



Diversity Self-Identification Form – Pensions and Benefits

Purpose:

- The Treasury Board of Canada Secretariat (TBS), Office of the Chief Human Resources Officer is committed to an appointment process for [pension and benefits boards and committees](#) that is open, transparent and merit-based, that also will bring appointees of high quality who reflect Canada's diversity. The information collected is for statistical purposes and allows TBS to ascertain the diversity composition of its boards and committees.

Data Use and Storage:

- TBS is committed to protecting the privacy rights of individuals, including safeguarding the confidentiality of the information provided to it.
- Your response to the diversity self-identification questions is voluntary and is collected under the authority of the [Financial Administration Act](#). The information collected will be used for the purposes described in the following standard Personal Information Bank, [Members of Boards, Committees and Councils – TBS PSU 919](#).
- All sections of this form are voluntary. You may self-identify in more than one group. The information collected will allow for:
 - The tracking of diversity statistics;
 - Up to date information on the diversity composition of board and committee members; and
 - Alignment with the Government of Canada's direction on diversity, namely the [50-30 Challenge](#), which focusses on gender parity (50%) and increased participation from under-represented groups (30%) on boards of management.
- To support data integrity efforts, it is appreciated that the Diversity Self-Identification Form be returned even if you decline to disclose your diversity information.
- The personal information collected will be accessible to the program staff responsible for supporting boards and committees in the Office of the Chief Human Resources Officer, Pensions and Benefits Sector. Aggregate data will be compiled and shared with senior management for statistical purposes, on an as needed basis.

Access to Information:

- Under the [Privacy Act](#), you have the right to access your personal information and make corrections to it. Any questions, comments or concerns you may have regarding this statement, your privacy rights or the *Privacy Act* can be directed to the TBS Access to Information and Privacy Coordinator by email at atip.aiprp@tbs-sct.gc.ca or by calling 613-369-3201. If you are not satisfied with TBS's response to your privacy concern, you may wish to contact the Office of the Privacy Commissioner of Canada by email at info@priv.gc.ca or by telephone at 1-800-282-1376.

Once completed, please send this form to: PBSAdvisory-SPASconsultation@tbs-sct.gc.ca or by mail to:

Pensions and Benefits Sector – Advisory/Consultation
Office of the Chief Human Resources Officer
Treasury Board of Canada Secretariat
The James Michael Flaherty Building,
90 Elgin St., Mail Room
Ottawa ON K1A 0R5

Should you have any questions, please contact: PBSAdvisory-SPASconsultation@tbs-sct.gc.ca.

A. PERSONAL INFORMATION

Surname (last name):

First name:

Middle name:

E-mail address:

Province/Territory of residence:

First official language:

B. MEMBERSHIP

I am a member of a pension or benefits board or committee

Board/Committee name:

I would like to be a member of the Observer Program

C. GENDER

Do you self-identify as a woman?

Yes

No

Decline to answer

D. INDIGENOUS PERSON

Do you self-identify as an Indigenous Person?

Yes

No

Decline to answer

E. PERSON WITH A DISABILITY

Are you a person with a disability?

Yes

No

Decline to answer

F. MEMBER OF A VISIBLE MINORITY**A visible minority in Canada is someone (other than an Indigenous Person in D above) who is non-white in colour or race, regardless of place of birth.**

Do you self-identify as a member of a visible minority group?

Yes

No

Decline to answer

G. LGBTQ2 PERSON

Do you self-identify as an LGBTQ2 person?

Yes

No

Decline to answer

H. CONSENT AND DECLARATION

I agree to have my diversity information used for statistical purposes to inform the diversity composition of boards and committees related to public service pension and benefit plans.

I declare that all information is true.