Nunavut	<input type="radio"/> Manitoba																	
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# Windsor Police Service Workplace Census

<b>DEMOGRAPHICS</b>		
<b>7</b>	Can you speak French well enough to conduct a conversation?	<input type="radio"/> Yes <input type="radio"/> No
<b>8</b>	What language(s), other than English or French can you speak well enough to conduct a conversation	<input type="radio"/> None <b>OR</b> Specify other language(s) below  <div style="display: flex; justify-content: space-between; margin-bottom: 5px;"> <span>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</span> </div> <div style="display: flex; justify-content: space-between; margin-bottom: 5px;"> <span>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</span> </div> <div style="display: flex; justify-content: space-between;"> <span>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</span> </div>
<b>9</b>	a) As of today, are you directly related to another member of the Windsor Police Service?  <i>Direct relationship includes spouse, parent, sibling, and child.</i>  Mark "⊗" all that apply	<input type="radio"/> No <input type="radio"/> Yes – my spouse/common-law partner works here <input type="radio"/> Yes - parent(s) works here <input type="radio"/> Yes – my sibling(s) works here <input type="radio"/> Yes – my child(ren) work here <input type="radio"/> I prefer not to answer
	b) At the time of your initial hiring, were you directly related to another member of the Windsor Police Service?  <i>Direct relationship includes spouse, parent, sibling, and child.</i>  Mark "⊗" all that apply	<input type="radio"/> No <input type="radio"/> Yes – my spouse/common-law partner works here <input type="radio"/> Yes - parent(s) works here <input type="radio"/> Yes – my sibling(s) works here <input type="radio"/> Yes – my child(ren) work here <input type="radio"/> I prefer not to answer

## Windsor Police Service Workplace Census

<b>DEMOGRAPHICS</b>		
<b>10</b>	Are you an Aboriginal person, that is, North American Indian, Métis or Inuit?	<input type="radio"/> Yes <input type="radio"/> No →Go to question 11
<b>11</b>	Are you a member of an Indian Band/First Nation?	<input type="radio"/> No <input type="radio"/> Yes, member of an Indian Band/First Nation ↓ Specify Indian Band/First Nation (for example, Musqueam)  <div style="display: flex; justify-content: space-between; width: 100%;"> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> </div>
<b>12</b>	Do you identify your racial background as:  <i>Mark "⊗" all that apply</i>	<input type="radio"/> Aboriginal Canadian <input type="radio"/> Afro-Canadian <input type="radio"/> Afro-Caribbean <input type="radio"/> Arab <input type="radio"/> Central/South American (Mexican, Ecuadorean, Peruvian, etc.) <input type="radio"/> Chinese <input type="radio"/> Filipino <input type="radio"/> Japanese <input type="radio"/> Korean <input type="radio"/> Multi-racial <input type="radio"/> North African (Libyan, Tunisian, etc.) <input type="radio"/> South Asian (e.g. Indian, Pakistani, Sri Lankan, etc.) <input type="radio"/> Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.) <input type="radio"/> West Asian (e.g. Iranian, Afghan) <input type="radio"/> White (European)  Other – <i>Specify</i>  <div style="display: flex; justify-content: space-between; width: 100%;"> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> </div>
<b>13</b>	What Rank do you currently hold?	<input type="radio"/> Constable <input type="radio"/> Sergeant/Staff Sergeant <input type="radio"/> Senior Administration



## Windsor Police Service Workplace Census

<b>DEMOGRAPHICS</b>		
14	What is your sexual orientation?	<input type="radio"/> Bisexual <input type="radio"/> Gay <input type="radio"/> Heterosexual <input type="radio"/> Lesbian <input type="radio"/> Questioning <input type="radio"/> I prefer not to answer
15	What is your gender?	<input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Transgender <input type="radio"/> I prefer not to answer

SWORN

# Windsor Police Service Workplace Census

<b>EDUCATION</b>																																																																													
<b>16</b>	What is the highest level of education achieved?	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="radio"/> Elementary School  <input type="radio"/> Secondary school  <input type="radio"/> Trades Certificate or diploma  <input type="radio"/> College, without certificate or diploma  <input type="radio"/> College, with cert. or diploma                             </td> <td style="width: 50%; vertical-align: top;"> <input type="radio"/> University, first degree not completed  <input type="radio"/> University, first degree completed  <input type="radio"/> University degree, post-bachelor  <input type="radio"/> University masters degree  <input type="radio"/> University doctorate degree                             </td> </tr> </table>	<input type="radio"/> Elementary School <input type="radio"/> Secondary school <input type="radio"/> Trades Certificate or diploma <input type="radio"/> College, without certificate or diploma <input type="radio"/> College, with cert. or diploma	<input type="radio"/> University, first degree not completed <input type="radio"/> University, first degree completed <input type="radio"/> University degree, post-bachelor <input type="radio"/> University masters degree <input type="radio"/> University doctorate degree																																																																									
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<b>17</b>	What was the major field of study of the <b>highest</b> degree, certificate or diploma that you have completed?  <i>Please be specific. For example:                      Automobile mechanics                      Civil engineering                      Law and security                      Police foundations                      Medical laboratory technology                      Biology                      Etc.</i>  <i>Print in capital letters using the boxes in sequence with spaces after words. For example;</i>  COMPUTER ENGINEERING TECHNOLOGY	<table style="width: 100%; border: none;"> <tr><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; 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<b>18</b>	In what province, territory or country did you complete your <b>highest</b> degree, certificate or diploma?	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="radio"/> Nfld. Lab.  <input type="radio"/> P.E.I.  <input type="radio"/> N.S.  <input type="radio"/> N.B.  <input type="radio"/> Quebec  <input type="radio"/> Ontario                             </td> <td style="width: 50%; vertical-align: top;"> <input type="radio"/> Manitoba  <input type="radio"/> Sask.  <input type="radio"/> Alberta  <input type="radio"/> B.C.  <input type="radio"/> Yukon  <input type="radio"/> N.W.T.  <input type="radio"/> Nunavut                             </td> </tr> <tr> <td colspan="2" style="padding-top: 10px;">                     Completed outside of Canada (<i>Specify country</i>)                 </td> </tr> <tr> <td colspan="2" style="padding-top: 5px;"> <table style="width: 100%; border: none;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table> </td> </tr> </table>	<input type="radio"/> Nfld. Lab. <input type="radio"/> P.E.I. <input type="radio"/> N.S. <input type="radio"/> N.B. <input type="radio"/> Quebec <input type="radio"/> Ontario	<input type="radio"/> Manitoba <input type="radio"/> Sask. <input type="radio"/> Alberta <input type="radio"/> B.C. <input type="radio"/> Yukon <input type="radio"/> N.W.T. <input type="radio"/> Nunavut	Completed outside of Canada ( <i>Specify country</i> )		<table style="width: 100%; border: none;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>																																																																						
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<b>19</b>	Other than OPC, CPC or police related training, have you attended a school, college CEGEP or university in the previous 9 months?  <i>Mark "⊗" all that apply</i>	<input type="radio"/> Yes, attended trade school, college, CEGEP, or other non-university institution  <input type="radio"/> Yes, attended university  <input type="radio"/> Yes, on-line or through distance learning  <input type="radio"/> No, did not attend school in the previous 9 months																																																																											

# Windsor Police Service Workplace Census

## WORK ACTIVITIES

20	<p><b>Last week</b>, how many hours did you spend working for pay?</p> <p><i>Include;</i> <i>Working for wages, salary, tips or commission including overtime;</i> <i>Self employed in own business, farming, etc.</i> <i>Working directly towards the operation of a family farm or business without formal pay arrangements</i></p>	<ul style="list-style-type: none"><li><input type="radio"/> Less than 5 hours</li><li><input type="radio"/> 5 to 14 hours</li><li><input type="radio"/> 15 to 24 hours</li><li><input type="radio"/> 25 to 34 hours</li><li><input type="radio"/> 35 to 44 hours</li><li><input type="radio"/> 45 to 54 hours</li><li><input type="radio"/> 55 to 64 hours</li><li><input type="radio"/> 65 to 74 hours</li><li><input type="radio"/> 75 hours or more</li></ul>
21	<p>How do you <b>usually</b> get to work?</p> <p><i>If you used more than one method of transportation, mark the one used for most of the travel distance.</i></p>	<ul style="list-style-type: none"><li><input type="radio"/> Car, truck, or van – as driver</li><li><input type="radio"/> Car, truck, or van – as passenger (carpool)</li><li><input type="radio"/> Public transit</li><li><input type="radio"/> Walked to work</li><li><input type="radio"/> Bicycle</li><li><input type="radio"/> Motorcycle</li><li><input type="radio"/> Taxicab</li><li><input type="radio"/> Other method</li></ul>

## Windsor Police Service Workplace Census

### UNPAID WORK ACTIVITIES-PERSONAL AND VOLUNTEERING

<b>22</b>	<p><b>Last week</b>, how many hours did you spend doing the following activities:</p> <p>a) Doing unpaid housework, yard work or home maintenance for members of your household or others?</p> <p><i>Examples include: preparing meals, washing the car, doing laundry, cutting grass, shopping, household planning, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 to 29 hours</p> <p><input type="radio"/> 30 hours or more</p>
	<p>b) Looking after one or more of your own children, or the children of others, without pay?</p> <p><i>Some examples include: playing with young children, driving children to sports activities or helping with homework, talking with teens about their problems, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 14 hours</p> <p><input type="radio"/> 15 to 29 hours</p> <p><input type="radio"/> 30 to 59 hours</p> <p><input type="radio"/> 60 hours or more</p>
	<p>c) Providing unpaid care or assistance to one or more seniors?</p> <p><i>Some examples include: providing personal care to a senior family member, visiting seniors, talking with them on the telephone, assisting them with shopping, banking, taking medication, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>
	<p>d) Volunteering time to activities/services related to the WPS?</p> <p><i>Some examples include: personal time spent on VIP, police camps, sitting on boards as a police representative, police related lecturing to community groups, schools, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>
	<p>e) Volunteering time to activities/services not related to the Windsor Police Service?</p> <p><i>Some examples include: coaching, scouting, religious groups, mentoring, sitting on church/school/athletic boards/committees etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>

## Windsor Police Service Workplace Census

### CHILDREN AND OTHER DEPENDENTS

<b>23</b>	<p>How many persons do you provide <b>dependent</b> care for?</p> <p><i>This refers to individuals who are not-self reliant and in need of support for reasons such as medical, personal care, feeding, financial, etc.</i></p>	<p><input type="radio"/> None → <b>Stop. You have completed the census.</b></p> <p><input type="radio"/> 1</p> <p><input type="radio"/> 2</p> <p><input type="radio"/> 3</p> <p><input type="radio"/> 4</p> <p><input type="radio"/> 5 or more</p> <div style="text-align: right; margin-top: 10px;"> <span style="font-size: 3em; vertical-align: middle;">}</span> Continue to question 23 a)         </div>
	<p>a) Whom do you provide <b>dependent</b> care for?</p> <p><i>Mark "⊗" all that apply</i></p>	<p><input type="radio"/> Child/children</p> <p><input type="radio"/> Seniors (grandparents, uncles, aunts, etc.)</p> <p><input type="radio"/> Immediate family (parents, in-laws, siblings)</p> <p><input type="radio"/> Friend</p> <p><input type="radio"/> Person with special needs</p>
	<p>b) How old are the <b>dependents</b> living with you?</p> <p><i>Mark "⊗" all that apply</i></p>	<p><input type="radio"/> Less than 6 years of age</p> <p><input type="radio"/> 6 to 12 years of age</p> <p><input type="radio"/> 12 to 18 years of age</p> <p><input type="radio"/> 19 to 25 years of age</p> <p><input type="radio"/> 26 to 32 years of age</p> <p><input type="radio"/> More than 32 years of age</p>
	<p>c) In the past 12 months, how often did someone else provide <b>dependent</b> care while you were at work</p>	<p><input type="radio"/> Never → <b>Stop. You have completed the census.</b></p> <p><input type="radio"/> Always</p> <p><input type="radio"/> Most of the time</p> <p><input type="radio"/> Regularly</p> <p><input type="radio"/> Infrequently</p> <div style="text-align: right; margin-top: 10px;"> <span style="font-size: 3em; vertical-align: middle;">}</span> Continue to question 23 d)         </div>
	<p>d) In the past 12 months, who provided care for your <b>dependents</b> while you were at work?</p> <p><i>Mark "⊗" all that apply</i></p>	<p><input type="radio"/> Eldercare facility</p> <p><input type="radio"/> Child care facility</p> <p><input type="radio"/> Nanny or Au pair</p> <p><input type="radio"/> Sitter/neighbour</p> <p><input type="radio"/> Spouse/partner</p> <p><input type="radio"/> Grandparent/parent</p> <p><input type="radio"/> Other (<i>specify</i>)</p> <div style="margin-top: 10px;"> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> <input style="width: 20px; height: 20px; border: 1px solid black;" type="text"/> </div>

# Windsor Police Service Workplace Census

**\*\*\*DO NOT HAND IN THIS COVER SHEET WITH YOUR CENSUS \*\*\***

This workplace census is designed to provide the Windsor Police Service with reliable data with which to provide an accurate snapshot of the demographic makeup of our organization both internally (Who are we?) and externally (How do we compare with our community?). Completion of the census is voluntary.

This data will be used to

- **Verify, monitor, measure and address gaps, trends, progress and perceptions relating to staff diversity**
- **Proactively identify opportunities for improvement and growth of affinity group**
- **Help inform strategies to attract, retain, and motivate diverse, well-qualified people**
- **Improve the quality of decision making, service delivery and programming**
- **Enhance perceptions of being progressive leaders committed to diversity and inclusion, and being representative of our community**
- **Achieve organizational goals and strategic objectives**

The questions in this census document are modelled after those found in the Census of Canada and workplaces censuses done by other police services. This is done so that the data obtained can be compared to that of our communities and service at the local, provincial and national level.

The census is only as reliable as the data it contains. Please take your time and read each question carefully before filling in your response using a blue or black ballpoint pen. For those answers requiring a written response, please print using CAPITAL LETTERS.

The census forms are not stapled together. This ensures the response sheets are mixed together so that no single census can be examined to make determinations about any one individual and *ensure your privacy*. With that in mind, the questions are ordered so that identifiable data clusters are not contained on any one sheet to *further ensure your privacy*.

The data being sought is being used to determine the overall make-up of our organization to make Service-wide conclusions NOT of any one individual. After data compilation, these census documents will be destroyed so that no individual comparison within individual census documents can be attempted or made. The only separator is between sworn (census printed on white paper) and civilian staffs (census printed on yellow paper) so that we can identify which component of our Service, if any, require measure to address gaps.

***Please ensure that you have the census of the right colour (sworn-white, civilian-yellow).***

**\*DO NOT HAND IN THIS COVER SHEET WITH YOUR CENSUS – PLEASE RECYCLE\***

# Windsor Police Service Workplace Census

## DEMOGRAPHICS

<b>1</b>	What age group do you belong to?	<input type="radio"/> 24 years of age and under <input type="radio"/> 25-34 years of age <input type="radio"/> 35-44 years of age <input type="radio"/> 45-54 years of age <input type="radio"/> 55-64 years of age <input type="radio"/> 65 years of age or older <input type="radio"/> I prefer not to answer
<b>2</b>	Which best describes your current marital status?	<input type="radio"/> Legally married (and not separated) <input type="radio"/> Common-law (cohabitating as a couple) <input type="radio"/> Never legally married (single) <input type="radio"/> Separated, but still legally married <input type="radio"/> Divorced <input type="radio"/> Widowed <input type="radio"/> I prefer not to answer
<b>3</b>	What is your religion?  <i>Indicate a specific denomination or religion (e.g. Roman Catholic, Ukrainian Catholic, United Church, Anglican, Lutheran, Baptist, Greek Orthodox, Jewish, Islam, Buddhist, Hindu, Sikh, etc.) even you are not currently a practising member of that group</i>	Specify one denomination or religion only  <div style="display: flex; justify-content: space-between; width: 100%;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <input type="radio"/> Agnostic <input type="radio"/> Atheist <input type="radio"/> No religion <input type="radio"/> I prefer not to answer
<b>4</b>	What were the ethnic or cultural origins of your grandparents?	Specify as many origins as applicable using capital letters  <div style="display: flex; justify-content: space-between; width: 100%;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div> <div style="display: flex; justify-content: space-between; width: 100%; margin-top: 10px;"> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> <span><input type="checkbox"/></span> </div>

# Windsor Police Service Workplace Census

<b>DEMOGRAPHICS</b>																																		
<b>5</b>	<p>Do you have a disability as defined by the Ontario Human Rights Code?</p> <p><i>Disability covers a broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time. There are physical, mental and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, mental health disabilities and addictions, environmental sensitivities, and other conditions.</i></p>	<p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p> <p><input type="radio"/> I prefer not to answer</p>																																
<b>6</b>	<p>Where were you born?</p> <p><i>Specify one response only, according to present political boundaries.</i></p>	<p><b>Born in Canada</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;"><input type="radio"/> Newfoundland Labrador</td> <td style="width: 50%;"><input type="radio"/> Sask.</td> </tr> <tr> <td><input type="radio"/> P.E.I.</td> <td><input type="radio"/> Alberta</td> </tr> <tr> <td><input type="radio"/> N.S.</td> <td><input type="radio"/> B.C.</td> </tr> <tr> <td><input type="radio"/> N.B.</td> <td><input type="radio"/> Yukon</td> </tr> <tr> <td><input type="radio"/> Quebec</td> <td><input type="radio"/> N.W.T.</td> </tr> <tr> <td><input type="radio"/> Ontario</td> <td><input type="radio"/> Nunavut</td> </tr> <tr> <td><input type="radio"/> Manitoba</td> <td></td> </tr> </table> <p><b>Born outside of Canada</b> <i>Specify country</i></p> <table style="width: 100%; border: none;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>	<input type="radio"/> Newfoundland Labrador	<input type="radio"/> Sask.	<input type="radio"/> P.E.I.	<input type="radio"/> Alberta	<input type="radio"/> N.S.	<input type="radio"/> B.C.	<input type="radio"/> N.B.	<input type="radio"/> Yukon	<input type="radio"/> Quebec	<input type="radio"/> N.W.T.	<input type="radio"/> Ontario	<input type="radio"/> Nunavut	<input type="radio"/> Manitoba																			
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# Windsor Police Service Workplace Census

<b>DEMOGRAPHICS</b>		
<b>7</b>	Can you speak French well enough to conduct a conversation?	<input type="radio"/> Yes <input type="radio"/> No
<b>8</b>	What language(s), other than English or French can you speak well enough to conduct a conversation    	<input type="radio"/> None <b>OR</b> Specify other language(s) below  <div style="display: flex; justify-content: space-between; margin-bottom: 10px;"> <span>□ □ □ □ □ □ □ □ □ □ □ □ □ □</span> </div> <div style="display: flex; justify-content: space-between; margin-bottom: 10px;"> <span>□ □ □ □ □ □ □ □ □ □ □ □ □ □</span> </div> <div style="display: flex; justify-content: space-between;"> <span>□ □ □ □ □ □ □ □ □ □ □ □ □ □</span> </div>
<b>9</b>	a) As of today, are you directly related to another member of the Windsor Police Service?  <i>Direct relationship includes spouse, parent, sibling, and child.</i>  Mark "⊗" all that apply	<input type="radio"/> No <input type="radio"/> Yes – my spouse/common-law partner works here <input type="radio"/> Yes - parent(s) works here <input type="radio"/> Yes – my sibling(s) works here <input type="radio"/> Yes – my child(ren) work here <input type="radio"/> I prefer not to answer
	b) At the time of your initial hiring, were you directly related to another member of the Windsor Police Service?  <i>Direct relationship includes spouse, parent, sibling, and child.</i>  Mark "⊗" all that apply	<input type="radio"/> No <input type="radio"/> Yes – my spouse/common-law partner works here <input type="radio"/> Yes - parent(s) works here <input type="radio"/> Yes – my sibling(s) works here <input type="radio"/> Yes – my child(ren) work here <input type="radio"/> I prefer not to answer

## Windsor Police Service Workplace Census

<b>DEMOGRAPHICS</b>		
<b>10</b>	Are you an Aboriginal person, that is, North American Indian, Métis or Inuit?	<input type="radio"/> Yes <input type="radio"/> No →Go to question 11
<b>11</b>	Are you a member of an Indian Band/First Nation?	<input type="radio"/> No <input type="radio"/> Yes, member of an Indian Band/First Nation ↓ Specify Indian Band/First Nation (for example, Musqueam)  <div style="display: flex; justify-content: space-between; width: 100%;"> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> </div>
<b>12</b>	Do you identify your racial background as:  <i>Mark "⊗" all that apply</i>	<input type="radio"/> Aboriginal Canadian <input type="radio"/> Afro-Canadian <input type="radio"/> Afro-Caribbean <input type="radio"/> Arab <input type="radio"/> Central/South American (Mexican, Ecuadorean, Peruvian, etc.) <input type="radio"/> Chinese <input type="radio"/> Filipino <input type="radio"/> Japanese <input type="radio"/> Korean <input type="radio"/> Multi-racial <input type="radio"/> North African (Libyan, Tunisian, etc.) <input type="radio"/> South Asian (e.g. Indian, Pakistani, Sri Lankan, etc.) <input type="radio"/> Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.) <input type="radio"/> West Asian (e.g. Iranian, Afghan) <input type="radio"/> White (European)  Other – Specify  <div style="display: flex; justify-content: space-between; width: 100%;"> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> <span><input type="text"/></span> </div>
<b>13</b>	What grade level is your current position?	<input type="radio"/> 4-11 <input type="radio"/> 12-14 <input type="radio"/> 15+

## Windsor Police Service Workplace Census

<b>DEMOGRAPHICS</b>		
14	What is your sexual orientation?	<input type="radio"/> Bisexual <input type="radio"/> Gay <input type="radio"/> Heterosexual <input type="radio"/> Lesbian <input type="radio"/> Questioning <input type="radio"/> I prefer not to answer
15	What is your gender?	<input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Transgender <input type="radio"/> I prefer not to answer

CIVILIAN

# Windsor Police Service Workplace Census

<b>EDUCATION</b>																																																																													
<b>16</b>	What is the highest level of education achieved?	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="radio"/> Elementary School  <input type="radio"/> Secondary school  <input type="radio"/> Trades Certificate or diploma  <input type="radio"/> College, without certificate or diploma  <input type="radio"/> College, with cert. or diploma                             </td> <td style="width: 50%; vertical-align: top;"> <input type="radio"/> University, first degree not completed  <input type="radio"/> University, first degree completed  <input type="radio"/> University degree, post-bachelor  <input type="radio"/> University masters degree  <input type="radio"/> University doctorate degree                             </td> </tr> </table>	<input type="radio"/> Elementary School <input type="radio"/> Secondary school <input type="radio"/> Trades Certificate or diploma <input type="radio"/> College, without certificate or diploma <input type="radio"/> College, with cert. or diploma	<input type="radio"/> University, first degree not completed <input type="radio"/> University, first degree completed <input type="radio"/> University degree, post-bachelor <input type="radio"/> University masters degree <input type="radio"/> University doctorate degree																																																																									
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<b>17</b>	What was the major field of study of the <b>highest</b> degree, certificate or diploma that you have completed?  <i>Please be specific. For example:                      Automobile mechanics                      Civil engineering                      Law and security                      Police foundations                      Medical laboratory technology                      Biology                      Etc.</i>  <i>Print in capital letters using the boxes in sequence with spaces after words. For example;</i>  COMPUTER ENGINEERING TECHNOLOGY	<table style="width: 100%; border: none;"> <tr><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; 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<b>18</b>	In what province, territory or country did you complete your <b>highest</b> degree, certificate or diploma?	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="radio"/> Nfld. Lab.  <input type="radio"/> P.E.I.  <input type="radio"/> N.S.  <input type="radio"/> N.B.  <input type="radio"/> Quebec  <input type="radio"/> Ontario                             </td> <td style="width: 50%; vertical-align: top;"> <input type="radio"/> Manitoba  <input type="radio"/> Sask.  <input type="radio"/> Alberta  <input type="radio"/> B.C.  <input type="radio"/> Yukon  <input type="radio"/> N.W.T.  <input type="radio"/> Nunavut                             </td> </tr> </table> <p style="margin-top: 10px;">Completed outside of Canada (<i>Specify country</i>)</p> <table style="width: 100%; border: none;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td><td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>	<input type="radio"/> Nfld. Lab. <input type="radio"/> P.E.I. <input type="radio"/> N.S. <input type="radio"/> N.B. <input type="radio"/> Quebec <input type="radio"/> Ontario	<input type="radio"/> Manitoba <input type="radio"/> Sask. <input type="radio"/> Alberta <input type="radio"/> B.C. <input type="radio"/> Yukon <input type="radio"/> N.W.T. <input type="radio"/> Nunavut																																																																									
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## Windsor Police Service Workplace Census

<b>19</b>	<p><b>Other than OPC, CPC or police related training,</b> have you attended a school, college CEGEP or university in the previous 9 months?</p> <p><i>Mark "ⓧ" all that apply</i></p>	<p><input type="radio"/> Yes, attended trade school, college, CEGEP, or other non-university institution</p> <p><input type="radio"/> Yes, attended university</p> <p><input type="radio"/> Yes, on-line or through distance learning</p> <p><input type="radio"/> No, did not attend school in the previous 9 months</p>
<b>WORK ACTIVITIES</b>		
<b>20</b>	<p><b>Last week,</b> how many hours did you spend working for pay?</p> <p><i>Include;</i>  <i>Working for wages, salary, tips or commission including overtime;</i>  <i>Self employed in own business, farming, etc.</i>  <i>Working directly towards the operation of a family farm or business without formal pay arrangements</i></p>	<p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 14 hours</p> <p><input type="radio"/> 15 to 24 hours</p> <p><input type="radio"/> 25 to 34 hours</p> <p><input type="radio"/> 35 to 44 hours</p> <p><input type="radio"/> 45 to 54 hours</p> <p><input type="radio"/> 55 to 64 hours</p> <p><input type="radio"/> 65 to 74 hours</p> <p><input type="radio"/> 75 hours or more</p>
<b>21</b>	<p>How do you <b>usually</b> get to work?</p> <p><i>If you used more than one method of transportation, mark the one used for most of the travel distance.</i></p>	<p><input type="radio"/> Car, truck, or van – as driver</p> <p><input type="radio"/> Car, truck, or van – as passenger (carpool)</p> <p><input type="radio"/> Public transit</p> <p><input type="radio"/> Walked to work</p> <p><input type="radio"/> Bicycle</p> <p><input type="radio"/> Motorcycle</p> <p><input type="radio"/> Taxicab</p> <p><input type="radio"/> Other method</p>

## Windsor Police Service Workplace Census

### UNPAID WORK ACTIVITIES-PERSONAL AND VOLUNTEERING

<b>22</b>	<p><b>Last week</b>, how many hours did you spend doing the following activities:</p> <p>a) Doing unpaid housework, yard work or home maintenance for members of your household or others?</p> <p><i>Examples include: preparing meals, washing the car, doing laundry, cutting grass, shopping, household planning, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 to 29 hours</p> <p><input type="radio"/> 30 hours or more</p>
	<p>b) Looking after one or more of your own children, or the children of others, without pay?</p> <p><i>Some examples include: playing with young children, driving children to sports activities or helping with homework, talking with teens about their problems, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 14 hours</p> <p><input type="radio"/> 15 to 29 hours</p> <p><input type="radio"/> 30 to 59 hours</p> <p><input type="radio"/> 60 hours or more</p>
	<p>c) Providing unpaid care or assistance to one or more seniors?</p> <p><i>Some examples include: providing personal care to a senior family member, visiting seniors, talking with them on the telephone, assisting them with shopping, banking, taking medication, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>
	<p>d) Volunteering time to activities/services related to the WPS?</p> <p><i>Some examples include: personal time spent on VIP, police camps, sitting on boards as a police representative, police related lecturing to community groups, schools, etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>
	<p>e) Volunteering time to activities/services not related to the Windsor Police Service?</p> <p><i>Some examples include: coaching, scouting, religious groups, mentoring, sitting on church/school/athletic boards/committees etc.</i></p>	<p><input type="radio"/> None</p> <p><input type="radio"/> Less than 5 hours</p> <p><input type="radio"/> 5 to 9 hours</p> <p><input type="radio"/> 10 to 19 hours</p> <p><input type="radio"/> 20 hours or more</p>

# Windsor Police Service Workplace Census

## CHILDREN AND OTHER DEPENDENTS

<b>23</b>	<p>How many persons do you provide <b>dependent</b> care for?</p> <p><i>This refers to individuals who are not-self reliant and in need of support for reasons such as medical, personal care, feeding, financial, etc.</i></p>	<p><input type="radio"/> None → <b>Stop. You have completed the census.</b></p> <p><input type="radio"/> 1</p> <p><input type="radio"/> 2</p> <p><input type="radio"/> 3</p> <p><input type="radio"/> 4</p> <p><input type="radio"/> 5 or more</p> <div style="text-align: right; margin-top: 20px;"> <span style="font-size: 3em;">}</span> Continue to question 23 a)         </div>
	<p>a) Whom do you provide <b>dependent</b> care for?</p> <p><i>Mark "⊗" all that apply</i></p>	<p><input type="radio"/> Child/children</p> <p><input type="radio"/> Seniors (grandparents, uncles, aunts, etc.)</p> <p><input type="radio"/> Immediate family (parents, in-laws, siblings)</p> <p><input type="radio"/> Friend</p> <p><input type="radio"/> Person with special needs</p>
	<p>b) How old are the <b>dependents</b> living with you?</p> <p><i>Mark "⊗" all that apply</i></p>	<p><input type="radio"/> Less than 6 years of age</p> <p><input type="radio"/> 6 to 12 years of age</p> <p><input type="radio"/> 12 to 18 years of age</p> <p><input type="radio"/> 19 to 25 years of age</p> <p><input type="radio"/> 26 to 32 years of age</p> <p><input type="radio"/> More than 32 years of age</p>
	<p>c) In the past 12 months, how often did someone else provide <b>dependent</b> care while you were at work</p>	<p><input type="radio"/> Never → <b>Stop. You have completed the census.</b></p> <p><input type="radio"/> Always</p> <p><input type="radio"/> Most of the time</p> <p><input type="radio"/> Regularly</p> <p><input type="radio"/> Infrequently</p> <div style="text-align: right; margin-top: 20px;"> <span style="font-size: 3em;">}</span> Continue to question 23 d)         </div>
	<p>d) In the past 12 months, who provided care for your <b>dependents</b> while you were at work?</p> <p><i>Mark "⊗" all that apply</i></p>	<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p><input type="radio"/> Eldercare Facility</p> <p><input type="radio"/> Nanny or Au Pair</p> <p><input type="radio"/> Spouse/Partner</p> <p><input type="radio"/> Other (<i>specify</i>)</p> </div> <div style="width: 45%;"> <p><input type="radio"/> Child Care Facility</p> <p><input type="radio"/> Sitter/Neighbour</p> <p><input type="radio"/> Grandparent/Parent</p> </div> </div> <div style="margin-top: 10px;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>



# WINDSOR POLICE SERVICE



## WINDSOR POLICE SERVICE HEADQUARTERS

150 Goyeau Street  
P.O. Box 60  
Windsor, ON N9A 6J5  
Tel: 519.255.6700  
Fax: 519.255.6191  
Email: [info@police.windsor.on.ca](mailto:info@police.windsor.on.ca)

Major F.A. Tilston Armoury  
& Police Training Centre  
4007 Sandwich Street  
Windsor, ON N9C 1C3  
Tel: 519.971.7301

## COLLISION REPORTING CENTRE

2696 Jefferson Blvd.  
Windsor, ON N8T 2W6  
Tel: 519.945.9645

## VISIT US

[www.police.windsor.on.ca](http://www.police.windsor.on.ca)

## CONTACT US

Emergency 9.1.1  
General Inquiries: 519.255.6700  
TTY/Non Emergency: 519.258.6111

## REPORT PREPARED BY:

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Enumerator - Sergeant Rich Sieberer

## ACKNOWLEDGEMENTS:

Constable Sharleen Cassady  
Constable Kristina Garswood  
University of Windsor - Department of Mathematics & Statistics  
Nian Liu

FOLLOW US



*Superintendent Frank Providenti would like to thank everyone who contributed to this publication.*