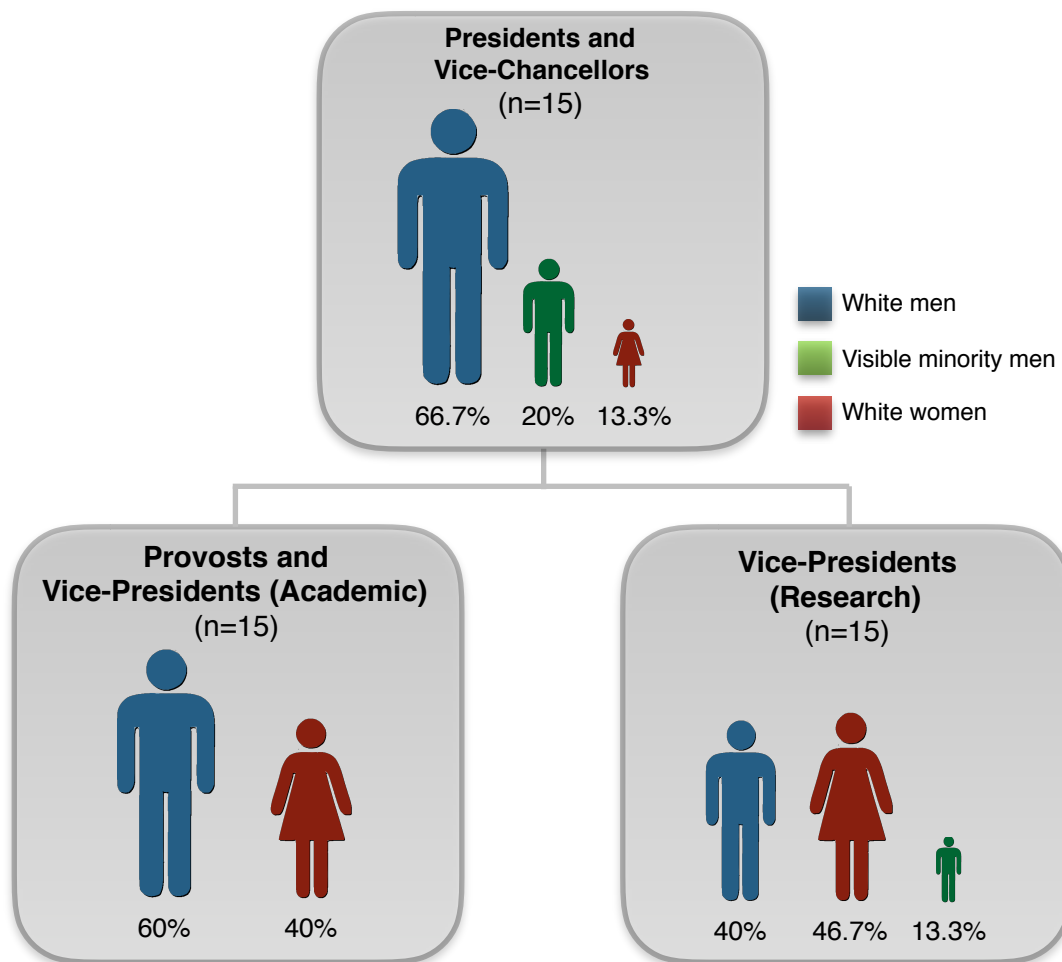


THE DIVERSITY GAP

Senior Admin - Leadership Diversity by Position - 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

This study for the Academic Women's Association examined the compositional diversity of presidents, vice-president (academic) and vice-president (research) at U15 research-intensive universities. The data show some progress towards gender equity, but little progress towards achieving racial/ethnic diversity. (1) **Presidents and Vice-Chancellors:** U15 presidents are overwhelming male (86.7%) and white (80%). Of the total, 66.7% (10) are white men, 20% (3) are visible minority men, and 13.3% (2) are white women. (2) **Provost and Vice-President (Academic):** Of the total U15 provosts, women hold 40% (6) and men hold 60% (9) of the positions. All (100%) of U15 provosts are white. (3) **Vice-President (Research):** Of these positions, 46.7% (7) are held by women and 53.3% (8) by men; and the majority (86.7%) are white. The current U15 leadership diversity pipeline has led to only white women and visible minority men advancing to leadership positions. 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 leadership.

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



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