

Applicant Equity Census Results - Summary
Applicants, Offers, Registrants

	2016			2017			2018			2019			2020		
	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg
Undergraduate															
<u>Female</u>	3,309 59.2%	2,274 64.8%	986 65.1%	3,787 59.0%	2,589 63.4%	1,007 64.6%	7,633 59.0%	4,855 63.6%	1,657 62.6%	7,584 60.1%	4,882 64.0%	1,598 62.9%	8,392 61.3%	6,181 62.2%	1,871 61.9%
<u>Indigenous</u>	86 1.5%	55 1.6%	33 2.2%	114 1.8%	81 2.0%	40 2.6%	170 1.3%	110 1.4%	52 2.0%	184 1.5%	119 1.6%	50 2.0%	217 1.6%	169 1.7%	68 2.2%
First Nation	49 0.9%	28 0.8%	16 1.1%	66 1.0%	45 1.1%	21 1.3%	78 0.6%	51 0.7%	30 1.1%	92 0.7%	63 0.8%	29 1.1%	106 0.8%	82 0.8%	36 1.2%
Inuit	10 0.2%	***	***	9 0.1%	7 0.2%	***	8 0.1%	5 0.1%	***	9 0.1%	***	***	8 0.1%	5 0.1%	***
Métis	46 0.8%	29 0.8%	18 1.2%	54 0.8%	40 1.0%	19 1.2%	59 0.5%	41 0.5%	22 0.8%	67 0.5%	43 0.6%	17 0.7%	82 0.6%	66 0.7%	28 0.9%
<u>Persons with a Disability</u>	809 14.5%	512 14.6%	228 15.1%	938 14.6%	609 14.9%	246 15.8%	595 4.6%	354 4.6%	141 5.3%	647 5.1%	390 5.1%	143 5.6%	572 4.2%	423 4.3%	160 5.3%
<u>Visible Minority</u>	2,644 47.3%	1,430 40.8%	441 29.1%	3,117 48.6%	1,786 43.7%	469 30.1%	3,502 27.1%	1,964 25.7%	483 18.2%	3,981 31.6%	2,224 29.2%	509 20.0%	4,213 30.8%	2,888 29.1%	594 19.6%
Black	245 4.4%	129 3.7%	46 3.0%	245 3.8%	130 3.2%	48 3.1%	412 3.2%	185 2.4%	61 2.3%	457 3.6%	210 2.8%	69 2.7%	461 3.4%	292 2.9%	72 2.4%
Chinese	1,163 20.8%	640 18.2%	179 11.8%	1,346 21.0%	770 18.8%	176 11.3%	1,353 10.5%	815 10.7%	177 6.7%	1,376 10.9%	839 11.0%	160 6.3%	1,492 10.9%	1,095 11.0%	219 7.2%
Filipino	62 1.1%	31 0.9%	16 1.1%	85 1.3%	45 1.1%	19 1.2%	100 0.8%	63 0.8%	23 0.9%	110 0.9%	65 0.9%	25 1.0%	128 0.9%	86 0.9%	26 0.9%
Japanese	46 0.8%	30 0.9%	6 0.4%	50 0.8%	31 0.8%	8 0.5%	53 0.4%	36 0.5%	13 0.5%	56 0.4%	41 0.5%	14 0.6%	48 0.4%	39 0.4%	9 0.3%
Korean	104 1.9%	60 1.7%	14 0.9%	115 1.8%	70 1.7%	15 1.0%	145 1.1%	81 1.1%	16 0.6%	144 1.1%	84 1.1%	19 0.7%	174 1.3%	133 1.3%	36 1.2%
Indigenous - outside North America	20 0.4%	6 0.2%	***	29 0.5%	15 0.4%	***	17 0.1%	8 0.1%	***	17 0.1%	13 0.2%	***	6 0.0%	***	***
South Asian/East Asian	587 10.5%	279 8.0%	73 4.8%	743 11.6%	412 10.1%	85 5.4%	960 7.4%	508 6.7%	116 4.4%	1,255 10.0%	654 8.6%	136 5.4%	1,356 9.9%	875 8.8%	135 4.5%
South East Asian	96 1.7%	48 1.4%	12 0.8%	113 1.8%	65 1.6%	15 1.0%	128 1.0%	72 0.9%	19 0.7%	156 1.2%	97 1.3%	29 1.1%	161 1.2%	110 1.1%	21 0.7%
Non-White West Asian	103 1.8%	62 1.8%	23 1.5%	119 1.9%	78 1.9%	20 1.3%	131 1.0%	72 0.9%	16 0.6%	137 1.1%	69 0.9%	17 0.7%	159 1.2%	105 1.1%	24 0.8%
Non-White North African	47 0.8%	29 0.8%	8 0.5%	73 1.1%	45 1.1%	9 0.6%	71 0.5%	34 0.4%	11 0.4%	88 0.7%	55 0.7%	14 0.6%	82 0.6%	56 0.6%	13 0.4%
Arab	133 2.4%	63 1.8%	21 1.4%	131 2.0%	72 1.8%	17 1.1%	105 0.8%	53 0.7%	8 0.3%	153 1.2%	79 1.0%	19 0.7%	173 1.3%	117 1.2%	24 0.8%
Non-White Latin American	58 1.0%	34 1.0%	12 0.8%	65 1.0%	32 0.8%	10 0.6%	99 0.8%	60 0.8%	20 0.8%	103 0.8%	60 0.8%	22 0.9%	105 0.8%	70 0.7%	24 0.8%
Mixed Ancestry	286 5.1%	196 5.6%	81 5.4%	376 5.9%	253 6.2%	89 5.7%	321 2.5%	226 3.0%	66 2.5%	356 2.8%	233 3.1%	84 3.3%	344 2.5%	257 2.6%	83 2.7%
Other	154 2.8%	78 2.2%	33 2.2%	171 2.7%	107 2.6%	34 2.2%	104 0.8%	57 0.7%	19 0.7%	138 1.1%	76 1.0%	21 0.8%	111 0.8%	69 0.7%	17 0.6%

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Applicants, Offers, Registrants

<u>Self-Identify as a Woman</u>	3,252 58.2%	2,240 63.9%	976 64.5%	3,781 58.9%	2,589 63.4%	1,000 64.1%	6,750 52.2%	4,279 56.0%	1,485 56.1%	7,547 59.8%	4,847 63.6%	1,595 62.8%	8,380 61.2%	6,164 62.0%	1,880 62.2%
<u>LGBTQ+</u>	614 11.0%	439 12.5%	178 11.8%	725 11.3%	503 12.3%	181 11.6%	1,072 8.3%	687 9.0%	211 8.0%	1,443 11.4%	903 11.8%	295 11.6%	1,412 10.3%	1,065 10.7%	302 10.0%
<u>Gender Identity</u>	81 1.4%	52 1.5%	15 1.0%	110 1.7%	72 1.8%	21 1.3%	147 1.1%	93 1.2%	27 1.0%	149 1.2%	83 1.1%	21 0.8%	140 1.0%	99 1.0%	28 0.9%
<u>Gross Family Income</u>															
\$0-\$74,999	1,439 25.7%	787 22.4%	312 20.6%	1,625 25.3%	924 22.6%	309 19.8%	3,115 24.1%	1,553 20.3%	423 16.0%	3,307 26.2%	1,763 23.1%	483 19.0%	3,340 24.4%	2,213 22.3%	587 19.4%
\$75,000-\$124,999	1,421 25.4%	886 25.3%	392 25.9%	1,548 24.1%	984 24.1%	379 24.3%	2,814 21.7%	1,616 21.2%	530 20.0%	3,164 25.1%	1,887 24.7%	638 25.1%	3,462 25.3%	2,491 25.1%	684 22.6%
\$125,000 or higher	2,190 39.2%	1,496 42.7%	655 43.3%	2,619 40.8%	1,796 44.0%	738 47.3%	4,805 37.1%	3,115 40.8%	1,268 47.9%	5,386 42.7%	3,491 45.8%	1,274 50.1%	6,012 43.9%	4,570 46.0%	1,560 51.6%
No Response	540 9.7%	338 9.6%	155 10.2%	622 9.7%	381 9.3%	134 8.6%	2,208 17.1%	1,351 17.7%	427 16.1%	753 6.0%	485 6.4%	146 5.7%	885 6.5%	667 6.7%	193 6.4%
<u>Parental Education Level</u>															
No post-secondary	289 5.2%	160 4.6%	69 4.6%	296 4.6%	166 4.1%	64 4.1%	584 4.5%	312 4.1%	129 4.9%	642 5.1%	332 4.4%	125 4.9%	677 4.9%	448 4.5%	158 5.2%
Non-univ diploma/cert.	724 13.0%	434 12.4%	222 14.7%	807 12.6%	509 12.5%	235 15.1%	1,344 10.4%	728 9.5%	265 10.0%	1,444 11.5%	760 10.0%	291 11.5%	1,537 11.2%	1,068 10.7%	342 11.3%
Bachelor's degree	2,176 38.9%	1,355 38.6%	576 38.0%	2,528 39.4%	1,644 40.2%	643 41.2%	3,839 29.7%	2,198 28.8%	741 28.0%	4,293 34.0%	2,610 34.2%	867 34.1%	4,893 35.7%	3,565 35.9%	1,098 36.3%
Graduate degree	2,064 36.9%	1,360 38.8%	561 37.1%	2,356 36.7%	1,501 36.7%	518 33.2%	5,131 39.6%	3,170 41.5%	1,130 42.7%	5,689 45.1%	3,588 47.0%	1,166 45.9%	6,044 44.1%	4,458 44.8%	1,330 44.0%
No Response	337 6.0%	198 5.6%	86 5.7%	427 6.7%	265 6.5%	100 6.4%	2,044 15.8%	1,227 16.1%	383 14.5%	542 4.3%	336 4.4%	92 3.6%	548 4.0%	402 4.0%	96 3.2%
<u>Hometown Population</u>															
Greater than 10,000	4,544 81.3%	2,854 81.4%	1,208 79.8%	5,166 80.5%	3,301 80.8%	1,230 78.8%	9,654 74.6%	5,682 74.4%	1,973 74.5%	10,643 84.4%	6,444 84.5%	2,097 82.5%	11,485 83.8%	8,347 84.0%	2,507 82.9%
No Response	362 6.5%	210 6.0%	88 5.8%	432 6.7%	272 6.7%	100 6.4%	1,977 15.3%	1,179 15.4%	365 13.8%	470 3.7%	293 3.8%	84 3.3%	484 3.5%	363 3.7%	86 2.8%
Respondents	5,590	3,507	1,514	6,414	4,085	1,560	12,942	7,635	2,648	12,610	7,626	2,541	13,699	9,941	3,024
Population Surveyed	26,210			29,933			31,906			35,664			33,004		
Percent Responding	21.3%		35.3%	21.4%		34.8%	40.6%		59.0%	35.4%		55.0%	41.5%		57.7%
Nov 1 Yr 1 FT Headcount *			4,292			4,482			4,486			4,624			5,238

* Appl (Respondents): New to Institution, Full-Time, First-Entry Undergrad, Degree programs Offers: Respondents with Offers Reg: Respondents registered Nov 1

** Sub-categories for visible minority and for indigenous are not mutually exclusive. Respondents can self identify without selecting a sub-category.

*** Cell count is less than 5

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Applicants, Offers, Registrants

	2016			2017			2018			2019			2020		
	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg
Medicine															
<u>Female</u>	922 58.4%	43 55.1%	21 56.8%	896 57.8%	32 62.7%	10 47.6%	1,222 56.9%	61 55.5%	22 44.9%	1,115 56.3%	55 74.3%	35 76.1%	1,404 58.7%	71 69.6%	33 63.5%
<u>Indigenous</u>	19 1.2%	***	***	22 1.4%	***	***	28 1.3%	***	***	20 1.0%	5 6.8%	***	23 1.0%	6 5.9%	***
First Nation	8 0.5%	***	***	16 1.0%	***	***	13 0.6%	***	***	9 0.5%	***	***	5 0.2%	***	***
Inuit	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Métis	11 0.7%	***	***	8 0.5%	***	***	11 0.5%	***	***	10 0.5%	***	***	13 0.5%	***	***
<u>Persons with a Disability</u>	123 7.8%	7 9.0%	***	161 10.4%	6 11.8%	***	107 5.0%	***	***	96 4.8%	***	***	81 3.4%	***	***
<u>Visible Minority</u>	767 48.6%	36 46.2%	19 51.4%	817 52.7%	21 41.2%	10 47.6%	948 44.1%	51 46.4%	19 38.8%	905 45.7%	27 36.5%	16 34.8%	1,234 51.6%	40 39.2%	19 36.5%
Black	48 3.0%	***	***	70 4.5%	***	***	86 4.0%	***	***	87 4.4%	***	***	100 4.2%	***	***
Chinese	205 13.0%	10 12.8%	***	221 14.2%	7 13.7%	***	238 11.1%	16 14.5%	6 12.2%	193 9.7%	6 8.1%	***	278 11.6%	9 8.8%	***
Filipino	18 1.1%	***	***	15 1.0%	***	***	22 1.0%	***	***	14 0.7%	***	***	23 1.0%	***	***
Japanese	5 0.3%	***	***	11 0.7%	***	***	9 0.4%	***	***	7 0.4%	***	***	10 0.4%	***	***
Korean	27 1.7%	***	***	34 2.2%	***	***	41 1.9%	***	***	38 1.9%	***	***	40 1.7%	***	***
Indigenous - outside North America	***	***	***	5 0.3%	***	***	***	***	***	6 0.3%	***	***	***	***	***
South Asian/East Asian	262 16.6%	14 17.9%	10 27.0%	242 15.6%	8 15.7%	6 28.6%	337 15.7%	22 20.0%	7 14.3%	339 17.1%	11 14.9%	7 15.2%	457 19.1%	15 14.7%	8 15.4%
South East Asian	26 1.6%	***	***	33 2.1%	***	***	38 1.8%	***	***	25 1.3%	***	***	46 1.9%	***	***
Non-White West Asian	74 4.7%	***	***	71 4.6%	***	***	85 4.0%	***	***	88 4.4%	***	***	137 5.7%	6 5.9%	***
Non-White North African	25 1.6%	***	***	52 3.4%	***	***	40 1.9%	***	***	36 1.8%	***	***	49 2.0%	***	***
Arab	51 3.2%	***	***	63 4.1%	***	***	64 3.0%	***	***	59 3.0%	***	***	83 3.5%	***	***
Non-White Latin American	10 0.6%	***	***	14 0.9%	***	***	16 0.7%	***	***	22 1.1%	***	***	13 0.5%	***	***
Mixed Ancestry	75 4.7%	8 10.3%	6 16.2%	91 5.9%	***	***	66 3.1%	6 5.5%	***	64 3.2%	***	***	89 3.7%	6 5.9%	***
Other	38 2.4%	***	***	45 2.9%	***	***	24 1.1%	***	***	41 2.1%	***	***	45 1.9%	***	***

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<u>Self-Identify as a Woman</u>	920 58.3%	43 55.1%	21 56.8%	895 57.7%	32 62.7%	10 47.6%	1,146 53.3%	58 52.7%	22 44.9%	1,091 55.1%	52 70.3%	33 71.7%	1,447 60.5%	72 70.6%	33 63.5%
<u>LGBTQ+</u>	135 8.5%	5 6.4%	***	159 10.3%	***	***	205 9.5%	18 16.4%	6 12.2%	211 10.7%	8 10.8%	7 15.2%	272 11.4%	12 11.8%	8 15.4%
<u>Gender Identity</u>	9 0.6%	***	***	9 0.6%	***	***	18 0.8%	***	***	15 0.8%	***	***	20 0.8%	***	***
<u>Gross Family Income</u>															
\$0-\$74,999	567 35.9%	23 29.5%	12 32.4%	540 34.8%	19 37.3%	7 33.3%	706 32.9%	31 28.2%	17 34.7%	632 31.9%	14 18.9%	8 17.4%	820 34.3%	23 22.5%	14 26.9%
\$75,000-\$124,999	414 26.2%	15 19.2%	6 16.2%	398 25.7%	12 23.5%	5 23.8%	541 25.2%	24 21.8%	11 22.4%	495 25.0%	18 24.3%	12 26.1%	628 26.3%	29 28.4%	14 26.9%
\$125,000 or higher	545 34.5%	37 47.4%	16 43.2%	558 36.0%	19 37.3%	9 42.9%	693 32.2%	45 40.9%	19 38.8%	674 34.0%	35 47.3%	21 45.7%	865 36.2%	48 47.1%	24 46.2%
No Response	53 3.4%	***	***	55 3.5%	***	***	209 9.7%	10 9.1%	***	179 9.0%	7 9.5%	5 10.9%	78 3.3%	***	***
<u>Parental Education Level</u>															
No post-secondary	101 6.4%	6 7.7%	***	112 7.2%	***	***	161 7.5%	9 8.2%	8 16.3%	158 8.0%	***	***	157 6.6%	7 6.9%	6 11.5%
Non-univ diploma/cert.	217 13.7%	7 9.0%	5 13.5%	231 14.9%	7 13.7%	***	250 11.6%	8 7.3%	5 10.2%	222 11.2%	6 8.1%	***	288 12.0%	12 11.8%	5 9.6%
Bachelor's degree	547 34.6%	24 30.8%	12 32.4%	545 35.1%	19 37.3%	7 33.3%	573 26.7%	21 19.1%	9 18.4%	541 27.3%	24 32.4%	16 34.8%	711 29.7%	26 25.5%	16 30.8%
Graduate degree	697 44.1%	39 50.0%	16 43.2%	643 41.5%	22 43.1%	9 42.9%	986 45.9%	62 56.4%	25 51.0%	908 45.9%	35 47.3%	20 43.5%	1,190 49.8%	56 54.9%	24 46.2%
No Response	17 1.1%	***	***	20 1.3%	***	***	179 8.3%	10 9.1%	***	151 7.6%	7 9.5%	5 10.9%	45 1.9%	***	***
<u>Hometown Population</u>															
Greater than 10,000	1,276 80.8%	67 85.9%	33 89.2%	1,248 80.5%	42 82.4%	19 90.5%	1,649 76.7%	86 78.2%	40 81.6%	1,474 74.4%	54 73.0%	32 69.6%	1,936 81.0%	85 83.3%	44 84.6%
No Response	16 1.0%	***	***	24 1.5%	***	***	168 7.8%	10 9.1%	***	149 7.5%	7 9.5%	5 10.9%	30 1.3%	***	***
Respondents	1,579	78	37	1,551	51	21	2,149	110	49	1,980	74	46	2,391	102	52
Population Surveyed	4,518			4,745			4,837			5,072			5,284		
Percent Responding	34.9%		37.0%	32.7%		20.8%	44.4%		47.1%	39.0%		42.6%	45.2%		48.6%
Nov 1 Yr 1 FT Headcount *			100			101			104			108			107

* Appl (Respondents): Full-Time, MD Offers: Respondents with Offers Reg: Respondents registered Nov 1

** Sub-categories for visible minority and for indigenous are not mutually exclusive. Respondents can self identify without selecting a sub-category.

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	2016			2017			2018			2019			2020		
	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg
Education															
<u>Female</u>	70 72.9%	55 74.3%	37 71.2%	79 73.1%	68 72.3%	43 67.2%	278 74.5%	234 76.7%	110 71.0%	382 72.9%	249 73.5%	140 70.7%	310 70.6%	142 69.6%	65 63.1%
<u>Indigenous</u>	***	***	***	***	***	***	10 2.7%	7 2.3%	5 3.2%	16 3.1%	11 3.2%	9 4.5%	25 5.7%	18 8.8%	5 4.9%
First Nation	***	***	***	***	***	***	***	***	***	12 2.3%	8 2.4%	6 3.0%	24 5.5%	17 8.3%	5 4.9%
Inuit	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Métis	***	***	***	***	***	***	7 1.9%	5 1.6%	***	5 1.0%	***	***	***	***	***
<u>Persons with a Disability</u>	16 16.7%	13 17.6%	10 19.2%	25 23.1%	22 23.4%	15 23.4%	44 11.8%	33 10.8%	15 9.7%	51 9.7%	37 10.9%	22 11.1%	38 8.7%	17 8.3%	6 5.8%
<u>Visible Minority</u>	23 24.0%	18 24.3%	12 23.1%	31 28.7%	23 24.5%	13 20.3%	75 20.1%	63 20.7%	32 20.6%	102 19.5%	70 20.6%	37 18.7%	83 18.9%	35 17.2%	13 12.6%
Black	***	***	***	***	***	***	9 2.4%	9 3.0%	***	19 3.6%	12 3.5%	6 3.0%	16 3.6%	7 3.4%	***
Chinese	6 6.3%	6 8.1%	***	***	***	***	13 3.5%	10 3.3%	***	22 4.2%	15 4.4%	11 5.6%	20 4.6%	7 3.4%	***
Filipino	***	***	***	***	***	***	***	***	***	***	***	***	7 1.6%	***	***
Japanese	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Korean	***	***	***	***	***	***	***	***	***	9 1.7%	5 1.5%	***	5 1.1%	***	***
Indigenous - outside North America	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
South Asian/East Asian	5 5.2%	***	***	8 7.4%	7 7.4%	***	21 5.6%	17 5.6%	10 6.5%	28 5.3%	21 6.2%	9 4.5%	25 5.7%	11 5.4%	***
South East Asian	***	***	***	6 5.6%	6 6.4%	***	***	***	***	***	***	***	***	***	***
Non-White West Asian	***	***	***	***	***	***	5 1.3%	***	***	5 1.0%	***	***	***	***	***
Non-White North African	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Arab	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Non-White Latin American	***	***	***	***	***	***	6 1.6%	5 1.6%	***	***	***	***	***	***	***
Mixed Ancestry	***	***	***	***	***	***	9 2.4%	9 3.0%	***	11 2.1%	10 2.9%	6 3.0%	5 1.1%	***	***
Other	***	***	***	8 7.4%	***	***	***	***	***	5 1.0%	5 1.5%	***	***	***	***

Applicant Equity Census Results - Summary
Applicants, Offers, Registrants

<u>Self-Identify as a Woman</u>	70 72.9%	55 74.3%	37 71.2%	81 75.0%	69 73.4%	45 70.3%	261 70.0%	217 71.1%	100 64.5%	369 70.4%	241 71.1%	132 66.7%	331 75.4%	152 74.5%	70 68.0%
<u>LGBTQ+</u>	11 11.5%	9 12.2%	7 13.5%	13 12.0%	11 11.7%	8 12.5%	29 7.8%	21 6.9%	11 7.1%	58 11.1%	42 12.4%	24 12.1%	39 8.9%	19 9.3%	10 9.7%
<u>Gender Identity</u>	***	***	***	***	***	***	6 1.6%	***	***	10 1.9%	8 2.4%	5 2.5%	6 1.4%	***	***
<u>Gross Family Income</u>															
\$0-\$74,999	49 51.0%	38 51.4%	28 53.8%	51 47.2%	43 45.7%	29 45.3%	151 40.5%	123 40.3%	69 44.5%	243 46.4%	153 45.1%	92 46.5%	175 39.9%	82 40.2%	38 36.9%
\$75,000-\$124,999	23 24.0%	20 27.0%	12 23.1%	27 25.0%	24 25.5%	17 26.6%	91 24.4%	71 23.3%	32 20.6%	116 22.1%	73 21.5%	38 19.2%	137 31.2%	62 30.4%	37 35.9%
\$125,000 or higher	21 21.9%	15 20.3%	11 21.2%	23 21.3%	21 22.3%	13 20.3%	86 23.1%	75 24.6%	35 22.6%	109 20.8%	77 22.7%	45 22.7%	112 25.5%	52 25.5%	23 22.3%
No Response	***	***	***	7 6.5%	6 6.4%	5 7.8%	45 12.1%	36 11.8%	19 12.3%	56 10.7%	36 10.6%	23 11.6%	15 3.4%	8 3.9%	5 4.9%
<u>Parental Education Level</u>															
No post-secondary	13 13.5%	9 12.2%	5 9.6%	15 13.9%	15 16.0%	11 17.2%	38 10.2%	30 9.8%	17 11.0%	70 13.4%	43 12.7%	24 12.1%	55 12.5%	29 14.2%	16 15.5%
Non-univ diploma/cert.	24 25.0%	20 27.0%	16 30.8%	21 19.4%	17 18.1%	13 20.3%	74 19.8%	57 18.7%	29 18.7%	119 22.7%	78 23.0%	49 24.7%	111 25.3%	50 24.5%	23 22.3%
Bachelor's degree	36 37.5%	28 37.8%	16 30.8%	35 32.4%	31 33.0%	18 28.1%	120 32.2%	99 32.5%	49 31.6%	142 27.1%	97 28.6%	53 26.8%	146 33.3%	59 28.9%	32 31.1%
Graduate degree	23 24.0%	17 23.0%	15 28.8%	32 29.6%	27 28.7%	20 31.3%	97 26.0%	84 27.5%	42 27.1%	144 27.5%	90 26.5%	51 25.8%	116 26.4%	63 30.9%	30 29.1%
No Response	***	***	***	5 4.6%	***	***	44 11.8%	35 11.5%	18 11.6%	49 9.4%	31 9.1%	21 10.6%	11 2.5%	***	***
<u>Hometown Population</u>															
Greater than 10,000	79 82.3%	60 81.1%	41 78.8%	83 76.9%	73 77.7%	49 76.6%	262 70.2%	216 70.8%	105 67.7%	356 67.9%	232 68.4%	125 63.1%	319 72.7%	146 71.6%	74 71.8%
No Response	***	***	***	8 7.4%	5 5.3%	***	43 11.5%	34 11.1%	17 11.0%	47 9.0%	30 8.8%	20 10.1%	7 1.6%	***	***
Respondents	96	74	52	108	94	64	373	305	155	524	339	198	439	204	103
Population Surveyed	745			752			797			1,000			956		
Percent Responding	12.9%		11.2%	14.4%		12.9%	46.8%		26.3%	52.4%		36.3%	45.9%		26.3%
Nov 1 Yr 1 FT Headcount *			465			498			589			546			391

* Appl (Respondents): Full-Time, year 5, BED Offers: Respondents with Offers Reg: Respondents registered Nov 1

** Sub-categories for visible minority and for indigenous are not mutually exclusive. Respondents can self identify without selecting a sub-category.

*** Cell count is less than 5

Applicant Equity Census Results - Summary
Applicants, Offers, Registrants

	2016			2017			2018			2019			2020		
	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg
<u>Law</u>															
<u>Female</u>	359 60.6%	102 57.3%	29 55.8%	365 56.1%	115 60.5%	35 53.0%	720 59.9%	158 58.1%	52 56.5%	733 59.2%	185 60.3%	51 52.6%	793 58.2%	214 55.3%	57 54.8%
<u>Indigenous</u>	13 2.2%	***	***	12 1.8%	6 3.2%	***	11 0.9%	***	***	18 1.5%	10 3.3%	5 5.2%	19 1.4%	7 1.8%	***
First Nation	7 1.2%	***	***	9 1.4%	5 2.6%	***	***	***	***	5 0.4%	***	***	5 0.4%	***	***
Inuit	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Métis	6 1.0%	***	***	***	***	***	***	***	***	12 1.0%	6 2.0%	***	6 0.4%	***	***
<u>Persons with a Disability</u>	99 16.7%	22 12.4%	10 19.2%	116 17.8%	25 13.2%	9 13.6%	107 8.9%	20 7.4%	6 6.5%	111 9.0%	30 9.8%	12 12.4%	143 10.5%	35 9.0%	10 9.6%
<u>Visible Minority</u>	252 42.6%	49 27.5%	9 17.3%	302 46.4%	68 35.8%	18 27.3%	459 38.2%	64 23.5%	18 19.6%	477 38.5%	89 29.0%	23 23.7%	596 43.7%	132 34.1%	37 35.6%
Black	32 5.4%	***	***	37 5.7%	***	***	79 6.6%	***	***	69 5.6%	8 2.6%	***	81 5.9%	10 2.6%	***
Chinese	41 6.9%	10 5.6%	***	44 6.8%	20 10.5%	***	70 5.8%	21 7.7%	***	80 6.5%	24 7.8%	***	96 7.0%	38 9.8%	7 6.7%
Filipino	***	***	***	***	***	***	11 0.9%	***	***	17 1.4%	***	***	12 0.9%	***	***
Japanese	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Korean	5 0.8%	***	***	9 1.4%	***	***	20 1.7%	5 1.8%	***	15 1.2%	***	***	24 1.8%	5 1.3%	***
Indigenous - outside North America	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
South Asian/East Asian	87 14.7%	14 7.9%	***	102 15.7%	24 12.6%	6 9.1%	169 14.1%	19 7.0%	7 7.6%	176 14.2%	28 9.1%	8 8.2%	252 18.5%	57 14.7%	20 19.2%
South East Asian	***	***	***	***	***	***	13 1.1%	***	***	12 1.0%	***	***	9 0.7%	***	***
Non-White West Asian	34 5.7%	***	***	46 7.1%	8 4.2%	***	64 5.3%	8 2.9%	5 5.4%	60 4.8%	9 2.9%	***	68 5.0%	12 3.1%	***
Non-White North African	5 0.8%	***	***	5 0.8%	***	***	14 1.2%	***	***	16 1.3%	5 1.6%	***	14 1.0%	***	***
Arab	17 2.9%	***	***	23 3.5%	***	***	19 1.6%	***	***	25 2.0%	***	***	31 2.3%	7 1.8%	***
Non-White Latin American	5 0.8%	***	***	17 2.6%	***	***	14 1.2%	***	***	14 1.1%	***	***	14 1.0%	***	***
Mixed Ancestry	33 5.6%	9 5.1%	***	49 7.5%	14 7.4%	***	36 3.0%	5 1.8%	***	45 3.6%	12 3.9%	***	44 3.2%	11 2.8%	5 4.8%
Other	24 4.1%	6 3.4%	***	22 3.4%	***	***	21 1.7%	***	***	14 1.1%	***	***	22 1.6%	***	***

Applicant Equity Census Results - Summary
Applicants, Offers, Registrants

<u>Self-Identify as a Woman</u>	355 60.0%	102 57.3%	29 55.8%	374 57.5%	115 60.5%	35 53.0%	703 58.5%	148 54.4%	46 50.0%	725 58.6%	179 58.3%	50 51.5%	869 63.8%	227 58.7%	59 56.7%
<u>LGBTQ+</u>	71 12.0%	27 15.2%	9 17.3%	74 11.4%	25 13.2%	14 21.2%	117 9.7%	26 9.6%	5 5.4%	149 12.0%	49 16.0%	12 12.4%	182 13.4%	63 16.3%	9 8.7%
<u>Gender Identity</u>	8 1.4%	***	***	9 1.4%	***	***	11 0.9%	***	***	6 0.5%	***	***	16 1.2%	***	***
<u>Gross Family Income</u>															
\$0-\$74,999	242 40.9%	59 33.1%	18 34.6%	266 40.9%	58 30.5%	16 24.2%	486 40.4%	94 34.6%	35 38.0%	418 33.8%	75 24.4%	22 22.7%	572 42.0%	123 31.8%	29 27.9%
\$75,000-\$124,999	127 21.5%	44 24.7%	12 23.1%	164 25.2%	59 31.1%	19 28.8%	256 21.3%	46 16.9%	14 15.2%	312 25.2%	68 22.1%	21 21.6%	338 24.8%	101 26.1%	31 29.8%
\$125,000 or higher	191 32.3%	72 40.4%	20 38.5%	196 30.1%	71 37.4%	30 45.5%	321 26.7%	96 35.3%	31 33.7%	367 29.6%	128 41.7%	42 43.3%	417 30.6%	152 39.3%	42 40.4%
No Response	32 5.4%	***	***	25 3.8%	***	***	139 11.6%	36 13.2%	12 13.0%	141 11.4%	36 11.7%	12 12.4%	36 2.6%	11 2.8%	***
<u>Parental Education Level</u>															
No post-secondary	84 14.2%	18 10.1%	***	89 13.7%	15 7.9%	***	180 15.0%	33 12.1%	14 15.2%	181 14.6%	22 7.2%	8 8.2%	215 15.8%	42 10.9%	5 4.8%
Non-univ diploma/cert.	110 18.6%	28 15.7%	9 17.3%	103 15.8%	35 18.4%	16 24.2%	201 16.7%	31 11.4%	9 9.8%	204 16.5%	41 13.4%	13 13.4%	245 18.0%	53 13.7%	17 16.3%
Bachelor's degree	187 31.6%	68 38.2%	21 40.4%	227 34.9%	65 34.2%	22 33.3%	294 24.5%	65 23.9%	18 19.6%	312 25.2%	86 28.0%	30 30.9%	386 28.3%	104 26.9%	33 31.7%
Graduate degree	196 33.1%	62 34.8%	17 32.7%	215 33.0%	74 38.9%	24 36.4%	411 34.2%	113 41.5%	39 42.4%	416 33.6%	127 41.4%	34 35.1%	494 36.2%	183 47.3%	49 47.1%
No Response	15 2.5%	***	***	17 2.6%	***	***	116 9.7%	30 11.0%	12 13.0%	125 10.1%	31 10.1%	12 12.4%	23 1.7%	5 1.3%	***
<u>Hometown Population</u>															
Greater than 10,000	485 81.9%	142 79.8%	42 80.8%	542 83.3%	161 84.7%	60 90.9%	923 76.8%	210 77.2%	70 76.1%	932 75.3%	229 74.6%	69 71.1%	1,126 82.6%	320 82.7%	88 84.6%
No Response	19 3.2%	5 2.8%	***	19 2.9%	***	***	111 9.2%	30 11.0%	12 13.0%	126 10.2%	30 9.8%	12 12.4%	18 1.3%	***	***
Respondents	592	178	52	651	190	66	1,202	272	92	1,238	307	97	1,363	387	104
Population Surveyed	2,404			2,449			2,729			2,697			2,607		
Percent Responding	24.6%		26.0%	26.6%		32.7%	44.0%		45.1%	45.9%		47.5%	52.3%		50.2%
Nov 1 Yr 1 FT Headcount *			200			202			204			204			207

* Appl (Respondents): JD; Excludes Exchanges, LOP, transfer applicants Offers: Respondents with Offers Reg: Respondents registered Nov 1

** Sub-categories for visible minority and for indigenous are not mutually exclusive. Respondents can self identify without selecting a sub-category.

*** Cell count is less than 5

Applicant Equity Census Results - Summary
Applicants, Offers, Registrants

	2016			2017			2018			2019			2020		
	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg	Appl	Offer	Reg
<u>Graduate</u>															
<u>Female</u>	630 52.5%	329 55.6%	216 54.8%	644 50.8%	320 54.5%	236 57.1%	1,170 50.8%	560 59.6%	376 65.2%	1,224 50.2%	515 61.7%	340 61.9%	1,214 49.7%	520 61.9%	340 64.4%
<u>Indigenous</u>	16 1.3%	12 2.0%	6 1.5%	17 1.3%	14 2.4%	12 2.9%	21 0.9%	16 1.7%	10 1.7%	23 0.9%	20 2.4%	16 2.9%	32 1.3%	16 1.9%	13 2.5%
First Nation	10 0.8%	7 1.2%	5 1.3%	9 0.7%	7 1.2%	5 1.2%	10 0.4%	8 0.9%	5 0.9%	12 0.5%	12 1.4%	10 1.8%	16 0.7%	10 1.2%	8 1.5%
Inuit	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Métis	7 0.6%	5 0.8%	***	8 0.6%	7 1.2%	7 1.7%	8 0.3%	5 0.5%	***	11 0.5%	9 1.1%	7 1.3%	5 0.2%	***	***
<u>Persons with a Disability</u>	118 9.8%	66 11.1%	49 12.4%	119 9.4%	72 12.3%	51 12.3%	100 4.3%	65 6.9%	36 6.2%	108 4.4%	57 6.8%	38 6.9%	99 4.1%	42 5.0%	31 5.9%
<u>Visible Minority</u>	700 58.3%	263 44.4%	163 41.4%	768 60.6%	264 45.0%	172 41.6%	623 27.0%	247 26.3%	135 23.4%	783 32.1%	236 28.3%	140 25.5%	764 31.3%	239 28.5%	130 24.6%
Black	140 11.7%	41 6.9%	28 7.1%	114 9.0%	33 5.6%	23 5.6%	119 5.2%	38 4.0%	20 3.5%	185 7.6%	46 5.5%	29 5.3%	167 6.8%	43 5.1%	21 4.0%
Chinese	159 13.3%	68 11.5%	44 11.2%	155 12.2%	57 9.7%	31 7.5%	137 5.9%	59 6.3%	32 5.5%	169 6.9%	69 8.3%	36 6.6%	161 6.6%	48 5.7%	27 5.1%
Filipino	11 0.9%	7 1.2%	***	5 0.4%	5 0.9%	***	13 0.6%	11 1.2%	6 1.0%	11 0.5%	5 0.6%	***	13 0.5%	5 0.6%	***
Japanese	11 0.9%	***	***	6 0.5%	***	***	6 0.3%	5 0.5%	***	***	***	***	***	***	***
Korean	13 1.1%	6 1.0%	***	10 0.8%	***	***	12 0.5%	5 0.5%	***	11 0.5%	6 0.7%	***	14 0.6%	9 1.1%	5 0.9%
Indigenous - outside North America	6 0.5%	***	***	***	***	***	6 0.3%	***	***	***	***	***	***	***	***
South Asian/East Asian	228 19.0%	84 14.2%	48 12.2%	275 21.7%	101 17.2%	61 14.8%	231 10.0%	84 8.9%	46 8.0%	298 12.2%	73 8.7%	44 8.0%	282 11.5%	82 9.8%	45 8.5%
South East Asian	15 1.3%	5 0.8%	***	13 1.0%	6 1.0%	5 1.2%	8 0.3%	***	***	11 0.5%	7 0.8%	***	13 0.5%	11 1.3%	7 1.3%
Non-White West Asian	59 4.9%	17 2.9%	11 2.8%	92 7.3%	26 4.4%	21 5.1%	37 1.6%	18 1.9%	12 2.1%	49 2.0%	16 1.9%	12 2.2%	44 1.8%	19 2.3%	9 1.7%
Non-White North African	13 1.1%	5 0.8%	5 1.3%	15 1.2%	5 0.9%	***	***	***	***	8 0.3%	***	***	19 0.8%	9 1.1%	7 1.3%
Arab	39 3.3%	15 2.5%	10 2.5%	46 3.6%	16 2.7%	13 3.1%	31 1.3%	16 1.7%	10 1.7%	32 1.3%	14 1.7%	9 1.6%	27 1.1%	13 1.5%	9 1.7%
Non-White Latin American	16 1.3%	9 1.5%	6 1.5%	15 1.2%	6 1.0%	6 1.5%	13 0.6%	5 0.5%	***	17 0.7%	6 0.7%	***	14 0.6%	6 0.7%	***
Mixed Ancestry	48 4.0%	30 5.1%	18 4.6%	28 2.2%	15 2.6%	13 3.1%	18 0.8%	13 1.4%	7 1.2%	28 1.1%	19 2.3%	12 2.2%	28 1.1%	9 1.1%	6 1.1%
Other	28 2.3%	10 1.7%	7 1.8%	42 3.3%	17 2.9%	12 2.9%	17 0.7%	5 0.5%	***	22 0.9%	6 0.7%	6 1.1%	32 1.3%	6 0.7%	***

Applicant Equity Census Results - Summary
Applicants, Offers, Registrants

<u>Self-Identify as a Woman</u>	623 51.9%	325 54.9%	213 54.1%	635 50.1%	317 54.0%	233 56.4%	1,041 45.2%	523 55.6%	349 60.5%	1,221 50.1%	514 61.6%	339 61.7%	1,208 49.5%	519 61.8%	341 64.6%
<u>LGBTQ+</u>	128 10.7%	74 12.5%	51 12.9%	123 9.7%	67 11.4%	49 11.9%	170 7.4%	111 11.8%	74 12.8%	204 8.4%	107 12.8%	63 11.5%	224 9.2%	107 12.7%	70 13.3%
<u>Gender Identity</u>	18 1.5%	5 0.8%	5 1.3%	17 1.3%	6 1.0%	6 1.5%	29 1.3%	17 1.8%	6 1.0%	32 1.3%	16 1.9%	8 1.5%	34 1.4%	19 2.3%	15 2.8%
<u>Gross Family Income</u>															
\$0-\$74,999	731 60.9%	315 53.2%	210 53.3%	781 61.6%	316 53.8%	225 54.5%	1,330 57.7%	477 50.7%	281 48.7%	1,521 62.4%	407 48.7%	262 47.7%	1,507 61.7%	407 48.5%	235 44.5%
\$75,000-\$124,999	208 17.3%	128 21.6%	91 23.1%	212 16.7%	103 17.5%	72 17.4%	349 15.1%	165 17.6%	103 17.9%	429 17.6%	188 22.5%	132 24.0%	443 18.1%	196 23.3%	131 24.8%
\$125,000 or higher	206 17.2%	120 20.3%	74 18.8%	204 16.1%	137 23.3%	95 23.0%	322 14.0%	198 21.1%	130 22.5%	410 16.8%	212 25.4%	135 24.6%	400 16.4%	211 25.1%	146 27.7%
No Response	55 4.6%	29 4.9%	19 4.8%	71 5.6%	31 5.3%	21 5.1%	304 13.2%	100 10.6%	63 10.9%	78 3.2%	28 3.4%	20 3.6%	92 3.8%	26 3.1%	16 3.0%
<u>Parental Education Level</u>															
No post-secondary	131 10.9%	68 11.5%	44 11.2%	128 10.1%	61 10.4%	49 11.9%	223 9.7%	103 11.0%	68 11.8%	249 10.2%	76 9.1%	51 9.3%	274 11.2%	98 11.7%	72 13.6%
Non-univ diploma/cert.	233 19.4%	122 20.6%	90 22.8%	214 16.9%	109 18.6%	78 18.9%	324 14.1%	148 15.7%	98 17.0%	384 15.8%	167 20.0%	122 22.2%	385 15.8%	149 17.7%	98 18.6%
Bachelor's degree	394 32.8%	192 32.4%	130 33.0%	442 34.9%	196 33.4%	134 32.4%	710 30.8%	255 27.1%	151 26.2%	838 34.4%	281 33.7%	175 31.9%	812 33.3%	273 32.5%	167 31.6%
Graduate degree	411 34.3%	201 34.0%	124 31.5%	438 34.5%	205 34.9%	139 33.7%	757 32.8%	342 36.4%	203 35.2%	917 37.6%	295 35.3%	192 35.0%	900 36.9%	309 36.8%	183 34.7%
No Response	31 2.6%	9 1.5%	6 1.5%	46 3.6%	16 2.7%	13 3.1%	291 12.6%	92 9.8%	57 9.9%	50 2.1%	16 1.9%	9 1.6%	71 2.9%	11 1.3%	8 1.5%
<u>Hometown Population</u>															
Greater than 10,000	980 81.7%	478 80.7%	316 80.2%	1,036 81.7%	457 77.9%	314 76.0%	1,747 75.8%	704 74.9%	421 73.0%	2,010 82.4%	665 79.6%	429 78.1%	2,029 83.1%	683 81.3%	420 79.5%
No Response	32 2.7%	12 2.0%	7 1.8%	37 2.9%	15 2.6%	11 2.7%	272 11.8%	88 9.4%	56 9.7%	45 1.8%	13 1.6%	8 1.5%	56 2.3%	7 0.8%	6 1.1%
Respondents	1,200	592	394	1,268	587	413	2,305	940	577	2,438	835	549	2,442	840	528
Population Surveyed	3,698			4,035			4,682			5,173			5,071		
Percent Responding	32.4%		31.6%	31.4%		30.0%	49.2%		40.3%	47.1%		37.0%	48.2%		37.8%
Nov 1 Yr 1 FT Headcount *			1,248			1,376			1,431			1,482			1,398

* Appl (Respondents): Full-Time, Yr 1 Masters, Ph.D., Excludes Smith Professional Masters Offers: Respondents with Offers Reg: Respondents registered Nov 1