



Employment Equity Self-Identification Form

Confidential when completed.

Name: _____ Date: _____

The information collected is confidential and will be used on an aggregate basis. Your information will help us to prevent or address systemic barriers to access and opportunity, set and promote equity, diversity and inclusion goals, increase workforce productivity, measure progress and improve the work experience for all of Thompson Rivers University's employees. It is important to capture your identity to build awareness and ensure resources are made available to all employees including members of equity seeking groups.

You may update your Self-Identification Survey at any time. You may self-identify under more than one of the designated groups. Definitions of the designated groups are provided below. These definitions are found in the *Employment Equity Act*.

If you choose not to complete the survey, please let us know by checking the box in Question "G" and returning the form to us.

Please contact the Marian Griffn at admin@trufa.ca should you need assistance with completing this form.

A. **An Aboriginal (Indigenous) person** is a North American Indian, Métis, or Inuit and/or a Treaty Indian or a Registered Indian and/or member of an Indian Band/First Nation.

➤ Based on this definition, are you an Aboriginal (Indigenous) person?

- Yes
- No

B. **Visible minorities (racialized)** are persons, other than Aboriginal (indigenous) persons, who are non-Caucasian in race or non-white in colour, regardless of birthplace.

➤ Based on this definition, are you a visible minority (racialized)?

- Yes
- No

If you answered "yes", you are invited to check all that apply:

- Arab
- Black (e.g., African, American, Canadian, Caribbean)
- Chinese
- Filipino
- Japanese
- Korean
- Non-White Latin American (including indigenous persons from Central and South America)
- Non-White West Asian (e.g., Iranian, Lebanese, Afghan)
- South Asian/West Indian (e.g., Bangladeshi, Pakistani, Indian, Guyanese, Trinidadian, Sri Lankan, East African)
- South East Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian) Persons
- Person of mixed origin

C. Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:

- a) consider themselves to be at a disadvantage in employment by reason of that impairment, **or**
- b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment (e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility impairment (e.g., difficulty moving from one office to another, walking long distances or using stairs)
- Blindness or visual impairment (e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)
- Speech impairment (e.g., unable to speak or difficulty speaking and being understood)
- Deafness or hearing impairment (e.g., unable to hear or difficulty hearing)
- Other disabilities (e.g., learning, developmental and other types of disabilities)

➤ Based on this definition, are you a person with a disability?

- Yes
- No

D. What is your gender identity?

- Man
- Woman
- Trans*
- Gender Non-conforming

Trans* includes, for example, trans, transgender, transsexual, genderqueer, two-spirit, transwoman, transman

E. LGBTQ2 is an acronym for persons who identify, for example as, lesbian, gay, bisexual, transgender, two-spirited, genderqueer, questioning, or who otherwise express gender or sexual diversity.

➤ Do you identify as LGBTQ2?

- Yes
- No

F. If underrepresentation in certain designated groups is found, we will conduct focus group sessions to gain more information about potential barriers to employment. This will assist us in creating a work environment where every employee feels valued, respected and supported in achieving their career goals.

➤ May we contact you to participate in focus groups?

- Yes
- No

G. I choose not to complete the Self-Identification Survey at this time.

****Returning the Survey****

Thank you for completing the Employment Equity Self Identification Form

This survey will not be part of your employee file.

**Please email to the TRUFA Administrative Assistant & Privacy Officer
Marian Griffin at admin@trufa.ca**