



Recent data on

Equity, diversity and inclusion at Canadian universities

1.

Representation
at Canadian
universities

Representation of equity-seeking groups at Canadian universities compared to the general population and labour force

	Women	People with disabilities	Visible minorities/ Racialized groups	Indigenous peoples
 General population ¹	51%	35%	22%	5%
Labour force (employed) ¹	48%	29%	21%	4%
Full-time faculty ²	40%	28%	21%	1%
Student enrolment – graduate ³	53%	5%	40%	3%
Student enrolment – undergraduate ⁴	57%	22%	40%	3%

¹ Statistics Canada, Census 2016, includes population aged 15 years and over

² Statistics Canada, University and College Academic Staff System, 2016-17

³ Women enrolment from Statistics Canada, Postsecondary Student Information System, 2015-2016; others from Canadian Graduate and Professional Student Survey, 2016 (masters and doctoral)

⁴ Women enrolment from Statistics Canada, Postsecondary Student Information System, 2015-2016; others from Canadian Undergraduate Survey Consortium, 2018 Graduating Student Survey Master Report

2.

Change in
representation
between 2006
and 2016

Representation of equity-seeking full-time faculty,
at Canadian universities in 2006 and 2016

	2006	2016
Women ¹	33.4%	39.6%
Visible minorities/Racialized groups ²	17.0%	21.1%
Indigenous peoples ²	1.0%	1.4%



¹ Statistics Canada, University and College Academic Staff System

² Statistics Canada, Census

* Data on people with disabilities not available for 2006



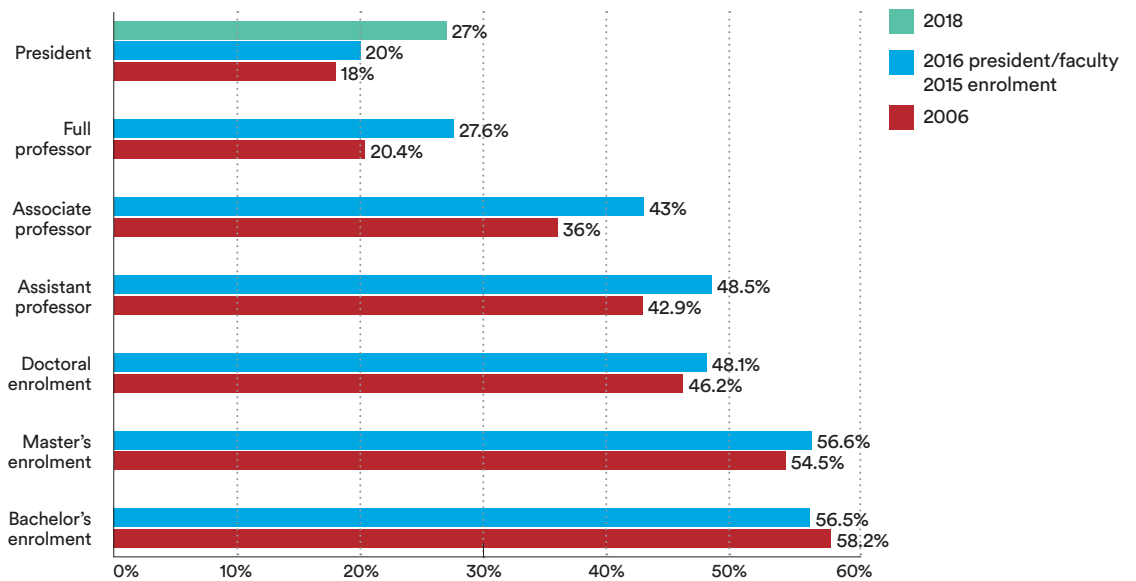
Recent data on

Women at Canadian Universities

3.

Representation of women

Women at Canadian universities

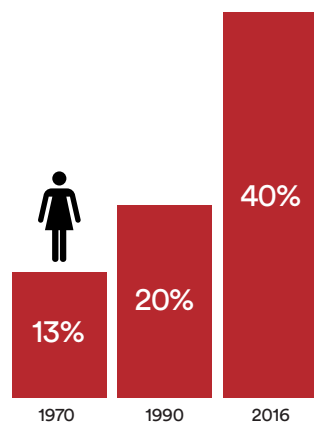


Sources: Full, associate, and assistant professors: Statistics Canada, University and College Academic Staff System
 Doctoral, master's, and bachelor's enrolment: Statistics Canada, Post-secondary Student Information System
 Presidents: Universities Canada

4.

Growth in full-time faculty

Women's representation has risen from **13% of full-time faculty in 1970 to 40% in 2016.**

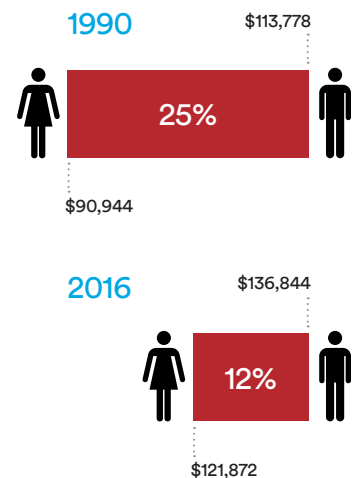


Source: Statistics Canada, University and College Academic Staff System survey, 2017

5.

Gap in median salary has shrunk

The gap in median salary (in constant, inflation-adjusted dollars) between men and women as full-time faculty has decreased from **25% in 1990 to 12% today.**



Source: Statistics Canada, University and College Academic Staff System survey, 2017



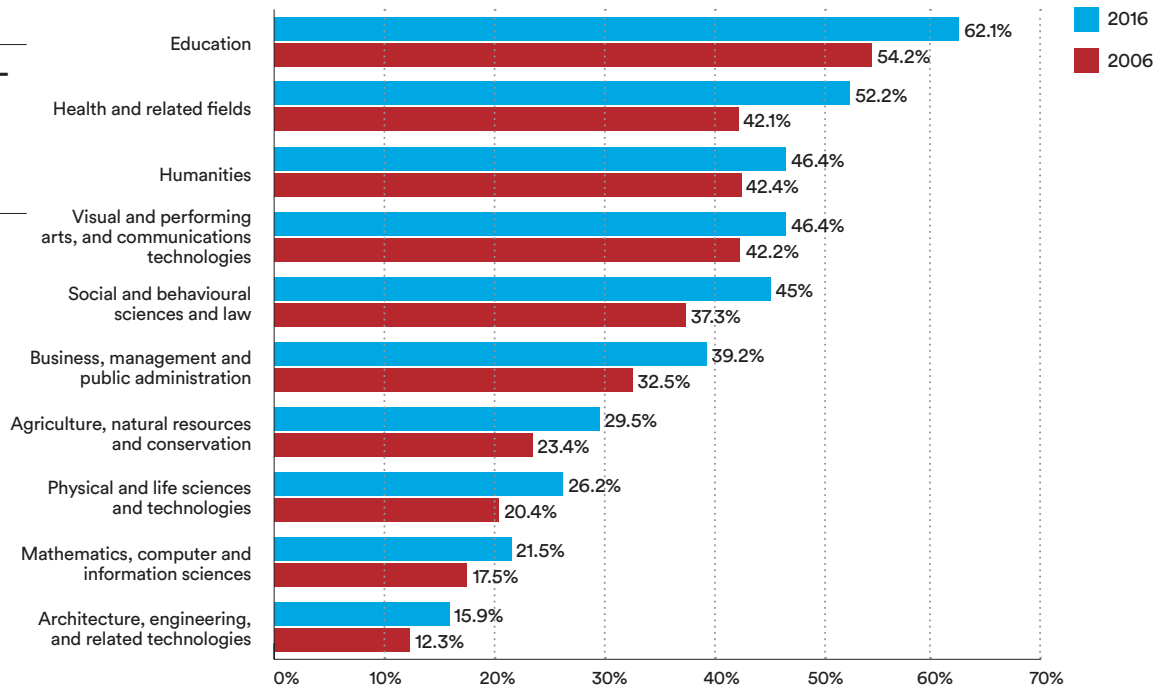
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6.

Growth in full-time faculty by discipline

While there have been significant gains in women's representation in some disciplines, challenges remain in STEM fields.



Sources: Statistics Canada, University and College Academic Staff System survey, includes all ranks

Note

Additional data, including intersectional data, will be forthcoming.