

HODGE (POD)GE OF CANADIAN GRAD STUDENTS POD

Deliverables III

Answers are general for Universities of Alberta, Calgary, Saskatchewan.

- **The link(s) to demographic data at our organization are here:**

No demographic information publicly available at a department level

Only old information (2005-06 and 2014-2015) about the aboriginal population at the UofA (as a whole) is available [here](#)

(1) [Here](#) is an article by a black female STEM researcher at the UofA about lack of racial data in Canada

(2) [Here](#) is an article by UofC's survey of BIPOC experiences in STEM in Western Canada

Usask demographic data

In general, the University of Saskatchewan collects data on gender and self-identification as indigenous. No data is collected on racialized groups other than indigenous in the census, so while there is a [Diversity & Inclusion plan](#) at the university it seems its primary focus is on indigenous peoples. ***Note: While this focus seems reasonable given the demographics of the province, data on other racialized groups would be easy to obtain and valuable. Why is this not currently collected?**

1. Headcount & demographics

- a. Self-Reported Aboriginal All-levels [here](#)
- b. Gender distribution [here](#)
- c. 2018 Fall Census infographic [here](#)
- d. 2020 Fall Census infographic [here](#)

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

The UofA "strategic plan for EDI" is found [here](#), but makes no quantifiable goals or plans. A timeline of EDI development is [here](#), but is mostly focused on women.

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

The UAP-JEDI group at the UofA is running a department census to try to collect this information. The article (1) about lack of racial data describes the legal issues with collecting this information.