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 STUDENTS**

1% **INDIGENOUS IDENTITY**
Consistent across undergraduate (1% or n=115) and graduate (2% or n=59) survey respondents

- Indigenous from Canada (First Nations, Métis, Inuit/Inuk) 61%
- Indigenous from outside Canada 36%
- Other 4%

**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**

- White 38%
- East Asian 29%
- South Asian 19%
- Middle Eastern 7%
- Black 5%

**RELIANCE AND SPIRITUAL AFFILIATION**

No religious affiliation 49%
- Christian 24%
- Islam 9%
- Hindu 8%

**CANADIAN RESIDENCY**

47% **(ALMOST HALF) OF RESPONDENTS WERE NOT BORN IN CANADA**

Survey results accurate to within +/- 2 percentage points, 99 times out of 100.

*Multiple response question; respondents can select if response option.

**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 69%
- Neurodivergent 42%
- Cognitive or learning disability 10%
- Ongoing medical condition 9%
- Nervous system condition 7%

**GENDER IDENTITY**

- 52% **WOMAN**
- 45% **MAN**

- Gender non-conforming 1%
- Non-binary 2%
- Questioning 1%
- Trans 1%
- Two-spirit 0.3%
- Another gender identity 0.2%
- Prefer not to answer 1%

**SEXUAL IDENTITY**

- Sexual identities with less than 5%: queer (4%), questioning (4%), gay (3%), lesbian (2%), pansexual (2%), another sexual identity (1%)

- What is your sexual identity?
- Heterosexual/straight 73%
- Asexual 6%
- Bisexual 11%
- Prefer not to answer 5%

**REPORTING ON RACIAL DATA**

34% **OF RESPONDENTS IDENTIFIED AS WHITE**

**REPORTING ON RELIGIOUS AND SPIRITUAL AFFILIATION DATA**

49% **OF RESPONDENTS REPORTED NO RELIGIOUS AFFILIATION**