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GENDER EQUITY IN CANADIAN INTERUNIVERSITY SPORT: A BIENNIAL REPORT (No. 2)

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Executive Summary

This is the second of a planned, biennial series of **Reports** on gender equity in Canadian Interuniversity Sport/Sport interuniversitaire canadien (CIS/SIC). The original **Report** focused on the 2010-11 academic year ([Donnelly, et al., 2011](#)).

Two more universities are now CIS/SIC members (54 total). There were 965 interuniversity teams in Canada (482F and 483M) compared with 929 (462F and 467M) in 2010-11. And there was a consequent increase in the number of roster positions for male (from 9,933 to 10,577) and female (7,815 to 8,034) athletes. However, the proportion of athletes has changed slightly in a less equitable direction (from 44%F and 56%M in 2010-11, to 43%F and 57%M).

When these data were compared to the number of full-time students at the 54 CIS/SIC member universities in 2012-13 – 372,915 male students (44%) and 476,178 female students (56%) – the opportunity to represent one's university on a varsity team was still disproportionately available to male students. Males enjoyed almost three (2.8) athletic participation opportunities for every 100 male students, while for females there were fewer than two (1.7) athletic participation opportunities for every 100 female students. In both cases, the ratio has declined (0.1) since 2010-11 despite an increase in the number of teams and athletes, due to a greater increase in the number of full time students.

In terms of leadership, there were four new Athletics Director positions for women, and the proportion of women holding those positions has increased from 17% to 24% – almost one out of four. However, there are seven fewer women head coaches and, given an increase in the number of male head coaches, the proportion of women head coaches has declined from 19% to 17%. The data also show increases in the proportion of male head coaches of female teams (from 66% to 68%) and increases in the proportion of male head coaches of co-ed teams (from 79% to 82%)

At the request of CIS/SIC and several Athletics Directors we added assistant directors of athletics and assistant coaches to the data for 2012-13. However, neither of these measures proved to be very meaningful – primarily because of the distribution of those positions. Assistant directors of athletics tended to be clustered at a few universities; and the data for assistant coaches were skewed by the number of (male) assistant coaches on football teams, many listing six or more coaches.

As in the previous **Report**, the results of the analysis are presented first for the entire country, and then for each of the four regional conferences (Canada West, Ontario University Athletics, Réseau de sport étudiant du Québec, and Atlantic University Sport). With a few exceptions, the conference results reflect the national results. The results for individual universities are presented in Appendix B. In addition, and for comparative purposes, calculations have been made for the 12 CIS/SIC championship sports, and an analysis of the results excluding football is also

presented because the large team size in this men-only sport is considered to make equity difficult. The latter results show that males (44% of the university population) still enjoy 51% of the participation opportunities in Canada even when football is excluded.

The 2010-11 **Report** represents baseline data, and while this second **Report** – two years later – is not sufficient to determine accurately any trends toward increased or decreased gender equity, it may be suggestive of the direction. Only in the case of head coach positions for women is it possible, by using additional data sources, to determine a trend – and that is towards declining equity.

Again, the results provide both good news and bad news with regard to CIS/SIC addressing its own policy regarding gender equality and equity (see Appendix A):

- The good news is that the number of interuniversity teams for women (482) and men (483) at Canadian universities is virtually equal, and that women now occupy almost one in four (24%) of the Athletics Director positions, up from 17%.
- The bad news is that there are still disturbingly few women in leadership positions in Canadian university sport, with women occupying only 17% of the head coach positions, down from 19%. That direction is matched by the participation data where, despite an overall increase in the number of roster positions for female athletes, the proportion has declined to 43% (from 44%).

We recommend that CIS/SIC, the four regional athletics conferences, and all Canadian university departments of athletics:

- recommit to their gender equity policies in light of these data, and in the spirit of the progressive plans that were outlined by CIS/SIC between 2002 and 2004;
- immediately establish a preliminary equality target of 50% participation opportunities for female athletes. Such a target represents a move toward equity, but still advantages males in proportional terms since female students currently constitute some 56% of the full-time student body;
- establish a working group to consider proportionality, and establish the steps that are to be taken to work towards more proportional representation of women athletes;
- evaluate and determine how leadership opportunities may be made more available for women in coaching and administration; and
- establish a gender equity working group to set realistic targets for leadership and participation, monitor progress toward those targets, and implement consequences for failing to achieve those targets.

More Students, Fewer Opportunities

This second *Report* is published as a number of universities (including the University of Toronto) are considering ways to reduce the number of athletic opportunities they provide and/or to differentiate the quality of those opportunities. Their aim is to concentrate the available resources on a smaller number of teams and students, thereby hoping to improve the competitive record of privileged teams. The reduction of opportunities takes place against an increase in university enrolment on most campuses. The increase is a response to the growth of the university-attending age cohort and the increasing participation rate of that cohort. For example, in the two years since the first *Report* was released, the number of full time students at CIS universities has increased by 9.4% (9.6%M, 9.3%F). The result is a reduction in the *per capita* opportunities to participate in interuniversity athletics. Thus, while the proportion of students has increased by 9.4%, the number of participation opportunities (roster positions) has only increased by 4.9% (6.5%M, 2.8%F). The increase in student numbers may be accounted for, in part, by two additional CIS universities (although they only account for approximately 8,000 of the more than 73,000 new students). Perhaps more revealing of the decreasing opportunity and/or quality of opportunity to participate is the small number of new teams – these have increased by only 3.9% (3.4%M, 4.3%F) since 2010-11; and the large majority of these are club teams. While not the focus of this *Report*, these developments constitute another challenge to equity within educational institutions, one that CIS/SIC should address urgently. If co-curricular sport is an important site of learning, then surely it should be a priority to maximize the number of such opportunities and to ensure equitable access to them, especially when the number of students on Canadian campuses continues to grow.

Sommaire exécutif

Cette publication est la deuxième d'une série de **Rapports** biannuels sur l'équité des genres dans le Sport Interuniversitaire Canadien (CIS/SIC). Le **Rapport** original mettait l'accent sur l'année académique 2010-2011 ([Donnelly, et al., 2011](#)).

Deux universités se sont ajoutées depuis à titre de membres du CIS/SIC (54 au total). En 2012-2013, il y avait 965 équipes interuniversitaires au Canada (482F et 483H) en comparaison à 929 équipes (462F et 467H) en 2010-2011. Conséquemment, il y a eu une augmentation du nombre de postes occupés par des hommes (de 9 933 à 10 577) et aussi une légère augmentation de postes occupés par des femmes (7 815 à 8 034). Par ailleurs, la proportion des genres des athlètes a légèrement variée renforçant l'iniquité des genres (de 44%F et 56%H en 2010-2011, à 43%F et 57%H).

Lorsque les données sur le nombre d'étudiants à temps plein ont été comparées à celles des 54 membres universitaires du CIS/SIC en 2012-2013 – 372 915 étudiants masculins (44%) et 476 178 étudiantes féminines (56%) – l'opportunité de représenter une équipe d'élite universitaire était toujours mal équilibrée en faveur des étudiants masculins. Près de 3% (2,8) des opportunités de participer à titre d'athlète ont été offertes aux étudiants masculins, alors que chez les étudiantes féminines, les possibilités furent moindres, soit moins de 2 % (1,7). Dans les deux cas, le ratio a diminué (0,1) depuis 2010-2011, malgré une augmentation du nombre d'équipes et d'athlètes, ceci étant dû en grande partie à une augmentation du nombre total d'étudiants à temps plein.

En ce qui concerne les postes de direction, il y a eu quatre nouveaux postes de directeur athlétique offerts aux femmes. Ainsi, la proportion des femmes occupant ces positions a augmenté, passant de 17% à 24% -- presque une sur quatre. Toutefois, il y a sept entraîneurs chefs féminins de moins, augmentant par le fait même la portion d'entraîneurs chefs masculins. Conséquemment, la proportion d'entraîneurs chefs féminins a diminué, passant de 19% à 17%. Les données montrent également un accroissement dans la proportion d'entraîneurs chefs masculins chez les équipes féminines (de 66% à 68%) et aussi une augmentation de la proportion des entraîneurs chefs masculins chez les équipes de ligue mixte (de 79% à 82%).

À la demande du CIS/SIC et de plusieurs directeurs athlétiques, nous avons ajouté les postes de directeur athlétique adjoint et ceux d'assistant-entraîneur aux données cumulées de 2012-2013. Toutefois, ces données ne semblent pas très représentatives, dû entre autres à la distribution de ces postes. En effet, chez certaines universités les postes de directeur athlétique adjoint tendent à être regroupés et les données concernant le nombre d'assistant-entraîneur semblent être faussées par le nombre d'assistant-entraîneur (masculin) au sein des équipes de football, plusieurs listaient six ou plus assistant-entraîneurs par équipe.

Comme cela a été mentionné dans le **Rapport** précédent, les résultats de l'analyse ont d'abord été présentés à la grandeur du pays et ensuite à chacune des quatre conférences (Ouest Canadien, Sport Universitaire de l'Ontario, Réseau du sport étudiant du Québec et Sport Universitaire de l'Atlantique). À quelques exceptions près, les résultats de la conférence reflètent les résultats nationaux. Les résultats pour chacune des universités sont présentés en Appendice B. En outre, et à titre de comparaison, des calculs ont été effectués pour douze catégories de sport du championnat CIS/SIC, et une analyse des résultats est également présentée. Le football fut exclus de l'analyse, compte tenu de la grande taille des équipes pour ce sport joué uniquement par des hommes; ce qui rend l'équité difficile à réaliser. Ces derniers résultats montrent que les hommes (soit 44% de la population universitaire) profitent des opportunités de participation à 51%, ceci même en excluant le football de l'équation.

Le **Rapport** 2010-2011 représente les données de référence, tandis que le second **Rapport**, deux ans plus tard, ne permet pas de déterminer avec précision l'existence d'une certaine propension à la hausse ou à la baisse sur l'équité des genres. Cependant il peut représenter un indicateur de la tendance. En utilisant des données supplémentaires, il est possible, seulement dans le cas des postes d'entraîneur-chef féminin, de tracer une tendance qui penche vers une baisse de l'équité.

Là encore les résultats amènent de bonnes et mauvaises nouvelles en ce qui concerne le CIS/SIC relativement à sa propre politique à l'égard de l'équité et de l'égalité des genres (voir l'Appendice A) :

- La bonne nouvelle est que le nombre d'équipes interuniversitaires féminines (482) et masculines (483) dans les universités canadiennes est virtuellement égal, et que les femmes occupent maintenant presque un sur quatre (24%) des postes de directeur athlétique, alors qu'auparavant cette proportion se situait à 17%.
- La mauvaise nouvelle est qu'il y a étrangement moins de femmes occupant des postes de direction dans le sport universitaire Canadien.. Dix-sept pour cent des postes d'entraîneur chef sont occupés par des femmes, alors qu'auparavant cette proportion se chiffrait à 19%.

À la lumière de ces résultats, nous recommandons que le CIS/SIC, les quatre conférences athlétiques régionales, et tous les départements athlétiques des universités Canadiennes :

- Se réengagent dans leur politique sur l'équité des genres, tout en gardant à l'esprit les plans progressifs décrits par le CIS/SIC entre 2002 et 2004;
- D'établir immédiatement un objectif d'égalité préliminaire offrant 50% des opportunités de participation aux athlètes féminines. Cet objectif représente un mouvement vers l'équité, mais privilégie encore les hommes, en terme de

- proportion, car les étudiantes féminines constituent actuellement 56% du corps étudiant à temps plein;
- Créer un groupe de travail pour examiner les proportions, et déterminer les étapes qui doivent être suivies pour travailler vers une représentation égale des athlètes féminines;
 - Évaluer et déterminer comment des occasions d'occuper des postes de direction peuvent être offertes aux femmes, à titre d'entraîneur-chef et aussi en administration; et
 - Former un groupe de travail sur l'équité des genres pour : fixer des objectifs d'offre pour des postes de direction ainsi que des opportunités de participation; contrôler le progrès vers ces objectifs; et adopter des sanctions dans le cas où l'atteinte des objectifs n'est pas rencontrée.

Plus d'étudiants, Moins d'opportunités

Ce second *Rapport* est publié dans un contexte où plusieurs universités (incluant l'Université de Toronto) considèrent différentes façons de réduire le nombre d'opportunités offertes aux athlètes et/ou de différencier la qualité de ces opportunités. Leur objectif est de concentrer les ressources disponibles à un nombre réduit d'équipes et d'étudiants, en souhaitant augmenter les données compétitives de certaines équipes, considérées comme privilégiées. La diminution des opportunités est expliquée par une augmentation des inscriptions dans la plupart des campus universitaires. En fait, cette hausse découle d'une croissance des inscriptions de différentes catégories d'âge ainsi qu'une augmentation du taux de participation de cette cohorte d'âge. Par exemple, depuis la publication du premier *Rapport*, il y a deux ans, le nombre d'étudiants à temps plein au sein du SIC a augmenté de 9.4% (9.6%H et 9.3%F). Il en résulte une diminution des opportunités, par capita, de participer à titre d'athlètes interuniversitaires. Bien que la proportion d'étudiants a augmenté de 9.4%, le nombre d'opportunités de participer (poste affiché) a seulement augmenté de 4.9% (6.5%H et 2.8%F). La hausse du nombre d'étudiants peut être tenue en compte, partiellement, par l'ajout de deux universités au sein du SIC (elles sont cependant responsables d'environ 8 000 étudiants sur un total de 73 000 étudiants). Aussi, un facteur d'autant plus révélateur de cette diminution des opportunités et/ou la qualité de ces opportunités de participer à titre d'athlètes, est le fait qu'il y a une faible augmentation du nombre d'équipes - celles-ci ont augmenté de seulement 3.9% (3.4%M, 4.3%F) depuis 2010-2011; et la plupart de ces équipes font partie d'un club. Bien que n'étant pas l'objectif principal du présent *Rapport*, ces développements constituent un autre défi important vers l'équité dans les institutions académiques, un défi que le CIS/SIC devrait relever de toute urgence. Si le sport parascolaire est une forme d'apprentissage importante, il devrait donc être prioritaire d'y maximiser le nombre d'opportunités et d'y s'assurer un accès égal pour tous les étudiants; surtout au moment où le nombre d'étudiants dans les campus Canadiens ne cesse d'augmenter.

Gender Equity in Canadian Interuniversity Sport: A Biennial Report – 2012-13

Equity policies have been in place in universities for some time now and yet the under-representation of women within CIS-level coaching persists and, in fact, is worsening. The interuniversity system continues to experience large discrepancies in the gender ratios of head coaches, assistant coaches, and athletic directors.

G. Kerr and B. Ali (2012)

[G]ender equality in [university] sport trails the advance of that goal in other social spheres, rendering institutions and individuals vulnerable to legal liability.

J. Hughes (2010)

Preamble

This is the second of a planned biennial series of reports on **Gender Equity in Canadian Interuniversity Sport**. The original **Report** focused on the 2010-11 academic year ([Donnelly, et al., 2011](#)), and found that:

- There were almost as many interuniversity teams (varsity and club) for women (462) as there were for men (467) at Canadian universities.
- There were few women in leadership positions in Canadian university sport; women occupied 19% of the head coach positions, and 17% of the athletics director positions.
- There were 7,815 team roster positions for female athletes (44%) and 9,933 team roster positions for male athletes (56%). However, when these data were compared to the number of full-time students at the 52 Canadian universities that were CIS/SIC members in 2010-11 – 340,287 male students (44%) and 435,782 female students (56%) – it was evident that the opportunity to represent one’s university on a varsity team was disproportionately available to male students. In terms of proportionality, males enjoyed almost three (2.9) athletic participation opportunities for every 100 male students, while for females there were fewer than two (1.8) athletic participation opportunities for every 100 female students.

We noted that equity reports are important tools for institutions. In terms of equity policies, such reports are able to show how those policies are working, whether improvements are needed, and where any improvements may be needed. Regular and reliable reporting provides a key measure, enabling institutions to draw satisfaction when they are achieving policy goals, and to take steps when those goals are not being achieved.

The governing body for interuniversity sport in Canada, Canadian Interuniversity Sport/Sport interuniversitaire canadien (CIS/SIC), has a clear policy relating to gender equity, but not proportionality (see Donnelly, et al., 2011, for a discussion of the development of CIS/SIC gender equity policy, and the difficulties involved in achieving the policy goals when proportionality is not considered). The three policy goals that relate to this **Report** are:

80.80.3.5: That CIS continue to participate in and lead the development and perpetuation of women in coaching initiatives at the post-secondary level.

80.80.3.9: That CIS promote gender equity in the implementation of CIS awards policy.

80.80.3.10: That CIS maintain a balance in the competitive opportunities available to both genders at the national level.

That policy (see Appendix A) has not been revised for over 10 years, and there is no publicly available evidence that CIS/SIC has been monitoring the achievement of those policy goals apart from a 2005 assessment of the number of male and female head coaches in CIS/SIC sports (CIS/SIC, 2005), and annual reports of the distribution of Athletic Financial Awards (AFA) for CIS/SIC championship sports posted on the CIS/SIC web site.

We recognize the limitations that exist with regard to monitoring equity policies in organizations such as CIS/SIC; i.e., organizations with broad and complex mandates and limited budgets. Therefore, the Centre for Sport Policy Studies at the University of Toronto is pleased to provide these data from an independent perspective.

The 2010-11 **Report** represents the baseline data for this proposed series of **Reports**. This second **Report** is not sufficient to determine accurately any trends toward increased or decreased gender equity, but it may be suggestive of the direction. Two related changes that were in the background when the first **Report** was released in Fall, 2011, have now become more evident. First, more universities are examining their “sport model,” and making decisions to reduce the number of varsity sports in which they participate. This often involves moving some sports to ‘club’ status, reducing or removing their funding and material support, and applying those funds and material support to the sports in which the university hopes to be competitive. Second, there are enhanced television contracts to broadcast more CIS/SIC events, and increased sponsorship of CIS/SIC championship sports – both producing increased revenue. Additional revenue results from fundraising initiatives by university departments of athletics to support teams and AFA. With increased funding and AFA being received by fewer sports, concerns have been expressed about the increasing ‘NCAA-ization’ of Canadian university sport – together with all of the problems that arise from running increasingly professionalized sport programmes on university campuses.¹

This **Report** provides some foundation for understanding the potential effects of the changes in CIS/SIC sports on the achievement of gender equity.

Data Collection: Procedures and Assumptions

As with the previous *Report*, this *Report* addresses all interuniversity sports. As such, it goes beyond CIS/SIC data, which are restricted to the 12 national championship sport disciplines.² There are two reasons for this comprehensive approach. First, the CIS/SIC national championship sports fail to capture the full range of representative varsity sport opportunities available to student athletes. Varsity sports such as golf, figure skating, racquet sports, baseball, and men's rugby are available at a number of universities, and lead to regional conference championships.³ Second, the national championship sports are already structured to establish a degree of gender equity by organizing two women-only national championships (field hockey and rugby) and one men-only national championship (football). Thus, the *Report* focuses on all sports that are identified by member institutions as *varsity* sports; or *club* sports where teams play in CIS/SIC or regional conference competitions, and are funded (to a greater or lesser extent) by university resources. However, for comparative purposes, data are also reported separately for the 12 CIS/SIC sports; and an additional measure shows the data with football excluded (given the large size of the rosters in this male-only sport).

The Report addresses two aspects of gender equity: a) *participation opportunities and proportionality*, and b) *leadership*:

Participation opportunities and proportionality: Three measures were taken for each university: i) the number of varsity and club sports available for male and for female students (and a list of those sports); ii) the number of students, male and female, who participate in those sports; and iii) the number of male and female full time equivalent (FTE) students.

Leadership: At the request of CIS/SIC and several university Athletics Directors, we have added assistant coaches and assistant athletics directors to our measurement of leadership. Thus, four measures were taken for each university: i) the number of male and female head coaches of the varsity and club teams; ii) the number of female and male assistant coaches of the varsity and club teams;⁴ iii) the gender of the athletics director (or equivalent position); and iv) the gender of the assistant directors of athletics (or equivalent).

Sample

Data were collected from all 54 CIS/SIC member institutions in the four regional conferences in 2012-13 – Canada West Universities Athletic Association (CWUAA: 16 member institutions); Ontario University Athletics (OUA: 19 member institutions); Réseau de sport étudiant du Québec (RSEQ: 8 member institutions); and Atlantic University Sport (AUS: 11 member institutions).

All universities meeting CIS/SIC membership criteria during the 2012-13 academic year were included in the data collection. Membership in the CIS/SIC (and therefore inclusion in the study) reflects participation by at least one of a university's sports teams in at least one CIS/SIC-affiliate league (i.e., one of the four regional conferences) in a CIS/SIC-sanctioned sport. Inclusion on the official CIS/SIC membership list ([CIS/SIC website](#)) determined inclusion in the study.

Within the athletics programme of each CIS/SIC member university, all teams that met the following requirements were included in the data collection and analysis:

- The team took part in interuniversity competition during the 2012-13 academic year;
- the team was identified by the university's department of athletics or varsity programme as a "varsity" team during the 2012-13 academic year; or
- the team was identified as a "club" but took part in interuniversity competitions organized by CIS/SIC and/or the four regional conferences.⁵

While CIS/SIC membership was the sole criterion for inclusion of universities, data collection and analysis included *every* team that was identified as "varsity" or "club" and took part in CIS/SIC and/or conference interuniversity competition in 2012-13. Thus, unlike previous surveys that have limited their analysis to the 12 sport disciplines/21 national championship sports sanctioned by CIS/SIC, this study includes all teams that provide an opportunity for students to represent their university as a "varsity" or "club" athlete at a competitive interuniversity level.

Procedure

Data were collected in two stages: i) online data collection, and ii) telephone or email data collection and confirmation. In the first stage, the official websites of each university's department of athletics were surveyed for the following data:

- number of varsity/club teams open to women and men;
- number of female and male roster positions on each varsity/club team⁶ (using rosters from the start of the 2012-13 season);
- number of female and male head coaches of varsity/club teams (including instances where a team has two or more head coaches);
- number of male and female assistant coaches of varsity/club teams
- number of female and female Directors of Athletics, or equivalent position; and
- number of male and female assistant Directors of Athletics, or equivalent position.

Data collected online in the first stage were recorded, and confirmed or corrected in subsequent telephone interviews with representatives from each university's department of athletics. Every university department of athletics was contacted via telephone in order to confirm or adjust the information found on the university's

website, and to collect any data that were not available online. Francophone universities were contacted by a French-speaking research assistant. In a small number of cases, respondents requested that this confirmation and correction take place via email, and these requests were accommodated by the research team. Data collected by telephone or email were given precedence over data collected online; in other words, any discrepancy between data collected in the first and second stages was resolved by using data from the second (telephone or email) stage of data collection.

Determining gender

Although gender is a social construction, and biological sex is increasingly recognized as a continuum rather than a binary, most organized sport (including Canadian interuniversity sport) is segregated and operates on the assumption of a clear female/male gender binary. Therefore, regardless of an athlete's self-identified gender, each individual competing in CIS/SIC sport identifies as female or male for the purposes of athletic competition. Although this binary gender definition does not apply to CIS/SIC coaches or athletic directors, no examples were found of individuals in these positions who identified as other than female or male.

The researchers took a number of precautions to ensure that accurate gender information was collected for university enrolment, athletes, coaches, and athletic directors. For example, for some athletes' gender identification was determined through membership on an exclusively gendered team (e.g., women's ice hockey, men's soccer, etc.); for directors of athletics, coaches, and athletes on teams that do not always distinguish between women's and men's teams (e.g., swimming, track and field) gender was not assumed from a name or a photograph. Rather, if text on an official university or varsity team website included gender identifiers, this information was considered to be accurate. In other cases, roster information that included gender identifiers, or official biographies, press releases and news reports that used gendered pronouns to refer to specific individuals (e.g., a varsity head coach) were used.

In instances where an individual's gender could not be confirmed through official online sources, the research team used photographs or given names to assign a tentative gender. In each of these instances, gender totals were confirmed or adjusted following telephone calls to the appropriate departments of athletics.

Varsity teams and roster positions

To determine whether a given team was considered "varsity" by a university, the websites were first scanned for a published list of varsity sports or representative teams. This list of varsity teams was confirmed or adjusted in telephone calls with representatives from the department of athletics at each university. These data were supplemented by club teams that represented their universities in competition against varsity and club teams in CIS/SIC and regional conference competition.

A team was counted as a women's team or a men's team based on the membership of at least one woman or one man on the team respectively during the 2012-13 academic year. That is, a team (such as swimming) whose membership included at least one female and one male was counted once as a women's team and once again as a men's team. If a team's entire membership consisted of females it was counted only as a women's team, and if a team's entire membership consisted of males, it was counted only as a men's team.

Some athletes compete on several teams. This occurs most commonly in varsity cross country and track and field teams – both CIS/SIC sports. In most instances, universities treat these as two separate teams, and where this is the case the **Report** has counted them as such even if runners compete in both sports. Because this **Report** is concerned primarily with opportunities to participate on university athletics teams we include the total number of *roster positions* rather than the total number of *athletes*. Thus, two sport athletes are counted twice because they occupy two roster positions. In a small number of cases, universities support a single team that enters athletes in competition for both cross country and track and field. In these few instances, the **Report** gives primacy to the university's definition of the team and counts the roster positions just once in the data.

Head coaches

Data include the head coaches of varsity and club teams that competed in the 2012-13 academic year. In most instances, teams had only one head coach; exceptions to this norm are noted in the individual university profiles. Most varsity sports have separate head coaches for individual men's and women's teams (e.g. basketball, ice hockey, volleyball, etc.). In some sports, however, it is common to have a team with female and male athletes that has a single head coach (e.g., badminton, swimming, tennis, track and field, wrestling, etc.). Although this **Report** counts such teams as two separate teams (following the convention with CIS/SIC sports), head coaches are only counted once. Therefore, there are more varsity teams than head coaches.

Assistant coaches

Data for assistant coaches were collected online and confirmed or corrected by respondents at each university's department of athletics. In all cases, the online information provided by the department of athletics was used except when corrected by respondents.⁷

Directors of athletics

The identity and gender of directors of athletics, or their equivalent, were determined online, or through telephone calls to representatives from each university's department of athletics where online determination was not possible.

Assistant directors of athletics

The identity and gender of assistant directors of athletics, or their equivalent, were determined online, or through telephone calls to representatives from each university's department of athletics where online determination was not possible.

University enrolment data

The enrolment data collected in this *Report* were retrieved from common university data sets, institutional websites or directly from staff in a university's Registrar's or President's Office.⁸ The totals for 2012-13 are: 849,093 full-time undergraduate and graduate students (372,915 males and 476,178 females) (see Table 1). The 2013-14 *CAUT Almanac of Post-Secondary Education* lists a total of 912,000 full-time undergraduate and graduate students (the *Almanac* does not provide a breakdown of full-time students by gender). The discrepancy is due primarily to this *Report's* exclusive focus on 54 CIS/SIC member universities, whereas the *Almanac* includes data for 84 postsecondary institutions.

The most recent enrolment data available from the majority of universities were for 2011-12. In a small number of cases, 2011-12 data were not publicly available and the most recent available data were used. Thus, all enrolment data included are from 2011-12, with the following exceptions: Brandon University (2010-11 data used), Royal Military College (2012-13), Université de Moncton (2009-10), Université Laval (2008-09), University of Lethbridge (2012-13) and University of Winnipeg (2010-11).

All full-time graduate and undergraduate students were included in the totals, including (where acknowledged) students enrolled in diploma and certificate programs and students who are enrolled in full-time courses of study but who are not pursuing a degree. Trinity Western University, University of the Fraser Valley, University of Regina and University of Saskatchewan do not distinguish between full-time and part-time enrolment in their published data, and for those universities we included the entire student population. In three additional instances, where enrollment statistics were not provided with gender breakdowns, our data were extrapolated from the available percentages of full-time vs. part-time students and/or female vs. male students in relation to the total number of enrolled students: Mount Royal University, l'Université du Québec à Montréal, and l'Université du Québec à Trois-Rivières.

The full time student criterion was employed because of CIS/SIC eligibility requirements, and in answer to CIS/SIC's (unimplemented) proportionality proposal to "have Athletic Participation Opportunities linked to each member institution's full-time equivalency of the student population. Undergraduate and graduate would both be used in the calculation of student population" (CIS, 2004, p. 42).

The Report

The following Figure and Tables provide a summary of the data for all CIS/SIC member institutions (Figure 1; Tables 1-3, pp. 30-34), and for each of the four regional conferences (Tables 4-15, pp. 35-50). Data for each of the 54 individual universities are included in Appendix B.

Data for the CIS/SIC and the four regional conferences show: the number and percent of male and female full-time students and the number of men's and women's varsity teams (Tables 1, 4, 7, 10 and 13); and **leadership** in terms of the number of male and female head coaches, assistant coaches, directors of athletics, and assistant directors of athletics. The coaching positions are also shown with regard to male, female and co-ed varsity and club teams (Tables 2, 5, 8, 11 and 14). This is followed by data on **participation** opportunities: the number and percentage of male and female varsity positions available in all sports, followed by the same data for CIS/SIC sports, for non-CIS/SIC sports, and for all sports excluding football. A measure of proportionality is produced by calculating the number of varsity/club opportunities available per 100 male students, and per 100 female students (Tables 3, 6, 9, 12, and 15). [Data for 2010-11 are included for comparative purposes.]

Leadership

The data (Tables 2a and 2b) indicate that leadership positions for women are limited (17% of head coaches; 24% of directors of athletics; 22% of assistant coaches). Although few university departments of athletics report assistant athletics directors, there are equal numbers of men and women in these positions. Table 2c provides a national measure of the number of male and female head coaches for male-only (252M, 2F), female-only (175M, 84F) and co-ed (188M, 41F) teams. Table 2d provides a national measure of the number of male and female assistant coaches for male-only (770M, 2F), female-only (286M, 278F) and co-ed (279M, 106F) teams. [Where applicable, data for 2010-11 are included for comparative purposes.⁹]

Participation opportunities

The national data on participation opportunities (Tables 1 and 3a; Figure 1) indicate that 44% of the full-time student body (males) enjoy 57% of the participation opportunities, and 56% of the student body (females) are limited to 43% of the participation opportunities. These figures are matched in Canada West (Tables 4 and 6a). In the Québec conference male students constitute 42% of the full-time student body and enjoy 59% of the participation opportunities (Tables 10 and 12a). In the Atlantic conference male students constitute 43% of the full-time student body, and enjoy 52% of the participation opportunities (Tables 13 and 15a). And in Ontario, male students constitute 45% of the full-time student body, and enjoy 57% of the participation opportunities (Tables 7 and 9a).

Proportionality

Nationally, there are 2.8 varsity or club participation opportunities for every 100 male full-time students; and 1.7 participation opportunities for every 100 female full-time students (Table 3a). The Atlantic conference has 4.5 participation opportunities for every 100 male full-time students, and 3.1 participation opportunities for every 100 female full-time students (Table 15a); the Quebec conference has 2.4 participation opportunities for every 100 male full-time students, and 1.2 participation opportunities for every 100 female full-time students (Table 12a); in the Ontario conference there are 3.0 participation opportunities for every 100 male full-time students, and 1.8 for every 100 female full-time students (Table 9a); and Canada West has 2.4 participation opportunities for every 100 male full-time students, and 1.4 participation opportunities for every 100 female full-time students (Table 6a).

CIS/SIC vs. non-CIS/SIC sports

As noted previously, there are more CIS/SIC championship sports for female athletes (11) than there are for male athletes (10) in an attempt to establish some equality given the large roster size of (male-only) football. And while few universities offer all 21 national championship sports, the gender balance in selection of those sports appears to keep the national CIS/SIC sport proportions (55% male; 45% female¹⁰) relatively close to the overall participation proportions (57% male; 43% female) (Table 3b). The national CIS/SIC sport proportions are matched in Ontario (Table 9b); 57% male and 43% female in Québec (Table 12b); 56% male and 44% female in Canada West (Table 6b); and 52% male and 48% female in Atlantic University Sport (Table 15b).

However, in non-CIS/SIC championship sports national data, 44% of the full-time student body (male) enjoys 63% of the participation opportunities (Table 3c). In the Atlantic conference, non-CIS/SIC sport proportions are also disproportionate to student body proportions with male full time students (43%) enjoying 67% of the participation opportunities (Table 15c); however, it should be noted that these percentages are derived from a very small sample size of just 24 non-CIS/SIC roster positions. In the other three conferences, non-CIS/SIC sports are also inequitable: in the Québec conference, male full-time students (42%) enjoy 64% of the participation opportunities (Table 12c); in the Ontario conference, male full-time students (45%) enjoy 61% of the participation opportunities (Table 9c); and in Canada West, male full-time students (44%) enjoy 68% of the participation opportunities (Table 6c).

The case of football

It is often pointed out that the large roster sizes in football make gender equity very difficult since there is no comparable female sport; and CIS/SIC sponsor an additional female national championship team sport in a partial attempt to counter that imbalance. The **Report** provides a calculation of overall participation opportunities when football is removed from the data. Nationally, male full-time students (44%) still enjoy 51% of the participation opportunities (Table 3d), and only in Eastern Canada does the proportion fall below 50%. In the Atlantic conference, male full-time students (43%) enjoy 45% of the non-football participation opportunities (Table 15d). In the Québec conference, male full-time students (42%) enjoy 50% of the non-football participation opportunities (Table 12d); in the Ontario conference, male full-time students (45%) enjoy 52% of the non-football participation opportunities (Table 9d); and in Canada West, male full-time students (44%) enjoy 52% of the non-football participation opportunities (Table 6d). [Those who wish to compare gender equity in universities offering football with those not offering football may use the data for individual universities provided in Appendix B.]

Athletic Financial Awards (AFAs)

At the time of writing, CIS/SIC have not posted data on AFAs for the 2012-13 season. However, since it is evident from CIS/SIC minutes that the discussion of AFAs was one of the triggers for extended discussions of gender equity (see Beaubier, 2004), and since CIS/SIC report annually on the distribution of AFAs by gender, by sport, and by university (CIS/SIC, 2011-12a, b) for CIS/SIC championship sports, it is appropriate to incorporate the data available (2011-12) under the terms of this **Report**. Male students, who already enjoy a disproportionate number of opportunities to participate in interuniversity sport in comparison to female students, also received a disproportionate share of AFAs in the CIS/SIC championship sports in 2011-12: 58.4% (\$7,432,486) of the total funds (\$12,732,190) awarded nationally (Table 16). This percentage has been relatively consistent for the last four AFA reports, and we have no reason to expect that there were major changes in 2012-13.

Since the 2010-11 **Report**, where we reported on 2009-10 AFA data, the subsequent CIS/SIC AFA reports (2010-11 and 2011-12) indicate the dollar value of AFAs by sport (see Table 16), but no longer by university. A request to CIS/SIC for this information has not been answered at the time of writing. Thus, it is not possible to calculate, as we did on the previous **Report**, the gender distribution of AFAs for the four conferences.

Summary, Conclusion and Recommendations

We begin by summarizing the results of this second **Report** and how the results compare with findings from two years ago; point out the direction of progress (or not) towards gender equity, and in one case outline a trend; note some recent research that points to the legal risks of failing to address gender equity issues in Canadian universities; and offer some recommendations for CIS/SIC to begin to honour their own policy with regard to gender equity.

The research and results address two separate aspects of gender equity – **leadership** and **participation** – in CIS/SIC member interuniversity sports. Two additional universities have become members of CIS/SIC since the previous **Report**, and there are now 54 member universities with teams participating in the 12 CIS/SIC championship sports and/or in regional conference interuniversity competitions. The total number of full time students at the 54 universities has increased, with 32,638 more males and 40,396 more females, but the proportions remain the same as the previous **Report** (56% female and 44% male). The number of teams involved in interuniversity competitions is essentially the same for females (482 teams: 428 varsity and 54 club) and males (483 teams: 432 varsity and 51 club). While the small increase in the number of varsity teams since 2010-11 (3 women's teams and 1 men's team) may be accounted for, in part, by the addition of two new member universities, the increase in the number of club teams (17 women's and 15 men's) may be, in part, a result of the introduction of new sport models noted in the Preamble (pp. 10-11).

With regard to **leadership**, the only category that has changed in a more equitable direction is that for directors of athletics – in 2012-13 there were four more women serving as directors of athletics, and women occupied 24% of those positions (in comparison to 17% in 2010-11). There are proportionately fewer women in head coaching positions nationally, and in two of the four conferences, than there were in 2010-11. At the national level, men make up 2% more of the total number of head coaches than in 2010-11, with a corresponding reduction in the proportion of women head coaches. The proportion of male and female head coaches did not change in Ontario; the proportion of female head coaches increased 1% in Québec; and there was a 4% proportional increase in male coaches in Canada West and a 5% proportional increase in the Atlantic conference.

These overall changes in the proportion of men and women head coaches are reflected more specifically in terms of the teams that they coach. Of the 254 coaches of men-only teams in Canadian universities, only two are women – the same two teams as in 2010-11. Of the 259 coaches of women-only teams, 175 (68%) are men – a proportional increase of 2% since 2010-11. Of the 229 coaches of teams identified as co-ed, 188 (82%) are men – a proportional increase of 3% since 2010-11. In regional terms, there was no change in the proportion of men coaching men's teams, and all conferences except Ontario had an increase in the number of men

coaching women's teams. Ontario saw a 4% increase in the proportion of women coaching women's teams, and a consequent reduction in the proportion of men coaching those teams. In all four conferences there was an increase in the number of men coaching co-ed teams, although Québec had a very small increase (1%) in the proportion of women coaching co-ed teams.

The new measure for assistant directors of athletics proved to be not very meaningful because only 21 (39%) of the CIS/SIC universities designate an assistant AD position. Only 32 individuals were identified as assistant ADs – 16 men and 16 women; however, these positions are not evenly distributed since one of the universities (Queen's) has seven positions designated as assistant AD, another (University of Alberta) has four assistant ADs, and two others have two assistant ADs. With regard to the new measure of assistant coaches, women hold 22% of the assistant coach positions nationally, a proportion that is matched in Canada West and Ontario; the proportion of women assistant coaches decreases to 20% in Québec, and increases to 27% in the Atlantic conference. As with the assistant AD data there is reason to be cautious with regard to these data. Because of the large number of (male) assistant coaches working with football teams – often six or more per team (see Note 7) – it is likely that the proportion of women working as assistant coaches is significantly higher if football is excluded.

With regard to **participation**, for national data and in three of the four conferences, the proportion of male participants increased by 1%, with a consequent decline in the proportion of women participants. Only in the Atlantic conference are the proportions (52% male, 48% female) the same as in 2010-11.

When **participation** is measured as a proportion of the number of students, there are no increases in terms of the number of male athletes per 100 male students and female athletes per 100 female students. In fact, the national data show a small decrease in terms of the opportunity to represent one's university on a representative team (from 2.9 to 2.8 for men, and from 1.8 to 1.7 for women). This diminished opportunity is also evident across the four conferences: Canada West declined from 2.5 to 2.4 (men) and 1.5 to 1.4 (women); Ontario remained the same (3.0) for men but declined from 1.9 to 1.8 for women; Québec showed a sharper decline for men (2.6 to 2.4) and women (1.4 to 1.2); and in the Atlantic conference there was a decline from 4.6 to 4.5 for men, while the opportunity for women remained the same at 3.1 per 100 female students.

In terms of data relating to participation in CIS/SIC sports, non-CIS/SIC sports, and all sports excluding football, there is also evidence of increased male participation. For the 12 CIS/SIC sports, the proportion of male to female participants remained the same (55% to 45%) at the national level; but the proportion of male participants increased by 1% in the two largest conferences (Canada West and Ontario). In the two smaller conferences there was a decline in the proportion of male participants (Québec: -2%; Atlantic: -1%). Data for the non-CIS/SIC sports was the most volatile we found, with an across the board increase in the proportion of

male participants (+4% nationally; +7% in Canada West; +1% in Ontario; +8% in Québec; and +20% in the Atlantic conference). However, the actual numbers were most striking with only 16 men and 8 women participants in non-CIS/SIC sports in the Atlantic region, down from 94 men and 107 women in 2010-11. Across the country, there were 269 fewer women participants in non-CIS/SIC sports, compared to 69 more men participants. When football is excluded from the data for overall participation, the proportion of men and women participants is much closer to equity; but even so, there is evidence of an increase in the proportion of male participants nationally (+1%), and in Canada West (+2%) and Québec (+2%). In the Atlantic conference there was no change in the proportion of men and women participants since 2010-11, and a decrease of 1% in the proportion of men participants in Ontario.

Apart from small increases in the number of women Athletics Directors (4, +7%), and women coaching women's teams in Ontario (5, +4%), there has been no progress towards gender equity in **leadership** since the previous *Report*; in a few cases the proportion of men and women in head coaching positions has remained the same or, more often, the proportion of men in head coaching positions has increased. Based on two data points two years apart, we are referring to this as a direction about which CIS/SIC should be concerned rather than as a trend. However, in one case there are sufficient data to identify a trend.

Kerr and Ali (2012) replicated the CIS/SIC (2005) study of the number of men and women head coaches in CIS/SIC championship sports. They reported a decline in overall numbers of women coaches and in the proportion of women coaches since 2005. Although our *Report* employs a somewhat different measure by considering all varsity and varsity/club sport coaches, it seems reasonable to suggest that the decline in equity measured here appears to be part of an ongoing trend of declining positions for women as head coaches through four data points: from the CIS/SIC (2005) study; see Note 10) to 2010-11 (*Report 1*) to 2011-12 (Kerr & Ali) to 2012-13 (*Report 2*).

A closer examination of the measures of **participation** indicates that, with a few exceptions, the number of male and female participants in interuniversity sport has increased since 2010-11. However, the data indicate a larger increase in the number of male participants than female participants resulting in an overall 1% proportional increase in male participation. The same proportional increase is evident in Canada West, Ontario and Québec, although there was a decline in the number of female participants in Québec. Only in the Atlantic conference was there a parallel increase in the number of male and female participants, resulting in the same proportion of males and females as in 2010-11. Thus, in no case has there been a shift to more equitable participation in the two years since the previous *Report*.

Comparison with NCAA Data

Given the NCAA-izing direction of Canadian interuniversity sports suggested previously, it is worth noting recent equity data collected independently on National Collegiate Athletics Association (NCAA) sports in the United States. It is striking that Acosta & Carpenter (2012) highlight a significant trend towards increasing gender equity in NCAA sports, in both leadership and participation. Their 2012 data reveal the following:

- *highest ever number of women professionals (since 1977) employed in interuniversity athletics (13,972)*
- *highest number (since 1977) of women's interuniversity teams (9,274)*
- *highest average number (since 1977) of women's teams per university (8.73)*
- *43% of women's teams are coached by women (32% in Canada; down from 34% in 2010-11)*
- *20% of all teams are coached by women (13% in Canada)*
- *100 more women coaches of women's teams than in 2010; and 396 more than in 2002 (3 fewer in Canada since 2010-11)*

When the more discrete measures of participation are considered in this way, a similar pattern of increasing male participation occurs. In CIS/SIC championship sports, a relatively parallel increase in male and female participation across Canada resulted in the same male (55%) / female (45%) proportions as in 2010-11. Non-parallel increases in the number of male and female participants in every conference resulted in a 1% proportional increase in male participation in Canada West and Ontario and proportional declines of 2% in Québec and 1% in the Atlantic conference. In non-CIS/SIC sports, there were increases in the number of male participants nationally, and in Ontario and Québec; and in the number of female participants in Ontario. The number of women participants was lower nationally than in 2010-11, and in every conference except Ontario; men's participation declined in Canada West and the Atlantic conference. In every case, these changes resulted in an increase in the proportion of male participants in non-CIS/SIC sports (4% nationally; 7% in Canada West; 1% in Ontario; 8% in Québec; and 20% in the Atlantic conference).

When football is excluded from the measures of participation, an increase in the number of male and female participants is evident nationally, and in every conference except for women in Québec. The proportional increase nationally again favours male participants; only the Atlantic conference maintained the same proportion of male and female participants as in 2010-11; and only Ontario made a small (1%) shift toward greater gender equity.

Despite the general increase in the number of participants nationally, and for the most part in the four conferences, there was an overall decline in the opportunity to participate. In every case, except for men in Ontario and women in the Atlantic conference (where the ratio remained the same as in 2010-11), there was a decline in the ratio of male and female athletes per 100 male and female students respectively. This appears to be a result of a greater increase in the number of students than the increase in the number of athletes.

The overall direction of participation opportunities, in terms of declining equity, warrants further observation and concern since, in none of the national measures are there additional opportunities for female athletes without an equal or, more often, greater increase in the number of opportunities for male athletes. This finding is replicated in most of the conferences.

Increasing Athletic Opportunities and Equity

It would be a mistake to assume that we intend these data to be used to advocate a cut in the number of male participation opportunities in order to achieve gender equity. Men and women athletes are not responsible for introducing and maintaining gender inequity in Canadian interuniversity sports, and male athletes should not be expected to suffer by reducing their opportunities to participate – such cuts would represent an attempt to resolve one problem by creating another. Women students constitute 56% of the full time student body in Canadian universities, and thus pay a significantly higher proportion of the fees that support athletics programmes. If achieving gender equity means increasing the size of university athletics programmes by increasing the number of participation opportunities for women, so be it. And if university athletics programmes are, as is often claimed, both a service and a co-curricular educational opportunity for students, then it is important for CIS/SIC and individual university athletics administrators to be open to adding new sport participation opportunities for both women and men students, rather than increasingly limiting those opportunities to the 12 CIS/SIC championship sports. [See Box in the Executive Summary/Sommaire exécutif, p. 5 and p. 9]

The growing gender inequity in participation is matched by continuing gender inequity in AFA funding. As in the previous **Report**, we found that males – 44% of the student body and now 57% of the student athletes – continue to receive over 58% of athletic financial aid. Even if the focus is on CIS/SIC championship sports, the only sports for which CIS/SIC publishes AFA data, 55% of the student athletes (males) receive over 58% of AFAs. As with **participation** and **leadership** (coaching), the data indicate no change towards greater gender equity, and more often a movement in the direction of greater inequity.

As noted in the previous **Report**, “*Athletics is the only formally sex-segregated department in education.*’ As such, athletics has a special responsibility to uphold gender equity standards, and CIS/SIC has an Equality and Equity Policy” (Donnelly, et al., 2011, p. 4). Two recently published legal studies suggest that there are important reasons for CIS/SIC, the four conferences, and individual universities to be concerned about continuing gender inequity in athletics programmes. These reasons go beyond moral and ethical concerns about ‘doing the right thing’ or, to quote CIS/SIC gender equity policy definitions, “treatment that is just and fair,” where “all persons have equal conditions for realizing their full rights and potential.” Human rights lawyer and law professor Julia Hughes, who wrote one of the epigraphs that introduces this **Report**, states: “Sport organizations and administrators are easy targets for human rights litigation because there are few other social locations where gender segregation and gender discrimination are so overtly practiced” (2010, para. 43). Her paper focuses on the complaint brought to the New Brunswick Human Rights Commission when, in 2008, the University of New Brunswick demoted the women’s ice hockey programme from varsity to club status. Hughes (2010) provides some context for her analysis when she points out, as we did in the 2010-11 **Report**, that:

Sport is one of the remaining vestiges of gender segregation in Canadian society. While institutions like universities, professions, and even the police, the military and, to a lesser degree, the skilled trades, have become desegregated, sport institutions, funding models and event organizers have clung to strict gender segregation in almost all contexts.¹¹ Sport has therefore become not only a social location in which gender norms are being reinforced and promoted, but [also] a location where discriminatory gender segregation is being defended against an increasing, possibly overwhelming, social consensus of gender equality in most other social arenas. Like many other social constructs facing opposition and requiring justification, gender segregation in sport has become entrenched, and claims are being made in an increasingly politicized environment (2010, para. 3).

However, despite the legal risks, Hughes points out that, “on the other side of the coin, there are few arenas where positive change can be effected as easily” (2010, para. 43).

Madeleine Williams (2013) draws on the model provided by Title IX, the 1972 Educational Amendments to the 1964 U.S. Civil Rights Act, to offer “[a] pragmatic solution for gender equity in Canadian elite sport.” Her argument focuses on proportionality, and Williams points out that:

Gender equity in elite sport should be substantively defined as the existence of equal opportunities to advance. Proportionality, modeled on the US Constitutional Title IX equity requirements, is the most pragmatic way to give effect to this definition of equity. This solution requires proportional, equitably funded men’s and women’s teams for all sports that field athletes of

both sexes (2013, p. 18).

She goes on to note that proportionality and segregation do not go hand-in-hand, and that proportionality “only requires the separate consideration of men and women for the purposes of resource allocation” (2013, p. 26). In fact, both Hughes (see Note 11) and Williams recognize that segregation has been used more often for discrimination than amelioration, and that segregation “should only be allowed as an exception” (Williams, 2013, p. 26):

Any state support for segregation must meet the equality and non-discrimination standards in international conventions and the [Canadian] Charter [of Rights and Freedoms]. Sex segregation can only be acceptable where both tangible and intangible elements of the segregated systems are equal. In the system of proportionality under contemplation, there is no reason sex-segregated... teams would be unequal, especially if that segregation is for the purposes of team selection only (Williams, 2013, p. 27).

In addition to the ethical, CIS/SIC policy-based, and legal reasons for embarking on a process to achieve gender equity in interuniversity sport in Canada, Hughes points out that “the move towards equality is frequently experienced as transformative, not only to those faced with gender discrimination but to all system participants” (2010, para. 43).

Recommendations:

Because the data in this **Report** indicate changes in the direction of, for the most part, a growing inequity in Canadian interuniversity sport, several of our recommendations from 2010-11 are repeated here. We recommend that:

- CIS/SIC, the four regional athletics conferences, and all Canadian university departments of athletics revisit their gender equity policies in light of these data, and in the spirit of the progressive plans that were outlined by CIS/SIC between 2002 and 2004;
- CIS/SIC, the four regional athletics conferences, and all Canadian university departments of athletics immediately establish a preliminary equality target of 50% participation opportunities for female athletes. Such a target represents a move toward equity, but still advantages males in proportional terms since female students currently constitute some 56% of the full-time student body;
- CIS/SIC establish a working group to reconsider proportionality, and establish the steps that are to be taken to work towards more proportional representation of women athletes;

- CIS/SIC, the four regional athletics conferences, and all Canadian university departments of athletics evaluate and determine how leadership opportunities may be made more available for women in coaching and administration;
- CIS/SIC establish a gender equity working group to set realistic targets for leadership and participation, monitor progress toward those targets, and implement consequences for failing to achieve those targets.

Future Plans

The Centre for Sport Policy Studies intends to continue, every two years, to report on the status of gender equity in Canadian interuniversity sport. The next **Report** will focus on the 2014-15 season.

In consultation with CIS/SIC, the Centre plans to add items to the next **Report**, where data are made available. These items may include the occupational status of head coaches and assistant coaches (e.g., full time paid, stipend, or volunteer; part time paid, stipend, or volunteer).

Figure and Tables

Figure 1: Percentage by Gender of Full-time Enrollment and Participation Opportunities at CIS/SIC Universities

Tables 1-3: CIS/SIC

Tables 4-6: Canada West Universities Athletic Association

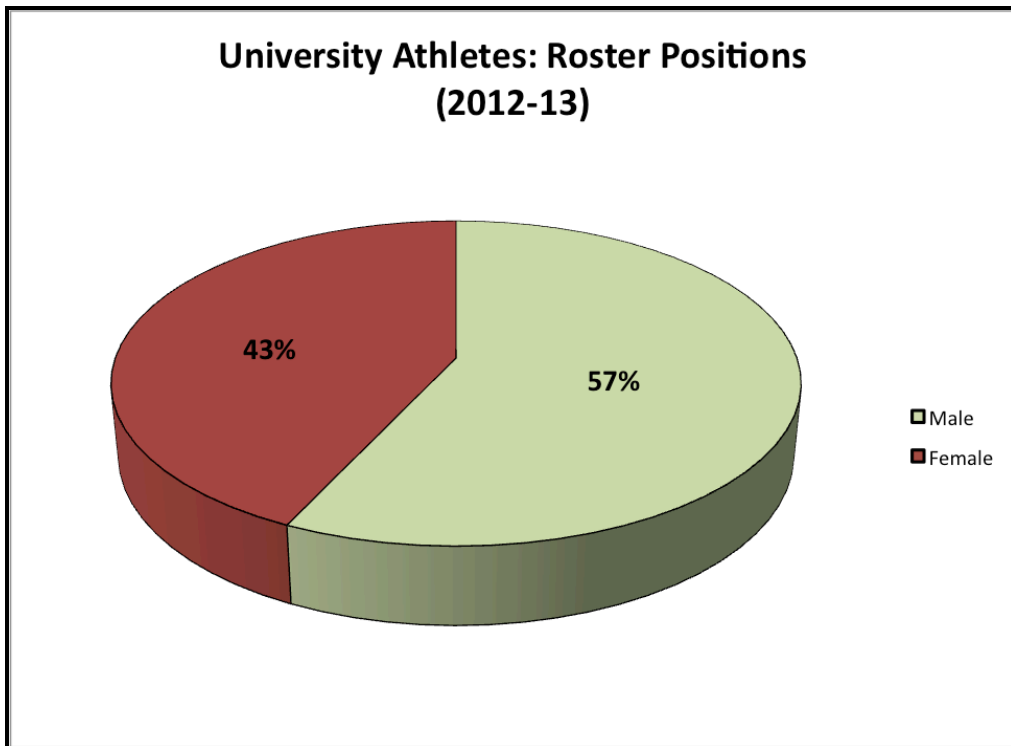
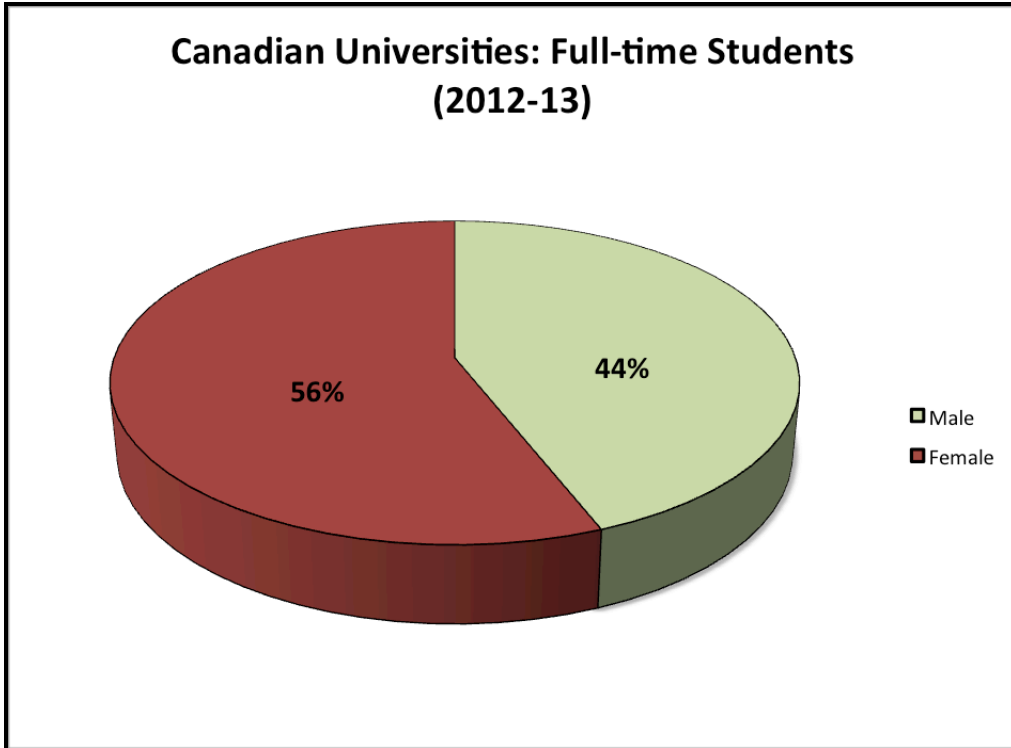
Tables 7-9: Ontario University Athletics

Tables 10-12: Réseau du sport étudiant du Québec

Tables 13-15: Atlantic University Sport

Table 16: AFAs by Sport and Gender: National Data, 2011-12

Figure 1: Percentage by Gender of Full-time Enrollment and Participation Opportunities at CIS/SIC Universities



Canadian Interuniversity Sport/Sport interuniversitaire canadien

Table 1 – University Enrollment and Varsity and Club Teams

	2012-13 (Current Report)	2010-11 (Previous Report)	Change
CIS/SIC Universities	54	52	+2*
Male Full-time Students	372,915 (44%)	340,287 (44%)	+32,638
Female Full-time Students	476,178 (56%)	435,782 (56%)	+40,396
Male Varsity Teams	432	431	+1
Female Varsity Teams	428	425	+3
Male Club Teams	51	36	+15
Female Club Teams	54	37	+17

* Mount Royal University and the University of Northern British Columbia have joined the CIS/SIC since the 2010-11 season. Algonia University joined the CIS/SIC as its 55th member in June, 2012, but will not compete in CIS/SIC competition until the 2013-14 season.

Table 2 – LEADERSHIP: Coach and Athletic Director Data

2a) Head Coaches and Assistant Coaches

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Head Coaches	615 (83%)	586 (81%)	+29	+2%
Female Head Coaches	127 (17%)	134 (19%)	-7	-2%
Male Assistant Coaches	1,335 (78%)	NO DATA	n/a	n/a
Female Assistant Coaches	386 (22%)	NO DATA	n/a	n/a

2b) Athletic Directors and Assistant Athletic Directors

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Athletic Directors	41 (76%)	43 (83%)	-2	-7%
Female Athletic Directors	13 (24%)	9 (17%)	+4	+7%
Male Assistant Athletic Directors	16 (50%)	NO DATA	n/a	n/a
Female Assistant Athletic Directors	16 (50%)	NO DATA	n/a	n/a

2c) Head Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Coaches ... of Male Teams	252 (>99%)	253 (>99%)	-1	0%
Female Coaches	2 (<1%)	2 (<1%)	0	0%
Male Coaches ... of Female Teams	175 (68%)	166 (66%)	+9	+2%
Female Coaches	84 (32%)	87 (34%)	-3	-2%
Male Coaches ... of Co-ed Teams	188 (82%)	167 (79%)	+21	+3%
Female Coaches	41 (18%)	45 (21%)	-4	-3%

2d) Assistant Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)
Male Coaches ... of Male Teams	770 (>99%)	NO DATA
Female Coaches	2 (<1%)	
Male Coaches ... of Female Teams	286 (51%)	NO DATA
Female Coaches	278 (49%)	
Male Coaches ... of Co-ed Teams	279 (73%)	NO DATA
Female Coaches	106 (27%)	

Table 3 – PARTICIPATION: Roster Positions

3a) All Varsity or Club Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	10,577 (57%)	9,933 (56%)	+644	+1%
Female Roster Positions	8,034 (43%)	7,815 (44%)	+219	-1%
Male Positions/ 100 Students	2.8	2.9	-0.1	n/a
Female Positions/ 100 Students	1.7	1.8	-0.1	n/a

3b) CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	7,706 (55%)	7,131 (55%)	+575	0%
Female Roster Positions	6,331 (45%)	5,844 (45%)	+487	0%

3c) Non-CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	2,871 (63%)	2,802 (59%)	+69	+4%
Female Roster Positions	1,703 (37%)	1,971 (41%)	-269	-4%

3d) All Sports – Excluding Football

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	8,328 (51%)	7,971 (50%)	+357	+1%
Female Roster Positions	8,034 (49%)	7,815 (50%)	+219	-1%

Canada West Universities Athletic Association

Table 4 – University Enrollment and Varsity and Club Teams

	2012-13 (Current Report)	2010-11 (Previous Report)	Change
CIS/SIC Universities	16	14	+2*
Male Full-time Students	102,039 (44%)	91,499 (44%)	+10,540
Female Full-time Students	130,781 (56%)	115,993 (56%)	+14,788
Male Varsity Teams	113	101	+12
Female Varsity Teams	107	99	+8
Male Club Teams	1	2	-1
Female Club Teams	1	2	-1

* Mount Royal University and the University of Northern British Columbia have joined the CWUAA since the 2010-11 season.

Table 5 – LEADERSHIP: Coach and Athletic Director Data

5a) Head Coaches and Assistant Coaches

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Head Coaches	154 (82%)	134 (78%)	+20	+4%
Female Head Coaches	33 (18%)	38 (22%)	-5	-4%
Male Assistant Coaches	341 (78%)	NO DATA	n/a	n/a
Female Assistant Coaches	94 (22%)	NO DATA	n/a	n/a

5b) Athletic Directors and Assistant Athletic Directors

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Athletic Directors	12 (75%)	12 (86%)	0	-11%
Female Athletic Directors	4 (25%)	2 (14%)	+2	+11%
Male Assistant Athletic Directors	6 (67%)	NO DATA	n/a	n/a
Female Assistant Athletic Directors	3 (33%)	NO DATA	n/a	n/a

5c) Head Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Coaches ... of Male Teams	68 (100%)	63 (100%)	+5	0%
Female Coaches	0 (0%)	0 (0%)	0	0%
Male Coaches ... of Female Teams	39 (61%)	33 (53%)	+6	+8%
Female Coaches	25 (39%)	29 (47%)	0	-8%
Male Coaches ... of Co-ed Teams	47 (85%)	38 (81%)	+9	+4%
Female Coaches	8 (15%)	9 (19%)	-1	-4%

5d) Assistant Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)
Male Coaches ... of Male Teams	207 (100%)	NO DATA
Female Coaches	0 (0%)	
Male Coaches ... of Female Teams	64 (46%)	NO DATA
Female Coaches	74 (54%)	
Male Coaches ... of Co-ed Teams	70 (78%)	NO DATA
Female Coaches	20 (22%)	

Table 6 – PARTICIPATION: Roster Positions

6a) All Varsity or Club Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	2,483 (57%)	2,285 (56%)	+198	+1%
Female Roster Positions	1,858 (43%)	1,782 (44%)	+76	-1%
Male Positions/ 100 Students	2.4	2.5	-0.1	n/a
Female Positions/ 100 Students	1.4	1.5	-0.1	n/a

6b) CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	2,102 (56%)	1,800 (55%)	+302	+1%
Female Roster Positions	1,681 (44%)	1,466 (45%)	+215	-1%

6c) Non-CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	381 (68%)	485 (61%)	-104	+7%
Female Roster Positions	177 (32%)	316 (39%)	-139	-7%

6d) All Sports – Excluding Football

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	2,006 (52%)	1,815 (50%)	+191	+2%
Female Roster Positions	1,858 (48%)	1,782 (50%)	+76	-2%

Ontario University Athletics

Table 7 – University Enrollment and Varsity and Club Teams

	2012-13 (Current Report)	2010-11 (Previous Report)	Change
CIS/SIC Universities	19*	19	0
Male Full-time Students	174,445 (45%)	160,673 (45%)	+13,772
Female Full-time Students	214,609 (55%)	198,916 (55%)	+15,693
Male Varsity Teams	199	206	-7
Female Varsity Teams	195	201	-6
Male Club Teams	38	18	+20
Female Club Teams	36	19	+17

*Algoma University joined the OUA as its 20th member in June, 2012, but will not compete in CIS/SIC competition until the 2013-14 season. As such, it is not included in this Report.

Table 8 – LEADERSHIP: Coach and Athletic Director Data

8a) Head Coaches and Assistant Coaches

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Head Coaches	280 (81%)	275 (81%)	+5	0%
Female Head Coaches	67 (19%)	65 (19%)	+2	0%
Male Assistant Coaches	625 (78%)	NO DATA	n/a	n/a
Female Assistant Coaches	178 (22%)	NO DATA	n/a	n/a

8b) Athletic Directors and Assistant Athletic Directors

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Athletic Directors	14 (74%)	14 (74%)	0	0%
Female Athletic Directors	5 (26%)	5 (26%)	0	0%
Male Assistant Athletic Directors	5 (31%)	NO DATA	n/a	n/a
Female Assistant Athletic Directors	11 (69%)	NO DATA	n/a	n/a

8c) Head Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Coaches ... of Male Teams	117 (>99%)	115 (>99%)	+2	0%
Female Coaches	1 (<1%)	1 (<1%)	0	0%
Male Coaches ... of Female Teams	73 (63%)	74 (67%)	-1	-4%
Female Coaches	42 (37%)	37 (33%)	+5	+4%
Male Coaches ... of Co-ed Teams	90 (79%)	86 (76%)	+4	+3%
Female Coaches	24 (21%)	27 (24%)	-3	-3%

8d) Assistant Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)
Male Coaches ... of Male Teams	357 (>99%)	NO DATA
Female Coaches	1 (<1%)	
Male Coaches ... of Female Teams	128 (53%)	NO DATA
Female Coaches	115 (47%)	
Male Coaches ... of Co-ed Teams	140 (69%)	NO DATA
Female Coaches	62 (31%)	

Table 9 – PARTICIPATION: Roster Positions

9a) All Varsity or Club Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	5,160 (57%)	4,805 (56%)	+355	+1%
Female Roster Positions	3,860 (43%)	3,728 (44%)	+132	-1%
Male Positions/ 100 Students	3.0	3.0	0	n/a
Female Positions/ 100 Students	1.8	1.9	-0.1	n/a

9b) CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	3,198 (55%)	3,086 (54%)	+112	+1%
Female Roster Positions	2,631 (45%)	2,579 (46%)	+52	-1%

9c) Non-CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	1,962 (61%)	1,719 (60%)	+243	+1%
Female Roster Positions	1,229 (39%)	1,149 (40%)	+80	-1%

9d) All Sports – Excluding Football

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	4,195 (52%)	4,134 (53%)	+61	-1%
Female Roster Positions	3,860 (48%)	3,728 (47%)	+132	+1%

Réseau du sport étudiant du Québec

Table 10 – University Enrollment and Varsity and Club Teams

	2012-13 (Current Report)	2010-11 (Previous Report)	Change
CIS/SIC Universities	8	8	0
Male Full-time Students	67,474 (42%)	60,534 (42%)	+7,120
Female Full-time Students	92,426 (58%)	83,497 (58%)	+8,929
Male Varsity Teams	64	65	-1
Female Varsity Teams	62	62	0
Male Club Teams	7	11	-4
Female Club Teams	11	10	+1

Table 11 – LEADERSHIP: Coach and Athletic Director Data

11a) Head Coaches and Assistant Coaches

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Head Coaches	86 (85%)	85 (86%)	+1	-1%
Female Head Coaches	15 (15%)	14 (14%)	+1	+1%
Male Assistant Coaches	193 (80%)	NO DATA	n/a	n/a
Female Assistant Coaches	49 (20%)	NO DATA	n/a	n/a

11b) Athletic Directors and Assistant Athletic Directors

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Athletic Directors	6 (75%)	7 (88%)	-1	-13%
Female Athletic Directors	2 (25%)	1 (12%)	+1	+13%
Male Assistant Athletic Directors	4 (100%)	NO DATA	n/a	n/a
Female Assistant Athletic Directors	0 (0%)	NO DATA	n/a	n/a

11c) Head Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Coaches ... of Male Teams	29 (97%)	36 (97%)	-7	0%
Female Coaches	1 (3%)	1 (3%)	0	0%
Male Coaches ... of Female Teams	24 (77%)	23 (74%)	+1	+3%
Female Coaches	7 (23%)	8 (26%)	-1	-3%
Male Coaches ... of Co-ed Teams	33 (83%)	26 (84%)	+7	-1%
Female Coaches	7 (17%)	5 (16%)	+2	+1%

11d) Assistant Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)
Male Coaches ... of Male Teams	110 (99%)	NO DATA
Female Coaches	1 (1%)	
Male Coaches ... of Female Teams	34 (53%)	NO DATA
Female Coaches	30 (47%)	
Male Coaches ... of Co-ed Teams	49 (73%)	NO DATA
Female Coaches	18 (27%)	

Table 12 – PARTICIPATION: Roster Positions

12a) All Varsity or Club Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	1,628 (59%)	1,584 (58%)	+44	+1%
Female Roster Positions	1,127 (41%)	1,162 (42%)	-35	-1%
Male Positions/ 100 Students	2.4	2.6	-0.2	n/a
Female Positions/ 100 Students	1.2	1.4	-0.2	n/a

12b) CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	1,116 (57%)	1,080 (59%)	+36	-2%
Female Roster Positions	838 (43%)	763 (41%)	+75	+2%

12c) Non-CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	512 (64%)	504 (56%)	+8	+8%
Female Roster Positions	289 (36%)	399 (44%)	-110	-8%

12d) All Sports – Excluding Football

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	1,148 (50%)	1,091 (48%)	+57	+2%
Female Roster Positions	1,127 (50%)	1,162 (52%)	-35	-2%

Atlantic University Sport

Table 13 – University Enrollment and Varsity and Club Teams

	2012-13 (Current Report)	2010-11 (Previous Report)	Change
CIS/SIC Universities	11	11	0
Male Full-time Students	28,957 (43%)	27,581 (42%)	+1,376
Female Full-time Students	38,362 (57%)	37,376 (58%)	+986
Male Varsity Teams	56	59	-3
Female Varsity Teams	64	63	+1
Male Club Teams	5	5	0
Female Club Teams	6	6	0

Table 14 – LEADERSHIP: Coach and Athletic Director Data

14a) Head Coaches and Assistant Coaches

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Head Coaches	95 (89%)	92 (84%)	+3	+5%
Female Head Coaches	12 (11%)	17 (16%)	-5	-5%
Male Assistant Coaches	176 (73%)	NO DATA	n/a	n/a
Female Assistant Coaches	65 (27%)	NO DATA	n/a	n/a

14b) Athletic Directors and Assistant Athletic Directors

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Athletic Directors	9 (82%)	10 (91%)	-1	-9%
Female Athletic Directors	2 (18%)	1 (9%)	+1	+9%
Male Assistant Athletic Directors	1 (33%)	NO DATA	n/a	n/a
Female Assistant Athletic Directors	2 (67%)	NO DATA	n/a	n/a

14c) Head Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Coaches ... of Male Teams	38 (100%)	39 (100%)	-1	0%
Female Coaches	0 (0%)	0 (0%)	0	0%
Male Coaches ... of Female Teams	39 (80%)	36 (73%)	+3	+7%
Female Coaches	10 (20%)	13 (27%)	-3	-7%
Male Coaches ... of Co-ed Teams	18 (90%)	17 (81%)	+1	+9%
Female Coaches	2 (10%)	4 (19%)	-2	-9%

14d) Assistant Coaches by Gender of Team Coached

	2012-13 (Current Report)	2010-11 (Previous Report)
Male Coaches ... of Male Teams	96 (100%)	NO DATA
Female Coaches	0 (0%)	
Male Coaches ... of Female Teams	60 (50%)	NO DATA
Female Coaches	59 (50%)	
Male Coaches ... of Co-ed Teams	20 (77%)	NO DATA
Female Coaches	6 (23%)	

Table 15 – PARTICIPATION: Roster Positions

15a) All Varsity or Club Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	1,306 (52%)	1,259 (52%)	+47	0%
Female Roster Positions	1,189 (48%)	1,143 (48%)	+46	0%
Male Positions/ 100 Students	4.5	4.6	-0.1	n/a
Female Positions/ 100 Students	3.1	3.1	0	n/a

15b) CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	1,290 (52%)	1,165 (53%)	+124	-1%
Female Roster Positions	1,181 (48%)	1,036 (47%)	+145	+1%

15c) Non-CIS/SIC Competition Sports

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	16 (67%)	94 (47%)	-78	+20%
Female Roster Positions	8 (33%)	107 (53%)	-99	-20%

15d) All Sports – Excluding Football

	2012-13 (Current Report)	2010-11 (Previous Report)	Change	% Change (vs. other gender)
Male Roster Positions	979 (45%)	931 (45%)	+48	0%
Female Roster Positions	1,189 (55%)	1,143 (55%)	+46	0%

Athletic Financial Awards (AFAs) by Sport and Gender

Table 16 – AFAs by Sport and Gender: National Data, 2011-12

Sport	Male (\$)	Female (\$)	Total (\$)
Basketball	1,295,234	1,241,575	2,536,809
Cross Country	145,365	176,465	321,830
Curling	NO AFA	NO AFA	NO AFA
Field Hockey	n/a	74,202	74,202
Football	2,082,623	n/a	2,082,623
Ice Hockey	1,752,211	945,789	2,698,000
Rugby	n/a	193,292	193,292
Soccer	881,818	1,129,850	2,011,668
Swimming	223,123	267,926	491,049
Track and Field	277,775	297,363	575,138
Volleyball	681,136	883,609	1,564,745
Wrestling	93,201	89,633	182,834
TOTAL	7,432,486	5,299,704	12,732,190

Notes

1. Some universities in the Canada West conference, particularly the University of British Columbia, have seriously considered leaving CIS competition to join NCAA Division II in the United States.
2. There are 11 women's sports, and 10 men's sports in CIS championship competition: men's and women's national championships are held in soccer, swimming, ice hockey, wrestling, basketball, volleyball, track and field, cross country, and curling; women-only national championships are held in rugby and field hockey as an attempt to compensate for the large number of participants in (men-only) football.
3. CIS/SIC is divided into four conferences: Atlantic University Sport (AUS: 11 universities), Canada West Universities Athletic Association (CWUAA: 16 universities), Ontario University Athletics (OUA: 19 universities), and Réseau du sport étudiant du Québec (RSEQ: 8 universities). Since universities may award AFA in the non-CIS/SIC championship sports, the annual AFA data provided by CIS/SIC for CIS/SIC sports are also partial.
4. It was not possible to determine the occupational status of head and assistant coaches: i.e., full time – salary, stipend, or voluntary; part time – salary, stipend or voluntary. Such data are an important element of equity, and should become a part of future reports.
5. The inclusion of some club teams in this **Report** highlights the complex position of club sports in university sport. At the outset of data collection for the 2010-11 **Report**, club teams were originally excluded on the grounds that no clear and consistent definition of “club”, “competitive club”, or “interuniversity club” existed across the various university departments of athletics. Indeed, some universities appeared to have no club sports, while others had several; and, in some instances, there was evidence that those club teams competed in competitions against varsity teams from other universities, in regional competitions and/or national championships. In the 2010-11 and the current **Reports**, data were collected for all club teams that competed in a league or championship sanctioned by Canada West, OUA, RSEQ, AUS, or CIS/SIC. These competitions are held under CIS/SIC regulations, and the participating clubs must qualify in terms of player eligibility and other regulations. These clubs were identified from championship results or league standings for 2012-13. Whether ‘clubs’, ‘competitive clubs’ or ‘interuniversity clubs’, these programs provide invaluable experiences, essential to the promise of Canadian interuniversity sports. At most universities, they are supported by the fees of all students. They should not be eliminated or marginalized lightly. It is for this reason that we have included them in these **Reports**.

6. In a very few cases, the conference average team size was used to determine the number of athletes on a particular team. This occurred mostly with club teams where it was not possible to obtain the team roster size from the department of athletics or the coach. In total, averages were used for 8 male teams (133 roster positions) and 6 female teams (135 roster positions). The specific teams for which averages were used are noted in the individual university profiles.

7. The number of assistant coaches varies widely between universities: for example, Western University listed 111 assistant coaches for 45 teams whereas l'Université du Québec à Trois-Rivières listed just four assistant coaches for 14 teams. It should also be noted that the assistant coach category includes a large number of male assistants for football teams, with many football teams listing six or more coaches.

8. It should be noted that a handful of institutions include an "unknown" or "unreported" gender category. While potentially significant in terms of identity and sexual politics, these numbers are too low to be statistically significant in the overall percentages presented in the data. Total student population is therefore calculated by summing the female and male populations.

9. The CIS/SIC (2005) study provides a third data point, but the data are not directly comparable because only CIS/SIC-sports were included in that survey. The 2005 results showed: 20% of coaches in CIS/SIC-sports were female; there were 180 male (99%) and 2 female (1%) coaches in CIS/SIC men's sports; and 125 male (63%) and 73 female (37%) coaches in CIS/SIC women's sports.

10. Note that CIS/SIC (AFA) data for 2011-12, for the 12 CIS/SIC championship sports, report 46% female and 54% male athletes. CIS/SIC AFA reports generally indicate a lower number of athletes than this **Report**, which includes all athletes who are listed on team rosters, who are part of the programme and eligible to compete. The AFA reports only include those athletes who used a year of eligibility.

11. Hughes explains that: "Gender segregation can be discriminatory or ameliorative. If a gender is historically disadvantaged in a mixed setting, gender segregation can assist in overcoming gender inequality [an argument often employed in sport]. More commonly, gender segregation is a mechanism of promoting or perpetuating gender discrimination. Whether gender segregation is discriminatory or ameliorative can only be determined by considering the history, context, and current status of genders for a given activity or sphere of life. Refusing participation rights to a historically disadvantaged gender (e.g. women in law, men in nursing) is invariably considered discriminatory rather than ameliorative" (2010, note 5).

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Appendix A – CIS Policy 80.80 – Equity and Equality Policy

80.40.13 EQUITY AND EQUALITY COMMITTEE

80.40.13.1 Membership

The Committee shall be composed of:

- a) Chair, appointed by the Board of Directors
- b) one CIS person, with expertise in gender issues
- c) one CIS person with expertise in geographic concerns
- d) four Regional Association representatives.
- e) CIS Director, **Finance and Admin** (non-voting)

80.40.13.2 Responsibilities

- a) Develop policies, strategies and implementation plans to address systemic and structural barriers to participation.
- b) Serve as a resource to CIS in its efforts to eliminate discrimination.
- c) Initiate opportunities for education and awareness raising.

80.40.13.3 Procedures

80.40.13.3.1 The Committee shall report to the Board of Directors through the Chair.

80.40.13.3.2 The Director, Finance or designate shall act as the Recording Secretary for summary records and motions. Summary records of the meetings of the Committee shall be circulated to the members of the Committee by the Director, Finance

Policy Number:	80.80
Name:	Equity and Equality Policy
Origin:	Equity and Equality Committee
Approved:	
Approval Process:	General Assembly
Revision Date(s):	June 1999, June 2001, June 2004

80.80.1 STATEMENT OF POLICY

CIS accepts the principles of equity and equality and will ensure that these principles are adhered to in all its activities.

80.80.2 DEFINITIONS

80.80.2.1 Equity

Equity refers to treatment that is fair and just. This definition of equity includes gender, race, ethnicity, language, disability, income and other diversities.

80.80.2.2 Equality

Equality means that all persons enjoy the same status regardless of gender, race, ethnicity, language, disability, income and other diversities. It means that all persons have equal conditions for realizing their full rights and potential and to benefit from the results.

80.80.3 GOALS

- 80.80.3.1 That CIS be sensitive to and seek out opportunities for gender balance when identifying members for committees to reach an objective of no less than 40% representation of any one gender.
- 80.80.3.2 That CIS increase the marketability and profile of women's programs and ensure financial resources are available for this purpose.
- 80.80.3.3 That CIS ensure there is gender and geographical balance in the ratio of support personnel to match the athlete participation ratio for CIS sanctioned international events.
- 80.80.3.4 That CIS promote member institutions to assume a leadership role in their local and regional communities to encourage young women to pursue sport as a career option.
- 80.80.3.5 That CIS continue to participate in and lead the development and perpetuation of women in coaching initiatives at the post-secondary level.
- 80.80.3.6 That CIS use equity as a basic principle when considering developing any type of partnerships with other agencies or organizations.
- 80.80.3.7 That CIS ensure all persons are portrayed in an equitable way in all promotional materials and communications.
- 80.80.3.8 That CIS safeguard the rights of its members and its employees to equal treatment without unlawful discrimination or harassment.
- 80.80.3.9 That CIS promote gender equity in the implementation of CIS awards policy.
- 80.80.3.10 That CIS maintain a balance in the competitive opportunities available to both genders the national level.

80.80.3.11 That CIS ensure that the bilingualism policy is adhered to at all events, functions, and meetings and in all publications.

80.80.3.12 That CIS be sensitive to cultural diversity when scheduling all events, functions and meetings.

80.80.4 POSITION FOR MALE AND FEMALE PARTICIPATION IN CANADIAN UNIVERSITY SPORT

80.80.4.1 Preamble

CIS conducts interuniversity competition in various sports. Unlike intramural competition, which is primarily for entertainment, recreation and exercise, CIS sport builds individual and team skills to an elite level and provides high performance competition.

CIS encourages interuniversity competition in as many sports as are consistent with the resources available to the various member institutions and to CIS, ever mindful of the principle that academics must always take precedence over athletics.

There are physical differences between males and females where, generally, males who compete in sport at the interuniversity level are stronger, taller, heavier and faster than their female counterparts. Although there are notable exceptions, this observation is generally correct.

Canadian Interuniversity Sport is designed to encourage participation by as many males and females as can be accommodated.

Generally there are more participation opportunities for males than females, in particular at the higher or elite competitive level. As well, there are a lack of opportunities for women to become more actively engaged in coaching, officiating, administrative or other paid or volunteer leadership opportunities.

All institutions should have a policy that allocates resources in a given sport on a relatively equal basis between all-male and all-female programs.

80.80.4.2 Policy Statement

80.80.4.2.1 That if a varsity sport activity is available at a member institution to both males and females, the males are provided an opportunity to compete for a position on the men's team only and the females are

provided an opportunity to compete for a position on the female team only.

- 80.80.4.2.2 That if a varsity sport activity is not available for a female student-athlete, she is provided an opportunity to compete for a position on the men's team, however, it is preferred that the female be provided with an opportunity to compete for a position on a female team.
- 80.80.4.2.3 That if a varsity sport activity is not available for a male student-athlete, he is not provided an opportunity to compete for a position on the female team.
- 80.80.4.2.4 In recognition of the ever-changing environment within which it operates and the often unique nature and circumstances of both its member institutions and participants, the CIS will consider any requests from Member Institutions to waive the above Policy on a case by case basis. Each request must be submitted to the CIS Board of Directors, through the President, and detail the rationale for the request.

Appendix B – Individual University Profiles (Alphabetized)



Acadia University

Province: Nova Scotia

Conference: Atlantic University Sport

Varsity Team Nickname: Axemen/Axewomen

	Male	Female
Full-Time Students	1,342 (41%)	1,922 (59%)
Varsity Roster Positions	165 (58%)	118 (42%)
Club Roster Positions	4 (50%)	4 (50%)
Total Roster Positions	169 (58%)	122 (42%)
Total Roster Positions/ 100 Full-time Students	12.6	6.3

	Male	Female
Varsity Teams	5	6
Club Teams	1	1
Head Coaches	10 (91%)	1 (9%)
Assistant Coaches	24 (75%)	8 (25%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country (F); Football (M); Ice Hockey (M); Rugby (F); Soccer (M/F); Swimming* (M/F); Volleyball (F)

List of Club Teams: Curling (M); Track and Field (F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: No coaching information was available for Track and Field

Bishop's University



Province: Québec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Gaiters

	Male	Female
Full-Time Students	1,058 (44%)	1,346 (56%)
Varsity Roster Positions	127 (68%)	59 (32%)
Club Roster Positions	0	0
Total Roster Positions	127 (68%)	59 (32%)
Total Roster Positions/ 100 Full-time Students	12.0	4.4

	Male	Female
Varsity Teams	4	4
Club Teams	0	0
Head Coaches	6 (86%)	1 (14%)
Assistant Coaches	20 (91%)	2 (9%)
Athletic Director	√	
Asst. Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Football (M); Golf* (M/F); Rugby (M/F); Soccer (F)



Brandon University

Province: Manitoba

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Bobcats

	<i>Male</i>	<i>Female</i>
<i>Full-Time Students</i>	661 (31%)	1,485 (69%)
<i>Varsity Roster Positions</i>	30 (53%)	27 (47%)
<i>Club Roster Positions</i>	0	0
<i>Total Roster Positions</i>	30 (53%)	27 (47%)
<i>Total Roster Positions/ 100 Full-time Students</i>	4.5	1.8

	Male	Female
Varsity Teams	2	2
Club Teams	0	0
Head Coaches	4 (100%)	0 (0%)
Assistant Coaches	8 (67%)	4 (33%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Volleyball (M/F)



Brock University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Badgers

	Male	Female
Full-Time Students	6,515 (43%)	8,806 (57%)
Varsity Roster Positions	294 (58%)	209 (42%)
Club Roster Positions	0	0
Total Roster Positions	294 (58%)	209 (42%)
Total Roster Positions/ 100 Full-time Students	4.5	2.4

	Male	Female
Varsity Teams	14	13
Club Teams	0	0
Head Coaches	19 (86%)	3 (14%)
Assistant Coaches	31 (72%)	12 (28%)
Athletic Director	√	
Asst. Athletic Director		√

List of Varsity Teams: Baseball (M); Basketball (M/F); Cross Country* (M/F); Curling* (M/F); Fencing* (M/F); Golf *(M/F); Ice Hockey (M/F); Lacrosse (M); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Squash* (M/F); Swimming* (M/F); Volleyball (F); Wrestling* (M/F)

** Indicates that the men’s and women’s team shared the same coach(es)*

NB: Fencing had three head coaches and Golf had two head coaches in 2012-13

Cape Breton University

Province: Nova Scotia

Conference: Atlantic University Sport

Varsity Team Nickname: Capers

	Male	Female
Full-Time Students	1,125 (45%)	1,385 (55%)
Varsity Roster Positions	35 (46%)	41 (54%)
Club Roster Positions	0	0
Total Roster Positions	35 (46%)	41 (54%)
Total Roster Positions/ 100 Full-time Students	3.1	3.0

	Male	Female
Varsity Teams	2	3
Club Teams	0	0
Head Coaches	5 (100%)	0 (0%)
Assistant Coaches	11 (73%)	4 (27%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Soccer (M/F); Volleyball (F)

Carleton University



Carleton
UNIVERSITY

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Ravens

	Male	Female
Full-Time Students	11,244 (52%)	10,194 (48%)
Varsity Roster Positions	121 (47%)	136 (53%)
Club Roster Positions	6 (26%)	17 (74%)
Total Roster Positions	127 (45%)	153 (55%)
Total Roster Positions/ 100 Full-time Students	1.1	1.5

	Male	Female
Varsity Teams	9	10
Club Teams	1	2
Head Coaches	13 (65%)	7 (35%)
Assistant Coaches	27 (73%)	10 (27%)
Athletic Director		√
Asst. Athletic Director		√

List of Varsity Teams: Basketball (M/F); Fencing* (M/F); Golf* (M/F); Ice Hockey (M/F); Nordic Skiing* (M/F); Rowing* (M/F); Rugby (F); Soccer (M/F); Swimming* (M/F); Water Polo (M/F)

List of Club Teams: Curling (M/F); Figure Skating (F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Golf, Swimming, and women's Water Polo each had two head coaches in 2012-13

Concordia University



Province: Québec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Stingers

	Male	Female
Full-Time Students	14,441 (50%)	14,243 (50%)
Varsity Roster Positions	194 (65%)	105 (35%)
Club Roster Positions	20 (49%)	21 (51%)
Total Roster Positions	214 (63%)	126 (37%)
Total Roster Positions/ 100 Full-time Students	1.5	0.9

	Male	Female
Varsity Teams	6	5
Club Teams	3	3
Head Coaches	12 (100%)	0 (0%)
Assistant Coaches	21 (81%)	5 (19%)
Athletic Director		√
Asst. Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Football (M); Ice Hockey (M/F); Rugby (M/F); Soccer (M/F); Wrestling* (M/F)

List of Club Teams: Cross Country* (M/F); Golf* (M/F); Skiing (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Skiing did not have a head coach in 2012-13

Dalhousie University

Province: Nova Scotia

Conference: Atlantic University Sport

Varsity Team Nickname: Tigers

	Male	Female
Full-Time Students	6,851 (45%)	8,352 (55%)
Varsity Roster Positions	149 (53%)	132 (47%)
Club Roster Positions	0	0
Total Roster Positions	149 (53%)	132 (47%)
Total Roster Positions/ 100 Full-time Students	2.2	1.6

	Male	Female
Varsity Teams	7	7
Club Teams	0	0
Head Coaches	9 (90%)	1 (10%)
Assistant Coaches	22 (76%)	7 (24%)
Athletic Director		√
Asst. Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Ice Hockey (M/F); Soccer (M/F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country and Track and Field shared the same Head Coach in 2012-13

Lakehead University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Thunderwolves

	Male	Female
Full-Time Students	2,965 (42%)	4,034 (58%)
Varsity Roster Positions	101 (57%)	76 (43%)
Club Roster Positions	35 (52%)	32 (48%)
Total Roster Positions	136 (56%)	108 (44%)
Total Roster Positions/ 100 Full-time Students	4.6	2.7

	Male	Female
Varsity Teams	6	6
Club Teams	3	2
Head Coaches	9 (90%)	1 (10%)
Assistant Coaches	14 (82%)	3 (18%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Ice Hockey (M); Nordic Skiing* (M/F); Track and Field* (M/F); Volleyball (F); Wrestling (M/F)

List of Club Teams: Curling (M/F); Golf (M); Rowing (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Nordic Skiing had two head coaches in 2012-13

NB: No coaching information was available for Curling, Golf, and Rowing

NB: Conference averages were used to determine roster sizes for men's and women's Rowing

Laurentian University



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Voyageurs

	Male	Female
Full-Time Students	2,540 (38%)	4,201 (62%)
Varsity Roster Positions	110 (45%)	135 (55%)
Club Roster Positions	0	0
Total Roster Positions	110 (45%)	135 (55%)
Total Roster Positions/ 100 Full-time Students	4.3	3.2

	Male	Female
Varsity Teams	9	9
Club Teams	0	0
Head Coaches	10 (77%)	3 (23%)
Assistant Coaches	5 (45%)	6 (55%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country/Track and Field (F); Curling* (M/F); Golf (M); Ice Hockey (M/F); Nordic Skiing* (M/F); Rowing* (M/F); Soccer (M/F); Swimming* (M/F); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Conference averages were used to determine the roster size for men's and women's Ice Hockey



McGill University

Province: Québec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Redmen/Martlets

	Male	Female
Full-Time Students	12,472 (43%)	16,275 (57%)
Varsity Roster Positions	387 (60%)	263 (40%)
Club Roster Positions	0 (0%)	0 (0%)
Total Roster Positions	387 (60%)	387 (40%)
Total Roster Positions/ 100 Full-time Students	3.1	1.6

	Male	Female
Varsity Teams	14	14
Club Teams	0	0
Head Coaches	20 (91%)	2 (9%)
Assistant Coaches	64 (81%)	15 (19%)
Athletic Director	√	

List of Varsity Teams: Alpine Skiing (M/F)*; Badminton* (M/F); Baseball (M); Basketball (M/F); Cross Country* (M/F); Field Hockey (F); Football (M); Golf* (M/F); Ice Hockey (M/F); Lacrosse (M); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Swimming* (M/F); Synchronized Swimming (F); Track and Field* (M/F); Volleyball (F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Alpine Skiing had two head coaches in 2012-13

McMaster University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Marauders

	Male	Female
Full-Time Students	11,295 (46%)	13,033 (54%)
Varsity Roster Positions	261 (64%)	148 (36%)
Club Roster Positions	163 (57%)	124 (43%)
Total Roster Positions	424 (61%)	272 (39%)
Total Roster Positions/ 100 Full-time Students	3.8	2.1

	Male	Female
Varsity Teams	8	8
Club Teams	9	9
Head Coaches	19 (86%)	3 (14%)
Assistant Coaches	24 (89%)	3 (11%)
Athletic Director	√	
Asst. Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Football (M); Rugby (F); Soccer (M/F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F); Wrestling* (M/F)

List of Club Teams: Badminton* (M/F); Baseball (M); Curling (F); Figure Skating (M/F); Golf* (M/F); Lacrosse (F); Rowing (M/F); Rugby (M); Squash (M/F); Tennis (M/F); Water Polo* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: No coaching information was available for Figure Skating and Rowing

Memorial University of Newfoundland



Province: Newfoundland

Conference: Atlantic University Sport

Varsity Team Nickname: Sea-Hawks

	Male	Female
Full-Time Students	6,009 (41%)	8,627 (59%)
Varsity Roster Positions	88 (50%)	87 (50%)
Club Roster Positions	1 (50%)	1 (50%)
Total Roster Positions	89 (50%)	88 (50%)
Total Roster Positions/ 100 Full-time Students	1.5	1.0

	Male	Female
Varsity Teams	6	6
Club Teams	1	1
Head Coaches	8 (89%)	1 (11%)
Assistant Coaches	11 (52%)	10 (48%)
Athletic Director		√

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Soccer (M/F); Swimming* (M/F); Volleyball (M/F); Wrestling* (M/F)

List of Club Teams: Track and Field (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: No coaching information was available for Track and Field

Mount Allison University



Province: New Brunswick

Conference: Atlantic University Sport

Varsity Team Nickname: Mounties

	Male	Female
Full-Time Students	997 (40%)	1,494 (60%)
Varsity Roster Positions	124 (56%)	97 (44%)
Club Roster Positions	0	0
Total Roster Positions	124 (56%)	97 (44%)
Total Roster Positions/ 100 Full-time Students	12.4	6.5

	Male	Female
Varsity Teams	5	6
Club Teams	0	0
Head Coaches	9 (100%)	0 (0%)
Assistant Coaches	15 (79%)	4 (21%)
Athletic Director	√	

List of Varsity Teams: Badminton* (M/F); Basketball (M/F); Football (M); Ice Hockey (F); Soccer (M/F); Swimming* (M/F); Volleyball (F)

** Indicates that the men's and women's team shared the same coach(es)*

Mount Royal University

Province: Alberta

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Cougars

	Male	Female
Full-Time Students	3,893 (37%)	6,658 (63%)
Varsity Roster Positions	75 (51%)	73 (49%)
Club Roster Positions	0	0
Total Roster Positions	75 (51%)	73 (49%)
Total Roster Positions/ 100 Full-time Students	1.9	1.1

	Male	Female
Varsity Teams	4	4
Club Teams	0	0
Head Coaches	7 (88%)	1 (12%)
Assistant Coaches	18 (86%)	3 (14%)
Athletic Director		√

List of Varsity Teams: Basketball (M/F); Ice Hockey (M/F); Soccer (M/F); Volleyball (M/F)

Nipissing University



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Lakers

	Male	Female
Full-Time Students	1,201 (31%)	2,709 (69%)
Varsity Roster Positions	77 (63%)	46 (37%)
Club Roster Positions	0	0
Total Roster Positions	77 (63%)	46 (37%)
Total Roster Positions/ 100 Full-time Students	6.4	1.7

	Male	Female
Varsity Teams	5	4
Club Teams	0	0
Head Coaches	7 (100%)	0 (0%)
Assistant Coaches	8 (62%)	5 (38%)
Athletic Director	√	

List of Varsity Teams: Cross Country* (M/F); Ice Hockey (M); Nordic Skiing* (M/F); Soccer (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

Queen's University



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Gaels

	Male	Female
Full-Time Students	8,411 (43%)	11,165 (57%)
Varsity Roster Positions	289 (62%)	174 (38%)
Club Roster Positions	127 (46%)	150 (54%)
Total Roster Positions	416 (56%)	324 (44%)
Total Roster Positions/ 100 Full-time Students	4.9	2.9

	Male	Female
Varsity Teams	8	7
Club Teams	11	12
Head Coaches	21 (78%)	6 (22%)
Assistant Coaches	30 (75%)	10 (25%)
Athletic Director		√
Asst. Athletic Director	√ (2)	√ (5)

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Football (M); Ice Hockey (M/F); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Volleyball (M/F)

List of Club Teams: Baseball (M); Curling* (M/F); Fencing* (M/F); Field Hockey (F); Figure Skating* (M/F); Golf* (M/F); Lacrosse (F); Nordic Skiing* (M/F); Squash (M/F); Swimming* (M/F); Track and Field* (M/F); Water Polo* (M/F); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Conference averages were used to determine the roster size for men's and women's Fencing and Wrestling



Royal Military College

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Paladins

	Male	Female
Full-Time Students	1,167 (79%)	302 (21%)
Varsity Roster Positions	146 (74%)	52 (26%)
Club Roster Positions	0	0
Total Roster Positions	146 (74%)	52 (26%)
Total Roster Positions/ 100 Full-time Students	12.5	17.2

	Male	Female
Varsity Teams	5	3
Club Teams	0	0
Head Coaches	5 (71%)	2 (29%)
Assistant Coaches	16 (89%)	2 (11%)
Athletic Director	√	

List of Varsity Teams: Fencing* (M/F); Ice Hockey (M); Rugby (M); Soccer (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

Province: Ontario
Conference: Ontario University Athletics
Varsity Team Nickname: Rams

	Male	Female
Full-Time Students	9,647 (46%)	11,128 (54%)
Varsity Roster Positions	113 (51%)	110 (49%)
Club Roster Positions	13 (81%)	3 (19%)
Total Roster Positions	126 (53%)	113 (47%)
Total Roster Positions/ 100 Full-time Students	1.3	1.0

	Male	Female
Varsity Teams	7	7
Club Teams	4	2
Head Coaches	8 (67%)	4 (33%)
Assistant Coaches	13 (59%)	9 (41%)
Athletic Director	√	
Asst. Athletic Director		√

List of Varsity Teams: Badminton* (M/F); Basketball (M/F); Fencing* (M/F); Figure Skating* (M/F); Ice Hockey (M/F); Soccer (M/F); Volleyball (M/F)

List of Club Teams: Cross Country (M/F); Golf * (M/F); Rowing (M); Track and Field (M)

** Indicates that the men's and women's team shared the same coach(es)
 NB: No coaching information was available for Cross Country, Rowing, and Track and Field*

Saint Francis Xavier University



Province: Nova Scotia

Conference: Atlantic University Sport

Varsity Team Nickname: X-Men/X-Women

	Male	Female
Full-Time Students	1,501 (37%)	2,503 (63%)
Varsity Roster Positions	207 (56%)	164 (44%)
Club Roster Positions	0	0
Total Roster Positions	207 (56%)	164 (44%)
Total Roster Positions/ 100 Full-time Students	13.8	6.6

	Male	Female
Varsity Teams	6	6
Club Teams	0	0
Head Coaches	10 (100%)	0 (0%)
Assistant Coaches	18 (86%)	3 (14%)
Athletic Director	√	
Asst. Athletic Director		√

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Football (M); Ice Hockey (M/F); Rugby (F); Soccer (M/F); Track and Field* (M/F); Volleyball (F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country and Track and Field shared the same Head Coach in 2012-13

Saint Mary's University



Province: Nova Scotia

Conference: Atlantic University Sport

Varsity Team Nickname: Huskies

	Male	Female
Full-Time Students	2,667 (48%)	2,891 (52%)
Varsity Roster Positions	182 (57%)	138 (43%)
Club Roster Positions	0 (0%)	4 (100%)
Total Roster Positions	182 (56%)	142 (44%)
Total Roster Positions/ 100 Full-time Students	6.3	5.3

	Male	Female
Varsity Teams	6	8
Club Teams	0	1
Head Coaches	9 (75%)	3 (25%)
Assistant Coaches	26 (84%)	5 (16%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Field Hockey (F); Football (M); Ice Hockey (M/F); Rugby (F); Soccer (M/F); Track and Field* (M/F); Volleyball (F)

List of Club Teams: Curling (F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country and Track and Field shared the same Head Coach in 2012-13

Saint Thomas University



St. Thomas University

Province: New Brunswick

Conference: Atlantic University Sport

Varsity Team Nickname: Tommies

	Male	Female
Full-Time Students	761 (32%)	1,603 (68%)
Varsity Roster Positions	75 (48%)	82 (52%)
Club Roster Positions	0	0
Total Roster Positions	75 (48%)	82 (52%)
Total Roster Positions/ 100 Full-time Students	9.9	5.1

	Male	Female
Varsity Teams	6	6
Club Teams	0	0
Head Coaches	11 (92%)	1 (8%)
Assistant Coaches	10 (67%)	5 (33%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country/Track and Field* (M/F); Golf (M); Ice Hockey (M/F); Rugby (F); Soccer (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Men's Volleyball had two Head Coaches in 2012-13



Thompson Rivers University

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: WolfPack

	Male	Female
Full-Time Students	2,369 (47%)	2,697 (53%)
Varsity Roster Positions	164 (60%)	109 (40%)
Club Roster Positions	0	0
Total Roster Positions	164 (60%)	109 (40%)
Total Roster Positions/ 100 Full-time Students	6.9	4.0

	Male	Female
Varsity Teams	10	8
Club Teams	0	0
Head Coaches	13 (81%)	3 (19%)
Assistant Coaches	20 (83%)	4 (17%)
Athletic Director	√	

List of Varsity Teams: Badminton* (M/F); Baseball (M); Basketball (M/F); Cheerleading* (M/F); Cross Country* (M/F); Curling* (M/F); Golf* (M/F); Ice Hockey (M); Soccer (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country had three head coaches and Cheerleading had two head coaches in 2012-13

Trent University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Excalibur

	Male	Female
Full-Time Students	2,249 (37%)	3,865 (63%)
Varsity Roster Positions	125 (50%)	126 (50%)
Club Roster Positions	11 (58%)	8 (42%)
Total Roster Positions	136 (50%)	134 (50%)
Total Roster Positions/ 100 Full-time Students	6.0	3.5

	Male	Female
Varsity Teams	8	7
Club Teams	2	1
Head Coaches	11 (79%)	3 (21%)
Assistant Coaches	22 (96%)	1 (4%)
Athletic Director	√	
Asst. Athletic Director		√

List of Varsity Teams: Curling (M/F); Fencing* (M/F); Lacrosse (M); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Swimming* (M/F); Volleyball (M/F)

List of Club Teams: Cross Country* (M/F); Golf (M)

** Indicates that the men's and women's team shared the same coach(es)*

Trinity Western University



Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Spartans

	Male	Female
Full-Time Students	1,215 (42%)	1,691 (58%)
Varsity Roster Positions	111 (53%)	98 (47%)
Club Roster Positions	0	0
Total Roster Positions	111 (53%)	98 (47%)
Total Roster Positions/ 100 Full-time Students	9.1	4.5

	Male	Female
Varsity Teams	7	6
Club Teams	0	0
Head Coaches	8 (89%)	1 (11%)
Assistant Coaches	14 (78%)	4 (22%)
Athletic Director	√	
Asst. Athletic Director		√

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Ice Hockey (M); Soccer (M/F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country and Track and Field shared the same Head Coach in 2012-13



Université Laval

Province: Québec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Rouge et Or

	Male	Female
Full-Time Students	10,436 (43%)	13,904 (57%)
Varsity Roster Positions	252 (59%)	175 (41%)
Club Roster Positions	0	0
Total Roster Positions	252 (59%)	175 (41%)
Total Roster Positions/ 100 Full-time Students	2.4	1.3

	Male	Female
Varsity Teams	11	11
Club Teams	0	0
Head Coaches	12 (86%)	2 (14%)
Assistant Coaches	25 (86%)	4 (14%)
Athletic Director	√	
Asst. Athletic Director	√	

List of Varsity Teams: Alpine Skiing* (M/F); Badminton* (M/F); Basketball (M/F); Cheerleading* (M/F); Cross Country* (M/F); Football (M); Golf* (M/F); Rugby (F); Soccer (M/F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country and Track and Field shared the same head coach in 2012-13

Université de Moncton

Province: New Brunswick

Conference: Atlantic University Sport

Varsity Team Nickname: Aigles Bleu

	Male	Female
Full-Time Students	1,866 (37%)	3,158 (63%)
Varsity Roster Positions	77 (48%)	84 (52%)
Club Roster Positions	0	0
Total Roster Positions	77 (48%)	84 (52%)
Total Roster Positions/ 100 Full-time Students	4.1	2.7

	Male	Female
Varsity Teams	4	5
Club Teams	0	0
Head Coaches	5 (83%)	1 (17%)
Assistant Coaches	13 (76%)	4 (24%)
Athletic Director	√	

List of Varsity Teams: Cross Country* (M/F); Ice Hockey (M/F); Soccer* (M/F); Track and Field* (M/F); Volleyball (F)

** Indicates that the men's and women's team shared the same coach(es)*

Université de Montreal

Province: Québec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Carabins

	Male	Female
Full-Time Students	10,659 (36%)	19,295 (64%)
Varsity Roster Positions	232 (58%)	169 (42%)
Club Roster Positions	0 (0%)	5 (100%)
Total Roster Positions	232 (57%)	174 (43%)
Total Roster Positions/ 100 Full-time Students	2.2	0.9

	Male	Female
Varsity Teams	10	10
Club Teams	0	1
Head Coaches	12 (86%)	2 (14%)
Assistant Coaches	30 (70%)	13 (30%)
Athletic Director		√

List of Varsity Teams: Alpine Skiing* (M/F); Badminton* (M/F); Cheerleading* (M/F); Football (M); Golf* (M/F); Ice Hockey (F); Rugby (M/F); Soccer (M/F); Swimming* (M/F); Tennis* (M/F); Volleyball (M/F)

List of Club Teams: Track and Field (F)

** Indicates that the men's and women's team shared the same coach(es)*
NB: No coaching information was available for Track and Field

Province: Ontario
Conference: Ontario University Athletics
Varsity Team Nickname: Gee-Gees

	Male	Female
Full-Time Students	12,750 (40%)	19,486 (60%)
Varsity Roster Positions	221 (58%)	158 (42%)
Club Roster Positions	49 (46%)	57 (54%)
Total Roster Positions	270 (56%)	215 (44%)
Total Roster Positions/ 100 Full-time Students	2.1	1.1

	Male	Female
Varsity Teams	6	8
Club Teams	3	3
Head Coaches	13 (81%)	3 (19%)
Assistant Coaches	31 (84%)	6 (16%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Football (M); Ice Hockey (M/F); Rugby (F); Soccer (F); Swimming* (M/F); Track and Field* (M/F); Volleyball (F)

List of Club Teams: Golf (M/F); Rowing* (M/F); Water Polo (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Conference averages were used to determine the roster size for men's Water Polo

Université du Québec à Montréal

Province: Québec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Citadins

	Male	Female
Full-Time Students	8,755 (38%)	14,236 (62%)
Varsity Roster Positions	46 (51%)	44 (49%)
Club Roster Positions	28 (38%)	46 (62%)
Total Roster Positions	74 (45%)	90 (55%)
Total Roster Positions/ 100 Full-time Students	0.8	0.6

	Male	Female
Varsity Teams	3	3
Club Teams	3	6
Head Coaches	5 (56%)	4 (44%)
Assistant Coaches	11 (73%)	4 (27%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Soccer (M/F)

List of Club Teams: Badminton* (M/F); Cheerleading* (M/F); Golf* (M/F);
Swimming (F); Track and Field (F); Volleyball (F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: No coaching information was available for Track and Field and Swimming

Université du Québec à Trois-Rivières



Province: Québec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Patriotes

	Male	Female
Full-Time Students	2,568 (35%)	4,769 (65%)
Varsity Roster Positions	87 (53%)	76 (47%)
Club Roster Positions	5 (83%)	1 (17%)
Total Roster Positions	92 (54%)	77 (46%)
Total Roster Positions/ 100 Full-time Students	3.6	1.6

	Male	Female
Varsity Teams	6	6
Club Teams	1	1
Head Coaches	8 (80%)	2 (20%)
Assistant Coaches	2 (50%)	2 (50%)
Athletic Director	√	

List of Varsity Teams: Badminton* (M/F); Cheerleading* (M/F); Cross Country* (M/F); Golf* (M/F); Ice Hockey (M); Soccer (M/F); Swimming* (M/F); Volleyball (F)

List of Club Teams: Track and Field (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country had two head coaches in 2012-13

NB: No coaching information was available for Track and Field

NB: Conference averages were used to determine the roster size for Cheerleading

Province: Québec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Vert-et-Or

	Male	Female
Full-Time Students	7,085 (46%)	8,358 (54%)
Varsity Roster Positions	250 (61%)	163 (39%)
Club Roster Positions	0	0
Total Roster Positions	250 (61%)	163 (39%)
Total Roster Positions/ 100 Full-time Students	3.5	2.0

	Male	Female
Varsity Teams	10	9
Club Teams	0	0
Head Coaches	11 (85%)	2 (15%)
Assistant Coaches	20 (83%)	4 (17%)
Athletic Director	√	
Asst. Athletic Director	√	

List of Varsity Teams: Badminton* (M/F); Cheerleading* (M/F); Cross Country* (M/F); Football (M); Golf* (M/F); Rugby (M/F); Soccer (M/F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

University of Alberta

Province: Alberta

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Golden Bears/Pandas

	Male	Female
Full-Time Students	16,027 (45%)	19,209 (55%)
Varsity Roster Positions	259 (57%)	199 (43%)
Club Roster Positions	0	0
Total Roster Positions	259 (57%)	199 (43%)
Total Roster Positions/ 100 Full-time Students	1.6	1.0

	Male	Female
Varsity Teams	12	12
Club Teams	0	0
Head Coaches	19 (90%)	2 (10%)
Assistant Coaches	52 (78%)	15 (22%)
Athletic Director	√	
Asst. Athletic Director	√ (3)	√ (1)

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Curling* (M/F); Football (M); Golf* (M/F); Ice Hockey (M/F); Rugby (F); Soccer (M/F); Swimming* (M/F); Tennis (M/F); Track and Field* (M/F); Volleyball (M/F); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Track and Field had four head coaches in 2012-13



University of British Columbia

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Thunderbirds

	Male	Female
Full-Time Students	15,373 (46%)	17,823 (54%)
Varsity Roster Positions	350 (59%)	239 (41%)
Club Roster Positions	0	0
Total Roster Positions	350 (59%)	239 (41%)
Total Roster Positions/ 100 Full-time Students	1.5	0.9

	Male	Female
Varsity Teams	15	14
Club Teams	0	0
Head Coaches	19 (86%)	3 (14%)
Assistant Coaches	33 (75%)	11 (25%)
Athletic Director		√
Asst. Athletic Director		√

List of Varsity Teams: Alpine Skiing* (M/F); Baseball (M); Basketball (M/F); Cross Country* (M/F); Field Hockey (M/F); Football (M); Golf* (M/F); Ice Hockey (M/F); Nordic Skiing* (M/F); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Softball (F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Conference averages were used to determine the roster size for men's Field Hockey



University of British Columbia Okanagan

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Heat

	Male	Female
Full-Time Students	3,681 (44%)	4,629 (56%)
Varsity Roster Positions	62 (52%)	57 (48%)
Club Roster Positions	0	0
Total Roster Positions	62 (52%)	57 (48%)
Total Roster Positions/ 100 Full-time Students	1.7	1.2

	Male	Female
Varsity Teams	4	4
Club Teams	0	0
Head Coaches	5 (71%)	2 (29%)
Assistant Coaches	10 (63%)	6 (37%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Golf* (M/F); Soccer (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*



UNIVERSITY OF
CALGARY

University of Calgary

Province: Alberta

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Dinos

	Male	Female
Full-Time Students	13,540 (48%)	14,921 (52%)
Varsity Roster Positions	265 (58%)	195 (42%)
Club Roster Positions	0	0
Total Roster Positions	265 (58%)	195 (42%)
Total Roster Positions/ 100 Full-time Students	2.0	1.3

	Male	Female
Varsity Teams	8	9
Club Teams	0	0
Head Coaches	11 (79%)	3 (21%)
Assistant Coaches	25 (76%)	8 (24%)
Athletic Director	√	
Asst. Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Track and Field/Cross Country* (M/F); Field Hockey (F); Football (M); Ice Hockey (M/F); Rugby (F); Soccer (M/F); Swimming* (M/F); Volleyball (M/F); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

University of the Fraser Valley



Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Cascades

	Male	Female
Full-Time Students	6,110 (41%)	8,835 (59%)
Varsity Roster Positions	74 (46%)	87 (54%)
Club Roster Positions	0	0
Total Roster Positions	74 (46%)	87 (54%)
Total Roster Positions/ 100 Full-time Students	1.2	1.0

	Male	Female
Varsity Teams	6	5
Club Teams	0	0
Head Coaches	8 (80%)	2 (20%)
Assistant Coaches	9 (82%)	2 (18%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cheerleading* (M/F); Golf (M); Rowing* (M/F); Soccer (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cheerleading had two head coaches in 2012-13

University of Guelph

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Gryphons

	Male	Female
Full-Time Students	8,192 (40%)	12,538 (60%)
Varsity Roster Positions	456 (59%)	316 (41%)
Club Roster Positions	8 (50%)	8 (50%)
Total Roster Positions	464 (59%)	324 (41%)
Total Roster Positions/ 100 Full-time Students	5.7	2.6

	Male	Female
Varsity Teams	16	15
Club Teams	1	1
Head Coaches	20 (80%)	5 (20%)
Assistant Coaches	81 (84%)	16 (16%)
Athletic Director	√	

List of Varsity Teams: Baseball (M); Basketball (M/F); Cross Country* (M/F); Field Hockey (F); Figure Skating* (M/F); Football (M); Golf* (M/F); Ice Hockey (M/F); Lacrosse (M/F); Nordic Skiing* (M/F); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F); Wrestling* (M/F)

List of Club Teams: Curling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Nordic Skiing had two head coaches in 2012-13



University of Lethbridge

Province: Alberta

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Pronghorns

	Male	Female
Full-Time Students	3,084 (43%)	4,107 (57%)
Varsity Roster Positions	96 (45%)	116 (55%)
Club Roster Positions	0	0
Total Roster Positions	92 (44%)	115 (56%)
Total Roster Positions/ 100 Full-time Students	3.2	2.8

	Male	Female
Varsity Teams	6	7
Club Teams	0	0
Head Coaches	6 (60%)	4 (40%)
Assistant Coaches	9 (82%)	2 (18%)
Athletic Director		√

List of Varsity Teams: Basketball (M/F); Ice Hockey (M/F); Judo* (M/F); Rugby (F); Soccer (M/F); Swimming* (M/F); Track and Field* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

University of Manitoba



UNIVERSITY
OF MANITOBA

Province: Manitoba

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Bisons

	Male	Female
Full-Time Students	10,813 (47%)	12,365 (53%)
Varsity Roster Positions	270 (63%)	158 (38%)
Club Roster Positions	4 (50%)	4 (50%)
Total Roster Positions	274 (63%)	162 (37%)
Total Roster Positions/ 100 Full-time Students	2.5	1.3

	Male	Female
Varsity Teams	8	7
Club Teams	1	1
Head Coaches	14 (93%)	1 (7%)
Assistant Coaches	40 (82%)	9 (18%)
Athletic Director		√
Asst. Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Football (M); Golf (M); Ice Hockey (M/F); Soccer (F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F)

List of Club Teams: Curling (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Women's Basketball had two head coaches in 2012-13

University of New Brunswick



Province: New Brunswick
Conference: Atlantic University Sport
Varsity Team Nickname: Varsity Reds

	Male	Female
Full-Time Students	4,138 (49%)	4,300 (51%)
Varsity Roster Positions	96 (51%)	91 (49%)
Club Roster Positions	30 (65%)	16 (35%)
Total Roster Positions	126 (54%)	107 (46%)
Total Roster Positions/ 100 Full-time Students	3.0	2.5

	Male	Female
Varsity Teams	5	5
Club Teams	3	2
Head Coaches	11 (69%)	2 (31%)
Assistant Coaches	11 (65%)	5 (35%)
Athletic Director	√	
Asst. Athletic Director		√

List of Varsity Teams: Basketball (M/F); Ice Hockey (M); Soccer (M/F); Swimming* (F); Track and Field* (M/F); Volleyball (M/F)

List of Club Teams: Cross Country* (M/F); Swimming* (M); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country and Wrestling each had two head coaches

NB: Although the Varsity Reds website lists more varsity teams than are included here, UNB Athletics staff informed the research team that not all these teams are considered "varsity." This definition thus takes precedence over the information represented online.



University of Northern British Columbia

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Timberwolves

	Male	Female
Full-Time Students	1,622 (38%)	2,602 (62%)
Varsity Roster Positions	35 (57%)	26 (43%)
Club Roster Positions	0	0
Total Roster Positions	35 (57%)	26 (43%)
Total Roster Positions/ 100 Full-time Students	2.2	1.0

	Male	Female
Varsity Teams	2	2
Club Teams	0	0
Head Coaches	3 (75%)	1 (25%)
Assistant Coaches	8 (89%)	1 (11%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Soccer (M/F)

Province: Ontario
Conference: Ontario University Athletics
Varsity Team Nickname: Ridgebacks

	Male	Female
Full-Time Students	4,625 (60%)	3,127 (40%)
Varsity Roster Positions	99 (50%)	100 (50%)
Club Roster Positions	0	0
Total Roster Positions	99 (50%)	100 (50%)
Total Roster Positions/ 100 Full-time Students	2.1	3.2

	Male	Female
Varsity Teams	6	7
Club Teams	0	0
Head Coaches	5 (45%)	6 (55%)
Assistant Coaches	21 (78%)	6 (22%)
Athletic Director	√	

List of Varsity Teams: Curling* (M/F); Dance (F); Golf (M); Ice Hockey (M/F); Lacrosse (F); Rowing* (M/F); Soccer (M/F); Tennis* (M/F)

** Indicates that the men’s and women’s team shared the same coach(es)
 NB: Women’s Lacrosse had two head coaches in 2012-13*

University of Prince Edward Island UPEI UNIVERSITY of Prince Edward ISLAND

Province: Prince Edward Island
Conference: Atlantic University Sport
Varsity Team Nickname: Panthers

	Male	Female
Full-Time Students	1,476 (39%)	2,351 (61%)
Varsity Roster Positions	73 (37%)	126 (63%)
Club Roster Positions	0 (100%)	4 (100%)
Total Roster Positions	73 (36%)	130 (64%)
Total Roster Positions/ 100 Full-time Students	4.9	5.5

	Male	Female
Varsity Teams	4	6
Club Teams	0	1
Head Coaches	8 (80%)	2 (20%)
Assistant Coaches	15 (60%)	10 (40%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Field Hockey (F); Ice Hockey (M/F); Rugby (F); Soccer (M/F); Swimming* (M/F)

List of Club Teams: Curling (F)

** Indicates that the men's and women's team shared the same coach(es)*

University of Regina



Province: Saskatchewan

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Cougars

	Male	Female
Full-Time Students	4,850 (39%)	7,608 (61%)
Varsity Roster Positions	201 (61%)	127 (39%)
Club Roster Positions	0	0
Total Roster Positions	201 (61%)	127 (39%)
Total Roster Positions/ 100 Full-time Students	4.1	1.7

	Male	Female
Varsity Teams	8	8
Club Teams	0	0
Head Coaches	10 (83%)	2 (17%)
Assistant Coaches	30 (86%)	5 (14%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Football (M); Ice Hockey (M/F); Soccer (F); Swimming* (M/F); Track and Field* (M/F); Volleyball (M/F); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

University of Saskatchewan



Province: Saskatchewan

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Huskies

	Male	Female
Full-Time Students	8,744 (43%)	11,703 (57%)
Varsity Roster Positions	222 (61%)	139 (39%)
Club Roster Positions	0	0
Total Roster Positions	222 (61%)	139 (39%)
Total Roster Positions/ 100 Full-time Students	2.5	1.2

	Male	Female
Varsity Teams	8	7
Club Teams	0	0
Head Coaches	9 (75%)	3 (25%)
Assistant Coaches	40 (77%)	12 (23%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Football (M); Ice Hockey (M/F); Soccer (M/F); Track and Field* (M/F); Volleyball (M/F); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

University of Toronto



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Varsity Blues

	Male	Female
Full-Time Students	29,439 (44%)	37,382 (56%)
Varsity Roster Positions	455 (55%)	373 (45%)
Club Roster Positions	0	0
Total Roster Positions	455 (55%)	373 (45%)
Total Roster Positions/ 100 Full-time Students	1.5	1.0

	Male	Female
Varsity Teams	23	23
Club Teams	0	0
Head Coaches	30 (91%)	3 (9%)
Assistant Coaches	58 (64%)	33 (36%)
Athletic Director		√

List of Varsity Teams: Badminton* (M/F); Baseball (M); Basketball (M/F); Cross Country* (M/F); Curling (M/F); Fastpitch (F); Fencing* (M/F); Field Hockey (F); Figure Skating* (M/F); Football (M); Golf* (M/F); Ice Hockey (M/F); Lacrosse (M/F); Mountain Biking* (M/F); Rowing* (M/F); Rugby (M/F); Nordic Skiing* (M/F); Soccer* (M/F); Squash (M/F); Swimming* (M/F); Tennis* (M/F); Track and Field* (M/F); Volleyball (M/F); Water Polo (M/F); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

University of Victoria

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Vikes

	Male	Female
Full-Time Students	9,856 (42%)	13,700 (58%)
Varsity Roster Positions	178 (54%)	154 (46%)
Club Roster Positions	0	0
Total Roster Positions	178 (54%)	154 (46%)
Total Roster Positions/ 100 Full-time Students	1.8	1.1

	Male	Female
Varsity Teams	8	8
Club Teams	0	0
Head Coaches	11 (79%)	3 (21%)
Assistant Coaches	10 (77%)	3 (23%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country/Track and Field* (M/F); Field Hockey (M/F); Golf* (M/F); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Swimming* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Rowing had three head coaches in 2012-13

University of Waterloo

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Warriors

	Male	Female
Full-Time Students	17,403 (57%)	13,098 (43%)
Varsity Roster Positions	402 (58%)	292 (42%)
Club Roster Positions	0	0
Total Roster Positions	402 (58%)	292 (42%)
Total Roster Positions/ 100 Full-time Students	2.3	2.2

	Male	Female
Varsity Teams	18	17
Club Teams	0	0
Head Coaches	20 (80%)	5 (20%)
Assistant Coaches	31 (74%)	11 (26%)
Athletic Director	√	
Asst. Athletic Director	√	√

List of Varsity Teams: Badminton* (M/F); Baseball (M); Basketball (M/F); Cheerleading* (M/F); Cross Country* (M/F); Curling (M/F); Field Hockey (F); Figure Skating* (M/F); Football (M); Golf (M/F); Ice Hockey (M/F); Nordic Skiing* (M/F); Rugby (M/F); Soccer* (M/F); Squash* (M/F); Swimming* (M/F); Tennis* (M/F); Track and Field* (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

University of Windsor

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Lancers

	Male	Female
Full-Time Students	6,102 (46%)	7,079 (54%)
Varsity Roster Positions	255 (68%)	122 (32%)
Club Roster Positions	0	0
Total Roster Positions	255 (68%)	122 (32%)
Total Roster Positions/ 100 Full-time Students	4.2	1.7

	Male	Female
Varsity Teams	9	8
Club Teams	0	0
Head Coaches	10 (77%)	3 (23%)
Assistant Coaches	40 (85%)	7 (15%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Curling* (M/F); Football (M); Golf* (M/F); Ice Hockey (M/F); Soccer (M/F); Track and Field* (M/F); Volleyball (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

University of Winnipeg



Province: Manitoba

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Wesmen

	Male	Female
Full-Time Students	4,248 (36%)	7,452 (64%)
Varsity Roster Positions	87 (64%)	50 (36%)
Club Roster Positions	0	0
Total Roster Positions	87 (64%)	50 (36%)
Total Roster Positions/ 100 Full-time Students	2.0	0.7

	Male	Female
Varsity Teams	5	4
Club Teams	0	0
Head Coaches	7 (78%)	2 (22%)
Assistant Coaches	15 (75%)	5 (25%)
Athletic Director	√	
Asst. Athletic Director	√	

List of Varsity Teams: Baseball (M); Basketball (M/F); Soccer (M/F); Volleyball (M/F); Wrestling (M/F)

Western University



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Mustangs

	Male	Female
Full-Time Students	14,241 (46%)	16,764 (54%)
Varsity Roster Positions	564 (55%)	469 (45%)
Club Roster Positions	0	0
Total Roster Positions	564 (55%)	469 (45%)
Total Roster Positions/ 100 Full-time Students	4.0	2.8

	Male	Female
Varsity Teams	22	23
Club Teams	0	0
Head Coaches	31 (86%)	5 (14%)
Assistant Coaches	88 (79%)	23 (21%)
Athletic Director		√

List of Varsity Teams: Badminton* (M/F); Baseball (M); Basketball (M/F); Cheerleading* (M/F); Cross Country* (M/F); Curling* (M/F); Fencing* (M/F); Field Hockey (F); Figure Skating (F); Football (M); Golf (M/F); Ice Hockey (M/F); Lacrosse (M/F); Ringette (F); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Softball (F); Squash (M/F); Swimming* (M/F); Table Tennis* (M/F); Tennis (M/F); Track and Field* (M/F); Volleyball (M/F); Water Polo (M); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Fencing had two head coaches in 2012-13



Wilfrid Laurier University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Golden Hawks

	Male	Female
Full-Time Students	6,264 (41%)	9,118 (59%)
Varsity Roster Positions	297 (67%)	148 (33%)
Club Roster Positions	0	0
Total Roster Positions	297 (67%)	148 (33%)
Total Roster Positions/ 100 Full-time Students	4.7	1.6

	Male	Female
Varsity Teams	11	10
Club Teams	0	0
Head Coaches	13 (81%)	3 (19%)
Assistant Coaches	40 (85%)	7 (15%)
Athletic Director	√	
Asst. Athletic Director	√	√

List of Varsity Teams: Baseball (M); Basketball (M/F); Cheerleading (F); Cross Country* (M/F); Curling* (M/F); Football (M); Golf (M); Ice Hockey (M/F); Indoor Middle Distance* (M/F); Lacrosse (F); Rugby (M/F); Soccer (M/F); Swimming* (M/F)

** Indicates that the men's and women's team shared the same coach(es)*

NB: Cross Country and Indoor Middle Distance had the same coaches in 2012-13

York University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Lions

	Male	Female
Full-Time Students	18,195 (41%)	26,130 (59%)
Varsity Roster Positions	301 (60%)	199 (40%)
Club Roster Positions	61 (46%)	72 (54%)
Total Roster Positions	362 (57%)	271 (43%)
Total Roster Positions/ 100 Full-time Students	2.0	1.0

	Male	Female
Varsity Teams	9	10
Club Teams	4	4
Head Coaches	16 (89%)	2 (11%)
Assistant Coaches	45 (85%)	8 (16%)
Athletic Director		√

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Field Hockey (F); Football (M); Ice Hockey (M/F); Rugby (F); Soccer (M/F); Tennis* (M/F); Track and Field* (M/F); Volleyball (M/F); Wrestling* (M/F)

Club Teams: Badminton* (M/F); Fencing (M/F); Lacrosse (F); Swimming* (M/F); Water Polo (M)

** Indicates that the men's and women's team shared the same coach(es)*

NB: No coaching information was available for Fencing and Water Polo

NB: Conference averages were used to determine the roster size for Badminton, Fencing, men's Water Polo, and women's Lacrosse