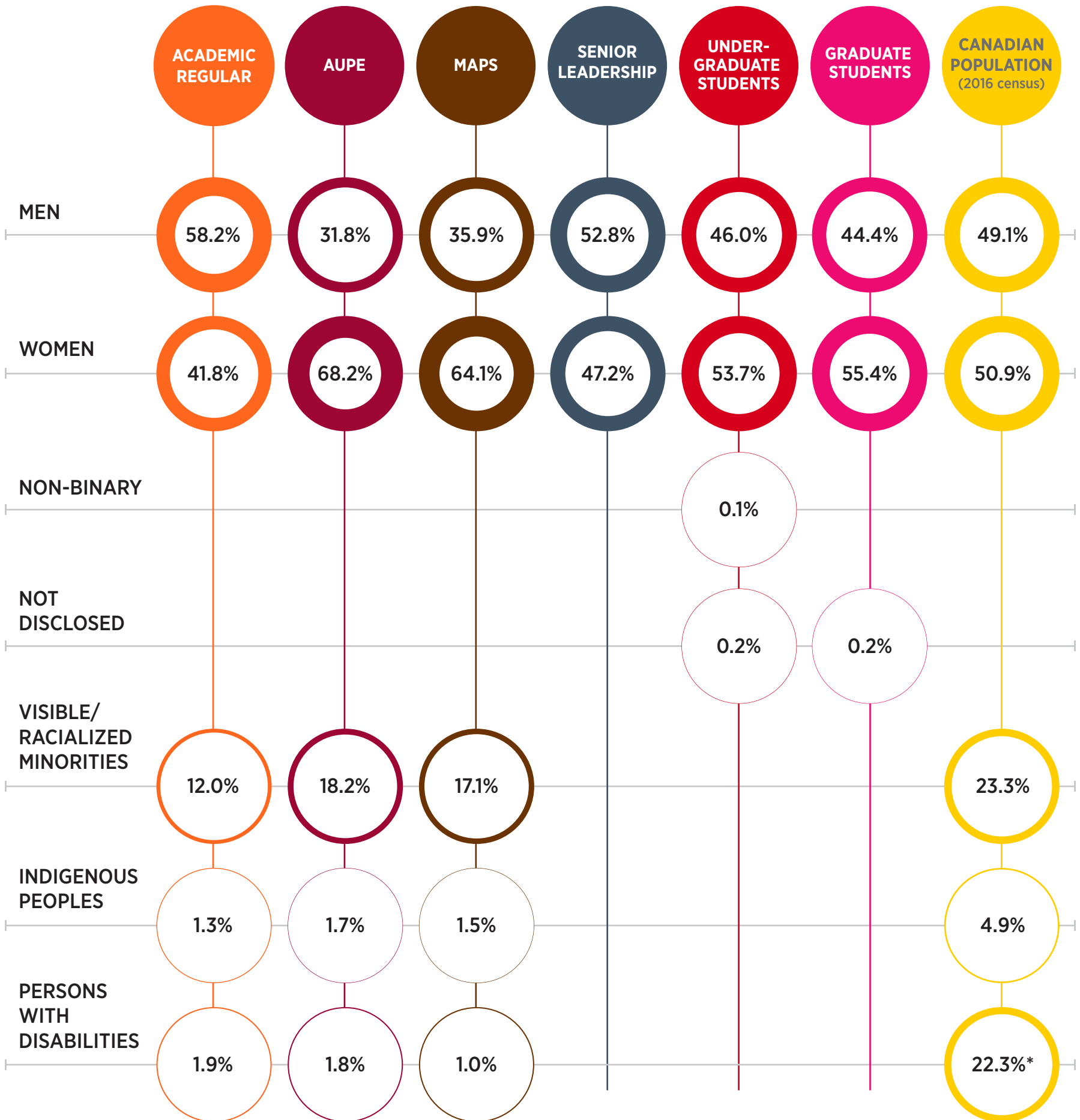


# Overall Representation of UCalgary Employee and Student Groups for 2020



**Notes/Sources:**

Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES); depending on the employee group, 2020 response rates for the EES ranged from 63.5% to 79.3%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the [UCalgary Equity, Diversity and Inclusion Dashboard](#).

- **Senior Leadership** includes those holding Regular Continuing Appointments. Includes staff on administrative leave.
- **Academic Regular** includes those holding Continuing, Contingent, or Limited Term Appointments. Excludes Academic Sessionals, members of the Senior Leadership Team, and employees on Career Stop Out leave or Long-Term Disability as of December 31 of the reporting year.

- **Management and Professional Staff** includes Regular, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.
- **Support Staff (AUPE)** includes staff holding regular sessional, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.

Percentages based on distinct counts of employees within staff grouping categories above; employees holding two active positions within a given category are counted only once.

**Student data** (including Indigenous self-identification) extracted from administrative data.

Undergraduate and graduate students data source: OIA Standard Reports.

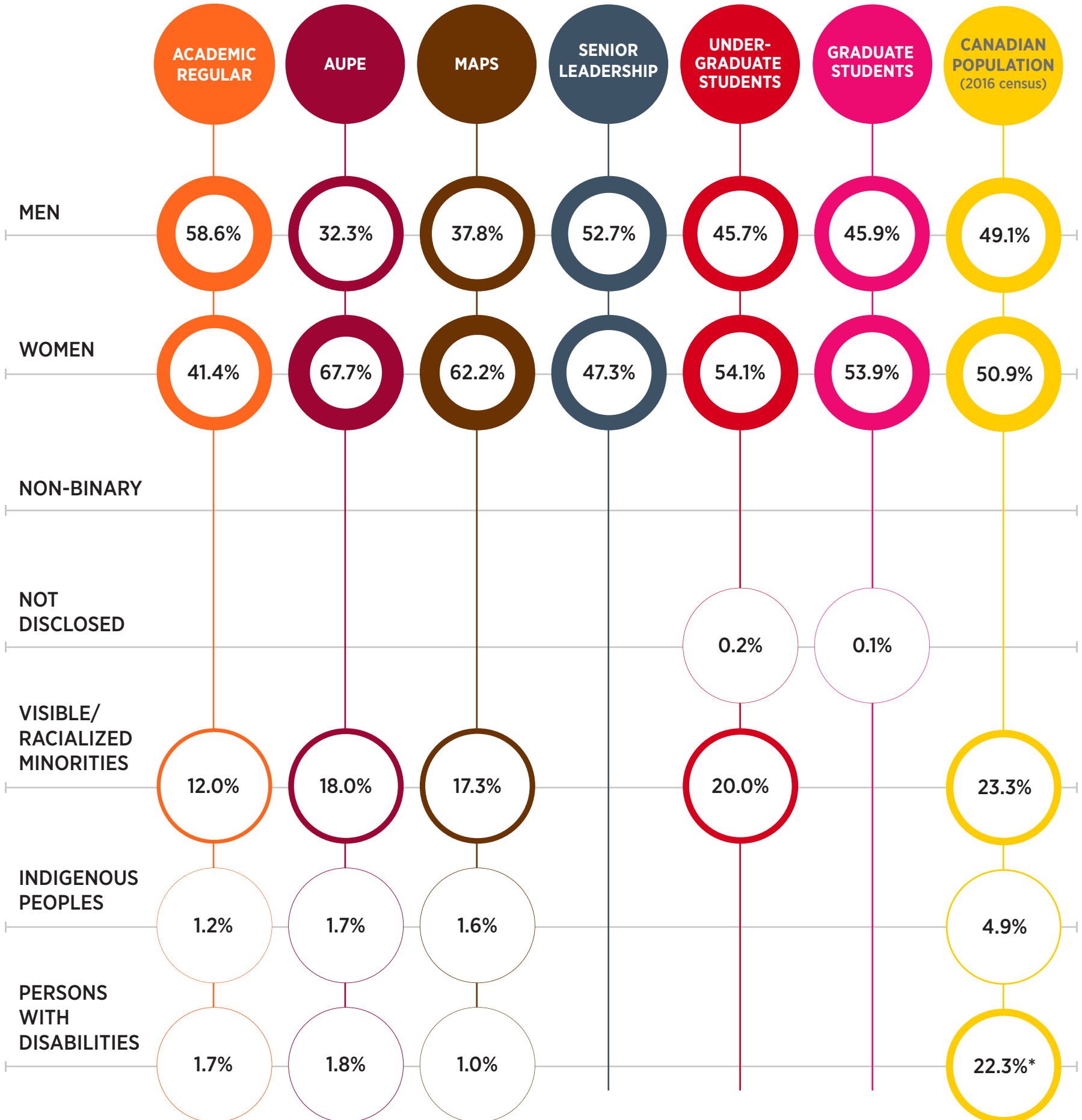
- Percentages for a given academic year based on Fall term snapshots as of last day to drop a class without financial penalty
- Percentages based on unweighted headcounts
- Undergraduate includes Doctor of Medicine and postgraduate medical education programs within the Cumming School of Medicine.

Percentages based on counts fewer than five have been suppressed.

\*Data on persons with disabilities within Canadian population derived from Statistics Canada Canadian Survey on Disability, 2017.

Please note that data on employee and student categories in this infographic may differ slightly from data presented in the EDI Dashboard due to differences in group definitions and data sources used across reports.

# Overall Representation of UCalgary Employee and Student Groups for 2019



**Notes/Sources:**

Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES); depending on the employee group, 2019 response rates for the EES ranged from 65.4% to 82.2%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the [UCalgary Equity, Diversity and Inclusion Dashboard](#).

- **Senior Leadership** includes those holding Regular Continuing Appointments. Includes staff on administrative leave.
- **Academic Regular** includes those holding Continuing, Contingent, or Limited Term Appointments. Excludes Academic Sessionals, members of the Senior Leadership Team, and employees on Career Stop Out leave or Long-Term Disability as of December 31 of the reporting year.

- **Management and Professional Staff** includes Regular, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.
- **Support Staff (AUPE)** includes staff holding regular sessional, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.

Percentages based on distinct counts of employees within staff grouping categories above; employees holding two active positions within a given category are counted only once.

**Student data** (including Indigenous self-identification) extracted from administrative data.

Undergraduate and graduate students data source: OIA Standard Reports.

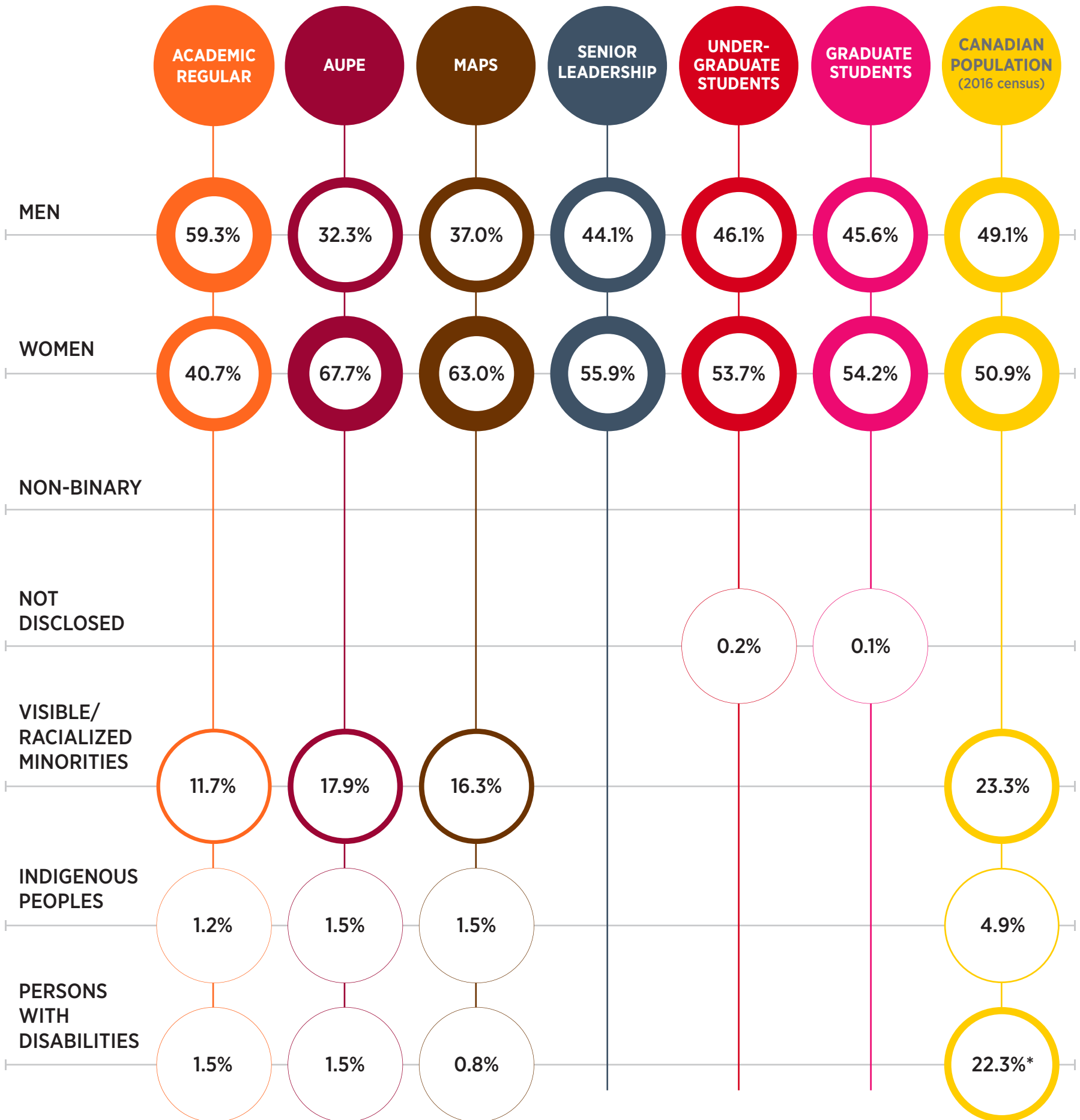
- Percentages for a given academic year based on Fall term snapshots as of last day to drop a class without financial penalty
- Percentages based on unweighted headcounts
- Undergraduate includes Doctor of Medicine and postgraduate medical education programs within the Cumming School of Medicine.

Percentages based on counts fewer than five have been suppressed.

\*Data on persons with disabilities within Canadian population derived from Statistics Canada Canadian Survey on Disability, 2017.

Please note that data on employee and student categories in this infographic may differ slightly from data presented in the EDI Dashboard due to differences in group definitions and data sources used across reports.

# Overall Representation of UCalgary Employee and Student Groups for 2018



**Notes/Sources:**

Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES); depending on the employee group, 2018 response rates for the EES ranged from 62.8% to 80.1%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the [UCalgary Equity, Diversity and Inclusion Dashboard](#).

- **Senior Leadership** includes those holding Regular Continuing Appointments. Includes staff on administrative leave.
- **Academic Regular** includes those holding Continuing, Contingent, or Limited Term Appointments. Excludes Academic Sessionals, members of the Senior Leadership Team, and employees on Career Stop Out leave or Long-Term Disability as of December 31 of the reporting year.

- **Management and Professional Staff** includes Regular, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.
- **Support Staff (AUPE)** includes staff holding regular sessional, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.

Percentages based on distinct counts of employees within staff grouping categories above; employees holding two active positions within a given category are counted only once.

**Student data** (including Indigenous self-identification) extracted from administrative data.

Undergraduate and graduate students data source: OIA Standard Reports.

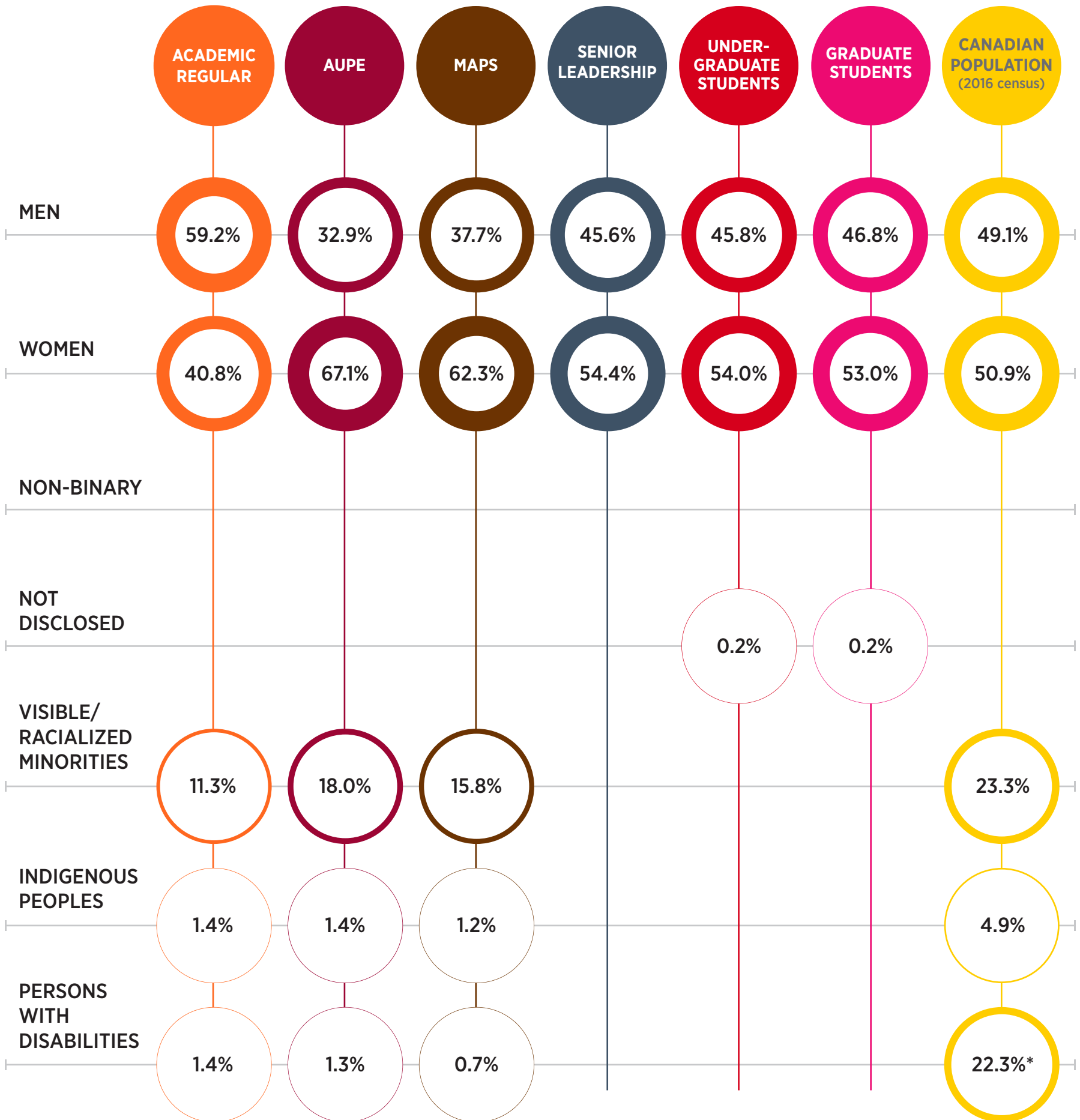
- Percentages for a given academic year based on Fall term snapshots as of last day to drop a class without financial penalty
- Percentages based on unweighted headcounts
- Undergraduate includes Doctor of Medicine and postgraduate medical education programs within the Cumming School of Medicine.

Percentages based on counts fewer than five have been suppressed.

\*Data on persons with disabilities within Canadian population derived from Statistics Canada Canadian Survey on Disability, 2017.

Please note that data on employee and student categories in this infographic may differ slightly from data presented in the EDI Dashboard due to differences in group definitions and data sources used across reports.

# Overall Representation of UCalgary Employee and Student Groups for 2017



**Notes/Sources:**

Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES); depending on the employee group, 2017 response rates for the EES ranged from 62.2% to 83.2%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the [UCalgary Equity, Diversity and Inclusion Dashboard](#).

- **Senior Leadership** includes those holding Regular Continuing Appointments. Includes staff on administrative leave.
- **Academic Regular** includes those holding Continuing, Contingent, or Limited Term Appointments. Excludes Academic Sessionals, members of the Senior Leadership Team, and employees on Career Stop Out leave or Long-Term Disability as of December 31 of the reporting year.

- **Management and Professional Staff** includes Regular, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.
- **Support Staff (AUPE)** includes staff holding regular sessional, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.

Percentages based on distinct counts of employees within staff grouping categories above; employees holding two active positions within a given category are counted only once.

**Student data** (including Indigenous self-identification) extracted from administrative data.

Undergraduate and graduate students data source: OIA Standard Reports.

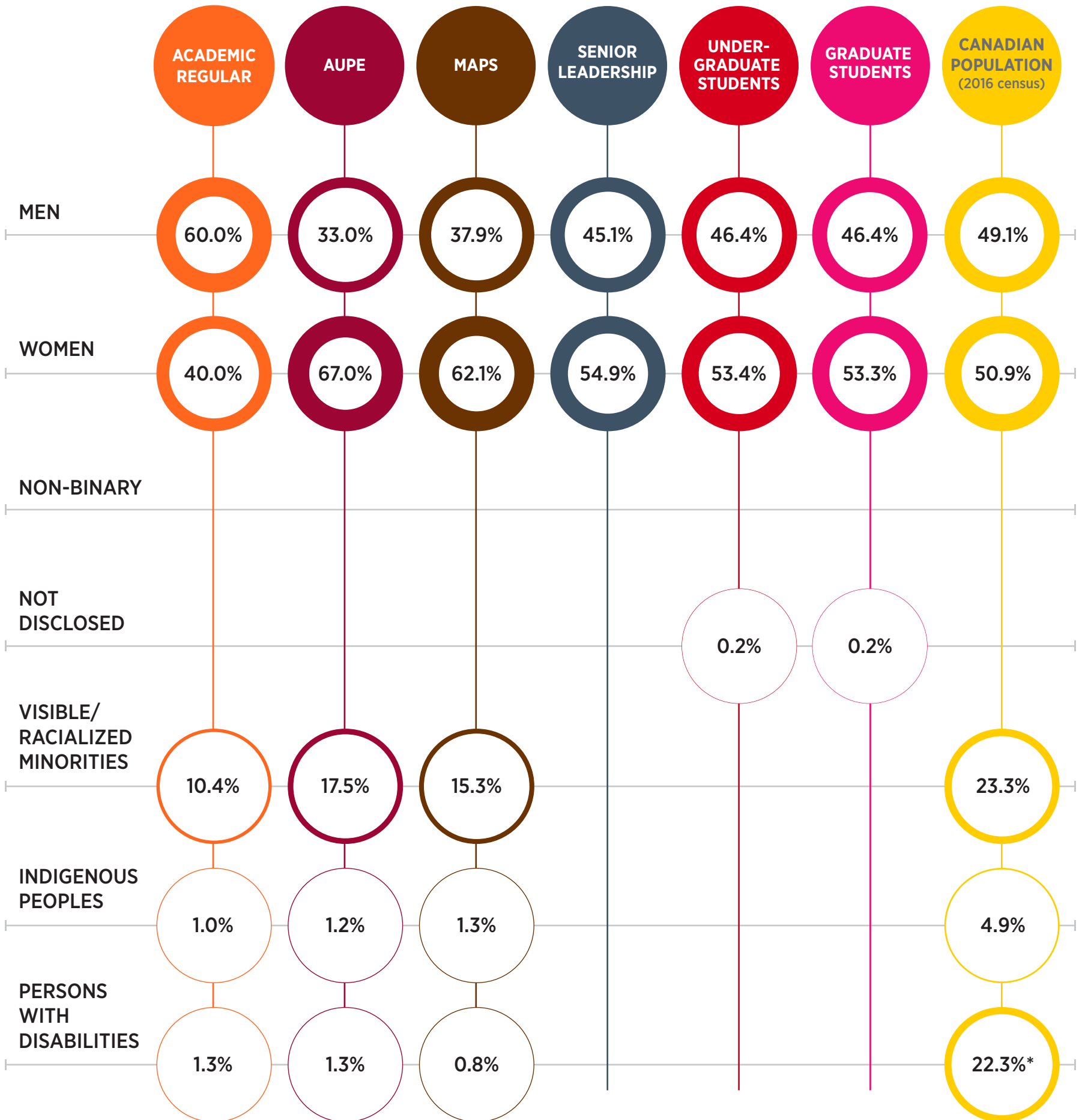
- Percentages for a given academic year based on Fall term snapshots as of last day to drop a class without financial penalty
- Percentages based on unweighted headcounts
- Undergraduate includes Doctor of Medicine and postgraduate medical education programs within the Cumming School of Medicine.

Percentages based on counts fewer than five have been suppressed.

\*Data on persons with disabilities within Canadian population derived from Statistics Canada Canadian Survey on Disability, 2017.

Please note that data on employee and student categories in this infographic may differ slightly from data presented in the EDI Dashboard due to differences in group definitions and data sources used across reports.

# Overall Representation of UCalgary Employee and Student Groups for 2016



**Notes/Sources:**

Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES); depending on the employee group, 2016 response rates for the EES ranged from 61.3% to 83.2%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the [UCalgary Equity, Diversity and Inclusion Dashboard](#).

- **Senior Leadership** includes those holding Regular Continuing Appointments. Includes staff on administrative leave.
- **Academic Regular** includes those holding Continuing, Contingent, or Limited Term Appointments. Excludes Academic Sessionals, members of the Senior Leadership Team, and employees on Career Stop Out leave or Long-Term Disability as of December 31 of the reporting year.

- **Management and Professional Staff** includes Regular, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.
- **Support Staff (AUPE)** includes staff holding regular sessional, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.

Percentages based on distinct counts of employees within staff grouping categories above; employees holding two active positions within a given category are counted only once.

**Student data** (including Indigenous self-identification) extracted from administrative data.

Undergraduate and graduate students data source: OIA Standard Reports.

- Percentages for a given academic year based on Fall term snapshots as of last day to drop a class without financial penalty
- Percentages based on unweighted headcounts
- Undergraduate includes Doctor of Medicine and postgraduate medical education programs within the Cumming School of Medicine.

Percentages based on counts fewer than five have been suppressed.

\*Data on persons with disabilities within Canadian population derived from Statistics Canada Canadian Survey on Disability, 2017.

Please note that data on employee and student categories in this infographic may differ slightly from data presented in the EDI Dashboard due to differences in group definitions and data sources used across reports.