Senior Women Academic Administrators of Canada (SWAAC)

2019 Equity Survey Results

December 20, 2019
Prepared by Academica Group
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Introduction & Method
This report presents the results of the Senior Women Academic Administrators of Canada (SWAAC) 2019 Equity Survey.

The purpose of the survey was to better understand the diversity of SWAAC membership, so that SWAAC can frame future initiatives to enhance the equity, diversity, and inclusiveness of the organization.

The eight question survey instrument, designed by the SWAAC project team, was administered through Academica’s online survey platform. The online survey was accessible by computer, tablet, and mobile phone and was compatible with screen-reader software for those with visual impairments.

The survey was in field from November 8th to December 15th, 2019.

All SWAAC members were invited to complete the survey. Members received an initial email from SWAAC explaining the survey and introducing Academica. One invitation and four reminder emails were sent.

Of the 218 SWAAC members invited, 98 completed the survey for a response rate of 45%.
Executive Summary
Summary of Findings

• 45% of SWAAC members completed the 2019 Equity Survey (n=98).
• 17% are a Vice-President, Provost, President, or Principal.
• 5% of SWAAC members identify as Indigenous/Aboriginal Peoples.
• 8% self-identified as a racialized person.
• **People with disabilities account for 13%** of SWAAC members. Among those with disabilities, 92% said they have a non-visible disability (invisible disability, or non-visible is a term commonly used to describe a disability which is non-evident).

• **14% of SWAAC members** report their sexual orientation to be lesbian, gay, bisexual, two-spirit, queer or a similar term.

• **Persons identifying** as trans, transgender, gender variant, gender non-conforming, non-binary, genderqueer, two-spirit or a similar term, account for **2% of SWAAC members**.

• Compared to the diversity of Canadian university senior leadership overall (obtained from the Universities Canada EDI Survey), SWAAC’s diversity is **similar** with regard to racialized groups and Indigenous persons. However, SWAAC has a **larger proportion of persons** with disabilities and LGBTQ2S+ individuals.
2019 Equity Survey Results
Indigenous/Aboriginal Peoples

Do you self-identify as an Indigenous/Aboriginal Person? \(n = 98\)
You indicated you are an Indigenous/Aboriginal person, please check all that apply; \(n = 5\)

- Yes: 5%
- No: 95%

- First Nations (Status/Non-Status): 80%
- Métis: 0%
- Inuit: 0%
- Prefer not to answer: 20%
Do you self-identify as a “Person of Colour”, or “Racialized Person”? \( n = 98 \)

If you are a member of a racialized persons /persons of colour group in Canada, please check all that apply; \( n = 8 \)

- **Yes**: 8%
- **No**: 90%
- **Prefer not to answer**: 2%

- **Chinese**: 38%
- **South Asian/East Indian**: 25%
- **Arab**: 13%
- **Black**: 13%
- **Indigenous person from outside North America**: 13%
- **Person of Mixed Origin**: 13%
- **Filipino**: 0%
- **Japanese**: 0%
- **Korean**: 0%
- **Non-White Latin American**: 0%
- **Non-White North African**: 0%
- **Non-White West Asian**: 0%
- **South East Asian**: 0%
- **Another**: 0%
- **Prefer not to answer**: 0%
Do you self-identify as a person with a disability? ; n = 98
Yes 13%
No 83%
Prefer not to answer 4%

Please indicate the type(s) of disability you have; n = 13
Non-Visible 92%
Visible 0%
Both 0%
Prefer not to answer 8%
Sexual Orientation

- Yes: 14%
- No: 83%
- Prefer not to answer: 3%

If you consider your sexual orientation to be lesbian, gay, bisexual, two-spirit, queer or a similar term, please check all that apply: n = 14

- Lesbian: 86%
- Queer: 29%
- Bisexual: 14%
- Two-Spirit: 14%
- Gay: 0%
- Another (please specify): 0%
- Prefer not to answer: 0%
Do you consider your gender identity to be trans, transgender, gender variant, gender non-conforming, non-binary, genderqueer, two-spirit or a similar term?; n = 98

If you consider your gender identity to be trans, transgender, gender variant, gender non-conforming, genderqueer, two-spirit or a similar term please check all that apply; n = 2
Position

17% Vice-President, Provost, President, Principal
28% Associate Vice-President, Associate Vice-Principal, Associate Provost, Dean
31% Associate Dean, Vice Dean, Assistant Dean, Director, Manager, Coordinator
24% Other (please specify):
0% Prefer not to answer

- Chair
- Chief Operations Officer
- Department Chair
- Executive Director
- Faculty former associate dean
- Faculty member
- Former dean & assoc. dean
- Former provost; (full) professor
- Former VP; currently Special Advisor to the President
- Leader of university advocacy group for female faculty
- Non-academic staff
- Professor
- Professor (former Dean)
- Research Chair
- Retired
- Retired Dean
- Retired president
- Retired Provost
- Retired, SWAAC Emeritus
- Semi-retired
- Semi-retired
- University Secretary
- University Secretary

Please select which category best describes your current role at your institution; n = 98
Diversity of SWAAC Members by Position

<table>
<thead>
<tr>
<th>Position</th>
<th>Survey responses</th>
<th>Racialized (%</th>
<th>Indigenous (%)</th>
<th>Persons with disabilities (%)</th>
<th>LGBTQ2S+ (%)</th>
<th>Identifies with 2 or more groups (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice-President, Provost, President, Principal</td>
<td>17</td>
<td>25%</td>
<td>40%</td>
<td>31%</td>
<td>29%</td>
<td>20%</td>
</tr>
<tr>
<td>Associate Vice-President, Associate Vice-Principal, Associate Provost, Dean</td>
<td>27</td>
<td>50%</td>
<td>20%</td>
<td>15%</td>
<td>14%</td>
<td>20%</td>
</tr>
<tr>
<td>Assistant Vice-President, Assistant Vice-Principal, Assistant Provost</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Associate Dean, Vice Dean, Assistant Dean, Director, Manager, Coordinator</td>
<td>30</td>
<td>25%</td>
<td>40%</td>
<td>46%</td>
<td>50%</td>
<td>60%</td>
</tr>
<tr>
<td>Other</td>
<td>24</td>
<td>0%</td>
<td>0%</td>
<td>8%</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td>Column n</td>
<td>98</td>
<td>8</td>
<td>5</td>
<td>13</td>
<td>14</td>
<td>10</td>
</tr>
</tbody>
</table>
## Comparison to Universities Canada EDI Survey Results

<table>
<thead>
<tr>
<th></th>
<th>Survey responses</th>
<th>Women (%)</th>
<th>Racialized (%)</th>
<th>Indigenous (%)</th>
<th>Persons with disabilities (%)</th>
<th>LGBTQ2S+ (%)</th>
<th>Identifies with 2 or more groups (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWAAC*</td>
<td>98</td>
<td>100%</td>
<td>8%</td>
<td>5%</td>
<td>13%</td>
<td>14%</td>
<td>40%</td>
</tr>
<tr>
<td>Senior University Leaders**</td>
<td>1140</td>
<td>49%</td>
<td>8%</td>
<td>3%</td>
<td>5%</td>
<td>8%</td>
<td>11%</td>
</tr>
</tbody>
</table>

*Source: SWAAC 2019 Equity Survey

**Source: Universities Canada EDI Survey