



Employee Name and UCID #:

The University of Calgary is committed to workplace diversity, inclusion and employment equity. Information from this questionnaire will assist the University in developing programs and initiatives to support a diverse and inclusive campus community and identify and remove barriers to employment and advancement.

The information collected in this survey is **confidential**. It will be reported only in summary or aggregate form. All employees are requested to complete this questionnaire. Please read the questions below carefully and mark the appropriate response as it relates to you. Please note that a person may be a member of more than one designated group.

For [Employment Equity Survey FAQs](#) and additional information please view the [Workplace Diversity and Employment Equity](#) website. If you have any questions about the collection or use of this data, please email eequity@ucalgary.ca or call 403-220-5932.

The success of the University of Calgary's Employment Equity Program is greatly linked to the support of faculty and staff and we thank you for your input and collaboration.

Consent

Return of this survey is mandatory for all U of C employees; however, completing responses to the survey questions is voluntary. If you do not wish to participate in this survey, please indicate below.

☐ I choose not to answer the questions in the survey at this time

Women

For the purposes of employment equity, women are a designated group. **Do you self-identify as a woman?**

☐ Yes ☐ No

Aboriginal Persons

For the purposes of employment equity, "aboriginal person" includes North American Indian, Métis, or Inuit person and/or member of a North American First Nation. An Aboriginal Person may be treaty status or a non-status, and a registered or non-registered Indian (as defined by the [Indian Act, 1985](#)) **Based on this definition, are you an Aboriginal person?**

☐ Yes ☐ No

Persons with Disabilities

For the purposes of employment equity, "persons with disabilities" means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who (a) consider themselves to be disadvantaged in employment by reason of that impairment, or (b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and 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

Visible Minorities

For the purposes of employment equity, "members of visible minorities" means persons, other than Aboriginal peoples, who are non-white in colour or non-Caucasian in race, regardless of birthplace or citizenship. **Based on this definition, are you a member of a visible minority?**

☐ Yes ☐ No

Thank you for your participation.