



Government
of Canada

Gouvernement
du Canada

Why we are asking you to self-identify

Equity, diversity and inclusivity (EDI) strengthen research communities and the quality, social relevance and impact of research. For more information, see the presidents' [Open Letter to the Research Community](#) and [Frequently Asked Questions about the Self-identification Questionnaire](#).

The questions are primarily based on the current standard used by Statistics Canada in the Census, and wording from the [Employment Equity Act](#). If you have comments or suggestions regarding this data collection, please send to the relevant agency at:

- NSERC: nseequity-equitesng@nserc-crsng.gc.ca
- SSHRC: equity-equite@sshrc-crsh.gc.ca
- CIHR: support@cihr-irsc.gc.ca
- TIPS: EDI-EDI@chairs-chaire.gc.ca

Privacy notice statement

The purpose of the self-identification form is to collect information so the agencies can monitor the equity performance of programs and design new measures that achieve greater equity, diversity and inclusion in the research enterprise. The Canada Research Chairs Program also uses the data to help institutions meet their equity and diversity targets.

The personal information is collected under the respective authority of section 4(2)(a) of the [Natural Sciences and Engineering Research Council Act](#), section 4(2)(a) of the [Social Sciences and Humanities Research Council Act](#), or sections 4, 5 and 26 of the [Canadian Institutes of Health Research Act](#), depending on the program.

Your data will be collected, used, disclosed and retained in accordance with the [Privacy Act](#). It may be used for the purposes of program operations (including recruitment for merit review processes, where applicable), planning, performance measurement and monitoring, evaluation, and audits, and in aggregate form to report to government or to the public. Self-identification statistics will always be reported in aggregate form, to ensure protection of the identity of any individual.

The Tri-agency Institutional Programs Secretariat (TIPS) also shares aggregated self-identification data with host institutions to allow them to monitor their efforts in meeting their equity targets for the Canada Research Chairs Program. While TIPS never shares self-identification data specific to an individual, it is possible that some institutions may be able to identify some individuals' personal information when the aggregated data shared is for fewer than five chairholders. TIPS shares data with only one key administrative contact per institution, identified by the institution as having the authority to receive the data, under very strict confidentiality requirements. No data on sexual orientation nor the subcategories of visible minority group and persons with disabilities is shared with institutions.

For more information, please refer to the relevant agency's Personal Information Banks:

NSERC: PSU 941 and PSU 942, described in [NSERC's Info Source](#).

SSHRC: PSU 941, PSU 942 and PPU 055, described in [SSHRC's Info Source](#). The Personal Information Bank for the New Frontiers in Research Fund is in development.

CIHR: PSU 941 and PSU 942, as described in [CIHR's Info Source](#).

All applications for funding **require you to complete a self-identification form**; however, if you would prefer not to self-identify and/or provide the requested information, you may select "I prefer not to answer" for any or all of the questions. Canada Research Chairs Program nominees must complete a self-identification form as an application requirement. Where the nominating institution has not met its equity targets, the program restricts nominations to nominees who have self-identified as a member of one or more of the four designated groups (women, persons with disabilities, Indigenous peoples and members of visible minorities). Where the nominating institution has met its equity targets, there are no such restrictions.

For more information about your rights under the *Privacy Act*, or our privacy practices, or to **access or correct** your personal information, please contact the relevant agency's access to information and privacy (ATIP) office:

- [NSERC's ATIP Coordinator](#)
- [SSHRC's \(and TIPS'\) ATIP Coordinator](#)
- [CIHR's ATIP Coordinator](#)

If you believe your personal information has been mishandled, or have concerns about agency privacy practices, you have the right to file a **complaint** with the [Office of the Privacy Commissioner](#).

Acronyms used on this page

ATIP: Access to Information and Privacy

PSU: Refers to Public Standard Bank

NSERC: Natural Sciences and Engineering Research Council

SSHRC: Social Sciences and Humanities Research Council

CIHR: Canadian Institutes of Health Research

TIPS: Tri-agency Institutional Programs Secretariat

Self-identification questions

1. What is your date of birth? (YYYY/MM/DD)

I prefer not to answer

2. Select the option that best describes your current gender identity. **(required)**

Gender-fluid

Man

Nonbinary

Trans man

Trans woman

Two-spirit

Woman

I don't identify with any option provided

I prefer not to answer

I identify as

3. Select the sexual orientation that best describes how you currently think of yourself. **(required)**

Asexual

Bisexual

Gay

Heterosexual

Lesbian

Pansexual

Queer

- Two-Spirit
- I don't identify with any option provided
- I prefer not to answer

Identify as

4a. Do you identify as Indigenous, that is, First Nations, Métis or Inuk (Inuit)?
(required)

- Yes
- No
- I prefer not to answer

4b. If "Yes", select the group(s) that you identify with. (required)

- First Nations
- Inuit
- Métis
- I prefer not to answer

The Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour".

5. Do you identify as a member of a visible minority in Canada? (required)

- Yes
- No
- I prefer not to answer

Note: if you answered "Yes" to question 4a (i.e., you are an Indigenous person), select "Population group not listed above" for this question. You can also select from the list any other population group that applies to you.

6. Select the population group(s) you identify with. **(required)**

- Arab
- Black
- Chinese
- Filipino
- Japanese
- Korean
- Latin American
- South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
- Southeast Asian (including Vietnamese, Cambodian, Laotian, Thai, etc.)
- West Asian (e.g. Iranian, Afghan, etc.)
- White
- Population group not listed above.
- I prefer not to answer

I identify as

The [Accessible Canada Act](#) defines disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment—or a functional limitation—whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.”

7a. Do you identify as a person with a disability as described in the Act? **(required)**

- Yes
- No
- I prefer not to answer

7b. If “Yes”, select the type(s) of disability that applies to you. **(required)**

- Communications
- Developmental

- Dexterity
- Flexibility
- Hearing
- Learning
- Memory
- Mental-health related
- Mobility
- Pain-related
- Seeing
- Disability not listed above.
- I prefer not to answer

Specify

8a. What language(s) did you first learn at home in childhood and still understand? (Select all that apply) (required)

- English
- French
- Another language
- I prefer not to answer

8b. What language(s) do you speak most often at home? (Select all that apply) (required)

- English
- French
- Another language
- I prefer not to answer

**Comments or suggestions about the self-identification questionnaire
(Maximum character count: 1500)**