

Faculty

Staff





[Return](#)   [F](#)   [RV](#)   [BK](#)   [ANS](#)   [INDG](#)   [MK](#)   [PD](#)   [2SLGBT..](#)   [INTL](#)

[Agriculture](#)  
[Architecture & Planning](#)  
[Arts & Social Sciences](#)  
[College of Sustainability](#)  
[Computer Science](#)  
[Dentistry](#)  
[Engineering](#)  
[Graduate Studies](#)  
[Health](#)  
[Management](#)  
[Medicine](#)  
[Open Learning & Care..](#)  
[Schulich School of Law](#)  
[Science](#)  
[University Librarian](#)

Sr Admin

DPMG & Other

Local 77 & Conf

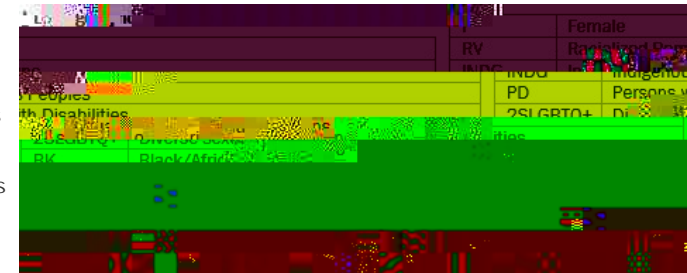
The Dalhousie Census was launched in 2015 but demographic data has been collected since 1989 and disaggregated demographic data since at least 2000. Voluntary self-identity is integrated across Dalhousie Census, personnel, admissions, and the Canadian University Survey Consortium (CUSC) first in family 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)

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.

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).

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>



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