EDI-Natro 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-Natro workshop at CAN where our goal will be to identify priorities for the association to undertake in 2018 - 2019.
Table of contents

Figure 1: More women are earning Bachelor’s degrees than men ........................................ 3
Figure 2: More women are earning Master’s degrees than men ........................................ 3
Figure 3: Women represent a higher percentage of persons with doctoral degrees than before, but less than men ......................................................................................................................... 4
Figure 4: More women enroll in Bachelor’s and Master’s programs, but fewer continue to the Doctoral level .......................................................................................................................... 4
Figure 5: Immigrant and non-immigrant males and females obtain a PhD in Science and Science and technology in similar percentage ............................................................ 5
Figure 6: Unemployment rates differ for immigrants and non-immigrants who obtained a PhD in Science and Science and technology in Canada ...................................................... 5
Figure 7: Teaching Staff at 4 large Canadian Universities ........................................................................ 6
Figure 8: Salaries: women earn between 83 and 87% of male salaries. This may reflect different career levels attained ........................................................................................................... 6
Figure 9: Canada Research Chairs – Tier 1 ...................................................................................... 7
Figure 10: Canada Research Chairs – Tier 2 .................................................................................. 7
Table 1: Equity targets, CRC Program .......................................................................................... 7
Figure 11: Canada Excellence Research Chairs ............................................................................... 8
Figure 12: U15 leadership – Diversity ............................................................................................ 9
Figure 13: U15 Deans ..................................................................................................................... 9
Figure 14 – Percentage of CIHR grants awarded to women and men .................................. 10
Figure 15 – Percentage of CIHR grants awarded to visible minorities ............................. 10
Figure 16: CIHR Data on 2016-2017 competition - Breakdown of competition results .......... 11
Figure 17: CIHR Data: 2016-2017 competition - Overall breakdown of competition results .... 11
References / Data Sources: ........................................................................................................ 12
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.

![Bar chart showing percentage of PhDs obtained by gender and birthplace.](chart5)

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

![Bar chart showing unemployment rates by gender, birthplace, and degree type.](chart6)
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

<table>
<thead>
<tr>
<th>Equity Target</th>
<th>Number of universities</th>
<th>Number of Chairs</th>
<th>Women</th>
<th>Visible minorities</th>
<th>Persons with a disability</th>
<th>Aboriginal Peoples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large</td>
<td>15</td>
<td>1,261</td>
<td>28%</td>
<td>15%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Medium</td>
<td>17</td>
<td>314</td>
<td>26%</td>
<td>16%</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project grant</td>
<td>57</td>
<td>28</td>
</tr>
<tr>
<td>(inmha only)</td>
<td>70%</td>
<td>30%</td>
</tr>
<tr>
<td>(n=85)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foundation</td>
<td>53</td>
<td>22</td>
</tr>
<tr>
<td>(n=75)</td>
<td>64%</td>
<td>36%</td>
</tr>
</tbody>
</table>

Figure 15 – Percentage of CIHR grants awarded to visible minorities

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Visible Minority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project grant</td>
<td>70</td>
<td>15</td>
</tr>
<tr>
<td>(inmha only)</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>(n=85)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foundation</td>
<td>64</td>
<td>11</td>
</tr>
<tr>
<td>(n=75)</td>
<td>88%</td>
<td>12%</td>
</tr>
</tbody>
</table>
Figure 16: CIHR Data on 2016-2017 competition - Breakdown of competition results

- **Project grants**
  - Submitted in French
  - Indigenous health
  - Women
  - Integrated KT
  - Established investigators
  - Mid-career investigators
  - New investigators

  ![Project grants chart](chart.png)

  - % of applications funded
  - % of applications submitted

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

- **Foundation grants**
  - Senior career investigators
  - Mid-career investigators
  - Early career investigators
  - Submitted in French
  - Indigenous health
  - Women

  ![Foundation grants chart](chart.png)

  - % of applications funded
  - % of applications submitted
References / Data Sources:
Figures 1-8: Statistics Canada
https://www.statcan.gc.ca/eng/start

Figures 9-10 and table 1:

Figures 11, 12, 13:
Academic women's association – University of Alberta

Figure 14-17

Foundation grants
http://www.cihr-irsc.gc.ca/e/50488.html

Project grants:
http://www.cihr-irsc.gc.ca/e/50313.html