The University of Manitoba is committed to workplace diversity, equity and inclusion. Information from the self-declaration will provide us with a greater understanding of the current composition of our faculty and staff and help to inform the development of future equity, diversity and inclusion strategies.

The language used in this area is evolving. We have tried to use terms that are consistent with other major Canadian universities. Some of them may reflect more traditional ways of characterizing oneself. In an effort to make this document as accessible as possible we have used traditional and more current terms. Your response is confidential and used only to help ensure that the University is doing all it can to act on our equity, diversity and inclusion goals. Only the combined totals of the data will be shared.

This self-declaration is voluntary and if you so choose, you can check the box: **"I have decided not to complete the workplace diversity self-declaration".**

Employee Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Employee No.\_\_\_\_\_\_\_

1. \_\_\_\_\_\_\_\_
   * I have decided not to complete the workplace diversity self-declaration.
2. **Indigenous Person**

A descendant of the original inhabitants of Turtle Island/North America or original inhabitants of other countries.

Do you self-identify as: (please check all that apply)

* + First Nation (status or non-status)
  + Métis (member or non-member)
  + Inuit
  + American Indian/Alaska Native/Pacific Islander
  + Indigenous from outside Turtle Island/North America
  + No, I do not self-identify as Indigenous
  + I choose not to answer

1. **Racialized Person**

A Racialized Person in Canada is someone (other than an Indigenous Person) who self-identifies as

non-White in colour or non-White in racial origin, regardless of birthplace or citizenship.

(Sometimes referred to in government documents as “a member of a visible minority”)

Do you self-identify as a racialized person?

* + Yes
  + No
  + I choose not to answer

1. **Persons with Disabilities**

According to the *Employment Equity Act*, persons with disabilities are persons who have a

long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be at a disadvantage in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be at a disadvantage in employment because of that impairment. This includes people whose functional limitations due to their impairment have been accommodated in their current job or workplace (e.g., by the use of technical aids, changes to equipment or other working arrangements).

**Examples of disabilities include, but are not limited to:**

* **Coordination or dexterity impairment**

(e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)

* **Mobility impairment**

(e.g., need for special travel accommodation, difficulty moving from one office to another, walking long distances or using stairs)

* **Blindness or visual impairment**

(e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)

* **Speech impairment**

(e.g., unable to speak or difficulty speaking and being understood)

* **Deafness or hearing impairment**

(e.g., unable to hear or difficulty hearing)

* **Other disabilities**

(e.g., learning, developmental and other types of disabilities)

Do you self-identify as a person with a disability(ies)?

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* + Yes
  + No
  + I choose not to answer

1. **Gender Identity**

Gender identity is the personal expression of one's own gender(s).

Do you self-identify as:

* + Two-Spirit, transgender, trans, non-binary or a gender that does not align with your sex assigned at birth
  + Female
  + Male
  + Preferred term please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + I choose not to answer

1. **Sexual Orientation**

Sexual orientation refers to an individual’s identity in relation to the gender(s) to which they are attracted.

Do you self-identify as:

* + Gay, Lesbian, Bisexual, Two-Spirit, Queer or a similar term
  + Heterosexual
  + Preferred term please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + I choose not to answer

You have the right to review and change information relating to you at any time including

**"I have decided not to answer the questions."** You can self-identify in more than one designated group if applicable. If you have any questions, please contact [valerie.williams@umanitoba.ca](https://pasweb.cc.umanitoba.ca/webapp/hr/hr_census/valerie.williams@umanitoba.ca)

**Privacy Notification**

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