



Name:

Date:

Thank you for your interest in joining the Dalhousie University community. Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. The university encourages applications from Indigenous persons (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons with disabilities, women, persons identifying as members of 2SLGBTQ+ communities, and all candidates who would contribute to the diversity of our community.

Usage of Information and Confidentiality

Section 1: The information in Section 1 is required and will be used to ensure compliance with federal government requirements pertaining to the recruitment of foreign nationals.

Section 2: The information in Section 2 is voluntary and you may choose to select “Prefer not to respond” to any of the questions. The information provided in this Section will be used for the purposes of fulfilling commitments within our Employment Equity Policy, as well as through the Federal Contractors Program and within our Strategic Plan.

Dalhousie's Employment Equity Policy outlines our institutional commitment that search and/or appointment committees will give preference to qualified self-identified candidates from equity-deserving groups in recruitment processes. Dalhousie defines “equity-deserving groups” as Indigenous peoples (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians) and other members of racialized groups, persons with disabilities, women, and persons identifying as members of 2SLGBTQ+ communities.

The information in Section 2 allows us to implement this Policy and for this reason will be shared with the search committee and/or hiring manager for the position being filled, as well as the assigned human resources advisor and external search consultant, if applicable. All parties viewing this information will have committed to confidentiality and will have received guidance related to the confidentiality of these materials.

If you should be hired as an employee at Dalhousie through this process, the self-identification information provided in Section 2 will also be carried over into your confidential employee file. Individuals who become Dalhousie employees will be encouraged at time of hire to complete the Be Counted Census which offers a greater range of self-identification options. The information provided through the Be Counted Census will replace the self-identification information gathered through the search process.

Usage of Language and Terms in this Form

Language, particularly as it relates to identity and human rights, involves social constructs which evolve over time. The definitions below and the terms used throughout this form are meant to be

helpful functional descriptors. They are not standardized and may be used differently by different people. It is expected that the terms used throughout this form will evolve and change over time and be updated accordingly through the proper channels.

Visit our website to [view the Employment Equity Policy](#), to [get more information about Dalhousie's hiring practices that support equity](#), or to [read our commitment to Inclusive Excellence in our Strategic Plan](#).

Most fields in Section 1 and Section 2 are required. However, you are not required to share your self-identification information. You may select "Prefer not to respond" to any of the self-identification questions below. You may self-identify in more than one category. Required fields are indicated with an asterisk (*).

SECTION 1: Statement of Canadian status

* Are you a Canadian citizen or Permanent Resident of Canada?

If not a Canadian Citizen or Permanent Resident, do you have a valid work permit? (*Required if the above answer is "No"*).

Please provide additional details (e.g., work permit expiry date)

SECTION 2: Diversity Self-Identification

We recognize that there are many diverse and overlapping identities that are not represented in the questions and language we use in this form but have committed to seek only the minimum amount of information necessary to fulfill the purposes outlined above in order to preserve confidentiality for job applicants. As indicated above, should you become an employee of Dalhousie University you will be encouraged to complete the Be Counted Census which offers a greater range of self-identification options. Should you wish to provide more details related to your identity through this process you are welcome and encouraged to do so in your cover letter.

INDIGENOUS/ABORIGINAL PERSONS

For the purposes of this survey, Indigenous/Aboriginal persons include people who identify as First Nations (Status, non-Status, Treaty), Métis, Inuit, Native or North American Indian (including North and Central America and the Caribbean).

Do you identify as an Indigenous/Aboriginal person?

Do you identify as Mi'kmaw?

RACIALIZED PERSONS

For the purposes of this survey, racialized persons are people (other than Indigenous/Aboriginal persons) who are non-white, regardless of their place of birth or citizenship. (Sometimes referred to as “racially visible” or “visible minority”)

Do you identify as a racialized person?

Do you identify as a person of Black/African descent?

African Nova Scotians

For the purposes of this survey, African Nova Scotians/Indigenous Blacks are a distinct people who descend from free and enslaved Black Planters, Black Loyalists, Black Refugees, Maroons and other Black people who inhabited the original 52 land-based Black communities in that part of Mi'kma'ki known as Nova Scotia.

Based on this definition, do you identify as African Nova Scotian?

PERSONS WITH A DISABILITY

For the purposes of this survey, persons with a disability are people who have a chronic, long-term or recurring physical, sensory, mental, learning or intellectual impairment, that, in interaction with a barrier, hinders that person's full and effective participation in society.

This includes, but is not limited to, people whose functional limitations due to their impairment have been accommodated in their workplace (ex: by the use of technical aids, changes to equipment or other working arrangements).

Do you identify as a person with a disability?

GENDER IDENTITY AND SEXUAL ORIENTATION

Do you identify as a woman?

For the purposes of this survey, 2SLGBTQ+ is an acronym for two-spirit, lesbian, gay, bisexual, transgender, and queer, with the “+” representing the diversity of ways people choose to identify their gender identity and/or sexual orientation.

Do you identify as a member of 2SLGBTQ+ communities?

Signature: