DALHOUSIE UNIVERSITY

Self-Identification Questionnaire for Canada Research Chair Positions

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. For more information, please visit https://www.dal.ca/dept/hr/employment_equity/fair-hiring-practices.html

Usage of Information and Confidentiality

The information provided in this form will be used to ensure Dalhousie University meets required equity and diversity targets set by the Canada Research Chairs Program as well as to fulfill commitments within our Employment Equity Policy, and through the Federal Contractors Program.

Dalhousie recognizes that applicants for CRC positions are also being asked to complete self-identification information through our online applicant system – the usage of this supplementary, and additional form, is due to differing language and requirements in relation to CRC candidate eligibility in support of Dalhousie's equity targets.

Dalhousie's Employment Equity Policy

Dalhousie's Employment Equity Policy outlines our institutional commitment that search and/or appointment committees **will give preference to qualified 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 2SLGBTQIA+ communities.

The preference given to equity-deserving groups in recruitment processes is based on self-identification through this Form with supplementary information gathered in specific contexts according to current policies.

The information in this form 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 advisors. All university 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 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 identification options. The information provided through the Be Counted Census will replace the identification information gathered through the search process.

Canada Research Chairs Equity and Diversity Targets

The CRC Program gathers self-identification information in order to monitor the equity performance of programs and design new measures that achieve greater equity, diversity and inclusion in the research enterprise. The Canada Research Chairs Program also uses the data to help institutions meet their equity and diversity targets.

All participating institutions must set equity targets to ensure that recruitment and nomination decisions (i.e., decisions regarding who accesses and benefits from the program) are based on research excellence and that no one (including women and gender-equity-deserving groups, persons with disabilities, Indigenous Peoples and racialized minorities) is excluded for reasons unrelated to qualifications and ability.

The CRC program uses different language than the university when collecting and tracking self-identification information through recruitment processes. Specifically, the question related to gender identity differs from the university's standard form. It is necessary for the university to collect information in alignment with the CRC Program's targets to ensure applicant eligibility for a given CRC. Please note that preferred candidates who are nominated to apply for a CRC will be asked to self-identify to the CRC Program at the time of application.

For more information see the CRC Program website: https://www.chairs-chaires.gc.ca/program-programme/equity-equite/faqs-questions_frequentes-eng.aspx#3a

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.

Questionnaire

> You may identify in more than one category.
>
> 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 <u>only the minimum amount of information necessary</u> 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 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 PERSONS

The CRC Program states that only Indigenous individuals from Turtle Island (encompassing Canada and the United States of America) can self-identify under the category of Indigenous Peoples within the program. The term "Indigenous Peoples" in the CRC program applies to the original peoples of North America and their descendants: i.e., First Nations, Inuit and Métis Peoples.

Do you claim citizenship/community membership as an Indigenous person?

Mi'kmaq

Mi'kmaq are the predominant Indigenous peoples and the original inhabitants of the Atlantic Provinces and beyond including Nova Scotia, Prince Edward Island, Newfoundland, and parts of New Brunswick, and Quebec. Visit the Dalhousie Indigenous Strategy for more information.

Do you claim citizenship/community membership with the Mi'kmaw Nation?

RACIALIZED PERSONS

For the purposes of this survey, racialized persons are people (other than Indigenous 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?

Persons of Black/African Descent

Persons of African descent and/or those who identity as part of the African diaspora, the collection of African-descent communities spread throughout North and South America. In the United States the term African American is used, in Canada Black-Canadian or African-Canadian is often used.

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. Please see the African Nova Scotian Strategy for more information.

Do you identify as African Nova Scotian?

PERSONS WITH DISABILITIES

For the purposes of this survey, people who have a chronic, long-term or recurring physical, sensory, mental, learning, communication, cognitive or intellectual impairment, that, in interaction with a barrier, hinders that person's full and equal 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/disabilities?

GENDER IDENTITY

The CRC Program defines "gender identity" as a person's internal sense of being a woman, man, both, neither or somewhere along the gender spectrum. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. The question recognizes that gender identity can change over time.

The gender identity categories offered as potential responses represent the considerable diversity in how individuals and groups understand, experience and express gender identity.

The response options for this question are defined by the CRC Program as follows:

- Gender fluid: refers to a person whose gender identity or expression changes or shifts along the gender spectrum.
- Man: refers to a person whose current gender identity aligns with characteristics conventionally associated with males.
- Nonbinary: refers to a person whose gender identity does not align with a binary understanding of gender such as man or woman.
- Trans man: refers to a person whose sex assigned at birth is female, and who identifies as a man.
- Trans woman: refers to a person whose sex assigned at birth is male, and who identifies as a woman.
- Two-Spirit: is a term used by some North American Indigenous Peoples to indicate a person who embodies both female and male spirits or whose gender identity, sexual orientation or spiritual identity is not limited by the male/female dichotomy.
- Woman: refers to a person whose current gender identity aligns with characteristics conventionally associated with females.

Select the option(s) that best describe your gender identity. You may select multiple options:

- o **Gender-fluid**

- o **Man**

- o **Nonbinary**

- o **Trans man**

- o **Trans woman**

- o **Two-Spirit**

o **Woman**

o **I don't identify with any option provided**

o **I prefer not to respond**

o **Not listed above. Please specify _____**

SEXUAL ORIENTATION

For this survey, sexual orientation refers to how a person characterizes their sexual and/or romantic attraction to others.

The response options for this question are defined as follows:

- Asexual and or Aromantic: commonly used in reference to those who do not experience sexual desire and/or romantic feelings for people of any gender. Some asexual people desire romantic relationships, while others do not. Asexuality can be considered a spectrum, with some asexual people experiencing desire for varying types of intimacy.
- Bisexual: commonly used in reference to those who have sexual, romantic, physical, and/or spiritual attraction to more than one sex or gender.
- Gay: commonly used in reference to men whose sexual, romantic, physical, and/or spiritual attraction are to other men; may also be used to indicate a person of any gender whose sexual, romantic, physical, and/or spiritual attraction are to others of the same gender.
- Lesbian: commonly used in reference to women whose sexual, romantic, physical, and/or spiritual attraction are to other women.
- Pansexual: a person whose choice of sexual or romantic partner is not limited by the other person's sex, gender identity or gender expression.
- Queer: used in reference to those who identify as anything not fitting cultural norms around gender identity, expression, and/ or sexuality.
- Straight/Heterosexual: a person who is sexually or romantically attracted exclusively to people of the other sex.
- Two-Spirit is a term used by some North American Indigenous Peoples to indicate a person who embodies both female and male spirits or whose gender identity, sexual orientation or spiritual identity is not limited by the male/female dichotomy.

Select the option(s) that best describe your sexual orientation. You may select multiple options:

o **Asexual and/or Aromantic**

- o **Bisexual and/or Biromantic**

- o **Gay**

- o **Lesbian**

- o **Pansexual**

- o **Queer**

- o **Straight/Heterosexual**

- o **Two-Spirit**

- o **I prefer not to respond**

- o **Not listed above. Please specify _____**

Signature: _____