





<sup>\*\*</sup> Numbers to small to disclose.

<sup>+</sup> Universities Canada, "Table 1 Diversity of Canadian university senior leadership by position" (15), in Equity, diversity and inclusion at Canadian universities: Report on the 2019 national survey (October 2019).

**<sup>++</sup>Statistics Canada**, "Selected population characteristics of postsecondary faculty and researchers by region, role, and employment status, 2019. Table 37-10-0165-01, <a href="https://doi.org/10.25318/3710016501-eng">https://doi.org/10.25318/3710016501-eng</a>>.