

Organization

Human Rights & Equity Services (HRES) provides trauma informed, survivor centered confidential advisory service to the Dalhousie community seeking advice & support.

Mission and Strategic Priorities

The collective talents of students, faculty and staff at Dalhousie are maximized in communities and environments that are welcoming and inclusive, where our differences provide dynamism and enrich the life and work of the university, and where everyone feels a sense of belonging and is empowered to both fully contribute and achieve their best.

Sexual Violence Prevention and Response

Case Management

Human Rights & Equity Services provides a confidential and neutral advisory service to all members of the Dalhousie Community seeking advice, support, and reporting options in relation to experiences of discrimination on the basis of identified Human Rights grounds, experiences of sexual violence including

Statistics

Figure 1. Type of Contact, 10-year trend; Sept 2007 to August 2018

Figure 2. Type of Contact by Category; 5-year trend.

Figure 3. Disaggregated discrimination data by Human Rights ground; 10-year trend.



Figure 4. Gender of Complainants and Respondents; 2017-2018 Academic Year.

(When gender was not given at intake, the individual's self-identified gender from Banner was used; however, Banner only reflects female, male, and not given.)

Gender 2018 (Figure 4)

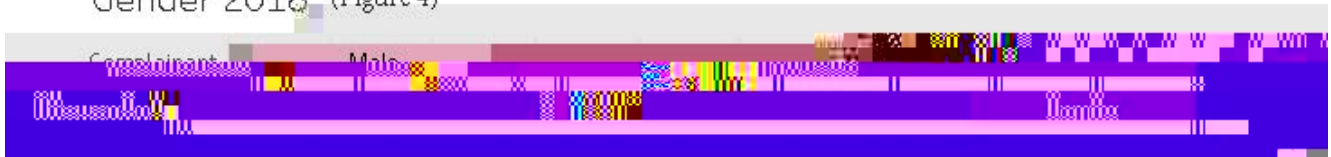
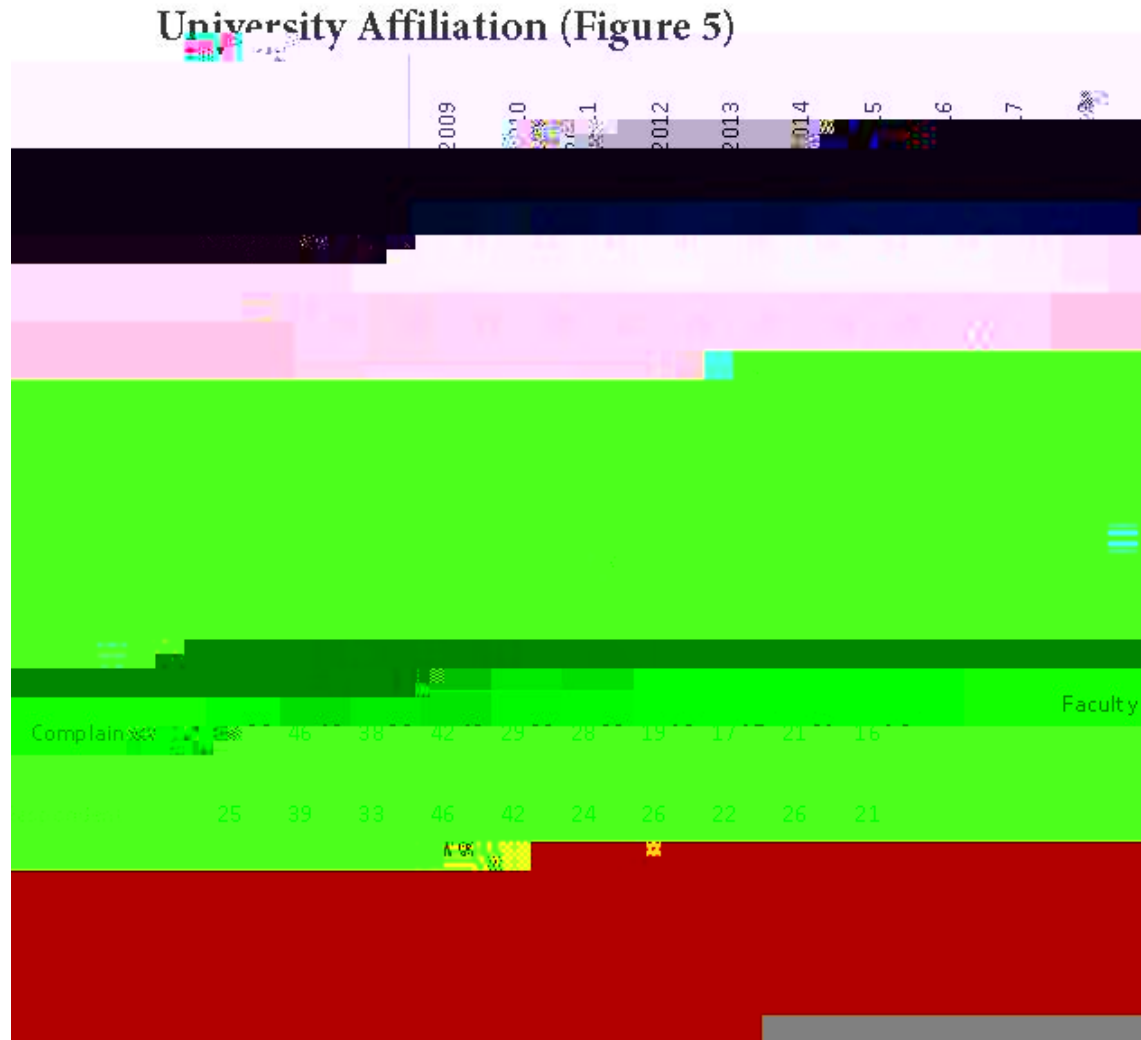


Figure 5. University Affiliation of Complainants and Respondents; 10-year trend.

(Student Enrolment: Dec 1st snapshots, excluding King's. Faculty 50%+ Headcount: October 15th snapshots of primary and secondary positions >=50% DFA, non-union, and medicine continuing full time (not CUPE or unpaid).

Staff Headcount: December 1st snapshots of AM DPMG, AR Agri Campus Research, IB NSGEU Local 99 Salary, KM Supplementary Staff (not excep), MM Professional, NM NSGEU Local 77, RA Research DPMG, RF Research NSGEU 77, RZ Research Senior Mgmt Staff, SM Confid Clerical Secretarial, YM Senior Management Staff, RQ PDF Employee, QM PDF Scholar.)



EMPLOYMENT EQUITY

HRES and Human Resources collaborate on Dalhousie's employment equity efforts to establish and advance institutional and unit-level goals and strategies to improve diversity, inclusion and equity in the workplace.

Dalhousie's FCP Workforce Analysis can be found online:

https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/human_rights_equity/FCP/FCP%20Employment%20Equity%20Workforce%20Analysis%202017.pdf

Last fall, Dalhousie conducted our third annual "Be Counted" Census campaign. Since its launch in 2015, more than 4,000 faculty and staff and more than 5,400 students have completed the census. Through the census, we now have self-identification information for 88 percent of our full-time and permanent part-time employees and 18 percent of our students (However, when combined with student enrolment data, the student self-identification information is at 70 percent). Through increased self-identification and new recruitment, we have seen significant progress reflected in our diversity

Dalhousie's 2017 Census Report can be found online at:

https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/human_rights_equity/Dalhousie%20Diversity%20and%20Census%20Report%202017.pdf