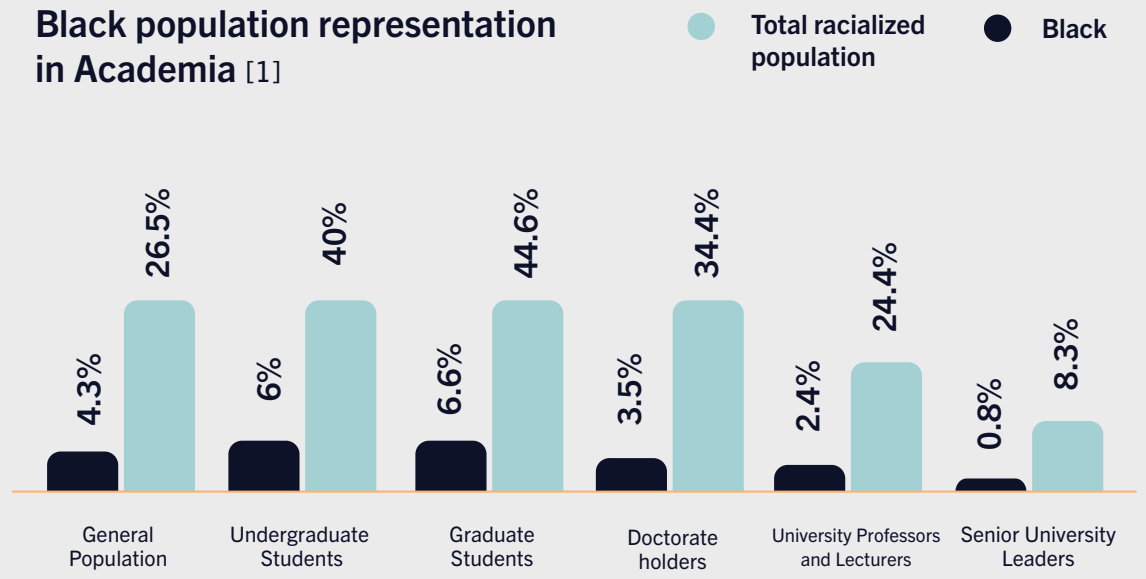# Black Inclusion in the Canadian Academy
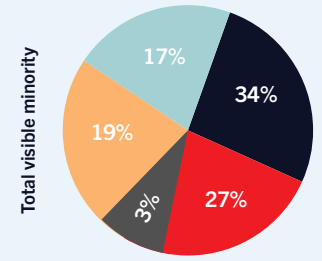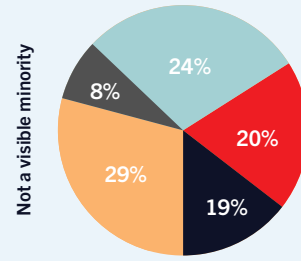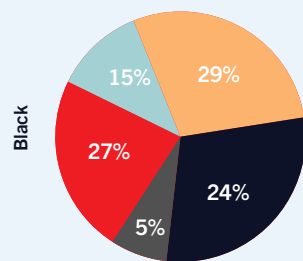
How is the Black population situated within and interfacing with the Academy?

Black population representation in Academia [1]

Legend: Total racialized population | Black

Category	Black	Total racialized population
General Population	4.3%	26.5%
Undergraduate Students	6%	40%
Graduate Students	6.6%	44.6%
Doctorate holders	3.5%	34.4%
University Professors and Lecturers	2.4%	24.4%
Senior University Leaders	0.8%	8.3%

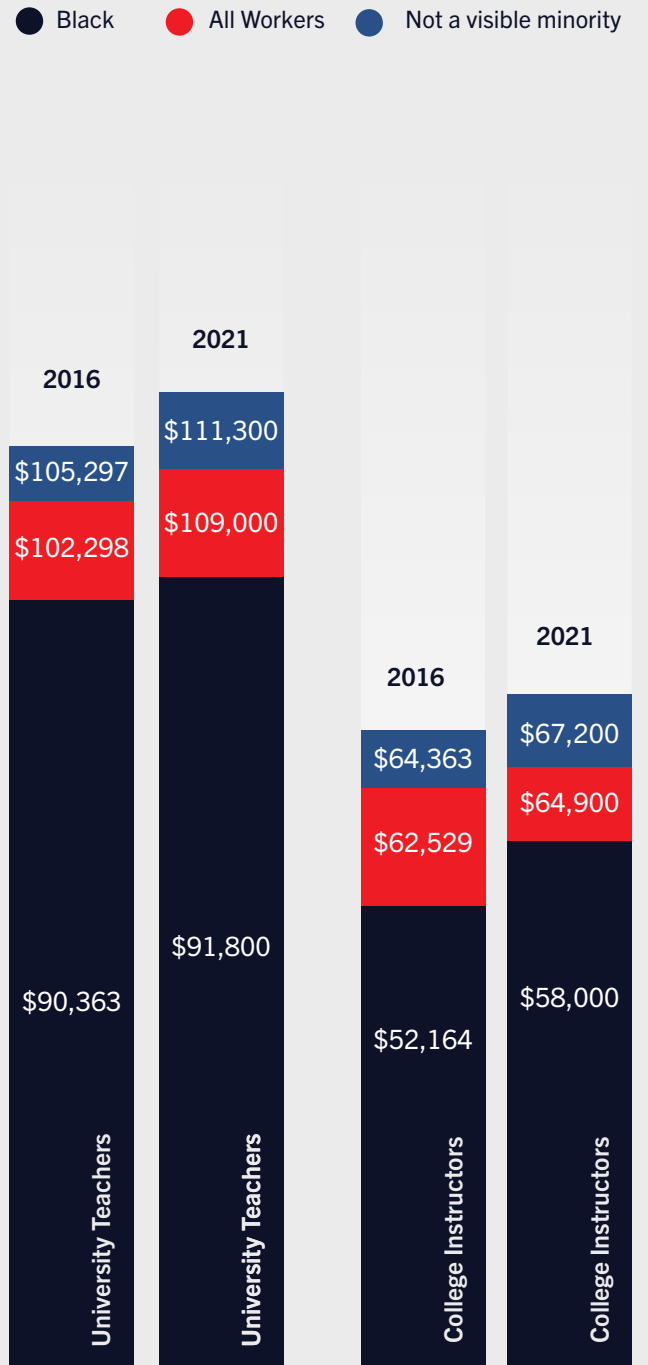## Distributions of Students' Fields of Study [2]

Legend:
- Health and Education
- Business, Management and Public Administration Fields
- Social Science and Humanities Fields
- Math, Physical Science, Computer Science and Engineering Fields
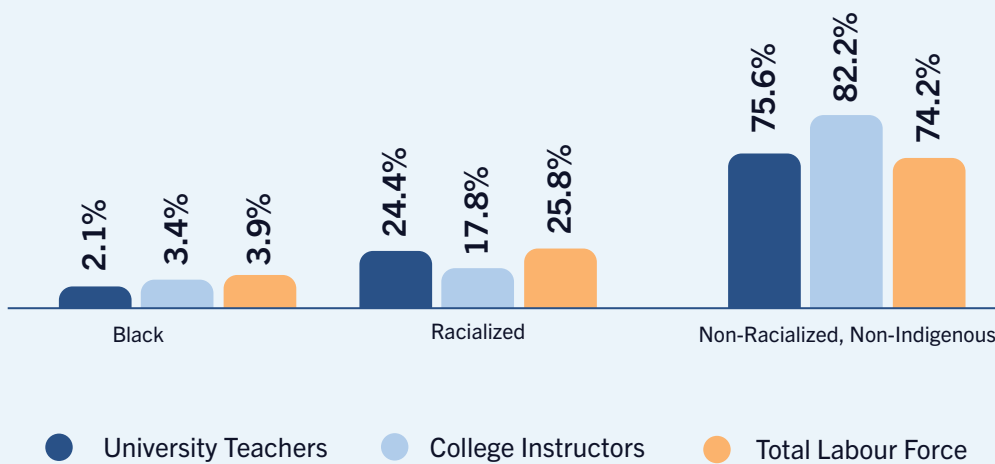- Other

Black
- Social Science and Humanities Fields: 29%
- Health and Education: 15%
- Business, Management and Public Administration Fields: 27%
- Other: 5%
- Math, Physical Science, Computer Science and Engineering Fields: 24%

Not a visible minority
- Health and Education: 24%
- Business, Management and Public Administration Fields: 20%
- Math, Physical Science, Computer Science and Engineering Fields: 19%
- Social Science and Humanities Fields: 29%
- Other: 8%

Total visible minority
- Health and Education: 17%
- Math, Physical Science, Computer Science and Engineering Fields: 34%
- Business, Management and Public Administration Fields: 27%
- Other: 3%
- Social Science and Humanities Fields: 19%

Underrepresentation of Black People in Senior Leadership [3]

Role	Non-racialized, non-Indigenous	Other racialized or unsure	Black
President	88%	10.6%	1.3%
Vice-President	85.7%	11.6%	2.7%
Provost	90.2%	5.9%	3.9%
Vice-Provost	82.8%	15.6%	1.6%
TOTAL	86.6%	11%	2.4%

Legend: Non-racialized, non-Indigenous | Other racialized or unsure | Black

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

Legend: Black | All Workers | Not a visible minority

University Teachers 2016
- Not a visible minority: $105,297
- All Workers: $102,298
- Black: $90,363

University Teachers 2021
- Not a visible minority: $111,300
- All Workers: $109,000
- Black: $91,800

College Instructors 2016
- Not a visible minority: $64,363
- All Workers: $62,529
- Black: $52,164

College Instructors 2021
- Not a visible minority: $67,200
- All Workers: $64,900
- Black: $58,000

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

Legend: University Teachers | College Instructors | Total Labour Force

Category	University Teachers	College Instructors	Total Labour Force
Black	2.1%	3.4%	3.9%
Racialized	24.4%	17.8%	25.8%
Non-Racialized, Non-Indigenous	75.6%	82.2%	74.2%

Sources

[1] Universities Canada. (2019). Equity, diversity and inclusion at Canadian Universities: Report on the 2019 Survey

[2] Statistics Canada, Census 2021

[3] Cukier, W., Adamu, P., Wall-Andrews, C., & Elmi, M. (2021). Racialized leaders leading Canadian universities. Educational Management Administration & Leadership.

[4] Statistics Canada, Census 2016