



University
of Windsor

EMPLOYMENT EQUITY SELF-DECLARATION FORM



The University of Windsor is a welcoming community committed to equity and diversity in our teaching, learning, and work environments. In pursuit of the University's Employment Equity Plan, members from designated groups (women, Indigenous (First Nations, Métis, Inuit) persons, racialized persons/visible minorities, persons with disabilities, and persons of a minority sexual orientation and/or gender identity/expression) are encouraged to complete the Self-Declaration Form.

COMPLETING THE FORM

Self-Declaration is voluntary.

Should you not wish to self-identify, please check mark question #7.

DESIGNATED GROUPS

The Self-Declaration Form invites you to voluntarily indicate whether you are a member of a designated group.

The four federally designated groups identified by the Federal Contractors Program are:

Indigenous (First Nations, Métis, Inuit) persons

Racialized persons/visible minorities

Persons with disabilities

Women

The University of Windsor includes **persons of a minority sexual orientation and/or gender identity/expression** as a fifth designated group.

For an alternative format of this form, please contact:
Employment Equity at 519-253-3000 ext. 2057 or
email employmentequity@uwindsor.ca.



EMPLOYMENT EQUITY SELF-DECLARATION FORM

Applicant Name: _____

1. I wish to self-identify for the purpose(s) selected below:

____ Statistics (related to applicant pool representation)

____ Recruiting/Selection Process (consideration in the hiring process)

2. For the purposes of employment equity, a person is an Indigenous person if First Nations (Status or Non Status), Inuit, or Métis Nation.

Based on this definition, are you an Indigenous person?

Yes ____ No ____

3. 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 reasons of that impairment, or
- c) includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Based on this definition, are you a person with a disability?

Yes ____ No ____

4. For the purposes of employment equity, "racialized persons/visible minorities" means persons, other than Indigenous persons, who are non-white in colour/race, regardless of place of birth.

Based on this definition, are you a racialized person/visible minority?

Yes ____ No ____

5. For the purposes of employment equity, women are a designated group.

Do you identify as a woman?

Yes ____ No ____

6. For the purposes of employment equity, the University of Windsor includes sexual/gender minorities as a fifth designated group. This would include persons who identify as Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersexed, or asexual.

Do you identify yourself as a member of a sexual/gender minority?

Yes ____ No ____

OR Check one of:

7. I do not wish to self-identify at this time. _____

8. I do not self-identify as a member of a designated group as defined above. _____