



CAN-ACN

CANADIAN ASSOCIATION FOR NEUROSCIENCE
ASSOCIATION CANADIENNE DES NEUROSCIENCES

EDI-Neuro 2018

Equity, Diversity and Inclusivity in Neuroscience
Workshop at CAN2018

Event leader: Judy Illes

Data & Figures - prepared by CAN-ACN

Context:

Document developed in preparation for the EDI-Neuro workshop at CAN where our goal will be to identify priorities for the association to undertake in 2018 - 2019.

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Figure 1: More women are earning Bachelor's degrees than men

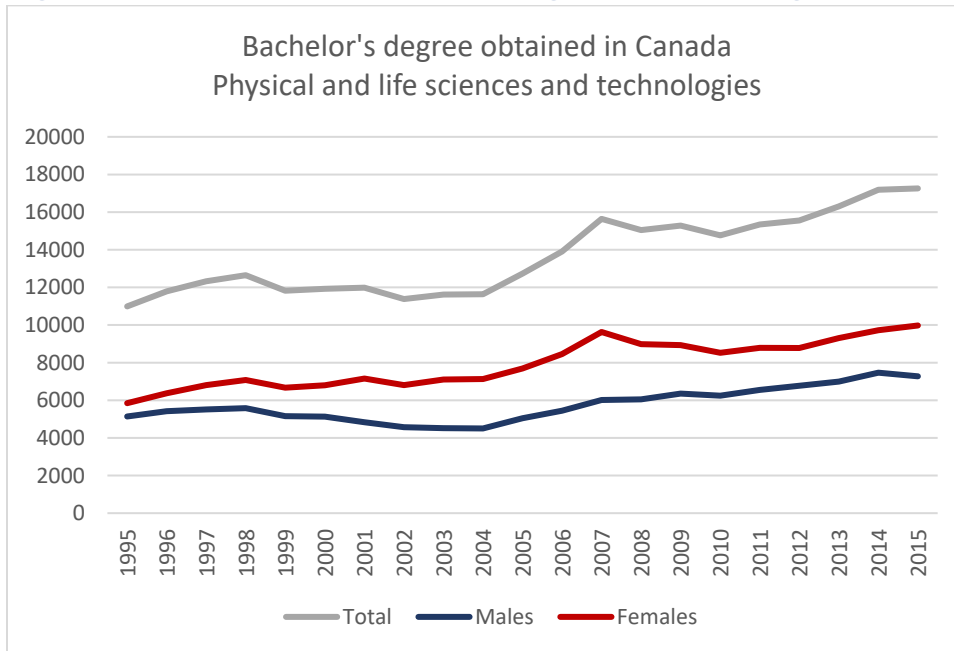


Figure 2: More women are earning Master's degrees than men

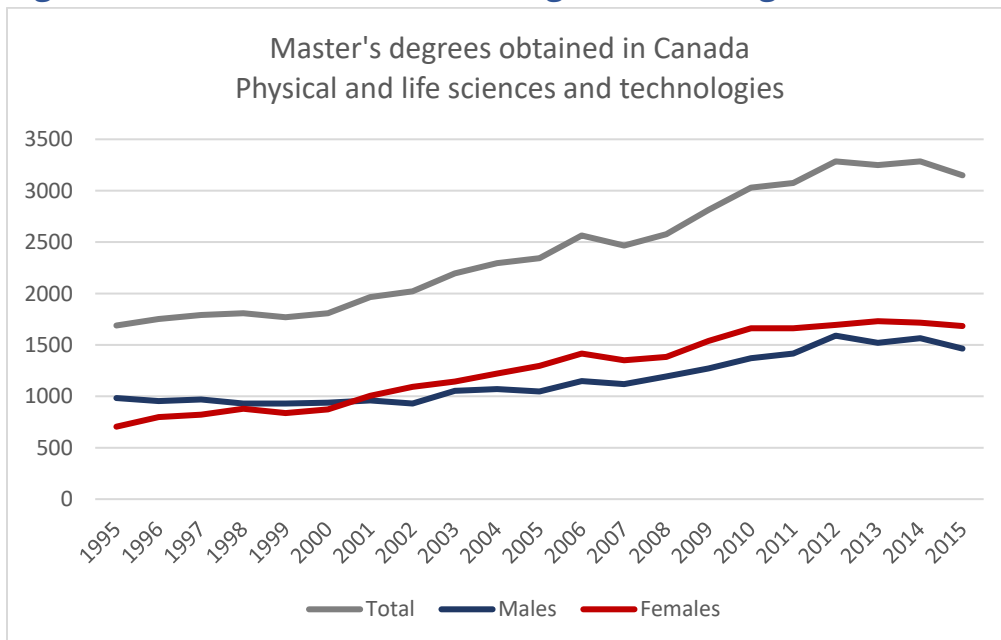


Figure 3: Women represent a higher percentage of persons with doctoral degrees than before, but less than men.

In 1995, women represented 27% of graduates, in 2000, 34%, in 2005, 40% and in 2015, 46%

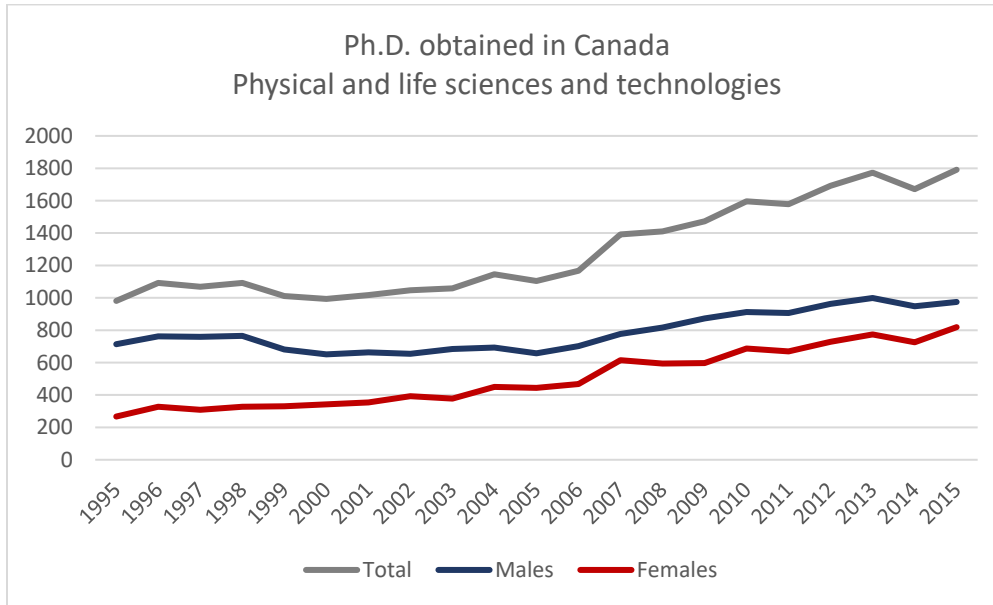
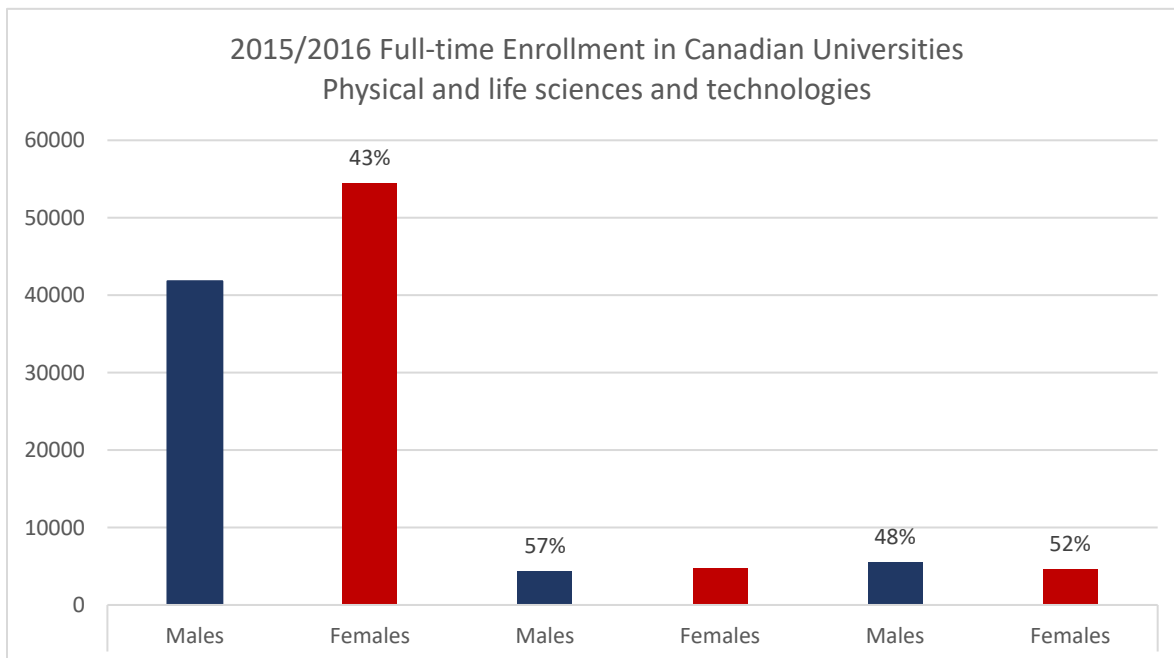


Figure 4: More women enroll in Bachelor's and Master's programs, but fewer continue to the Doctoral level



Diversity in Doctoral degree attainment and employment

Figure 5: Immigrant and non-immigrant males and female obtain a PhD in Science and Science and technology in similar percentage.

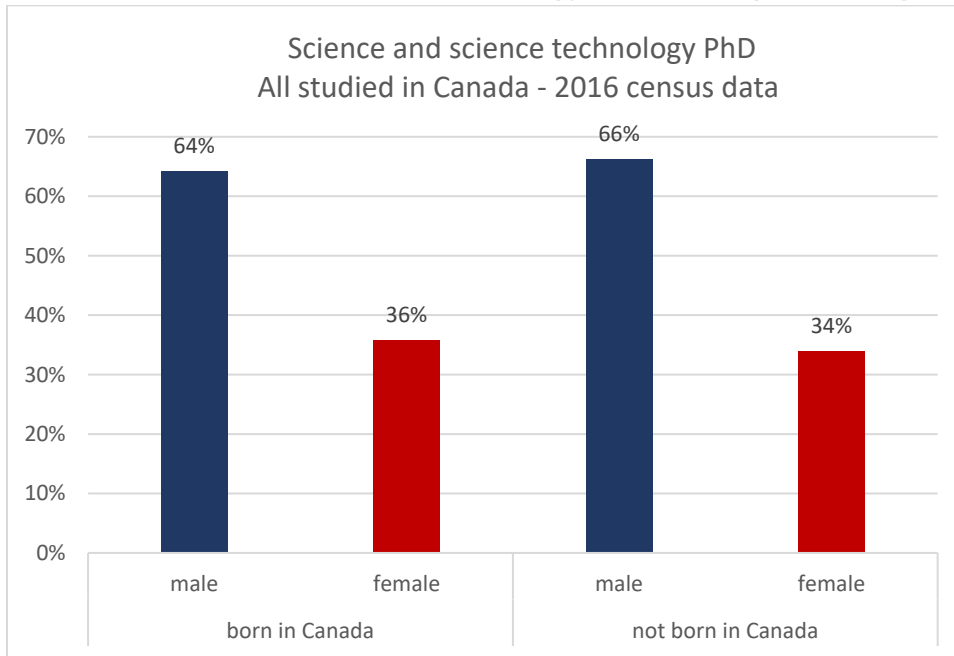


Figure 6: Unemployment rates differ for immigrants and non-immigrants who obtained a PhD in Science and Science and technology in Canada

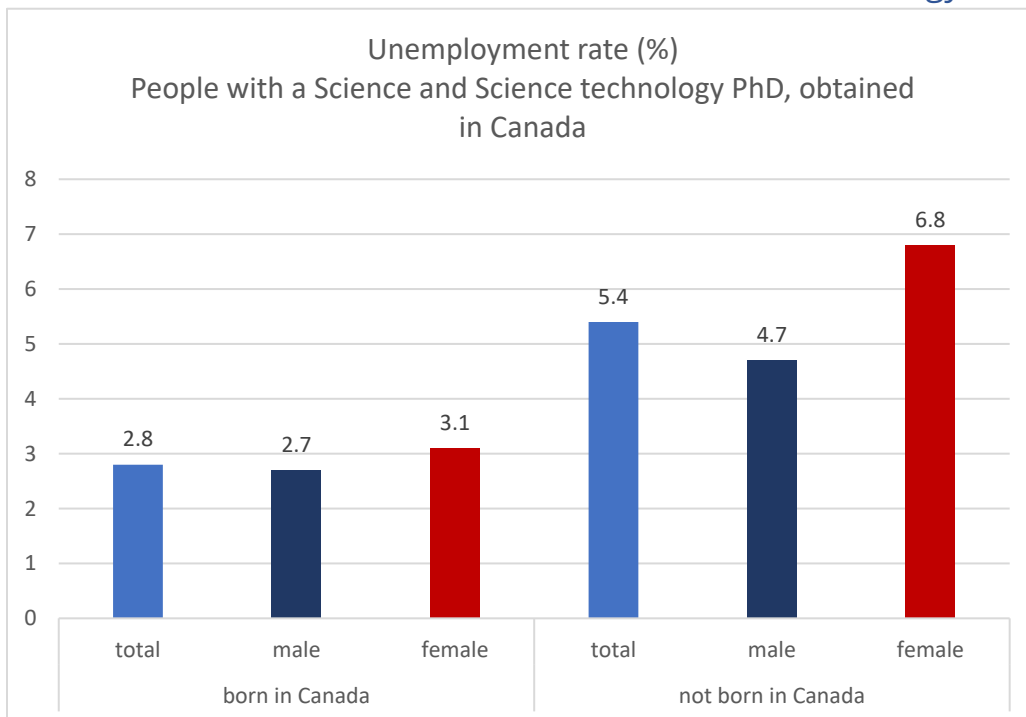


Figure 7: Teaching Staff at 4 large Canadian Universities

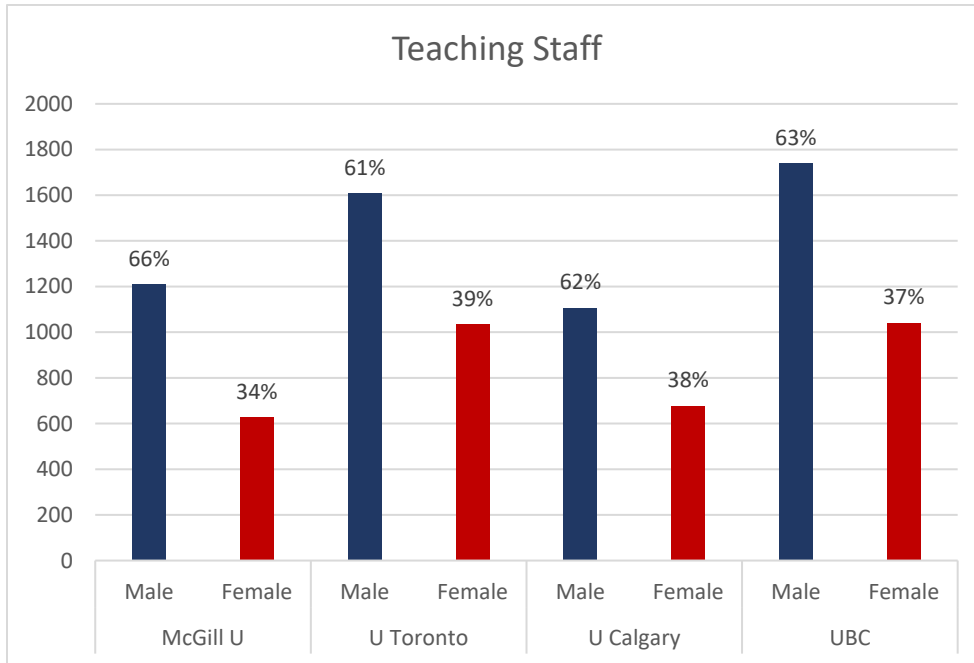
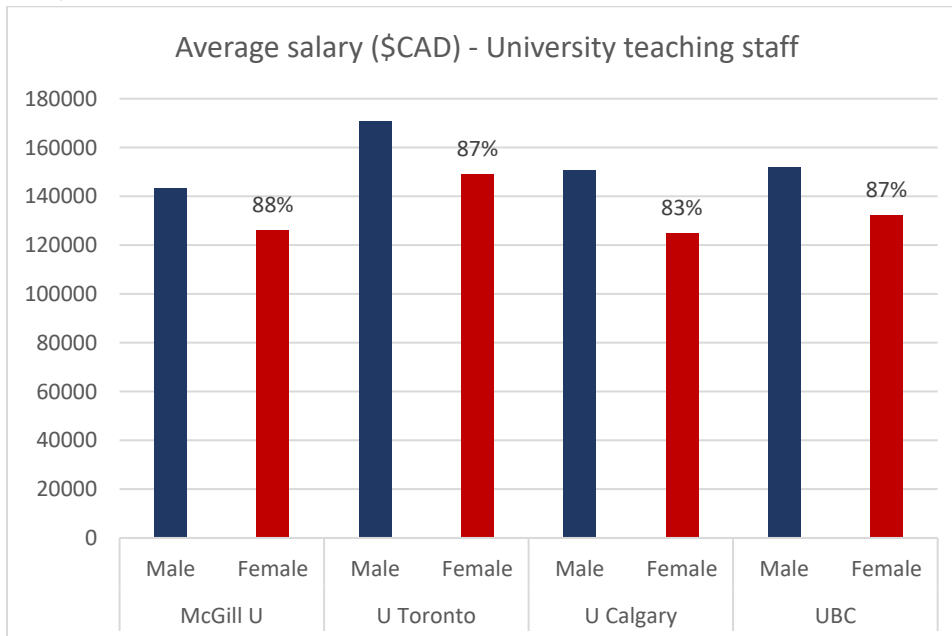


Figure 8: Salaries: women earn between 83 and 87% of male salaries. This may reflect different career levels attained.



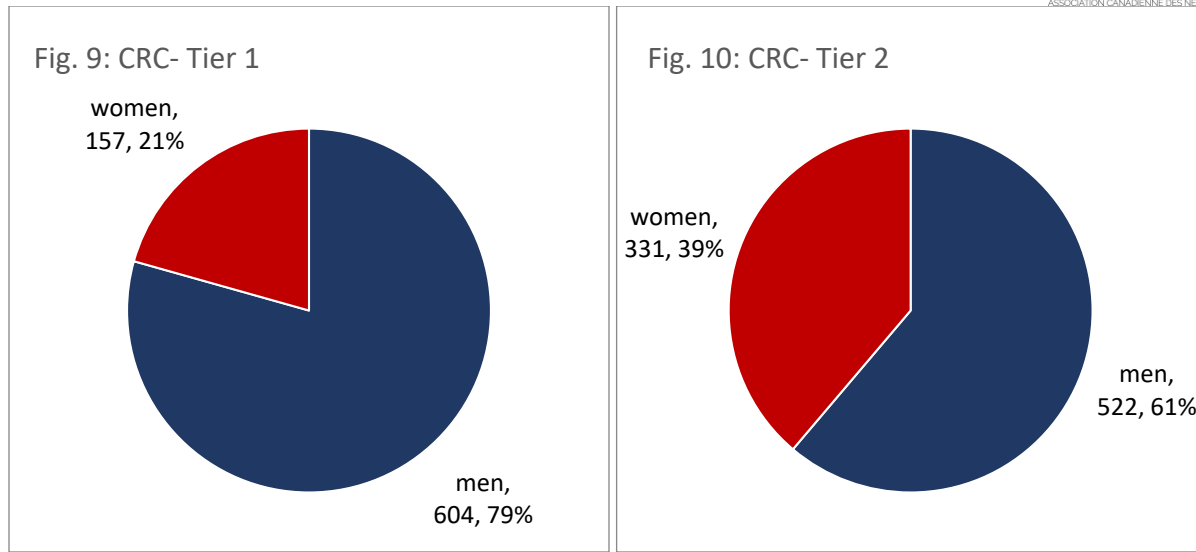


Figure 9: Canada Research Chairs – Tier 1

for outstanding researchers acknowledged by their peers as world leaders in their fields. (Total \$1,400,000 each - \$200,000 annually for seven years)

Figure 10: Canada Research Chairs – Tier 2

for exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field. (Total \$500,000 each - \$100,000 annually for five years)

Table 1: Equity targets, CRC Program

	Number of universities	Number of Chairs	Women	Visible minorities	Persons with a disability	Aboriginal Peoples
Equity Target			31%	15%	4%	1%
Large	15	1,261	28%	15%	1%	1%
Medium	17	314	26%	16%	1%	1%

Figure 11: Canada Excellence Research Chairs

Total of 26 CERCs in Canada - The Canada Excellence Research Chairs (CERC) Program awards universities up to \$10 million over seven years to support world-renowned researchers and their teams to establish ambitious research programs at Canadian universities.

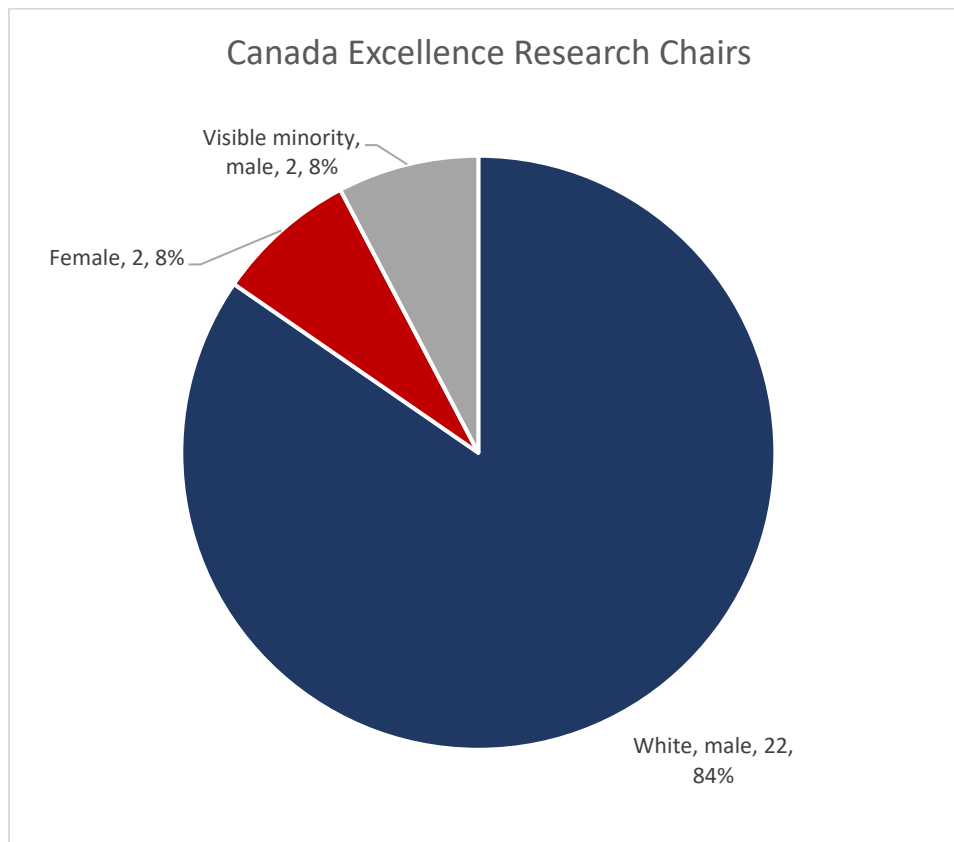


Figure 12: U15 leadership – Diversity

(Data from Academic women’s association – University of Alberta)

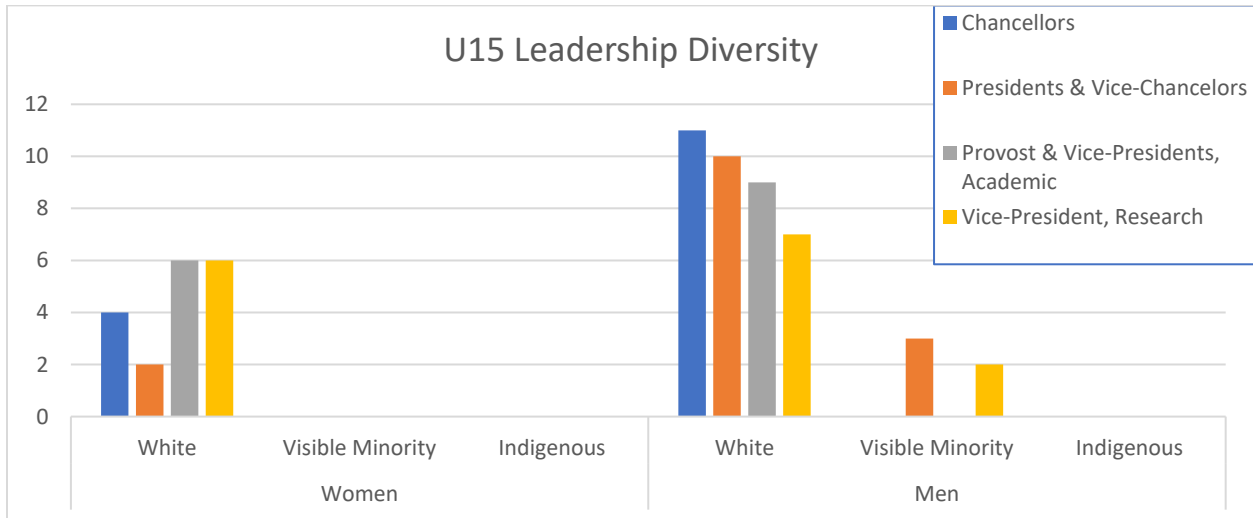


Figure 13: U15 Deans

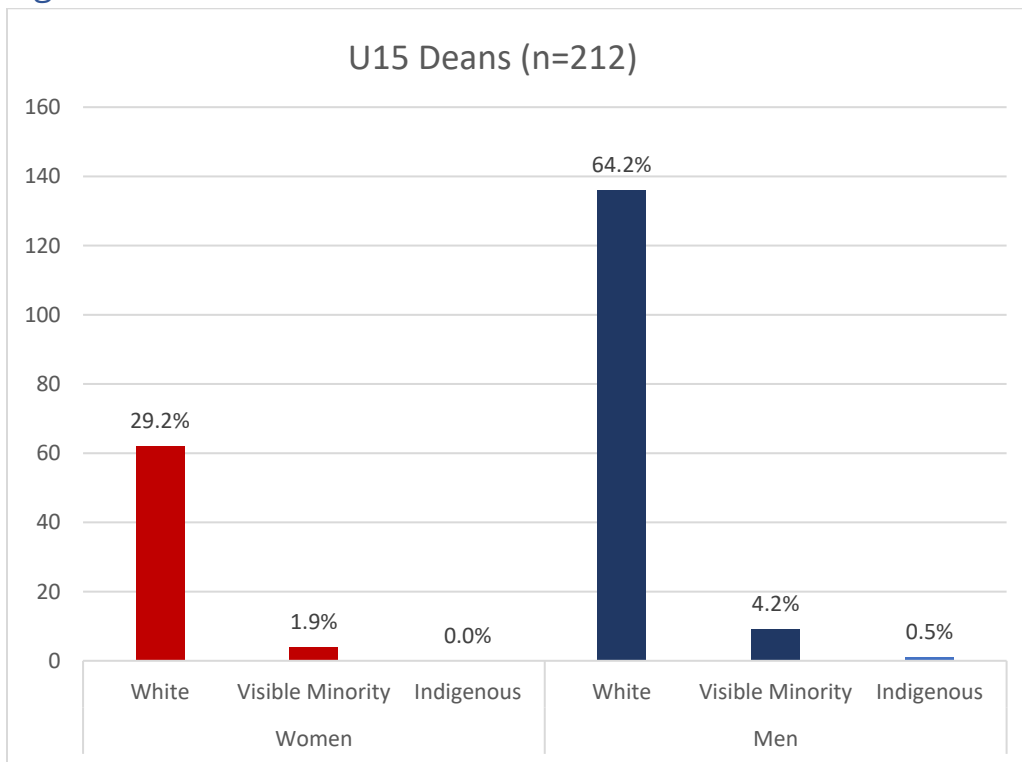


Figure 14 – Percentage of CIHR grants awarded to women and men

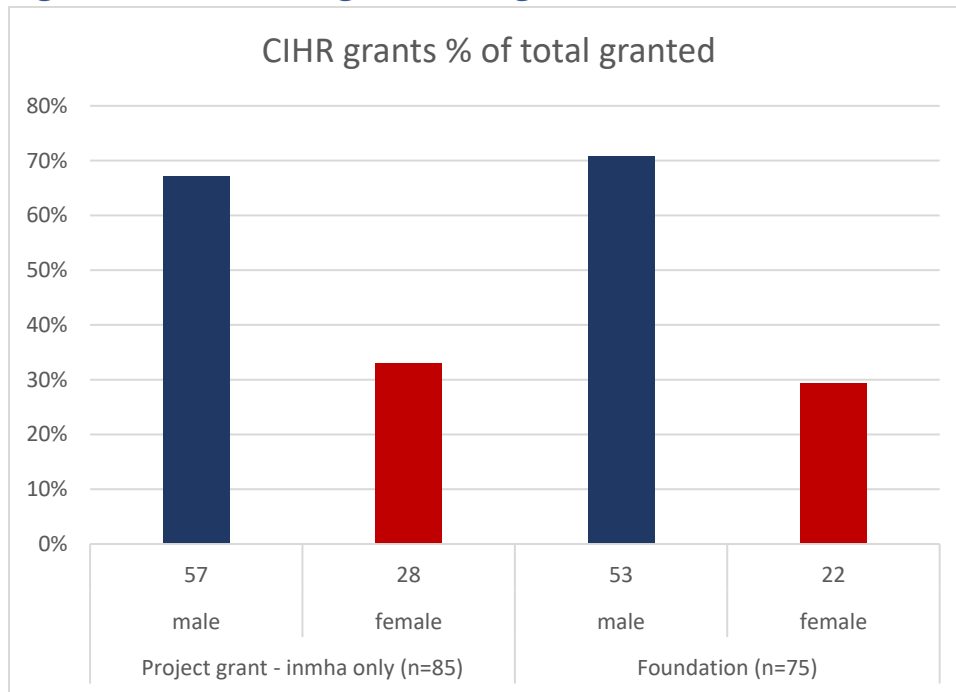


Figure 15 – Percentage of CIHR grants awarded to visible minorities

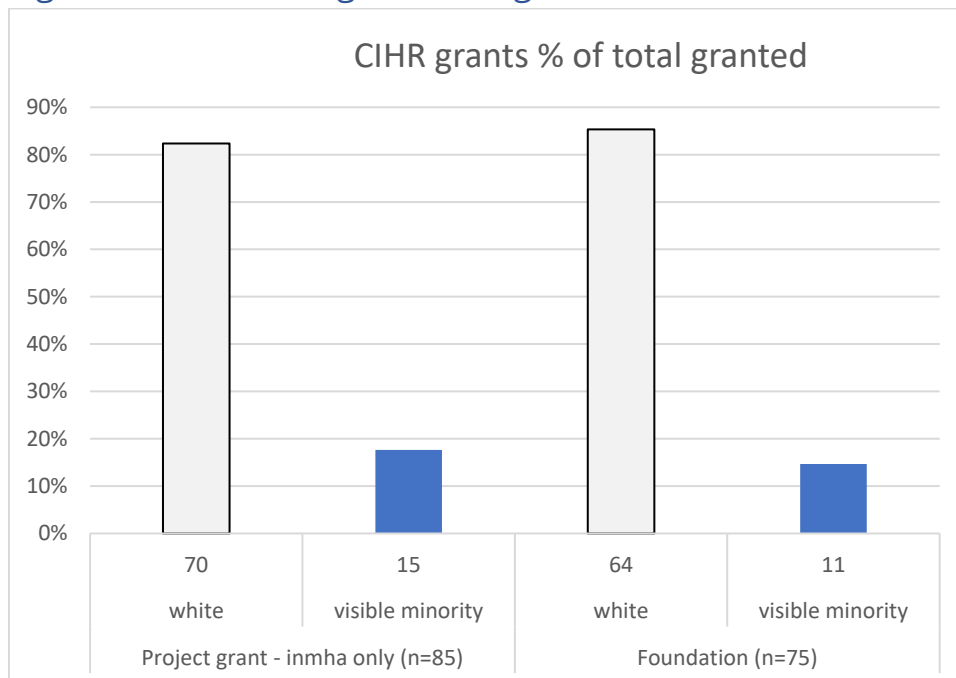


Figure 16: CIHR Data on 2016-2017 competition - Breakdown of competition results

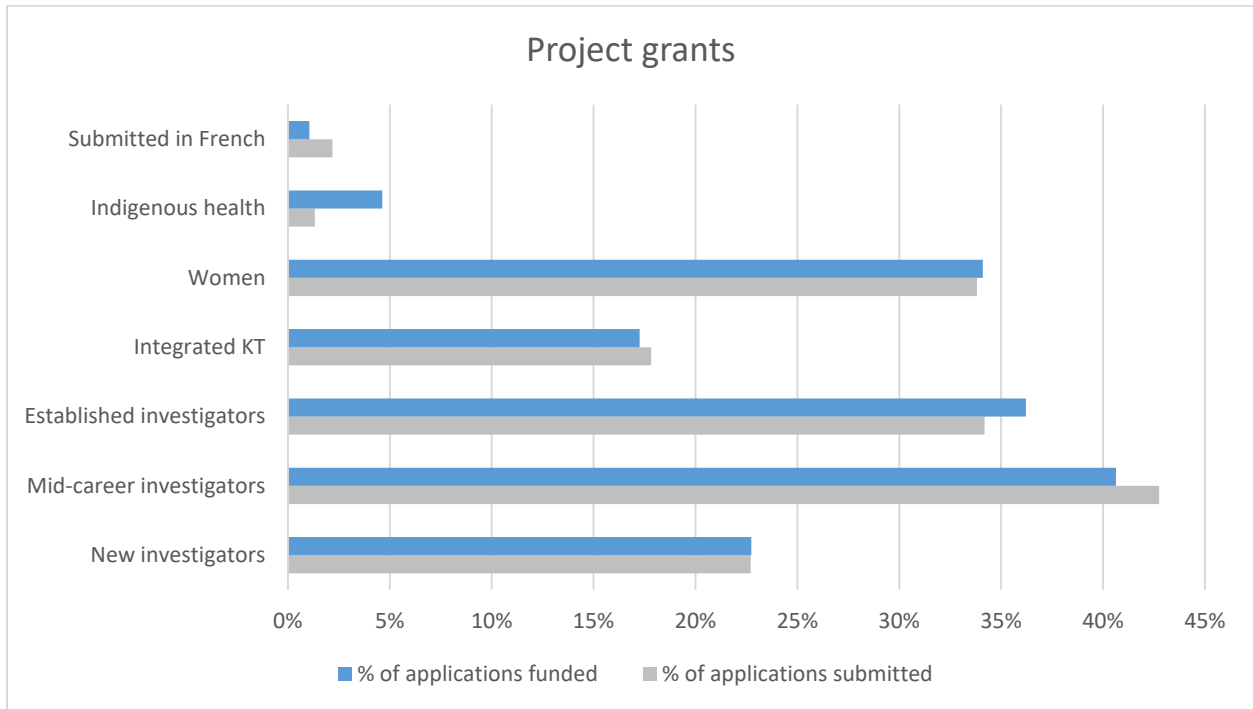
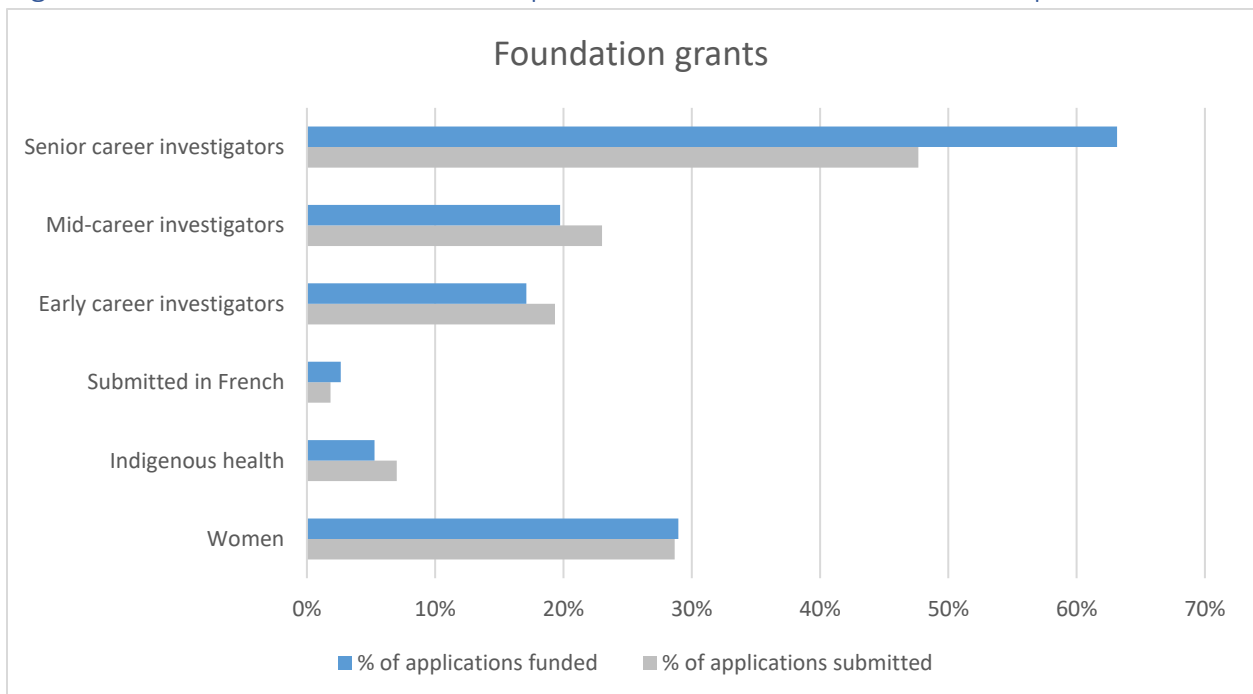


Figure 17: CIHR Data: 2016-2017 competition - Overall breakdown of competition results



References / Data Sources:

Figures 1- 8: Statistics Canada

<https://www.statcan.gc.ca/eng/start>

Figures 9 -10 and table 1:

<http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>

Figures 11, 12, 13:

Academic women's association – University of Alberta

<https://uofaawa.wordpress.com/awa-diversity-gap-campaign/the-diversity-gap-in-university-leadership-2017/>

Figure 14-17

Foundation grants

<http://www.cihr-irsc.gc.ca/e/50488.html>

http://webapps.cihr-irsc.gc.ca/cfdd/db_search?p_language=E&p_competition=201610FDN

Project grants:

<http://www.cihr-irsc.gc.ca/e/50313.html>

http://webapps.cihr-irsc.gc.ca/cfdd/db_search?p_language=E&p_competition=201610PJT