



Memorandum

Office of the Registrar and Executive Director
Enrolment Services
3415 McTavish St
Montreal, QC H3A 0C8

TO: Senate

FROM: Ms. Gillian Nycum, Registrar and Executive Director, Enrolment Services

SUBJECT: Student Demographic Data Survey Preliminary Results

DATE: May 12, 2021

DOCUMENT #: D20-59

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE The preliminary results of the Student Demographic Data Survey are presented to Senate for information.

BACKGROUND & RATIONALE

McGill University is committed to equity, diversity and inclusion (EDI). The Student Demographic Survey responds to the call for demographic data in the University's Equity, Diversity and Inclusion Strategic Plan 2020-2025 and the Action Plan to Address Anti-Black Racism 2020-2025. We are better able to anticipate and meet the needs of our students when we understand who our students are. Collection, analysis, and reporting on demographic student data will:

- Improve our understanding of the composition of student body
- Inform the Strategic Enrollment Plan to address underrepresentation
- Inform operational decision-making

PRIOR CONSULTATION

The survey was designed in collaboration with the Equity Team under the Associate Provost (Equity and Academic Policies). Consultations were had with student groups; Legal Services; Analysis, Planning and Budget; Student Services; Enrolment Services; and IT Services. Intended to align with McGill's Employment Equity Survey. Launched in September 2020 in Minerva under the student menu.

- Live form allows students to update their survey responses at any time
- Each question is mandatory with a "Prefer not to answer" response option

Survey is linked to the Academic Integrity Tutorial and was promoted via What's New? Student, Dean's Corner, a communication issued by the Institutional Communications team (MRO), and a Minerva banner in Winter 2021.

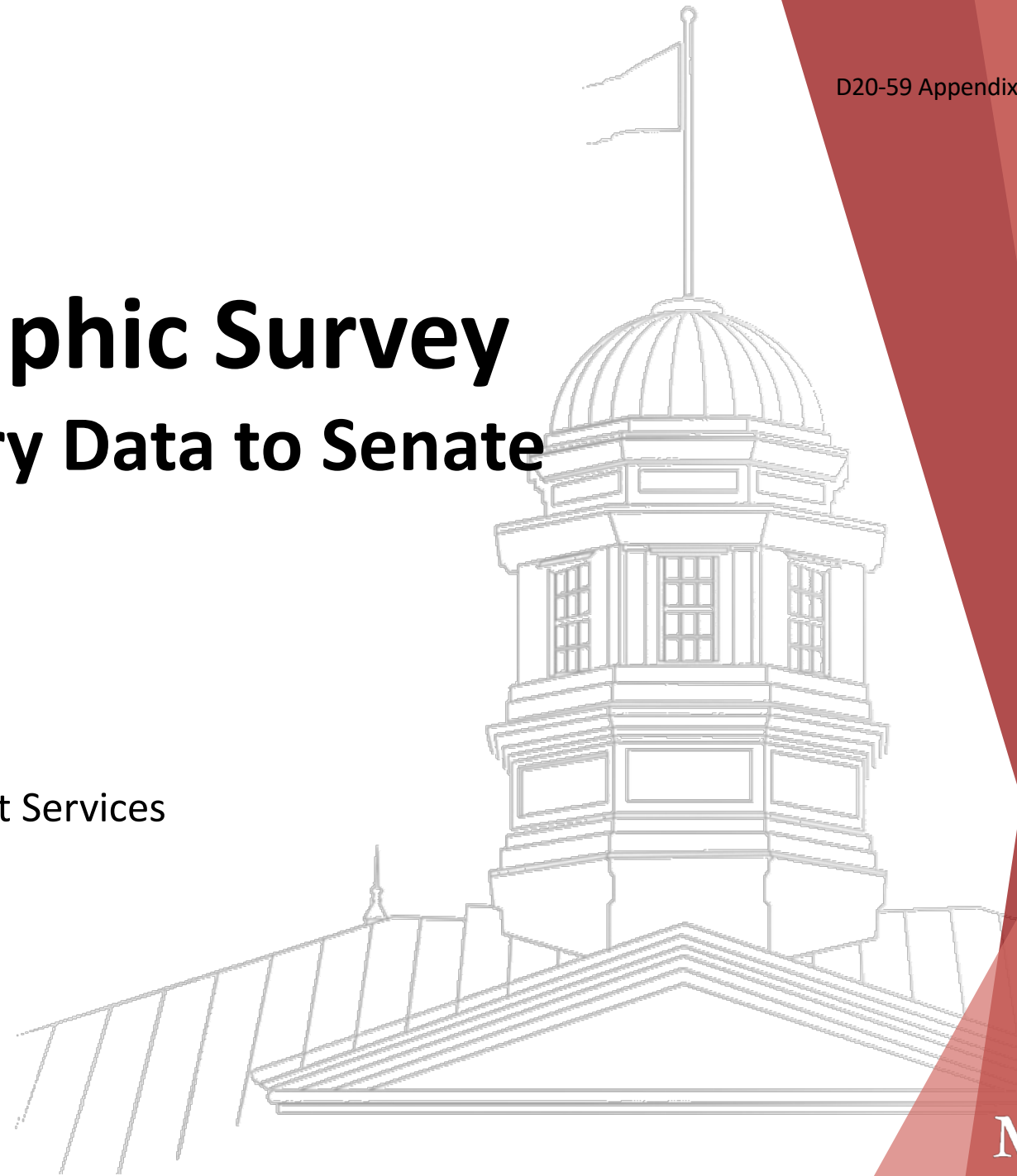
SUSTAINABILITY CONSIDERATIONS	N/A
IMPACT OF DECISION AND NEXT STEPS	N/A
MOTION OR RESOLUTION FOR APPROVAL	This item is presented for information.
APPENDICES	Appendix A: Presentation on the preliminary data from the Student Demographic Survey

Student Demographic Survey

Reporting of Preliminary Data to Senate

May 12, 2021

Gillian Nycum
Registrar and Executive Director, Enrolment Services



Student Demographic Survey: Rationale

- ▶ McGill University is committed to equity, diversity and inclusion (EDI).
- ▶ The Student Demographic Survey responds to the call for demographic data in the University's Equity, Diversity and Inclusion Strategic Plan 2020-2025 and the Action Plan to Address Anti-Black Racism 2020-2025.
- ▶ We are better able to anticipate and meet the needs of our students when we understand who our students are.
- ▶ Collection, analysis, and reporting on demographic student data will:
 - Improve our understanding of the composition of student body
 - Inform the Strategic Enrollment Plan to address underrepresentation
 - Inform operational decision-making

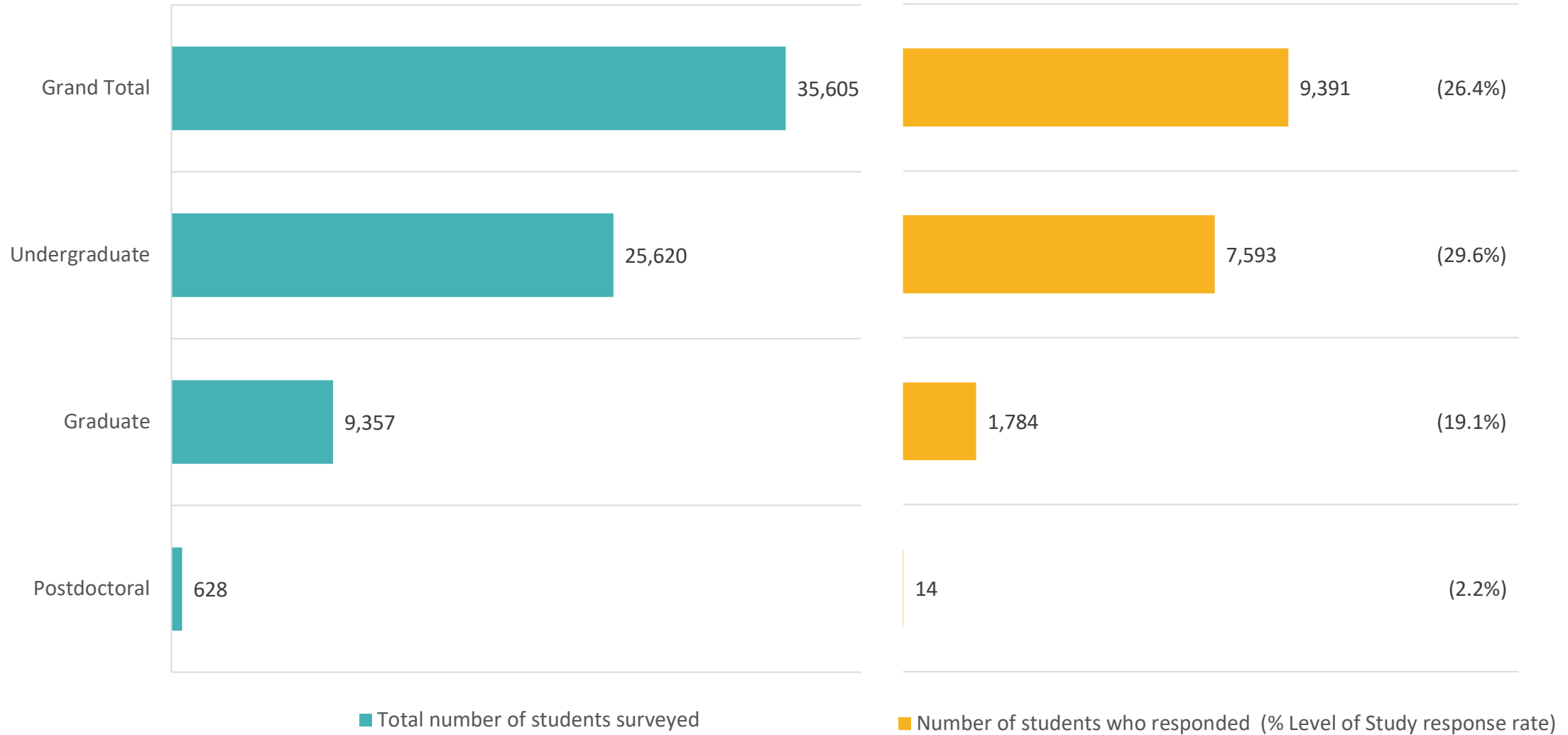
Student Demographic Survey: Background

- ▶ Survey was designed in collaboration with the Equity Team under the AP Equity and Academic Policies.
- ▶ Consultations were had with student groups, Legal Services, APB, Student Services, ES, and IT.
- ▶ Intended to align with McGill's Employment Equity Survey.
- ▶ Launched in September 2020 in Minerva under the student menu.
 - Live form allows students to update their survey responses at any time
 - Each question is mandatory with a "Prefer not to answer" response option
- ▶ Survey is linked to the Academic Integrity Tutorial and was promoted via What's New? Student, Dean's Corner, an MRO, and a Minerva banner in Winter 2021.

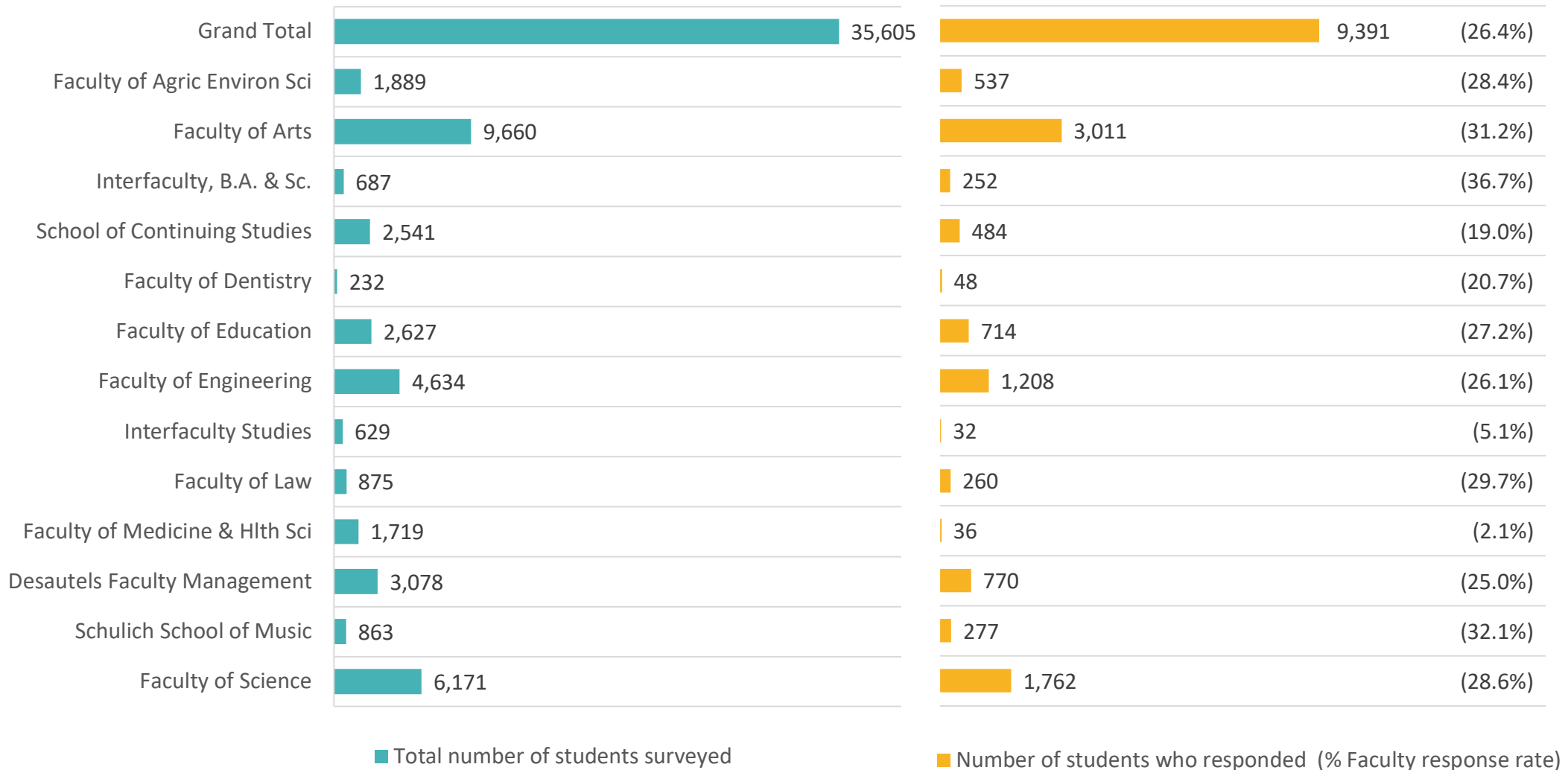
Student Demographic Survey: Fall 2020 Snapshot of Preliminary Data

- ▶ Data collection is ongoing and preliminary data should be interpreted with caution.
 - New students and undergraduate students are overrepresented
 - Data are not representative by Faculty
- ▶ Survey population excludes students in the following:
 - School of Medicine (MDCM Program, Postgraduate Medical Residency)
 - Ingram School of Nursing
 - School of Physical and Occupational Therapy
 - School of Communication Sciences and Disorders
 - School of Continuing Studies' Lifelong Learning
 - Quebec Inter-University Transfer
- ▶ Statistics are based on students who received and responded to the survey only.
- ▶ Statistics exclude respondents who opted out (i.e., 'Prefer not to answer')

Participation by Level of Study (Fall 2020)



Participation by Faculty (Fall 2020)



Preliminary Data: Gender & Gender Identity

- ▶ When students self-identify their gender, gender representation breaks down as follows:
 - Woman (59.2%)
 - Man (39.0%)
 - Non-binary (1.0%)
 - Two-Spirit (<1%)
 - Another gender identity (<1%)
 - Do not know/Questioning (<1%)

- ▶ Most students identify with their gender assigned at birth (Cisgender, 92.7%), however some do not (Transgender, <1%; Two-Spirit, <1%; Another gender identity, 2.9%) and others are unsure (Do not know/Questioning, 3.4%).

Preliminary Data: Sexual Orientation

- ▶ When asked their sexual orientation, representation amongst students is as follows:
 - Straight (78.1%)
 - Bisexual (9.7%)
 - Gay (2.6%)
 - Lesbian (1.3%)
 - Queer (1.7%)
 - Pansexual (1.6%)
 - Two-Spirit (<1%)
 - Asexual (<1%)
 - Another sexual orientation (<1%)
 - Do not know/Questioning (3.7%)

Preliminary Data: Disability

- ▶ “Persons with disabilities” refers to people who experience long-term, persistent or recurring physical, mental, sensory, psychiatric, or learning disabilities, including those with chronic health conditions, which may result in a person experiencing disadvantage or encountering barriers to full participation in university life.
- ▶ 8.3% of McGill students identify as a person with a disability.
- ▶ The most prevalent types of disabilities reported by students are:
 - Mental health disorder (56.8%)
 - Attention Deficit Disorder (32.3%)
 - Learning disability (19.2%)
 - Autism (6.0%)
 - Motor impairment (5.0%)

Preliminary Data: Racial/Ethnic Identity

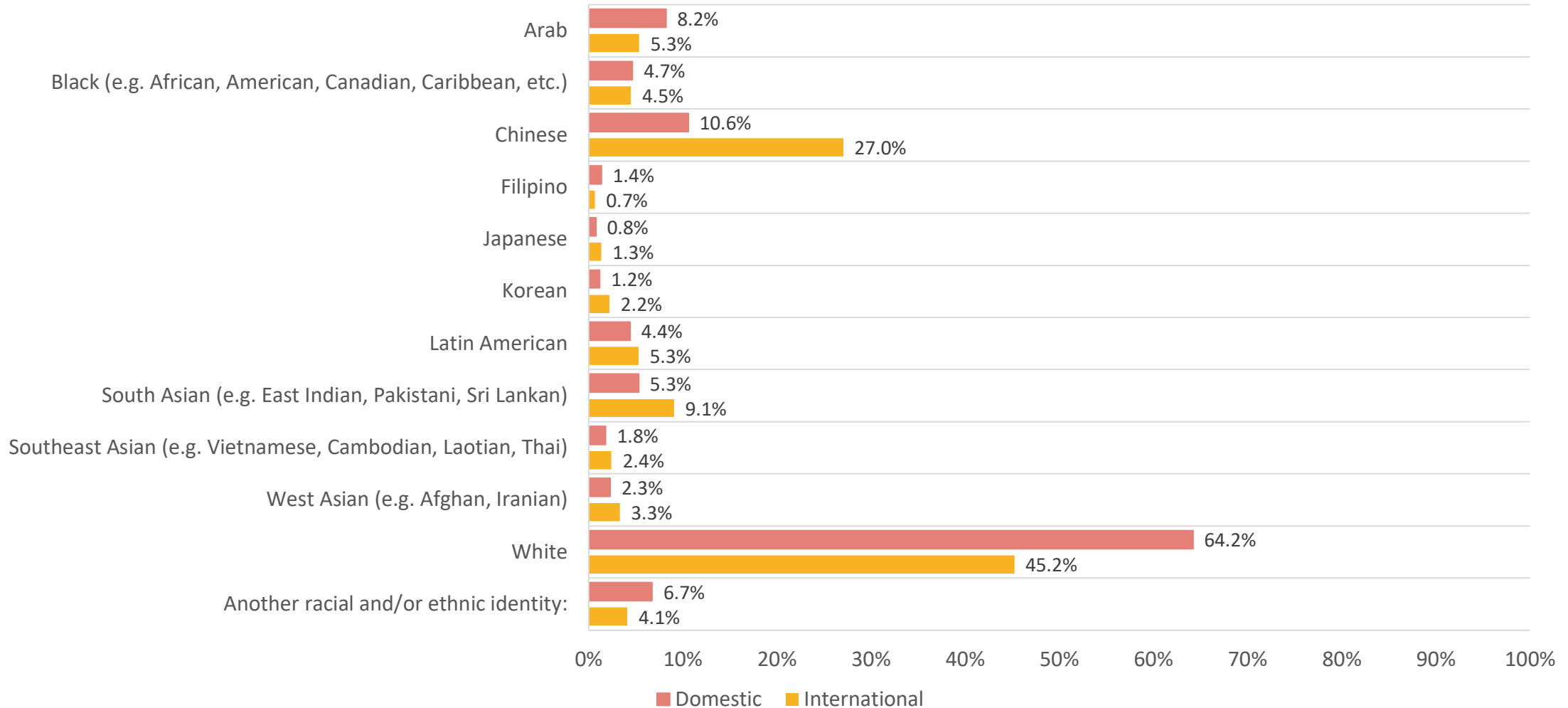
- ▶ Terminologies used in the Student Demographic Survey are consistent with the Census to help the University understand its demography in relation to Canada.
- ▶ Comparisons between McGill student demographics and Census data will be available in future years once internal data are more robust.

Racial/ethnic groups	% students who identify with each group ^{1, 2}
Arab	7.3%
Black	4.6%
Chinese	15.5%
Filipino	1.2%
Korean	1.5%
Japanese	0.9%
Latin American	4.7%
South Asian	6.4%
Southeast Asian	2.0%
West Asian	2.6%
White	58.4%
Another racial identity	5.9%

¹ Percentages are based on students who received and responded to the survey only, and should not be interpreted as representative of the student body at McGill.

² Percentages may sum to more than 100% as respondents can self-identify with more than one racial/ethnic group.

Preliminary Data: Racial/Ethnic Identity by Domestic/International Status



Notes:
 Percentages are based on students who received and responded to the survey only, and should not be interpreted as representative of the student body at McGill.
 Percentages may sum to more than 100% as respondents can self-identify with more than one racial/ethnic group.

Preliminary Data: Indigenous Persons in North America

- ▶ “Indigenous people in North America” are defined as First Nations (status or non-status), Inuit, and Métis in Canada, as well as Native Americans, Native Hawaiians and Alaskan Natives in the USA.
- ▶ 2.0% of students at McGill with Canadian citizenship identify as an Indigenous person, as do 0.4% of students with US citizenship.

Preliminary Data: Parent/Guardian Educational Attainment

- ▶ Most students at McGill have highly educated parents/guardians.
 - 77.5% attended university (29.0% Bachelor's degree, 29.0% Master's degree, 12.5% PhD, 7.6% professional degree)
 - 10.9% attended other post-secondary (8.8% college/CEGEP, 2.1% trade/vocational school)
 - 6.0% completed only high school, while 1.2% have less than a high school education

- ▶ However, 13.1% of students at McGill identify as First-Generation (i.e., the first in their immediate family to attend university).
 - 11.6% of undergraduates
 - 19.5% of graduate students

Preliminary Data: Financial Support for Tuition and Living Expenses

- ▶ Students at McGill receive financial support for their education through one or more of the following sources:
 - Parents or other family (76.1%)
 - Self-help (e.g., prior savings, part-time work) (48.6%)
 - Scholarships, fellowships, or another award (25.1%)
 - Government student financial assistance program (17.6%)
 - McGill Financial Aid (8.0%)
 - Loan from another institution (4.2%)

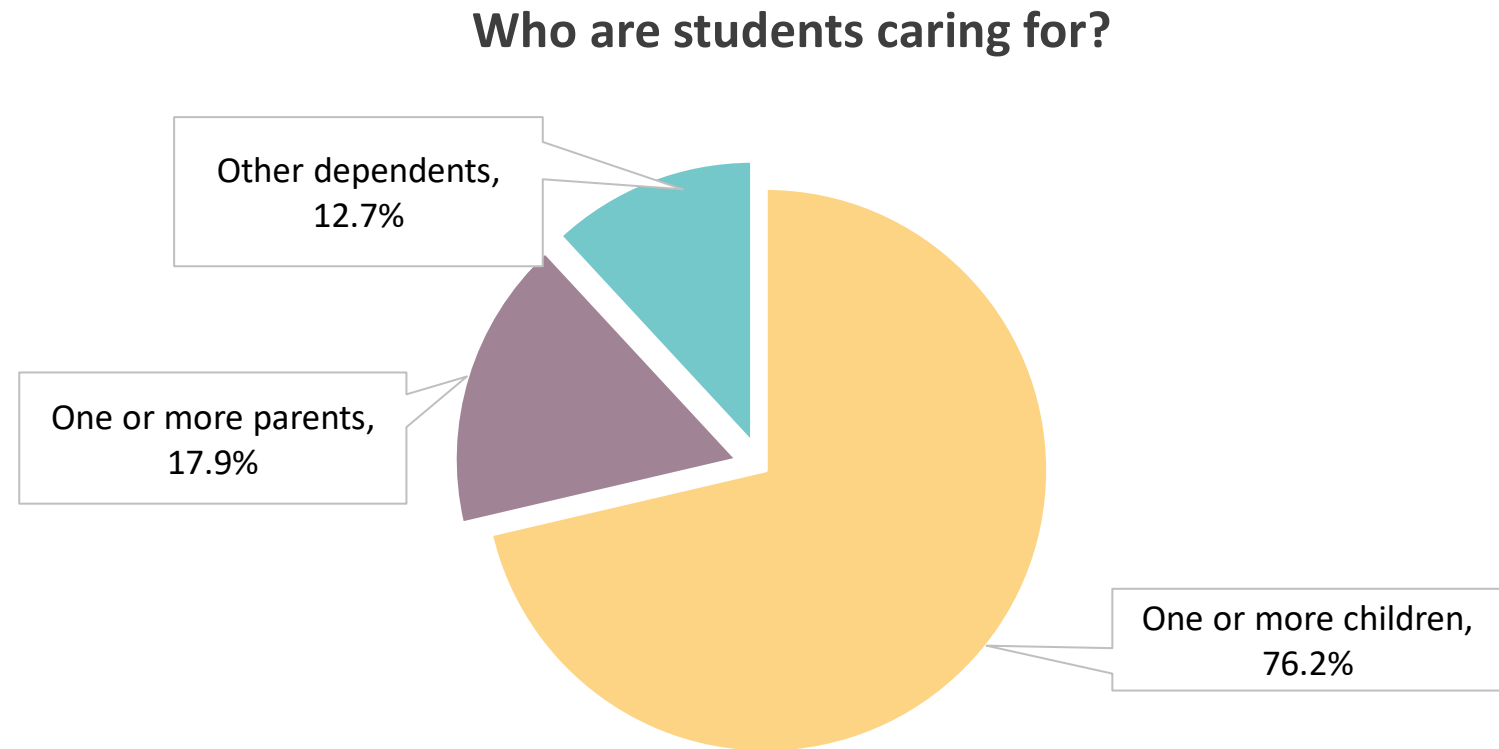
- ▶ Starting in June 2021, response options will be more inclusive of and applicable to students in the School of Continuing Studies and self-funded programs.

Preliminary Data: Youth in Care

- ▶ Students are asked if they have ever been in the care of a provincial/state authority (e.g., foster care, group home, residential facility, etc.) for a period of six months or more.
 - <1% of students at McGill report having been in care

Preliminary Data: Student Caregivers

- ▶ 5.3% of students have one or more dependents for whom they are a primary caregiver.
 - 3.8% of undergraduates
 - 11.9% of graduate students

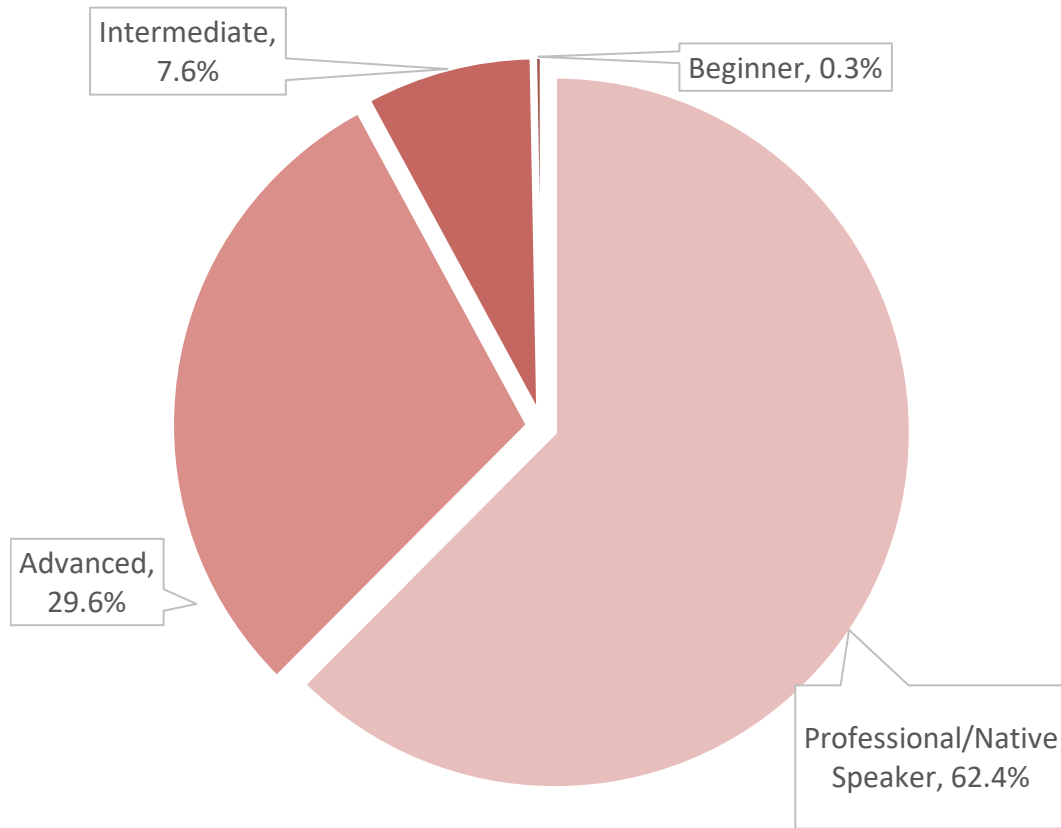


Preliminary Data: Refugee Status

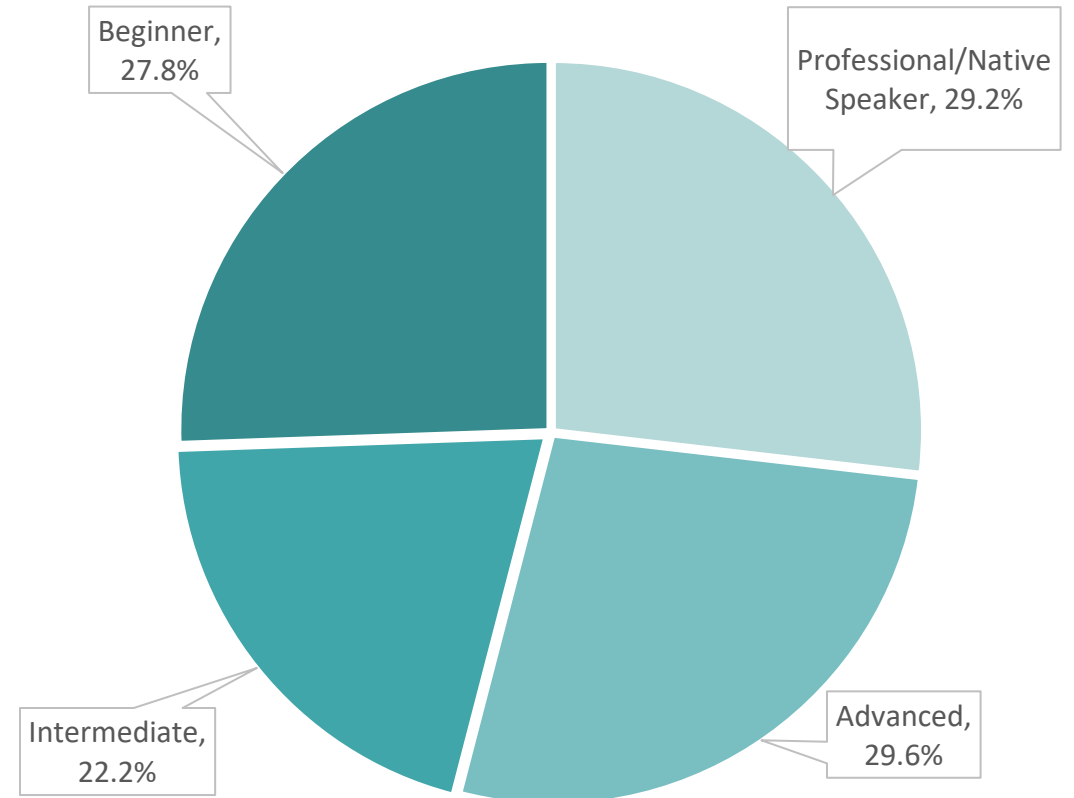
- ▶ A refugee is a person who is forced to flee their home country to settle in another.
 - 0.5% of students at McGill identify as a refugee.
 - Most have obtained permanent residency status in Canada (93.2%), while the remainder have a pending claim (6.8%).
- ▶ Starting in June 2021, this question focus on the refugee identity (i.e., being a refugee, displaced person, asylum seeker, or stateless person) and will no longer ask about refugee claims.

Preliminary Data: Language Proficiency

English Language Proficiency



French Language Proficiency



Next steps

- ▶ Revised version of the survey integrates feedback from the community.
 - Modifications to existing questions, e.g.,:
 - Glossary for the Gender and Gender Identity questions
 - Gender, Gender Identity, and Sexual Orientation questions will allow respondents to select more than one response
 - Financial Support question will reference income from full-time work
 - Language and scope of Refugee Status question
 - New question about Religion/Spirituality identity
- ▶ Changes will take effect in June 2021

Appendix: Preliminary Survey Data

Table 1. Responses: Among survey respondents who did not opt out

- Notes:**
- (1) Survey population excludes students in the following:
 - School of Medicine
 - Ingram School of Nursing
 - School of Physical and Occupational Therapy
 - School of Communication Sciences and Disorders
 - School of Continuing Studies' Lifelong Learning
 - Quebec Inter-University Transfer
 - (2) Preliminary data are not representative of the McGill student body as a whole and should be interpreted with caution.
 - (3) Statistics are based on those who responded to the survey and did not opt out (i.e., 'Prefer not to answer').
 - (4) Statistics are based on Fall 2020 enrolment data as at October 15 with available Student Demographic Survey data appended.
 - (5) Gender and Sexual Orientation questions are single select; individuals select the response option that best describes their identity.
 - (6) Questions regarding Indigenous and racialized identity are not mutually exclusive; individuals can self-identify at both, if applicable.
 - (7) Cell sizes <5 are not reported and replaced with an asterisk (*)

Student Demographic Survey: Fall 2020 Preliminary Data			Count (n)	Column %
1) Gender	a) Please indicate which of the following terms best describe your gender identity.	Total	9,292	100.0%
		Man	3,628	39.0%
		Woman	5,503	59.2%
		Non-binary	95	1.0%
		Two-spirit	10	0.1%
	Another gender identity	22	0.2%	
	Do not know / Questioning	34	0.4%	
	b) Please indicate which of the following terms you best identify with:	Total	8,614	100.0%
		Cisgender	7,981	92.7%
		Transgender	70	0.8%
Two-Spirit		19	0.2%	
Another gender identity		248	2.9%	
Do not know / Questioning	296	3.4%		
2) Sexual Orientation	Please indicate which of the following terms best describe your sexual orientation.	Total	8,713	100.0%
		Bisexual	842	9.7%
		Gay	225	2.6%
		Lesbian	109	1.3%
		Heterosexual/Straight	6,804	78.1%
		Queer	151	1.7%
		Pansexual	143	1.6%
		Two-spirit	11	0.1%
		Asexual	65	0.7%
		Another sexual orientation	44	0.5%
Do not know / Questioning	319	3.7%		

Table 1. Responses: Among survey respondents who did not opt out

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 - School of Medicine
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Student Demographic Survey: Fall 2020 Preliminary Data			Count (n)	Column %
3) Disability	<i>For the purposes of this question, "persons with disabilities" refers to people who experience long-term, persistent or recurring physical, mental, sensory, psychiatric, or learning disabilities, including those with chronic health conditions, which may result in a person experiencing disadvantage or encountering barriers to full participation in university life.</i> According to this definition, do you identify as a person with a disability?	Total	8,834	100.0%
		Yes	733	8.3%
		No	8,101	91.7%
	If you answered "yes", which of the following best describes your disability related barriers at McGill. You may select all that apply.	Total	697	100.0%
		Hearing impairment	29	4.2%
		Organic impairment	30	4.3%
		Motor impairment	35	5.0%
		Visual impairment	27	3.9%
		Multiple impairments	21	3.0%
		Attention Deficit Disorder	225	32.3%
		Learning disability	134	19.2%
		Mental health disorder	396	56.8%
		Autism Spectrum	42	6.0%
		Other, please specify	104	14.9%
4) Racial and/or Ethnic Identity	Please indicate which of the following terms best describe your racial and/or ethnic identity. Check as many terms as apply. We have chosen the listed terms because they reflect terms used in the Canadian census. Using terminology consistent with the census will help the University to understand our student body in relation to Canadian demographics.	Total	8,956	100.0%
		Arab	657	7.3%
		Black (e.g., African, American, Canadian, Caribbean, etc.)	412	4.6%
		Chinese	1,397	15.6%
		Filipino	103	1.2%
		Korean	133	1.5%
		Latin American	417	4.7%
		Japanese	83	0.9%
		South Asian (e.g., East Indian, Pakistani, Sri Lankan)	577	6.4%
		Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	179	2.0%
		West Asian (e.g., Afghan, Iranian)	233	2.6%
		White	5,232	58.4%
		Another racial and/or ethnic identity	532	5.9%

Table 1. Responses: Among survey respondents who did not opt out

Notes:		Student Demographic Survey: Fall 2020 Preliminary Data	Count (n)	Column %
<p>(1) Survey population excludes students in the following:</p> <ul style="list-style-type: none"> School of Medicine Ingram School of Nursing School of Physical and Occupational Therapy School of Communication Sciences and Disorders School of Continuing Studies' Lifelong Learning Quebec Inter-University Transfer <p>(2) Preliminary data are not representative of the McGill student body as a whole and should be interpreted with caution.</p> <p>(3) Statistics are based on those who responded to the survey and did not opt out (i.e., 'Prefer not to answer').</p> <p>(4) Statistics are based on Fall 2020 enrolment data as at October 15 with available Student Demographic Survey data appended.</p> <p>(5) Gender and Sexual Orientation questions are single select; individuals select the response option that best describes their identity.</p> <p>(6) Questions regarding Indigenous and racialized identity are not mutually exclusive; individuals can self-identify at both, if applicable.</p> <p>(7) Cell sizes <5 are not reported and replaced with an asterisk (*)</p>	<p>5) Indigenous Persons in Canada and the United States</p> <p>a) <i>Indigenous people in North America are defined as First Nations (status or non-status), Inuit, and Métis in Canada, as well as Native Americans, Native Hawaiians and Alaskan Natives in the USA. Do you identify as an Indigenous person in North America?</i></p> <p>b) If yes, please check those that apply to you:</p>	<p>Total</p> <p>Yes</p> <p>No</p> <hr/> <p>Total</p> <p>First Nations in Canada who are status, treaty, or registered</p> <p>First Nations in Canada who are non-status, non-treaty, and non-registered</p> <p>Inuit</p> <p>Métis</p> <p>Native Americans, Native Hawaiians, and Alaskan Natives from the USA, including enrolled/registered, as well as non-enrolled/non-registered</p>	<p>9,092</p> <p>134</p> <p>8,958</p> <hr/> <p>128</p> <p>79</p> <p>15</p> <p>5</p> <p>33</p> <p>9</p>	<p>100.0%</p> <p>1.5%</p> <p>98.5%</p> <hr/> <p>100.0%</p> <p>61.7%</p> <p>11.7%</p> <p>3.9%</p> <p>25.8%</p> <p>7.0%</p>
	<p>6) Educational Attainment of Parents or Guardians</p> <p>Are you the first in your immediate family (including parents or guardians or siblings) to attend university?</p>	<p>Total</p> <p>Yes</p> <p>No</p> <p>Do not know</p>	<p>9,084</p> <p>1,190</p> <p>7,749</p> <p>145</p>	<p>100.0%</p> <p>13.1%</p> <p>85.3%</p> <p>1.6%</p>
	<p>What is the highest educational attainment of your most highly educated parent or guardian?</p>	<p>Total</p> <p>Less than high school</p> <p>High school or equivalent</p> <p>Trade/vocational certificate</p> <p>College diploma or certificate/CEGEP</p> <p>Bachelor's Degree</p> <p>Professional Degree (MD, LLB, etc.)</p> <p>Master's Degree</p> <p>Doctoral Degree</p> <p>Do not know</p> <p>Not applicable</p>	<p>8,978</p> <p>107</p> <p>542</p> <p>193</p> <p>791</p> <p>2,603</p> <p>685</p> <p>2,600</p> <p>1,118</p> <p>308</p> <p>31</p>	<p>100.0%</p> <p>1.2%</p> <p>6.0%</p> <p>2.1%</p> <p>8.8%</p> <p>29.0%</p> <p>7.6%</p> <p>29.0%</p> <p>12.5%</p> <p>3.4%</p> <p>0.3%</p>

Table 1. Responses: Among survey respondents who did not opt out

Student Demographic Survey: Fall 2020 Preliminary Data			Count (n)	Column %
Notes: (1) Survey population excludes students in the following: <ul style="list-style-type: none"> School of Medicine Ingram School of Nursing School of Physical and Occupational Therapy School of Communication Sciences and Disorders School of Continuing Studies' Lifelong Learning Quebec Inter-University Transfer (2) Preliminary data are not representative of the McGill student body as a whole and should be interpreted with caution. (3) Statistics are based on those who responded to the survey and did not opt out (i.e., 'Prefer not to answer'). (4) Statistics are based on Fall 2020 enrolment data as at October 15 with available Student Demographic Survey data appended. (5) Gender and Sexual Orientation questions are single select; individuals select the response option that best describes their identity. (6) Questions regarding Indigenous and racialized identity are not mutually exclusive; individuals can self-identify at both, if applicable. (7) Cell sizes <5 are not reported and replaced with an asterisk (*)	7) Financial Support How are you covering your tuition and living expenses? Please select all that apply.	Total Financial support from parents or other family members Self-Help (e.g.. prior savings, summer job, part-time work) Scholarship, fellowships or other awards Government Student Financial Assistance Program (e.g.. AFE, OSAP, US Direct Loans) Loan from another institution (e.g.. banking line of credit) McGill Financial Aid	8,784 6,683 4,273 2,205 1,545 373 707	100.0% 76.1% 48.6% 25.1% 17.6% 4.2% 8.0%
	8) Youth in Care Are you currently or have you ever been in the care of a provincial/state authority (e.g., foster care, group home, residential facility, etc.) for a period of six months or more?	Total Yes No	9,038 66 8,972	100.0% 0.7% 99.3%
	9) Student Caregivers <i>Dependents can include a minor child or an adult with a disability (parent or other relative) who rely on you for regular day-to-day care. You do not have to be the sole caregiver to consider yourself a primary caregiver. Do you have one or more dependents for whom you are a primary caregiver?</i> If yes, please provide more information about your dependents. Please select all that apply.	Total Yes, I have one or more dependents. No, I don't have any dependents.	8,879 474 8,405	100.0% 5.3% 94.7%
	10) Refugee Status Are you a refugee? If yes, what is the status of your claim?	Total Yes No Total Refugee claim pending Permanent residency status obtained	9,048 48 9,000 44 * 41	100.0% 0.5% 99.5% 100.0% * 93.2%
	11) Language proficiency a) What is your level of proficiency in English?	Total Beginner Intermediate Advanced Professional / Native speaker	9,029 30 687 2,674 5,638	100.0% 0.3% 7.6% 29.6% 62.4%
	b) What is your level of proficiency in French?	Total Beginner Intermediate Advanced Professional / Native speaker	8,926 2,479 1,984 1,856 2,607	100.0% 27.8% 22.2% 20.8% 29.2%