Recent data on Equity, diversity and inclusion at Canadian universities

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

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Persons with disabilities</th>
<th>Visible minorities/Racialized people</th>
<th>Indigenous Peoples</th>
</tr>
</thead>
<tbody>
<tr>
<td>General population⁠¹</td>
<td>51%</td>
<td>22%</td>
<td>22%</td>
<td>5%</td>
</tr>
<tr>
<td>Labour force (employed)²</td>
<td>48%</td>
<td>16%</td>
<td>21%</td>
<td>4%</td>
</tr>
<tr>
<td>Full-time faculty³</td>
<td>41%</td>
<td>22%</td>
<td>21%</td>
<td>1%</td>
</tr>
<tr>
<td>Doctorate holders⁴</td>
<td>38%</td>
<td>n/a</td>
<td>31%</td>
<td>1%</td>
</tr>
<tr>
<td>Student enrolment – graduate⁵</td>
<td>55%</td>
<td>6%</td>
<td>45%</td>
<td>4%</td>
</tr>
<tr>
<td>Student enrolment – undergraduate⁶</td>
<td>57%</td>
<td>22%</td>
<td>40%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Sources: Information can be found on the last page of this document

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

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women⁷</td>
<td>33.4%</td>
<td>39.6%</td>
</tr>
<tr>
<td>Visible minorities/Racialized⁸</td>
<td>14.5%</td>
<td>21.1%</td>
</tr>
<tr>
<td>Indigenous⁹</td>
<td>1.0%</td>
<td>1.4%</td>
</tr>
</tbody>
</table>

Note: Data on people with disabilities not available for 2006
Sources: Information can be found on the last page of this document
Recent data on
Women at
Canadian Universities

3.

Representation of women

Women at Canadian universities

- President: 2018 - 26%, 2006 - 18%
- Full Professor: 2018 - 29%, 2006 - 20%
- Associate Professor: 2018 - 44%, 2006 - 36%
- Assistant Professor: 2018 - 50%, 2006 - 43%
- Doctoral enrolment: 2018 - 48%, 2006 - 46%
- Master's enrolment: 2018 - 57%, 2006 - 55%
- Bachelor's enrolment: 2018 - 59%, 2006 - 60%

Sources: Presidents: Universities Canada; Professors: Statistics Canada, Table 37-10-0076-01 Number of full-time teaching staff at Canadian universities, by rank, sex, 2018; Enrolments: Table 37-10-0018-01 Postsecondary enrolments, by registration status, institution type, status of student in Canada and sex, 2016

4.

Growth in full-time faculty

Women's representation has risen from 13% of full-time faculty in 1970 to 41% in 2018.

Source: Statistics Canada, Table 37-10-0076-01 Number of full-time teaching staff at Canadian universities, by rank, sex, accessed December 2019

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

**Sources for tables 1 and 2**

1. Statistics Canada, 2016 Census of Population; and Statistics Canada, Canadian Survey on Disability, 2017
2. Statistics Canada, Table 14-10-0327-01 Labour force characteristics by sex and detailed age group, annual, 2018 (Labour Force Survey); and Statistics Canada, Canadian Survey on Disability, 2017; and Statistics Canada, 2016 Census of Population
3. Statistics Canada, Table 37-10-0076-01 Number of full-time teaching staff at Canadian universities, by rank, sex, 2018 (University and College Academic Staff System); and Statistics Canada, Canadian Survey on Disability, 2017 (note that this includes all faculty, not just full-time); and Statistics Canada, 2016 Census of Population
5. Statistics Canada, Postsecondary student information system, 2016; and Canadian Graduate and Professional Student Survey, 2019 (masters and doctoral)
7. Statistics Canada, Table 37-10-0076-01 Number of full-time teaching staff at Canadian universities, by rank, sex, accessed December 2019
8. Statistics Canada, Census 2016 and 2006, note that these numbers include all faculty not just those working full-time