

To: The Dalhousie University community

From: Jasmine Walsh, Co-Project Lead, Strategic Initiative on Diversity and Inclusiveness

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The [2017 Dalhousie Census report](#) [PDF] and [Federal Contractors Program \(FCP\) Employment Equity report](#)

in 2016 to more than the national figure in 2017.

**Gaps are expressed as the number of people required to make up the difference between Dalhousie's internal representation and the labour market availability obtained from Statistics Canada National Household Survey (both expressed as a headcount of individuals).*

In addition, the census data for faculty and staff shows us that the overall numbers of persons with disabilities and women reflect labour market availability. However, gaps continue to exist for all groups [women, racially visible persons, aboriginal persons, persons with a disability] in certain occupational categories. Where gaps exist at the unit level, leaders continue to work and develop equity plans to close them.

The census is a priority of the university's [Diversity & Inclusiveness Strategy](#) that was introduced in 2017. The census, along with employment equity and enhanced data collection about our communities, falls

under one of the Strategy's four goal areas, _____, which is fundamentally about our structures and people, and includes a renewed focus on data collection and reporting.

Despite the progress made, we know we still have work to do. As well as an ongoing need to recruit equity-seeking candidates and increase student demographic data, we still need self