Dalhousie University is committed to equity and diversity in employment. All Dalhousie staff and faculty are asked to complete this survey to help create an accurate picture of our workplace to develop an employment equity plan, which is critical to removing barriers to full and active participation in the workplace and promoting inclusion in our diverse community.

The survey takes only a few minutes of your time. You may self-identify in more than one category. You may decline to answer any or all of the questions. All responses to this survey are confidential, and will be reported only in summary or aggregate form. While responding to the questions in this survey is voluntary, your responses contribute directly to fulfilling Dalhousie’s requirements under the Federal Contractors Program and will be used to inform the application of Dalhousie’s Employment Equity Policy.

Please provide your Banner ID (B00) (required):

1. ABORIGINAL/INDIGENOUS PERSONS

For the purposes of this survey, aboriginal/indigenous 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 consider yourself to be an aboriginal/indigenous person?

☐ Yes ☐ No ☐ Prefer not to reply

If yes, which best applies to you?

☐ Mi’kmaw
☐ Welastekwiwiyik
☐ Metis
☐ Inuk (Inuit)
☐ Not listed above. Please specify.
☐ Prefer not to reply

2. RACIAL/ETHNIC GROUP MEMBERSHIP

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

Do you consider yourself to be a racialized person?

☐ Yes ☐ No ☐ Prefer not to reply
Please check all racial/ethnic groups that apply to you:

- □ Person of African ancestry (Black)
  - o If checked: do you consider yourself a person of Historical Black/African Nova Scotian ancestry?
- □ Person of European ancestry (White)
- □ East Asian (e.g., Chinese, Taiwanese, Japanese, Korean, etc.)
- □ South Asian (e.g., Bangladeshi, Pakistani, Indian, Sri Lankan)
- □ South East Asian (e.g., Vietnamese, Thai, Cambodian, Malaysian, Filipino/a, etc.)
- □ Non-white West Asian or Arab (e.g., Iranian, Afghani, Lebanese, Egyptian, Iraqi, Armenian, Israeli, etc.)
- □ Non-white Latin, South, Central American or Caribbean
- □ Multiracial
- □ Not listed above. Please specify.
- □ Prefer not to reply

3. PERSONS WITH A DISABILITY

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 isn't 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 consider yourself a person with a disability?

- □ Yes  □ No  □ Prefer not to reply

If yes, please confirm the nature of your disability:

- □ My disability is physical; such as:
  - Mobility, coordination or dexterity impairment (ex: difficulty using hands or fingers, difficulty walking long distances or difficulty using stairs)
  - Chronic pain
  - Speech impairment (ex: unable to speak or difficulty speaking and being understood)

- □ My disability is sensory; such as:
  - Blindness/visual impairment or deafness/hearing impairment

- □ My disability is mental; such as:
  - Emotional, psychological or psychiatric conditions (ex: anxiety, depression, bipolar disorder, schizophrenia, substance abuse, anorexia, etc.)
My disability is intellectual or a learning impairment; such as:
- Autism Spectrum Disorder, Asperger Syndrome, Specific Learning Disability (ex: dyslexia, dysgraphia, dyscalculia), Attention-Deficit/Hyperactivity Disorder, Down Syndrome, Global Developmental Delay.
- Not listed above. Please specify.
- Prefer not to reply

4. GENDER
Do you self-identify as a woman?
- Yes
- No
- Prefer not to reply

5. SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION
Note regarding language: Language, particularly in relation to sexual orientation, gender identity and gender expression, involves social constructs which evolve over time. The definitions below are not meant to label individuals but are meant to be helpful functional descriptors. They are not standardized and may be used differently by different people.

For the purposes of this survey, gender identity refers to each person’s internal and individual experience of gender. It is their sense of being a woman, man, both, neither or anywhere along or outside of the gender spectrum. Gender expression refers to how a person expresses their gender through behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person’s name and pronoun are also common ways of expressing gender identity.

How do you describe your gender identity/expression?
- Transgender
- Gender non-conforming
- Two Spirit
- Queer
- Cisgender (you self-identify with your birth sex)
- Not listed above. Please specify
- Prefer not to reply

For the purposes of this survey, sexual orientation refers to how a person characterizes their emotional and sexual attraction to others.
How do you describe your sexual orientation?

- Lesbian
- Bisexual
- Gay
- Heterosexual
- Queer
- Two Spirit
- Asexual
- Not listed above. Please specify
- Prefer not to reply

Thank you for completing the Dalhousie Census. All information is strictly confidential.