Why Dashboards are Important

UCALGARY EDI DASHBOARD
What will we cover today?

An overview of the UCalgary EDI dashboard

- Who developed the dashboard?
- Why did we develop the dashboard?
- How does the dashboard align with our strategy?
- How did we select performance measures?
- What about missing data?
- How about a dashboard demo?
Who developed the EDI dashboard?

The EDI dashboard was established through a collaboration between the Office of Equity, Diversity and Inclusion (OEDI) and the Office of Institutional Analysis (OIA).
Why did we develop the EDI dashboard?

To drive meaningful change

Why is our EDI dashboard important?

**We Believe**

- Diversity is essential to excellence in research, teaching and learning
- A diversity of voices, experiences and perspectives fuels novel ideas, critical thinking, faster problem-solving, better decision-making, and higher employee engagement
- High-quality data could help us reveal gaps between the representation and experience of the Canadian population and our students, faculty, and staff
- High-quality data could help us close gaps in a way that avoided a “one-size-fits-all” approach to policy development and program and service delivery
How does the dashboard align with our strategy?

It monitors progress against institutional priorities.
How did we select performance measures?

We based our selection on the EDI concepts we wanted to monitor.
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What about missing data?

We knew that we needed additional information.

- We conducted employment and student equity censuses to gather demographic data, as well as experiences, and feedback about our campus community.
- The information contained within our EDI dashboard represents a solid beginning. As we further refine and develop the dashboard, we will expand its data tracking abilities and dive further into the demographics within our university to help guide our EDI work.
How about a dashboard demo?

ucalgary.ca/equity-diversity-inclusion/data-and-reports/edi-data-hub
EDI DASHBOARD FREQUENTLY ASKED QUESTIONS

GENERAL

What is the EDI dashboard?

The EDI dashboard is an information management tool that presents data about equity, diversity and inclusion at the University of Calgary in a visual format. The dashboard permits users to see an aggregated view of all data. It also allows users to drill down on the same information in a disaggregated format across various student and employee characteristics. Presenting information in a dashboard allows users to visualize changes over time and helps them to identify where inequities may exist.

Why was the EDI dashboard created?

This dashboard was created to help the community access data about equity, diversity and inclusion at the University of Calgary. The Office of Equity, Diversity and Inclusion partnered with the Office of Institutional Analysis to collect, analyze, store and report EDI data. Periodic updates to the dashboard are intended to report on the status of EDI progress at the University of Calgary. The dashboard will be updated annually as new data becomes available.

How does the EDI dashboard align with the federal Employment Equity Act?

Development of the EDI dashboard has been guided by the federal Employment Equity Act. The Act is intended to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability. The Act attempts to correct the conditions of disadvantage in employment experienced by Aboriginal peoples, members of visible minorities, persons with disabilities, and women.
EQUITY, DIVERSITY AND INCLUSION (EDI)

The University of Calgary EDI Dashboard has been designed to present data that will help users better understand the dimensions of diversity within the University's student body, faculty and staff populations.

The EDI Dashboard has been created through a partnership between the Office of Equity, Diversity and Inclusion and the Office of Institutional Analysis.

The core areas the EDI Dashboard covers are listed below (please click on list items below to access the dashboard):

A User Guide describing how to access and navigate the dashboard is available here.

A Frequently Asked Questions document to provide answers to commonly asked questions about the EDI Dashboard and its associated metrics is available here.

An additional glossary with definitions of terms appearing in the dashboard is available here.

TABLE OF CONTENTS

- Students
- Postdoctoral Scholars
- Academic Staff
- Non-Academic Staff
Why are dashboards important?

They provide “at a glance” insights into the most important information.