

Please find below the results from the ICOUNT Queen’s Equity Census that was administered to Senators in October 2018, October 2019 and October 2020 by the Human Rights and Equity Office. The return rates for the Censuses were 67.2%, 83.6% and 97.3% respectively.

ICOUNT Equity Census Results	Women	Indigenous Peoples	Racialized/ Visible Minorities	Persons with Disabilities	2SLGBTQ+ persons
Senate 2020	48.6%	8.3%	23.6%	*	11.1%
Senate 2019	44.3%	*	19.7%	*	*
Senate 2018	48.7%	*	25.6%	*	*
Canadian Population	50.8%	4.8%	22.3%	22.3%	
Canadian Workforce	48.2%	4.0%	21.3%	9.1%	
Queen’s Students	58.0%	3.2%	25.0%	8.4%	
Queen’s Staff & Faculty	57.5%	2.1%	11.8%	5.2%	

Most under-represented ranking ✓ ✓ ✓ **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 Students, 2019 data is derived from the [Inclusive Queen’s website](#)
- Queen’s Staff and Faculty population, 2019 is derived from the ICOUNT Queen’s Equity Census, return rate 85.3%. The percentage of women is derived from the Human Resources Information System PeopleSoft.

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

% representation Senate 2020

% representation in the Canadian Workforce Population

Most under-represented ranking: When comparing the designated group representation percentage of the Senate 2020 with the Canadian Workforce 2016, the designated group that is most under-represented are persons with disabilities. Women, racialized/visible minorities and Indigenous peoples are represented when compared to the Canadian Workforce Population. There is also representation on Senate for individuals that self-identify as 2SLGBTQ+.