

Western's Commitment to Equity, Diversity and Inclusion

Western University recognizes that our commitment to equity, diversity and inclusion is central to the University's mandate as a research intensive institution of higher learning and a community leader. Western understands that our pursuit of research excellence and our commitment to equity, diversity and inclusion are compatible and mutually supporting. As such, Western is committed to achieving and maintaining an equitable representation amongst our Canada Research Chair holders, as well as within Western's broader research enterprise.

For additional information about Western's participation in the Canada Research Chairs Program, please visit : https://www.uwo.ca/facultyrelations/research_chairs/crc-edi-requirements.html

Canada Research Chair Applicant Survey

Please assist us by completing this brief survey. Be assured that those considering your application will not have access to your specific survey information; rather, the survey data will be aggregated for equity-related purposes.

In support of Western's commitment to equity, diversity and inclusion, the University collects applicant data related to the representation of designated groups: women, members of racialized groups, Indigenous peoples, and persons with disabilities. We collect this applicant data to help us assess the diversity of our applicant pool and the effectiveness of our recruitment procedures.

Note: This data is collected under the authority of the University of Western Ontario Act, 1982. Questions about this collection of information may be directed to the Director, Equity and Human Rights Services, Western University, London, ON, N6A 3K7; Phone 519-661-3883.

Please note that participation in this survey is voluntary.

If you do not wish to participate in this survey, please check the box below:

- **I do not wish to complete this survey**

Please read each question and check the response that you feel best applies to you. You may self-identify as a member of more than one equity group.

- 1. Do you self-identify as a woman? Yes/No**
- 2. Do you self-identify as Indigenous, that is First Nations, Métis and/or Inuit? Yes/No/Prefer Not to Answer**
- 3. Do you self-identify as a member of a racialized group? Yes/No**

For the purposes of employment equity, members of racialized groups means 'persons, other than Indigenous peoples, who are non-Caucasian in race or non-white in colour'. This mainly consists of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese. Please note this question does not refer to the country in which you were born, your citizenship or your religion.

- 4. Do you self-identify as a person with a disability? Yes/No**

Persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment. This definition includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

END OF SURVEY MESSAGES:

Survey participants will receive:

Thank you for completing this applicant survey.

Your participation assists Western in its commitment to achieve and maintain an equitable representation amongst our Canada Research Chair holders, as well as within Western's broader research enterprise.

OR

Survey non-participants will receive:

Thank you for considering our request for your participation in this survey.
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