



Student Applicant Equity Census

Human Rights and Equity Office
Queen's University

2022



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INTRODUCTION

Since 1999, the Applicant Equity Census has been administered to all students applying to undergraduate and graduate programs at Queen's University. Every year, the Office of the University Registrar distributes the Student Applicant Equity Census, and Institutional Research and Planning compiles the self-identification data in their [Applicant Equity Census Dashboard](#).

Yearly, every group of applicants receives a total of four prompts to complete their census questionnaire (initial invitation to participate and three additional reminders) aligned with their program submission deadlines. Equity Services collects the data once all programs have finalized their census cycles and creates an annual report with the information.

The census asks applicants to voluntarily indicate whether they identify as an Indigenous person, a person with a disability, and/or racialized person and inquire about applicants' gender identity and sexual orientation. It also seeks to determine the applicants' overall economic makeup by asking for information on gross family income, parental education level, and the size of the applicant's hometown. The following report provides information on the 2022 Student Equity Census data for Undergraduate, Education, Law, Medicine, and Graduate program applicants. The report is divided by these programs because their admission cycles differ; therefore, the Equity Census applicants' responses are collected at different times. Responses are not used in the admission selection process; the collected information is utilized for planning purposes to pursue educational equity.

The 2022 report includes information about Faculty and Staff representation rates compared to student demographic profiles and recently implemented initiatives that might have positively impacted recruitment and enrollment.

RESPONSE DATA

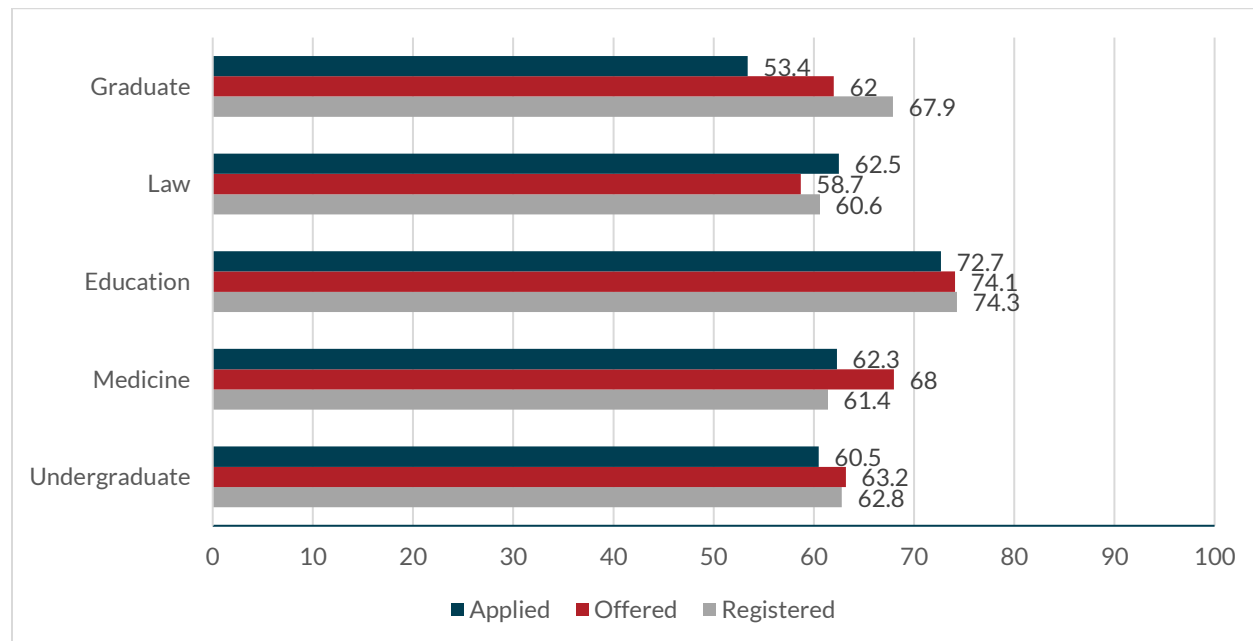
This report is based on the data from the Applicant Equity Census administered for the 2022 student intake. The response rate for programs varies, with a low of 23.2% and a high of 48.6%. Law and Graduate Studies were the single programs that increased their response rates from 2021 return numbers by 11.8% and 9.2%, respectively. On the other hand, Education saw the steepest decrease (-8.4%) in responses compared with 2021 data.

STUDENT APPLICANT CENSUS 2022: ALL PROGRAMS

The charts below reflect the 2022 data for each equity-deserving group across all programs at Queen's University, expressed as the percentage of applicants, offers, and registrants. Each chart showcases the percentage of applicants who completed the 2022 census and self-identified within one or more equity-deserving groups, the rate of offers released, and the number of registrants each program obtained.

WOMEN

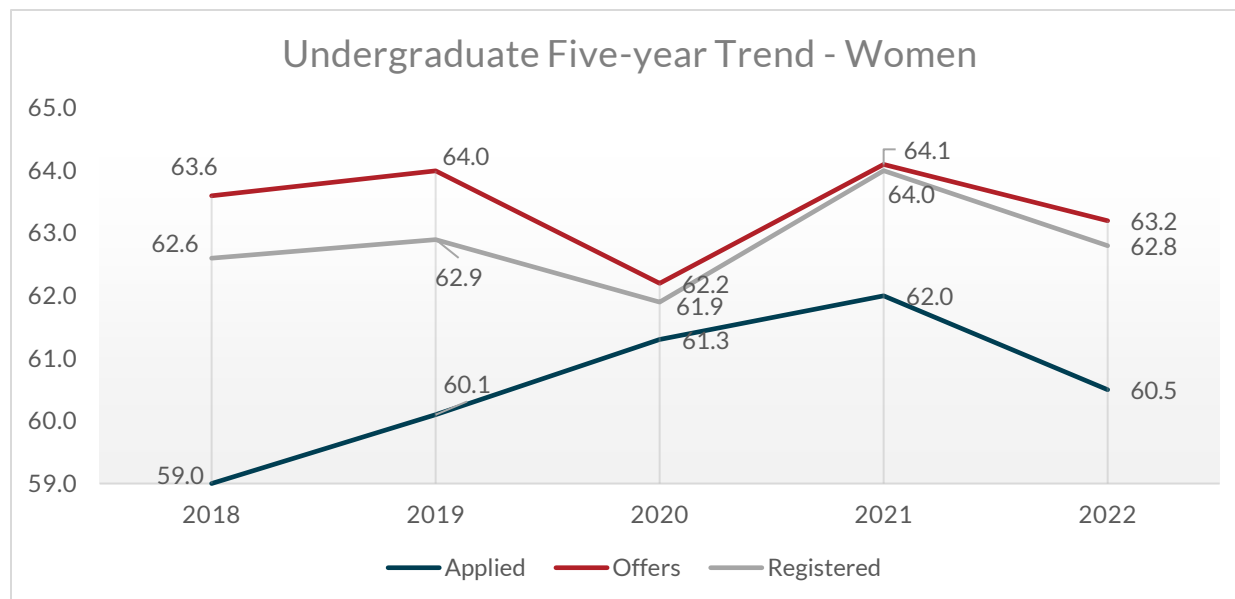
Applicants were asked: Do you self-identify as a woman? The table below represents the percentage of applicants who answered 'yes.'



Women represent more than half in the three stages of the admission cycle, with Education being the program with the highest percentage of applications, offers and registration; between 2021 and 2022, Education received -1.8% fewer applications from women.

Undergraduate and Graduate Studies also received fewer applications (-1.5% and -1.2%, respectively), and even though registration of women decreased for Undergraduate programs (-1.2%), it increased for Graduate Studies by +5.4%. On the other hand, Law saw a +1.1% increase in offers; however, this increase did not translate to the other two stages of the process, reporting -5.3% offers issued to women and -2.7% fewer registrants.

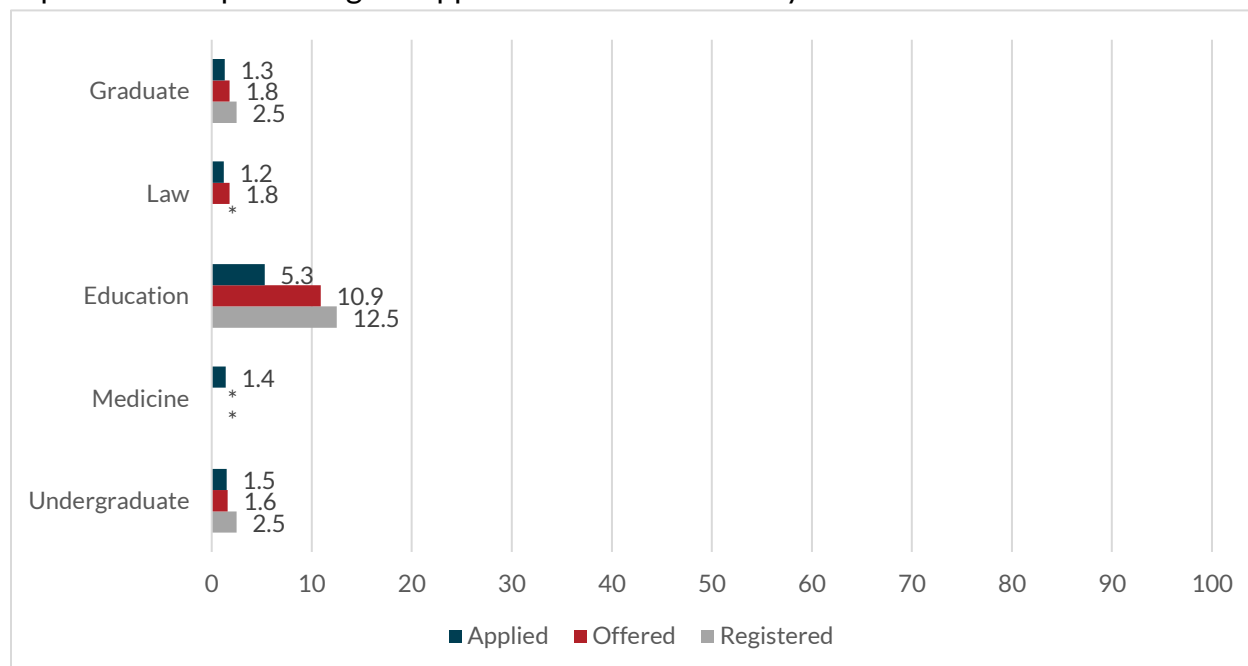
After 2021's sharp decrease in offers, Medicine reported a +8.6% increase in offers issued and a +11.4% increase in registration.



Additional information about program trends is available upon request.

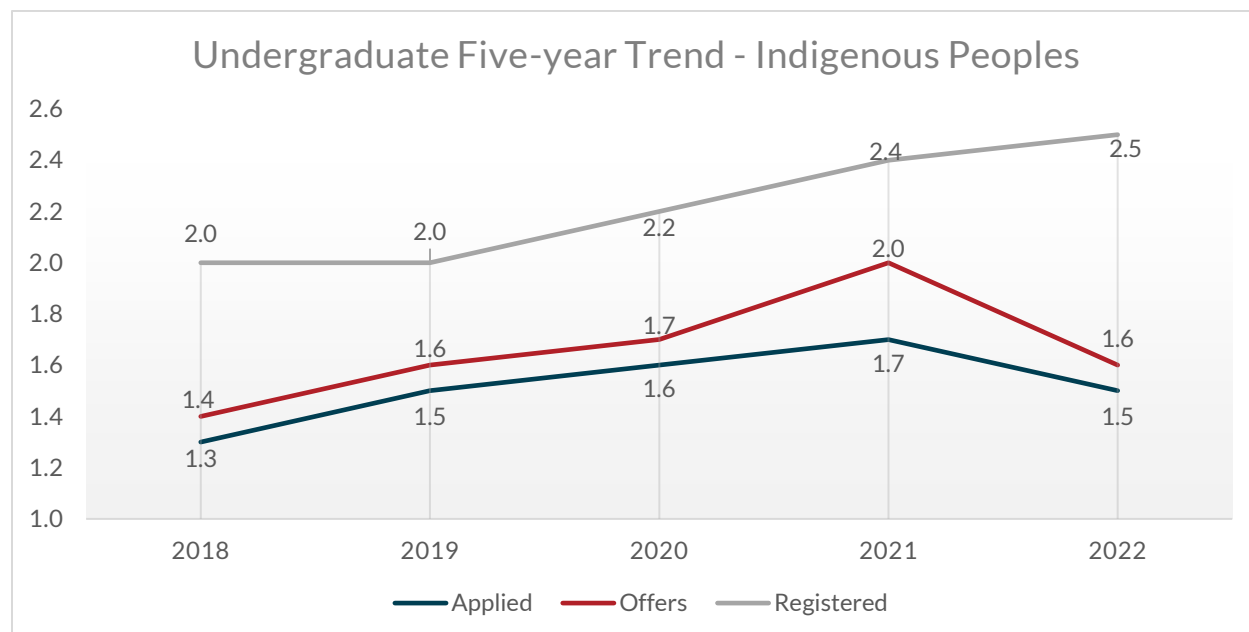
INDIGENOUS PEOPLES

Applicants were asked: Do you self-identify as an Indigenous person? The table below represents the percentage of applicants who answered 'yes.'



*Numbers less than five are marked with an asterisk.

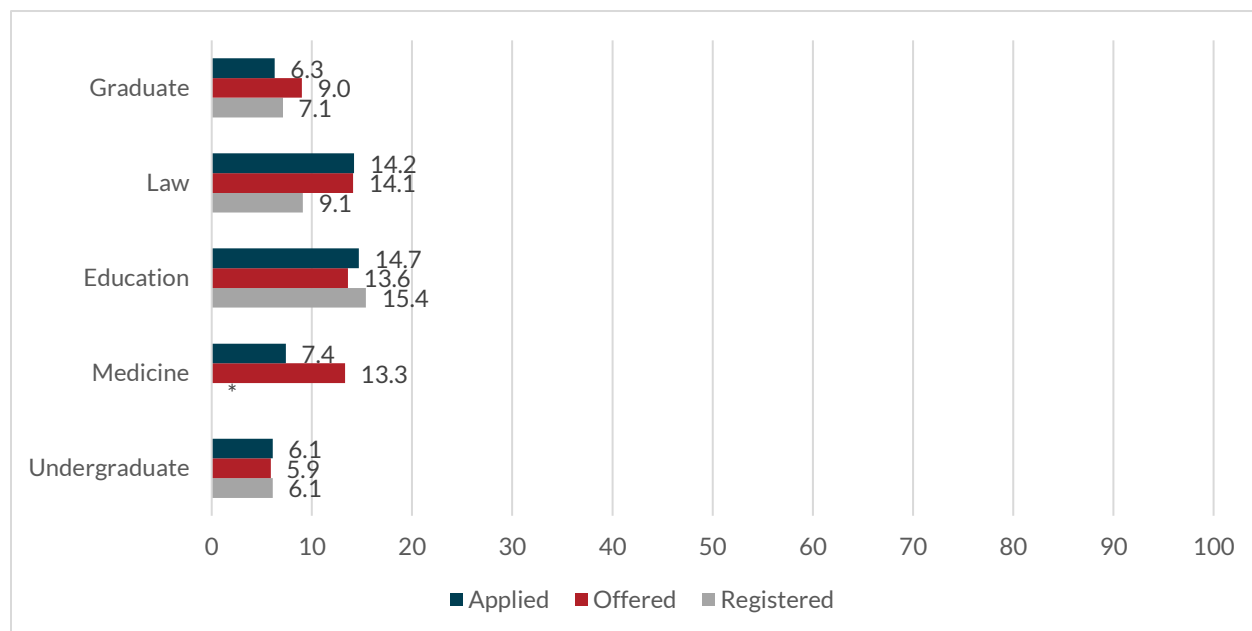
During 2022, Undergraduate Programs and Education received a higher proportion of Indigenous registrants against offers issued. Education, in particular, received +1.7% more applications from Indigenous students, but issued +4.4% more offers, and registered +5.8% more students, almost doubling their intake compared to 2021. For Graduate Students and Law, the percentage of offers surpassed the rate of registrants. Notably, once again, the percentage of registrants in Undergraduate programs, Graduate Studies and Education surpassed both the percentage of applicants and offers issued.



Additional information about program trends is available upon request.

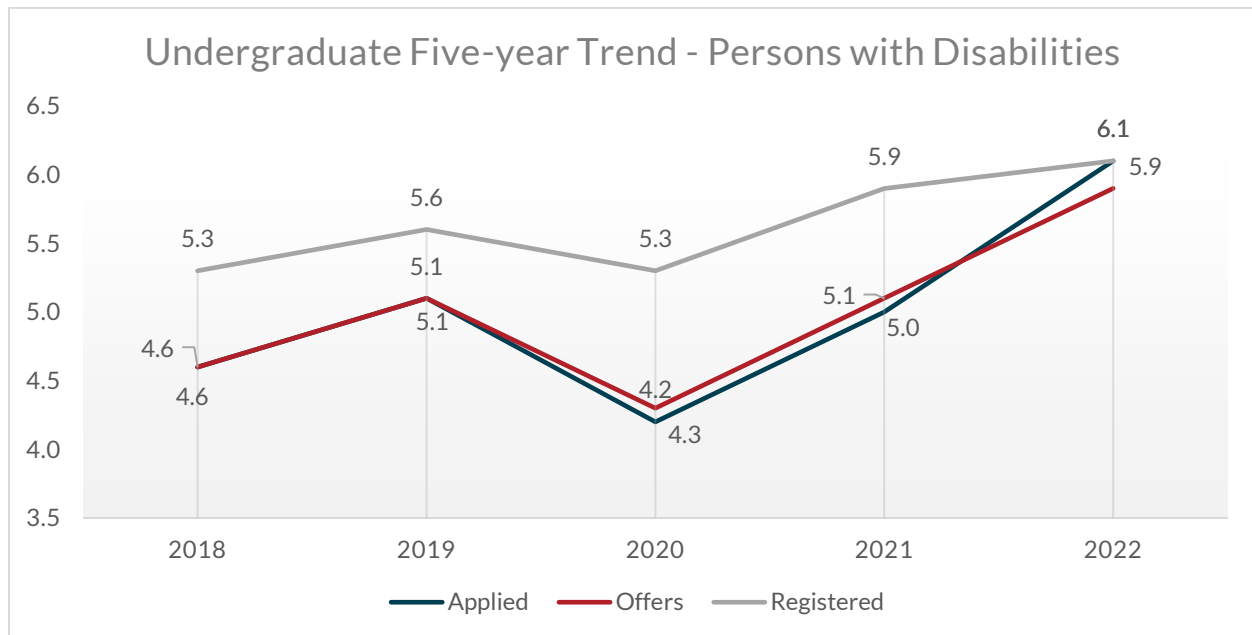
PERSONS WITH DISABILITIES

Applicants were asked: Do you self-identify as a person with a disability? The table below represents the percentage of applicants who answered 'yes.'



*Numbers less than five are marked with an asterisk.

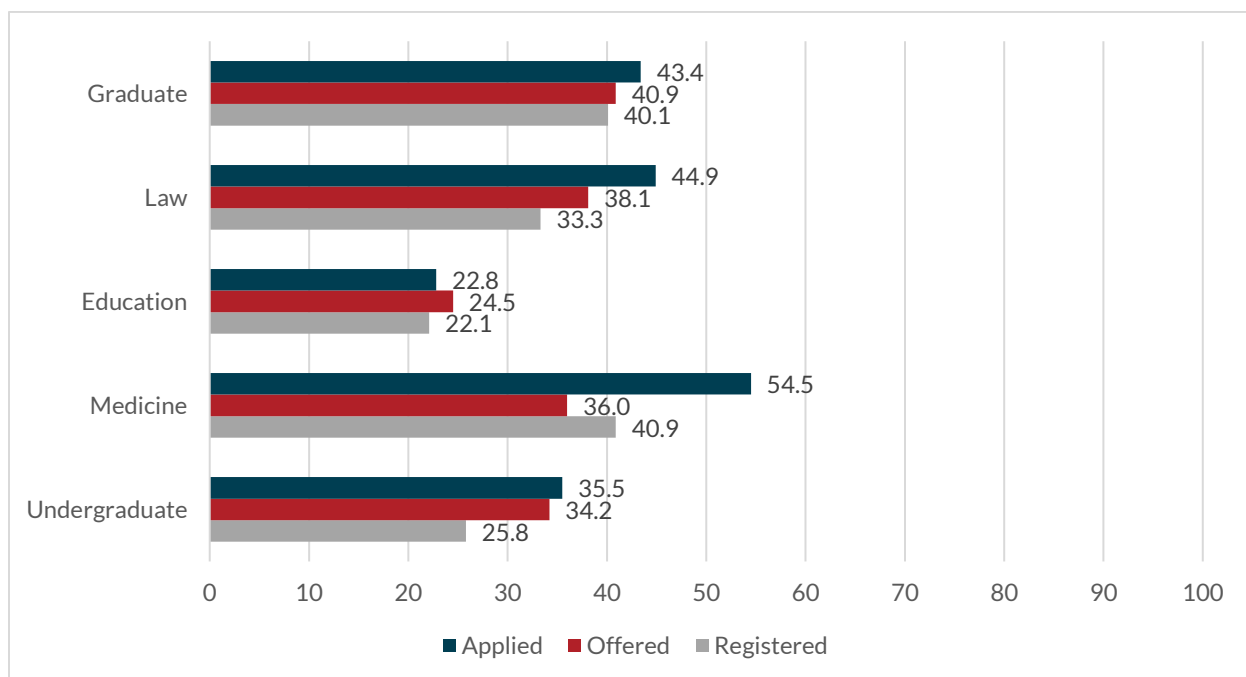
Despite receiving +0.7% more applicants with disabilities, Graduate Studies received -2.0% fewer registrants. On the other hand, Education saw an increase in every stage of the application process compared to 2021; this translated into receiving +3.6% more applicants, issuing +5.9% more offers, and doubling registration percentages (+7.7%). Law saw an increase in applicants (+1.7%) and offers (+2.2%), but this did not translate into more registrants with disabilities (-3.1%); however, Law remains the program that issued more offers to applicants with disabilities (14.1%), followed closely by Education (13.6%) and Medicine (13.3%). Undergraduate programs continue to be the program that received a fewer percentage of applicants with disabilities.



Additional information about program trends is available upon request.

RACIALIZED GROUPS

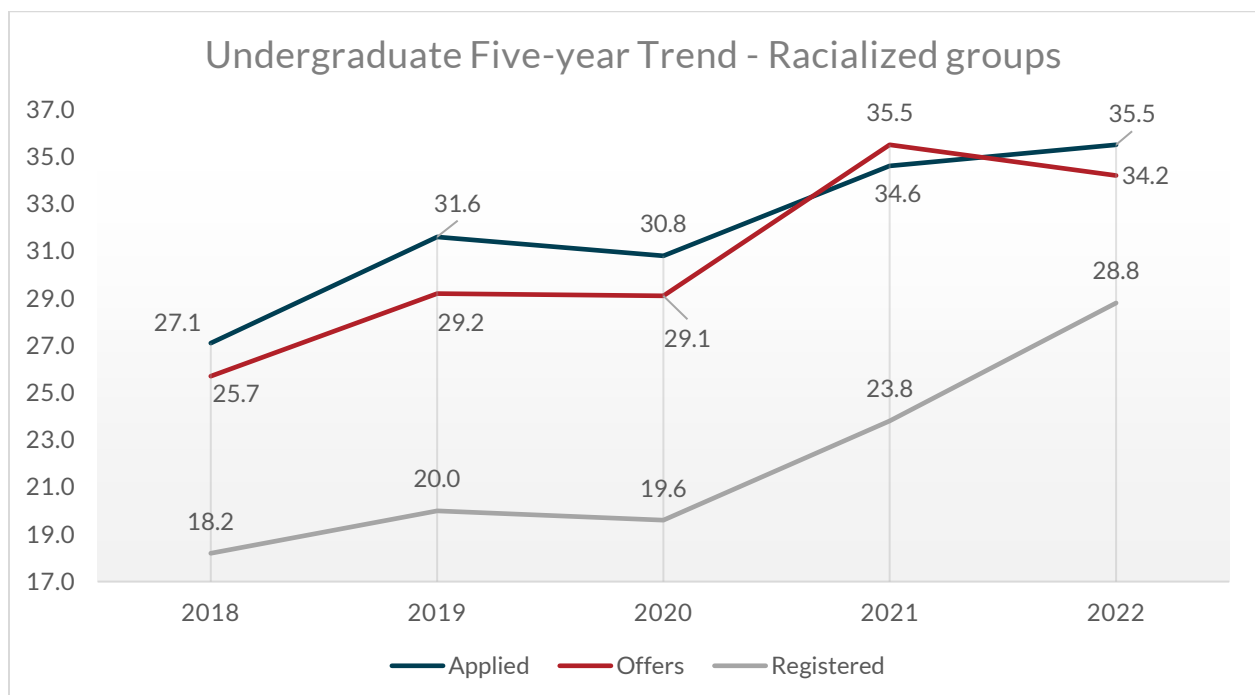
Applicants were asked: Do you self-identify as a member of a racialized group in Canada?
The table below represents the percentage of applicants who answered 'yes.'



In comparison with 2021, all programs saw an increase in racialized applicants. Medicine, in particular, received more than 50% of applicants from racialized communities for three years in a row. In 2022, Medicine saw a +2.2% increase in racialized applicants compared to 2021 percentages but issued -3.1% fewer offers.

Education was the program that received the lowest proportion of racialized applicants; however, it increased the percentage of offers by +4.5% and received +6.9% more registrants in 2022. Graduate Studies was the program that increased its rate of offers to racialized applicants (+4.8%) the most, followed by Law and Education (+4.5%).

In 2022, all programs saw an increase in racialized registrants, except for Medicine, which saw a slight decrease (-0.8%) compared to 2021.



Additional information about program trends is available upon request.

RACE/ETHNICITY

Below are the racialized groups with the highest representation per program (numbers of respondents less than five are marked with an asterisk):

UNDERGRADUATE

South Asian/East Asian (12.2% applicants, 11.2% offers, 7.7% registrants)

Chinese (11.3% applicants, 12.5% offers, 8.7% registrants)

Black (4.3% applicants, 3.5% offers, 3.4% registrants)

South Asian/East Asian applications increased by +0.4% between 2021 and 2022.

Applicants of Chinese descent saw an increase of +1.6% at the applicant stage, a +2.0% increase in offers, and a +2.1% increase in registrants.

Black student applications and offers slightly decreased by -0.25% and 0.41%; however, registration increased by +1.2% in 2022.

MEDICINE

South Asian/East Asian (21.8% applicants, 16.0% offers, 25.0% registrants)

Chinese (11.5% applicants, 9.3% offers, * registrants)

Black (5.4% applicants, * offers, * registrants)

In 2022, Black applicants became the third most represented racialized group in Medicine, surpassing Non-white West Asian applicants.

EDUCATION

South Asian/East Asian (7.2% applicants, 8.2% offers, 5.1% registrants)

Chinese (4.8% applicants, 5.0% offers, 4.4% registrants)

Black (3.3% applicants, 3.6% offers, * registrants)

In 2022, Education saw an increase in applicants of South Asian/East Asian descent in all stages of the process (+1.1% applicants, +2.4% offers, +1.5% registrants). Education also saw slight increases in Black and Chinese descent applicants during the three stages of the admission process.

LAW

South Asian/East Asian (19.2% applicants, 14.1% offers, 13.1% registrants)

Black (6.8% applicants, 7.9% offers, 6.1 registrants)

Non-white West Asian (6.9% applicants, 7.1% offers, 7.1% registrants)

Law saw a -1.2% decrease in registrants of South Asian/East Asian descent in 2022. This program increased offers to Black applicants by +5.2% and +5.0% increase in registrants. Non-white West Asian applicants surpassed Chinese descent applicants as the third most represented group in 2022.

GRADUATE

South Asian/East Asian (18.3% applicants, 15.6% offers, 14.8% registrants)

Black (8.8% applicants, 5.6% offers, 7.1% registrants)

Chinese (8.1% applicants, 11.2% offers, 9.0% registrants)

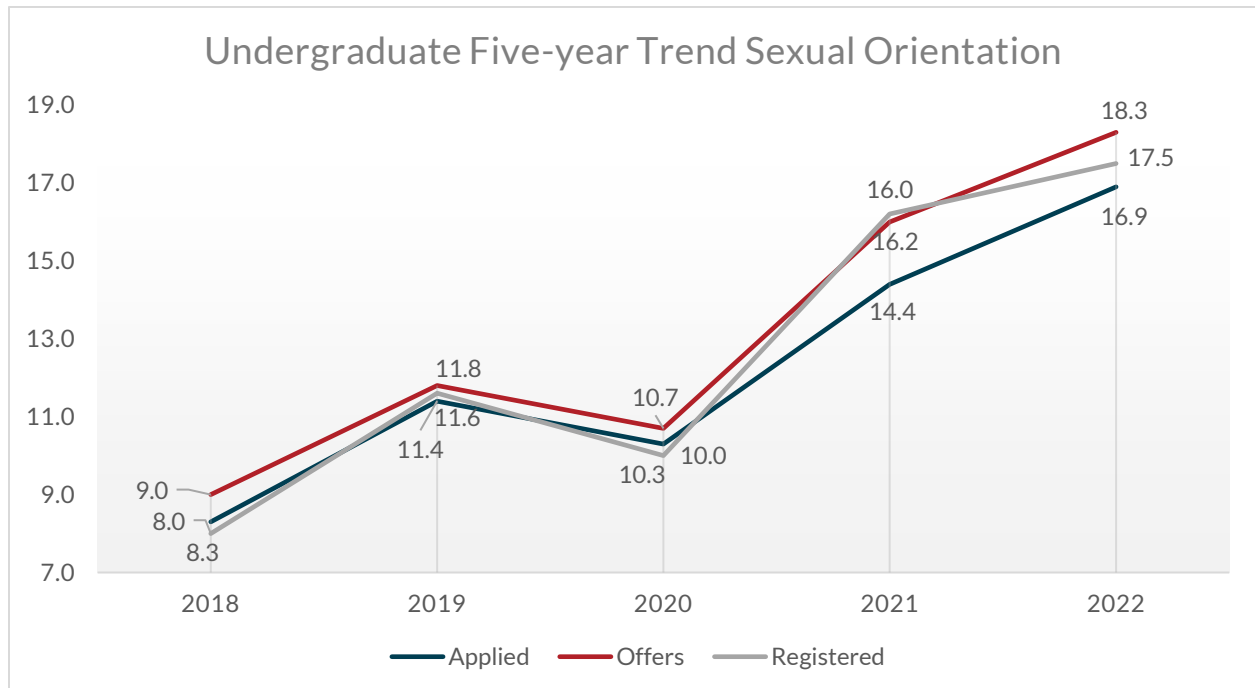
Graduate programs received +2.9% more South Asian/East Asian applications, a decrease (-3.0%) in offers issued to Black applicants, and an increase (+3.5%) in offers issued to Chinese applicants.

SEXUAL ORIENTATION

Applicants were asked: Do you consider your sexual orientation to be lesbian, gay, bisexual, two-spirit, queer, or a similar term? The table below represents the applicants who answered 'yes.'



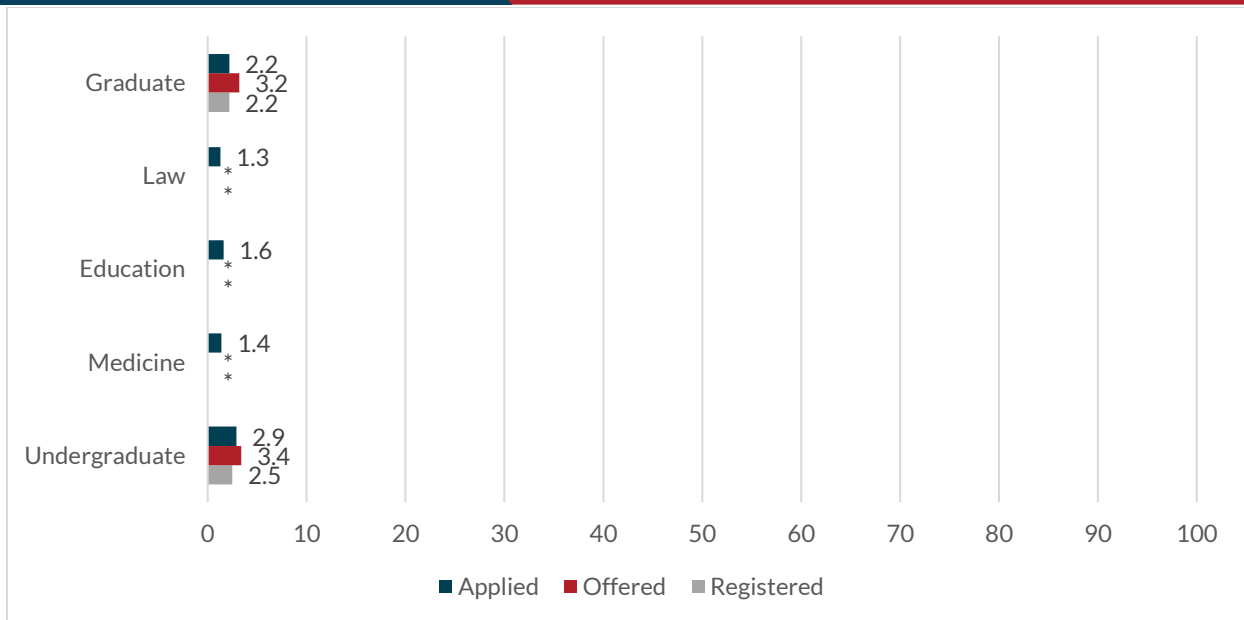
Four of the five programs reported slight increases in percentages of 2SLGBTQI+ applicants at all stages. Education increased the rate of offers issued by +4.5%; similarly, Law received +4.2% of registrants than in 2021. On the other hand, Medicine reported a decrease in offers issued (-4.6%) and registrants (-9.6%).



Additional information about program trends is available upon request.

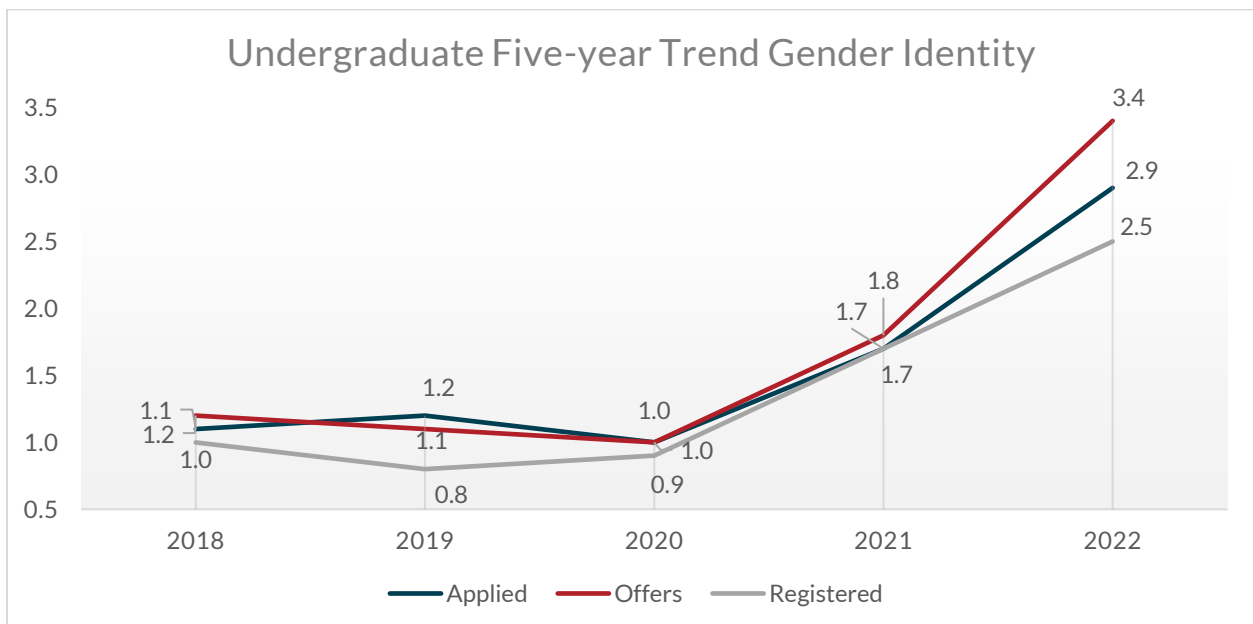
GENDER IDENTITY

Applicants were asked: Do you consider your gender identity to be trans, transgender, gender variant, gender non-conforming, genderqueer, two-spirit or a similar term? The table below represents the applicants who answered 'yes.'



*Numbers less than five are marked with an asterisk.

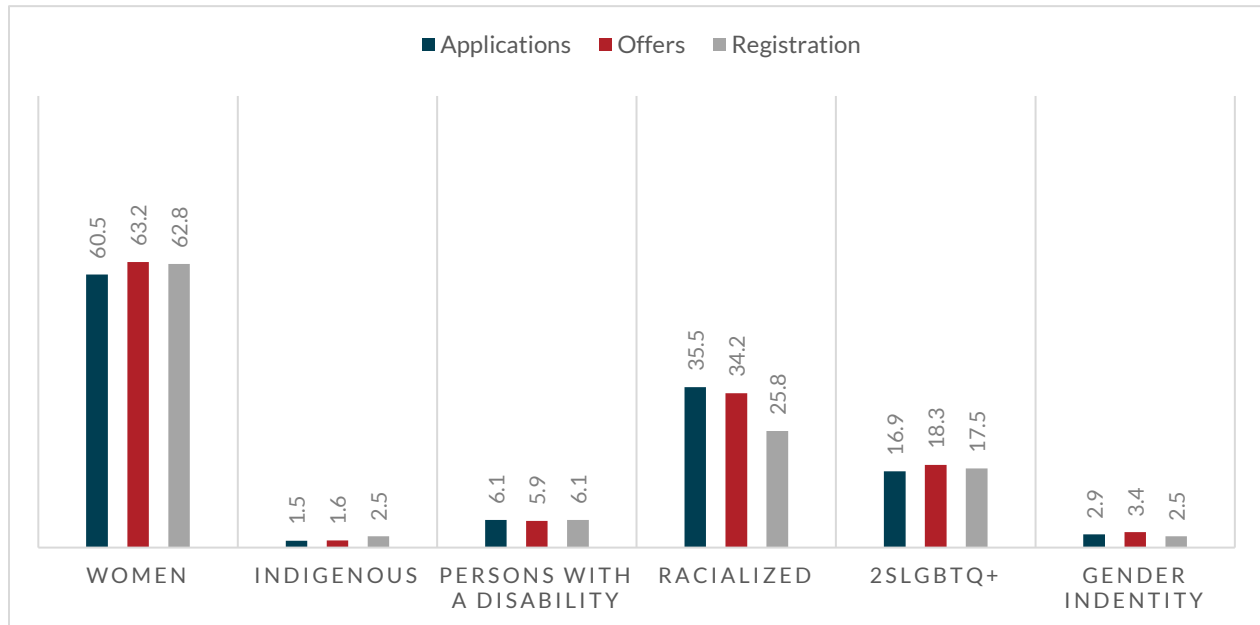
In 2022, Undergraduate programs increased the representation rates for Gender Identity across all process stages (+1.2% applicants, +1.6% offers, +0/8% registrants). Law was the program that received the fewest applications from members of this group, followed by Medicine.



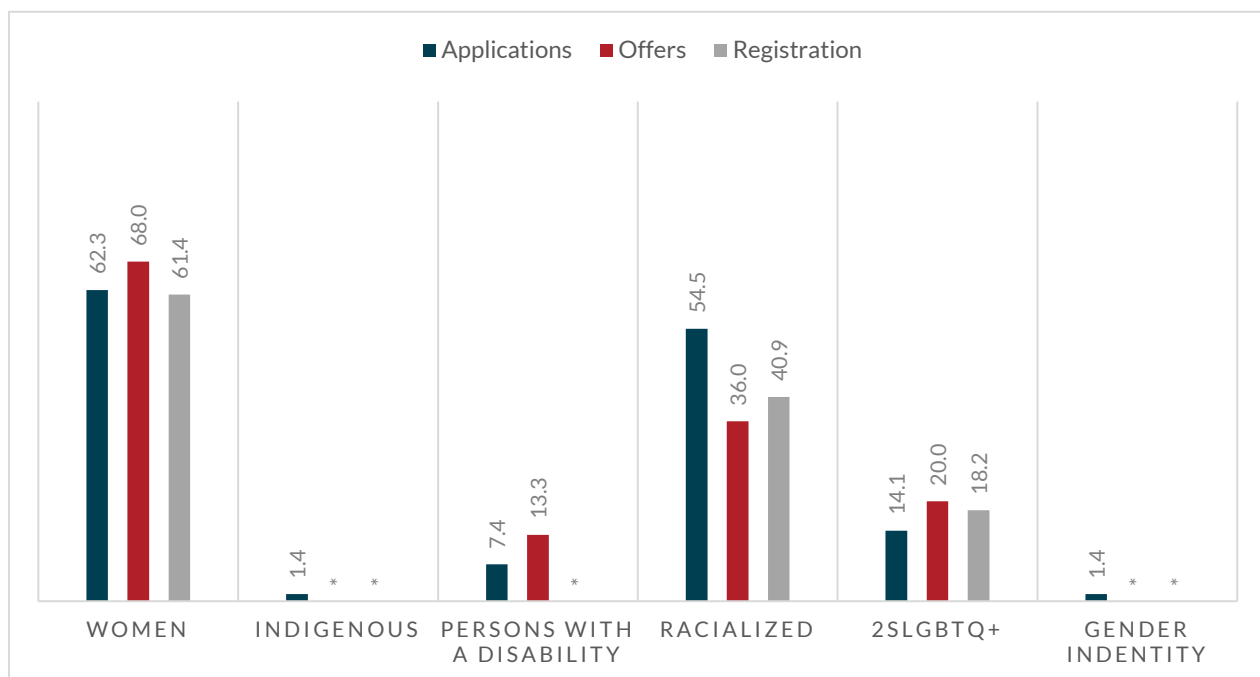
Additional information about program trends is available upon request.

EQUITY-DESERVING GROUPS BY PROGRAM

UNDERGRADUATE PROGRAMS

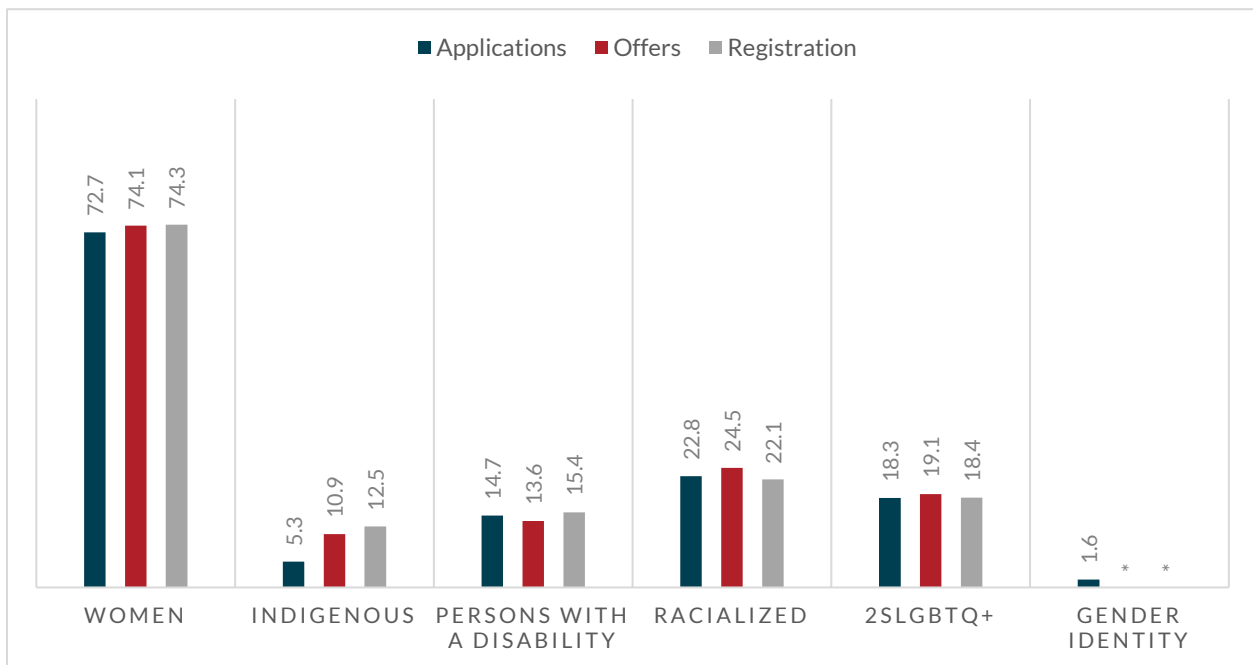


SCHOOL OF MEDICINE



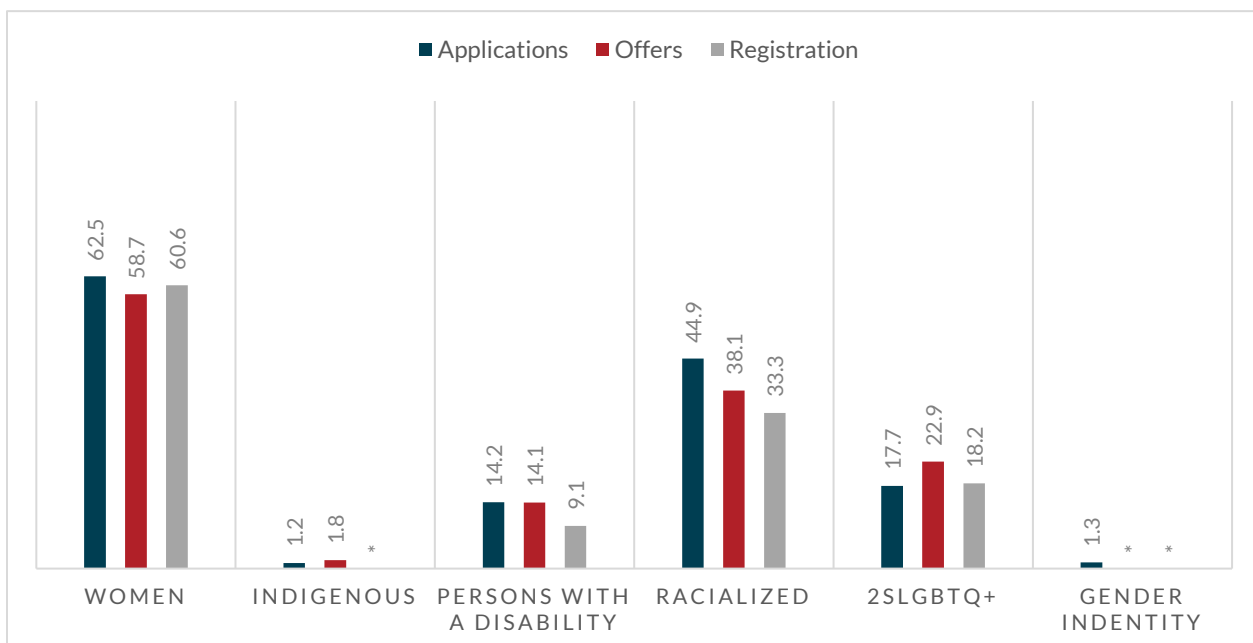
*Numbers less than five are marked with an asterisk.

FACULTY OF EDUCATION



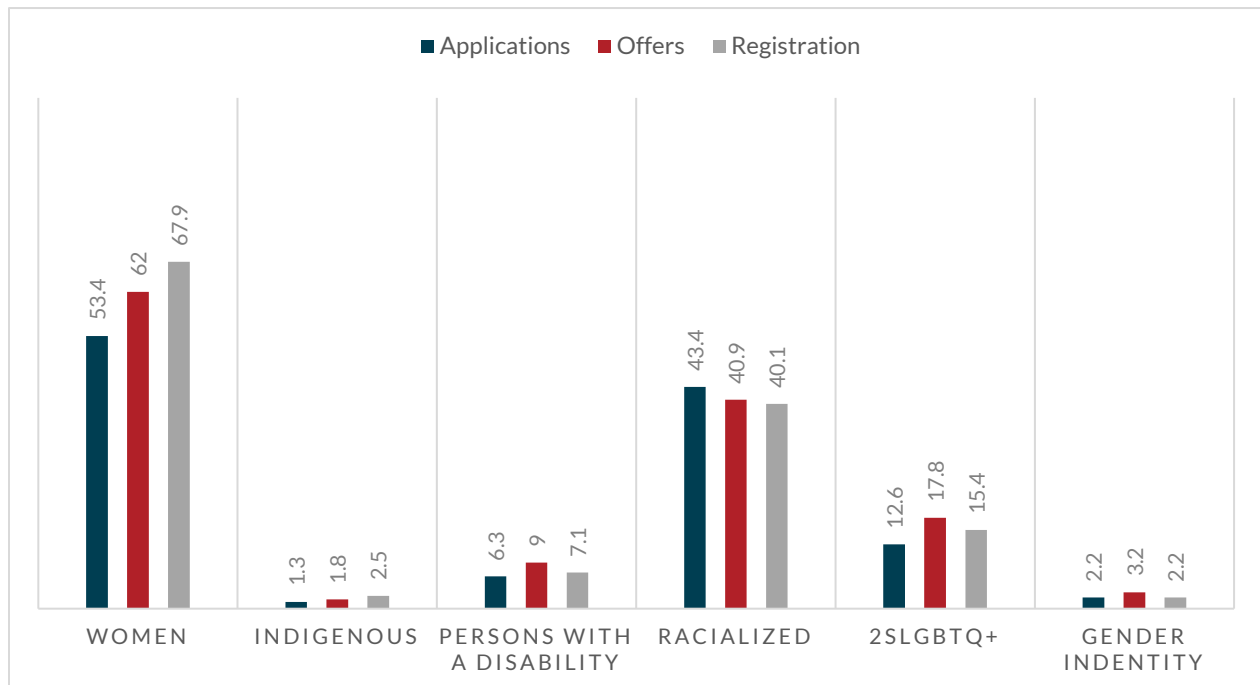
*Numbers less than five are marked with an asterisk.

FACULTY OF LAW



*Numbers less than five are marked with an asterisk.

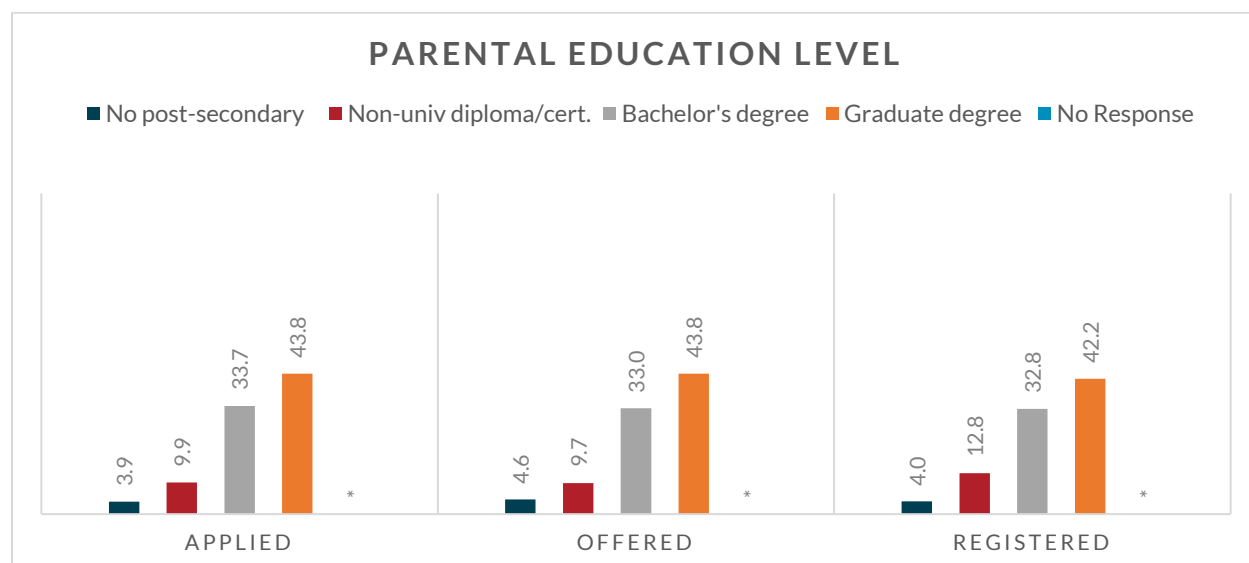
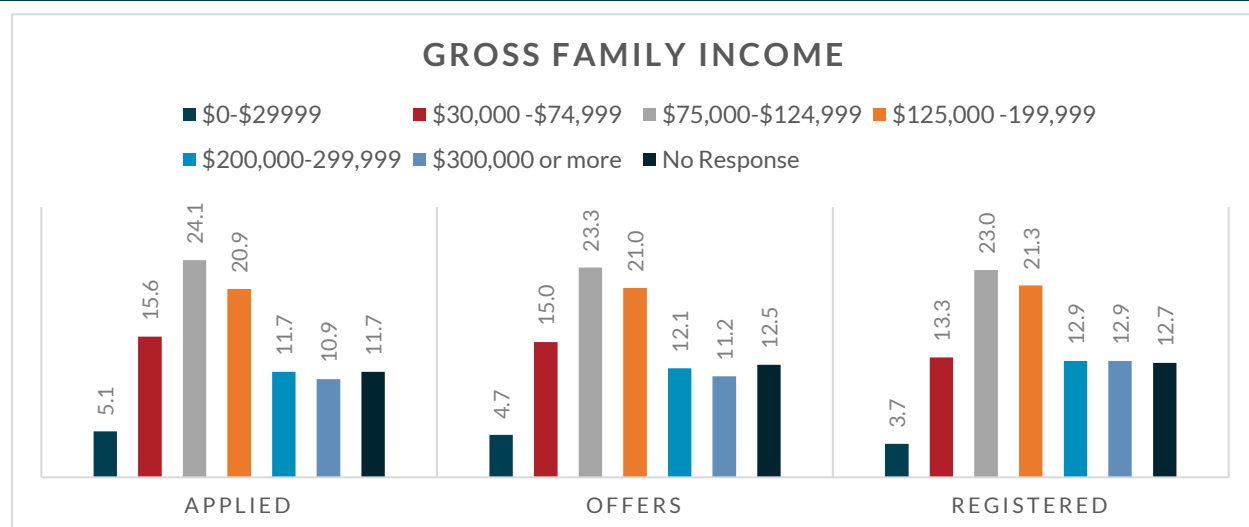
GRADUATE PROGRAMS



SOCIOECONOMIC INDICATORS

For the first time, the Student Applicant Equity census included additional income categories to the four that existed previously to break down large brackets of income into smaller units.

UNDERGRADUATE PROGRAMS

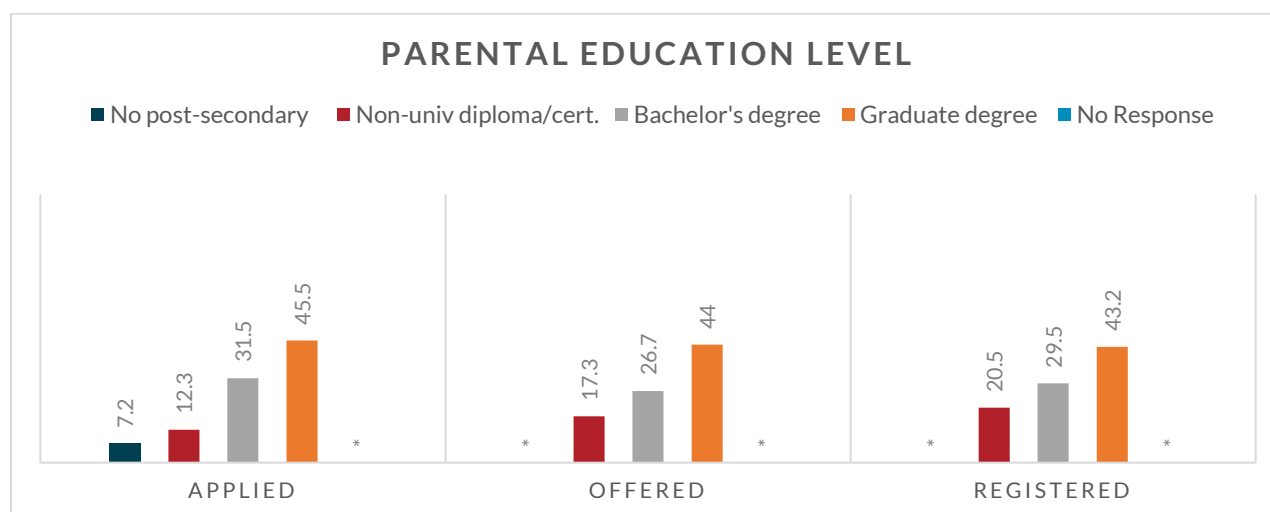
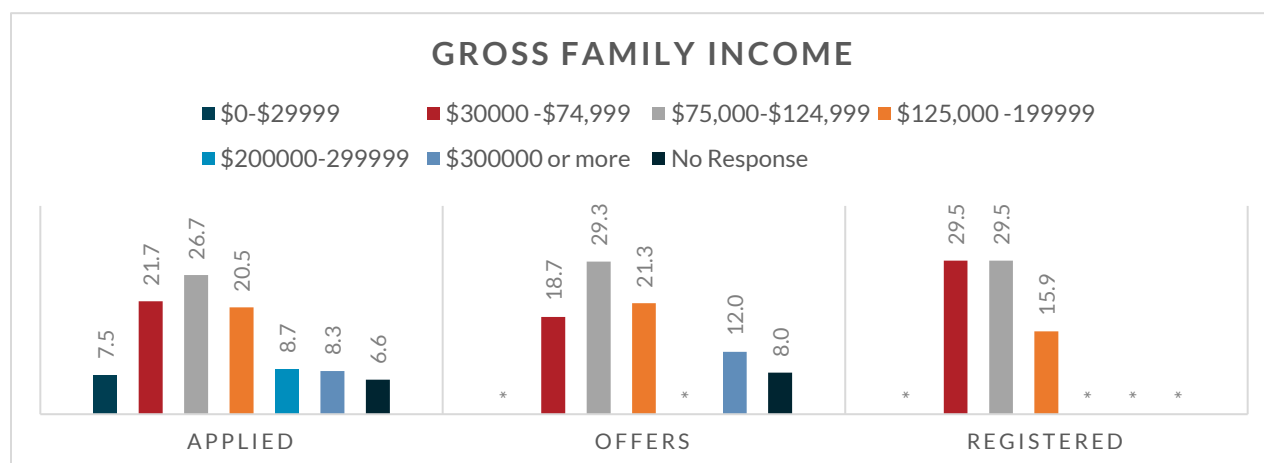


In 2022, the most significant percentage of applicants came from a household with an income between \$75,000 -124,999, followed by applicants with a GIF of \$125,000-\$199,999. The percentage of offers issued and applicants registered remained proportional to the rate of applicants throughout the three stages of the process.

The percentage of applicants who preferred not to respond remained consistent between 2021 and 2022; however, it was the highest (11.2%) across all programs.

Regarding parental levels of education, First Generation students are the most underrepresented group; however, representation across the three stages of the process was consistent.

SCHOOL OF MEDICINE

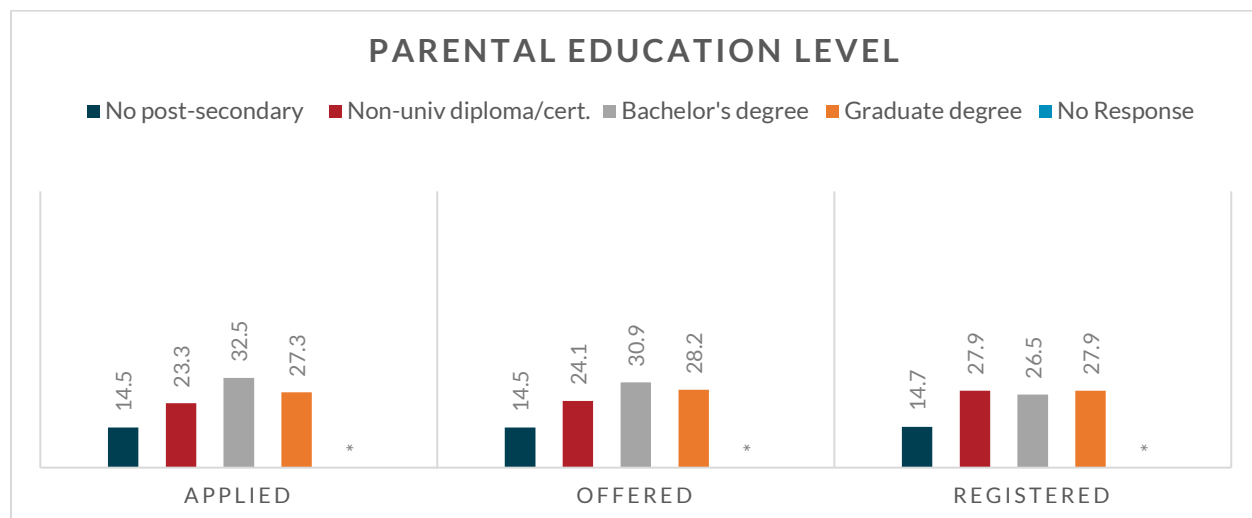
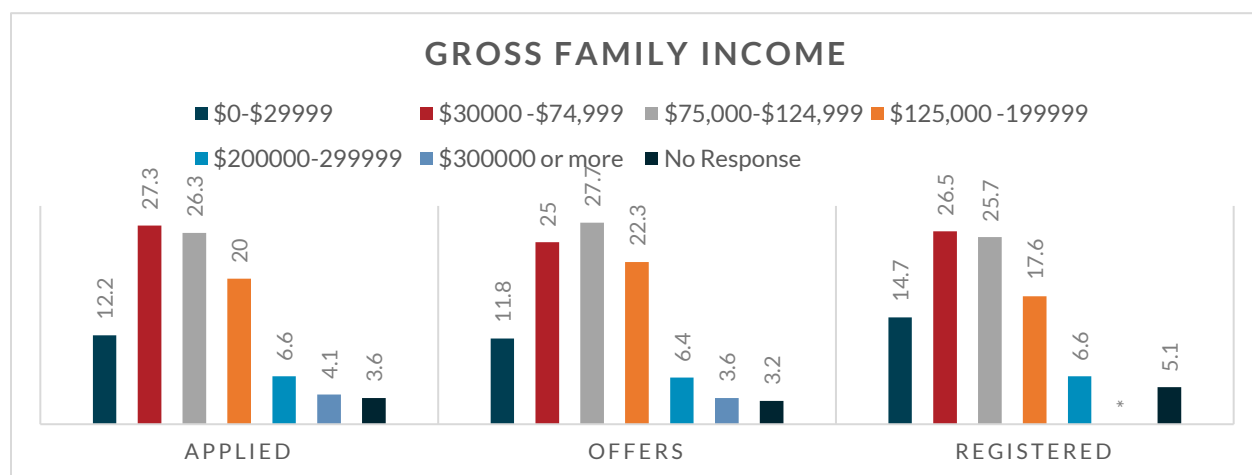


*Numbers less than five are marked with an asterisk

In 2022, Medicine issued the most significant percentage of offers to students from a household with incomes between \$30,000-\$74,999 and \$75,000-\$124,999. The rate of no responses at the application stage slightly increased (+1.3%) from 2021.

This year, Medicine saw a decrease (-12%) in offers issued to applicants from households with a Parental Level of education of a Graduate degree, improving the proportional representation across the three stages of the process.

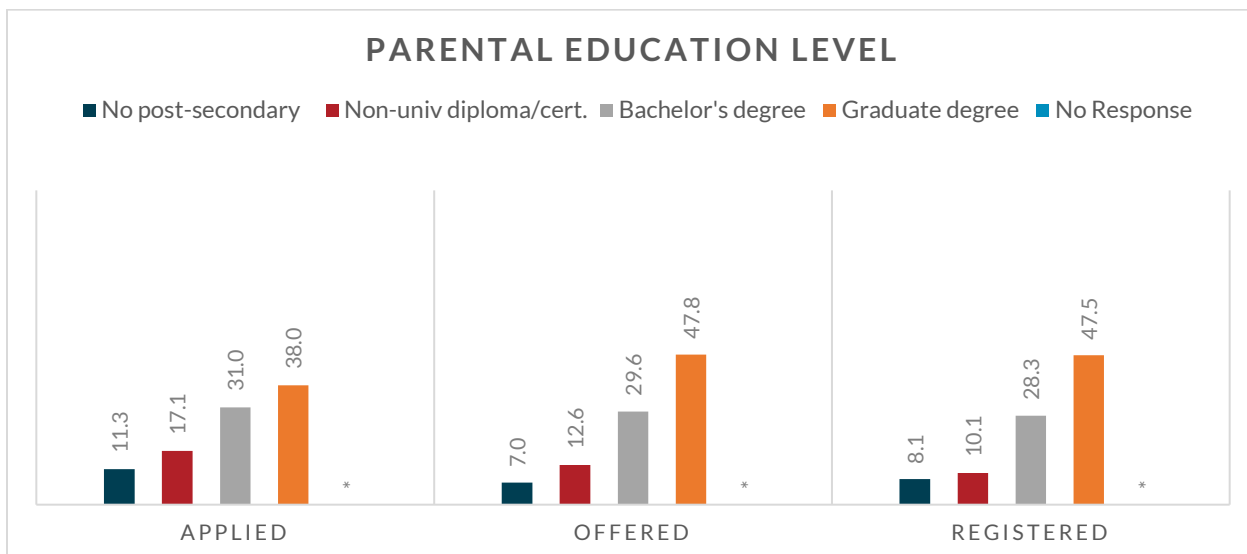
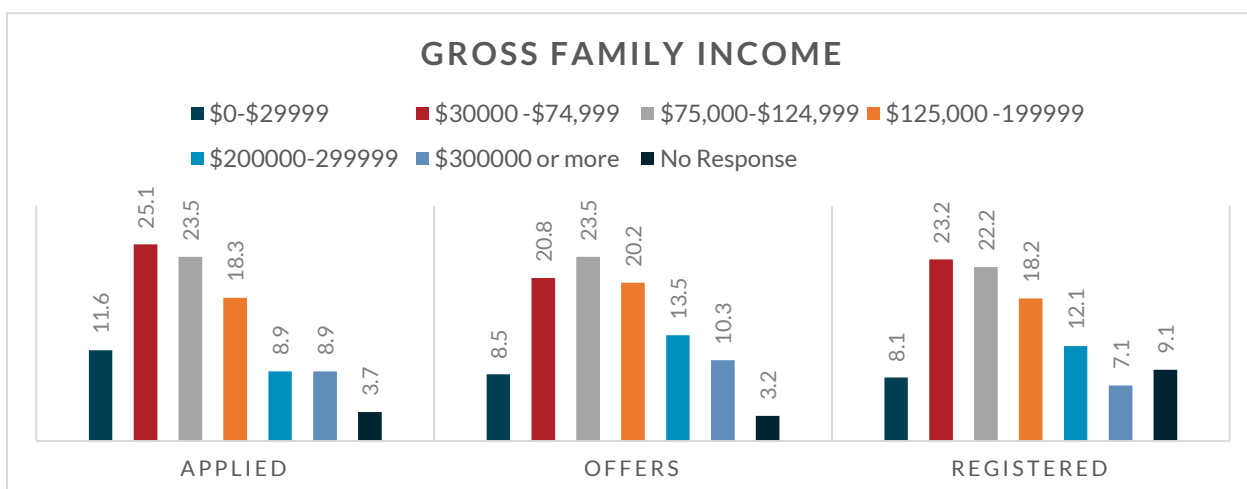
FACULTY OF EDUCATION



*Numbers less than five are marked with an asterisk.

Students from households with a GFI of \$30,000-\$74,999 are the most represented group at the applicant stage. Additionally, Education is the program with the highest percentage of first-generation applicants; however, this program received the most applications from students from parents/guardians with a Bachelor's Degree.

FACULTY OF LAW

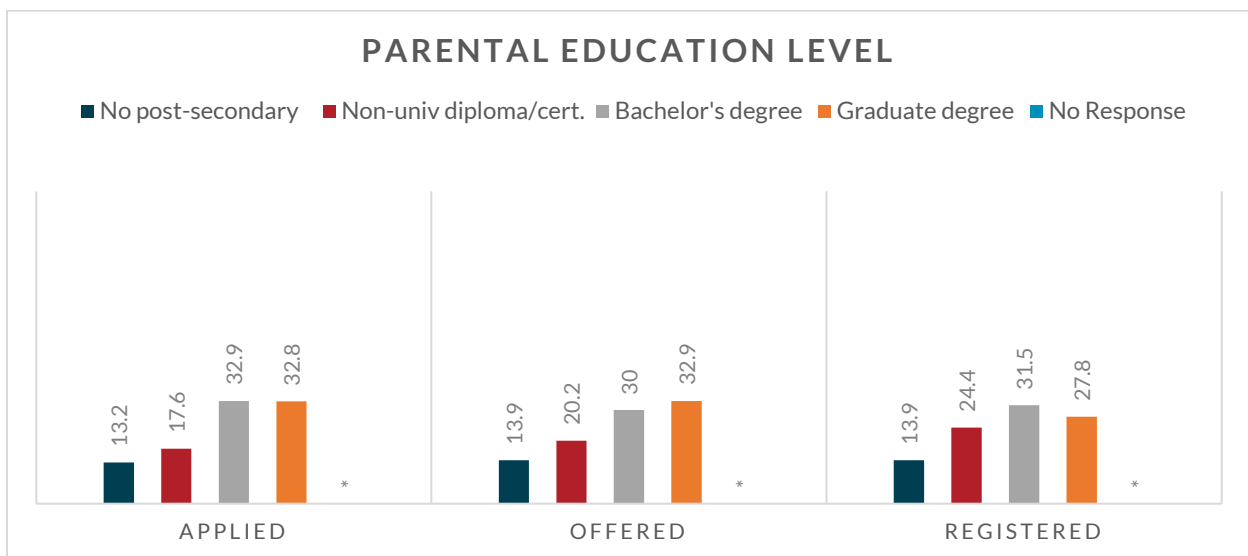
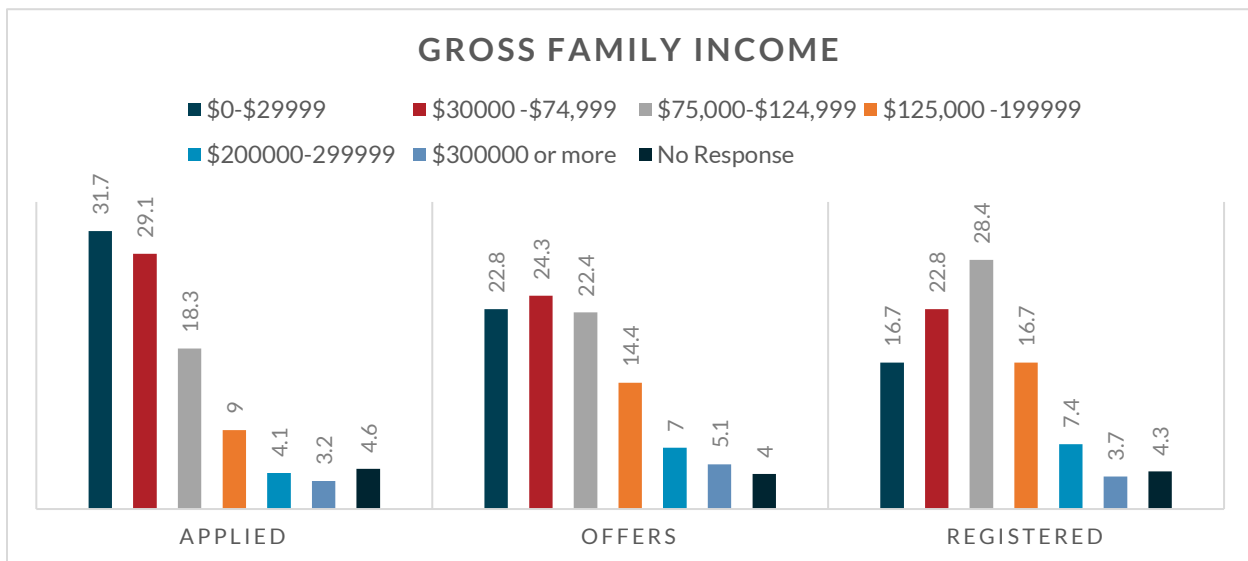


*Numbers less than five are marked with an asterisk.

In Law, 25.2% of applicants come from households with a GFI of \$30,000-\$74,999, followed closely (23.5%) by applicants from households with an income of \$75,000-\$124,000.

Additionally, Law saw a decrease (-2.7%) in first-generation applicants. On the other hand, applicants from parents/guardians with a Graduate degree represented 38% at the applicant stage, but 47.8% at the offers stage and 47.5% at the registration stage.

GRADUATE PROGRAMS



Graduate Studies received 37.5% of applications from students from households with a \$0-\$29,999; however, this group represented only 16.7% of registrants. In contrast, this program received 18.3% of applications from students with a GFI of \$75,000-\$124,999, representing 28.4% of registrants. Similarly, applicants with a GFI of \$125,000-\$199,000 represented 9% at the applicant stage and 16.7% at the registrant phase.

DISCUSSION

In 2022, response rates dropped significantly in Undergraduate programs (-9.1%), Graduate Studies (-17%) and Education (-7.3%) but increased in Law (+1.6%) and Medicine (+7.7%).

In the [Equity, Diversity, Inclusion, and Indigenization Annual Report 2021-2022](#), the University shared Faculty and Staff representation rates. Interestingly, in 2021 there were 34.7% of new racialized Faculty hires (p.5), and amongst them, the three most represented races/ethnicities were South Asian/East Indian (26.6%), Chinese (26.2%), and Non-white West Asian (13.9%) (p. 6). When we compare these rates to the representation rates of racialized student applicants by program, we notice that in Law, the three most represented groups of applicants match those of new Faculty hires. For the other four programs, South Asian/East Asian and Chinese are the two most represented subgroups within racialized applicants, and Black applicants are the third most represented group. For new Faculty Hires, Black faculty members rank fourth (7.2%) (p. 6). When it comes to Staff, racialized members represented 25.4% of new hires (p. 7), and the three most represented groups were Chinese (25.1%), South Asian/East Indian (22.2%), and Black (20.4%) (p. 8). With the implementation of the Scarborough Charter, representation of Black Faculty, Staff members, and students is expected to increase in upcoming years.

Representation rates reported by Statistics Canada based on the 2016 census show that, within the 15-24 age group, demographic indicators follow a similar pattern to the one seen at Queen's. South Asian/East Indian individuals are the most represented group (23.6%), followed by Chinese (21.0%) and Black (17.2%). However, Chinese and Black applicants continue to be significantly underrepresented at Queen's compared to the 15-24 age group statistics, representing only 11.3% and 4.3% of applicants to Undergraduate programs, respectively. Regarding registrants, these rates dropped significantly compared with the 15-24 age group, with South Asian/East Asian representing 7.7% of registrants, followed by Chinese registrants (8.7%), and Black registrants (3.4%).

First Generation students continue to be the most underrepresented group regarding Parental Level of Education across programs, especially within Undergraduate Programs, with only 3.9% of applicants. Additionally, the Equity, Diversity, Inclusion, and Indigenization Annual Report 2021-2022 shows that First Generation students have the lowest retention rates (92%) among equity-deserving groups (p. 10). Specific initiatives, such as the Promise Scholar Program, should be planned to increase applications from this population segment and to improve its university experience with tailored support and resources.

Between 2021 and 2022, many resources were created for equity-deserving applicants to increase access to higher education. Student Affairs created an Access and Inclusion team in Undergraduate Admissions, and the Commitment Scholars Award was put into place to attract and support students who have demonstrated leadership in racial and social justice. New awards and bursaries were made available to students with demonstrated financial need.

Another notable initiative was the Queen's Health Sciences Outreach and Summer Program and the Queen's Accelerated Route to Medical School program, expanding equity-deserving student recruitment from local high schools and Black applicants, respectively. After these efforts, Black applicants became the third most represented racialized group in Medicine, and the program saw a +2.2% increase in racialized applicants compared to 2021 percentages.

In 2021-22, the Faculty of Law launched the Black Student Applicant Category, which increased offers to Black applicants by +5.2% and +5.0% increase in registrants.