



Student Applicant Equity Census

Human Rights and Equity Office
Queen's University



CONTENTS

Introduction.....	3
Response Data.....	3
Student Applicant Census 2023: All Programs	4
Women.....	4
Indigenous Peoples.....	5
Persons with disabilities	6
Racialized Groups	8
Sexual Orientation.....	11
Gender Identity	13
Equity-deserving Groups by Program	14
Undergraduate Programs.....	14
School of Medicine.....	14
Faculty of Education	15
Faculty of Law	15
Graduate Programs	16
Socioeconomic Indicators	17
Undergraduate Programs.....	17
School of Medicine.....	18
Faculty of Education	19
Faculty of Law	20
Graduate Programs	21
Discussion.....	22

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 four prompts to complete their census questionnaire (initial invitation to participate and three additional reminders) aligned with their program submission deadlines. The Human Rights and Equity Office (HREO) reviews 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 a 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 2023 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 2023 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

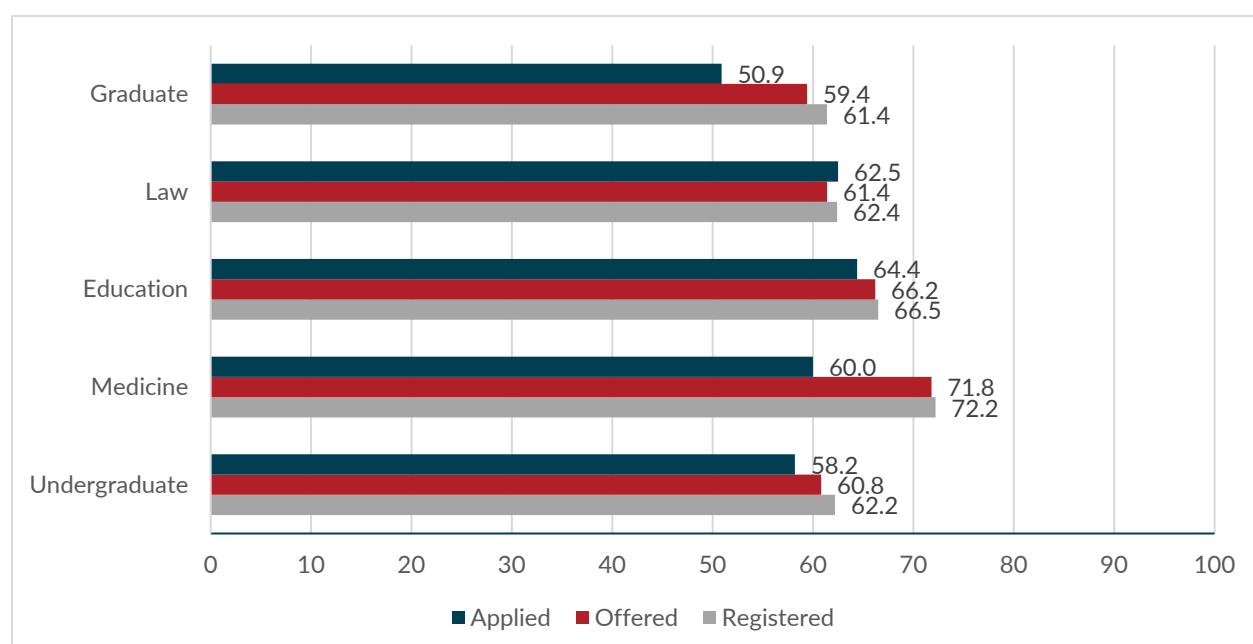
This report is based on the data from the Applicant Equity Census administered for the 2023 student intake. The response rate for programs varies, with a low of 23.9% and a high of 40.7%. This year's response rates have decreased in four out of the five programs compared to 2021, with Graduate Studies showing the most significant drop (13.7%). Education, Law, and Medicine saw declines of 8.1%, 7.9%, and 6.3%, respectively. In contrast, the Undergraduate program experienced an increase, but only 0.7%.

STUDENT APPLICANT CENSUS 2023: ALL PROGRAMS

The charts below reflect the 2023 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 2023 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

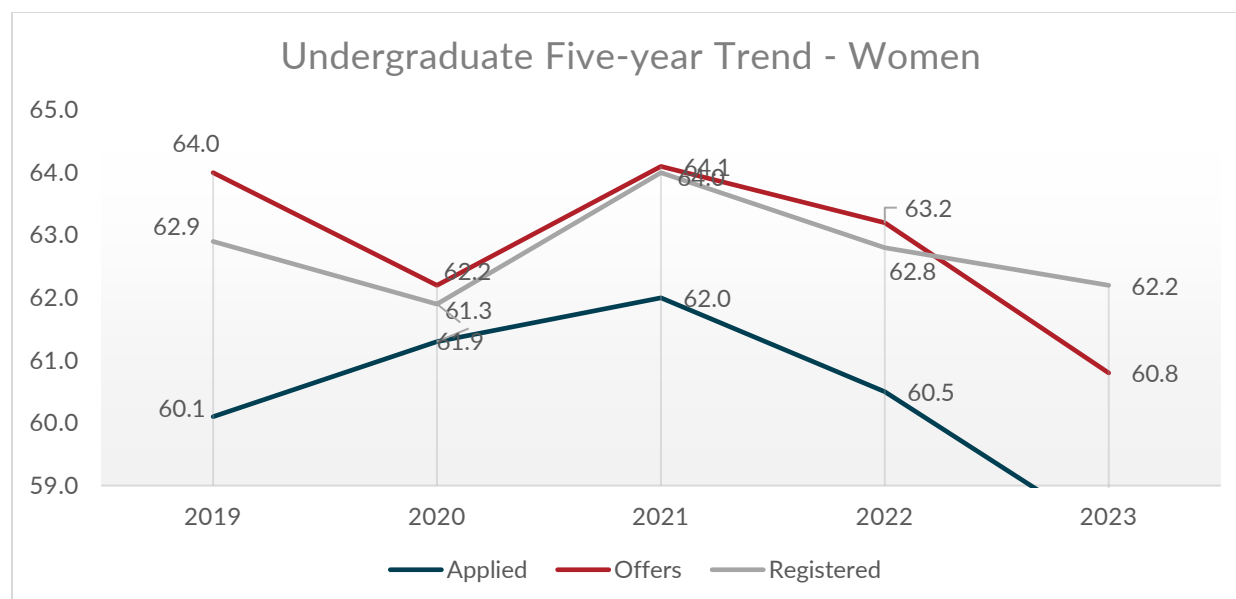
Applicants were asked: Do you self-identify as a woman? The table below represents the percentage of applicants who answered 'yes.'



In 2023, women continued to represent the majority across all three stages of the admission cycle. However, four out of five programs experienced a decline in the number of female applicants compared to 2022. Notably, the Law program maintained the same percentage of female applications as in 2022 but increased its offer rate by 2.7% and registration rate by 1.8%.

The trends in women's registration across programs from 2022 to 2023 showed notable shifts. Education, the program with the highest proportion of female applicants, offers, and registrations, saw declines of 8.3% in applications, 7.9% in offers, and 7.8% in registrations. Medicine recorded a 2.3% drop in offers and registrations. Graduate Studies experienced decreases of 2.5% in offers and 6.5% in registrations.

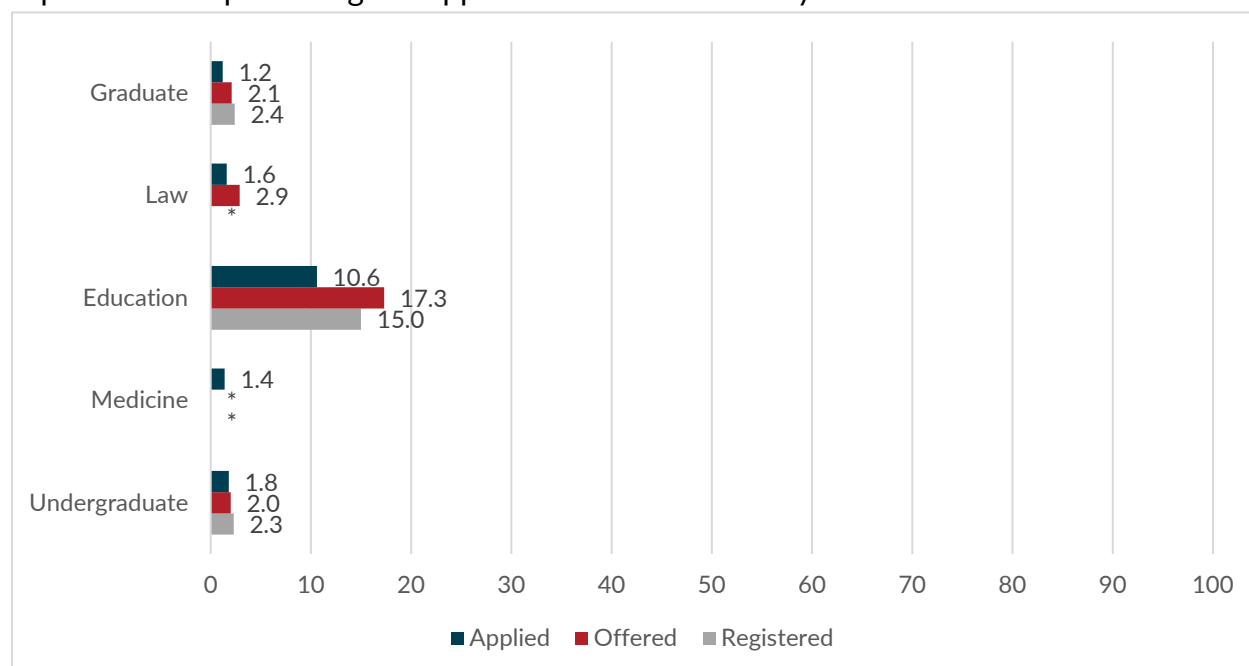
Undergraduate programs saw a slight 0.6% reduction in women's registrations, following a 2.4% decline in offers.



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.'



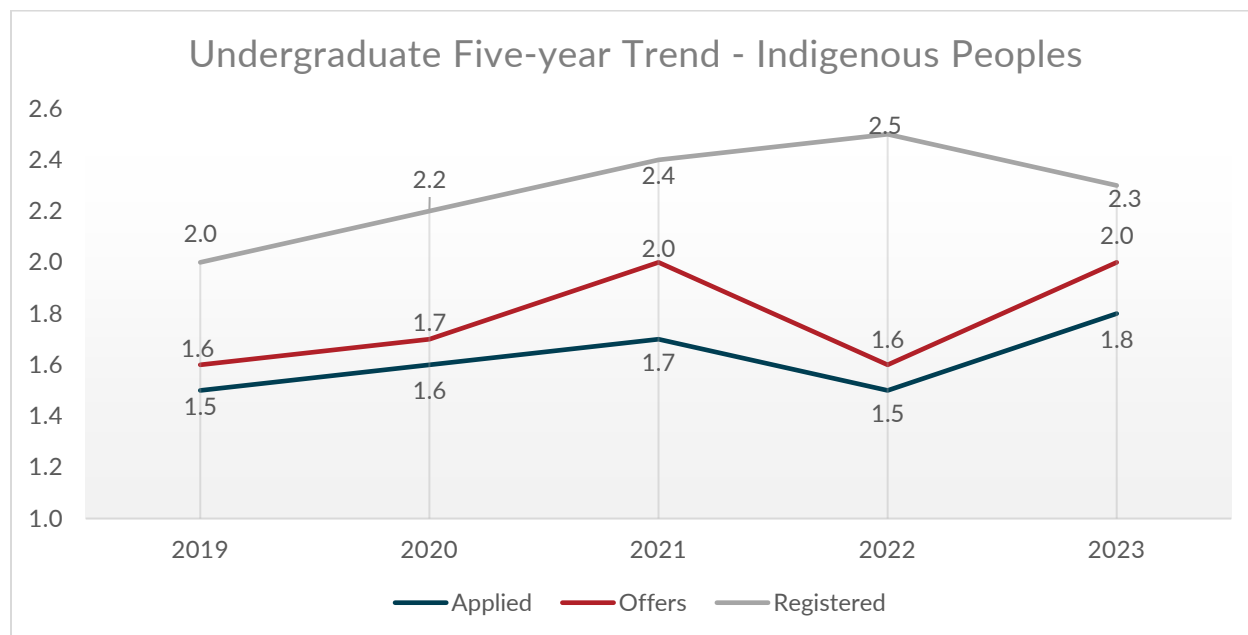
*Numbers less than five are marked with an asterisk.

In 2023, the university demonstrated progress in supporting Indigenous students across various programs, with notable growth in Medicine. The percentage of Indigenous applicants, offers, and registrants varied across programs, reflecting both increases and decreases compared to 2022.

Medicine saw a remarkable surge, with Indigenous applications increasing by +9.2%, offers by +17.3%, and registrations by +15%. Other programs displayed mixed trends:

- **Graduate Studies** experienced slight declines in applications (-0.1%) and registrations (-0.1%), despite a +0.3% increase in offers.
- **Law** demonstrated positive strides, with applications up by +0.4% and offers growing substantially by +1.1%.
- **Education** maintained consistent levels of Indigenous applications (5.3%) and registrations (12.5%) but saw no increase compared to 2022.
- **Undergraduate Programs** achieved modest gains, with Indigenous applications rising by +0.3% and offers by +0.4%, although registrations decreased slightly by -0.2%.

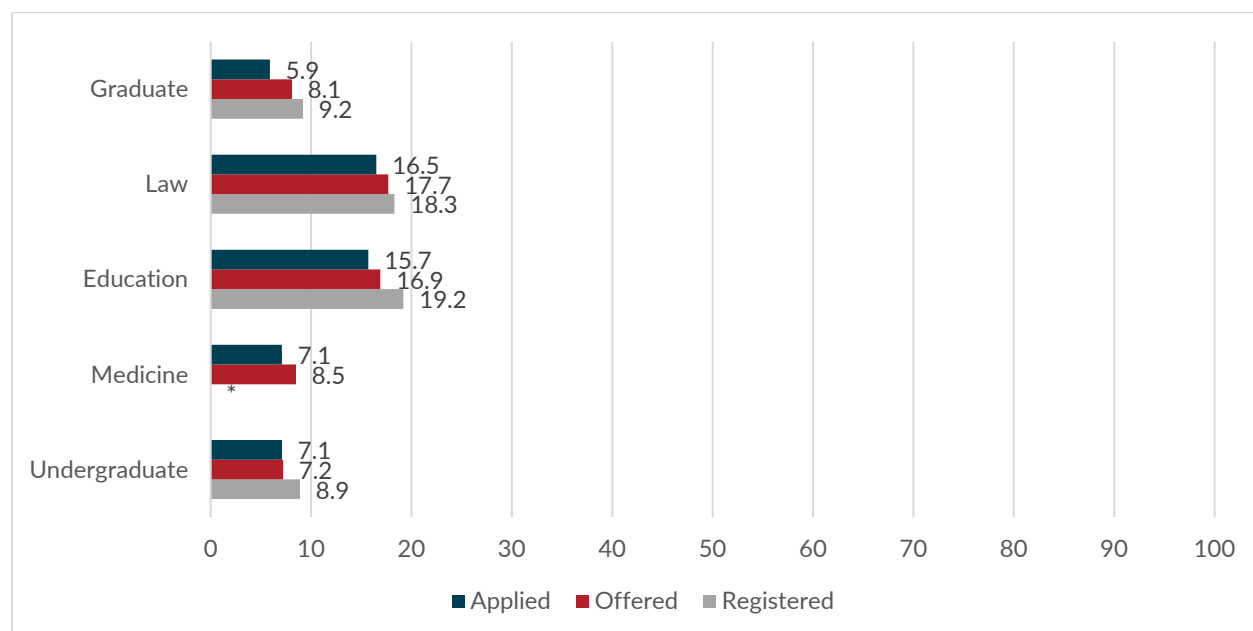
Overall, the university's efforts in fostering equity and representation for Indigenous students were most apparent in Medicine, while other programs showed varying degrees of progress and areas for further enhancement.



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.'

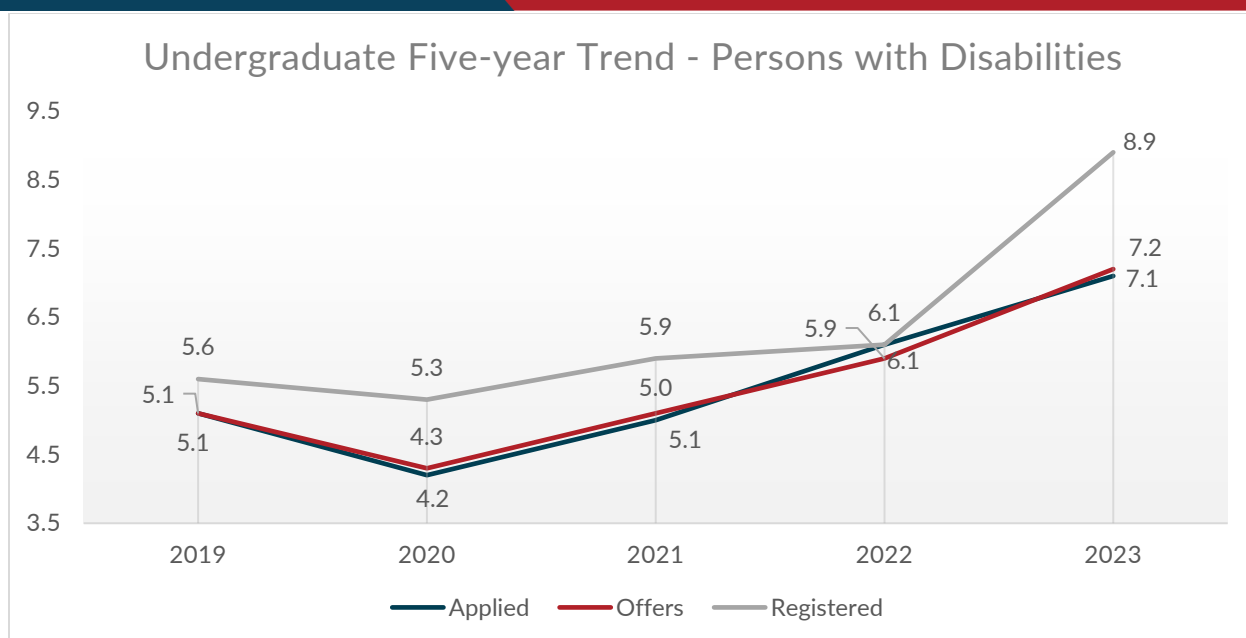


*Numbers less than five are marked with an asterisk.

In 2023, the university continued to advance equity and inclusion for students with disabilities, with significant progress in multiple programs. Compared to 2022, several programs reported increases in applications, offers, and registrations, reflecting a stronger commitment to accessibility and support for this equity-deserving group.

Law led the way with notable increases across the board: applications grew by +2.3%, offers by +3.6%, and registrations surged by +9.2%. Similarly, Education saw consistent growth, with a +1% rise in applications, a +3.3% increase in offers, and a +3.8% boost in registrations, underscoring its continued appeal and accessibility.

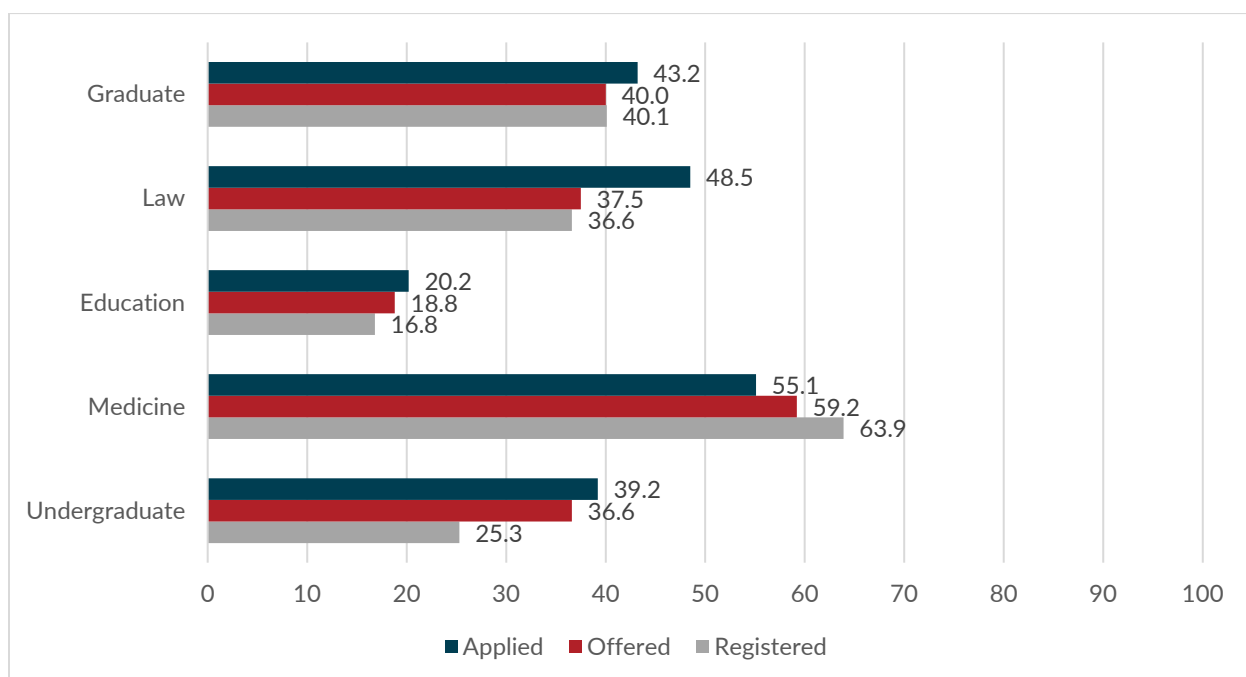
Other programs showed varied trends: Undergraduate Programs reported strong increases, with applications rising by +1.0%, offers by +1.3%, and registrations by +2.8%. Graduate Studies experienced a slight decline in applications (-0.4%) and offers (-0.9%) but achieved a +2.1% increase in registrations, indicating higher conversion rates. Medicine faced challenges with a slight drop in applications (-0.3%) and offers (-4.8%). Registration data for Medicine remained unavailable, which limits analysis of this program's performance for this group.



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.'

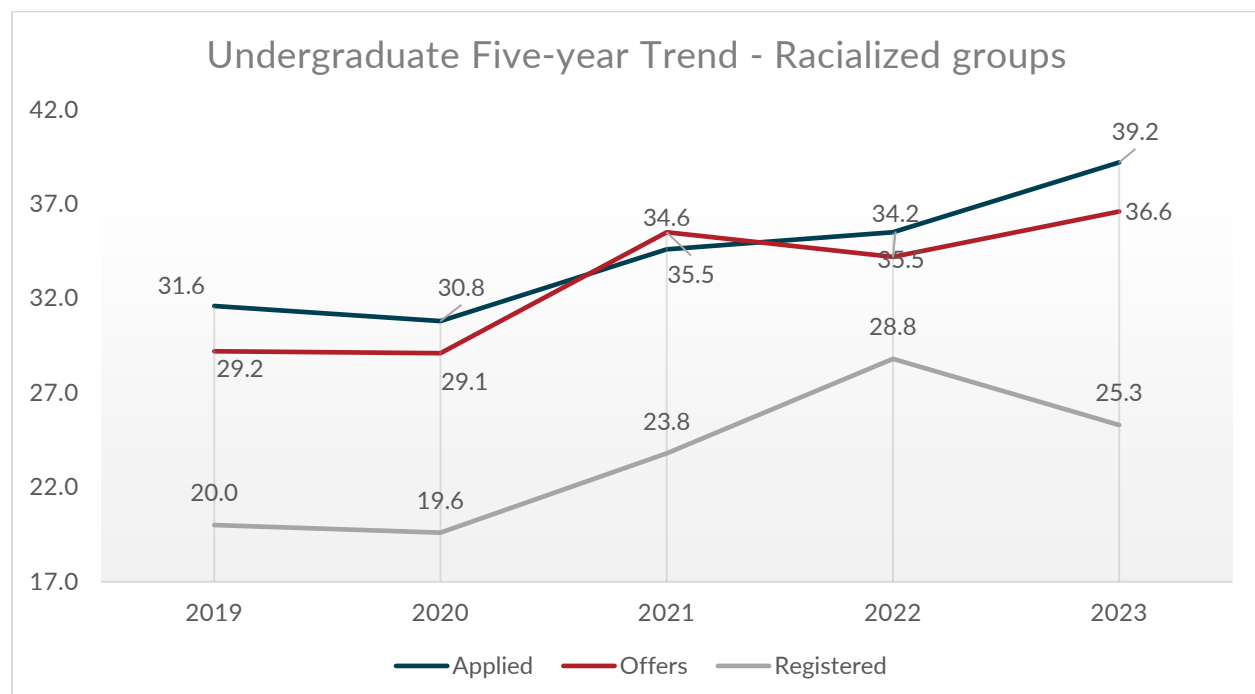


In 2023, trends for racialized students varied across programs, with standout performance in Medicine but declines in some other areas. Medicine continued its trajectory of strong representation, with racialized students comprising over 50% of applicants for the fourth consecutive year. Applications increased by +0.6%, while offers surged by +23.2%, and registrations grew by +23.0%, reflecting significant improvements in access and outcomes.

Law also demonstrated positive growth, with a +3.6% increase in applications and a +3.3% rise in registrations, though offers declined slightly by -0.6%. Undergraduate programs saw similar trends, with a +3.7% increase in applications and +2.4% in offers but a minor drop in registrations (-0.5%).

Conversely, Education faced challenges as the program with the lowest proportion of racialized applicants. Applications decreased by -2.6%, offers by -5.7%, and registrations by -5.3%, indicating a need for targeted efforts to enhance participation and retention in this program. Graduate Studies saw stable registrations but slight decreases in applications (-0.2%) and offers (-0.9%).

Overall, while Medicine and Law marked significant achievements, the declines in Education and slight dips in Graduate Studies underscore areas for renewed focus and support to ensure equitable opportunities for racialized students across all programs.



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 (13.2% applicants, 11.1% offers, 6.8% registrants)

Chinese (11.3% applicants, 12.6% offers, 7.3% registrants)

Black (5.1% applicants, 4.2% offers, 2.9% registrants)

Between 2022 and 2023, South Asian/East Asian applications increased by +1.0%, but the proportion of offers slightly decreased by -0.1%, and registrations dropped by -0.9%. Chinese applicants saw no change in applications, a slight increase in offers (+0.1%), but a notable decrease in registrations (-1.4%). Black applications increased by +0.8%, and offers rose by +0.7%, yet registrations fell by -0.5%.

MEDICINE

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

Chinese (11.5% applicants, 15.5% offers, * registrants)

Black (2% applicants, * offers, * registrants)

In Medicine, South Asian/East Asian applications remained steady at 21.8%, with offers and registrations unchanged at 16.0% and 25.0%, respectively. Chinese applicants saw an increase in offers from 9.3% to 15.5% (+6.2%), while Black applications decreased significantly from 5.4% to 2% (-3.4%), indicating a reduction in representation at the applicant stage.

EDUCATION

South Asian/East Asian (5.7% applicants, 5.8% offers, 4.8% registrants)

Chinese (6.7% applicants, 5.0% offers, N/A registrants)

Black (2.5% applicants, 2.7% offers, 3.6% registrants)

In 2023, the proportion of offers issued to South Asian/East Asian applicants decreased by -2.4%, and registrations fell by -0.3%. Chinese applications increased from 4.8% to 6.7%, with offers remaining at 5.0%; registration data was not available for 2023. The proportion of Chinese applicants receiving offers remained unchanged. Black applications decreased from 3.3% to 2.5%, offers dropped from 3.6% to 2.7%, and registrations were recorded at 3.6%. The data indicates a general trend of decreased applications, offers, and registrations for these subgroups.

LAW

South Asian/East Asian (21.6% applicants, 13% offers, 11.8% registrants)

Chinese (7.5% applicants, 8.7% offers, 7.5% registrants)

Black (6.4% applicants, 7.2% offers, 10.7% registrants)

In 2023, South Asian/East Asian applications increased from 19.2% to 21.6%, while offers decreased from 14.1% to 13% and registrations fell from 13.1% to 11.8%. Black applications decreased slightly from 6.8% to 6.4%, offers increased from 7.9% to 7.2%, and registrations increased from 6.1% to 10.7%. Non-white West Asian data for 2023 is not provided, but in 2022, they accounted for 6.9% of applications, 7.1% of offers, and 7.1% of registrations.

GRADUATE

South Asian/East Asian (1% applicants, 1.6% offers, 1.5% registrants)

Black (11.5% applicants, 10.5% offers, 10.7% registrants)

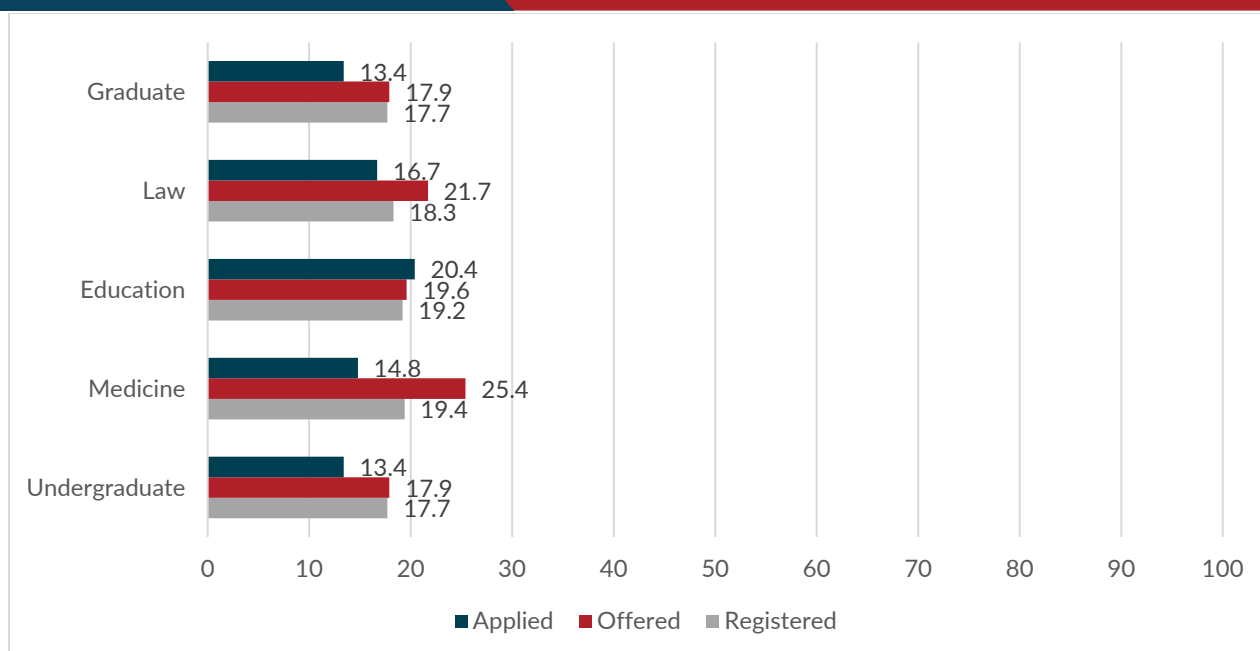
Chinese (9.4% applicants, 11.2% offers, 10.4% registrants)

In 2022, South Asian/East Asian applications decreased from 18.3% to 1%, offers decreased from 15.6% to 1.6%, and registrations decreased from 14.8% to 1.5%. Black applications increased from 8.8% to 11.5%, offers decreased from 5.6% to 10.5%, and registrations increased from 7.1% to 10.7%. Chinese applications increased from 8.1% to 9.4%, offers decreased from 11.2% to 11.2%, and registrations increased from 9.0% to 10.4%.

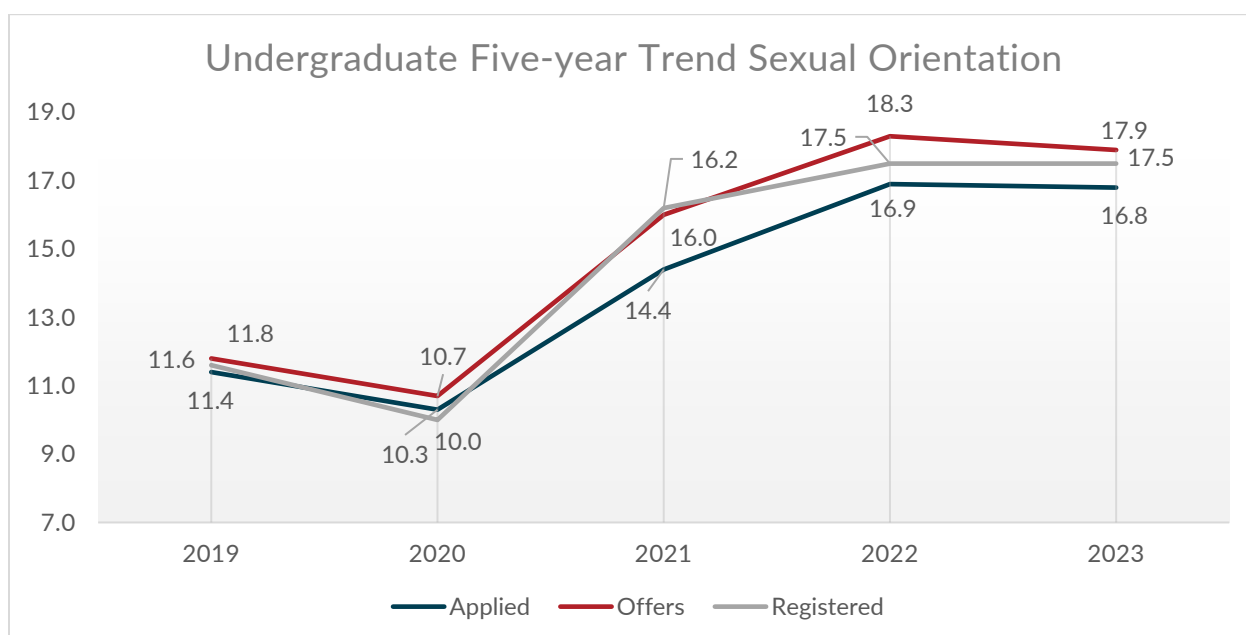
This data shows a significant decline in the representation of South Asian/East Asian students in Graduate programs, with decreases in applications, offers, and registrations. In contrast, Black students experienced an increase in applications and registrations, while offers decreased. Chinese students showed an increase in applications and registrations, with a slight rise in offers.

SEXUAL ORIENTATION

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



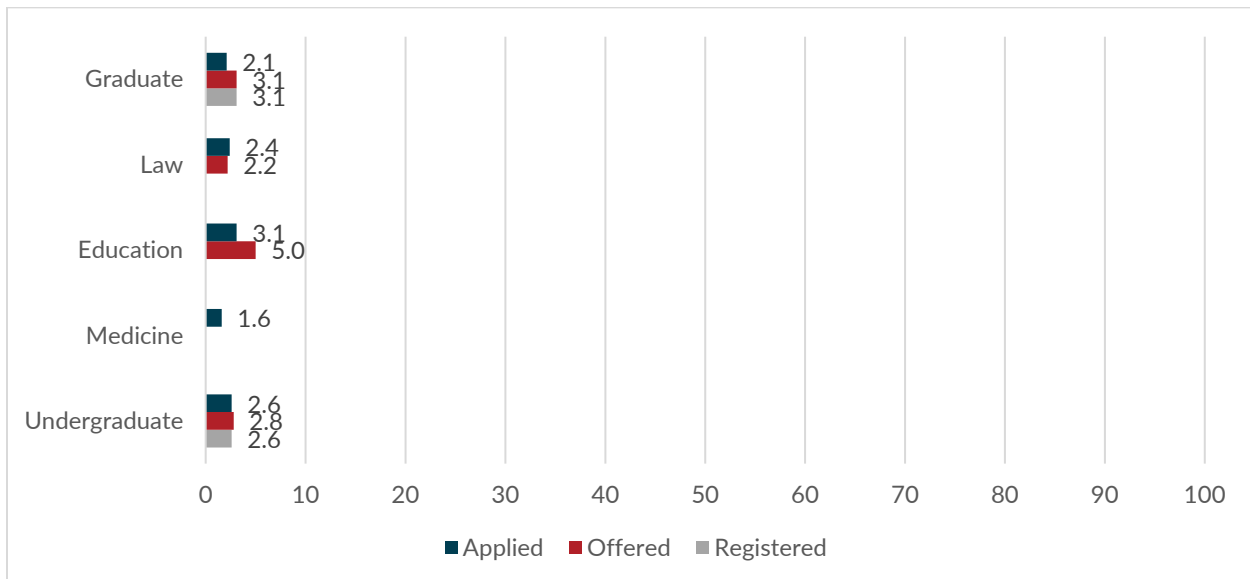
In 2023, 2SLGBTQIA+ representation saw notable shifts across programs. Education applications rose by +2.1%, with registrants up +0.8%, despite a -2.2% drop in offers. Medicine reported significant growth, with offers up +5.4% and registrants increasing by +1.2%. Law saw stable registrants (+0.1%) despite slight declines in applications (-1.0%) and offers (-1.2%). Graduate programs posted modest gains in applications (+0.8%), offers (+0.1%), and registrants (+2.3%), while Undergraduate programs experienced drops in applications (-3.5%) and offers (-0.4%), but steady registrant levels (+0.2%).



Additional information about program trends is available upon request.

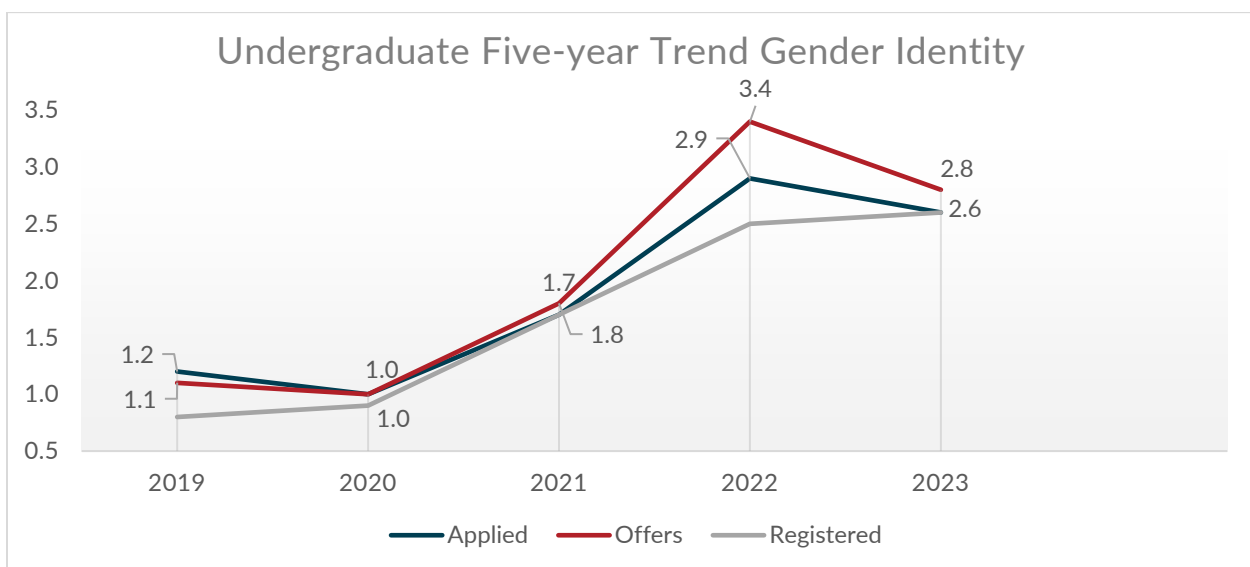
GENDER IDENTITY

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



*Numbers less than five are marked with an asterisk.

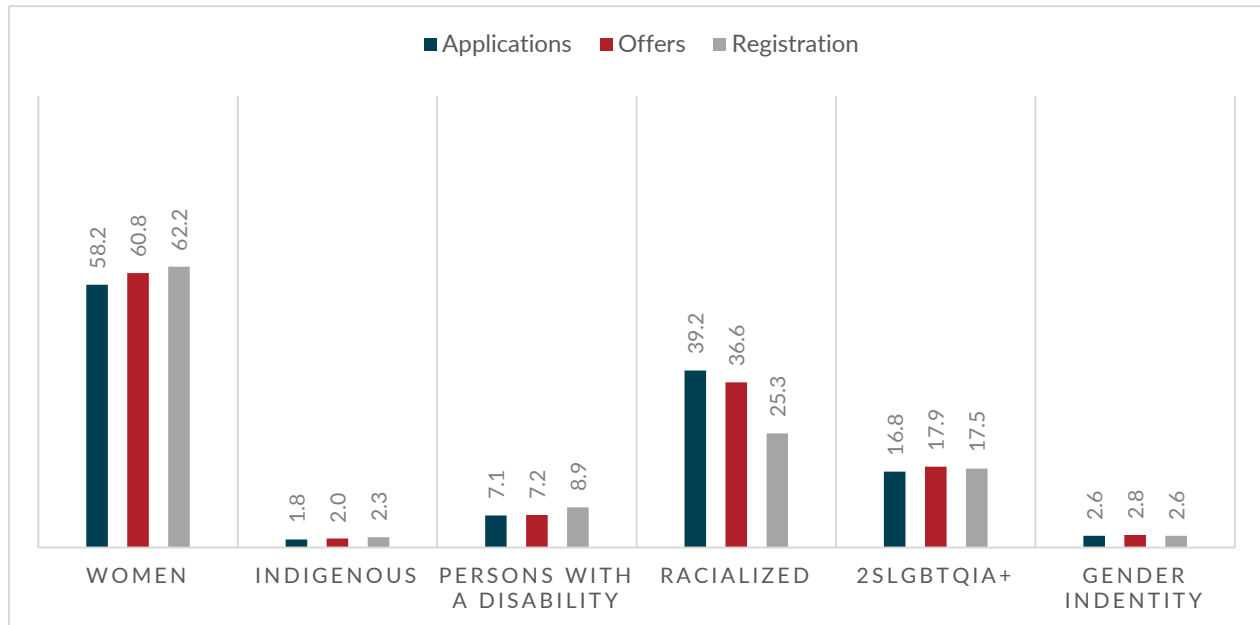
In 2023, Graduate programs increased representation for Gender Identity at the registration stage (+0.9%). Law saw a notable rise in applications (+0.9%) and reported offers for the first time at 2.2%. Education applications nearly doubled (+1.5%), with offers increasing to 5.0%. Undergraduate programs saw a slight decline in applications (-0.3%) and offers (-0.6%) but maintained stable registrant rates.



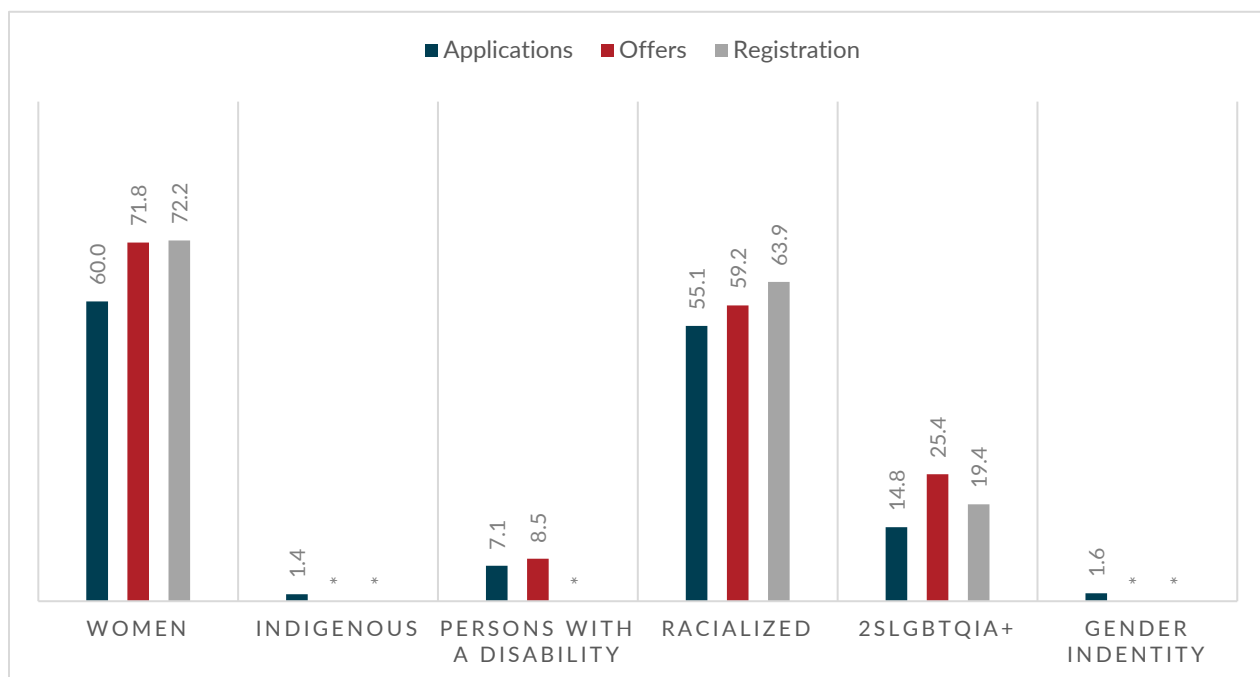
Additional information about program trends is available upon request.

EQUITY-DESERVING GROUPS BY PROGRAM

UNDERGRADUATE PROGRAMS

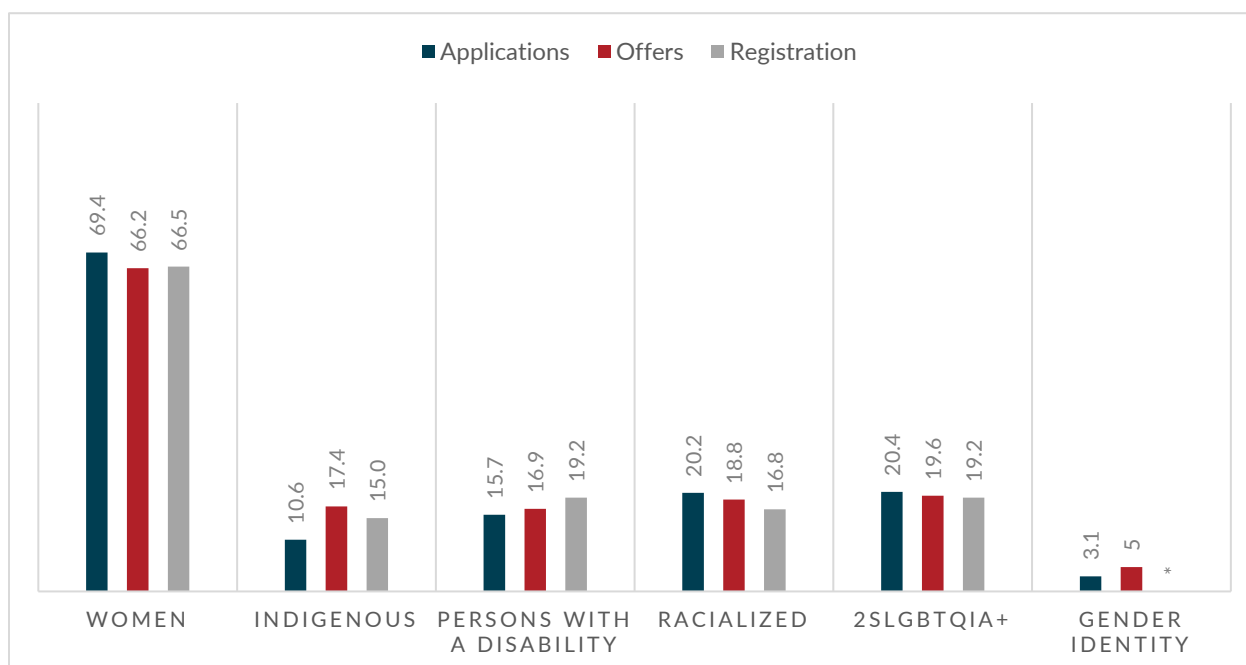


SCHOOL OF MEDICINE



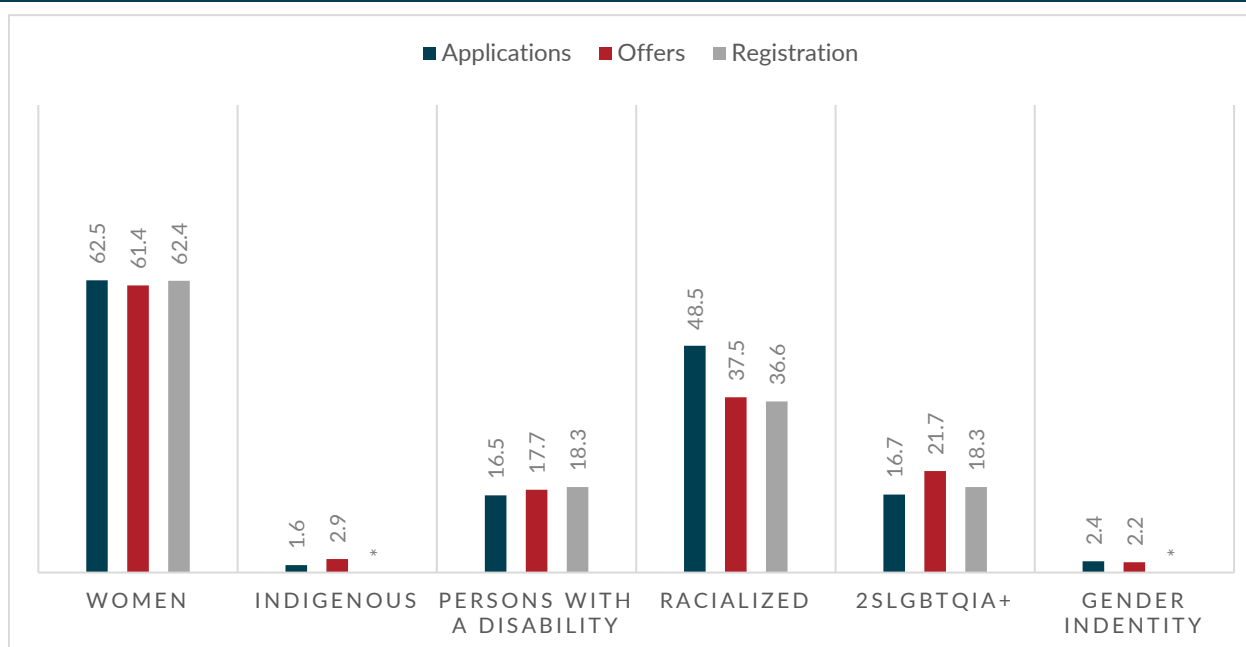
*Numbers less than five are marked with an asterisk.

FACULTY OF EDUCATION



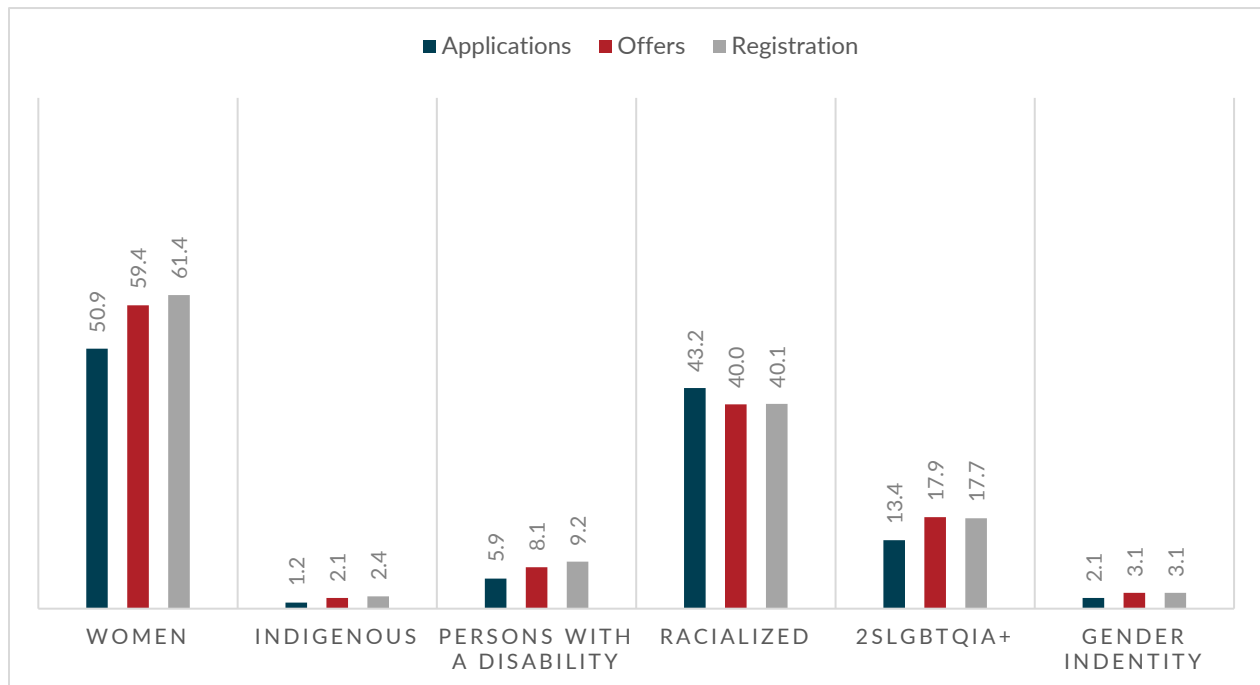
*Numbers less than five are marked with an asterisk.

FACULTY OF LAW



*Numbers less than five are marked with an asterisk.

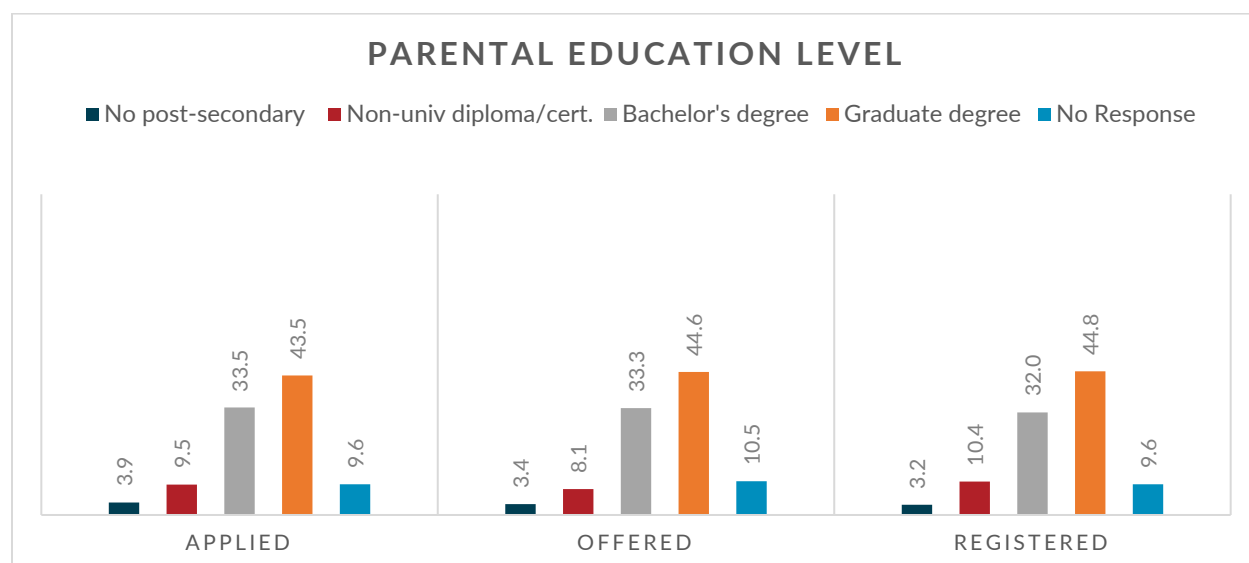
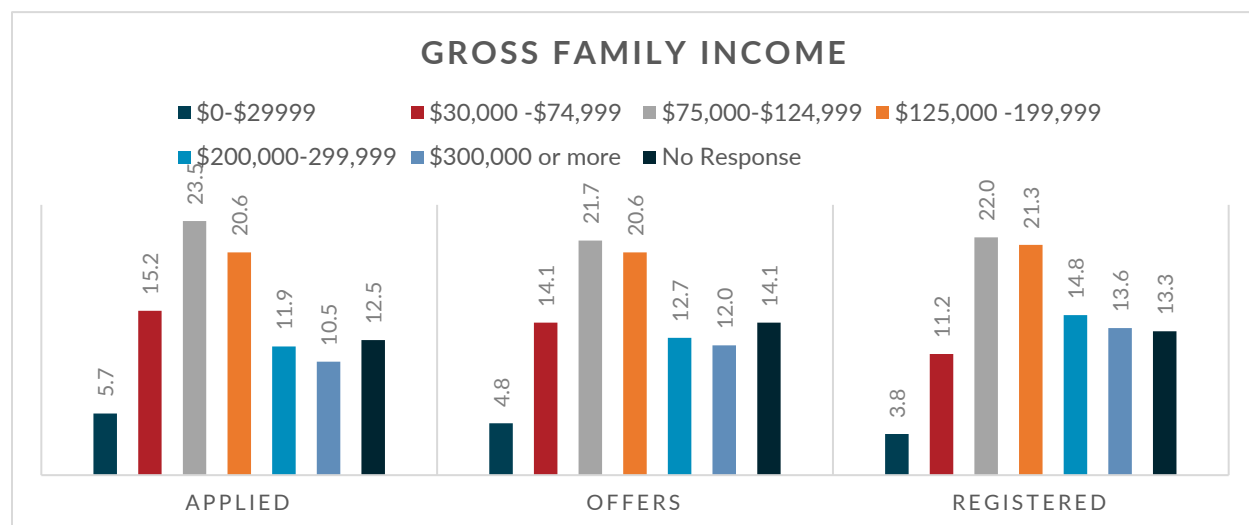
GRADUATE PROGRAMS



SOCIOECONOMIC INDICATORS

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.

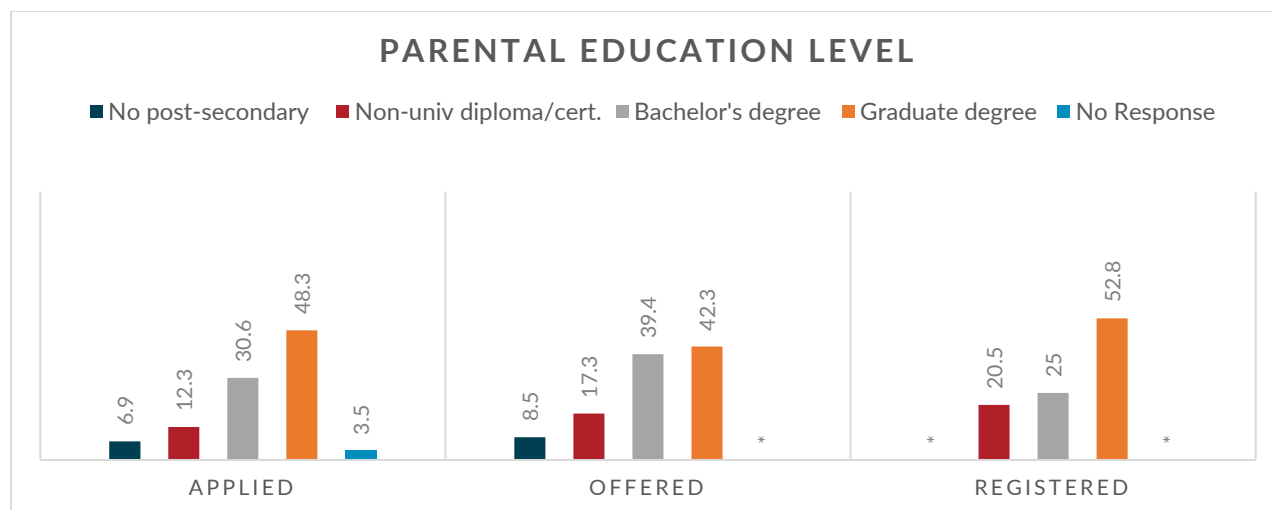
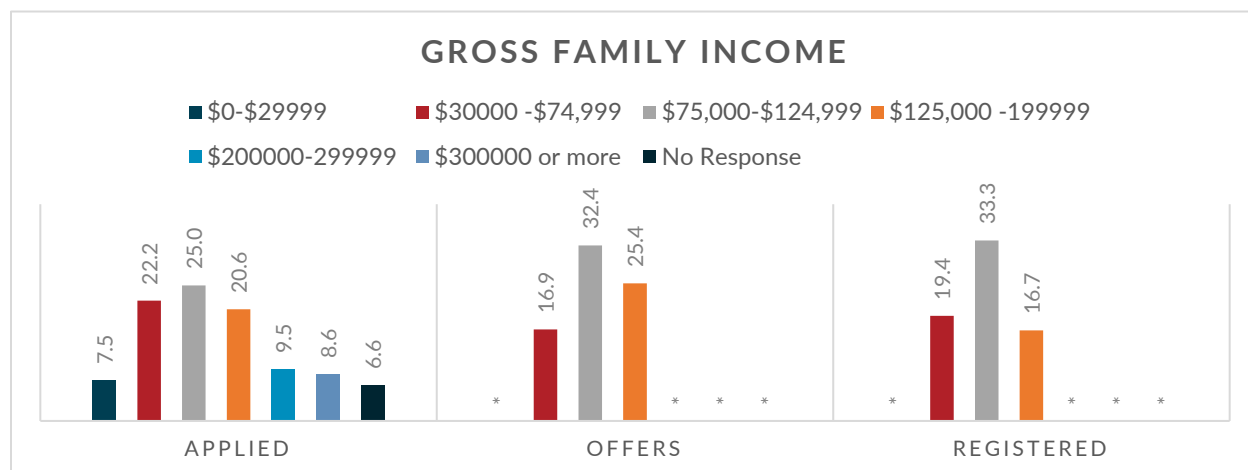
UNDERGRADUATE PROGRAMS



In 2023, the largest proportion of Undergraduate applicants came from households with a Gross Family Income (GFI) of \$75,000–\$124,999 (23.5). Offers and registrations were proportionally aligned with application rates across most income brackets, though representation decreased slightly at the registration stage for applicants from lower-income brackets (e.g., \$0–\$29,999, from 5.7% of applicants to 3.8% of registrants).

For Parental Education Level, applicants whose parents held a graduate degree were the most represented across all stages, constituting 43.5% of applicants and 44.8% of registrants. Conversely, applicants with no post-secondary parental education remained underrepresented, accounting for only 3.2% of registrants.

SCHOOL OF MEDICINE

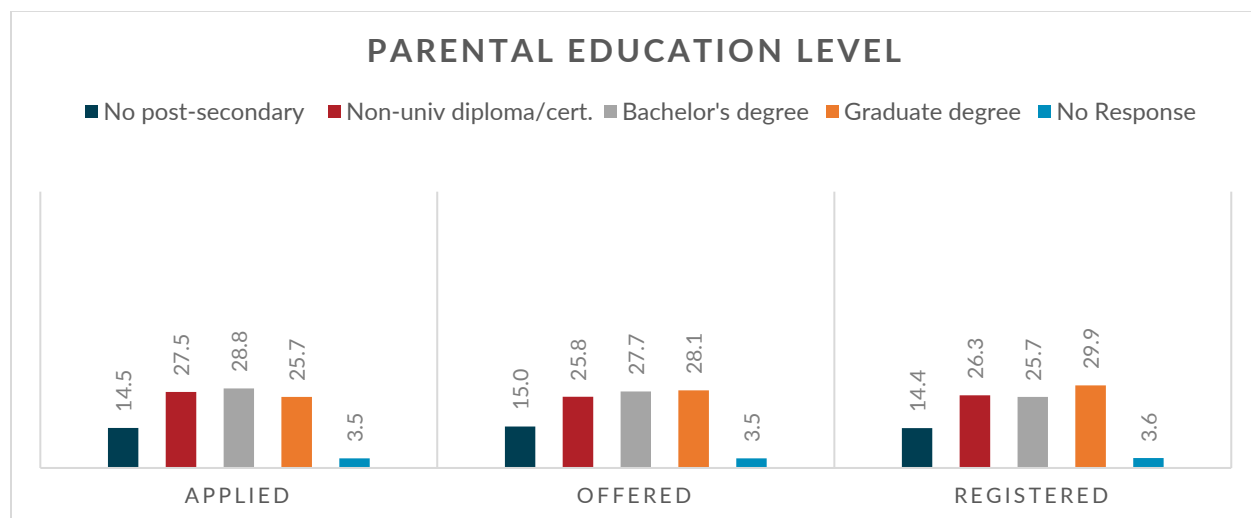
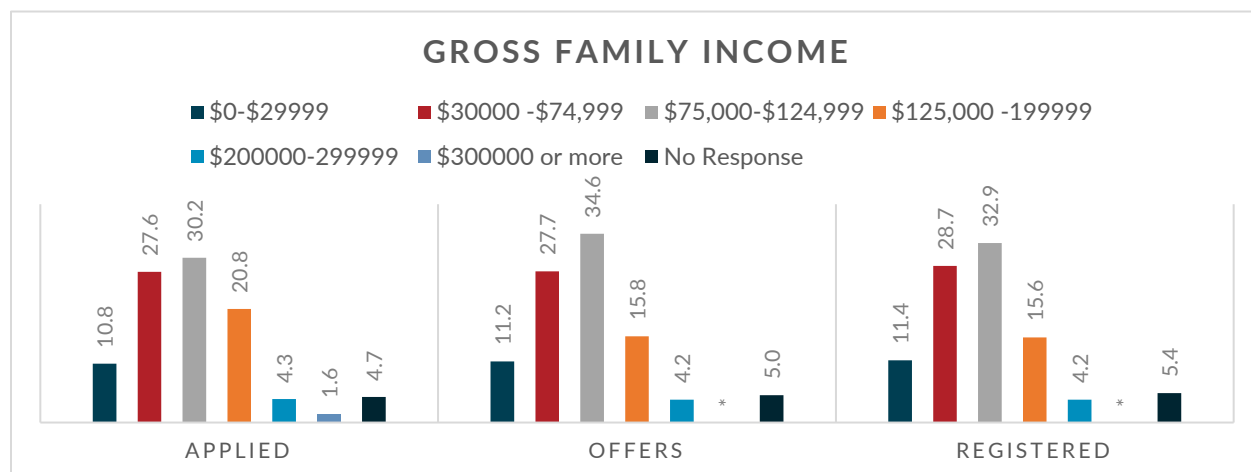


*Numbers less than five are marked with an asterisk

In 2023, the largest proportion of Medicine applicants came from households with a Gross Family Income (GFI) of \$75,000–\$124,999 (25.0%), followed by \$30,000–\$74,999 (22.2%). The percentage of offers and registrations varied significantly, with \$75,000–\$124,999 households receiving the highest share of offers (32.4%) and registrations (33.3%). Applicants from lower-income brackets (\$0–\$29,999 and \$200,000–\$299,999) were underrepresented in both offers and registrations, with no offers or registrations reported for \$0–\$29,999 and \$200,000–\$299,999 income ranges.

In terms of Parental Education Level, applicants whose parents held a graduate degree were the most represented at 48.3%, and this trend was consistent across the stages, as they made up 52.8% of registrants. Applicants with no post-secondary parental education were underrepresented at all stages, contributing 0% of registered students.

FACULTY OF EDUCATION

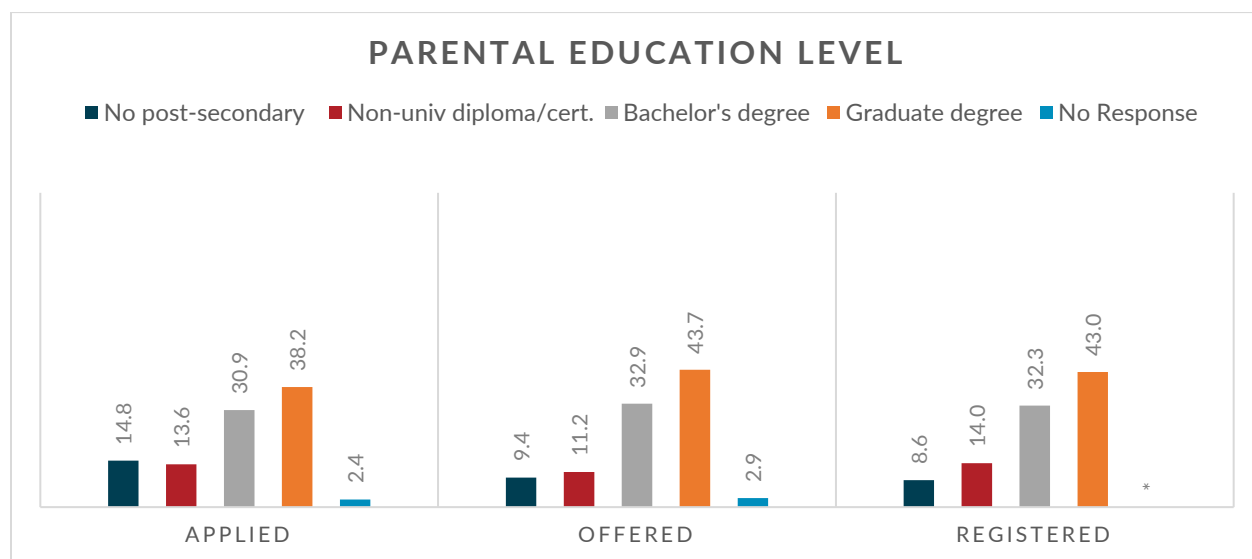
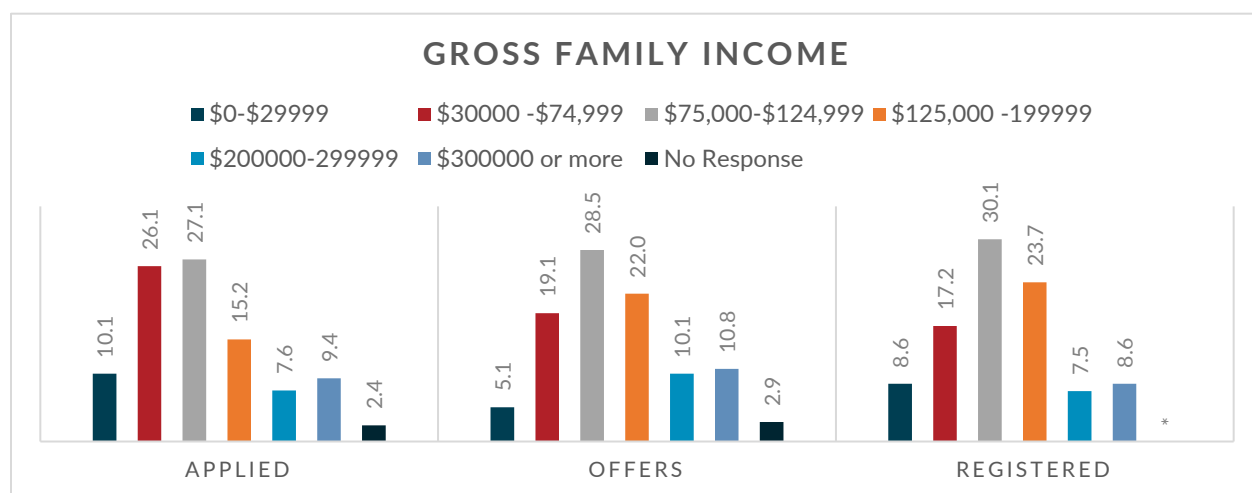


*Numbers less than five are marked with an asterisk.

In 2023, Education programs saw the highest proportion of applicants from the \$30,000–\$74,999 income range at 27.6%, followed by \$75,000–\$124,999 at 30.2%. The rates of offers and registrations were consistent with the distribution of applications, with \$75,000–\$124,999 households receiving the highest proportion of offers (34.6%) and registrations (32.9%). The lowest representation came from households with a GIF of \$300,000 or more, accounting for just 1.6% of applicants and 0% in offers and registrations.

For Parental Education Level, applicants whose parents had a graduate degree were the most represented group, making up 25.7% of applications and 29.9% of registrants. Students with parents holding no post-secondary education were also well-represented at all stages, comprising 14.5% of applicants and 14.4% of registrants. Representation for this group remained relatively stable through the application, offer, and registration stages.

FACULTY OF LAW

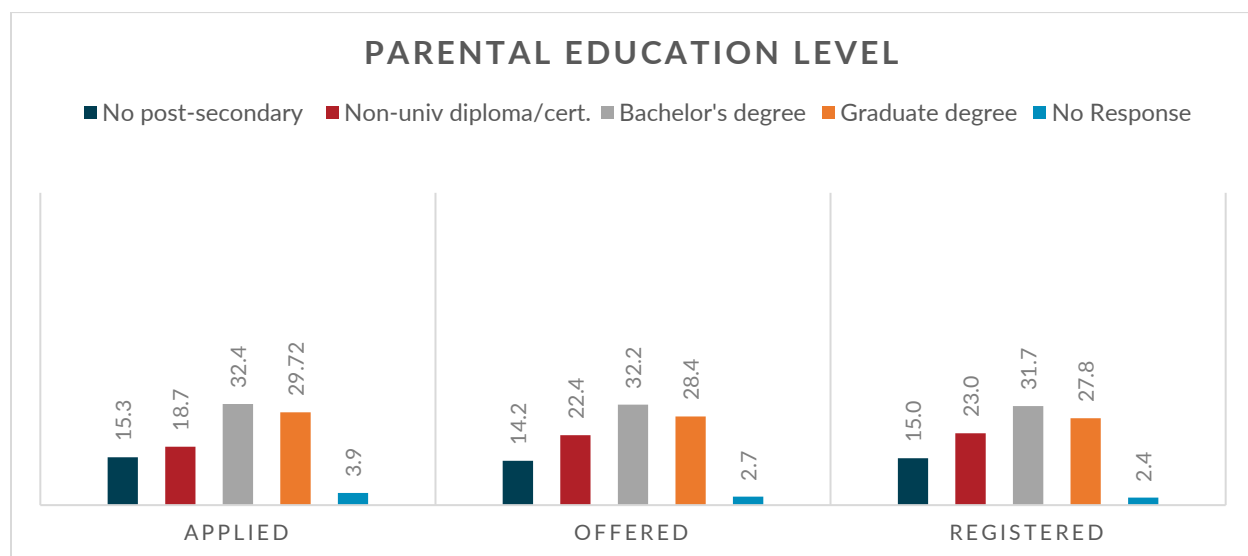
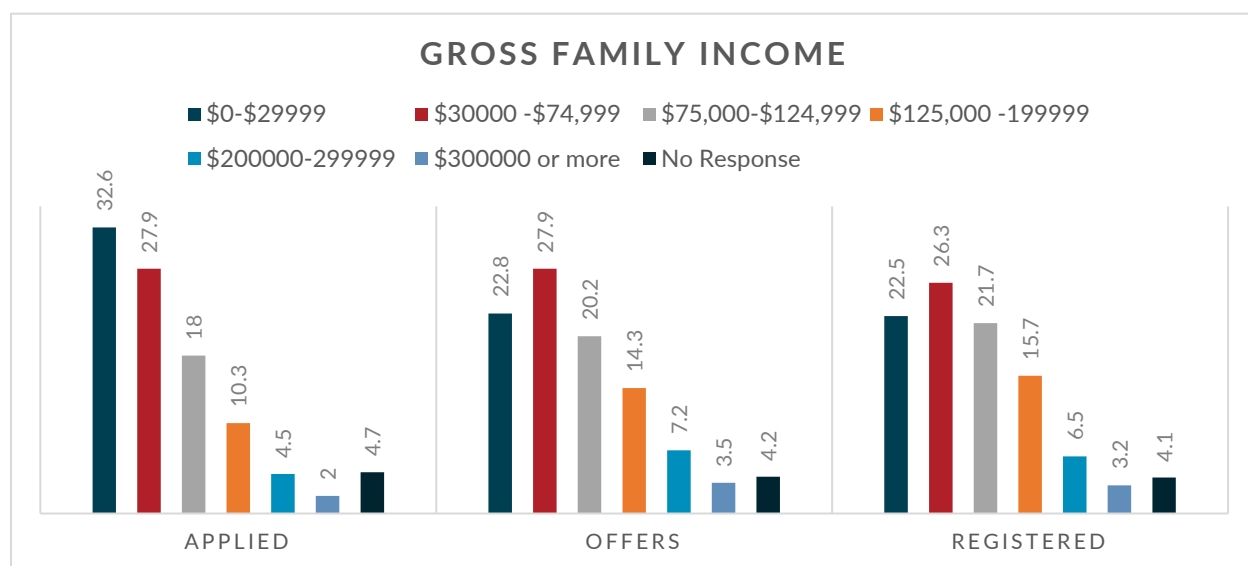


*Numbers less than five are marked with an asterisk.

In 2023, Law programs had the highest proportion of applicants from the \$30,000–\$74,999 income range at 26.1%, followed by \$75,000–\$124,999 at 27.1%. The proportion of offers and registrations closely followed the distribution of applicants, with \$75,000–\$124,999 households receiving the highest proportion of offers (28.5%) and registrations (30.1%).

For Parental Education Level, the highest proportion of applicants had parents with a graduate degree at 38.2%, followed by a bachelor's degree at 30.9%. The representation at the offer stage showed a slight increase for applicants with graduate degree parents (43.7%) compared to the application stage. Representation of applicants with no post-secondary education was 14.8%, decreasing slightly to 8.6% at the registration stage.

GRADUATE PROGRAMS



In 2023, Graduate Studies programs had the highest proportion of applicants from the \$0-\$29,999 income range at 32.6%. The percentage of offers issued and applicants registered followed a similar pattern, with the \$0-\$29,999 group receiving 22.8% of offers and 22.5% of registrations. The \$300,000 or more category had the lowest representation across all stages, contributing only 2.0% of applications and 3.2% of registrations.

Regarding Parental Education Level, the highest proportion of applicants were from families where parents held a bachelor's degree (32.4%), followed by those with a graduate degree at 29.7%. The registration stage showed consistent representation, with bachelor's degree parents at 31.7% and graduate degree parents at 27.8%. The group with no post-secondary education showed a slight increase from 15.3% at the application stage to 15.0% at the registration stage.

DISCUSSION

In 2023, Queen's University continued to see a range of representation rates across its programs, revealing progress in some areas and highlighting persistent disparities in others. This report provides a comprehensive overview of the patterns observed in student applications, offers, and registrations, with a particular focus on racialized groups, socioeconomic status, and parental education levels.

Differences in representation rates were noted across programs. South Asian/East Asian students consistently made up the largest proportion of applicants across all programs, maintaining their status as the most represented racialized group. Black student representation showed a mixed picture. While Law saw an increase in Black applicants (6.44% in 2023 compared to 6.8% in 2022), Medicine experienced a decline (2% in 2023, down from 5.4% in 2022). This indicates that while some targeted recruitment strategies may have been successful, challenges remain in ensuring equitable representation across all programs.

The analysis of gross family income highlighted the influence of socioeconomic status on applications, offers, and registrations. For Undergraduate programs, the majority of applicants came from families with an income between \$75,000–\$124,999 (23.5%). This group was also well-represented in offers and registrations, suggesting proportional access throughout the admissions process. However, students from lower-income households, particularly those earning \$0–\$29,999, represented only 5.7% of applicants. This disparity was even more pronounced in programs like Medicine, where applicants from lower-income households made up 7.5%, yet offers and registrations were disproportionately low. The Graduate Studies program demonstrated the highest proportion of applicants from lower-income households (32.6%), yet the offers were more heavily distributed to those from higher-income brackets, raising concerns about equitable access to opportunities. These figures underscore the importance of ongoing support and targeted initiatives aimed at improving access for students from lower-income backgrounds.

Students with parents holding graduate degrees were consistently overrepresented across the various programs, especially in Graduate Studies and Medicine. First-generation students whose parents did not attend post-secondary education continued to be underrepresented, particularly in Undergraduate programs, where only 3.9% of applicants identified as first-generation. This pattern was also seen in Graduate Studies, with first-generation applicants comprising 15.3% of the total.

Representation remained consistent across the stages of the process, indicating a need for focused strategies to support first-generation students through targeted outreach and support programs. Targeted outreach and support for underrepresented groups, such as Black students and first-generation learners, are essential. Maintaining and enhancing these initiatives will be critical to creating a more inclusive environment at Queen's University, ensuring that all students, regardless of background, have equitable opportunities to succeed.