

# IISD Voluntary Self-Identification Questionnaire

IISD is committed to creating an inclusive workforce that reflects the diverse international population we proudly serve. We celebrate our diversity and strive to create an environment rooted in equity where everyone’s potential is fully realized.

IISD encourages applicants to complete the brief questionnaire below. Applicants are permitted to self-identify as a member of one or more equity-deserving groups, including women, people beyond the gender binary, racialized people, Indigenous Peoples, persons with disabilities, and 2SLGBTQIA+. Responses are voluntary. Information collected will be used solely to carry out IISD’s vision and mission under the Diversity, Equity, and Inclusion framework, and for no other purpose. Information is protected under the provisions of the Privacy Act and will be held in the strictest confidence.

**Name of applicant:** \_\_\_\_\_

**Position applying for:** \_\_\_\_\_

## 1. Indigenous Peoples

Indigenous identity refers to whether the person identifies as a North American Indian or a member of a First Nations, Métis, or Inuit community. Indigenous identity includes those who report being Registered or Treaty Indians, as well as non-status and non-registered Indians.

**Do you identify as an Indigenous Person?**                      **Yes**            **No**

## 2. Person with a Disability

A person with a disability has a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment, and

- a) Considers himself/herself/themselves to be disadvantaged in employment by reason of that impairment or
- b) Believes that an employer or potential employer is likely to consider him/her/them to be disadvantaged in employment by reason of that impairment (includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace).

**Do you identify as a person with a disability?**                      **Yes**            **No**

### 3. Racialized person

Racialized groups include people who might experience differential treatment, outside of the norm, based on race, ethnicity, language, or culture.

**Do you identify as a member of a racialized group?** **Yes** **No**

Select all that apply:

Black (e.g., Caribbean, African descent)

Chinese

Filipino

Hispanic or Latino/Latinx

Japanese

Korean

Middle Eastern/West Asian/North African (e.g., Egyptian, Iranian, Israeli, etc.)

South Asian (e.g., Afghan, East Indian, Pakistani, Sri Lankan)

Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)

Another group not listed above (please specify) \_\_\_\_\_

### 4. Sexual and Gender Identity

**How do you like to describe your sexual identity?**

Select all that apply:

Asexual

Bisexual

Fluid

Gay

Heterosexual

Lesbian

Pansexual

Queer

Questioning

Another sexual identity not listed  
(please specify):

\_\_\_\_\_

### How do you describe your gender identity?

Gender identity is our internal experience of our gender and how we name our gender. It may correspond with the sex someone was assigned at birth, or it may not. Gender identity evolves as we gain new language and understanding, so there is an entire spectrum within which someone may identify.

Select all that apply:

Genderqueer

Genderfluid

Gender non-conforming

Intersex

Man

Non-binary

Questioning

Transgender

Two-Spirit

Woman

Another gender identity not listed  
(please specify):

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