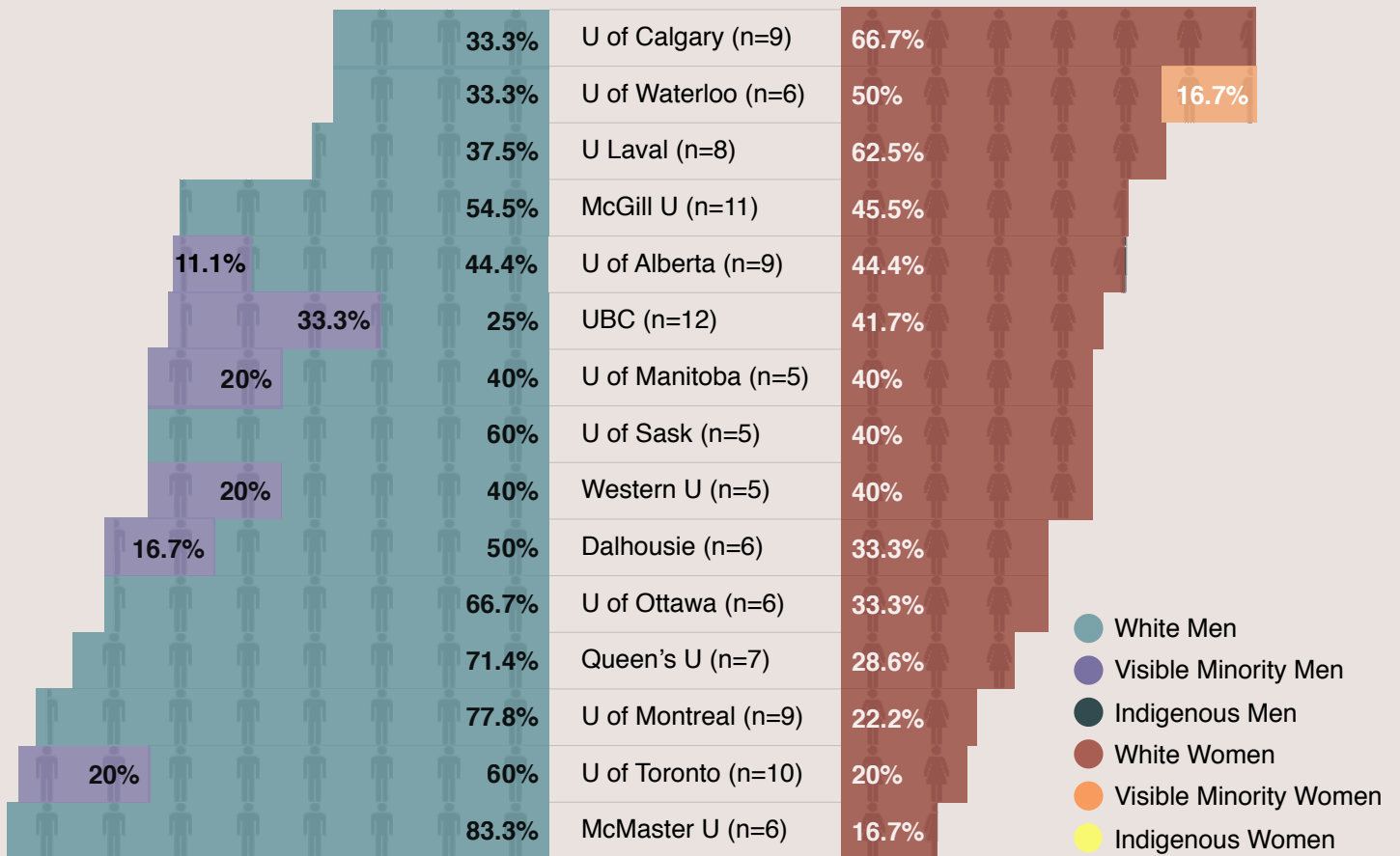


# THE DIVERSITY GAP IN 2019

Canadian Universities - U15 Presidents' Leadership Teams or Cabinets (n=114)

Equity ◦ Diversity ◦ Intersectionality

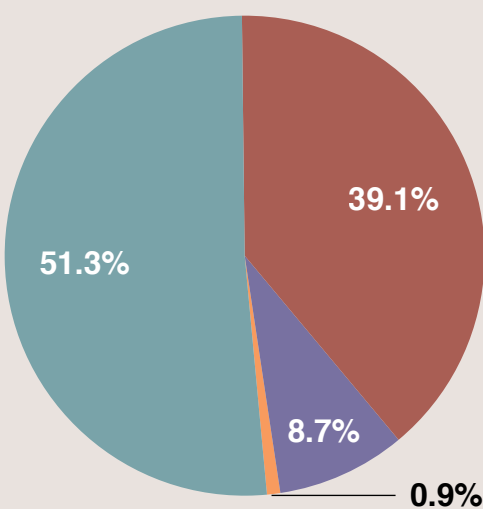
## Diversity of Presidents' Leadership Teams or Cabinets at U15 Universities



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

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

## Leadership Team Diversity U15 Aggregate



The executive leadership teams or cabinets of U15 presidents were examined as part of an independent equity audit of leadership diversity at Canadian universities. How diverse and inclusive are the leadership teams -- for example, vice presidents, university counsels -- sitting at the decision-making tables of U15 university presidents? Do such leadership teams model the institutions' expressed commitment to equity, diversity, and inclusion? The study examined the representation of women, visible minorities, Indigenous peoples and persons with disabilities. It further disaggregated the data to examine equity at the intersections.

Overall the data show that U15 presidents' leadership teams (n=114) are largely white (90.4%). It also showed that the gender gap is closing (60% male, 40% female). An intersectional analysis further shows that while the gender gap is closing, the women are primarily white. Visible minority women constitute a mere 0.9% of such U15 presidents' executive teams. There is greater diversity among male leaders; however, this is only 40% of the institutions (6 of 15) universities. Over 53.3% (8 of 15) of these leadership teams have no visible minorities or Indigenous peoples on them. Indigenous women and men are notable for their absence, and there is a persistent data gap on persons with disabilities. These data reinforce the findings of a growing number of studies: white women are the primary beneficiaries of equity, diversity and inclusion initiatives at Canadian universities. The U15 presidents' leadership teams do not yet reflect the diversity of the Canadian population.

To learn more, visit our website at <https://uofaawa.wordpress.com/awa-diversity-gap-campaign/>



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