

Demographics of the UAlberta Workforce and the Student Body March 5, 2021

Prepared for UASU Executive Committee



Overview

The document package for the GFC Executive Committee's March 8 open meeting contains the *Census Results for Equity, Diversity, and Inclusivity* ('CREDI') specific to UAlberta staff. The last few years of UASU annual surveys offer a comparable spread of demographic data for the undergraduate student population. This short briefing note compares staff and student demographic diversity across various equity-seeking groups, where data is available.

All staff statistics are from the CREDI. All student statistics are from the 2018, 2019, and 2020 UASU annual surveys or from the Registrar's Annual Report on Undergraduate Enrolment 2020-21 ('ARUE').

Visible Minorities and Indigenous Representation

- Staff: 22.8% self-identify as a visible minority
- Students: 27.0% self-identify as a visible minority (2018)
 - Note: This number may actually be higher due to low international student turnout in the 2018 annual survey.
- Staff: 3.2% Indigenous (3.5% of women, 2.5% of men)
- Students: 4.0% Indigenous (ARUE)

Within the Indigenous cohorts of both staff and students, roughly two-thirds are Métis and roughly one-third are First Nations.

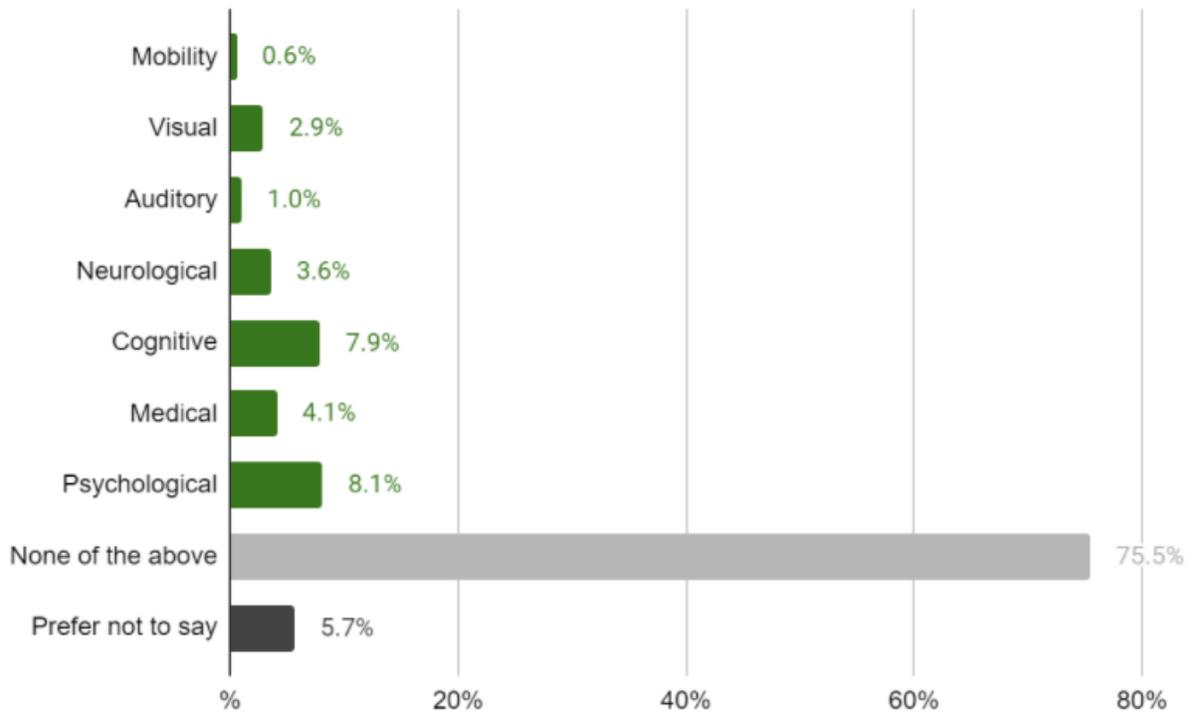
Indigenous Peoples and visible minorities appear underrepresented on staff compared with the student body.

Disabilities and Deaf Persons

Staff: 4.9% persons with disabilities, plus 1.5% 'another identity that should be protected on similar grounds as a disability.'

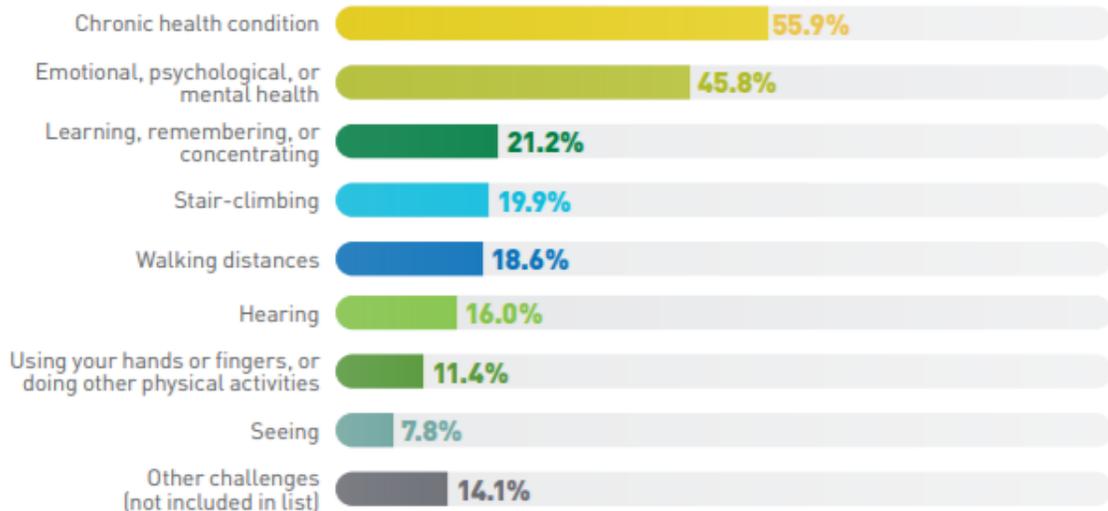
Students: 4.0% persons with disabilities (2018), 12.6% neurodiverse (2019)

The most common challenges faced by both staff and students were psychological and/or cognitive. Students were more likely to have visual challenges; staff were more likely to have hearing and mobility challenges.



Source: 2020 UASU annual survey

CHALLENGES FACED BY PERSONS WITH DISABILITIES AND/OR DEAF PERSONS



Percentages total to more than 100% because Census participants could check more than one response.

Source: CREDI

Gender and Sexuality

- Staff: 61.8% women, 37.3% men
 - The CREDI notes that women had a higher survey response rate than men.
- Students: 55.0% female, 44.9% male (ARUE)

- Staff: 1.1% gender-fluid or non-binary, 0.5% another gender identity
- Students: 1.2% non-binary or other (2019), 2.5% transgender, gender non-binary, or other (2020)

- Staff: 13.3% identified as something other than heterosexual
- Students: 10.7% LGBTQ2S+ (2018), 12.9% (2019), 17.2% (2020)

Broadly speaking, staff and students have comparable proportions of sexual and gender minorities.