

Senior Women Academic Administrators of Canada (SWAAC) 2024 Equity Survey Results

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Prepared by Academica Group

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Introduction & Method

This report presents the results of the Senior Women Academic Administrators of Canada (SWAAC) 2024 Equity Survey. Where possible, tracking to the 2019 survey results are included in the appendix.

The purpose of the survey was to better understand the diversity of SWAAC membership and compare data from the 2019 Equity Survey to guide future initiatives aimed at enhancing the equity, diversity, and inclusiveness of the organization. The survey was administered through Academica's online survey platform, Voxco. 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 January 15th to February 19th, 2024.

SWAAC members were invited to complete the survey on January 15th, and 18 new members were invited on February 8th. A total of five reminder emails were sent: the first three reminder emails were sent by Academica, and the final two were sent by SWAAC.

Of the 189 members invited, 96 completed the survey. This is a response rate of 51%.

Summary of Findings

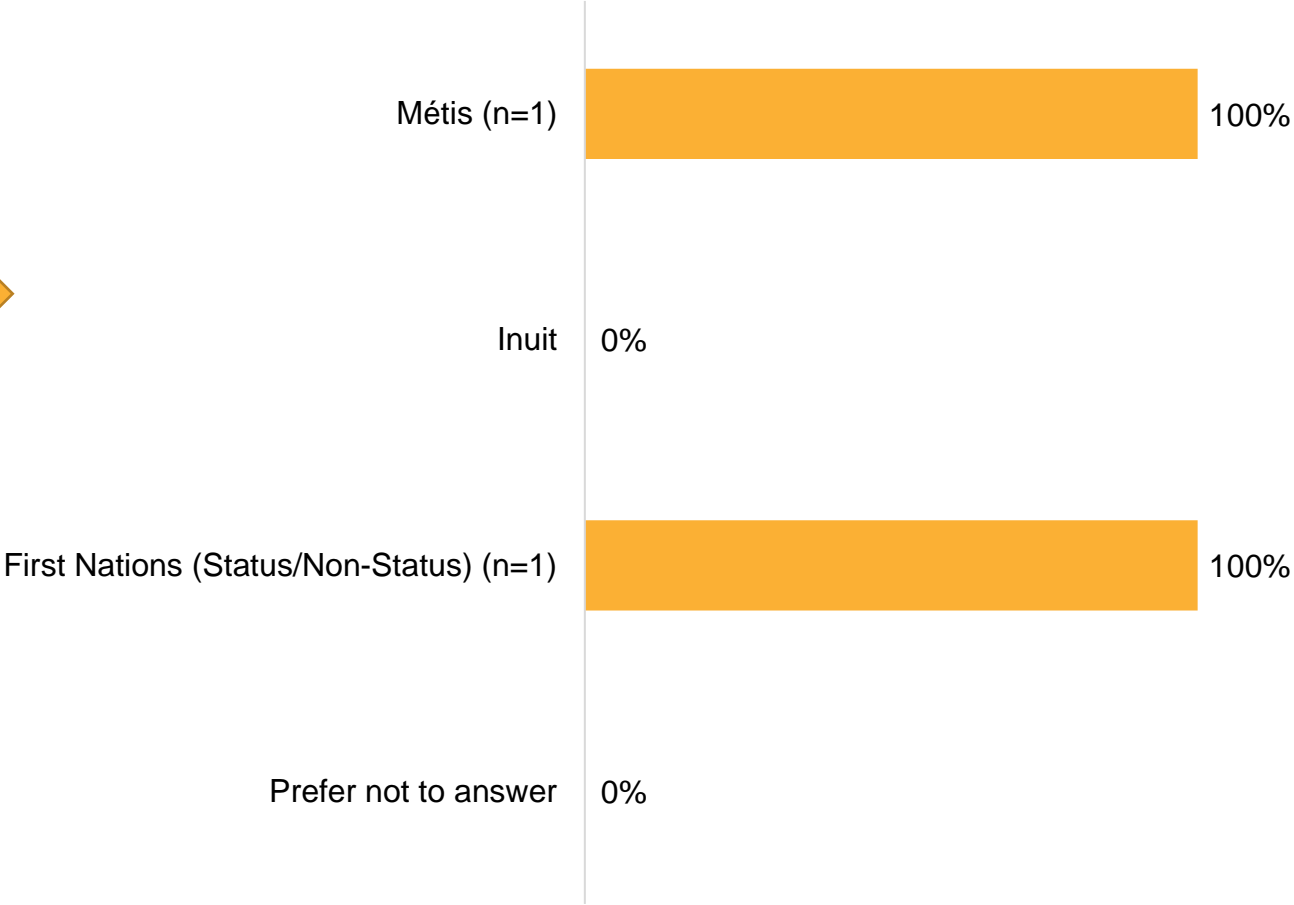
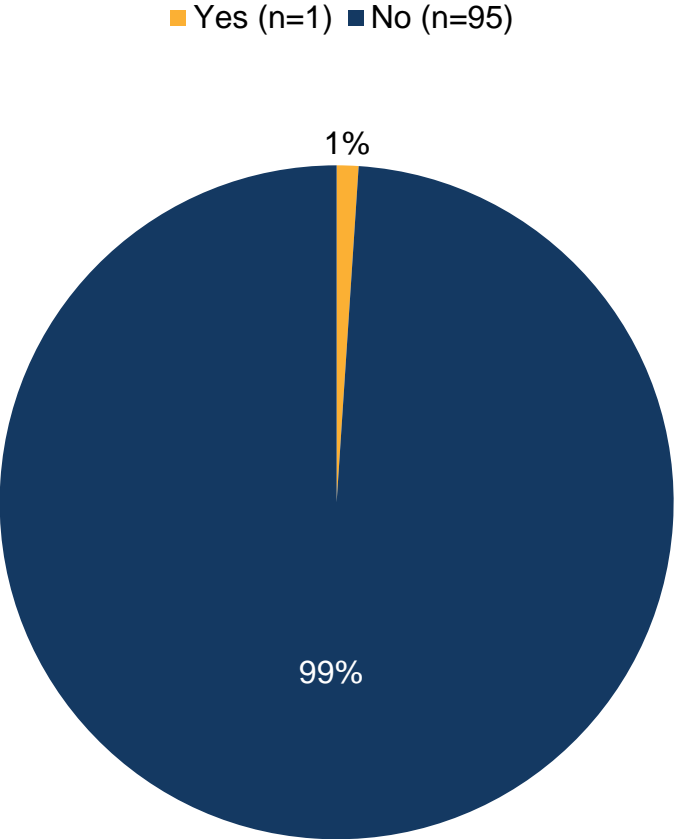
- 51% of SWAAC members completed the 2024 Equity Survey (n=96).
- Most respondents' roles fall under the category of Associate Vice-President, Associate Vice-Principal, Associate Provost, or Dean (33% or n=32).
- Most respondents are from Ontario (53% or n=51) and are between the ages of 50 – 65 (55% or n=53).
- In comparison to the respondents from 2019, fewer respondents self-identify as Indigenous in 2024 (1% or n=1 in 2024 compared to 5% or n=5 in 2019).
- In 2024, 19% (n=18) of respondents identify as a person of colour or racialized person, compared to only 8% (n=8) in 2019.
- 13% (n=12) of respondents self-identify as a person with a disability. Among them, 11 indicate that their disability is non-visible.
- 13% (n=12) of respondents consider their sexual orientation to be lesbian, gay, bisexual, pansexual, or a similar term.



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2024 Equity Survey Results

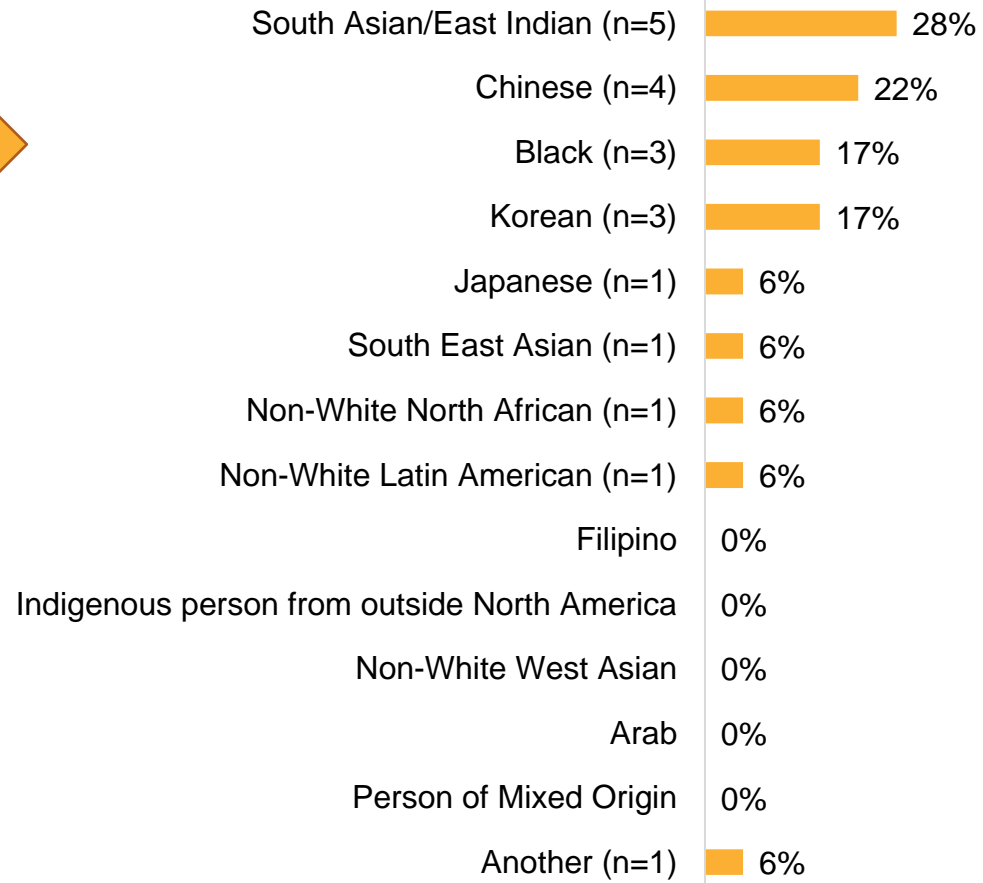
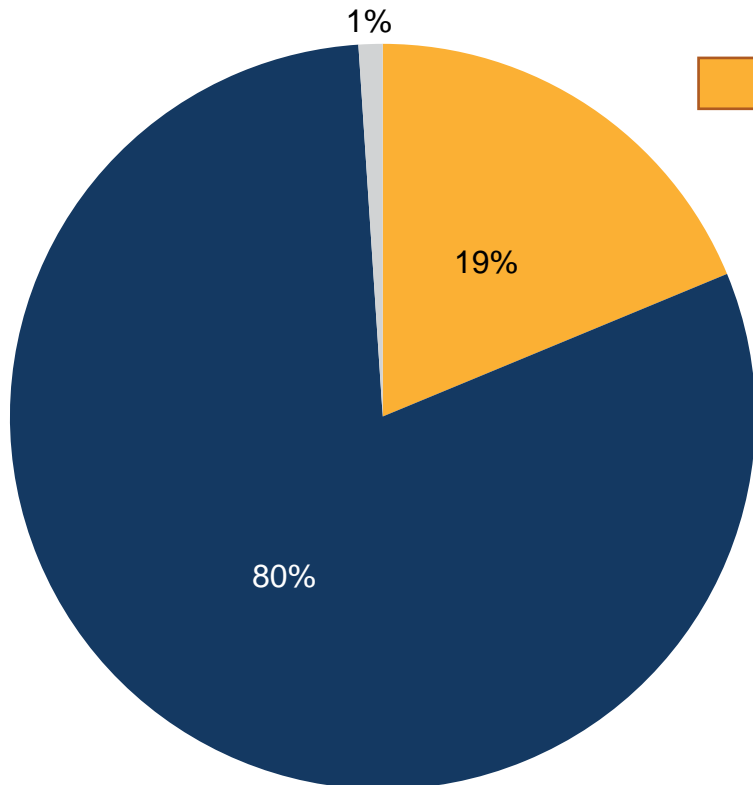
Indigenous Persons



Do you self-identify as an Indigenous Person? | n = 96
You indicated you are an Indigenous person, please check all that apply. | n = 1

Racialized Persons/Persons of Colour

■ Yes (n=18)
 ■ No (n=77)
 ■ Prefer not to answer (n=1)



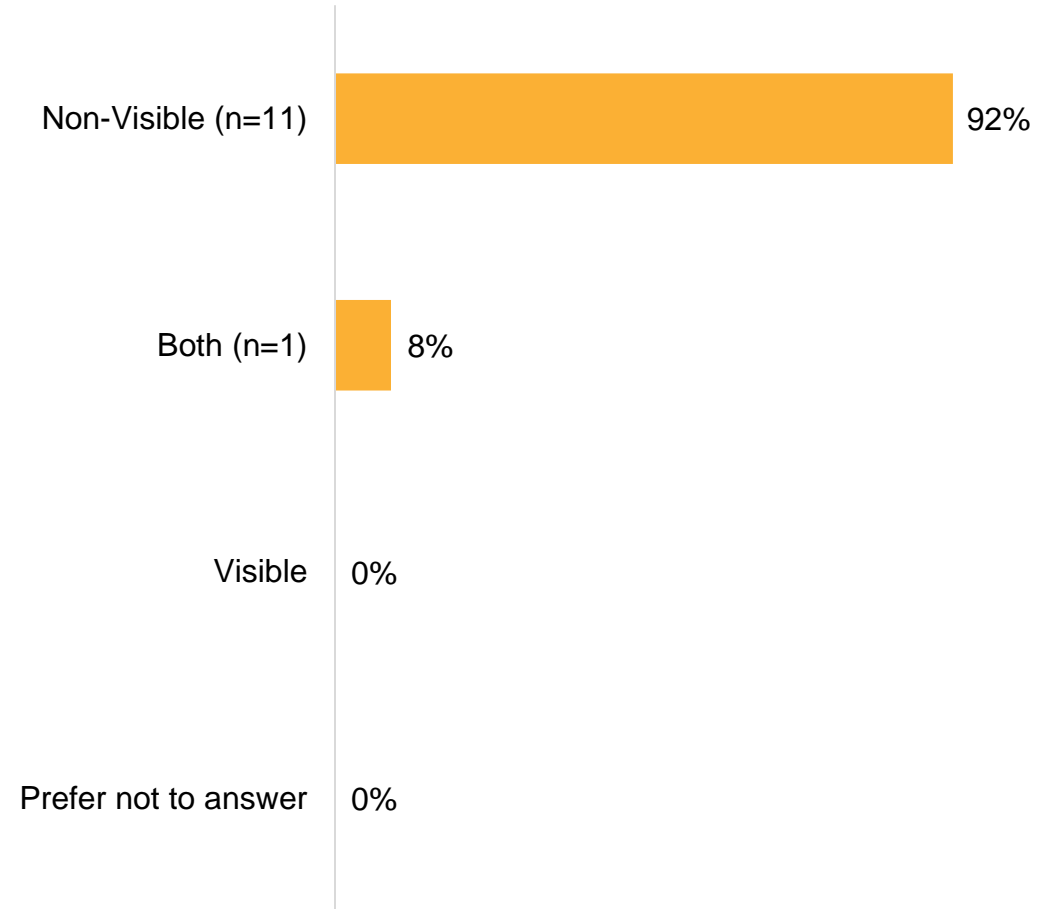
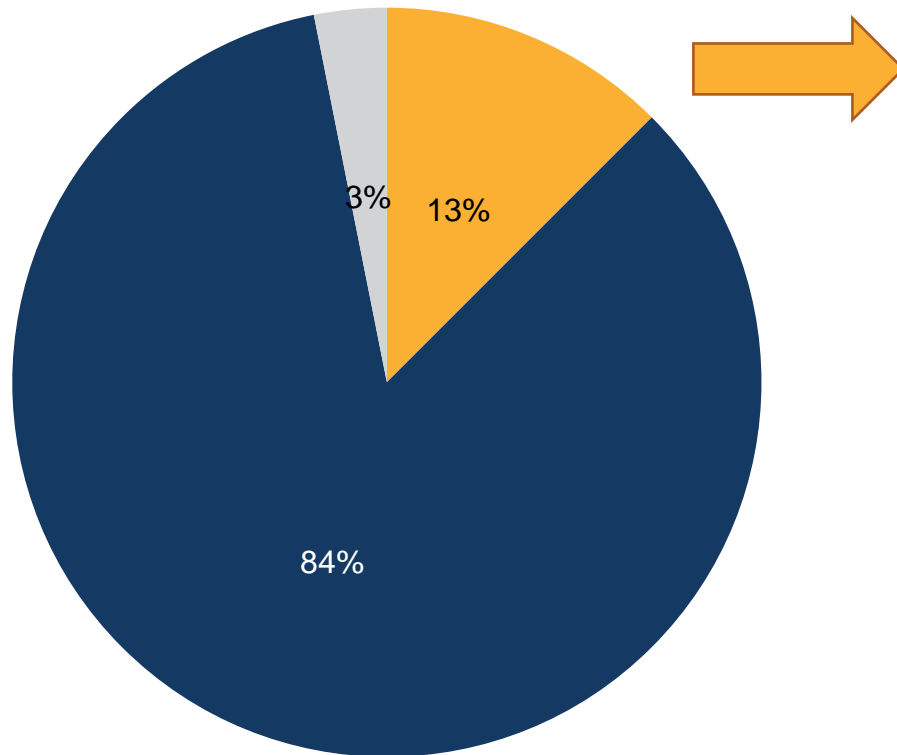
Do you self-identify as a “Person of Colour”, or “Racialized Person”? | n = 96

If you identify as Indigenous, please use this question to identify any other race or ethnicity groups with which you identify. If you are a member of a racialized persons/persons of colour group in Canada, please check all that apply. | n = 18



Person with a Disability

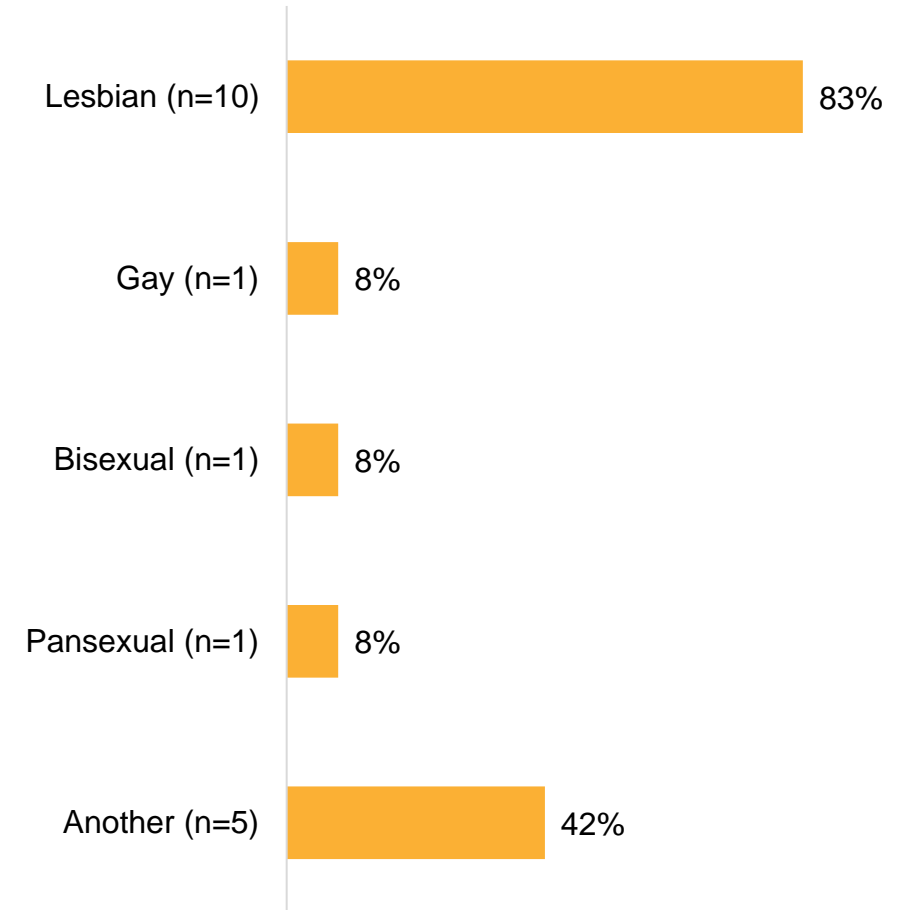
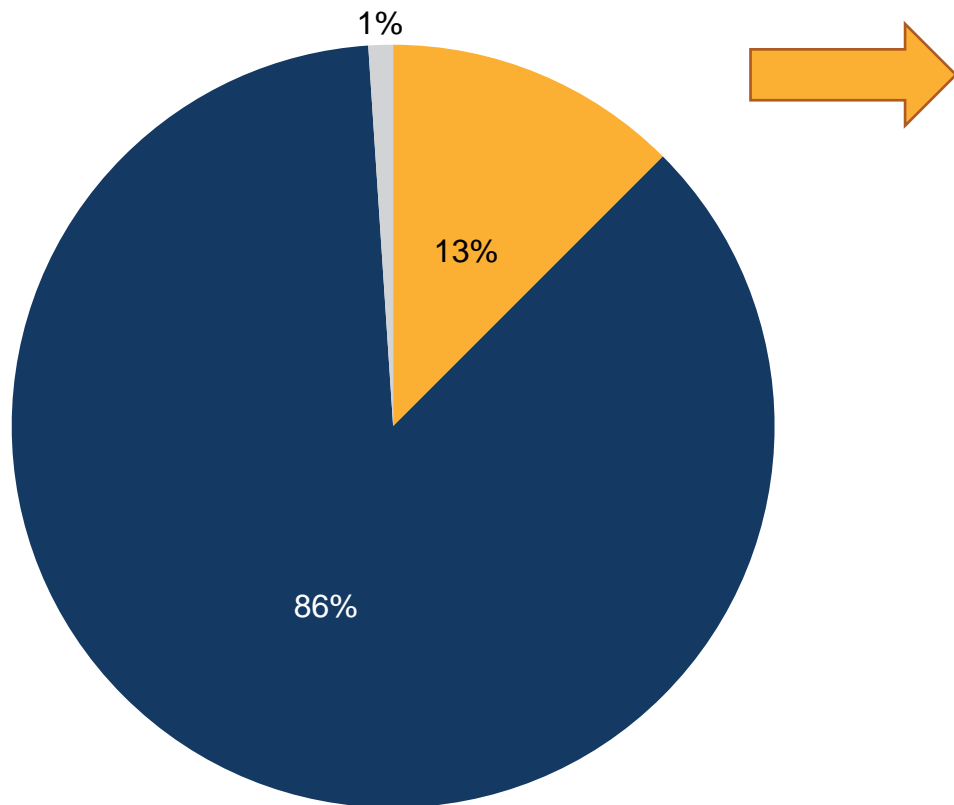
Yes (n=12) No (n=81) Prefer not to answer (n=3)



Do you self-identify as a person with a disability? | n = 96
Please indicate the type(s) of disability you have. | n = 12

Sexual Orientation

■ Yes (n=12) ■ No (n=83) ■ Prefer not to answer (n=1)

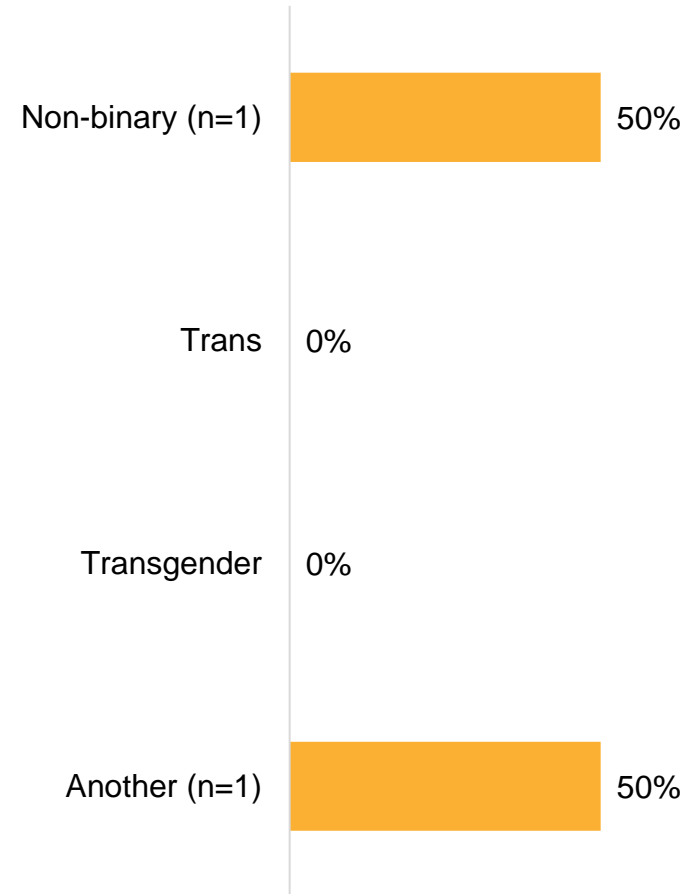
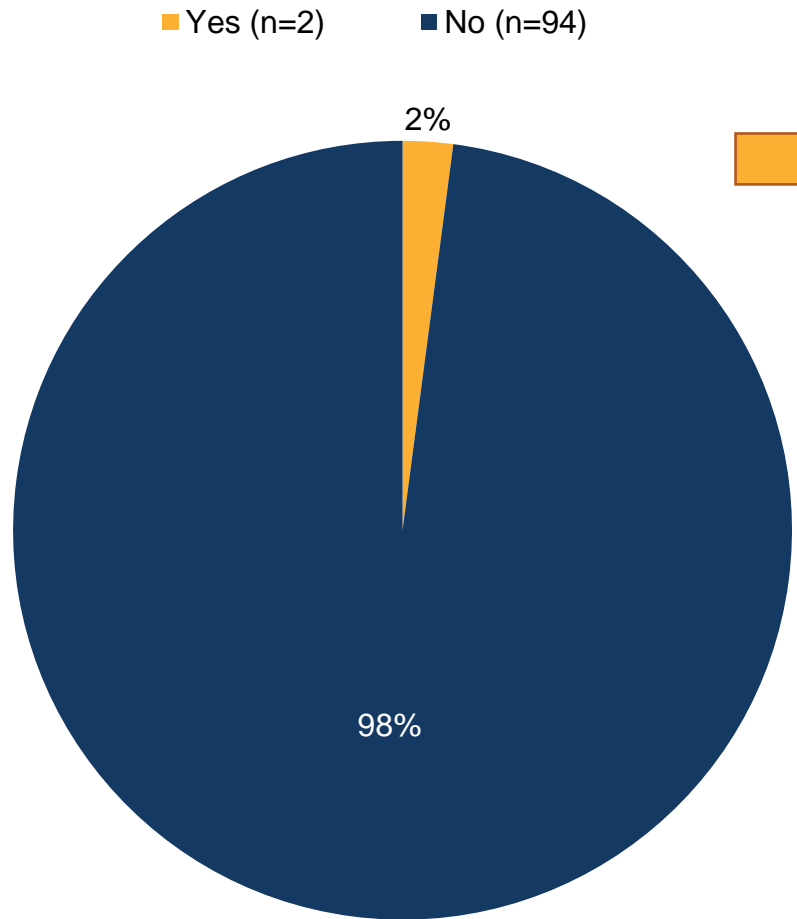


Do you consider your sexual orientation to be lesbian, gay, bisexual, pansexual or a similar term? | n = 96

If you consider your sexual orientation to be lesbian, gay, bisexual, pansexual or a similar term please check all that apply. | n = 12



Gender Identity

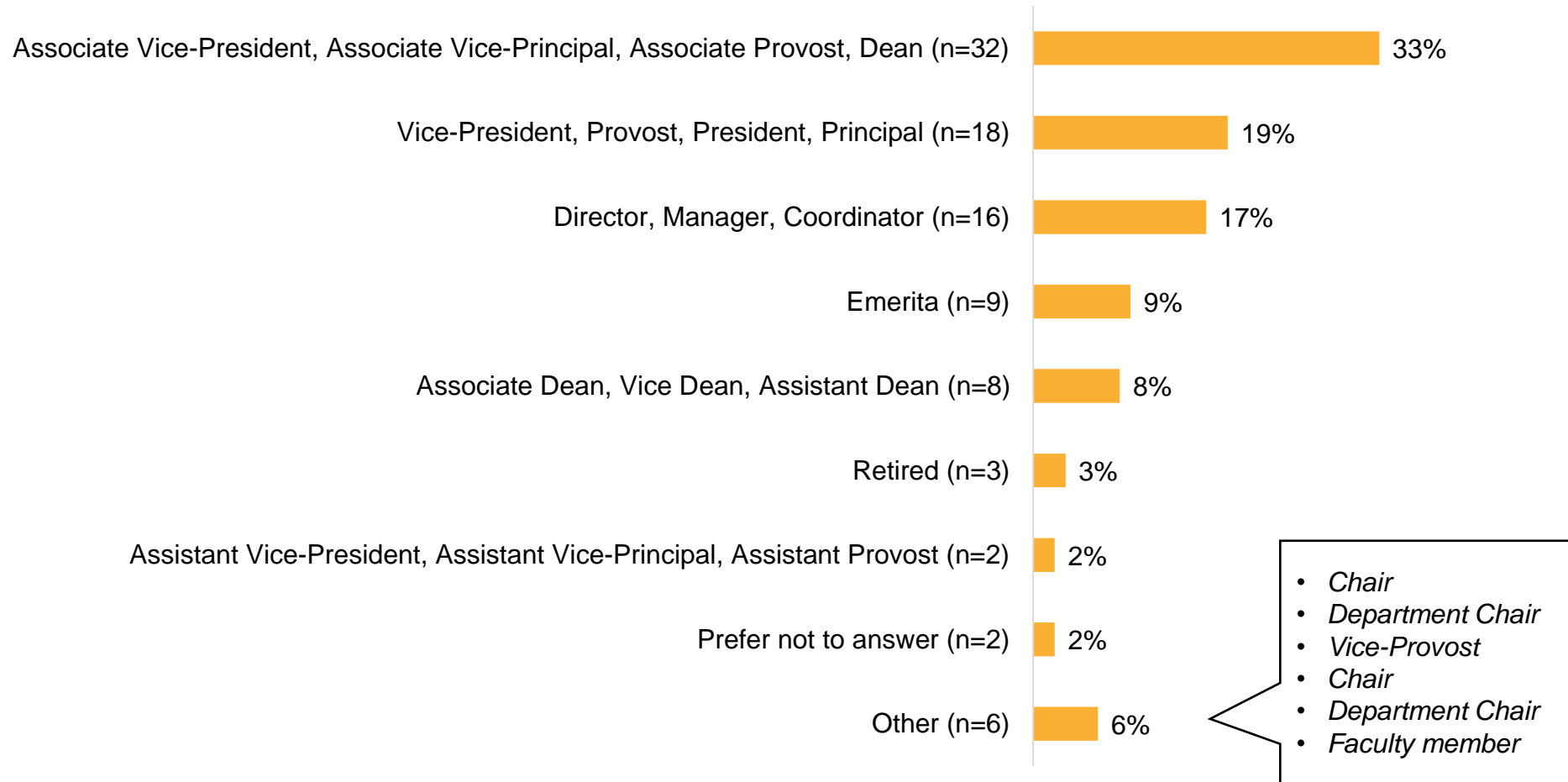


Do you consider your gender identity to be trans, transgender, non-binary, or a similar term? | n = 96

If you consider your gender identity to be trans, transgender, non-binary, or a similar term please check all that apply. | n = 2



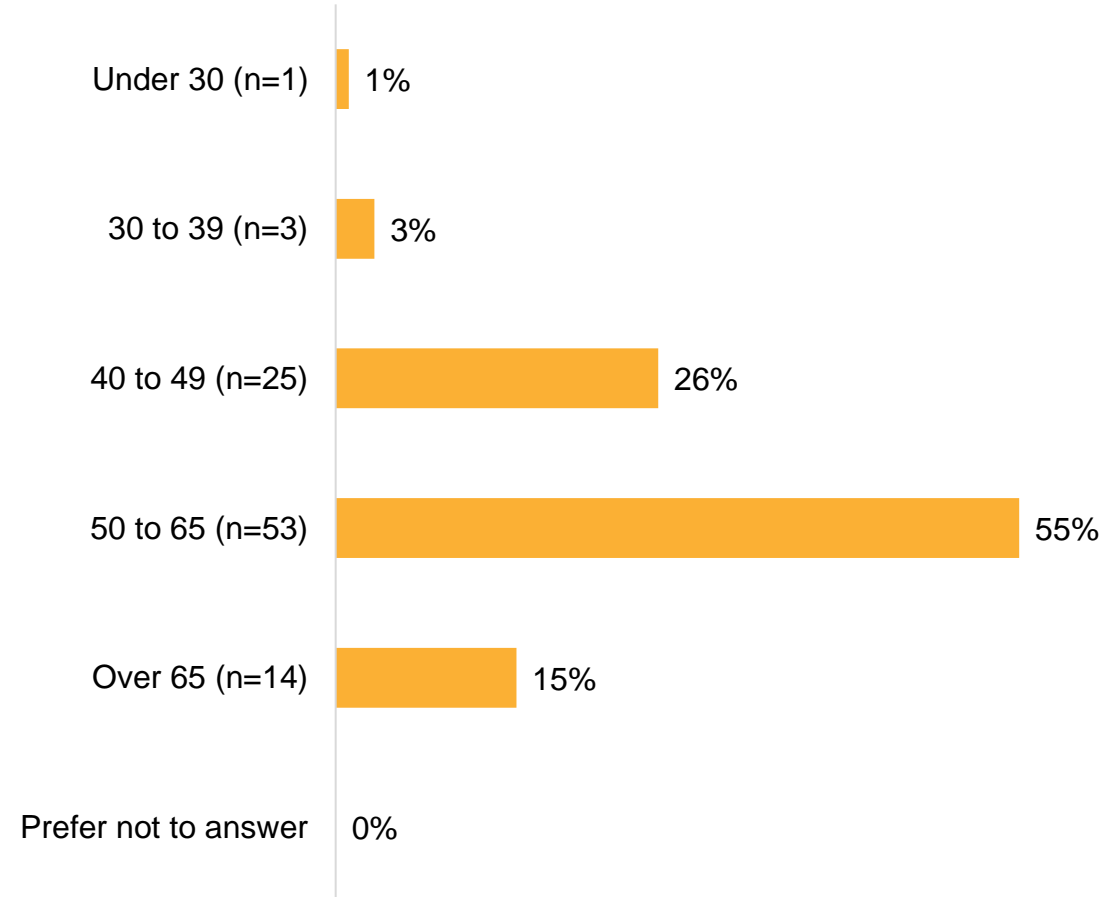
Position



Please select which category best describes your current role at your institution. | n = 96



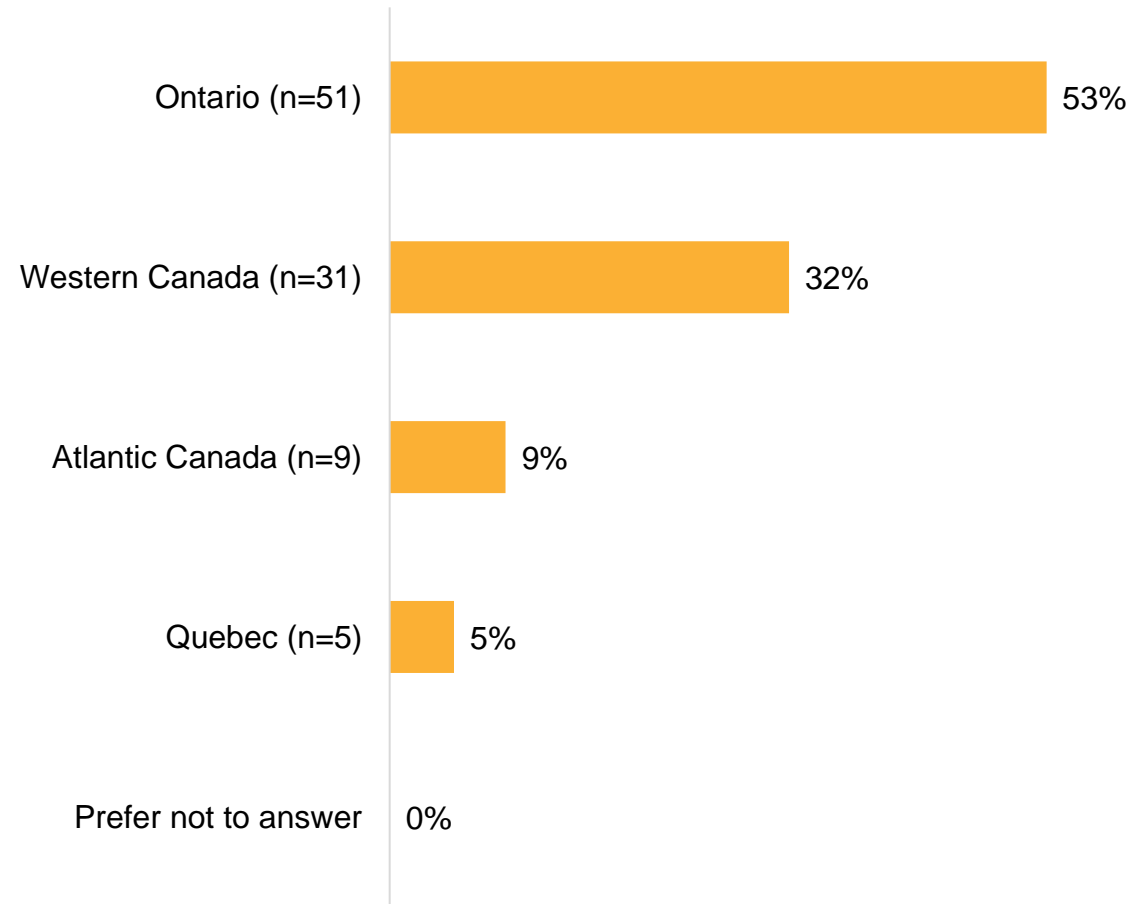
Age Group



Please select which age group you belong to. | n = 96



Region



In which region do you currently live? | n = 96



Diversity of SWAAC Members by Position

	Total	Racialized	Indigenous	Person w/ disabilities	LGBTQ2S+	Gender identity	Identifies with 2 or more groups	Does not identify with a group
Vice-President, Provost, President, Principal	19% n=18	28% n=5	0%	8% n=1	17% n=2	0%	0%	20% n=18
Associate Vice-President, Associate Vice-Principal, Associate Provost, Dean	33% n=32	17% n=3	100% n=1	25% n=3	25% n=3	100% n=2	40% n=2	33% n=30
Assistant Vice-President, Assistant Vice-Principal, Assistant Provost	2% n=2	6% n=1	0%	8% n=1	0%	0%	0%	2% n=2
Associate Dean, Vice Dean, Assistant Dean	8% n=8	6% n=1	0%	17% n=2	8% n=1	0%	0%	9% n=8
Director, Manager, Coordinator	17% n=16	28% n=5	0%	42% n=5	17% n=2	0%	40% n=2	15% n=14
Retired	3% n=3	0%	0%	0%	0%	0%	0%	3% n=3
Emerita	9% n=9	6% n=1	0%	0%	17% n=2	0%	0%	10% n=9
Other	6% n=6	6% n=1	0%	0%	17% n=2	0%	20% n=1	5% n=5
Prefer not to answer	2% n=2	6% n=1	0%	0%	0%	0%	0%	2% n=2
Column n	96	18	1	12	12	2	5	91





Appendix

Tracking to 2019 Survey Results

Appendix: Introduction

Where possible, results from the 2024 Equity Survey are compared to results from 2019.

The following questions were not included in the 2019 survey report and as such, tracking is not available:

- Age Group – *Please select which age group you belong to.*
- Region – *In which region do you currently live?*

In instances where questions were updated for the 2024 survey, a note is included in the slide footer.



Indigenous Persons

	2024	2019
Yes	1% n=1	5% n=5
No	99% n=95	95% n=93
Prefer not to answer	0%	0%
Column n	96	98

Do you self-identify as an Indigenous Person? | n = 194



Indigenous Persons

	2024	2019
First Nations (Status/Non-Status)	100% n=1	80% n=4
Métis	100% n=1	0%
Prefer not to answer	0%	20% n=1
Inuit	0%	0%
Column n	1	5

You indicated you are an Indigenous person, please check all that apply. | n = 6



Racialized Persons/Persons of Colour

	2024	2019
Yes	19% n=18	8% n=8
No	80% n=77	90% n=88
Prefer not to answer	1% n=1	2% n=2
Column n	96	98

Do you self-identify as a “Person of Colour”, or “Racialized Person”? | n = 194



Racialized Persons/Persons of Colour

	2024	2019
South Asian/East Indian	28% n=5	25% n=2
Chinese	22% n=4	38% n=3
Black	17% n=3	13% n=1
Korean	17% n=3	0%
Japanese	6% n=1	0%
South East Asian	6% n=1	0%
Non-White North African	6% n=1	0%
Non-White Latin American	6% n=1	0%
Filipino	0%	0%
Indigenous person from outside North America	0%	13% n=1
Non-White West Asian	0%	0%
Arab	0%	13% n=1
Person of Mixed Origin	0%	13% n=1
Another	6% n=1	0%
Column n	18	8

If you identify as Indigenous, please use this question to identify any other race or ethnicity groups with which you identify. If you are a member of a racialized persons /persons of colour group in Canada, please check all that apply. | n = 26



Person with a disability

	2024	2019
Yes	13% n=12	13% n=13
No	84% n=81	83% n=81
Prefer not to answer	3% n=3	4% n=4
Column n	96	98

Do you self-identify as a person with a disability? | n = 194



Person with a disability

	2024	2019
Non-Visible	92% n=11	92% n=12
Both	8% n=1	0%
Prefer not to answer	0%	8% n=1
Visible	0%	0%
Column n	12	13

Please indicate the type(s) of disability you have. | n = 25



Sexual Orientation

	2024	2019
Yes	13% n=12	14% n=14
No	86% n=83	83% n=81
Prefer not to answer	1% n=1	3% n=3
Column n	96	98

Do you consider your sexual orientation to be lesbian, gay, bisexual, pansexual or a similar term? | n = 194

**Question updated in 2024 to reflect the language used by Statistics Canada.*



Sexual Orientation

	2024	2019
Lesbian	83% n=10	86% n=12
Queer	33% n=4	29% n=4
Two-Spirit	8% n=1	14% n=2
Bisexual	8% n=1	14% n=2
Pansexual	8% n=1	0%
Gay	8% n=1	0%
Another	8% n=1	0%
Column n	12	14

Sexual orientation – combined. | n = 26

*Question updated in 2024 to reflect the language used by Statistics Canada.

** Question & response options updated in 2024. Open-ended “other” responses from 2024 coded where possible under 2019 response option.



Gender Identity

	2024	2019
Yes	2% n=2	2% n=2
No	98% n=94	97% n=95
Prefer not to answer	0%	1% n=1
Column n	96	98

Do you consider your gender identity to be trans, transgender, non-binary, or a similar term? | n = 194

**Question updated in 2024 to reflect the language used by Statistics Canada.*



Gender Identity

	2024	2019
Non-binary	50% n=1	50% n=1
Two-Spirit	0%	50% n=1
Transgender	0%	0%
Gender variant	0%	0%
Gender non-conforming	0%	0%
Genderqueer	0%	0%
Trans	0%	0%
Another	50% n=1	0%
Column n	2	2

If you consider your gender identity to be trans, transgender, non-binary, or a similar term please check all that apply - combined | n = 4

*Question updated in 2024 to reflect the language used by Statistics Canada.

** Question & response options updated in 2024. Open-ended "other" responses from 2024 coded where possible under 2019 response option.



Position

	2024	2019
Associate Vice-President, Associate Vice-Principal, Associate Provost, Dean	33% n=32	28% n=27
Associate Dean, Vice Dean, Assistant Dean, Director, Manager, Coordinator	25% n=24	31% n=30
Vice-President, Provost, President, Principal	19% n=18	17% n=17
Emerita	9% n=9	1% n=1
Retired	3% n=3	4% n=4
Assistant Vice-President, Assistant Vice-Principal, Assistant Provost	2% n=2	0%
Prefer not to answer	2% n=2	0%
Other	6% n=6	19% n=19
Column n	96	98

Please select which category best describes your current role at your institution. | n = 194

*Question & response options updated in 2024. Open-ended “other” responses from 2019 coded where possible under 2024 response option.





This presentation was created by Academica Group,
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