

## Self-Identification Questionnaire

**Applicant Name: (required):** \_\_\_\_\_

Please enter the competition number associated with the position you are applying on. The competition number can be found on the top right corner of the job posting.

**Posting number (required):** \_\_\_\_\_

**Date of Application (dd/mm/yyyy):** \_\_\_\_\_

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The University of Northern British Columbia is fully committed to creating and maintaining an equitable, diverse, and inclusive environment that is accessible to all. We are devoted to ensuring a welcoming, safe, and inclusive campus free from harassment, bullying, and discrimination. This commitment is woven into our motto and mission. In the Dakelh language, UNBC's motto 'En Cha Huná translates to "she/he/they also live" and means respect for all living things. Through the respect for all living things, we are able to grow and learn better together, each bringing our own unique individual differences and contributions to inspire leaders for tomorrow by influencing the world today.

Employment equity requires that we remove barriers and overcome both direct and indirect discrimination. In this way, the pool of excellent candidates increases substantially. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, place of origin, age, physical disability, mental disability, sexual orientation, gender identity, and any other prohibited grounds of discrimination as outlined in the BC Human Rights Code.

We especially encourage applications from the four designated groups (women, Indigenous peoples, persons with disabilities, and members of visible minorities) as well as the 2SLGBTQIA+ communities and individuals with intersectional identities. Although self-identification is voluntary, we ask that all candidates self-identify to support our efforts to broaden the diversity of our applicants and improve employment equity at UNBC.

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- A. **Indigenous peoples** – for the purpose of employment equity, Indigenous person is someone who identifies as First Nation (North American Indian), Inuk (Inuit), or Métis.

**Based on this definition, do you self-identify as an Indigenous person?**

YES \_\_\_ NO \_\_\_ Prefer not to answer \_\_\_

- B. **Visible Minorities** – for the purpose of employment equity, members of visibility minorities means persons, other than Indigenous peoples, who are non-Caucasian in race or non-white in colour.

**Based on this definition, do you self-identify as a member of a visible minority?**

YES \_\_\_ NO \_\_\_ Prefer not to answer \_\_\_

- C. **Persons with Disabilities** - for the purposes of employment equity, "persons with disabilities" means persons 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 c. includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact UNBC Health & Wellbeing at [wellbeing@unbc.ca](mailto:wellbeing@unbc.ca). Any personal information provided will be maintained in confidence.

**Based on this definition, do you self-identify as a person with a disability?**

YES \_\_\_ NO \_\_\_ Prefer not to answer \_\_\_

D. For the purpose of employment equity, do you currently identify as a **woman**?

YES \_\_\_ NO \_\_\_ Prefer not to answer \_\_\_

E. **Two spirit, lesbian, gay, bisexual, transgender, queer, and/or an analogous (2SLGBTQA+) person** – this is not one of the groups in the Employment Equity Act, however, UNBC recognizes that there may be differences within groups that affect their participation in the employment processes. This question is intended to provide the University with information that may assist in identifying and removing barriers to employment.

**Do you self-identify as a person who is two spirit, lesbian, gay, bisexual, transgender, queer, and / or an analogous term (2SLGBTQA+)?**

YES \_\_\_ NO \_\_\_ Prefer not to answer \_\_\_

F. Are you a member of any other identifiable group that you feel has been disadvantaged in the employment equity based on factors, for example, such as religion, age, ancestry, place of origin, family or marital status etc? If yes, please self-identity.

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G. If you have any suggestions for improvements to the content of this questionnaire, please let us know.

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#### **Collection, use and disclosure**

University of Northern British Columbia collects, uses, discloses and retains personal information only in compliance with the BC Freedom of Information and Protection of Privacy Act (FIPPA).

UNBC is collecting the information in the following survey as part of the University's employment equity efforts to enhance our workforce diversity.

The information provided through the questionnaire will be treated confidentially. The responses are not anonymous. The data is stored in the Human Resources Office. Equity information is used to report in an aggregated (statistical summary format); no individual will be identified. Statistics about areas where the numbers are small (< 5 applicants), and therefore might identify individuals, will not be disclosed.

For Faculty positions, please return this completed questionnaire with your application to [FacultyRecruitment@unbc.ca](mailto:FacultyRecruitment@unbc.ca).

For all other positions, please return this complete questionnaire with your application to [HRecruit@unbc.ca](mailto:HRecruit@unbc.ca).