

Employment Equity Workforce Analysis: 2015 Update

March 2016

Workforce Analysis, 2002 - 2015

The 2015 workforce analysis expands on the 2014 analysis of designated group representation at Dalhousie shared with the University community in November 2015 and incorporates data collected during the Census campaign. It is based on the traditional FCP population and includes all faculty and staff who have an FTE of 30% or more, excluding clinical faculty, grant paid and associated employees, and post-doctoral fellows.

A workforce analysis compares Dalhousie's internal representation of employees in the four designated groups to benchmarks of labour market availability¹ by occupation and recruitment area. Internal representation of women, racially visible persons and aboriginal persons is compared to labour market data from the 2011 National Household Survey (previously the Census of Canada), and representation of persons with a disability is compared to data from the Canadian Survey on Disability (previously the Participation and Activity Limitation Survey).

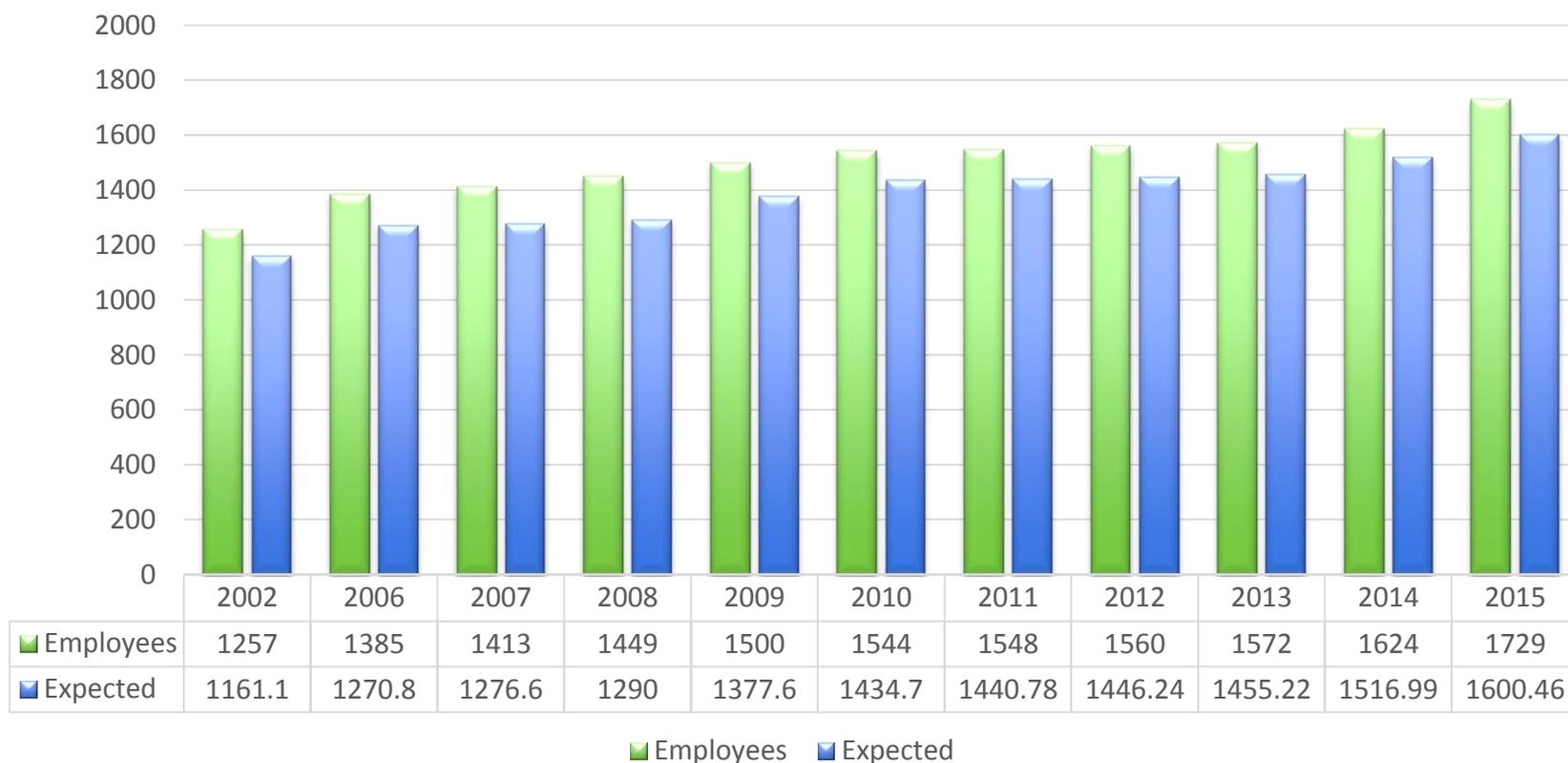
A significant number of employees provided their self-identification information during the 2015 Census who had not previously done so. This new self-id data is reflected in the increase in the number of employees who identify as racially visible, aboriginal, and as having a disability in 2015, as compared to 2014.

¹ The 2011 National Household Survey was released in 2014, and was used as a comparator for Dalhousie's 2014 and 2015 internal representation of designated groups. Employee data between 2009 and 2013 was compared to the 2006 Census; data from 2006 to 2008 was compared to the 2001 Census; and 2002 data was compared to the 1996 Census.

Representation of Women

The number of women faculty and staff at Dalhousie has experienced steady growth since 2002, increasing from 1257 in 2002 to 1600 in 2015, matching the increase in women’s labour market participation in Canada during the same period. Overall women are fully represented at Dalhousie.

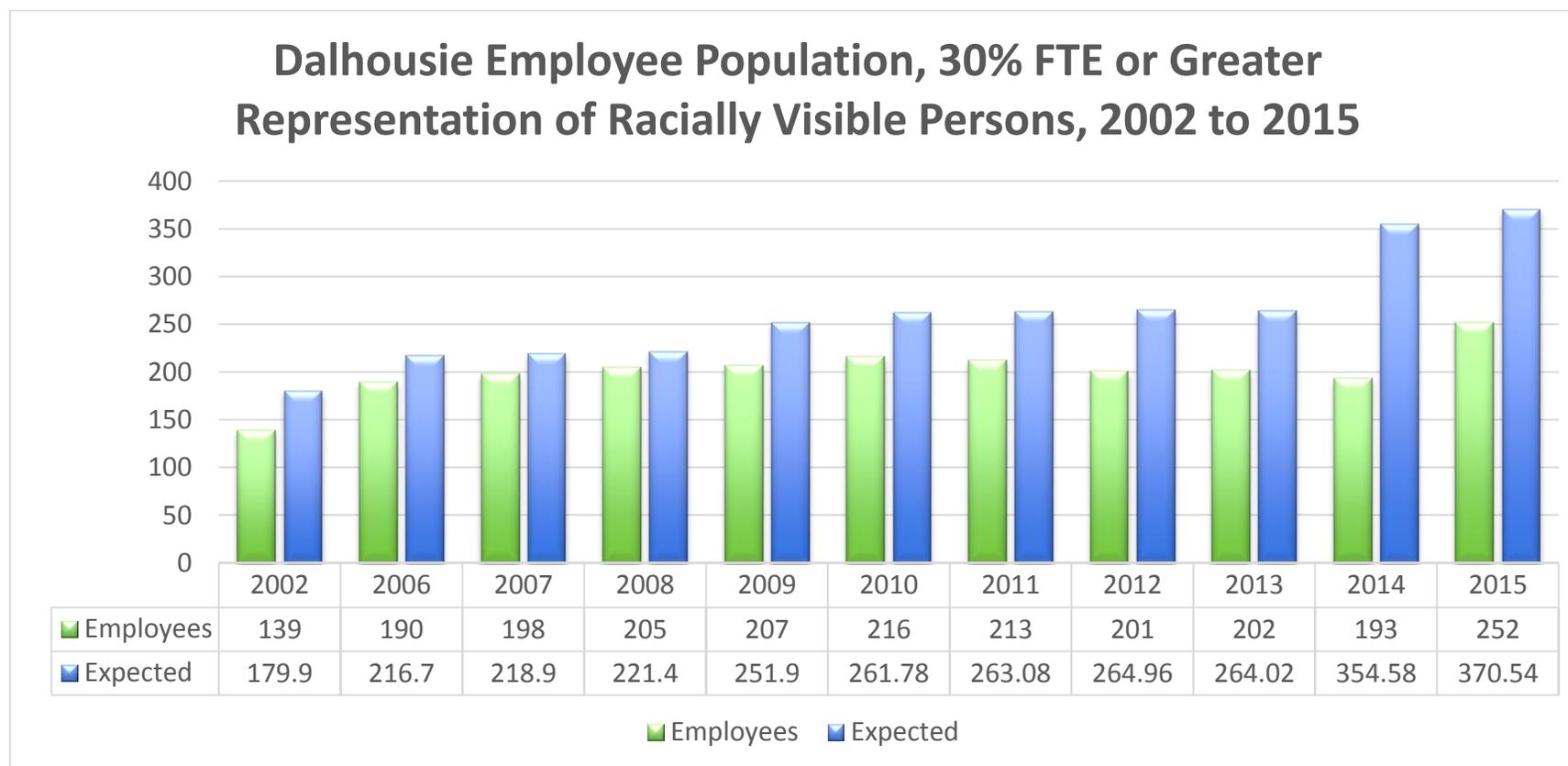
Dalhousie Employee Population, 30% FTE or Greater Representation of Women, 2002 to 2015



Representation of Racially Visible Persons

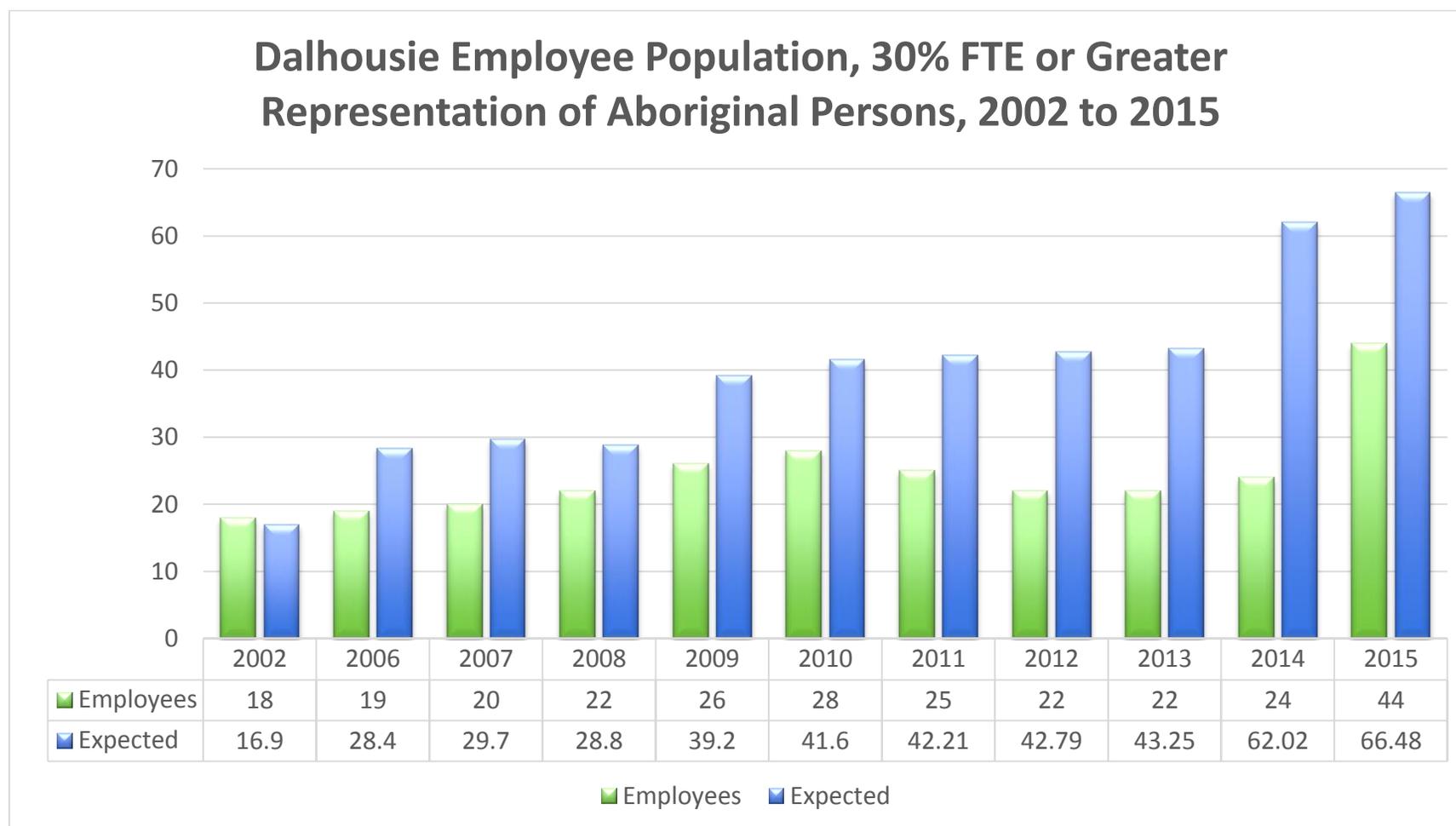
A significant number of Dalhousie employees chose to self-identify as racially visible during the 2015 Census campaign who had not previously done so, directly contributing to the increase in the reported number of racially visible employees between 2014 and 2015.

While Dalhousie has been successful in increasing the number of racially visible employees, this group remains underrepresented in comparison to the rapid growth rate of the racially visible population in the Canadian labour market. Statistics Canada population projections to 2031 suggest that the racially visible population in Canada will continue to make up an increasingly larger share of the labour market based on the rapid rate of growth and their younger average age compared to the non-racially visible population.



Representation of Aboriginal Persons

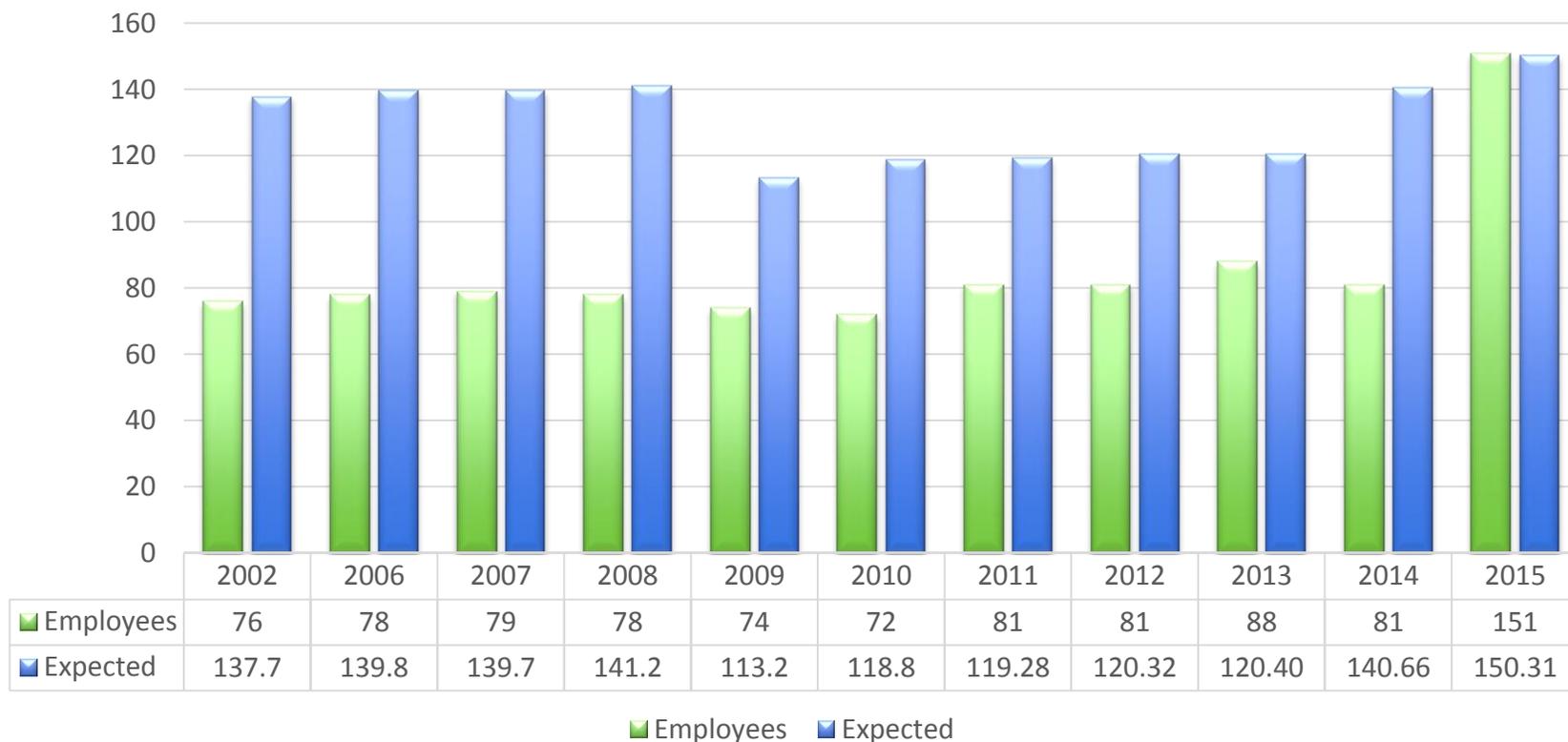
Similar to racially visible employees at Dalhousie, a significant number of employees chose to self-identify as aboriginal in the recent Census who had not done so previously, resulting in an increase in the number of aboriginal employees reported between 2014 and 2015. Aboriginal employees remain underrepresented when compared to the rapid growth rate in the availability in Canadian labour markets.



Representation of Persons with a Disability

There was a significant increase in the number of Dalhousie employees who reported having a disability during the 2015 Census, as demonstrated by the sharp increase from 81 in 2014 to 151 in 2015. As a result, comparison to external labour market availability suggests that persons with a disability are fully represented at Dalhousie. However, labour market availability estimates are less reliable than estimates for other designated groups, and as a result, caution should be used in their interpretation.

**Dalhousie Employee Population, 30% FTE or Greater
Representation of Persons w/a Disability, 2002 to 2015**



Gaps in Representation by Occupational Group

While women are fully represented in most occupational groups at the University, gaps still exist in some occupational groups. The most significant occur in senior management positions (President, Vice Presidents and Deans) and Semi-Professionals and Technicians (such as computer support positions, lab technologists and technicians, and graphic designers).

Racially visible persons at Dalhousie are fully represented in many occupational groups including Semi-Professionals and Technicians, administrative and clerical positions, sales and service positions, as well as semi-skilled and other manual workers. Slight gaps in representation of racially visible persons occur in a few occupational groups at Dalhousie, including senior managers, skilled trades and intermediate sales and service positions. The largest gaps occur in Middle Managers (including Associate and Assistant Deans, and Academic and Administrative Directors) and in our professional staff. Faculty make up just under 75% of the Professionals group.

Aboriginal persons are fully represented in several occupations at Dalhousie including administrative and clerical positions, and skilled sales, service and trades positions. Small gaps exist in aboriginal representation in senior managers, and semi-skilled and other manual occupations at Dalhousie. The most significant gaps are found in the Professionals, Semi-Professionals and Technicians, and Other Sales/Service (cleaning and custodial staff) groups.

The largest gaps for persons with a disability are in the Clerical, Other Sales/Service occupations, as well as Skilled Trades positions.

Data collected during the 2015 Census has provided us with data that more accurately reflects representation of designated groups at Dalhousie, and as a result, a number of the gaps reported in 2015 are lower than respective gaps in 2014. Most notably, the gaps in representation of racially visible, aboriginal and persons with a disability in the Professionals and Administrative and Senior Clerical groups are substantially lower than those reported in 2014.

2015, Employees 30% FTE or Greater Gaps in Representation by Occupational Group				
Occupational Groups	Gaps by Designated Group			
	Women	Racially Visible	Aboriginal	Persons w/a Disability
Senior Managers	-4.8	-2.5	-0.9	1.0
Middle Managers	-2.1	-19.6	0.5	4.7
Professionals	47.5	-120.0	-12.2	13.2
Semi-Professionals/Technicians	-10.5	8.8	-3.8	-2.1
Supervisors, Sales/Service	6.0	2.6	-1.0	1.0
Supervisors, Crafts/Trades	-1.6	-0.2	0.3	0.2
Administrative/Senior Clerical	7.4	1.6	0.8	23.0
Skilled Sales/Service	0.4	-0.2	0.0	1.0
Skilled Crafts/Trades	1.3	-2.0	0.3	-6.8
Clerical	32.6	7.0	0.3	-17.9
Intermediate Sales/Service	4.8	-2.4	-0.2	-4.2
Semi-Skilled Manual	-1.9	0.6	-0.7	-1.7
Other Sales/Service	39.2	4.9	-5.8	-10.1
Other Manual	1.7	0.8	-0.2	-0.8

The gaps that appear in bold above are considered to be significant. The significance of gaps in designated group representation is assessed by a Three Filter Test. A gap in representation is significant if the First Filter (the number gap is -3 or greater) and the Second Filter (the percentage representation is 80% or less) are true. A gap is also considered to be significant if the Third Filter is true. The Third Filter test is met when there are gaps of -3 or less for a designated group in several occupational groups and/or for all designated groups in one occupational group. According to our obligations under the Federal Contractors Program, hiring goals must be set for all occupations that have a significant gap