DALHOUSIE CENSUS BE COUNTED

Dalhousie University is committed to equity and diversity in employment. All Dalhousie staff and faculty are asked to complete this survey to help create an accurate picture of our workplace to develop an employment equity plan, which is critical to removing barriers to full and active participation in the workplace and promoting inclusion in our diverse community.

The survey takes only a few minutes of your time. You may self-identify in more than one category. You may decline to answer any or all the questions. All responses to this survey are confidential and will be reported only in summary or aggregate form. While responding to the questions in this survey is voluntary, your responses contribute directly to fulfilling Dalhousie's requirements under the Federal Contractors Program and will be used to inform the application of Dalhousie's Employment Equity Policy.

Banner ID and initials required (ex. B00123456 ABC): _____

☐ **If you do not wish to complete the census, please check this box so that we may record your response.**

1. INDIGENOUS PEOPLES OF TURTLE ISLAND

In the context of Turtle Island, which spans North America encompassing Canada and the United States, Indigenous Peoples and their descendants are recognized as the original inhabitants. This collective term, and less commonly Aboriginal, includes First Nations, Inuk, and Metis communities, each characterized by distinct languages, cultures, and traditions that vary across Nations, language groups, and regions.

Dalhousie recognizes that false claims of Indigeneity are harmful regardless of intent. Such claims produce an erosion of trust, and can result in the misappropriation of resources that are intended to support Indigenous Peoples. Consultations related to the processes by which Indigenous citizenship/community membership may be affirmed are ongoing at the university.

Do you claim Indigenous identity, citizenship, or membership?

☐ Yes ☐ No ☐ I prefer not to respond

Please check all that apply to you:

☐ Mi'kmaq (L'nu)
☐ Wolastoqiyik (Maliseet)
☐ Métis
☐ Inuit
☐ Penobscot
☐ Passamaquoddy
☐ Innu
☐ Indigenous ancestry from outside of Mi'kma'ki or Wabanaki territory (outside Atlantic Canada)
☐ Indigenous ancestry from outside of Canada, USA, Turtle Island
☐ Not listed above, please specify: _____
☐ I prefer not to respond

2. RACIAL/ETHNIC GROUP MEMBERSHIP

Racialized persons: For the purposes of this survey, racialized persons are people (other than Indigenous Peoples of Turtle Island) who are non-white, regardless of their place of birth or citizenship. (Sometimes referred to as 'racially visible' or 'visible minority').

Do you consider yourself to be a racialized person?

☐ Yes ☐ No ☐ I prefer not to respond

African, Caribbean, and Black (ACB): The term may be operationalized as "African, Caribbean and Black (ACB)" to explicitly recognize the distinct yet interconnected identities of:

- Black people (as a racialized identity)
- people of African descent globally
- and people of Caribbean (Afro Caribbean) heritage

while acknowledging the diversity in culture, language, nationality, and lived experience within these groups.

Do you consider yourself to be a person of African, Caribbean, or Black origin?

☐ Yes ☐ No ☐ I prefer not to respond

Please check all that apply to you:

☐ A person of African descent
☐ A person of Caribbean descent
☐ A Black person
☐ I prefer not to respond

African Nova Scotians: For the purposes of this survey, African Nova Scotians/Indigenous Blacks are defined as a distinct people who descend from free and enslaved Black Planters, Black Loyalists, Black Refugees, Maroons and other Black people who inhabited the original 52 land-based Black communities in that part of Mi'kma'ki known as Nova Scotia.

Based on the definition above, do you consider yourself to be African Nova Scotian?

☐ Yes ☐ No ☐ I prefer not to respond

Please check all that apply to you:

☐ Person of European ancestry (white)
☐ East Asian (e.g., Chinese, Taiwanese, Japanese, Korean, etc.)
☐ South Asian (e.g., Bangladeshi, Pakistani, Indian, Sri Lankan)
☐ South East Asian (e.g., Vietnamese, Thai, Cambodian, Malaysian, Filipino/a, etc.)
☐ Non-white West Asian or Arab (e.g., Iranian, Afghani, Lebanese, Egyptian, Iraqi, Armenian, Israeli, etc.)
☐ Non-white Latin, South, Central American or Caribbean
☐ Multiracial
☐ I identify as _____
☐ I prefer not to respond

3. PERSONS WITH A DISABILITY

Persons with a disability: For the purposes of this survey, persons with a disability are people who have a chronic, long-term or recurring physical, sensory, mental, learning or intellectual impairment, that, in interaction with a barrier, hinders that person's full and effective participation in society. This includes, but isn't limited to, people whose functional limitations due to their impairment have been accommodated in their workplace (ex: by the use of technical aids, changes to equipment or other working arrangements).

Do you consider yourself a person with a disability?

☐ Yes ☐ No ☐ I prefer not to respond

Please check all that apply to you:

- ☐ My disability is physical; such as:
  - Mobility, coordination or dexterity impairment (ex: difficulty using hands or fingers, difficulty walking long distances or difficulty using stairs);
  - Chronic pain;
  - Speech impairment (ex: unable to speak or difficulty speaking and being understood)
- ☐ My disability is sensory; such as:
  - Blindness/visual impairment or deafness/hearing impairment
- ☐ My disability is mental; such as:
  - Emotional, psychological or psychiatric conditions (ex: anxiety, depression, bipolar disorder, schizophrenia, substance abuse, anorexia, etc.)
- ☐ My disability is intellectual or a learning impairment; such as:
  - Autism Spectrum Disorder, Asperger Syndrome, Specific Learning Disability (ex: dyslexia, dysgraphia, dyscalculia), Attention-Deficit/Hyperactivity Disorder, Down Syndrome, Global Developmental Delay.
- ☐ My disability is not listed above, please specify: _____
- ☐ I prefer not to respond

4. GENDER IDENTITY & SEXUAL ORIENTATION

A note about language for the next two questions: Language, particularly about gender identity and sexual orientation, involves social constructs which evolve. The definitions below are not meant to label individuals but are meant to be helpful functional descriptors. They are not standardized and may be used differently by different people.

Gender Identity: For this survey, gender identity refers to each person's internal and individual experience of gender. It is their sense of being a woman, man, both, neither or anywhere along or outside of the gender spectrum.

You may select multiple options and are strongly encouraged to check all options that you identify with.

How do you describe your current gender identity?

- ☐ Agender
- ☐ Cisgender (gender identity corresponds to sex assigned at birth)
- ☐ Genderfluid
- ☐ Genderqueer
- ☐ Indigiqueer: This term is used to describe identities that are both Indigenous and 2SLGBTQIA+ (Two-Spirited, lesbian, gay, bisexual, trans, queer, intersex, etc.)
- ☐ Intersex
- ☐ Man
- ☐ Non-Binary
- ☐ Trans
- ☐ Two-Spirit/Two-Spirited
- ☐ Woman
- ☐ X
- ☐ I don't identify with any of these terms
- ☐ I identify as _____
- ☐ I prefer not to respond

Sexual Orientation: For this survey, sexual orientation refers to how a person characterizes their sexual and/or romantic attraction to others.

You may select multiple options and are strongly encouraged to check all options that you identify with.

How do you describe your current sexual orientation?

- ☐ Asexual and/or Aromantic
- ☐ Bisexual and/or Biromantic
- ☐ Gay
- ☐ Indigiqueer: This term is used to describe identities that are both Indigenous and 2SLGBTQIA+ (Two-Spirited, lesbian, gay, bisexual, trans, queer, intersex, etc.)
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Questioning or Unsure
- ☐ Straight/Heterosexual
- ☐ Two-Spirit/Two-Spirited
- ☐ I don't identify with any of these terms
- ☐ I identify as _____
- ☐ I prefer not to respond

2SLGBTQIA+: For this survey, 2SLGBTQIA+ is an acronym for two-spirit, lesbian, gay, bisexual, trans, queer, intersex, and asexual and/or aromantic with the "+" representing the diversity of ways people from equity-deserving groups choose to identify their gender identity and/or sexual orientation.

Do you currently self-identify as a member of 2SLGBTQIA+ communities?

☐ Yes ☐ No ☐ I prefer not to respond

5. SELF-IDENTIFICATION

Self-identify with Consent: There may be networks, opportunities and/or committee service at Dalhousie that are designated to equity-deserving groups. If you select to self-identify with consent the university may forward additional information for these purposes only.

Self-identify without Consent: There is also the option to self-identify without consent. This means any data produced from the information will not be linked to you without your prior written authorization. This information will be used only in aggregate by the university to assist in assessing and improving services for employees and students.

Are you providing the above self-identification information with consent?

☐ Yes ☐ No ☐ I prefer not to respond

Thank you for completing the Be Counted census. Completed forms can be submitted ***by email or post:***

Email

becounted@dal.ca

Post

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