

**CANADA RESEARCH CHAIRS INTERNAL SELECTION
SELF-IDENTIFICATION FORM**

Notice

This self-identification form will be used to gather accurate data for the purposes of a special competition to select nominees for Canada Research Chairs at the University of Toronto. In order to address the under-representation of members of the four federally designated groups (women, visible minorities, Indigenous peoples, and persons with a disability) among the University's Chairholders, this competition is open only to those qualified candidates who self-identify as members of one more of these four groups.

The identification of outstanding candidates from the designated groups is central to the University's public mission and its [pursuit of excellence and equity](#), as well as to its capacity to fulfill the objectives of the University's [Canada Research Chair Equity, Diversity and Inclusion Action Plan](#).

The collection, use, disclosure, retention, and disposal of your personal information are conducted in accordance with the [Freedom of Information and Protection of Privacy Act](#). Your information will be managed in accordance with University's [guidelines](#) for the protection of personal and other confidential information.

The data collected via this form will be held confidentially, separate from all other employment or personal data. This information will be securely accessed only by members of a central selection committee on a need-to-know basis and will also be shared in confidence with the Canada Research Chairs Program. Data collected via this form will be used solely for the purposes of this competition and may not be accessed or used for any other purpose.

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](#).

By submitting this self-identification information, you are confirming that you have read and understood this Notice and consent to provide your self-identification information for the purposes of this application and selection process.

To submit the form via email, please send the completed form to Andrea Gill, Research Equity and Diversity Strategist, Research Services Office, at amk.gill@utoronto.ca.

To submit a hard copy, enclose the completed form in a signed, sealed envelope, with your name clearly printed on the exterior of the envelope. Please deliver the form to

Andrea Gill, Research Equity and Diversity Strategist
Research Services Office, 3rd Floor, McMurrich Building
12 Queen's Park Crescent West
Toronto, ON M5S 1S8

Information:

Name: _____

Gender:

Select the option that you identify with:

- Woman
- Man
- Gender-fluid, non-binary, and/or Two-Spirit

Indigenous Identity:

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

- Yes
- No

If “Yes,” select the options that you identify with:

- First Nations
- Métis
- Inuit

Disabilities:

Note: A person with a disability is a person who has a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment, and

- Who considers themselves to be disadvantaged in employment by reason of that impairment, or
- Who believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment; and
- Includes persons whose functional limitations owing to their impairment may 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 identify as a person with a disability?

Yes

No

Visible Minorities

Note: Visible minority refers to whether a person belongs to a visible minority group as defined by the *Employment Equity Act* and, if so, the visible minority group to which the person belongs. 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

If “Yes,” select the option that you identify with.

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

Other visible minority – specify: