



The University of Toronto recognizes that our teaching, scholarship and other activities take place in the context of a highly diverse society. The University values this diversity as it contributes to the diversification of ideas and perspectives and thereby enriches our scholarship, teaching and other activities. Therefore, the University aims to have librarians, teaching, and administrative staffs that mirror the diversity of the pool of potentially qualified applicants for those positions.¹

In order to assess its progress toward its diversity goals, and to be able to develop initiatives to improve in areas where it is not meeting its goals, the University needs to collect data from its community from time to time.

The data collected in the Employment Equity Survey will be held confidentially, separate from all other employment data. It will only be reported upon in aggregate and it will be aggregated in a way that ensures no individual can be identified.

If you do not wish to respond to the survey, please indicate on the first page that you choose not to participate by ticking the box at the top. This will allow the University to include you in the response rate to the survey even if you did not choose to provide any information.

You are welcome to update your information and complete a new survey at any time.

Please write your personnel number on the survey, and return your completed survey in a sealed envelope to your HR Divisional Office.

If you have any questions or concerns about the Employment Equity Survey, please contact hrendequity@utoronto.ca.

Thank you for assisting the University in achieving its diversity goals.

¹University of Toronto Governing Council Statement on Equity, Diversity, and Excellence, December 14, 2006



I choose not to answer this survey

Membership in Designated Groups

1. Gender and Gender Identity

The options identified below are based on the terminology used by the Ontario Human Rights Commission in the [Policy on Discrimination and Harassment Because of Sexual Orientation](#) and the [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#).

Do you self-identify as (choose all that apply):

- Woman
- Man
- Trans²
- Two-Spirit
- Another gender identity (Please specify) _____
- I choose not to answer

² *Trans refers to a person who identifies with a gender other than the one assigned to them at birth, or to a person whose gender identity and gender expression differs from stereotypical masculine and feminine norms. It is also used as an umbrella term for those who identify as transgender, transsexual, trans, gender variant, gender non-conforming, genderqueer, or an analogous term.*

2. Sexual Orientation

The options identified below are based on the terminology used by the Ontario Human Rights Commission in the [Policy on Discrimination and Harassment Because of Sexual Orientation](#) and the [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#).

Do you self-identify as (choose all that apply):

- Gay
- Lesbian
- Straight/Heterosexual
- Bisexual
- Queer
- Two-Spirit
- Another identity / term (Please specify) _____



I choose not to answer

3. Persons with Disabilities

Based on the definitions from the [Federal Contractors Program](#), “persons with disabilities” are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) AND

- A) who 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 with disabilities who have been accommodated in their current job or workplace.

Some examples of disabilities are noted below. Please note that these definitions follow medical definitions of disability.

- *Acquired brain injury*
- *ADHD*
- *Autism spectrum disorder*
- *Chronic health disability (e.g. Crohn’s disease, hemophilia, epilepsy, asthma, diabetes, HIV/AIDS, cancer, etc.)*
- *Co-ordination/dexterity disability (e.g. arthritis, cerebral palsy, cystic fibrosis, multiple sclerosis)*
- *Deaf, deafened, hard of hearing*
- *Learning disability*
- *Mental health disability (e.g. schizophrenia, chronic depression, anxiety disorder, bipolar disorder, etc.)*
- *Mobility disability (e.g. amputations, paraplegia, reliance on walker/ scooter/ or mobility aid due to disability)*
- *Speech impairment (e.g. aphasia, stuttering, cluttering, etc.)*
- *Vision loss or impairment/legally blind (not correctable by glasses or contact lenses)*

Do you self-identify as a person with a disability?

Yes

No

I choose not to answer

If yes, please indicate the type(s) of disability you have:



Visible Non-Visible³ Both I choose not to answer

³"invisible disability," or non-visible is a term commonly used to describe a disability which is non-evident or not readily apparent to others

4. Indigenous/Aboriginal People of North America

Based on the definitions from the [Federal Contractors Program](#), an "Indigenous/Aboriginal person" is First Nations (status, non-status, treaty or non-treaty), Métis, Inuit, or Native American (US).

Do you self-identify as an Indigenous/Aboriginal person of North America?

Yes No I choose not to answer

If yes, please identify which of the following best applies to you (you may choose more than one box at a time). If you also identify with another racial or ethnic group, please specify in Question 6:

First Nations Métis Inuit Native American/North American Indian (US)

5. Racialized Persons/Persons of Colour

We are aware that many individuals no longer use the term "visible minorities", and instead self-identify as "people of colour" or "racialized persons". For the purposes of employment equity, members of such groups in Canada are persons, other than Indigenous/Aboriginal People (defined above), who are non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship.

Do you self-identify as a "Person of Colour", or "Racialized Person"?

Yes No I choose not to answer

6. Race and Ethnicity

This self-identification is **not** intended as an indication of one's place of origin, citizenship, language or culture and recognizes that there are differences both between and among subgroups of persons of colour.

If you identified as Indigenous/Aboriginal in Question 3, please use this question to identify any other race or ethnicity groups with which you identify.



The options below originated from the categories used for collection of data and statistical purposes by the [Federal Contractors Program](#).

Please check all that apply.

What racial and ethnic origins do you identify with (choose all that apply)?

- I choose not to answer
- Asian
 - Asian Caribbean (e.g. Guyanese, Trinidadian)
 - East Asian (e.g. Chinese, Japanese, Korean)
 - European (e.g. British, French, Spanish, Portuguese)
 - South Asian (e.g. Indian, Pakistani, Sri Lankan)
 - South East Asian (e.g. Malaysian, Filipino, Vietnamese)
 - Another (please specify) _____
- Black
 - African (e.g. Ghanaian, Kenyan, Somali)
 - Caribbean (e.g. Barbadian, Jamaican, Grenadian)
 - European (e.g. British, French, Spanish, Portuguese)
 - North American (e.g. Canadian, American)
 - South and Central American (e.g. Brazilian, Panamanian)
 - Another (please specify) _____
- Latin/Hispanic
 - Caribbean (e.g. Cuban, Haitian)
 - Central American (e.g. Mexican, Honduran)
 - European (e.g. Spanish, Portuguese)
 - South American (e.g. Brazilian, Argentinian)
 - Another (please specify) _____
- Middle Eastern
 - North African (e.g. Libyan, Moroccan)
 - Middle Eastern (e.g. Syrian, Lebanese)
 - West Asia (e.g. Iran, Afghani)
 - Another (please specify) _____
- White
 - European (e.g. British, French, Polish, Russian)
 - North American (e.g. Canadian)
 - South American (e.g. Argentinian, Chilean)
 - Another (please specify) _____
- Mixed Race

If we have not identified a category with which you identify, please indicate which racial or ethnic origins you identify with below:



- Another (please specify) _____
- Another (please specify) _____
- Another (please specify) _____