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St. Francis Xavier University

Employee Diversity Survey

May 2019

Prepared for:





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Background & Methodology



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Saint Francis Xavier University (St FX) strives to be a welcoming community, reflective of the diversity of the modern world. St FX is committed to providing opportunities to members of all communities to participate, engage and belong. St FX believes that a diverse workforce improves the representation and success of students from marginalized groups, and prepares students to become global citizens.

Due to the above, St FX understands the importance of better understanding and increasing awareness of barriers or gaps that exist within policies, processes and culture. As such, St FX commissioned Narrative Research (*formerly Corporate Research Associates*) to conduct a quantitative study with St FX employees to better understand the level of diversity that currently exists within St FX's employee base. Ultimately, results from this survey will be used to identify challenges at St FX and help inform practices for making St FX a safe and welcoming place to work, live and study.

To achieve research objectives, a short survey was conducted (online and by paper) with employees. In total, 424 surveys were completed with employees (366 online, and 58 by paper). Note, for confidentiality, all paper surveys were mailed directly to Narrative Research for inclusion in the final analysis.

The following summary report presents an overview of the results from the St FX Employee Diversity Survey.

Appended to this report are overall banner tables that present results for each question by key demographic characteristics. All tables in the report are noted by number for easy reference. Unless otherwise noted, all results are expressed as a percentage.

St FX University Online Survey

- **Total # of Completes:** 424
 - 366 Online
 - 58 Paper
- **Language:** English Only

Field Dates & Survey Length

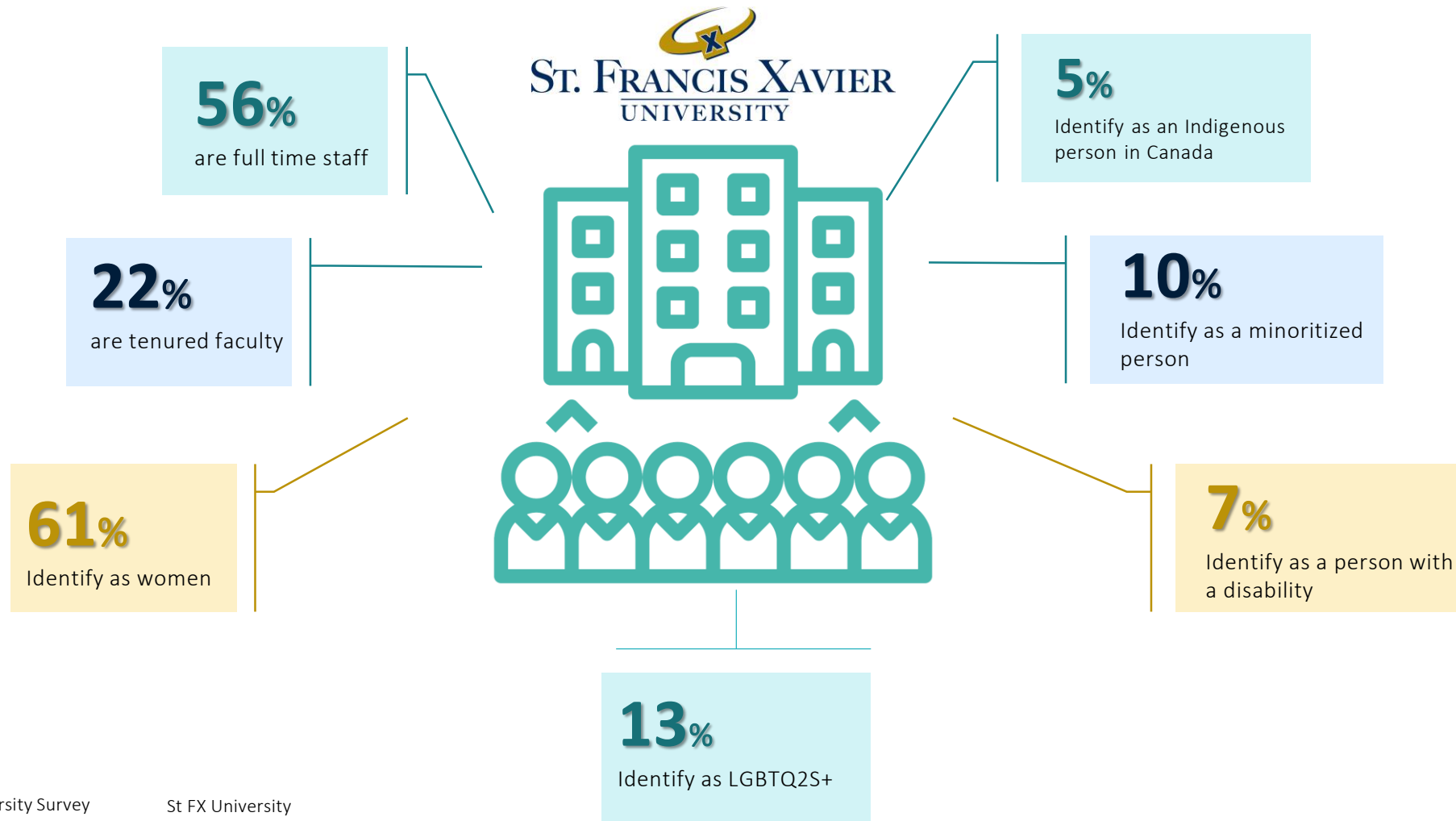
- **Field Dates:** April 3 - April 26, 2019
- **Length:** 3 minutes



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General Overview of Results

The following outlines the profile of survey respondents from the *2019 St FX Employee Diversity Study*.





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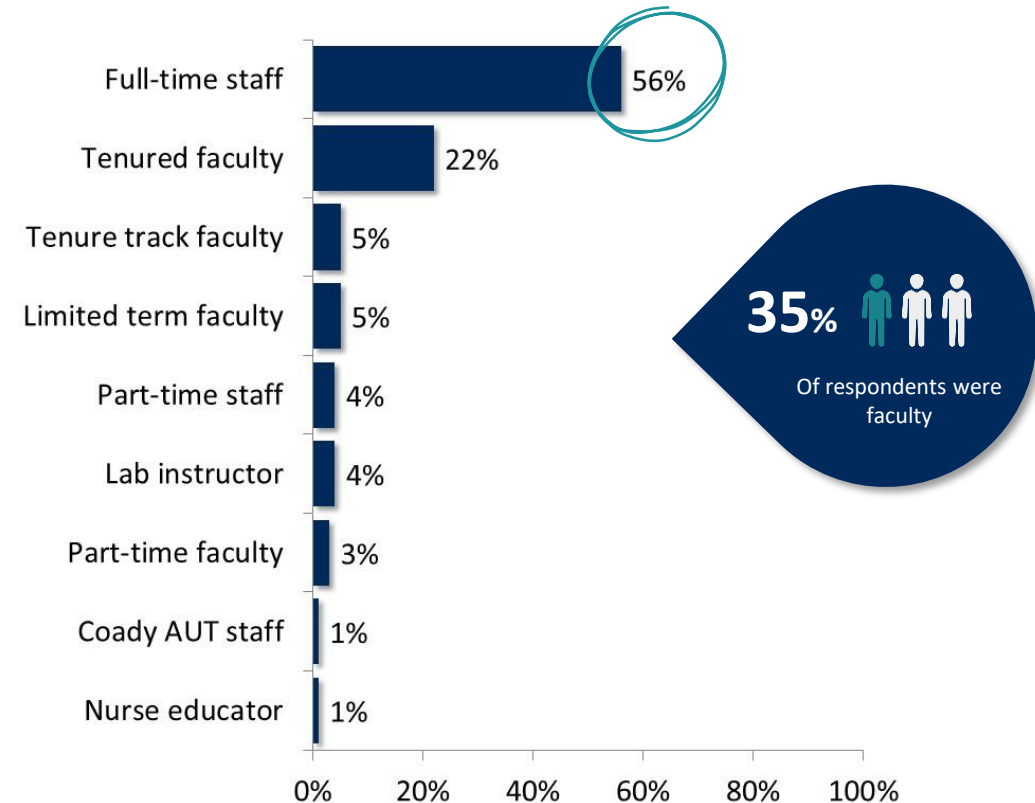
Employment Status

St FX employs a variety of faculty, staff and administrative positions.

Employees were asked to indicate their employment status at St FX.

- Among respondents, just over one-half (56%) indicated they are full-time staff. Among women who are employed at St FX, six in ten (60%) report being full-time staff. Of those who reported being a minoritized person (n=43), four in ten (42%) report being full-time staff.
- Overall, one-third of respondents were faculty, with the bulk (22%) being tenured. Among women, nearly two in ten (18%) report holding a tenured faculty position at St FX. At the same time, just over one-third (35%) of minoritized persons report having tenured faculty status.
- Few reported to be tenure track faculty (5%), limited term faculty (5%), part-time staff (4%), a lab instructor (4%), part-time faculty (3%), Coady AUT staff (1%) or a nurse educator (1%). (Table A)

Employment Status Within St FX



Q.A: Please indicate your employment status within St FX. (n=423) *Note: Missing one response from paper surveys.*



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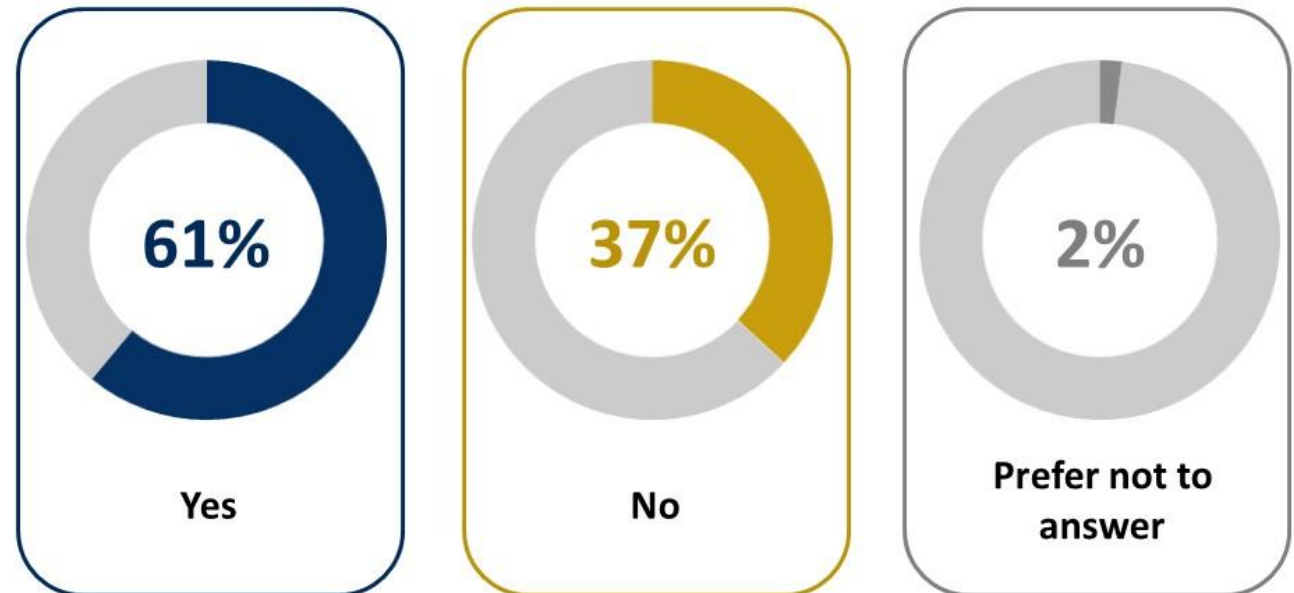
Self-Identification: Women

More than one-half of respondents identify as a woman.

Employees were asked to indicate whether they identify as a woman, whether cisgender or transgender. Note, respondents were informed that there was a separate question to inquire about gender identity and expression, as well as sexual orientation.

- Among St FX employees, six in ten identify as a woman, while fewer than four in ten stated they did not identify as a woman. Very few respondents chose not to respond to this question. (Table 1)

Self-Identify as a Woman



Q.1: Do you self-identify as a woman? (n=422) *Note: Missing two responses from paper surveys.*



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Self-Identification: Indigenous Persons

A small number of employees identify as an Indigenous person in Canada.

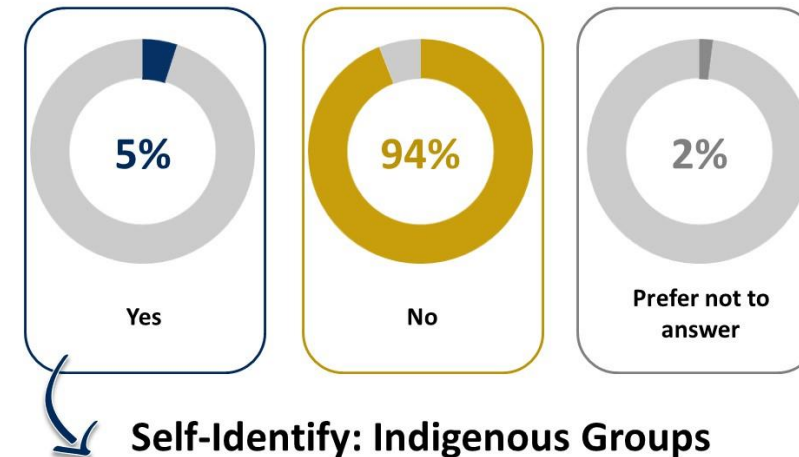
Employees were asked whether they self-identify as an Indigenous person in Canada, which would include persons who are First Nations, Inuit or Métis.

- Only five percent (5%) of employees at St FX identify as an Indigenous person in Canada. Among women, 5% are Indigenous. (Table 2)

To help the University better understand its diversity, and the barriers that impact specific Indigenous groups, the few who self-identified as Indigenous persons in Canada (n=19), were then asked to provide further information.

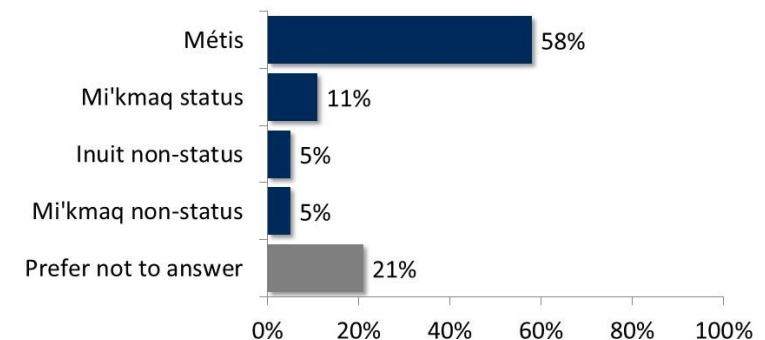
- Indigenous employees most commonly identified as Métis, distantly followed by Mi'kmaq status. (Table 3)

Self-Identify as an Indigenous Person in Canada



Self-Identify: Indigenous Groups

Total Aided Mentions Among Those Who Self-Identify as an Indigenous Person in Canada



Q.2: Do you self-identify as an Indigenous person in Canada? (n=422) *Note: Missing two responses from paper surveys.*
 Q.3: [IF 'YES' IN Q.2] Please note that Status refers to First Nations people who are recognized by the federal government as "Indians" under the federal *Indian Act*. Treaty refers to First Nation people who are Status and belong to a First Nation that signed a treaty with the Crown. Non Status refers to individuals who consider themselves to be First Nations People, but who are not recognized by the federal government as "Indians" under the *Indian Act*. Please select all that apply to you. (n=19)* **Caution: Small sample size.*



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Self-Identification: Minoritized Persons

Among those employees who identify as a minoritized person, race or color varies.

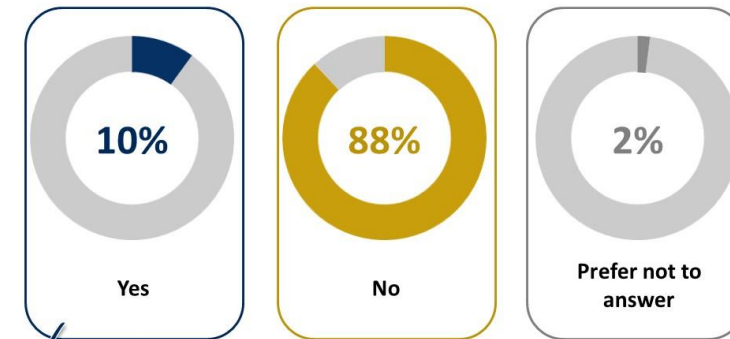
For clarity, respondents were told that for the purpose of this survey a minoritized person was defined as individuals whose ethno-racial identification means that they are underrepresented in number and social capital in a Caucasian dominated society and does not include Indigenous peoples in Canada. Moreover, this term recognizes that societies create ideas of race as real, different and unequal, which impacts individuals economic, political and social life.

- Overall, one in ten St FX employees identified as a minoritized person. Of note, Indigenous employees were notably more likely than their non-Indigenous counterparts to identify as a minoritized person (42% vs. 9%), although a small sample size warrants caution in the interpretation of results. (Table 4)

To better help St FX understand its diversity and barriers that may impact specific racial groups, those employees who self identify as being minoritized (n=43) were then asked to further specify information about their race.

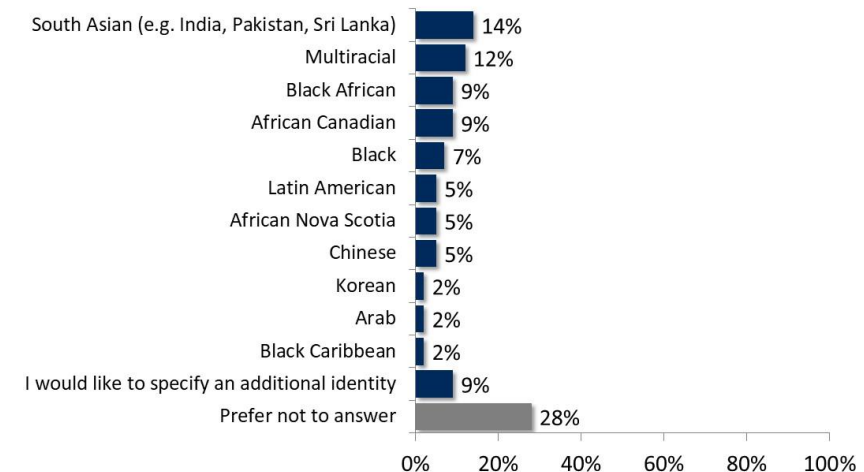
- Minoritized staff are diverse, with employees most commonly identifying as South Asian (e.g. India, Pakistan, Sri Lanka), multiracial, Black African, and African Canadian.
- Of note, three in ten minoritized employees did not wish to further self-identify. (Table 5)

Self-Identify as a Minoritized Person



Self-Identify: Race or Colour

Total Aided Mentions Among Those Who Self-Identify as a Minoritized Person



Q.4: Do you self-identify as a minoritized person? (n=422) *Note: Missing two responses from paper surveys.*
 Q.5: [IF 'YES' IN Q.4] While you may identify as a member of religious, cultural and ethnic group(s), and by country of birth, this question asks you to select the group(s) you identify as by **race or colour** only. Please select all that apply to you. (n=43)* **Caution: Small sample size.*



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Self-Identification: Persons with a Disability

Chronic conditions and mental/emotional disabilities are most common among those employees at the University who identify with a disability.

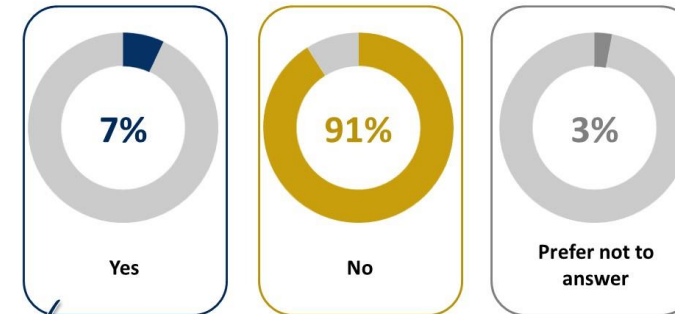
For the purpose of this survey, disability was defined as long term chronic, physical, mental, emotional/psychiatric or learning disability, which may result in a person experiencing disadvantages or barriers concerning any or all parts of employment. Further, it was noted that the social model of disability recognizes that disability is not created by any particular physical or medical condition, but rather by societal barriers.

- Overall, only seven percent (7%) of respondents identified as a person with a disability. Across demographics, fewer than one in ten (8%) of women reported having a disability, while a slightly higher portion (12%) of minoritized employees indicated they had a disability. Two in ten (21%) Indigenous employees identified as having a disability; however a small sample size warrants caution in the interpretation of results. (Table 6)

To better understand the barriers that may impact people with specific categories of disability, and to help inform various accommodations and access committees across campus, those who identified as a person with a disability (n=28) were then asked to select which type(s) of disabilities they identified with.

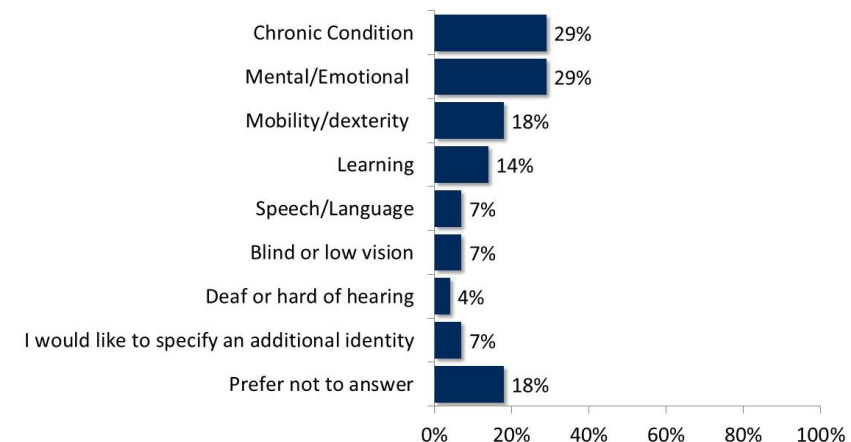
- Overall, chronic conditions (e.g. Multiple Sclerosis, Cancer, Diabetes, Crohn's) and mental / emotional disability (e.g. bipolar disorder, depression) were experienced most often, followed by mobility/dexterity (e.g. Arthritis, Paraplegia, Muscular Dystrophy), and learning challenges.
- Fewer mentioned other disabilities. Note, a small sample size warrants caution in the interpretation of results. (Table 7)

Self-Identify as a Person With a Disability



Self-Identify: Disability

Total Aided Mentions Among Those Who Self-Identify as a Person With a Disability



Q.6: Do you self-identify as a person with a disability? (n=424)
 Q.7: [IF 'YES' IN Q.6] Since we cannot capture every type of disability an individual may identify with, the following terms are provided as representative categories. Please select all the options that apply to you. (n=28)* *Caution: Small sample size.



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Self-Identification: LGBTQ2S+

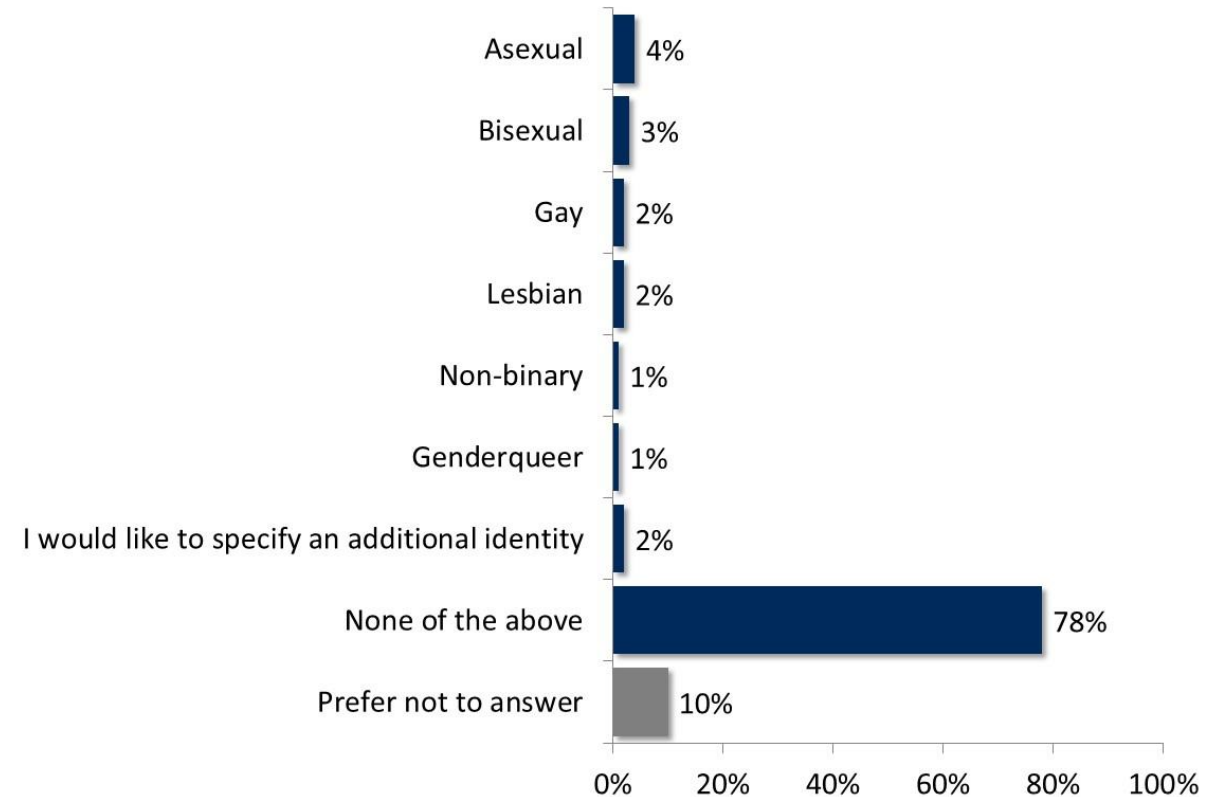
One in ten StFX employees identify as LGBTQ2S+.

St FX employees were asked to select if they identify with gender or sexual identities.

It was noted in the survey that LGBTQ2S+ is an acronym used at St FX to refer to people, as a group, who identify as lesbian, gay, bisexual, trans, queer, two-spirited, pansexual, gender independent, or questioning. The list was intended to be representative rather than comprehensive, providing St FX with some sense of the diversity of sexual orientation, gender identity and gender expression at the university, without delving specifically into individual uniqueness.

- Nearly nine in ten employees felt that none of the above identities reflected them, or chose not to respond to this question.
- One in ten employees self identified with some type of diverse gender or sexual identity. In fact, no more than four percent of respondents identified as asexual, bisexual, gay, lesbian, non-binary, and genderqueer. (Table 8)

Self-Identify: Gender or Sexual Diversity



Q.8: Please select all the options that apply to you. (n=398) *Note: Missing several response from paper surveys.*