

Cc: Lisa Philipps, Vice-President Academic and Provost
Alice Pitt, Vice-Provost Academic
CUPE 3903

Name: _____

Employee Number: _____

Article 12.03.2, Article 23.04.2 (“Conversion Appointments”) and Article 24.07 (“Long Service Teaching Appointments”) in the Unit 2 Collective Agreement contain provisions that have potential impact on members of the four employment equity groups. If you wish to be considered pursuant to these provisions, please self-identify one or more of the following:

A. Visible minorities (racialized) are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace.

Based on this definition, are you a visible minority (racialized)? Yes No

If yes, you are invited to check all that apply:

- Arab
- Black (e.g., African, American, Canadian Caribbean)
- Chinese
- Filipino
- Japanese
- Korean
- Non-White Latin American (including indigenous persons from Central and South America)
- Non-White West Asian (e.g., Iranian, Lebanese, Afghan)
- South Asian/East Indian (e.g., Bangladeshi, Pakistani, Indian from India, East Indian from Guyana, Trinidadian, Sri Lankan, East African)
- South East Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian)
- Persons of mixed origin (e.g., with one parent member of a visible minority group)

<p>B. Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:</p> <p>a) consider themselves to be disadvantaged in employment by reason of that impairment, or b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.</p> <p>Based on this definition, are you a person with a disability? Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>C. An Aboriginal (Indigenous) person is a North American Indian, Métis, or Inuit and/or a Treaty Indian or a Registered Indian and/or member of an Indian Band/First Nation.</p> <p>Based on this definition, are you an Aboriginal (indigenous) person? Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>D. What is your gender identity?</p> <p><input type="checkbox"/> Man <input type="checkbox"/> Woman <input type="checkbox"/> Trans* <input type="checkbox"/> Gender Non-conforming</p> <p>Trans* includes, for example trans, transgender, transsexual, genderqueer, two-spirit, transwoman, transman</p>
<p>E. LGBTQ2 is an umbrella term for persons who identify, for example as, lesbian, gay, bisexual, transgender, two-spirited, genderqueer, questioning, or who otherwise express gender or sexual diversity. Do you identify as LGBTQ2?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>*Trans includes, for example trans, transgender, transsexual, gender queer, two-spirit, transwoman, transman</p>
<p>F. If under representation in certain designated groups is found, we will conduct focus group sessions to gain more information about potential barriers to employment. This will assist us in creating a work environment where every employee feels valued, respected and supported in achieving their career goals.</p> <p>May the Employment Equity Officer contact you to participate in focus groups? Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>G. <input type="checkbox"/> I choose not to complete the self-identification survey at this time.</p>