

# Quinn+Partners Equity, Diversity + Inclusion Self-Identification Questionnaire

## Forward

At Quinn+Partners, we are committed to building fulfilling careers and working together to advance sustainability in business and capital markets. As an integral part of sustainability, equity, diversity and inclusion (EDI) is a set of intentional practices that includes understanding, appreciating, and respecting unique qualities, perspectives, and experiences. We believe when people feel valued, respected and included, they are able to achieve their full potential, be more productive, and feel successful and fulfilled.

Quinn+Partners is an equal opportunity employer and seeks to pursue fairness and equity and minimize conscious and unconscious bias in our hiring practices. We are committed to growing a team with diverse backgrounds and experiences.

### **What is this information being used for and how will it be protected?**

Our intention for requesting this information is to evaluate EDI in our recruiting and hiring practices to improve EDI outcomes. The information provided is only used to determine diversity of our overall applicant pool and diversity of candidates at subsequent hiring stages (on aggregate) to evaluate potential conscious and unconscious bias. Individual information is not reviewed by any member of the company.

The information you provide in this questionnaire will be treated with the strictest confidence. The data provided is aggregated and analyzed anonymously to ensure that you will not be identified by name. Any information you provide in this survey will be used only for the purpose of advancing Quinn+Partners' EDI strategy and no other purpose. Surveys are aggregated and analyzed by an external third-party. Aggregated data is kept in a secure and private place, only accessible the third party and one member of Q&P's EDI Committee. Aggregated data is kept for the duration of the recruiting process and destroyed following our completion of our recruiting process and analysis.

### **About this Questionnaire**

- The questionnaire should only take 1–3 minutes to complete
- Please note that participation in this survey is entirely voluntary and confidential

We thank you for your participation in this survey.

## Q+P EDI Self-Identification Questionnaire

1. Gender Identity: for the purposes of this questionnaire, Gender Identify refers to one's own internal sense of self and their gender, whether that is man, woman, neither or both. Unlike gender expression, gender identity is not outwardly visible to others.

Based on the above, please select which the below you self-identify as:

- Female
  - Male
  - Non-binary/third gender
  - Prefer not to say
  - Transgender
  - Prefer to self-describe [open text box]
2. LGBTQ: For the purposes of this questionnaire, LGBTQ is an acronym for "Lesbian, Gay, Bisexual, Transgender, Transsexual, Two-Spirited, Queer and Questioning" people. People often use LGBTQ to mean all the communities included in the "LGBTQQIAA" (Lesbian, Gay, Bisexual, Transgender, Transsexual, Two-spirited, Queen, Questioning, Intersex, Asexual, Ally).

Based on the above, do you identify as being part of the LGBTQ community?

- Yes
  - No
  - Prefer not to say
  - Prefer to self-describe [open text box]
3. Race/Ethnicity: For the purposes of this questionnaire, race/ ethnicity refers to a person's ancestry and/or cultural heritage.

Based on the above, please indicate which group below you self-identify as:

- Aboriginal (e.g., First Nation, Metis, Inuit)
- African/ Black (e.g., African Canadian, African American, Caribbean, African)
- Caucasian (e.g., European/ European ancestry)
- East Asian (e.g., Chinese, Japanese, Korean)
- Latin, South or Central American
- Pacific Islander (e.g., Fijian, Polynesian)
- South Asian (e.g., East Indian, Pakistani, Sri Lankan, Bangladeshi)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino Laotian, Malaysian, Thai, Vietnamese)
- West Asian/ Middle Eastern/ Maghrebi (e.g., Arab, Armenian, Iranian, Israel, Lebanese, Palestinian, Syrian, Tunisian, Turkish)
- Prefer not to say
- Prefer to self-describe [open text box]
- Other (please specify) [open text box]

4. Persons with Disabilities: an individual who, for the purposes of employment, identifies themselves or believes that an employer or potential employer is likely to consider them to have a disability associated with either long-term or short-term injuries, or recurring physical, mental, sensory, psychiatric, or leaning impairment.

Based on the above, do you consider yourself to be a person with a disability?

- Yes
- No
- Prefer not to say
- Prefer to self-describe [open text box]