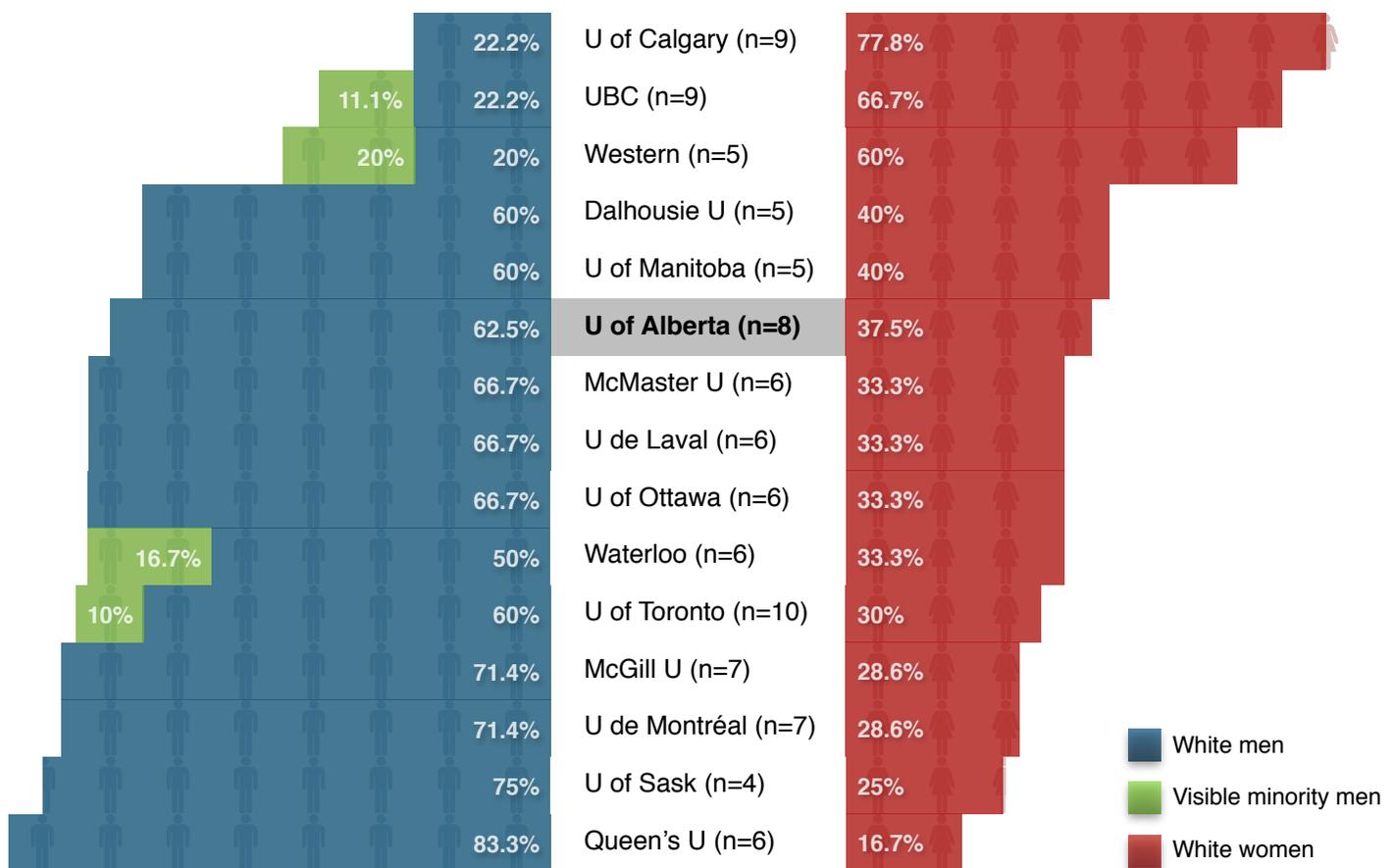


THE DIVERSITY GAP

Senior Admin - Executive Leadership Teams (n=99) - U15 Research Universities - 2016



"Equality in employment will not happen unless we make it happen."

– Judge Rosalie Silberman Abella, Royal Commission on Equality in Employment, 1985

Three decades after the final Abella Report for the Royal Commission on Equality in Employment (1984) and the Employment Equity Act (1986, 1995), equity in hiring, appointments, and leadership remains elusive in Canadian universities. A diversity gap persists in university leadership. Research conducted by the Academic Women's Association on the U15 research-intensive universities shows some effort to close the gender gap but the broader diversity gap persists. There is a majority-male leadership at 53% (8) of the U15. Only 26.7% (4) of the U15 have near gender parity in leadership, while 20% (3) have a majority of women. There is an all-white leadership at 73.3% (11), and only 26.7% (4) have a visible minority in senior leadership. All the women—40.4% (40)—in U15 senior leadership are white, and all the visible minorities—5% (5)—are male. The AWA urges recruitment firms, and university nomination and selection committees, to address structural barriers, cultural cloning, and unconscious biases that impede the promotion of women and especially visible minority and Aboriginal candidates into U15 senior leadership.

To learn more, visit our website at www.ualberta.ca/~awa



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