

## Overview

This survey ran from September 20 to 26, 2021, on the Perks platform. It reached 1507 unique respondents, representing 63% of the active users during that time period. We have used this survey's data in student-facing materials and in this year's campaign to educate instructors about pronouns. It also plays a role in our ongoing advocacy to improve how the University recognizes and records students' gender.

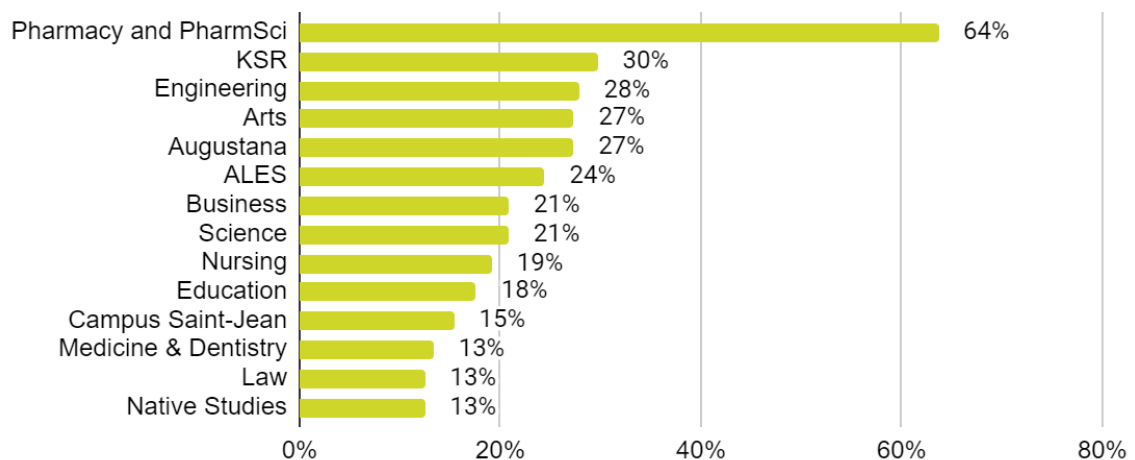
The survey title referenced gender-neutral pronouns, so we expected (and found) a degree of self-selection bias. After compensating for that bias using correlation with known statistics, we estimate that at least 1 in 10 UAlberta students use gender-neutral pronouns, either exclusively or non-exclusively (i.e. 'he/him/they/them' would be just as valid as 'they/them').

### "Had you heard about gender neutral pronouns before today?"

96% of respondents said yes. Two faculties (Business and KSR) were slightly less likely to know about gender-neutral pronouns (91.6% and 92.2% respectively), but this variation was not statistically significant.

### "Did you hear about gender neutral pronouns from your prof at the start of your classes this term for the UASU Pronoun initiative?"

24% of respondents said yes (for at least one of their instructors). There was significant variation by faculty. As with all faculty breakdowns, take the numbers for the smallest faculties with a grain of salt.



## "Do you personally use gender neutral pronouns?"

15% of respondents answered yes, with significant variation across faculties (including, stunningly, 19.6% of the 194 Engineering respondents).

We believe the 15% number is high due to self-selection bias (that is, students who use gender-neutral pronouns are more likely to take a survey about gender-neutral pronouns). However, we believe we can at least partially correct for this bias.

In a later question, 22% identified as LGBTQ2S+. By comparison, the [UASU 2020 Annual Survey](#) and [a recent Gallup poll of Gen Z Americans](#) both find ~17% of respondents identifying as LGBTQ2S+, suggesting that LGBTQ2S+ students are roughly 30% overrepresented in this pronoun survey — a strong turnout. While LGBTQ2S+ identity and gender-neutral pronoun usage do NOT map one-to-one, as seen in the workup for the next question, we are choosing to assume a roughly comparable level of overrepresentation. That would imply around 10-12% of UAlberta students use gender-neutral pronouns, around 1 in 10.

The least likely faculties to use gender-neutral pronouns were Education (9% of respondents), KSR (6% of respondents), and Law (6% of respondents).

We also saw significant variation by year of study:

- 1st year: 13%
- 2nd year: 16%
- 3rd year: 17%
- 4th year: 15%
- 5th year or higher: 10%

## "Are you a member of the LGBTQ2S+ community?"

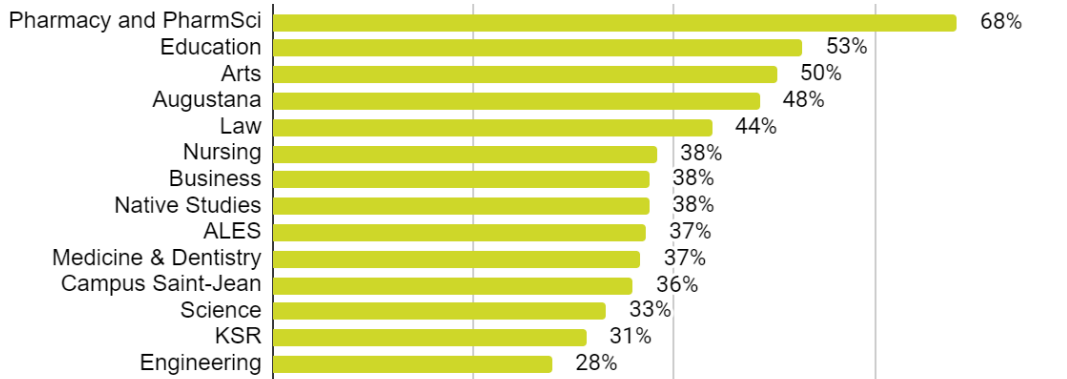
Again, 22% of respondents self-identified as part of the LGBTQ2S+ community, which is roughly a 30% overrepresentation. Some faculties were especially well represented here (ALES, 26%; Arts, 36%; CSJ; 35%; Augustana, 30%; Law, 37%) while others were not (Pharmacy, 14%; KSR, 11%; Engineering, 13%; Business, 11%).

Comparing this to the previous question, we see the following:

- Only 44% of respondents who use gender-neutral pronouns consider themselves part of the LGBTQ2S+ community. (Another 7% prefer not to say.)
- Only 30% of respondents who consider themselves part of the LGBTQ2S+ community use gender-neutral pronouns.

## "Have you been asked by your profs or fellow students which pronouns you prefer to use?"

40% of respondents answered yes, with high variation across faculties. Again, FoPPS (Pharmacy) led the pack; again, Engineering and KSR lagged behind.



## "Have you added your pronouns (gender neutral or otherwise) to any of your social media profiles, email signatures, etc?"

63% of respondents who DO use gender-neutral pronouns have added their pronouns to profiles/signatures/etc. So have 39% of respondents who do NOT use gender-neutral pronouns.

In some faculties, respondents who DO use gender-neutral pronouns are especially likely or unlikely to add their pronouns to profiles/signatures/etc. We removed all faculties where 5 or fewer respondents use gender-neutral pronouns.

