



SSRSB Self-Identification Initiative

-Frequently Asked Questions-

Effective May 1, 2015, the SSRSB is encouraging all students and staff to self-identify their ancestry and/or Aboriginal identity. We understand you might have questions about this initiative. We hope the information below will help provide some answers.

What is Self-Identification?

Self-identification is how you identify your ancestry and/or Aboriginal identity.

Why is the SSRSB collecting this information?

Collecting this data helps us to understand who our students and staff are, and the demographics of the communities we serve. It also helps us to promote diversity and inclusion in schools and worksites.

How will the SSRSB use this information? Will it be confidential?

Your information will be used to create data about our student and staff populations. It will help us to assess the representation of designated groups within our region and in various programs. It will also help us to set equity goals and monitor progress toward them. Like all personal information, your self-identification information is protected by the Freedom of Information and Protection of Privacy (FOIPOP) Act and is kept confidential.

Is it legal to ask for this information?

Yes, as long as it is used to carry out a program, plan or arrangement designed to eliminate discrimination toward groups of individuals (Canadian Human Rights Act, 2004, Section 16 (3)). See the question above about how the SSRSB will use this information.

Can anyone else provide my self identity information?

By law, school staff cannot provide this information unless a parent/guardian or the individual themselves (if in grades 10-12) gives permission.

Am I required to self-identify?

While we encourage everyone to self-identify, you can choose whether or not to provide information. There is no penalty if you choose not to self-identify.

I've filled out self-identification in the past. Should I do it again?

Yes. We want to make sure everyone has a chance to provide this information. You may also need to update your information, since you can now include more information that was previously unavailable.

I don't think I belong to any visible group. Should I self-identify?

Yes! Self-identification is for everyone. All information helps us to understand more about the staff in our organization.

Can I identify with more than one group?

Yes. We can include more than one ancestry and/or Aboriginal identity on the database.

Is "Canadian" an identity option?

No. For the purposes of our records, we ask you to identify your ancestry. "Canadian" refers to a nationality, not an ancestry.

I've been part of programs for designated groups at school. Should I still self-identify?

Yes. By self-identifying, you can help us link programs with statistical data about our students.