2019

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INTRODUCTION

[redacted]

METHODOLOGY

Dalhousie has collected demographic data since 1989. In 201
university launched its annual census, which is strictly volunta
+ ! , - " + 1 ,)) # 2) 1 6 O 0 1 ; + ! 0 1 2 ! " +
# 2) 1 6 + ! 0 1 ; + ! O 0 1 2 ! " + 1 0 %

This report measures against available national statistics from the following sources:

To note:

KEY FINDINGS

Dalhousie is pleased to report that representation of emplo
across all historically underrepresented groups has increas
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* -) , 6 " " 0 4 % , 0 ") # o & ! " + 1 & 8 " ! 0 4 greaterO / &) & 7 " ! O

equal

decreased

Dalhousie strives to meet statistical thresholds in the numb
 % & 0 1 , / &)) 6 2 + ! " / / " - / " 0 " + 1 " ! $ / , 2 - *
and student populations. However, we also recognize that
not enough, and that improvements must be made not onl

STUDENTS

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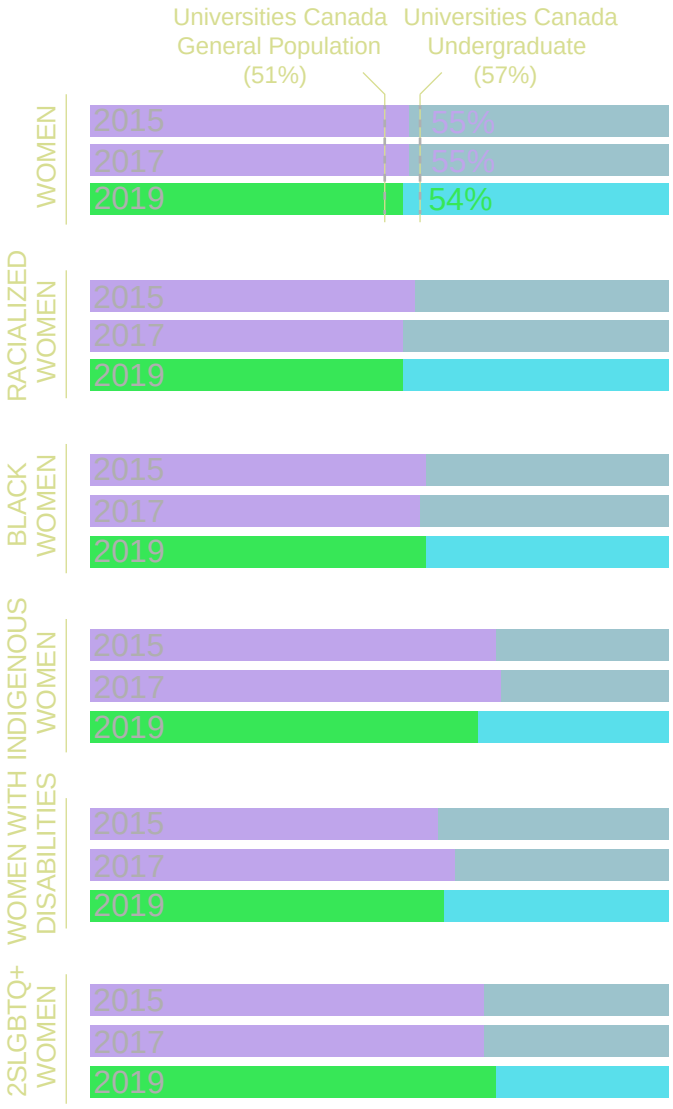
The graphic below shows the percentage of students who
/ " 1 2 / + " ! 0 ") # o & ! " + 1 & 8 1 & , + ! 1 & +
The return rate has increased over time, providing a good
representation of our student population.

“It's essential that Dalhousie focuses on incorporating EDI into the university–not o
- , # ª - " ' 1 ! 3 1 1 ' - , 1 - 0 1 # 1 1 ' - , 1 Ó 3 2 1 , 0 # 2 & 2 ' 1
of the university. Dalhousie needs to show its students and surrounding community



WOMEN AND INTERSECTIONALITY

PERSONS WITH DISABILITIES

FIRST IN FAMILY

Women

Racialized Persons

INDIGENOUS PERSONS

PERSONS WITH DISABILITIES

2SLGBTQ+

2SLGBTQ+

FIRST IN FAMILY

%" -"/ "+1 $"0 ,# 8/01 &+ 1%" #

INTERNATIONAL

SENIOR ADMINISTRATION, FACULTY AND STAFF

Dalhousie is committed to recruiting and supporting a thriving, diverse workforce. Below are a few examples of r and ongoing EDI initiatives to recruit, retain, and support historically underrepresented group members at Dalhousie

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Your Voice

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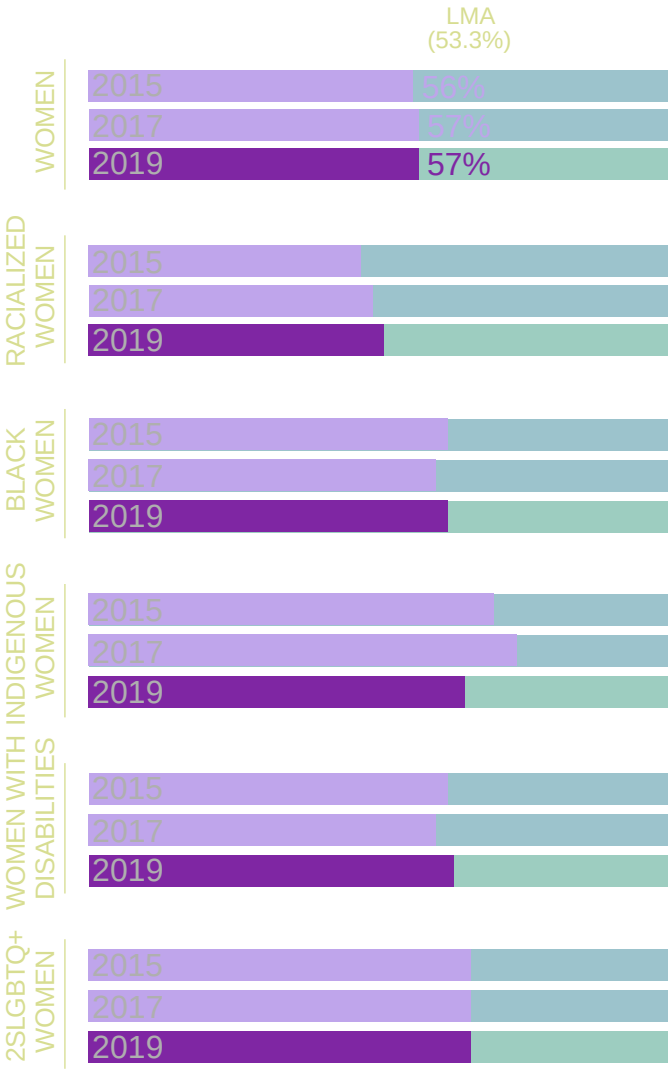
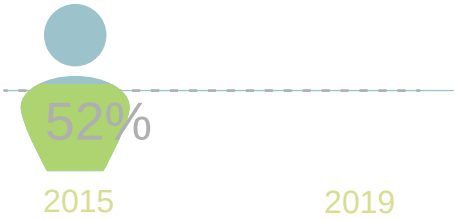


WOMEN AND INTERSECTIONALITY

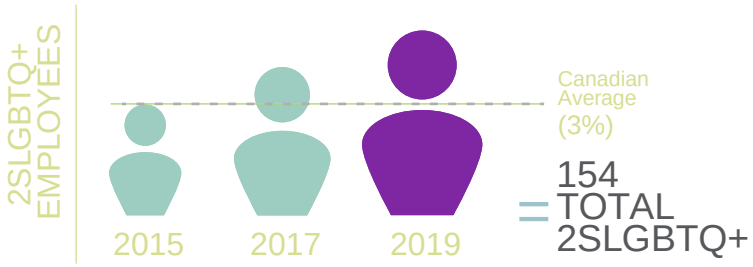
senior administration



faculty

0 1 ; - , 0 & 1 & , + 0

RACIALIZED PERSONS



2SLGBTQ+

2SLGBTQ+

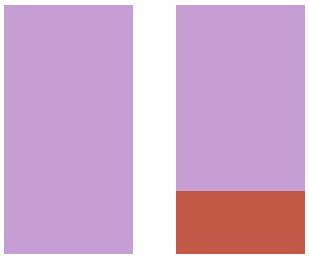
2)16 +! 01 ;

senior administrators

faculty members

+,+o !"*& 01 ; *"* "/0

RACIALIZED PERSONS



INDIGENOUS PERSONS

PERSONS WITH DISABILITIES

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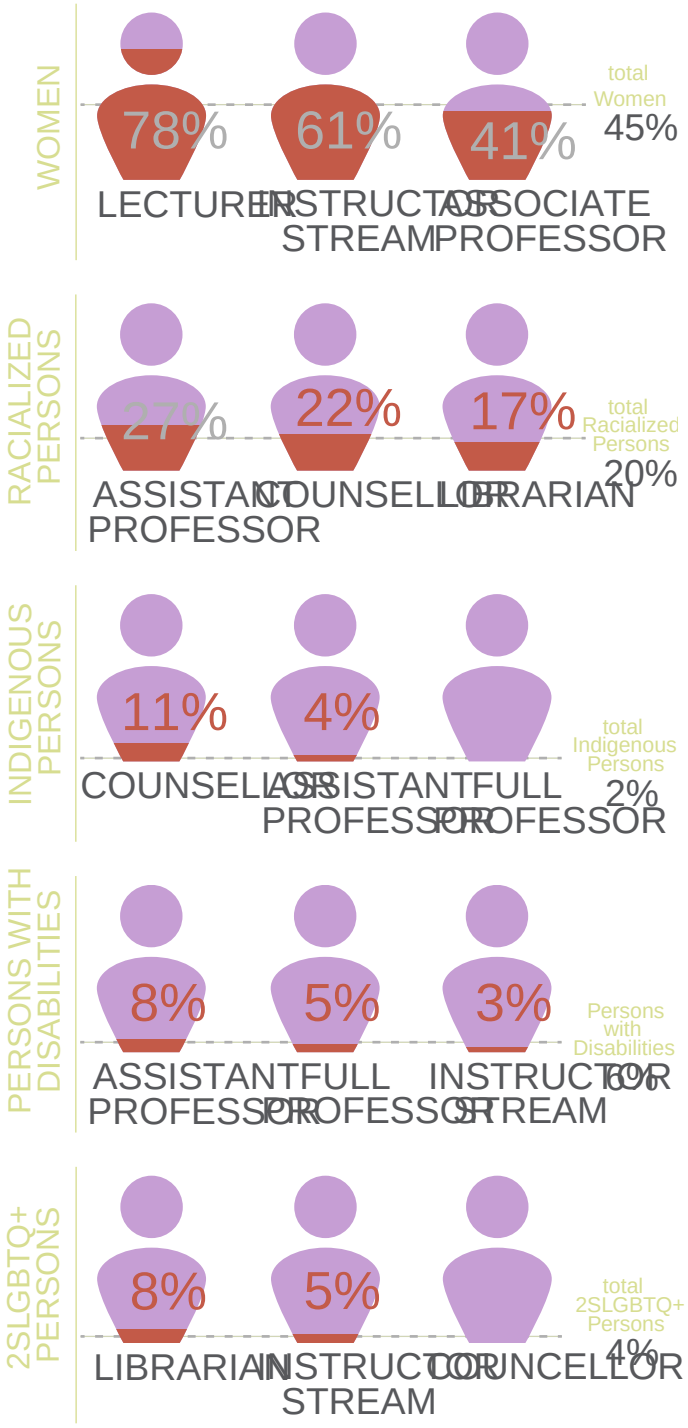
2SLGBTQ+

%" /"-/"0"+1 1&,+ ,# 9 0")#
&+)2!&+$,2+0"),/0 1 12!"+1 ;

The demographic data by diversity and rank, including counselo
and librarians, at Dalhousie mirrors data from other institutes of
% & $ % " /) " / + & + $ N 2)) / , # " 0 0 , / 0 / " * &
with the majority being white and male. This rank is slower to
diversify in part since most academic hiring takes place at more


WOMEN
78%
61%
41%
LECTURER
INSTRUCTOR STREAM
ASSOCIATE PROFESSOR
total Women 45%
RACIALIZED PERSONS
27%
22%
17%
ASSISTANT PROFESSOR
COUNSELLOR
LIBRARIAN
total Racialized Persons 20%
INDIGENOUS PERSONS
11%
4%
COUNSELLOR
ASSISTANT PROFESSOR
FULL PROFESSOR
total Indigenous Persons 2%
PERSONS WITH DISABILITIES
8%
5%
3%
ASSISTANT PROFESSOR
FULL PROFESSOR
INSTRUCTOR STREAM
Persons with Disabilities 6%
2SLGBTQ+ PERSONS
8%
5%
LIBRARIAN
INSTRUCTOR STREAM
COUNCELLOR
total 2SLGBTQ+ Persons 4%

The ratio of historically underrepresented group members
are faculty, including counselors and librarians, to those w
0 1 2 ! " + 1 0 % 0 0 % & # 1 " ! & +)) 0 " ! ő

CONCLUSION

Dalhousie has made steady progress towards a more diverse
inclusive, and equitable university community. However, this
report also shows where there are areas of opportunity for gre
inclusion of historically underrepresented groups.

REFERENCES

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Indigenous peoples and communities.

+.*-7+#,2 /3'27 2 #.-02Ò

+#ª1#6 !-3.*#1 ," 1#63 * -0'#,2 2'-,ÒÒÒ 7 2&#

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"1/&"3"! #/,* %11-0P'',-"+N + ! N '! 1 '"+'! 1 0"1u.> "0&$+ 1"!9

,3"/+*"+1 ,# + -!0)N$`0!# a-N3* 2'-, 7 #1'%, 2#" 0-3.1Ó +.*-7+#
," 2'-, * !!3. 2'-, * * 11' ! 2'-, ,'2 0-3.1Ò
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2* + "0,2/ "0 +! (&))0 "3"),-*"+.1*#+#,!2',`% a.N-7+#,2N /3'27 ',
2#. ª Ô -,"3!2',% -0)$-0!# , *71'1Ò

APPENDICES

W	
RV	
AB	
PD	
2SLGBTQ+	’0,+0,52)/&‑11&,++‑7‑1&16&+,/&1&0
BK	
ANS	
MK	
FIF	
INTL	’0,+04&19%1’+1&,+)&1&7‑08%
LMA	

TABLE 1 STUDENT DIVERSITY

2))o1&*" +! - /1o1&*" 012!"+10 `"5)2!&+$ 1%,0" /"$&01"/"! 1 1

	2015	2016	2017	2018	2019
Total	18,731	18,823	18,846	19,148	19,557
Return Rate					
W					
RV					
AB					
PD					
2SLGBTQ+					
BK					
ANS					
MK					
FIF					
INTL					
RV W					
BK W					
AB W					
PD W					
2SLGBTQ+ W					

TABLE 2 STUDENT DIVERSITY BY FACULTY

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| | | |

TABLE 6 FACULTY BY FACULTY 2019

)) / +(0 ,# # 2)16O &+01/2 1,/0O)& / /& +0O ,2+0")),/0 ` O C

	W	RV	AB	PD	2SLGBTQ+	BK	ANS	MK	INTL
Agriculture									
Architecture & Planning									
Arts & Social Sciences									
College Continuing Education									
Computer Science									
Dentistry									
Engineering									
Health									
Law									
Management									
Medicine									
Science									
,2+0")),/0 ` 12!"+1 ; &/0a									
University Libraries									

TABLE 7 FACULTY BY RANK 2019

)) / +(0 ,# # 2)16O &+01/2 1,/0O)& / /& +0O ,2+0")),/0 ` O C

	W	RV	AB	PD	2SLGBTQ+	BK	ANS	MK	INTL
Full Professor									
Associate Professor									
Assistant Professor									
Lecturer									
Instructor Stream									
Counsellor									
Librarian									

TABLE 8 STAFF DIVERSITY

	2015	2016	2017	2018	2019
Total	1,965	1,993	2,015	2,000	1,973
Return Rate					
W					
RV					
AB					
PD					
2SLGBTQ+					
BK					
ANS					

TABLE 9 STAFF BY SUPPORT UNIT 2019

	F	RV	AB	PD	2SLGBTQ+	BK	