

**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 competition to select nominees for Canada Research Chairs in the Faculty of Applied Science and Engineering. In order to address the under-representation of women, Indigenous peoples and persons with disabilities among the division's Chairholders, this competition is open only to those qualified candidates who self-identify as women, Indigenous persons or persons with disabilities.

Because this is a targeted call, you must indicate whether or not you self-identify as a woman, Indigenous person or a person with a disability. For the visible minorities question, you may indicate that you prefer not to answer, although we encourage you to self-identify in all applicable groups.

The identification of outstanding candidates from under-represented 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 Chairs 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, and will be accessed only by the University's Research Equity and Diversity Strategist. This information will be reported only in aggregate to the selection committee chair and equity officer, and no individual information will be shared with the committee members or others. 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 adapted from those used by the Canada Research Chairs Program and are consistent with 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.

Please submit the completed form via email to Andrea Gill, Research Equity and Diversity Strategist, Research Services Office, at edi.research@utoronto.ca.

Identity

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

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
- Prefer not to answer