

Trent University Self-Identification Form

Thank you for your interest in joining the Trent University community. Trent University is actively committed to creating a diverse and inclusive campus community and encourages applications from all qualified candidates. Trent University especially welcomes applications from women, members of racialized communities, Indigenous persons, persons with disabilities, and others who may contribute to the further diversification of ideas.

Please complete the questionnaire below, and submit it, along with the other required documents, for the position that you are interested in. All responses are confidential. The information provided will be used to ensure Trent University's compliance with the federal government's requirements pertaining to "Equity, Diversity and Inclusion" recruitment and reporting. In addition, the information will allow Trent University to set Equity, Diversity and Inclusion goals, and measure our progress.

Name: _____

Date: _____

Title of position applied for: _____

Department/School/Administrative Unit: _____

1. a). I self-identify as (select all that apply):

- Genderqueer
- Man
- Non-Binary
- Trans
- Two-Spirit
- Woman
- None of these options
- I choose not to answer

b). If none of the options above captures how you self-identify, please indicate:

I self-identify as _____.

2. a). I self-identify as (select all that apply):

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Queer-
- Questioning or unsure
- None of these options
- I choose not to answer

b). If none of the options above captures how you self-identify, please indicate:
I self-identify as _____.

3. Indigenous Identity

For the purpose of this questionnaire, an Indigenous person is a person who identifies as a First Nation, Métis, or Inuit. Indigenous persons include status, treaty or registered persons, as well as nonstatus and non-registered persons.

a). Do you self-identify as an Indigenous person?

Yes

No

I choose not to answer

b). [If “Yes” to above question] I self-identify as (select all that apply):

First Nations

Inuit

Métis

None of these options

I choose not to answer at this time

c). If none of the options above captures how you self-identify, please indicate:

I self-identify as _____.

4. Visible Minority

For the purposes of employment equity, “members of visible minorities” means persons, other than Indigenous peoples, who, because they are non-Caucasian in race or non-white in colour, are in a minority in Canada, regardless of birthplace.

Black: includes African, American, Canadian, Caribbean

East Asian: includes Chinese, Japanese, Korean, Polynesian

Middle Eastern: includes Arab, Israeli, Iranian, Syrian, Turkish

North African: includes Egyptian, Libyan

South Asian: includes Bangladeshi, Indian, Pakistani, Sri Lankan, etc.

Southeast Asian: includes Burmese, Cambodian, Filipino, Malaysian, Laotian, Thai, Vietnamese

a). Do you self-identify as a member of a racialized/visible minority group in Canada?

Yes

No

I choose not to answer

b). I self-identify as (select all that apply):

- Black
- East Asian
- Indo-Caribbean
- Latin American/Hispanic
- Middle Eastern
- North African
- South Asian
- Southeast
- White
- Person of Mixed Origin
- None of these options capture my identity
- I choose not to answer

c.) If none of the options above captures how you self-identify, please indicate:

I self-identify as _____.

5. Disability

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

- i.) Who considers themselves to be disadvantaged in employment by reason of that impairment; and
- ii.) Who believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment; and
- iii.) Includes persons whose functional limitations owing to their impairment may have been accommodated in their current job or workplace.

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

- Yes
- No
- I choose not to answer

This information is collected under the authority of the Trent University Act, Section 18 (3) (c) and will be used to collect feedback on the integrated planning process and to contact you concerning your participation.

Questions or concerns about the collection or use of this information may be directed to humanrights@trentu.ca or Stephanie Williams, Vice-President, Human Resources.