

EDI Characteristics of Faculty Members

The following tables compare Arts faculty to U of A faculty on a number of different EDI characteristics.

Information reflects respondents' self-identification.

For all of the charts below "U of A" includes the Faculty of Arts.

Table 1. Persons with Disabilities

	Arts		U of A	
	(n)	(%)	(n)	(%)
A person with a disability or a deaf person	20	12.4	61	6.8
An able-bodied or non-disabled person	142	88.2	839	93.5
Total	162	100.6	900	100.3

Notes:

1) Percentages total to more than 100% because Census participants could check more than one response.

2) Categories have been collapsed to protect privacy. The "A person with a disability or a deaf person" includes "a person with a disability", "a deaf person" and "Another identity that should be protected on similar grounds as disability".

3) The survey allowed respondents to select "I prefer not to answer" in response to a particular question, but responses in this category have been excluded from analysis for Tables 1 through 4.

Table 2. Sexual Orientation

	Arts		U of A	
	(n)	(%)	(n)	(%)
Another orientation	44	26.5	129	13.7
Heterosexual	130	78.3	830	88.4
Total	174	104.8	959	102.1

Notes:

1) Percentages total to more than 100% because Census participants could check more than one response.

2) Categories have been collapsed to protect privacy. The "Another orientation" includes Asexual, Bisexual, Gay, Lesbian, Queer, Two-Spirit and Another Orientation.

Percent of response to the "Indigenous/Aboriginal" category has been suppressed given privacy requirements.

The percent of respondents identified as Indigenous among faculty members in Arts is higher than that for the U of A (i.e. 2.8%), but less than 5%.

Table 3. Indigenous / Aboriginal Peoples

	Arts		U of A	
	(n)	(%)	(n)	(%)
Indigenous/Aboriginal	-	-	28	2.8
Did not identify as Indigenous/Aboriginal	-	-	975	97.2
Total	N/A	N/A	1003	100.0

Notes:

1) The indigenous category is suppressed for the Faculty of Arts because it has fewer than 10 respondents. To prevent residual disclosure, the next smallest category is also suppressed.

Table 4. Visible Minority / Person of Colour

	Arts		U of A	
	(n)	(%)	(n)	(%)
Visible Minority	23	13.2	211	21.8
Did not identify as visible minority	151	86.8	755	78.2

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Total	174	100.0	966	100.0
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Notes:

1) "Did not identify as visible minority" includes all individuals who did not indicate they identify as visible minority.

Numbers pertaining to gender identity categories were too small to report while protecting privacy. As such, tables 5 through 7 report biological sex as sourced from HCM.

Comparing tables 5 and 6 indicates that while the proportion of female and male Faculty of Arts members is roughly equal, a greater number of survey respondents were female.

Table 5. Biological Sex - Survey Respondents Only

	Arts		U of A	
	(n)	(%)	(n)	(%)
Female (HR)	119	62.0	490	45.7
Male (HR)	73	38.0	583	54.3
Total	192	100.0	1073	100.0

Table 6. Biological Sex - Survey Population (incl. Non-Respondents)

	Arts		U of A	
	(n)	(%)	(n)	(%)
Female (HR)	154	49.2	777	37.9
Male (HR)	159	50.8	1274	62.1
Total	313	100.0	2051	100.0

61.3%

As seen from table 7, the Faculty of Arts differs from the overall U of A in that the proportion of female professors does not significantly decrease as rank increases.

Table 7. Biological Sex - Survey Population (incl. Non-Respondents) by Rank

	Assistant		Associate		Full Professor	
	(n)	(%)	(n)	(%)	(n)	(%)
Faculty - Arts only						
Female (HR)	20	47.6	66	53.2	68	46.3
Male (HR)	22	52.4	58	46.8	79	53.7
Total	42	100.0	124	100.0	147	100.0
Faculty - U of A (incl. Arts)						
Female (HR)	193	51.6	284	43.8	299	29.1
Male (HR)	181	48.4	364	56.2	729	70.9
Total	374	100.0	648	100.0	1028	100.0

EDI Characteristics Comparison				
For Arts only				
<u>Persons with Disabilities</u>				
	Arts - All Employees		Arts - Faculty Only	
	(n)	(%)	(n)	(%)
A person with a disability or a deaf person	44	10.0	20	12.4
An able-bodied or non-disabled person	398	90.5	142	88.2
<i>**Not comparable due to suppression</i>				
<u>Visible Minority / Person of Colour</u>				
	Arts - All Employees		Arts - Faculty Only	
	(n)	(%)	(n)	(%)
Visible Minority	75	16.0	23	13.2
Did not identify as visible minority	394	84.0	151	86.8
<i>*Not found in the report</i>				
<u>Sexual Orientation</u>				
	Arts - All Employees		Arts - Faculty Only	
	(n)	(%)	(n)	(%)
Another orientation	111	24.6	44	26.5
Heterosexual	361	79.9	130	78.3
<u>Indigenous / Aboriginal Peoples</u>				
	Arts - All Employees		Arts - Faculty Only	
	(n)	(%)	(n)	(%)
Indigenous/Aboriginal	14	2.9	-	-
Did not identify as Indigenous/Aboriginal	474	97.1	-	-
<i>Notes:</i>				
<i>1) The indigenous category is suppressed for the Faculty of Arts because it has fewer than 10 respondents. To prevent residual disclosure, the next smallest category is also suppressed.</i>				
<u>HCM - population</u>				
	Arts - All Employees		Arts - Faculty Only	
	(n)	(%)	(n)	(%)
Female (HR)	499	57.6	154	49.2
Male (HR)	366	42.3	159	50.8

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HCM - survey respondents								
	Arts - All Employees		Arts - Faculty Only					
	(n)	(%)	(n)	(%)				
Female (HR)	331	64.9	119	62.0				
Male (HR)	179	35.1	73	38.0				
	0.5895953757							