

MEMORANDUM

To: Dalhousie Faculty and Staff

From: Jasmine Walsh and Wanda Thomas Bernard, Project Leads, Strategic Initiative on Diversity and Inclusiveness

Date: March 23, 2016

Re: **Dalhousie Census 2015 report**

The first [2015 Dalhousie Census report](#) is now available online. Last December, we shared with you that more than 2,200 faculty and staff completed the **Dalhousie Census** during the “Be Counted” campaign, which ran from November 16 – December 7. The report provides a preliminary high-level analysis of the census data for faculty and staff.

We are pleased that we now have self-identification information for **81 percent** of our full-time and permanent part-time employees. The census student response rate was 13 percent. This data is being compiled with previous student self-identification information and will be shared by the Registrar’s Office in the coming weeks.

The census data for faculty and staff shows us that we have made continued improvement in our workforce representation and the overall numbers of persons with disabilities and women reflect labour market availability. However, there remain significant gaps with respect to racially visible persons and aboriginal persons overall. In addition, gaps continue to exist for all groups [women, racially visible persons, aboriginal persons, persons with a disability and sexual and gender minority groups] in certain occupational categories.

The census was launched to support the university’s [Strategic Initiative 5.2](#) focusing on Diversity and Inclusiveness, and collected information regarding sexual and gender minority groups for the first time.

The census also helps us complete the first step in the [Federal Contractor’s Program](#) (FCP) compliance process for employment equity to help address discrimination, specifically in hiring, promotion and retention. Read the [2015 Federal Contractor’s Program Report](#).

Next steps

As part of the FCP requirements, an Employment Equity plan will be developed by the Human Rights, Equity and Harassment Prevention Office. This will include an employment systems review which will result in goals and measures for each of the faculties and departments. In addition, as the Strategic Initiative’s Project Leads, we will work with the Employment Equity Council to review and update the university’s employment equity policies and practices.

As we move forward with implementing our commitments within Strategic Initiative 5.2, the census data will provide us with the foundation to help build a more diverse and inclusive community.

The census is available to complete at any time. We still need self-identification information from many groups, particularly part-time academics, casuals and facilities operational support staff. Visit dal.ca/BeCounted to follow the steps.

If you have any questions about the 2015 Census report, please email Becounted@dal.ca or call 902-494-6672.

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