



## External Self-Identification Questionnaire

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](https://www.dal.ca/dept/hr/employment_equity/fair-hiring-practices.html)

### 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 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 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 other parties involved in the search process. 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 identification options. The information

provided through the Be Counted Census will replace the 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 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)

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## 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 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 original inhabitants of Turtle Island, which includes North, Central America, and the Caribbean, along with their descendants. This broadly includes Inuk (Inuit), First Nations, and Métis, each with distinct languages, cultures, and traditions that vary by Nation, language, group, and region.

**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 with the Mi'kmaq Nation?**

### 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?**

**Persons of Black/African Descent**

Persons of African descent and/or those who identify 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**

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/disabilities?**

## GENDER IDENTITY AND SEXUAL ORIENTATION

Do you identify as a woman?

### 2SLGBTQIA

For the purposes of this survey, 2SLGBTQIA+ 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. The placement of Two-Spirit (2S) first is to recognize that Indigenous Peoples are the first peoples of this land, and their understanding of gender and sexuality precedes colonization.

- 2S (also Two-Spirit or Two-Spirited): term used within some Indigenous communities, encompassing sexual, gender, cultural, and/or spiritual identity. This umbrella term was created in the English language to reflect complex Indigenous understandings of gender and sexuality and the long history of sexual and gender diversity in Indigenous cultures. This term may refer to cross, multiple, and/or non-binary gender roles; non-heterosexual identities; and a range of cultural identities, roles, and practices embodied by Two-Spirit peoples.
- L/ Lesbian: commonly used in reference to women whose sexual, romantic, physical, and/or spiritual attraction are to other women.
- G/ 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.
- B/ Bisexual: commonly used in reference to those who have sexual, romantic, physical, and/or spiritual attraction to more than one sex or gender.
- T/ Transgender (also ‘trans’): umbrella term used in reference to a wide range of people whose gender identity differs from their assigned sex at birth, a broad term relating to a person whose sense of personal identity and gender does not correspond with their assigned sex at birth.
- Q/ Queer: used in reference to those who identify as anything not fitting cultural norms around gender identity, expression, and/ or sexuality.
- I/ Intersex: a person who is born with a reproductive or sexual anatomy and/or chromosome pattern that does not seem to fit typical definitions of male or female. Differences may be related to genitalia, secondary sex characteristics, chromosomal make-up, hormonal receptivity, and may or may not be visible at birth.
- A/ Asexual: commonly used in reference to those who do not experience sexual desire 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.



**Do you identify as a member of 2SLGBTQIA+ communities?**

Signature: \_\_\_\_\_