Why are dashboards important (the uOttawa perspective)?

Steffany A.L. Bennett, Special Advisor EDI
How do the intersectionalities of gender, indigeneity, racialization, LGBTQIA2S+, disability, and francophonie impact on the success of our university community?
Where do these data come from?

- Count Me in Census - self-identification at any time (available through our staff and student portals)
Where do these data come from?
What are the dashboards used for?

Self-identifications are used to anonymously disaggregate intersectionalities and ensure that uOttawa properly collects and disseminates the necessary data for benchmarking and comparative analysis of

- the current level of recruitment, retention, compensation,
- the advancement and success of the five plus protected group self-identifying according indigeneity, racialization, gender, accommodation/disability, LGBTQIA2S+ status, and francophonie and
- changes in these levels over time
- Allocation of infrastructure support (aka buildings that require more gender neutral washrooms, increased accessibility...)

Process

- Count Me In Census (ongoing data collection)
- Other institutional surveys – e.g., National Survey of Student Engagement (NSSE) administered by the Vice Provost Academic Affairs included self-identification questions
- Self-identification data is held in confidence by the Human Rights Office and cannot be accessed. Identities are anonymized by the Human Rights office (as is done for clinical trial)
- The anonymized self-identifications are linked to academic/career data and disaggregated, analyzed and prepared by the EDI Special Advisor
- Microsoft Power BI dashboards have generated to review the demographics findings “live”.
Dashboards

These dashboards are only accessible to persons who log in using their uOttawa credentials on VPN. Should you have any issues, please contact uottawainclu@uottawa.ca.

Student  ›  Academic Regular  ›

Academic Term  ›  Clinician  ›

Staff  ›

https://www2.uottawa.ca/about-us/president/equity-diversity-inclusion
Who are we?   Students uOttawa (46,793)
Who are we? Graduate students uOttawa (7,577)

Count me in! uOttawa Dashboard

- Faculty, Section/Organization
  - Faculty of Arts
  - Faculty of Education
  - Faculty of Engineering
  - Faculty of Health Sciences
  - Faculty of Law
  - Faculty of Medicine
  - Faculty of Science
  - Biology
  - Chemistry/Biomolecular Sc
  - Earth and Envir. Sciences
  - Mathematics and Stats
  - Other Academic

- Citizenship
  - Citizens & PR
  - International

- Year
  - UG1
  - UG2
  - UG3
  - UG4
  - G

Program Language
- English
- French

Gender Demographics

All Students by Term and Gender

- Term: Fall 2018, Fall 2019, Fall 2020, Fall 2021
- UG: 53.64%, 54.73%, 56.45%, 56.35%
- Gender: Man 38.74%, 42.28%, 38.94%, 38.70%
  - Genderfluid: 0.29%, 0.33%, 0.35%, 0.37%
  - Nonbinary: 4.33%, 4.33%, 4.35%, 4.57%
  - Prefer not to answer: 4.58%, 4.58%, 4.58%, 4.58%
  - Woman: 56.4%, 40.76%, 38.94%, 38.70%

All Students by Gender, Fall 2021
- Man: 38.74%
- Woman: 56.4%
- Prefer not to answer: 4.58%
- X: 0.29%
Who are we? Graduate students - Disability

Count me in! uOttawa Student Dashboard

Disability Demographics

Surveyed Students by Term and Disability Identity

All Students by Disability, Fall 2021

Dashboard developed by Bensun Fong and Dr Steffany Bennett, Office of the Special Advisor to the President on EDI
2021: Impact of accessibility X gender on academic trajectory – Benefits of updating infrastructure
2021: Impact of accessibility X gender on academic trajectory
- Benefits of updating infrastructure
Who are teaching/supervising these students? Unionized Full-time Faculty (1321)
Mentor profile by Gender matches that of our Graduate students profile by Gender
Who are teaching/supervising these students? Unionized Full-time Faculty (1321)
Graduate Students: Mentor profile is less diverse than graduate profile across uOttawa

Count me in! uOttawa Student Dashboard

Racialization Demographics

Surveyed Students by Term and Racialization Identity

- Fall 2018: 51.30%
- Fall 2019: 47.49%
- Fall 2020: 50.83%
- Fall 2021: 52.03%

All Students by Racialization, Fall 2021

- Yes: 5.8%
- Prefer not to answer: 3.95%
- Not yet responded: 89.62%

Racialized: Yes, Prefer not to answer, Not yet responded, No

Racialization Identity: Another r..., Black, Caucasian..., East Asian, Indigenous, Non-whit..., Non-whit..., Persons of..., Prefer no...
Who are teaching/supervising these students? Unionized Full-time Faculty (FSS)
Who are teaching/supervising these students?
Unionized Full-time Faculty (FoM)
How do we “power” our critical indicators?

Count Me In takes 3-5 min

Faculty and staff can access the survey through VirtuO. Students can access it through uoZone. It takes approximately three-five minutes to complete the anonymous survey.