

DALHOUSIE CENSUS **BE COUNTED**

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.

Banner ID and initials required (B00123456 ABC):

CONSENT FOR SELF-IDENTIFICATION

Self-identify with Consent: There maybe networks, opportunities and committee service at Dalhousie that is focused to underrepresented groups. If you select to self-identify with consent the University may forward additional information for these purposes only.

Self-identify without Consent: There is also the option to self-identify without consent. This means any data produced from the information will not be linked to you without your prior written authorization. This information will be used only in aggregate by the University to assist in assessing and improving services for employees and students.

Are you providing the following self-identification with consent?

Yes No Prefer not to reply

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 Indigenous person?

Yes No Prefer not to reply

If yes, which best applies to you?

Mi'kmaw

Welastekwiyik

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, regardless of their place of birth or citizenship.(Sometimes referred to as "racially visible" or "visible minority").

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.

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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)
 African Nova Scotian
 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

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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?

- | | |
|--|--|
| <input type="checkbox"/> Transgender | <input type="checkbox"/> Cisgender (self-identify with your birth sex) |
| <input type="checkbox"/> Gender non-conforming | <input type="checkbox"/> Not listed above, please specify _____ |
| <input type="checkbox"/> Two Spirit | <input type="checkbox"/> Prefer not to reply |
| <input type="checkbox"/> Queer | |

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?

- | | |
|---------------------------------------|---|
| <input type="checkbox"/> Lesbian | <input type="checkbox"/> Two Spirit |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Asexual |
| <input type="checkbox"/> Gay | <input type="checkbox"/> Not listed above, please specify _____ |
| <input type="checkbox"/> Heterosexual | <input type="checkbox"/> Prefer not to reply |
| <input type="checkbox"/> Queer | |

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

Please return to:
Human Rights & Equity Services
Macdonald Building, 4th Floor
6300 Coburg Rd Halifax, NS, B3H 4R2

Ph: (902) 494-6672
Fax: (902) 425-1207
Email: HRES@dal.ca