



Self-Declaration Survey
PROTECTED B (when completed)

INSTRUCTIONS

- The self-declaration survey gives volunteers the opportunity to “self-identify”, or declare, based on their understanding of the definitions, that they are a member of one or more of the designated groups.
- The survey collects information on the composition in our volunteer community. The results assist in facilitating the planning, reporting and implementation of community engagement initiatives.
- All volunteers are requested to participate in this survey, regardless of when they last self-identified. Each question has the option “prefer not to answer”.
- If you need more information or require assistance in completing this survey, please contact the National Community Engagement office.
- You may self-declare as belonging to both the Indigenous Peoples group and the Visible Minorities group only if you are of mixed ancestry such as having a parent who is Indigenous and a parent who belongs to a visible minority group.

Designated groups:

Women: are members of a designated group under the *Employment Equity Act (EEA)*.

Indigenous: An Indigenous person is a North American Indian or a member of a First Nation, Métis, or Inuit. North American Indians or members of a First Nation include status, treaty or registered Indians, as well as non-status and non-registered Indians.

Visible Minority: A person in a visible minority group in Canada is someone (other than an Indigenous person) who is non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship. Examples of visible minority groups include:

- Black
- Chinese
- Filipino
- Japanese
- Korean
- Non-White Latin American (including: indigenous persons from Central and South America, etc.)
- Non-White West Asian, North African or Arab (including: Egyptian; Libyan; Lebanese; Iranian; etc.)
- Person of Mixed Origin (with one parent in one of the visible minority groups)
- South Asian/East Indian (including: Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.)
- Southeast Asian (including: Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.)



Person with a disability: 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, or, believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. It includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. A disability may be visible or invisible. Examples of disabilities are listed below:

- **Co-ordination or Dexterity** (difficulty using hands or arms such as grasping objects or using a keyboard, etc)
- **Mobility** (difficulty moving around from one office to another or using stairs, etc)
- **Blind or visually impaired** (unable to see or difficulty seeing – but do not include yourself if you can see well with glasses or contact lenses)
- **Deaf or hard of hearing** (unable to hear or hard of hearing)
- **Speech** (aphasia, etc)
- **Non-visible physical impairment** (diabetes, epilepsy, etc)
- **Other disability** (post-traumatic stress disorder (PTSD), learning disability such as dyslexia, developmental and all other types of disabilities, anxiety disorder, depression, etc)

THE SELF-DECLARATION SURVEY

Full Name:		
CFOne:	Location:	
Women: Do you self-identify as a woman?		
<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> Prefer not to answer
Indigenous: Do you self-identify as an Indigenous person?		
<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> Prefer not to answer
Visible Minority: Do you self-identify as a visible minority?		
<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> Prefer not to answer
Person with a disability: Do you self-identify as a person with a disability?		
<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> Prefer not to answer



Privacy Notice

Participation in the self-declaration survey is a voluntary process and as such personal information is collected on a voluntary basis pursuant to the *National Defence Act* and the *Canadian Human Rights Act*. The information is used for the administration of the Canadian Forces Morale and Welfare Services (CFMWS) National Volunteer Policy in order to identify and eliminate systemic discrimination and to ensure target groups participate in and are equitably represented in volunteer activities. The information may also be used for statistical purposes and may be shared within the organization for planning and policy purposes related to equality and diversity, and for volunteer opportunities in support of CFMWS activities, programs and services.

Personal information is protected, and is only used and disclosed in accordance with the provision of the [Privacy Act](#) as described in personal information bank Volunteers – CFMWS PPU 100. Under the Act, individuals have rights of access to and correction of their personal information, and the right to file a complaint to the Privacy Commissioner of Canada regarding the institution’s handling of personal information.

If you require clarification about this statement, contact our privacy coordinator at ATIP.AIPRP@cfmws.com. For more information on the *Privacy Act*, consult the [Office of the Privacy Commissioner of Canada](#).

I have read and understand the Privacy Notice, and consent to the collection, use and disclosure of my person information as described therein.

SIGNATURE OF VOLUNTEER:	DATE:mm/dd/yyyy
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