

VISTA Equity Self-Identification Survey

VISTA welcomes applications from all qualified individuals, including individuals within the University's employment equity categories of women, persons with disabilities, members of visible minorities and aboriginal persons, individuals of diverse gender and sexual orientation and all groups protected by the Human Rights Code. The VISTA Team is committed to equity and diversity across the program, and to a positive and supportive environment.

As part of VISTA's Equity Plan, we are collecting information on the diversity of applicants to help us better understand whether we are making opportunities available equitably for designated groups. To assist us, we ask that you complete the Self-Identification Survey below. Your participation is completely voluntary. You may update your Self-Identification data at any time and may also self-identify under more than one of the designated groups. The information collected is confidential and will be used on an aggregated basis for equity reporting to York University and the funding agency (CFREF) only.

A. A person in a visible minority group is someone (other than an Aboriginal person as defined above) who is non-white in colour/race, regardless of place of birth. The visible minority group includes: Black, Chinese, Filipino, Japanese, Korean, South Asian-East Indian (including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.), Southeast Asian (including Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.) non-white West Asian, North African or Arab (including Egyptian; Libyan; Lebanese; etc.), non-white Latin American (including indigenous persons from Central and South America, etc.), person of mixed origin (with one parent in one of the visible minority groups listed above), other visible minority group.

Based on this definition, are you a member of a visible minority group? Yes No

B. Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:

1. Consider themselves to be disadvantaged in employment by reason of that impairment,
- or**
2. Believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also 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

C. An Aboriginal person is a North American Indian, Métis, or Inuit and/or a Treaty Indian or a Registered Indian and/or member of an Indian Band/First Nation.

Based on this definition, are you an Aboriginal person? Yes No

D. Under the *Employment Equity Act*, women are a designated group.

Do you identify yourself as a **woman**? Yes No

E. I choose not to complete the Self-Identification Survey at this time.