

**Equity, Diversity and Inclusion at the University of Alberta 24 Years On**  
*Employment Equity Audit, 2001, and 2007-2011*

**Report of the AASUA Standing Committee on Equity**

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## I. Background on Equity and Diversity at the University of Alberta

The Royal Commission on Employment then chaired by Justice Rosalie Silberman Abella identified “systemic discrimination” in employment that impacted four groups, variously called “designated groups” and “equity-seeking groups.”<sup>1</sup> In the 1984 final *Report of the Commission on Equality in Employment*, Justice Abella argued that we needed pro-active policies to ameliorate condition of systemic social inequity. The *Employment Equity Act* and the Federal Contractors Program were the government’s initial responses to the Commission.

At the University of Alberta President Myer Horowitz (1979-1989) made the first institutional commitment to equity in employment in 1987, when the University became a signatory to the Federal Contractors Program. The University President established a Commission and, in 1990, the *Report of the President’s Commission for Equality and Respect*<sup>2</sup> issued its final report. The Commission advanced core principles of diversity, equity, inclusiveness and respect and called for policies, objectives and processes to demonstrate institutional commitment to achieve results.

In the spring of 1991, the Faculty of Arts’ Dean Patricia Clements (1989-1999) responded to the University’s *Report of the President’s Commission for Equality and Respect* by constituting a Dean’s Advisory Taskforce on Equity to develop what would become the Faculty’s – and the University’s – first equity plan. Arts’ “*Developing and Implementing Department Employment Equity Plan in the Faculty of Arts*,”<sup>3</sup> was approved by Arts Faculty Council on 29 April 1992. Under then President Paul T. Davenport (1989-1994), a consultative process led to ‘*Opening Doors – The University of Alberta’s Employment Equity Plan*’,<sup>4</sup> which was approved by the General Faculties Council on 29 March 1993, and the Board of Governors on 7 January 1994.

“Opening Doors was based on the central idea that qualitative changes were fundamental. In other words, it was hoped that the number of designated group employees [women, Aboriginal people, visible minorities, and persons with disabilities] would increase as barriers were removed.”<sup>5</sup> It anticipated that the implementation of employment equity principles would give rise to a future of equitable hiring, faculty renewal, a respectful and inclusive workplace and especially a more diverse academy. Under President Roderick D. Fraser (1995-2005) a 1996

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<sup>1</sup> Rosalie S. Abella, *Report of the Commission on Equality in Employment*. (Ottawa: Government of Canada, 1984)

<sup>2</sup> U of Alberta’s Report of the President’s Commission for Equality and Respect on Campus, 1990.

<sup>33</sup> “Developing and Implementing Department Employment Equity Plans in the Faculty of Arts: Report and Recommendation of the Dean’s Advisory Task Force on Employment Equity” [Chair, Graham Lowe], rev. 16 March, 1992

<sup>4</sup> University of Alberta, “Opening Doors – A Plan for Employment Equity at the University of Alberta,” approved by General Faculties Council in March 1993 and the Board of Governors, 7 January 1994: 1-94, [online], <http://www.hrs.ualberta.ca/en/About/Dept/HRCS/~media/hrs/AboutUs/Departments/OpeningDoors.pdf>

<sup>5</sup> Cathy Anne Pachnowski, Employment Equity Advisor, “Opening Doors – The University of Alberta’s Employment Equity Plan,” 26 June 1996 [online], <http://www.ualberta.ca/~dpreston/fcp2.htm>

equity update stated that, “Faculty renewal represents a significant opportunity to implement equity principles and hire a more diverse faculty.”<sup>6</sup>

The University’s Employment Equity Advisory Committee, with AASUA and NASA representatives, is updating ‘Opening Doors’. This AASUA Equity report assesses the representation and status of women, Aboriginal people, visible minorities/non-whites, and persons with disabilities at the University.

## II. Are We More Diverse Now?: What the Data Tells Us 24 Years On

On the eve of the 25<sup>th</sup> anniversary of the University of Alberta’s support for employment equity, this equity audit analyzes the employment data to answer the following question: *How diverse are we?* The University of Alberta has had an institutional commitment to diversity for 24 years. It adopted a formal employment equity policy 18 years ago when *Opening Doors – A Plan for Employment Equity at the University of Alberta* was approved by the University’s Board of Governors in January 1994.

A review of the data from 2001 and 2007-2011 reveals some progress, some reversals, and some areas of little change. While this equity audit analyzes the data, it cannot fully answer why efforts to diversify the workforce, particularly the professoriate, have been so slow. What the data does suggest, however, is that a system-wide analysis – and a new Presidential Taskforce on Equity and Diversity – is needed to advance a more invigorated approach to equity and diversity in a 21<sup>st</sup> century University.

The current University workforce does not reflect the diversity of the Canadian population or the student body. Appendix A-F provides the full data. In brief, in 2011 there were 4,976 people in the University’s workforce. Combined, Aboriginal people (87/4976) and visible minorities (657/4976) constituted only 14.9% of the workforce; the overwhelming majority – 85.1% (4233/4976) – were white. The lack of diversity is especially evident in senior management (88.9% white) and middle management (88.3% white), where there were few Aboriginal people and visible minorities.

Second, what does the data say about the status of women? Of the total University workforce in 2011, 52.2% (2,592) were women and 47.9% (2,381) were men. While the University has achieved gender parity in the overall workforce, the glass ceiling persists in senior management (66.7% male), middle management (67% male) and among University professors (65.1% male). Among women, almost 50% were in clerical positions, and only 19% were University professors. The percentage of women professors has grown slowly, from 28.2% in 2001 to 32%

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<sup>6</sup> Pachnowski, “Opening Doors: The University of Alberta’s Employment Equity in Action: Federal Contractors Program Second Compliance Review” 26 June 1996 [online], <http://www.ualberta.ca/~dpreston/fcp2.htm>

in 2007 to 34.9% in 2011. In the decade between 2001 and 2011, the percentage of women increased by only 6% (from 28.2% to 34.9%). Women constitute only one-third of the University professors, which is lower than the 2006 Census's availability (39.5%) data.

Third, what does the data say about efforts to increase diversity by hiring and promoting non-white/visible minorities and Aboriginal people? In 2011 there were only 657/4,976 (13.2%) of visible minorities and only 86/4,976 (1.7%) of Aboriginal people in the University's workforce. Of the 36 people in senior management only 4 (11.1%) were visible minorities and the number for Aboriginal people was suppressed (meaning less than 3). Of the 657 visible minorities working on campus, 233 (33%) were University professors. Of the 86 Aboriginal people working on campus, 22 (25%) were University professors.

Fourth, the number of persons with disabilities working on campus has grown. However, overall the percentage remains very low and significantly lower than workforce availability as benchmarked against the dated 2006 Census. In 2011 only 2.4% (117/4976) of the University's workforce was made up of people with disabilities; the overwhelming majority (97.6%) did not self-identify as having a disability. In the decade between 2001 and 2011, there has been little change. In 2001 persons with disabilities constituted 19/1.6% of faculty; in 2011 persons with disabilities constituted 22/1.5% of the professoriate.

The data shows some progress in hiring women, visible minorities, Aboriginal people and persons with disabilities. However, the overall picture gives reason for pause. The University needs a new Taskforce on Equity and Diversity to address the stalled progress on equity and diversity, and it should incorporate institutional commitment to lesbian, gay, bisexual, transgender and Two-Spirited people.

The remainder of this report includes a detailed assessment of the employment equity data at the University of Alberta, 2001 and 2007-2011. **Part II** offers a detailed assessment of the status of women at the University of Alberta. **Part III** offers a detailed assessment of the status of Aboriginal people at the University of Alberta. **Part IV** offers a detailed assessment of the status of visible minorities or non-white people at the University of Alberta. **Part V** offers an analysis of the status of persons with disabilities, 2007-2011.

This report also includes six comprehensive data tables. **Appendix A** includes Table I is University of Alberta Equity Data, 2001 and 2007-2011 for continuing and recurring term positions. **Appendix B** includes Table 2 – Representation of Women at the U of A vs 2006 Census Canada Availability Data. **Appendix C** includes Table 3 – Representation of Aboriginal People at the U of A vs 2006 Census Availability Data. **Appendix D** includes Table 4 – Representation of Persons with Disabilities at the U of A vs 2006 Census Canada Availability Data. **Appendix E** includes Table 5 – Representation of Visible Minorities at the U of A vs 2006 Census Canada Availability Data.

### III. Representation and the Status of Women in the Workforce, 2007-2011<sup>7</sup>

Women constituted 51.6% of the University of Alberta's workforce in 2007. By 2011 this percentage had increased to 52.2% (2595/4976). Of these, 34.9% (499) were women in the professoriate. The majority of women (2096) were in non-academic administrative, clerical and managerial positions. Over the past decade, and longer, considerable attention has been placed on women and leadership, and increasing the number of women professors.

In the past five years, the percentage of women deans, directors and chairs has declined, from 35% (103/300) in 2007 and 35.1% (114/325) in 2009 to 34.4% (118/343) in 2011. If we look at women in senior management/leadership, there has been a significant decline, from 40.7% in 2007 to 33.0% in 2011. There has been a modest increase of women in the professoriate, from 32% in 2007 and 33.3% in 2009, to 34.9% in 2011. This means that in 2011 the University's leadership (65.6%) and professoriate (65.1%) remained overwhelming male.

#### A. *Women in Senior Management*

\* There was a **7.4% decline** from 40.7% in 2007 to 33% (12/36) in 2011 of women in senior management positions (President, Vice-President, APOs, Vice-Provosts, Associate Vice-Presidents, Chief Librarians, and Deputy Provosts).

#### B. *Women in Middle and Other Managers*

\* There was a **0.4% decline** from 33.4% in 2007 to 33% (107/324) in 2011 of women in these middle and other manager positions (Deans, Department Chairs, Directors, APOs).

\* An October 2012 review of Deans of the Faculties, Schools, Campuses and Colleges at the University of Alberta show that women Deans make up 6/21 (28.6%) of the total. There are women Deans or Interim Deans in Arts, Education, Extension, Nursing, Pharmacy and Public Health.<sup>8</sup>

#### C. *Professoriate - Women in Tenure-Track Positions*

\* There was a **2.9% increase** from 32.0% in 2007 to 34.9% (499/1429) in 2011 of women in the categories full, associate and assistant professors.

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<sup>7</sup> Source: University of Alberta Employment data, Employment Equity Advisor, 18 October 2012.

<sup>8</sup> The units examined include the following: Agriculture, Life and Environmental Science, Alberta School of Business, Arts, Augustana Campus, Campus Saint Jean, Education, Engineering, Extension, Graduate Studies and Research, Law, School of Library & Information Studies, Medicine & Dentistry, Native Studies, Nursing, Pharmacy and Pharmaceutical Sciences, Physical Education & Recreation, School of Public Health, Rehabilitation Medicine, Science, St. Joseph's College, and St. Stephen's College.

*D. Women 'Other Professionals'*

\* There was a **2.8% increase** from 49.1% in 2007 to 51.9 % (388/748) in 2011 of the number of women in positions as FSOs, APOs, Librarians, Systems Analysts, Student Service Assistants, Program Coordinators, Nurses, LAN/NET Administrators.

*E. Women Semi-Professionals and Technicians*

\* There was a **3.5% decline** from 48.7% to 45.2% (189/418) of women in semi-professional and technician positions (APOs, photographers, dental assistants, chemical technologists, drafting technicians, library assistants).

*F. Women Supervisors*

\* There was a **7.9% decline** from 79.8% to 71.9% (97/135) of women supervisors (administrative services, accounting administrators, financial officers, housekeepers, parking administrators).

*G. Women Supervisors: Crafts & Trades*

\* There was a **0.5% decline** from 2.5% in 2007 to 2.0% (1/49) in 2011 of women supervisors-crafts and trades (APOs, maintenance worker supervisors, horticulturalists, aquaculture technicians, heating plant supervisors).

*H. Women Administration & Senior Clerical*

\* There was a **2.4% decline** from 86.4% in 2007 to 84.0% (725/863) of women in administration and senior clerical positions (library assistants, administrative secretaries, medical secretaries, buyers, conference coordinators, sales coordinators).

*I. Women in Skilled Crafts & Trades*

\* There was a **1.5% decline** from 3.3% in 2007 to 1.8% (2/109) of women in skilled crafts and trades (pipe-fitters, electricians, carpenters, glassblowers, machinists, locksmiths, plant operators).

*J. Women Clerical Personnel*

\* There was a **0.9% increase** from 89.1% in 2007 to 90% (378/420) of women in clerical positions (office clerks, secretaries, course coordinators, switchboard operators, personnel assistants, receptionists, mailroom clerks).

*K. Women in Intermediate Sales & Service*

\* There was a **1.1% increase** from 92.9% in 2007 to 94.0% (47/50) of women in Intermediate Sales & Service positions (dental assistants, health care assistants, sales clerks).

*L. Women Semi-Skilled Manual Workers*

\* There was a **1.5% decline** from 5.0% in 2007 to 3.5% (2/57) in 2011 of women in semi-skilled manual workers' category (vehicle operators, instrument technicians, maintenance workers - heavy equipment, photographer assistants).

*M. Women in Other Sales & Service Personnel*

\* There was a **1.5% decline** from 50.9% in 2007 to 49.6% (141/284) of women in other sales and service personnel positions (cashier, lab assistant, security officer, building service superintendents, and parking attendants).

*N. Women in Other Manual Workers*

\* There was a **5.2% increase** from 8.0% in 2007 to 13.2% (7/53) of women in the other manual workers' category (maintenance workers, machine operator assistants, general services lab technicians).

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**2011 Response Rate = 89.6% (4458/4976)**

(4976 = 2595 (52.2%) women + 2381 (47.9%) men)

Decline/refusal rate = 13.5% (673/4976)

Of the 89.6% 2011 cumulative completion rate, 3.1% declined to self-identify.

**2007 Response Rate = 63.0% (2999/4764)**

(4764 = 2456 (51.6%) women + 2308 (48.4%) men)

2007 Cumulative Completion Rate = 60.5% (2881/4764)

Of the 63.0% 2007 cumulative completion rate, 2.5% declined to self-identify.



### III. Representation and Status of Aboriginal People in the Workforce, 2007-2011<sup>9</sup>

This report assesses the diversity of the University workforce and, specifically, the representation and status of Aboriginal people<sup>10</sup>. Aboriginal people constituted 0.9% of the University of Alberta's workforce in 2007, and this percentage increased to 1.7% (86/4976) in 2011. Of the latter only 16/1429 (1.1%) are in the professoriate as full, associate and assistant professors. The majority of Aboriginal people at the University are non-academic staff in administrative and senior clerical (19/863) and other clerical personnel (12/420) positions.

#### A. Senior Management

\* There were fewer than three (\*) Aboriginal people in senior management positions in 2007 and this remains true (\*/36) in 2011 (President, Vice-President, APOs, Vice-Provosts, Associate Vice-Presidents, Chief Librarians, and Deputy Provosts).

#### B. Middle and Other Managers

\* There were fewer than three Aboriginal people in 2007 and also in 2011 (\*/324) in middle and other manager positions (Deans, Department Chairs, Directors, APOs). An Equity Committee October 2012 review of Deans of the Faculties, Schools, Campuses and Colleges at the University of Alberta revealed there were too few Aboriginal people to identify.<sup>11</sup>

#### C. Professoriate – Aboriginal People in Tenure-Track Positions

\* There was an increase from 0.4% in 2007 to 1.1% (16/1429) in 2011 of Aboriginal people in the categories full, associate and assistant professors. Almost half of these faculty members are concentrated in the Faculty of Education.

#### D. Aboriginal People - 'Other Professionals'

\* There was an increase from 1.1% in 2007 to 1.6% (12/748) in 2011 of the number of Aboriginal people in positions classified as 'other professionals' (FSOs, APOs, Librarians,

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<sup>9</sup> Source: University of Alberta Employment data, Employment Equity Advisor, 18 October 2012.

<sup>10</sup> Aboriginal people are persons who identify as North American Indian (Status, non-Status, and Treaty), Inuit and Métis.

<sup>11</sup> The units examined include: Agriculture, Life and Environmental Science, Alberta School of Business, Arts, Augustana Campus, Campus Saint Jean, Education, Engineering, Extension, Graduate Studies and Research, Law, School of Library & Information Studies, Medicine & Dentistry, Native Studies, Nursing, Pharmacy and Pharmaceutical Sciences, Physical Education & Recreation, School of Public Health, Rehabilitation Medicine, Science, St. Joseph's College, and St. Stephen's College.

Systems Analysts, Student Service Assistants, Program Coordinators, Nurses, LAN/NET Administrators.)

*E. Aboriginal Semi-Professionals and Technicians*

\* There was an increase from 0.5% in 2007 to 1.0% (4/418) in 2011 of Aboriginal people in semi-professional and technician positions (APOs, photographers, dental assistants, chemical technologists, drafting technicians, and library assistants).

*F. Supervisors*

\* There were fewer than three (\*) Aboriginal people in 2007 and also in 2011 (\*/135) in positions as supervisors (administrative services, accounting administrators, financial officers, housekeepers, parking administrators).

*G. Supervisors: Crafts & Trades*

\* There were fewer than three Aboriginal people in 2007 and also in 2011 (\*/49) in positions as supervisors-crafts and trades (APOs, maintenance worker supervisors, horticulturalists, aquaculture technicians, heating plant supervisors).

*H. Administration & Senior Clerical*

\* There was an **increase** from 0.8% in 2007 to 2.2% (19/863) in 2011 of Aboriginal people in administrative and senior clerical positions (library assistants, administrative secretaries, medical secretaries, buyers, conference coordinators, sales coordinators).

*I. Skilled Crafts & Trades*

\* There were fewer than three Aboriginal people in 2007 and an **increase** to 5.5% (6/109) in 2011 in skilled crafts and trades positions (pipe-fitters, electricians, carpenters, glassblowers, machinists, locksmiths, plant operators).

*J. Clerical Personnel*

\* There was an **increase** from 1.7% in 2007 to 2.9% (12/420) in 2011 of Aboriginal people in clerical positions (office clerks, secretaries, course coordinators, switchboard operators, personnel assistants, receptionists, mailroom clerks).

*K. Intermediate Sales & Service*

\* There were fewer than three Aboriginal people in 2007 and also in 2011 (\*/50) in Intermediate Sales & Service positions (dental assistants, health care assistants, sales clerks).

*L. Semi-Skilled Manual Workers*

\* There were fewer than three Aboriginal people in 2007 and also in 2011 (\*/57) in semi-skilled manual workers' positions (vehicle operators, instrument technicians, maintenance workers - heavy equipment, photographer assistants).

*M. Other Sales & Service Personnel*

\* There was an increase from 2.9% in 2007 to 3.5% (10/284) in 2011 of Aboriginal people in other sales and service personnel positions (cashier, lab assistant, security officer, building service superintendents, and parking attendants).

*N. Other Manual Workers*

\* There were fewer than three Aboriginal people in 2007 and also in 2011 (\*/53) in the other manual workers' category (maintenance workers, machine operator assistants, general services lab technicians).

**2011 Response Rate = 89.6% (4458/4976)**

(4976 = 2595 (52.2%) women + 2381 (47.9%) men)

Decline/refusal rate = 13.5% (673/4976)

Of the 89.6% 2011 cumulative completion rate, 3.1% declined to self-identify.

**2007 Response Rate = 63.0% (2999/4764)**

(4764 = 2456 (51.6%) women + 2308 (48.4%) men)

2007 Cumulative Completion Rate = 60.5% (2881/4764)

Of the 63.0% 2007 cumulative completion rate, 2.5% declined to self-identify.

#### **IV. Representation and Status of Visible Minorities in the Workforce, 2007-2011<sup>12</sup>**

This report assesses the diversity of the University of Alberta's workforce and, specifically, the representation and status of visible minorities/non-whites in the workforce. In 2011, visible minorities constituted 13.2% (657/4976) of the University's workforce. This represented an increase from 2007, when visible minorities constituted 8.0% of the University's workforce. Overall the 2011 University's workforce was made up of 13.2% (657) visible minorities.

When the 13.2% of visible minorities/non-whites is combined with the 1.7% (86) of Aboriginal people this made up less than 15% of the University workforce. After 24 years the University's workforce – 85.1% (4233/4976) – remains overwhelmingly white.

##### *A. Visible Minorities in Senior Management*

\* There was an increase from 3.7% in 2007 to 11.1% (4/36) in 2011 of visible minorities in senior management positions (President, Vice-President, APOs, Vice-Provosts, Associate Vice-Presidents, Chief Librarians, and Deputy Provosts).

##### *B. Visible Minority Middle & Other Managers*

There was an increase from 4.9% in 2007 to 11.7% (38/324) of visible minorities in positions of middle and other managers (Deans<sup>13</sup>, Department Chairs, Directors, and APOs).

##### *C. Professoriate – Visible Minority Professors*

There was an increase from 10.3% in 2007 to 15.6% (223/1429) of visible minorities among university professors (full, associate and assistant professors)

##### *D. Other Professionals*

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<sup>12</sup> Source: University of Alberta Employment Equity data, Employment Advisor, 18 October 2012.

<sup>13</sup> The units examined include the following: Agriculture, Life and Environmental Science, Alberta School of Business, Arts, Augustana Campus, Campus Saint Jean, Education, Engineering, Extension, Graduate Studies and Research, Law, School of Library & Information Studies, Medicine & Dentistry, Native Studies, Nursing, Pharmacy and Pharmaceutical Sciences, Physical Education & Recreation, School of Public Health, Rehabilitation Medicine, Science, St. Joseph's College, and St. Stephen's College.

There was an increase from 6.6% in 2007 to 14.2% (106/748) in 2011 of visible minorities in the 'other professional' category (FSOs, APOs, librarians, systems analysts, student service assistants, program coordinators, nurses, LAN/NET Administrators).

*E. Semi-Professionals & Technicians*

There was an increase from 11.1% in 2007 to 12.4% (52/418) in 2011 of visible minorities in the semi-professional & technicians (APOs, photographers, dental assistants, chemical technologists, drafting technicians, and library assistants)

*F. Supervisors*

There was an increase from 10.1% in 2007 to 11.9% (16/135) in 2011 of visible minorities in supervisors (administrative service persons, accounting administrators, financial officers, housekeepers, and parking administrators)

*G. Supervisors: Crafts & Trades*

There were fewer than three visible minorities in 2007 and also in 2011 (\*/49) in supervisor-crafts and trade positions (APOs, maintenance worker, supervisors, horticulturalist, aquaculture technicians, and heating plant supervisors).

*H. Administrators & Senior Clerical*

There was an increase from 3.9% in 2007 to 9.5% (82/863) in 2011 of visible minorities in administrative & senior clerical positions (Library Assistants, Administrative Secretaries, Medical Secretaries, Buyers, Conference Coordinators, and Sales Coordinators).

*I. Skilled Crafts & Trades*

There were fewer than three visible minorities in 2007 and also in 2011 (\*/109) in skilled crafts & trade positions (Pipe-fitters, electricians, carpenters, glassblowers, machinists, locksmiths, and plant operators)

*J. Clerical Personnel*

There was an increase from 6.9% in 2007 to 13.6% (57/420) in 2011 of visible minorities in clerical personnel positions (office clerks, secretaries, course coordinators, switchboard operators, personnel assistants, receptionists, and mailroom clerks)

*K. Intermediate Sales & Service*

There were fewer than three visible minorities in 2007 and an increase to 8.0% (4/50) in 2011 among intermediate sales & service positions (dental assistants, health care assistants, and sales clerks)

*L. Semi-skilled Manual Workers*

There was an increase from 3.3% in 2007 to 10.5% (6/57) in 2011 of visible minorities in semi-skilled manual workers (vehicle operators, instrument technicians, maintenance workers-heavy equipment, and photographer assistants)

*M. Other Sales & Service Personnel*

There was an increase from 14.3% in 2007 to 20.8% (59/284) in 2011 of visible minorities in other sales & service personnel positions (cashier, lab assistant, security officer, building services superintendents, and parking attendants)

*N. Other Manual Workers*

There was a decline from 12.0% in 2007 to 9.4% (5/53) in 2011 of visible minorities in 'other manual workers' positions (maintenance workers, machine operator assistants, general services lab technicians).

**2011 Response Rate = 89.6% (4458/4976)**

(4976 = 2595 (52.2%) women + 2381 (47.9%) men)

Decline/refusal rate = 13.5% (673/4976)

Of the 89.6% 2011 cumulative completion rate, 3.1% declined to self-identify.

**2007 Response Rate = 63.0% (2999/4764)**

(4764 = 2456 (51.6%) women + 2308 (48.4%) men)

2007 Cumulative Completion Rate = 60.5% (2881/4764)

Of the 63.0% 2007 cumulative completion rate, 2.5% declined to self-identify.

## V. Representation and Status of Persons with Disabilities, 2007-2011<sup>14</sup>

This report assesses the diversity of the University workforce and, specifically, the representation and status of persons with disabilities.<sup>15</sup> Persons with disabilities constituted 1.4% of the University of Alberta's workforce in 2007, and this percentage increased to 2.4% (117/4976) in 2011. Of these, 0.9% in 2007 and 1.5% (22/1429) in 2011 were in the professoriate as full, associate or assistant professors.

### A. Senior Management

\* There were fewer than three persons with disabilities in senior management positions in 2007 and this remained true (\* /36) in 2011 (President, Vice-President, APOs, Vice-Provosts, Associate Vice-Presidents, Chief Librarians, and Deputy Provosts).

### B. Middle and Other Managers

\* There was an increase from 1.7% in 2007 to 1.9% in 2011 (6/324) of persons with disabilities in middle and other manager positions (Deans<sup>16</sup>, Department Chairs, Directors, APOs).

### C. Professoriate –Tenure-Track Positions

\* There was an increase from 0.9% in 2007 to 1.5% (22/1429) in 2011 of persons with disabilities in the categories full, associate and assistant professors.

### D. 'Other Professionals'

\* There was an increase from 1.1% in 2007 to 2.3% (17/748) in 2011 of persons with disabilities in positions classified as 'other professionals' (FSOs, APOs, Librarians, Systems Analysts, Student Service Assistants, Program Coordinators, Nurses, and LAN/NET Administrators.)

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<sup>14</sup> Source: University of Alberta Employment data, Employment Equity Advisor, 18 October 2012.

<sup>15</sup> While the Duty to Accommodate and institutional efforts to create a welcoming and inclusive environment are not limited to the *Employment Equity Act*, the latter defines "persons with disabilities as follows: "persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who

(a) consider themselves to be disadvantaged in employment by reason of that impairment, or

(b) believe that a employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment,

and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace."

<sup>16</sup> The units examined include: Agriculture, Life and Environmental Science, Alberta School of Business, Arts, Augustana Campus, Campus Saint Jean, Education, Engineering, Extension, Graduate Studies and Research, Law, School of Library & Information Studies, Medicine & Dentistry, Native Studies, Nursing, Pharmacy and Pharmaceutical Sciences, Physical Education & Recreation, School of Public Health, Rehabilitation Medicine, Science, St. Joseph's College, and St. Stephen's College.

*E. Semi-Professionals and Technicians*

\* There was an increase from 2.9% in 2007 to 4.1% (17/418) in 2011 of persons with disabilities in semi-professional and technician positions (APOs, photographers, dental assistants, chemical technologists, drafting technicians, and library assistants).

*F. Supervisors*

\* There was an increase from 4.0% in 2007 to 4.4% (6/135) of persons with disabilities in positions as supervisors (administrative services, accounting administrators, financial officers, housekeepers, parking administrators).

*G. Supervisors: Crafts & Trades*

\* There were fewer than three persons with disabilities in 2007 and also in 2011 (\*/49) in positions as supervisors-crafts and trades (APOs, maintenance worker supervisors, horticulturalists, aquaculture technicians, heating plant supervisors).

*H. Administration & Senior Clerical*

\* There was an increase from 0.8% in 2007 to 1.4% (12/863) in 2011 of persons with disabilities in administrative and senior clerical positions (library assistants, administrative secretaries, medical secretaries, buyers, conference coordinators, sales coordinators).

*I. Skilled Crafts & Trades*

\* There were fewer than three persons with disabilities in 2007 and also in 2011 (\*/109) in skilled crafts and trades positions (pipe-fitters, electricians, carpenters, glassblowers, machinists, locksmiths, plant operators).

*J. Clerical Personnel*

\* There was an increase from 1.7% in 2007 to 4.8% (20/420) in 2011 of persons with disabilities in clerical positions (office clerks, secretaries, course coordinators, switchboard operators, personnel assistants, receptionists, mailroom clerks).

*K. Intermediate Sales & Service*

\* There were fewer than three persons with disabilities in 2007 and also in 2011 (\*/50) in Intermediate Sales & Service positions (dental assistants, health care assistants, sales clerks).



*L. Semi-Skilled Manual Workers*

\* There was an increase from 3.3% in 2007 to 8.8% (5/57) in 2011 of persons with disabilities in semi-skilled manual workers' positions (vehicle operators, instrument technicians, maintenance workers - heavy equipment, photographer assistants).

*M. Other Sales & Service Personnel*

\* There was an increase from 2.5% in 2007 to 3.2% (9/284) in 2011 of persons with disabilities in other sales and service personnel positions (cashier, lab assistant, security officer, building service superintendents, and parking attendants).

*N. Other Manual Workers*

\* There were fewer than three persons with disabilities in 2007 and also in 2011 (\* /53) in the other manual workers' category (maintenance workers, machine operator assistants, general services lab technicians).

**2011 Response Rate = 89.6% (4458/4976)**

(4976 = 2595 (52.2%) women + 2381 (47.9%) men)

Decline/refusal rate = 13.5% (673/4976)

Of the 89.6% 2011 cumulative completion rate, 3.1% declined to self-identify.

**2007 Response Rate = 63.0% (2999/4764)**

(4764 = 2456 (51.6%) women + 2308 (48.4%) men)

2007 Cumulative Completion Rate = 60.5% (2881/4764)

Of the 63.0% 2007 cumulative completion rate, 2.5% declined to self-identify.

**Appendices A – F: Equity Data at U of A, 2001 and 2007-2011**

**Report of the AASUA Equity Chair – 26 October 2012**

Appendix A – Table 1 – U of A Equity Data, 2001 and 2007-2011– Continuing and Recurring Term Positions – Operating

Appendix B – Table 2 – Representation of Women at the U of A vs 2006 Census Canada Availability Data

Appendix C – Table 3 – Representation of Aboriginal Peoples at the U of A vs 2006 Census Canada Availability Data

Appendix D – Table 4 – Representation of Persons with Disabilities at the U of A vs 2006 Census Canada Availability Data

Appendix E – Table 5 – Representation of Visible Minorities at the U of A vs 2006 Census Canada Availability Data

Appendix F – Equity Census Response Rate, 2007, 2011

*Appendix A:* Table 1 – UofA Equity Data – Continuing and Recurring Term Positions – Operating

	YEAR	TOTAL		FEMALE		MALE		ABORIGINAL PEOPLE		PERSONS WITH DISABILITIES		MEMBERS OF VISIBLE MINORITIES	
		# Respondents	Total in Occupation Group	#	%	#	%	#	%	#	%	#	%
Deans/Directors/Chairs <sup>1</sup>	2011	322	343	118	34.4	225	65.6	*	*	4	1.2	41	12.0
	2010	325	345	125	36.2	220	63.8	*	*	7	2.0	37	10.9
	2009	310	325	114	35.1	211	64.9	*	*	6	1.8	33	10.2
	2008	299	313	109	34.8	204	65.2	*	*	5	1.6	23	7.3
	2007	239	300	103	35.0	191	65.0	*	*	4	1.3	15	5.0
	2001	227	245	72	29.4	173	70.6	*	*	*	*	14	5.7
University Teachers	2011	1236	1429	499	34.9	930	65.1	16	1.1	22	1.5	223	15.6
	2010	1240	1429	485	33.9	944	66.1	13	0.9	21	1.5	217	15.2
	2009	1289	1473	490	33.3	983	66.7	11	0.8	23	1.6	221	15.0
	2008	1270	1455	479	32.9	976	67.1	12	0.8	22	1.5	217	14.9
	2007	883	1408	450	32.0	958	68.0	5	0.4	13	0.9	145	10.3
	2001	1004	1175	331	28.2	844	71.8	*	*	19	1.6	134	11.4
Faculty Service Officers <sup>2</sup>	2011	70	70	25	35.7	45	64.3	*	*	*	*	6	8.6
	2010	60	67	22	32.8	45	67.2	*	*	*	*	4	5.0
	2009	57	63	22	34.9	41	65.1	*	*	*	*	4	6.3
	2008	54	62	22	35.5	40	64.5	*	*	*	*	*	*
	2007	22	52	17	32.7	35	67.3	*	*	*	*	*	*
	2001	29	38	13	34.2	25	65.8	*	*	*	*	*	*
Librarians	2011	64	64	43	67.2	21	32.8	*	*	*	*	4	6.3
	2010	62	62	41	66.1	21	33.9	*	*	*	*	*	*
	2009	66	67	47	70.1	20	29.9	*	*	*	*	4	6.0
	2008	57	60	43	71.7	17	28.3	*	*	*	*	*	*
	2007	44	60	43	71.7	17	28.3	*	*	*	*	*	*
	2001	47	51	36	70.6	15	29.4	*	*	*	*	*	*
Administrative <sup>3</sup>	2011	1719	1849	1536	83.1	313	16.9	39	2.1	46	2.5	195	10.5
	2010	1715	1812	1511	83.4	301	16.6	42	2.3	46	2.5	182	10.0
	2009	1782	1890	1586	83.9	304	16.1	45	2.4	49	2.6	191	10.1
	2008	1659	1796	1512	84.2	284	15.8	40	1.0	49	2.7	179	10.0
	2007	1046	1756	1484	84.5	272	15.5	19	1.1	25	1.4	99	5.6

	<b>2001</b>	1131	1175	1008	85.8	167	14.2	20	1.7	21	1.8	112	9.5
Computer & Info Systems Professionals <sup>4</sup>	<b>2011</b>	271	309	80	25.9	229	74.1	*	*	8	2.6	69	22.3
	<b>2010</b>	275	314	94	28.7	224	71.3	*	*	8	2.5	64	20.4
	<b>2009</b>	288	328	95	29.0	233	71.0	*	*	10	3.0	71	21.6
	<b>2008</b>	273	316	90	28.5	226	71.5	*	*	9	2.8	67	21.2
	<b>2007</b>	163	287	85	29.6	202	70.4	*	*	*	*	31	10.8
	<b>2001</b>	153	163	51	31.3	112	68.7	*	*	*	*	23	14.1
Semi-professionals & Technicians <sup>5</sup>	<b>2011</b>	277	319	109	34.2	210	65.8	*	*	15	4.7	37	11.6
	<b>2010</b>	270	317	110	34.7	207	65.3	4	1.3	14	4.4	32	10.1
	<b>2009</b>	285	324	113	34.9	211	65.1	*	*	15	4.6	36	11.1
	<b>2008</b>	283	322	105	32.6	217	67.4	*	*	14	4.3	36	11.2
	<b>2007</b>	208	325	111	34.2	214	65.8	*	*	11	3.4	28	8.6
	<b>2001</b>	281	302	104	34.4	198	65.1	*	*	18	6.0	36	11.9
Crafts & Trades <sup>6</sup>	<b>2011</b>	173	201	25	12.4	176	87.6	7	3.5	*	*	9	4.5
	<b>2010</b>	192	226	33	14.6	193	85.4	7	3.1	4	1.8	11	4.9
	<b>2009</b>	202	228	30	13.2	198	86.8	8	3.5	*	*	10	4.4
	<b>2008</b>	196	228	29	12.7	199	87.3	8	3.5	*	*	9	3.9
	<b>2007</b>	140	225	21	9.3	204	90.7	4	1.8	*	*	9	4.0
	<b>2001</b>	136	153	6	3.9	147	96.1	*	*	*	*	9	5.9
Other Service and Manual Workers <sup>7</sup>	<b>2011</b>	326	392	160	40.8	232	59.2	13	3.3	17	4.3	73	18.6
	<b>2010</b>	287	358	145	40.5	213	59.5	10	2.8	12	3.4	62	17.3
	<b>2009</b>	326	377	157	41.6	220	58.4	12	3.2	20	5.3	67	17.8
	<b>2008</b>	305	347	136	39.2	211	60.8	10	2.9	17	4.9	65	18.7
	<b>2007</b>	254	351	142	40.5	209	59.5	9	2.6	11	3.1	49	14.0
	<b>2001</b>	304	322	137	42.5	185	57.5	6	1.9	13	4.0	57	17.7

Prepared by the Employment Equity Program, Human Resource Services, October 2012

\* Representations of 0 to 3 have been suppressed to ensure confidentiality

2011 overall response rate = 89.6% (4458/4976)

2001 overall response rate= 91.4% (3311/3624)

Note: Occupational Groups include, but are not limited to, the following University of Alberta positions. The Categories above are not separated by the Employment Equity Occupational Groups (EEOGs) Rather they are classified through their noes and positions in to each category and should not be compared to the Employment Equity Occupational Groups data. Below is a sample of occupations and EEOGs that are found in the above categories.

<sup>1</sup> Deans/Directors/Chairs includes occupations such as President, Vice-presidents, Provosts, Vice-Presidents, and APOs. This category contains EEOGs 01 and 02.

<sup>2</sup> Faculty Service Officers includes all FSOs and contains EEOGs 02, 03, and 04.

<sup>3</sup> Administrative includes Office administrators, Accounting Administrator/Assistants, APOs, Administrative Assistants/Clerks/Secretaries, Program Coordinators, Receptionists, Student Rec/Admissions Clerks, Laboratory Assistants, Library Assistants, Res Life Coordinators, Student Services Assistants, Teacher & Research Assistants. This category contains EEOGs 02, 03, 04, 05, 06, 07, 10, 11, and 13.

<sup>4</sup> Computer & Info Systems Professionals includes LAN/NET Administrators, Programmer Analysts, web designers, Systems Testing Techs, and Systems Analysts. This Category contains EEOGs 03, 04, and 07.

<sup>5</sup> Semi-professionals & Technicians includes Animal, Biochemistry, Chemical, Engineering, Instrument, Dental Equipment Technicians, Laboratory Technicians, Senior Laboratory Advisers, Graphics Technicians, Art Technicians, and Curators. This category contains EEOGs 03, 04, 06, 11, and 12.

<sup>6</sup> Crafts & Trades includes Painters, Pipefitters, Controls Fitter, Cabinet Makers, Carpenters, and Glassblowers. This category contains EEOGs 06, 09, 10, 12, and 14.

<sup>7</sup> Other Service and Manual Workers includes Farm Workers, Maintenance workers, Vehicle operators, Locksmiths, Parking Attendants, Rec Facilities Attendants, Building Services Workers, Housing Workers, Laboratory Cleaners, Sales Clerks, Food Services Assistants, and Parking Administrators. This category contains EEOGs 05, 06, 08, 11, 12, 13, and 14.

## Appendix B

### Table 2 - Representation of Women at UofA vs 2006 Census Canada Availability Data Continuing and Recurring Term Positions – Operating

Employment Equity Occupational Groups (EEOG)	% Women				Employment Equity Occupational Groups (EEOG)	% Women			
	2007	2011	2011 (#)	2006 Census Data		2007	2011	2011 (#)	2006 Census Data
<b>01 Senior Managers</b> President, Vice Presidents, APOs, Vice-Provosts, Associate Vice Presidents, Chief Librarians, Deputy Provosts	40.7	33.3	12/36	24.2	<b>08 Skilled Sales &amp; Service Personnel</b> Embalmer	0.0	0.0	0/1	41.7
<b>02 Middle &amp; Other Managers</b> Deans, Department Chairs, Directors, APOs	33.4	33.0	107/324	39.1	<b>09 Skilled Crafts &amp; Trades</b> Pipefitters, Electricians, Carpenters, Glassblowers, Machinists, Locksmiths, Plant Operators	3.3	1.8	2/109	4.7
<b>03 Professionals</b>	37.7	40.7	887/2177	43.3	<b>10 Clerical Personnel</b> Office Clerks, Secretaries, Course Coordinators, Switchboard Operators, Personnel Assistants, Receptionists, Mailroom Clerks	89.1	90.0	378/420	75.0
<b>- University Professors</b> Full, Associate, and Assistant Professors not included in EEOG 01 and EEOG 02	32.0	34.9	499/1429	39.6					
<b>- Other Professionals</b> FSOs, APOs, Librarians, Systems Analysts, Student Services Assistants, Program Coordinators, Nurses, LAN/NET Administrators	49.1	51.9	388/748	50.0					
<b>04 Semi-Professionals &amp; Technicians</b> APOs, Photographers, Dental Assistants, Chemical Technologists, Drafting Technicians, Library Assistants	48.7	45.2	189/418	55.4	<b>11 Intermediate Sales &amp; Service</b> Dental Assistants, Health Care Assistants, Sales Clerks	92.9	94.0	47/50	66.6
<b>05 Supervisors</b> Administrative Service Persons, Accounting Administrators, Financial Officers, Housekeepers, Parking Administrators	79.8	71.9	97/135	58.7	<b>12 Semi-skilled Manual Workers</b> Vehicle Operators, Instrument Technicians, Maintenance Workers – Heavy Equipment, Photographer Assistants	5.0	3.5	2/57	16.2
<b>06 Supervisors: Crafts &amp; Trades</b> APOs, Maintenance Worker Supervisors, Horticulturist, Aquaculture Technicians, Heating Plant Supervisors	2.5	2.0	1/49	14.2	<b>13 Other Sales &amp; Service Personnel</b> Cashier, Lab Assistant, Security Officer, Building Services Superintendents, Parking Attendants	50.9	49.6	141/284	59.3
<b>07 Administration &amp; Senior Clerical</b> Library Assistants, Administrative Secretaries, Medical Secretaries, Buyers, Conference Coordinators, Sales Coordinators	86.4	84.0	725/863	84.0	<b>14 Other Manual Workers</b> Maintenance Workers, Machine Operator Assistants, General Services Lab Technicians	8.0	13.2	7/53	19.9
					<b>Total Numbers for Occupations at The University of Alberta</b>	51.6	52.2	2595/4976	Unavailable Data

\*Representations of 0 to 3 have been suppressed to ensure confidentiality - See Appendix F for Response Rate

**Appendix C:**

**Table 3 - Representation of Aboriginal Peoples at UofA vs 2006 Census Canada Availability Data  
Continuing and Recurring Term Positions – Operating**

<b>Employment Equity Occupational Groups (EEOG)</b>	<b>% Aboriginal Peoples</b>				<b>Employment Equity Occupational Groups (EEOG)</b>	<b>% Aboriginal Peoples</b>			
	<b>2007</b>	<b>2011</b>	<b>2011 (#)</b>	<b>2006 Census Data</b>		<b>2007</b>	<b>2011</b>	<b>2011 (#)</b>	<b>2006 Census Data</b>
<b>01 Senior Managers</b> President, Vice Presidents, APOs, Vice-Provosts, Associate Vice Presidents, Chief Librarians, Deputy Provosts	*	*	*/36	2.4	<b>08 Skilled Sales &amp; Service Personnel</b> Embalmer	*	*	*/1	0.0
<b>02 Middle &amp; Other Managers</b> Deans, Department Chairs, Directors, APOs	*	*	*/324	1.9	<b>09 Skilled Crafts &amp; Trades</b> Pipefitters, Electricians, Carpenters, Glassblowers, Machinists, Locksmiths, Plant Operators	*	5.5	6/109	3.7
<b>03 Professionals</b>	0.6	1.3	28/2177	1.4	<b>10 Clerical Personnel</b> Office Clerks, Secretaries, Course Coordinators, Switchboard Operators, Personnel Assistants, Receptionists, Mailroom Clerks	1.7	2.9	12/420	4.4
<b>- University Professors</b> Full, Associate, and Assistant Professors not included in EEOG 01 and EEOG 02	0.4	1.1	16/1429	0.9					
<b>- Other Professionals</b> FSOs, APOs, Librarians, Systems Analysts, Student Services Assistants, Program Coordinators, Nurses, LAN/NET Administrators	1.1	1.6	12/748	2.3					
<b>04 Semi-Professionals &amp; Technicians</b> APOs, Photographers, Dental Assistants, Chemical Technologists, Drafting Technicians, Library Assistants	0.5	1.0	4/418	2.8	<b>11 Intermediate Sales &amp; Service</b> Dental Assistants, Health Care Assistants, Sales Clerks	*	*	*/50	4.1
<b>05 Supervisors</b> Administrative Service Persons, Accounting Administrators, Financial Officers, Housekeepers, Parking Administrators	*	*	*/135	4.1	<b>12 Semi-skilled Manual Workers</b> Vehicle Operators, Instrument Technicians, Maintenance Workers – Heavy Equipment, Photographer Assistants	*	*	*/57	5.4
<b>06 Supervisors: Crafts &amp; Trades</b> APOs, Maintenance Worker Supervisors, Horticulturist, Aquaculture Technicians, Heating Plant Supervisors	*	*	*/49	3.5	<b>13 Other Sales &amp; Service Personnel</b> Cashier, Lab Assistant, Security Officer, Building Services Superintendents, Parking Attendants	2.9	3.5	10/284	6.8
<b>07 Administration &amp; Senior Clerical</b> Library Assistants, Administrative Secretaries, Medical Secretaries, Buyers, Conference Coordinators, Sales Coordinators	0.8	2.2	19/863	3.2	<b>14 Other Manual Workers</b> Maintenance Workers, Machine Operator Assistants, General Services Lab Technicians	*	*	*/53	9.7
					<b>Total Numbers for Occupations at The University of Alberta</b>	0.9	1.7	86/4976	Unavailable Data

\*Representations of 0 to 3 have been suppressed to ensure confidentiality - See Appendix F for Response Rate

**Appendix D:**

**Table 4 - Representation of Persons with Disabilities at UofA vs 2006 Census Canada Availability Data  
Continuing and Recurring Term Positions – Operating**

Employment Equity Occupational Groups (EEOG)	% Persons with Disabilities				Employment Equity Occupational Groups (EEOG)	% Persons with Disabilities			
	2007	2011	2011 (#)	2006 Census Data		2007	2011	2011 (#)	2006 Census Data
<b>01 Senior Managers</b> President, Vice Presidents, APOs, Vice-Provosts, Associate Vice Presidents, Chief Librarians, Deputy Provosts	*	*	*/36	3.2	<b>08 Skilled Sales &amp; Service Personnel</b> Embalmer	*	*	*/1	0.0
<b>02 Middle &amp; Other Managers</b> Deans, Department Chairs, Directors, APOs	1.7	1.9	6/324		<b>09 Skilled Crafts &amp; Trades</b> Pipefitters, Electricians, Carpenters, Glassblowers, Machinists, Locksmiths, Plant Operators	*	*	*/109	5.3
<b>03 Professionals</b>	0.9	1.8	39/2177	4.5	<b>10 Clerical Personnel</b> Office Clerks, Secretaries, Course Coordinators, Switchboard Operators, Personnel Assistants, Receptionists, Mailroom Clerks	1.7	4.8	20/420	4.4
<b>- University Professors</b> Full, Associate, and Assistant Professors not included in EEOG 01 and EEOG 02	0.9	1.5	22/1429		<b>11 Intermediate Sales &amp; Service</b> Dental Assistants, Health Care Assistants, Sales Clerks	*	*	*/50	5.3
<b>- Other Professionals</b> FSOs, APOs, Librarians, Systems Analysts, Student Services Assistants, Program Coordinators, Nurses, LAN/NET Administrators	1.1	2.3	17/748		<b>12 Semi-skilled Manual Workers</b> Vehicle Operators, Instrument Technicians, Maintenance Workers – Heavy Equipment, Photographer Assistants	3.3	8.8	5/57	5.5
<b>04 Semi-Professionals &amp; Technicians</b> APOs, Photographers, Dental Assistants, Chemical Technologists, Drafting Technicians, Library Assistants	2.9	4.1	17/418	4.8	<b>13 Other Sales &amp; Service Personnel</b> Cashier, Lab Assistant, Security Officer, Building Services Superintendents, Parking Attendants	2.5	3.2	9/284	6.5
<b>05 Supervisors</b> Administrative Service Persons, Accounting Administrators, Financial Officers, Housekeepers, Parking Administrators	4.0	4.4	6/135	9.5	<b>14 Other Manual Workers</b> Maintenance Workers, Machine Operator Assistants, General Services Lab Technicians	*	*	*/53	5.2
<b>06 Supervisors: Crafts &amp; Trades</b> APOs, Maintenance Worker Supervisors, Horticulturist, Aquaculture Technicians, Heating Plant Supervisors	*	*	*/49	4.6	<b>Total Numbers for Occupations at The University of Alberta</b>	1.4	2.4	117/4976	Unavailable Data
<b>07 Administration &amp; Senior Clerical</b> Library Assistants, Administrative Secretaries, Medical Secretaries, Buyers, Conference Coordinators, Sales Coordinators	0.8	1.4	12/863	2.6					

\*Representations of 0 to 3 have been suppressed to ensure confidentiality - See Appendix F for Response Rate



**Appendix E:**

**Table 5 - Representation of Visible Minorities at UofA vs 2006 Census Canada Availability Data  
Continuing and Recurring Term Positions – Operating**

Employment Equity Occupational Groups (EEOG)	% Members of Visible Minorities				Employment Equity Occupational Groups (EEOG)	% Members of Visible Minorities			
	2007	2011	2011 (#)	2006 Census Data		2007	2011	2011 (#)	2006 Census Data
<b>01 Senior Managers</b> President, Vice Presidents, APOs, Vice-Provosts, Associate Vice Presidents, Chief Librarians, Deputy Provosts	3.7	11.1	4/36	8.7	<b>08 Skilled Sales &amp; Service Personnel</b> Embalmer	*	*	*/1	0.0
<b>02 Middle &amp; Other Managers</b> Deans, Department Chairs, Directors, APOs	4.9	11.7	38/324	14.0	<b>09 Skilled Crafts &amp; Trades</b> Pipefitters, Electricians, Carpenters, Glassblowers, Machinists, Locksmiths, Plant Operators	*	*	*/109	13.0
<b>03 Professionals</b>	9.1	15.1	329/2177	16.0	<b>10 Clerical Personnel</b> Office Clerks, Secretaries, Course Coordinators, Switchboard Operators, Personnel Assistants, Receptionists, Mailroom Clerks	6.9	13.6	57/420	13.6
<b>- University Professors</b> Full, Associate, and Assistant Professors not included in EEOG 01 and EEOG 02	10.3	15.6	223/1429	15.1					
<b>- Other Professionals</b> FSOs, APOs, Librarians, Systems Analysts, Student Services Assistants, Program Coordinators, Nurses, LAN/NET Administrators	6.6	14.2	106/748	17.6	<b>11 Intermediate Sales &amp; Service</b> Dental Assistants, Health Care Assistants, Sales Clerks	*	8.0	4/50	18.4
<b>04 Semi-Professionals &amp; Technicians</b> APOs, Photographers, Dental Assistants, Chemical Technologists, Drafting Technicians, Library Assistants	11.1	12.4	52/418	11.6	<b>12 Semi-skilled Manual Workers</b> Vehicle Operators, Instrument Technicians, Maintenance Workers – Heavy Equipment, Photographer Assistants	3.3	10.5	6/57	16.7
<b>05 Supervisors</b> Administrative Service Persons, Accounting Administrators, Financial Officers, Housekeepers, Parking Administrators	10.1	11.9	16/135	14.2	<b>13 Other Sales &amp; Service Personnel</b> Cashier, Lab Assistant, Security Officer, Building Services Superintendents, Parking Attendants	14.3	20.8	59/284	24.3
<b>06 Supervisors: Crafts &amp; Trades</b> APOs, Maintenance Worker Supervisors, Horticulturist, Aquaculture Technicians, Heating Plant Supervisors	*	*	*/49	4.4	<b>14 Other Manual Workers</b> Maintenance Workers, Machine Operator Assistants, General Services Lab Technicians	12.0	9.4	5/53	14.8
<b>07 Administration &amp; Senior Clerical</b> Library Assistants, Administrative Secretaries, Medical Secretaries, Buyers, Conference Coordinators, Sales Coordinators	3.9	9.5	82/863	9.7	<b>Total Numbers for Occupations at The University of Alberta</b>	8.0	13.2	657/4976	Unavailable Data

\*Representations of 0 to 3 have been suppressed to ensure confidentiality - See Appendix F for Response Rate

## *Appendix F: Employment Equity Census Response Rate*

### **2011 Response Rate = 89.6% (4458/4976)**

(4976 = 2595 (52.2%) women + 2381 (47.9%) men)

2011 Cumulative Completion Rate = 86.5% (4303/4976)

Decline/refusal Rate = 13.5% (673/4976)

Of the 89.6% 2011 Cumulative Completion Rate, 3.1% declined to self-identify.

### **2007 Response Rate = 63.0% (2999/4764)**

(4764 = 2456 (51.6%) women + 2308 (48.4%) men)

2007 Cumulative Completion Rate = 60.5% (2881/4764)

Decline/refusal rate = 39.5% (1883/4764)

Of the 63.0% 2007 Cumulative Completion Rate, 2.5% declined to self-identify.