

# PA 7: Racial and Ethnic Diversity

## Rationale

This credit recognizes institutions that are working to ensure that marginalized racial and ethnic groups and Indigenous peoples are represented among students and employees. A diverse campus community that also reflects the demographics of the region served by an institution helps provide a rich and inclusive environment for learning and collaboration to address sustainability challenges and serves as an important indicator of an institution’s commitment to diversity, equity, and inclusion.

## Applicability

Applicable to all institutions except those whose primary purpose and/or historic mission is to serve a specific marginalized racial, ethnic, or Indigenous population. An Aboriginal college, Historically Black College or University (HBCU), First Nations university, Tribal College or University (TCU), wānanga, or international equivalent may mark this credit as Not Applicable.

## Points available

A maximum of 3 points are available for this credit.

## Criteria

### 7.1 Ethnic diversity index

An institution earns 1 point when the **ethnic diversity index** for its A) students, B) **academic staff**, C) **non-academic staff**, and D) **executive staff** is each 0.75 or greater. Incremental points are available and earned as outlined in Table I.

Table I. Points earned for indicator 7.1

| Population            | Diversity index |   | Target |   | Factor |   | Points earned |
|-----------------------|-----------------|---|--------|---|--------|---|---------------|
| A. Students           |                 | ÷ | 0.75   | × | 0.25   | = | Up to 0.25    |
| B. Academic staff     |                 | ÷ | 0.75   | × | 0.25   | = | Up to 0.25    |
| C. Non-academic staff |                 | ÷ | 0.75   | × | 0.25   | = | Up to 0.25    |

|                       |  |   |      |   |      |   |            |
|-----------------------|--|---|------|---|------|---|------------|
| D. Executive staff    |  | ÷ | 0.75 | × | 0.25 | = | Up to 0.25 |
| Total points earned → |  |   |      |   |      |   |            |

## Measurement

This credit requires the completion of a [racial and ethnic diversity worksheet](#). Report the most recent data available from within the previous three years. This may be a representative snapshot (e.g., at the beginning of an academic term) or the average of a one to three year period.

The institution's analysis must be based on the prevailing social characteristic(s) by which one or more **dominant groups** are distinguished from **marginalized racial, ethnic, and/or Indigenous groups** in the institution's national context and for which data are available. This should include, at minimum, existing regional or national census categories. Recognizing the inherent challenges associated with socially constructed categories, however, an institution that has taken a more refined approach to defining marginalized groups (e.g., by recognizing more specific identities) are encouraged to include those figures to the extent the data allow. Groups that comprise less than 1 percent of the population being assessed may be excluded.

International students and employees may be excluded from the analysis. If international students and/or employees are included, they must be classified as part of a dominant group unless they have self-identified as members of marginalized racial, ethnic, and/or Indigenous groups.

An institution may report on its entire student body or limit its analysis to the **predominant student body**. Students who have not identified themselves as members of any groups must be included in the analysis and classified as part of a dominant group.

Report on all **regular/permanent employees**. Employees who have not identified themselves as members of any groups must be included in the analysis and classified as part of a dominant group. Individual executive staff members may be classified as academic staff, non-academic staff, or neither and may therefore also be included in the academic and non-academic staff figures. There is no need to avoid double-counting in this regard.

For guidance on accessing demographic data for the region served by the institution, see the [STARS Help Center](#).

## Documentation

Report the following information in the online Reporting Tool, with ethnic diversity index figures provided within a range from 0 to 1.

- Completed [racial and ethnic diversity worksheet](#) (required). Upload.
- Ethnic diversity index for students (required)
- Ethnic diversity index for academic staff (required)
- Ethnic diversity index for non-academic staff (required)

- Ethnic diversity index for executive staff (required)

## 7.2 Percentage of marginalized racial, ethnic, and/or Indigenous groups equitably represented among students

An institution earns 1 point when it is able to demonstrate, using demographic information for the **region served**, that all of the marginalized racial, ethnic, and/or Indigenous groups in the region are equitably represented among students, i.e., that the ratio outlined in Table II is 0.9 or greater for each group. Incremental points are available and earned as outlined in Table III.

Table II. Ratio of students from marginalized groups to individuals from marginalized groups in the region served

|   |   |   |   |       |
|---|---|---|---|-------|
| Proportion of students that identify as members of the marginalized group |   | Proportion of individuals in the region served that identify as members of the marginalized group |   | Ratio |
|   | ÷ |   | = |       |

Table III. Points earned for indicator 7.2

|   |   |   |   |                  |   |               |
|---|---|---|---|------------------|---|---------------|
| Number of marginalized racial, ethnic, and/or Indigenous groups in the region that are equitably represented among students |   | Total number of marginalized racial, ethnic, and/or Indigenous groups in the region |   | Points available |   | Points earned |
|   | ÷ |   | × | 1                | = |               |

### Measurement

Report the relevant figures from the completed [racial and ethnic diversity worksheet](#) provided for indicator 7.1.

### Documentation

Report the following information in the online Reporting Tool.

- Total number of marginalized racial, ethnic, and/or Indigenous groups in the region served by the institution (required)
- Number of marginalized racial, ethnic, and/or Indigenous groups that are equitably represented among students (required). Report the number of groups for which the ratio of the proportion of students that identify as members of the group to the proportion of individuals in the region that identify as members of the group is 0.9 or greater.

- Description of the methodology and data source(s) used to identify the region served and its demographics (required)

The Reporting Tool will automatically calculate the following figure:

- Percentage of marginalized, racial, ethnic, and Indigenous groups that are equitably represented among students

### 7.3 Percentage of marginalized racial, ethnic, and/or Indigenous groups equitably represented among employees

An institution earns 1 point when it is able to demonstrate, using demographic information for the region served, that all of the marginalized racial, ethnic, and/or Indigenous groups in the region are equitably represented among 1) regular/permanent academic staff, 2) regular/permanent non-academic staff, and 3) executive staff, i.e., that the ratio outlined in Table IV is 0.9 or greater for each group. Incremental points are available and earned as outlined in Table V.

Table IV. Ratio of employees from marginalized groups to individuals from marginalized groups in the region served

|  |   |   |   |       |
|--|---|---|---|-------|
| Percentage of employees that identify as members of the marginalized group |   | Percentage of individuals in the region served that identify as members of the marginalized group |   | Ratio |
|  | ÷ |   | = |       |

Table V. Points earned for indicator 7.3

| Employee type                           | Number of marginalized racial, ethnic, and/or Indigenous groups in the region that are equitably represented |   | Total number of marginalized racial, ethnic, and/or Indigenous groups in the region |   | Points available |   | Points earned |
|---|--|---|---|---|------------------|---|---------------|
| 1) Regular/permanent academic staff     |  | ÷ |   | × | 0.33             | = |               |
| 2) Regular/permanent non-academic staff |  | ÷ |   | × |                  | = |               |
| 3) Executive staff                      |  | ÷ |   | × |                  | = |               |
| Total points earned →                   |  |   |   |   |                  |   |               |

## Measurement

Report the relevant figures from the completed [racial and ethnic diversity worksheet](#) provided for indicator 7.1.

## Documentation

Report the following information in the online Reporting Tool.

- Number of marginalized racial, ethnic, and/or Indigenous groups that are equitably represented among regular/permanent academic staff (required). For this field and the two fields that follow, report the number of groups for which the ratio of the proportion of employees that identify as members of the group to the proportion of individuals in the region that identify as members of the group is 0.9 or greater.
- Number of marginalized racial, ethnic, and/or Indigenous groups that are equitably represented among regular/permanent non-academic staff (required)
- Number of marginalized racial, ethnic, and/or Indigenous groups that are equitably represented among executive staff (required)

The Reporting Tool will automatically calculate the following three figures:

- Percentage of marginalized, racial, ethnic, and Indigenous groups that are equitably represented among regular/permanent academic staff
- Percentage of marginalized, racial, ethnic, and Indigenous groups that are equitably represented among regular/permanent non-academic staff
- Percentage of marginalized, racial, ethnic, and Indigenous groups that are equitably represented among executive staff

## Glossary

**Academic staff** – Personnel whose primary assignment is instruction, research, or public service. Also known as “faculty members”, academic staff include personnel who hold an academic rank with titles such as professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. The category includes personnel with other titles, (e.g., dean, director, associate dean, assistant dean, chair or head of department), if their principal activity is instruction or research. It does not include graduate, instruction and research assistants; student teachers; or teacher aides. [Adapted from the International Standard Classification of Education (ISCED) and the work of the Organization for Economic Cooperation and Development (OECD).]

**Dominant group** – A group whose power and privilege depends on the systematic denial and extraction of material and non-material resources from marginalized groups. This dynamic is experienced by marginalized groups as racism and other forms of discrimination.

**Employees** – Personnel compensated directly by the institution (unless otherwise specified in credit language). Also known as “staff members” or “direct employees”, employees include academic, non-academic, and executive staff and regular/permanent, and short-term/casual employees.

**Ethnic diversity index** – The probability that two random individuals drawn from a population will have different racial, ethnic, or Indigenous identities. An ethnic diversity index is calculated as follows:

1. Calculate the probability that two randomly chosen individuals from the population being assessed identify as members of the same racial, ethnic, or Indigenous group, e.g.:

$P_R = (A^2 + B^2 + C^2 + D^2)$ , where A, B, C, and D are the proportions in the population of each of four racial, ethnic, and/or Indigenous groups.

2. Subtract that figure from 1 to yield the probability that the two randomly chosen individuals identify as members of different racial, ethnic, or Indigenous groups. Thus the ethnic diversity index is defined as:

$$1 - P_R$$

[Adapted from the US News & World Report Campus Ethnic Diversity Methodology, “The USA Today Index of Ethnic Diversity” (Philip Meyer and Shawn McIntosh, International Journal of Public Opinion Research Vol. 4 No. 1, 1992), and “Fractionalization” (Alberto Alesina et al., Journal of Economic Growth 8, 2003).]

**Executive staff** – Senior administrators who are employed on a continuous basis and form the chief executive of the institution, which may include presidents, vice-presidents, chancellors, vice-chancellors, chief operations officers, chief financial officers, provosts, deans, and the equivalent. Executive staff may be classified as academic staff, non-academic staff, or neither.

**Marginalized racial, ethnic, and/or Indigenous groups** – Social groups that have less power and access to resources than one or more dominant groups and are subject to racism, settler-colonialism, and other forms of oppression and discrimination related to their racialized status, ethnicity, indigeneity, nationality, religion, or language. Dependent on an institution’s context, these groups may include:

- Indigenous and tribal peoples
- Racialized people with non-dominant status, e.g., Black people, people of African descent, people of color, “visible minorities”
- Roma, Sinti, and Travelers
- Ethnic, national, religious, and linguistic minorities

[Adapted from the work of The Office of the High Commissioner for Human Rights (UN Human Rights).]

**Non-academic staff** – Administrative, clerical, operational, support, and technical staff whose primary assignment is something other than instruction or research, i.e., personnel who are not classified as academic staff.

**Predominant student body** – The primary academic division (e.g., undergraduate or graduate) that enrolls the greatest share of the total student population. For example, the predominant student body of an institution with 5,000 undergraduate students, 2,000 graduate students, and 500 post-graduate students would be undergraduate students.

**Region served** – The catchment area (county/district, state/province, or country) from which an institution predominantly draws its students and for which valid and reliable demographic data on marginalized racial, ethnic, and/or Indigenous groups is available. An institution that serves more than

one region (e.g., an institution with a predominantly national or international student catchment area) may report on the country in which the main campus is located or use the average of the regions served.

**Regular/permanent employees** – Personnel who are employed by the institution on a continuous basis, on contracts of longer than 24 months, or as otherwise defined in an institution’s human resources system. Employees hired to work less than 50 percent time and/or on a grant or contract basis may be excluded as long as they are included as short-term/casual employees.