

The Annapolis Valley Regional School Board believes it has a major responsibility for equitable treatment for all people under its mandate or influence. The Board endeavors to have policies and procedures which ensure that employment barriers and systemic discriminatory practices are identified and strategies developed and implemented to achieve a fair and reasonable representation of “*identified peoples*”. We are committed to having an up-to-date picture of our workforce representation which allows us to identify where under-representation exists and to focus our efforts towards removing barriers that may exist.

Through the completion of the Employee Self-Identification Survey, the Board and its Race Relations, Cross Cultural Understanding, and Human Rights (RCH) Division will have greater awareness of the diversity within the Board. The use of this information will comply with the Freedom of Information and Protection of Privacy Act (FOIPOP) and any of the AVRSB’s policies and procedures relating to the confidentiality of personal information.

By completing this questionnaire, you will assist in the preparation of a profile that shows the diversity of our workforce. The questionnaire is voluntary. However, the more people who complete it, the more accurate our profile will be. Should you choose not to complete the questionnaire, simply check the box at the bottom of the form.

**Employee’s Name:** \_\_\_\_\_

**CONFIDENTIALITY**

The Annapolis Valley Regional School Board will be responsible for a computerized data bank containing your information. Information may be released from this survey in the form of statistics. Information recorded by any employee will be amended, or removed from the data bank, upon written request from the individual.

**ABORIGINAL IDENTITY**

For the purpose of this form, Aboriginal Peoples are persons who consider themselves to be North American First Nations, Inuit, or Métis (Métis refers to those of historical Métis Nation ancestry; descendants of Red River Valley).

Do you consider yourself to be an Aboriginal person?

- Yes
- No

If **YES**, please check the group that best applies:

- On-Reserve
- Off-Reserve
- Inuit, please specify Community \_\_\_\_\_
- Métis, please specify Community \_\_\_\_\_
- First Nations (please identify the band):
  - Acadia
  - Annapolis Valley
  - Bear River
  - Eskasoni
  - Glooscap
  - Indian Brook
  - Membertou
  - Millbrook
  - Paq’tnkek
  - Pictou Landing
  - Potlotek
  - Wagmatcook
  - We’koqma’q
- Non-Nova Scotia Band, please specify \_\_\_\_\_

**ANCESTRY**

For the purpose of this form, we are asking for your ethnic or cultural origins; ancestors from either/or both sides of the family. Ethnic or cultural ancestry should not be confused with citizenship.

Please select one or more from the following:

- Acadian/Acadien descent
- African descent (Black)
- Asian descent
- European descent
- Middle Eastern descent
- Other, please specify \_\_\_\_\_

**PARTICIPATION**

I have decided not to participate in this survey:  Please check here

***Thank you for your cooperation.***