

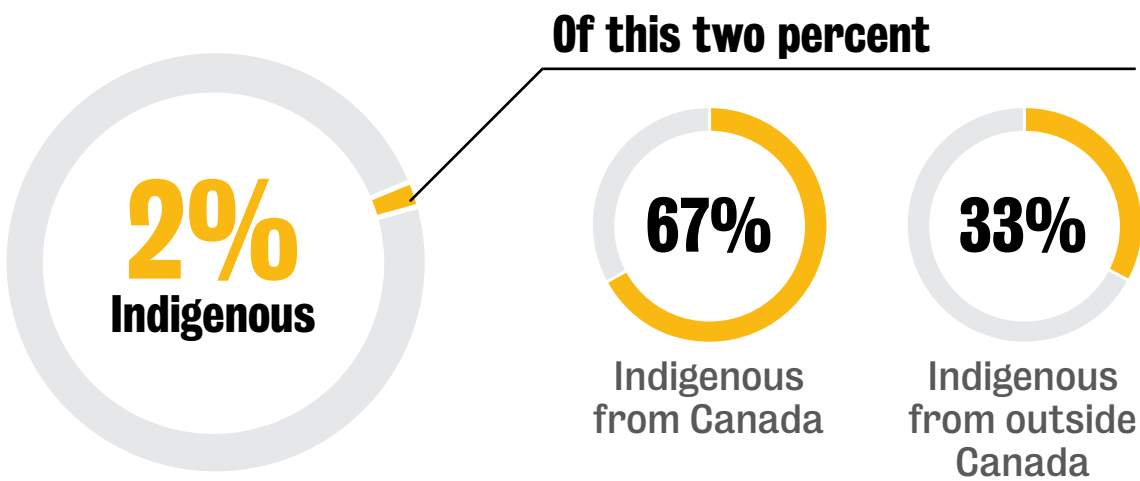
EQUITY CENSUS 2025 EMPLOYEES

The 2025 Waterloo Employee Equity Census collects self-reported demographic data to help us better understand the diversity in our community. This data collection effort was launched in Fall 2023 and the data snapshot was taken February 2025.

The survey results are accurate within five percentage points, 99 times out of 100. Respondents were able to select more than one response to these survey questions.

INDIGENOUS EMPLOYEES

2% INDIGENOUS IDENTITY
Consistent across academic employees (2% or n=23) and academic support staff (2% or n=56) survey respondents



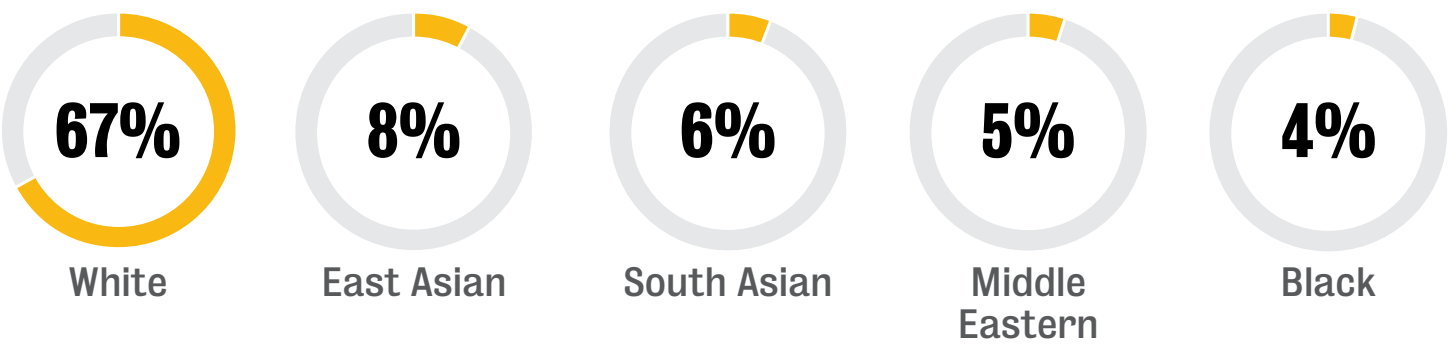
REPORTING ON INDIGENOUS DATA

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.

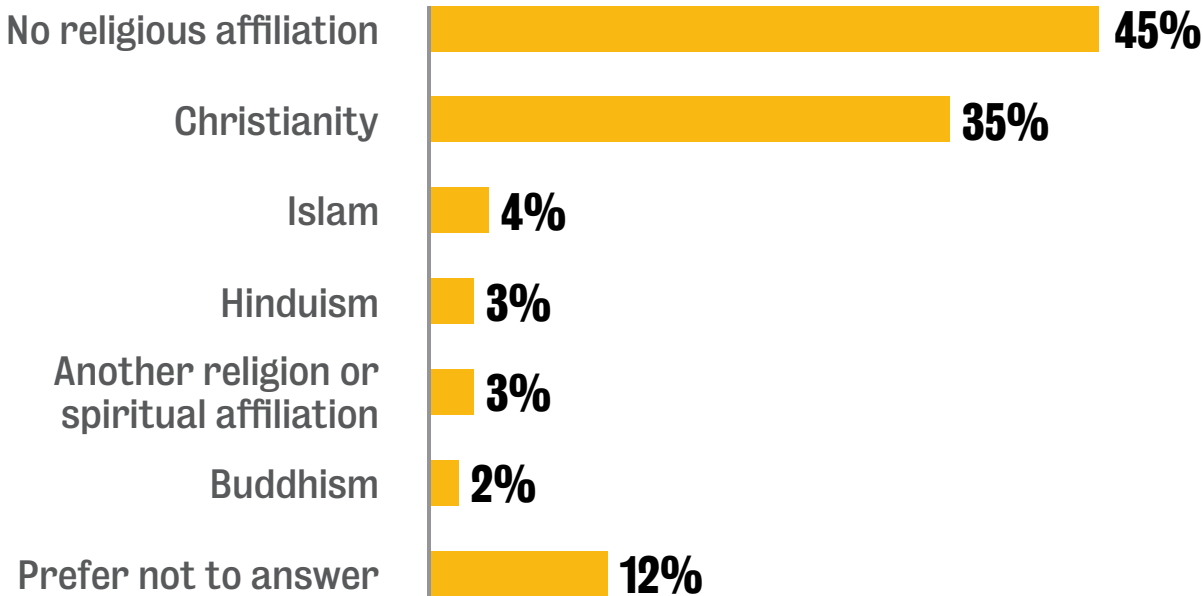
RACIAL IDENTITY

RACIAL IDENTITIES MOST FREQUENTLY REPORTED



RELIGION AND SPIRITUAL AFFILIATION

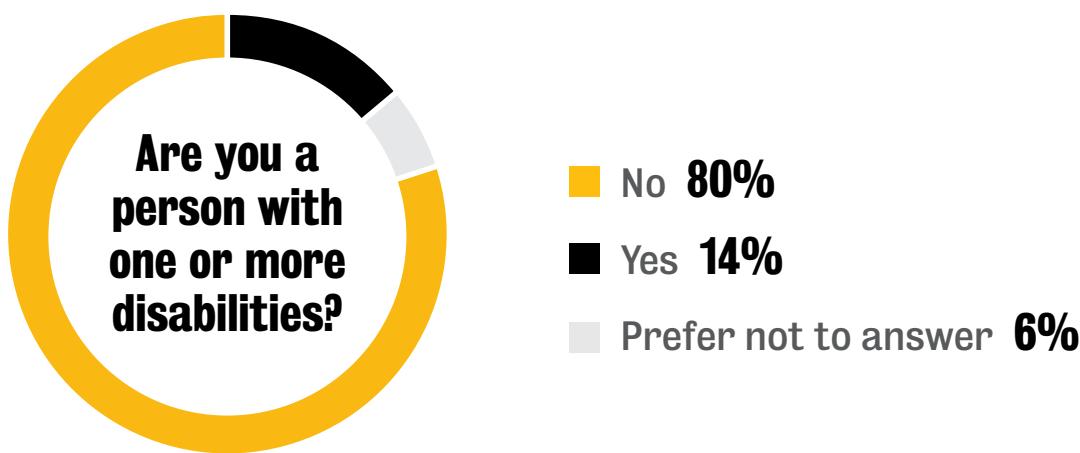
RELIGIOUS AND SPIRITUAL AFFILIATIONS MOST FREQUENTLY REPORTED



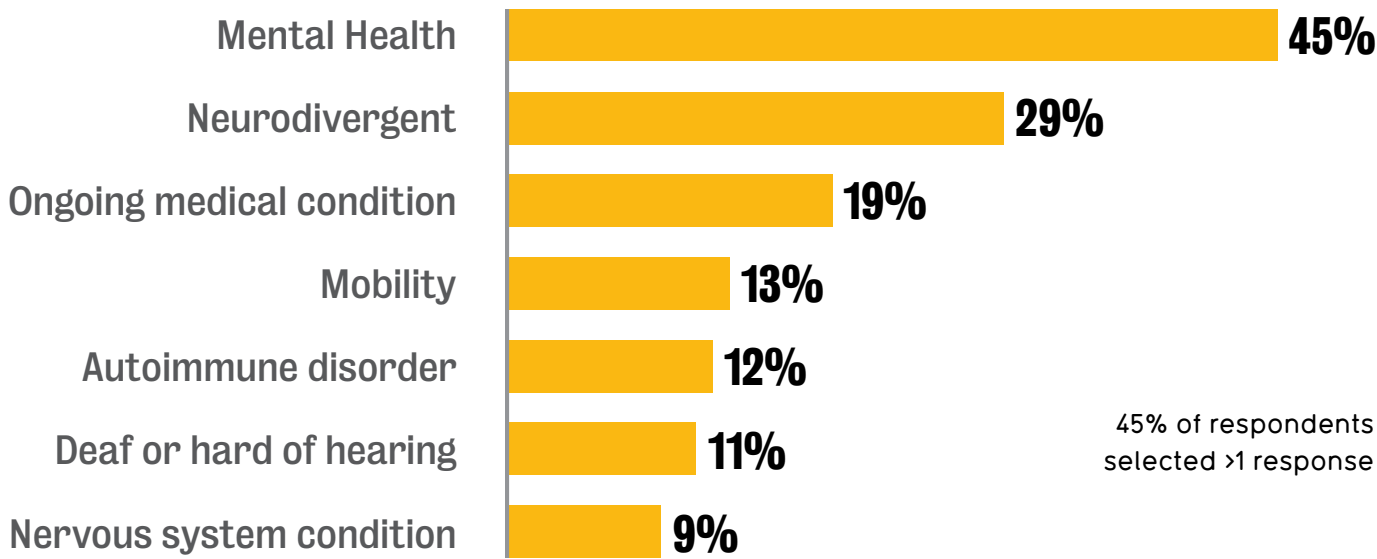
CANADIAN RESIDENCY



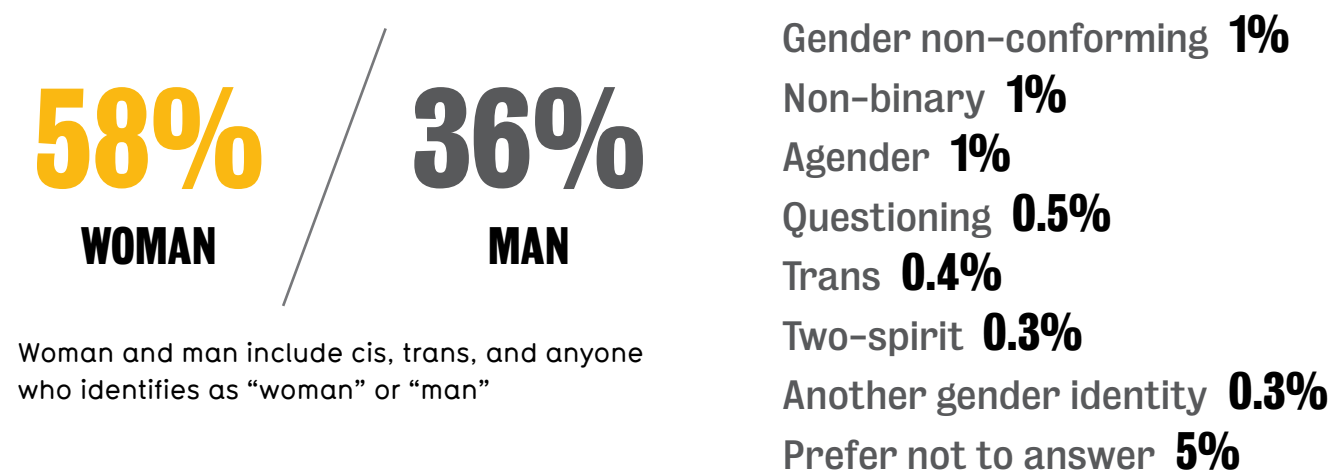
DISABILITIES



DISABILITIES MOST FREQUENTLY REPORTED



GENDER IDENTITY



SEXUAL IDENTITY

