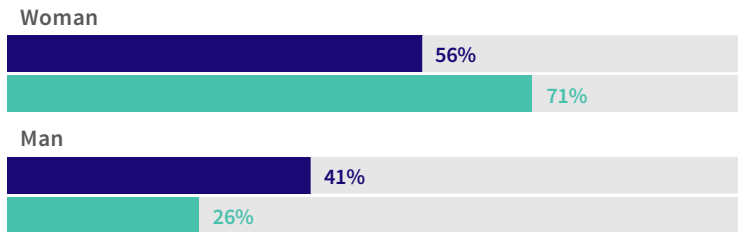




### Gender

Difference in **gender ratio** of **faculty** and **non-faculty employees**



4%

of employees have **trans experience** or identify as **non-binary**<sup>1</sup>

**Faculty: 4%** **Non-faculty: 4%**

For the same question, 3% of employees chose another gender identity



### Sexuality

12%

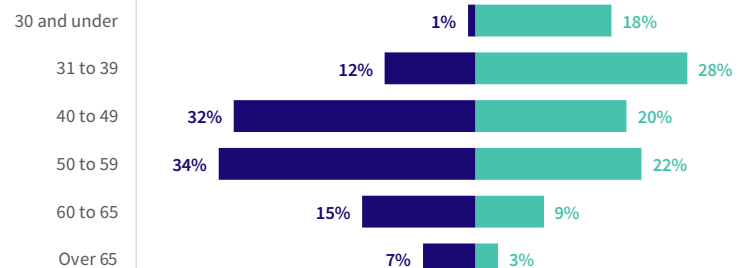
of employees belong to the **LGBQ+ community**<sup>2</sup>

**Faculty: 14%** **Non-faculty: 11%**



### Age

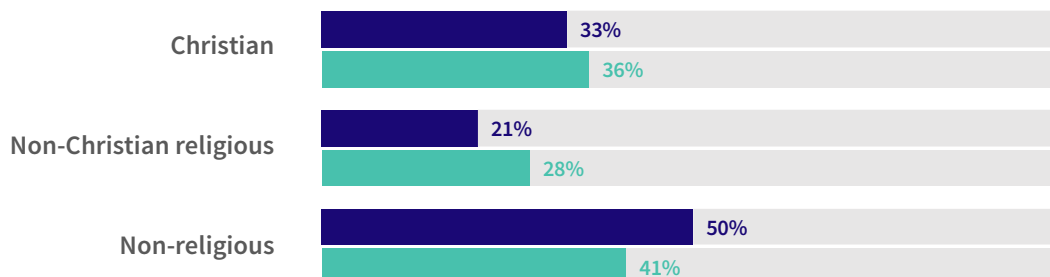
Difference in **age distribution** of **faculty** and **non-faculty employees**



### Religion



Percentage of **religious groups** among **faculty** and **non-faculty employees**



<sup>1</sup> Also includes Two-Spirit, genderqueer, genderfluid, or gender non-conforming.

<sup>2</sup> Including lesbian, gay, bisexual, pansexual, Two-Spirit, Indigiqueer, queer, asexual, any self-described sexual orientation, and those questioning their sexual orientation.



## Racial background



**45%**  
of employees are  
**racialized**<sup>3</sup>

**Faculty: 31%**

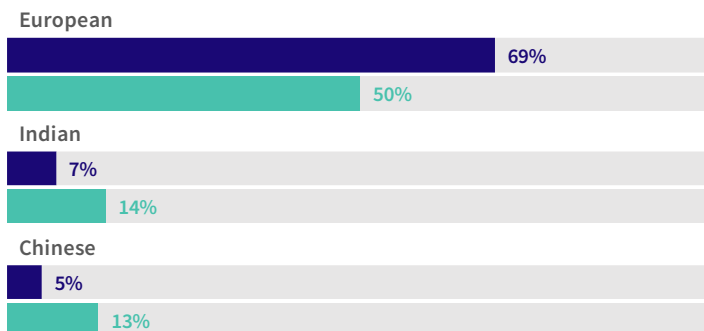


**Non-faculty: 52%**



### Largest racial groups

Percentage among **faculty** and **non-faculty employees**



## Language



**45%**  
of employees are  
**multilingual**

**Faculty: 43%**

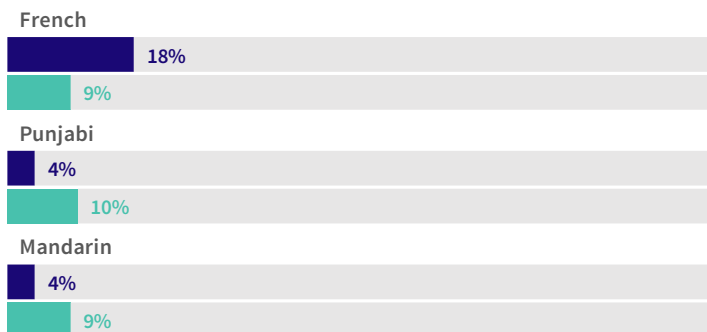


**Non-faculty: 45%**



### Top 3 most spoken languages other than English

Percentage of employees who speak the following languages



## Disability



**44%**  
of employees have a **disability or  
medical condition**

**Faculty: 45%** **Non-faculty: 44%**



Most common conditions are mental health conditions (18% among **faculty** and 28% among **non-faculty**) and chronic health conditions (13% among **faculty** and 15% among **non-faculty**)

<sup>3</sup> Derived from Canada's Employment Equity Act; includes respondents "non-Caucasian in race", "non-white in colour" (modelled on [Statistics Canada's "visible minority" definition](#)), or Indigenous.