



## CONFIDENTIAL

### Self-Identification Form

We are required to collect self-identification information as part of the Canada Research Chairs Program. Equity, diversity and inclusivity (EDI) strengthen research communities and the quality, social relevance and impact of research. This information helps federal agencies monitor the equity performance of research programs and develop measures that increase equity, diversity, and inclusion across the research sector. It also supports institutions in meeting equity and diversity targets required by the program.

The questions are primarily based on the current standard used by Statistics Canada in the Census, and wording from the Employment Equity Act. This information will remain confidential and will not be shared widely.

Your responses will be kept confidential and will only be accessed by the Human Resources and Equity Advisor. No individual responses will be shared widely or disclosed beyond this role. Only aggregated, non-identifying information may be used for reporting or planning purposes.

#### Self-identification questions

1. What is your date of birth? (YYYY/MM/DD)

☐ I prefer not to answer

2. Select the option that best describes your current gender identity. (required)

☐ Gender-fluid

☐ Man

☐ Nonbinary

☐ Trans man

☐ Trans woman

☐ Two-spirit

☐ Woman

☐ I don't identify with any options provided

☐ I prefer not to answer

I identify as

3. Select the sexual orientation that best describes how you currently think of yourself. (required)

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Two-spirit
- ☐ I don't identify with any options provided
- ☐ I prefer not to answer

I identify as

4a. Do you identify as Indigenous, that is, First Nations, Métis or Inuk (Inuit)? (required)

- ☐ Yes
- ☐ No
- ☐ I prefer not to answer

4b. If "Yes", select the group(s) that you identify with. (required)

- ☐ First Nation
- ☐ Inuit
- ☐ Métis
- ☐ I prefer not to answer

The Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour."

5. Do you identify as a member of a visible minority in Canada? (required)

- ☐ Yes
- ☐ No
- ☐ I prefer not to answer

6. Select the population group(s) you identify with. (required)

- ☐ Arab
- ☐ Black
- ☐ Chinese
- ☐ Filipino
- ☐ Japanese
- ☐ Korean
- ☐ Latin American
- ☐ South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
- ☐ Southeast Asian (including Vietnamese, Cambodian, Laotian, Thai, etc.)
- ☐ West Asian (e.g., Iranian, Afghan, etc.)
- ☐ White
- ☐ Population group not listed above.
- ☐ I prefer not to answer

I identify as

Note related to Question 6: if you answered "Yes" to question 4a (i.e., you are Indigenous person), select "Population group not listed above" for this question. You can also select from the list any other population group that applies to you.

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."

7a. Do you identify as a person with a disability as described in the Act? (required)

- ☐ Yes
- ☐ No
- ☐ I prefer not to answer

7b. If "Yes", select the type(s) of disability that applies to you. (required)

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

Specify

8a. What language(s) did you first learn at home in childhood and still understand? (Select all that apply)  
(required)

- ☐ English
- ☐ French
- ☐ Another language
- ☐ I prefer not to answer

8a. What language(s) do you speak most often at home? (Select all that apply)  
(required)

- ☐ English
- ☐ French
- ☐ Another language
- ☐ I prefer not to answer

Comments or suggestions about the self-identification questionnaire  
(Maximum character count: 1500)

Your data will be collected, used, disclosed and retained in accordance with the Privacy Act. It may be used for the purposes of program operations (including recruitment for merit review processes, where applicable), planning, performance measurement and monitoring, evaluation, and audits, and in aggregate form to report to government or to the public. Self-identification statistics will always be reported in aggregate form, to ensure protection of the identity of any individual. For more information, please visit: [Information and Privacy | Nipissing University](#).