


Please find below the results from the Senate Census that was administered in October 2019 by the Human Rights and Equity Office. The percentages are based on the return rate of 83.6%.

ICOOUNT Equity Census Results	Women	Indigenous Peoples	Racialized/ Visible Minorities	Persons with Disabilities	Sexual Orientation	Gender Identity
Senate	44.3%	*	19.7%	*	*	0.0%
Canadian Population	50.8%	4.8%	22.3%	22.3%		
Canadian Workforce	48.2%	4.0%	21.3%	9.1%		
Queen's UG first year Students	62.6%	2.0%	18.2%	5.3%		
Queen's Staff & Faculty Population	56.6%	1.9%	10.5%	5.1%		
Most under-represented ranking	2		3	1		

Numbers less than 5 and greater than zero are marked with an *

 Denotes that the designated group is represented

- Canadian Workforce and Population comparisons for women, Indigenous peoples and members of racialized/ visible minorities are derived by the Labour Program from statistics collected by Statistics Canada in the 2016 National Household Survey.
- Persons with disabilities Canadian Workforce and Population comparisons are derived by the Labour Program from statistics collected by Statistics Canada in the 2017 Canadian Survey on Disability (CSD). The 2017 Canadian Survey on Disability (CSD) found more people with a disability – 22.3% of the population – than previous disability surveys. This jump in availability came partly because the 2016 Census long form and CSD questionnaire included new questions to screen for persons with disabilities.
- Queen's undergraduate first year students, 2018 data is derived from the [Queen's Student Applicant Census](#).
- Queen's Staff and Faculty population, 2018 is derived from the ICOOUNT Queen's Equity Census, return rate 84.9%. Data for women is from the Human Resources Information System PeopleSoft.

In order to determine which designated group is most under-represented, the following calculation is used:

% representation

% representation in the Canadian Workforce Population

Most under-represented ranking: When comparing the designated group representation percentage of the Senate with the Canadian Workforce 2016, the designated group that is most under-represented are persons with disabilities. Women are the second most under-represented designated group and racialized/visible minorities are the third most under-represented. Indigenous peoples are represented. There is also representation on Senate for individuals that self-identified as lesbian, gay, bisexual, two-spirit and/or queer.