



**AFFIRMATIVE ACTION**

**CONFIDENTIAL**

**SELF-IDENTIFICATION FORM**

York University values diversity and welcomes applications from qualified national and international academics. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, visible minorities (members of racialized groups), persons with disabilities and Aboriginal (Indigenous) Persons. Self-identifying as a member of one or more of these designated groups is optional but is required in order to be considered in the Affirmative Action Program. We encourage you to self-identify by checking the appropriate box(es) below which may apply to you. The information provided will be used solely for the purpose of Affirmative Action hiring.

*Please return the declaration form to the department/unit/area to which you applied*.

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For further information about the Affirmative Action Program, please contact the Affirmative Action line at 416-736-5713.

**NAME OF CANDIDATE:** Click or tap here to enter text.

**Women Yes  No**

**Aboriginal (Indigenous) persons** who are Indian, Inuit or Métis;  **Yes  No**

If you answered “yes”, please check one of the following:

Indigenous Peoples of Canada

Native Americans and persons Indigenous to Alaska (including Indians, Inuit and Métis people) “Indian” includes people of North American Indian ancestry

**Visible minorities (racialized)** are persons, other than Aboriginal peoples [Indigenous to North America including First Nations, Metis and Inuit], who are non-Caucasian in race or non-white in colour, regardless of birthplace.

Based on this definition, are you a visible minority (racialized) person?  **Yes**   **No**

If you answered “yes”, you are invited to voluntarily check all that apply[[1]](#footnote-1):

Arab   
 Black (e.g., African, American, Canadian, Caribbean)

Chinese

Filipino

Japanese

Korean

Non-White Latin American (including Indigenous persons from Central and South America)

Non-White West Asian (e.g., Iranian, Lebanese, Afghan)

South Asian (e.g., Bangladeshi, Pakistani, Indian, Guyanese, Trinidadian, Sri Lankan, East African)

South East Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian)

Persons of mixed origin (e.g., with one parent member of a visible minority group)

Aboriginal – Indigenous Peoples outside of North America

**Persons with disabilities** [[2]](#footnote-2) **Yes  No**

I confirm that I have read and understood the information above.

**SIGNATURE:** Click or tap here to enter text.

**DATE:** Click or tap to enter a date.

*Updated: May 2020 for York University Faculty Association job applicants*

*All information is kept confidential to the hiring process*

1. *Visible Minority (Racialized) Group* *Classifications are from Statistics Canada.* [↑](#footnote-ref-1)
2. *“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 owning to their impairment have been accommodated in their current job or workplace.* [↑](#footnote-ref-2)