



## Voluntary Self-Identification Questions and Definitions

South West District is dedicated to supporting participation opportunities for all Saskatchewan people.

**Providing a response to any, or all, of the self-identification questions is voluntary.**

Information provided may be used for communications with funders, within our organization and/or statistical purposes in a compiled format (ONLY). Personal information will not be used or shared outside of our organization, as directed by South West District's Privacy Policy and by the Local Authority Freedom of Information and Protection of Privacy Act (LAFOIP).

### YOUR PARTICIPATION

Self-identification is about you! If you choose to participate, you help us gather information about who is represented in our programming and help us to do our best to ensure programming is meeting your needs.

**1. What is voluntary self-identification?** It is the voluntary and confidential self-identification description of an individual's identity.

**2. Why am I being asked to self-identify?** Inclusion is a fundamental principle guiding culture/recreation/sport development in Saskatchewan and across the country. Being informed about our member's identity helps us to understand our clients and their needs so that we can enhance participation and support an inclusive culture/recreation/sport environment.

**3. Is it discriminatory to ask about heritage, gender or disabilities?** No. Under the *Canadian Human Rights Act*, it is not a discriminatory practice to collect information, if it is intended to be used in adopting or carrying out a special program, plan or arrangement designed to eliminate discrimination of certain groups of individuals (*Canadian Human Rights Act*, 2004, Section 16 (3)).

**4. Why should I complete the self-identification questions?** Information collected from participants who self-identify will be valuable for creating inclusive, safe, and welcoming spaces for all Saskatchewan residents to participate in culture/recreation/sport. The process is 100% voluntary, and no one can identify for you or against your wishes. However, in the case of a minor it is the legal guardian who must consent to an individual's voluntary self-identification.

**5. How is the information used and is it confidential?** The information collected can help us to better serve all our participants by better understanding their diversity and by targeting equity measures and initiatives in support of inclusive culture/recreation/sport. All information is held in confidence as per the Local Authority Freedom of Information and Protection of Privacy Act. (LAFOIP)

**6. What if my information changes later on?** If you wish to update information about yourself, you can contact us to provide changes.

**7. Can I identify in more than one group?** Yes, the questions are meant to allow an individual to self-identify in a way that is individually meaningful. You may also choose to self-describe your identity using terminology that best represents you. The self-identification forms also include definitions to assist you with the process.

## DEFINITIONS OF TERMS

- **First Nations:** Includes Status and Non-Status Individuals.
  - Status: Individuals registered under the Indian Act who identify with a First Nation community-ancestral land.
  - Non-Status: Individuals who identify with a First Nation community-ancestral land but are not registered under the Indigenous and Northern Affairs Canada registry system.
- **Métis:** “a person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of historic Métis Nation Ancestry and who is accepted by the Métis Nation.” (Metis Nation Citizenship. 16 April 2019. <http://www.metisnation.ca/index.php/who-are-the-metis/citizenship>)
- **Inuit:** The members of an Indigenous people whose homeland is the Canadian Arctic, which includes: Yukon, Northwest Territories and Nunavut, in addition to Northern Quebec and Northern Labrador.
- **Newcomer:** An inclusive self-identifying term for those individuals who are not originally from Canada and may hold, for example, refugee status, permanent resident status, and/or be a new immigrant.
- **Disability:** A person who faces challenges completing day-to-day tasks due to a long-term or recurring medical condition affecting a person’s ability in any of the following areas: physical, mental, visual, hearing, cognitive and/or intellectual.
- **Gender:** “The complex relationship between physical traits and one’s internal sense of self as male, female, both or neither, as well as one’s identity expressed through one’s outward presentations and behaviours related to that perception. Biological/ assigned sex and gender are different; gender is not inherently connected to one’s physical anatomy.” (Terminology Basics. 16 April 2019. <http://goathletes.org/resources>)
- **Prefer to Self-Describe:** A space provided for each individual to identify in the most specific, or accurate, way they would like to.

*Thank you to Sask Sport for helping South West District to prepare this document.*