

Appendix B

EMPLOYMENT EQUITY SELF-IDENTIFICATION QUESTIONNAIRE  
CONFIDENTIAL

**IMPORTANT!**

Please be sure to indicate your name and UWO ID number. Failure to do so will result in your answers not being recorded.

NAME (Last name, first name, initials):

UWO 10 NUMBER ID:

Introductory Statement

In support of Western's commitment to employment equity, the University is conducting a survey of all employees to maintain and update its data about representation among designated groups: women, members of racialized groups/visible minorities, Aboriginal peoples, and persons with disabilities. Please note that a person may be a member of more than one designated group. Completion is voluntary but participation is encouraged. All data collected is treated confidentially. The responses given on this self-identification survey may be changed at any time.

CHOICE: I do not wish to complete the questionnaire.

1. Do you self-identify as a woman? Yes/No
2. Do you self-identify as a member of one of the Aboriginal peoples of North America? Yes/No  
If yes, please check the category that best applies to you:
  - First Nation/North American Indian
  - Metis
  - Inuit
3. For the purposes of employment equity, members of racialized groups/visible minorities means persons, other than Aboriginal people, who are non-Caucasian in race or non-white in colour. Please note that this question does not refer to the country in which you were born, your citizenship or your religion.

Do you self-identify as a member of a racialized group/visible minority? Yes/No

If yes, please check **one** box below to indicate the group to which you most self-identify with:

- Black (e.g., African Black, American Black, Canadian Black, West Indian Black)
  - East Asian (e.g., Chinese, Japanese, Korean, Polynesian)
  - South Asian (e.g., Indian, Pakistani, Sri Lankan, Bangladeshi)
  - Southeast Asian (e.g., Burmese, Cambodian, Filipino, Malaysian, Laotian, Thai, Vietnamese)
  - West Asian/ Arab (e.g., Syrian, Egyptian, Turkish, Iranian, Israeli, Lebanese, Palestinian)
  - Mixed race
  - Other
4. Persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment. This definition includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Do you self-identify as a person with a disability? Yes/No

If yes, please select as many as apply to you.

- Coordination/dexterity impairment
- Development impairment (e.g., Down's Syndrome)
- Hearing impairment - hard of hearing
- Hearing impairment- deaf
- Learning disability or comprehension impairment (e.g., dyslexia)
- Mobility impairment (e.g., need to use a wheelchair)
- Non-visible physical impairment (e.g., epilepsy, diabetes)
- Psychiatric disability (e.g., severe depression)
- Speech impairment
- Visual impairment- partially sighted (excluding use of prescription eyewear)
- Visual impairment – blind
- Other

**Please, return the questionnaire in a sealed envelope to:**  
**EQUITY & HUMAN RIGHTS SERVICES**  
**Room 2319, Somerville House**  
The University of Western Ontario  
London, Ontario CANADA N6A 3K7  
(519) 661-3334 or on-campus ext. 83334  
[www.uwo.ca/equity](http://www.uwo.ca/equity)

(!) **Please be sure you have indicated your name and identification number**