

## Employment Equity Data Summary – 2012-2016

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 2016 cumulative response rate was 86.0% (4277/4973). The aggregate data are used to develop annual statistics as one way of measuring our progress in achieving and retaining a diverse workforce. Currently, only the categories of “male” and “female” for the gender identity question are available. We recognize that there are more gender identities and we are working to revise our survey tool.

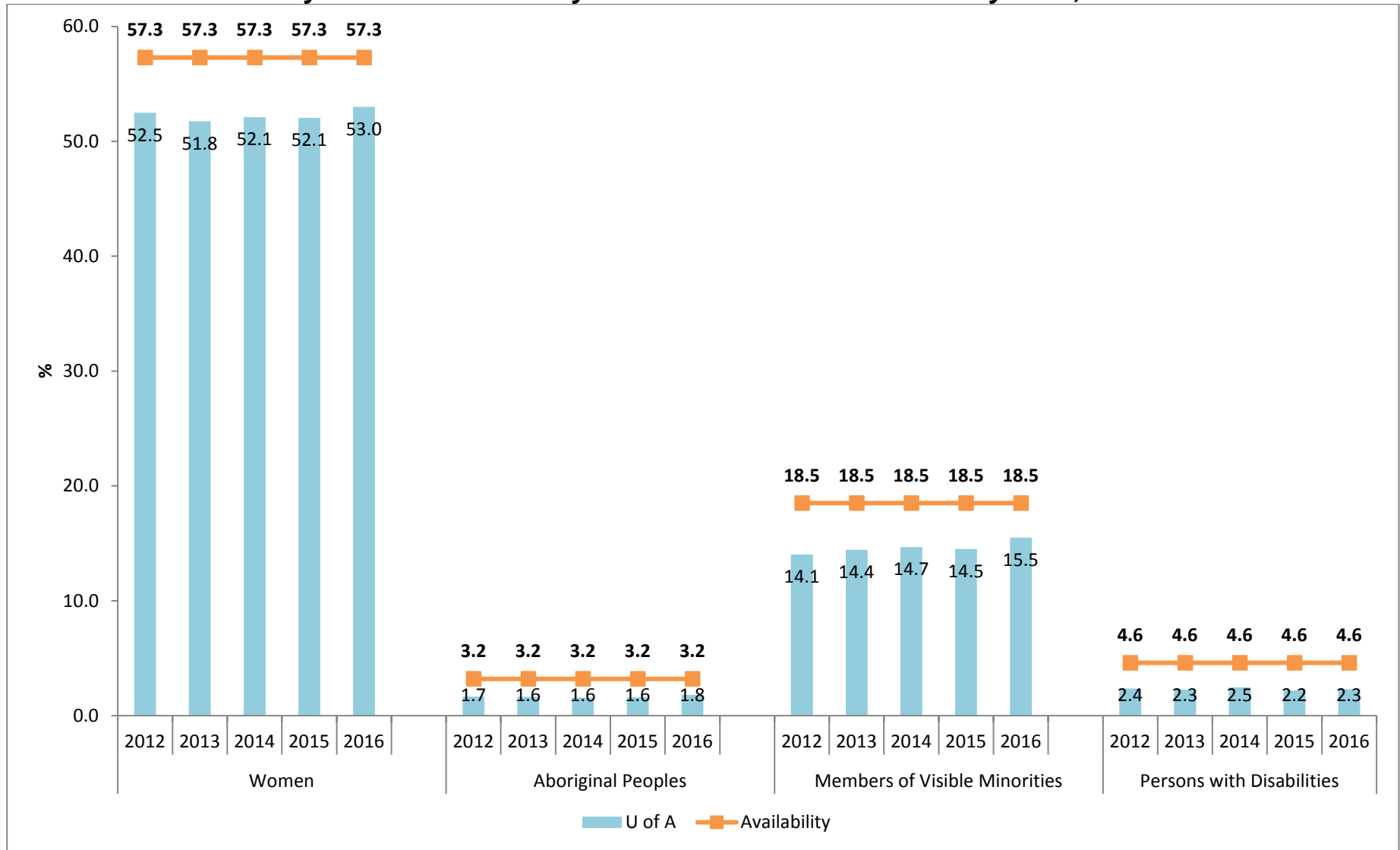
\*Aboriginal Peoples are persons who identify as North American Indian (Status, non-Status, and Treaty), Inuit, or Métis.

\*\*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](mailto:EmploymentEquity@ualberta.ca).

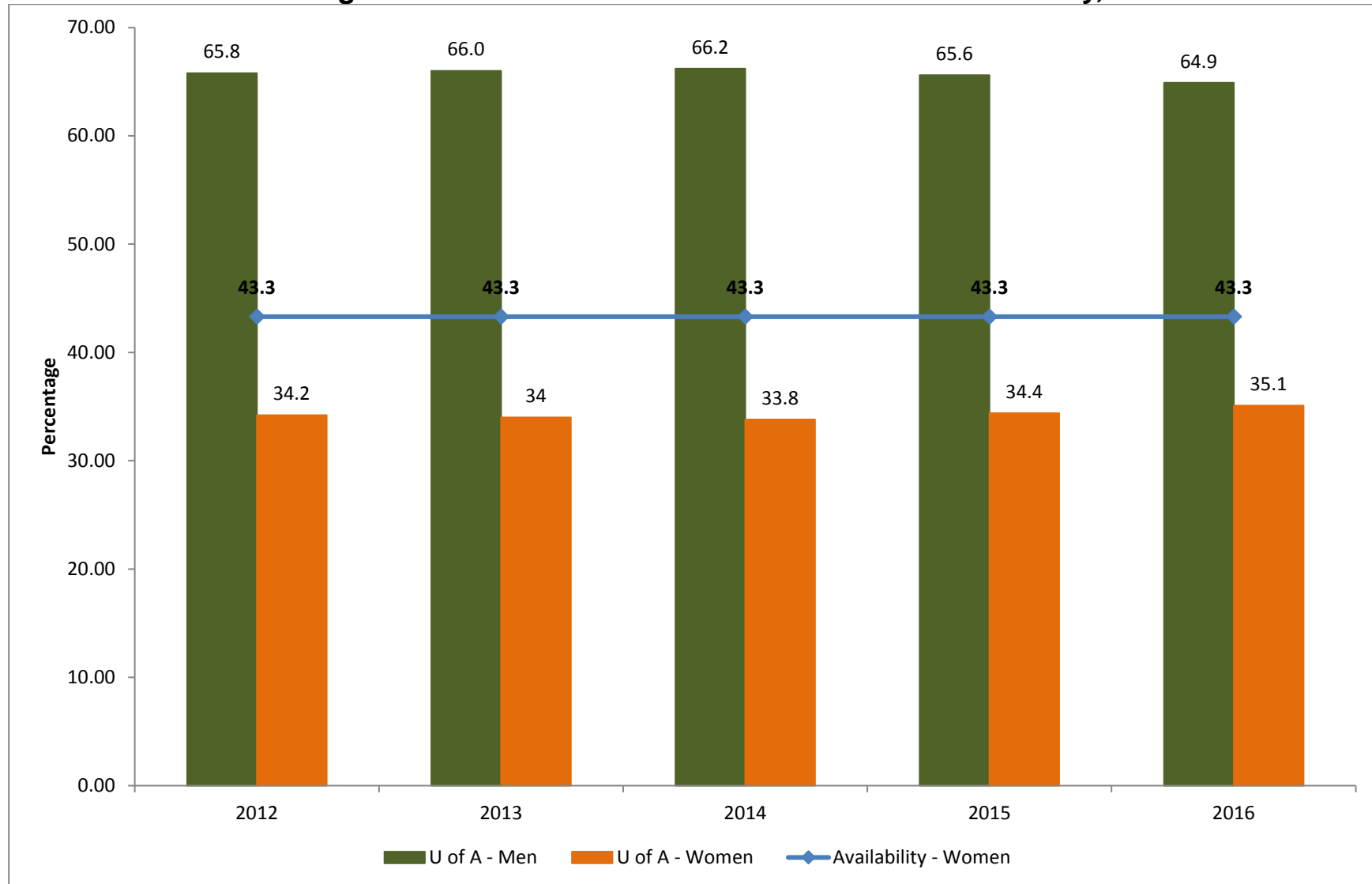
## University of Alberta Diversity vs Census Canada Availability Data, 2012-2016



Provided by Employment Equity Program, HRS, October 2017. 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 Professoriate<sup>1</sup> Percentages of Men and Women vs Census Canada Availability, 2012-2016

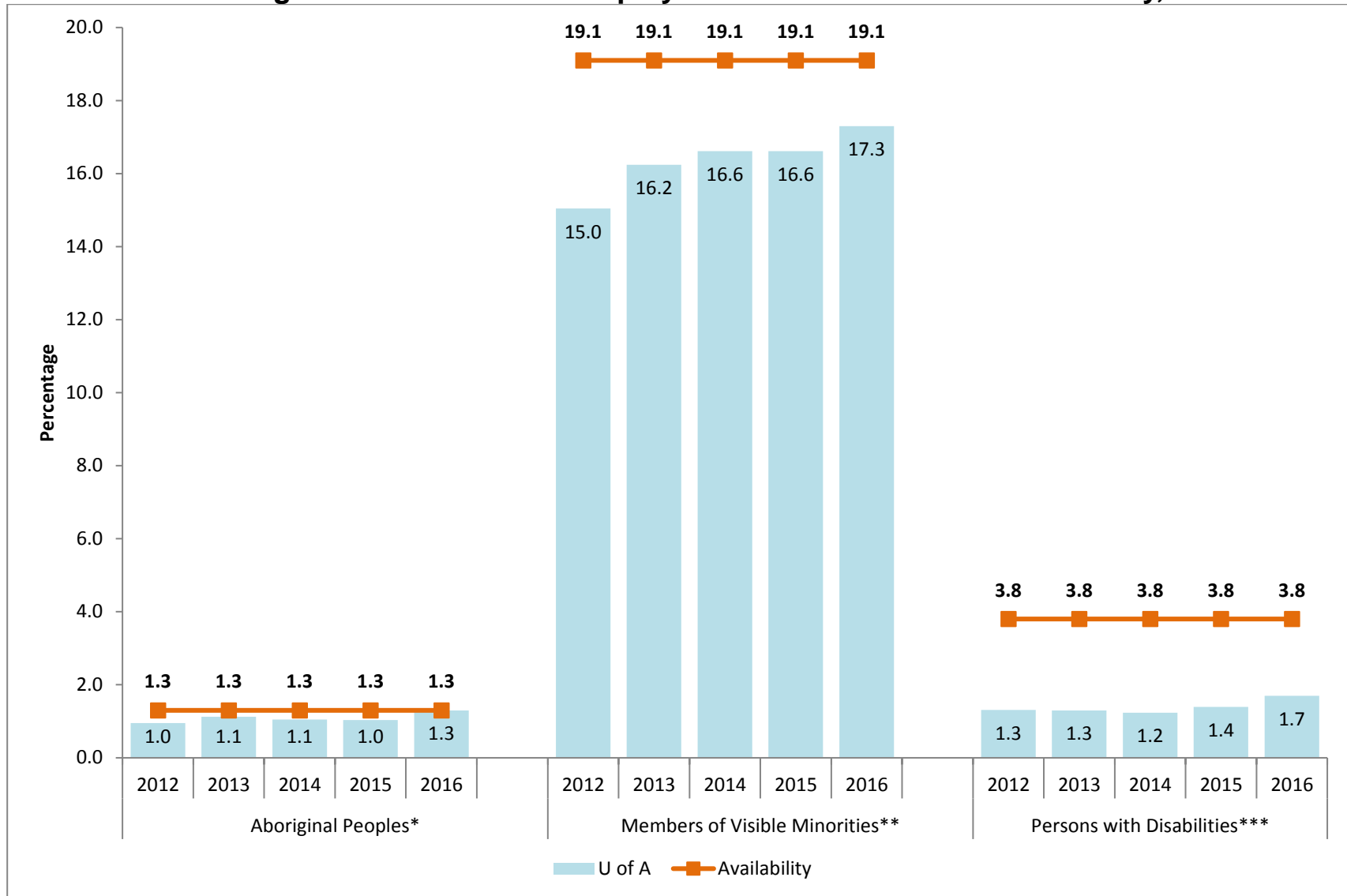


Provided by Employment Equity Program, HRS, October 2017. Data gathered from PeopleSoft record.

<sup>1</sup> 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 Professoriate<sup>1</sup> Percentages of Self-identified Employees vs Census Canada Availability, 2012-2016

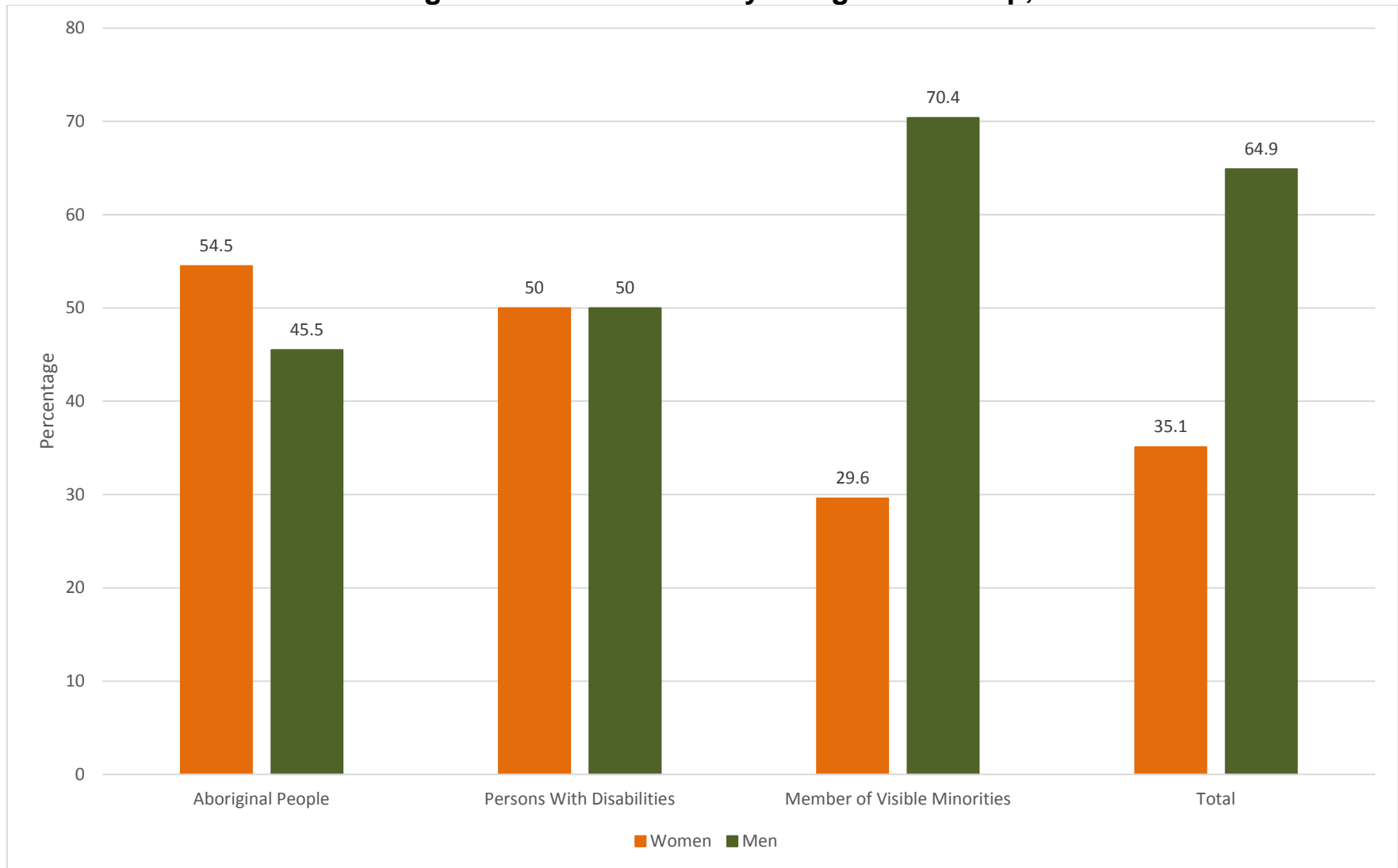


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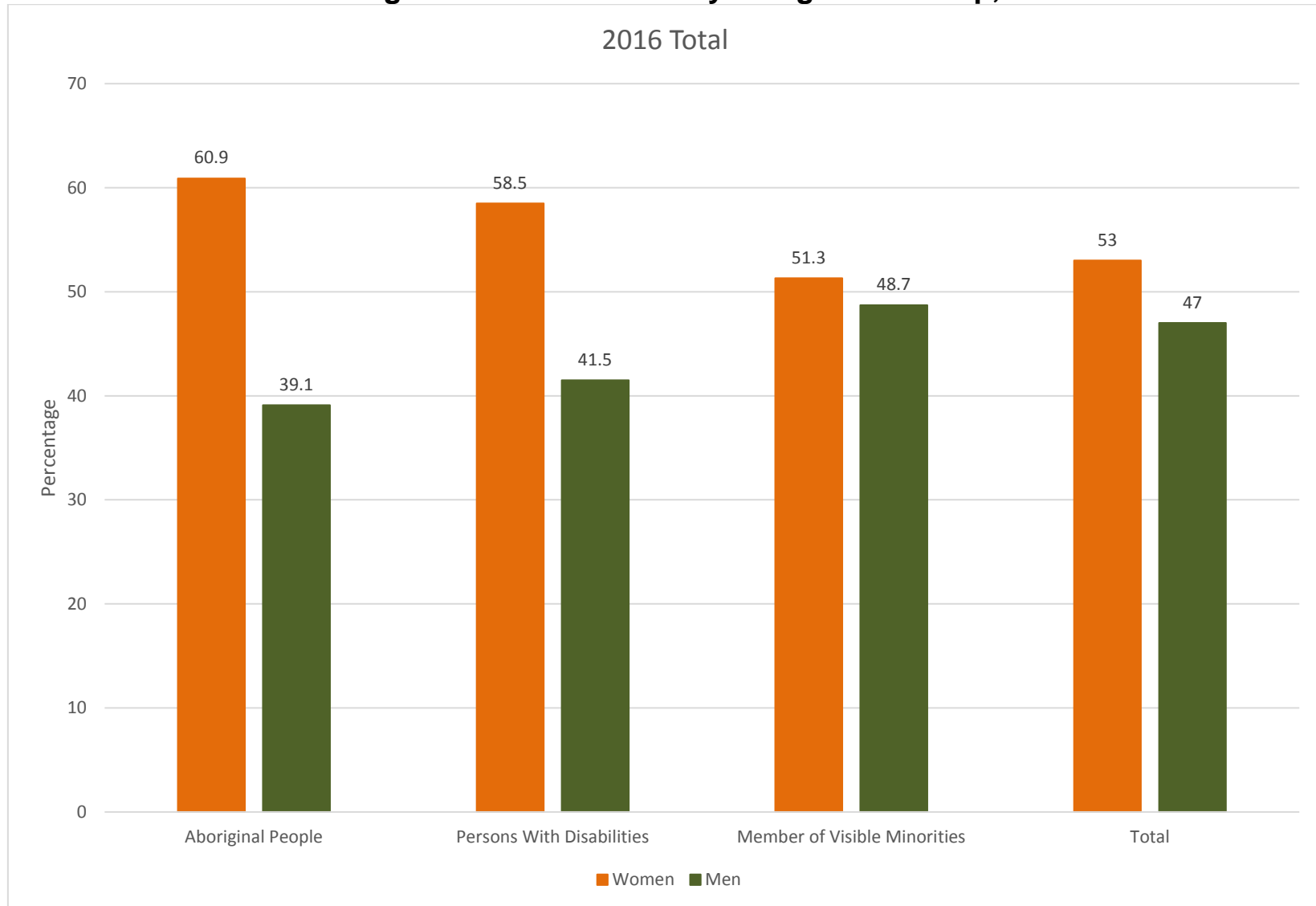
## University of Alberta Professoriate<sup>1</sup> Percentages Men and Women by Designated Group, 2016



Provided by Employment Equity Program, HRS, October 2017. Data source for gender categories, Woman or Man, is retrieved from PeopleSoft records taken at the point of hire. Other diversity Data gathered from voluntary completion of the Employment Equity Census Questionnaire by Continuing and Recurring Term – Operating employees.

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

## University of Alberta Total Percentages Men and Women by Designated Group, 2016



Provided by Employment Equity Program, HRS, October 2017. Data source for gender categories, Woman or Man, is retrieved from PeopleSoft records taken at the point of hire. Other diversity Data gathered from voluntary completion of the Employment Equity Census Questionnaire by Continuing and Recurring Term – Operating employees.