

Employment Equity Data Summary – 2011-2015

The Employment Equity Census Questionnaire is distributed to employees newly appointed into continuing and recurring term operating positions.

The voluntary survey asks employees to self-identify as members of the four groups* designated by the federal government as being under-represented in the Canadian workforce. The University has been surveying employees since the early 1990s and the 2015 cumulative response rate was 84.0% (3937/4685). The aggregate data are used to develop annual statistics as one way of measuring our progress in achieving and retaining a diverse workforce.

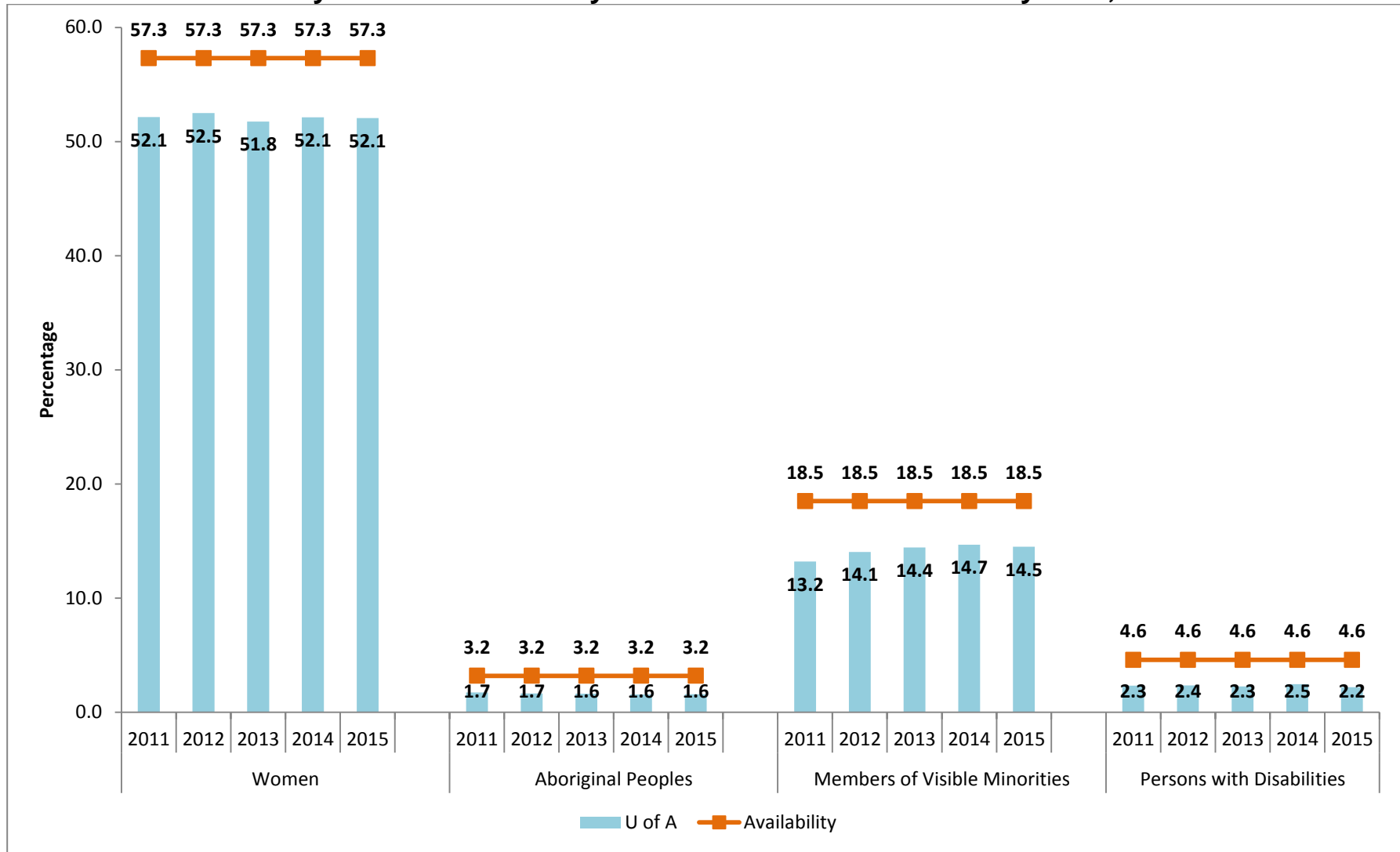
*Aboriginal Peoples are persons who identify as North American Indian (Status, non-Status, and Treaty), Inuit, or Métis.

**Members of visible minorities are persons, other than Aboriginal Peoples, who are non-Caucasian in race or non-white in color, regardless of their birthplace or citizenship. The visible minority population consists mainly of the following groups: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese and Korean.

***Persons with Disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning disability.

If you would like more information or to request employment equity data, please email EmploymentEquity@ualberta.ca.

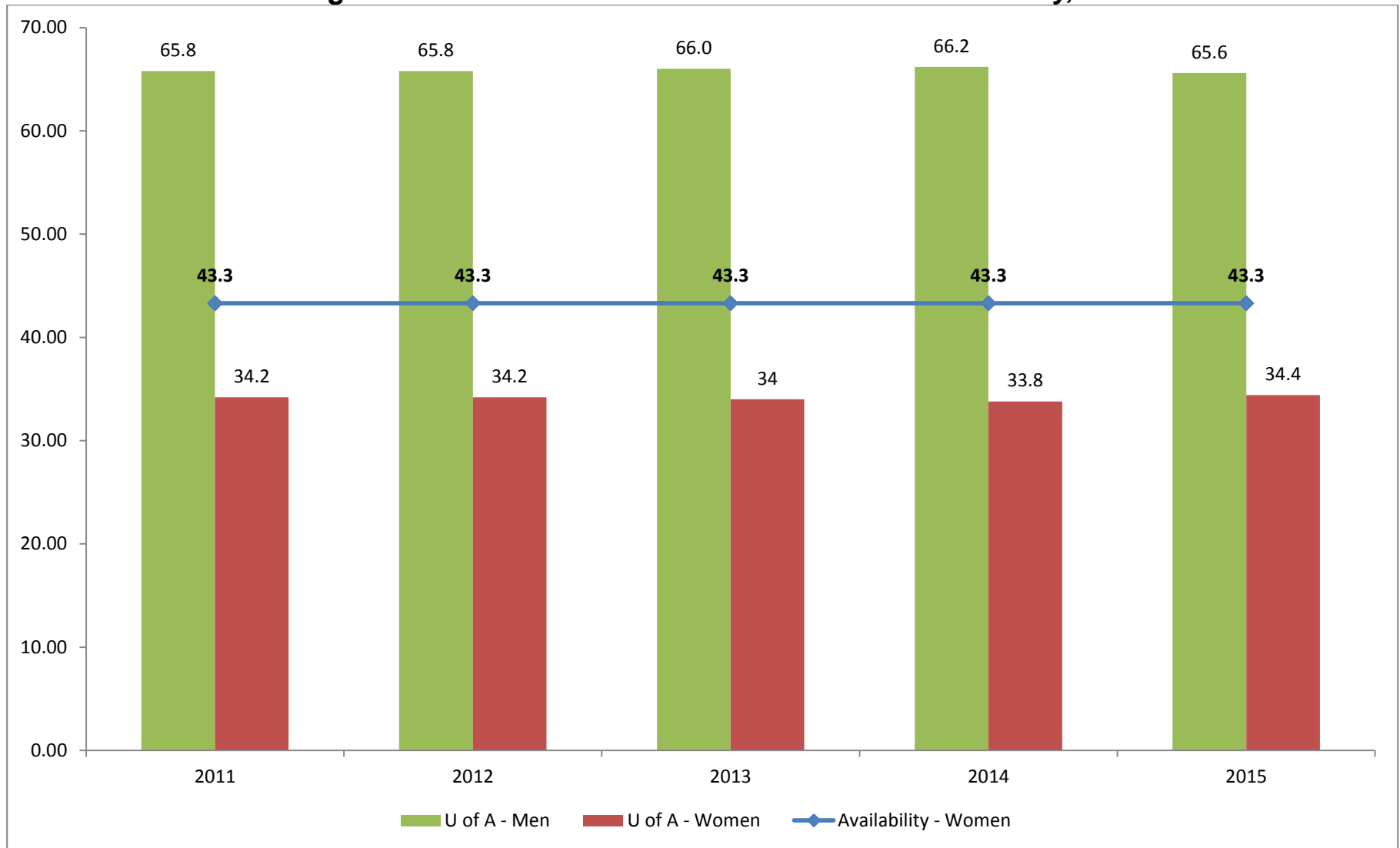
University of Alberta Diversity vs Census Canada Availability Data, 2011-2015



Provided by Employment Equity Program, HRS, October 2016. Data gathered from PeopleSoft record and voluntary completion of Employment Equity Census Questionnaire by Continuing and Recurring Term – Operating employees.

Availability Data: 2011 Census Canada; 2011 National Household Survey and Canadian Survey on Disability for 2011-2015.

University of Alberta Professoriate¹ Percentages of Men and Women vs Census Canada Availability, 2011-2015

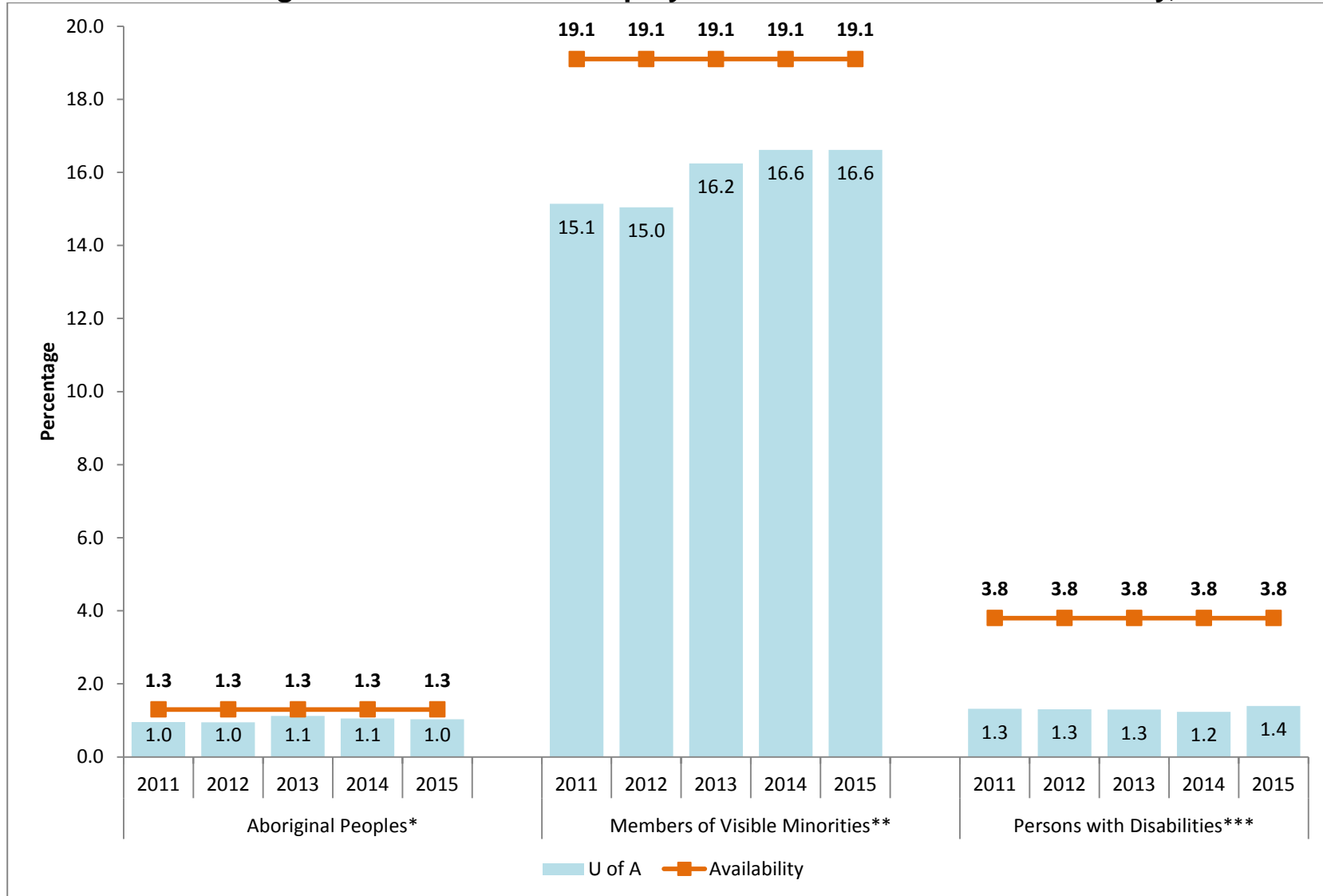


Provided by Employment Equity Program, HRS, October 2016. Data gathered from PeopleSoft record.

¹ Professoriate includes Assistant, Associate and Professors including those who hold administrative positions such as Deans/Directors/Chairs.

Availability data: 2011 Census Canada; 2011 National Household Survey and Canadian Survey on Disability for 2011-2015

University of Alberta Professoriate¹ Percentages of Self-identified Employees vs Census Canada Availability, 2011-2015



Provided by Employment Equity Program, HRS, October 2016. Data gathered from voluntary completion of Employment Equity Census Questionnaire by Continuing and Recurring Term – Operating employees.

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