

Employment Equity Self-Identification Survey

[Confidential when completed. No manager will see your responses and the survey will not be part of your employee file.]

Employee Number:

Date:

"Count yourself in"! We need everyone to complete the Employment Equity Self-Identification Survey.

The information collected is confidential and will be used on an aggregated 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 York'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 groups¹ are provided below.

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.

Definitions of the designated groups are provided below. If you identify as a person with a disability, you may wish to contact the Employee Well-Being office if you are in need of any workplace accommodation

Your survey will not be part of your employee file.

More information can be found in the [Frequently Asked Questions](#) (FAQs) section of the Employment Equity internet site.

A. Members of visible minorities (racialized groups) are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace.

Based on this definition, are you a member of a visible minority (racialized group)? Yes No

B. 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 disadvantaged 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.

Based on this definition, are you a person with a disability? Yes No

C. 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 person? 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. LGBTQ is an umbrella term 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 LGBTQ? Yes No

F. If under representation 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 the Employment Equity Officer 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 Survey. Please place the completed survey and seal it in the enclosed pre-addressed envelope and deposit it into on-campus mail to the Diversity & Inclusion Consultant - Kinsmen Building, 8 Chimneystack Road, Toronto, Ontario M3J 1P3.

¹ Definitions provided by the Public Service Commission of Canada <http://www.psc-cfp.gc.ca/plcy-pltg/eead-eeed/dg-gd/index-eng.htm>