Count Yourself In!

MacEwan University Employee Demographic Survey
Faculty and Staff (2019)

Who we are

The Count Yourself In survey was created to collect basic information on the diversity of MacEwan University employees. Results from the survey will help set realistic equity, diversity and inclusion goals for the university and highlights MacEwan's commitment as a signatory to the Universities Canada principles on equity, diversity and inclusion.

Highlights MacEwan's commitment as a signatory to the Universities Canada principles on equity, diversity and inclusion.

Five demographic questions were asked, most of which were based on the Federal Employment Equity Act. The survey was administered to all employees from January 31 to February 14, 2019. Out of 2615 employees, 1365 participated in the survey, resulting in a response rate of 52 per cent.

Question 1 – Indigenous Self-Identity

For the purposes of employment equity, an "Indigenous person" includes persons such as a member of a First Nation, a Métis, an Inuk, a status or non-status Indian, a registered or non-registered Indian and a treaty Indian. Based on this definition, do you self-identify as an Indigenous person?

Four per cent of respondents self-identified as an Indigenous person. (Canadian labour force/population who identify as Indigenous is 4%).

DO YOU SELF-IDENTIFY AS AN INDIGENOUS PERSON (INSTITUTION-WIDE)

Yes	49	4%
No	1241	94%
Prefer not to answer	36	2%

DO YOU SELF-IDENTIFY AS AN INDIGENOUS PERSON (BY DEPARTMENT – HIGHEST REPRESENTAION)

23%

PRESIDENT & PROVOST
PROGRAMS AND INITIATIVES

7%

SPONSORED RESEARCH PROJECTS
AND INTERNSHIPS

7%

FACULTY OF NURSING

Question 2 – Persons Living with a Disability Self-Identification

For the purposes of employment equity, "persons with disabilities" means persons who have long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who: a) consider themselves to be disadvantaged in employment by reason of that impairment, or b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and c) includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Based on this definition, do you self-identify as a person with a disability?

Six per cent of respondents self-identified as a person living with a disability.
(Canadian labour force/population who identify as having a disability, as defined above, is 16%).

DO YOU SELF-IDENTIFY AS A PERSON LIVING WITH A DISABILITY (INSTITUTION WIDE)

Yes	83	6%
No	1196	91%
Prefer not to answer	40	3%

DO YOU SELF-IDENTIFY AS A PERSON LIVING WITH A DISABILITY (BY DEPARTMENT – HIGHEST REPRESENTATION)
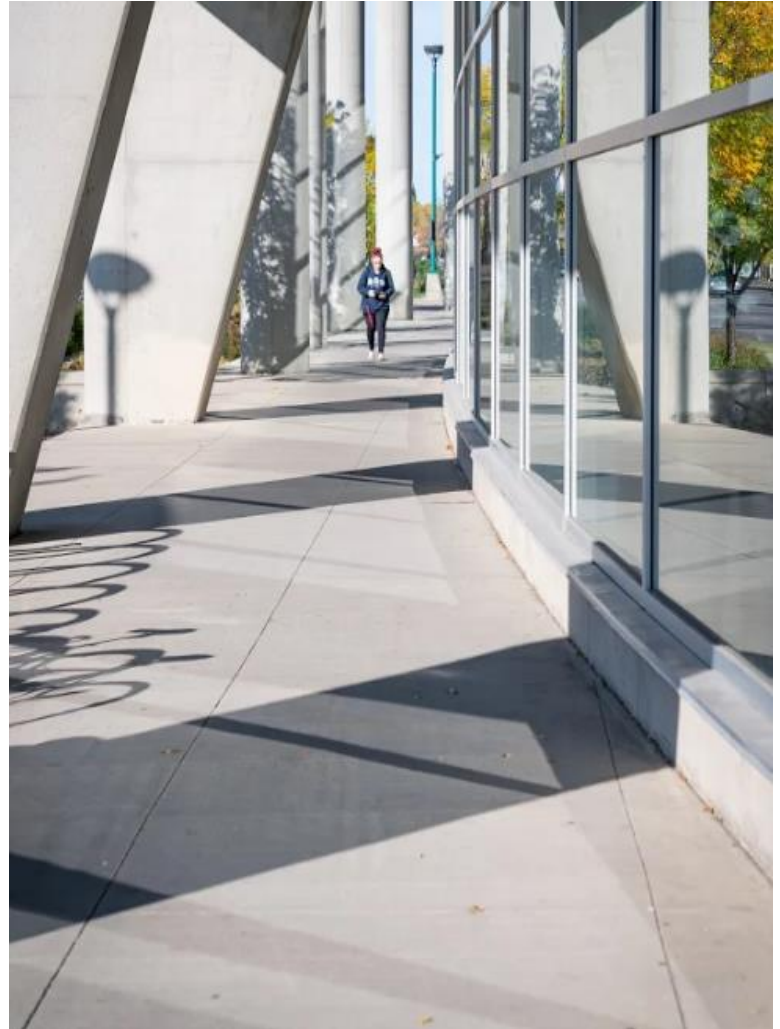
12%

STUDENT AFFAIRS; TEACHING AND LEARNING

9%

FACULTY OF NURSING

8%

IT AND INFORMATION SERVICES

Question 3 – Visible Minority Self-Identification

For the purposes of employment equity, "members of visible minorities" means persons, other than Indigenous peoples, who, because they are non-Caucasian in race or non-white in colour, are in a minority in Canada. This includes both persons who were born in Canada and other countries. This information is important for identifying barriers that may be experienced by different visible minority groups, e.g., racial stereotyping by employers may affect the types of jobs for which different visible minority groups are hired. Based on this definition, do you self-identify as a member of a visible minority?

Twenty-one per cent of respondents self-identified as a member of a visible minority. (Canadian labour force/population who identify as a visible minority is 22%)

DO YOU SELF-IDENTIFY AS A MEMBER OF A VISIBLE MINORITY (INSTITUTION WIDE)

Yes	276	21%
No	1007	76%
Prefer not to answer	38	3%

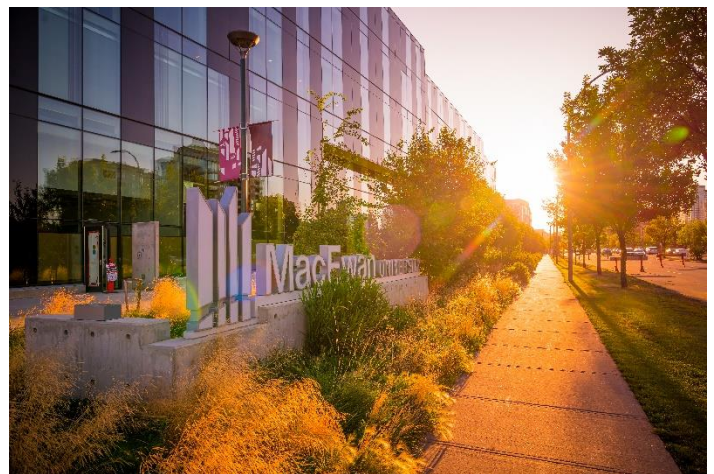### DO YOU SELF-IDENTIFY AS A MEMBER OF A VISIBLE MINORITY (BY DEPARTMENT – HIGHEST REPRESENTATION)

35%
SCHOOL OF CONTINUING EDUCATION

31%
SCHOOL OF BUSINESS

30%
HUMAN RESOURCES; FINANCIAL SERVICES

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Question 4 – Gender Identity Self-Identification

For the purposes of employment equity, please select the option that you identify with:

Sixty-six per cent self-identified as women, 31% self-identified as men, 1% self-identified as gender-fluid, non-binary, and/or two-spirit, and 2% preferred not to answer. (Canadian labour force/population who identify as women is 48%).

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GENDER IDENTITY SELF-IDENTIFICATION (INSTITUTION WIDE)

Woman	865	66%
Man	409	31%
Gender-fluid, non-binary and/or Two-Spirt	13	1%
Prefer not to answer	38	3%

GENDER IDENTITY SELF-IDENTIFICATION - WOMAN (BY DEPARTMENT – HIGHEST REPRESENTATION)

89%
FACULTY OF NURSING

79%
SPONSORED RESEARCH PROJECTS AND INTERNSHIPS

78%
STUDENT AFFAIRS; TEACHING AND LEARNING

GENDER IDENTITY SELF-IDENTIFICATION – GENDER FLUID, NON-BINARY, AND/OR TWO SPIRIT (BY DEPARTMENT – HIGHEST REPRESENTATION)

6%

AUDIT; GOVERNANCE; RISK MANAGEMENT; LEGAL;
HUMAN RIGHTS AND SEXUAL VIOLENCE PREVENTION; SECURITY;
HEALTH, SAFETY AND WELLNESS

3%

CORPORATE COMMUNICATIONS; MARKETING; ALUMNI
AND FUND DEVELOPMENT; UNIVERSITY RELATIONS

2%

FACULTY OF FINE ARTS AND COMMUNICATION;
FACULTY OF HEALTH AND COMMUNITY STUDIES

Question 5 – Sexual Orientation Self-Identification

For the purposes of employment equity, "sexual minority" means persons whose sexual orientation is not heterosexual. This includes people who self-identify as asexual, bisexual, gay, lesbian, pansexual, queer, questioning or two-spirit. Based on this definition, do you self-identify as a member of a sexual minority?

Ten per cent of respondents self-identified as a member of a sexual minority. (Canadian labour force/population who identify as a sexual minority is 13%.)

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SEXUAL ORIENTATION SELF-IDENTIFICATION (INSTITUTION WIDE)

Yes	131	10%
No	1137	86%
Prefer not to answer	50	4%

SEXUAL ORIENTATION SELF-IDENTIFICATION (BY DEPARTMENT – HIGHEST REPRESENTATION)

16%

PRESIDENT AND PROVOST PROGRAMS
AND INITATIVES

15%

CAMPUS SERVICES; STUDENT AFFAIRS;
TEACHING AND LEARNING

14%

OFFICE OF UNIVERSITY REGISTRAR; INSTITUTIONAL
PLANNING AND ANALYSIS

Table 1 – Identification as an Indigenous Person by Department Category			
Department Category	**Yes %**	**No %**	**PNTA[1] %**
Arts & Science	1.3%	92.4%	6.3%
Audit; Governance; Risk Management; Legal; Human Rights and Sexual Violence; Security; and Health, Safety and Wellness	0%	91.4%	8.6%
Campus Services	6%	89.7%	4.3%
Continuing Education	2.3%	93%	4.7%
Corporate Communications; Marketing; Alumni and Fund Development; University Relations	3.2%	90.3%	6.5%
Facilities and Building Services	0%	89.2%	10.8%
Faculty of Fine Art and Communication	4.5%	92.9%	2.7%
Faculty of Nursing	6.7%	89.9%	3.3%
Health and Community Studies	5.3%	91.2%	3.5%
Human Resources and Finance	0%	95%	5.1%
Intern and Sponsored Research projects	7.1%	85.7%	7.1%
IT and Information Services	5.7%	83%	11.3%
Library and Research Services	0%	97.8%	2.2%
Planning and Analysis; Office of the University Registrar	4.8%	87.1%	8.1%
President and Provost programs and initiatives	22.6%	74.2%	3.2%
School of Business	1.4%	90.9%	7.7%
Student Affairs; Teaching and Learning	2.2%	93.5%	4.4%

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[1] Includes those who did not select "prefer not to answer" but did not answer.

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Table 2 – Identification as "Persons with Disabilities" by Department Category			
Department Category	**Yes %**	**No %**	**PNTA[2] %**
Arts & Science	5.9%	85.2%	5.9%
Audit; Governance; Risk Management; Legal; Human Rights and Sexual Violence; Security; and Health, Safety and Wellness	5.7%	82.9%	11.5%
Campus Services	6%	87.2%	6.9%
Continuing Education	7%	90.7%	2.3%
Corporate Communications; Marketing; Alumni and Fund Development; University Relations	0%	93.5%	6.5%
Facilities and Building Services	2.7%	89.2%	8.1%
Faculty of Fine Art and Communication	5.4%	92%	2.7%
Faculty of Nursing	8.4%	87.4%	4.2%
Health and Community Studies	4.4%	92.1%	3.5%
Human Resources and Finance	5%	90%	5%
Intern and Sponsored Research projects	7.1%	85.7%	7.1%
IT and Information Services	7.5%	83%	9.4%
Library and Research Services	6.5%	91.3%	2.2%
Planning and Analysis; Office of the University Registrar	6.5%	87.1%	6.5%
President and Provost programs and initiatives	6.5%	83.9%	9.7%
School of Business	4.2%	86.7%	9.1%
Student Affairs; Teaching and Learning	12%	83.7%	4.4%

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[2] Includes those who did not select "prefer not to answer" but did not answer.

Count Yourself In! (2019) – MacEwan University

Table 3 – Identification as "Members of Visible Minorities" by Department Category			
Department Category	**Yes %**	**No %**	**PNTA[3] %**
Arts & Science	22%	71.6%	6.3%
Audit; Governance; Risk Management; Legal; Human Rights and Sexual Violence; Security; and Health, Safety and Wellness	17.1%	74.3%	8.6%
Campus Services	15.4%	79.5%	5.2%
Continuing Education	34.9%	62.8%	2.3%
Corporate Communications; Marketing; Alumni and Fund Development; University Relations	16.1%	77.4%	6.5%
Facilities and Building Services	21.6%	64.9%	13.5%
Faculty of Fine Art and Communication	12.5%	85.7%	1.8%
Faculty of Nursing	18.5%	77.3%	4.2%
Health and Community Studies	14.9%	82.5%	2.7%
Human Resources and Finance	30%	65%	5.1%
Intern and Sponsored Research projects	14.3%	71.4%	14.2%
IT and Information Services	28.3%	58.5%	13.2%
Library and Research Services	6.5%	89.1%	4.4%
Planning and Analysis; Office of the University Registrar	11.3%	80.6%	8.1%
President and Provost programs and initiatives	22.6%	67.7%	9.7%
School of Business	30.8%	60.8%	8.4%
Student Affairs; Teaching and Learning	18.5%	76.1%	5.5%

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[3] Includes those who did not select "prefer not to answer" but did not answer.

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Table 4 – Gender Identification by Department Category				
Department Category	**Non-binary %**	**Woman %**	**Man %**	**PNTA[4] %**
Arts & Science	0.8%	55.1%	36.9%	7.2%
Audit; Governance; Risk Management; Legal; Human Rights and Sexual Violence; Security; and Health, Safety and Wellness	5.7%	51.4%	34.3%	8.6%
Campus Services	.9%	63.2%	29.9%	6%
Continuing Education	0%	69.8%	27.9%	2.3%
Corporate Communications; Marketing; Alumni and Fund Development; University Relations	3.2%	67.7%	25.8%	3.2%
Facilities and Building Services	0%	37.8%	51.4%	10.8%
Faculty of Fine Art and Communication	1.8%	51.8%	43.8%	2.7%
Faculty of Nursing	0%	89.1%	7.6%	3.3%
Health and Community Studies	1.8%	80.7%	14.9%	2.6%
Human Resources and Finance	1.3%	70%	23.8%	7.7%
Intern and Sponsored Research projects	0%	78.6%	14.3%	7.1%
IT and Information Services	0%	32.1%	56.6%	7.5%
Library and Research Services	0%	76.1%	19.6%	4.4%
Planning and Analysis; Office of the University Registrar	0%	62.9%	30.6%	6.5%
President and Provost programs and initiatives	0%	74.2%	22.6%	3.2%
School of Business	1.4%	48.3%	42.0%	8.4%
Student Affairs; Teaching and Learning	0%	78.3%	16.3%	5.5%

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[4] Includes those who did not select "prefer not to answer" but did not answer.

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Table 5 – Sexual Minority Identification by Department Category			
Department Category	**Yes %**	**No %**	**PNTA[5] %**
Arts & Science	7.2%	83.9%	8.9%
Audit; Governance; Risk Management; Legal; Human Rights and Sexual Violence; Security; and Health, Safety and Wellness	14.3%	77.1%	8.6%
Campus Services	15.4%	79.5%	5.2%
Continuing Education	7%	90.7%	2.3%
Corporate Communications; Marketing; Alumni and Fund Development; University Relations	6.5%	90.3%	3.2%
Facilities and Building Services	2.7%	81.1%	16.2%
Faculty of Fine Art and Communication	13.4%	81.3%	5.4%
Faculty of Nursing	5%	89.9%	5%
Health and Community Studies	9.6%	88.6%	1.8%
Human Resources and Finance	7.5%	81.3%	11.3%
Intern and Sponsored Research projects	7.1%	85.7%	7.1%
IT and Information Services	13.2%	73.6%	13.2%
Library and Research Services	4.3%	87%	8.7%
Planning and Analysis; Office of the University Registrar	14.5%	77.4%	8.1%
President and Provost programs and initiatives	16.1%	80.6%	3.2%
School of Business	6.3%	84.6%	9.1%
Student Affairs; Teaching and Learning	15.2%	79.3%	5.5%

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[5] Includes those who did not select "prefer not to answer" but did not answer.

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