

Equity, Diversity and Inclusion Questionnaire

Office of the Vice-President, Research

The University of Ottawa is committed to fostering a research environment that respects and values diversity and provides equal opportunity for everyone. The collection of self-identification data is driven by this commitment. A harmonized self-identification data collection process allows the Office of the Vice-President, Research to monitor the equity performance of its programs and design new measures that achieve greater equity, diversity and inclusion in research-related activities.

The questionnaire is primarily based on the current Statistics Canada census standard, as well as the [Employment Equity Act](#).

Please note that your self-declaration is voluntary and that you can identify with more than one designated group. Choosing not to self-identify for these purposes will not have consequences for your application. In cases where members of a designated group receive special consideration, it will be indicated in the application.

All information collected is kept strictly confidential and will be used for statistical purposes only.

NAME OF THE RESEARCHER: _____

FACULTY: _____

1) Select the option that you identify with.

- | | |
|--------------------------------|--|
| <input type="checkbox"/> Woman | <input type="checkbox"/> Gender fluid, non-binary, and/or Two-Spirit |
| <input type="checkbox"/> Man | <input type="checkbox"/> I prefer not to answer |

2) Do you identify as Indigenous; that is First Nation (North American Indian), Metis, or Inuit?

- | | |
|------------------------------|---|
| <input type="checkbox"/> Yes | <input type="checkbox"/> I prefer not to answer |
| <input type="checkbox"/> No | |

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

- | | |
|--|---|
| <input type="checkbox"/> First Nations | <input type="checkbox"/> Métis |
| <input type="checkbox"/> Inuit | <input type="checkbox"/> I prefer not to answer |

3) 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:

- *Who considers themselves to be disadvantaged in employment by reason of that impairment, or*
- *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 I prefer not to answer
 No

4) 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 I prefer not to answer
 No

If “yes”, select the options that you identify with.

- Arab
- Black
- Chinese
- Filipino
- Japanese
- Korean
- Latin American
- South Asian (i.e., East Indian, Pakistani, Sri Lankan, etc.)
- Southeast Asian (including Vietnamese, Cambodian, Laotian, Thai, etc.)
- West Asian
- Other visible minority – specify: _____
- I prefer not to answer

5) What is your date of birth?

[MM/DD/YY]: _____

I prefer not to answer

6) What year did you obtain your Ph.D., MD or equivalent degree?

(YYYY): _____ I prefer not to answer

SIGNATURE: _____

DATE: _____

(Confidential when completed)