



Voluntary Self-Declaration

Aboriginal applicants are encouraged to voluntarily self identify when submitting applications for positions within the WRHA.

There are two ways that you can choose to do this:

1. Indicate on your resume or cover letter that you are an Aboriginal person, or
2. Complete a Voluntary Self-Declaration Form, available on-line or at the WRHA Human Resources office, and attach it to your resume or application form

Why should I self-identify as being of Aboriginal descent?

We acknowledge that some people are hesitant to indicate they are of Aboriginal ancestry on their applications due to past difficulties or challenges. To recognize potential uncertainty you may have, please be assured that:

- a. This information is being used to:
 - Understand where Aboriginal applicants are successful at gaining employment
 - Assist the WRHA to track the number of Aboriginal people that have applied, were interviewed and hired within the healthcare system
 - Provide data to identify gaps in Aboriginal participation that can provide a target for future initiatives to ensure greater Aboriginal participation in those areas (i.e. training partnerships, mentoring, and internship programs)
 - Identify people that may want to access the Aboriginal Staff Network or participate in career fairs and other events to assist us in promoting their professions to aboriginal youth.
- b. The objective of the voluntary self-declaration form is to:
 - Encourage applicants to self identify as being a person of Aboriginal ancestry
 - Help individuals to indicate which groups they belong to as an Aboriginal person
 - Provide managers/supervisors with a tool that can help them identify the Aboriginal candidates

If you require further information regarding voluntary self-declaration, or if you wish to withdraw your voluntary self-declaration, please contact the Aboriginal Human Resources Initiative, Winnipeg Regional Health Authority at 926-7092 or by email at ahri@wrha.mb.ca.





ABORIGINAL VOLUNTARY SELF-DECLARATION FORM

Please check and complete the statement(s) most applicable to you.

- I declare I am a Status Indian/Treaty-Indian because of my tribal affiliation with the _____ First Nation and Band (Treaty # _____)
- I declare I am a non-status Indian because of my tribal affiliation with the _____ Nation.
- I declare I am a Métis because:
I am a member of the _____ Métis Association, or
I am affiliated with the _____ Métis local / community.
- I declare myself to be Inuk because:
I am enrolled as a beneficiary of the _____ land claim agreement
I am a member of the Labrador Inuit Association, or
I am affiliated with the _____ Inuit community.
- I declare myself to be an Aboriginal person because _____

All information I have given herein is true and complete and may be verified.

Signature _____

Print Name _____

Date _____

NOTE: If it is determined that any declaration made above is false, such false declaration shall constitute just cause for termination of employment.

