

Rivers West District Expanded Voluntary Self Identification Resource for Individual Members

Your participation:

Self-identification is about you! If you choose to participate, you help Rivers West District gather information about who is represented in sport 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 sport development in Saskatchewan and across the country. Being informed about our member's identity helps Rivers West District to understand our members and their needs so that we can enhance participation and support an inclusive 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 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 organizations to better serve all their members by better understanding the diversity of their membership and by targeting equity measures and initiatives in support of inclusive 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 Rivers West District 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.