URGE
Unlearning Racism in Geoscience

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URGE Demographic Data for University of Waterloo

This is what was found by the Wetland Soils and Greenhouse Gas Exchange Lab Pod at University of Waterloo on demographic data (public and internal facing) as well as stated goals for representation and/or proposals to collect and report demographic data.

- **The link(s) to demographic data at our organization are here:**
  - This headcount report is updated each term and includes undergraduate and graduate students as per the University registration system. This report is available to the public however, gender demographics have been removed and are only available via sign in with UWaterloo credentials. *The link to the original report with gender does not work.* There is no data on race, ethnicity, minority groups, etc. https://uwaterloo.ca/institutional-analysis-planning/university-data-and-statistics/student-data/student-headcounts
  - This 2019 report by the University of Waterloo is based on a voluntary survey of first-year undergraduate students (n=905 of ~33,000 total undergraduate students) and is available to the public. No similar data for upper year undergraduates, graduate students, post-docs, or faculty is available. https://uwaterloo.ca/institutional-analysis-planning/sites/ca.institutional-analysis-planning/files/uploads/files/rpt_cusc_2019_first-year_survey_executive_report_waterloo.pdf
  - This report shows the percentage of full-time faculty who identify as female at UWaterloo compared to other U15 institutions. https://uwaterloo.ca/institutional-analysis-planning/university-data-and-statistics/faculty-data/faculty-gender
  - There is no centralized list of the demographics of invited speakers for the University of Waterloo. There are web pages for specific events, where a bio of the speaker is provided, but no official data is collected.
  - This page shows the equity targets of the Canadian Research Chairs program at University of Waterloo and whether they were met in 2019. *Note: these targets are different from those in the official Government of Canada data; see next section for more details.* https://uwaterloo.ca/research/about-research/canada-research-chair-public-accountability/current-crc-equity-targets-and-data
  - Data on race at the University of Waterloo is not collected as, according to Matthew Grant, Waterloo's previous director of media relations, "the university doesn't make decisions on student participation based on these factors". Source: https://www.vice.com/en/article/pa3nb7/a-canadian-university-asks-black-student-to-prove-minorities-exist-on-campus

- **How the University of Waterloo compares to other universities:**
  - The University of Waterloo only appears to have a breakdown based on gender. As of 2019, when compared against other Universities in Canada, it has 31.3% female faculty, the lowest out of all 15 Universities. The next highest is 35.7%, while the highest is 41.5%.
  - Amongst first-year undergraduates who voluntarily answered the 2019 survey, 54% were female (unclear if options other than male/female were offered) versus 65% across all universities surveyed and 61% at "comparable" universities (no definition of comparable provided). 73% identified as a visible minority versus 44 and 52%; 17% as disabled vs 24 and 22%; only 9% as first gen vs 11 and 12%, and only 1% as Indigenous versus 4 and 2%.
  - The Canadian Research Chairs Program set inclusion targets for every Canadian institution that holds CRC positions. The University posts 2019 targets and whether it meets them but does not include actual representation. On further investigation the full dataset can be found, which shows different numbers than those posted (see table below). Although Waterloo met the 2019 targets, compared to the average* Waterloo falls short.

Designated Group	UW Posted Target %	GoC Data Target %	Actual as of Dec 2019 %	Avg Canada wide %
Women	27	15	17	23
Persons with disabilities	4	3	8	9.8
Visible minorities	15	11	11	17
Indigenous Peoples	1	1	-	7

*This includes all sizes of institutions from those with <10 CRC to >40.
Source:
https://www.chairs-chaires.gc.ca/about_us-a_notre_sujet/statistics-statistiques-eng.aspx#4

- **Public goals on demographics or increasing representation:**
  - The University of Waterloo has a general statement of commitment for achieving representation that reads: "The University of Waterloo has a strong commitment to

increasing equity, diversity, inclusion, and Indigenous initiatives (EDII) in all facets of its operations and to remove barriers to achieving an equitable academic, research and campus environment. This commitment is rooted in one of Waterloo's core human values - we all belong."

- Similarly, the University of Waterloo has the following statement on the Canada Research Chair public accountability page: "Taking a strategic approach to equity includes an equitable Canada Research Chairs (CRC) recruitment and selection process that promotes the inclusion of the four designated groups (FDG). Waterloo aims to attract and retain the best, brightest, and diverse faculty members in our pursuit of being recognized as one of the top innovation universities in the world; bringing together the best minds stimulates new ideas and creative solutions to global challenges, as laid out in our Strategic Research Plan. Through strategies outlined in Waterloo's CRC Equity, Diversity, and Inclusion Action Plan and other efforts on campus, an aspiration to create an even more inclusive and diverse environment will enable Waterloo to excel in an increasingly global economy." The page includes an action plan for Canada Research Chairs, and trainings offered through the Equity office for recruitment and selection. Sources: https://uwaterloo.ca/research/about-research/canada-research-chair-public-accountability; https://uwaterloo.ca/research/about-research/canada-research-chair-public-accountability/current-crc-equity-targets-and-data

- Although there is a variety of information on trainings and strategies, there are no measurable goals stated by the University of Waterloo for achieving representation.

- Suggested additional goals for your organization:
  - Develop a policy for collecting race and minority group based data that does not further discriminate against or disadvantage said groups.
  - Make EDI data for the University more readily available, perhaps institute a minimum click policy i.e. it should only take "x" number of clicks to reach the data.

- **Policy or proposed policy for collecting demographic data at your organization:**
  - Currently there is no policy for collecting demographic data at University of Waterloo, and the University stands by not collecting data on race, disabilities, ethnicity, etc. so as not to allow these to influence acceptance decisions. Although there are various statements pledging to increase EDI there are no concrete goals, measures of success, or indication that any current data is being utilized in decision making, or how decisions are being made in lieu of limited or no demographic data.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - Other universities' progress on the Canadian Research Chairs Program nation-wide targets for EDI:
    - Brock University: https://brocku.ca/research-at-brock/research-chairs/crc-equity/#targets-gaps
    - University of Toronto: https://research.utoronto.ca/equity-diversity-inclusion/canada-research-chairs-equity-diversity-inclusion-information-policies
  - On collecting demographic information at universities in Canada:

    https://www.vice.com/en/article/pa3nb7/a-canadian-university-asks-black-student-to-prove-minorities-exist-on-campus
    https://www.macleans.ca/opinion/canadian-universities-must-collect-race-based-data/
    https://higheredstrategy.com/data-on-raceethnicity/