



Applicant Self-Identification Form

Statement on Diversity

CGR seeks to create a welcoming workplace that attracts and retains a wide variety of talented people with different perspectives and new ideas. We value diversity among all dimensions of the human experience, including gender, race, color, religion, gender identity, national origin, differing abilities, gender expression, veterans, socio-economic status, and sexual orientation. We believe diversity improves the quality of our work and the communities we are part of, making an important statement about the inherent worth of every individual.

CGR endeavors to create a respectful, inclusive and welcoming workplace as the ground on which a truly equitable and diverse organization flourishes. CGR seeks to take responsibility by being aware of the consequences of its actions, by having open dialogues, and holding all levels of the organization accountable for diversity work to minimize the burden on individuals (particularly those from marginalized and under-represented populations and cultures) to advance diversity goals. Creating an excellent workplace climate ranks high among our priorities.

In an effort to meet our organizational goals, CGR seeks diverse, qualified candidates for all positions. To assist CGR in evaluating our performance, we ask candidates to consider voluntarily disclosing certain characteristics.

Instructions

PLEASE READ ALL INSTRUCTIONS CAREFULLY BEFORE COMPLETING THIS FORM

Anti-Discrimination Notice: It is an unlawful employment practice for an employer to fail or refuse to hire or discharge any individual, or otherwise to discriminate against any individual with respect to that individual's terms and conditions of employment, because of such individual's race, color, religion, sex or national origin.

Disclosure of this information is voluntary and choosing not to provide it will not subject you to any adverse treatment. **Please note that the self-identification form is for candidate pool tracking purposes only, and the information will not be shared with the candidate selection committee.** It will only be used to help CGR ensure we are drawing diverse and qualified candidates into our applicant pools.

Invitation to Self-Identify

1. Please check **one or more** of the categories below with which you identify (check all that apply).

☐	Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
☐	White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
☐	Black or African American: A person having origins in any of the black racial groups of Africa.
☐	Native Hawaiian or Other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
☐	Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
☐	American Indian or Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
☐	Do not wish to disclose.

Our organization does not discriminate on the basis of sexual orientation, gender identity or gender expression. In order to track the effectiveness of our recruiting efforts and ensure we consider the needs of all our employees, please consider the following optional question:

2. Do you consider yourself a member of the Lesbian, Gay, Bisexual and/or Transgender (LGBT) community?

- ☐ Yes
- ☐ No
- ☐ No, but I identify as an Ally
- ☐ Prefer not to say

Email completed form with cover letter and resume to kyorks@cgr.org