

## Dalhousie University Diversity -All Sources

### Employees

Sr Admin Title  
All

	2010	2011	2012	2013	2014	2015	2016	2017	2010	2011	2012	2013	2014	2015	2016	2017
<b>Total</b>	2,685	2,709	2,733	2,738	2,856	3,147	3,199	3,204								
<b>Response Rate</b>	2,062	2,104	1,980	1,965	1,910	2,756	2,851	2,810	77%	78%	72%	72%	67%	88%	89%	88%
<b>F</b>	1,543	1,548	1,556	1,570	1,623	1,774	1,813	1,833	57%	57%	57%	57%	57%	56%	57%	57%
<b>RV</b>	216	212	201	202	193	296	353	369	8%	8%	7%	7%	7%	9%	11%	12%
<b>AB</b>	27	25	22	22	24	44	60	69	1%	1%	1%	1%	1%	1%	2%	2%
<b>PD</b>	72	81	77	84	79	155	175	183	3%	3%	3%	3%	3%	5%	5%	6%
<b>SOGI</b>						89	114	128						3%	4%	4%
<b>AFNS</b>	38	41	39	41	38	47	55	49	1%	2%	1%	1%	1%	1%	2%	2%
<b>MK</b>	12	11	8	9	10	21	32	34	0%	0%	0%	0%	0%	1%	1%	1%

### Students

Faculty Title  
All

	2010	2011	2012	2013	2014	2015	2016	2017	2010	2011	2012	2013	2014	2015	2016	2017
<b>Total</b>	16,692	17,226	17,411	18,440	18,716	18,731	18,823	18,846								
<b>Response Rate</b>	8,334	9,143	9,653	10,339	10,977	12,291	12,722	13,174	50%	53%	55%	56%	59%	66%	68%	70%
<b>F</b>	9,171	9,478	9,565	10,186	10,355	10,329	10,334	10,308	55%	55%	55%	55%	55%	55%	55%	55%
<b>RV</b>	481	551	612	660	806	1,157	1,431	1,871	3%	3%	4%	4%	4%	6%	8%	10%
<b>AB</b>	285	332	360	419	460	503	551	605	2%	2%	2%	2%	2%	3%	3%	3%
<b>PD</b>	350	402	473	565	642	828	890	1,330	2%	2%	3%	3%	3%	4%	5%	7%
<b>SOGI</b>						325	524	902						2%	3%	5%
<b>AFNS</b>	19	23	37	52	66	93	141	182	0%	0%	0%	0%	0%	0%	1%	1%
<b>MK</b>	10	11	19	36	37	58	89	147	0%	0%	0%	0%	0%	0%	0%	1%

See Definitions & Methods for legend and details

# Dalhousie University

## Intersectionality -All Sources

Intersectionality is the overlap of various social identities, such as race, gender, and sexuality.

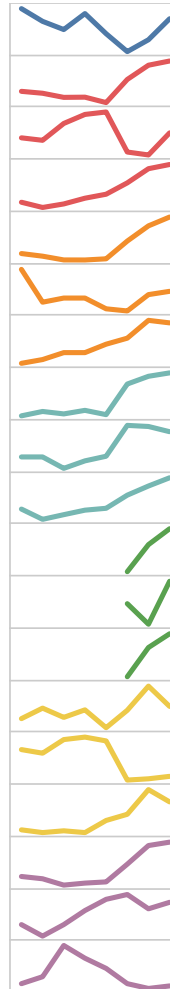
The analysis shows the percentage of females in each equity seeking group (ex. RV Female) and the percentage that identify in more than one group, besides female (ex. RV+).

### Employees

	2010	2011	2012	2013	2014	2015	2016	2017
F	57%	57%	57%	57%	57%	56%	57%	57%
RV	8%	8%	7%	7%	7%	9%	11%	12%
RV Female	50%	50%	53%	54%	55%	47%	47%	51%
RV+	3%	2%	2%	3%	4%	6%	8%	9%
AB	1%	1%	1%	1%	1%	1%	2%	2%
AB Female	78%	72%	73%	73%	71%	70%	73%	74%
AB+	15%	16%	18%	18%	21%	23%	28%	28%
PD	3%	3%	3%	3%	3%	5%	5%	6%
PD Female	56%	56%	53%	55%	56%	62%	62%	61%
PD+	11%	7%	9%	11%	11%	16%	19%	22%
SOGI						3%	4%	4%
SOGI Female						65%	64%	66%
SOGI+						22%	26%	28%
AFNS	1%	2%	1%	1%	1%	1%	2%	2%
AFNS Female	82%	80%	85%	85%	84%	72%	73%	73%
AFNS+	11%	10%	10%	10%	13%	15%	22%	18%
MK	0%	0%	0%	0%	0%	1%	1%	1%
MK Female	75%	73%	75%	78%	80%	81%	78%	79%
MK+	33%	36%	50%	44%	40%	33%	31%	32%

### Sr Admin Title

All

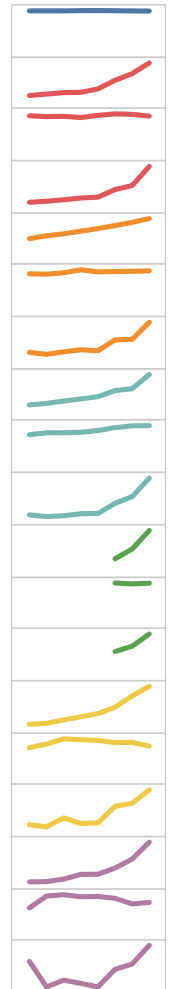


### Students

	2010	2011	2012	2013	2014	2015	2016	2017
F	55%	55%	55%	55%	55%	55%	55%	55%
RV	3%	3%	4%	4%	4%	6%	8%	10%
RV Female	55%	54%	54%	53%	55%	57%	56%	54%
RV+	5%	5%	6%	7%	7%	10%	12%	20%
AB	2%	2%	2%	2%	2%	3%	3%	3%
AB Female	66%	65%	68%	72%	69%	69%	70%	70%
AB+	9%	8%	9%	11%	10%	16%	16%	25%
PD	2%	2%	3%	3%	3%	4%	5%	7%
PD Female	50%	53%	53%	53%	56%	60%	62%	62%
PD+	8%	7%	8%	9%	9%	17%	22%	37%
SOGI						2%	3%	5%
SOGI Female						68%	67%	68%
SOGI+						30%	35%	48%
AFNS	0%	0%	0%	0%	0%	0%	1%	1%
AFNS Female	63%	70%	78%	77%	76%	72%	72%	66%
AFNS+	5%	4%	8%	6%	6%	13%	14%	20%
MK	0%	0%	0%	0%	0%	0%	0%	1%
MK Female	60%	82%	84%	81%	81%	78%	67%	70%
MK+	20%	0%	5%	3%	0%	14%	18%	33%

### Faculty Title

All

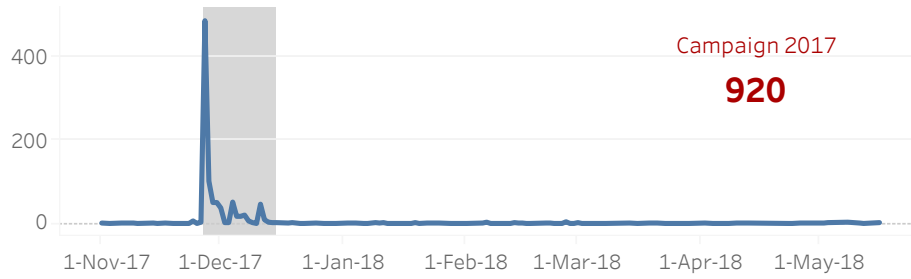


See Definitions & Methods for legend and details

# Be Counted Census Activity

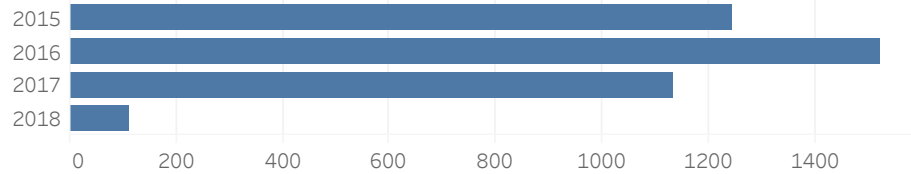
<https://dal.ca/becounted>

## Employee Activity

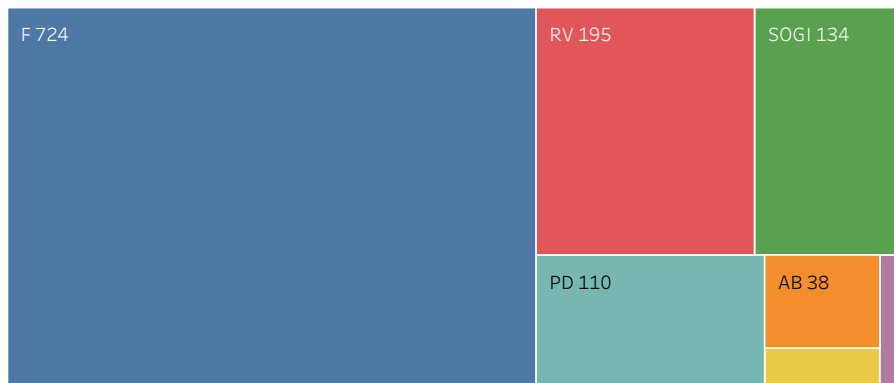


From November 2017

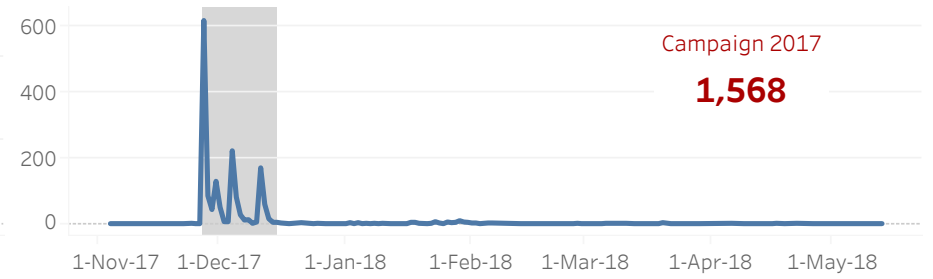
### Census Returned



### Self-Identified in 2017

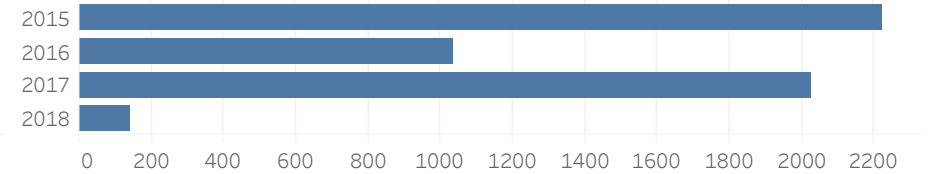


## Student Activity

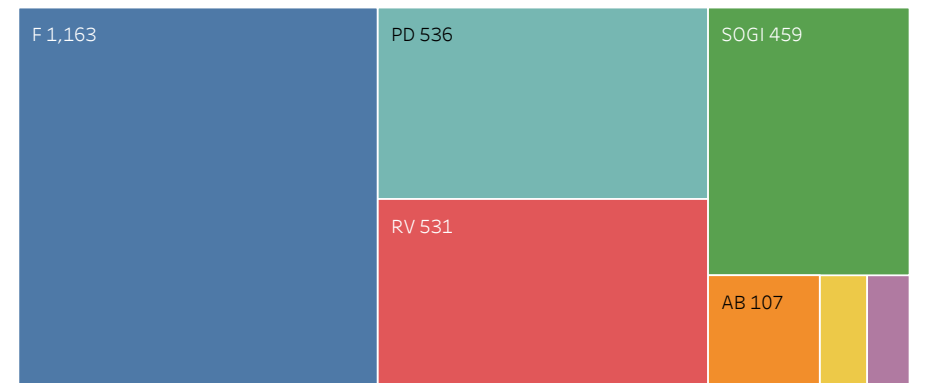


From November 2017

### Census Returned



### Self-Identified in 2017



See Definitions & Methods for legend and details

## Dalhousie University Employee Census Dec 1, 2017

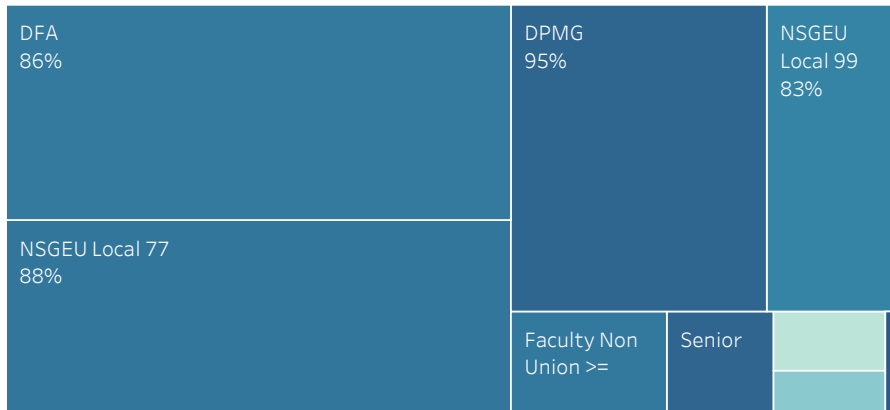
Headcount

# 3,204

Representation

	Total	F	RV	AB	PD	SOGI	AFNS	MK
Confid Clerical Secretarial	11	91%	9%	9%	9%	0%	0%	0%
DFA	955	46%	15%	1%	6%	4%	0%	1%
DPMG	690	73%	8%	3%	7%	6%	1%	1%
Faculty Non Union >= 50%	139	35%	12%	1%	2%	2%	0%	0%
NSGEU Local 77	862	71%	11%	2%	6%	4%	2%	2%
NSGEU Local 99	350	32%	14%	3%	4%	2%	5%	2%
Other Staff	42	50%	7%	5%	2%	2%	2%	2%
Research Temps	58	60%	10%	0%	3%	0%	0%	0%
Senior Administration	97	53%	6%	2%	6%	6%	0%	1%
<b>Grand Total</b>	<b>3,204</b>	<b>57%</b>	<b>12%</b>	<b>2%</b>	<b>6%</b>	<b>4%</b>	<b>2%</b>	<b>1%</b>

Returned



Response by Unit

Select unit to keep/exclude and click + for detail

Response Rate <80%  
All

Units	Count..	0%	20%	40%	60%	80%	100%
Advancement	60	[Bar chart showing response rate]					
Agriculture	166	[Bar chart showing response rate]					
Ancillary Services	49	[Bar chart showing response rate]					
Architecture & Planning	41	[Bar chart showing response rate]					
Arts & Social Sciences	173	[Bar chart showing response rate]					
Communications & Marketing	28	[Bar chart showing response rate]					
Computer Science	50	[Bar chart showing response rate]					
Dentistry	118	[Bar chart showing response rate]					
Engineering	166	[Bar chart showing response rate]					
Enrolment Mgmt & Registrar	79	[Bar chart showing response rate]					
Environment Health & Safety	10	[Bar chart showing response rate]					
Facilities Management	429	[Bar chart showing response rate]					
Financial Services	84	[Bar chart showing response rate]					
Graduate Studies	16	[Bar chart showing response rate]					
Health	228	[Bar chart showing response rate]					
Human Resources	47	[Bar chart showing response rate]					
Information Technology Services	108	[Bar chart showing response rate]					
Learning & Teaching	10	[Bar chart showing response rate]					
Management	136	[Bar chart showing response rate]					
Medicine	433	[Bar chart showing response rate]					
President	97	[Bar chart showing response rate]					
Research Services	42	[Bar chart showing response rate]					
Schulich School of Law	82	[Bar chart showing response rate]					
Science	292	[Bar chart showing response rate]					
Science, IT, Engineering Co-op Ed	17	[Bar chart showing response rate]					
Student Affairs & Wellness	133	[Bar chart showing response rate]					
University Librarian	110	[Bar chart showing response rate]					

See Definitions & Methods for legend and details

## Dalhousie University Student Census Dec 1, 2017

Headcount

# 18,846



Representation

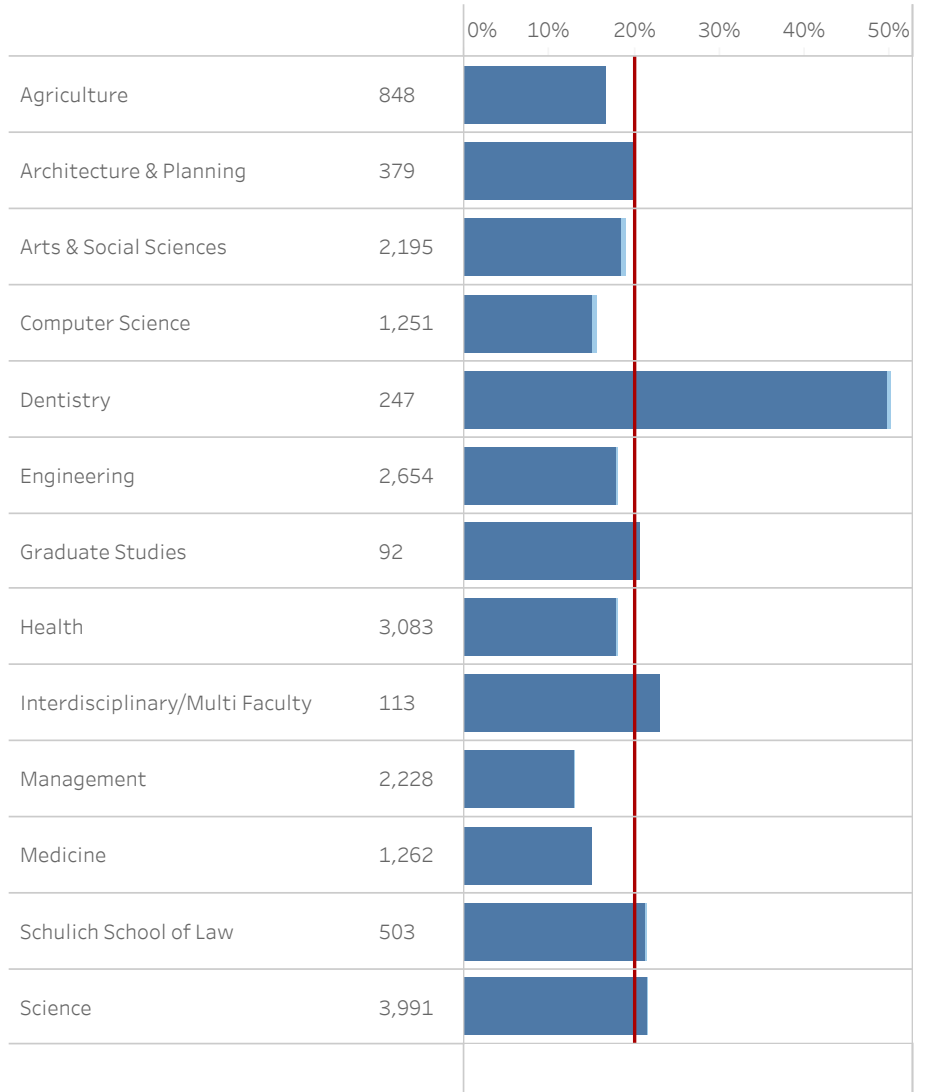
	Total	F	RV	AB	PD	SOGI	AFNS	MK
Agriculture	848	64%	6%	4%	8%	6%	0%	1%
Architecture and Planning	379	52%	12%	2%	6%	7%	0%	0%
Arts and Social Sciences	2,195	67%	11%	4%	11%	8%	2%	1%
Computer Science	1,251	23%	10%	2%	6%	4%	1%	0%
Dentistry	247	58%	19%	4%	4%	2%	3%	2%
Engineering	2,654	22%	12%	2%	5%	3%	1%	0%
Graduate Studies	92	60%	9%	2%	2%	5%	0%	0%
Health Professions	3,083	80%	10%	6%	9%	5%	2%	1%
Interdisciplinary/Multi F..	113	50%	8%	4%	9%	4%	0%	2%
Management	2,228	47%	7%	2%	6%	3%	0%	0%
Medicine	1,262	52%	6%	2%	2%	3%	0%	0%
Schulich School of Law	503	54%	11%	6%	8%	5%	2%	3%
Science	3,991	63%	11%	3%	8%	6%	1%	1%
<b>Grand Total</b>	<b>18,846</b>	<b>55%</b>	<b>10%</b>	<b>3%</b>	<b>7%</b>	<b>5%</b>	<b>1%</b>	<b>1%</b>

Returned



Response by Faculty

Select faculty to keep/exclude and click + for detail



See Definitions & Methods for legend and details

# Dalhousie University

## Diversity and Census Report Methods & Definitions

### Populations

- Primary Federal Contractors Program (FCP) employee headcount as of Dec 1st snapshots
- Student enrolment headcount as of Dec 1st snapshots, excluding King's campus
- Self-identified fields were integrated across personnel, enrolment, and Be Counted census records using an individual's most recent response each year
- Percent representation describes the minimum proportion of the total population
- Dalhousie has been collecting employment equity information since 1989 and the Be Counted census was launched in 2015
- Return rate is any census or survey activity, including declined, response rate is at least one self-id field complete Y/N/P
- Census Activity is recorded once per person per year
- Designated groups are not mutually exclusive

### Aboriginal & Indigenous Peoples

- Aboriginal/Indigenous person from North America, First Nations, Mi'kmaq (MK), Maliseet, Inuit, and Metis
- Mi'kmaq (MK) counts are a subset of this figure

### Racially Visible Persons

- Racially visible person, racialized person, historically/indigenous Black Nova Scotian (AFNS), African (Black) heritage, Aboriginal/Indigenous person from outside of North America, East Asian (eg. Chinese, Taiwanese, Japanese, Korean), South Asian (Bangladeshi, Pakistani, Indian, Sri Lankan, Punjabi), South East Asian (eg. Vietnamese, Thai, Cambodian, Malaysian, Filipino/a), West Asian or Arab (eg. Iranian, Afghani, Lebanese, Egyptian, Iraqi, Armenian, Israeli), Latin, South or Central American
- Historically/indigenous Black Nova Scotian (AFNS) counts are a subset of this figure

### Dalhousie FCP Employee Classifications

- Historical data for employees is limited to Employment and Social Development Canada (ESDC) Federal Contractors Program (FCP) reports
- DPMG, DFA, Faculty Non-Union, NSGEU Local 99 Salary, Supplementary Staff (not exception payments), Professional, NSGEU Local 77, Research DPMG, Research Faculty DFA, Research Faculty Non-Union, Research NSGEU 77, Research Temporary, Research Senior Mgmt Faculty, Research Senior Mgmt Staff, Confid Clerical Secretarial, Senior Management Faculty, Senior Management Staff
- ECLS\_CODE: AM, DM, FM, IB, KM (not 999986), MM, NM, RA, RD, RE, RF, RH, RX, RZ, SM, XM, YM

ESDC Guidelines: <https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html>

### Legend

F	Female
RV	Racially Visible
AB	Aboriginal & Indigenous Peoples
PD	Persons with Disabilities
SOGI	Sexual Orientation and Gender Identity minorities
AFNS	African Nova Scotian
MK	Mi'kmaq