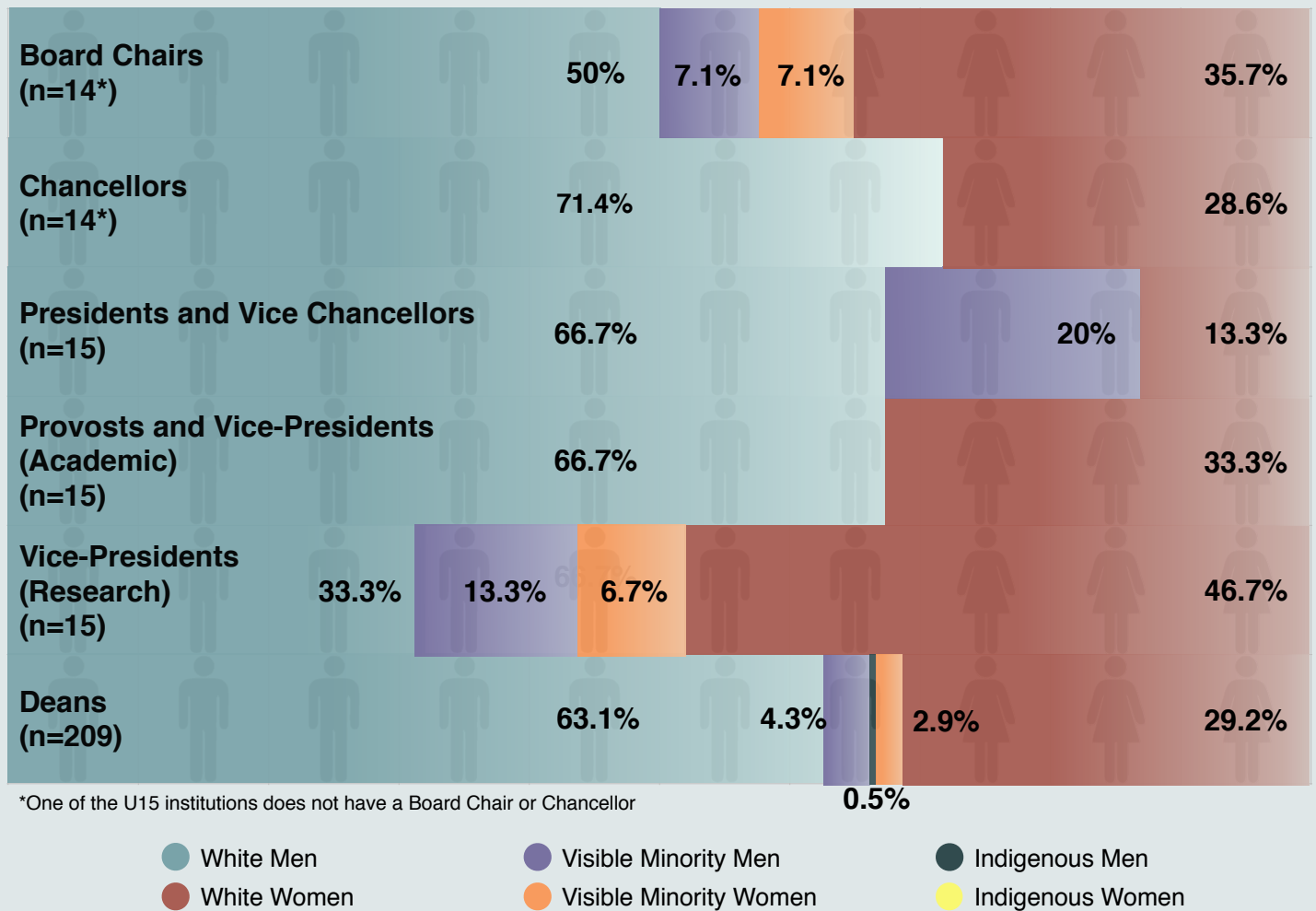


THE DIVERSITY GAP IN 2019

Canadian Universities - U15 Leadership Pipeline

Equity • Diversity • Intersectionality

Diversity of the Leadership Pipeline 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

The U15 leadership diversity pipeline data were collected as part of an independent equity audit. The study examined the representational diversity of 282 of the most senior leadership positions at key U15 decision-making tables.

Board Chairs are 85% white, 42.8% women, with visible minority women and men constituting a mere 14.2%.

Chancellors are 71.4% men, 28.6% women, and all are white.

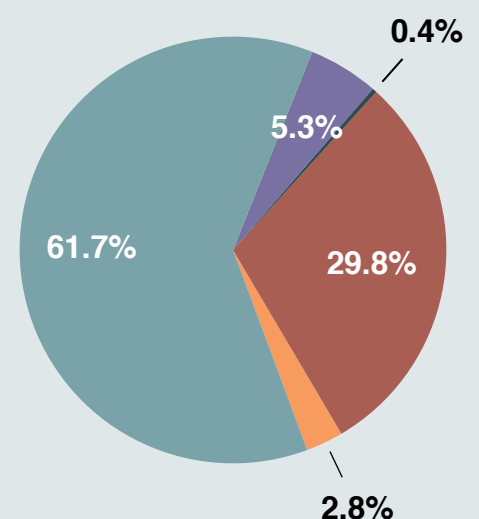
Presidents and Vice Chancellors are 86.7% men, of which 20% are visible minorities, and a mere 13.3% women.

Provosts and Vice-Presidents (Academic) and **Vice-President (Research)** share a similar profile: 66.7% white men and 33.3% white women.

Deans are a key pathway to senior leadership: 67.9% are men and 32.1% women. While visible minorities constitute a mere 7.2%, Indigenous women and men are almost absent among U15 deans. In 2019 U15 do not yet reflect the diversity of the population or the student body.

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

Diversity of Leadership U15 Aggregate



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