

# Senior Women Academic Administrators of Canada (SWAAC)

## 2019 Equity Survey Results

December 20, 2019

Prepared by Academica Group



Senior Women Academic Administrators of Canada  
*Administratrices Universitaires du Canada*

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# **Introduction & Method**

# 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 8<sup>th</sup> to December 15<sup>th</sup>, 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.

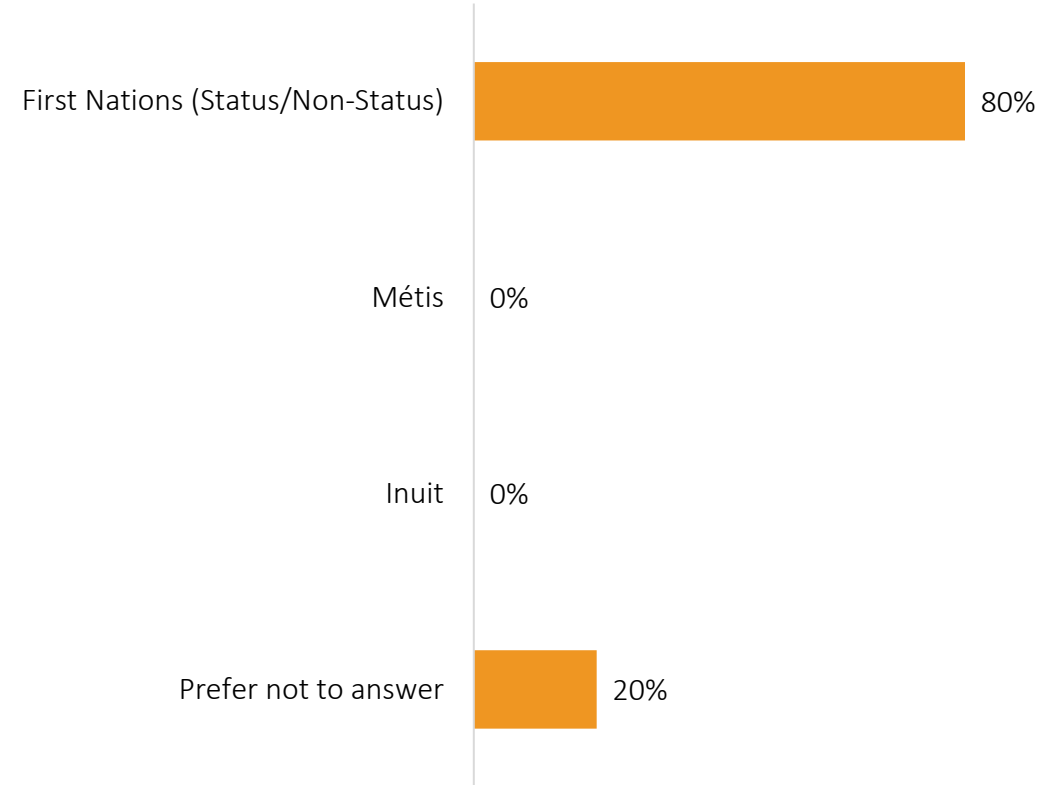
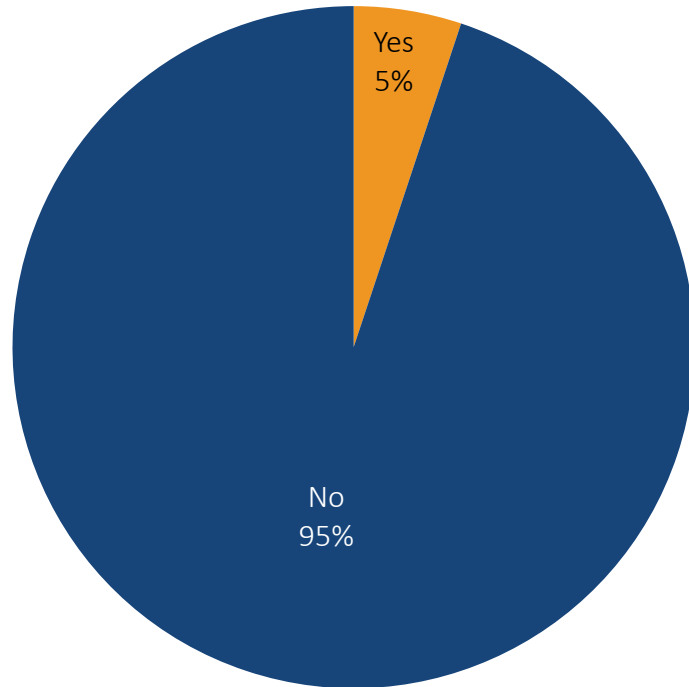
- **People with disabilities account for 13%** of SWAAC members. Among those with disabilities, 92% said they have a non-visible disability (invisible disability, or non-visible is a term commonly used to describe a disability which is non-evident).
- **14% of SWAAC members** report their **sexual orientation** 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.

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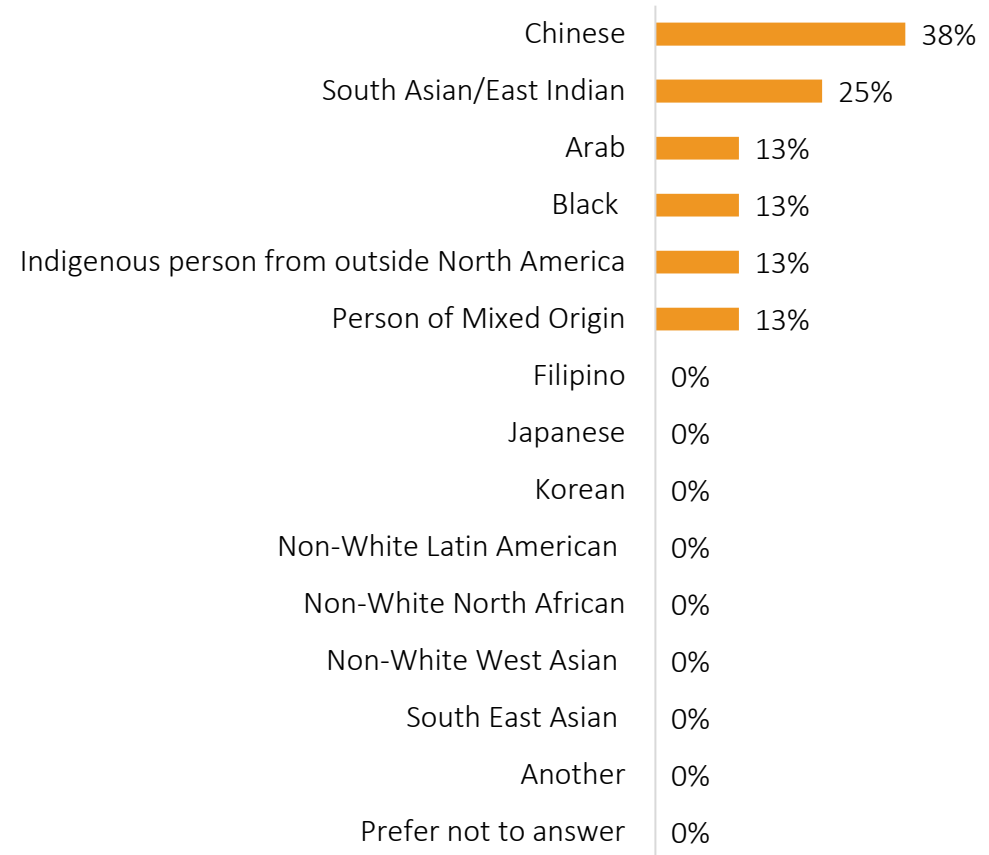
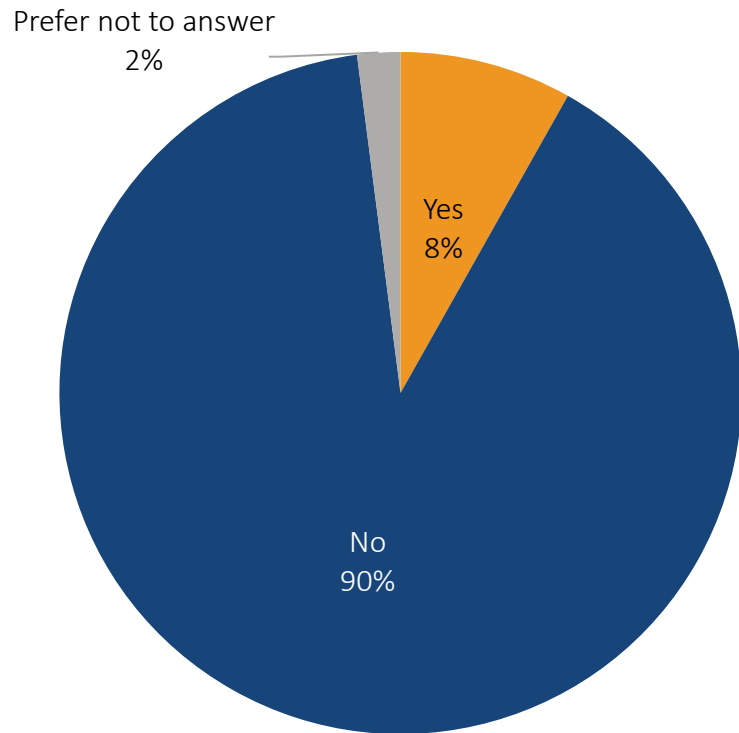
# 2019 Equity Survey Results



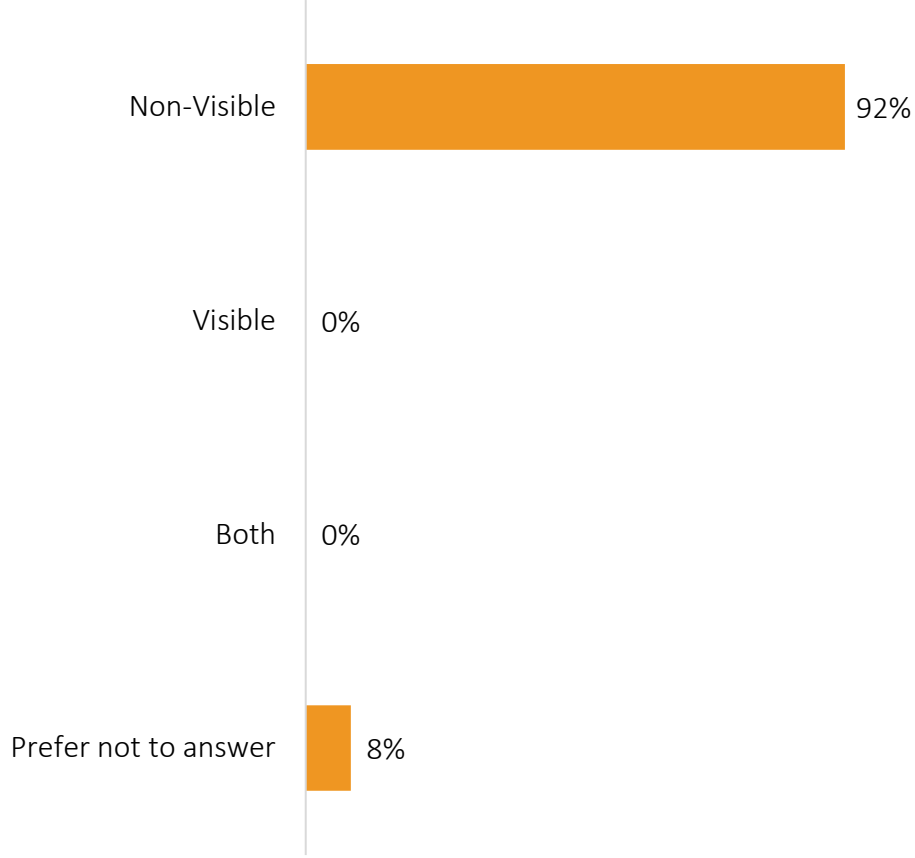
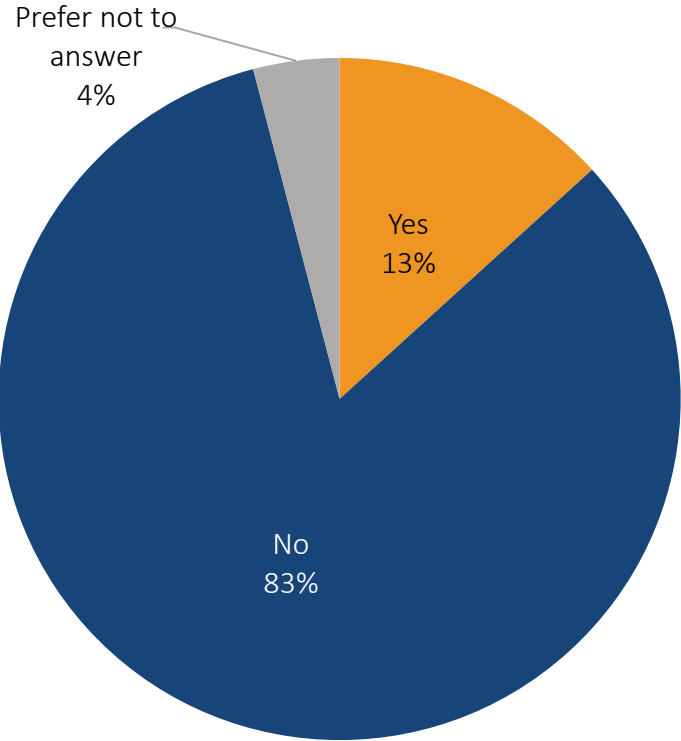
# Indigenous/Aboriginal Peoples



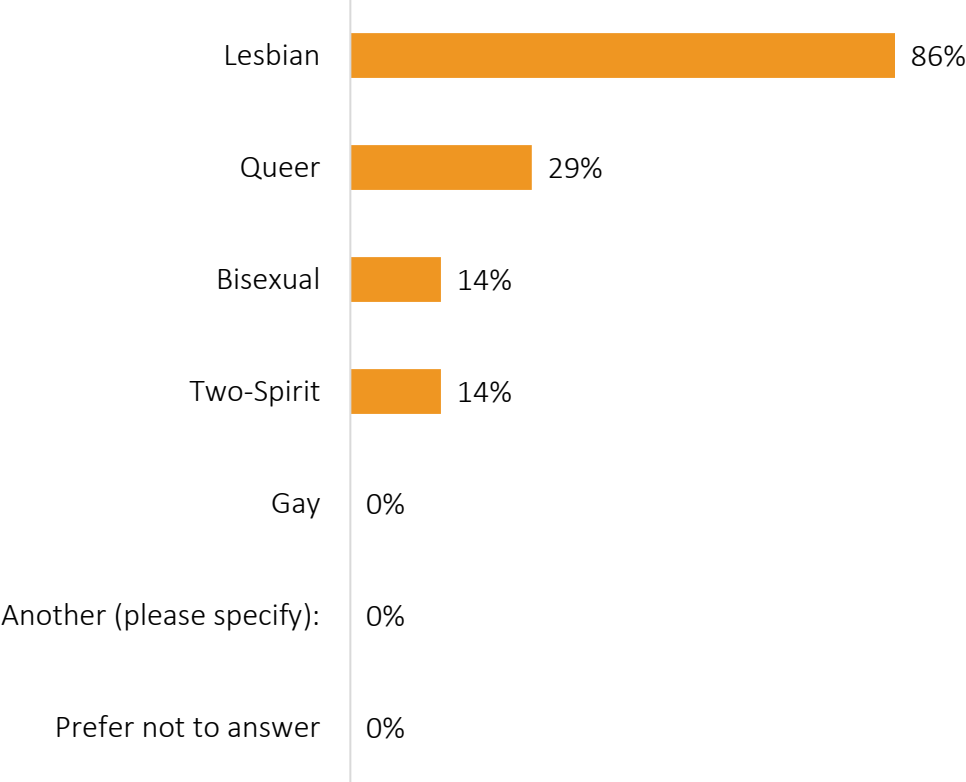
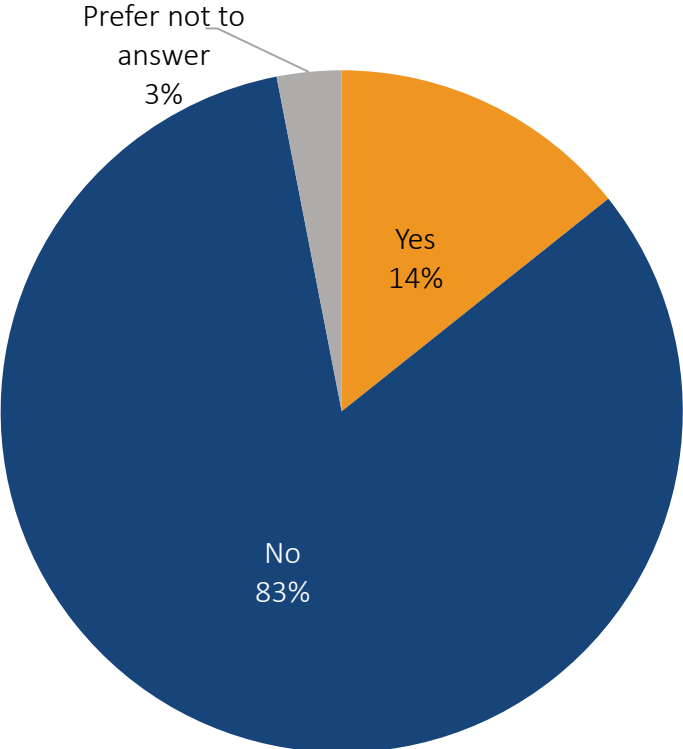
# Racialized Persons/Persons of Colour



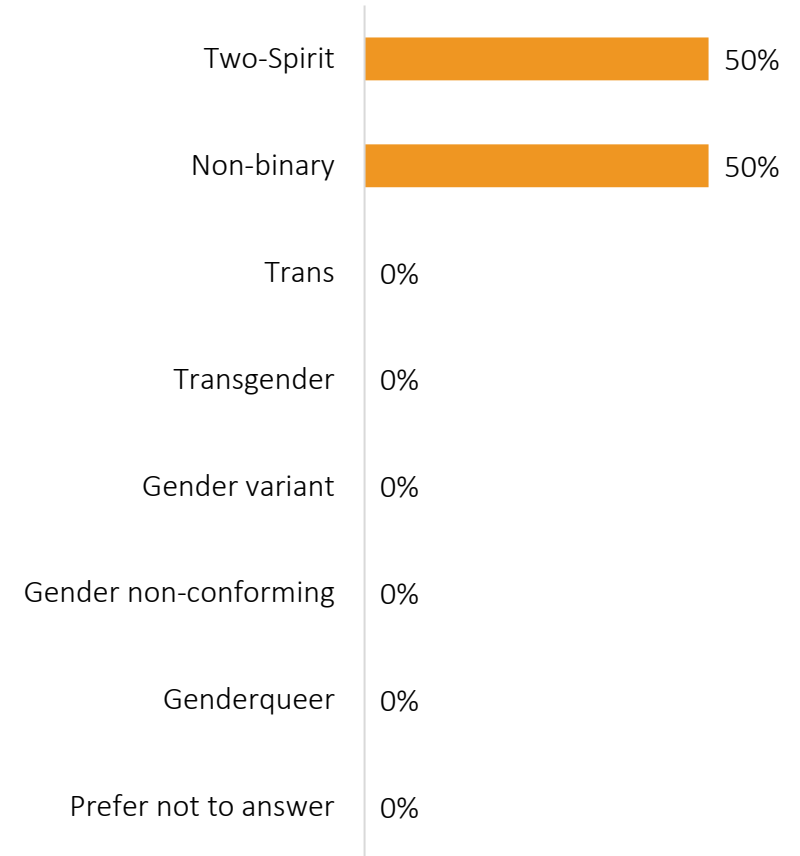
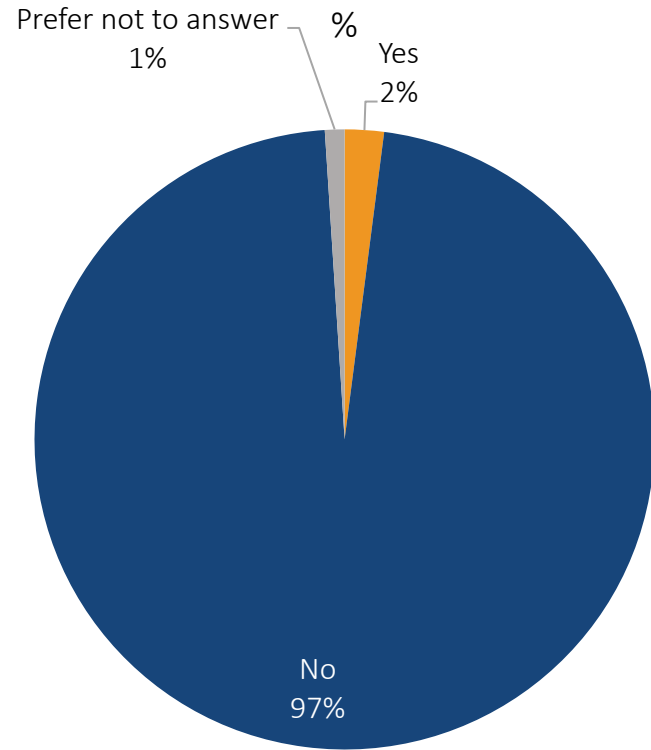
# Person with a Disability



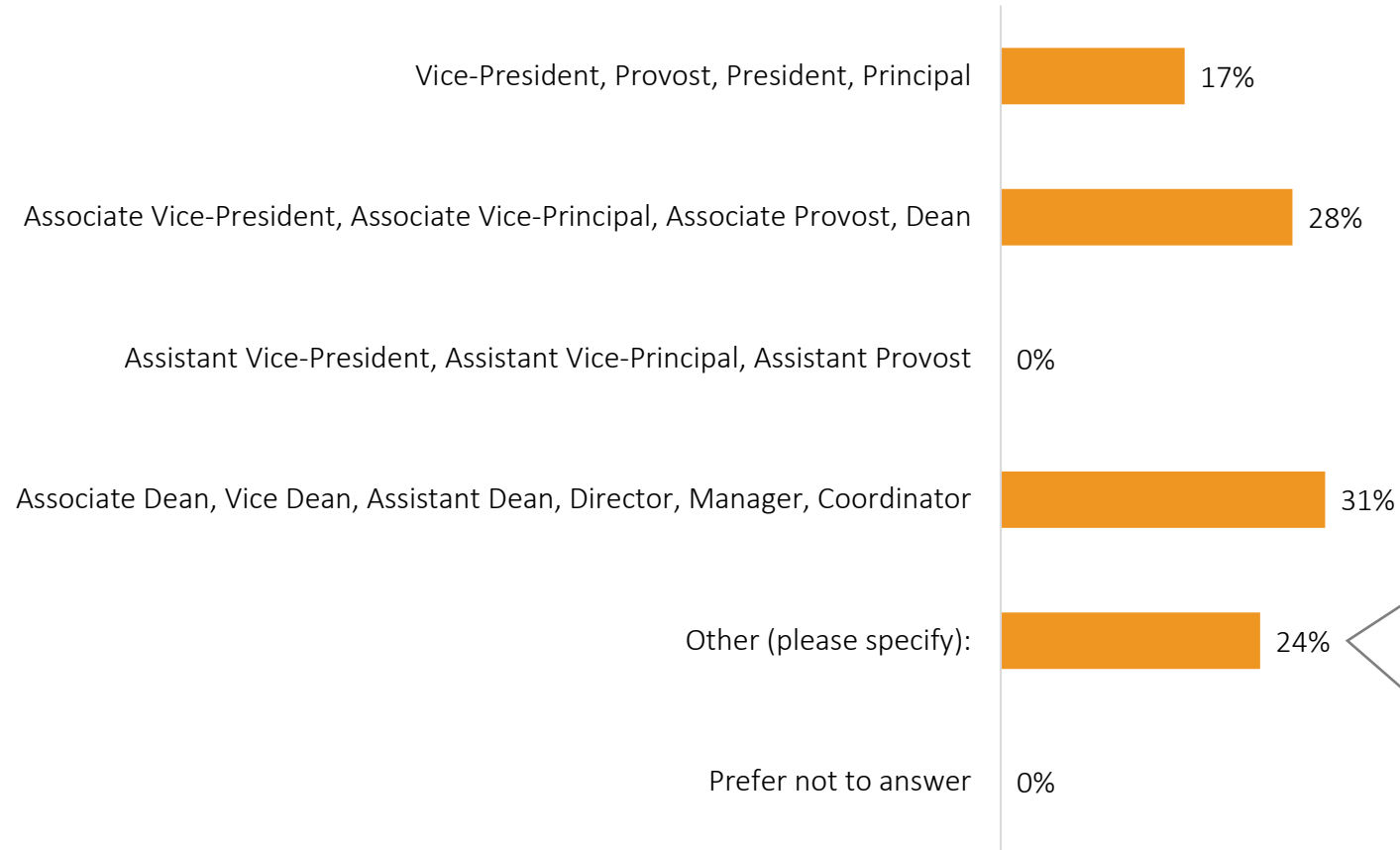
# Sexual Orientation



# Gender Identity



# Position



- 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
- Professor (former Dean)
- Research Chair
- Retired
- Retired Dean
- Retired president
- Retired Provost
- Retired, SWAAC Emeritus
- Semi-retired
- Semi-retired
- University Secretary
- University Secretary

## Diversity of SWAAC Members by Position

	Survey responses	Racialized (%)	Indigenous (%)	Persons with disabilities (%)	LGBTQ2S+ (%)	Identifies with 2 or more groups (%)
Vice-President, Provost, President, Principal	17	25%	40%	31%	29%	20%
Associate Vice-President, Associate Vice-Principal, Associate Provost, Dean	27	50%	20%	15%	14%	20%
Assistant Vice-President, Assistant Vice-Principal, Assistant Provost	0	0%	0%	0%	0%	0%
Associate Dean, Vice Dean, Assistant Dean, Director, Manager, Coordinator	30	25%	40%	46%	50%	60%
Other	24	0%	0%	8%	7%	0%
Column n	98	8	5	13	14	10

## Comparison to Universities Canada EDI Survey Results

	Survey responses	Women (%)	Racialized (%)	Indigenous (%)	Persons with disabilities (%)	LGBTQ2S+ (%)	Identifies with 2 or more groups (%)
SWAAC*	98	100%	8%	5%	13%	14%	40%
Senior University Leaders**	1140	49%	8%	3%	5%	8%	11%

\*Source: SWAAC 2019 Equity Survey

\*\*Source: Universities Canada EDI Survey



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