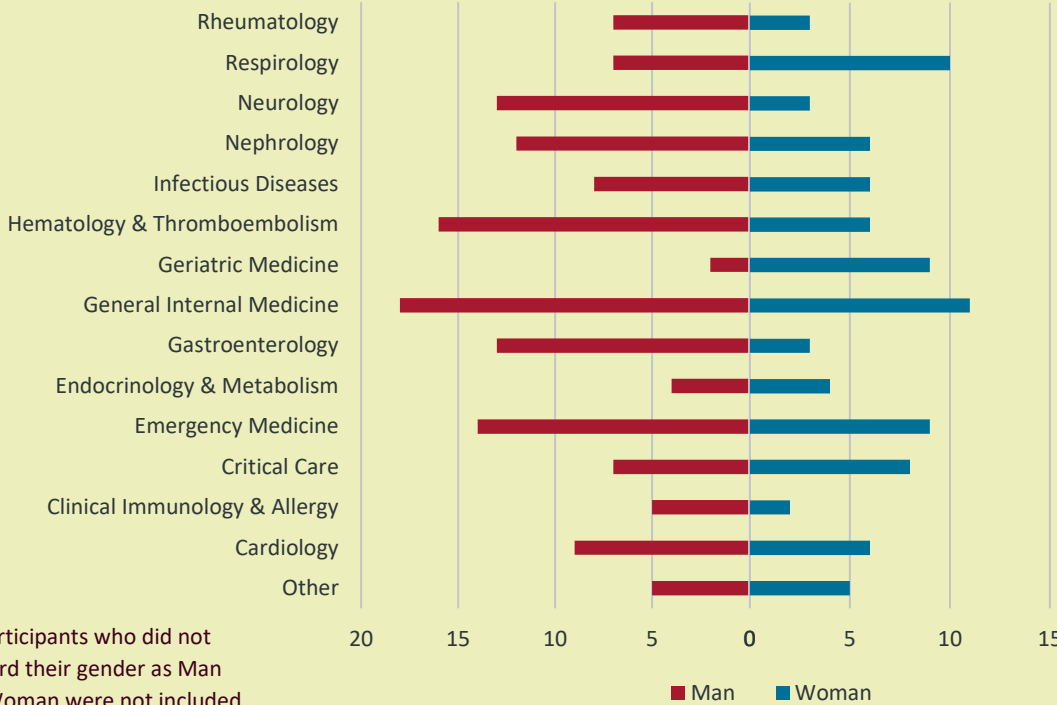


# Equity & Diversity Survey Demographics

## Division

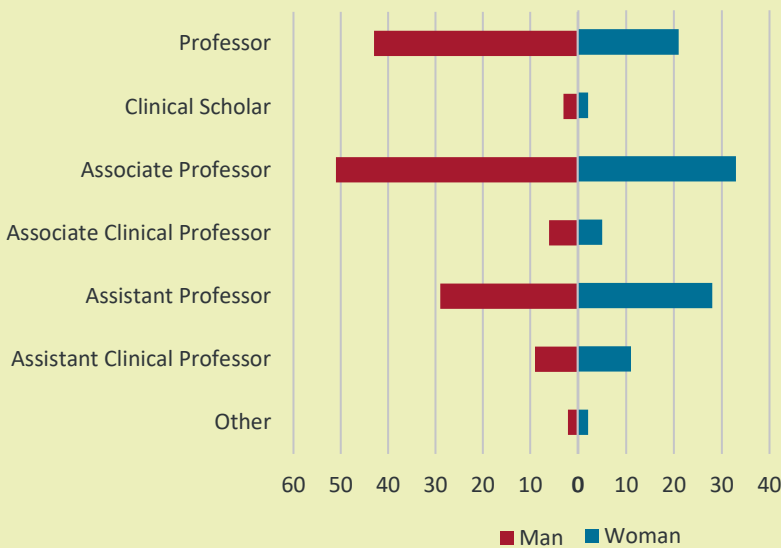


**QUICK FACTS:**

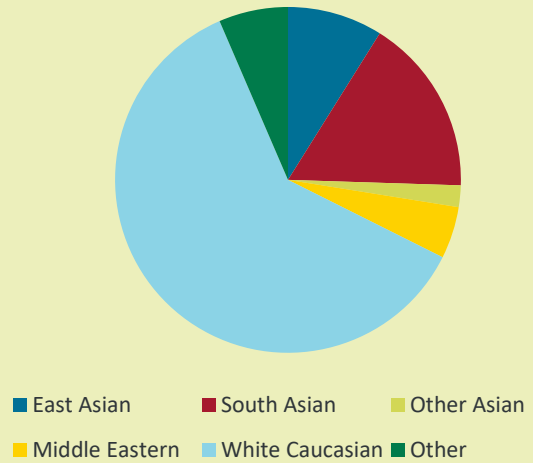
- 253 individuals responded
- 91% have full-time faculty appointments
- 78% were trained in Canada
- 33% identify as a person of colour
- 5% are non-heterosexual
- 4% have a disability (visible or not)
- 3% are non-cis-gendered\*

\* Participants who did not record their gender as Man or Woman were not included in the Division or Rank charts to maintain anonymity.

## Rank

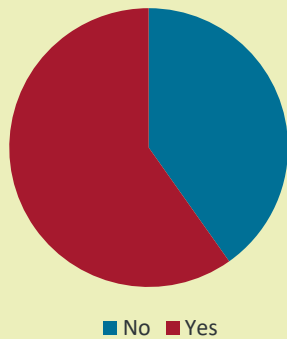


## Ethnicity



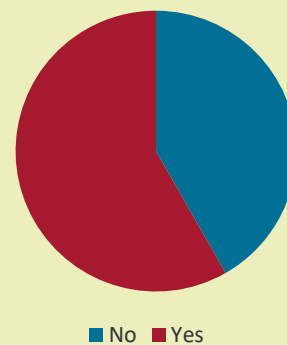
## Received Training on Unconscious Bias

**Unconscious Bias:** implicit attitude, stereotype, motivation, or assumption that can occur without one's knowledge, control or intention.<sup>1</sup>



**Training:** Continuing education courses, workshops, webinars, etc.

## Received Training on Equity and Diversity



**Equity:** The treatment of people that recognizes and is inclusive of their differences by ensuring that every individual is provided with what they need to thrive, which may differ from the needs of others.

**Diversity:** Observable and non-observable characteristics which are constructed – and sometimes chosen – by individuals, groups, and societies to identify themselves (e.g. culture, ethnicity, gender, sexuality).<sup>2</sup>

<sup>1</sup> <https://www.chairs-chaires.gc.ca/program-programme/equity-equite/bias/module-eng.aspx>

<sup>2</sup> <https://policybase.cma.ca/en/viewer?file=%2fdocuments%2fPolicyPDF%2fPD20-02.pdf#phrase=false>