

## MEMORANDUM

To: Dalhousie Faculty and Staff

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

Date: April 21, 2017

Re: **Dalhousie Census 2016 report**

[The 2016 Dalhousie Census report](#) [PDF] is now available online. Last fall, we conducted our second annual **Dalhousie Census** “Be Counted” campaign, from November 21 – December 2. In total, more than 4,000 faculty and staff have completed the census to date.

The annual census of the university population is vital for Dalhousie to make informed decisions on policy and planning and develop programs and initiatives where everyone feels welcome and supported.

The census is a priority of the university’s [Diversity & Inclusiveness Strategy](#) that was introduced to the Dalhousie community last week. The census, along with employment equity and enhanced data collection about our communities, falls under one of the Strategy’s four goal areas, **Institutional Viability and Vitality**, which is fundamentally about our structures and people, and includes a renewed focus on data collection and reporting.

Through the census, we now have self-identification information for **87.7 per cent** of our full-time and permanent part-time employees and **18 per cent** of our students. While the student self-identification number is low, a diversity data project is currently underway to enhance data collection of the student population. By increasing the student information collected, the university can better understand who makes up the student population and their needs in terms of supports, resources and services.

### Employment equity progress

The university’s employment equity work identifies measures and goals to improve diversity and inclusiveness in the workplace. The census helps us count our employees who belong to an equity seeking group. We compare our numbers with the numbers that Statistics Canada tells us that we should have in each occupation based on availability in the labour market.

We have reason to feel hopeful about this year’s census results. A significant number of people in our community have now self-identified. Through increased self-identification and through new recruitment, we have also seen significant improvement in our diversity in 2016. This means that we have higher numbers of employees from equity-seeking groups. We are making reasonable progress towards our goals.

The university has reduced the gaps\* for:

- Racially Visible employees in the occupational group University Professors, from **53.6** in 2015 to **34** in 2016.

- Aboriginal employees in the occupational group, University Professors, from **9.6** in 2015 to **2.9** in 2016.
- Women in the occupational group, Middle & Other Managers, from **4.2** in 2015 to **less than 1** (0.6) in 2016.

*\*Gaps are expressed as the number of people required to make up the difference between Dalhousie's internal representation (expressed as a percentage) and the labour market availability (expressed as a percentage).*

In addition, the census data for faculty and staff shows us that the overall numbers of persons with disabilities and women reflect labour market availability. However, gaps continue to exist for all groups [women, racially visible persons, aboriginal persons, persons with a disability] in certain occupational categories. Where gaps exist at the unit level, leaders will be required to develop equity plans to close them.

Despite the positive results of this year's census, we still have work to do. As well as an ongoing need to recruit equity seeking candidates, we still need self-identification information from many groups, particularly part-time academics, casuals, facilities operational support staff and students. Visit [dal.ca/BeCounted](http://dal.ca/BeCounted) to follow the steps. **You can complete the census any time.**

If you have any questions about the 2016 Census report, please email [BeCounted@dal.ca](mailto:BeCounted@dal.ca) or call 902-494-6672.