Thank you for your interest in joining the Dalhousie University community. Dalhousie is committed to fostering a collegial culture grounded in diversity and inclusiveness. The university encourages applications from Indigenous people, persons with a disability, racially visible persons, women, persons of minority sexual orientations and gender identities, and all candidates who would contribute to the diversity of our community. For more information, please visit www.dal.ca/hiringfordiversity.

Please complete the questionnaire below and return it as soon as possible. The information in Section 2 will be used to inform Dalhousie’s Employment Equity Policy and will help Dalhousie to set equity, diversity, and inclusion goals and measure our progress.

Name: _______________________________  Date: ________________________________

SECTION 1: Affiliation to Dalhousie (Required Information)

1. Are you a current Dalhousie Employee?
   Yes ☐  No ☐
   - If yes, enter your Banner ID (employee) number. B _______________________

2. Have you been previously employed by Dalhousie University?
   Yes ☐  No ☐
   - If yes, when did you last work at Dalhousie and in what position(s)?

SECTION 2: Diversity Self-Identification (Voluntary Information)

You may self-identify in more than one category. You may decline to answer any or all of the questions in this section.

3. Aboriginal Persons
   For the purposes of this survey, Aboriginal/ persons are people who identify as First Nations (Status, non-Status, Treaty), Métis, Inuit or North American Indian.

   Do you consider yourself to be an Aboriginal/Indigenous person?
   Yes ☐  No ☐  I prefer not to respond ☐

   Do you consider yourself to be Mi’kmaq?
   Yes ☐  No ☐  I prefer not to respond ☐

4. Racially Visible Persons
   For the purposes of this survey, racially visible persons are people (other than Aboriginal persons) who are non-white in colour and non-Caucasian in race, regardless of their place of birth or citizenship.

   Do you consider yourself to be a racially visible person?
   Yes ☐  No ☐  I prefer not to respond ☐
   - If yes, please indicate the group(s) below which apply to you (check all that apply)
   Historically/indigenous Black Nova Scotian?
   Yes ☐  No ☐  I prefer not to respond ☐
### Persons of African (Black) heritage?
- Yes □
- No □
- I prefer not to respond □

### East Asian (Chinese, Japanese, Korean, etc.)?
- Yes □
- No □
- I prefer not to respond □

### South Asian (Indian, Pakistani, Bangladeshi, etc.)?
- Yes □
- No □
- I prefer not to respond □

### South East Asian (Cambodian, Filipino, Thai, Vietnamese, etc.)?
- Yes □
- No □
- I prefer not to respond □

### West Asian or Arab (Iranian, Lebanese, Afghan, etc.)?
- Yes □
- No □
- I prefer not to respond □

### Latin, South or Central American?
- Yes □
- No □
- I prefer not to respond □

### Mixed Race / Other?
- Yes □
- No □
- I prefer not to respond □

### Persons with a Disability
For the purposes of this survey, persons with a disability are people who have a long term or recurring physical, sensory, mental, psychiatric or learning impairment and includes people whose functional limitations due to their impairment have been accommodated in their current job or workplace (e.g., by the use of technical aids, changes to equipment or other working arrangements).

- Do you consider yourself a person with a disability?  
  - Yes □
  - No □
  - I prefer not to respond □

### Gender
- Do you identify as a woman?  
  - Yes □
  - No □
  - I prefer not to respond □

### Sexual Orientation, Gender Identity and Expression
- Do you consider yourself to be a person who is lesbian, gay, bisexual, queer, two-spirited or a similar term?  
  - Yes □
  - No □
  - I prefer not to respond □
- Do you consider yourself to be a person who is trans, transgender, transsexual, gender queer or a similar term?  
  - Yes □
  - No □
  - I prefer not to respond □

### SECTION 3: General Information and Consent (Required Information)

8. Are you a Canadian Citizen or Permanent Resident?  
   - Yes □
   - No □
   - If no, do you have a valid work permit?  
     - Yes □
     - No □
     - Please provide additional detail (e.g. work permit expiry date)

9. Where did you initially learn of this opportunity?  
   - Dalhousie Website □
   - M.E.T.S. □
   - Twitter □
   - Dalhousie Employee □
   - ISANS □
   - LinkedIn □
   - Nova Scotia Works □
   - Other Community Organization □
10. By submitting your application to the Talent Pathways Program, I grant Dalhousie University the right to access my personal information for recruitment and selection purposes. All information submitted by applicants is used to review applications and may be viewed by designated Dalhousie University human resources employees, hiring managers and their respective delegates (“Dalhousie”). The information submitted will be retained in a secure database and Dalhousie may also store application information on secure computers or filing systems. Dalhousie may also use submitted information for compiling statistics relating to recruitment activities.

I certify that the information given in and with my application is correct and complete. I understand that any intentional misrepresentation or omission may lead to any offer of employment being revoked or any contract of employment being terminated.

I hereby authorize Dalhousie to utilize all information I have provided with my application for the above noted purposes, and such authorization includes, but is not limited to, contacting any specific references I have provided.

I accept ☐ I do not accept ☐ Date:______________

Please direct any questions about this form to talent.pathways@dal.ca