



## **CONFIDENTIAL**

### **Self-Identification Form**

Equity and diversity are embedded in the Nipissing University culture. As an institution deeply rooted in diversity, we embrace and value the offerings of our students, faculty, and staff. Collectively contributing to academic and research, work and campus life, Nipissing University has established an equal opportunity environment that is reflective of Indigenous peoples, women, persons with disabilities and visible minorities.

#### **Privacy Notice Statement**

The purpose of the self-identification form is to collect information so that the institution can monitor the equity performance of programs and design new measures that achieve greater equity, diversity, and inclusion. The information collected will remain confidential and will only be provided to the selection committee.

We strongly encourage you to self-identify by checking the appropriate box (es) below that may apply to you. The completion of this form is **voluntary**, and you may identify in more than one designated group.

The questions in this form are consistent with those used by the Canada Research Chairs Program and use wording found in the federal [Employment Equity Act](#). Should you have any questions about this self-identification survey, please contact Human Resources Generalist, Traci Malkowski at [tracim@nipissingu.ca](mailto:tracim@nipissingu.ca). Please include the completed form with your application package and email it to [careers@nipissingu.ca](mailto:careers@nipissingu.ca).

## INFORMATION

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

## GENDER

Select the option that best describes your current gender identity.

Gender-Fluid       Man       Nonbinary  
 Transman       Trans woman       Two-spirit       Woman

I do not identify with any option provided

I prefer not to answer

## INDIGENOUS IDENTITY

Do you identify as Indigenous, that is First Nation (North American Indian), Métis or Inuit (Inuit)?

Yes       No

I prefer not to answer

If 'yes', select the group(s) that you identify with.

First Nation       Métis       Inuit

I prefer not to answer

## VISIBLE MINORITIES

The [Employment Equity Act](#) defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.”

Do you identify as a member of a visible minority in Canada?

Yes       No

I prefer not to answer

Select the population group(s) you identify with.

Arab       Black       Chinese       Filipino  
 Japanese       Korean       Latin American       South Asian  
 Southeast Asian       West Asian       White

- Population group not listed
- I prefer not to answer

**DISABILITIES**

The [Accessible Canada Act](#) defines disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or a functional limitation – whether permanent, temporary, or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.”

Do you identify as a person with a disability as described in the Act?

- Yes       No
- I prefer not to answer

If ‘yes’, select the type(s) of disability that applies to you.

- Communications     Developmental     Dexterity     Flexibility
- Hearing                 Learning             Memory         Mental health-related
- Mobility                 Pain related         Seeing
  
- Disability not listed above
- I prefer not to answer