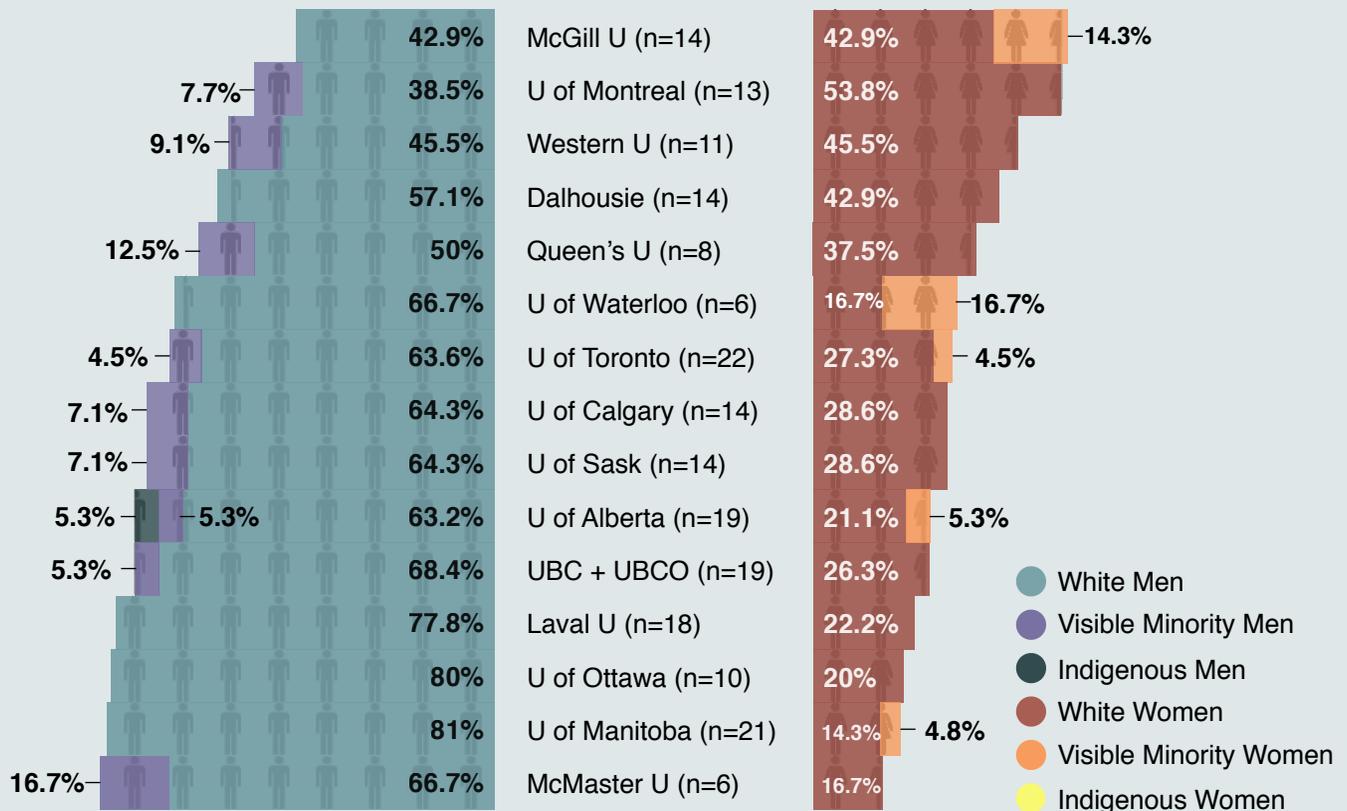


# THE DIVERSITY GAP IN 2019

Canadian Universities - Leadership Diversity - U15 Deans (n=209)

Equity • Diversity • Intersectionality

## Diversity of Deans at Canadian U15 Universities

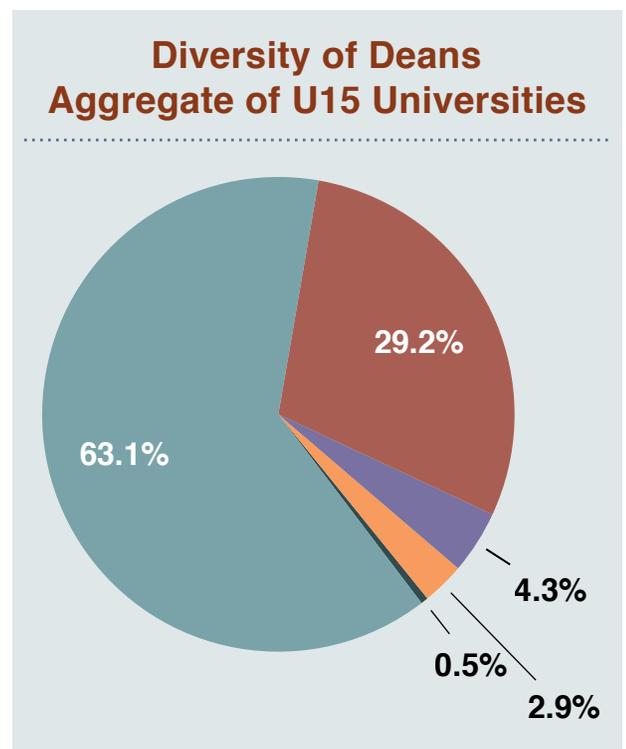


**"Equality in employment will not happen unless we make it happen."**

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

These data on deans at U15 universities were collected as part of an annual independent equity audit to assess leadership diversity at Canadian universities. How inclusive are Canadian university leadership teams? Does such leadership reflect the diversity of the Canadian population and student body? Representational diversity data, and who sits at decision-making tables, are a baseline for assessing which groups are represented, overrepresented, underrepresented, and even excluded, as well as more substantive questions about "why", "how", and the implications.

What is the representational diversity of U15 deans, specifically of women, visible minority groups, Indigenous people, and persons with disabilities? Overall, U15 deans (n=209) are primarily white (92.3%) and male (67.4%). An intersectional analysis shows that white men remain the majority at 67.1%, more than double the percentage of white women who make up the second largest demographic group at 29.2% (n=61). While the number of visible minority deans is increasing, the overall numbers remain small: Of the 209 deans, visible minority men are only 4.3% (n=9) and visible minority women a mere 2.9% (n=6). Indigenous deans are notable for their near absence. There is a persistent lack of data for persons with disabilities. Data is needed on associate deans, chairs, associate chairs, and directors in order to assess who is tapped to enter the academic leadership pipeline and where specific groups "leak out". More, greater attention is needed on the intersections of the glass ceiling, bamboo ceiling and concrete ceiling phenomena that shape the persistent leadership diversity gap.



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



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June 2019

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