



CENSUS RESULTS FOR
EQUITY, DIVERSITY, AND INCLUSIVITY





The University of Alberta respectfully acknowledges that we are located on Treaty 6 territory, traditional lands of First Nations and Métis people.

OUR VISION

The University of Alberta is committed to cultivating an institutional culture that values, supports, and promotes equity, human rights, respect, and accountability among faculty, staff, and students. In our inclusive community, we encourage and support individual and collaborative efforts to identify and address inequities, and we welcome and enable contributions of all voices as we engage with diverse ideas, knowledges, and perspectives in the pursuit of inclusive excellence for the public good.

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SURVEY DEVELOPMENT AND PURPOSE

To understand the demographic composition of our workforce and to assess progress towards a more diverse institution, the U of A developed a comprehensive demographic census. This will help us to understand where we are now, and set goals for where we want to be in the future.

The EDI Census questionnaire was developed by an on-campus advisory group with expertise in EDI issues and also survey research methods. They consulted widely with many interested individuals and groups across campus, reviewed similar studies completed at other Canadian universities, and relied on Statistics Canada methodology wherever possible. This approach maximizes consistency and comparability with other sources, however, it is recognized that some terminology may not always align with how respondents define their own identities.

U of A community members had the opportunity to review and comment on a draft instrument through focus groups. This input was used to modify the census.

This report balances the need for confidentiality with the desire for complete reporting. To facilitate reporting, while protecting privacy, in some cases response categories were collapsed. While this approach is not ideal, it complies with the conditions under which the information was collected and respects that the survey often deals with private information that many people consider extremely sensitive. All data are confidential and held separately from employment records.

For many questions, respondents could select multiple choices, which means that in these cases the proportions can add to more than 100%.

The entire survey instrument is provided at the end of the report.

The U of A EDI Census was administered in November 2019 to 10,077 employees, 6,003 of whom responded, resulting in a response rate of 59.6%. Full details of the administration are as follows:

- 1) November 19 The survey was announced in a Quad article
- 2) November 25 The survey was promoted through a message from the Provost
- 3) November 26th Invitation email was sent to employees
- 4) December 2nd First reminder email
- 5) December 9th Second reminder email
- 6) December 16th Third and final reminder email
- 7) December 17th Survey closes

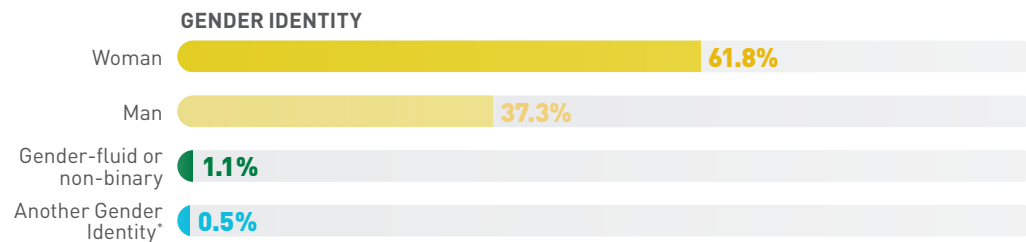
GENDER IDENTITY AND SEXUAL ORIENTATION

Census participants were asked if they identified with one or more of the following genders: Gender-fluid and/or Non-Binary; Man; Transgender; Two-Spirit; or Woman.

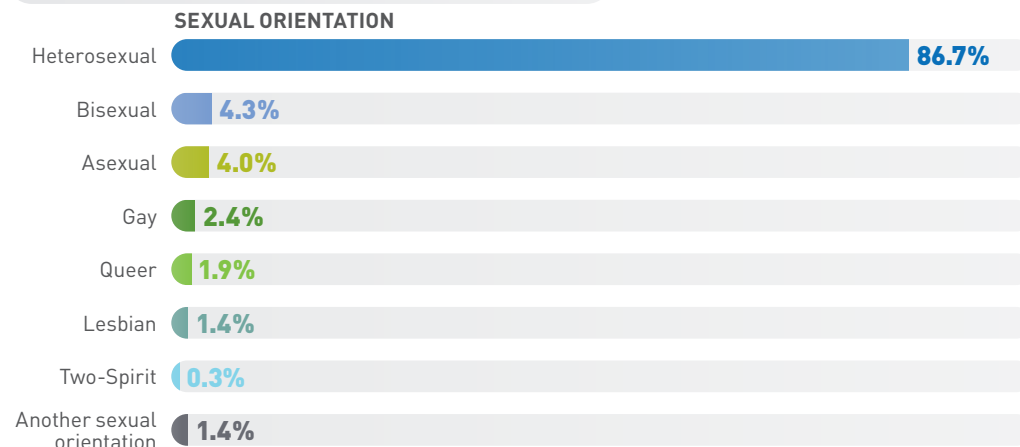
Census participants were also asked if they identified as: Asexual; Bisexual; Gay; Heterosexual; Lesbian; Queer; or Two-Spirit.

The majority of survey respondents identify as women, in part because the University employs more women than men. In comparison to men, women had a higher survey response rate.

GENDER IDENTITY AND SEXUAL ORIENTATION



A majority of respondents identify as heterosexual.



Percentages for both gender identity and sexual orientation total to more than 100% because Census participants could check more than one response.

INDIGENOUS IDENTIFICATION

3.2% of university employees identified as an Indigenous / Aboriginal person

Slightly more women (3.5%) identified as Indigenous, compared to 2.5% of men.**

A large majority of Indigenous employees (86.9%) indicated that they came from Canada, while 13.1% reported that they came from the USA or other countries. Among the Indigenous employees from Canada, 38.8% said they came from a First Nation (either status or non-status), and 64.5% stated that they identified as Métis.

* Response categories have been collapsed to protect privacy.

** For privacy reasons, results for the other gender identity groups are suppressed.

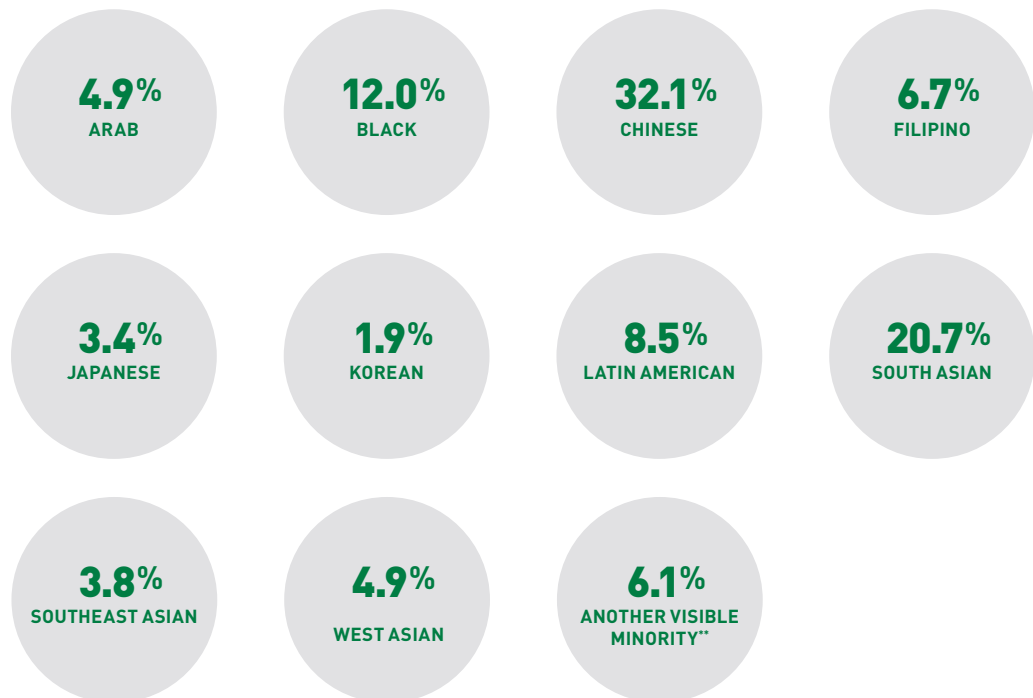
VISIBLE MINORITY

Overall, 22.8% of respondents indicated that they identified as a visible minority*. Of those respondents, almost one-third (32.1%) identify as Chinese. The next largest group (20.7%) identify as South Asian.

Amongst employment categories, Post Doctoral Fellows (PDFs) had the highest proportion identifying as visible minority. Administrative Professional Officers (APO) and Excluded Management at 14.7%, had the lowest proportion identifying as visible minority.

Men were more likely to identify as visible minority. One in four men (26.6%) identified as visible minority, compared to one in five women (20.3%). Younger employees were much more likely to report being a visible minority (under 41 = 29.8%; 41 to 60 = 19.1%; 61 and older = 11.6%), as were those with temporary contracts (31.6%) compared to 18.9% of employees in on-going jobs.

SPECIFIC VISIBLE MINORITY IDENTIFICATION



Percentages total to more than 100% since Census participants could check more than one answer.

* Does not include individuals who self-identified as Indigenous as this was asked in a separate question.

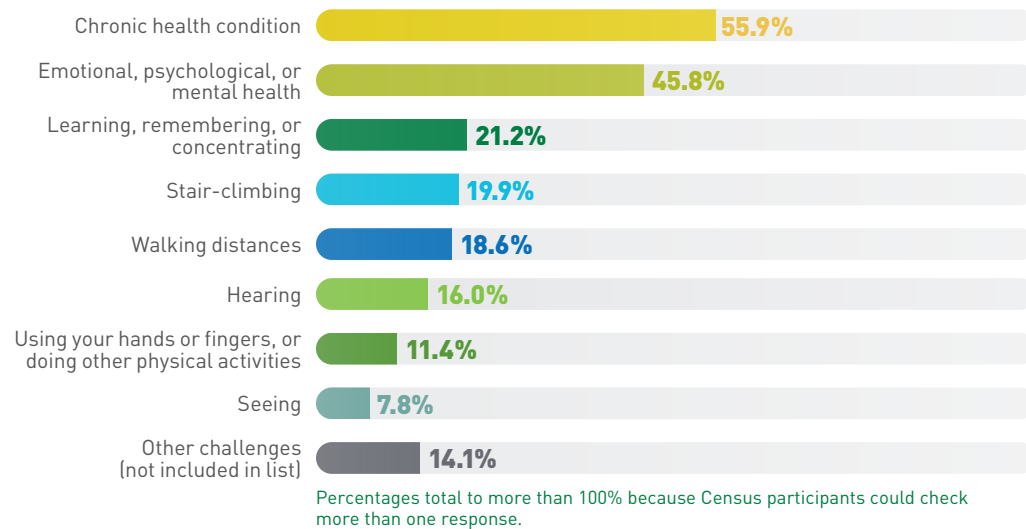
** Response categories have been collapsed to protect privacy.

PERSONS WITH DISABILITIES AND DEAF PERSONS

The census asked, “Do you identify as a person with a disability or a deaf person?” 4.9% of employees said they were “a person with a disability,” while another 1.5% chose the “another identity that should be protected on similar grounds as a disability” response. One-third of one percent said they were “a deaf person”.

Of those respondents who indicated they have a disability, the most common conditions were chronic health and emotional, psychological or mental health issues.

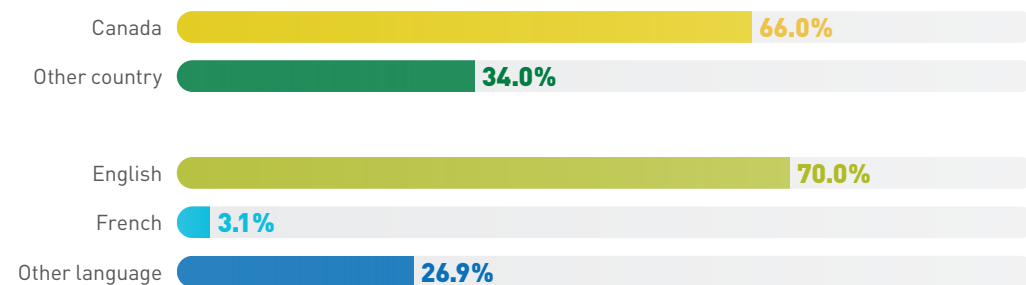
CHALLENGES FACED BY PERSONS WITH DISABILITIES AND/OR DEAF PERSONS



COUNTRY OF BIRTH AND FIRST LANGUAGE

The majority of survey respondents indicated they were born in Canada and their first language was English.

COUNTRY OF BIRTH AND FIRST LANGUAGE

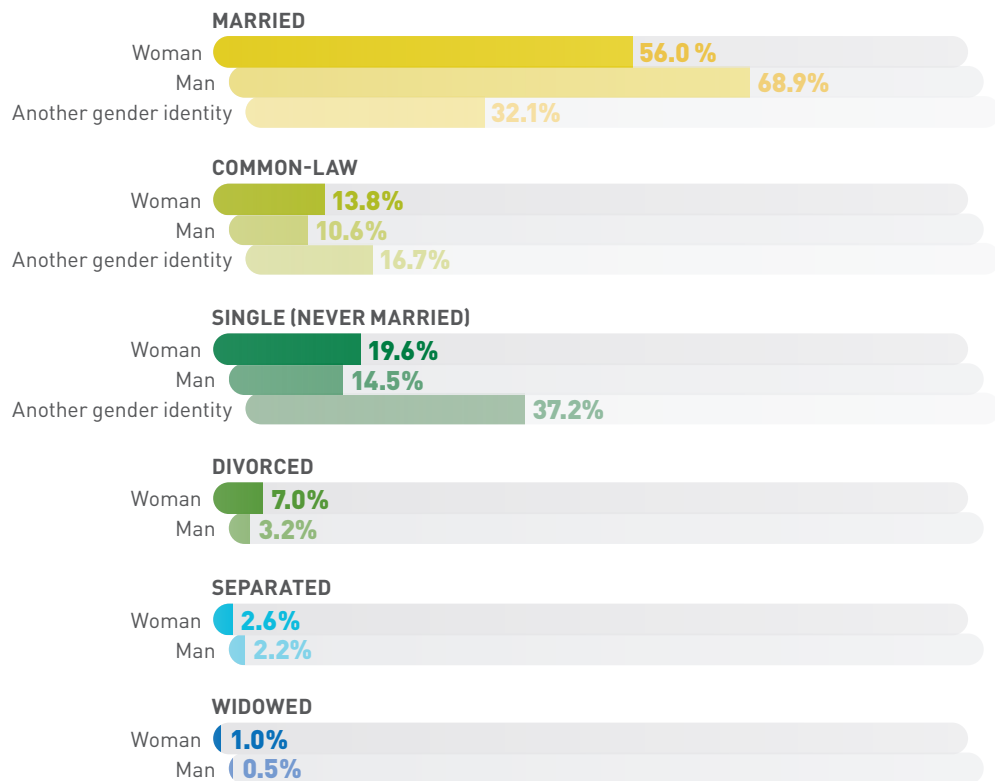


RELATIONSHIP STATUS, GENDER AND DEPENDENTS*

When asked about their current relationship status, six out of ten respondents (60.8%) reported that they were married, and 12.6% indicated that they were living in a common-law relationship. Almost one in five (17.8%) said they were single (never legally married) while smaller percentages chose the other three response categories (divorced (5.6%), separated (2.5%), widowed (0.8%).

Men were more likely than women to be married, while women were more likely to be living in a common-law arrangement or to be single. Those who identified as another gender identity were most likely to be single.**

RELATIONSHIP STATUS BY GENDER



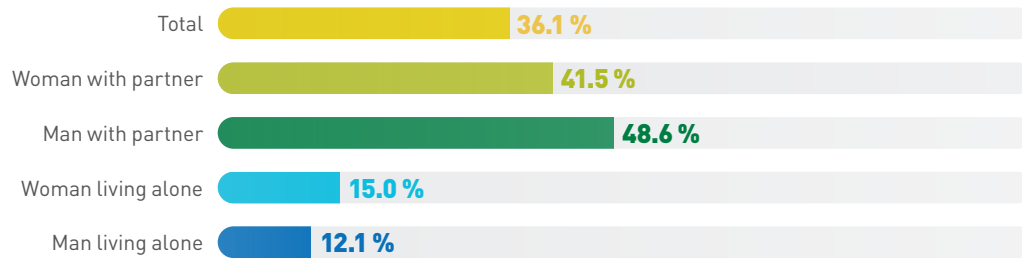
Census participants were asked “Do you have any dependents (including children and/or adults) for whom you are a parent / guardian / primary caregiver?” Almost half (49.2%) of the individuals who answered this question said they had dependents.

* Results for another gender identity are presented where sufficient to protect privacy.

** Response categories have been collapsed to protect privacy.

RELATIONSHIP STATUS AND DEPENDENTS

The following graphic takes both living arrangement and gender into account, men living with a partner were more likely than women in the same living arrangement to report that they had dependents under 18 (48.6% vs. 41.5%). In contrast, women living alone (15.0%) were more likely than men living alone (12.1%) to say they had dependents under 18.



Includes respondents who indicated they had dependents under 18.

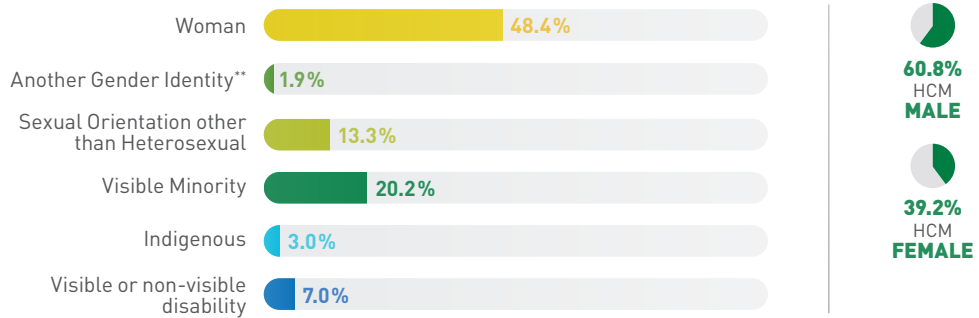
DEMOGRAPHIC CHARACTERISTICS BY EMPLOYMENT TYPE*

This section summarizes demographic characteristics by employee type. As biological sex is also captured in the U of A’s administrative system (HCM), those percentages are also reported. These reflect the entire population (i.e. all 10,077 employees) as opposed to the survey respondents.

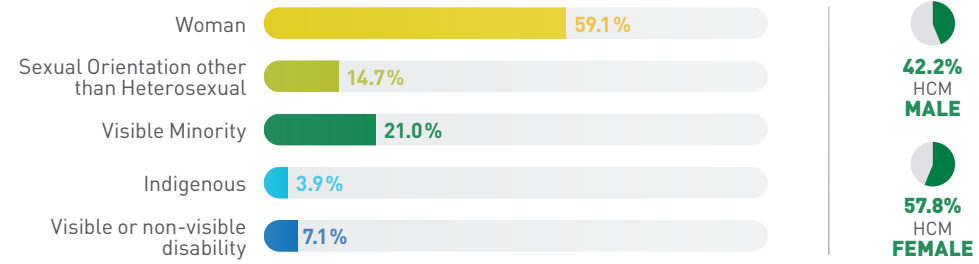
The Faculty and PDF groups have a higher proportion of men than women. All other groups have a higher proportion of women.

DEMOGRAPHIC CHARACTERISTICS BY EMPLOYMENT TYPE

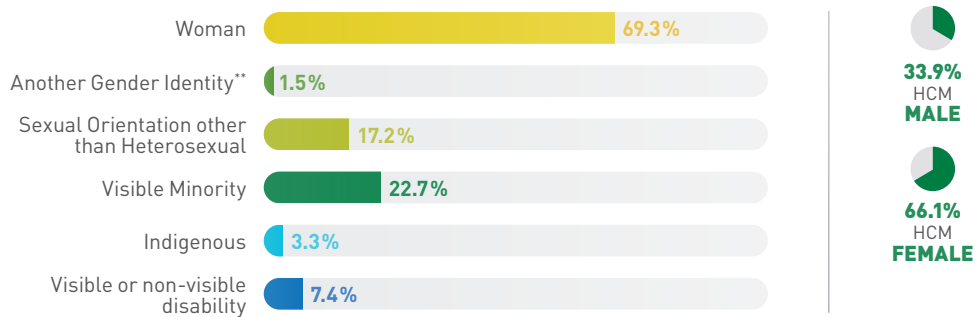
FACULTY, FSO, LIBRARIAN AND EXCLUDED ACADEMIC ADMINISTRATORS



ACADEMIC TEACHING STAFF (ATS)



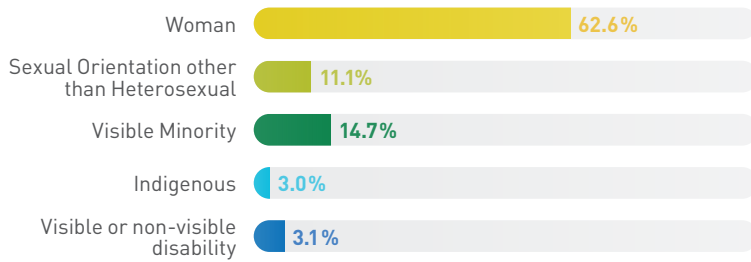
NASA AND EXCLUDED SUPPORT



* Results are presented where sufficient to protect privacy.

** Response categories have been collapsed to protect privacy.

APO + MAPS



Does not include excluded academic administrators who were reported in the faculty category.

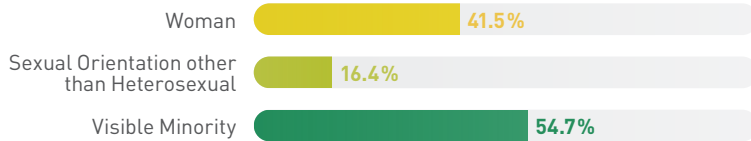


38.5%
HCM
MALE



61.5%
HCM
FEMALE

POST DOCTORAL FELLOW

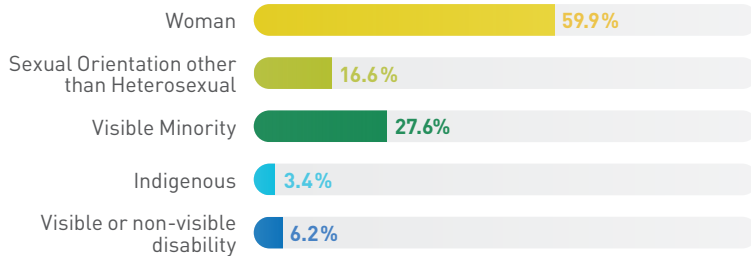


64.4%
HCM
MALE



35.6%
HCM
FEMALE

OTHER (SESSIONAL & TEMPORARY STAFF, TRUST RESEARCH ACADEMIC STAFF)



44.8%
HCM
MALE



55.2%
HCM
FEMALE

APPENDIX
SURVEY INSTRUMENT

WORKFORCE DIVERSITY QUESTIONNAIRE*

The University of Alberta is committed to having an equitable, diverse, and inclusive workforce, since our teaching, scholarship and other activities take place in a highly diverse society and because a diverse university workforce contributes to varied ideas and perspectives, enriching teaching, scholarship and other activities.

To assess progress toward this commitment, we are conducting a demographic census to collect data on relevant equity, diversity, and inclusion measures. Specifically, we are asking you to answer a short set of questions to help us understand how you identify in each instance. We are asking all university employees to participate to help us obtain an accurate picture of our workforce. Resulting data can then be used to conduct statistical analysis, to identify areas where we may not be meeting our objectives.

Completing this census is completely voluntary. If you do not wish to respond, please check the box at the beginning of the census. You will also have the option to decline to answer any of the specific questions. The census will take less than five minutes to complete.

Thank you for assisting the university with its commitment to having an equitable, diverse, and inclusive workforce.

If for any reason(s) you do NOT wish to complete this survey, please check the box below:

- I wish to NOT take the survey (this will bring you to the end of the survey)
Would you like to share your reason of declining the survey?

GENDER IDENTITY

1. Do you identify as (choose all that apply):

- Gender-Fluid and/or Non-Binary
 Man
 Transgender
 Two-Spirit¹
 Woman
 Another gender identity (please specify in the box below):

- I prefer not to answer

¹ Two-Spirit is an umbrella term used by many Indigenous people to describe their sexual, gender, and/or spiritual identity.

* Introduction has been summarized.

SEXUAL ORIENTATION

The options listed below are based on the Alberta Human Rights Commission's definition of sexual orientation.

2. Do you identify as (choose all that apply):

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Queer
- Two-Spirit
- Another orientation (please specify in the box below):

- I prefer not to answer

INDIGENOUS / ABORIGINAL PEOPLES

In accordance with Statistics Canada and the Canada Employment Equity Act, "Aboriginal" is defined by the Government of Canada as First Nations (Status, Non-Status, Treaty), Métis, or Inuit, and was established by the federal government as an umbrella term for diverse Indigenous peoples in Canada. However, this may not be how you identify. Instead, you may identify as Cree, Blackfoot, Mi'kmaq, Dene, or Nakota Sioux, etc. All of these identities are part of the umbrella term of Aboriginal Peoples. You may also identify as an Indigenous person from outside of Canada.

3. Do you identify as an Indigenous / Aboriginal person?

- Yes
- No
- I prefer not to answer

4. Please indicate your geographic origin. (choose one only)

- Indigenous / Aboriginal from Canada
- Indigenous / Aboriginal from the United States
- Indigenous / Aboriginal from another country.
- I prefer not to answer

5. Please indicate which apply to you (choose all that apply):

- First Nations (both Status and Non-Status Indians)
- Inuk (Inuit) (within Canada)
- Métis (within Canada)
- Another (please specify in the box below):

- I prefer not to answer

6. What Nation(s) do you belong to? (please specify in the box below):

- I prefer not to answer

MEMBER OF A VISIBLE MINORITY / PERSON OF COLOUR

The Government of Canada's Canada Employment Equity Act and Statistics Canada both define visible minorities as persons – other than Aboriginal peoples – who are non-white in colour. General groupings defined by Statistics Canada for the visible minority variable are included below.

We recognize that there may be a preference to instead identify as a "person of colour," or by an individual's race or ethnicity. However, for the purposes of this question, please use the definition provided by the Canada Employment Equity Act and Statistics Canada.

7. Do you identify as:

- Indigenous / Aboriginal
- White
- Visible Minority
- I prefer not to answer

8. Please indicate which apply to you (choose all that apply):

- Arab
- Black
- Chinese
- Filipino
- Japanese
- Korean
- Latin American
- South Asian (e.g., Indian, Pakistani, Sri Lankan, etc.)
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)
- West Asian (e.g., Iranian, Afghan, etc.)
- Another (please specify in the box below):

- I prefer not to answer

COUNTRY OF BIRTH AND LANGUAGE

9. Where were you born?

- Canada
- Outside of Canada (please specify in the box below):

- I prefer not to answer

10. What is the language that you first learned at home in childhood?

- English
- French
- Other language (please specify in the box below):

- I prefer not to answer

11. Do you have at least a basic proficiency in speaking, reading, writing, and/or understanding English, French, and/or other languages? (choose all that apply)

	CHECK IF "YES"		
	English	French	Other Language(s)
Speaking			
Reading			
Writing			
Understanding			

I prefer not to answer

BELIEF SYSTEM / RELIGIOUS AFFILIATION

Census studies and surveys have found that religious affiliation is an important element of identity. Therefore, understanding this relationship can complement other equity, diversity, and inclusion data in a meaningful way.

12. What belief system(s) / religious affiliation(s) do you identify with? (choose all that apply)

	CHECK IF "YES"
Agnosticism	
Atheism	
Bahá'í	
Buddhism	
Christianity	
Confucianism	
Hinduism	
Indigenous Spirituality	
Islam	
Jainism	
Judaism	
Paganism	
Shintoism	
Sikh	
Secular Humanism	
Spiritual, not Religious	
Taoism	
Other (please specify in the box below)	
No Religious Affiliation	
I prefer not to answer	

RELATIONSHIP & CAREGIVER STATUS

We are collecting relationship and caregiver data because this information can affect things such as employer-supported health and dental benefits plans (for individuals, partners and/or children), work/life balance, commitments outside of work, university-provided employee services, etc. Learning more about the items below can therefore lead to more comprehensive analysis.

13. Which of the following best describes your current relationship status?

- Common law (living as a couple but not legally married)
- Divorced
- Legally married
- Separated, but still legally married
- Single (never legally married)
- Widowed
- I prefer not to answer

14. Do you have any dependents (including children and/or adults) for whom you are a parent / guardian / primary caregiver?

- Yes
- No
- I prefer not to answer

15. For how many dependents in each age group are you a parent / guardian / primary caregiver?

- 0 to 12 years
- 13 to 17 years
- 18 to 60 years
- over 60 years
- I prefer not to answer

PERSONS WITH DISABILITIES AND DEAF PERSONS

According to the definition used by the Government of Canada's Federal Contractors Program, a person with a disability is someone who has a "long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s)" (for the purposes of this questionnaire "long-term" is defined as lasting more than six months). This person also considers themselves to be disadvantaged in employment by reason of that disability, or believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that disability. This also includes persons with disabilities who have been accommodated in their current job or workplace (e.g., by the use of technical aids, changes to equipment or other working arrangements).

16. Given the definition above, do you identify as (choose all that apply):

- A person with a disability
- A Deaf person
- Another identity that should be protected on similar grounds as disability
(please specify in the box below):

- An able-bodied or non-disabled person
- I prefer not to answer

17. Please indicate the type(s) of challenges you experience (choose all that apply):

- Chronic health condition
- Emotional, psychological, or mental health
- Hearing
- Learning, remembering, or concentrating
- Seeing
- Stair climbing
- Walking distances
- Using your hands or fingers, or doing other physical activities
- Other (please specify in the box below):

- I prefer not to answer

Please feel free to share any comments you may have about this questionnaire



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