

Affirmative Action Program

York University values diversity as vital to a thriving intellectual community. We take affirmative action to ensure that women, members of racialized groups, persons with disabilities, Indigenous peoples, and those who identify as 2SLGBTQ+ receive fair treatment during the application and hiring processes. We invite you to self-identify as a member of one or more of these groups. Self-identification is optional but is required to be considered in the Affirmative Action Program. You can check “I do not wish to answer” if you do not wish to self-identify at this time. All responses will be kept confidential and used only to reduce the influence of implicit biases in our hiring. To learn more, see [Affirmative Action at York](#) or contact the EDI Program Manager, Aqsa Ahmed: aqsa517@yorku.ca.

Your Name: _____

Date: _____

Position to Which You Are Applying: _____

1. Do you identify as a woman?

☐ Yes ☐ No ☐ I do not wish to answer.

2. Do you identify as 2SLGBTQ+?

2SLGBTQ+ encompasses individuals who self-identify based on sexual orientation, gender identity and/or gender expressions, including gender non-conforming, two-spirit, lesbian, gay, bisexual, transgender, trans, genderqueer, non-binary, questioning.

☐ Yes ☐ No ☐ I do not wish to answer.

2a. If Yes: Do you identify as transgender or gender non-conforming (e.g., non-binary, Two-Spirit, genderqueer)?

☐ Yes ☐ No ☐ I do not wish to answer.

3. Are you a person with disabilities?

This refers to individuals who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who (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, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

☐ Yes ☐ No ☐ I do not wish to answer.

4. Are you an Indigenous person of Canada who is First Nation, Inuit, and/or Métis?

If you are an Indigenous person from outside Canada, please see 5a below.

☐ Yes ☐ No ☐ I do not wish to answer.

5. Are you a member of a racialized group?

This includes individuals other than Indigenous peoples of Canada who are non-Caucasian in race or non-white in colour, regardless of birthplace.

☐ Yes ☐ No ☐ I do not wish to answer.

5a. If Yes: With which of the following groups do you identify? You may check all that apply.

Racialized group classifications are from Statistics Canada.

- ☐ 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 (e.g., Bangladeshi, Pakistani, Indian, Guyanese, Trinidadian, Sri Lankan, East African)
- ☐ Southeast Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian)
- ☐ Persons of multiracial origin (e.g., at least one parent is a member of a racialized group)
- ☐ Native American or American Indian, Alaska Native or Native Hawaiian (*Kanaka Maoli*)
- ☐ Indigenous peoples outside of Canada