

## Canada Research Chair Workplace Diversity Survey



Lakehead University is strongly committed to equity, diversity and inclusion within our community and developing an inclusive work environment that reflects the diversity of the broader populations that we serve.

The University actively encourages applications from individuals representing equity seeking groups, including women, members of visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, gender identity or gender expression, with specific consideration given to women who self-identify in the recruitment process to further our equity, diversity and inclusion goals.

Part of our equity, diversity and inclusion strategy means ensuring our hiring practices reflect our commitment to employment equity. In order to do this, we ask you to complete the following brief Workplace Diversity Survey as part of the CRC application process. The information you provide will be used to track the numbers of applications received from members of the designated groups and will be used to report overall statistics to the CRC program. Your responses may also be used in the selection of candidates for employment. However, only individuals who qualify for the position will be considered. Your responses will be kept confidential, unless you choose to share your responses with the Search Committee.

The questions are voluntary and you can check the box "I prefer not to answer" as noted in each section. Please note that you may self-identify as a member of more than one designated group if applicable.

You have the right to review and change information relating to you at any time including "I prefer not to answer". If you have any questions, please contact Anne Klymenko, Director, Research Services ([anne.klymenko@lakeheadu.ca](mailto:anne.klymenko@lakeheadu.ca)) or by telephone at 807-343-8223.

\* Required

### Contact Information (Fields with an \* must be completed)

1. **Last Name:** \*
2. **First Name:** \*
3. **Current Address:** \*

## Credentials:

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The following information is mandatory for all Tier 2 CRC Applicants.

4. ***What is the date of Completion of PhD or Equivalent? \* Example: December 15, 2012:*** \_\_\_\_\_

5. ***University of Completion of PhD or Equivalent:\**** \_\_\_\_\_

## Gender and Sexual Identity:

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6. **Please select the gender and sexual identity that you identify with (check all that apply):**

- ☐ Female
- ☐ Male
- ☐ Non-Binary
- ☐ LGBTQT2+
- ☐ I do not identify with any of the above
- ☐ I prefer not to answer

## Indigenous Identity:

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7. ***Do you identify as Indigenous; this is First Nations (North American Indian), Métis, or Inuit?***

- ☐ Yes ☐ No
- ☐ I prefer not to answer

8. ***If "Yes" above, select the options that you identify with. Check all that apply.***

- ☐ First Nations
- ☐ Inuit
- ☐ Métis
- ☐ I prefer not to answer

## Disabilities:

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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 (2) Who believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment; and (3) Includes persons whose functional limitations owing to their impairment may have been accommodated in their current job or workplace.

9. ***Do you identify as a person with a disability?***

☐ Yes ☐

No

☐ I prefer not to answer

### **Visible Minorities:**

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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.”

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

☐ Yes ☐ No

☐ I prefer not to answer

***If "Yes" above, select the options that you identify with:***

*Check all that apply.*

☐ Arab

☐ Black

☐ Chinese

☐ Filipino

☐ Korean

☐ Latin American

☐ South Asian (e.e., East Indian, Pakistani, Sri Lankan, etc.)

☐ Southeast Asian (including Vietnamese, Cambodian, Laotian, Thai, etc.)

☐ West Asian

☐ I prefer not to answer

### **Share Information with the Search Committee**

If you have not already done so, you may wish to advise the CRC Search Committee of your status as a member of a designated group. Please indicate below if you wish to forward your responses to the Chair of the Search Committee.

11. ***I wish to have my responses forwarded to the Search Committee. \****

☐ Yes ☐ No