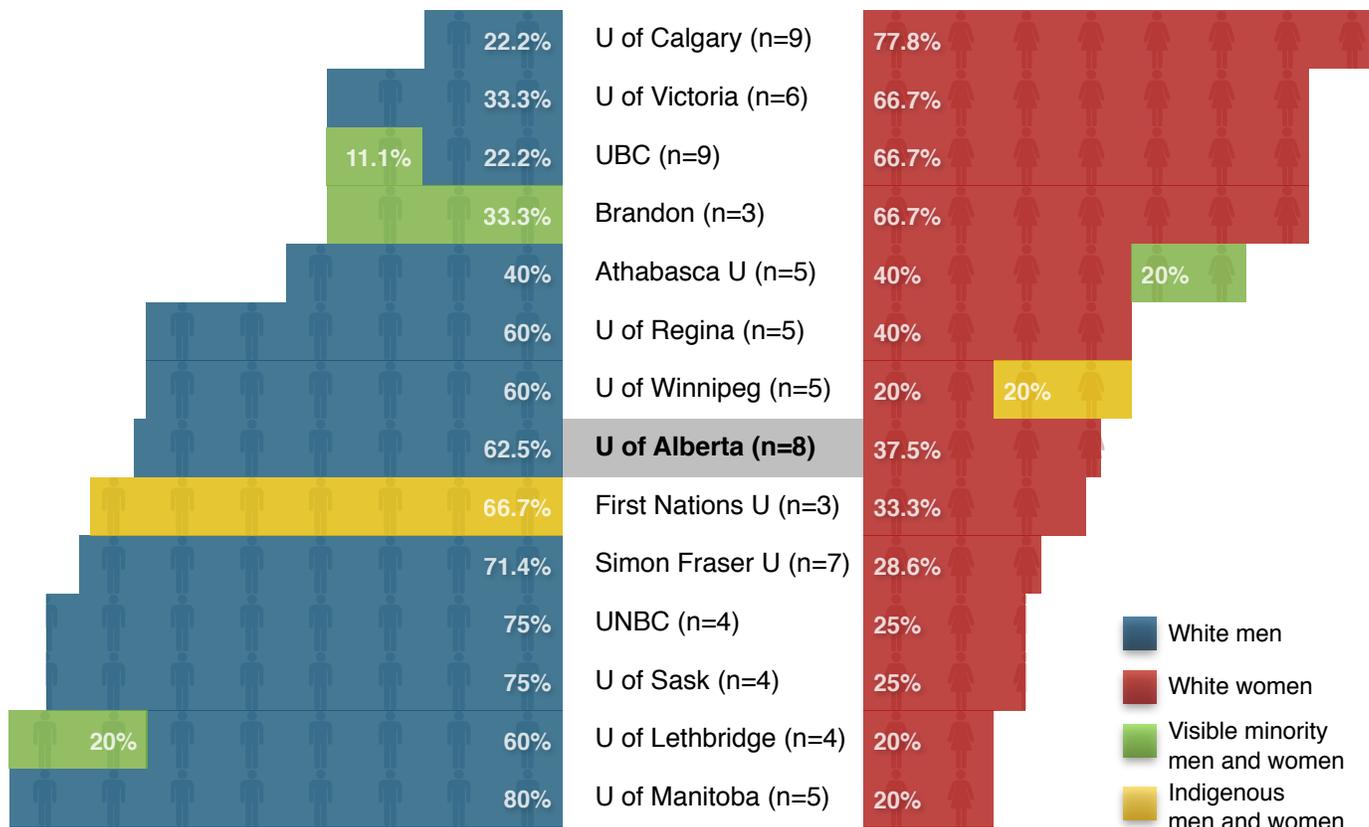


THE DIVERSITY GAP

Senior Admin - Executive Leadership Team (n=78) - Universities in Western Canada- 2016



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

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

Universities across Canada have been engaged in employment equity programs for over three decades. Yet, a 2010 CAUT Education Review found that most Canadian universities remain "overwhelming white and male." A 2013 University Affairs review of the 97 members of Universities Canada found women constituted about 23% of university presidents, 25% of vice-presidents (academic), and 21% of vice-presidents (research). This study by the Academic Women's Association examined the status of women and the compositional diversity of university "executive leadership" or "president's leadership teams" at the University of Alberta and 13 other universities in Western Canada. Overall, there is near gender parity, with 46.2% (36) women and 53.8% (42) men. While the gender gap in executive leadership is slowly closing, the racial/ ethnic gap remains stark: 91% of the 14 university leadership teams are white, 5.1% visible minority, and 3.9% Aboriginal women and men. In 2015 Catalyst's "Women in Academia" stressed that "Canadian Aboriginal and visible minority faculty face challenges". 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 senior leadership.

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