

MacEwan University 2021 Employee Demographic Survey Results

	Respondents (n)	Women (%)	Visible Minority (%)	Person with a Disability (%)	Indigenous (%)	Sexual Minority (%)
Survey Results						
MacEwan Overall	1106	64	22	12	2	13
MacEwan Senior Leaders	24	54	17	8	4	8
Faculty	482	60	20	12	3	11
Professoriate	231	48	21	11	2	9
Professor	9	33	44	0	0	0
Associate Professor	104	38	17	12	0	10
Assistant Professor	118	59	23	11	3	9
Sessional Instructor	162	65	24	11	2	15
Other Academic Staff	89	78	10	18	6	11
Support Staff	600	68	23	11	2	14
Support: MSA	439	67	24	12	2	13
Support: OOS	161	70	21	9	3	17
Comparators						
1 st Year Students (CUSC)						
MacEwan	907	69	38	24	5	n/a
Primarily Undergraduate Institutions	6,335	72	29	29	6	n/a
Canada-Wide	18,092	65	44	24	4	n/a
University's Canada Survey of Senior Leaders		49	8	5	3	8
Canada Research Chair Target		51	22	8	5	n/a
Edmonton						
General population		50	36	23	5	n/a
Ages 15 to 24 years		49	31	14	8	n/a

Survey Notes

MacEwan Senior Leaders: includes Associate Vice Presidents, Associate Deans, Deans, Vice Presidents and the President.

Faculty: includes all members of the MacEwan Faculty Association who are not Senior Leaders. Faculty (including department chairs) are further divided into sub-categories based on their academic rank.

- Professoriate: includes the following ranks
 - Professor
 - Associate Professor
 - Assistant Professor
- Sessional Instructor
- Other Academic Staff (including librarians, counsellors, lab instructors, and professional resource faculty without rank.)

Support Staff: includes all MacEwan Staff Association (MSA) or Out of Scope (OOS) employees who are not Senior Leaders.

Comparator Information & Sources

1st 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/percent-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/percent-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.