

Be Counted: 2015 Census Update

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Be Counted Census: Results and Response Rates

On Nov. 16, 2015, Dalhousie launched a **Be Counted** census campaign for all faculty, staff and students. A total of 2264 out of 8587 eligible employees responded to the Census between the launch on Nov. 16th and the end of December 2015. This represents an overall Census response rate of 27%. The response rate of full-time and regular part-time employees (FTE \geq 30%) was higher at 53%.

Combining 2015 Census responses with previously collected self-identification information provides an overall employee response rate of 38%, and an 81.4% response rate among full-time and regular part-time employees. This response rate is significant as it meets the 80% response rate threshold required by the Federal Contractors Program and ensures that the data we analyze and report is reflective of the diversity of the university community.

A revised self-identification questionnaire was introduced during the 2015 Census campaign. For the first time, the questionnaire contained questions on gender identity and sexual orientation as well as more detailed questions on aboriginal and racially visible employees. This additional data will enable a more comprehensive understanding of the complexity of these groups.

The self-identification data forms the basis of an analysis of Dalhousie's workforce. The workforce analysis informs employment equity planning with faculties and administrative units. It is critical to identifying and removing barriers to full and active participation in the workplace and promoting inclusion on campus.

Response Rates by Employee Group/Bargaining Unit
Total Dalhousie Employee Population

Employee Group/Bargaining Unit	Return Rate
Senior Management Academic	93.4%
Senior Management Staff	90.3%
DFA	78.3%
CUPE	7.9%
Non Union Faculty >= 50%	56.9%
Non Union Part-time Faculty	12.2%
Post-doctoral Fellows	19.7%
DPMG	93.6%
NSGEU Local 77	83.4%
CCS	100.0%
NSGEU Local 99	58.5%
NSGEU Local 99 temps	30.8%
Other full-time staff, n.e.c.	30.8%
Temps	73.9%
Contracts	25.0%
Grant Paid	35.3%
Casuals	4.1%
Total	38.0%

Dalhousie Representation by Designated Group, 2015
Employees FTE 30% or Greater

Designated Group	% of Total	% Female by Designated Group	% Employees who Identify in Another Designated Group
Aboriginal	1.45%	70.5%	22.7%
Mi'kmaq	0.69%	80.9%	
Racially Visible	8.33%	50.0%	6.7%
Historically/indigenous Black Nova Scotian	1.55%	72.3%	
Black (African) descent	3.11%	61.7%	
East Asian	2.31%	48.6%	
South Asian	1.26%	36.8%	
South East Asian	0.50%	60.0%	
West Asian	1.09%	42.4%	
Latin/South/Central American	0.56%	42.9%	
Persons with a Disability	4.99%	62.9%	16.6%
Women	57.16%		16.7%
LGBTQ	2.88%	65.5%	16.1%
Transgender	0.30%	77.8%	
LGBQ	2.88%	65.2%	

Diversity Breakdown by Employee Group/Bargaining Unit 2015
Employees FTE 30% or Greater

Employee Group/Bargaining Unit	Female	Male	Racially Visible	Aboriginal	Persons with a Disability	LGBTQ¹
Senior Management Academic	50.8%	49.2%	4.9%	1.6%	8.2%	6.6%
Senior Management Staff	51.6%	48.4%	0.0%	3.2%	0.0%	3.2%
DFA	44.1%	55.9%	11.4%	0.8%	4.9%	2.9%
DPMG	71.1%	28.9%	6.1%	1.7%	4.7%	4.3%
NSGEU Local 77	70.9%	29.1%	7.8%	1.8%	6.1%	2.6%
CCS	90.9%	9.1%	18.2%	9.1%	9.1%	0.0%
NSGEU Local 99	32.3%	67.7%	7.5%	1.4%	3.1%	0.3%
Other FT staff, n.e.c.	57.7%	42.3%	1.9%	1.9%	1.9%	1.9%
Total	57.2%	42.8%	8.3%	1.5%	5.0%	2.9%

¹ In order to protect the confidentiality of individuals, responses to the questions on sexual orientation and gender identity have been combined.