Dalhousie University
Senate Diversity Profile [a]

Equity-seeking group	LMA (2011) [b]	2016-17[a] Representation	Gap %	Gap #	2017-18[a] Representation	Gap %	Gap #	2018-19 Representation	Gap %	Gap #	LMA (2016)[d]	2019-20 Representation	Gap %	Gap #
Women	43.3 %	47.2%	+3.9	+3	44.3%	1	+1	42%	-1.3	-1	44%	41%	-3%	-3
Racially visible persons	19.1	12.5%	-6.6	-5	10%	-9.1	-6	19%	-0.1	0	21.1%	24%	+2.9%	+2
Persons with a disability	3.8%	6.9%	+3.1	+2	10%	+6.2	+4	7%	+3.2	+3	8.9%	11%	+2.1%	+2
Aboriginal people	1.3%	0%	-1.3	-1	0%	-1.3	-1	1%	-0.3	0	1.4%	1.2%	-0.2%	0
LGBTQ2+	>3%[c]	4.2%			8.6%			4%			>3%[c]	4%		

[a]# based on 71 senators (excludes student and the Kings representative) and rounded to the nearest whole number

[b]Labour market availability (LMA) for university professors (occupational category 4011), per the 2011 National Household Survey

[c]Statistics Canada data from the 2014 Canadian Community Health Survey show that 3% of Canadians identify as lesbian, gay, or bisexual

[d] Labour market availability (LMA) for university professors (occupational category 4011), per the Statistics Canada, 2016 Census

Note: The Senate Diversity Profile on or after 2018-19 is based on 85 senators (excludes students and the Kings representative)