

## Definitions

For collection of diversity information in the self-declaration, the definitions are based on the Saskatchewan Human Rights Commission (SHRC) policies.

### Women

Women shall be considered under-represented in occupations within an employer's labour force if women occupy less than 45 per cent of positions in those occupations.

### Aboriginal/Indigenous

Aboriginal people are those who identify themselves as First Nations, Métis or Inuit.

### Persons with a Disability

Persons with disabilities:

- Have persistent physical, intellectual, mental, psychiatric, sensory or learning conditions that:
  - require an assistive device and/or personal support or service which enables such persons to perform the essential functions of a job; and/or
  - require some form of accommodation such as extra rest breaks, or time off/leave to obtain treatment as necessary, or modifications to job responsibility, job site, or work hours;
- Consider themselves, and believe an employer or a potential employer would consider them disadvantaged in finding, retaining or advancing in employment because of that condition.

### Visible Minority

Persons, other than Aboriginal peoples, who are people of colour. Members of visible minorities may, for example, be persons of African, Chinese, Filipino, Japanese, Korean, Pacific Islander, East Asian, Southeast Asian, West Asian, Arab or Latin American ancestry.