URGE Demographic Data for University/Department

This is what was found by the MUN-Canada Pod regarding the Memorial University demographic data (public and internal facing) as well as stated goals for representation, policies for collecting and reporting demographic data.

We did not find a link on our institution’s website that contains the demographic data.

At the current time there is only a link to a blank page that would presumably list faculty demographics:

https://www.mun.ca/facultyrelations/recruitment/stjohns/demographics.php

This is a link to census data that include race information for the province of Newfoundland and Labrador:

https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/details/page.cfm?Lang=E&Geo1=CSD&Code1=1001519&Geo2=PR&Code2=10&SearchText=St.%20John%27s&SearchType=Begins&SearchPR=01&B1=All&GeoLevel=PR&GeoCode=1001519&TABID=1&type=0

Data have not been collected at the department level. This is partly for privacy with small numbers, also partly I think that no one has suggested that we collect it.

Student demographics: Citizenship is included in the MUN Vital signs and financials annual report, but no information exists on race.

https://www.mun.ca/presidentsreport/2019/vital-signs/

Demographic information is not collected for students at the university level, according to email with bannreq@mun.ca. Why is not immediately available.

From Dean of SGS: “We do not collect the data you are looking for. I’ve been working on doing so but have been told to wait until the Vice-Provost EDI position is filled and we can work out who gets access to the data, how it is collected, stored, curated, etc. So, it may be a year or so before we are able to begin”

MUN participates in the Canadian Graduate and Professional Students Survey (CGPSS). These surveys do include information on minority groups in the personal demographic data section but they are voluntary surveys (completed by 780 of 3759 graduate students in 2016).

https://www.mun.ca/ciap/Surveys/CGPSS/
• What demographic data are collected at your institution?

For university employees only - The difference in membership of four groups (women, indigenous people, racialized people, and people with disabilities) relative to the provincial and federal labour market membership are provided. These are provided as a % increase or reduction relative to the labour market. Raw numbers are provided in individual tables by group. The four groups are women, indigenous, racialized persons, and persons with disabilities. Labour market information on individuals from the federal government are not available for diverse gender identities and sexual orientations.

Confused by a few things in the data provided in the report on MUN employees:

1. Not yet sure if the report [Employment Equity and Diversity Action Plan 2019 Monitoring Report] itself is readily available or must be requested. We obtained it from emailing the Equity Officer in HR (Tina Hickey) and could not find it on MUN’s website even when searching for the report by name.

2. How useful is comparing to Labour Market Availability (LMA) – makes sense to continually update such that information is relevant to demographics of society but does the LMA reflect that given that it is based upon applicants.

3. Comparisons are made to Provincial LMA and in some cases Federal LMA but not clear why one or the other and not both. Nor is it clear what the implications of these different measures are on how we understand demographics. Looks like this selection is position type dependent (e.g. Indigenous faculty is national while other professional positions are based upon provincial LMA).

4. There could be some clearer ways to depict the data and nice to see raw information given over time in each report – right now only started in 2018. (e.g. plot depicting job category on X-axis and % of those positions represented by given group next to LM%). These could then be shown together to get the bigger picture.

5. The report mixes many different positions together. It would be nice to see data for e.g. assistant profs to be able to compare it with graduate students and full professors.

Is the data public?

MUN employees Yes for MUN employees, as an annual report submitted each year entitled “Employment Equity and Diversity Action Plan 2019 Monitoring Report” submitted to the Vice President’s Council. However, we got this report from the Equity Officer in Human Resources via email and couldn’t find it on the website.
anywhere. So one has to know to ask folks in Human Resources for this information. Should be placed in the blank website cited above.

What do the numbers tell you?

**MUN employees only data available (not available for undergraduates or graduate students).**

We have some huge gaps in the following:

Looking at the total of all positions across campus women appear to be equally represented when using comparison to Labour Market applicant pool as defined by federal government – while Indigenous, Racialized and People with disabilities exhibit large gaps in representation (1.7, 5 and 2.2 % at MUN as compared with 5, 12.8, and 9% LM)

There is no position category where all four groups are identified to have gaps <-3% (relative to Labour Market determination).

Indigenous, Racialized persons and Persons with disabilities in the following position categories at MUN as reported in 2019:

- Professionals
- Clerical positions

Women, Indigenous and Persons with disabilities in the following position categories at MUN as reported in 2019:

- Semiprofessional and technician positions
- Other service personnel (indicated as positions that require little to no on job training)

Indigenous and Persons with disabilities in the following position categories at MUN as reported in 2019:

- Supervisor
- Administrative and Senior Clerks

Racialized persons and Persons with disabilities in the following position categories at MUN as reported in 2019:

- Senior and middle management

We noted: Blanks in the tables above indicate that the gap is -3% or greater so is not a target for more efforts. Same data are missing from the individual appendix that provides the group within a specific class of jobs as a % of total number of
positions. Confirmed that this was because they were no longer a targeted group based upon gaps of -3% or greater.

We noted: Appendix tables given by group has data (again only where gap is less than -3%) that includes number of individuals and total pool of employees by position type and for 2018 and 2019 so a bit easier to follow perhaps but not well summarized. Would be more effective to pull that data into some easier to follow figures and update these adding each subsequent years’ data.

For students: The only data available is from the Canadian Graduate and Professional Student Survey 2016 (41% identified as part of a visible minority group, 6.1% identify as Aboriginal)

- **How does your organization compare to others, or to the field as a whole?**

  We don’t have departmental demographic data.

  We make this statement on our departmental website: “Memorial University has one of the largest and most diverse Earth Science departments in Canada.” But there is no justification for it. Not sure what this refers to - perhaps diversity in fields of research- but either way it does appear misleading.

  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - https://eartharxiv.org/repository/view/2060/

- **Public goals on demographics or increasing representation:**

  - Are there general goals stated at your organization for achieving representation?

    For university employees these goals are stated in:

    Equity, Diversity and Inclusion in Employment Policy which can be found online at:

    ;and in the Equity and Diversity Plan at:
    https://www.mun.ca/hr/services/Equity/EquityandDiversityPlanReport.pdf

    In part stated as “Memorial’s core value of inclusiveness and diversity forms the foundation for this three-year, institutional multi-campus plan. The university’s commitment to equity and diversity is outlined in the
Equity, Diversity and Inclusion in Employment policy, which was approved by the Board of Regents in 2016. The two main objectives of the policy are to recognize, prevent and eliminate disadvantage or discrimination and to create and maintain a culture that supports an inclusive and welcoming workplace.”

“As required by the policy, the Employment Equity and Diversity Advisory Committee (EEDAC) was established by the Provost and Vice-President (Academic). EEDAC is a subcommittee of Vice-Presidents Council (VPC) and advises on matters relating to diversity, equity and inclusion in employment.”

There is a Monitoring Report provided each year since 2018 when this policy was enacted. This report is generated through the work of the EEDAC.

For graduate students, we found this from the School of Graduate Studies website: “Following Universities Canada’s principles on equity, diversity, and inclusion, SGS will actively remove barriers and improve supports for graduate students from all backgrounds, to ensure academic progress and success. Through evidence-based, collaborative practice, the School will foster a welcoming and supportive campus culture for student scholars and leaders and be deliberate in its efforts to raise awareness of diversity and inclusive excellence in all disciplines and programs.”

https://www.mun.ca/sgs/contacts/diversity.php

Example of measurable goals from FSU. Link below will take you to FSU’s website where they have graphs showing the current status of EDI at the institution with the expected goals for EDI for faculty and students: https://strategicplan.fsu.edu/diversity-inclusion/initiative-a/

○ Are there measurable goals stated at your organization for achieving representation?

For employees at the university the stated goal or target is to obtain representation of each of the four groups, described above, as equivalent to the current labor market equivalent (either at provincial or national level but dependent upon position - it was not clear why some jobs were compared to provincial others to national labor market demographics). More specifically, the target was to be within -3% of the labor market proportions or better for each of the four groups.

For graduate students we found the following “SGS in partnership with Information Technology Services is working on a technology-enabled method of assessing a broad range of graduate applicant characteristics
to make graduate programs more accessible to persons of all backgrounds.”
https://www.mun.ca/sgs/contacts/diversity.php

- **Policy or proposed policy for collecting demographic data at your organization:**

  Stated within the Equity and Diversity Plan at:

  https://www.mun.ca/hr/services/Equity/EquityandDiversityPlanReport.pdf

  “The university’s workforce was analyzed using the Government of Canada’s FCP methodology and tools. National Occupational Classification (NOC) and Employment Equity Occupational Group (EEOG) data were updated in Banner HR for university positions. Employees were asked to provide or update their employment equity information by completing an on-line self-identification survey. At the time of the workforce analysis, 75.9 per cent of employees included in the analysis had self-identified. The self-identification survey was updated in March 2018. Questions were added that allow employees to select non-binary gender identity options. Employees can now self-identify their sexual orientation.”

  “The university utilized the Government of Canada’s Workplace Equity Information Management System (WEIMS) to do an analysis of the university’s workforce compared to applicable labour markets. Table 2 provides the gaps in representation by EEOG based on four employment equity categories – women, Aboriginal Peoples, visible minorities, and persons with disabilities. The federal government data is limited to the four designated groups. Labour market data for people with diverse gender identities and sexual orientations is not available. Appendix 2 provides examples of positions for each of the EEOGs listed in Table 2.”

  “The numbers highlighted are significant gaps in representation as outlined by FCP methodology. Hiring goals are set to reduce these gaps.”

- **What did you learn about other organizations (or in general) while investigating demographic data?**

  Members of the pod identified some useful resources as well as comparisons listed here:

  - [https://diversity.ldeo.columbia.edu/seminardiversity](https://diversity.ldeo.columbia.edu/seminardiversity) - Increase diversity in seminars
○ [https://www.nature.com/articles/d41586-019-03784-x](https://www.nature.com/articles/d41586-019-03784-x) - No all-male panels or all-male organizing committees.


This includes other examples of reported demographics from other Canadian Institutions:

**UBC**
2016-17 equity report shows stats for women, aboriginal, and persons' with disabilities employed at UBC: 

Simon Fraser University: 

University of Toronto 

In exploring what Memorial University does and provides as well as these other resources we learned a few things important to follow up on:

There is a real need at our institution to more clearly identify the goals for diversity and how they are defined, particularly the reasoning. For example, why the use of the specific labor market datasets beyond the fact that they change. Why do some positions or groups use provincial data and others national data?

Demographic data as well as how it compares to diversity goals need to be made more public and available. These are not presented on the university website nor can the annual report be found via searching the website. We would recommend that the annual report be publicized once it is reviewed and accepted through new publication and posted up on the website. It simply needs to be more readily accessible and easier to find.

Would be more meaningful if data on trends be presented on an ongoing basis using a simple figure (e.g. bar graphs). Some of the examples above (UBC, Simon Fraser) have some great examples. These should be provided at the time the annual report is published with the updated figures posted online.

Memorial University may be in violation of human rights by not collecting demographic data for its undergraduate and graduate students. This needs to be looked into with notice to the administration if we find this to be true as the Ontario Human Rights Commission suggests. We were not able to find a similar
statement from the NL Human Rights Commission, but the Ontario one appears to come from federal law and would thus also apply in NL.