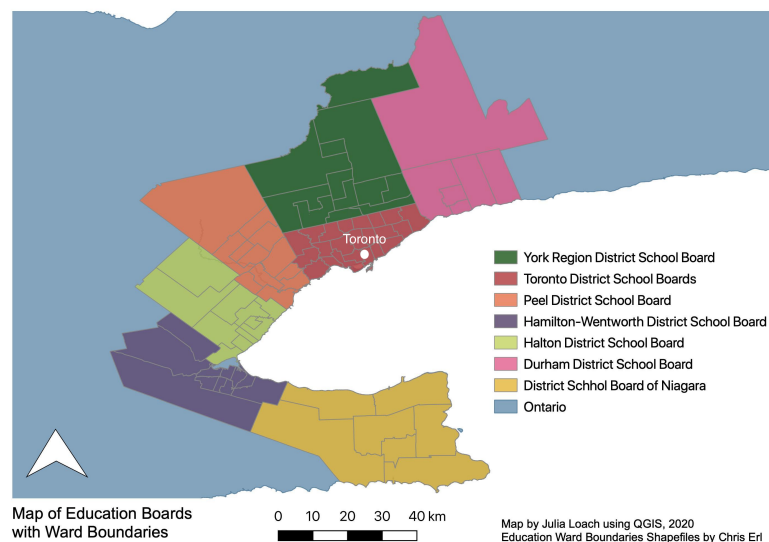


Representation of Women and Visible Minorities on Agencies, Boards, and Commissions in Ontario

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This study investigates the representation of women and visible minorities on Agencies, Boards, and Commissions, or ABCs, in Ontario, Canada. Particular attention is given to the role of the boards' methods of selection. Previous scholarship on gender and visible minority representation has yet to explore ABCs. The differences between ABCs that use the appointment method and ABCs that directly elect their members has also yet to be examined. I, therefore, coded and compiled a data set of 205 board members from conservation, education, and police boards. I employ chi-square analysis and logistic regression with this dataset. Key findings show the directly elected education board members are more likely female or visible minorities. Board leaders are less likely to be visible minorities, and if a board member's area of jurisdiction has a larger visible minority population, they are more likely a visible minority. This research builds on literature that speculates on the benefits of the appointment method.



Map 1: A Map Showing the Study's Education Boards and their Wards