

<p style="text-align: center;"><b>MEDICINE BY DESIGN SELF-IDENTIFICATION FORM</b></p>
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**Notice**

The collection of self-identification data is important to the University of Toronto's [pursuit of excellence and equity](#) and is consistent with the CFREF program's commitment to equity, diversity, and inclusion (EDI). The data collected will provide Medicine by Design with accurate information on the diversity of the population applying for and receiving funding. This information increases our ability to monitor our progress in advancing EDI across our community and to identify and address systemic barriers.

The collection, use, disclosure, retention, and disposal of your personal information are conducted in accordance with the [Freedom of Information and Protection of Privacy Act](#). Your information will be managed in accordance with University's [guidelines](#) for the protection of personal and other confidential information.

The data collected via this form will be held confidentially, separate from all other employment or personal data. This information will be securely accessed only by the University's Research Equity and Diversity Strategist. Data will be reported only in aggregate, and aggregated reporting will be limited to a small number of senior administrative officials. Data collected via this form will be used solely for the purposes of this competition and may not be accessed or used for any other purpose.

The questions in this form are consistent with those found in the University of Toronto's Employment Equity Survey.

If you do not wish to respond to the survey, please indicate that you choose not participate by clicking the box at the top of the first page of the form.

**Submitting your Survey**

To return your completed survey, please click the "SUBMIT FORM" button at the bottom of the survey. This step will generate an automatic email to Andrea Gill, Research Equity and Diversity Strategist. **Please do not submit your self-identification survey with the other application materials.**

Thank you for assisting Medicine by Design in achieving its EDI objectives.

- I choose not to answer this survey.

### 1. Gender and Gender Identity:

The options identified below are based on the terminology used by the Ontario Human Rights Commission in the [Policy on Discrimination and Harassment Because of Sexual Orientation](#) and the [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#).

Do you self-identify as:

- Woman
- Man
- Trans<sup>1</sup>
- Two-Spirit
- Another gender identity (Please specify): \_\_\_\_\_
- I choose not to answer

<sup>1</sup> Trans refers to a person who identifies with a gender other than the one assigned to them at birth, or to a person whose gender identity and gender expression differs from stereotypical masculine and feminine norms. It is also used as an umbrella term for those who identify as transgender, transsexual, trans, gender variant, gender non-conforming, genderqueer, or an analogous term.

### 2. Sexual Orientation:

The options identified below are based on the terminology used by the Ontario Human Rights Commission in the [Policy on Discrimination and Harassment Because of Sexual Orientation](#) and the [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#).

Do you self-identify as (choose all that apply):

- Gay
- Lesbian
- Straight/Heterosexual
- Bisexual
- Queer

- Two-Spirit
- Another identity/term (Please specify): \_\_\_\_\_
- I choose not to answer

### 3. Persons with Disabilities:

Based on the definitions from the [Federal Contractors Program](#), “persons with disabilities” are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) AND

A) who 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.

This definition also includes persons with disabilities who have been accommodated in their current job or workplace.

Some examples of disabilities are noted below. Please note that these definitions follow medical definitions of disability.

- Acquired brain injury
- ADHD
- Autism spectrum disorder
- Chronic health disability (e.g., Crohn’s disease, hemophilia, epilepsy, asthma, diabetes, HIV/AIDS, cancer, etc.)
- Co-ordination/dexterity disability (e.g., arthritis, cerebral palsy, cystic fibrosis, multiple sclerosis)
- Deaf, deafened, hard of hearing
- Learning disability
- Mental health disability (e.g., schizophrenia, chronic depression, anxiety disorder, bipolar disorder, etc.)
- Mobility disability (e.g., amputations, paraplegia, reliance on walker/ scooter/ or mobility aid due to disability)
- Speech impairment (e.g., aphasia, stuttering, cluttering, etc.)
- Vision loss or impairment/legally blind (not correctable by glasses or contact lenses)

Do you identify as a person with a disability?

- Yes
- No
- I choose not to answer

**4. Indigenous Identity:**

Do you identify as Indigenous, that is First Nations (North American Indian), Métis, or Inuit?

- Yes
- No
- I choose not to answer

**5. Racialized Persons/Persons of Colour:**

We are aware that many individuals no longer use the term “visible minorities” and instead self-identify as “people of colour” or “racialized persons.” For the purposes of employment equity, members of such groups in Canada are persons, other than Indigenous/Aboriginal People (defined above), who are non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship.

Do you self-identify as a “Person of Colour” or “Racialized Person”?

- Yes
- No
- I choose not to answer