



# 2022 StFX EMPLOYEE CENSUS

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# Acknowledgement

## Land Acknowledgement

St. Francis Xavier University resides in Mi'kma'ki, the ancestral and unceded home of the Mi'kmaq. We express our deep gratitude and appreciation to the generations of Mi'kmaw who, since time immemorial, have loved and stewarded these lands.

Colonization is not just history; it is an ongoing reality. Universities in general, and ours included, is one of many socio-cultural institutions anchored in colonialism since its inception—it was and continues to uphold and defend White settler values. Colonial ideologies therefore, inform and impact all systems within the University including the hiring process; this undergirds exclusion at various points throughout the tenure of Indigenous staff and faculty. Colonialism, the policies, tools, and practices involved in upholding the Canadian state's occupation impact the current relationships between the University and the Mi'kmaq, as well as other Indigenous nations. As an institution, we are accountable for proactively identifying and disrupting anti-Indigenous racism in our hiring process and intentionally creating meaningful, significant, and long term opportunities for Indigenous staff and faculty. The University is committed to answering the Truth and Reconciliation Commission's Calls to Action and being responsive to the calls for justice and action for Missing and Murdered Indigenous Women (MMIW).

We strive to decolonize ourselves and our university. We recognize and acknowledge our role and the role of our university in the displacement, exclusion, and continued colonial violence imposed on Mi'kmaq and other Indigenous nations. We acknowledge and recognize the responsibility we have in doing the hard work of self-reflection and actively repairing relationships with the Mi'kmaq on whose lands we reside, including embracing the Calls to Action and embodying their spirit in our plans to move forward with our university.

**Wiaqputi'kl ankukamkewe'l We are all treaty people**

## African & Black Nova Scotian Acknowledgement

We recognize and acknowledge that African and Black Nova Scotians are people with histories, legacies and contributions that span over 400 years in Nova Scotia. Nova Scotia is home to 52 historic African Nova Scotian communities that contribute to the fabric of Nova Scotia. For centuries, African Nova Scotians have faced inequities through systemic and ongoing discrimination rooted in anti-Black racism, intolerance, and colonial violence.

We strive to decolonize the University and introduce actions that begin to amend the inequities and generations of discrimination faced by African Nova Scotians. We recognize and acknowledge the role of our University in the displacement and systemic inequities faced by African Nova Scotians. We will actively disrupt anti-Black racism in our hiring, create more opportunities, and support sustainable success for Black and African Nova Scotian staff and faculty throughout their time at St.FX.

# Introduction

St.FX's first employee census has been long awaited and much anticipated. The demand for a more inclusive campus has been heard and highlighted throughout our Strategic Plan, the President's Action Committee on Anti-racism Report, St.FX's Accessibility Plan, the Student Experience and Opportunity Plan and our Academic Plan. This report is the first step in understanding the demographic representation of our institution and will support us as we begin moving StFX towards equitable representation in our employee base. The data before us candidly reveals we have not built the environment we aspire to achieve and demands we critically examine the gaps that lie between our aspirations and our current reality.

The acknowledgement of unmet targets is not an end point. It is a call to action: an opportunity to develop new plans and re-evaluate old strategies, while also recognizing statistical thresholds are not enough. We must commit to the deeper work of improving the experience and wellbeing of current and historically marginalized groups at StFX. This census is a tool that will guide our efforts in upholding our institutional commitment to build our university the way it is meant to be- one of inclusion, belonging and academic excellence.

# Methodology

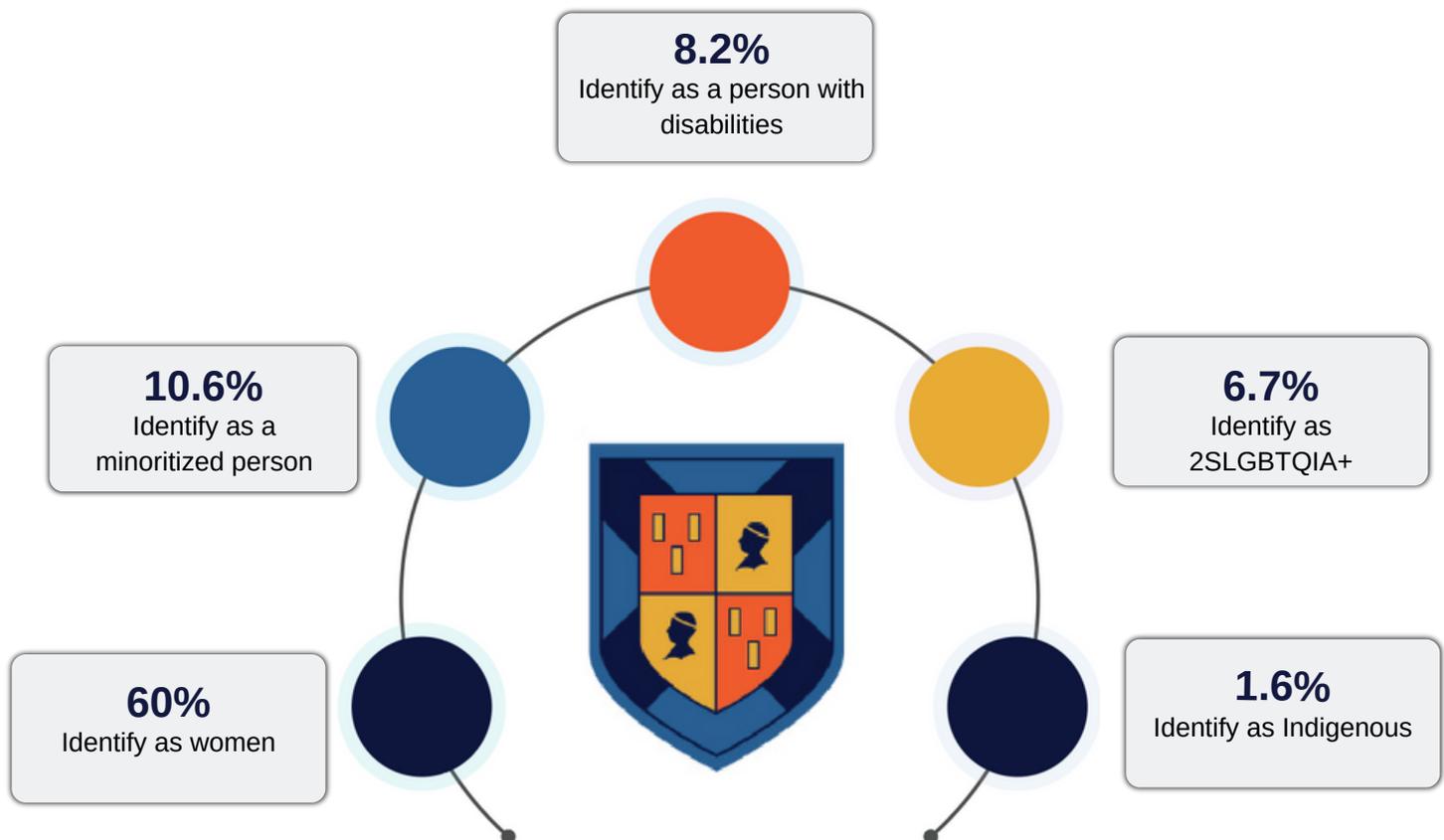
Faculty and staff employed at the time of the project launch on October 25, 2022 were contacted by email with a link to the census. To protect the anonymity of participants, alias accounts for email addresses were created and the data was anonymized within the eXplorance Blue software system. Upon departmental request, some staff members were given paper surveys and the data was entered into the system by the Research Analyst.

A total of **686 respondents** completed the census, a **76% response rate** (since some employees chose to not self-identify, the proportion of a given group may be higher than the census indicates). Employees also had the option to select multiple identities which allows individuals to express multiple group memberships and identities which shape unique experiences and worldview. To protect privacy given the size of our departments and overall workforce, data is reported in summary or aggregate form at the departmental level (never including counts less than 5). As there are seats held for Black and Indigenous students at the Rankin School of Nursing, the demographics for school have been reported separately from the Faculty of Science.

Data from St.FX's census is compared against national statistics including Employment and Social Development Canada's 2016 Employment Equity Data Report, and the most recent Government of Canada census. When the University's representation is less than the numbers from these reports, there is a gap, which St.FX must address by setting goals through equity planning. Data from Universities Canada 2019 national survey is included to provide context to our progress.

**Note: throughout the body of the document, 'St.FX' is written with a period. This allows individuals using Read&Write extensions to more easily read the document.**

# Census at a glance



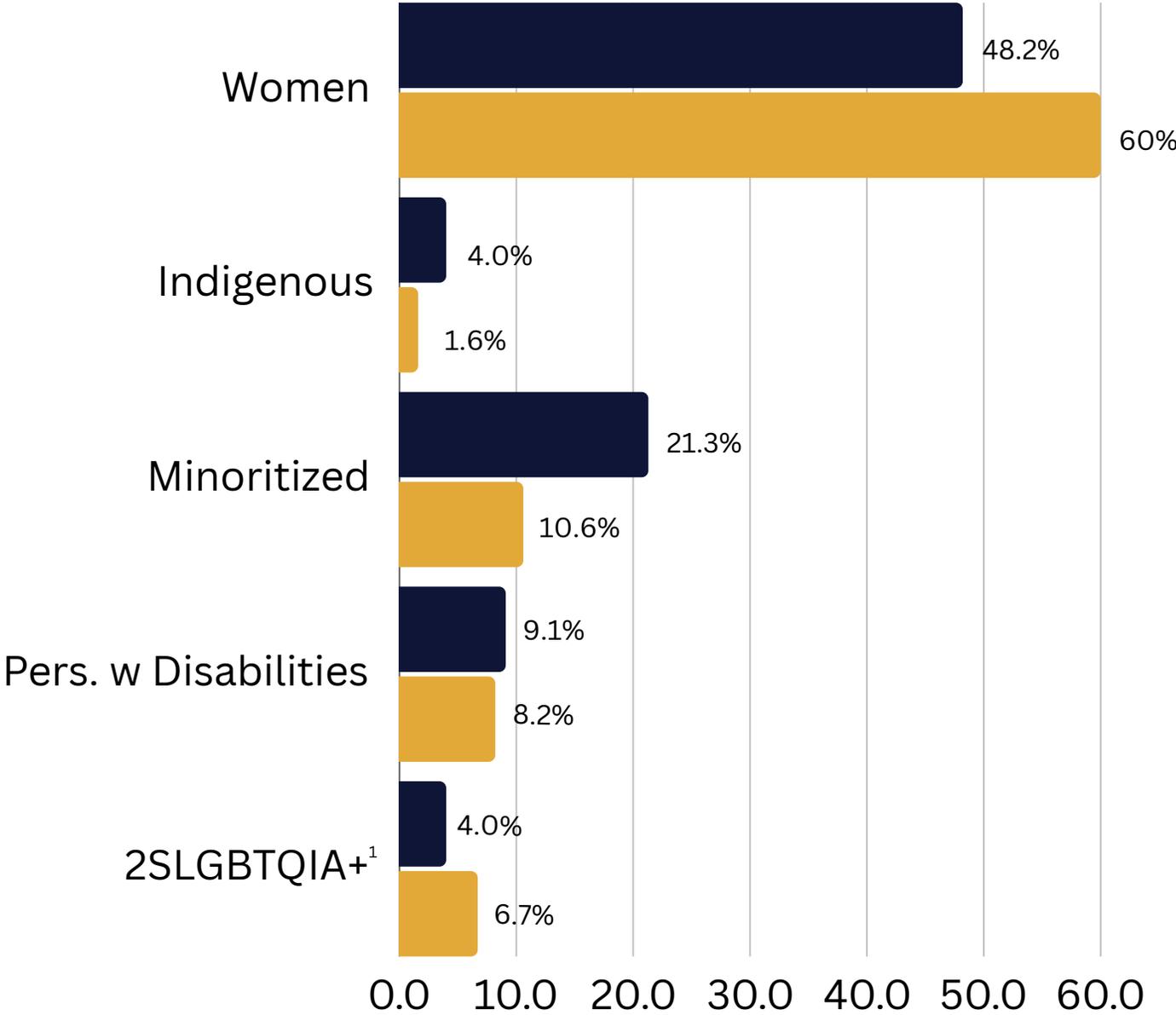
Overall, the number of employees who self-identified as women or 2SLGBTQIA+ was **greater** than the labour market availability (in the case of 2SLGBTQIA+, the Canadian population).

The number of employees who identified as minoritized, Indigenous, or persons with disabilities was **lower** than the labour market availability.

68% of Respondents identify within one or more of the 5 underrepresented groups

32% of Respondents do not identify with an underrepresented group. Of those who do not identify with any groups, 43% are faculty members.

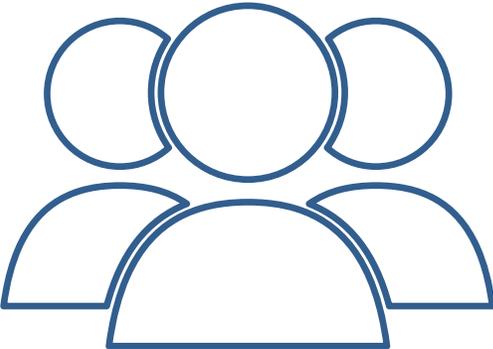
# St.FX Compared to Overall Labour Market Availability



<sup>1</sup> 2021 census data

# Women

Women are people who self-identify as women (both cisgender and transgender). Women make up the largest equity group and include a diverse range of intersecting identities, such as race, disabilities, ethnicity, sexual orientation and more. Some of these intersecting identities confer advantages and others may confer disadvantages.



- 50.3% Full Time Faculty**
- 59% Full Time Staff (unionized)**
- 66.8% Full-Time Staff (non-unionized)**
- 57.1% Part-Time Staff (unionized)**
- 36.4% Part-Time Staff (non-unionized)**

Overall, representation of women at St.FX (60%) is greater than the labour market availability (48.2%). The percentage of women faculty members is also greater than the 40.2% of full time women faculty reported by Universities Canada (2019)

## Faculties with the highest and lowest representation of women faculty

### Low



The Faculty of Science had the lowest representation of women



### High



The Faculty of Education and the School of Nursing had the highest representation of women



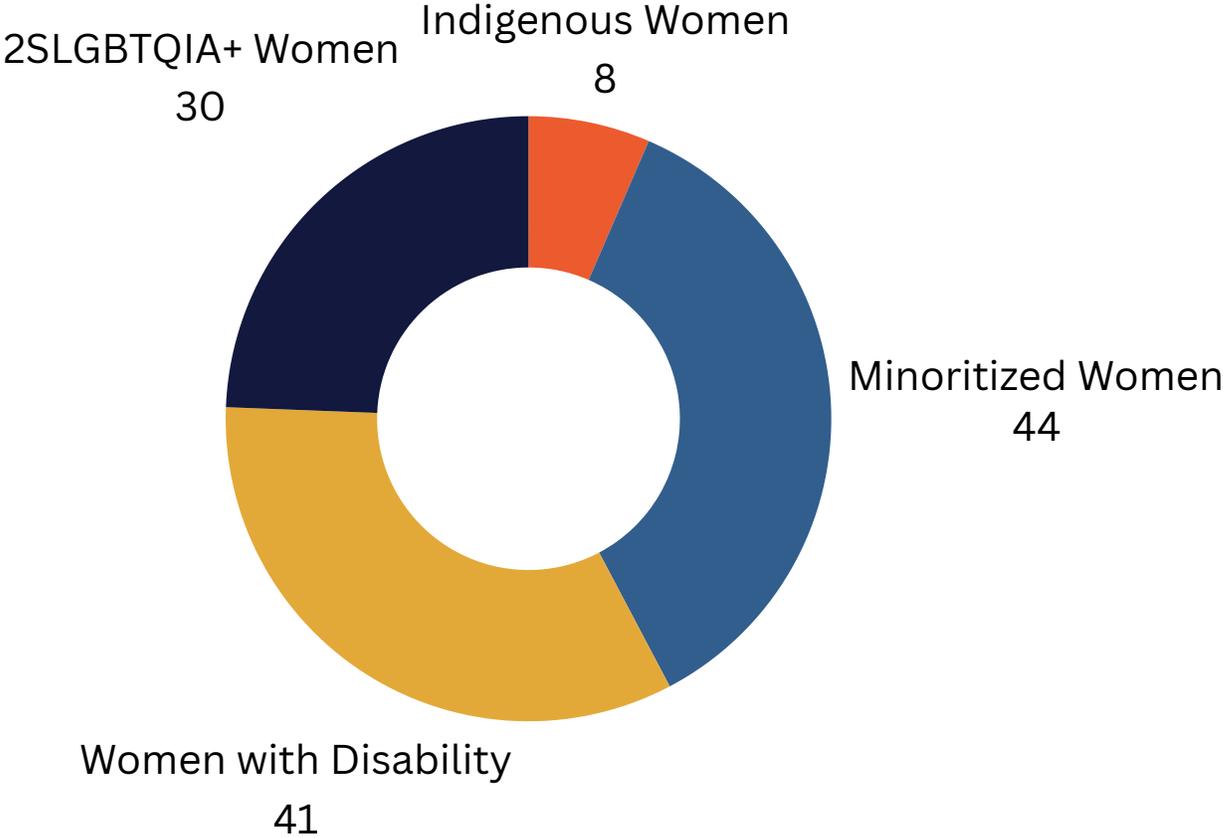
Education



Nursing

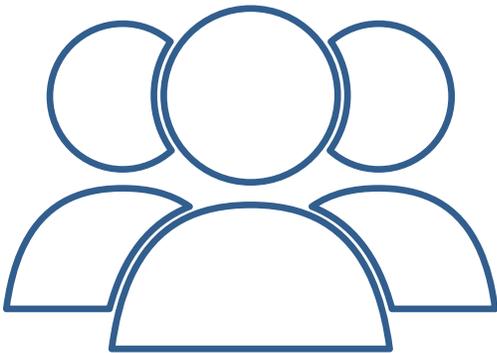
# Women and Intersectionality

Women (n=414) comprise the majority of employees from other current and historically underrepresented groups at StFX.



# Indigenous Employees

Although the term Aboriginal continues to be used by the Canadian Government, St.FX has chosen to use the term 'Indigenous' in our reporting. Aboriginal/Indigenous is defined by the Government of Canada as First Nations (S/status, non-status), Métis, or Inuit, and was established by the federal government as an umbrella term for diverse Indigenous peoples in Canada. However, this may not be how individuals identify. Instead, individuals may identify as Mi'kmaq, Cree, Blackfoot, Dene, Inuit, Métis, Mohawk, or Nakota Sioux, etc. All of these identities are part of the umbrella term of Aboriginal Peoples and Indigenous nations.



- 2.1% Full Time Faculty**
- 0% Part-Time Faculty**
- 1% Full Time Staff (unionized)**
- 1.5% Full-Time Staff (non-unionized)**
- 3.6% Part-Time Staff (unionized)**
- 9.1% Part-Time Staff (non-unionized)**

Overall, the representation of Indigenous employees at St.FX (1.6%) is lower than the labour market availability (4.%). The percentage of full-time Indigenous faculty members is greater than the 1.3% of full-time Indigenous faculty reported by Universities Canada (2019)

## Faculties with the highest and lowest representation of Indigenous faculty

### Low



The Faculty of Arts had the lowest representation of Indigenous employees



### High

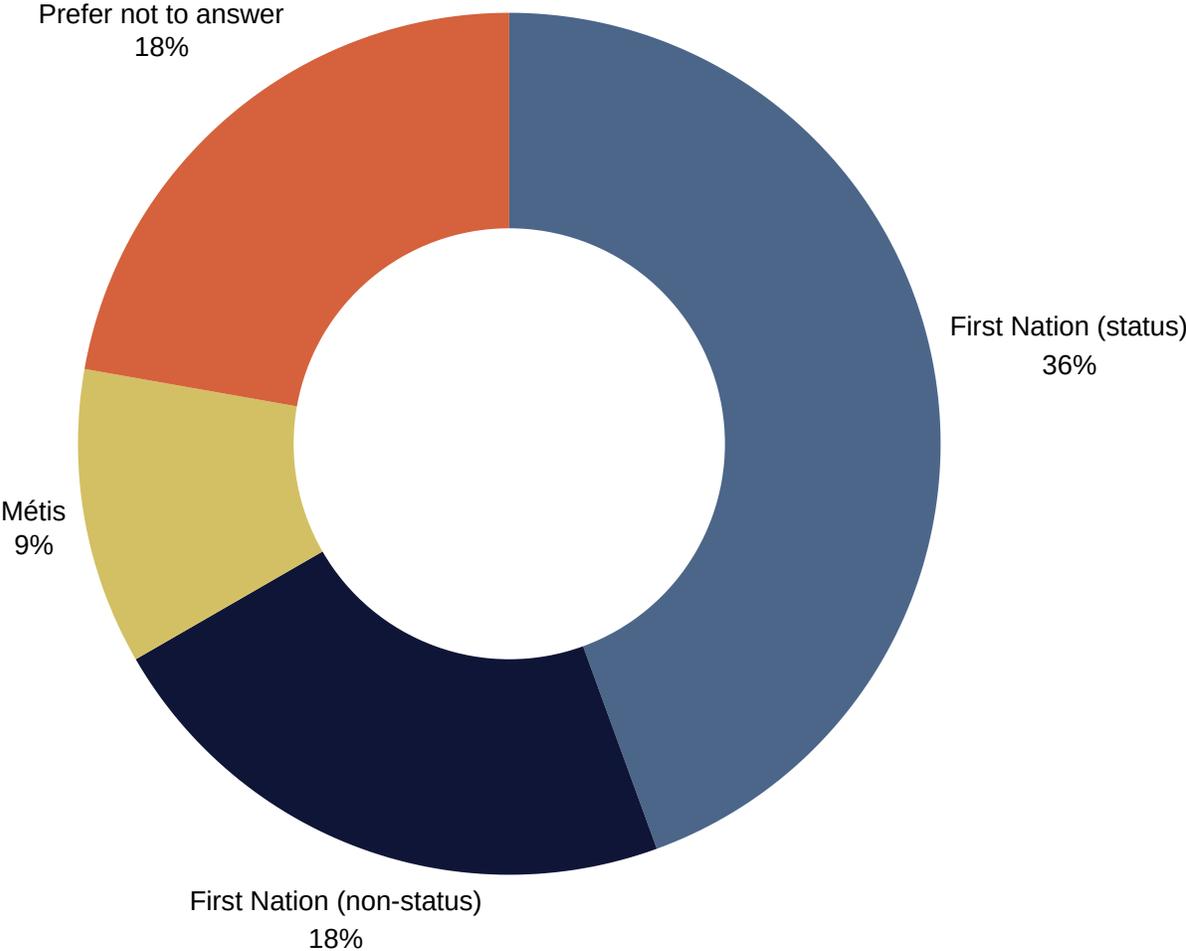


The Faculty of Business had the highest representation of Indigenous employees



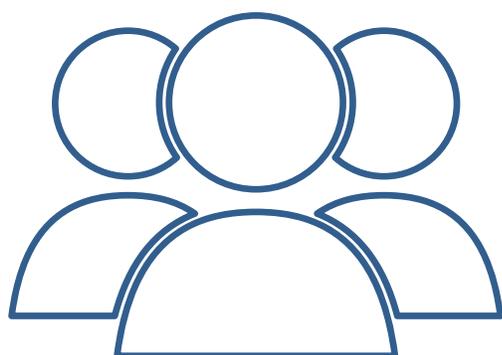
# St.FX Representation by Federal Government Categories of Indigenous Peoples

Status refers to First Nations, Inuit and Metis people who are recognized by the federal government as “Indians” under the federal Indian Act. 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.



# Minoritized Employees

The term “minoritized people” includes individuals whose ethno-racial identification means that they are under-represented both in number and social capital in a white-dominated Canadian society and does not include Indigenous Peoples in Canada. This term recognizes that societies create ideas of race and ethnicity as real, different and unequal, which impacts individuals’ economic, political and social life.



**13.9% Full Time faculty**

**0% Part-Time Faculty**

**8.2% Full Time Staff (unionized)**

**10.4% Full-Time Staff (non-unionized)**

**7.1% Part-Time Staff (unionized)**

**45.5% Part-Time Staff (non-unionized)**

Overall, the representation of minoritized employees at St.FX is lower than the labour market availability (21.3%). The percentage of Minoritized faculty members is also lower than the 20.9% of full time Minoritized faculty reported by Universities Canada (2019)

## Faculties with the highest and lowest representation of minoritized faculty

### Low



The Faculty of Education had the lowest representation of minoritized employees



### High



The Faculty of Business had the highest representation of minoritized employees



# Diversity of Minoritized Employees

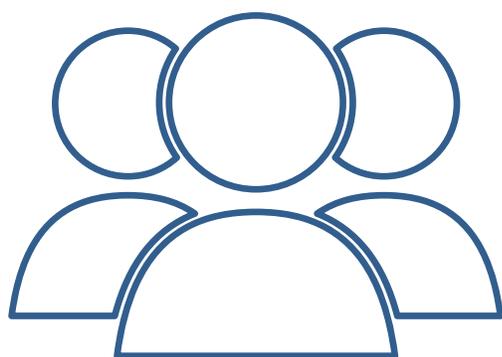
There is a wide range of diversity within the minoritized employee equity group, which draws attention to the ways in which different minoritized groups in Canada experience disparate barriers to employment.

Identity	%
Filipino	1.4
Black North American	2.7
Arab	4.1
West Asian	4.1
Southeast Asian	5.5
Latin American	6.8
Additional identity not specified	8.2
African Nova Scotian	8.2
Black	8.2

Identity	%
Black African	8.2
Multiracial	9.6
African Canadian	12.3
Chinese	13.7
South Asian	17.8

# Employees with Disabilities

Disability is 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 aspects of employment. Disability is not created by any particular physical or medical condition, but rather societal barriers.



**9.09% Full Time Faculty**

**0% Part-Time Faculty**

**7.7% Full Time Staff (unionized)**

**7.3% Full-Time Staff (non-unionized)**

**10.7% Part-Time Staff (unionized)**

**18.2% Part-Time Staff (non-unionized)**

Overall, the representation of employees with disabilities at St.FX is lower than the labour market availability (9.1%). The percentage of faculty members with a disability is also lower than the 21.8% of faculty reported by Universities Canada (2019)<sup>2</sup>

## Faculties with the highest and lowest representation of faculty members with disabilities

### Low

The Faculty of Arts and the School of Nursing had the lowest representation of employees with a disability



Nursing



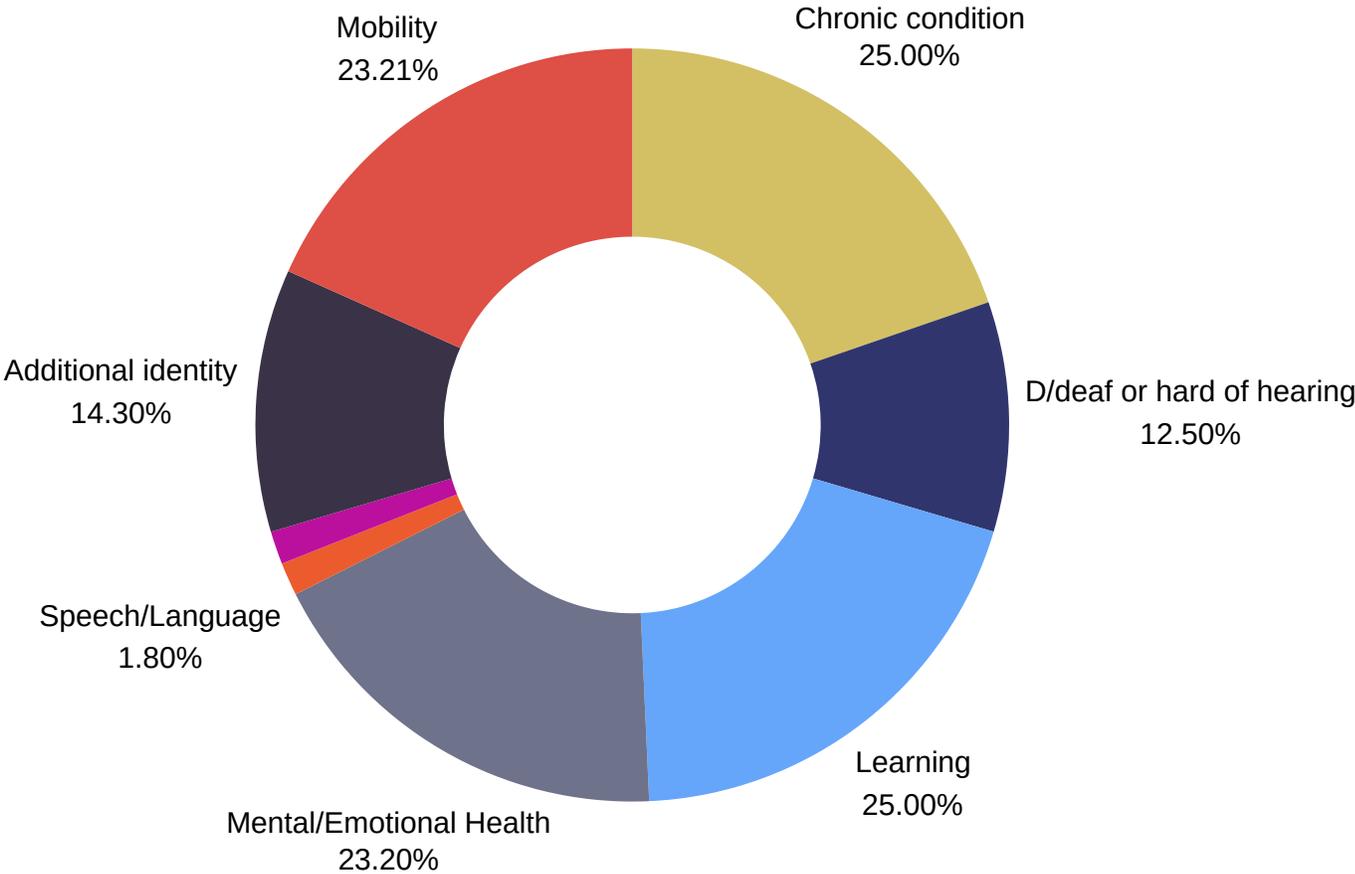
Arts

### High

The Faculty of Business had the highest representation of employees with a disability

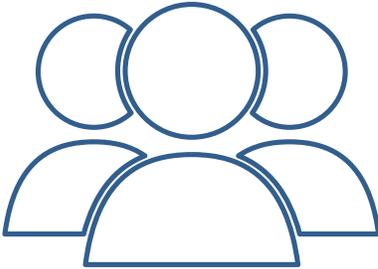


# Representation of Employees with Disabilities by Category of Disability



# 2SLGBTQIA+ Employees

2SLGBTQIA+ is an acronym used at St.FX to refer to people, as a group, who are Lesbian, Gay, Bisexual, Trans, Queer, Two Spirit, Pansexual, Non Binary, Questioning or who otherwise do not conform to the dominant ideologies and expectations of gender identity and sexual orientation.



- 6.29% Full Time Faculty**
- 0% Part-Time Faculty**
- 4.6% Full Time Staff (unionized)**
- 7.3% Full-Time Staff (non-unionized)**
- 10.7% Part-Time Staff (unionized)**
- 18.2% Part-Time Staff (non-unionized)**

Overall, the representation of 2SLGBTQIA+ employees at St.FX is greater than the Canadian population

## Faculties with the highest and lowest representation of 2SLGBTQIA+ faculty

### Low



The Faculty of Business and the school of Nursing had the lowest representation of 2SLGBTQIA+ employees



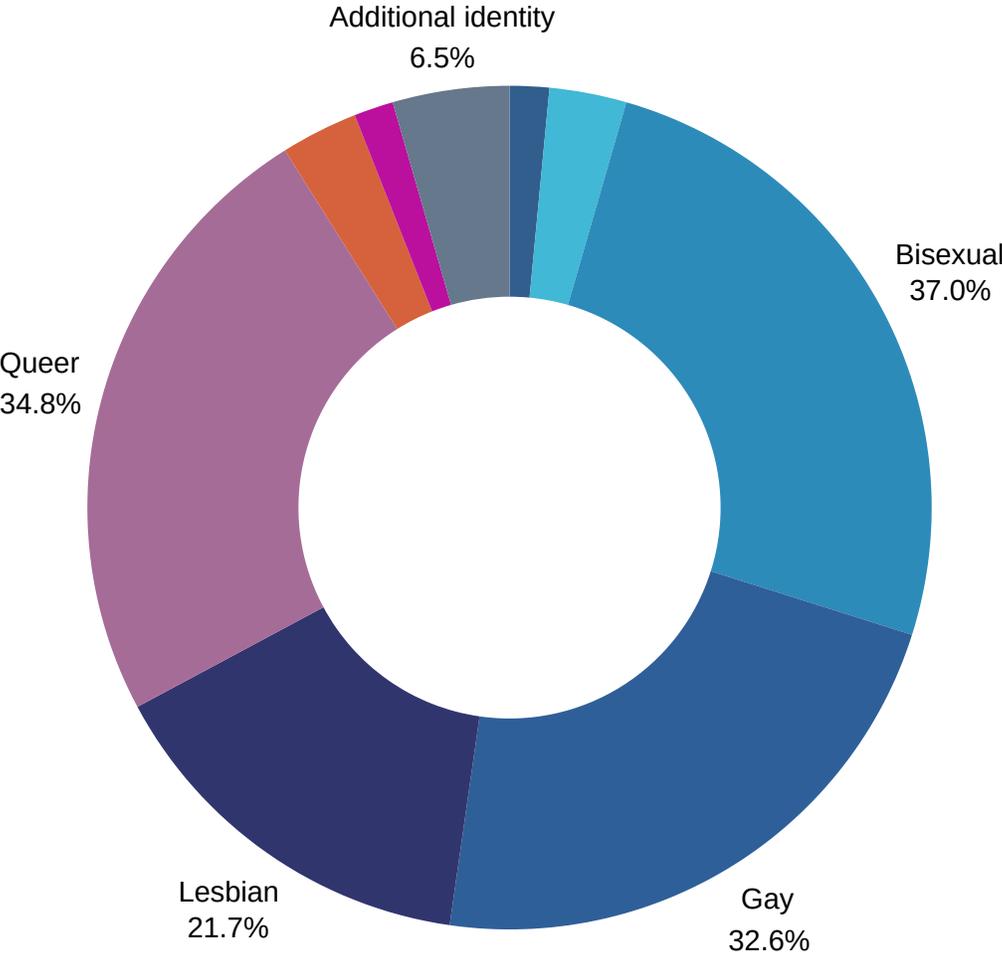
### High



The Faculty of Education had the highest representation of 2SLGBTQIA+ employees



# Diversity of 2SLGBTQIA+ Employees



# Representation by Department

Faculty	Women	Indigenous	Minoritized	Disability	2SLGBTQIA+
Arts	49.0	0.0	7.8	7.8	8.8
Science	47.6	1.2	15.9	8.5	9.8
Business	55.6	11.1	27.8	11.1	5.6
Education	64.6	4.2	6.3	8.8	10.4
School of Nursing	88.2	5.9	11.8	5.9	0.0
Staff	65.1	0.7	11.5	8.8	6.4
Labour Market Availability	<b>48.2</b>	<b>4.0</b>	<b>21.3</b>	<b>9.1</b>	<b>4</b> <sup>3</sup>
Diversity of Full time Faculty at Canadian Universities <sup>4</sup>	<b>40.2</b>	<b>1.9</b>	<b>20.9</b>	<b>21.8</b>	<b>N/A</b>

<sup>3</sup> 2021 census data

<sup>4</sup> Universities Canada 2019

# References

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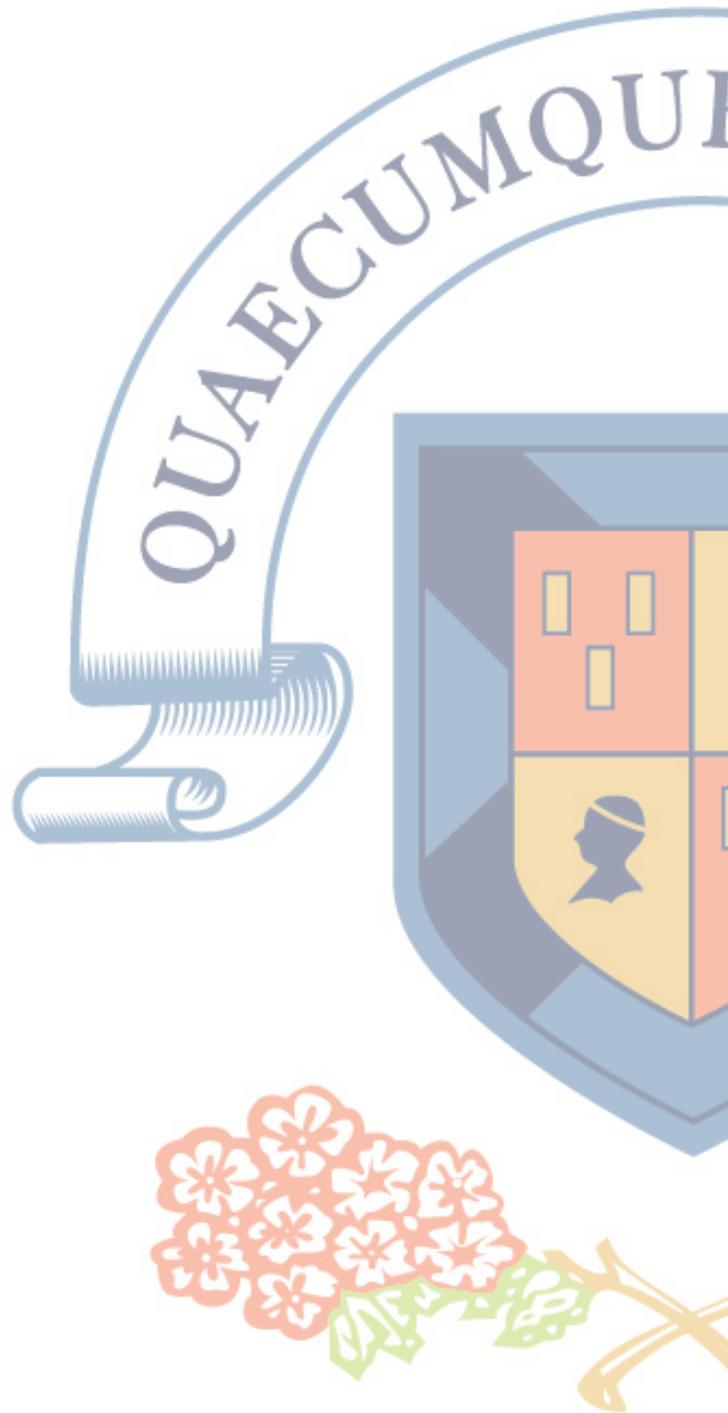
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