

Senate Demographics

Jan. 29th, 2025

DATA COLLECTION

Please find below the results from the ICOUNT Queen's Equity Census that was administered to Senators in October 2020 and December 2022 by the Human Rights and Equity Office and in February 2024 and January 2025 by the Office of the Vice-Principal (Culture, Equity and Inclusion). The return rates for the Censuses were 97.3%, 80.5%, 82.4%, and 85.1% respectively. The results are based on only those Senators that have returned a Census.


Canadian Workforce Population comparisons for women, Indigenous peoples, members of racialized/ visible minorities, and Persons with disabilities are derived by the Labour Program from statistics collected by Statistics Canada in the 2021 National Household Survey. Persons with disabilities Population comparisons are derived by the Labour Program from statistics collected by Statistics Canada in the 2022 Canadian Survey on Disability (CSD). The 2022 Canadian Survey on Disability (CSD) found more people with a disability – 20.6% of the population – than previous disability surveys. This increase can be partially attributed to both the aging population and the large increase in mental health-related disabilities among youth and working-age adults.

MOST UNDER-REPRESENTED RANKING

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

$$\frac{\% \text{ representation in the Unit}}{\% \text{ representation in the Canadian Workforce Population}}$$

The calculation determines the most under-represented designated group ranking. E.g. if the designated group population for women is 52.0% in the Unit and the Canadian Workforce Population for women is 48.2% then the calculation would be: $52\%/48.2\%=1.083$. This would show that women are represented in the Unit.

ICOUNT Equity Census Results	Women	Indigenous Peoples	Racialized Persons	Persons with Disabilities	2SLGBTQ+ persons
Senate 2025	54.0%	*	23.8%	*	9.5%
Senate 2024	59.0%	*	29.5%	9.8%	11.5%
Senate 2022	53.4%	*	24.1%	10.3%	15.5%
Senate 2020	48.6%	8.3%	23.6%	*	11.1%
Canadian Population (15+)	51.0%	4.4%	25.5%	20.6%	
Canadian Workforce	48.2%	4.2%	26.8%	12.3%	
Queen's Students 2023	58.0%	4.2%	28.2%	9.4%	
Queen's Staff & Faculty	58.2%	2.2%	18.5%	6.9%	
Most under-represented ranking		2	3	1	

*Numbers Less than 5.

- Queen's Staff and Faculty population, 2024 data is derived from the ICOUNT Queen's Equity Census, return rate **85.4%**. The percentage of women is derived from the Human Resources Information System PeopleSoft.
- Most under-represented ranking:** When comparing the designated group representation percentage of the Senate with the Canadian Workforce Population 2021, we found that Persons with disabilities are the most under-represented group in the Senate. Indigenous Peoples are the second most under-represented. Racialized Persons are the third most under-represented. Women are represented in the Senate. There is also representation for 2SLGBTQ+ representation in the Senate.