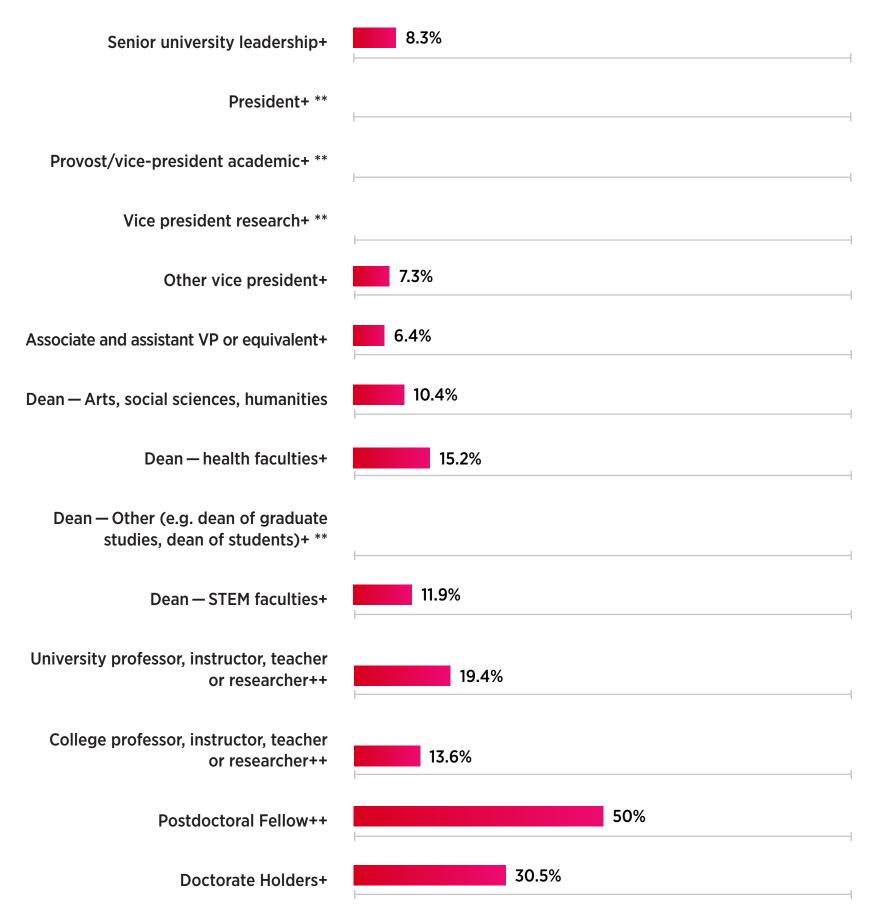
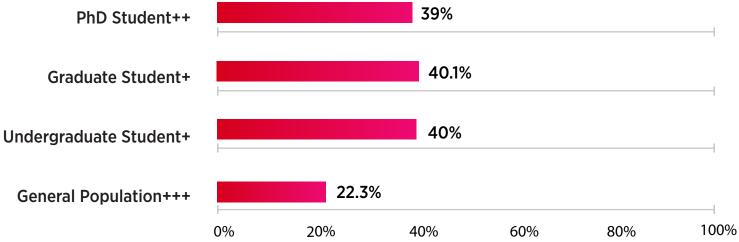


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** Numbers too small to disclose.

+ 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).

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

+++Statistics Canada. Canadian Survey on Disability 2017