**Supplementary Self-Identification Questionnaire (Voluntary)**

**Name of Applicant:**

OECTA ‘s commitment to Accessibility, Inclusion, Diversity and Equity (AIDE) recognizes the collection of self-identifying data as central to our goal of creating a welcoming and inclusive environment for all members and staff. Self-identifying data helps us to understand the diversity of members who are participating in OECTA sponsored events.

OECTA is asking members to fill out the following section to provide the Association with more comprehensive information regarding the membership. This data will be used for the purpose of ensuring that the selection process for International Collaboration for Education accounts for members who belong to equity deserving groups. The data will be held in confidence within the selection committee and will not be submitted with the application to CTF. Please be advised that you are not required to fill out this section if you are not comfortable in doing so.

**Self-identification**

Do you identify as a member of one of more of the groups below? Select all that apply.

1. **Gender Identity**

What is your gender identity?

Woman

Man

Non-Binary

Other

If your gender identity is not listed above, please specify (optional):

1. **Gender Expression**

Do you identify as Two – Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual?

Yes

No

If you are a member of the 2SLGBTQIA+ please specify the group/s, you belong to (optional):

1. **Indigenous Person**

Based on your cultural/ancestral background, do you identify as an Indigenous person?

Yes

No

If yes, check the best category that applies to you:

First Nations

Métis

Inuit

Other

If you are a member of the Indigenous Peoples group not listed above, please specify (optional):

1. **Racialized Person**

Do you identify as a member of a racialized group? Check the category that best applies to you:

Black (including African Black, Canadian Black, Caribbean Black persons)

Latin American (including persons from Central and South America, etc.)

Asian (including people from East, South, Southwest Asia etc.)

Middle Eastern (including people of West Asian descent who are Arab, Persian, Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)

Mixed race, please explain below (optional)

Other

If you are a member of a racialized group not listed above, please specify (optional):

1. **Person with disability**

Do you identify as a person with disability?

Yes

No

Optional: If you wish to provide further details, please select the boxes that apply to you.

Blind (unable to see or difficulty seeing)

Coordination or dexterity (difficulty using hands or arms, for example, grasping or handling a stapler or using a keyboard)

Deaf (unable to hear or difficulty hearing)

Mobility (difficulty moving around, wheelchair user or assistive device user)

Speech (unable to speak or difficulty speaking and being understood)

Mental illness (including depression, anxiety disorders, mood disorders and schizophrenia disorders)

Neurocognitive (Parkinson’s disease, Multiple sclerosis)

Neurodevelopmental (Dyslexia, Attention Deficit/Hyperactivity, Autism Spectrum, Communication)

Other

If you have other disabilities not listed above, please specify (optional):

Explanation of Identities (\*)

1. **Gender Identity**

Each person’s internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person’s gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person’s gender expression/ sexual orientation

1. **Gender Expression**

Is how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person’s chosen name and pronoun are also common ways of expressing gender. A person’s internal and individual experience of their sense of self with respect to being a woman, man, blend of both, Two-Spirit, Trans, Gender Non-Conforming or neither. Since gender identity is internal, one's gender identity is not necessarily visible to others. All people have a gender identity. 2SLGBTQIA+ is an umbrella acronym/term for individuals who experience marginalization based on gender identity and/or gender expression. 2SLGBTQIA+ identities have diverse experiences, identities, and social locations.

* Genderqueer/Gender Non-Conforming/Gender Variant are individuals who do not follow gender stereotypes based on the sex they were assigned at birth. They may identify and express themselves as “feminine men” or “masculine women” or as androgynous, outside of the categories “boy/man” and “girl/woman”. People who are gender non-conforming may or may not identify as trans.
* Transgender is a broad term for people whose gender identity or expression is different from those typically associated with their sex assigned at birth. "Trans" is shorthand for "transgender." Note: Transgender is correctly used as an adjective, for example: "transgender people," "people who are transgender," "a woman who is transgender," etc. However, "transgenders" or "transgendered" are incorrect and disrespectful.
* Transition refers to a host of activities that some trans people may pursue to affirm their gender identity. this may include changes to their name, sex designation, dress, the use of specific pronouns, and possibly medically supportive treatments such as hormone therapy, sex-reassignment surgery, or other procedures. There is no checklist or average time for a transition process, and no universal goal or endpoint. Each person will decide what meets their needs.
* Two-Spirit is a term used by Indigenous people to describe from a cultural perspective people who are gay, lesbian, bisexual, trans, or intersex. It is used to capture a concept that exists in many different Indigenous cultures and languages. For some, the term two-spirit describes a societal and spiritual role that certain people played within traditional societies; they were often mediators, keepers of certain ceremonies; they transcended accepted roles of men and women and filled a role as an established middle gender.

One’s gender identity is different from sex (male and female), sexual orientation (who one is romantically or sexually attracted to) and may be different from one’s assigned or biological sex.

1. **Indigenous Person**

The term Indigenous peoples of Canada is an umbrella term to describe individuals who self -identify as First Nations, Inuit and Métis peoples. They share a common link in their Indigenous ancestry and each group has separate lived experiences with unique heritages, languages, cultural practices, and spiritual beliefs. Any individual who identifies as Indigenous and was accepted by the group or community as one of is members was to be regarded as an Indigenous person.

1. **Racialized Person**

A social construct of certain groups of people based on their skin color and/or ethnicity. Increasingly, people prefer to be referred to specifically as Black people, Chinese people or Latin American people, the term racialized acknowledges the fact that the barriers faced by these groups are rooted in the historical and contemporary racial prejudice of society and are not a product of their identities or shortcomings. The term racialized is more widely accepted and has replaced the outdated person of color and visible minorities term that implies inferior social position rather than numerical status or size.

1. **Abilities/Disabilities**

Individuals with a broad range of conditions, some visible and others not (e.g., physical, mental, and learning disabilities, hearing or vision disabilities, epilepsy, environmental sensitivities). A disability may be present from birth, may be caused by an accident, or may develop over time. Many people with disabilities face limited opportunities to education and employment than other people due to discrimination and lack of accommodation.