



VOLUNTARY EQUITY SELF-IDENTIFICATION

TEACHER TO VICE PRINCIPAL / VICE PRINCIPAL TO PRINCIPAL

PROMOTION PROCESS

Equity: refers to the rights of people to have equal access to goods, services, and opportunities in society. To ensure equality of opportunity, equity programs may treat some persons or groups differently when the situation in society precludes equal treatment.

Inclusion: refers to how diversity is leveraged to create a fair, equitable, healthy and high- performing organization or community where all individuals are respected, feel engaged and motivated, and their contributions toward meeting organizational and societal goals are valued. It is also the state of being valued, respected, and involved. Inclusion is about recognizing the needs of each individual and ensuring the right conditions are in place so that each person has the opportunity to achieve his or her full potential. It is reflected in an organization's culture and practices, in addition to its programs and policies.

Is being Canadian part of your identity?

- ☐ Yes
- ☐ No
- ☐ Choose not to answer

Do you consider yourself Canadian?

- ☐ Yes
- ☐ No
- ☐ Choose not to answer

Where did you complete your highest level of education?

- ☐ In Canada
- ☐ Outside of Canada
- ☐ Both inside and outside of Canada
- ☐ Choose not to answer

How many years have you been working in the education sector?

- ☐ 6 – 10 years
- ☐ 11 – 15 years
- ☐ 16 – 20 years
- ☐ 21 – 25 years
- ☐ More than 25 years
- ☐ Choose not to answer

To which age group do you belong to?

- ☐ 25 – 29 years
- ☐ 30 – 34 years
- ☐ 35 – 39 years
- ☐ 40 – 44 years
- ☐ 45 – 49 years
- ☐ 50 – 54 years
- ☐ 55 – 59 years
- ☐ 60 – 64 years
- ☐ 65 years of older
- ☐ Choose not to answer

Gender Identity: is each person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex (Ontario Human Rights Code).

For more information about gender identity, please refer the Ontario Human Rights Code at ohrc.on.ca

Indicate your gender identity *Select all that apply.*

- ☐ Female ☐ Male ☐ Two Spirit ☐ Transgender
- ☐ Fluid ☐ Nonbinary ☐ Choose not to answer
- ☐ Identity not listed here

Please specify: _____

Sexual Orientation: a personal characteristic that forms part of who you are. It covers the range of human sexuality from lesbian and gay to bisexual and heterosexual (Ontario Human Rights Code).

For more information about sexual orientation, please refer the Ontario Human Rights Code at ohrc.on.ca

Indicate the sexual orientation(s) with which you currently identify. *Select all that apply.*

- ☐ Asexual ☐ Bisexual ☐ Fluid ☐ Gay
- ☐ Lesbian ☐ Questioning ☐ Pansexual ☐ Straight
- ☐ Choose not to answer ☐ Orientation not listed here

Please specify: _____

The term "**disability**" covers a broad range and degree of conditions. A disability may have been present at birth, caused by accident, or developed over time. Section 10 of the Ontario Human Rights Code defines "disability" as:

1. any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputator lack of physical coordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
2. a condition of mental impairment or a developmental disability,
3. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
4. a mental disorder, or
5. an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

For more information about a condition or disability, please refer the Ontario Human Rights Code at ohrc.on.ca

Do you consider yourself to be a person with a condition or disability?

Note: Responding to this question does not constitute notice to the employer about the existence of a condition or disability.

☐ Yes

☐ No

☐ Choose not to answer

Use this map to assist you with answering the next question about Ethno-Racial Identity.

Reference: United Nations Statistics Division (UNSD) Geoscheme: geographic regions, lists of countries and map



Ethnicity: refers to the ethnic or cultural origin of a person's ancestors. Ethnic origin refers to a person's 'roots' and should not be confused with citizenship, nationality, language, or place of birth.

Indicate your ethno-racial identity by selecting from the list those options that best represent the region from which the strongest aspects of your ethnicity originate.

Select all that apply.

- ☐ Asian (those of Asian ancestry)
- ☐ Black (those of African ancestry)
- ☐ White (those of Caucasian ancestry)
- ☐ First Nations
- ☐ Inuit
- ☐ Métis
- ☐ Indigenous Central/South American
- ☐ Indigenous Pacific Islander
- ☐ Africa-Northern (e.g. Algeria, Egypt, Libya, Morocco, Sudan, Tunisia, Western Sahara, etc.)
- ☐ Africa-Eastern (e.g. Ethiopia, Kenya, South Sudan, Tanzania, Uganda, etc.)
- ☐ Africa Western (e.g. Benin, Ivory Coast, Liberia, Nigeria, Senegal, Togo, etc.)
- ☐ Africa Middle (e.g. Angola, Cameroon, Chad, Congo Rep./Dem Rep., Equatorial Guinea, etc.)
- ☐ Africa-Southern (e.g. Botswana, Mozambique, Namibia, South Africa, Zimbabwe, etc.)
- ☐ Asia-Eastern (e.g. China, Japan, Korea South/North, Mongolia, Taiwan, etc.)
- ☐ Asia-Central (e.g. Afghanistan, Kazakhstan, Turkmenistan, Uzbekistan, etc.)
- ☐ Asia-Southern (e.g. Bangladesh, India, Nepal, Pakistan, Sri Lanka, etc.)
- ☐ Asia-Southeastern (e.g. Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Thailand, etc.)
- ☐ Asia-Western (e.g. Jordan, Iran, Iraq, Israel, Lebanon, Palestine, Saudi Arabia, Syria, Turkey, etc.)
- ☐ African-Caribbean (includes islands, archipelagoes, coastal regions)
- ☐ Latino (Central/South America, Caribbean etc.)
- ☐ Oceania (e.g. Australia, Micronesia, Melanesia, New Zealand, Polynesia, etc.)
- ☐ Europe-Eastern (e.g. Belarus, Caucasus, Poland, Romania, Russia, Slovakia, Ukraine, etc.)
- ☐ Europe-Northern (e.g. Denmark, Estonia, Finland, Ireland, Norway, Sweden, UK, etc.)
- ☐ Europe-Southern (e.g. Albania, Croatia, Greece, Italy, Malta, Portugal, Serbia, Spain, etc.)
- ☐ Europe-Western (e.g. Austria, Belgium, France, Germany, Netherlands, Switzerland, etc.)
- ☐ Don't know
- ☐ Choose not to answer
- ☐ Ethno-racial identity not listed here

Please specify: _____

In which language(s) can you communicate fluently? *Select all that apply.*

Note: The list of languages sourced from Statistics Canada National Household Survey (NHS) Profile, Durham Region Health Unit, Ontario, 2011.

- | | | | |
|---|--|---|--|
| <input type="checkbox"/> Afrikaans | <input type="checkbox"/> English | <input type="checkbox"/> Lao | <input type="checkbox"/> Serbian |
| <input type="checkbox"/> Akan (Twi) | <input type="checkbox"/> Estonian | <input type="checkbox"/> Latvian | <input type="checkbox"/> Serbo-Croatian |
| <input type="checkbox"/> Albanian | <input type="checkbox"/> Farsi (Persian) | <input type="checkbox"/> Lingala | <input type="checkbox"/> Sindhi |
| <input type="checkbox"/> Algonquin | <input type="checkbox"/> Finnish | <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Sinhala (Sinhalese) |
| <input type="checkbox"/> American Sign Language | <input type="checkbox"/> Flemish | <input type="checkbox"/> Macedonian | <input type="checkbox"/> Slavey |
| <input type="checkbox"/> Amharic | <input type="checkbox"/> French | <input type="checkbox"/> Malay | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Anishinaabemowin | <input type="checkbox"/> Fukien | <input type="checkbox"/> Malayalam | <input type="checkbox"/> Slovenian |
| <input type="checkbox"/> Arabic | <input type="checkbox"/> Gaelic | <input type="checkbox"/> Maltese | <input type="checkbox"/> Somali |
| <input type="checkbox"/> Armenian | <input type="checkbox"/> German | <input type="checkbox"/> Mandarin | <input type="checkbox"/> Spanish |
| <input type="checkbox"/> Atikamekw | <input type="checkbox"/> Greek | <input type="checkbox"/> Marathi | <input type="checkbox"/> Stoney |
| <input type="checkbox"/> Bantu | <input type="checkbox"/> Gujarati | <input type="checkbox"/> Mi'kmaq | <input type="checkbox"/> Swahili |
| <input type="checkbox"/> Bengali | <input type="checkbox"/> Hakka | <input type="checkbox"/> Nepali | <input type="checkbox"/> Swedish |
| <input type="checkbox"/> Berber (Kabyle) | <input type="checkbox"/> Haudenosaunee | <input type="checkbox"/> Niger-Congo | <input type="checkbox"/> Tagalog(Filipino) |
| <input type="checkbox"/> Bisayan | <input type="checkbox"/> Hebrew | <input type="checkbox"/> Ninimowin | <input type="checkbox"/> Taiwanese |
| <input type="checkbox"/> Blackfoot | <input type="checkbox"/> Hindi | <input type="checkbox"/> Norwegian | <input type="checkbox"/> Tamil |
| <input type="checkbox"/> Bosnian | <input type="checkbox"/> Hungarian | <input type="checkbox"/> Ojibway | <input type="checkbox"/> Telugu |
| <input type="checkbox"/> Bulgarian | <input type="checkbox"/> Ilokano | <input type="checkbox"/> Oji-Cree | <input type="checkbox"/> Thai |
| <input type="checkbox"/> Cantonese | <input type="checkbox"/> Indo-Iranian | <input type="checkbox"/> Oromo | <input type="checkbox"/> Tigrigna |
| <input type="checkbox"/> Carrier | <input type="checkbox"/> Innu/Montagnais | <input type="checkbox"/> Panjabi (Punjabi) | <input type="checkbox"/> Tlico (Dogrib) |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Inuktitut | <input type="checkbox"/> Pashto/Pashtu | <input type="checkbox"/> Turkish |
| <input type="checkbox"/> Cree | <input type="checkbox"/> Italian | <input type="checkbox"/> Polish | <input type="checkbox"/> Ukranian |
| <input type="checkbox"/> Creole | <input type="checkbox"/> Japanese | <input type="checkbox"/> Portuguese | <input type="checkbox"/> Urdu |
| <input type="checkbox"/> Croatian | <input type="checkbox"/> Kannada | <input type="checkbox"/> Romanian | <input type="checkbox"/> Vietnamese |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Khmen (Cambodian) | <input type="checkbox"/> Rundi (Kirundi) | <input type="checkbox"/> Yiddish |
| <input type="checkbox"/> Danish | <input type="checkbox"/> Konkani | <input type="checkbox"/> Russian | |
| <input type="checkbox"/> Dene | <input type="checkbox"/> Korean | <input type="checkbox"/> Rwanda (Kinyarwanda) | |
| <input type="checkbox"/> Dutch | <input type="checkbox"/> Kurdish | <input type="checkbox"/> Semitic languages | |
| <input type="checkbox"/> Choose not to answer | <input type="checkbox"/> Other languages not listed here | | |

Please specify: _____

Religion (Creed): a professed system and confession of faith, including both beliefs and observances or worship. A belief in a God or gods, or a single supreme being or deity is not a requisite. Religion includes the practices beliefs and observances that are part of a faith or religion. It does not include personal, moral, ethical or political views. Nor does it include religions that promote violence or hate towards others, or that violate criminal law (Ontario Human Rights Code).

For more information about religion, please refer to the Ontario Human Rights Code at ohrc.on.ca

Indicate any religion, creed, or spirituality with which you identify. *Select all that apply.*

Note: The list of religions and spirituality was adapted from Statistics Canada National Household Survey (NHS) Profile, Durham Region Health Unit, Ontario, 2011.

- ☐ Baha'i
- ☐ Buddhism
- ☐ Christianity
- ☐ Church of Christ, Scientist
- ☐ Hinduism
- ☐ Humanism
- ☐ Indigenous Spirituality (North America)
- ☐ Islam
- ☐ Jainism
- ☐ Judaism
- ☐ Rastafarianism
- ☐ Secular Spirituality (spiritual philosophy without religious framework, emphasizing personal development)
- ☐ Sikhism
- ☐ Wicca
- ☐ Zoroastrianism
- ☐ Choose not to answer
- ☐ Religion, creed or spirituality not listed

Please specify: _____