The administrative pipelines at Simon Fraser University, University of British Columbia, University of Victoria, University of Toronto, and York University are leaky for racialized minorities. Senior university administrators do not reflect the diversity of the rank-and-file professors, instructors and the student body and are a far from reflecting the diversity of the Canadian population.

Complementing the equity audit methodology used by Malinda S. Smith in the leadership diversity gap studies (2016-2019), three researchers coded headshots, names, and biographical statements for gender expression and racialized identity. In the first phase of analysis, they engaged in independent coding. In the second phase, the researchers worked consensually to address disagreements in their results.

Relative to Statistics Canada 2016 Census data on professor and lecturer income recipients, we find a notable overrepresentation of White men and women throughout both central and senior academic administrative structures. Conversely, racialized men and women hit a ceiling at the level of associate deans. Statistics Canada data for visible minority men is about 12% and for visible minority women about 7.2%. The former are underrepresented within the ranks of deans (4.6%) and senior executives (7.2%), while the latter are underrepresented in the ranks of deans (2.3%) senior executives (2.4%).

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

Legend

- White Men
- White Women
- White Non-Binary
- Visible Minority Men
- Visible Minority Women
- Visible Minority Non-Binary
- Indigenous Men
- Indigenous Women
- Indigenous Non-Binary

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March 2020

How to cite: Johnson, Howsam, Smith, and Bray, "Leadership Pipelines at Five Canadian Universities. (Aggregate)." (Edmonton: University of Alberta, 2020)