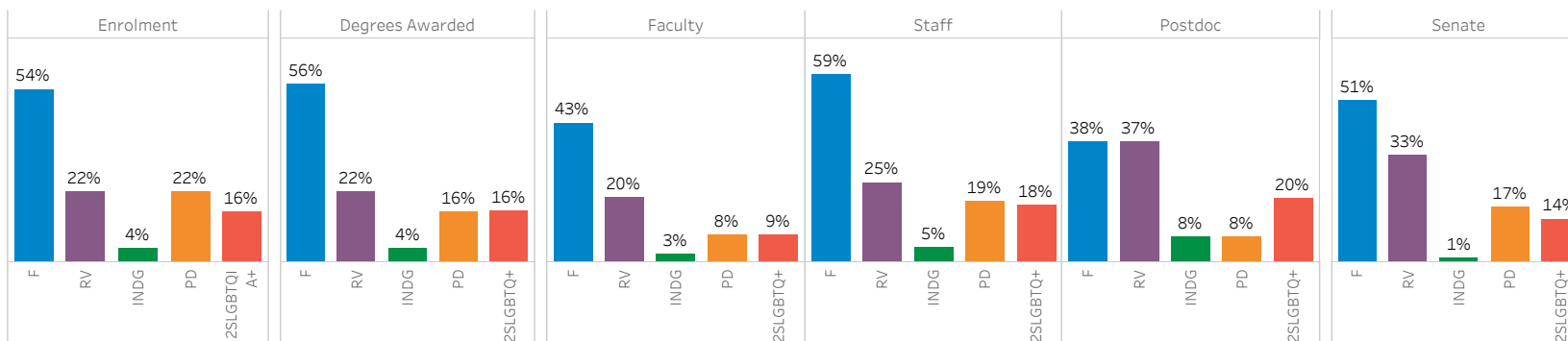


	n	Return	F	RV	INDG	PD	2SLGBTQIA+	BK	ANS	MK	INTL
UG	16,124	85%	8,687	2,939	557	2,973	2,160	965	324	230	2,845
Masters	3,406	87%	1,911	675	127	830	500	224	38	42	1,212
PhD	859	90%	447	214	26	136	134	63	6	10	348
PGR	699	59%	374	75	21	20	13	19	3	4	76
Grand Total	21,088	85%	11,419	3,903	731	3,959	2,807	1,271	371	286	4,481
UG Awarded	4,549	87%	2,543	832	175	683	652	192	63	64	1,025
Masters Awar..	1,789	89%	1,000	369	49	181	246	97	26	18	716
Doctoral Awa..	128	84%	57	35	3	14	12	6		2	40
Grand Total	6,466	88%	3,600	1,236	227	878	910	295	89	84	1,781
Faculty	5,618	41%	2,437	466	59	193	197	81	18	16	235
Staff	5,704	74%	3,343	1,042	192	804	740	314	98	71	901
Postdoc	207	36%	78	28	6	6	15	<5	<5	<5	92
Grand Total	11,529	57%	5,858	1,536	257	1,003	952	398	117	89	1,228
Senate	91	89%	46	27	1	14	11	8	0	1	2



Dec 1st 2023

Students All

Campus King's

Employees All

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

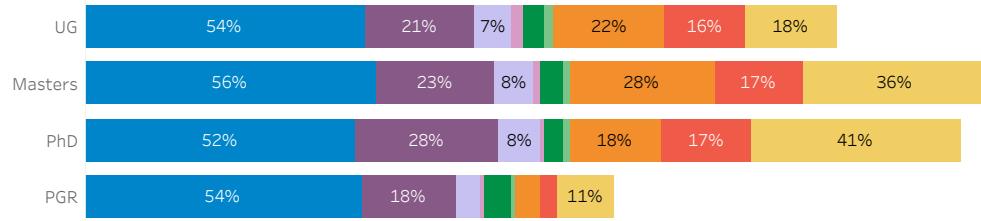
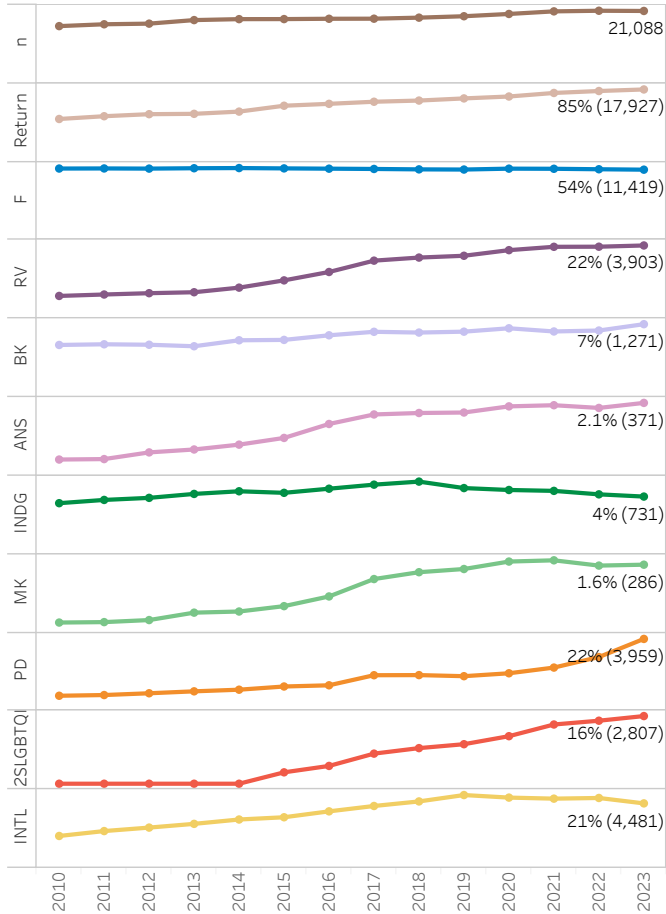
The policy includes groups defined in Dal's Employment Equity Policy and their intersections. Intersectionality recognizes the overlap of various social identities, such as race, gender, and sexuality, that shape experiences.

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



DALHOUSIE
UNIVERSITY

Enrolment Diversity Trends



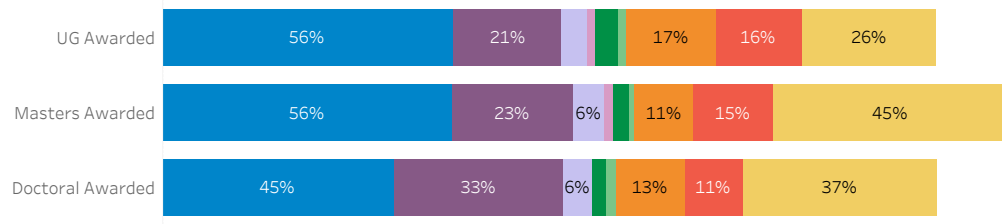
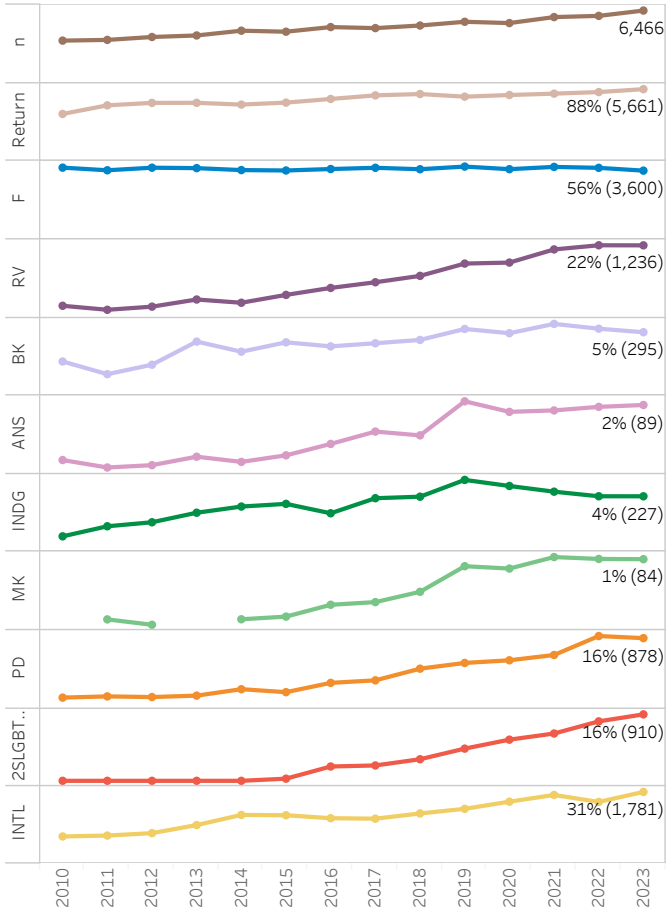
December 1st
2023

Faculty
All

Campus
King's

	Return	F	RV	BK	ANS	INDG	MK	PD	2SLGBTQI A+	INTL	Level All
Agriculture	84%	66%	13%	5%	0.5%	5%	2.4%	22%	17%	21%	Degree All
Architecture and Planning	92%	51%	24%	7%	1.7%	3%	0.3%	32%	25%	12%	Full-time and part-time enrolment, excluding the University of King's College.
Arts and Social Sciences	86%	65%	20%	9%	3.9%	5%	2.5%	30%	27%	9%	
Computer Science	83%	22%	28%	6%	0.6%	3%	0.7%	21%	10%	62%	
Dentistry	79%	64%	30%	9%	4.9%	6%	3.9%	16%	6%	25%	Graduate students are assigned by faculty of study, FGS only includes visiting and interdis- ciplinary students.
Engineering	82%	25%	22%	7%	0.9%	3%	1.0%	18%	9%	35%	
Health	92%	79%	22%	10%	3.9%	6%	2.3%	26%	17%	3%	
Law	93%	61%	25%	9%	3.9%	6%	2.7%	25%	25%	6%	
Management	82%	44%	16%	5%	1.0%	2%	0.7%	21%	9%	17%	
Medicine	79%	58%	26%	8%	1.8%	5%	1.5%	9%	11%	10%	
Science	86%	66%	21%	6%	1.7%	4%	1.7%	21%	18%	19%	

Degrees Awarded Diversity Trends



December 1st
2023

Faculty
All

Campus
King's

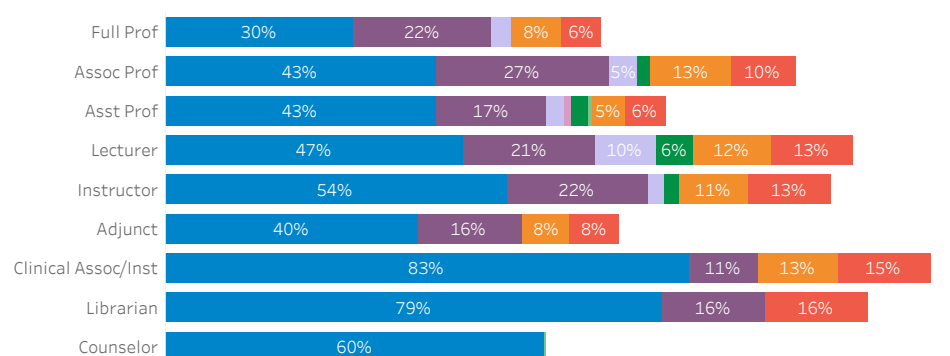
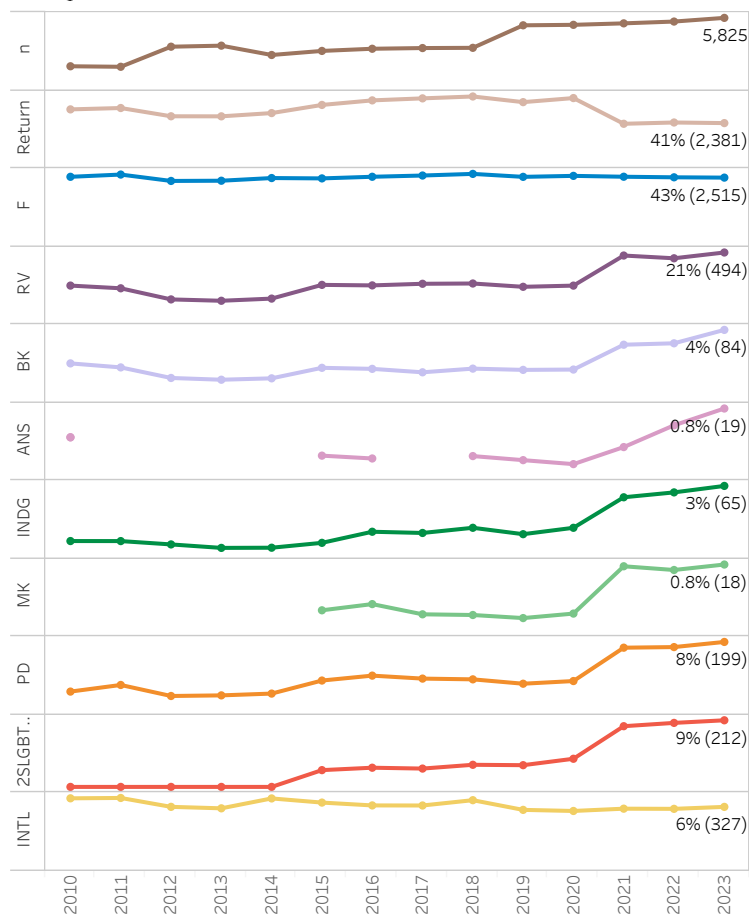
	Return	F	RV	BK	ANS	INDG	MK	PD	2SLGBTQ+	INTL	Level
Agriculture	89%	62%	12%	3%	1.3%	3%	2%	20%	16%	28%	All
Architecture and Planning	95%	49%	24%	4%	0.6%	2%	1%	18%	19%	15%	Degree
Arts and Social Sciences	91%	68%	14%	4%	0.8%	3%	1%	25%	29%	10%	All
Computer Science	82%	28%	31%	5%	0.9%	1%	0%	7%	9%	92%	Degrees, diplomas and certificates awarded in the Spring and Fall, excluding the University of King's College.
Dentistry	93%	68%	25%	8%	3.8%	6%	5%	9%	9%	18%	
Engineering	85%	26%	25%	5%	0.5%	2%	1%	10%	9%	51%	
Health	90%	82%	19%	7%	3.6%	8%	4%	20%	16%	3%	Graduates may have more than one designation.
Law	95%	65%	24%	10%	4.2%	3%	2%	16%	27%	2%	
Management	83%	51%	20%	3%	0.4%	2%	0%	12%	15%	32%	
Medicine	95%	58%	26%	5%	1.2%	5%	1%	8%	9%	13%	
Science	88%	65%	21%	4%	1.1%	5%	1%	19%	21%	32%	



DALHOUSIE
UNIVERSITY

Faculty Diversity Trends

When reporting by unit, for example, select multiple years to increase sample size and reduce the redaction of small counts



Dec 1st
2023 to 2023

Faculty
All

Dept
All

Classifications
All

Full-time and part-time faculty (sessionals, clinicians, unpaid, professors, lecturers, instructors, librarians, counsellors 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.

Preliminary 2022 results

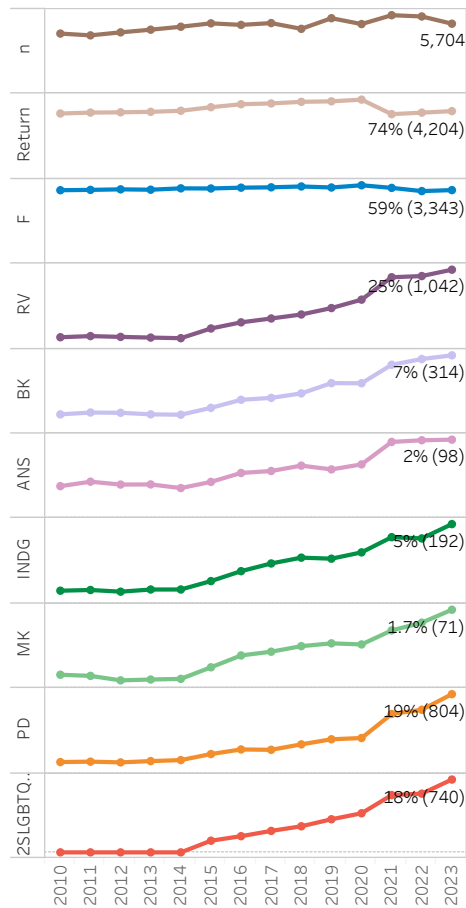
*Headcounts less than 5 are redacted (ie., blank or <5)

	Return	F	RV	BK	ANS	INDG	MK	2SLGBTQ		
								PD	IA+	INTL
Agriculture	50%	28%	34%	11%	<5	<5	0%	12%	12%	9%
Architecture & Planning	52%	25%	<5	0%	0%	0%	0%	14%	17%	7%
Arts & Social Sciences	59%	42%	22%	6%	<5	<5	<5	9%	9%	4%
College of Sustainability	100%	<5	<5	0%	0%	0%	0%	<5	<5	<5
Computer Science	60%	22%	38%	<5	0%	<5	0%	12%	12%	22%
Dentistry	59%	50%	24%	<5	<5	<5	<5	7%	10%	<5
Engineering	54%	19%	56%	4%	0%	0%	0%	8%	7%	10%
Graduate Studies	28%	28%	<5	<5	0%	<5	0%	0%	<5	24%
Health	50%	71%	13%	5%	<5	4%	<5	12%	15%	3%
Legal Counsel	100%	<5	0%	0%	0%	0%	0%	<5	0%	0%
Management	64%	40%	28%	<5	<5	<5	0%	10%	11%	<5
Medicine	31%	41%	16%	2%	<5	2%	0%	5%	6%	5%
Open Learning & Career ..	67%	<5	<5	0%	0%	<5	<5	<5	<5	0%
Provost & VP Academic, ..	100%	<5	0%	0%	0%	0%	0%	0%	0%	0%
Schulich School of Law	83%	55%	19%	<5	<5	<5	<5	17%	<5	<5
Science	52%	39%	20%	3%	0%	3%	<5	11%	9%	10%
University Librarian	93%	82%	19%	<5	0%	<5	<5	<5	19%	0%

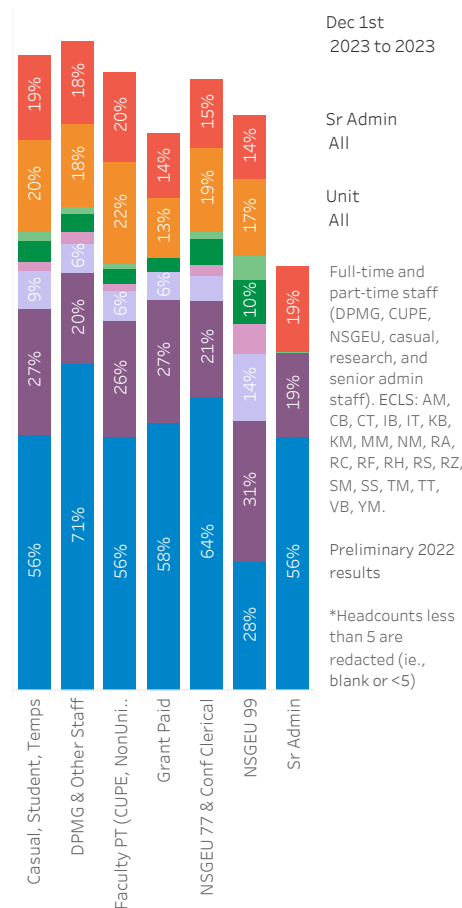


Staff Diversity Trends

When reporting by unit, for example, select multiple years to increase sample size and reduce the redaction of small counts



	Return	F	RV	BK	ANS	INDG	MK	PD	2SLGBTQ..
Advancement	84%	83%	17%	<5	0%	<5	<5	13%	14%
Agriculture	70%	60%	11%	<5	0%	6%	<5	15%	18%
Ancillary Services	58%	49%	15%	9%	<5	<5	<5	18%	18%
Architecture & Planning	91%	53%	28%	<5	0%	<5	0%	32%	25%
Arts & Social Sciences	78%	60%	22%	9%	0%	3%	<5	20%	29%
Athletics & Recreation	78%	37%	19%	7%	<5	4%	<5	22%	8%
College of Sustainability	82%	73%	26%	<5	<5	0%	0%	22%	26%
Comms, Mktg & Creative Ser..	92%	67%	<5	<5	0%	0%	0%	15%	21%
Computer Science	83%	39%	27%	<5	0%	<5	0%	21%	16%
Dentistry	68%	75%	25%	7%	<5	12%	<5	12%	10%
Engineering	73%	52%	21%	4%	0%	4%	0%	15%	16%
Equity, Diversity & Inclusion	100%	92%	69%	38%	<5	<5	<5	38%	<5
Facilities Management	60%	31%	27%	10%	5%	8%	4%	16%	15%
Financial Services	73%	59%	21%	5%	3%	2%	0%	16%	14%
Government and Global Rela..	71%	57%	<5	<5	0%	0%	0%	<5	<5
Graduate Studies	87%	68%	41%	<5	0%	0%	0%	<5	<5
Health	73%	76%	26%	8%	3%	5%	3%	21%	18%
Housing and Conference Ser..	87%	65%	22%	<5	<5	<5	0%	21%	31%
Human Resources	84%	79%	23%	13%	<5	<5	0%	35%	15%
Information Technology Ser..	76%	32%	23%	<5	0%	<5	<5	16%	13%
Legal Counsel	78%	83%	<5	<5	0%	<5	<5	<5	<5
Management	79%	74%	23%	6%	<5	<5	0%	23%	21%
Medicine	60%	66%	24%	7%	2%	5%	<5	15%	14%
Open Learning & Career Dev..	67%	52%	31%	<5	<5	<5	<5	16%	16%
Planning & Analytics	90%	75%	<5	<5	<5	0%	0%	33%	<5
President	73%	50%	56%	46%	8%	6%	<5	12%	12%
Provost & VP Academic, Gen..	72%	72%	29%	<5	<5	0%	0%	29%	24%
Registrar & Enrolment Mgmt	84%	69%	28%	5%	<5	5%	<5	22%	23%
Research and Innovation	62%	64%	25%	7%	<5	<5	0%	13%	20%
Schulich School of Law	90%	74%	21%	6%	<5	11%	5%	24%	28%
Science	77%	58%	24%	6%	2%	3%	<5	19%	19%
Student Affairs	80%	60%	30%	7%	3%	7%	3%	24%	18%
University Librarian	86%	53%	27%	10%	3%	4%	<5	22%	25%
Work-Integrated Learning & ..	77%	74%	19%	0%	0%	0%	0%	41%	33%



Dec 1st
2023 to 2023

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.

Preliminary 2022
results

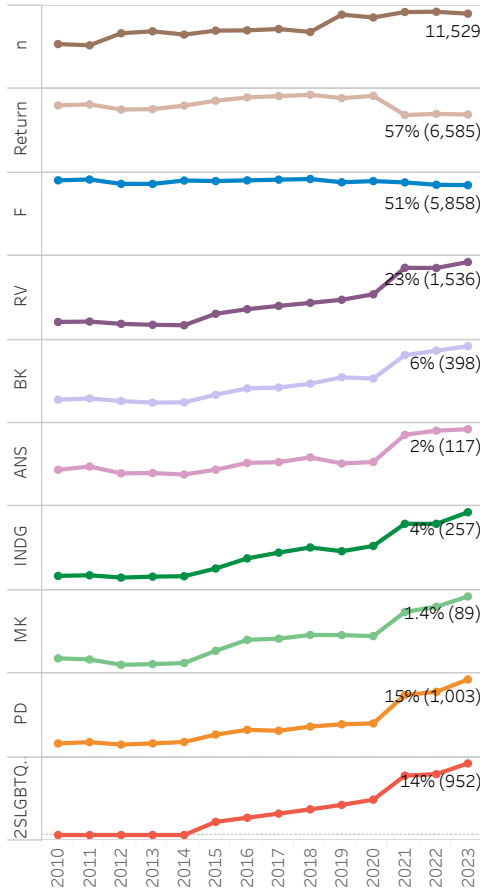
*Headcounts less
than 5 are
redacted (ie.,
blank or <5)



DALHOUSIE
UNIVERSITY

Employee Classifications

When reporting by unit, for example, select multiple years to increase sample size and reduce redaction of small counts



	n	Return	F	RV	BK	ANS	INDG	MK	PD	2SLGBTQI A+
Academic Unpaid	2,993	24%	38%	17%	2%	<5	2%	<5	6%	6%
Casual, Student, Te..	2,216	73%	56%	27%	9%	2%	5%	2%	20%	19%
DPMG & Other Staff	1,056	81%	71%	20%	6%	2%	4%	2%	18%	18%
Faculty DFA	1,036	84%	44%	27%	5%	1%	3%	1%	11%	12%
Faculty FT NonUnion	114	82%	50%	24%	<5	0%	<5	0%	12%	10%
Faculty Med Cont FT	136	66%	60%	14%	<5	0%	0%	0%	<5	<5
Faculty Med Cont PT	228	26%	43%	10%	<5	0%	<5	0%	<5	8%
Faculty PT (CUPE, Non..	1,731	58%	55%	21%	6%	1%	3%	1%	17%	14%
Grant Paid	498	60%	58%	27%	6%	<5	3%	<5	13%	14%
NSGEU 77 & Conf Clerical	855	71%	64%	21%	6%	3%	5%	1%	19%	15%
NSGEU 99	360	53%	28%	31%	14%	7%	10%	5%	17%	14%
Postdocs	207	36%	38%	37%	<5	<5	8%	<5	8%	20%
Sr Admin	96	93%	59%	16%	7%	<5	<5	0%	13%	10%
TA's	3	100%	<5	0%	0%	0%	0%	0%	<5	0%

Detailed Classifications

AM	DPMG	1,000
AU	Academic Unpaid	2,993
CB	CUPE	462
CF	Med Continuing Academi..	135
CM	CUPE	287
CP	Med Continuing Academi..	228
CR	Medicine Continuing Res..	1
CT	CUPE	219
DM	DFA	1,009
EM	Part-Time Faculty Non-U..	757
FM	Faculty Non-Union	114
IB	NSGEU Local 99 Salary	331
IT	NSGEU Local 99 Hourly	29
KB	Non-CUPE TA	3
MM	Professional	32
NM	NSGEU Local 77	837
QM	PDF Scholar	58
RA	Research DPMG	23
RC	Research Staff	496
RD	Research Faculty DFA	27
RE	Research Faculty Non-U..	6
RF	Research NSGEU 77	11
RH	Research Temporary	83
RM	Associated Employee	2
RQ	PDF Employee	149
RS	Research Student Salary	63
RX	Research Senior Mgmt F..	1
SM	Confid Clerical Secretarial	7
SS	Student Salary	7
TM	Temporary Employee	84
TT	Casual Employee	1,979
XM	Senior Management Fac..	59
YM	Senior Management St..	36
ZD	External Courtesy Assoc..	1

Dec 1st
2023 to 2023

Sr Admin
All

Unit
All

Click an employee
group in the
centre table to
filter adjacent
charts

Preliminary 2022
results

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

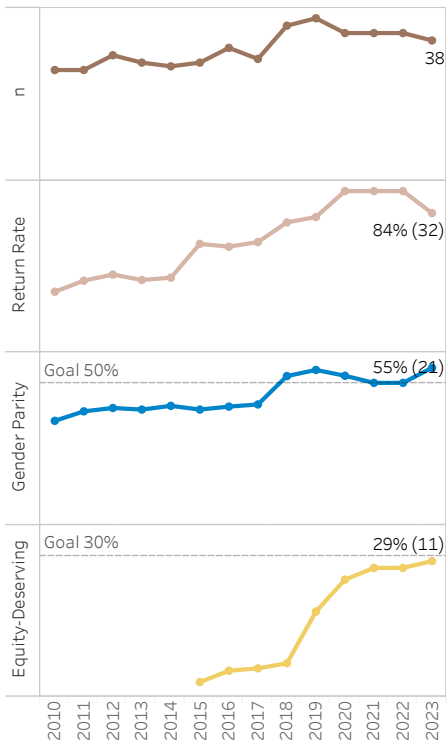
Students					Faculty					Staff					Student Faculty All
Program		Faculty		Dal	All		Faculty		Dal	All		Faculty		Dal	
n	21,069		21,069	21,069	n	5,581		5,581	5,581	n	6,133		6,133	6,133	
Return Rate	83%		83%	83%	Return Rate	41%		41%	41%	Return Rate	72%		72%	72%	
F%	54%		54%	54%	F%	43%		43%	43%	F%	59%		59%	59%	
RV%	22%		22%	22%	RV%	20%		20%	20%	RV%	23%		23%	23%	
BK%	7%		7%	1%	BK%	3%		3%	3%	BK%	7%		7%	7%	
ANS%	2%		2%	2%	ANS%	1%		1%	1%	ANS%	2%		2%	2%	
INDG%	4%		4%	4%	AB%	3%		3%	3%	AB%	4%		4%	4%	
MK%	2%		2%	2%	MK%	1%		1%	1%	MK%	1%		1%	1%	
PD%	17%		17%	17%	PD%	8%		8%	8%	PD%	16%		16%	16%	
2SLGBTQIA+%	15%		15%	15%	2SLGBTQIA+%	9%		9%	9%	2SLGBTQIA+%	15%		15%	15%	
INTL%	22%		22%	22%	INTL%	6%		6%	6%	INTL%	14%		14%	14%	
Programs					Classifications					Classifications					Department All
Null		1,1			External Courtesy Access, ZO		1			Associated Employee, RM					
BSC Major in Sust & OceanSci,...					Faculty CUPE PTA, CM		254			Casual Employee, TT		2,46			
B Agri Maj Int Food Business, ..					Faculty DFA, DM		989			Confid Clerical Secretarial, SM					
B Applied Computer Sci - Co-o..					Faculty Non-Union, FM		119			CUPE Staff, CB		54			
B Com Co-op in Accounting, BC..		1			Faculty Unpaid, AU		2,911			CUPE Staff, CT		19			
B Com Co-op in Entrepreneurs..					Med Continuing FT, CF		134			DPMG, AM		91			
B Com Co-op in Finance, BCOM..		1			Med Continuing PT, CP		207			Non-CUPE TA, KB					
B Com Co-op in Int'l Business, ..					Med Continuing Research, CR		1			NSGEU Local 77, NM		82			
B Com Co-op in Marketing Mg..					Part-Time Faculty Non-Union,...		672			NSGEU Local 99 Hourly, IT		2			
B Com Co-op in Marketing, BC..					PDF Employee, RQ		150			NSGEU Local 99 Salary, IB		32			
B Com Co-op in Mng People&O..					PDF Scholar, QM		51			Professional, MM		2			
B Com Co-op in Sup Chain&Log ..					Research Faculty DFA, RD		27			Research DPMG, RA		1			
B Com Design-Com Desgn & Su..					Research Faculty Non-Union, ..		6			Research NSGEU 77, RF		1			
B Commerce-Co-operative Edu..		7			Research Senior Mgmt Facult..		1			Research Staff, RC		50			
B Computer Science - CO-OP, B..		1			Senior Management Faculty, ..		60			Research Student Salary, RS		4			



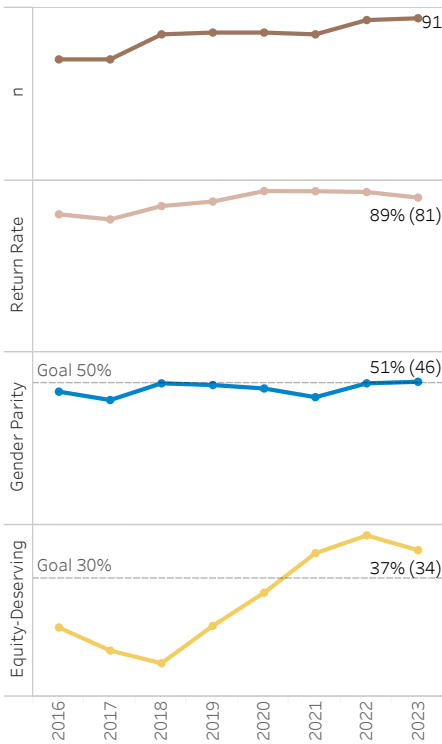
Canada's 50-30 Leadership Challenge

Asks that organizations aspire to two goals on boards and/or senior management: gender parity (50% women and/or non-binary people) and significant representation (30%) of members of other equity-deserving groups, including those who identify as racialized, people with disabilities, 2SLGBTQIA+, and Indigenous peoples. <https://50-30challenge.ca/>

Senior Managers (EEOG01 Deans and higher)



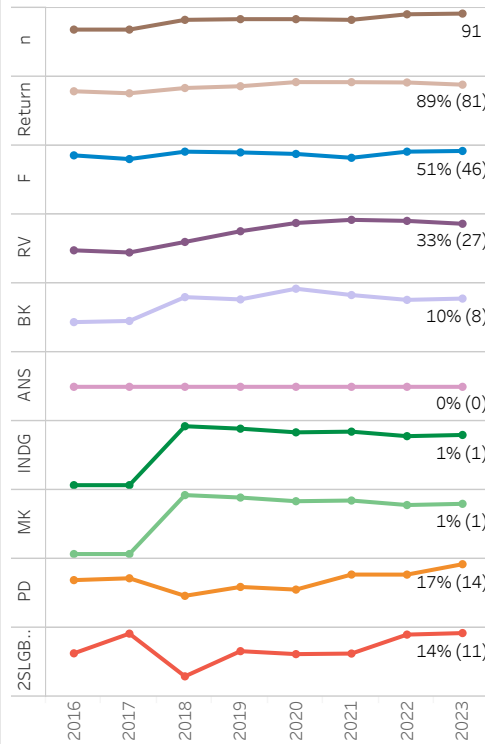
Senate



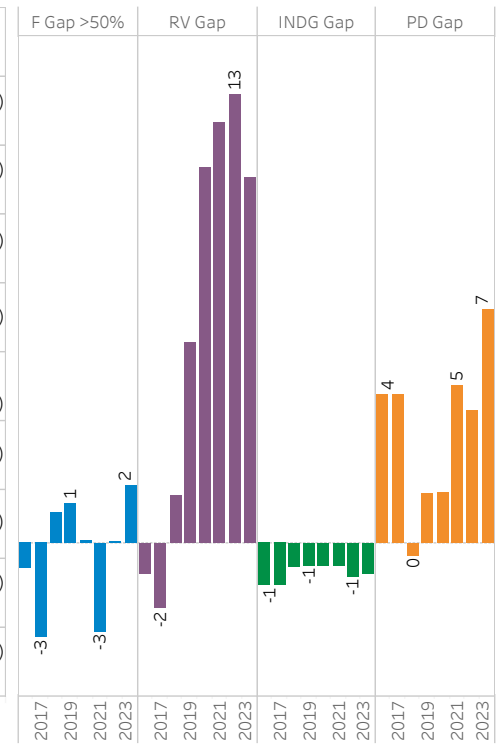
Senate Detail & Employment Equity FCP Workforce Analysis

Labour Market Availability is the difference between representation of Senators employed at Dalhousie and the national labour market based on the StatsCan National Census and Federal Contractors Program guidelines.

Senate Detail



Senate FCP Gaps





Census Report Methods

Data Collection & Analysis

The Dalhousie Census was launched in 2015, but Dalhousie has been collecting demographic data since 1989 and disaggregating demographic data since at least 2000. We integrate voluntary self-identity information throughout the Dalhousie Census, personnel records, admissions, and internal surveys, using the most recent responses per year.

- Representation is determined based on total responses, except for women, where the total population is used due to near-complete gender self-identification.
- Equity-deserving groups are not mutually exclusive.
- The return rate includes all census or survey activities, with valid responses being those where at least one self-identification field is answered as Yes/No/Prefer not to respond.
- Headcounts of less than 5 are redacted.

Equity Deserving Groups

- Women are individuals who self-identify as a woman.
- Racialized persons are individuals non-white in colour (excluding Indigenous individuals) living in predominantly white cultures, regardless of their place of birth or citizenship. African Nova Scotians, who may also identify as 'Indigenous Black,' 'Scotian,' or 'Africadian,' form a distinct population with collective rights tied to over 52 land-based communities in Nova Scotia. Black/African individuals are included in the category of racialized persons, and African Nova Scotians are part of the total count of racialized persons and Black/African individuals.
- Indigenous persons are the original inhabitants of North America/Turtle Island and their descendants. Mi'kmaq individuals are a subset of this figure.
- Persons with a disability are individuals with a chronic, long-term, or recurring physical, sensory, mental, learning, or intellectual impairment that, in interaction with a barrier, hinders their full and effective participation in society.
- 2SLGBTQIA+ communities are individuals 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)

The Federal Contractors Program (FCP) focuses on a subset of the employee population, including full-time and permanent part-time employees from specific classifications. Employment and Social Development Canada (ESDC) requires provincially regulated employers with 100 or more employees bidding on federal contracts of \$1 million or more to 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, Indigenous peoples, persons with disabilities, and racialized persons).

[FCP Employment Equity Report](#)
[Glossary of Terms](#)

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

Department(s) Included

Academic Technology Services	9
Accountancy	9
Admissions - Medicine	1
Advancement & Advancement - Dal AC	99
Agriculture - Dean's Office	55
Anesthesia	196
Animal Science and Aquaculture & Aquaculture	56
Applied Oral Sciences	13
Aquatron	11
Architecture	66
Architecture & Planning General	3
Art Gallery & Arts Centre	101
Arts - Dean's Office	12
AVP Ancillary Services	65
Biochemistry & Molecular Biology	48
Bioethics	8
Biology	210
Biomedical Engineering Medicine	23
Black Student Advisor	5
Bookstore & Bookstore - Dal AC	35
Business and Social Sciences	28
Career & Leadership Dev. Centre & Career Services Centre	2