



Dalhousie Self-Identification Questionnaire

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 persons, persons with a disability, racialized persons, women, persons of a minority sexual orientation and/or gender identity, and all candidates who would contribute to the diversity of our community.

The information in Section 1 below will be used to ensure compliance with federal government requirements pertaining to the recruitment of foreign nationals. The information in Section 2 below will be used in the application of Dalhousie's Employment Equity Policy where applicable, and will help Dalhousie to set equity, diversity, and inclusion goals and measure our progress. For more information about employment equity at Dalhousie, please visit: www.dal.ca/hiringfordiversity

Name: _____ Date: _____
Title of Position applying for: _____ Department/ School/ Administrative Unit: _____

Section 1: Statement of Canadian Status (REQUIRED INFORMATION)

Are you a Canadian citizen or Permanent Resident of Canada? Yes No

Signature: _____

Section 2: Diversity Self-Identification (VOLUNTARY INFORMATION)

Instructions: You are not required to share your self-identification information. You may select "I prefer not to reply" to any of the self-identification questions below.

1. ABORIGINAL/INDIGENOUS PERSONS

For the purposes of this survey, Indigenous/Aboriginal 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/Aboriginal person?

Yes No Prefer not to reply

Do you consider yourself to be Mi'kmaw?

Yes No Prefer not to reply

2. RACIAL/ETHNIC GROUP MEMBERSHIP

Racialized persons: For the purposes of this survey, racialized persons are people (other than Indigenous/Aboriginal persons) who are non-white in colour and/or 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

Do you consider yourself to be a person of Historical Black/African Nova Scotian ancestry?

- Yes No 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

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, persons of a minority sexual orientation and/or gender identity include individuals who identify as:

- a) Transgender, gender non-conforming, two spirit, queen, or a similar term; and/or
- b) Lesbian, gay, bisexual, queer, two spirit, asexual or a similar term.

Do you consider yourself to be a person of a minority sexual orientation and/or gender identity?

- Yes No Prefer not to reply

Thank you for completing the Self-Identification Form. All information is strictly confidential.