



# EDI DASHBOARD FREQUENTLY ASKED QUESTIONS

## GENERAL

### What is the EDI dashboard?

The EDI dashboard is an information management tool that presents data about equity, diversity and inclusion at the University of Calgary in a visual format. The dashboard permits users to see an aggregated view of all data. It also allows users to drill down on the same information in a disaggregated format across various student and employee characteristics. Presenting information in a dashboard allows users to visualize changes over time and helps them to identify where inequities may exist.

### Why was the EDI dashboard created?

This dashboard was created to help the community access data about equity, diversity and inclusion at the University of Calgary. The Office of [Equity, Diversity and Inclusion](#) partnered with the Office of Institutional Analysis to collect, analyze, store and report EDI data. Periodic updates to the dashboard are intended to report on the status of EDI progress at the University of Calgary. The dashboard will be updated annually as new data becomes available.

### How does the EDI dashboard align with the federal *Employment Equity Act*?

Development of the EDI dashboard has been guided by the federal *Employment Equity Act*. The Act is intended to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability. The Act attempts to correct the conditions of disadvantage in employment experienced by Aboriginal peoples, members of visible minorities, persons with disabilities, and women.

### How is EDI data presented in the dashboard?

EDI data in the dashboard is presented in an aggregated format at the institutional level. Institution level refers to data about the institution as a whole. Visitors will be able to tailor information requests based on the federally designated *Employment Equity Act* categories (i.e., students, academic staff, non-academic staff, and postdoctoral scholars). Metrics within these four categories have been further grouped along several dimensions (e.g., accessibility, representation, progression, retention, climate, and outcomes). Together, these measures will monitor progress toward the elimination of systemic discrimination, and equitable pathways toward the inclusion of designated group members, and the achievement of diversity at the University of Calgary.

### How does the EDI dashboard address the needs of other equity-seeking groups?

All levels of government, the national granting councils (SSHRC, NSERC, CIHR), and many other organizations are now looking beyond the four (4) designated groups identified in the Act to take a more comprehensive approach to creating and sustaining a workplace that is equitable and inclusive of the LGBTQ2+ community and other equity-seeking groups. Consistent with this trend, as we prepare to expand our self-identification data collection capacity, the University of Calgary has added a sexual orientation category to the dashboard, and have expanded the gender identity category to be inclusive of a variety of gender identities.



## TECHNOLOGY

Is special software required to view the EDI dashboard?

No. Dashboard users can open and interact with the EDI visualizations using the free, built-in desktop application known as Tableau® that will allow them to filter, drill down and interact with the data.

Is the EDI dashboard mobile-friendly?

Yes. The EDI dashboard has been designed to automatically look and feel great across devices (e.g., phones, tablets, and desktop monitors).

Can users download the data and visualizations?

Yes. Users can download the underlying data and transform visualizations into image files from Tableau Public in the form of an image, data, crosstab, PDF, and Tableau Workbook. Users can also export visualizations into PowerPoint as high-resolution images to make integration into presentations easier.

## DATA

What is the source of EDI data?

Information contained in the EDI dashboard was derived from self-reported data provided by employees and students. Information about accessibility, representation, progression, retention, climate, and outcomes are collected via the PeopleSoft student and human resource systems and stored in the data warehouse. Information is also collected through self-reported surveys.

When will the data be updated?

EDI data for the previous year will be updated annually in the fall.

What data will be publicly available?

A dedicated website has been developed within the overall University of Calgary website to present the EDI dashboard and associated information at the institutional level to the community. Visitors to the website will be presented with infographics and key messages that tell the story of EDI at the University of Calgary. EDI data at the Faculty-level is not available on the public website.

What are the limitations of the EDI dashboard?

The EDI dashboard does not yet permit an intersectional analysis of individuals who are part of more than one designated group. It does not present the personal experiences of those who make up the campus community. Additionally, because students are not required to report their status by federally designated group, detailed information about students in the



dashboard is not yet as complete as that available about employees. As the EDI dashboard is refined, its data tracking abilities will be expanded to dive deeper into the demographics to help guide EDI work at the University of Calgary.

## LEGAL AND PRIVACY

What steps have been taken to protect confidential information?

The EDI dashboard development team has taken several steps to respect the confidentiality of information provided by respondents. Among these are best practices developed by Statistics Canada (e.g., to suppress data counts of less than five when sharing or publishing data).

## LINKS

[Office of Equity, Diversity and Inclusion](#)

[EDI Data and Reports](#)

[Office of Institutional Analysis](#)

## CONTACTS

Office of [Equity, Diversity and Inclusion](#)

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