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## Racial Inequities in Canadian Academia: The Case for Discipline Variation

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## **Racial Inequities in Canadian Academia: The Case for Discipline Variation**

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In the age of information technology, data can be compiled from more than just a survey or census. Anyone can take information from public websites into their hands and create meaningful, impactful research. This makes research innovative, accessible, and fun. At the height of 2020, the COVID-19 pandemic brought to light for many the inequities marginalized communities are facing, whether that is income disparity or racism in our Canadian institutions. My research focuses on a university and aims to explore the expected differences in income for visible minority and non-visible minority faculty by discipline (ex. Sociology). By examining the mechanisms and processes that maintain and reinforce inequity, efforts and initiatives can be targeted to specific areas within the university that have differing needs and better serve visible minority faculty. It also highlights the wealth of information available to all and it can be used to examine more data on marginalized communities.