

MEMORANDUM

To: The Dalhousie University community

From: Jasmine Walsh, Assistant Vice-President, Human Resources and Co-Project Lead, Strategic Initiative on Diversity and Inclusiveness

Date: May 24, 2019

Re: **Dalhousie Census 2018 report**

The [2018 Dalhousie Census report \[PDF\]](#) is now available online. Last fall, we conducted our fourth annual **Dalhousie Census** “Be Counted” campaign, from **November 19 – 30**. Since its launch in 2015, 4,413 faculty and staff and 106,407 students have completed the census, including admission applications.

Through the census, we now have self-identification information for **90 per cent** of our full-time and permanent part-time employees and when combined with student enrolment data, the student self-identification information is now at **71 percent**.

The faculty and staff return rate has increased by two percent year-over-year, and most notably the Facilities Management department increased its response rate by 13 percent in 2018. The student return rate, including admission applications, increased by one percent.

Our 2018 Employment Equity report (*Federal Contractors Program: Employment Equity Workforce Analysis*) will be released later this summer once the Employment and Social Development Canada (ESDC) publishes the 2016 Employment Equity Data report. This national report allows employers to measure any gaps with labour market availability.

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, **Institutional Viability and Vitality**, which is fundamentally about our structures and people, and includes a renewed focus on data collection and reporting.

Although we have made significant progress to date, 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-identification information from many groups, particularly part-time academics, casuals, facilities operational support staff and students. Visit dal.ca/BeCounted to follow the steps. **You can complete the census any time.**

If you have any questions about the 2018 Census report, please email BeCounted@dal.ca or call 902-494-6672.

Jasmine Walsh
Assistant Vice President, Human Resources

DALHOUSIE UNIVERSITY

Dalhousie University sits on the traditional territory of the Mi'kmaq. We are all treaty people.