

Voluntary Candidate Diversity

Dimensions Definitions

Indigenous person

As defined by the [Employment Equity Act](#), an **Indigenous person** is someone who identifies as a member of a First Nation, Métis, or Inuit. Members of a First Nation include treaty, status, or registered Indigenous people, as well as non-status and non-registered Indigenous people.

Visible minority

As defined by the [Employment Equity Act](#), member of a **visible minority** is someone (other than an Indigenous person) who is non-white in colour/race regardless of place of birth. The visible minority group includes the following response categories:

- Arab
- Black
- Chinese
- Filipino
- Japanese
- Korean
- Latin American
- South Asian
- Southeast Asian
- West Asian
- White/Caucasian
- Population group not included in the list of options
- Prefer not to respond

Language

Language asks you to indicate your primary language. The response options are:

- English
- French
- English and French (bilingual)
- Other bilingual
- Other (e.g. Spanish, Mandarin)

Neurodiverse

Neurodiverse refers to natural variations in the human brain such as autism, dyslexia, dyspraxia, and other neurological conditions (e.g. ADHD, learning disabilities).

Person with disabilities

According to the [Employment Equity Act](#), a **person with a disability** has a long term or recurring physical, mental, sensory, psychiatric, or learning impairment and:

- considers themselves to be disadvantaged in employment by reason of that impairment
- believes 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 whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Disabilities include:

- co-ordination or dexterity (difficulty using hands or arms, for example, grasping or handling a stapler or using a keyboard)
- mobility (difficulty moving around, for example, from one office to another or up and down stairs)
- blind or visual impairment (unable to see or difficulty seeing)
- deaf or hard of hearing (unable to hear or difficulty in hearing)
- speech impairment (unable to speak or difficulty speaking and being understood)
- Mental health condition (alterations in thinking, mood, or behaviour such as anxiety, depression or psychiatric illness)
- other disability

Caregiver status

Caregiver status asks if you identify as someone supporting a dependent. A dependent is a person who relies on you as their main source of financial support or someone who requires your assistance in attending to their basic personal needs and care.

LGBTQ2S+

LGBTQ2S+ asks if you are someone who identifies as LGBTQ2S+ (Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Two-Spirit, Plus).

Gender identity

Gender identity refers to a person's internal sense of being a woman, man, both, neither or somewhere along the gender spectrum. If you're unsure or you don't align directly with any of the listed identities, you can select "prefer not to answer" or "gender identity not listed in list of options". The response options for this question are defined as follows:

- **Man** refers to a person who defines themselves as a man.
- **Woman** refers to a person who defines themselves as a woman.
- **Transgender:** refers to a person whose sex assigned at birth is different from their gender identity.
- **Non-binary** is a way of identifying and/or expressing oneself outside the binary gender categories of man/woman.
- **Gender fluid** refers to a person whose gender identity or expression changes or shifts along the gender spectrum.
- **Gender queer** is a term used to describe a person who doesn't 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."
- **Two-Spirit** is a term used by some North American Indigenous people to indicate a person who embodies both female and male spirits or whose gender identity, sexual orientation or spiritual identity is not limited by the male/female dichotomy.