



**UNIVERSITY  
OF ALBERTA**

# **Census Results for Equity, Diversity and Inclusion Update**

August 2023

# Introduction

In 2020, the University of Alberta published its **Workforce Diversity report** based on responses collected in the Equity, Diversity and Inclusion (EDI) census administered in late 2019. Since then, the EDI New Hires survey has been conducted three times a year for new employees to allow the university to stay current with our EDI data. This document summarizes key demographics of our current workforce, through data collected from the 2019 census and the new hires surveys. To understand the demographic composition of the university's current workforce, this report compares updated results with the 2019 census results, which represent our baseline.

## Approach

This report balances the need for confidentiality with the desire for complete reporting. To meet that balance, 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 is confidential and held separately from employment records.

Many of the questions allow individuals to select more than one response. As a result, counts and percentages are specific to each cell unless otherwise noted. 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 University of Alberta, its buildings, labs and research stations, are primarily located on the traditional territory of Cree, Blackfoot, Métis, Nakota Sioux, Haudenosaunee (Iroquois), Dene and Ojibway/Saulteaux/Anishinaabe nations; lands that are now known as part of Treaties 6, 7 and 8 and homeland of the Métis. The University of Alberta respects the sovereignty, lands, histories, languages, knowledge systems and cultures of First Nations, Métis and Inuit nations.

# Baseline and Current Workforce<sup>1</sup>

**The current workforce** combines the 2019 census population with the population for the new hires surveys, but excludes those who are no longer working at the U of A as of March 2023. The total population size of this current workforce is 8,258 employees. From this population, 5,379 responded, resulting in a response rate of 65.1%, which is approximately 5.5 percentage points higher than the 2019 census (i.e. the original baseline census).

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<sup>1</sup> The original employee census, administered in 2019, serves as a baseline. New hires are people hired since that time. The current workforce presents data for currently active employees (as of March 2023), regardless of when it was collected. Current workforce data is continually updated with results from the new hires survey while the census remains a static baseline.

# Gender Identity and Sexual Orientation

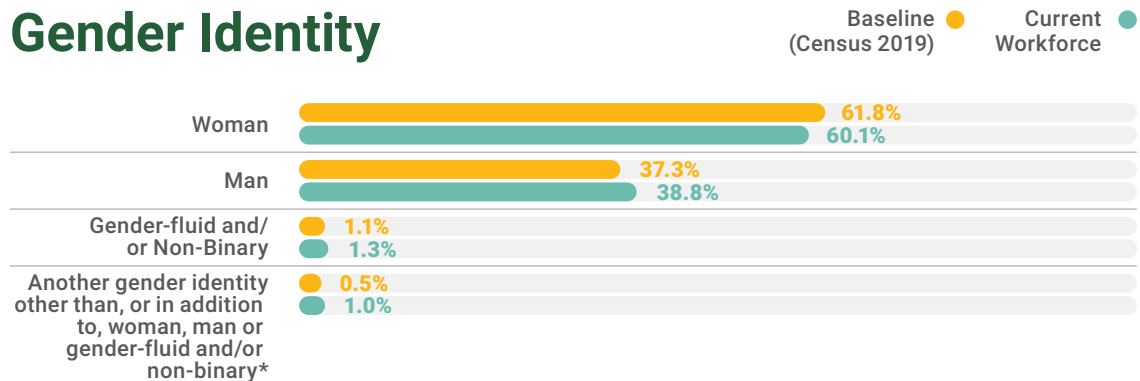
Survey participants were asked if they identified with one or more of the following genders: Gender-fluid and/or Non-Binary; Man; Transgender; Two-Spirit; or Woman.

The predominant categories of gender expression are woman and man. 1.3% of the current workforce identified as gender-fluid and/or non-binary, and a very small proportion of respondents indicated another gender identity (transgender, two-spirit or a self-identified category). This was broadly similar for the 2019 census.

The majority of survey respondents identify as women. In comparison to men, women had a higher survey response rate. This is true for both of the 2019 census and the current workforce.

**Figure 1.**

## Gender Identity



\*Response categories have been collapsed to protect privacy.

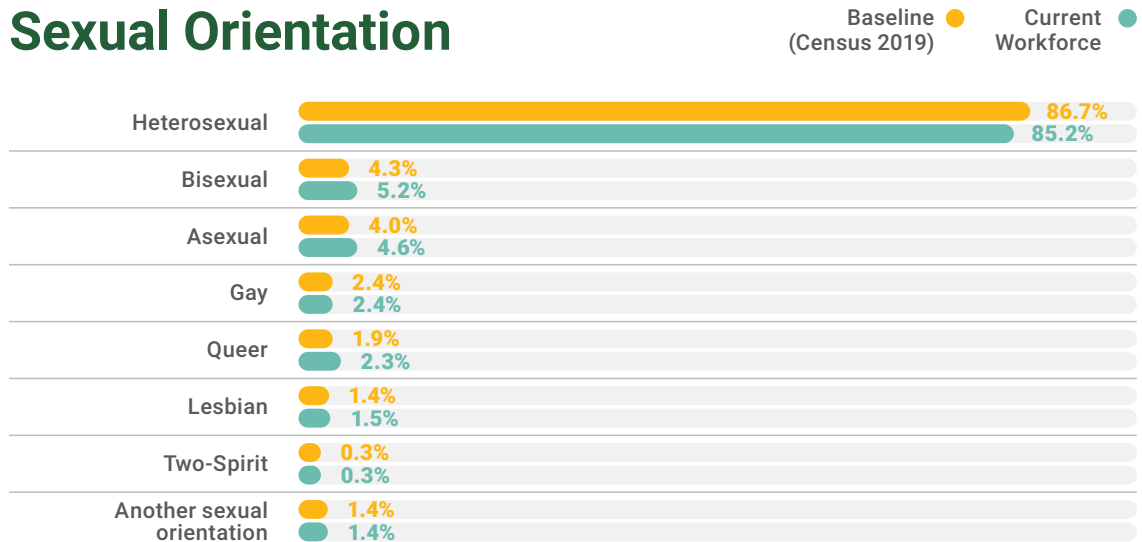
**Note:** Percentages can total to more than 100% as respondents could check more than one response.

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

The sexual orientation data has remained relatively constant over time. The respondents in the current workforce predominantly identified as heterosexual (85.2%), followed by bisexual (5.2%) and asexual (4.6%).

Figure 2.

## Sexual Orientation



Note: Percentages can total to more than 100% as respondents could check more than one response.

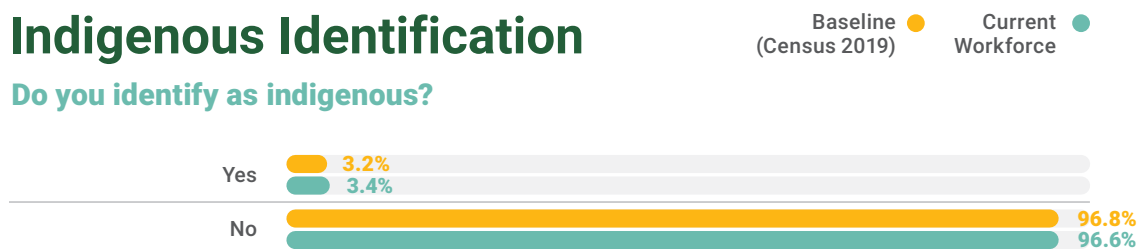
# Indigenous Identification

In the 2019 census, 3.2% of respondents identified as Indigenous whereas in the current workforce, 3.4% of respondents identified as Indigenous, representing a 0.2 percentage point increase.

Slightly more women (3.5%) identified as Indigenous, compared to 2.5% of men<sup>2</sup>, in the 2019 census. Similarly, in the current workforce, slightly more women (3.8%) identified as Indigenous, compared to 2.4% of men.

Figure 3A.

## Indigenous Identification

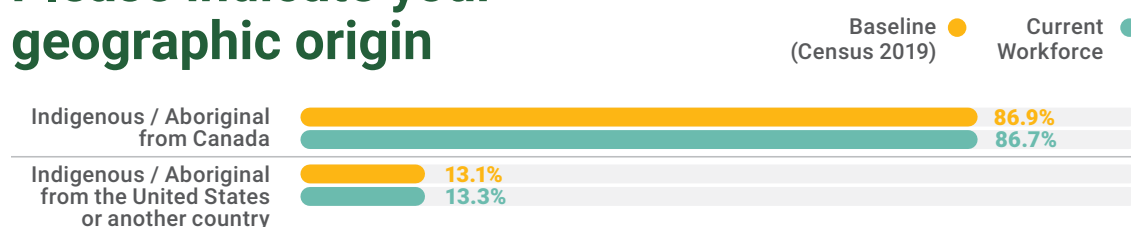


<sup>2</sup> For privacy reasons, results for the other gender identity groups are suppressed.

For those who identified as Indigenous, the geographic origin data has remained relatively constant over time. In the 2019 census, 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. For the current workforce, 86.7% indicated that they came from Canada, while 13.3% reported that they came from the USA or other countries.

Figure 3B.

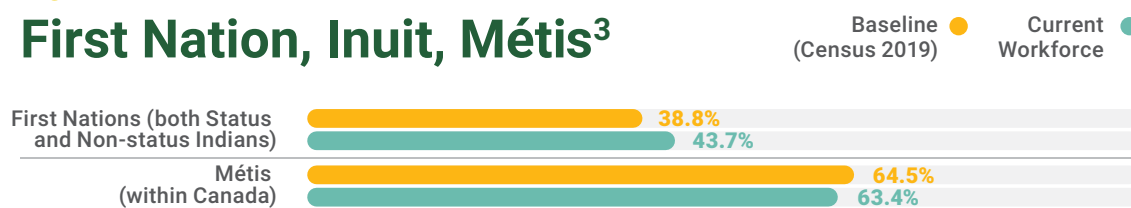
## Please indicate your geographic origin



Among the Indigenous employees in the current workforce from Canada, 43.7% said they identified as First Nations (either status or non-status), and 63.4% stated that they identified as Métis (within Canada). This was similar to the 2019 census, where 38.8% said they identified as First Nations (either status or non-status), and 64.5% stated that they identified as Métis.

Figure 3C.

## First Nation, Inuit, Métis<sup>3</sup>



**Note:** Percentages can total to more than 100% as respondents could check more than one response.

<sup>3</sup> Responses to “Inuk (Inuit) (Within Canada)” and “Another” are suppressed to protect privacy.

# Visible Minority

In the 2019 census, 22.8% of respondents indicated that they identified as a visible minority<sup>4</sup>. Since then, the proportion of respondents identifying as a visible minority has increased to 25.3% in the current workforce. Among both the 2019 census and the current workforce, the largest group identified is Chinese, followed by South Asian.

Figure 4A.

## Visible Minority

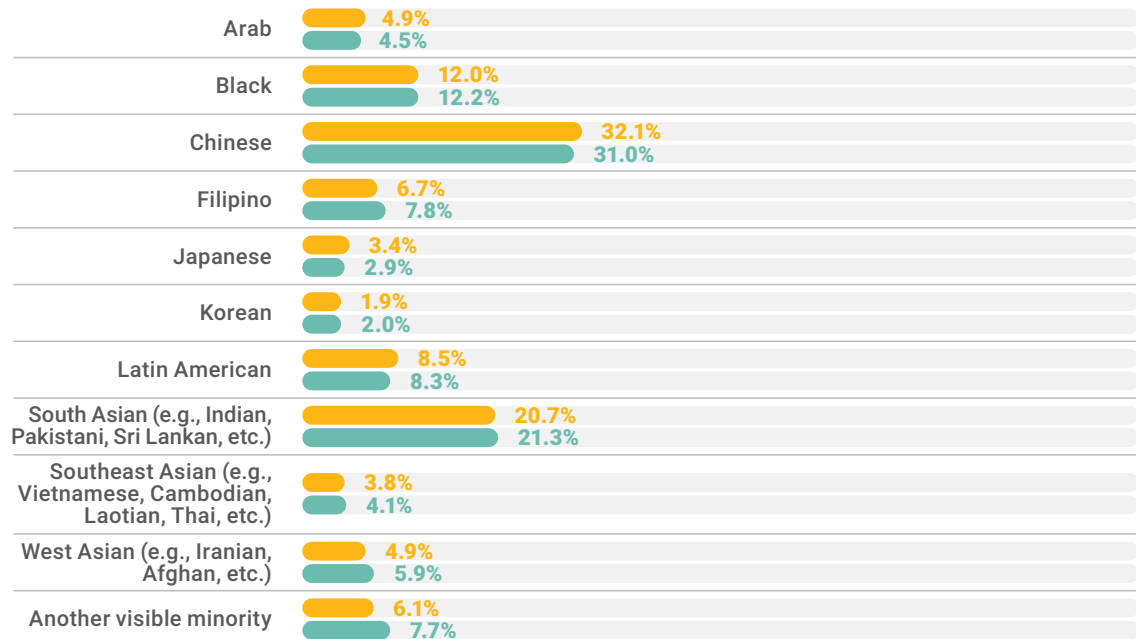
Baseline (Census 2019) ● Current Workforce ●



Figure 4B.

## Specific Visible Minority

Baseline (Census 2019) ● Current Workforce ●



**Note:** Percentages can total to more than 100% as respondents could check more than one response.

<sup>4</sup> Does not include individuals who self-identified as Indigenous.

Among both the 2019 census and the current workforce, men were slightly more likely to identify as a visible minority. In the current workforce, 29.3% of men identified as visible minority, compared to 22.4% of women.

In the current workforce, younger employees<sup>5</sup> were more likely to report being a visible minority (under 41 = 33.1%; 41 to 60 = 22.0%; 61 and older = 14.4%), which was also true in the 2019 census (under 41 = 29.8%; 41 to 60 = 19.1%; 61 and older = 11.6%). Those respondents who held temporary contracts were also more likely to report being a visible minority: 33.6% (compared to 21.4% of employees in ongoing jobs) in the current workforce, and 31.6% (compared to 18.9% of employees in ongoing jobs) in the 2019 census.

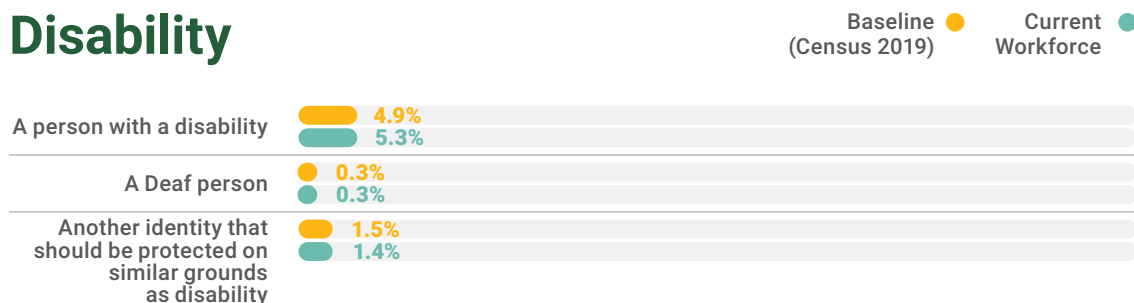
## Persons with Disabilities and Deaf Persons

The survey participants were asked “Do you identify as a person with a disability or a deaf person?”. The results between the 2019 census and the current workforce show a similar picture, with 4.9% and 5.3% of the respondents identifying as “a person with a disability” respectively. Similarly, the proportion of respondents who selected “Another identity that should be protected on similar grounds as disability” stayed almost the same between the 2019 census (1.5%) and the current workforce (1.4%). In addition, a small proportion of respondents identified as “a Deaf person”.

Of those respondents who indicated they have a disability, the most common conditions were “chronic health condition” and “emotional, psychological or mental health” for both the 2019 census and current workforce.

Figure 5A.

### Disability



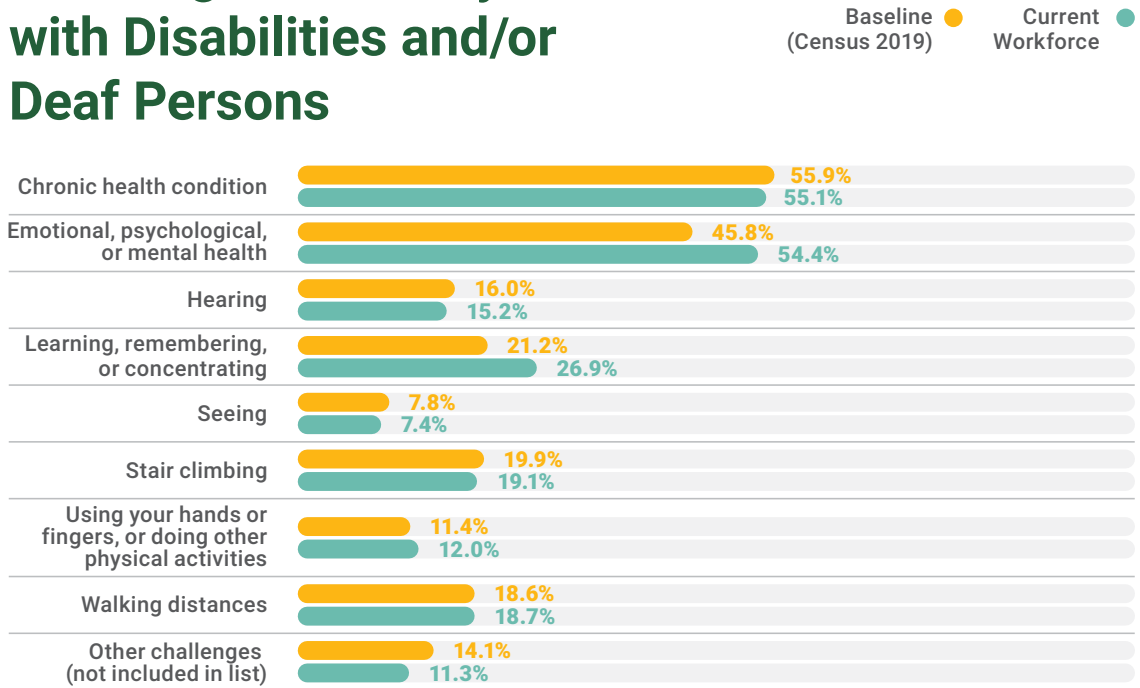
**Note:** Percentages can total to more than 100% as respondents could check more than one response.

<sup>5</sup> Age was calculated as of March 1, 2023.



Figure 5B.

## Challenges Faced by Persons with Disabilities and/or Deaf Persons



Note: Percentages can total to more than 100% as respondents could check more than one response.

## Country of Birth and First Language

Among both the 2019 census and the current workforce, the majority of survey respondents indicated they were born in Canada and their first language was English.

Figure 6.

## Country of Birth

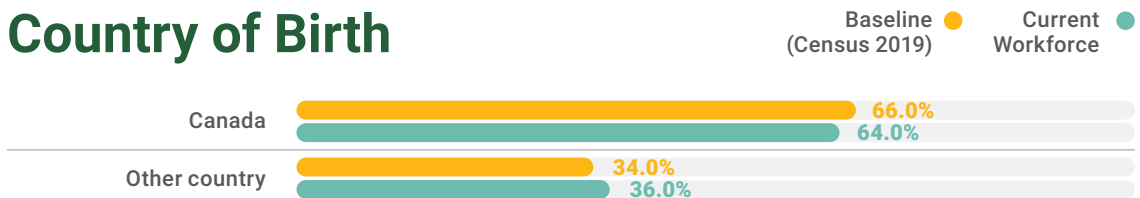
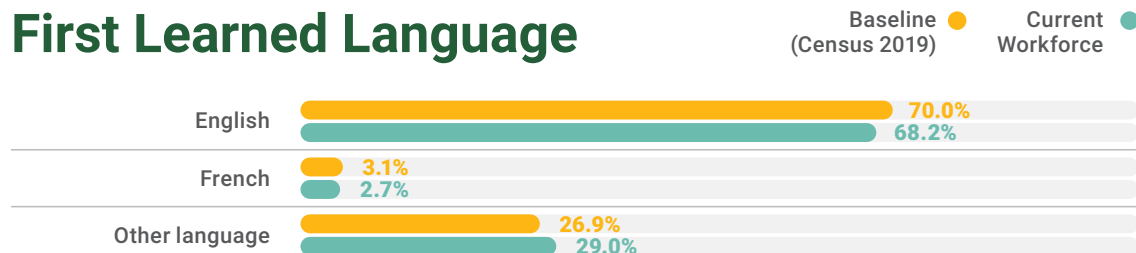


Figure 7.

## First Learned Language

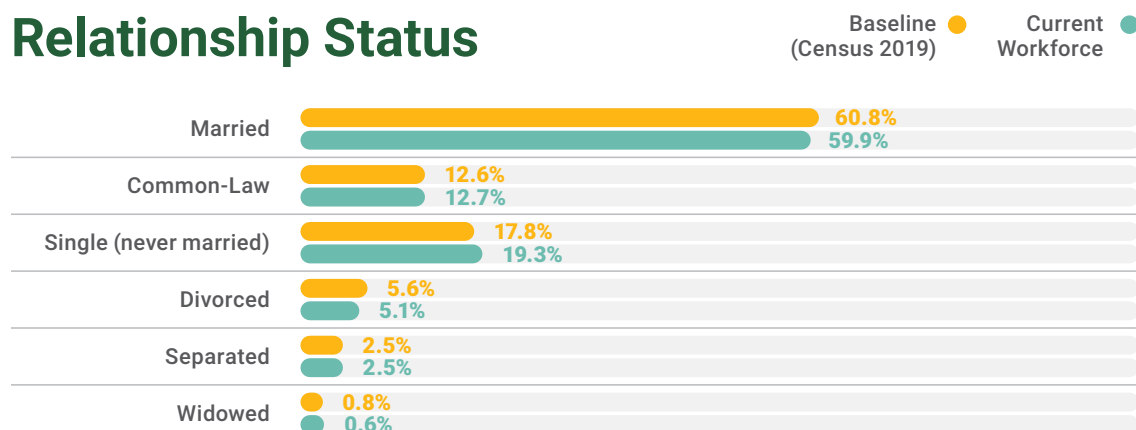


# Relationship Status, Gender and Dependents

The relationship status data has remained relatively constant over time. The respondents in the current workforce predominantly identified their relationship status as married (59.9%), followed by single (19.3%) and common-law (12.7%).

Figure 8.

## Relationship Status

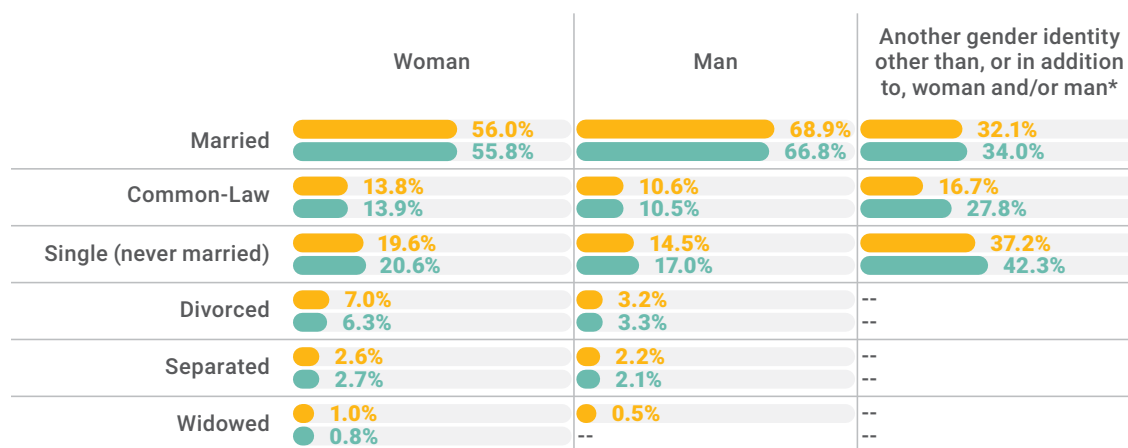


Among both the 2019 census and the current workforce, men were more likely than women to be married, while women were more likely to be living in a common-law arrangement or to be single. Those who identified as another gender identity were most likely to be single.

Figure 9.

## Relationship Status by Gender

Baseline (Census 2019) ● Current Workforce ●



\* Response categories have been collapsed to protect privacy

Note: The "--" indicates that the results are suppressed to protect privacy.

Note: Percentages can total to more than 100% as respondents could check more than one response for the gender identity question.

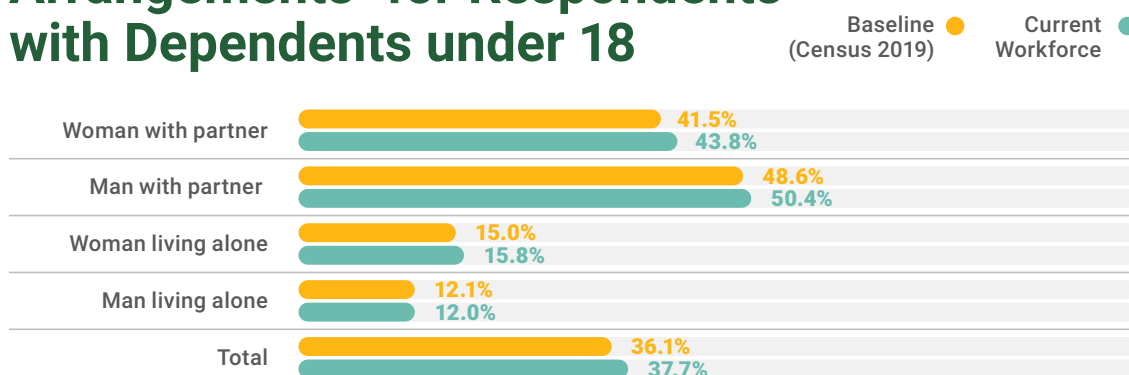
Survey participants were asked "Do you have any dependents (including children and/or adults) for whom you are a parent / guardian / primary caregiver?" Almost half (49.5%) of the individuals from the current workforce who answered this question said they had dependents, which increased by 0.3% from the census (49.2%).

# Relationship Status and Dependents – Based on Gender Identity

Among both the 2019 census and current workforce, men living with a partner were more likely than women living with a partner to report that they had dependents under 18. In contrast, women living alone were more likely than men living alone to say they had dependents under 18.

**Figure 10.**

## Relationship Status and Living Arrangements<sup>6</sup> for Respondents with Dependents under 18



**Note:** Results for another gender identity other than, or in addition to, woman and/or man have been suppressed to protect privacy.

<sup>6</sup> “With Partner” is defined as respondents which indicated one of the following relationship & caregiver statuses: Common Law (living as a couple but not legally married) or Legally Married. “Living Alone” is defined as respondents which indicated one of the following relationship & caregiver statuses: Widowed, Divorced, Separated but still legally married, or Single (never legally married).

# Demographic Characteristics by Employment Type<sup>7</sup>

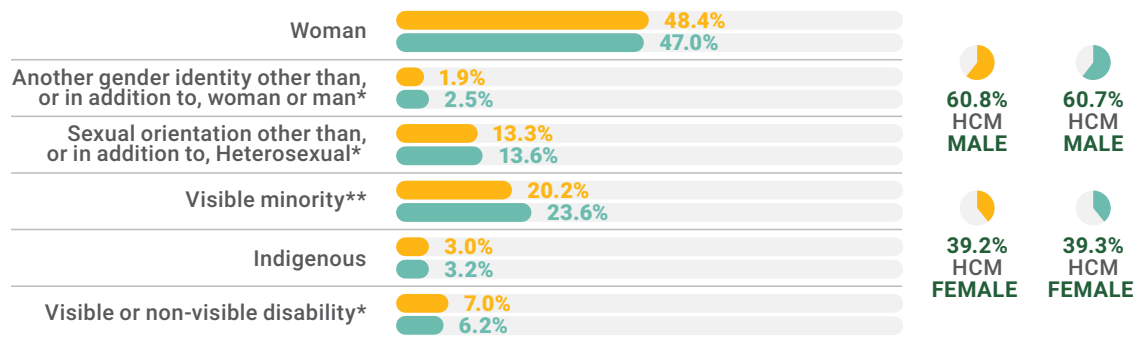
This section summarizes demographic characteristics by employee type. As biological sex is also captured in the U of A's administrative system (HCM), those percentages are also reported. These reflect the entire population instead of only survey respondents.

Figure 11.

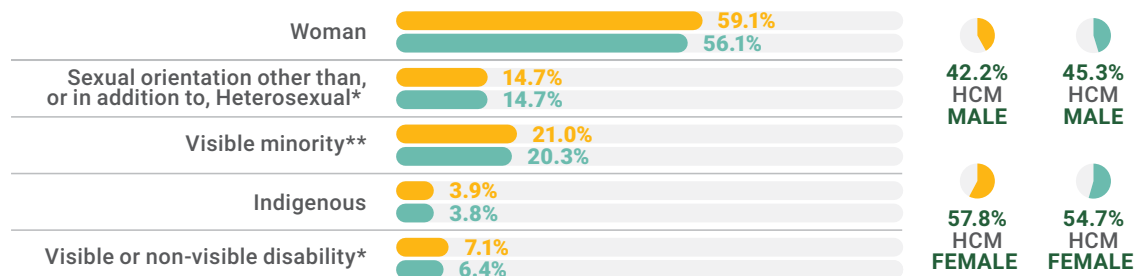
## Demographic Characteristics by Employment Type

Baseline (Census 2019) ● Current Workforce ●

### Faculty, FSO, Librarian and Excluded Academic Administrators



### Academic Teaching Staff (ATS)



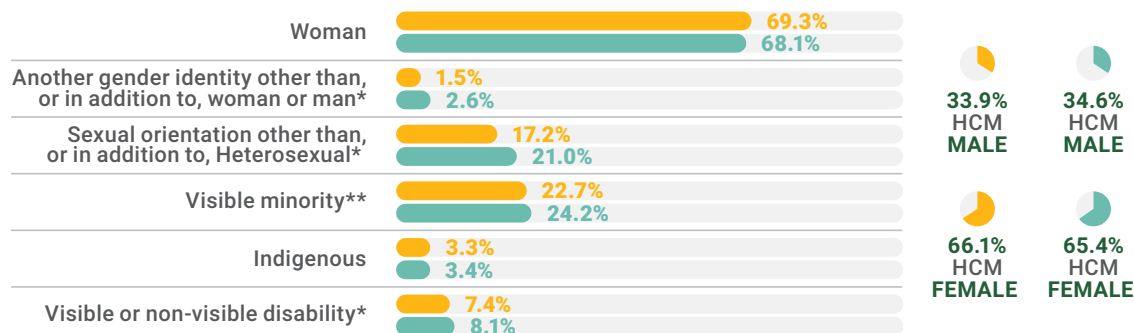
\*Response categories have been collapsed to protect privacy

\*\*Does not include individuals who self-identified as Indigenous.

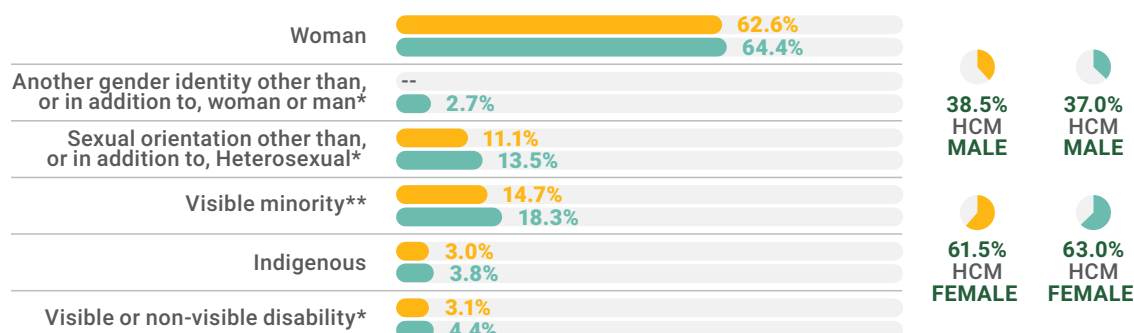
<sup>7</sup> Results are presented in a manner that ensures privacy protection. In cases where results are available for only the 2019 census or the current workforce, a "--" is used to indicate suppression for the other category.

Baseline (Census 2019) ● Current Workforce ●

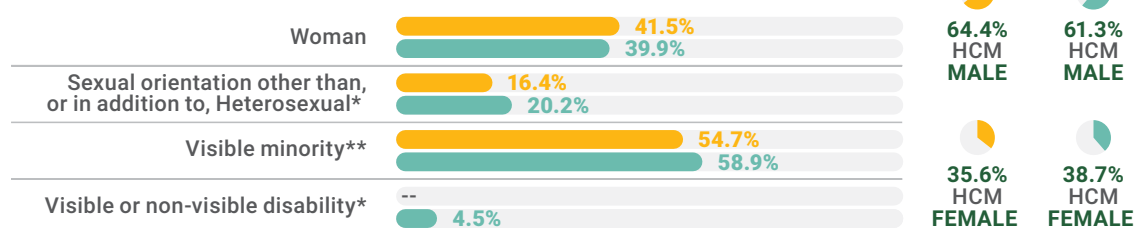
### NASA and Excluded Support



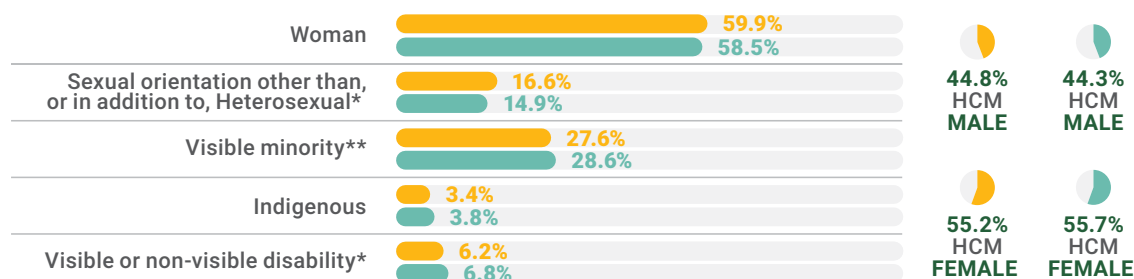
### APO & MAPS<sup>8</sup>



### Post Doctoral Fellow



### Other<sup>9</sup>



\*Response categories have been collapsed to protect privacy      \*\*Does not include individuals who self-identified as Indigenous.

<sup>8</sup> Does not include Excluded Academic Administrators who were reported in the "Faculty, FSO, Librarian and Excluded Academic Administrators" category.

<sup>9</sup> Includes Sessional & Temporary Staff and Trust Research Academic Staff.

# Survey Instrument

## Workforce Diversity Questionnaire<sup>10</sup>

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?**

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<sup>10</sup> Introduction has been summarized.

# Gender Identity

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

- Gender-Fluid and/or Non-Binary
- Man
- Transgender
- Two-Spirit<sup>11</sup>
- Woman
- Another gender identity (please specify in the box below): \_\_\_\_\_
- I prefer not to answer

<sup>11</sup> Two-Spirit is an umbrella term used by many Indigenous people to describe their sexual, gender, and/or spiritual identity.

# 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	<input type="checkbox"/>
Atheism	<input type="checkbox"/>
Bahá'í	<input type="checkbox"/>
Buddhism	<input type="checkbox"/>
Christianity	<input type="checkbox"/>
Confucianism	<input type="checkbox"/>
Hinduism	<input type="checkbox"/>
Indigenous Spirituality	<input type="checkbox"/>
Islam	<input type="checkbox"/>
Jainism	<input type="checkbox"/>
Judaism	<input type="checkbox"/>
Paganism	<input type="checkbox"/>
Shintoism	<input type="checkbox"/>
Sikh	<input type="checkbox"/>
Secular Humanism	<input type="checkbox"/>
Spiritual, not Religious	<input type="checkbox"/>
Taoism	<input type="checkbox"/>
Other (please specify in the box below)	<input type="checkbox"/>
No Religious Affiliation	<input type="checkbox"/>
I prefer not to answer	<input type="checkbox"/>

# 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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