



# VOLUNTARY EQUITY SELF-IDENTIFICATION

TEACHER TO VICE PRINCIPAL / VICE PRINCIPAL TO PRINCIPAL

PROMOTION PROCESS

DURHAM DISTRICT SCHOOL BOARD  
400 TAUNTON ROAD EAST, WHITBY, ON L1R 2K6

**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?

- 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 or 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 [www.ohrc.on.ca](http://www.ohrc.on.ca)*

Indicate your gender identity. *Select all that apply.*

- |   |   |
|---|---|
| <input type="checkbox"/> Female                                   | <input type="checkbox"/> Two-spirit           |
| <input type="checkbox"/> Male                                     | <input type="checkbox"/> Transgender          |
| <input type="checkbox"/> Fluid                                    | <input type="checkbox"/> Choose not to answer |
| <input type="checkbox"/> Non-binary                               |   |
| <input type="checkbox"/> 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 [www.ohrc.on.ca](http://www.ohrc.on.ca)*

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

- |  |   |
|--|---|
| <input type="checkbox"/> Asexual                                     | <input type="checkbox"/> Questioning          |
| <input type="checkbox"/> Bisexual                                    | <input type="checkbox"/> Pansexual            |
| <input type="checkbox"/> Fluid                                       | <input type="checkbox"/> Straight             |
| <input type="checkbox"/> Gay   | <input type="checkbox"/> Choose not to answer |
| <input type="checkbox"/> Lesbian                                     |   |
| <input type="checkbox"/> 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, amputation, lack of physical co-ordination, 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 [www.ohrc.on.ca](http://www.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 you and the region from which the strongest aspects of your ethnicity originate. *Select all that apply.*

- |  |  |
|--|--|
| <input type="checkbox"/> Asian (those of Asian ancestry)   | <input type="checkbox"/> Asia-Central (e.g. Afghanistan, Kazakhstan, Turkmenistan, Uzbekistan, etc.)                           |
| <input type="checkbox"/> Black (those of African ancestry)   | <input type="checkbox"/> Asia-Southern (e.g. Bangladesh, India, Nepal, Pakistan, Sri Lanka, etc.)                              |
| <input type="checkbox"/> White (those of Caucasian ancestry)   | <input type="checkbox"/> Asia-Southeastern (e.g. Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Thailand, etc.)    |
| <input type="checkbox"/> First Nations   | <input type="checkbox"/> Asia-Western (e.g. Jordan, Iran, Iraq, Israel, Lebanon, Palestine, Saudi Arabia, Syria, Turkey, etc.) |
| <input type="checkbox"/> Inuit   | <input type="checkbox"/> African-Caribbean (includes islands, archipelagoes, coastal regions)                                  |
| <input type="checkbox"/> Métis   | <input type="checkbox"/> Indo-Caribbean (includes islands, archipelagoes, coastal regions)                                     |
| <input type="checkbox"/> Indigenous Central/South American   | <input type="checkbox"/> Latino (Central/South America, Caribbean etc.)  |
| <input type="checkbox"/> Indigenous Pacific Islander   | <input type="checkbox"/> Oceania (e.g. Australia, Micronesia, Melanesia, New Zealand, Polynesia, etc.)                         |
| <input type="checkbox"/> Africa-Northern (e.g. Algeria, Egypt, Libya, Morocco, Sudan, Tunisia, Western Sahara, etc.) | <input type="checkbox"/> Europe-Eastern (e.g. Belarus, Caucasus, Poland, Romania, Russia, Slovakia, Ukraine, etc.)             |
| <input type="checkbox"/> Africa-Eastern (e.g. Ethiopia, Kenya, South Sudan, Tanzania, Uganda, etc.)                  | <input type="checkbox"/> Europe-Northern (e.g. Denmark, Estonia, Finland, Ireland, Norway, Sweden, UK, etc.)                   |
| <input type="checkbox"/> Africa-Western (e.g. Benin, Ivory Coast, Liberia, Nigeria, Senegal, Togo, etc.)             | <input type="checkbox"/> Europe-Southern (e.g. Albania, Croatia, Greece, Italy, Malta, Portugal, Serbia, Spain, etc.)          |
| <input type="checkbox"/> Africa-Middle (e.g. Angola, Cameroon, Chad, Congo Rep./Dem Rep., Equatorial Guinea, etc.)   | <input type="checkbox"/> Europe-Western (e.g. Austria, Belgium, France, Germany, Netherlands, Switzerland, etc.)               |
| <input type="checkbox"/> Africa-Southern (e.g. Botswana, Mozambique, Namibia, South Africa, Zimbabwe, etc.)          | <input type="checkbox"/> Don't know  |
| <input type="checkbox"/> Asia-Eastern (e.g. China, Japan, Korea South/North, Mongolia, Taiwan, etc.)                 | <input type="checkbox"/> Choose not to answer  |
| <input type="checkbox"/> Ethno-racial identity not listed, 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 languages       | <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 languages                             | <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 languages (Kabyle)                   | <input type="checkbox"/> Haudenosaunee          | <input type="checkbox"/> Niger-Congo languages | <input type="checkbox"/> Tagalog (Pilipino, Filipino) |
| <input type="checkbox"/> Bisayan languages                           | <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 languages | <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"/> Tlicho (Dogrib)              |
| <input type="checkbox"/> Chinese                                     | <input type="checkbox"/> Inuktitut              | <input type="checkbox"/> Pashto/Pashtu         | <input type="checkbox"/> Turkish                      |
| <input type="checkbox"/> Cree languages                              | <input type="checkbox"/> Italian                | <input type="checkbox"/> Polish                | <input type="checkbox"/> Ukrainian                    |
| <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"/> Khmer (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"/> Choose not to answer         |
| <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"/> Other languages not listed, 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 [www.ohrc.on.ca](http://www.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*

- |   |  |
|---|--|
| <input type="checkbox"/> Baha'i   | <input type="checkbox"/> Jainism   |
| <input type="checkbox"/> Buddhism   | <input type="checkbox"/> Judaism   |
| <input type="checkbox"/> Christianity   | <input type="checkbox"/> Rastafarianism  |
| <input type="checkbox"/> Church of Christ, Scientist                                | <input type="checkbox"/> Secular Spirituality (spiritual philosophy without a religious framework, emphasizing personal development) |
| <input type="checkbox"/> Hinduism   | <input type="checkbox"/> Sikhism   |
| <input type="checkbox"/> Humanism   | <input type="checkbox"/> Wicca   |
| <input type="checkbox"/> Indigenous Spirituality (North America)                    | <input type="checkbox"/> Zoroastrianism  |
| <input type="checkbox"/> Islam  | <input type="checkbox"/> Choose not to answer  |
| <input type="checkbox"/> Religion, creed or spirituality not listed, please specify |  |