EQUITY SURVEY 2021 EMPLOYEES

The Waterloo Equity 2021 survey collected self-reported demographic data from June to October 2021 to help us better understand the diversity of our community.

INDIGENOUS EMPLOYEES*

1% **INDIGENOUS IDENTITY**
Consistent across academic employees (1% or n=14) and academic support staff (1% or n=36) survey respondents

Do you identify as an Indigenous Person?

- Indigenous from Canada (First Nations, Métis, Inuit/Inuk) **75%**
- Indigenous from outside Canada **19%**
- **Prefer not to answer
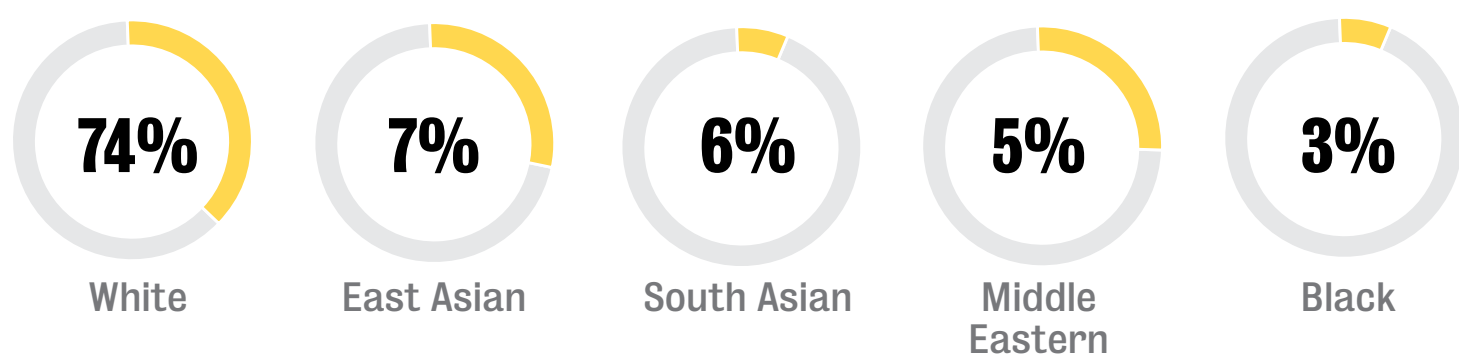- **Another Indigenous ethnic culture

REPORTING ON INDIGENOUS DATA

We live and work together on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Data collected on Indigenous peoples belongs to the peoples of those communities. Equity survey data related to Indigenous peoples falls under the custody of the university and the stewardship of the Office of Indigenous Relations, and is reported in consultation with them. Data is treated according to Indigenous principles, including those described by Fair and Care and the First Nations Principles of OCAP, and data management and confidentiality practices will align with the principle that identity must be protected both individually and collectively.

We acknowledge that any reports we prepare are affected by the influence of the colonial systems in which we are enmeshed. Efforts to mitigate that impact include ongoing training in Indigenous data management, facilitated by the University of Winnipeg and Kishaadigeh: The Manitoba Network Environments for Indigenous Health Research, as well as consultations about reports including Indigenous data with Indigenous Initiatives.
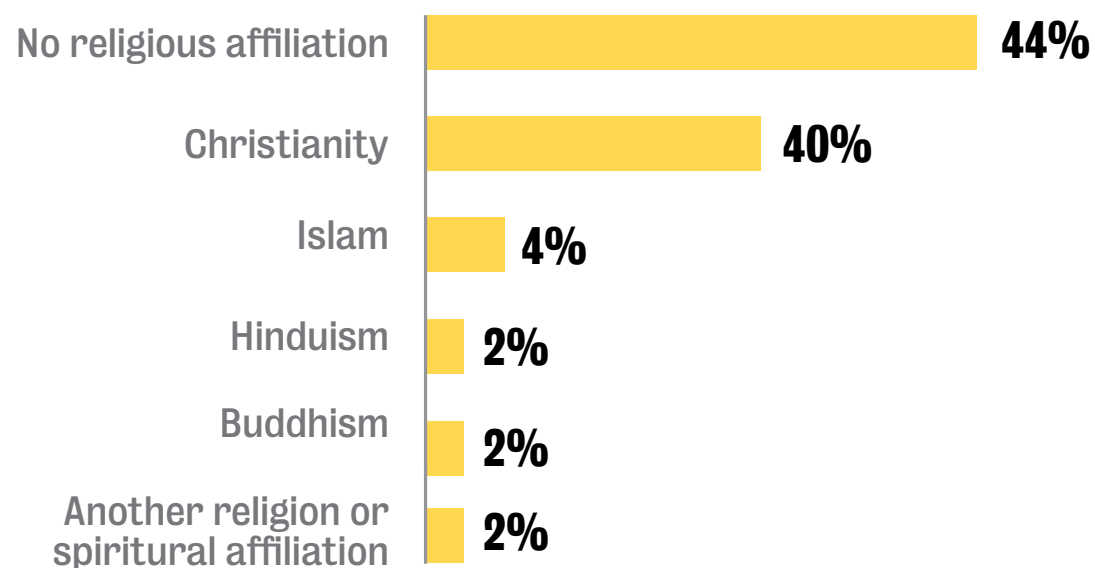
RACIAL IDENTITY*

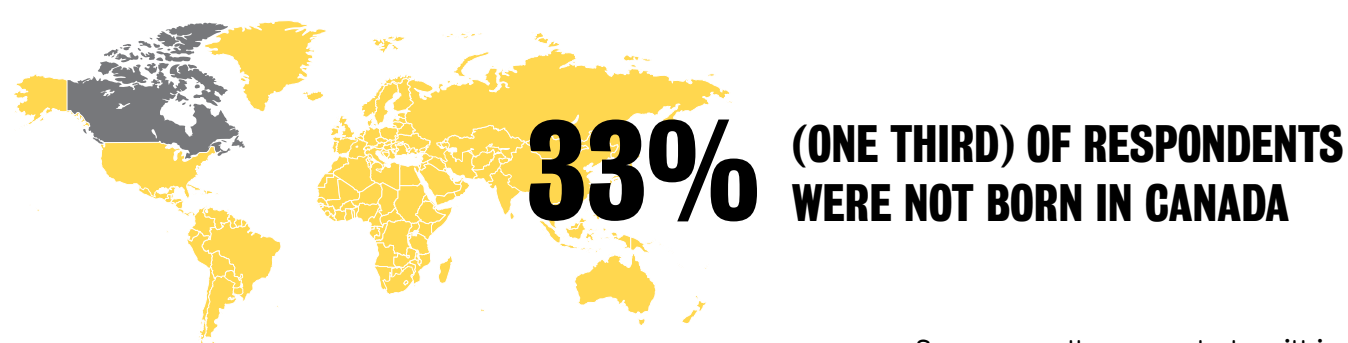### RACIAL IDENTITIES MOST FREQUENTLY REPORTED

- **74%** White
- **7%** East Asian
- **6%** South Asian
- **5%** Middle Eastern
- **3%** Black

RELIGION AND SPIRITUAL AFFILIATION*

RELIGIOUS AND SPIRITUAL AFFILIATIONS MOST FREQUENTLY REPORTED

- No religious affiliation **44%**
- Christianity **40%**
- Islam **4%**
- Hinduism **2%**
- Buddhism **2%**
- Another religion or spiritual affiliation **2%**

CANADIAN RESIDENCY*

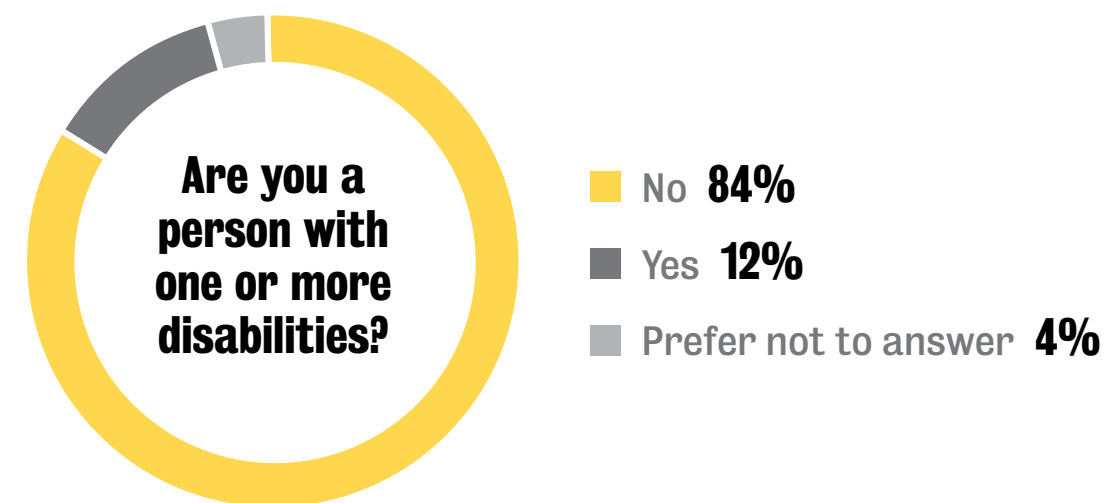**33%** **(ONE THIRD) OF RESPONDENTS WERE NOT BORN IN CANADA**

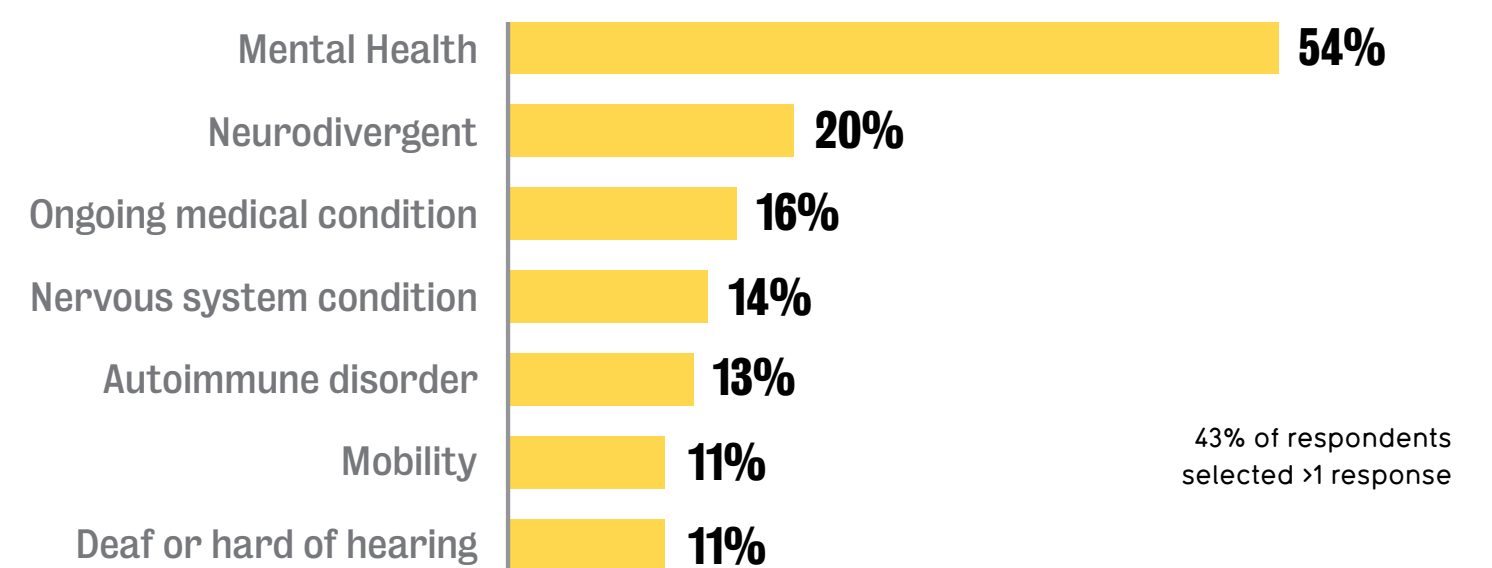Survey results accurate to within +/- 5 percentage points, 99 times out of 100.

*Multiple response question; respondents can select >1 response option.

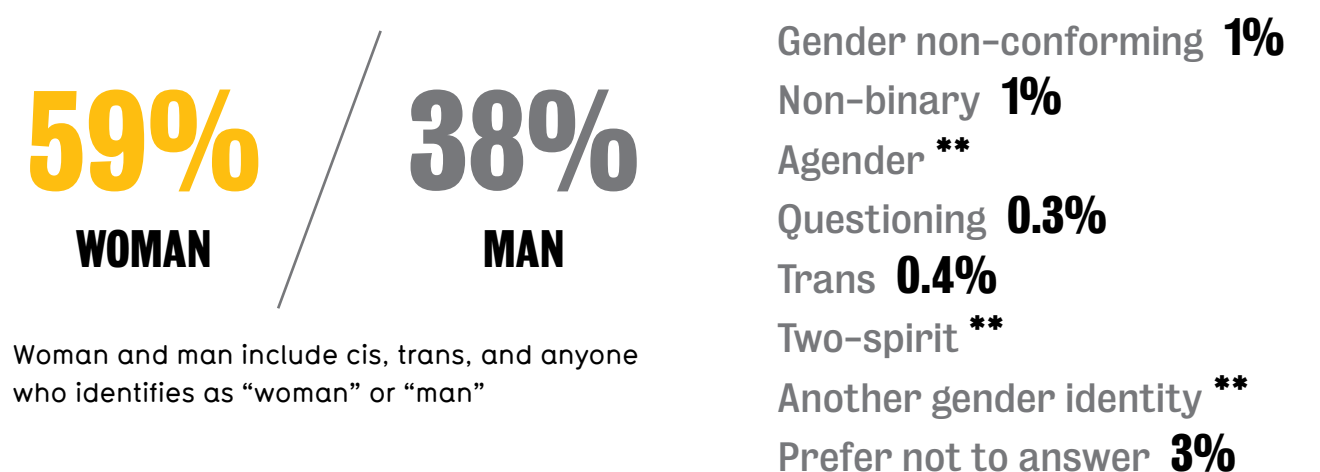** To protect the identities of those in small groups, values of ≤5 are displayed as "**"

UNIVERSITY OF WATERLOO

DISABILITIES*

Are you a person with one or more disabilities?

- No **84%**
- Yes **12%**
- Prefer not to answer **4%**

DISABILITIES MOST FREQUENTLY REPORTED

- Mental Health **54%**
- Neurodivergent **20%**
- Ongoing medical condition **16%**
- Nervous system condition **14%**
- Autoimmune disorder **13%**
- Mobility **11%**
- Deaf or hard of hearing **11%**

43% of respondents selected >1 response

GENDER IDENTITY*

59% WOMAN / **38%** MAN

Woman and man include cis, trans, and anyone who identifies as "woman" or "man"

- Gender non-conforming **1%**
- Non-binary **1%**
- Agender **
- Questioning **0.3%**
- Trans **0.4%**
- Two-spirit **
- Another gender identity **
- Prefer not to answer **3%**

SEXUAL IDENTITY*

What is your sexual identity?

Prefer not to answer **7%**

Heterosexual/straight **81%**

Sexual identities with less than 5%:
asexual (4%), bisexual (4%), gay (2%), queer (2%), lesbian (1%), pansexual (1%), questioning (1%), another sexual identity (0.4%)

46% OVERALL RESPONSE RATE

62.9% of academic support staff n=2,735

30.7% of academic employees n= 1,332