




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	Persons with disabilities	Visible minorities/ Racialized people	Indigenous Peoples
General population ¹	51%	22%	22%	5%
Labour force (employed) ²	48%	16%	21%	4%
Full-time faculty ³	41%	22%	21%	1%
Doctorate holders ⁴	38%	n/a	31%	1%
Student enrolment – graduate ⁵	55%	6%	45%	4%
Student enrolment – undergraduate ⁶	57%	22%	40%	3%

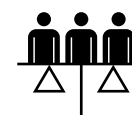
Sources: Information can be found on the last page of this document

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 ⁷	33.4%	39.6%
Visible minorities/Racialized ⁸	14.5%	21.1%
Indigenous ⁸	1.0%	1.4%



Note: Data on people with disabilities not available for 2006

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



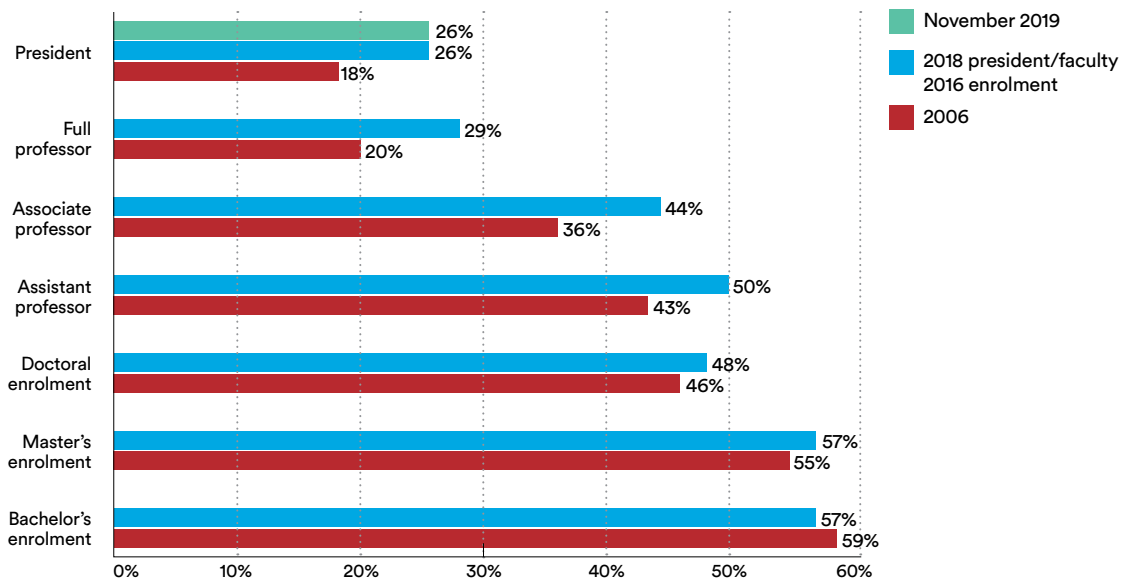
Recent data on

Women at Canadian Universities

3.

Representation of women

Women at Canadian universities

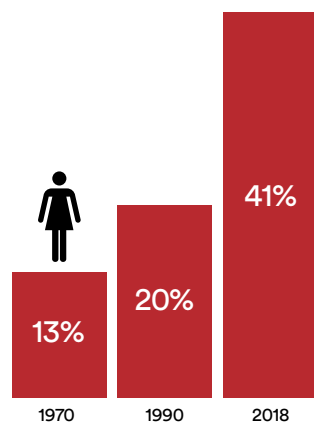


Sources: Presidents: Universities Canada; Professors: Statistics Canada, Table 37-10-0076-01 Number of full-time teaching staff at Canadian universities, by rank, sex, 2018; Enrolments: Table 37-10-0018-01 Postsecondary enrolments, by registration status, institution type, status of student in Canada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

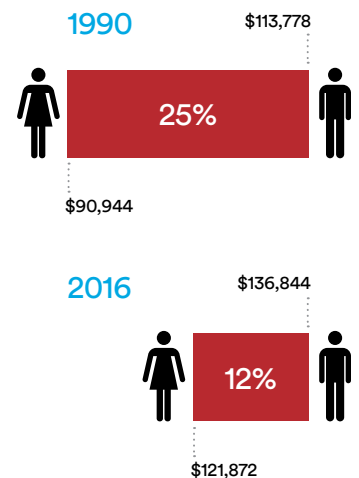


Source: Statistics Canada, Table 37-10-0076-01 Number of full-time teaching staff at Canadian universities, by rank, sex, accessed December 2019

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



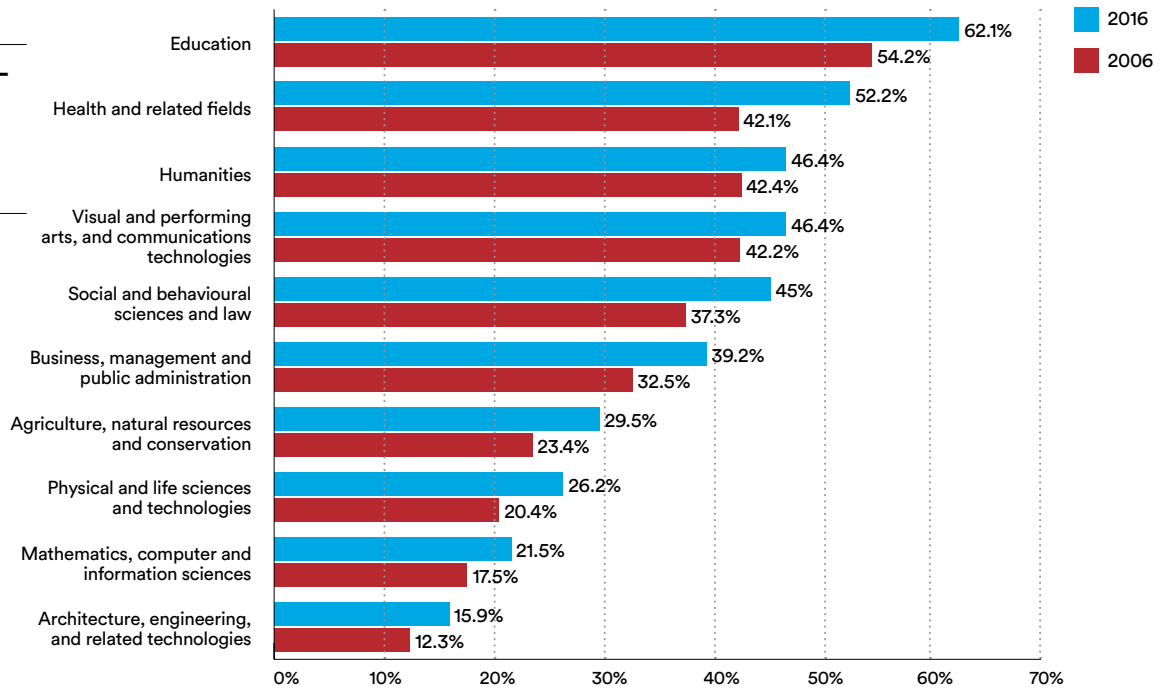
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6.

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.



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

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
4. 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)
6. Statistics Canada, Postsecondary student information system, 2016; and Canadian Undergraduate Survey Consortium, 2018 Graduating Student Survey Master Report
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