



## DSBN CONFIDENTIAL SELF-IDENTIFICATION SURVEY

I understand that the DSBN is collecting voluntary data to achieve an inclusive, diverse, and representative workforce. The data aims to intentionally identify and remove barriers for equity-deserving communities at each stage of the hiring process. Personal information on this form is collected under the authority of the Anti-Racism Act, 2017, S.O. 2017, c. 15, in compliance with the Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M.56. For more information, please refer to the job posting.

Yes

I understand the information collected through the DSBN Confidential Self-Identification Survey is voluntary and are by no means required as part of the application process. If you do not wish to answer a question, select “I prefer not to answer”.

Yes

### 1. Do you identify as Indigenous; that is, First Nations, Métis, or Inuit?

- No
- Yes, First Nations
- Yes, Métis
- Yes, Inuit
- Another Indigenous identity(ies) not listed above (please specify below)
- I prefer not to answer

If you selected ‘Another Indigenous identity(ies) not listed above’, please specify here:

\_\_\_\_\_

### 2. Do you consider yourself to be a person with a disability(ies)? (Please select one answer only)

- Yes
- No
- Not sure
- I prefer not to answer

### 3. Which of the following best describes your racial/ethnic background? (Please choose all that apply to you)

- Black (e.g., African, African-Canadian, Afro-Caribbean, Caribbean, Ghanaian, Nigerian, South African, etc.)
- East Asian (e.g., Chinese, Japanese, Korean, Mongolian, Taiwanese, etc.)
- Indigenous (First Nations, Inuit, Métis, etc.)
- Latino/Latina/Latinx (e.g., Colombian, Ecuadorian, Mexican, Peruvian, Salvadorian, etc.)
- Middle Eastern (e.g., Afghan, Arab, Armenian, Egyptian, Iranian, Iraqi, Kurdish, Lebanese, Moroccan, Turkish, etc.)
- South Asian (e.g., Bangladeshi, Indian, Indo-Caribbean, Pakistani, Sri Lankan, Tamil, etc.)
- Southeast Asian (e.g., Cambodian, Filipino, Indonesian, Malaysian, Thai, Vietnamese, etc.)
- White (e.g., British, French, German, Italian, Russian, etc.)
- Not listed above (please specify below)
- I prefer not to answer

If you selected 'Not listed above', please specify here: \_\_\_\_\_

**4. Are you a woman or self-identify as a woman?**

- Yes
- No
- Not sure
- I prefer not to answer

**5. Do you self-identify as Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer (or questioning), and/or another sexual orientation not listed (with the exception of heterosexual)?**

- Yes
- No
- Not sure
- I prefer not to answer

**END OF SURVEY**

Feel free to include any comments or queries you may have regarding this survey, or contact Lora Courtois, Superintendent of Human Resources at [Lora.Courtois@dshn.org](mailto:Lora.Courtois@dshn.org) or Ext. 54130.

Comments: