

# 2023 Employment Equity Survey

**To submit your survey response, please click 'Save' (or 'Update', if you have previously submitted a response).**

The response options listed in this survey have been developed through research and consultation with equity offices and stakeholders across the University. However, the list of options provided is not exhaustive, and you are encouraged to use the free-form text boxes should you wish to enter a response different from those provided.

## 1. Indigenous Identity

Do you identify as an Indigenous or Aboriginal person from Turtle Island/North America? For example, First Nations (status or non-status), Inuk (Inuit), Métis, Alaska Native, Native American or Native Hawaiian?

- Yes
- No
- Prefer Not to Answer

If you answered "yes", please check those that apply to you:

- Alaska Native
- First Nations (non-status, non-treaty, and non-registered)
- First Nations (status, treaty, and registered)
- Inuit
- Métis
- Native American
- Native Hawaiian
- Native Mexican
- My Indigenous Identity is best described as (please specify)
- Prefer Not to Answer

## 2. Racial/Ethnocultural Identity

This self-identification of racial/ethnocultural identity 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 racial identities

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

Please indicate which of the following terms best describe your racial identity. Check as many terms as apply.

- Asian
  - Caribbean (e.g., Barbadian, Grenadian, Jamaican)
  - East Asian (e.g., Chinese, Japanese, Korean)

- European (e.g., British, French, Portuguese, Spanish)
  - North American (e.g., American, Canadian)
  - South Asian (e.g., Indian, Pakistani, Sri Lankan)
  - Southeast Asian (e.g., Filipino, Malaysian, Vietnamese)
  - My Racial/Ethnocultural Identity is best described as (please specify)
- Black
  - African (e.g., Ghanaian, Kenyan, Somali)
  - Caribbean (e.g., Barbadian, Grenadian, Jamaican)
  - European (e.g., British, French, Portuguese, Spanish)
  - North American (e.g., American, Canadian)
  - South and Central American (e.g., Brazilian, Panamanian)
  - My Racial/Ethnocultural Identity is best described as (please specify)
- Indigenous Person of Turtle Island
  - Alaska Native
  - First Nations (non-status, non-treaty, and non-registered)
  - First Nations (status, treaty, and registered)
  - Inuit
  - Métis
  - Native American
  - Native Hawaiian
  - Native Mexican
  - My Indigenous Identity is best described as (please specify)
- Indigenous Person outside of Turtle Island
  - My Indigenous Identity is best described as (please specify)
- Latina/o/x
  - Caribbean (e.g., Cuban, Haitian)
  - Central American (e.g., Honduran, Mexican)
  - European (e.g., British, French, Portuguese, Spanish)
  - North American (e.g., American, Canadian)
  - South American (e.g., Argentinian, Brazilian)
  - My Racial/Ethnocultural Identity is best described as (please specify)
- Middle Eastern, North African or Southwest Asian
  - European (e.g., British, French, Portuguese, Spanish)
  - Middle Eastern (e.g., Israeli, Lebanese, Palestinian, Syrian)
  - North African (e.g., Libyan, Moroccan)
  - North American (e.g., American, Canadian)
  - Southwest Asian (e.g., Afghan, Iranian)
  - My Racial/Ethnocultural Identity is best described as (please specify)
- Multiracial
- White
  - African (e.g., South African)
  - Caribbean (e.g., Cuban, Puerto Rican, Trinidadian)
  - European (e.g., British, French, Polish, Russian)
  - North American (e.g., American, Canadian)

- South American (e.g., Argentinian, Chilean)
- My Racial/Ethnocultural Identity is best described as (please specify)

Another racial identity not listed here (please specify)

- My Racial/Ethnocultural Identity is best described as (please specify)
- My Racial/Ethnocultural Identity is best described as (please specify)
- My Racial/Ethnocultural Identity is best described as (please specify)
- Prefer Not to Answer

### **3. Religious or Spiritual Affiliations**

Which of the following best reflect your religious identity or spiritual traditions?

Please select all that apply.

- Atheism
- Agnosticism
- Bahá'í Faith
- Buddhism
- Christianity
- Confucianism
- Hinduism
- Humanism
- Jainism
- Judaism
- Islam
- Indigenous Spirituality
- Pantheism
- Sikhism
- Spiritual
- Unitarianism
- My Religious or Spiritual Affiliations is best described as (please specify)
- Prefer not to answer

### **4. Gender Identity**

Please indicate which of the following terms best describe your gender identity. Please click here for definitions or hover over option. Check as many as apply.

- Genderqueer - (A person who does not conform to social expectations of binary gender identity and gender expression, a person who might challenge social expectations of masculine and feminine behaviour and appearance.)
- Man (cis, trans) - (A person whose gender identity may correspond with social expectations associated with being a man and/or masculine. People who identify as men may be cis (gender identity 'aligns' with birth assigned sex) or trans (gender identity is different from birth assigned sex).)

- Nonbinary - (Sometimes referred to as gender nonbinary, non-binary, or enby, a gender identity that emphasizes a moving beyond binary conceptions of gender, or a person who does not fit within the gender binary of man and woman.)
- Questioning - (When a person is exploring their own gender identity or is unsure with regards to their gender identity.)
- Two-Spirit - (A cultural and spiritual identity used by some Indigenous people. This identification can vary between Indigenous cultures and Two-Spirit people have held important cultural and spiritual roles within their communities, especially prior to colonization. Two-Spirit is a cultural term reserved for those who identify as Indigenous.)
- Woman (cis, trans) - (A person whose gender identity may correspond with social expectations associated with being a woman and/or feminine. People who identify as women may be cis (gender identity 'aligns' with birth assigned sex) or trans (gender identity is different from birth assigned sex).)
- My Gender Identity is best described as (please specify)
- Prefer not to answer

Do you identify as trans or consider yourself to be a part of the trans community?

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 the stereotypical masculine and feminine norms. It is also used as an umbrella term for those who identify as transgender, trans, gender variant, gender non-conforming, genderqueer, or an analogous term.

- Yes
- No
- Unsure
- Prefer not to Answer

## **5. Sexual Orientation**

Please indicate which of the following terms best describe your sexual orientation. Please [click here](#) for definitions or hover over option. Check as many as apply

- Asexual - (A spectrum of sexual orientations characterized by feeling little to no sexual attraction or desires for a partnered sexuality.)
- Bisexual - (A person who has emotional, romantic, or sexual attraction towards people of the same gender and to people of other genders.)
- Gay - (A person who has emotional, romantic, or sexual attraction towards people of the same gender.)
- Heterosexual/Straight - (A person who has emotional, romantic, or sexual attraction towards people of a different gender.)
- Lesbian - (Usually a woman who has emotional, romantic, or sexual attraction towards other women.)

- Pansexual - (A person who has emotional, romantic, or sexual attraction towards people regardless of gender identities or bodies.)
- Queer - (A term that is often used as an umbrella term for the 2SLGBTQA+ communities; reclaimed by some whose sexual orientations and/or gender identities fall outside of cisgender and straight norms.)
- Questioning - (When a person is exploring their sexuality identity and/or orientation or is unsure with regards to their sexual identity and/or orientation.)
- Two-Spirit - (A cultural and spiritual identity used by some Indigenous people. This identification can vary between Indigenous cultures and Two-Spirit people have held important cultural and spiritual roles within their communities, especially prior to colonization. Two-Spirit is a cultural term reserved for those who identify as Indigenous.)
- My Sexual Orientation is best described as (please specify)
- Prefer not to answer

## **6. Disability**

Persons with disabilities include those who may experience barriers to full participation in University life as a result of long-term, temporary, or episodic physical, mental/emotional, sensory, or learning disabilities, including those caused by chronic health conditions. It should also be noted that the social model of disability recognizes that disability is not created by any medical or physical condition, but rather by societal barriers. A disability may be evident or non-evident.

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. asthma, cancer, Crohn's disease, diabetes, hemophilia, epilepsy, HIV/AIDS, 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. anxiety disorder, bipolar disorder, chronic depression, schizophrenia, etc.)
- Mobility disability (e.g. amputations, paraplegia, reliance on walker/ scooter/ or mobility aid due to disability)
- Speech impairment (e.g. aphasia, cluttering, stuttering, etc.)
- Vision loss or impairment / legally blind (not correctable by glasses or contact lenses)

A disability may be evident or non-evident.

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

- Yes
- No
- Prefer not to answer

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

- Evident
- Non-evident
- Both
- Prefer not to answer

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