



MacEwan University

2021 Workforce Demographics Report

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At MacEwan, we are working towards building a university that is reflective of our student body and of the diverse society around us. To understand how to become a more diverse and inclusive more inclusive community, we need data to help us understand who we are right now.

MacEwan’s EDI Statement of Commitment

MacEwan University, located on Treaty Six Territory, is committed to creating and sustaining equitable and inclusive practices and policies which foster a welcoming, inclusive and diverse teaching, learning and working environment. MacEwan will use learnings and reflections gained from persons most impacted by non-inclusive practices to guide our actions. This commitment will require cultural shifts at all levels of the organization and will occur over time

This report provides demographic data about MacEwan’s faculty and staff to help guide us as we create and implement strategies to build an environment where diversity and inclusivity in our leadership, faculty and staff is encouraged and supported.

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2021 Demographic Survey

MacEwan believes that the diversity of our students, staff and faculty serve as a strength of our institution and a benefit to society. The path to creating and sustaining equitable and inclusive practices and policies begins by learning: asking our faculty and students questions, listening to their stories and experiences, and using that information to inform our decisions.

Collecting demographic data from employees and students has become a best practice among post-secondary institutions. In the fall of 2021, the university's [Equity, Diversity and Inclusion \(EDI\) Accelerator Team](#) collaborated with Human Resources to create the EDI Demographic Survey to collect important information on the diversity of MacEwan University employees. MacEwan's Institutional Analysis and Planning unit administered the survey between October 31 and November 9, 2021. Results from the survey will help to establish meaningful equity, diversity and inclusion goals and priorities for the university.

Out of 2,216 MacEwan employees, 1,106 participated in the survey, resulting in a response rate of 48 per cent, which is comparable to previous campus EDI surveys.

Survey Highlights

Our results show that the representation of women on campus compared favourably in relation to the data on MacEwan's first-year student population and the community around us. We are, however, somewhat behind in visible minorities, persons with disabilities and our Indigenous populations. While we do not have comparative data on sexual and gender minorities, we are working to build this data, including for our LGBTQ2S+ student, faculty and staff populations.

The Canada Research Chair program focuses on four designated equity deserving groups: women and gender minorities, visible minorities, persons with a disability and Indigenous peoples. This analysis focuses on these groups as well as individuals identifying as a sexual minority.

Women

- Fifty-four per cent of senior leadership positions at our university are held by women and 60 per cent of our faculty are women.
- Our professoriate is composed of 48 per cent women. Sixty-five per cent of sessional instructors and 68 per cent of support staff are women. When we look at our other academic staff including librarians, counsellors, lab instructors and professional resource faculty without rank, we find 78 per cent are women.

Gender Minorities

- Gender refers to an individual's personal and social identity. Gender minorities include individuals who identify as a gender that is not man or woman, such as non-binary, two-spirit, or transgender
- Two per cent of MacEwan's population identified as a gender minority. Among the professoriate, six per cent of professors identify as such. When we look at administration, three per cent of MacEwan Staff Association members and two per cent of Out-of-Scope staff identify as a gender minority.

Visible Minorities

- The Employment Equity Act defines visible minorities as persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour¹.
- Our survey results also show that 17 per cent of MacEwan's senior leadership and 21 per cent of our professoriate identify as visible minorities. Twenty-four per cent of our sessional instructors and 10 per cent of our other academic staff are identifying as such. Twenty-three per cent of our support staff identify as a visible minority.

Persons with a Disability

- This includes individuals who identified as having at least one long-term condition or difficulty. This is a broad category that may include but is not limited to: developmental disabilities; physical disabilities such as hearing or vision challenges, chronic illness; or psychological conditions such as anxiety or depression.
- Our survey shows that eight per cent of our senior leaders and 11 per cent of our professoriate identify as having a disability. Eleven per cent of our sessional instructors and 18 per cent of our academic staff identify as having a disability. As well, 11 per cent of our support staff identify as having a disability.

Indigenous People

- A look at the data has also revealed that four per cent of the university's senior leaders and two per cent of our professoriate identify as Indigenous. Six per cent of our other academic staff have identified as Indigenous and, similarly, two per cent of both sessional and support staff identify as Indigenous.

Sexual Minority

- Sexual minority includes persons who identify their sexual orientation as something other than heterosexual, such as homosexual, bisexual, asexual, queer or two-spirit.
- The survey asked our community if they identify as a sexual minority. Eight per cent of our senior leaders and nine per cent of our professoriate identify as a sexual minority. Fifteen per cent of our sessional instructors and 11 per cent of our other academic staff identify as a sexual minority, while 14 per cent of support staff do so.

Next Steps

Fostering a welcoming, inclusive and diverse teaching, learning and working environment is an ongoing journey. MacEwan will continue to identify ways to use the information collected to support decision making in alignment with MacEwan's Strategic Vision and the university's place in O'day-min. We encourage and include diverse perspectives in respectful fashion, with the knowledge that a well-rounded undergraduate education can help propel people to new and greater heights.

¹ Taken from <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=45152>

New! Self-service Disclosure in PeopleSoft



Students and employees can now voluntarily disclose their demographic information using self-service in PeopleSoft. This will reduce the need to conduct these surveys in the future and enable more comprehensive analysis of data in real time. The information will remain completely confidential, with access only granted to those individuals working in Institutional Analysis and Planning who have access to pull aggregate reports on the data. Students and employees also have the option to update their preferred/chosen name and students can include their pronouns, which will appear on class lists and when students access student services.

Demographic Overview

The following sections provide an analysis of the 2021 Demographic Survey results to facilitate conversations and support decision-making. This analysis focuses on academic and leadership positions to examine diversity among faculty and decision-makers.

Survey Results	Population (N)	Respondents (n)	Women (%)	Gender Minority (%)	Visible Minority (%)	Person w/Disability (%)	Indigenous (%)	Sexual Minority (%)
MacEwan Overall	2289	1106	64	2	22	12	2	13
Leadership	276	217	58	1	18	11	2	9
Executive and Senior Leadership ¹	31	29	55	3	28	7	3	7
Chairs, Directors, Executive Directors	68	57	49	0	14	9	2	9
Supervisors/Managers	177	131	62	0	18	12	2	10
Faculty	907	501	59	1	20	12	3	11
Professoriate	384	249	49	1	21	10	2	9
Professor	24	17	47	6	35	6	6	6
Associate Professor	157	113	38	1	17	11	0	10
Assistant Professor	167	119	59	0	23	11	3	8
Sessional Instructor	415	163	65	2	23	10	2	15
Other Faculty ²	144	89	79	2	10	18	6	10
Administration	1382	605	67	3	23	11	2	14
Staff	1004	439	67	3	24	12	2	13
Out-of-Scope	378	166	69	2	21	9	3	18

¹ Includes the president, vice-presidents, associate vice-presidents, deans and associate deans.

² Other faculty includes instructors, librarians, nurse educators, lab instructors/supervisors, instructional assistants, counsellors, etc.

Academic Overview

The table below includes information from each of MacEwan's faculties and schools: the Faculties of Arts and Science, Fine Arts and Communications, Health and Community Studies and Nursing, and the Schools of Business and Continuing Education.

Survey Results	Population (N)	Respondents (n)	Women (%)	Gender Minority (%)	Visible Minority (%)	Person w/Disability (%)	Indigenous (%)	Sexual Minority (%)
MacEwan Overall	2289	1106	64	2	22	12	2	13
Faculty/Schools	1340	604	62	1	22	11	2	11
Leadership Role	144	112	49	0	20	12	3	6
Executive and Senior Leadership	13	12	-	-	-	-	-	-
Chairs, Directors, Executive Directors	35	30	37	0	25	7	0	13
Supervisors/Managers	96	70	53	0	23	17	0	4
Faculty Appointment	865	467	58	1	21	11	2	10
Professoriate	114	243	48	0	21	10	2	9
Professor	20	13	-	-	-	-	-	-
Associate Professor	155	111	38	1	17	11	0	10
Assistant Professor	167	119	59	0	23	11	3	8
Sessional Instructor	415	163	65	2	23	10	2	15
Other Faculty ¹	108	61	77	2	13	13	7	5
Administration	475	137	77	2	24	14	1	15
Staff	330	100	78	1	27	16	0	14
Out-of-Scope	145	37	73	2	16	8	3	16

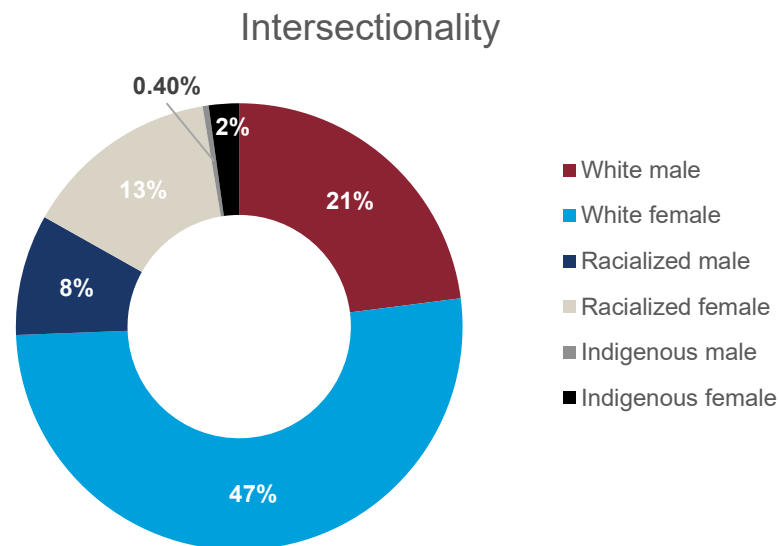
¹ Other faculty includes instructors, librarians, nurse educators, lab instructors/supervisors, instructional assistants, counsellors, etc.)

Overview by Faculty

Survey Results	Population (N)	Respondents (n)	Women (%)	Gender Minority (%)	Visible Minority (%)	Person w/Disability (%)	Indigenous (%)	Sexual Minority (%)
MacEwan Overall	2289	1106	64	2	22	12	2	13
All Faculty Members	907	501	59	1	20	12	3	11
Arts and Science	310	171	47	1	21	11	1	6
Business	96	63	40	2	38	3	2	3
Continuing Education	37	28	68	0	11	18	7	11
Fine Arts and Communications	136	67	45	3	16	21	3	25
Health and Community Studies	140	70	73	0	14	11	3	17
Nursing	146	68	94	0	21	3	4	4

Intersectionality

Intersectionality, or the different ways a person’s identity combine to create potential equity considerations, is another important lens to help examine our data. As a recent EDI Report (2019) from Universities Canada outlines, “while part of one’s identity may provide social advantages, another part may create challenges in terms of equity, diversity and inclusion (EDI)¹. Intersectional analysis is important for examining how the interplay between aspects of a person’s identity shapes their experiences”. An intersectional analysis of our data shows that our survey shows that 28 per cent of MacEwan employees identify with two or more equity deserving groups.



¹ Taken from <https://www.univcan.ca/wp-content/uploads/2019/11/Equity-diversity-and-inclusion-at-Canadian-universities-report-on-the-2019-national-survey-Nov-2019-1.pdf>; page 13

Comparator Information and Sources

To support our work building an employee complement that is reflective of our student body and the community around us, it is important to review comparator information. When reviewing comparative data, there are sometimes differences in the categorization of information from one organization to the next, such as which positions are included under “Senior Leader.” These differences are highlighted below to support nuanced understanding of the information. While we do not have comparative data on sexual or gender minorities, we are working to build this data for our student, faculty and staff populations.

	Women (%)	Gender Minority (%)	Visible Minority (%)	Person w/Disability (%)	Indigenous (%)	Sexual Minority (%)
MacEwan Overall	64	2	22	12	2	13
Leadership	58	1	18	11	2	9
Faculty	59	1	20	12	3	11
Administration	67	3	23	11	2	14
Comparators						
First-year Students (CUSC)						
MacEwan	69	n/a	38	24	5	n/a
Primarily Undergraduate Institutions	72	n/a	29	29	6	n/a
Canada-Wide	65	n/a	44	24	4	n/a
University's Canada Survey of Senior Leaders	49	n/a	8	5	3	8
Canada Research Chair Target	51	n/a	22	8	5	n/a
Edmonton						
General population	50	n/a	36	23	5	n/a
Ages 15 to 24 years	49	n/a	31	14	8	n/a

First-Year Students: data sourced from the 2019 Canadian University Survey Consortium (CUSC) *First-Year Student Survey* of 46 universities.

University's Canada Survey of Senior Leaders: data sourced from the 2019 Universities Canada *Equity, diversity and inclusion at Canadian universities: Report on the 2019 survey*. In this report, Senior Leader includes positions from deans to board members.

(<https://www.univcan.ca/wp-content/uploads/2019/11/Equity-diversity-and-inclusion-at-Canadian-universities-report-on-the-2019-national-survey-Nov-2019-1.pdf>)

Canada Research Chair Target: includes incremental equity targets used by the Canada Research Chair program for each of the four designated groups.

(<https://www.chairs-chaire.gc.ca/program-programme/equity-equite/targets-cibles-eng.aspx#>).

Edmonton - General Population

- **Gender:** Statistics Canada - Resident population statistics as of July 2021.
(<https://www.statista.com/statistics/446726/canada-resident-population-by-metropolitan-area-and-gender/>)
- **Visible Minority:** Government of Alberta Regional Dashboard - Total population of Edmonton.
(<https://regionaldashboard.alberta.ca/region/edmonton/per-cent-visible-minority/#/>)
- **Person with a Disability:** Statistics Canada, Canadian Survey on Disability, 2017.
(<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310075001>)
- **Indigenous:** Government of Alberta Regional Dashboard - Total population of Edmonton.
(<https://regionaldashboard.alberta.ca/region/edmonton/per-cent-aboriginal-population/#/>).

Edmonton - Ages 15 to 24 years:

- **Gender, Visible Minority and Indigenous:** Statistics Canada, 2016 Census
- **Person with a Disability** Statistics Canada, Canadian Survey on Disability, 2017.

Workforce Data

Some demographic data is available in MacEwan's Human Resources Information System, PeopleSoft. This includes basic biographical information that is provided by employees at the time of hire. Knowing employee demographics helps inform programs and initiatives including workforce and succession planning. A summary of the available data is included below.

In May 2022, MacEwan launched a self-disclosure portal that is available to MacEwan employees and students. As this information is populated, more robust analysis can be conducted without the need for demographic surveys. Housing this information in PeopleSoft also enables MacEwan to effectively report on changes in metrics over time. All information is kept strictly confidential; this data will be available only to the individuals within Institutional Analysis and Planning who have a direct role in reporting on the data.

PeopleSoft	Population (N)	Female (%)	Male (%)	Sex – X Another (%)	Average Age	Median Age	Average Years of Service	Median Years of Service
MacEwan Overall	2264	62	37	0.6	42	42	10¹	8
Leadership	273	56	43	0.4	49	50	12	11
Executive and Senior Leadership	31	61	38	-	55	56	12	8
Chairs, Directors, Executive Directors	66	50	50	-	50	50	11	10
Supervisors/Managers	176	58	41	0.6	48	47	12	11
Faculty	956	61	38	0.6	48	48	11	9
Professoriate	346	50	50	0.3	50	50	12	11
Professor	23	43	57	-	54	55	15	15
Associate Professor	156	41	59	-	52	52	15	14
Assistant Professor	167	59	40	0.6	48	47	8	4
Sessional Instructor	415	62	37	1	48	48	-	-
Other Faculty ²	133	88	12	-	44	44	9	6
Administration	1308	63	36	0.5	38	36	9	7
Staff	992	62	38	0.5	38	36	10	8
Out-of-Scope	316	68	32	0.6	37	35	9	7

¹ Sessional instructors excluded from years of service calculation

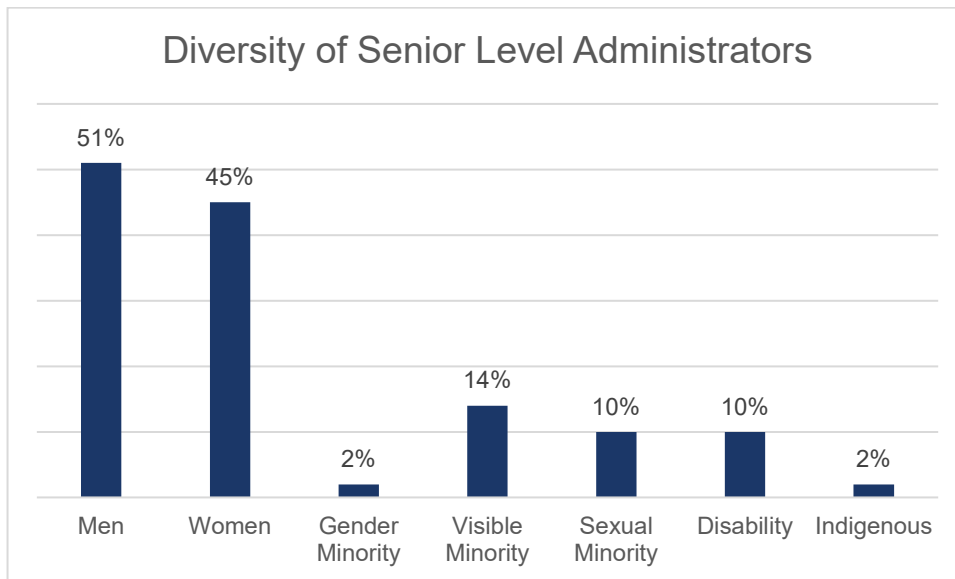
² Other faculty includes instructors, librarians, nurse educators, lab instructors/supervisors, instructional assistants, counsellors, etc.

Senior Administration Analysis

Results of the 2021 EDI survey were analyzed according to positions at the senior administration level to see if diversity was reflected in various areas. Diversity is defined by individuals belonging to designated equity deserving groups (women, visible minority peoples, people who identify as a sexual or gender minority, people with disabilities and Indigenous Peoples). Senior-level administration includes “academic senior administrators”¹ (n=42) and “senior administrators”² (n=7).

Approximately 63% (n=31/49) of senior level administrators identified as belonging to at least one of the designated equity deserving groups. When analyzed only according to *academic senior administrator* identity, 62% (n=26/42) identified as belonging to at least one of the designated equity deserving groups.

A Snapshot of Senior Level Administrators³



¹ Includes associate deans, deans, department chairs, president, provost and certain AVPs.

² Includes certain AVPs and VPs.

³ Includes academic senior administrators and senior administrators; when analyzed only according to academic senior administrators, the percentages are: women: 45%, visible minority: 12%, sexual minority: 12%, disability: 10%, Indigenous: 2%.

Analysis of Equity Deserving Groups

As a university, we have a responsibility to make sure inclusive excellence is embedded into our practices. While we know we have work to do, we have already taken intentional steps to incrementally build towards a more inclusive community. In fall of 2021, we introduced a pilot program where two term assistant professors were cross-appointed with our kihêw waciston Indigenous Centre.

These cross-appointments are designed to build capacity in kihêw waciston, contribute to the development and delivery of programs to our students, and embed Indigenous ways of knowing in our program content. An initial examination of the pilot has shown great success and has led to the university's first tenure-track cross appointment, assistant professor Shelby LaFramboise, who will divide her time between helping kihêw waciston with its work and programming and teaching, developing curriculum and sharing her Indigenous perspective within the Faculty of Fine Arts and Communications. To grow our complement of Indigenous faculty, as many as five additional cross appointment hires with kihêw waciston are now planned for each academic year.

We are also working on other actions to advance inclusive excellence. The Faculty of Nursing Council is the most recent area to recommend equity admissions, earmarking up to 10 per cent of seats for qualified Indigenous applicants. We expect General Faculties Council to consider this in the near future.

In 2018, MacEwan established the Centre for Sexual and Gender Diversity and has taken additional steps to support sexual and gender inclusivity on campus including building new multi-stall, all-gender washrooms.

We are working to align our equity goals with our hiring practices by improving the language in our recruitment advertising to outline our commitment to recruit qualified equity deserving candidates. We want to encourage academic units to write advertisements that reflect more fully how an applicant's background, lived experience and training are relevant to any opportunity.

The following sections provide additional information about MacEwan's workforce as a whole, analyzed by the following equity deserving groups: women, gender minorities, visible minorities, persons with a disability, Indigenous peoples and sexual minorities.

By analyzing the data for different equity deserving groups in more detail, we can better understand gaps in representation and inclusivity and make informed, optimal decisions to advance our goal of inclusive excellence. Each group is analyzed through five lenses:

- **Representation Across Faculties, Schools and Administrative Departments**
This analysis supports recruitment considerations when used in conjunction with applicant data. It may also be useful to consider relevant market data as certain groups may be under or overrepresented in a given profession or field.
- **Representation within Leadership**
This can demonstrate opportunities for progression and promotion within equity deserving groups by comparing the percentage of leaders within the group to MacEwan's overall percentage of leaders.

- **Age Range**
Analysis by age range reflects another aspect of intersectionality and can help illuminate potential trends or insights into representation, recruitment or retention.
- **Employment Type**
Individuals may be hired into continuing roles or various forms of temporary positions, e.g., casual, sessional, limited term, etc. Analysis on this basis can highlight potential issues of employment security and progression, for example, one or more groups proportionally overrepresented in temporary positions and underrepresented in continuing roles.
- **Employment Group**
This analysis supports EDI work with MSA, FA and out-of-scope employees by helping to identify or potential issues that might be addressed through policy change, process revision or the collective bargaining process.

Women

Representation across employee groups generally aligns with MacEwan's overall population: 41% (n=286/705) are faculty members, 42% (n=293/705) are staff, and 18% (n=126/705) are out of scope employees.

Only 18% (n=125/705) of women are in leadership positions compared to 20% (n=217/1,106) of MacEwan's overall population.

Academic Unit or Administrative Department	Respondents (n)	Women (%)
Faculty of Arts and Science	199	51
Faculty of Fine Arts and Communications	90	53
Faculty of Health and Community Studies	89	76
Faculty of Nursing	77	95
Library	56	70
Planning and Analysis and Registrar	38	66
Research	51	75
School of Business	94	46
School of Continuing Education	55	75
Student Affairs	53	79
Finance and Administration	260	58
University Relations	29	83
Academic Affairs Administration, President's Office, Governance, Legal, and Internal Audit	15	67

Employment Type	Respondents (n)	Women (%)
Casual	125	76
Continuing	471	65
Limited Term	30	93
Non-Recurring Term	13	69
Recurring Term	6	50
Replacement Term	6	83
Sessional	144	65
Sessional Extended	20	70
Tenure-Track	90	67
Tenured	200	46

Employment Status	Respondents (n)	Women (%)
Full Time	789	60
Part Time	317	72

Age Range	Respondents (n)	Women (%)
15-39	391	66
40-54	437	64
55-74	278	58

Members of a Visible Minority

Employees who identify themselves as a member of a visible minority comprise 22% (n=239/1,106) of MacEwan's population.

Representation across employee groups generally aligns with MacEwan's overall population: 40% (n=286/705) are faculty members, 42% (n=293/705) are staff, and 18% (n=126/705) are out of scope employees.

Only 16% (n=39/239) of individuals who identify as a member of a visible minority are in leadership positions compared to 20% (n=217/1,106) of MacEwan's overall population.

Academic Unit or Administrative Department	Respondents (n)	Visible Minority (%)
Faculty of Arts and Science	199	21
Faculty of Fine Arts and Communications	90	18
Faculty of Health and Community Studies	89	18
Faculty of Nursing	77	18
Library	56	21
Planning and Analysis and Registrar	38	8
Research	51	29
School of Business	94	30
School of Continuing Education	55	27
Student Affairs	53	19
Finance and Administration	260	24
University Relations	29	10
Academic Affairs Administration, President's Office, Governance, Legal, and Internal Audit	15	20

Employment Type	Respondents (n)	Visible Minority (%)
Casual	125	27
Continuing	471	22
Limited Term	30	17
Non-Recurring Term	13	31
Recurring Term	6	17
Replacement Term	6	33
Sessional	144	24
Sessional Extended	20	25
Tenure-Track	90	24
Tenured	200	15

Employment Status	Respondents (n)	Visible Minority (%)
Full Time	789	21
Part Time	317	24

Age Range	Respondents (n)	Visible Minority (%)
15-39	391	24
40-54	437	24
55-74	278	15

Persons with a Disability

Twelve per cent (n=128/1,106) of MacEwan's population identifies as having a disability and these employees are almost equally split between faculty (n=45%) and staff (n=42%) with 13% out of scope employees.

Eighteen per cent (n=23/128) of employees who identified as having a disability are in leadership positions compared to 20% (n=217/1,106) of MacEwan's overall population.

Academic Unit or Administrative Department	Respondents (n)	Person with Disability (%)
Faculty of Arts and Science	199	11
Faculty of Fine Arts and Communications	90	20
Faculty of Health and Community Studies	89	12
Faculty of Nursing	77	3
Library	56	13
Planning and Analysis and Registrar	38	13
Research	51	2
School of Business	94	11
School of Continuing Education	55	13
Student Affairs	53	19
Finance and Administration	260	11
University Relations	29	17
Academic Affairs Administration, President's Office, Governance, Legal, and Internal Audit	15	20

Employment Type	Respondents (n)	Person with Disability (%)
Casual	125	14
Continuing	471	10
Limited Term	30	3
Non-Recurring Term	13	31
Recurring Term	6	17
Replacement Term	6	17
Sessional	144	10
Sessional Extended	20	15
Tenure-Track	90	13
Tenured	200	14

Employment Status	Respondents (n)	Person with Disability (%)
Full Time	789	12
Part Time	317	11

Age Range	Respondents (n)	Person with Disability (%)
15-39	391	13
40-54	437	10
55-74	278	12

MacEwan's Indigenous Population

Employees who identify themselves as Indigenous (n=27/1106, 2%) are most frequently employed as faculty members (44%) and one-third are staff. Seventy per cent of employees who identify as Indigenous are employed full time and 37% are in continuing positions.

Of the employees identifying as Indigenous who are faculty members, 50% are sessional, 17% are tenured and 33% are tenure track. Twenty-two per cent of Indigenous employees are employed in out-of-scope positions. The percentage of Indigenous employees in leadership position is somewhat lower than MacEwan's overall population at 15% (n=4/27) compared to 20% (n=217/1,106) university wide.

Academic Unit or Administrative Department	Respondents (n)	Indigenous (%)
Faculty of Arts and Science	199	<1
Faculty of Fine Arts and Communications	90	3
Faculty of Health and Community Studies	89	2
Faculty of Nursing	77	4
Library	56	0
Planning and Analysis and Registrar	38	0
Research	51	4
School of Business	94	1
School of Continuing Education	55	4
Student Affairs	53	8
Finance and Administration	260	3
University Relations	29	0
Academic Affairs Administration, President's Office, Governance, Legal, and Internal Audit	15	7

Employment Type	Respondents (n)	Indigenous (%)
Casual	125	4
Continuing	471	2
Limited Term	30	10
Non-Recurring Term	13	0
Recurring Term	6	0
Replacement Term	6	0
Sessional	144	2
Sessional Extended	20	0
Tenure-Track	90	4
Tenured	200	1

Employment Status	Respondents (n)	Indigenous (%)
Full Time	789	2
Part Time	317	3

Age Range	Respondents (n)	Indigenous (%)
15-39	391	3
40-54	437	2
55-74	278	2

Sexual Minority

Employees who identify themselves as a sexual minority (n=142/1,106, 13%) are almost equally split between faculty (38%) and staff (41%). Fifty-nine per cent work full time and 35% are in continuing positions.

Only 14% (n=20/217) of employees identifying as a sexual minority are in leadership positions compared to 20% (n=217/1,106) of MacEwan's overall population.

Academic Unit or Administrative Department	Respondents (n)	Sexual Minority (%)
Faculty of Arts and Science	199	9
Faculty of Fine Arts and Communications	90	23
Faculty of Health and Community Studies	89	16
Faculty of Nursing	77	5
Library	56	16
Planning and Analysis and Registrar	38	13
Research	51	20
School of Business	94	9
School of Continuing Education	55	7
Student Affairs	53	19
Finance and Administration	260	12
University Relations	29	14
Academic Affairs Administration, President's Office, Governance, Legal, and Internal Audit	15	33

Employment Type	Respondents (n)	Sexual Minority (%)
Casual	125	27
Continuing	471	10
Limited Term	30	3
Non-Recurring Term	13	23
Recurring Term	6	17
Replacement Term	6	17
Sessional	144	16
Sessional Extended	20	5
Tenure-Track	90	13
Tenured	200	9

Employment Status	Respondents (n)	Sexual Minority (%)
Full Time	789	11
Part Time	317	19

Age Range	Respondents (n)	Sexual Minority (%)
15-39	391	20
40-54	437	9
55-74	278	8