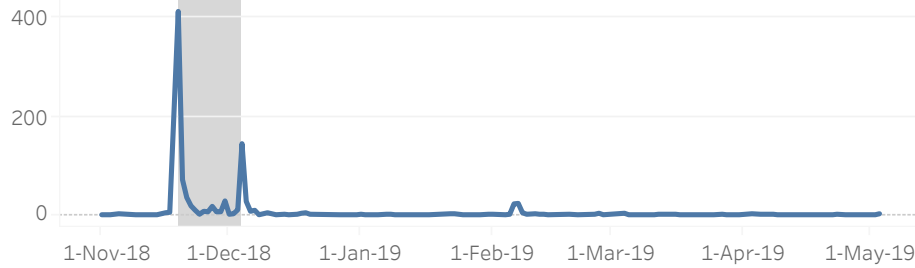


# Be Counted Census Activity 2018

<https://dal.ca/becounted>

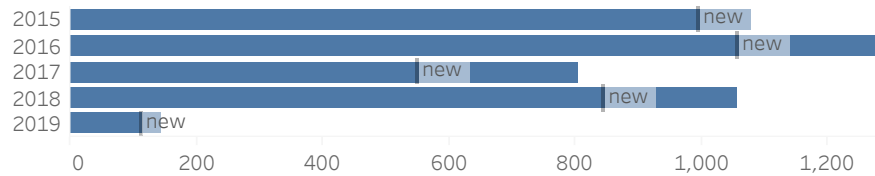
## Employee Activity

Campaign  
**734**

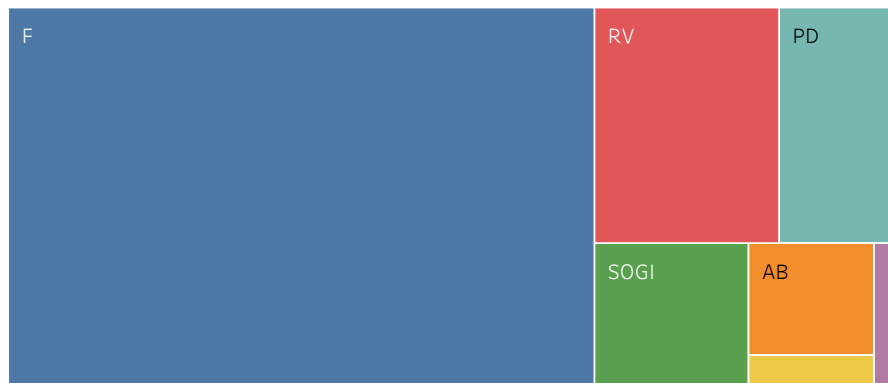


From November 2018

### Surveys Returned

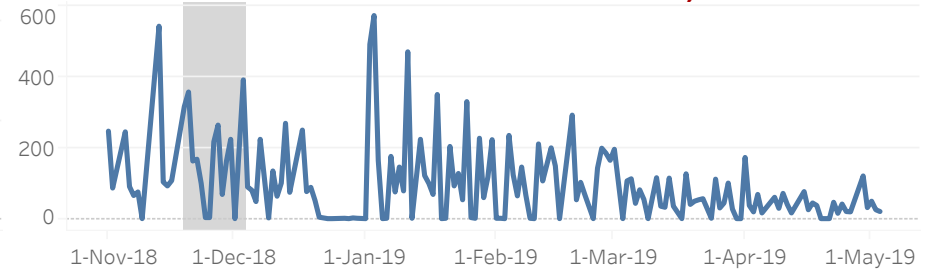


### Equity Seeking Groups 2018



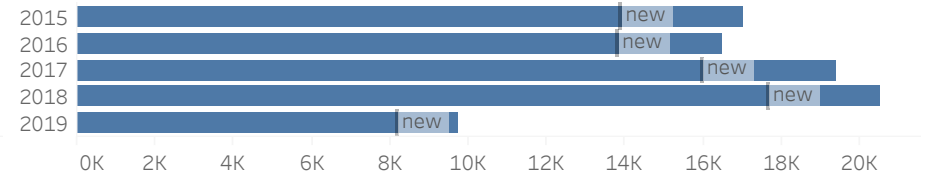
## Student Activity\*

Campaign  
**2,441**

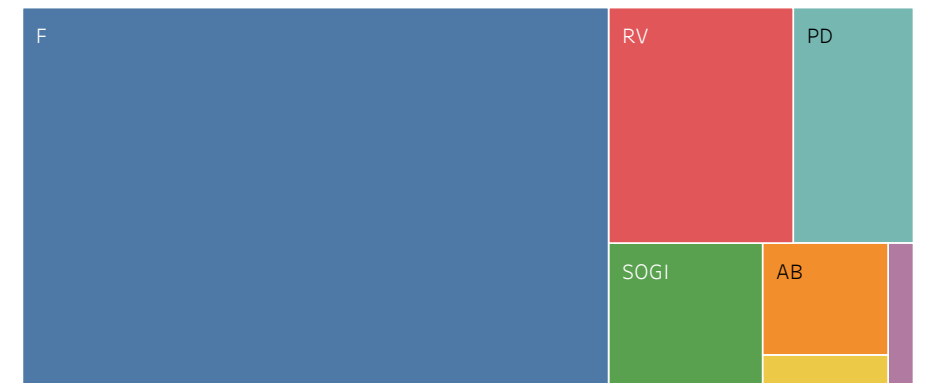


From November 2018

### Surveys Returned



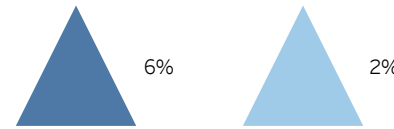
### Equity Seeking Groups 2018



\*Student Activity includes admission applications, see Definitions & Methods for legend and details

# Dalhousie University Employee Census

Headcount  
**3,189**

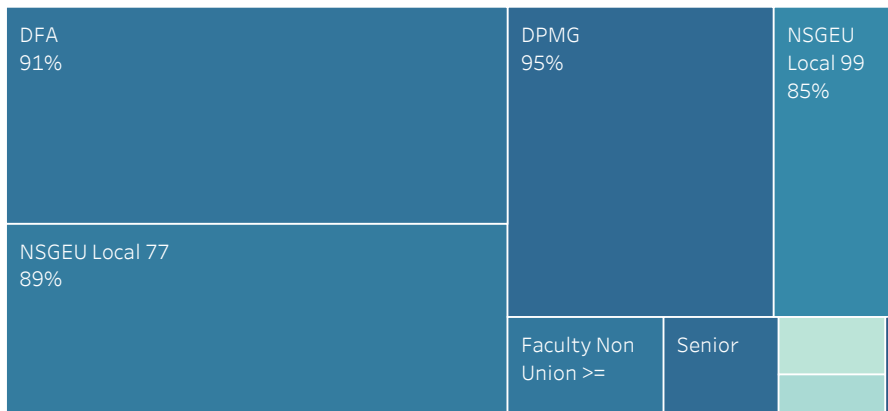


December 1st  
2018

	Staff	F	RV	AB	PD	SOGI	AFNS	MK
Confid Clerical Secretarial	10	90%	10%	0%	20%	0%	0%	0%
DFA	957	46%	17%	2%	6%	4%	0%	0%
DPMG	721	74%	9%	3%	6%	6%	1%	1%
Faculty Non Union >= 50%	134	39%	12%	1%	2%	2%	0%	0%
NSGEU Local 77	840	71%	10%	2%	6%	4%	3%	1%
NSGEU Local 99	334	31%	16%	5%	7%	2%	5%	2%
Other Staff	38	50%	8%	5%	3%	3%	3%	3%
Research Temps	55	53%	5%	0%	4%	4%	0%	0%
Senior Administration	100	53%	6%	2%	10%	3%	0%	1%
<b>Grand Total</b>	<b>3,189</b>	<b>57%</b>	<b>12%</b>	<b>2%</b>	<b>6%</b>	<b>4%</b>	<b>2%</b>	<b>1%</b>

	Staff	Response YOY	
Advancement	63	▼ -6%	
Agriculture	165	▲ 5%	
Ancillary Services	50	▲ 2%	
Architecture & Planning	37	▲ 3%	
Arts & Social Sciences	169	▲ 5%	
College Continuing Education	34	▼ -5%	
Communications & Marketing	27	▲ 3%	
Computer Science	63	▲ 0%	
Dentistry	122	▲ 8%	
Engineering	164	▲ 7%	
Enrolment Mgmt & Registrar	74	▲ 2%	
Environment Health & Safety	9	▼ -2%	
Facilities Management	411	▲ 13%	
Financial Services	101	▼ -4%	
Graduate Studies	17	▲ 7%	
Health	218	▲ 9%	
Human Resources	45	▲ 2%	
Information Technology Services	114	▼ -1%	
Learning & Teaching	11	▲ 1%	
Management	134	▲ 15%	
Medicine	431	▲ 5%	
President	66	▼ -1%	
Research & Innovation	49	▼ -11%	
Schulich School of Law	81	▲ 10%	
Science	295	▲ 2%	
Science, IT, Engineering Co-op Ed	21	▲ 17%	
Student Affairs & Wellness	110	▲ 8%	
University Librarian	108	▲ 4%	

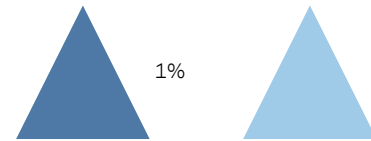
## Returned



See Definitions & Methods for legend and details

## Dalhousie University Student Census

Headcount  
**19,148**



**December 1st  
2018**

	Stdt	F	RV	AB	PD	SOGI	AFNS	MK
Agriculture	859	64%	6%	5%	7%	6%	0%	2%
Architecture and Planning	391	54%	13%	2%	7%	8%	1%	0%
Arts and Social Sciences	2,223	65%	12%	5%	12%	9%	2%	1%
Computer Science	1,480	23%	10%	2%	6%	4%	0%	0%
Dentistry	256	59%	16%	5%	3%	2%	2%	2%
Engineering	2,641	23%	12%	2%	4%	3%	1%	0%
Graduate Studies	100	55%	6%	2%	2%	8%	0%	0%
Health	3,067	82%	10%	6%	9%	6%	2%	1%
Interdisciplinary/Multi F..	117	49%	6%	2%	5%	3%	0%	1%
Law	494	56%	11%	6%	7%	6%	3%	4%
Management	2,240	47%	8%	2%	6%	4%	0%	0%
Medicine	1,270	53%	7%	2%	2%	3%	0%	1%
Science	4,010	62%	12%	3%	7%	6%	1%	1%
<b>Grand Total</b>	<b>19,148</b>	<b>54%</b>	<b>11%</b>	<b>3%</b>	<b>7%</b>	<b>5%</b>	<b>1%</b>	<b>1%</b>

	Students	Response YOY	
Agriculture	859	▲ 3%	
Architecture and Planning	391	▼ -1%	
Arts and Social Sciences	2,223	▲ 1%	
Computer Science	1,480	▲ 3%	
Dentistry	256	▼ -4%	
Engineering	2,641	▲ 2%	
Graduate Studies	100	▲ 1%	
Health	3,067	▲ 3%	
Interdisciplinary/Multi Faculty	117	▲ 2%	
Law	494	▲ 5%	
Management	2,240	▼ -2%	
Medicine	1,270	▲ 2%	
Science	4,010	▲ 1%	

### Returned

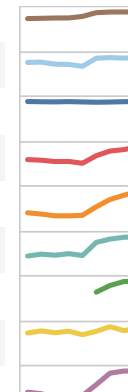


Faculty of Graduate Studies is visiting graduate and interdisciplinary PhD students. See Definitions & ..

# Diversity Trends

## Employees

										Sr Admin Title									All
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010	2011	2012	2013	2014	2015	2016	2017	2018	
total	2,685	2,709	2,733	2,737	2,856	3,147	3,199	3,204	3,189										
CNS Returned	2,062	2,104	1,980	1,964	1,910	2,756	2,851	2,811	2,865	77%	78%	72%	72%	67%	88%	89%	88%	90%	
F	1,543	1,548	1,556	1,569	1,623	1,774	1,813	1,833	1,830	57%	57%	57%	57%	57%	56%	57%	57%	57%	
RV	216	212	201	202	193	296	353	370	396	8%	8%	7%	7%	7%	9%	11%	12%	12%	
AB	27	25	22	22	24	44	60	69	77	1%	1%	1%	1%	1%	1%	2%	2%	2%	
PD	72	81	77	84	79	155	175	185	186	3%	3%	3%	3%	3%	5%	5%	6%	6%	
SOGI						89	114	128	129						3%	4%	4%	4%	
AFNS	38	41	39	41	38	47	55	49	52	1%	2%	1%	1%	1%	1%	2%	2%	2%	
MK	12	11	8	9	10	21	32	34	34	0%	0%	0%	0%	0%	1%	1%	1%	1%	



## Students

										Faculty Title									All
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010	2011	2012	2013	2014	2015	2016	2017	2018	
Total	16,689	17,226	17,411	18,440	18,716	18,731	18,823	18,846	19,148										
CNS Returned	8,342	9,155	9,663	10,354	11,000	12,326	12,757	13,209	13,655	50%	53%	55%	56%	59%	66%	68%	70%	71%	
F	9,172	9,479	9,566	10,186	10,354	10,328	10,336	10,311	10,418	55%	55%	55%	55%	55%	55%	55%	55%	54%	
RV	500	575	633	690	850	1,217	1,498	1,945	2,030	2%	2%	2%	2%	2%	3%	3%	3%	3%	
AB	284	332	360	422	466	508	561	612	655	3%	3%	4%	4%	5%	6%	8%	10%	11%	
PD	350	402	473	565	642	828	888	1,326	1,326	2%	2%	3%	3%	3%	4%	5%	7%	7%	
SOGI						325	523	898	1,050						2%	3%	5%	5%	
AFNS	22	26	41	57	74	107	157	197	201	0%	0%	0%	0%	0%	1%	1%	1%	1%	
MK	12	14	22	39	39	60	91	149	177	0%	0%	0%	0%	0%	0%	0%	1%	1%	



See Definitions & Methods for legend and details



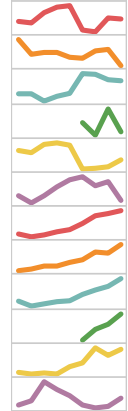
# Intersectionality Trends

Intersectionality is the overlap of various social identities, such as race, gender, and sexuality. This analysis shows the percentage of females in each equity seeking group (ex. RV Female) and the percentage of individuals who identify in more than one equity seeking group, besides female (ex. RV+).

Sr Admin Title  
All

## Employees

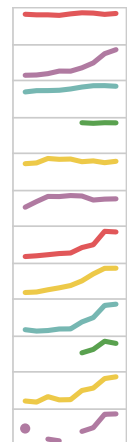
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010	2011	2012	2013	2014	2015	2016	2017	2018
RV Female	108	105	106	110	106	140	165	189	201	50%	50%	53%	54%	55%	47%	47%	51%	51%
AB Female	21	18	16	16	17	31	44	51	52	78%	72%	73%	73%	71%	70%	73%	74%	68%
PD Female	40	45	41	46	44	96	108	111	111	56%	56%	53%	55%	56%	62%	62%	60%	60%
SOGI Female						58	73	85	83						65%	64%	66%	64%
AFNS Female	31	33	33	35	32	34	40	36	40	82%	80%	85%	85%	84%	72%	73%	73%	77%
MK Female	9	8	6	7	8	17	25	27	25	75%	73%	75%	78%	80%	81%	78%	79%	74%
RV+	6	4	5	7	8	18	30	34	40	3%	2%	2%	3%	4%	6%	8%	9%	10%
AB+	4	4	4	4	5	10	17	19	26	15%	16%	18%	18%	21%	23%	28%	28%	34%
PD+	8	6	7	9	9	25	34	41	52	11%	7%	9%	11%	11%	16%	19%	22%	28%
SOGI+						20	30	36	41						22%	26%	28%	32%
AFNS+	4	4	4	4	5	7	12	9	11	11%	10%	10%	10%	13%	15%	22%	18%	21%
MK+	4	4	4	4	4	7	10	11	13	33%	36%	50%	44%	40%	33%	31%	32%	38%



## Students

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010	2011	2012	2013	2014	2015	2016	2017	2018
RV Female	272	307	338	362	468	693	845	1,054	1,132	54%	53%	53%	52%	55%	57%	56%	54%	56%
AB Female	190	218	245	303	320	353	391	434	460	0%	0%	0%	0%	0%	0%	0%	1%	1%
PD Female	176	212	250	302	359	493	551	825	809	50%	53%	53%	53%	56%	60%	62%	62%	61%
SOGI Female						221	349	611	711						68%	67%	68%	68%
AFNS Female	14	17	31	42	55	73	110	130	139	64%	65%	76%	74%	74%	68%	70%	66%	69%
MK Female	6	9	17	30	31	47	62	105	126	50%	64%	77%	77%	79%	78%	68%	70%	71%
RV+	23	29	36	44	57	121	174	381	390	5%	5%	6%	6%	7%	10%	12%	20%	19%
AB+	24	26	33	44	46	78	89	152	168	0%	0%	0%	0%	0%	1%	1%	1%	1%
PD+	30	28	36	53	61	145	200	485	504	9%	7%	8%	9%	10%	18%	23%	37%	38%
SOGI+						98	185	429	467						30%	35%	48%	44%
AFNS+	1	1	3	3	4	12	20	37	40	5%	4%	7%	5%	5%	11%	13%	19%	20%
MK+	2		1	1		8	16	49	59	17%		5%	3%		13%	18%	33%	33%

Faculty Title  
All



See Definitions & Methods for legend and details

# Dalhousie University

## Diversity and Census Report Methods & Definitions

### Populations

- Final primary Federal Contractors Program (FCP) employee headcount as of Dec 1st snapshots
- Final student enrolment headcount as of Dec 1st snapshots, excluding King's campus
- Self-identified fields were integrated across personnel, enrolment, and Be Counted Census records using an individual's most recent response per year
- Percent representation describes the minimum proportion of the total population
- Dalhousie has been collecting employment equity information since 1989 and the Be Counted census was launched in 2015
- Return rate is any census or survey activity, including declined, response rate is at least one self-id field complete Y/N/P
- Census Activity is recorded once per person per year
- Dalhousie Employment Equity Policy equity-seeking groups are not mutually exclusive

### Aboriginal & Indigenous Peoples

- Aboriginal/Indigenous person from North America, First Nations, Mi'kmaq (MK), Maliseet, Inuit, and Metis
- Mi'kmaq (MK) counts are a subset of this figure

### Racially Visible Persons

- Racially visible person, racialized person, historically/indigenous Black Nova Scotian (AFNS), African (Black) heritage, Aboriginal/Indigenous person from outside of North America, East Asian (eg. Chinese, Taiwanese, Japanese, Korean), South Asian (Bangladeshi, Pakistani, Indian, Sri Lankan, Punjabi), South East Asian (eg. Vietnamese, Thai, Cambodian, Malaysian, Filipino/a), West Asian or Arab (eg. Iranian, Afghani, Lebanese, Egyptian, Iraqi, Armenian, Israeli), Latin, South or Central American
- Historically/indigenous Black Nova Scotian (AFNS) counts are a subset of this figure

### Dalhousie FCP Employee Classifications

- Historical data for employees is limited to Employment and Social Development Canada (ESDC) Federal Contractors Program (FCP) reports
- DPMG, DFA, Faculty Non-Union, NSGEU Local 99 Salary, Supplementary Staff (not exception payments), Professional, NSGEU Local 77, Research DPMG, Research Faculty DFA, Research Faculty Non-Union, Research NSGEU 77, Research Temporary, Research Senior Mgmt Faculty, Research Senior Mgmt Staff, Confid Clerical Secretarial, Senior Management Faculty, Senior Management Staff
- ECLS\_CODE: AM, DM, FM, IB, KM (not 999986), MM, NM, RA, RD, RE, RF, RH, RX, RZ, SM, XM, YM

ESDC Guidelines: <https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html>

### Legend

F	Female
RV	Racially Visible
AB	Aboriginal & Indigenous Peoples
PD	Persons with Disabilities
SOGI	Sexual Orientation and Gender Identity minorities
AFNS	African Nova Scotian
MK	Mi'kmaq