"Equality in employment will not happen unless we make it happen."
— Judge Rosalie Silberman Abella,
Royal Commission on Equality in Employment, 1985

The Canada 150 Research Chairs Program was created by the Canadian Government to mark Canada's sesquicentennial. Budget 2017 allocated $117.6 million “to enhance Canada’s reputation as a global centre for science, research and innovation excellence.” These prestigious chairs attract top global talent. They also raise questions about the uneven distribution of research dollars. This Diversity Gap infographic provides an equity, diversity and intersectionality analysis of the Canada 150 Research Chairs.

As of May 2019 there are 24 chair holders. First, 58.3% are women and 41.7% are men. Only 16.7% of chairs are visible minorities, and none are Indigenous. Second, the chairs are unevenly distributed across granting agencies and disciplines. Third, the chairs include two funding values of either $350,000 or $1 million annually for seven years. The majority of women hold chairs valued at $350,000 per year, whereas the majority of men hold chairs valued at $1 million per year. Visible minorities hold chairs at the $350,000 level. Fourth, the chairs are recruited from a limited number of countries: United States (45.8%), England (25%), Australia, and New Zealand (20.8%), and South Africa (8.3%). They are located primarily within U15 institutions (75%), and none are in Atlantic Canada. These data foreground the need for research funds to support diverse students, postdoctoral fellows and faculty researchers across all Canadian regions, universities and colleges.

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