

**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 & Engineering. In order to address the under-representation of groups who experience systemic barriers among the division's Chairholders, this competition is open only to those qualified candidates who self-identify as members of at least one of the four designated groups (women, members of visible minorities, persons with disabilities, and Indigenous peoples) or as trans, non-binary, or Two-Spirit.

Because this is a targeted call, all applicants are required to indicate whether or not they self-identify as members of at least one of the four designated groups (women, members of visible minorities, persons with disabilities, and Indigenous peoples) or as trans, non-binary, or Two-Spirit.

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 [guideline](#) 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, except as required by law.

The questions in this self-identification form are adapted from those used by the Canada Research Chairs Program and are consistent with wording found in the federal [Employment Equity Act](#) and [the Accessible Canada Act](#), as well as the [University of Toronto's Employment Equity Survey](#).

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 crc.edi@utoronto.ca.

Identity

Name:

Gender

Select the option that you identify with:

- ☐ Woman
- ☐ Man
- ☐ Trans¹
- ☐ Two-spirit
- ☐ Another gender identity

¹ 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 used as an umbrella term for those who identify as transgender, transsexual, trans, gender variant, gender non-conforming, genderqueer, or an analogous term.

Indigenous Identity

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

- ☐ Yes
- ☐ No

Disabilities

[The Accessible Canada Act](#) defines disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment—or a functional limitation—whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.”

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