

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 |
|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|------|------|------|------|------|
| Total | 2,685 | 2,709 | 2,733 | 2,738 | 2,856 | 3,147 | 3,199 | 3,204 | | | | | | | | |
| Response Rate | 2,062 | 2,104 | 1,980 | 1,965 | 1,910 | 2,756 | 2,851 | 2,810 | 77% | 78% | 72% | 72% | 67% | 88% | 89% | 88% |
| F | 1,543 | 1,548 | 1,556 | 1,570 | 1,623 | 1,774 | 1,813 | 1,833 | 57% | 57% | 57% | 57% | 57% | 56% | 57% | 57% |
| RV | 216 | 212 | 201 | 202 | 193 | 296 | 353 | 369 | 8% | 8% | 7% | 7% | 7% | 9% | 11% | 12% |
| AB | 27 | 25 | 22 | 22 | 24 | 44 | 60 | 69 | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 2% |
| PD | 72 | 81 | 77 | 84 | 79 | 155 | 175 | 183 | 3% | 3% | 3% | 3% | 3% | 5% | 5% | 6% |
| SOGI | | | | | | 89 | 114 | 128 | | | | | | 3% | 4% | 4% |
| AFNS | 38 | 41 | 39 | 41 | 38 | 47 | 55 | 49 | 1% | 2% | 1% | 1% | 1% | 1% | 2% | 2% |
| MK | 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 |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|------|------|------|------|------|------|------|------|
| Total | 16,692 | 17,226 | 17,411 | 18,440 | 18,716 | 18,731 | 18,823 | 18,846 | | | | | | | | |
| Response Rate | 8,334 | 9,143 | 9,653 | 10,339 | 10,977 | 12,291 | 12,722 | 13,174 | 50% | 53% | 55% | 56% | 59% | 66% | 68% | 70% |
| F | 9,171 | 9,478 | 9,565 | 10,186 | 10,355 | 10,329 | 10,334 | 10,308 | 55% | 55% | 55% | 55% | 55% | 55% | 55% | 55% |
| RV | 481 | 551 | 612 | 660 | 806 | 1,157 | 1,431 | 1,871 | 3% | 3% | 4% | 4% | 4% | 6% | 8% | 10% |
| AB | 285 | 332 | 360 | 419 | 460 | 503 | 551 | 605 | 2% | 2% | 2% | 2% | 2% | 3% | 3% | 3% |
| PD | 350 | 402 | 473 | 565 | 642 | 828 | 890 | 1,330 | 2% | 2% | 3% | 3% | 3% | 4% | 5% | 7% |
| SOGI | | | | | | 325 | 524 | 902 | | | | | | 2% | 3% | 5% |
| AFNS | 19 | 23 | 37 | 52 | 66 | 93 | 141 | 182 | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 1% |
| MK | 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.

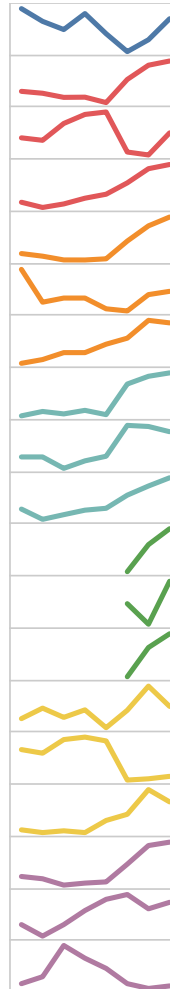
The analysis shows the percentage of females in each equity seeking group (ex. RV Female) and the percentage that identify in more than one group, besides female (ex. RV+).

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

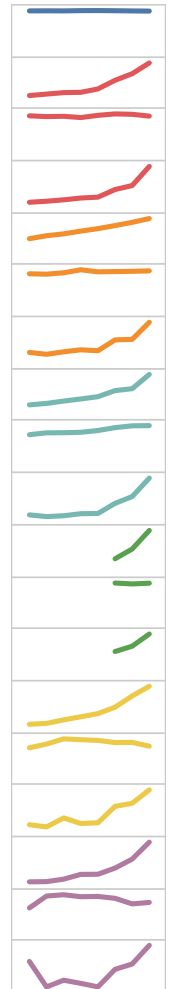


Students

| | 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

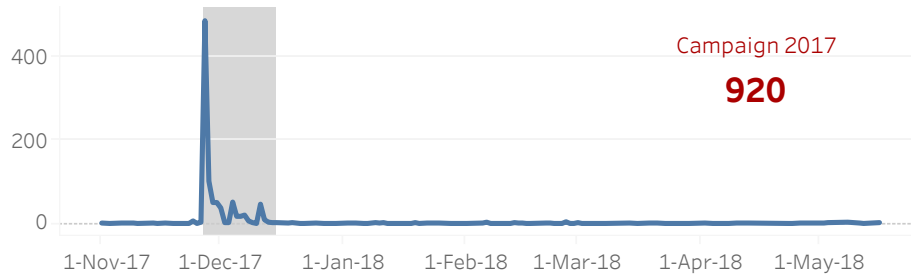


See Definitions & Methods for legend and details

Be Counted Census Activity

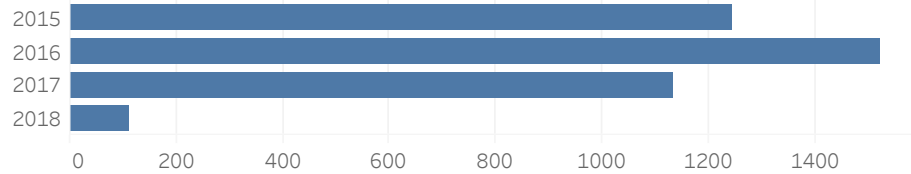
<https://dal.ca/becounted>

Employee Activity

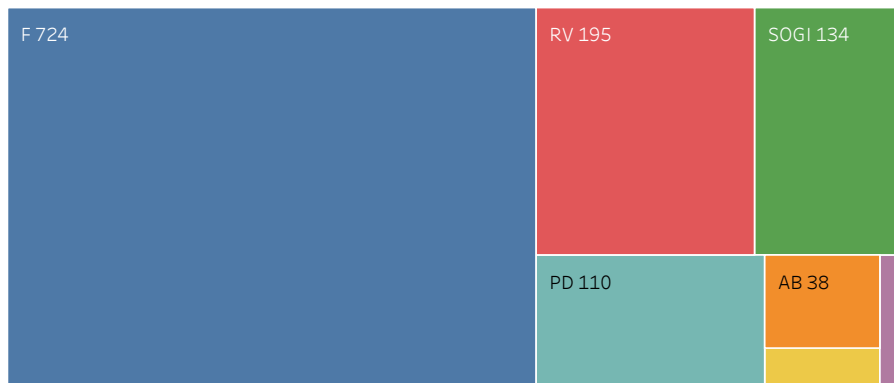


From November 2017

Census Returned

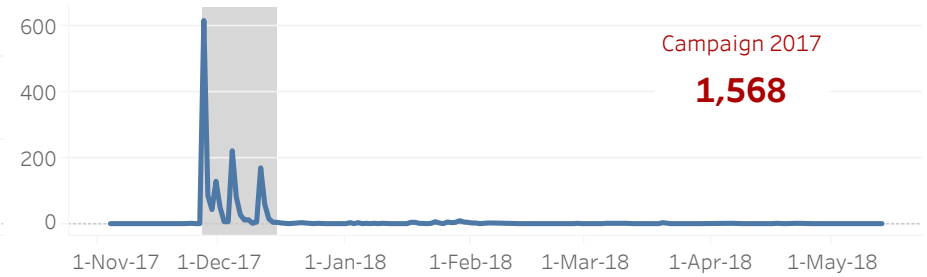


Self-Identified in 2017



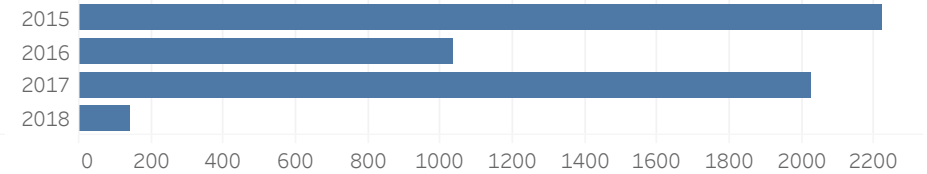
See Definitions & Methods for legend and details

Student Activity

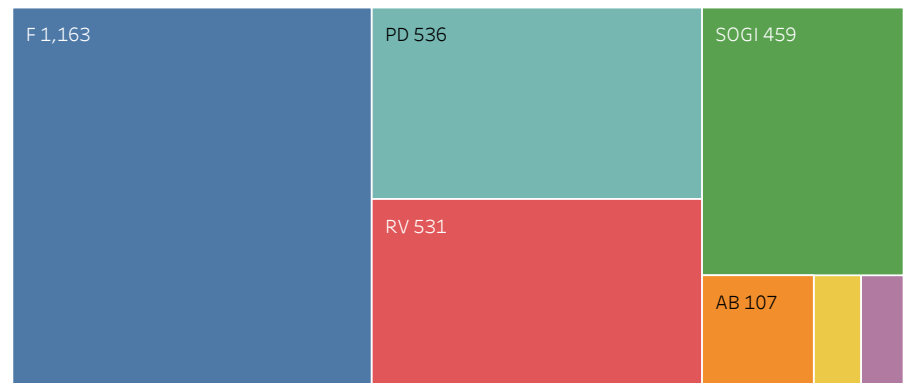


From November 2017

Census Returned



Self-Identified in 2017



Dalhousie University Employee Census Dec 1, 2017

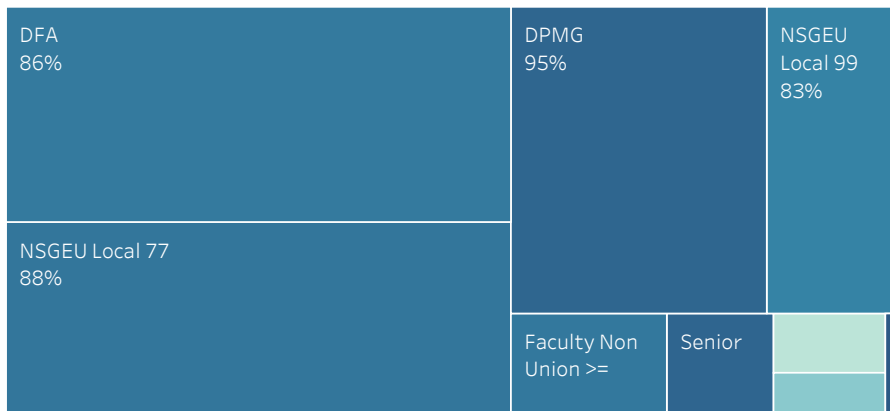
Headcount

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% |
| Grand Total | 3,204 | 57% | 12% | 2% | 6% | 4% | 2% | 1% |

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

See Definitions & Methods for legend and details

Dalhousie University Student Census Dec 1, 2017

Headcount

18,846



Representation

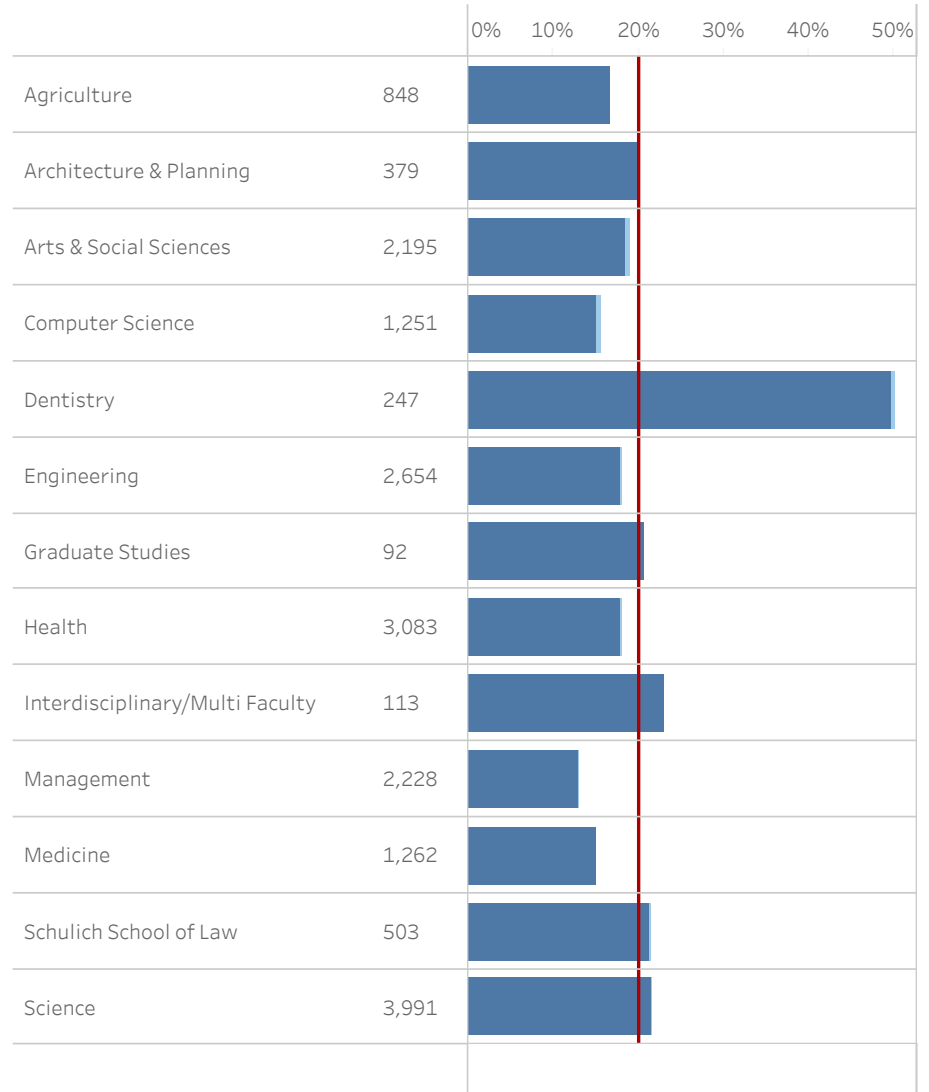
| | Total | F | RV | AB | PD | SOGI | AFNS | MK |
|-----------------------------|---------------|------------|------------|-----------|-----------|-----------|-----------|-----------|
| Agriculture | 848 | 64% | 6% | 4% | 8% | 6% | 0% | 1% |
| Architecture and Planning | 379 | 52% | 12% | 2% | 6% | 7% | 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% |
| Grand Total | 18,846 | 55% | 10% | 3% | 7% | 5% | 1% | 1% |

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 |