

Saint Mary's University is committed to fostering an equitable, diverse and inclusive workplace. All staff and faculty are asked to complete this survey to assist in creating an accurate picture of our workforce.

This survey takes only a few minutes of your time. You may self-identify in more than one category. All responses to this survey are confidential, and will be reported in summary or aggregate form. You may decline to answer any or all of the questions.

Banner ID Number A#

1. Gender

Select the option that you identify with.

Woman Man Gender fluid, non-binary, and/or two spirit I prefer not to answer

2. Indigenous Identity

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

Yes No I prefer not to answer

If "Yes", select the options that you identify with.

First Nations Métis Inuit

3. Visible Minorities

Do you identify as a member of a visible minority in Canada?

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".

Yes No I prefer not to answer

If "Yes", select the options that you identify with.

<input type="checkbox"/> Arab	<input type="checkbox"/> Korean
<input type="checkbox"/> Black	<input type="checkbox"/> Latin American
<input type="checkbox"/> Chinese	<input type="checkbox"/> South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
<input type="checkbox"/> Filipino	<input type="checkbox"/> Southeast Asian (including Vietnamese, Cambodian, Laotian, Thai, etc.)
<input type="checkbox"/> Japanese	<input type="checkbox"/> West Asian (e.g., Iranian, Afghan, etc.)

4. Disabilities

Do you identify as a person with a disability?

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

- 1 Who considers themselves to be disadvantaged in employment by reason of that impairment, or
- 1 Who believes 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 may have been accommodated in their current job or workplace.

Yes No I prefer not to answer

Thank you for completing this survey.

**Please return to Human Resources, by internal mail marked "Confidential" or via email to
Deborah.Brothers-Scott@SMU.ca**

This form is available in alternate formats