# Overall Representation of UCalgary Employee and Student Groups for 2020

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</thead>
<tbody>
<tr>
<td>Academic Regular</td>
<td>58.2%</td>
<td>41.8%</td>
<td>0.1%</td>
<td>0.2%</td>
<td>12.0%</td>
<td>1.3%</td>
<td>1.9%</td>
<td>49.1%</td>
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<tr>
<td>AUPE</td>
<td>31.8%</td>
<td>68.2%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>18.2%</td>
<td>1.7%</td>
<td>1.8%</td>
<td>50.9%</td>
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<tr>
<td>Maps</td>
<td>35.9%</td>
<td>64.1%</td>
<td>17.1%</td>
<td>1.3%</td>
<td>1.5%</td>
<td>4.9%</td>
<td>1.0%</td>
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</tr>
<tr>
<td>Senior Leadership</td>
<td>52.8%</td>
<td>47.2%</td>
<td>4.9%</td>
<td>22.3%*</td>
<td>23.3%</td>
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</tr>
<tr>
<td>Undergraduate Students</td>
<td>46.0%</td>
<td>53.7%</td>
<td>22.3%*</td>
<td>4.9%</td>
<td>22.3%</td>
<td></td>
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<tr>
<td>Graduate Students</td>
<td>44.4%</td>
<td>55.4%</td>
<td>4.9%</td>
<td>22.3%*</td>
<td>22.3%</td>
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<tr>
<td>Canadian Population (2016 census)</td>
<td></td>
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</tbody>
</table>

**Notes/Sources:**
- Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES); depending on the employee group, 2020 response rates for the EES ranged from 63.5% to 79.3%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the UCalgary Equity, Diversity and Inclusion Dashboard.
- **Senior Leadership** includes those holding Regular Continuing Appointments; includes staff on administrative leave.
- **Academic Regular** includes those holding Continuing, Contingent, or Limited Term Appointments. Excludes Academic Sessionals, members of the Senior Leadership Team, and employees on Career Stop but leave or Long-Term Disability as of December 31 of the reporting year.
- **Management and Professional Staff** includes Regular, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.
- **Support Staff (AUPE)** includes staff holding regular sessional, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.
- Percentages based on distinct counts of employees within staff grouping categories above; employees holding two active positions within a given category are counted only once.
- Student data (including Indigenous self-identification) extracted from administrative data.
- Undergraduate and graduate students data source: OIA Standard Reports.
- Percentages for a given academic year based on Fall term snapshots as of last day to drop a class without financial penalty.
- Percentages based on unweighted headcounts.
- Undergraduate includes Doctor of Medicine and postgraduate medical education programs within the Cumming School of Medicine.
- Percentages based on counts fewer than five have been suppressed.
*Data on persons with disabilities within Canadian population derived from Statistics Canada Canadian Survey on Disability, 2017. Please note that data on employee and student categories in this infographic may differ slightly from data presented in the EDI Dashboard due to differences in group definitions and data sources used across reports.
Overall Representation of UCalgary Employee and Student Groups for 2019

Notes/Sources:
- Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES); depending on the employee group, 2019 response rates for the EES ranged from 65.4% to 82.2%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the UCalgary Equity, Diversity and Inclusion Dashboard.
  - Senior Leadership includes those holding Regular Continuing Appointments. Includes staff on administrative leave.
  - Academic Regular includes those holding Continuing, Contingent, or Limited Term Appointments. Excludes Academic Sessionals, members of the Senior Leadership Team, and employees on Career Stop but leave or Long-Term Disability as of December 31 of the reporting year.
  - Management and Professional Staff includes Regular, Limited Term, and Fixed Term appointments. Temporary and casual staff not included.
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- Undergraduate and graduate students data source: OIA Standard Reports.
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  - Percentages based on unweighted headcounts.
  - Undergraduate includes Doctor of Medicine and postgraduate medical education programs within the Cumming School of Medicine.
- Percentages based on counts fewer than five have been suppressed.
  - Data on persons with disabilities within Canadian population derived from Statistics Canada Canadian Survey on Disability, 2017.
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Overall Representation of UCalgary Employee and Student Groups for 2018

CANADIAN POPULATION (2016 census)

MEN
- ACADEMIC REGULAR
  - Overall Representation
    - MEN: 59.3%
    - WOMEN: 40.7%
- UNDERGRADUATE STUDENTS
  - CANADIAN POPULATION
    - MEN: 45.6%
    - WOMEN: 53.7%

WOMEN
- ACADEMIC REGULAR
  - Overall Representation
    - WOMEN: 67.7%
- UNDERGRADUATE STUDENTS
  - CANADIAN POPULATION
    - WOMEN: 54.2%

NON-BINARY
- ACADEMIC REGULAR
  - Overall Representation
    - NON-BINARY: 17.9%
- UNDERGRADUATE STUDENTS
  - CANADIAN POPULATION
    - NON-BINARY: 16.3%

NOT DISCLOSED
- ACADEMIC REGULAR
  - Overall Representation
    - NOT DISCLOSED: 1.5%
- UNDERGRADUATE STUDENTS
  - CANADIAN POPULATION
    - NOT DISCLOSED: 0.8%

VISIBLE/ RACIALIZED MINORITIES
- ACADEMIC REGULAR
  - Overall Representation
    - VISIBLE/ RACIALIZED MINORITIES: 11.7%
- UNDERGRADUATE STUDENTS
  - CANADIAN POPULATION
    - VISIBLE/ RACIALIZED MINORITIES: 49.1%

INDIGENOUS PEOPLES
- ACADEMIC REGULAR
  - Overall Representation
    - INDIGENOUS PEOPLES: 1.2%
- UNDERGRADUATE STUDENTS
  - CANADIAN POPULATION
    - INDIGENOUS PEOPLES: 23.3%

PERSONS WITH DISABILITIES
- ACADEMIC REGULAR
  - Overall Representation
    - PERSONS WITH DISABILITIES: 1.5%
- UNDERGRADUATE STUDENTS
  - CANADIAN POPULATION
    - PERSONS WITH DISABILITIES: 22.3%*

Notes/Sources:
- Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES) depending on the employee group. 2018 response rates for the EES ranged from 62.8% to 80.1%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the UCalgary Equity, Diversity and Inclusion Dashboard.
- Senior Leadership includes those holding Regular Continuing Appointments, includes staff on administrative leave.
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- Support Staff (AUPE) includes staff holding regular sessional, Limited Term, and Fixed Term appointments. Temporary and casual staff are not included.
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- Percentages for a given academic year based on Fall term snapshots as of last day to drop a class without financial penalty.
- Percentages based on unweighted headcounts.
- Undergraduate includes Doctor of Medicine and postgraduate medical education programs within the Cumming School of Medicine.
- Percentages based on counts fewer than five have been suppressed.
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- Please note that data on employee and student categories in this infographic may differ slightly from data presented in the EDI Dashboard due to differences in group definitions and data sources used across reports.
Overall Representation of UCalgary Employee and Student Groups for 2017

Notes/ Sources:
Self-identification data for employee groups extracted from administrative data and Employment Equity Survey (EES); depending on the employee group, 2017 response rates for the EES ranged from 62.2% to 83.2%; percentages are expressed as a percentage of the overall employee group population. For more in-depth information please refer to the UCalgary Equity, Diversity and Inclusion Dashboard.

- Senior Leadership includes those holding Regular Continuing Appointments; includes staff on administrative leaves.
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Percentages based on counts fewer than five have been suppressed.
*Data on persons with disabilities within Canadian population derived from Statistics Canada Canadian Survey on Disability, 2017.

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CANADIAN POPULATION (2016 census)
MEN
ACADEMIC REGULAR: 59.2%
AUPE: 32.9%
MAPS: 37.7%
SENIOR LEADERSHIP: 45.6%
UNDERGRADUATE STUDENTS: 45.8%
GRADUATE STUDENTS: 46.8%
NON-BINARY
WOMEN
ACADEMIC REGULAR: 40.8%
AUPE: 67.1%
MAPS: 62.3%
SENIOR LEADERSHIP: 54.4%
UNDERGRADUATE STUDENTS: 54.0%
GRADUATE STUDENTS: 53.0%
NOT DISCLOSED
VISIBLE/ RACIALIZED MINORITIES
ACADEMIC REGULAR: 11.3%
AUPE: 18.0%
MAPS: 15.8%
INDIGENOUS PEOPLES
ACADEMIC REGULAR: 1.4%
AUPE: 1.4%
PERSONS WITH DISABILITIES
ACADEMIC REGULAR: 1.4%
AUPE: 1.3%
NOT DISCLOSED
ACADEMIC REGULAR: 0.2%
AUPE: 0.2%
CANADIAN POPULATION (2016 census)
VIZABLE/ RACIALIZED MINORITIES
ACADEMIC REGULAR: 21.3%
AUPE: 23.3%
INDIGENOUS PEOPLES
ACADEMIC REGULAR: 4.9%
PERSONS WITH DISABILITIES
ACADEMIC REGULAR: 22.3%*
Overall Representation of UCalgary Employee and Student Groups for 2016

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