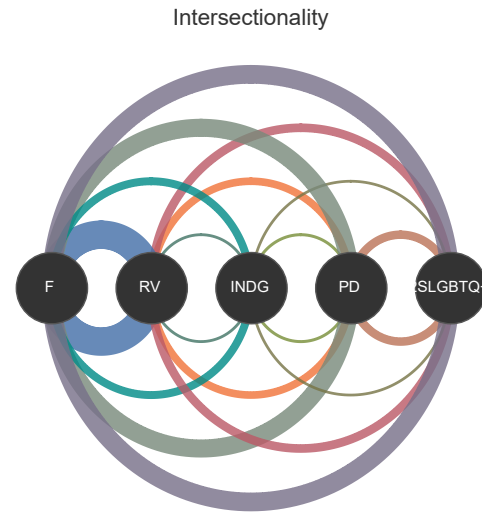


	n	Return	F	RV	INDG	PD	2SLGBTQ..	BK	ANS	MK	INTL
UG	16,130	84%	8,660	3,436	582	1,827	1,569	830	279	231	3,406
Masters	3,393	85%	1,987	694	121	290	331	157	38	40	1,022
PhD	791	88%	402	201	25	76	96	45	5	12	290
PGR	655	63%	356	56	11	22	12	10	2	2	66
Grand Total	20,969	84%	11,405	4,387	739	2,215	2,008	1,042	324	285	4,784
UG Awarded	4,242	82%	2,527	749	176	445	368	211	54	66	909
Masters Awarded	1,539	80%	866	231	41	100	147	66	11	15	510
Doctoral Awarded	106	84%	54	19	1	4	4	2			39
Grand Total	5,887	81%	3,447	999	218	549	519	279	65	81	1,458
Faculty	5,191	40%	2,273	401	48	148	160	58	8	14	196
Staff	6,399	69%	3,870	1,027	170	581	577	289	98	57	837
Postdoc	197	39%	84	23	<5	5	10	<5	0	<5	93
Grand Total	11,787	56%	6,227	1,451	219	734	747	350	106	72	1,126
CRC	40	85%	18	8	<5	<5	<5	<5	0	0	3
Senate	82	93%	37	27	<5	10	7	8	0	<5	



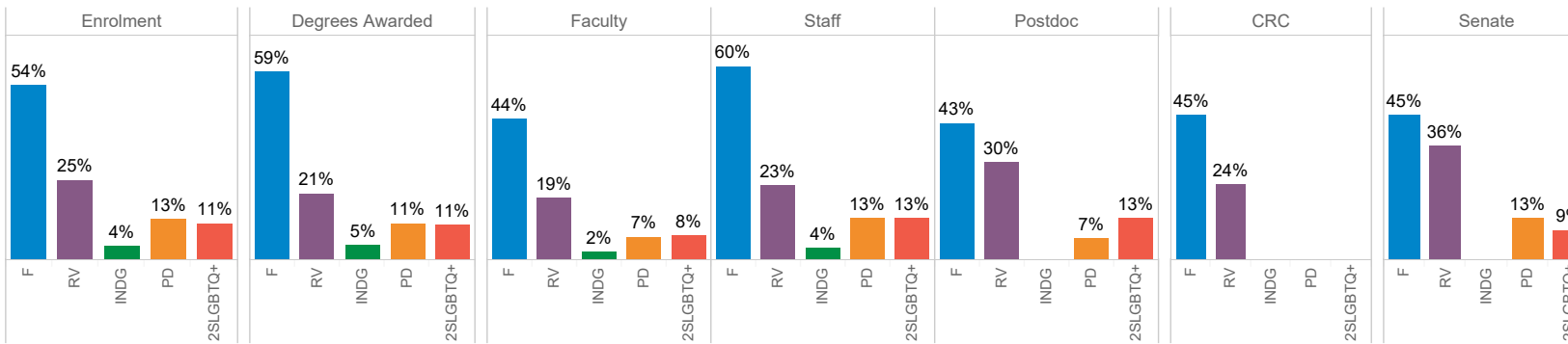
Dec 1st 2021

Students All

Campus King's

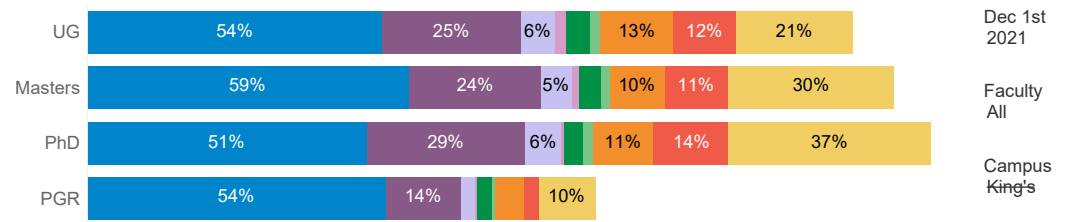
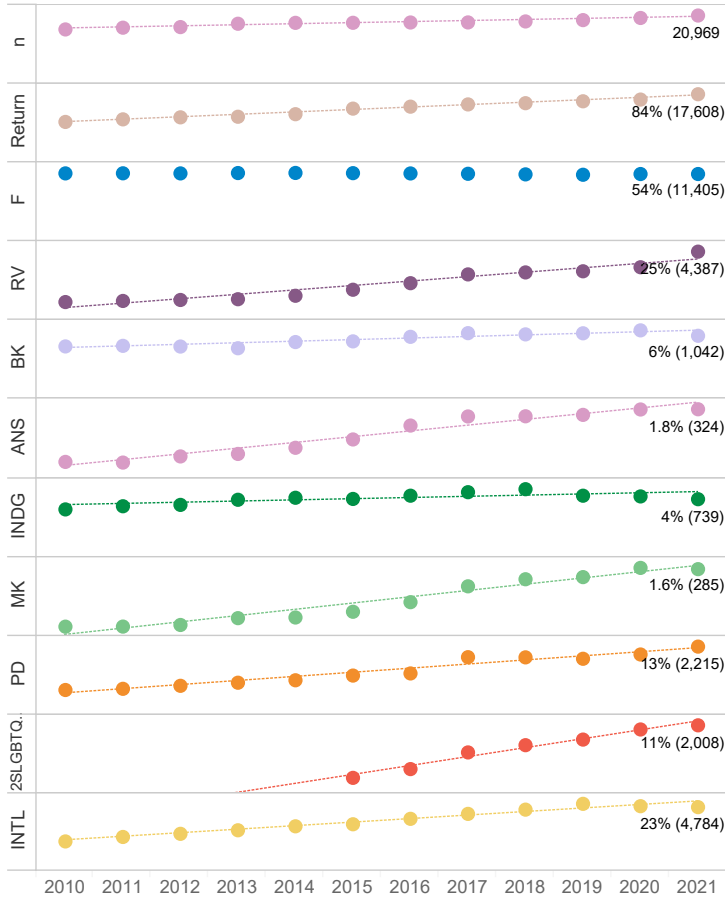
Employees All

Voluntary self-id undergraduate (UG), graduate, and postgraduate (PGR) students, degrees awarded, faculty (professors, instructors, sessionals, counselors, and librarians), staff, postdoctoral fellows, Canada Research Chairs (CRC), and Senate.



Groups defined in Dal'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.

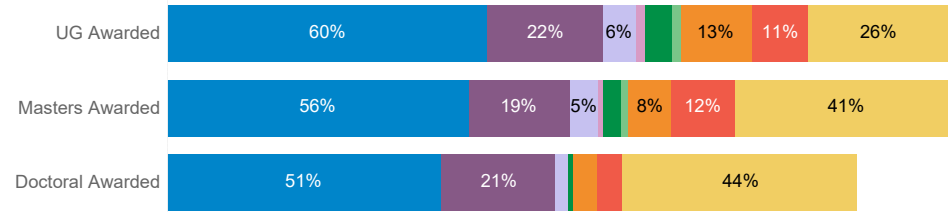
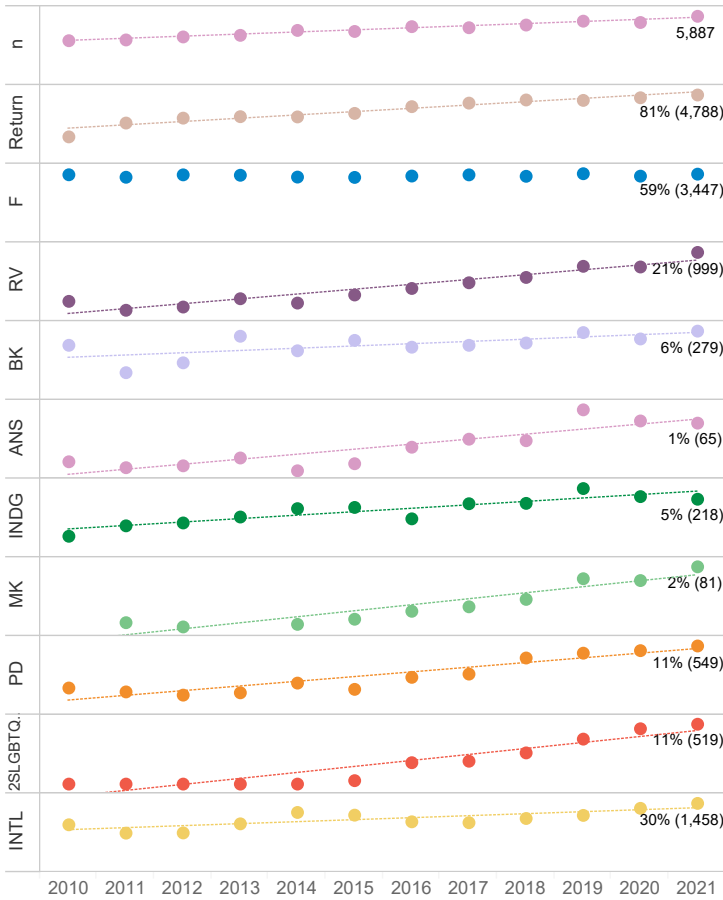
*Headcounts less than 5 are redacted (ie., blank or <5)



	Return	F	RV	BK	ANS	INDG	MK	PD	2SLGBTQ+	INTL	Level
Agriculture	86%	65%	16%	3%	0.6%	5%	2.3%	15%	11%	18%	All
Architecture and Planning	90%	53%	24%	5%	1.3%	2%	0.8%	11%	15%	14%	All
Arts and Social Sciences	88%	66%	24%	8%	3.9%	5%	2.0%	19%	17%	11%	Full-time and part-time enrolment, excluding the University of King's College.
Computer Science	79%	22%	29%	6%	1.0%	3%	1.1%	8%	9%	64%	Graduate students are assigned by faculty of study, FGS only includes visiting and interdisciplinary students.
Dentistry	83%	58%	29%	6%	3.6%	5%	3.2%	10%	5%	25%	
Engineering	81%	25%	25%	6%	0.7%	2%	0.8%	9%	6%	37%	
Health	89%	80%	23%	7%	2.7%	7%	2.6%	16%	12%	3%	
Law	92%	59%	31%	9%	5.0%	6%	4.0%	12%	19%	3%	
Management	78%	45%	21%	5%	0.8%	3%	0.8%	10%	8%	26%	Statistically significant trend lines are shown when R-square > 1 and P<0.05
Medicine	80%	57%	23%	5%	1.5%	3%	0.8%	6%	6%	9%	
Science	86%	64%	28%	5%	1.5%	4%	1.6%	14%	14%	22%	



DALHOUSIE UNIVERSITY Degrees Awarded Diversity Trends



Dec 1st 2021

Faculty All

Campus King's

	Return	F	RV	BK	ANS	INDG	MK	PD	2SLGBTQ+	INTL
Agriculture	76%	66%	17%	2%	0.5%	5%	4%	9%	9%	38%
Architecture and Planning	90%	57%	17%	5%	0.8%	4%	1%	11%	14%	13%
Arts and Social Sciences	89%	72%	21%	7%	0.6%	5%	3%	24%	20%	15%
Computer Science	77%	25%	25%	4%	0.9%	3%	2%	10%	8%	91%
Dentistry	77%	70%	24%	1%	1.5%	6%	6%	12%	12%	26%
Engineering	79%	28%	25%	8%	1.1%	4%	2%	6%	7%	58%
Health	85%	86%	19%	7%	2.3%	7%	2%	15%	13%	2%
Law	87%	57%	15%	8%	4.3%	4%	2%	6%	12%	2%
Management	74%	57%	17%	3%	0.2%	3%	0%	10%	11%	26%
Medicine	93%	65%	20%	3%	0.7%	1%	1%	5%	6%	7%
Science	80%	62%	23%	6%	1.3%	4%	1%	12%	9%	34%

Level All

Degree All

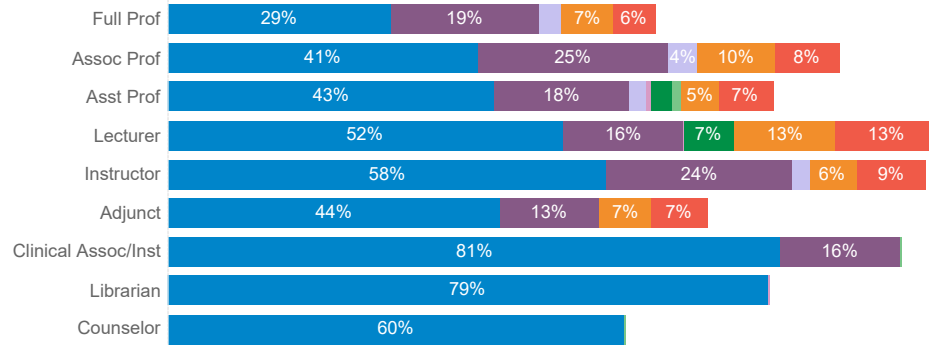
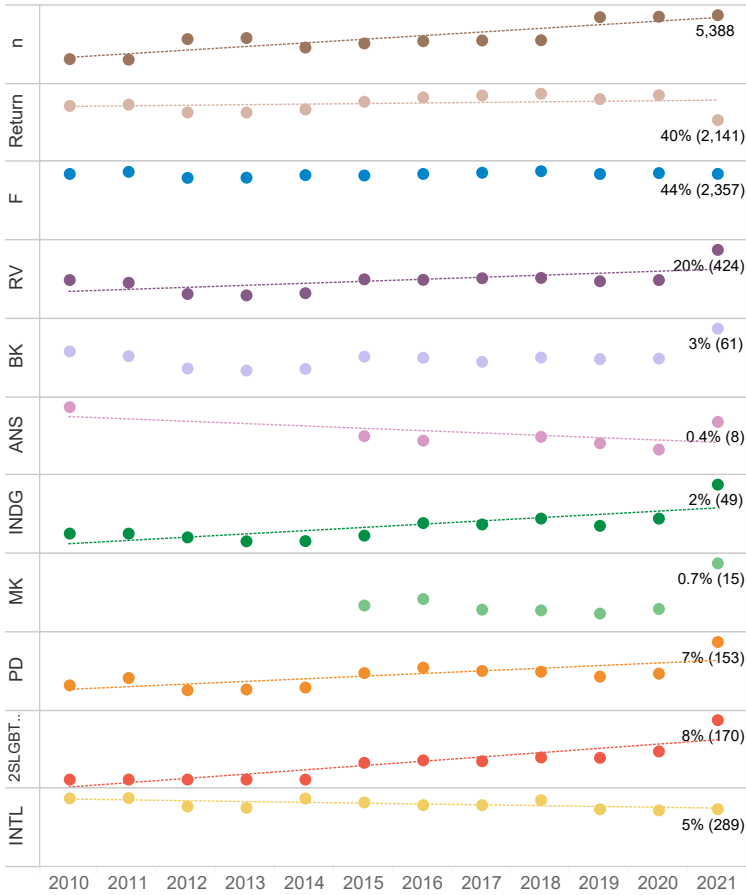
Degrees, diplomas and certificates awarded in the Spring and Fall, excluding the University of King's College.

Graduates may have more than one designation.

Statistically significant trend lines are shown when R-square » 1 and P<0.05



DALHOUSIE UNIVERSITY Faculty Diversity Trends



Dec 1st 2021

Faculty All

Dept All

DFA All

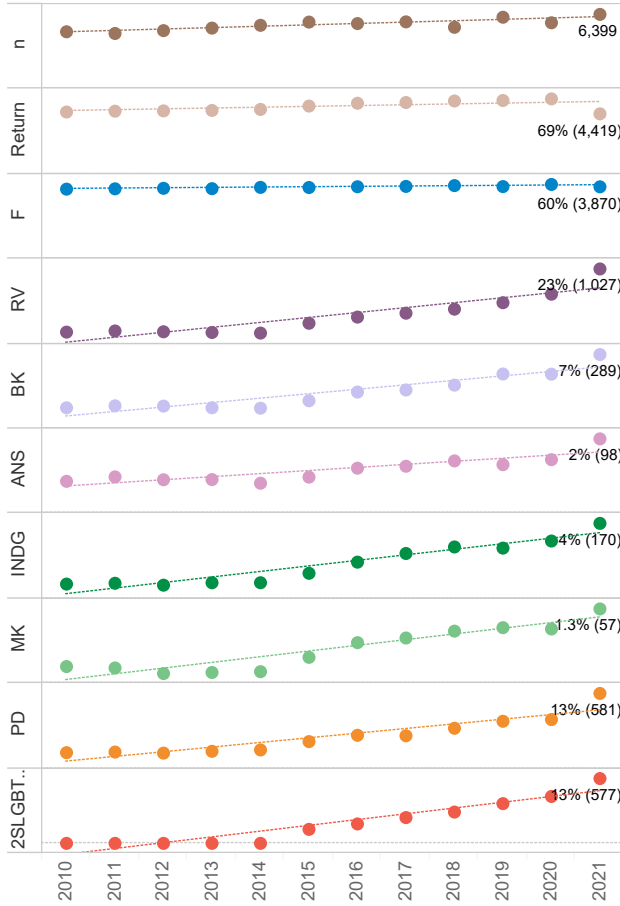
Full-time and part-time faculty (sessionals, clinicians, unpaid, professors, lecturers, instructors, librarians, counselors in Student Affairs, postdoctoral fellows, senior admin faculty).

ECLS: AU, CF, CM, CP, CR, CU, DM, EM, FA, FM, QM, RD, RE, RQ, RX, XM.

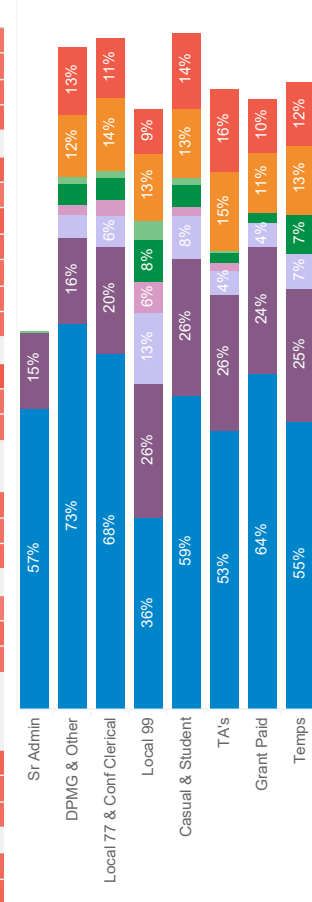
Statistically significant trend lines are shown when R-square > 1 and P<0.05

*Headcounts less than 5 are ..

	Return	F	RV	BK	ANS	INDG	MK	PD	2SLGBT..	INTL
Agriculture	64%	35%	26%	10%	<5	<5	0%	6%	11%	9%
Architecture & Planning	72%	33%	16%	0%	0%	0%	0%	<5	23%	<5
Arts & Social Sciences	72%	49%	17%	4%	<5	3%	<5	10%	10%	4%
College of Sustainability	100%	<5	<5	0%	0%	0%	0%	<5	<5	<5
Computer Science	76%	21%	31%	<5	0%	<5	0%	8%	10%	23%
Dentistry	64%	49%	23%	<5	0%	<5	0%	6%	7%	<5
Engineering	72%	23%	54%	<5	0%	<5	<5	6%	8%	8%
Graduate Studies	16%	34%	13%	<5	0%	<5	0%	10%	8%	8%
Health	51%	76%	12%	3%	0%	4%	<5	14%	14%	2%
Management	71%	48%	28%	<5	0%	<5	0%	6%	13%	5%
Medicine	29%	41%	17%	2%	<5	1%	<5	4%	5%	5%
Open Learning & Care..	71%	<5	<5	<5	<5	<5	<5	<5	<5	
Schulich School of Law	50%	48%	12%	<5	<5	<5	<5	14%	<5	<5
Science	59%	45%	20%	2%	<5	<5	0%	8%	5%	11%
University Librarian	96%	82%	<5	<5	0%	<5	<5	<5	<5	



	Return	F	RV	BK	ANS	INDG	MK	PD	2SLGBT..
Advancement	87%	80%	19%	<5	0%	<5	<5	6%	6%
Agriculture	77%	62%	12%	<5	0%	<5	<5	12%	11%
Ancillary Services	70%	63%	19%	7%	<5	4%	<5	11%	13%
Architecture & Pl..	95%	59%	27%	<5	0%	0%	0%	14%	18%
Art Gallery	58%	67%	0%	0%	0%	0%	0%	<5	<5
Arts & Social Sci..	74%	64%	13%	7%	<5	<5	<5	12%	23%
Athletics & Recre..	82%	37%	19%	10%	3%	3%	<5	9%	5%
College of Sustal..	91%	66%	21%	0%	0%	0%	0%	21%	24%
Comms, Mktg & ..	92%	69%	19%	0%	0%	<5	0%	<5	17%
Computer Science	85%	40%	30%	6%	<5	<5	0%	12%	14%
Dentistry	75%	82%	21%	<5	<5	8%	<5	11%	11%
Engineering	79%	44%	20%	<5	<5	<5	0%	14%	12%
Environment He..	85%	70%	<5	0%	0%	<5	0%	<5	<5
Equity, Diversity ..	94%	88%	63%	<5	<5	<5	<5	31%	31%
Facilities Manag..	66%	37%	24%	12%	4%	7%	3%	12%	10%
Financial Services	79%	60%	18%	4%	2%	3%	2%	12%	10%
Government and..	88%	75%	0%	0%	0%	0%	0%	0%	<5
Graduate Studies	96%	75%	35%	<5	<5	<5	0%	<5	<5
Health	65%	73%	24%	6%	3%	5%	2%	15%	15%
Human Resourc..	89%	75%	24%	<5	<5	<5	0%	20%	11%
Information Tech..	83%	30%	28%	<5	<5	5%	<5	9%	14%
Learning & Teac..	86%	71%	<5	<5	0%	0%	0%	<5	<5
Legal Counsel	67%	89%	<5	<5	<5	<5	<5	0%	0%
Management	79%	69%	26%	4%	<5	4%	0%	21%	16%
Medicine	43%	66%	20%	5%	2%	4%	2%	11%	10%
Open Learning &..	63%	60%	33%	14%	<5	<5	<5	<5	<5
Planning & Analy..	87%	73%	<5	0%	0%	0%	0%	38%	<5
President	88%	76%	57%	45%	<5	<5	0%	<5	<5
Research and In..	68%	63%	21%	<5	0%	0%	0%	13%	22%
Schulich School ..	88%	73%	20%	11%	4%	7%	<5	12%	15%
Science	78%	56%	21%	4%	2%	2%	<5	15%	12%
Science, IT, Engi..	83%	80%	20%	0%	0%	0%	0%	20%	<5
Student Affairs	84%	70%	34%	10%	2%	5%	3%	15%	17%
University Librari..	89%	49%	29%	8%	4%	<5	<5	17%	20%



Dec 1st 2021

Sr Admin
All

Unit
All

Full-time and part-time staff (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.

Statistically significant trend lines are shown when R-square » 1 and P<0.05

*Headcounts less than 5 are redacted (ie., blank or <5)

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)

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 have 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. The 2SLGBTQ+ community are persons who identify as two-spirit, lesbian, gay, bisexual, pansexual, transgender, gender independent, queer, and/or questioning, among other identity markers.

Employment Equity: 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).

Statistical Significance: High R-square » 1 and low p-value <0.05 means the model (ie., trend line) explains a lot of variation within the data and is significant.

FCP 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>

Legend

F	Female
RV	Racialized Persons
INDG	Indigenous Peoples
PD	Persons with Disabilities
2SLGBTQ+	Diverse sexual orientations and gender identities
BK	Black/African
ANS	African Nova Scotian
MK	Mi'kmaq
FIF	First in Family (no parent/guardian attended college/university)
INTL	International (not Canadian citizen, permanent resident, or refugee)

All Department(s) 2021

Academic Technology Services	1
Admissions & Student Affairs - Med	5
Advancement & Advancement - Dal AC	86
Agriculture - Dean's Office	43
Anesthesia	212
Animal Science and Aquaculture & Aquaculture	45
Applied Oral Sciences	11
Aquatron	13
Architecture	29
Art Gallery & Arts Centre	84
Arts - Dean's Office	9
AVP Ancillary Services	52
Biochemistry & Molecular Biology	53
Bioethics	8
Biology	189
Biomedical Engineering Medicine	17
Biomedical Engineering-Engineering	1
Black Student Advisor	4
Bookstore & Bookstore - Dal AC	25
Business and Social Sciences	25
Career & Leadership Dev Centre & Career Services Centre	0