DiversityLeads Toronto and greater Montreal: a profile of women and visible minorities in senior leadership positions

Wendy Cukier
Darren Cyr
Mohamed Elmi
mohamed.elmi@ryerson.ca

Follow this and additional works at: http://docs.lib.purdue.edu/cgg

Part of the Communication Commons, Human Resources Management Commons, Organizational Behavior and Theory Commons, Political Science Commons, Psychology Commons, and the Sociology Commons

Recommended Citation

This document has been made available through Purdue e-Pubs, a service of the Purdue University Libraries. Please contact epubs@purdue.edu for additional information.
In recent decades, significant progress has been made in the advancement of women, however, barriers remain at the societal, organizational and individual levels (Catalyst, 2010). This is especially true among visible minority (VM) women, who face even greater and compounded barriers to upward advancement at the societal, organizational and individual level (Cukier et al., 2010; Key et al., 2012). While there is a strong consensus in the academic literature that diversity in leadership is beneficial to society, organizations and individuals, there is less agreement on ways to assess impediments facing specific populations and inclusion strategies. Accordingly, DiversityLeads is the first of its kind to profile and provide insight on where, how and why women, including visible minorities (VM), are advancing to senior leadership positions in two of Canada’s largest cities: Toronto and Greater Montreal.