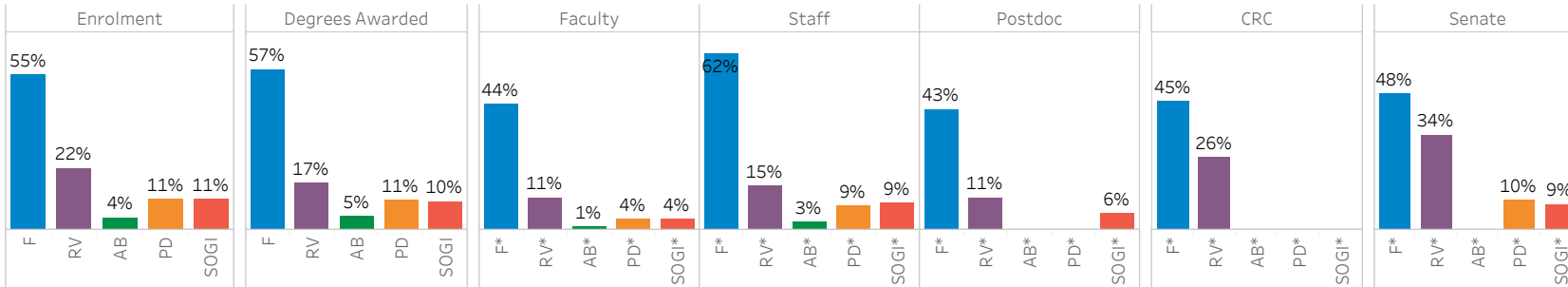
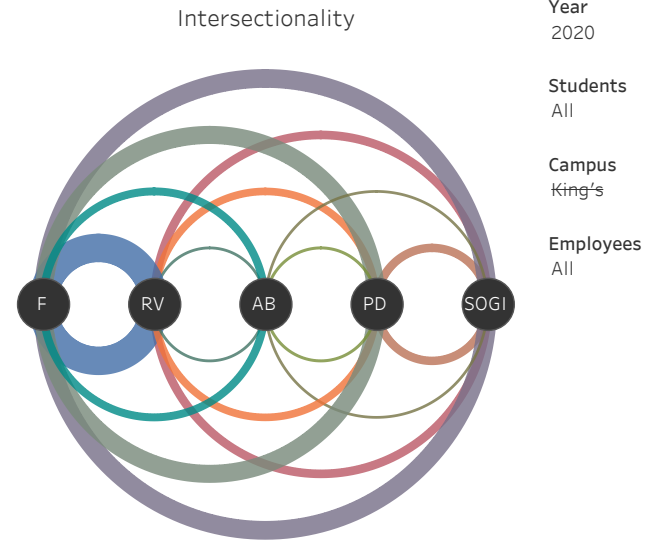




Community Representation

Voluntary self-identification of undergraduate (UG), graduate, and postgraduate (PGR) students, degrees awarded, faculty (including professors, instructors, sessionals, counselors, and librarians), staff, postdoctoral fellows, Canada Research Chairs (CRC), and Senate. Groups defined in the university's Employment Equity Policy and their intersections are included. Intersectionality recognizes the overlap of various social identities, such as race, gender, and sexuality that shape experiences. *Headcounts less than 5 are redacted (ie., blank or <5).

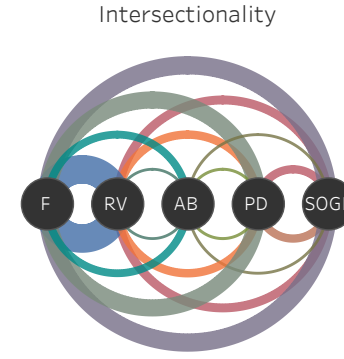
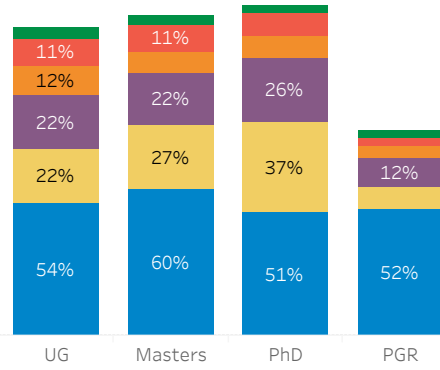
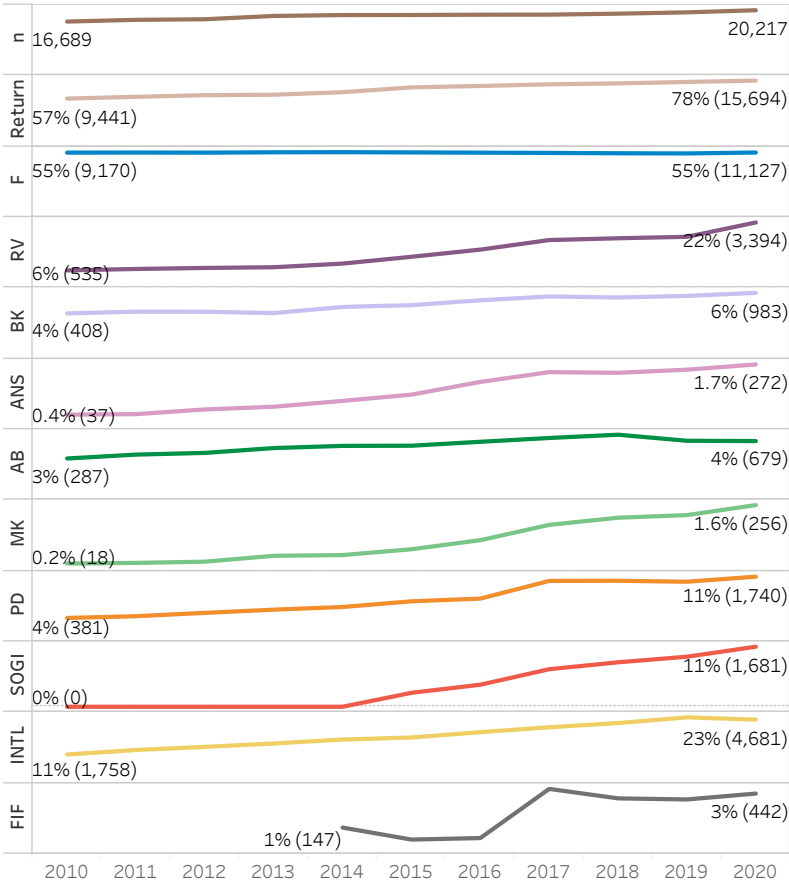
| | n | Return | F | RV | AB | PD | SOGI | BK | ANS | MK | INTL |
|--------------------|---------------|------------|---------------|--------------|------------|--------------|--------------|------------|------------|------------|--------------|
| UG | 15,682 | 77% | 8,529 | 2,627 | 549 | 1,452 | 1,320 | 797 | 241 | 218 | 3,512 |
| Masters | 3,128 | 81% | 1,876 | 548 | 102 | 212 | 283 | 138 | 27 | 30 | 830 |
| PhD | 758 | 86% | 385 | 172 | 18 | 56 | 65 | 38 | 3 | 8 | 281 |
| PGR | 649 | 60% | 337 | 47 | 10 | 20 | 13 | 10 | 1 | | 58 |
| Grand Total | 20,217 | 78% | 11,127 | 3,394 | 679 | 1,740 | 1,681 | 983 | 272 | 256 | 4,681 |
| UG Degree | 3,882 | 79% | 2,246 | 509 | 132 | 333 | 311 | 158 | 53 | 33 | 728 |
| Masters Degree | 1,369 | 80% | 757 | 182 | 60 | 111 | 104 | 52 | 5 | 17 | 423 |
| Doctoral Degree | 106 | 82% | 42 | 13 | | 3 | 3 | 3 | | | 31 |
| Grand Total | 5,357 | 79% | 3,045 | 704 | 192 | 447 | 418 | 213 | 58 | 50 | 1,182 |
| Faculty | 5,089 | 63% | 2,256 | 360 | 37 | 127 | 119 | 51 | 6 | 8 | 200 |
| Staff | 5,675 | 86% | 3,545 | 756 | 144 | 420 | 462 | 235 | 78 | 46 | 585 |
| Postdoc | 181 | 69% | 77 | 14 | <5 | <5 | 7 | <5 | 0 | 0 | 77 |
| Grand Total | 10,945 | 75% | 5,878 | 1,130 | 183 | 550 | 588 | 289 | 84 | 54 | 862 |
| CRC | 42 | 83% | 19 | 9 | <5 | <5 | <5 | 0 | 0 | 0 | 8 |
| Senate | 83 | 93% | 40 | 26 | <5 | 8 | 7 | 9 | 0 | <5 | 2 |





Enrolment Diversity Trends

Full-time and part-time enrolment, excluding the University of King's College.
 Graduate students are assigned by faculty of study, FGS is only visiting and interdisciplinary students.



December 1st 2020

Faculty All

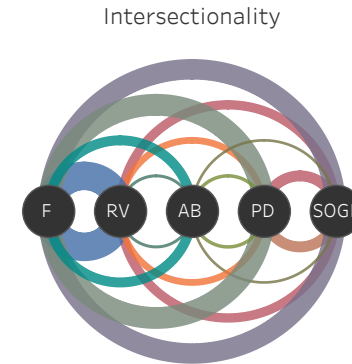
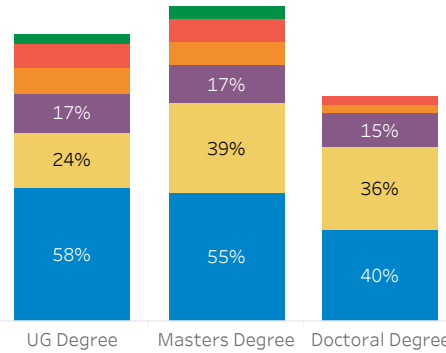
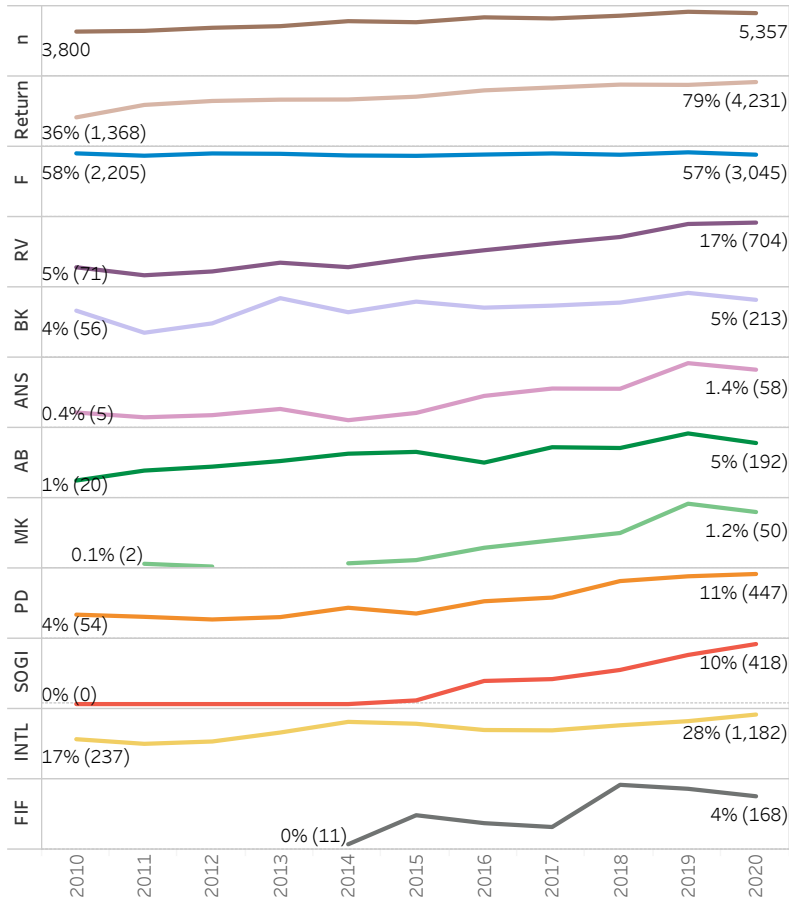
Campus King's

| | F | RV | BK | ANS | AB | MK | PD | SOGI | INTL | FIF |
|-------------------------|-----|-----|-----|------|----|------|-----|------|------|-----|
| Agriculture | 66% | 16% | 4% | 0.9% | 6% | 3.2% | 13% | 12% | 21% | 3% |
| Architecture & Planning | 56% | 22% | 4% | 0.9% | 2% | 0.6% | 14% | 15% | 13% | 1% |
| Arts & Social Sciences | 67% | 22% | 10% | 4.2% | 5% | 2.1% | 19% | 19% | 11% | 3% |
| Computer Science | 22% | 22% | 6% | 1.0% | 4% | 1.1% | 8% | 8% | 61% | 3% |
| Dentistry | 60% | 26% | 4% | 2.9% | 5% | 3.3% | 8% | 8% | 23% | 4% |
| Engineering | 26% | 24% | 7% | 0.9% | 3% | 1.1% | 7% | 6% | 40% | 2% |
| Health | 82% | 20% | 7% | 2.3% | 7% | 2.5% | 13% | 11% | 3% | 4% |
| Law | 59% | 22% | 8% | 4.3% | 6% | 4.3% | 9% | 16% | 2% | 2% |
| Management | 47% | 19% | 4% | 0.5% | 3% | 0.6% | 9% | 8% | 27% | 2% |
| Medicine | 55% | 21% | 4% | 0.9% | 3% | 0.6% | 5% | 6% | 8% | 2% |
| Science | 64% | 24% | 5% | 1.5% | 4% | 1.5% | 12% | 11% | 23% | 3% |



Degree Diversity Trends

Degree, diploma and certificates awarded in the Spring and Fall, excluding the University of King's College. Graduates may have more than one designation.



| | F | RV | BK | ANS | AB | MK | PD | SOGI | INTL |
|-------------------------|-----|-----|----|------|----|------|-----|------|------|
| Agriculture | 63% | 10% | 2% | | 5% | 1.5% | 9% | 12% | 37% |
| Architecture & Planning | 56% | 13% | 2% | 0.8% | 3% | | 14% | 15% | 11% |
| Arts & Social Sciences | 69% | 13% | 3% | 1.1% | 6% | 1.1% | 18% | 18% | 8% |
| Computer Science | 29% | 20% | 6% | 0.6% | 2% | | 5% | 5% | 89% |
| Dentistry | 72% | 25% | 5% | 2.5% | 4% | 2.5% | 4% | 4% | 20% |
| Engineering | 25% | 21% | 5% | 0.7% | 2% | 0.4% | 6% | 5% | 54% |
| Health | 84% | 15% | 7% | 3.2% | 7% | 1.8% | 14% | 12% | 2% |
| Law | 55% | 12% | 4% | 1.2% | 9% | 5.8% | 13% | 9% | 2% |
| Management | 52% | 14% | 4% | 0.7% | 3% | 0.2% | 11% | 7% | 28% |
| Medicine | 55% | 13% | 3% | 0.6% | 3% | 1.3% | 6% | 5% | 8% |
| Science | 60% | 20% | 5% | 0.8% | 4% | 0.9% | 11% | 12% | 31% |

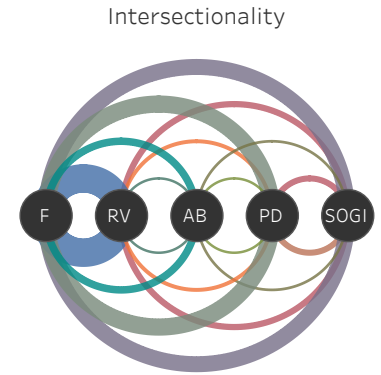
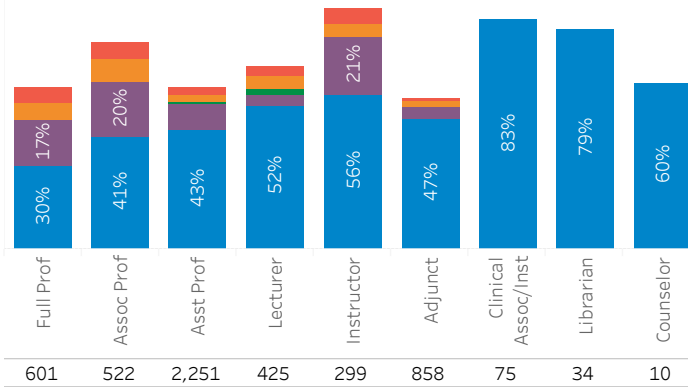
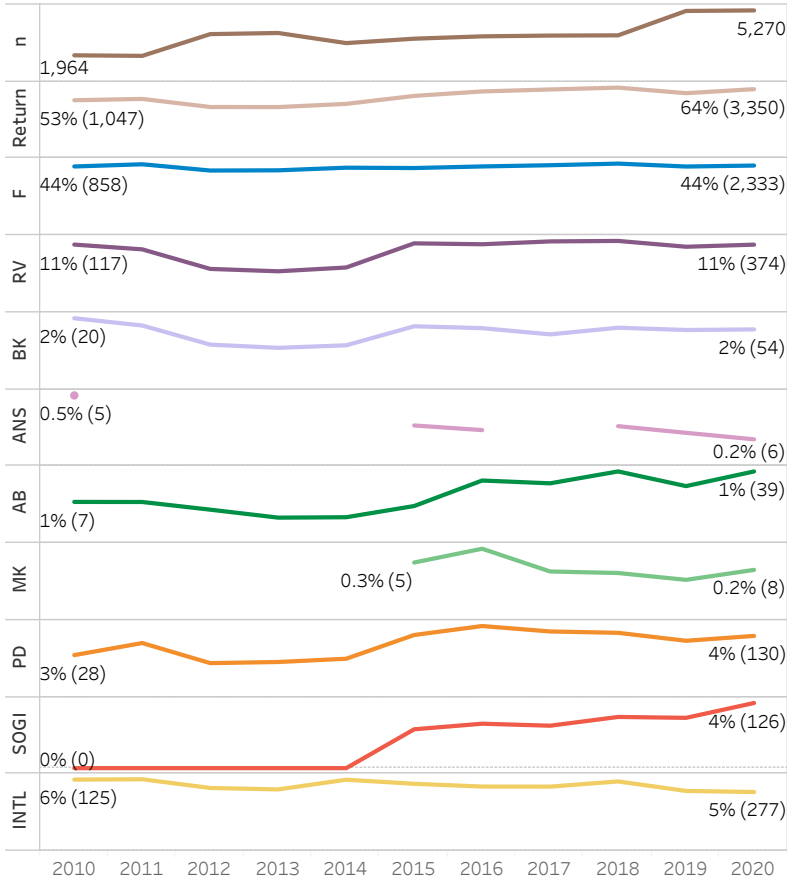


Faculty Diversity Trends

Full-time and part-time faculty, including sessionals, clinicians, unpaid, professors, lecturers, instructors, librarians, counselors in Student Affairs, postdoctoral fellows, senior admin faculty. ECLS: AU, CF, CM, CP, CR, CU, DM, EM, FA, FM, QM, RD, RE, RQ, RX, XM.
 *Headcounts less than 5 are redacted (ie., blank).

December 1st
2020

Sr Admin Title
All



| | F* | RV* | BK* | ANS* | AB* | MK* | PD* | SOGI* | INTL |
|-------------------------|-----|-----|-----|------|-----|------|-----|-------|------|
| Agriculture | 40% | 20% | 9% | 0.0% | | 0.0% | 8% | 6% | 10% |
| Architecture & Planning | 36% | 16% | 0% | 0.0% | 0% | 0.0% | | 22% | 8% |
| Arts & Social Sciences | 50% | 16% | 5% | | 3% | | 9% | 6% | 4% |
| Computer Science | 20% | 24% | | 0.0% | | 0.0% | 10% | 8% | 19% |
| Dentistry | 49% | 15% | | 0.0% | | 0.0% | | 6% | 3% |
| Engineering | 21% | 47% | | 0.0% | | 0.0% | 5% | 4% | 8% |
| Health | 80% | 6% | 2% | | 1% | 0.0% | 7% | 5% | 2% |
| Law | 44% | | | | | | 9% | | 1% |
| Management | 44% | 22% | | 0.0% | | 0.0% | 5% | 8% | 5% |
| Medicine | 41% | 8% | 1% | | 1% | | 2% | 2% | 4% |
| Science | 47% | 12% | | 0.0% | | 0.0% | 4% | 3% | 11% |
| Student Affairs | 64% | | 0% | 0.0% | | 0.0% | | | 0% |
| University Librarian | 83% | | | 0.0% | | | | | 0% |

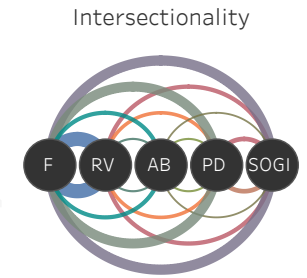
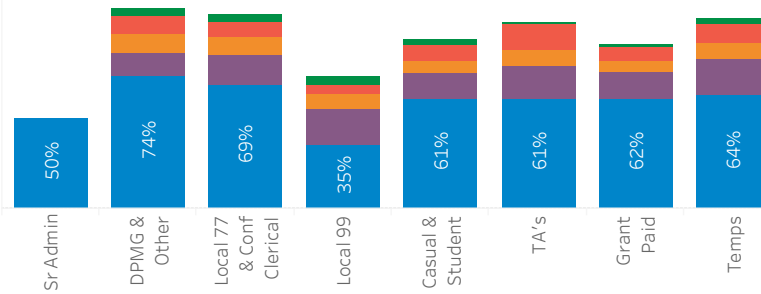
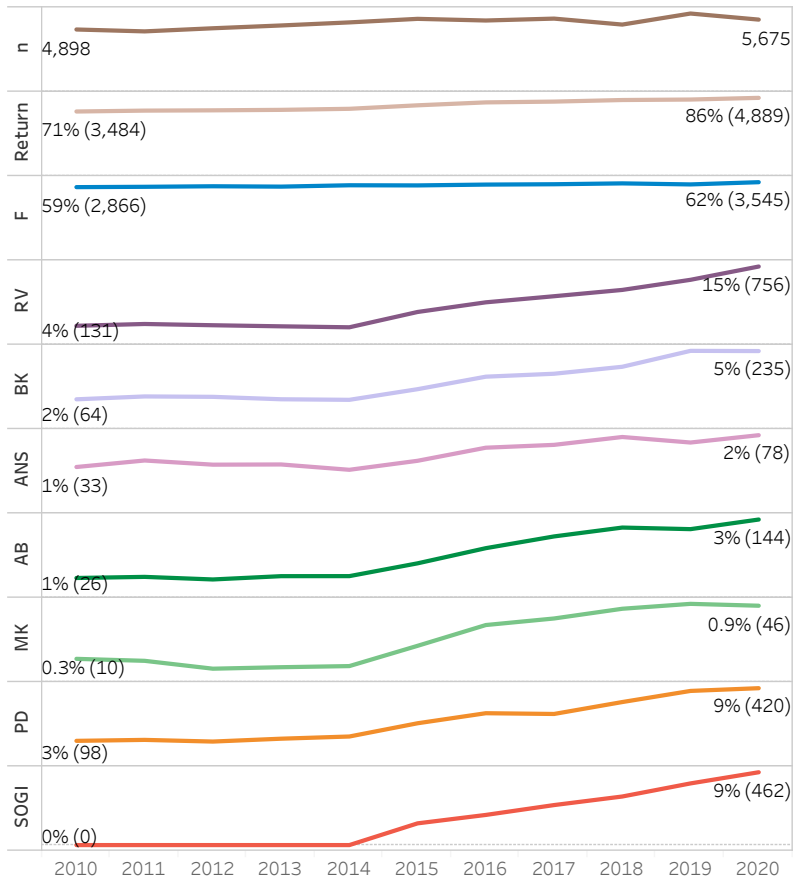


Staff Diversity Trends

Full-time and part-time staff, including DPMG, CUPE, NSGEU, casual, research, and senior admin staff.
 ECLS: AM, CB, CT, IB, IT, KB, KM, MM, NM, RA, RC, RF, RH, RS, RZ, SM, SS, TM, TT, VB, YM. *Headcounts less than 5 are redacted (ie., blank).

December 1st
2020

Sr Admin Title
All



| | F* | RV* | BK* | ANS* | AB* | MK* | PD* | SOGI* |
|--------------------------|-----|-----|-----|------|-----|------|-----|-------|
| Advancement | 84% | 15% | | 0.0% | | | | 7% |
| Agriculture | 66% | 11% | | 0.0% | | | 7% | 6% |
| Ancillary Services | 64% | 15% | 7% | 3.6% | | | 9% | 13% |
| Architecture & Planning | 66% | 17% | | 0.0% | | 0.0% | 11% | 15% |
| Arts & Social Sciences | 63% | 14% | 6% | 0.0% | 3% | 0.0% | 16% | 19% |
| College of Continuing Ed | 66% | 24% | | | | | 11% | 11% |
| Computer Science | 47% | 21% | | | | 0.0% | 11% | 14% |
| Dentistry | 84% | 12% | | | 7% | | | 10% |
| Engineering | 49% | 13% | 3% | | | 0.0% | 8% | 9% |
| Facilities Management | 37% | 19% | 9% | 3.5% | 5% | 2.4% | 9% | 6% |
| Finance | 57% | 14% | 4% | 1.4% | 1% | | 8% | 6% |
| Health | 79% | 14% | 5% | | 3% | | 8% | 11% |
| Human Resources | 81% | 19% | | | | 0.0% | 21% | |
| ITS | 27% | 26% | | | | | 7% | 9% |
| Law | 72% | 14% | 8% | 4.2% | 5% | | 12% | 17% |
| Management | 73% | 13% | | | 3% | 0.0% | 12% | 14% |
| Medicine | 67% | 9% | 2% | 0.6% | 2% | 0.9% | 5% | 5% |
| President | 72% | 26% | 11% | 2.3% | 4% | | 11% | 13% |
| Research & Innovation | 66% | 20% | | 0.0% | 0% | 0.0% | 11% | 11% |
| Science | 60% | 15% | 3% | 1.2% | 1% | | 9% | 11% |
| Student Affairs | 70% | 24% | 10% | 2.4% | 6% | 2.1% | 12% | 12% |
| University Librarian | 52% | 23% | 8% | 4.0% | | | 15% | 15% |



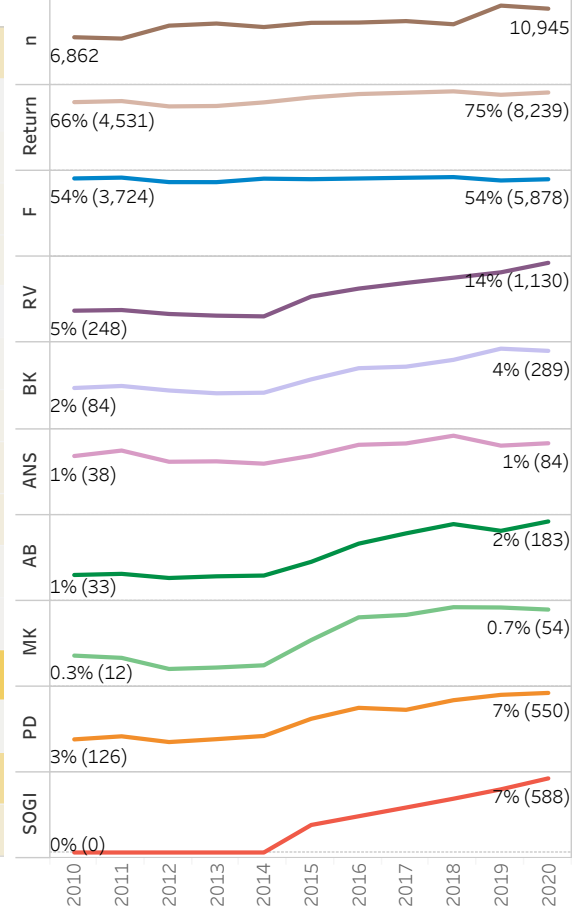
Employee Classifications

Click classification(s) on the left to filter the line graph of trends over time. *Headcounts less than 5 redacted (ie., blank).

December 1st
2020

Sr Admin
All

| | n | Return | F* | RV* | BK* | ANS* | AB* | MK* | PD* | SOGI* | INTL |
|--------------------------|---------------|------------|------------|------------|-----------|-------------|-----------|-------------|-----------|-----------|-----------|
| Casual & Student | 2,286 | 81% | 61% | 14% | 5% | 0.9% | 3% | 0.8% | 7% | 9% | 15% |
| DPMG & Other | 791 | 96% | 74% | 13% | 4% | 2.1% | 4% | 1.3% | 10% | 10% | 1% |
| Faculty CUPE PTA | 160 | 78% | 70% | 5% | | 0.0% | | | 6% | 4% | 2% |
| Faculty DFA | 971 | 89% | 46% | 23% | 3% | 0.6% | 2% | 0.6% | 8% | 7% | 3% |
| Faculty Med Cont FT | 126 | 92% | 52% | 16% | | 0.0% | 0% | 0.0% | 0% | | 3% |
| Faculty Med Cont PT | 80 | 66% | 48% | | 0% | 0.0% | | 0.0% | | | 0% |
| Faculty NonUnion FT | 126 | 91% | 47% | 21% | | 0.0% | | | 6% | 6% | 2% |
| Faculty NonUnion PT | 569 | 66% | 51% | 6% | | 0.0% | 1% | 0.0% | 2% | 2% | 3% |
| Faculty Unpaid | 2,994 | 51% | 40% | 6% | 1% | | 0% | | 2% | 2% | 5% |
| Grant Paid | 458 | 82% | 62% | 14% | 3% | | 2% | | 6% | 8% | 6% |
| Local 77 & Conf Clerical | 840 | 92% | 69% | 16% | 5% | 3.0% | 4% | 1.6% | 10% | 9% | 1% |
| Local 99 | 362 | 80% | 35% | 20% | 11% | 4.5% | 5% | 2.8% | 8% | 6% | 1% |
| Postdocs | 181 | 69% | 43% | 11% | | 0.0% | | 0.0% | | 6% | 43% |
| Sr Admin | 99 | 96% | 54% | 7% | | 0.0% | | 0.0% | 12% | | 1% |
| TA's | 700 | 92% | 61% | 18% | 3% | 0.8% | 1% | 0.0% | 10% | 14% | 26% |
| Temps | 202 | 83% | 64% | 20% | 5% | | 3% | | 9% | 11% | 9% |
| Grand Total | 10,945 | 75% | 54% | 14% | 4% | 1.0% | 2% | 0.7% | 7% | 7% | 8% |



| | |
|----------------------------------|-------|
| Casual Employee, TT | 2,233 |
| Confid Clerical Secretarial, SM | 10 |
| Contract Employee, VB | 2 |
| CUPE Staff, CB | 541 |
| CUPE Staff, CT | 155 |
| DPMG, AM | 754 |
| Faculty CUPE PTA, CM | 160 |
| Faculty DFA, DM | 951 |
| Faculty Non-Union, FM | 125 |
| Faculty Unpaid, AU | 2,994 |
| Med Continuing FT, CF | 125 |
| Med Continuing PT, CP | 80 |
| Med Continuing Research, CR | 1 |
| Non-CUPE TA, KB | 4 |
| NSGEU Local 77, NM | 817 |
| NSGEU Local 99 Hourly, IT | 19 |
| NSGEU Local 99 Salary, IB | 343 |
| Part-Time Faculty Non-Union, EM | 569 |
| PDF Employee, RQ | 151 |
| PDF Scholar, QM | 30 |
| Professional, MM | 18 |
| Research DPMG, RA | 19 |
| Research Faculty DFA, RD | 20 |
| Research Faculty Non-Union, RE | 1 |
| Research NSGEU 77, RF | 13 |
| Research Senior Mgmt Faculty, RX | 1 |
| Research Staff, RC | 458 |
| Research Student Salary, RS | 40 |
| Research Temporary, RH | 88 |
| Senior Management Faculty, XM | 62 |
| Senior Management Staff, YM | 36 |
| Student Salary, SS | 13 |

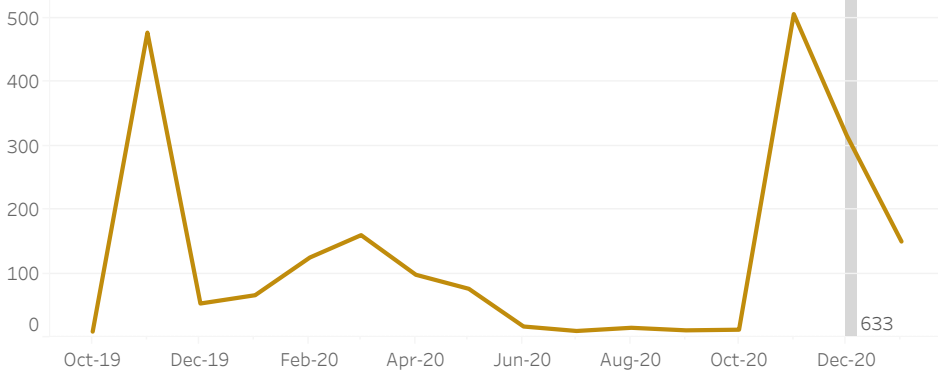


Be Counted Census Activity

Student and employee census, does not include recruitment or admissions data.

Activity Date
October 2019 to January 2..

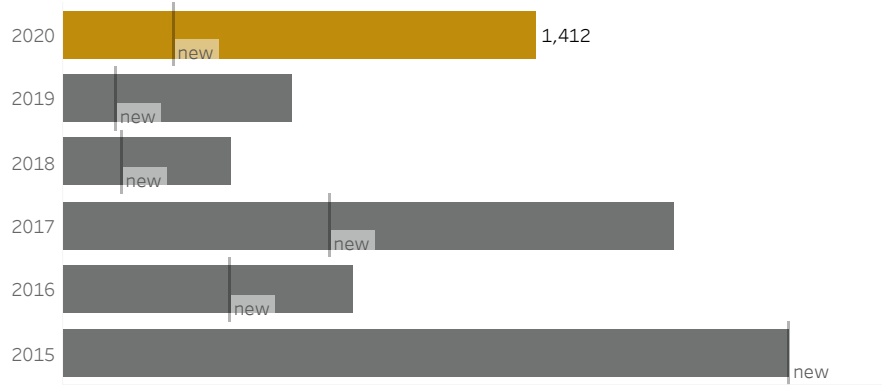
Student Campaign



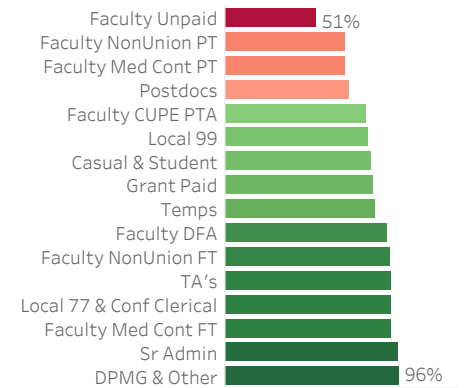
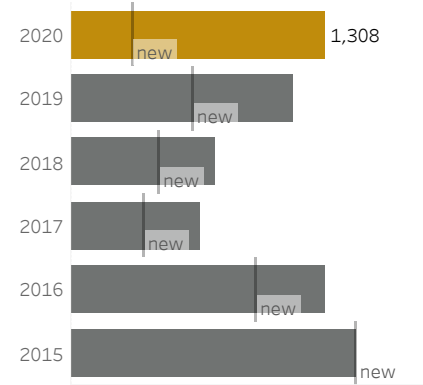
Employee Campaign



Census Returned



Census Returned





Census Report Methods

Data Collection & Analysis

- The Dalhousie Census was launched in 2015 but demographic data has been collected since 1989 and disaggregated demographic data since at least 2000.
- Voluntary self-identity is integrated across Dalhousie Census, personnel, admissions, and the Canadian University Survey Consortium (CUSC) first in family 2014-2019 using the most recent response per year.
- Representation is calculated using total returned, except females which uses total population because gender self-identification is almost 100%. Therefore, gender from personnel and admission records is not included in return rate, resulting in female counts that are sometimes higher than return rate.
- Representation describes the minimum proportion of the total population and equity-seeking groups are not mutually exclusive.
- Return rate is any census or survey activity, including declined, response rate is at least one self-identification field completed as Yes/No/Prefer not to respond.
- Heacounts less than 5 are redacted (ie. blank or <5)

Legend

| | |
|------|--|
| F | Female |
| RV | Racialized Persons |
| AB | Aboriginal & Indigenous Peoples |
| PD | Persons with Disabilities |
| SOGI | Sexual Orientation and Gender Identity minorities |
| BK | Black/African Ancestry |
| ANS | Historical Black/African Nova Scotian ancestry |
| MK | Mi'kmaq |
| FIF | First in Family (no parent/guardian attended college/university) |
| INTL | International (not Canadian citizen, permanent resident, or refugee) |

Equity Groups

- Females are people who self-identify as female.
- Racialized Persons are persons who are non-white in colour (other than Indigenous persons) living in predominantly white cultures, regardless of their place of birth or citizenship. Black/African Nova Scotian ancestry are African Nova Scotians (who may also self-identify as 'Indigenous Black', 'Scotian' or 'Africadian') are a distinct population with collective rights tied to over 52 land-based communities in Nova Scotia. Black/African persons are included in racialized persons and Black/African Nova Scotian are included in racialized persons and Black/African totals.
- Indigenous Persons refer to the original inhabitants of North America/Turtle Island and their descendants. Mi'kmaq (MK) counts are a subset of this figure.
- Persons with a Disability: a chronic, long-term or recurring physical, sensory, mental, learning or intellectual impairment, that, in interaction with a barrier, hinders that person's full and effective participation in society.
- Sexual Orientation & Gender Identity minorities are persons who identify as two-spirit, lesbian, gay, bisexual, pansexual, transgender, gender independent, queer, and/or questioning, among other identity markers. Statistics Canada data from the 2014 Canadian Community Health Survey show that 3.0% of Canadians identify as lesbian, gay, or bisexual. https://www.statcan.gc.ca/eng/dai/smr08/2015/smr08_203_2015#a3

Federal Contractors Program (FCP)

A subset of the employee population that includes full-time and permanent part-time employees from certain classifications. Employment and Social Development Canada's (ESDC) requires provincially regulated employers with 100 or more employees bidding on federal contracts of \$1M or more seek to achieve and maintain a workforce that is representative of the Canadian workforce, including members of the four designated groups under the Employment Equity Act (women, aboriginal and indigenous peoples, persons with disabilities, members of visible minorities).

Report <https://tableau.dal.ca/#/site/DA/workbooks/1693/views>

ESDC Guidelines <https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html#s1>

Glossary of Terms <https://www.dal.ca/dept/hres/equity---inclusion/be-counted/glossary-of-terms.html>