



UCalgary Inclusive Excellence

# **Cluster Hiring Initiative**

EDI Data Report



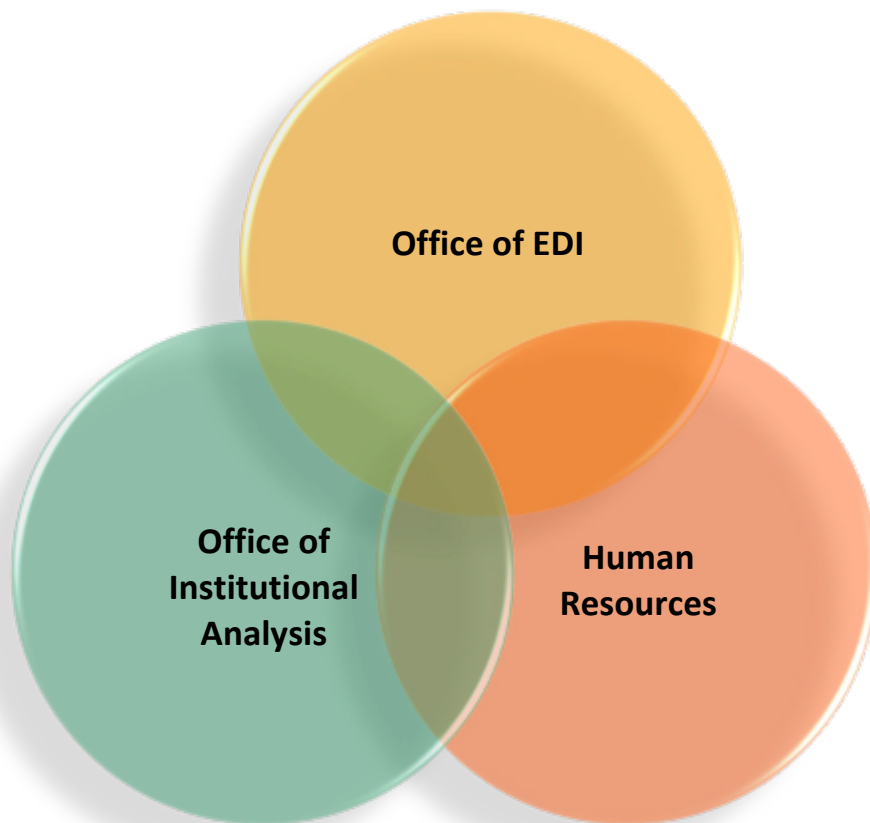
# **Inclusive Excellence Cluster Hiring Data Report**

**Prepared by  
The Office of Equity, Diversity and Inclusion (OEDI)  
and  
The Office of Institutional Analysis**

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# Team/Contributors

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# Why EDI Data?

*“The success of an employment equity program is measured by results: expansion of the employment opportunities of qualified individuals in designated groups. Measurement of results require data.”*

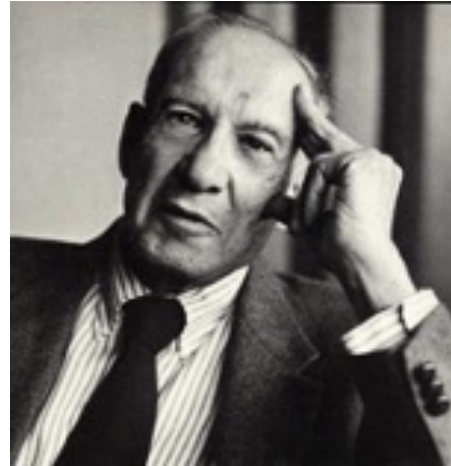
—Judge Rosalie Silberman Abella, Royal Commission on Equality in Employment, 1984.



**An employer’s duty under the Federal Contractor’s Program (FCP) is to:**

1. Collect workforce data on the representation of equity groups
2. Conduct an analysis of the data to identify equity gaps
3. Remove barriers that impede equitable representation and inclusion
4. Identify and implement short- to long-term goals to close the gaps
5. Demonstrate reasonable efforts to achieve a representative workforce

# Achieving Equity in the Workplace: The Need for EDI Data



**Peter F. Drucker**

**“...If you can’t  
measure it, you can’t  
improve it...”**

# Data Sources



# Employment Equity Survey

- A voluntary self-identification survey made available to all UCalgary staff through PeopleSoft
- Survey collects self-identification data on four federally designated equity-deserving groups (women, Indigenous peoples, Racialized/VM Persons, persons with disabilities)
  - Administered between 2016 – 2020
  - An expanded Employment Equity Census was launched in November 2021



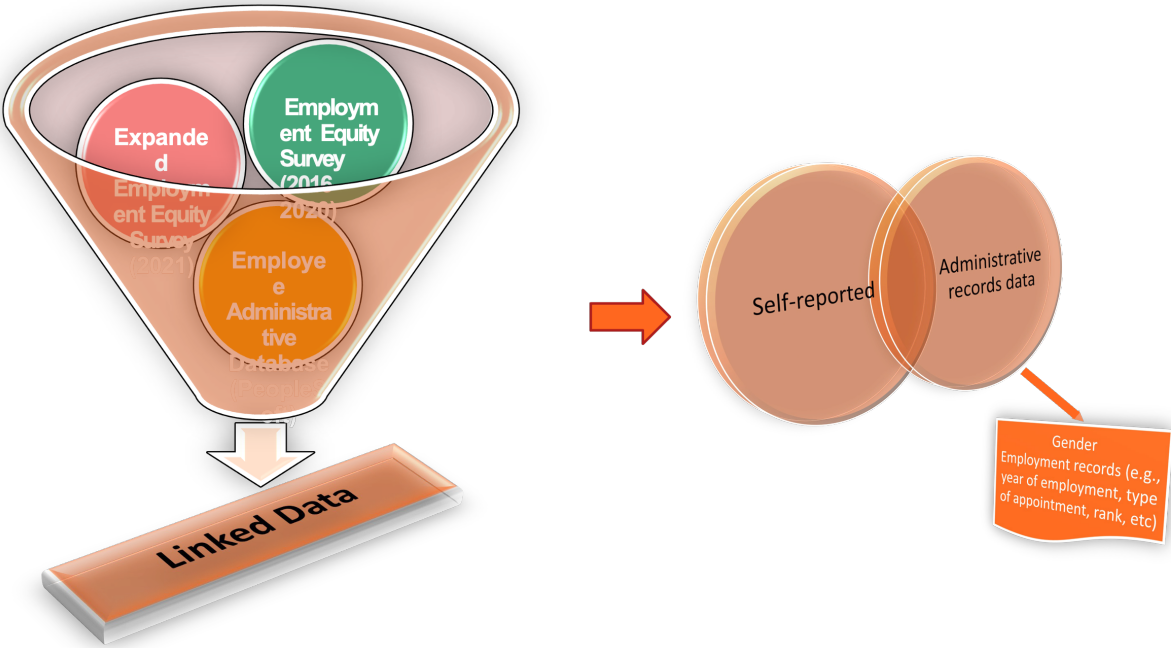
# 2021 Employment Equity Census

- An expanded Employment Equity Census was launched in November 2021
- Collects disaggregated self-identification for each of the previous four federally-designated equity-deserving group
- Includes new or expanded options for sexual orientations, gender-diverse, religious, and language self-identification





# UCalgary Expanded Employment Equity Census (2021) and UCalgary Employment Equity Survey (2016-2020)



# National Benchmark Data

- Canadian Workforce Availability
  - Statistics Canada 2016 Census of Population
    - Overall labour force distribution and distribution of university professors and lecturers (National Occupational Code 4011) in the labour force during the census period, self- identified as
      - Women
      - Indigenous Peoples
      - Racialized/VM Persons
- Statistics Canada 2017 Canadian Survey on Disability
  - Representation of persons with disabilities in Employment Equity Occupational Group EEOG 03 Professionals, which includes the University professors and lecturers NOC code
- Universities Canada (2019)
  - Derived from Equity, diversity and inclusion at Canadian universities: Report on the 2019 national survey
  - Comparator data on full-time faculty from Statistics Canada, University and College Academic Staff System, 2016-2017; Census 2016
- Statistics Canada Survey of Postsecondary Faculty and Researchers (2019)
  - Canada-wide comparators for university faculty, instructors, teachers, and researchers based on 2019 survey with representative sampling frame
- General population comparators from Statistics Canada Census of Population 2016 and Canadian Survey on Disability, 2017

## Outline of Results

- Overall and Faculty-specific Analysis
  - Trend & Gap Analysis based on 2016 – 2021 surveys
  - 2021 Disaggregated Data

## Table 1: Overall Distribution (%) of Staff by Staff and Equity-Deserving Groups (2016 – 2021)

Equity Deserving Group	Staff Grouping	2016	2017	2018	2019	2020	2021	Canadian Workforce Availability (all NOC codes) (Workforce Analysis Report)	Canadian Workforce Availability (NOC 4011) (Workforce Analysis Report)	UnivCan, 2019	SPF 2019, Canada	StatCan Census, 2016
<b>Women</b>	Senior Leadership	54.9	54.4	55.9	47.3	47.2	45.3	59.2	44.0	40.2	48.0	50.9
	Academic Regular	40.0	40.8	40.7	41.4	41.8	42.1					
	MaPS	62.1	62.3	63.0	62.2	64.1	65.0					
	AUPE	67.0	67.1	67.7	67.7	68.2	68.1					
<b>Racialized/VM Persons</b>	Senior Leadership	-	-	-	-	-	-	23.5	23.5	20.9	19.4	22.3
	Academic Regular	10.3	11.3	11.7	12.0	12.0	14.5					
	MaPS	15.3	15.8	16.3	17.3	17.1	19.4					
	AUPE	17.5	18.0	17.9	18.0	18.2	20.7					
<b>Indigenous Peoples</b>	Senior Leadership	-	-	-	-	-	-	2.4	1.4	1.3	2.0	4.9
	Academic Regular	1.0	1.4	1.2	1.2	1.3	1.4					
	MaPS	1.3	1.2	1.5	1.6	1.5	1.8					
	AUPE	1.2	1.4	1.5	1.7	1.7	1.9					
<b>Persons with disabilities</b>	Senior Leadership	-	-	-	-	-	9.4	8.9	8.9	21.8	6.7	22.3
	Academic Regular	1.3	1.4	1.5	1.7	1.9	6.7					
	MaPS	0.8	0.7	0.8	1.0	0.9	4.9					
	AUPE	1.3	1.3	1.5	1.8	1.8	5.4					

NB: “Academic Regular” is inclusive of Research and Teaching Streams as well as Administrative Streams within academic staff (e.g., Librarians, Counsellors, Curators); SPFR = Survey of Postsecondary Faculty and Researchers; StatCan = Statistics Canada; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

## Table 2: Overall Distribution (%) of Academic Staff by Equity-Deserving Groups (2016 – 2021)

Equity Deserving Group	2016	2017	2018	2019	2020	2021	Canadian Workforce Availability (all NOC codes) (Workforce Analysis Report)	Canadian Workforce Availability (NOC 4011) (Workforce Analysis Report)	UnivCan, 2019	SPF 2019, Canada	StatCan Census, 2016
<b>Women</b>	38.5	39.3	39.2	40.1	40.5	40.9	59.2	44.0	40.2	48.0	50.9
<b>Racialized/VM Persons</b>	10.4	11.4	11.7	12.1	12.1	14.6	23.5	23.5	20.9	19.4	22.3
<b>Indigenous Peoples</b>	1.0	1.4	1.2	1.2	1.3	1.3	2.4	1.4	1.3	2.0	4.9
<b>Persons with disabilities</b>	1.3	1.3	1.4	1.6	1.8	6.4	8.9	8.9	21.8	6.7	22.3

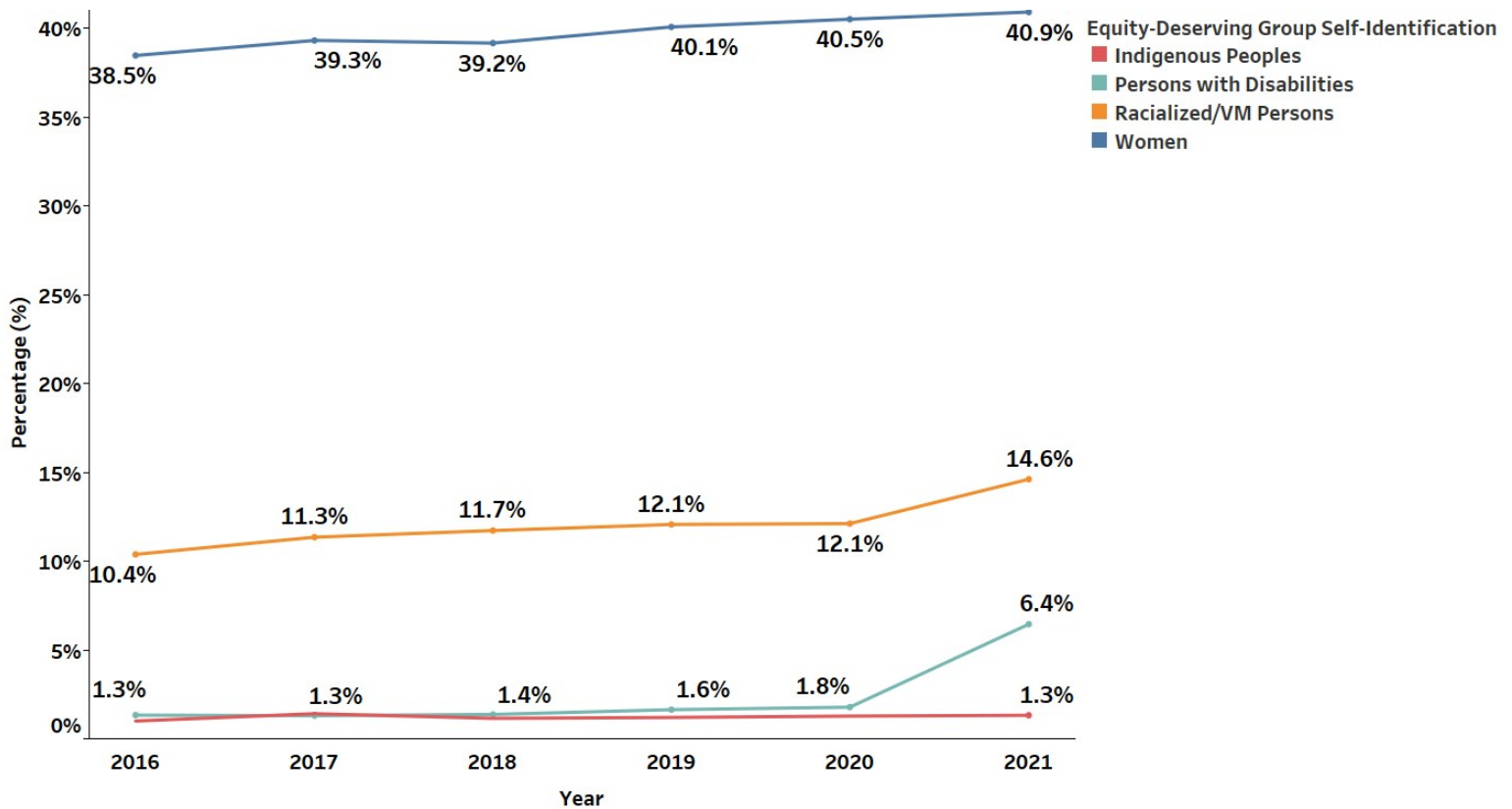
NB: Research and Teaching Streams; SPFR = Survey of Postsecondary Faculty and Researchers; StatCan = Statistics Canada.

## Table 3: Distribution of Faculty by (%) by Stream and Equity-Deserving Group (2016 – 2021)

	Stream	2016	2017	2018	2019	2020	2021	Canadian Workforce Availability (Workforce Analysis Report)	Canadian Workforce Availability (NOC 4011)(Workforce Analysis Report)	UnivCan, 2019	SPFR 2019, Canada	StatCan Census, 2016
<b>Women</b>	Research	34.0	34.8	34.8	35.5	36.3	26.9	44.0	40.2	48.0	50.9	44.0
	Teaching	61.6	62.1	62.2	62.4	61.7	59.9					
<b>Indigenous peoples</b>	Research	1.1	1.3	1.0	1.0	1.1	1.2	2.4	1.4	1.3	2.0	4.9
	Teaching	-	2.0	1.7	2.3	2.3	1.9					
<b>Persons with disabilities</b>	Research	1.3	1.2	1.3	1.6	1.7	6.3	2.4	1.4	1.3	2.0	4.9
	Teaching	1.4	1.6	1.7	1.6	2.3	7.2					
<b>Racialized/VM Persons</b>	Research	10.1	10.9	11.4	11.9	11.9	14.8	23.5	23.5	20.9	19.4	22.3
	Teaching	11.6	13.4	13.4	12.9	13.0	12.8					

NB: SPFR = Survey of Postsecondary Faculty and Researchers; StatCan = Statistics Canada; - red font corresponds to data suppressed due to insufficient data to report.

# Overall Distribution (%) of Academic Staff by Equity-Deserving Groups – Research and Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**2.0%**

Indigenous university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**

University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Table 4: Distribution (%Women) of Academic Staff by Faculty (2016 – 2021)

Faculty	2016	2017	2018	2019	2020	2021
Cumming (Medicine)	30.8	31.2	31.9	32.3	33.7	34.5
Arts	45.3	45.3	43.4	45.1	46.8	45.2
Kinesiology	42.9	46.7	40.7	40.0	44.4	41.9
Law	55.2	55.9	50.0	47.1	50.0	50.0
Nursing	92.8	93.0	91.3	91.3	91.8	91.8
Qatar	77.5	78.6	78.3	79.2	78.1	73.2
Science	20.7	21.9	23.9	25.5	26.0	25.8
Social Work	66.0	66.7	69.2	68.6	68.1	75.6
Veterinary Medicine	37.9	37.3	35.2	42.5	43.0	45.0
Haskayne (Business)	27.3	26.6	31.3	31.6	33.0	35.0
School of Arch, Plan & Land	24.1	28.6	28.0	25.0	26.9	30.8
Schulich (Engineering)	17.9	18.2	18.5	19.9	21.4	22.6
Werklund (Education)	64.0	66.0	67.3	67.0	68.1	68.5

NB: Research and Teaching Streams only.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

## Table 5: Distribution (%Women) of Academic Staff by Faculty (2016 – 2021)

Faculty	Stream	2016	2017	2018	2019	2020	2021
Cumming (Medicine)	Research	30.2	30.5	31.3	31.6	32.9	33.9
	Teaching	71.4	66.7	66.7	70	70	63.6
Arts	Research	43.9	44.8	43.1	44.7	46.2	44.7
	Teaching	53.7	48.2	45.1	47.2	50	47.5
Kinesiology	Research	40	44.4	40	40.7	45.8	42.9
	Teaching	-	-	-	-	-	-
Law	Research	53.6	53.1	48.4	47.1	50	50
	Teaching	-	-	-			
Nursing	Research	85.2	86.7	86.2	85.7	85.2	85.2
	Teaching	96.4	96.4	94.1	94.2	95.7	95.7
Qatar	Research	75	-	-	62.5	-	-
	Teaching	78.1	83.3	82.1	82.5	81.5	75
Science	Research	16	17.9	19.7	20.7	21	21.4
	Teaching	38	38.3	40	43.1	42.9	39.7
Social Work	Research	59.5	61	64.1	62.2	61.1	68.6
	Teaching	84.6	84.6	84.6	85.7	90.9	100
Veterinary Medicine	Research	29.6	30.4	30.5	33.9	33.3	35
	Teaching	75	72.7	58.3	70.6	73.7	75
Haskayne (Business)	Research	21	18.8	21.9	23.8	25.4	28.6
	Teaching	42.3	43.3	50	46.9	48.4	48.5
School of Arch, Plan & Land	Research	25.9	30.8	28	26.1	28	32
Schulich (Engineering)	Research	16.2	16.5	17.5	18.5	19.3	20
	Teaching	30	30	26.3	30	34.8	38.5
Werklund (Education)	Research	67.1	67.1	67.9	67.1	67.6	69.9
	Teaching	50	61.9	65	66.7	70.6	62.5

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

48.0%

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)



## Table 6: Self-Identified Racialized/VM Persons by Faculty (2016 – 2021)

Faculty	2016	2017	2018	2019	2020	2021
Cumming (Medicine)	7.1	7.5	8.2	8.7	8.6	10.6
Arts	6.9	7.6	7.9	7.7	8.0	9.9
Kinesiology		3.3	3.7	6.7	7.4	-
Law	6.9	5.9	6.3	8.8	9.4	-
Nursing	8.4	7.0	7.5	7.5	8.2	6.8
Qatar	17.5	21.4	17.4	18.8	18.8	12.2
Science	12.2	12.2	13.0	11.9	12.0	17.1
Social Work	10.0	14.8	13.5	15.7	17.0	13.3
Veterinary Medicine	6.1	6.0	7.0	6.8	8.9	10.0
Haskayne (Business)	11.4	13.8	13.5	14.7	13.8	20.4
School of Arch, Plan & Land	10.3	10.7	12.0	8.3	7.7	-
Schulich (Engineering)	29.0	32.1	30.9	33.1	31.8	34.9
Werklund (Education)	11.2	14.0	15.3	14.9	14.3	18.0

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

**19.4%**  
 Racialized/VM university  
 professors, instructors,  
 teachers or researchers  
 (SPFR, 2019, Canada)

## Table 7: Self-Identified Racialized/VM Persons by Faculty and Stream (2016 – 2021)

Faculty	Stream	2016	2017	2018	2019	2020	2021
Cumming (Medicine)	Research	6.8	7	7.8	8.3	8.1	10.4
	Teaching	-	-	-	-	-	-
Arts	Research	7.1	7.1	7.3	7.1	7.5	8.9
	Teaching	-	10.7	11.8	11.3	10.7	15.3
Kinesiology	Research		-	-	-	-	-
	Teaching						
Law	Research	-	-	-	-	-	-
	Teaching						
Nursing	Research	-	-	-	-	-	-
	Teaching	-	-	-	-	-	-
Qatar	Research	-	-	-	-		
	Teaching	18.8	22.2	17.9	20	22.2	13.9
Science	Research	12.8	12.6	13.8	12.5	12.4	18.1
	Teaching	10	10.6	10	9.8	10.7	13.8
Social Work	Research	-	17.1	15.4	18.9	19.4	14.3
	Teaching	-	-	-	-	-	-
Veterinary Medicine	Research	-	-	-	-	10	10
	Teaching	-	-	-	-	-	-
Haskayne (Business)	Research	12.9	15.6	15.6	17.5	17.5	27.1
	Teaching	-	-	-	-	-	-
School of Arch, Plan & Land	Research	-	-	-	-	-	-
	Teaching						
Schulich (Engineering)	Research	28.2	31.7	30.8	33.6	32	35
	Teaching	35	35	31.6	30	30.4	34.6
Werklund (Education)	Research	9.6	12.7	14.1	14.5	13.5	17.8
	Teaching	-	-	-	-	-	-

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

**19.4%**  
Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

## Table 8: % Self-Identified Indigenous Peoples by Faculty (2016 – 2021)

Faculty	2016	2017	2018	2019	2020	2021
Cumming (Medicine)	-	-	-	-	-	-
School of Arch, Plan & Land	-	-	-			
Arts	1.3	2.5	2.4	2.9	2.8	1.9
Nursing	-	-	-	-	-	-
Qatar		-	-			-
Social Work	-	-	-	-	-	-
Schulich (Engineering)	-	-	-	-	-	2.7
Werklund (Education)	-	5	-	-	-	-

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

**2.0%**  
 Indigenous university  
 professors, instructors,  
 teachers or researchers  
 (SPFR, 2019, Canada)

## Table 9: % Self-Identified Indigenous Peoples by Faculty and Stream (2016 – 2021)

Faculty	Stream	2016	2017	2018	2019	2020	2021
Cumming (Medicine)	Research	-	-	-	-	-	-
Arts	Research	1.5	2.1	1.5	1.9	2	2
	Teaching		-	-	-	-	-
Nursing	Teaching	-	-	-	-	-	-
Qatar	Research						-
	Teaching		-	-			
Social Work	Research	-	-				
	Teaching	-	-	-	-	-	-
School of Arch, Plan & Land	Research	-	-	-			
	Teaching						
Schulich (Engineering)	Research	-	-	-	-	-	-
	Teaching						-
Werklund (Education)	Research	-	6.3	-	-	-	-

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

**2.0%**  
 Indigenous university  
 professors, instructors,  
 teachers or researchers  
 (SPFR, 2019, Canada)

## Table 10: % Self-Identified Persons with Disabilities by Faculty (2016 – 2021)

Faculty	2016	2017	2018	2019	2020	2021
Cumming (Medicine)	1.2	1.2	1.3	1.7	1.9	5.1
Arts	2.3	2.5	2.4	2.9	2.8	11.3
Kinesiology						-
Law						-
Nursing				-	-	6.8
Science	-	-	-	-	-	
Social Work	-	-	-	-	-	4.2
Veterinary Medicine	-	-	-	-	-	15.6
Haskayne (Business)	-	-	-	-	-	7.5
Schulich (Engineering)	-	-	-	-	-	4.9
Werklund (Education)	-	-	-	-	-	

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

**6.7%**  
 University professors,  
 instructors, teachers or  
 researchers with self-  
 reported disabilities (SPFR,  
 2019, Canada)

## Table 11: Self-Identified Persons with Disabilities by Faculty and Stream (2016 – 2021)

Faculty	Stream	2016	2017	2018	2019	2020	2021
Cumming (Medicine)	Research	1	1	1.2	1.5	1.7	5
	Teaching	-	-	-	-	-	-
Arts	Research	2.4	2.1	2.1	2.8	2.6	11.5
	Teaching	-	-	-	-	-	10.2
Kinesiology	Research						-
Law	Research						-
Nursing	Research						-
	Teaching						-
Science	Research	-	-	-	-	-	3.3
	Teaching						-
Social Work	Research	-	-	-	-	-	17.1
	Teaching	-					-
Veterinary Medicine	Research						-
	Teaching	-	-	-	-	-	-
Haskayne (Business)	Research	-	-	-	-	-	-
	Teaching			-			-
Schulich (Engineering)	Research	-	-	-	-	-	-
	Teaching					-	-
Werklund (Education)	Research	-	-	-	-	-	11
	Teaching						-

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote non-response.

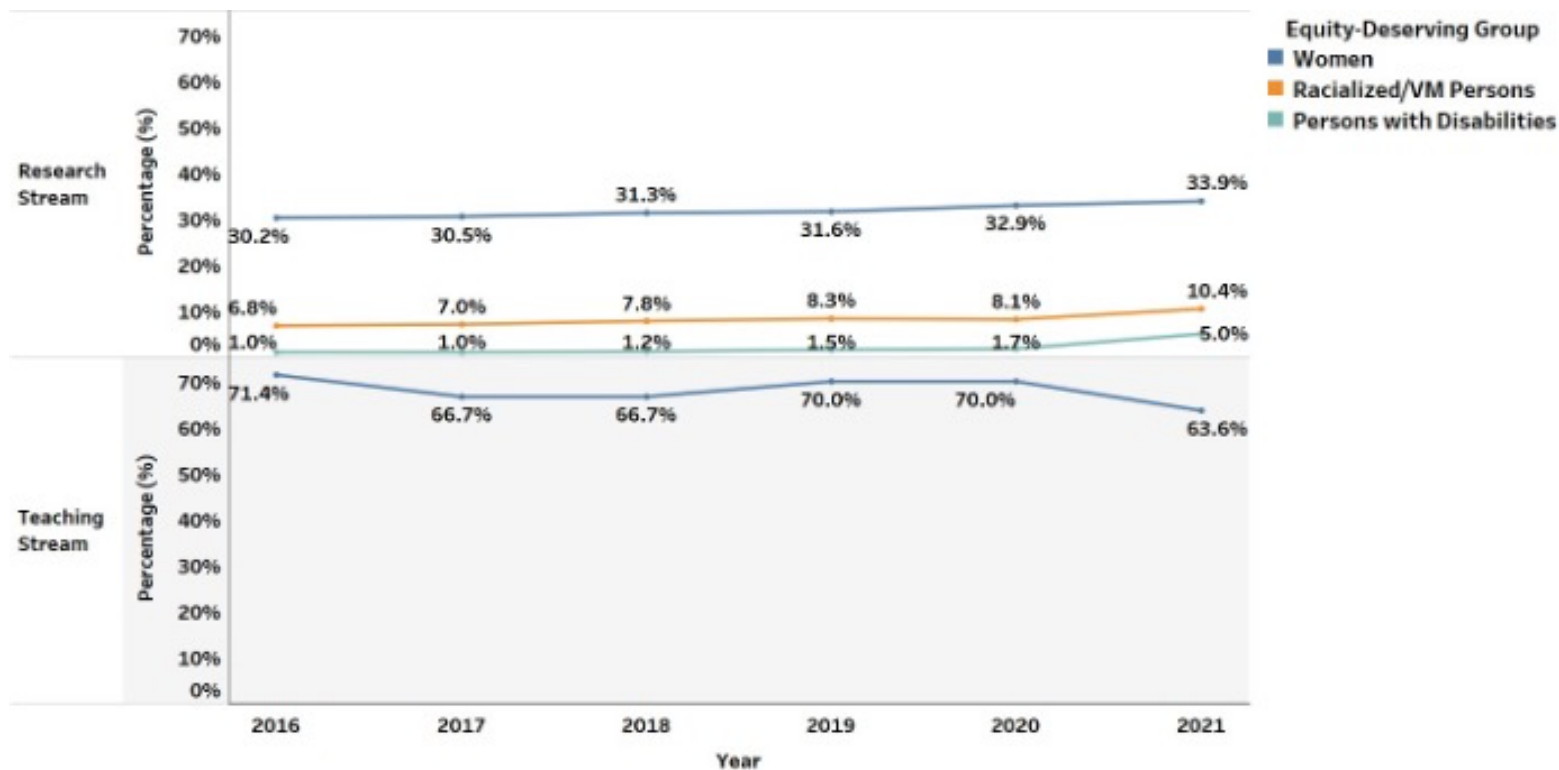
**6.7%**  
 University professors,  
 instructors, teachers or  
 researchers with self-  
 reported disabilities (SPFR,  
 2019, Canada)

# **Distribution by Faculty and Equity Deserving Groups**

# Cumming School of Medicine



# Cumming Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research and Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**  
Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**  
Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**2.0%**  
Indigenous university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**  
University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Cumming Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	34.7	35.5	39.4	35.7	43	43.2	48
	Associate	44.4	45.1	45.5	46.7	42.9	39.3	
	Full	15.7	15.9	16.3	19.2	21.6	26.7	
<b>Indigenous Peoples</b>	Assistant		-	-	-	-	-	2
	Associate	-	-	-	-	-	-	
	Full	-	-	-	-	-	-	
<b>Racialized/ VM Persons</b>	Assistant	15.3	15	14.7	15.2	13.1	11.4	19.4
	Associate	6.9	7.1	8.4	9.6	9.5	14.3	
	Full	2.8	3.2	4	4.2	5	7.4	
<b>Persons with Disabilities</b>	Assistant						-	6.7
	Associate	-	-	-	-	-	4.8	
	Full	-	-	-	2.1	2.5	6.6	

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

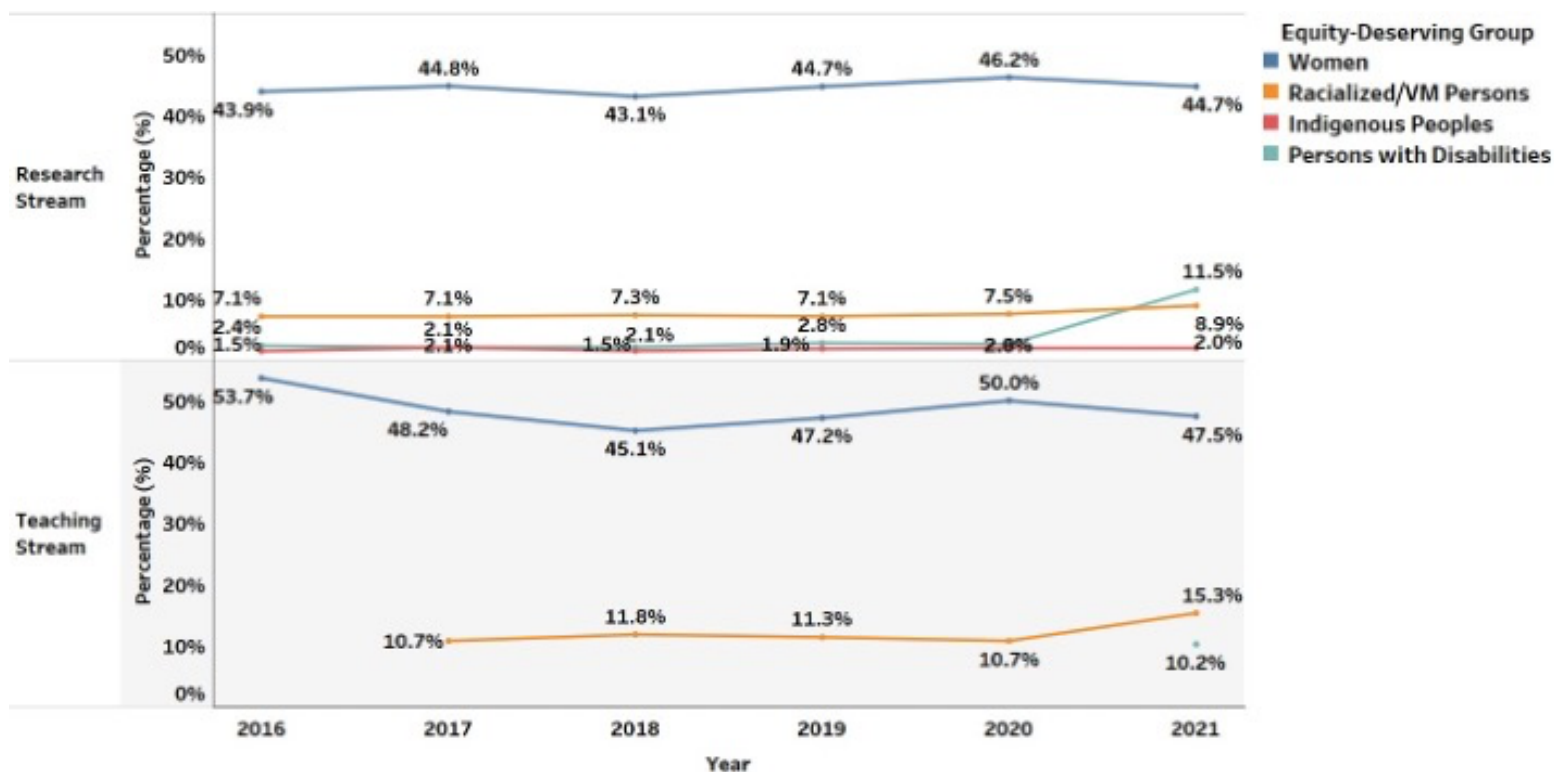
## Cumming Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	-	-	71.4	71.4	-	48
	Associate	-	-	-	-	-	-	
	Full							
<b>Indigenous Peoples</b>	Assistant							2
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-	-	-	19.4
	Associate	-	-	-	-	-	-	
	Full							
<b>Persons with Disabilities</b>	Assistant	-	-	-	-	-		6.7
	Associate						-	
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Faculty of Arts

# Arts Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research and Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**2.0%**

Indigenous university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**

University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Arts Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	54.8	53.5	50.0	52.2	56.3	48.8	48.0
	Associate	51.7	52.3	51.6	53.8	53.2	54.7	
	Full	28.1	30.9	29.8	30.9	33.6	32.3	
<b>Indigenous Peoples</b>	Assistant	-	7.0	6.4	7.5	-	-	2.0
	Associate	-			-	-	-	
	Full		-					
<b>Racialized/ VM Persons</b>	Assistant	11.0	9.3	10.3	11.9	12.5	12.2	19.4
	Associate	8.4	9.4	10.2	8.3	8.5	9.4	
	Full	-	-	-	-	4.3	7.3	
<b>Persons with Disabilities</b>	Assistant	-	-		-	4.2	-	6.7
	Associate	3.5	-	-	-	-	17.3	
	Full	-	-	-	-	-	6.5	

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote non-response.

## Arts Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

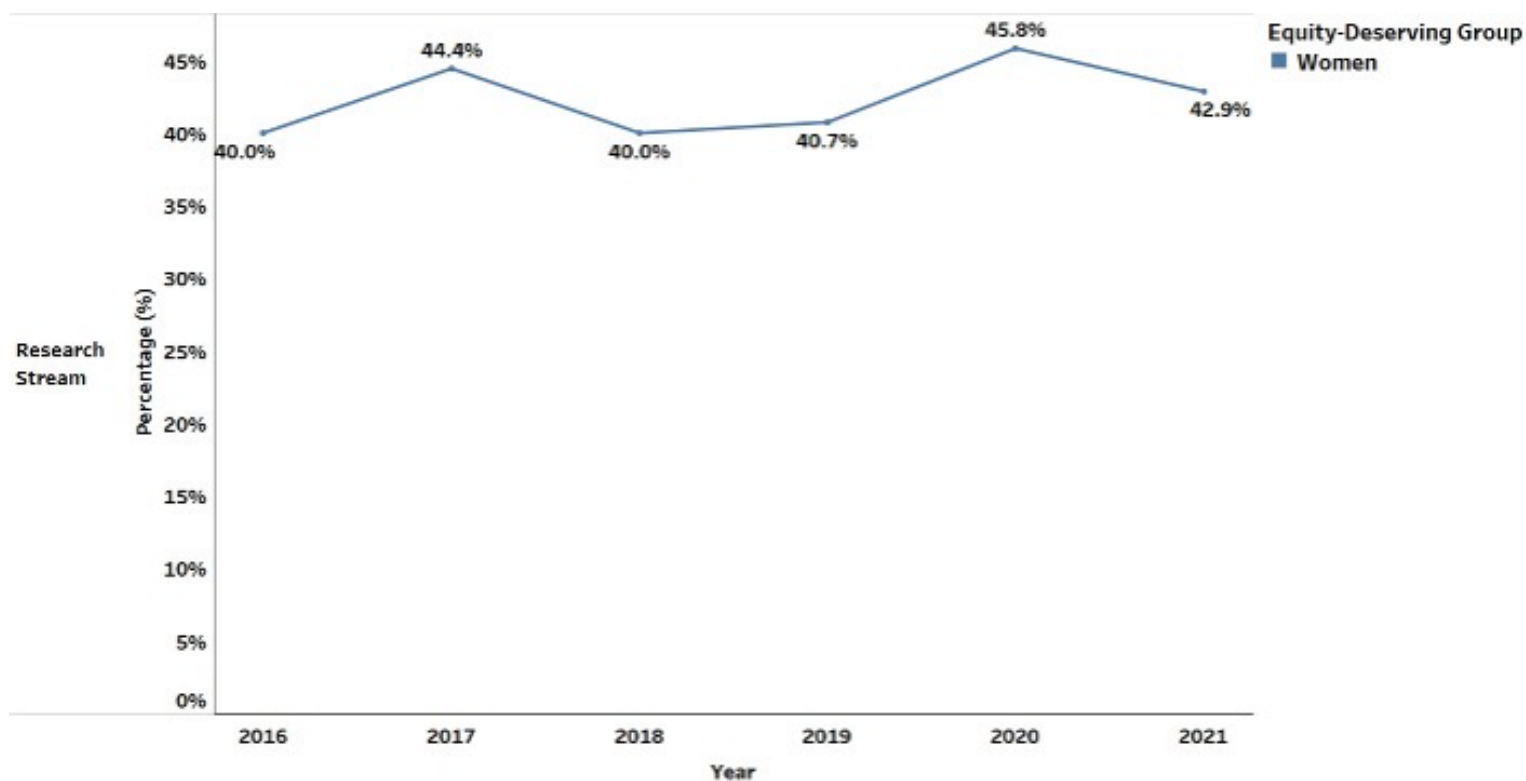
Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	52.9	47.1	38.5	44.8	63.0	56.0	48.0
	Associate	52.6	47.6	50.0	47.8	33.3	39.3	
	Full	-	-	-	-	-	-	
<b>Indigenous Peoples</b>	Assistant		-	-	-	-		2.0
	Associate						-	
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	17.6	-	-	-	-	19.4
	Associate			-	-	-	-	
	Full							
<b>Persons with Disabilities</b>	Assistant	-	-	-	-		-	6.7
	Associate		-	-	-	-	-	
	Full						-	

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Faculty of Kinesiology



## Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research Stream (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

## Kinesiology Distribution (%) of Research Stream Faculty by Equity- Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	50.0	-	-	-	-	48.0
	Associate	-	-	-	-	-	-	
	Full	-	-	-	-	55.6	54.5	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant				-	-	-	19.4
	Associate							
	Full		-	-	-	-		
<b>Persons with Disabilities</b>	Assistant						-	6.7
	Associate							
	Full						-	

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

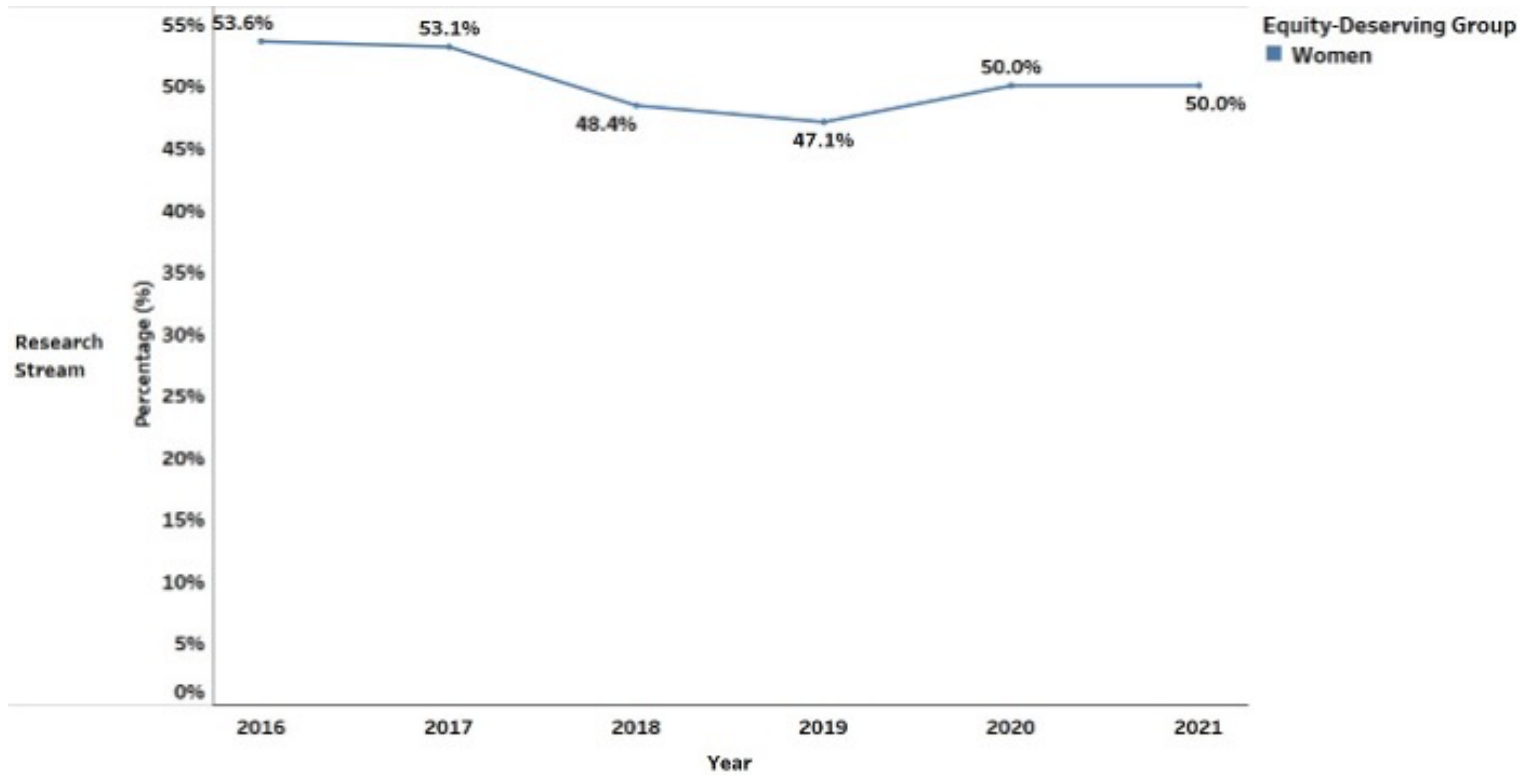
## Kinesiology Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	-	-	-	-	-	48.0
	Associate	-	-					
	Full							
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant							19.4
	Associate							
	Full							
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate							
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Faculty of Law

# Law Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research Stream (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**  
 Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**  
 Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

## Law Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	50.0	46.2	-	-	-	-	48.0
	Associate	-	45.5	46.2	46.7	55.6	50.0	
	Full	75.0	75.0	62.5	71.4	62.5	-	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant				-	-	-	19.4
	Associate	-	-	-	-	-	-	
	Full			-	-	-	-	
<b>Persons with Disabilities</b>	Assistant						-	6.7
	Associate							
	Full							

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

## Law Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

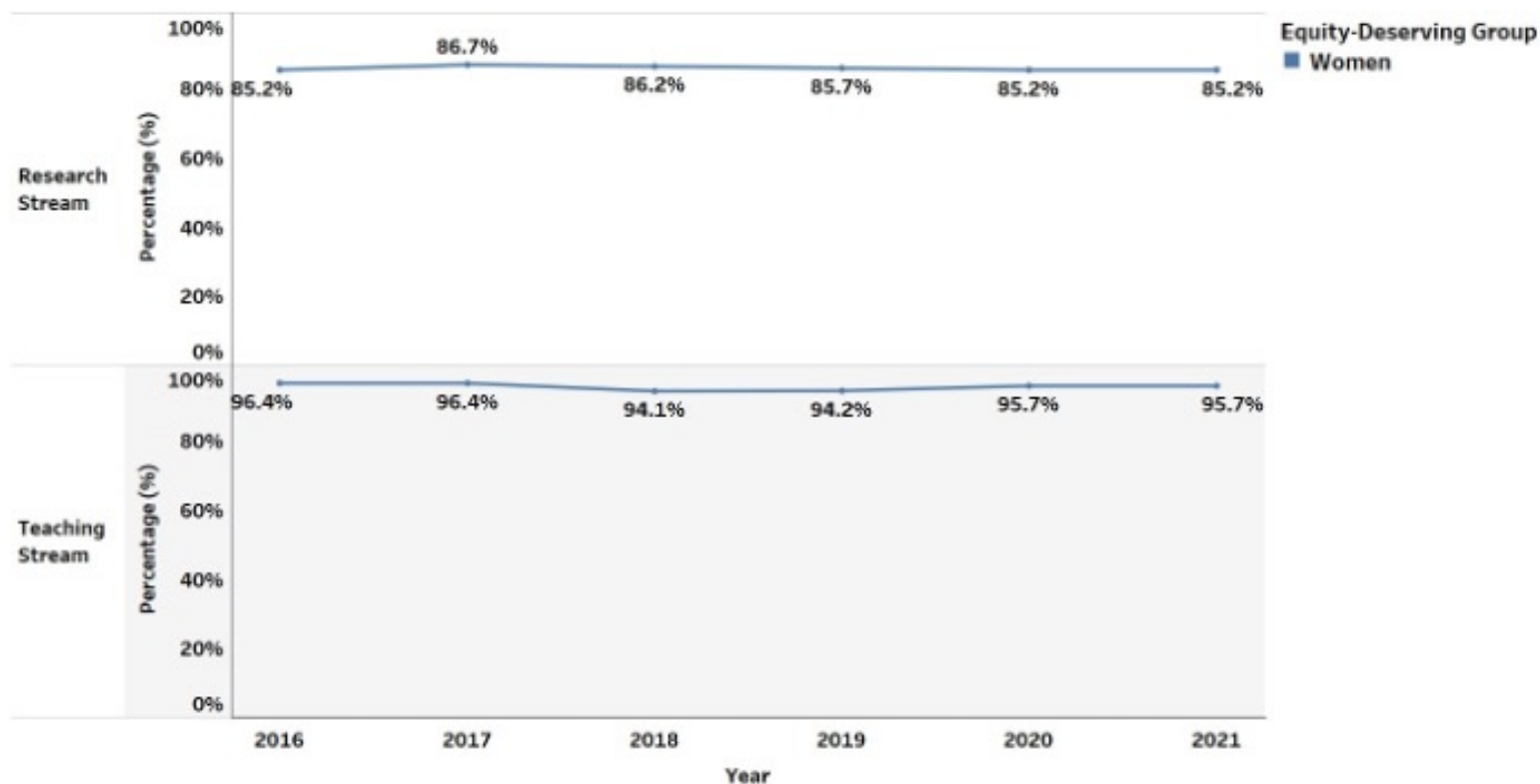
Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	-	-				48.0
	Associate							
	Full							
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant							19.4
	Associate							
	Full							
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate							
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Faculty of Nursing



## Nursing Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research & Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

## Nursing Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	71.4	100.0	100.0	100.0	100.0	100.0	48.0
	Associate	91.7	80.0	80.0	75.0	72.7	69.2	
	Full	87.5	87.5	87.5	88.9	88.9	100.0	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-			19.4
	Associate	-	-			-	-	
	Full	-	-	-	-	-	-	
<b>Persons with Disabilities</b>	Assistant						-	6.7
	Associate						-	
	Full							

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

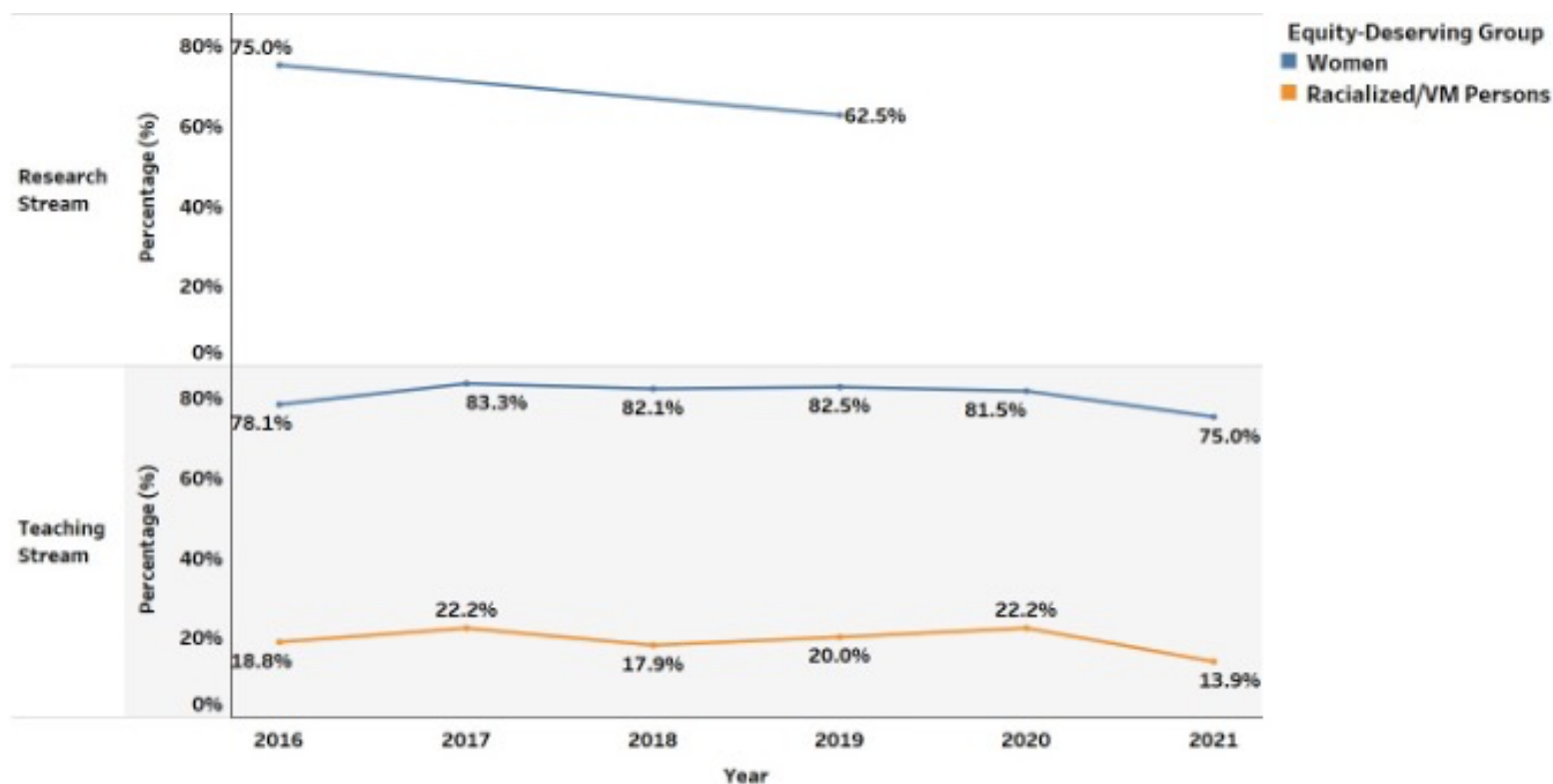
## Nursing Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	95.8	95.9	92.9	92.7	93.9	93.8	48.0
	Associate	100.0	100.0	100.0	100.0	100.0	100.0	
	Full							
<b>Indigenous Peoples</b>	Assistant	-	-	-	-	-	-	2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-	-	-	19.4
	Associate	-	-	-	-	-	-	
	Full							
<b>Persons with Disabilities</b>	Assistant				-	-	-	6.7
	Associate							
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# UCalgary at Qatar

# UCalgary at Qatar Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research & Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**  
 Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**  
 Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

## UCalgary at Qatar Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	-	-	-	-	-	48.0
	Associate	-	-	-	-	-	-	
	Full							
<b>Indigenous Peoples</b>	Assistant						-	2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-			19.4
	Associate							
	Full							
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate							
	Full							

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

## UCalgary at Qatar Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

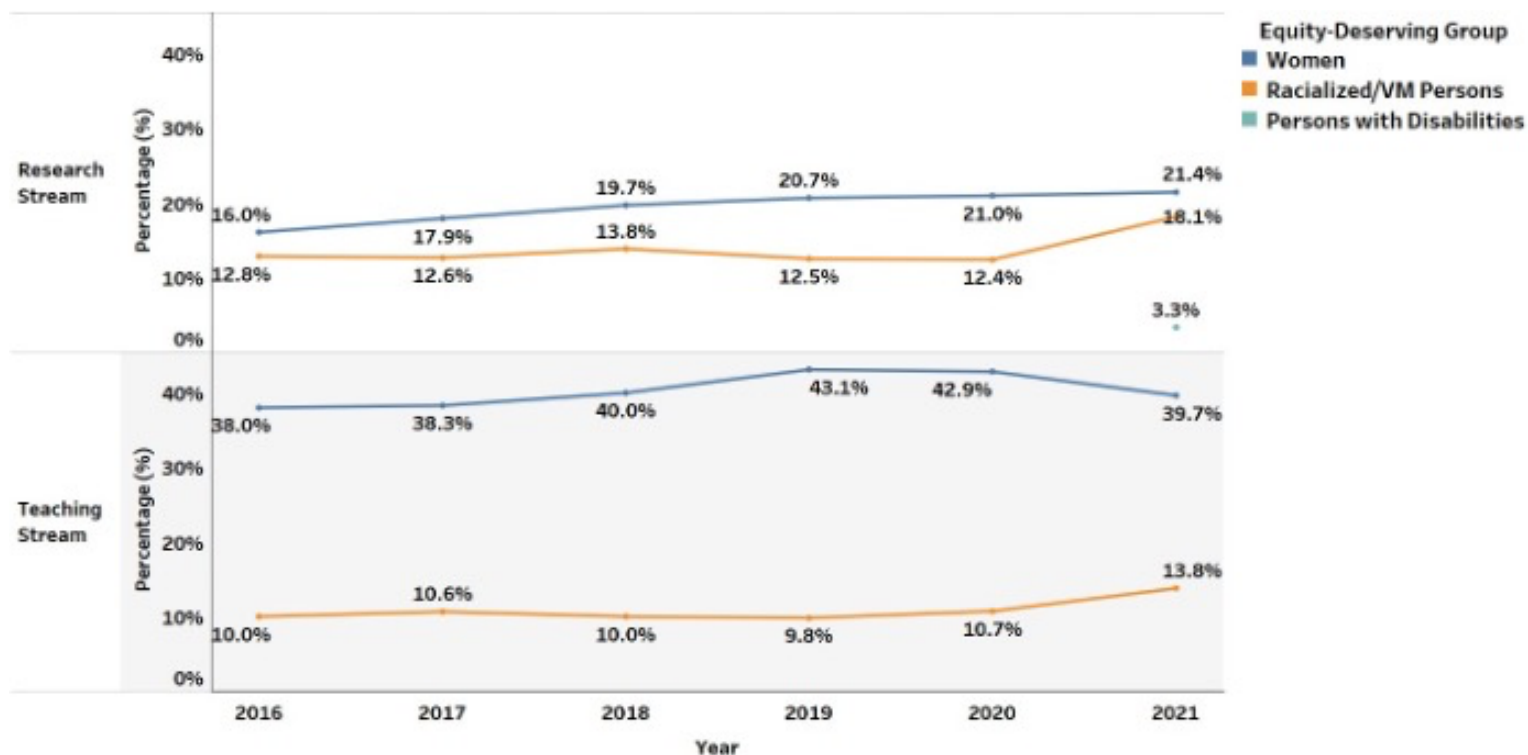
Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	84.6	86.7	87.5	85.3	82.6	69.0	48.0
	Associate	-	-	-	-	-	100.0	
	Full							
<b>Indigenous Peoples</b>	Assistant		-	-				2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	19.2	23.3	18.8	17.6	-	-	19.4
	Associate	-	-	-	-	-	-	
	Full							
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate							
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Faculty of Science



# Science Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research & Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**

University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Science Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	28.6	34.8	37.0	39.3	32.0	44.0	48.0
	Associate	24.2	22.5	20.9	19.7	24.6	23.6	
	Full	8.0	10.4	13.8	15.8	16.3	14.7	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-	-	24.0	19.4
	Associate	16.7	16.9	17.9	16.4	12.3	18.2	
	Full	10.0	9.4	10.6	10.5	11.5	16.7	
<b>Persons with Disabilities</b>	Assistant	-					-	6.7
	Associate		-	-	-	-	-	
	Full	-	-	-	-	-	-	

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

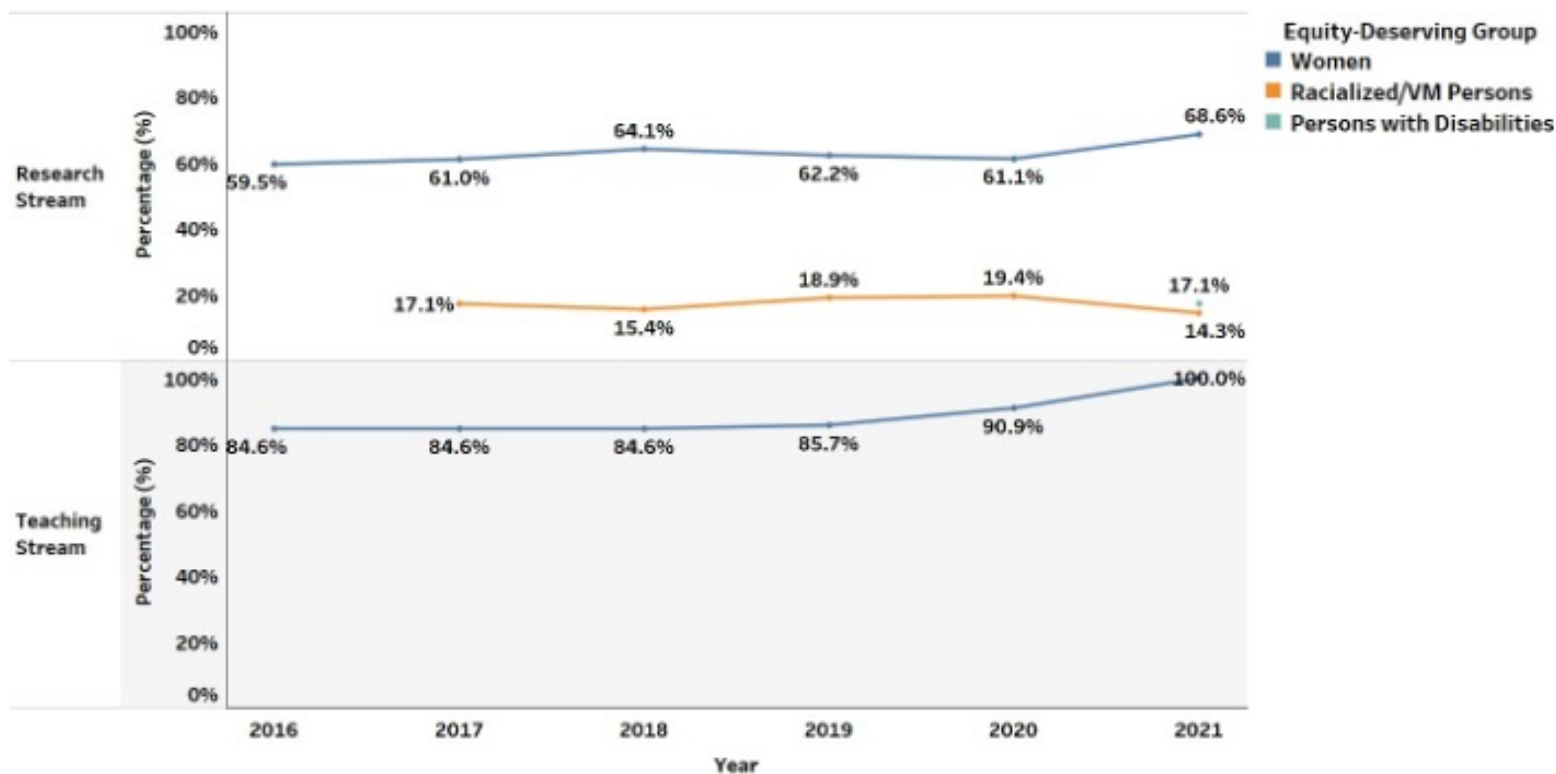
## Science Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	-	-				48.0
	Associate							
	Full							
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant							19.4
	Associate							
	Full							
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate							
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Faculty of Social Work

## Social Work Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research & Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**2.0%**

Indigenous university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**

University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Social Work Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	66.7	73.3	73.3	72.7	75.0	-	48.0
	Associate	68.8	62.5	63.6	58.3	57.1	66.7	
	Full	-	-	53.8	57.1	57.1	66.7	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full	-	-					
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-	-	-	19.4
	Associate	-	-	-	-	-	-	
	Full	-	-	-	-	-	-	
<b>Persons with Disabilities</b>	Assistant	-	-	-		-	-	6.7
	Associate				-	-	-	
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

## Science Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

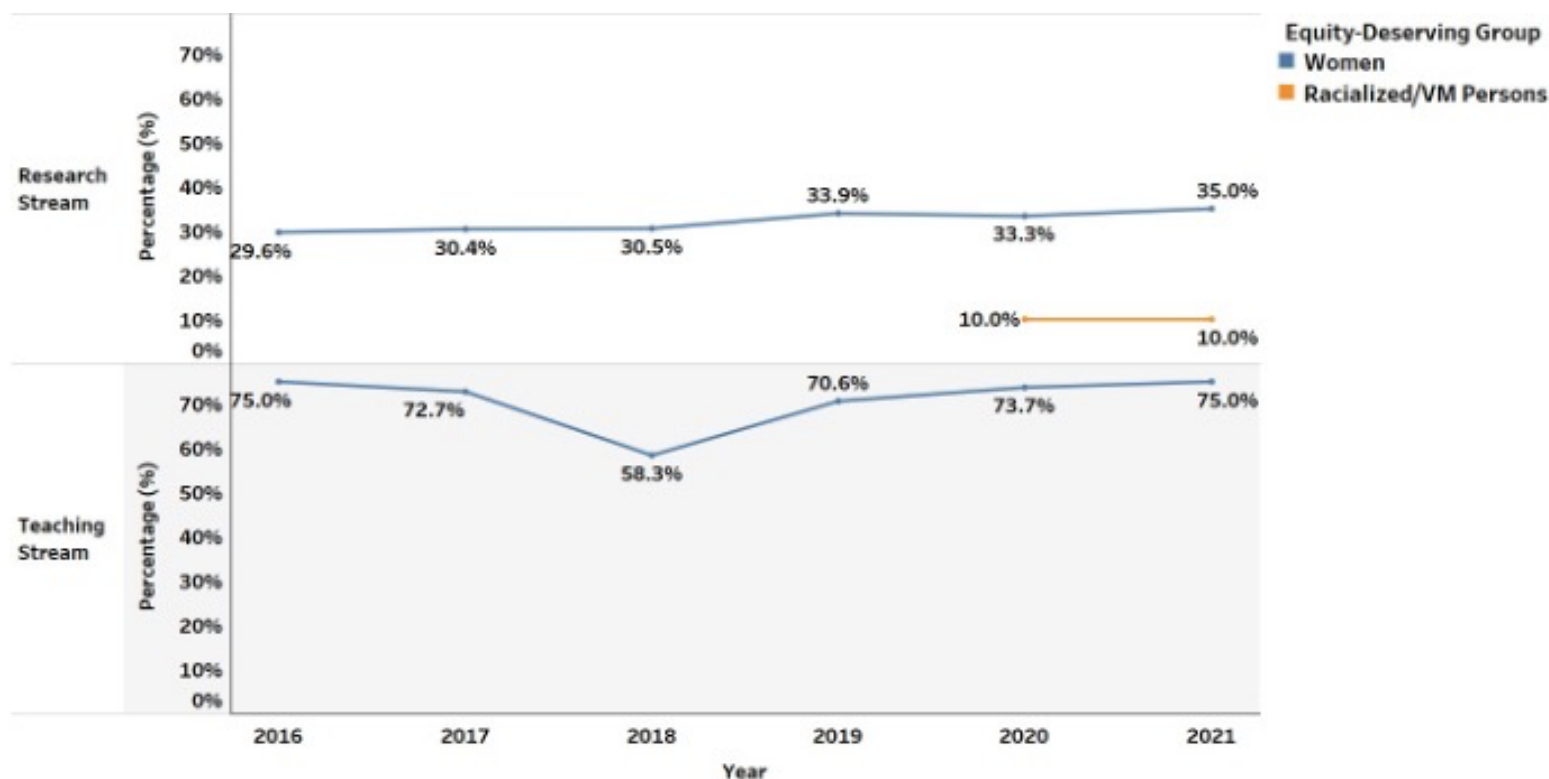
Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	75.0	75.0	77.8	85.7	100.0	48.0
	Associate	100.0	-	-	-	-	-	
	Full	-	-	-	-	-	-	
<b>Indigenous Peoples</b>	Assistant	-	-	-	-	-	-	2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant							19.4
	Associate	-	-	-	-			
	Full					-	-	
<b>Persons with Disabilities</b>	Assistant						-	6.7
	Associate	-					-	
	Full							

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Faculty of Veterinary Medicine



# Vet Med Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research & Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**2.0%**

Indigenous university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**

University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Vet Med Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	46.7	58.3	62.5	71.4	75.0	66.7	48.0
	Associate	-	20.8	28.0	29.2	30.0	33.3	
	Full	25.0	25.0	23.1	28.0	17.9	18.5	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-		-	-	19.4
	Associate	-	-	-	-	-	-	
	Full				-	-	-	
<b>Persons with Disabilities</b>	Assistant						-	6.7
	Associate						-	
	Full						-	

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

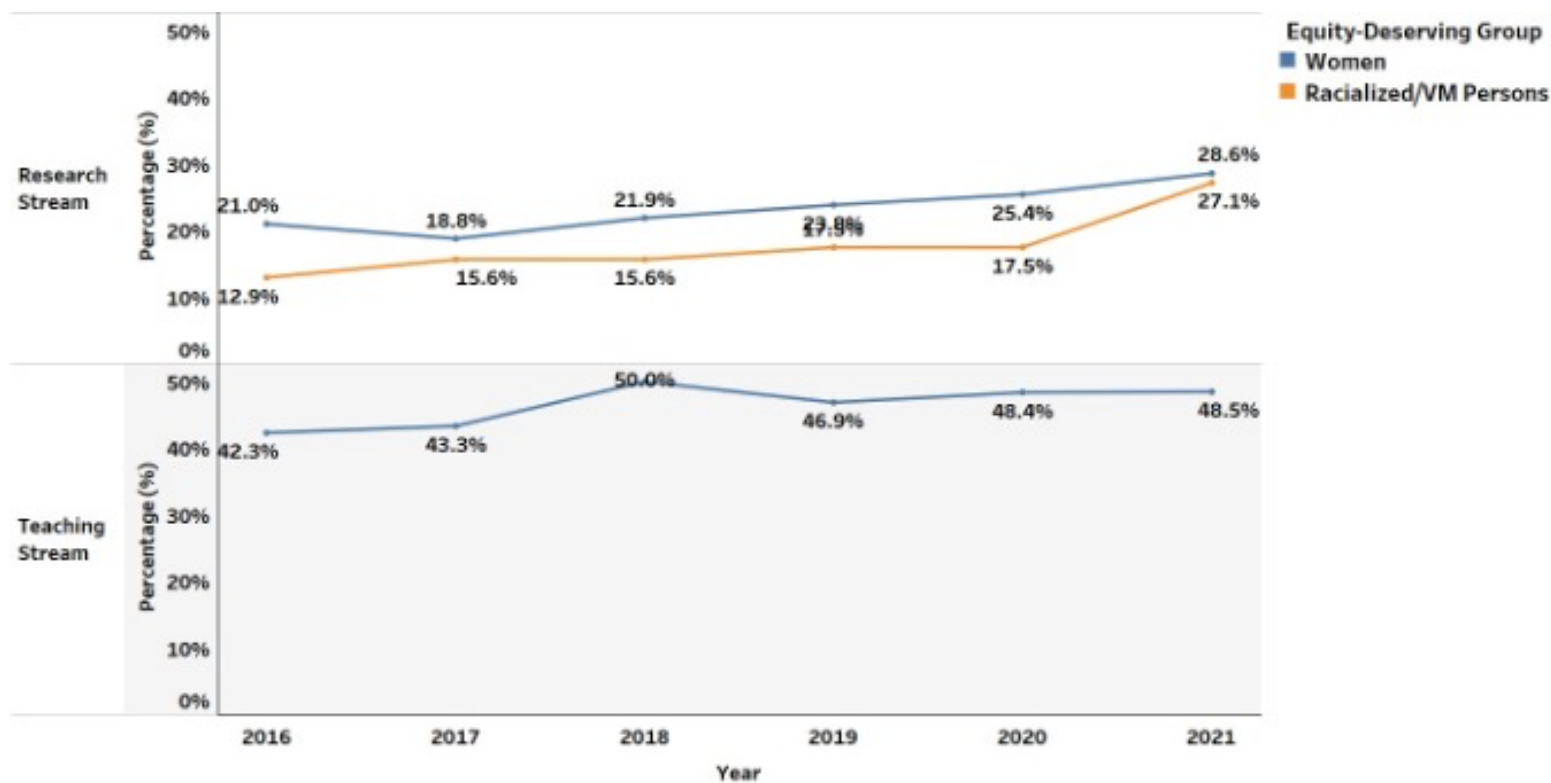
## Vet Med Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	38.5	40.0	56.3	53.3	60.0	61.1	48.0
	Associate	41.7	42.9	41.7	38.5	38.5	-	
	Full	-	-	-	-	-	-	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-		-	19.4
	Associate	-	-	-	-	-	-	
	Full							
<b>Persons with Disabilities</b>	Assistant			-			-	6.7
	Associate						-	
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Haskayne School of Business

# Haskayne Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research & Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**

University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Haskayne Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	-	33.3	38.1	52.9	66.7	48.0
	Associate	-	-	-	-	-	-	
	Full	25.0	28.6	26.3	23.8	-	-	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	25.0	-	23.8	-	44.4	19.4
	Associate	-	-	-	23.8	25.0	35.7	
	Full	-	-	-	-	-	-	
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate							
	Full	-	-	-	-	-	-	

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

## Haskayne Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

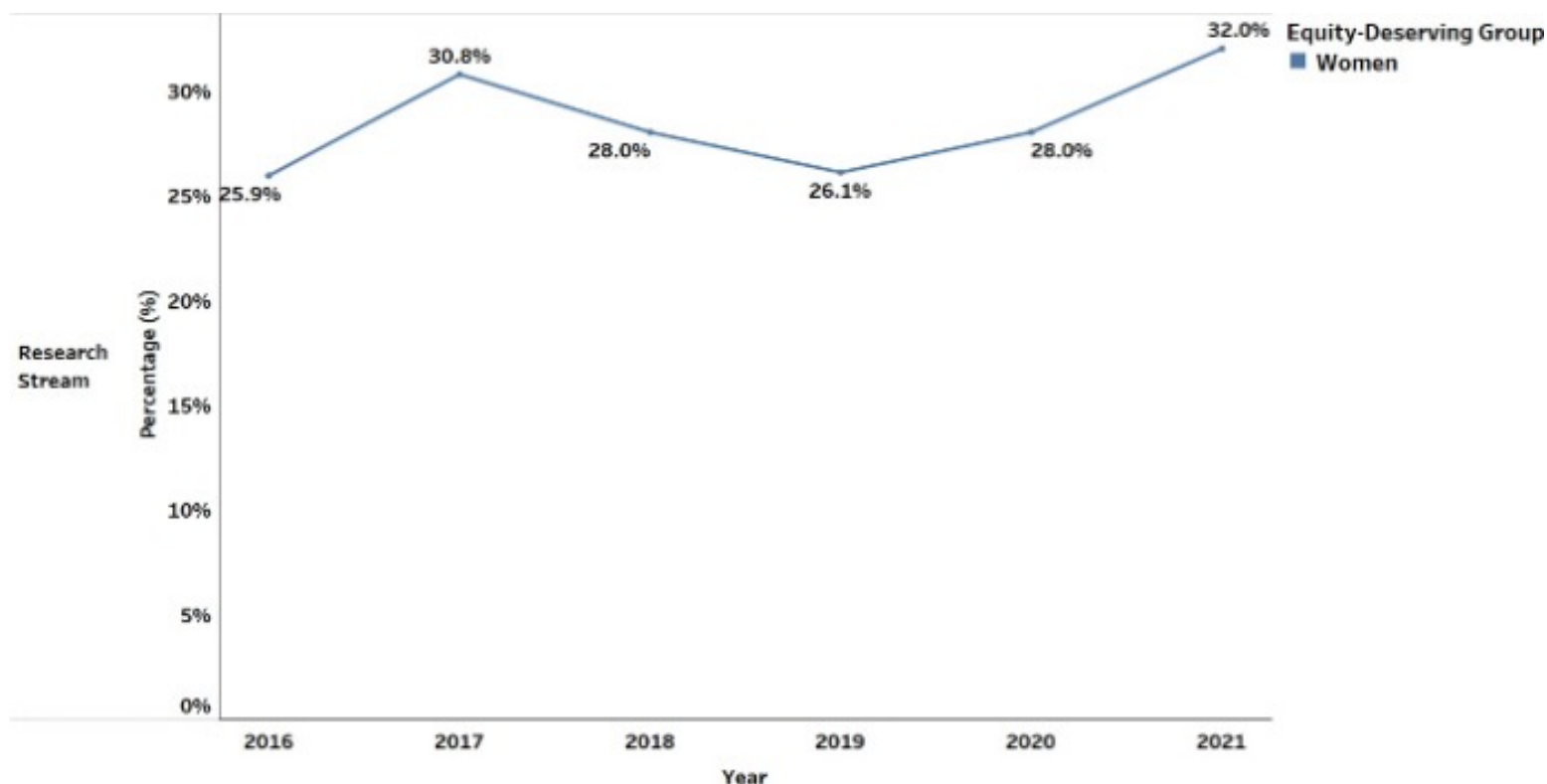
Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	38.5	40.0	56.3	53.3	60.0	61.1	48.0
	Associate	41.7	42.9	41.7	38.5	38.5	-	
	Full	-	-	-	-	-	-	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-		-	19.4
	Associate	-	-	-	-	-	-	
	Full							
<b>Persons with Disabilities</b>	Assistant			-			-	6.7
	Associate						-	
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# **School of Architecture, Planning and Landscape**



## SAPL Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research Stream (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**

University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## SAPL Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	-	-	-	-	-	-	48.0
	Associate	-	-	-	-	-	-	
	Full	-	-	-	-	-	-	
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full	-	-	-				
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-	-	-	19.4
	Associate							
	Full							
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate							
	Full	-	-	-				

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

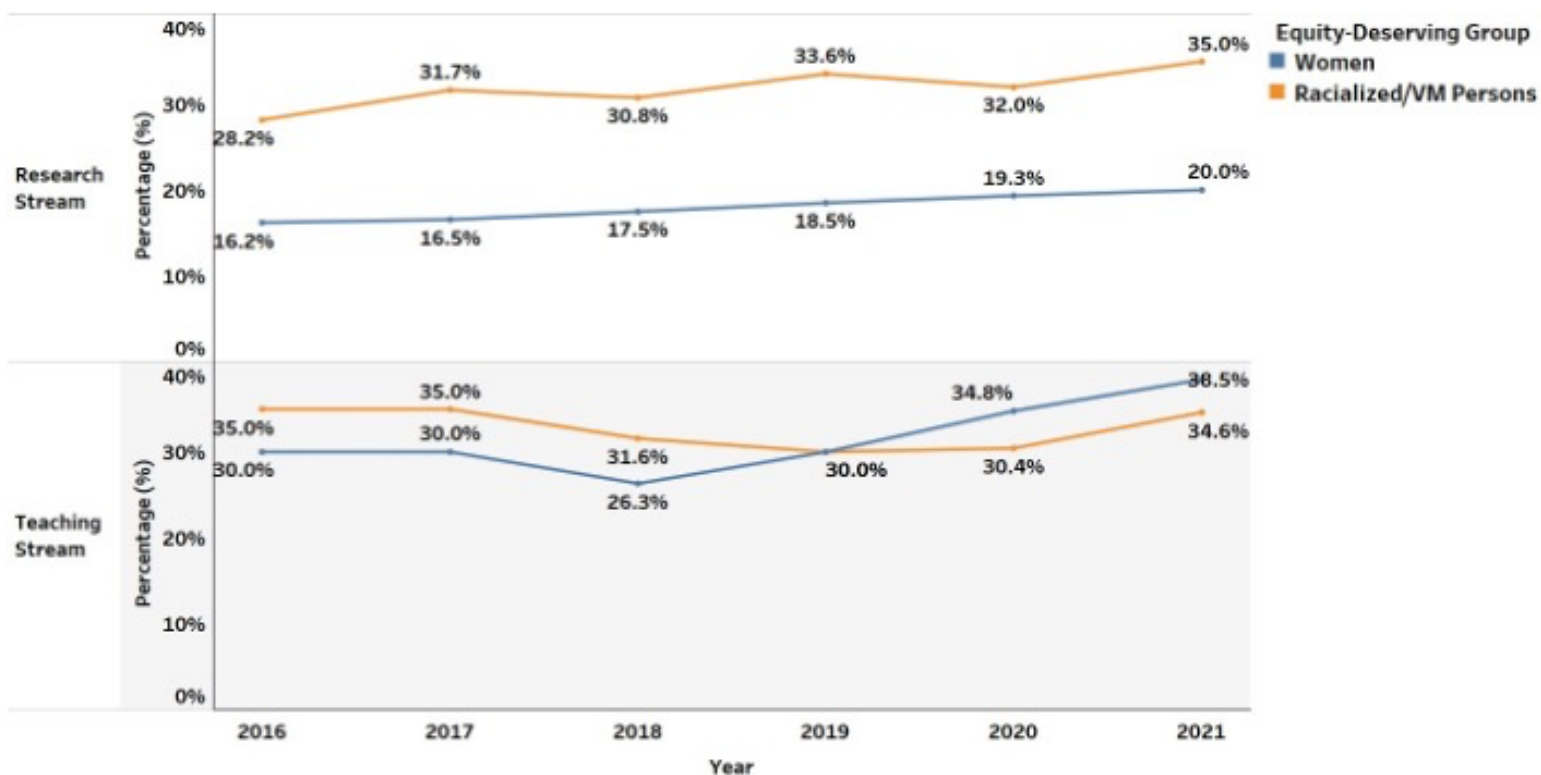
## SAPL Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant							48.0
	Associate							
	Full							
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant							19.4
	Associate							
	Full							
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate							
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Schulich School of Engineering

# Schulich Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research & Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**

Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**

Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**2.0%**

Indigenous university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**

University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Schulich Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	22.2	29.2	29.2	36.0	42.3	28.6	48.0
	Associate	26.7	20.7	22.6	17.2	16.7	25.0	
	Full	10.6	11.6	12.5	14.1	13.8	14.4	
<b>Indigenous Peoples</b>	Assistant	-	-				-	2.0
	Associate	-	-	-	-	-	-	
	Full	-	-	-			-	
<b>Racialized/ VM Persons</b>	Assistant	40.7	33.3	20.8	32.0	26.9	33.3	19.4
	Associate	26.7	37.9	41.9	37.9	33.3	35.7	
	Full	24.7	29.1	29.5	32.6	33.0	35.6	
<b>Persons with Disabilities</b>	Assistant						-	6.7
	Associate	-	-	-	-	-	-	
	Full						-	

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

## Schulich Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

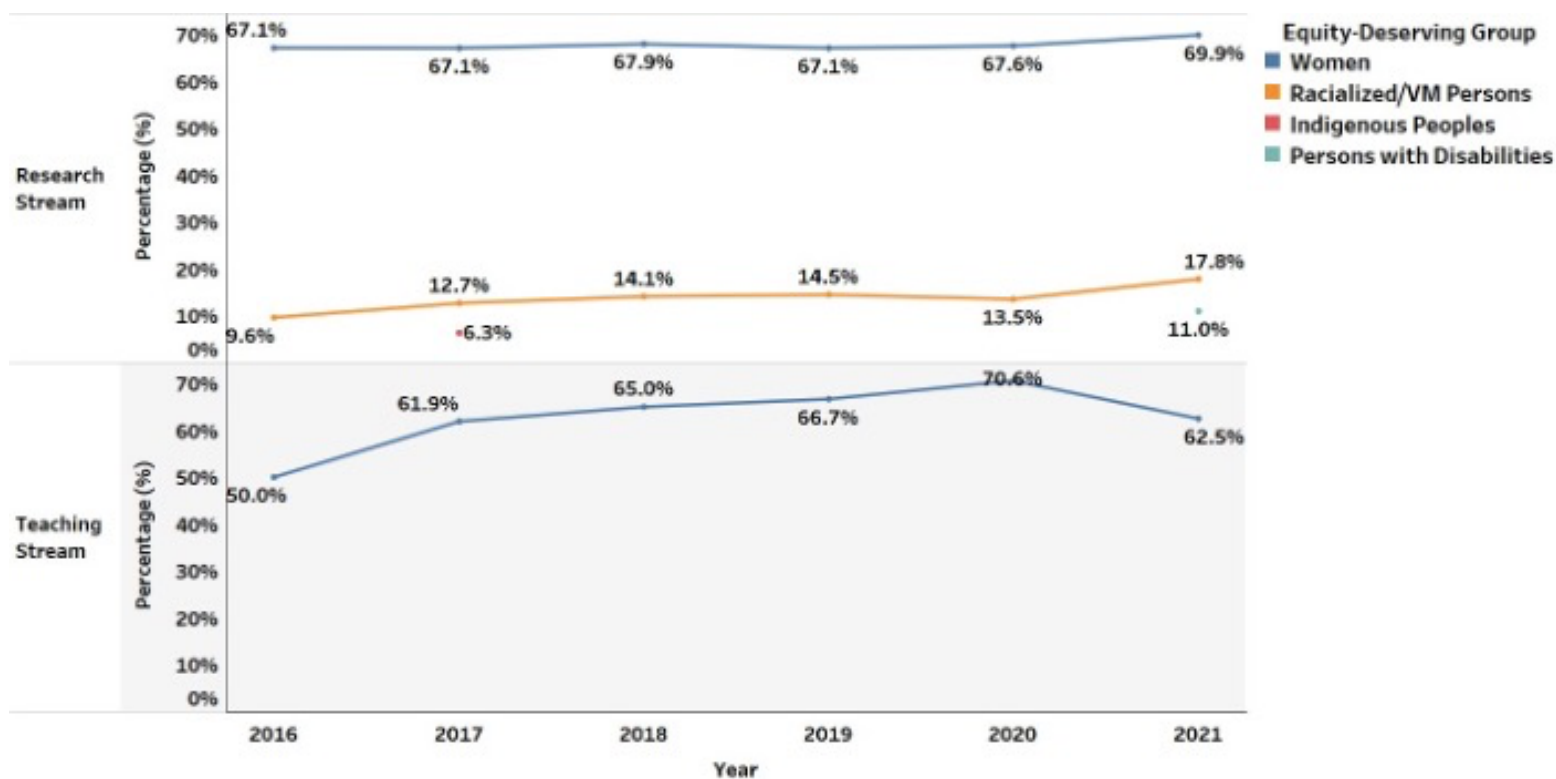
Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	45.5	-	-	-	-	62.5	48.0
	Associate	-	-	-	-	-	-	
	Full			-	-	-	-	
<b>Indigenous Peoples</b>	Assistant						-	2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-	-	-	19.4
	Associate	-	-	-	-	-	35.7	
	Full		-	-	-	-	-	
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate					-	-	
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Werklund School of Education



# Werklund Distribution (%) of Academic Staff by Equity-Deserving Groups and Rank – Research & Teaching Streams (2016 – 2021)



NB: Percentages not presented for equity-deserving groups and/or years corresponds to data suppressed due to insufficient data to report.

**48.0%**  
Women university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**19.4%**  
Racialized/VM university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**2.0%**  
Indigenous university professors, instructors, teachers or researchers (SPFR, 2019, Canada)

**6.7%**  
University professors, instructors, teachers or researchers with self-reported disabilities (SPFR, 2019, Canada)

## Werklund Distribution (%) of Research Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	75.0	85.2	86.4	86.7	100.0	100.0	48.0
	Associate	70.4	56.0	60.0	66.7	66.7	71.4	
	Full	54.5	59.3	61.5	56.0	60.0	60.0	
<b>Indigenous Peoples</b>	Assistant	-	-	-	-			2.0
	Associate		-	-	-	-	-	
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	18.5	22.7	-		-	19.4
	Associate	-	-	-	16.7	14.3	16.7	
	Full	-	-	-	-	-	20.0	
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate						-	
	Full	-	-	-	-	-	20.0	

NB: Research Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

## Werklund Distribution (%) of Teaching Stream Faculty by Equity-Deserving Groups and Rank (2016 – 2021)

Equity Deserving Group	Rank	2016	2017	2018	2019	2020	2021	SPFR % University Prof/Teach/In s/Res, Canada, 2019
<b>Women</b>	Assistant	63.6	80.0	80.0	81.8	90.0	77.8	48.0
	Associate	-	-	-	-	-	-	
	Full							
<b>Indigenous Peoples</b>	Assistant							2.0
	Associate							
	Full							
<b>Racialized/ VM Persons</b>	Assistant	-	-	-	-	-	-	19.4
	Associate	-	-	-	-	-	-	
	Full							
<b>Persons with Disabilities</b>	Assistant							6.7
	Associate						-	
	Full							

NB: Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

**2021 UCalgary  
Expanded Employment  
Equity Census  
Disaggregated Self-  
Identification Data**

# Indigenous Peoples

## Distribution (%) of EEC Respondents by Disaggregated Indigenous Identity – 3 most frequently reported

Self-Identification Status	Percent (%)
First Nations	-
Métis	46.2
Another (please specify)	-
Prefer not to answer	-

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report.

## Distribution (%) of EEC Respondents by Disaggregated Indigenous Identity and Academic Stream

Stream	Selected Disaggregated Identity	Percent (%)
<b>Research</b>	First Nations (Status)	-
	Métis	50.0
	Others (please specify)	-
	Prefer not to answer	-
<b>Teaching</b>	First Nations (Status)	-
	Métis	-

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report.

# Racialized/VM Persons



## Distribution (%) of EEC Respondents by Disaggregated Racialized/VM Persons – 3 Most Frequently Reported

Selected Racialized/VM Persons	Percent (%)
Black	3.5
Chinese	29.2
Filipino	-
South Asian	23.6

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report.

## Distribution (%) of EEC Respondents by Faculty, Rank, and selected Racialized/VM Persons

Faculty	Black	Chinese	Filipino	South Asian
Cumming (Medicine)	-	31.3	-	31.3
Arts	-	28.6		33.3
Nursing			-	
Qatar				-
Science	-	43.5		-
Social Work	-			-
Vet Med		-		
Haskayne (Business)		-		38.5
Schulich (Engineering)	-	35.3		17.6
Werklund (Education)		-		-

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.

# Gender

## Distribution (%) of EEC Respondents by Disaggregated Gender Self-Identification (2021)

Gender Self-Identification	Percent (%)
Woman	45.7
Man	50.7
Transgender person	-
Gender-Fluid	-
Non-Binary	-
Another gender	-
Prefer not to answer	2.9

NB: Research and Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report.

## Distribution (%) of EEC Respondents by Disaggregated Gender Self- Identification and Academic Stream (2021)

Academic Stream	Gender Self-Identification	Percent (%)
Research	Woman	42.5
	Man	54.1
	Transgender person	-
	Gender-Fluid	-
	Non-Binary	-
	Another gender	-
	Prefer not to answer	2.7
Teaching	Woman	59.7
	Man	35.8
	Transgender person	-
	Gender-Fluid	-
	Non-Binary	-
	Prefer not to answer	3.7

NB: Research and Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report.

# Persons with Disabilities

## Distribution (%) of EEC Respondents by Selected Self- Identified Disability (2021)

Disability self-identification	Percent (%)
Mental health	24.8
Chronic condition	42.5
Neurodivergence (Developmental, communication, learning, memory)	11.5

NB: Research and Teaching Stream only; Empty cells denote non-response.

## Distribution (%) of EEC Respondents by Faculty, Self-Identified Disability (selected categories)

Faculty	Mental health	Chronic condition	Neurodivergence (Developmental, communication, learning, memory)
Cumming (Medicine)	-	35.0	25.0
Arts	27.3	43.2	11.4
Law	-	-	
Nursing	-	-	-
Science	11.1	-	
Social Work	-	-	
Vet Med	-	-	
Haskayne (Business)		-	
Schulich (Engineering)	-	-	-
Werklund (Education)	-	-	

NB: Research and Teaching Streams only; - red font corresponds to data suppressed due to insufficient data to report; Empty cells denote data not available.



## Distribution (%) of EEC Respondents by Academic Rank, Self-identified Disability (selected categories)

Rank	Combined disability self-identification	Percent (%)
Assistant	Mental health	46.2
	Chronic condition	61.5
	Neurodivergence (Developmental, communication, learning, memory)	-
Associate	Mental health	22.2
	Chronic condition	42.2
	Neurodivergence (Developmental, communication, learning, memory)	15.6
Full	Mental health	-
	Chronic condition	32.3
	Neurodivergence (Developmental, communication, learning, memory)	-
Assistant (Teaching)	Mental health	50.0
	Chronic condition	-
	Neurodivergence (Developmental, communication, learning, memory)	-
Associate (Teaching)	Mental health	-
	Chronic condition	46.2
	Neurodivergence (Developmental, communication, learning, memory)	-
Full (Teaching)	Chronic condition	-

NB: Research and Teaching Stream only; - red font corresponds to data suppressed due to insufficient data to report.

# Discussion

- Equity-deserving groups remain significantly under-represented in research and teaching positions in all the faculties at the University of Calgary between 2016 – 2021.
- All equity-deserving groups are under-represented in the Full Professor rank in most faculties, except Nursing, Social Work, and Education.
  - Under representation has implications for recruitment, retention and the advancement of academic staff and senior leadership ranks.
- Our EDI data trends analysis from 2016-2021 so some increase in presentation for women and racialized groups in a few faculties e.g., Schulich and Haskayne
- There has been an increased proportion of individuals who self-identify as persons with a disability in the 2021 Expanded Employment Equity Census data. This may suggest:
  - Respondents see themselves in the updated definition of disabilities in the 2021 Expanded Employment Equity Census.
  - There is a greater sense of belonging as a result of increased EDI and accessibility and reduction of stereotypes and stigma.
- The 2021 Employment Equity Census allows for disaggregated data collection and an intersectional analysis.
- Our analysis of EDI data trends (2016-2020) and disaggregated data (2021) contextually accounts for:
  - Survey response rate (~ 70%)
  - Transition between 2016-2020 Equity Survey and the 2021 Expanded Employment Equity Census.
  - Lack of administrative data for all equity-deserving groups.

## Additional UCalgary EDI Resources

### EDI Glossary

<https://www.ucalgary.ca/equity-diversity-inclusion/literacy-and-education/edi-glossary>

### EDI Data Hub

<https://www.ucalgary.ca/equity-diversity-inclusion/data-and-reports/edi-data-hub>

### EDI Data Group

<https://www.ucalgary.ca/equity-diversity-inclusion/data-and-reports/edi-data-group>

## Contact Information

For additional information on the Inclusive Excellence Cluster Hiring Initiative

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