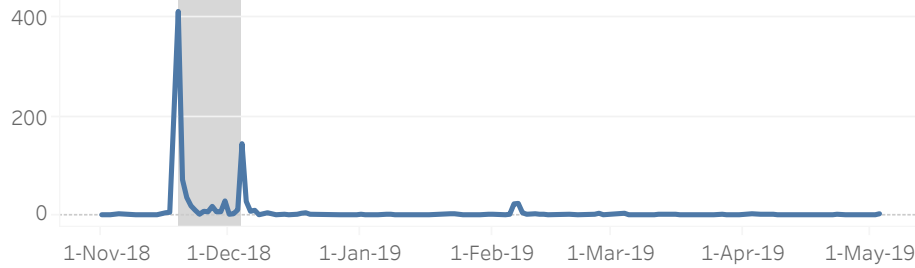


# Be Counted Census Activity 2018

<https://dal.ca/becounted>

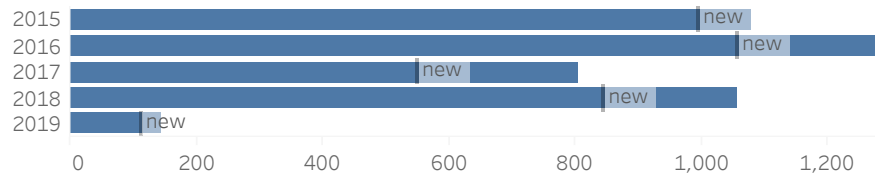
## Employee Activity

Campaign  
**734**

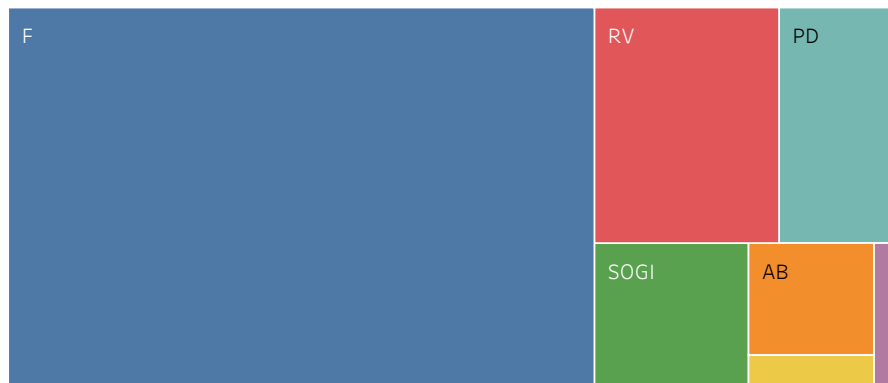


From November 2018

### Surveys Returned

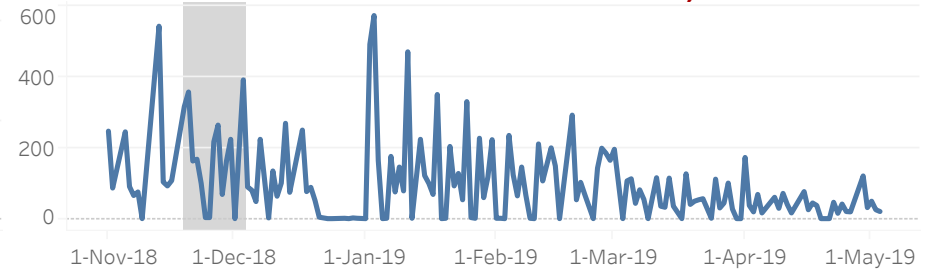


### Equity Seeking Groups 2018



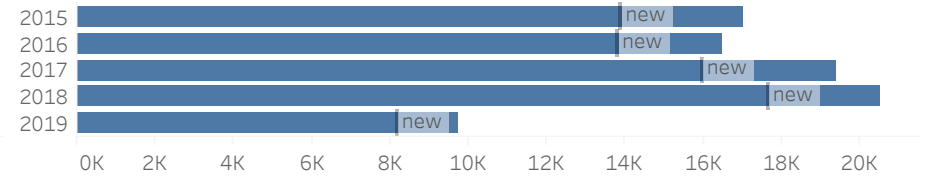
## Student Activity\*

Campaign  
**2,441**

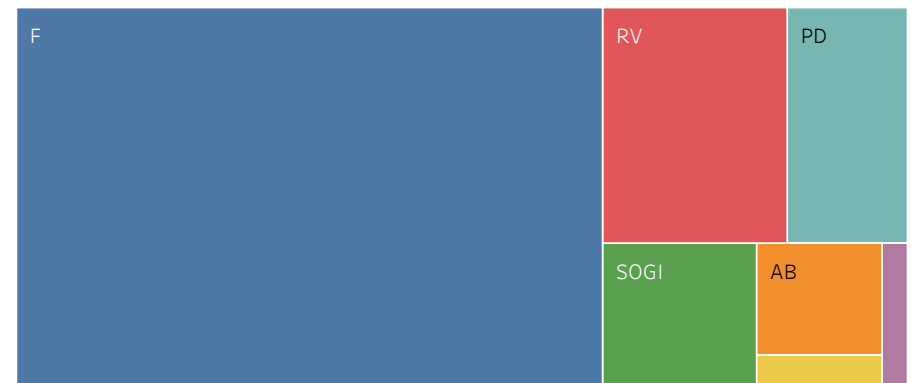


From November 2018

### Surveys Returned



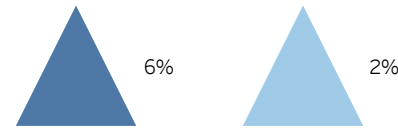
### Equity Seeking Groups 2018



\*Student Activity includes admission applications, see Definitions & Methods for legend and details

# Dalhousie University Employee Census

Headcount  
**3,189**

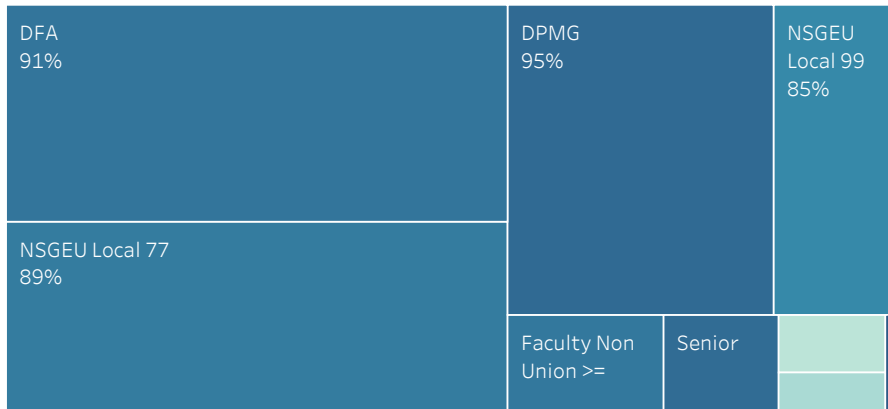


December 1st  
2018

|                             | Staff        | F          | RV         | AB        | PD        | SOGI      | AFNS      | MK        |
|-----------------------------|--------------|------------|------------|-----------|-----------|-----------|-----------|-----------|
| Confid Clerical Secretarial | 10           | 90%        | 10%        | 0%        | 20%       | 0%        | 0%        | 0%        |
| DFA                         | 957          | 46%        | 17%        | 2%        | 6%        | 4%        | 0%        | 0%        |
| DPMG                        | 721          | 74%        | 9%         | 3%        | 6%        | 6%        | 1%        | 1%        |
| Faculty Non Union >= 50%    | 134          | 39%        | 12%        | 1%        | 2%        | 2%        | 0%        | 0%        |
| NSGEU Local 77              | 840          | 71%        | 10%        | 2%        | 6%        | 4%        | 3%        | 1%        |
| NSGEU Local 99              | 334          | 31%        | 16%        | 5%        | 7%        | 2%        | 5%        | 2%        |
| Other Staff                 | 38           | 50%        | 8%         | 5%        | 3%        | 3%        | 3%        | 3%        |
| Research Temps              | 55           | 53%        | 5%         | 0%        | 4%        | 4%        | 0%        | 0%        |
| Senior Administration       | 100          | 53%        | 6%         | 2%        | 10%       | 3%        | 0%        | 1%        |
| <b>Grand Total</b>          | <b>3,189</b> | <b>57%</b> | <b>12%</b> | <b>2%</b> | <b>6%</b> | <b>4%</b> | <b>2%</b> | <b>1%</b> |

|                                   | Staff | Response YOY | 0%   | 50% | 100% |
|-----------------------------------|-------|--------------|--|-----|------|
| Advancement                       | 63    | ▼ -6%        | [Bar chart showing response YOY for Advancement]                       |     |      |
| Agriculture                       | 165   | ▲ 5%         | [Bar chart showing response YOY for Agriculture]                       |     |      |
| Ancillary Services                | 50    | ▲ 2%         | [Bar chart showing response YOY for Ancillary Services]                |     |      |
| Architecture & Planning           | 37    | ▲ 3%         | [Bar chart showing response YOY for Architecture & Planning]           |     |      |
| Arts & Social Sciences            | 169   | ▲ 5%         | [Bar chart showing response YOY for Arts & Social Sciences]            |     |      |
| College Continuing Education      | 34    | ▼ -5%        | [Bar chart showing response YOY for College Continuing Education]      |     |      |
| Communications & Marketing        | 27    | ▲ 3%         | [Bar chart showing response YOY for Communications & Marketing]        |     |      |
| Computer Science                  | 63    | ▲ 0%         | [Bar chart showing response YOY for Computer Science]                  |     |      |
| Dentistry                         | 122   | ▲ 8%         | [Bar chart showing response YOY for Dentistry]                         |     |      |
| Engineering                       | 164   | ▲ 7%         | [Bar chart showing response YOY for Engineering]                       |     |      |
| Enrolment Mgmt & Registrar        | 74    | ▲ 2%         | [Bar chart showing response YOY for Enrolment Mgmt & Registrar]        |     |      |
| Environment Health & Safety       | 9     | ▼ -2%        | [Bar chart showing response YOY for Environment Health & Safety]       |     |      |
| Facilities Management             | 411   | ▲ 13%        | [Bar chart showing response YOY for Facilities Management]             |     |      |
| Financial Services                | 101   | ▼ -4%        | [Bar chart showing response YOY for Financial Services]                |     |      |
| Graduate Studies                  | 17    | ▲ 7%         | [Bar chart showing response YOY for Graduate Studies]                  |     |      |
| Health                            | 218   | ▲ 9%         | [Bar chart showing response YOY for Health]                            |     |      |
| Human Resources                   | 45    | ▲ 2%         | [Bar chart showing response YOY for Human Resources]                   |     |      |
| Information Technology Services   | 114   | ▼ -1%        | [Bar chart showing response YOY for Information Technology Services]   |     |      |
| Learning & Teaching               | 11    | ▲ 1%         | [Bar chart showing response YOY for Learning & Teaching]               |     |      |
| Management                        | 134   | ▲ 15%        | [Bar chart showing response YOY for Management]                        |     |      |
| Medicine                          | 431   | ▲ 5%         | [Bar chart showing response YOY for Medicine]                          |     |      |
| President                         | 66    | ▼ -1%        | [Bar chart showing response YOY for President]                         |     |      |
| Research & Innovation             | 49    | ▼ -11%       | [Bar chart showing response YOY for Research & Innovation]             |     |      |
| Schulich School of Law            | 81    | ▲ 10%        | [Bar chart showing response YOY for Schulich School of Law]            |     |      |
| Science                           | 295   | ▲ 2%         | [Bar chart showing response YOY for Science]                           |     |      |
| Science, IT, Engineering Co-op Ed | 21    | ▲ 17%        | [Bar chart showing response YOY for Science, IT, Engineering Co-op Ed] |     |      |
| Student Affairs & Wellness        | 110   | ▲ 8%         | [Bar chart showing response YOY for Student Affairs & Wellness]        |     |      |
| University Librarian              | 108   | ▲ 4%         | [Bar chart showing response YOY for University Librarian]              |     |      |

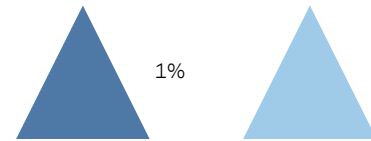
## Returned



See Definitions & Methods for legend and details

## Dalhousie University Student Census

Headcount  
**19,148**



**December 1st  
2018**

|                             | Stdt          | F          | RV         | AB        | PD        | SOGI      | AFNS      | MK        |
|-----------------------------|---------------|------------|------------|-----------|-----------|-----------|-----------|-----------|
| Agriculture                 | 859           | 64%        | 6%         | 5%        | 7%        | 6%        | 0%        | 2%        |
| Architecture and Planning   | 391           | 54%        | 13%        | 2%        | 7%        | 8%        | 1%        | 0%        |
| Arts and Social Sciences    | 2,223         | 65%        | 12%        | 5%        | 12%       | 9%        | 2%        | 1%        |
| Computer Science            | 1,480         | 23%        | 10%        | 2%        | 6%        | 4%        | 0%        | 0%        |
| Dentistry                   | 256           | 59%        | 16%        | 5%        | 3%        | 2%        | 2%        | 2%        |
| Engineering                 | 2,641         | 23%        | 12%        | 2%        | 4%        | 3%        | 1%        | 0%        |
| Graduate Studies            | 100           | 55%        | 6%         | 2%        | 2%        | 8%        | 0%        | 0%        |
| Health                      | 3,067         | 82%        | 10%        | 6%        | 9%        | 6%        | 2%        | 1%        |
| Interdisciplinary/Multi F.. | 117           | 49%        | 6%         | 2%        | 5%        | 3%        | 0%        | 1%        |
| Law                         | 494           | 56%        | 11%        | 6%        | 7%        | 6%        | 3%        | 4%        |
| Management                  | 2,240         | 47%        | 8%         | 2%        | 6%        | 4%        | 0%        | 0%        |
| Medicine                    | 1,270         | 53%        | 7%         | 2%        | 2%        | 3%        | 0%        | 1%        |
| Science                     | 4,010         | 62%        | 12%        | 3%        | 7%        | 6%        | 1%        | 1%        |
| <b>Grand Total</b>          | <b>19,148</b> | <b>54%</b> | <b>11%</b> | <b>3%</b> | <b>7%</b> | <b>5%</b> | <b>1%</b> | <b>1%</b> |

|                                 | Students | Response YOY |  |
|---------------------------------|----------|--------------|--|
| Agriculture                     | 859      | ▲ 3%         |  |
| Architecture and Planning       | 391      | ▼ -1%        |  |
| Arts and Social Sciences        | 2,223    | ▲ 1%         |  |
| Computer Science                | 1,480    | ▲ 3%         |  |
| Dentistry                       | 256      | ▼ -4%        |  |
| Engineering                     | 2,641    | ▲ 2%         |  |
| Graduate Studies                | 100      | ▲ 1%         |  |
| Health                          | 3,067    | ▲ 3%         |  |
| Interdisciplinary/Multi Faculty | 117      | ▲ 2%         |  |
| Law                             | 494      | ▲ 5%         |  |
| Management                      | 2,240    | ▼ -2%        |  |
| Medicine                        | 1,270    | ▲ 2%         |  |
| Science                         | 4,010    | ▲ 1%         |  |

### Returned



Faculty of Graduate Studies is visiting graduate and interdisciplinary PhD students. See Definitions & ..

# Diversity Trends

## Employees

|              |       |       |       |       |       |       |       |       |       | Sr Admin Title |      |      |      |      |      |      |      |      | All |
|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------|------|------|------|------|------|------|------|------|-----|
|              | 2010  | 2011  | 2012  | 2013  | 2014  | 2015  | 2016  | 2017  | 2018  | 2010           | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |     |
| total        | 2,685 | 2,709 | 2,733 | 2,737 | 2,856 | 3,147 | 3,199 | 3,204 | 3,189 |                |      |      |      |      |      |      |      |      |     |
| CNS Returned | 2,062 | 2,104 | 1,980 | 1,964 | 1,910 | 2,756 | 2,851 | 2,811 | 2,865 | 77%            | 78%  | 72%  | 72%  | 67%  | 88%  | 89%  | 88%  | 90%  |     |
| F            | 1,543 | 1,548 | 1,556 | 1,569 | 1,623 | 1,774 | 1,813 | 1,833 | 1,830 | 57%            | 57%  | 57%  | 57%  | 57%  | 56%  | 57%  | 57%  | 57%  |     |
| RV           | 216   | 212   | 201   | 202   | 193   | 296   | 353   | 370   | 396   | 8%             | 8%   | 7%   | 7%   | 7%   | 9%   | 11%  | 12%  | 12%  |     |
| AB           | 27    | 25    | 22    | 22    | 24    | 44    | 60    | 69    | 77    | 1%             | 1%   | 1%   | 1%   | 1%   | 1%   | 2%   | 2%   | 2%   |     |
| PD           | 72    | 81    | 77    | 84    | 79    | 155   | 175   | 185   | 186   | 3%             | 3%   | 3%   | 3%   | 3%   | 5%   | 5%   | 6%   | 6%   |     |
| SOGI         |       |       |       |       |       | 89    | 114   | 128   | 129   |                |      |      |      |      | 3%   | 4%   | 4%   | 4%   |     |
| AFNS         | 38    | 41    | 39    | 41    | 38    | 47    | 55    | 49    | 52    | 1%             | 2%   | 1%   | 1%   | 1%   | 1%   | 2%   | 2%   | 2%   |     |
| MK           | 12    | 11    | 8     | 9     | 10    | 21    | 32    | 34    | 34    | 0%             | 0%   | 0%   | 0%   | 0%   | 1%   | 1%   | 1%   | 1%   |     |



## Students

|              |        |        |        |        |        |        |        |        |        | Faculty Title |      |      |      |      |      |      |      |      | All |
|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------|------|------|------|------|------|------|------|------|-----|
|              | 2010   | 2011   | 2012   | 2013   | 2014   | 2015   | 2016   | 2017   | 2018   | 2010          | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |     |
| Total        | 16,689 | 17,226 | 17,411 | 18,440 | 18,716 | 18,731 | 18,823 | 18,846 | 19,148 |               |      |      |      |      |      |      |      |      |     |
| CNS Returned | 8,342  | 9,155  | 9,663  | 10,354 | 11,000 | 12,326 | 12,757 | 13,209 | 13,655 | 50%           | 53%  | 55%  | 56%  | 59%  | 66%  | 68%  | 70%  | 71%  |     |
| F            | 9,172  | 9,479  | 9,566  | 10,186 | 10,354 | 10,328 | 10,336 | 10,311 | 10,418 | 55%           | 55%  | 55%  | 55%  | 55%  | 55%  | 55%  | 55%  | 54%  |     |
| RV           | 500    | 575    | 633    | 690    | 850    | 1,217  | 1,498  | 1,945  | 2,030  | 2%            | 2%   | 2%   | 2%   | 2%   | 3%   | 3%   | 3%   | 3%   |     |
| AB           | 284    | 332    | 360    | 422    | 466    | 508    | 561    | 612    | 655    | 3%            | 3%   | 4%   | 4%   | 5%   | 6%   | 8%   | 10%  | 11%  |     |
| PD           | 350    | 402    | 473    | 565    | 642    | 828    | 888    | 1,326  | 1,326  | 2%            | 2%   | 3%   | 3%   | 3%   | 4%   | 5%   | 7%   | 7%   |     |
| SOGI         |        |        |        |        |        | 325    | 523    | 898    | 1,050  |               |      |      |      |      | 2%   | 3%   | 5%   | 5%   |     |
| AFNS         | 22     | 26     | 41     | 57     | 74     | 107    | 157    | 197    | 201    | 0%            | 0%   | 0%   | 0%   | 0%   | 1%   | 1%   | 1%   | 1%   |     |
| MK           | 12     | 14     | 22     | 39     | 39     | 60     | 91     | 149    | 177    | 0%            | 0%   | 0%   | 0%   | 0%   | 0%   | 0%   | 1%   | 1%   |     |



See Definitions & Methods for legend and details



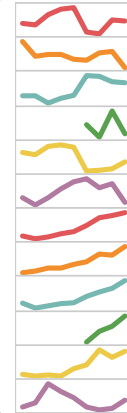
# Intersectionality Trends

Intersectionality is the overlap of various social identities, such as race, gender, and sexuality. This analysis shows the percentage of females in each equity seeking group (ex. RV Female) and the percentage of individuals who identify in more than one equity seeking group, besides female (ex. RV+).

Sr Admin Title  
All

## Employees

|             | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|-------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| RV Female   | 108  | 105  | 106  | 110  | 106  | 140  | 165  | 189  | 201  | 50%  | 50%  | 53%  | 54%  | 55%  | 47%  | 47%  | 51%  | 51%  |
| AB Female   | 21   | 18   | 16   | 16   | 17   | 31   | 44   | 51   | 52   | 78%  | 72%  | 73%  | 73%  | 71%  | 70%  | 73%  | 74%  | 68%  |
| PD Female   | 40   | 45   | 41   | 46   | 44   | 96   | 108  | 111  | 111  | 56%  | 56%  | 53%  | 55%  | 56%  | 62%  | 62%  | 60%  | 60%  |
| SOGI Female |      |      |      |      |      | 58   | 73   | 85   | 83   |      |      |      |      |      | 65%  | 64%  | 66%  | 64%  |
| AFNS Female | 31   | 33   | 33   | 35   | 32   | 34   | 40   | 36   | 40   | 82%  | 80%  | 85%  | 85%  | 84%  | 72%  | 73%  | 73%  | 77%  |
| MK Female   | 9    | 8    | 6    | 7    | 8    | 17   | 25   | 27   | 25   | 75%  | 73%  | 75%  | 78%  | 80%  | 81%  | 78%  | 79%  | 74%  |
| RV+         | 6    | 4    | 5    | 7    | 8    | 18   | 30   | 34   | 40   | 3%   | 2%   | 2%   | 3%   | 4%   | 6%   | 8%   | 9%   | 10%  |
| AB+         | 4    | 4    | 4    | 4    | 5    | 10   | 17   | 19   | 26   | 15%  | 16%  | 18%  | 18%  | 21%  | 23%  | 28%  | 28%  | 34%  |
| PD+         | 8    | 6    | 7    | 9    | 9    | 25   | 34   | 41   | 52   | 11%  | 7%   | 9%   | 11%  | 11%  | 16%  | 19%  | 22%  | 28%  |
| SOGI+       |      |      |      |      |      | 20   | 30   | 36   | 41   |      |      |      |      |      | 22%  | 26%  | 28%  | 32%  |
| AFNS+       | 4    | 4    | 4    | 4    | 5    | 7    | 12   | 9    | 11   | 11%  | 10%  | 10%  | 10%  | 13%  | 15%  | 22%  | 18%  | 21%  |
| MK+         | 4    | 4    | 4    | 4    | 4    | 7    | 10   | 11   | 13   | 33%  | 36%  | 50%  | 44%  | 40%  | 33%  | 31%  | 32%  | 38%  |



## Students

|             | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017  | 2018  | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|-------------|------|------|------|------|------|------|------|-------|-------|------|------|------|------|------|------|------|------|------|
| RV Female   | 272  | 307  | 338  | 362  | 468  | 693  | 845  | 1,054 | 1,132 | 54%  | 53%  | 53%  | 52%  | 55%  | 57%  | 56%  | 54%  | 56%  |
| AB Female   | 190  | 218  | 245  | 303  | 320  | 353  | 391  | 434   | 460   | 0%   | 0%   | 0%   | 0%   | 0%   | 0%   | 0%   | 1%   | 1%   |
| PD Female   | 176  | 212  | 250  | 302  | 359  | 493  | 551  | 825   | 809   | 50%  | 53%  | 53%  | 53%  | 56%  | 60%  | 62%  | 62%  | 61%  |
| SOGI Female |      |      |      |      |      | 221  | 349  | 611   | 711   |      |      |      |      |      | 68%  | 67%  | 68%  | 68%  |
| AFNS Female | 14   | 17   | 31   | 42   | 55   | 73   | 110  | 130   | 139   | 64%  | 65%  | 76%  | 74%  | 74%  | 68%  | 70%  | 66%  | 69%  |
| MK Female   | 6    | 9    | 17   | 30   | 31   | 47   | 62   | 105   | 126   | 50%  | 64%  | 77%  | 77%  | 79%  | 78%  | 68%  | 70%  | 71%  |
| RV+         | 23   | 29   | 36   | 44   | 57   | 121  | 174  | 381   | 390   | 5%   | 5%   | 6%   | 6%   | 7%   | 10%  | 12%  | 20%  | 19%  |
| AB+         | 24   | 26   | 33   | 44   | 46   | 78   | 89   | 152   | 168   | 0%   | 0%   | 0%   | 0%   | 0%   | 1%   | 1%   | 1%   | 1%   |
| PD+         | 30   | 28   | 36   | 53   | 61   | 145  | 200  | 485   | 504   | 9%   | 7%   | 8%   | 9%   | 10%  | 18%  | 23%  | 37%  | 38%  |
| SOGI+       |      |      |      |      |      | 98   | 185  | 429   | 467   |      |      |      |      |      | 30%  | 35%  | 48%  | 44%  |
| AFNS+       | 1    | 1    | 3    | 3    | 4    | 12   | 20   | 37    | 40    | 5%   | 4%   | 7%   | 5%   | 5%   | 11%  | 13%  | 19%  | 20%  |
| MK+         | 2    |      | 1    | 1    |      | 8    | 16   | 49    | 59    | 17%  |      | 5%   | 3%   |      | 13%  | 18%  | 33%  | 33%  |

Faculty Title  
All



See Definitions & Methods for legend and details

# Dalhousie University

## Diversity and Census Report Methods & Definitions

### Populations

- Final primary Federal Contractors Program (FCP) employee headcount as of Dec 1st snapshots
- Final 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 per 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
- Dalhousie Employment Equity Policy equity-seeking 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   |