



Student Applicant Census

Human Rights and Equity Office
Queen's University



2021

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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 Census, and the Office of Planning and Budgeting compiles the self-identification data in their yearly [summary table](#).

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 2021 Student Equity Census data for applicants to Undergraduate, Education, Law, Medicine, and Graduate programs. 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; rather, the collected information is utilized for planning purposes to pursue educational equity.

This year's report includes information about recruitment practices and initiatives impacting recruitment and enrollment efforts. Attempts to collect data centrally by the Ontario Universities Application Centre (OUAC) are underway, and changes will be implemented for the 2022-2023 admissions cycle. However, this data will not be shared with institutions as part of their file transfers; instead, aggregate analysis and reporting will be completed by the OUAC after the admissions cycle is complete.

RESPONSE DATA

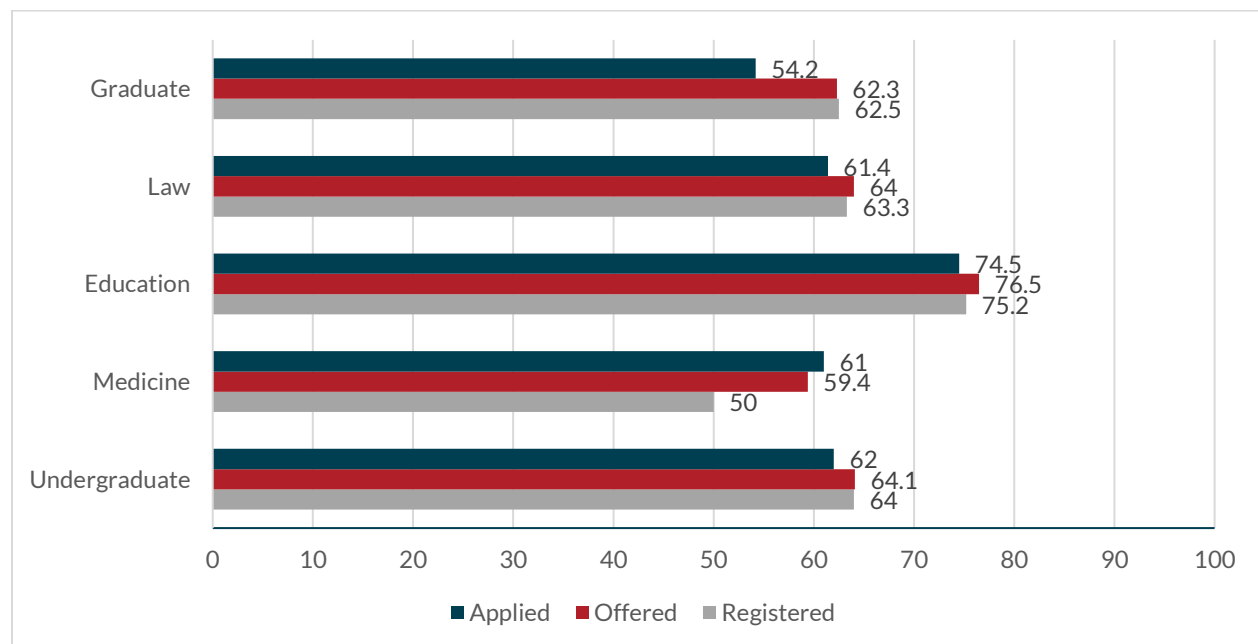
The following analysis is based on the data retrieved from the Applicant Equity Census administered for the 2021 student intake. The response rate for programs varies, with a low of 27.6% and a high of 54.7%. This year's response rates have decreased in four out of the five programs compared to 2020 response rates, with Undergraduate programs having the most significant gap (-13.9%). Education, on the contrary, increased its response rate by +8.8%, for a total of 54.7% of applicants answering the census.

STUDENT APPLICANT CENSUS 2021: ALL PROGRAMS

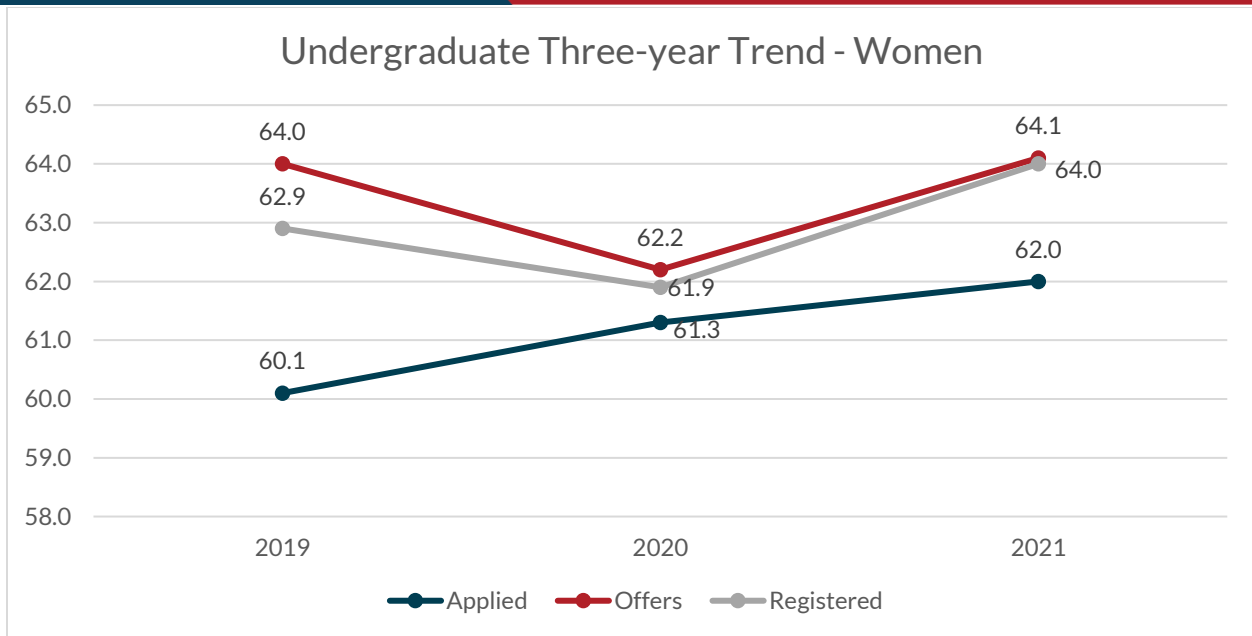
The charts below reflect the 2021 data for each equity-deserving group across all programs at Queen's University, expressed as the percentage of applicants, offers, and registrants. Each chart showcases the percentage of applicants who completed the 2021 census and self-identified within one or more equity-deserving groups, what percentage of offers were released, and the number of registrants each program obtained. Additionally, the report includes information on the most under-represented group by race/ethnicity per program.

WOMEN

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



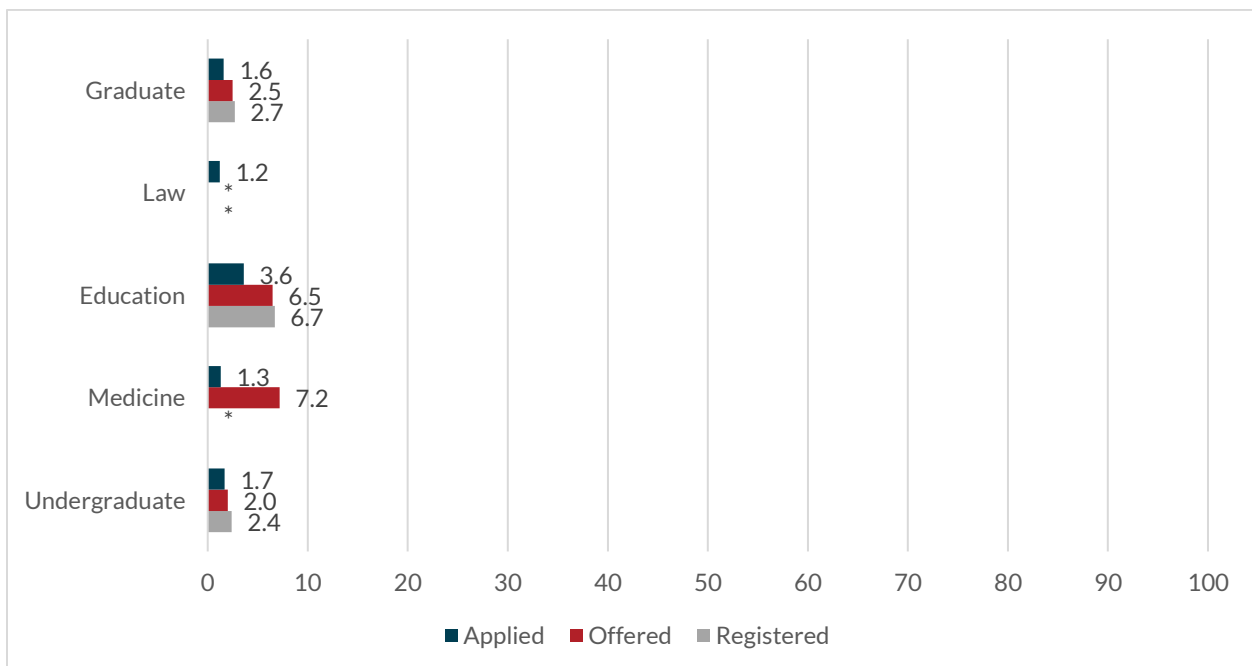
Women represent half or more of registered students across all programs at the University. Education had the highest percentage of women applicants at 74.5% and the highest percentage of women registrants at 75.2%. In 2021, all programs increased the number of women applicants compared to 2020. Despite the +2.3% increase in applications, Medicine saw a 10.2% decrease in offers and a -13.5% decrease in registration of women applicants between 2020 and 2021. Law reported an -8.7% increase in offers to women and an +8.5% increase in registrants during the same period. Graduate Studies increased their applicants by +4.5%.



Additional information about program trends is available upon request.

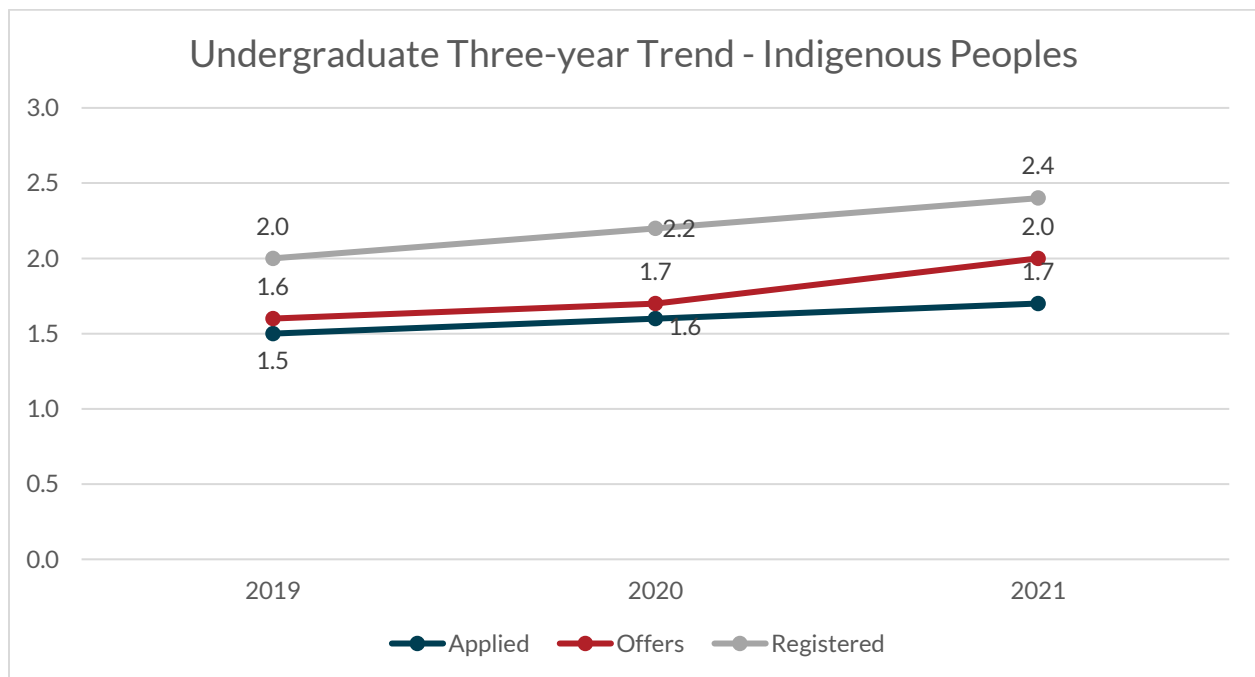
INDIGENOUS PEOPLES

Applicants are 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.

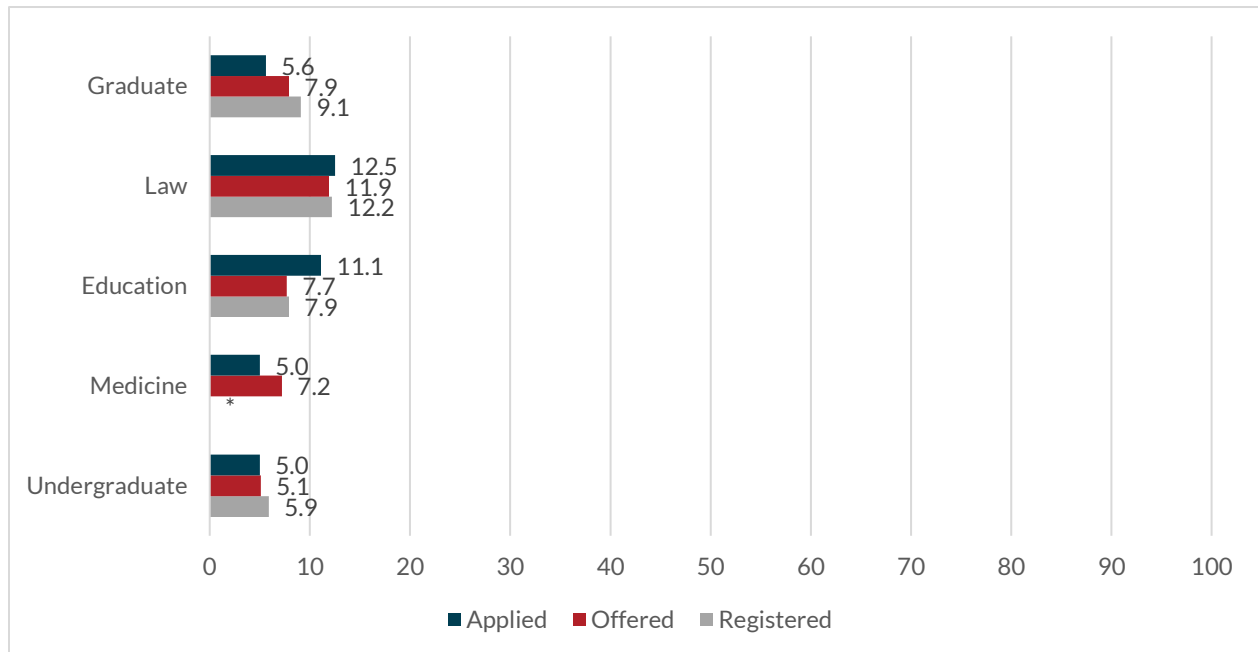
Across most university programs, a higher percentage of Indigenous individuals received an offer of admission and registered compared to the applicant stage. Despite receiving 0.3% fewer applications than in 2020, Medicine extended 1.3% more offers to Indigenous applicants. Education saw a decrease in applicants (-2.1%) and offers (-2.3%) but achieved an increase in registrants (+1.8%). In graduate and undergraduate programs, the percentage of registrants once again surpassed the percentage of applicants; these trends have remained consistent since 2019.



Additional information about program trends is available upon request.

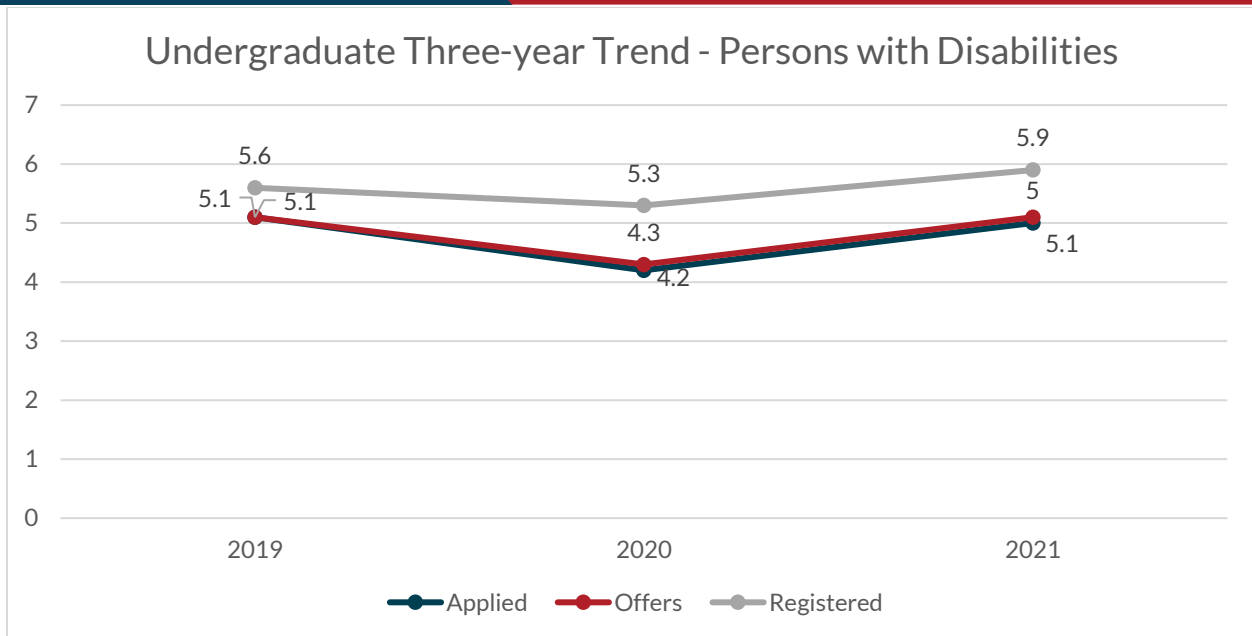
PERSONS WITH DISABILITIES

Applicants are 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.

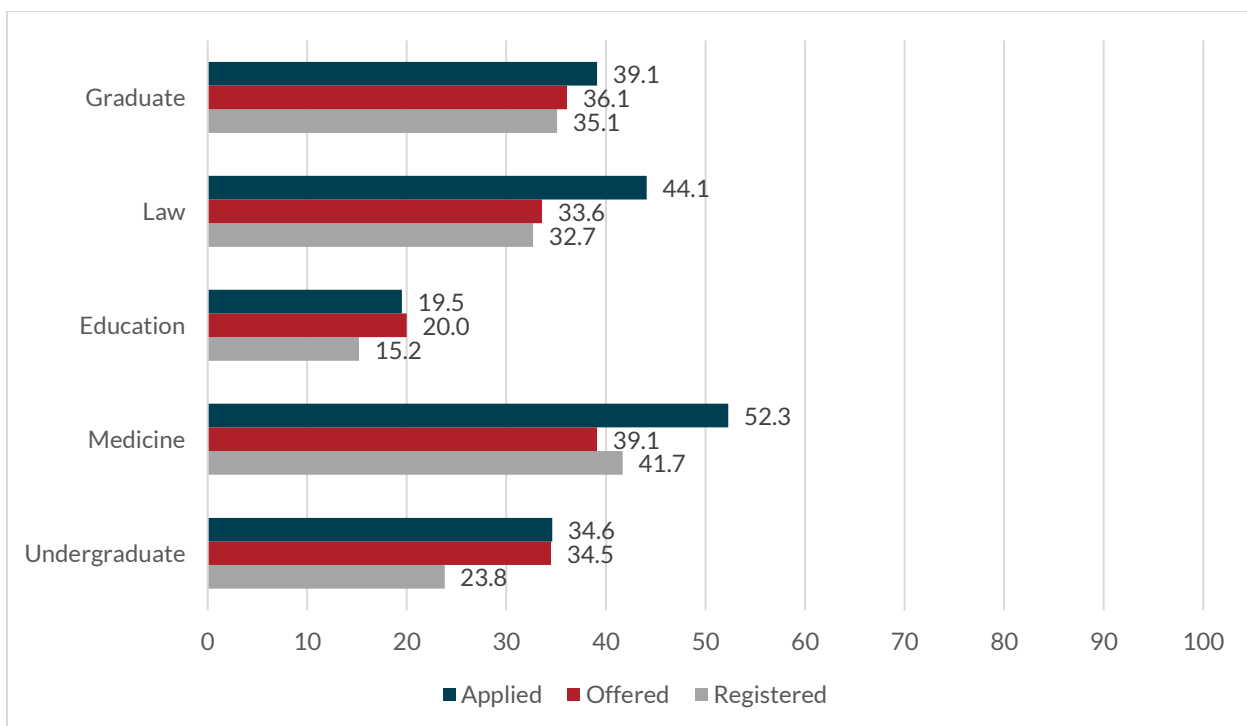
All programs increased the percentages of persons with disabilities at the three stages of the process. Law continues to be the program with the highest percentage of applicants with disabilities, 2% more than in 2020, but Education was the program with the highest increase (+2.4%) of applicants between 2020 and 2021. Medicine and Undergraduate programs saw the lowest percentage of applicants in 2021. Law continues to be the program that generates the most offers to and registrations of applicants with disabilities across the Faculties.



Additional information about program trends is available upon request.

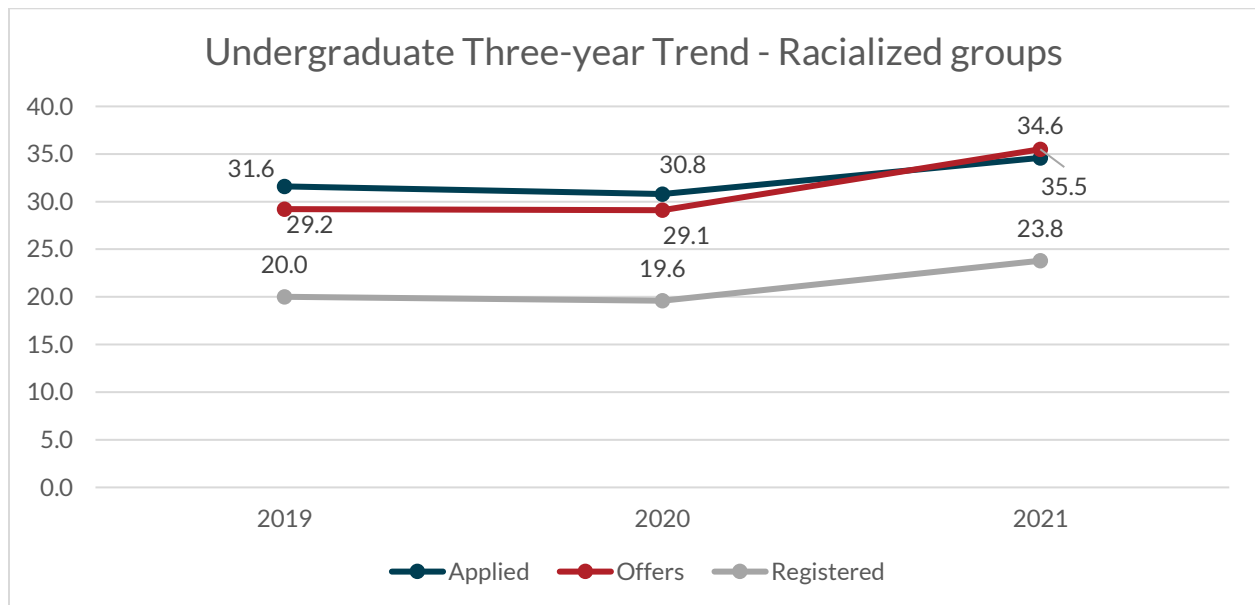
RACIALIZED GROUPS

Applicants are 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.'



Racialized groups continue to be the category in which all programs have the most significant gap between applicants and registrants, even though all programs increased their percentages of racialized applicants. Graduate Studies is the program with the highest increase (+7.8%) in applications and +7.6% increase in offers compared to 2020 numbers, and also +10.5% increase in registration.

Education increased its offers by +11.5%, and saw a +2.6% increase in registrations. Medicine also saw a +5.2% increase in its enrollment from racialized applicants. On the other hand, Law reported a decrease of -2.9% at the registration phase.



Additional information about program trends is available upon request.

RACE/ETHNICITY

Below are the racialized groups with the highest levels of representation at the application stage per program (numbers of respondents less than five are marked with an asterisk) and some notable changes in terms of representations rates between 2020 and 2021:

UNDERGRADUATE

South Asian/East Indian (11.8% applicants, 11.3% offers, 7.5% registrants)
Chinese (9.7% applicants, 10.5% offers, 6.6% registrants)
Black (4.6% applicants, 3.9% offers, 3.2% registrants)

South Asian/East Indian applications increased by +0.9% between 2020 and 2021, surpassing applicants of Chinese descent. Black student applications, offers, and registrations increased by +1.2%, +1% and +0.8%.

MEDICINE

South Asian/East Indian (18.9% applicants, 18.8% offers, 22.2% registrants)
Chinese (12.3% applicants, 7.2% offers, * registrants)
Non-White West Asian (5.0% applicants, 7.2% offers, * registrants)

Applications from South Asian/East Indian (-0.2%) slightly decreased between 2020 and 2021, whereas offers and registration percentages for this group increased by +3.9% and +6.8%, respectively.

EDUCATION

South Asian/East Indian (6.1% applicants, 5.8% offers, 3.6% registrants)
Chinese (4.4% applicants, 3.8% offers, * registrants)
Black (2.0% applicants, 2.7% offers, * registrants)

Education saw a -1.6% reduction in applications from Black students and a reduction of -0.7% in offers. Percentages of South Asian/East Indian and Chinese students in the different stages of the process remained consistent from 2020.

LAW

South Asian/East Indian (18.5% applicants, 14.2% offers, 14.3% registrants)
Chinese (6.9% applicants, 7.1% offers, 7.1% registrants)
Black (6.6% applicants, 2.8% offers, * registrants)

Law experiences a +0.7% increase in applications from Black students and a -2.7% decrease in offers to applicants of Chinese descent.

GRADUATE

South Asian/East Indian (15.2% applicants, 10.7% offers, 9.9% registrants)

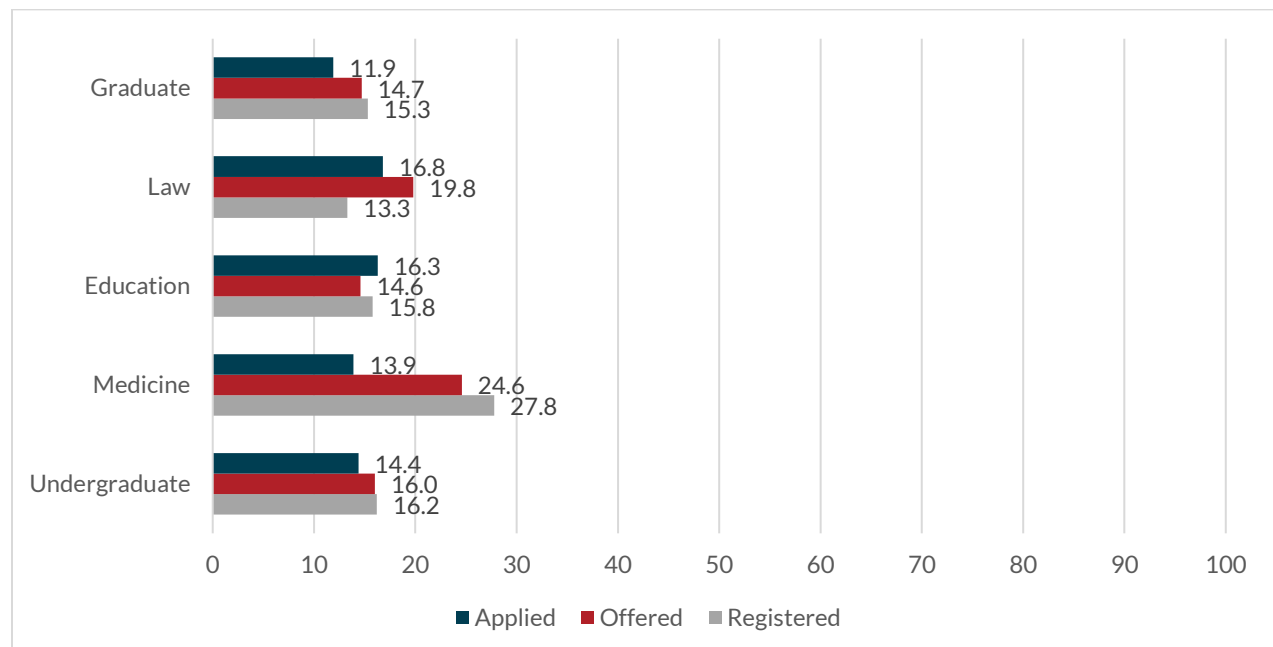
Black (8.9% applicants, 8.6% offers, 7.5% registrants)

Chinese (7.0% applicants, 7.6% offers, 7.3% registrants)

Graduate programs received +3.5% more South Asian/East Indian applications and a +2.1% increase in applications from Black students, becoming the second most represented group. Additionally, Black applicants received +3.5% more offers and registered +2.3% more than in 2020.

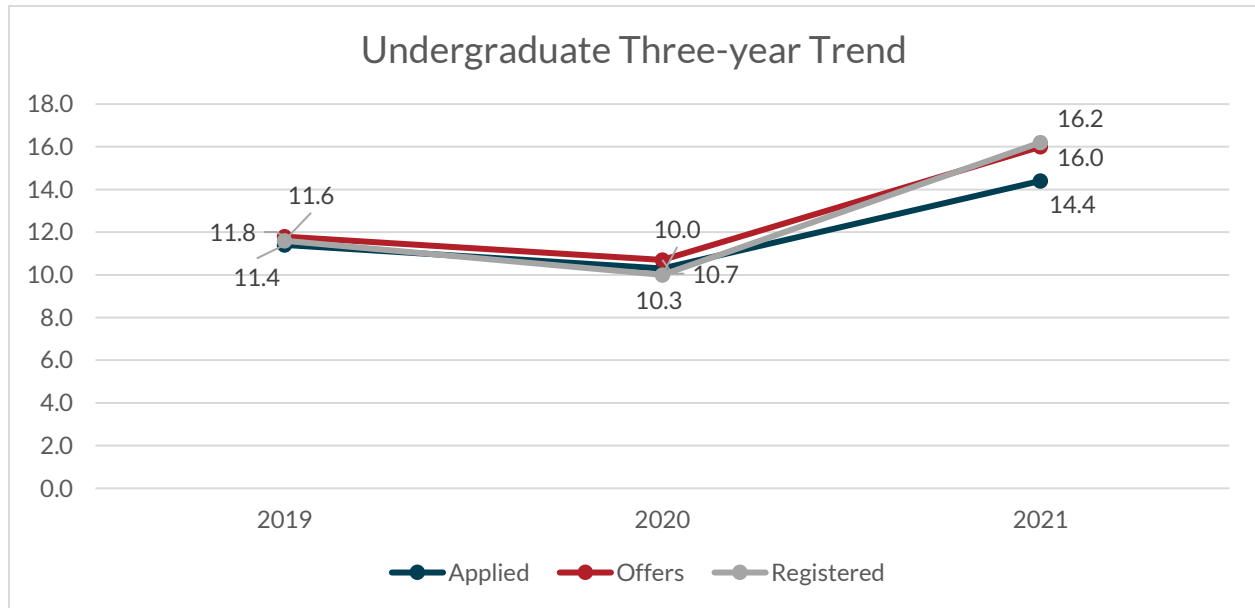
SEXUAL ORIENTATION

Applicants are 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.'



All programs considerably increased their representation rates in the Sexual Orientation category, with Education receiving an increase of +7.4% in applications compared to 2020

data. Notably, Medicine registered the highest growth in offers (+12.8%) and registrations (+12.4%) between 2020 and 2021.



Additional information about program trends is available upon request.

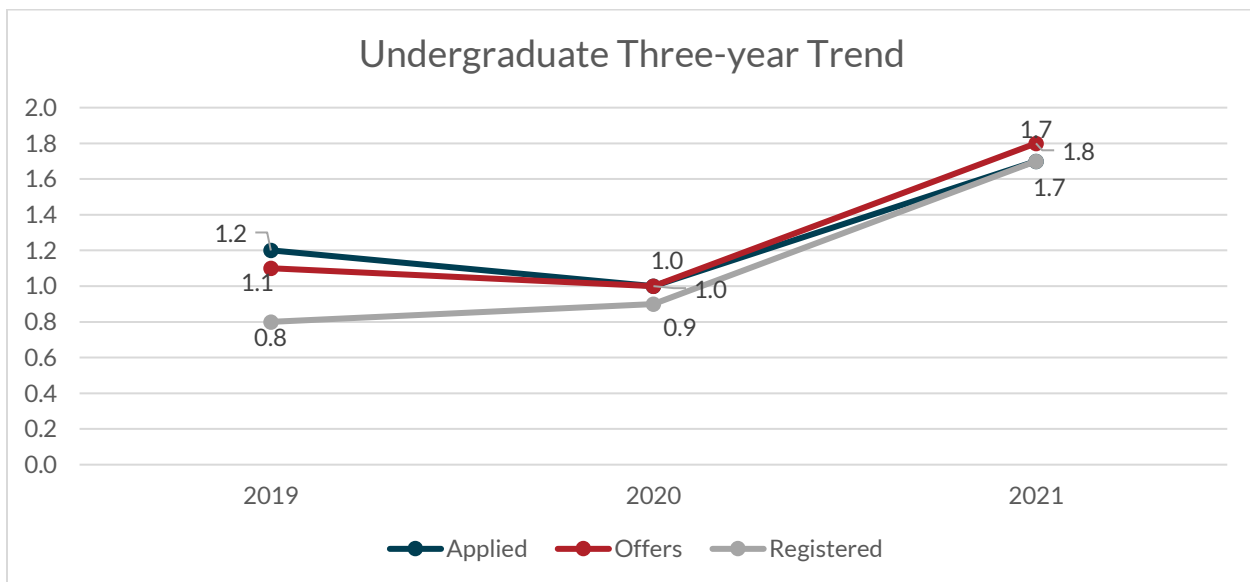
GENDER IDENTITY

Applicants are 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.

The 2021 representation rates for Gender Identity increased slightly compared to 2020 data across programs. Medicine continues to be the program that received the fewest applications from members of this group, while Graduate programs received the most applications (+0.6% more than 2020). Undergraduate programs almost doubled the number of registrants in this category compared to 2020 numbers.

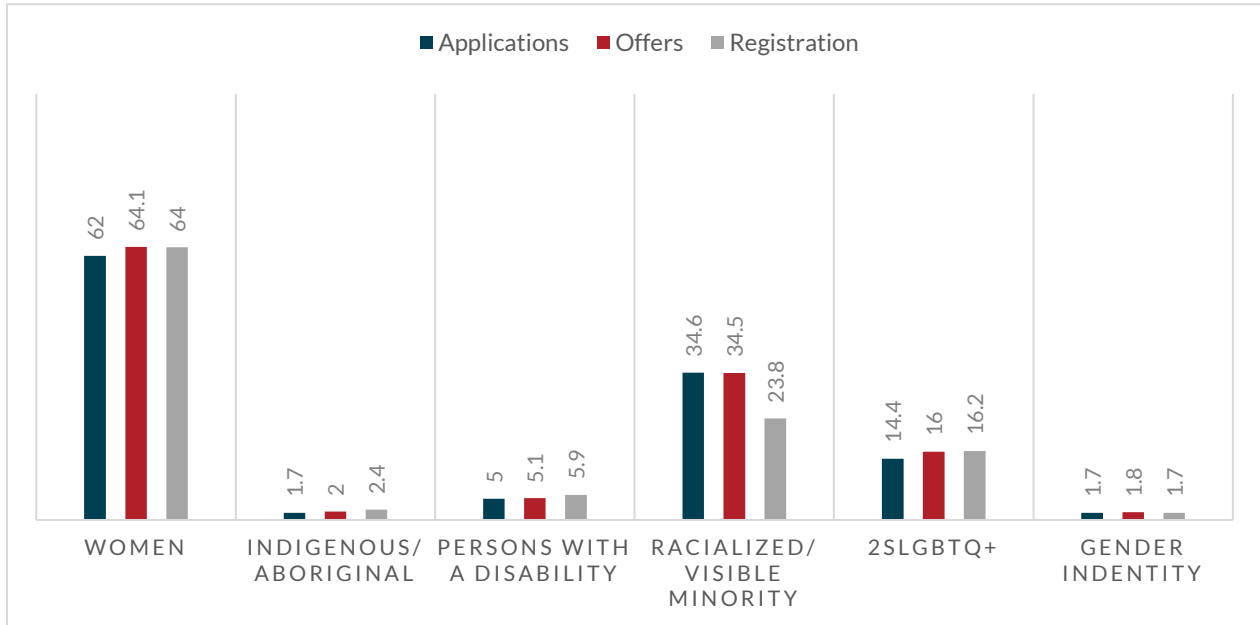


Additional information about program trends is available upon request.

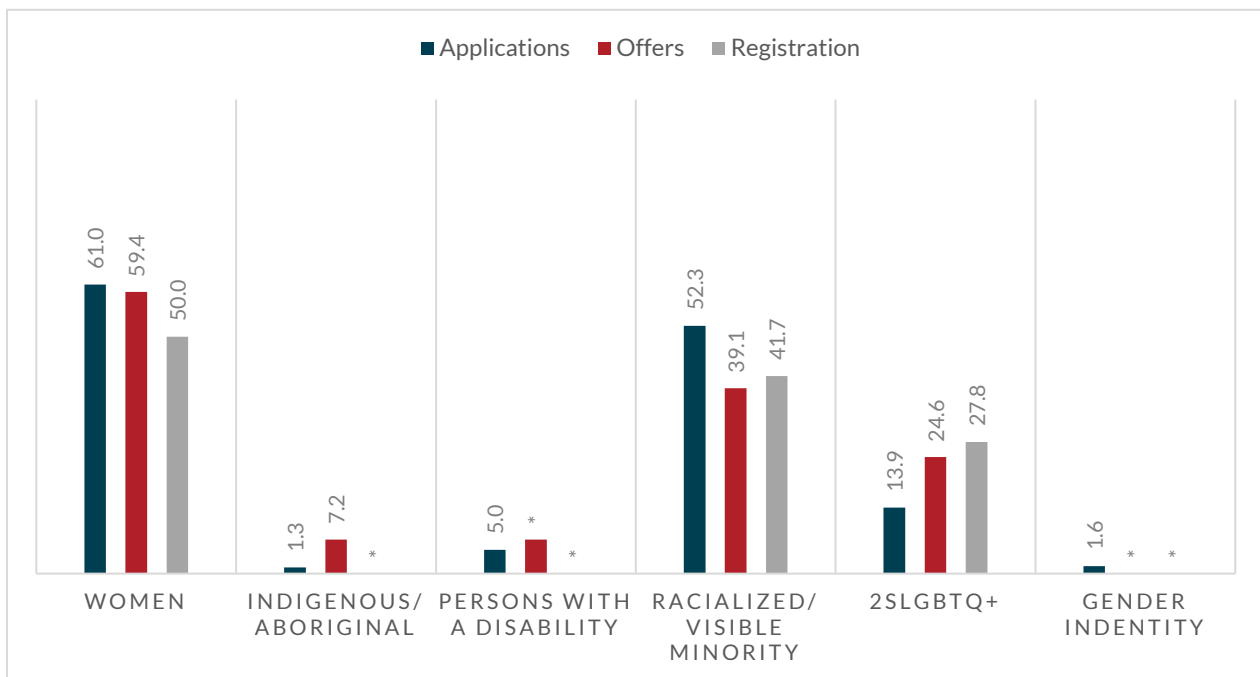


EQUITY-DESERVING GROUPS BY PROGRAM

UNDERGRADUATE PROGRAMS

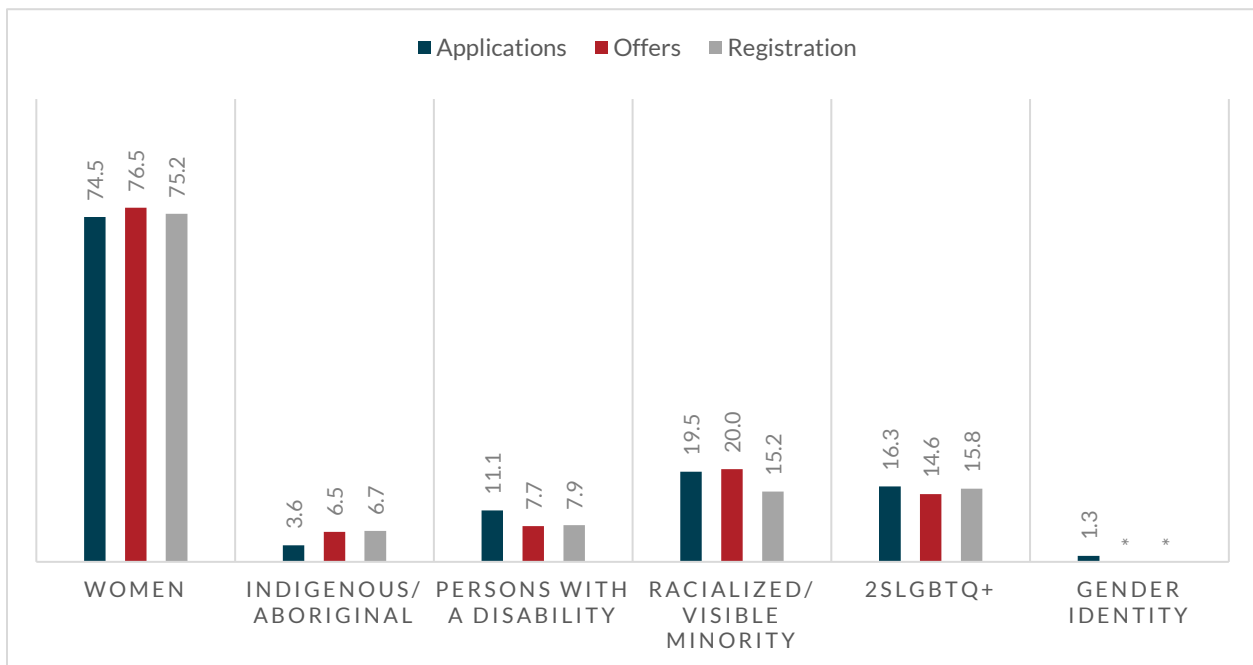


SCHOOL OF MEDICINE



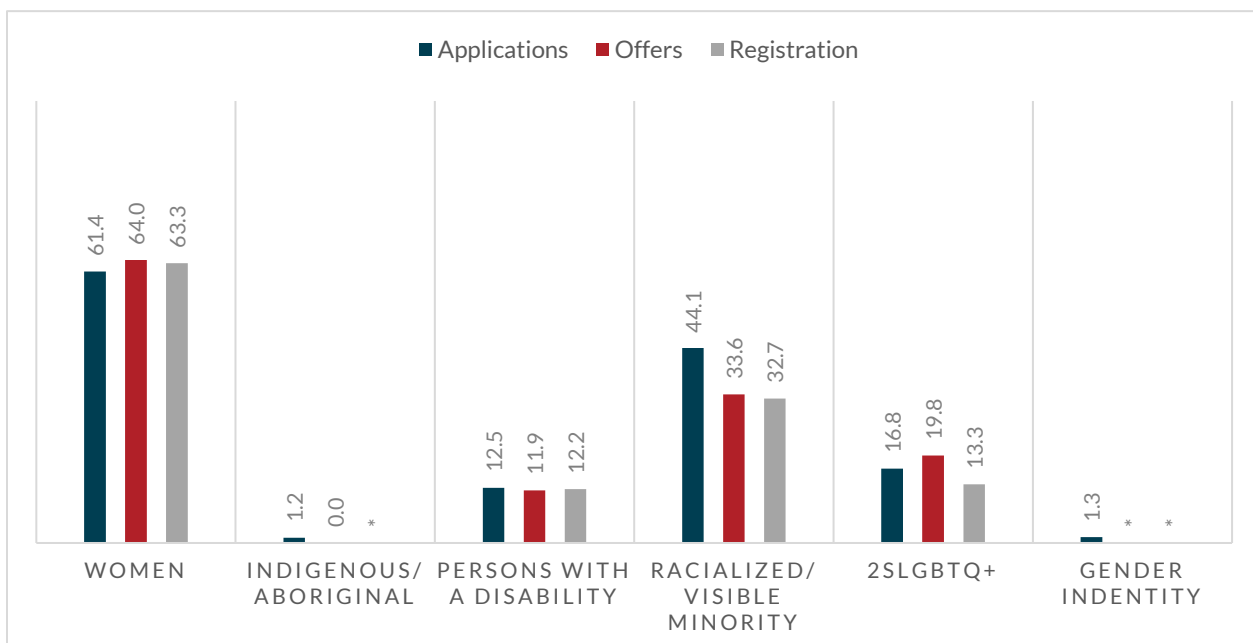
*Numbers less than five are marked with an asterisk.

FACULTY OF EDUCATION



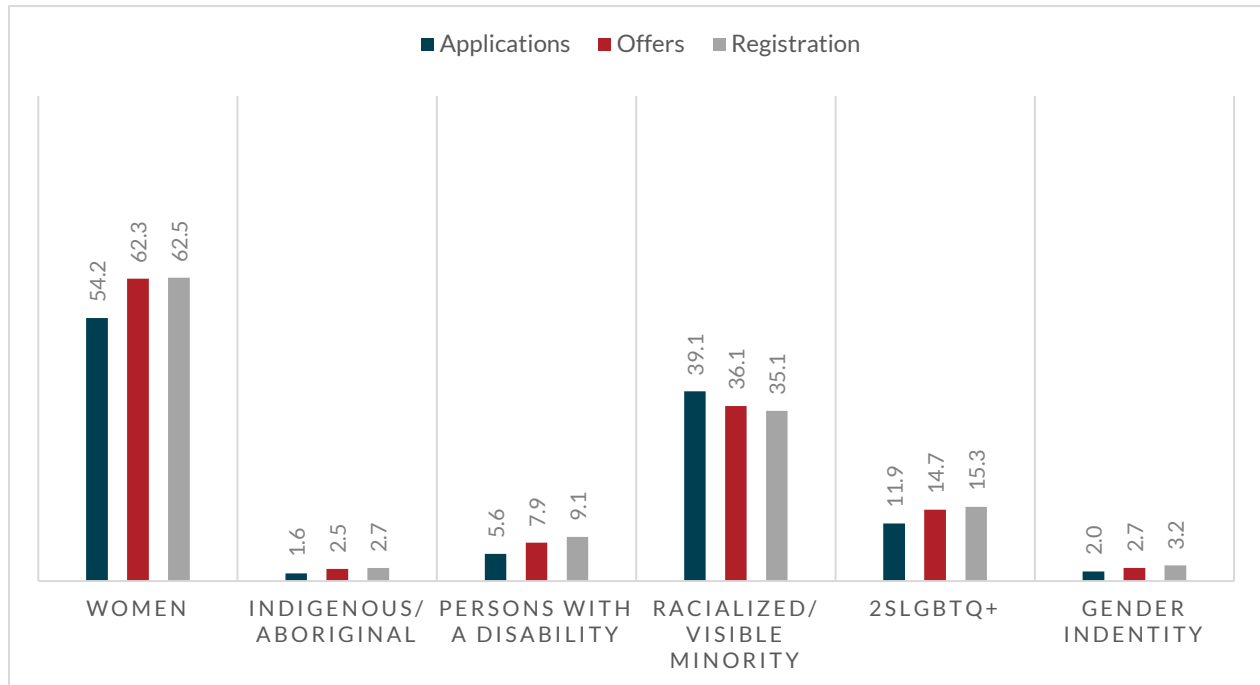
*Numbers less than five are marked with an asterisk.

FACULTY OF LAW



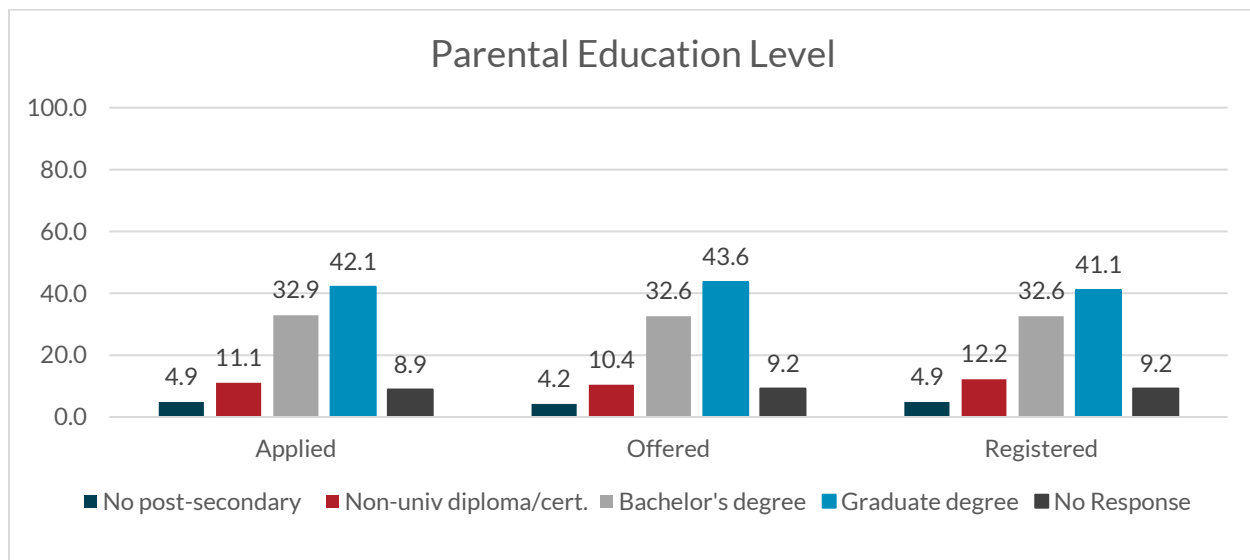
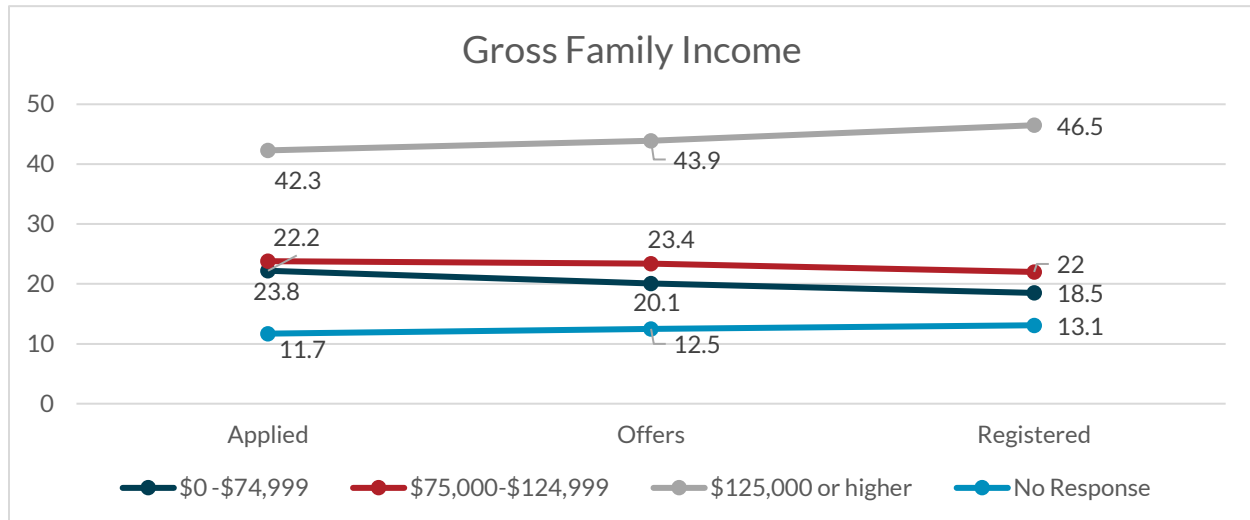
*Numbers less than five are marked with an asterisk.

GRADUATE PROGRAMS



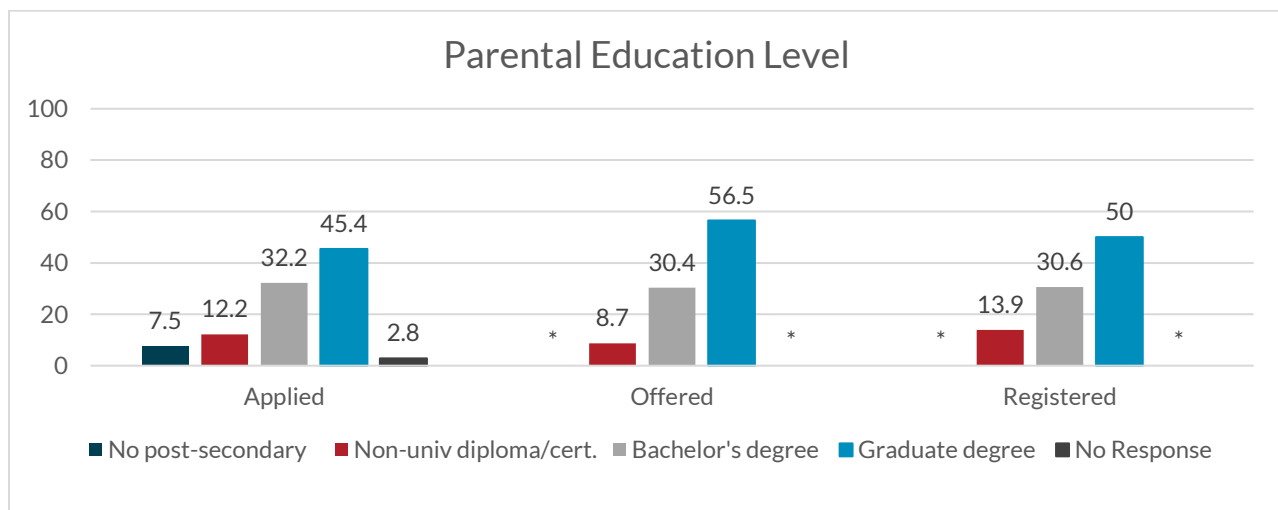
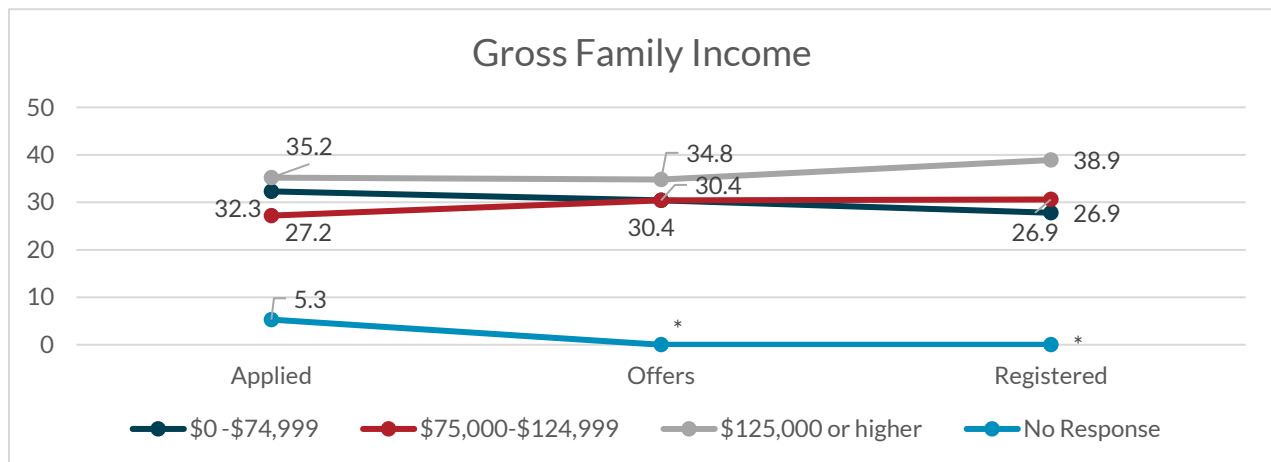
SOCIOECONOMIC INDICATORS

UNDERGRADUATE



In 2020, 43.9% of applicants came from households whose Gross Family Income (GFI) was \$125,000 or higher, and 46.5% registered, representing a decrease of -5.1% between 2020 and 2021. Representation across the three stages of the process was consistent regarding Parental Education level, with 42.1% of applicants having parents with a Graduate degree, followed by those whose parents have a Bachelor's degree. It is worth noting that the percentage of applicants who indicated "no response" jumped from 4 % in 2020 to 8.9% in 2021.

MEDICINE



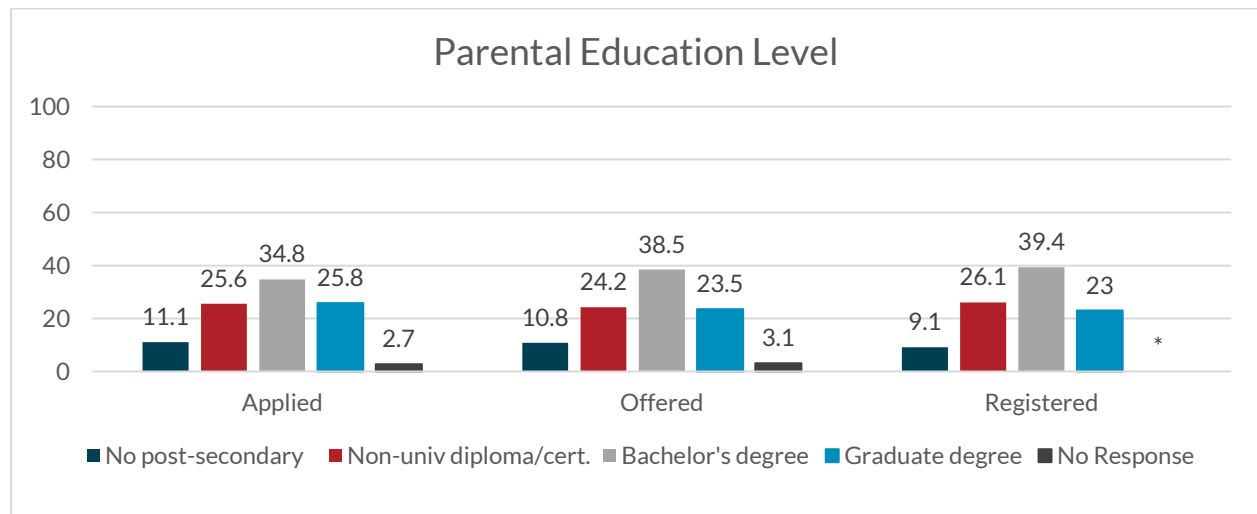
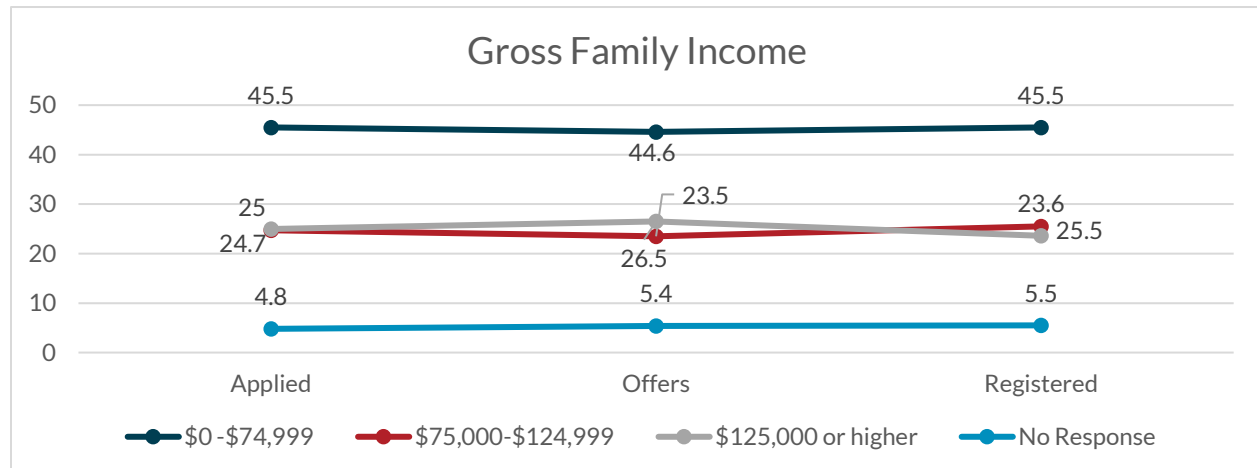
***Numbers less than five are marked with an asterisk**

Notably, in 2021, Medicine saw a considerable decrease (-12.3%) in the percentage of offers made to applicants from households with a GFI of \$125,000 or higher, which has made the Offers and Registration stage more equitable and representative. Applicants from households with a Parental Level of education of a Graduate degree continue to be overrepresented regarding offers and registrations. Medicine continues to improve access to students from first-generation backgrounds; in 2021, they received +0.9% more applicants in this category.

In terms of parental level of education, 49.8% of applicants had parents with a Graduate degree, representing 54.9% of offers and 46.2% of registrants. The second-largest grouping, 29.7%, represents students whose parents have earned a bachelor's degree. Additionally, Medicine almost doubled the number of first-generation registrants in the

2020 admissions process; while this group represented 6.6% of applicants and 6.9% of offers extended, 11.5% of students from this group ended up registering.

EDUCATION



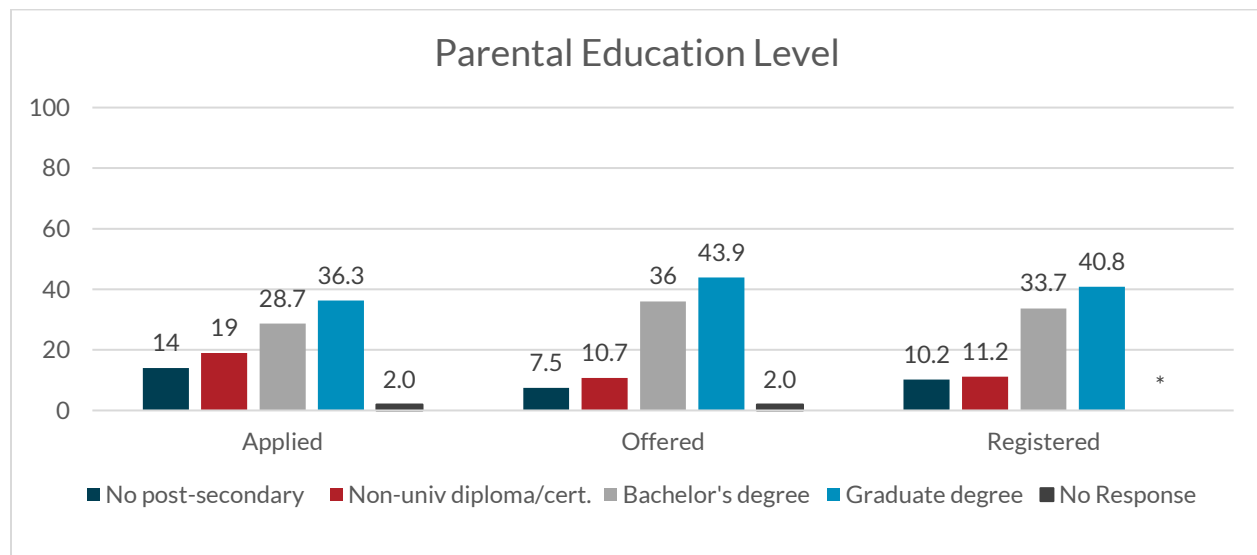
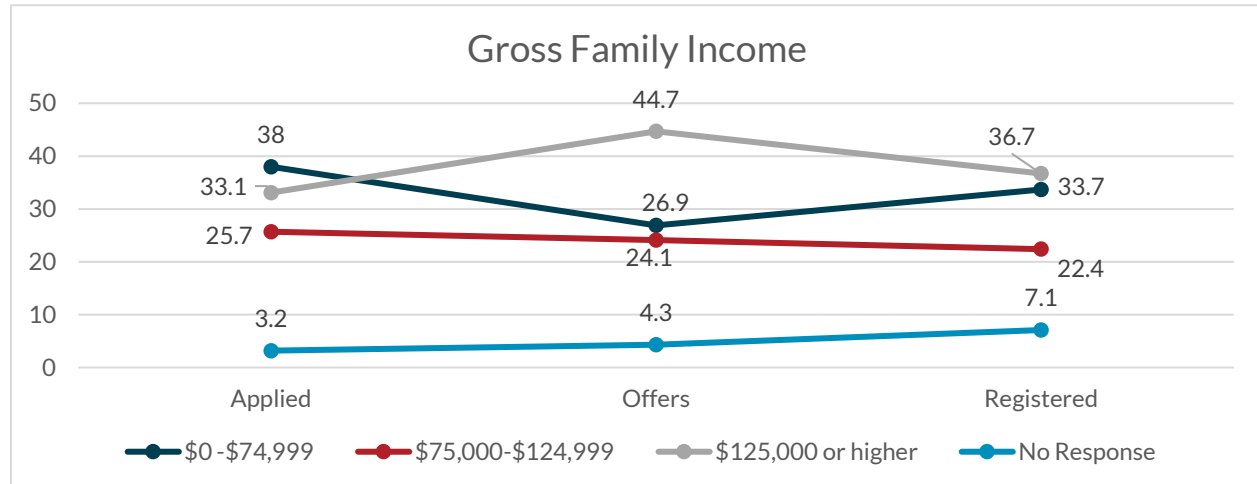
*Numbers less than five are marked with an asterisk.

In 2021, Education continues to be the only program with relatively proportional representation across the Family Income spectrum. Students from households with a Gross Family Income of \$74,999 or less are the most represented group across the three stages of admission. The groups \$75,000-\$124,999 and \$125,000 or higher have very similar percentages of applicants, offers and registrants.

In terms of parental education levels, students from parents/guardians with a Bachelor's degree represent the highest percentage of applicants, offers, and acceptances. Students

with a Parental Level of Education of no post-secondary education represent the minority (+/-10%) in all stages.

LAW

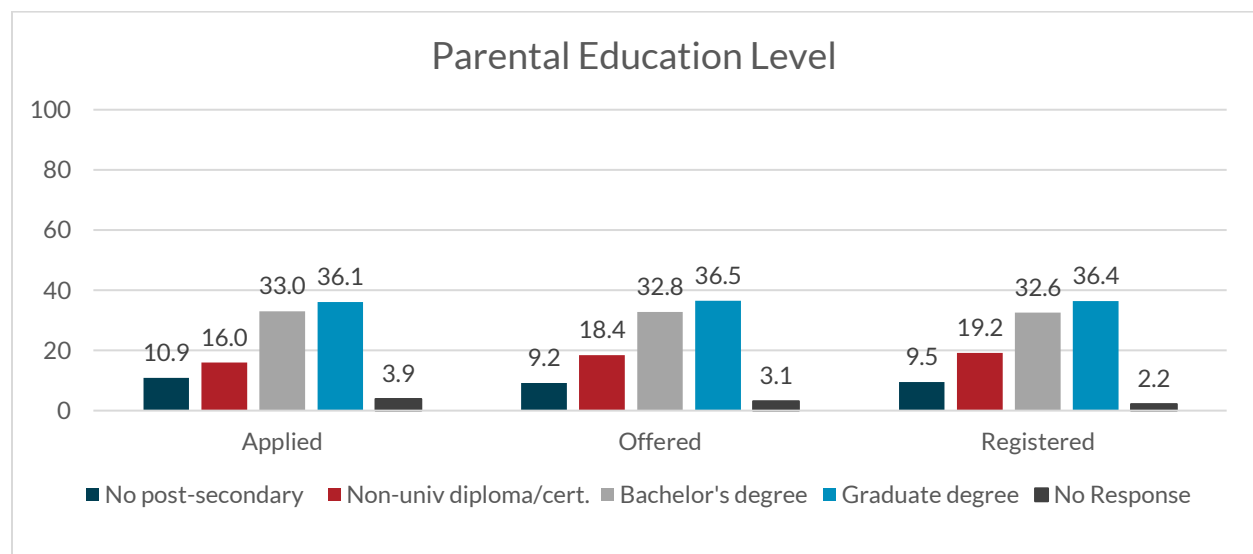
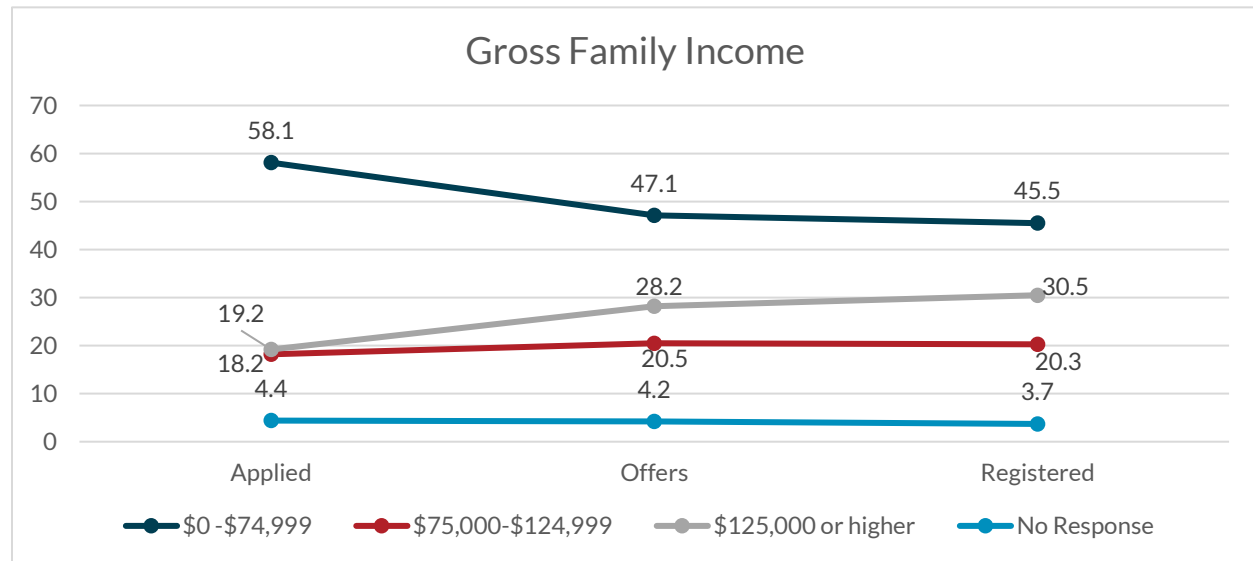


*Numbers less than five are marked with an asterisk.

In 2021, in Law, 33.1% of applicants came from households with a GFI of \$125,000 or higher, but this group represents 44.7% of offers. This pattern was also observed in 2020; however, in 2021, there were +5.4% more offers emitted for this group than in 2020. The group with the highest level of representation in terms of Parental Level of Education was applicants with parents/guardians who have a graduate degree (36.3% applicants; 43.9% offers; 40.8% registrations).

By contrast, applicants from a household with a GFI of \$74,999 or less represented 38% of applicants, decreasing by -4% compared to 2020. This group only received 26.8% of offers (3% less than in 2020).

GRADUATE



Graduate Studies continues to report the steepest decline between applications (58.1%) and registrants (44.5%) for students from households with a GFI of \$74,999 or less. Those with a GFI of \$125,000 represent 19.2% of applicants but 28.2% of offers and 30.5% of registrants (-9.9% less than in 2020).

Regarding Parental Level of Education, those from parents/guardians with Bachelor's Degrees and Graduate Degrees received similar and proportional representation percentages across the board.

DISCUSSION

In 2021, the census response rate dropped considerably for some programs, which means a decrease in four out of the five programs in comparison with 2020 response rates, with Undergraduate programs having the biggest gap (-13.9%), and Education being the only program that increased its response rate by +8.8%.

When it comes to equity-deserving groups, Racialized individuals are the group with the most significant representation gaps. Applicants of South Asian/East Indian, Chinese and Black descent are the most represented across programs. According to Statistics Canada, based on the [2016 Census](#) data, the 15-24 age group demographic representation follows a similar pattern to the one seen across programs, with South Asian/East Indian (23.57%) being the most represented group, followed by Chinese (20.98%) and Black individuals (17.21%). However, Chinese and Black applicants continue to be significantly underrepresented at Queen's compared to the 15-24 age group statistics.

The percentage of applicants in the category of Sexual Orientation increased considerably across the board compared to 2020 data. Education received an increase of +7.4% in applications, and Medicine registered the highest growth in offers (+12.8%) registrations (+12.4%).

Notably, the "No Response" percentage in the Gross Family Income question increased significantly between 2020 and 2021, especially in Undergraduate and Law programs. This increase could respond to recent changes in families' economic circumstances across Canada due to the Covid-19 pandemic.

Regarding recruitment strategies, programs have proactively implemented initiatives that could positively impact the short and medium-term in diversifying Queen's student applicant pool and strengthening the selection process when it comes to equity considerations.

One new process worth noting is the new Faculty of Law Indigenous Peoples and Black Student Applicant category. These pathways allow applicants to access the program through a detailed file review to be completed early in the admission cycle.

During 2021, the Faculty of Education centred its efforts to increase diversity in faculty hiring, as this is one of the main reasons students choose the program.

Medicine established an Admission Award for Black Medical Students and several mentorship programs to support students from equity-deserving communities once they enroll at Queen's.

Undergraduate programs developed the First-Generation Program, which in collaboration with community partners, allows equity-deserving youth to understand admission processes as they access higher education. Additionally, in 2021 Undergraduate programs started piloting the Equity Ambassador Program, an initiative designed to connect prospective applicants with current students from equity-deserving communities willing to share their experience at Queen's.

As faculties develop more admission pathways and equity-related interventions, the diversification of the applicant pool and, ultimately, the student body will become a reality. It is fundamental to note that faculties and programs should also invest efforts in improving the University's climate. With the appropriate resources in place, prospective students can be attracted to accept offers from Queen's with the assurance that they will find a community, sense of belonging, and tailored support for their success.