

MEMORANDUM

To: The Dalhousie University community

From: Jasmine Walsh, Co-Project Lead, Strategic Initiative on Diversity and Inclusiveness

Date: July 16, 2018

Re: **Dalhousie Census 2017 report**

The [2017 Dalhousie Census report](#) [PDF] and [Federal Contractors Program \(FCP\) Employment Equity report](#) [PDF] are now available online. Last fall, we conducted our third annual **Dalhousie Census** “Be Counted” campaign, from **November 27 – December 1**. Since its launch in 2015, more than 4,000 faculty and staff and more than 5,400 students have completed the census.

Through the census, we now have self-identification information for **88 per cent** of our full-time and permanent part-time employees and **18 per cent** of our students. However, when combined with student enrolment data, the student self-identification information is now at **70 per cent**.

Our 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.

Through increased self-identification and new recruitment, we have seen significant progress reflected in our diversity in 2017. This means that we have higher numbers of employees from equity-seeking groups.

The university has reduced the gaps* for:

- Racially Visible employees overall from **-54** in 2016 to **-45** in 2017.
- Aboriginal employees overall from **-10** in 2016 to **-1** in 2017.
- Women Professors and Lecturers from **-11** in 2016 to **4** more than the national figure in 2017.

**Gaps are expressed as the number of people required to make up the difference between Dalhousie’s internal representation and the labour market availability obtained from Statistics Canada National Household Survey (both expressed as a headcount of individuals).*

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 continue to work and develop equity plans to close them.

The census is a priority of the university’s [Diversity & Inclusiveness Strategy](#) that was introduced in 2017. 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.

Despite the progress made, we know we still have work to do. As well as an ongoing need to recruit equity-seeking candidates and increase student demographic data, we still need self-identification information from many groups, particularly part-time academics, casuals, facilities operational support staff and students. Visit dal.ca/BeCounted to follow the steps. **You can complete the census any time.**

If you have any questions about the Census or FCP reports, please email BeCounted@dal.ca or call 902-494-6672.

Jasmine Walsh

Assistant Vice President, Human Resources

DALHOUSIE UNIVERSITY

Dalhousie University sits on the traditional territory of the Mi'kmaq. We are all treaty people.