Black Inclusion in the Canadian Academy

How is the Black population situated within and interfacing with the Academy?

Underrepresentation of Black People in Senior Leadership [3]

- President: 12.8% Black, 68.6% All Workers, 18.6% Not a visible minority
- Vice-President: 11.5% Black, 68.1% All Workers, 19.2% Not a visible minority
- Provost: 9.8% Black, 88.6% All Workers, 1.6% Not a visible minority
- Vice-Provost: 9.7% Black, 89.1% All Workers, 1.2% Not a visible minority
- TOTAL: 11.7% Black, 88.6% All Workers, 1.6% Not a visible minority

Racialized pay gap increasing for Black professors and lecturers, 2016-2021 [2],[4]

- University Teachers: 2016: $102,296, 2021: $110,000
- College Instructors: 2016: $52,164, 2021: $58,000

Black Inclusion Among University and College Faculty, 2021 [2]

- University Teachers: 2.7% Black, 10.6% Racialized, 85.7% Other
- College Instructors: 2.7% Black, 10.6% Racialized, 85.7% Other

Distributions of Students’ Fields of Study [2]

- Health and Education: 15.0% Black, 93.7% All Workers
- Business, Management and Public Administration Fields: 13.3% Black, 86.7% All Workers
- Social Sciences, Humanities Fields: 18.6% Black, 81.4% All Workers
- Math, Physical Sciences, Computer Science and Engineering Fields: 11.3% Black, 88.7% All Workers
- Other: 9.7% Black, 90.3% All Workers

Sources