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GENDER EQUITY IN CANADIAN INTERUNIVERSITY SPORT: A BIENNIAL REPORT

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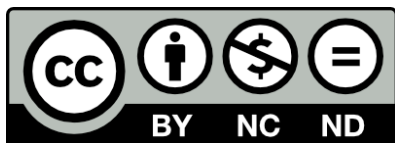
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Executive Summary

This is the first of a planned, biennial series of Reports on gender equity in Canadian Interuniversity Sport/Sport interuniversitaire canadien (CIS/SIC). As Nancy Hogshead-Makar of the Women's Sports Foundation recently noted: "*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 Equity and Equality Policy (Appendix A in this Report). However, the Policy has not been up-dated since 2004, and does not include some of the progressive amendments that were discussed by CIS/SIC between 2002 and 2004.

CIS/SIC focuses on 12 sports leading to 21 national championships for men and women student athletes. It released a 2005 report on the number of women coaches in CIS/SIC sports, and also reports annually on Athletic Financial Awards (AFAs or athletic scholarships) in CIS/SIC sports by university, by sport, and by gender. However, these 12 sports represent only a portion of the sports played in interuniversity competition and organized under CIS/SIC regulations by 52 university athletics departments in Canada.

This Report provides the first comprehensive gender equity analysis of all teams and athletes involved in interuniversity/Varsity competition in Canada. The Report focuses specifically on two aspects of gender equity for the 2010-11 academic year: (a) *participation opportunities and proportionality*, and (b) *leadership*. For (a), data were collected on the number of full-time students at each university, the number of teams in interuniversity/Varsity competition at each university, and the number of student athletes at each university. For (b), data were collected on the number of male and female head coaches of those Varsity sports at each university, and the number of male and female directors of athletics (or equivalent position).

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). 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 and females each enjoy 50% of the participation opportunities in Canada when football is excluded. However, that still means that males, at 44% of the full-time student population, enjoy a disproportionate advantage in participation.

The results provide both good news and bad news with regard to gender equity:

- The good news is that there are almost as many Varsity teams for women (425) as there are for men (431) at Canadian universities.
- The bad news is that there are disturbingly few women in leadership positions in Canadian university sport, with women occupying only 19% of the head coach positions, and only 17% of the athletic director positions.

Between these good news/bad news extremes lies the number of student athletes. It is clear that the opportunity to represent a Canadian university on one of its athletics teams has increased significantly for women over the last 30 years, and in 2010-11 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 are compared to the number of full-time students at the 52 Canadian universities that are CIS/SIC members – 340,287 male students (44%) and 435,782 female students (56%) – it is quite clear that the opportunity to represent one's university on a Varsity team is disproportionately available to male students.

In order to capture this sense of proportionality, we developed a measure indicating that, in Canadian university sport, males enjoy almost three (2.9) athletic participation opportunities for every 100 male students, while for females there are fewer than two (1.8) athletic participation opportunities for every 100 female students.

Proportionality was seriously considered by CIS/SIC in the early 2000s, in line with a key legal test of Title IX in the US, namely: "*[to] have the same proportion of women on sports teams as there are female undergraduates;*" however, it was not included in the Equity and Equality Policy.

There are a number of key reasons to work towards the proportional representation of females on Varsity teams. First, it is "*just and fair*" in terms of CIS/SIC's own definition of equity. Second, student fees represent a major contribution to funding Varsity athletics; it is not appropriate, just, or fair for one gender to disproportionately fund the athletic opportunities of the other. Third, given that the university presidents and academic leaders we have spoken with contend that the only reason for sponsoring representative sport opportunities in educational institutions is for the educational opportunities they provide, it is unjust and unfair that such educational opportunities be disproportionately available to one gender. And fourth, disproportional and inequitable participation opportunities in the only officially sex-segregated department in Canadian universities may (to paraphrase Hogshead-Makar) call into question an institution's commitment to fairness in all its programmes.

For these reasons, measures of proportionality and participation opportunity are incorporated into the Report, and into the following recommendations:

We encourage CIS/SIC, the four regional athletics conferences, and all Canadian university athletics departments to:

- 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;
- Evaluate and determine how leadership opportunities may be made more available for women in coaching and administration; and
- Immediately establish a preliminary equality target of 50% participation opportunities for female athletes.

Résumé

Ceci est le premier d'une série semestrielle de Rapports sur l'équité entre les sexes dans le Canadian Interuniversity Sport / Sport interuniversitaire canadien (CIS/SIC). Comme Nancy Hogshead-Makar de la Women's Sports Foundation l'a récemment noté: "Le sport interuniversitaire est le seul département formellement ségrégué par sexe dans l'éducation." En tant que tel, le sport universitaire a une responsabilité particulière de respecter les normes d'équité entre les sexes, et le CIS/SIC est doté d'une Politique d'équité et d'égalité (Annexe A du présent rapport). Cependant, la politique n'a pas été mise à jour depuis 2004, et n'inclut pas certains des amendements progressistes qui ont été discutés par le CIS/SIC entre 2002 et 2004.

Le CIS/SIC se concentre sur les douze principaux sports menant aux 21 championnats nationaux pour les hommes et les femmes athlètes étudiants. CIS/SIC a publié un rapport en 2005 sur le nombre de femmes entraîneurs dans les sports CIS/SIC, ainsi qu'un rapport annuel sur les bourses d'études sportives (AFAs ou bourses sportives) dans les sports CIS/SIC en fonction de l'université, du sport et du sexe. Cependant, ces douze sports ne représentent qu'une partie des sports pratiqués en compétition interuniversitaire et organisés selon les règlements du CIS/SIC par 52 départements de sport interuniversitaire au Canada.

Ce rapport fournit la première analyse complète sur l'égalité entre les sexes de toutes les équipes et athlètes impliqués dans la compétition sportive interuniversitaire au Canada. Le rapport se concentre spécifiquement sur deux aspects de l'égalité des sexes pour l'année académique 2010-11: (a) les possibilités de participation et la proportionnalité, et (b) le leadership. Pour (a), les données ont été collectées selon le nombre d'étudiants à temps plein dans chaque université, le nombre d'équipes en compétition interuniversitaire dans chaque université, et le nombre d'athlètes étudiants dans chaque université. Pour (b), les données ont été collectées selon le nombre d'entraîneurs en chef masculins et féminins de ces sports interuniversitaires dans chaque université, et le nombre de directeurs des sports masculins et féminins (ou poste équivalent).

Les résultats de l'analyse sont présentés d'abord pour l'ensemble du pays, et ensuite pour chacune des quatre conférences régionales (Canada West, Ontario University Athletics, Réseau du sport étudiant du Québec, et Atlantic University Sport). Les résultats pour les universités individuelles sont présentés à l'annexe B. En outre, et à des fins comparatives, les calculs ont été faits pour les douze sports des championnats nationaux de CIS/SIC. Une analyse des résultats excluant le football est également présentée en raison du fait que la taille importante de ces équipes pour hommes seulement rend l'équité difficile à atteindre. Ces derniers résultats montrent que les hommes et les femmes profitent chacun et chacune de 50% des possibilités de participation au Canada, lorsque le football est exclus. Toutefois, cela signifie néanmoins que les hommes, lesquels représentent 44% de la population étudiante à temps plein, bénéficient d'un avantage disproportionné en terme de participation.

Les résultats fournissent à la fois des bonnes et des mauvaises nouvelles eut égard à l'égalité des sexes:

- Les bonnes nouvelles sont qu'il y a presque autant d'équipes interuniversitaire pour les femmes (425) qu' il y en a (431) pour les hommes .
- Les mauvaises nouvelles sont que les femmes dans les positions de leadership dans le sport universitaire canadien sont rares; les femmes occupent seulement 19% des postes d'entraîneur-chef, et seulement 17% des postes de directeur des sports.

Entre ces deux extrêmes en terme de bonnes nouvelles/ mauvaises nouvelles on retrouve les données sur le nombre d'athlètes universitaires. Il est clair que la possibilité de représenter une université canadienne sur l'une de ses équipes d'athlétisme a considérablement augmenté pour les femmes au cours des 30 dernières années. En 2010-11 il y avait 7815 postes dans un «tableau» d'équipe pour les athlètes féminines (44%) et 9933 postes de pour les athlètes masculins (56%). Cependant, lorsque ces données sont comparées au nombre d'étudiants à temps plein dans les 52 universités canadiennes qui sont membres de la CIS/SIC - 340 287 élèves de sexe masculin (44%) et 435 782 élèves de sexe féminin (56%) - il est assez clair que la possibilité de représenter son université sur une équipe interuniversitaire est disproportionnée en faveur des étudiants de sexe masculin.

Afin de bien saisir ce sens de la proportionnalité, nous avons développé une mesure qui indique que, en sport universitaire canadien, les hommes bénéficient de presque trois (2,9) possibilités de participation sportive par 100 élèves de sexe masculin, alors que pour les femmes, il y a moins de deux (1,8) possibilités de participation sportive par 100 élèves de sexe féminin.

La proportionnalité a été envisagée sérieusement par le CIS/SIC depuis le début des années 2000, à la suite d'un test légal clé du Title IX aux États-Unis, soit qu'il doit y: «avoir la même proportion de femmes dans les équipes de sport qu'il y a d'étudiantes de premier cycle.» Cependant, cette règle n'a pas été incluse dans la Politique d'équité et d'égalité.

Il y a un certain nombre de raisons justifiant de travailler à réaliser la représentation proportionnelle des femmes dans les équipes interuniversitaire. Premièrement, cela est «juste et équitable» selon la définition même de l'équité du la CIS/SIC. Deuxième, les frais de scolarité représentent une contribution majeure au financement des équipes interuniversitaire. Ainsi il n'est pas approprié, juste ni équitable pour un sexe de financer, d'une manière disproportionnée, les occasions de participation au sport de l'autre. Troisièmement, étant donné que les présidents des universités et les responsables universitaires à qui nous avons parlé avec affirment que la seule raison justifiant le financement d'activités sportives représentatives dans les établissements scolaires est celle des possibilités d'éducation qu'elles fournissent, il est injuste et inéquitable que de telles opportunités éducatives soient disponibles d'un façon disproportionnée en faveur d'un sexe. Et quatrièmement, offrir des occasions de participation dans une manière disproportionné et inéquitable dans le seul

département officiellement ségrégué par sexe dans les universités canadiennes peut (pour paraphraser Hogshead-Makar) remettre en question l'engagement d'une institution envers l'équité dans tous ses programmes.

Pour ces raisons, les mesures de proportionnalité et d'opportunité de participation sont incorporées dans le Rapport, et dans les recommandations suivantes:

Nous encourageons le CIS/SIC, les quatre conférences régionales, et tous les départements de sport universitaires canadiens à:

- Revoir les politiques d'équité entre les sexes à la lumière de ces données, et dans la foulée de l'esprit progressif mis de l'avant par le CIS/SIC entre 2002 et 2004;
- Évaluer et déterminer comment les occasions de leadership dans les postes d'entraîneur et dans l'administration peuvent être rendues plus accessibles pour les femmes ;
- Établir immédiatement une cible préliminaire d'égalité des possibilités de participation de 50% pour les athlètes féminines.

Gender Equity in Canadian Interuniversity Sport: A Biennial Report

Athletics is the only formally sex-segregated department in education. As such, it sends important messages to the entire institution about how it will treat men and women.

Nancy Hogshead-Makar
Senior Director of Advocacy
Women's Sports Foundation (2011)

Preamble

Following the fine tradition established by American scholars, Richard Lapchick ([annual Racial and Gender Reports](#)) and Vivian Acosta and Linda Carpenter ([annual reports on Women in Intercollegiate Sport](#)), the Centre for Sport Policy Studies at the University of Toronto is pleased to introduce the first of a series of biennial reports on gender equity in interuniversity sport in Canada.

Such reports are important tools for institutions. In terms of equity policies, they 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 celebrate 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 is Canadian Interuniversity Sport/Sport interuniversitaire canadien (CIS/SIC). With regard to monitoring its own gender equity policy, CIS/SIC carried out an Equity Practices Survey of its member institutions in 2005 (CIS/SIC, 2005b), and also in 2005 an assessment of the number of male and female head coaches in CIS/SIC sports (CIS/SIC, 2005a). In addition, member institutions provide annual data on the distribution of athletic scholarships (Athletic Financial Awards (AFAs)) by sport, by university, and by gender for the 12 sport disciplines in which CIS/SIC sponsors national championships (CIS/SIC, 2009-10a, b).¹

However, apart from the annual AFA reporting, and the 2005 coaching data, CIS/SIC does not appear to have monitored implementation of its own gender equity policies.

It is fitting, however, that such monitoring be conducted by an outside/independent agency. As noted in the opening quote, "Athletics is the only formally sex-segregated department in education. As such, it sends important messages to the entire institution about how it will treat men and women" (WSF, 2011).² Given the special position of athletics with regard to sex segregation, it is crucial that accurate and reliable data are available to determine whether athletics is respecting its special position with regard to sex-segregation by implementing and enforcing appropriate gender equity policies.

CIS/SIC Equity Policy Development

The early 2000s were active years in the development of CIS/SIC equity and equality policy. At the 2001 CIS/SIC general assembly, equity issues were addressed in line with the Canadian Charter of Rights and Freedoms. CIS/SIC Policy 80.80, the Equity and Equality Policy states: "CIS accepts the principles of equity and equality and will ensure that these principles are adhered to in all its activities" (see Appendix A for a complete outline of the policy). The following definitions were accepted:

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

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.

Twelve goals for equity were also outlined in 2001 (see Appendix A), three of which are relevant to this Report:

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.

With the introduction of 11 national championships for women and 10 for men, CIS/SIC has certainly addressed goal 3.10. The 2005 coaching data, and the data presented in this Report suggest that a great deal more work is needed on goal 3.5. Goal 3.9, which is now the subject of annual reports by CIS/SIC, was also quickly recognized as being an inadequate determinant of overall equity. As Beaubier (2004, p. 2) points out, CIS/SIC determined that, with the introduction of athletic scholarships in Canadian universities:

...the amount of financial support to male and female athletes would be proportional to the number of male and female student-athletes on their rosters by 2005-2006. In terms of establishing gender equity for athletes, the focus of the policy, financial support in proportion to actual participation, was both seemingly narrow in scope and problematic. This viewpoint was confirmed later by the CIS itself in a roundtable meeting in November 2002. The members in attendance concluded "... the current gender equity policy relating to awards was not necessarily the best way to measure or gauge the extent to which university athletics programs are implementing gender equity" (CIS, 2002, p.2). [It was recognized that] the policy did not:

- take into account other athletic related expenditures (coaching, event presentation, traveling opportunities, uniforms, schedules, etc.);
- encourage participatory growth in situations where greater athletic opportunities were required for one gender;
- make reference to defined sanctions for failure to comply.

At its meetings in 2003, CIS/SIC began to take a broader view of gender equity:³

The provision of gender equitable participation opportunities is considered to be more important and valued in the promotion and encouragement of gender equity than simply the provision of athletic-related awards. A broader look at gender equity, of which athletic-related awards would be a part, would go further to achieving and monitoring gender equity in interuniversity athletics (CIS, 2003, p.5).

At the CIS/SIC directors' meeting in 2004, the working document included the following definition:

...**gender equity** is the principle and practice of fair and equitable allocation of opportunity and resources to both females and males. Gender equity eliminates practices that are barriers to full participation of either gender (CIS, 2004, p. 42).

Beaubier (2004, p. 7) acknowledges the CIS/SIC decision that proportional "participation opportunities would be used as a benchmark to measure equity. The board's working document stated:

The first benchmark would 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. For example, an institution that had a student population of 70% women and 30% men would need to provide more opportunities for women.... [I]nstitutions' athletic participation opportunities should be within a 10% degree of their student population (CIS, 2004, p. 42)."

Despite these progressive discussions, it seems that proportionality and participation opportunities (adapted from the first part of the three-part legal test of Title IX in the US, namely: "[to] have the same proportion of women on sports teams as there are female undergraduates") have not been incorporated into Policy 80.80 currently posted at the [CIS/SIC website](#). In fact, the policy has not been revised since June, 2004 (Appendix A).

However, there are clear reasons for amending the policy, and for incorporating proportionality and participation opportunity guidelines into the policy. First, it is "just and fair" in terms of CIS/SIC's own definition of equity. Second, student fees represent a major contribution to funding Varsity athletics; it is not appropriate, just, or fair for one gender to disproportionately fund the athletic opportunities of the other. Third, given that the university presidents and academic leaders we have spoken with contend that the only reason for sponsoring representative sport opportunities in educational institutions is for the educational

opportunities they provide, it is unfair that such educational opportunities be disproportionately available to one gender. And fourth, disproportional and inequitable participation opportunities in the only officially sex-segregated department in Canadian universities may (to paraphrase Hogshead-Makar) call into question an institution's commitment to fairness in all its programmes. For these reasons, measures of proportionality and participation opportunity have been incorporated into the following report.

Data Collection: Procedures and Assumptions

This Report goes beyond CIS/SIC data, which are restricted to the 12 national championship sport disciplines, for two reasons. 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.⁴ 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 specifically on the 12 CIS/SIC sports, and a separate item shows the measures 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 institution: 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 students.

Leadership: Two measures were taken for each institution: i) the number of male and female head coaches of the Varsity teams;⁵ and ii) the gender of the athletic director (or equivalent position).

Sample: Data were collected from all 52 CIS/SIC member institutions in the four regional conferences – Canada West Universities Athletic Association (CWUAA: 14 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 2010-11 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 athletic 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 2010-11 academic year;
- The team was identified by the university's Athletic Department or Varsity Programme as a “Varsity” team during the 2010-11 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.⁶

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 2010-11. Thus, unlike previous surveys that have only included 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 data collection and confirmation. In the first stage, the official websites of each university’s athletic department 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 team⁷ (using rosters from the start of the 2010-11 season);
- Number of female and male head coaches of Varsity/club teams (including instances where a team has two or more head coaches); and
- Number of male and female 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 university athletics departments. Every university athletics department 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. Data collected by telephone were given precedence over data collected online; in other words, any discrepancy between data collected in the first stage and second stages was resolved by using data from the second (telephone) 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, organized sport (including Canadian interuniversity sport) 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 athletic directors, 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 athletic department.

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 each university athletic department. These data were supplemented by club teams that represented their universities in competition against Varsity 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 2010-11 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. However, it is common for runners to compete in both sports. Because this Report is concerned primarily with opportunities to participate on university athletic teams it counts 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. For example, University of Victoria operates a Cross Country and Track Team, and Royal Military College operates a Varsity Running Team that sends athletes to championships in both sports. 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 only the head coaches of Varsity teams that competed in the 2010-11 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.

Athletic directors: Athletic directors, or their equivalent, were determined online, or through telephone calls where online determination was not possible. Where it was not possible to determine the gender of an athletic director through official online sources, this information was determined via telephone with a representative from each university's athletic department.

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 total figures are 776,069 full-time undergraduate and graduate students (340,287 males and 435,782 females). The 2011-12 *CAUT Almanac of Post-Secondary Education* lists a total of 847,977 full-time undergraduate and graduate students (362,296 males and 485,681 females). This discrepancy is due primarily to this Report's exclusive focus on 52 CIS/SIC universities, whereas the Almanac contains data for 76 postsecondary institutions.

The most recent enrolment data available from the majority of universities were from 2009-10. As a result, all enrolment data included are from 2009-10, with the exception of Brandon University, which supplied statistics for 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. The following universities do not distinguish between full-time and part-time enrolment in their statistics, and therefore the numbers presented represent the entire student population: Thompson Rivers University, Trinity Western University, University of Regina, University of Saskatchewan, and University of the Fraser Valley.

The full time student criterion was employed in answer to CIS/SIC's 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, and for each of the four regional conferences (the data for each of the 52 individual universities are included in Appendix B).

The CIS/SIC and regional conference Tables (1-5) each provide data on: the number and percent of male and female full-time students; the number of male and female Varsity teams; and the number of male and female head coaches and athletic directors.

This is followed by data on participation opportunities in each of the Tables: 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 opportunities available per 100 male students, and per 100 female students.

Leadership: Table 1 also provides a total national measure of the number of male head coaches for female-only (166) and co-ed (167) teams, and female head coaches for male-only (2) and co-ed (45) teams. Overall, the data indicate that leadership positions for women are limited (19% of head coaches; 17% of athletic directors). There is evidently no improvement in this situation since the 2005 survey of CIS/SIC coaches.

[CIS/SIC 2005 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.]

Participation opportunities: The national data on participation opportunities are surprisingly symmetrical (Table 1; Figure 1) with 44% of the full-time student body (males) enjoying 56% of the participation opportunities, and 56% of the student body (females) limited to 44% of the participation opportunities. These figures are matched in Canada West (Table 5). In Eastern Canada male students constitute 42% of the full-time student body in the Atlantic and Quebec conferences, while enjoying 52% of the participation opportunities in the Atlantic conference and 58% in the Quebec conference. In Ontario, male students constitute 45% of the full-time student body, and enjoy 56% of the participation opportunities.

Proportionality: Nationally, there are 2.9 Varsity or club participation opportunities for every 100 male full-time students; and 1.8 participation opportunities for every 100 female full-time students (Table 1). The Atlantic conference has 4.6 participation opportunities for every 100 male full-time students; and 3.1 participation opportunities for every 100 female full-time students (Table 2); the Quebec conference has 2.6 participation opportunities for every 100 male full-time students; and 1.4 participation opportunities for every 100 female full-time students (Table 3); in the Ontario conference (Table 4) there are 3.0 participation opportunities for every 100 male full-time students and 1.9 for every 100 female full-time students; and Canada West has 2.5 participation opportunities for every 100 male full-time

students; and 1.5 participation opportunities for every 100 female full-time students (Table 5).

CIS/SIC vs. non-CIS/SIC sports: As noted previously, there are more CIS/SIC 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% female⁸) close to the overall participation proportions (56% male; 44% female) (Table 1). These proportions are also close in the four regional conferences (Tables 2-5).

However, in non-CIS/SIC sports national data, 44% of the full-time student body (male) enjoys 59% of the participation opportunities (Table 1). In the Atlantic conference, non-CIS/SIC sport proportions are closer to student body proportions with male full time students (42%) enjoying 47% of the participation opportunities (Table 2). In the other three conferences, non-CIS/SIC sports are significantly more inequitable: in the Quebec conference, male full-time students (42%) enjoy 56% of the participation opportunities (Table 3); in the Ontario conference, male full-time students (45%) enjoy 60% of the participation opportunities (Table 4); and in Canada West, male full-time students (44%) enjoy 61% of the participation opportunities (Table 5).

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 50% of the participation opportunities, and only in Eastern Canada does the proportion move below 50%. In the Atlantic conference, male full-time students (42%) enjoy 45% of the non-football participation opportunities; and in the Quebec conference, male full-time students (42%) enjoy 48% of the non-football participation opportunities. In the Ontario conference, male full-time students (45%) enjoy 53% of the non-football participation opportunities; and in Canada West, male full-time students (44%) enjoy 50% of the non-football participation opportunities. [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 yet posted data on AFAs for the 2010-11 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, 2009-10a, b), it is appropriate to incorporate the data available (2009-10) 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 2009-10: 58% of the total funds awarded nationally (Table

1);⁹ 59% in the Atlantic provinces (Table 2); 69% in Quebec (Table 3); 54% in Ontario (Table 4); and 57% in Canada West (Table 5).

Figure 1. Percentage of Male and Female Full-time Student and Participation Opportunities at Canadian Universities

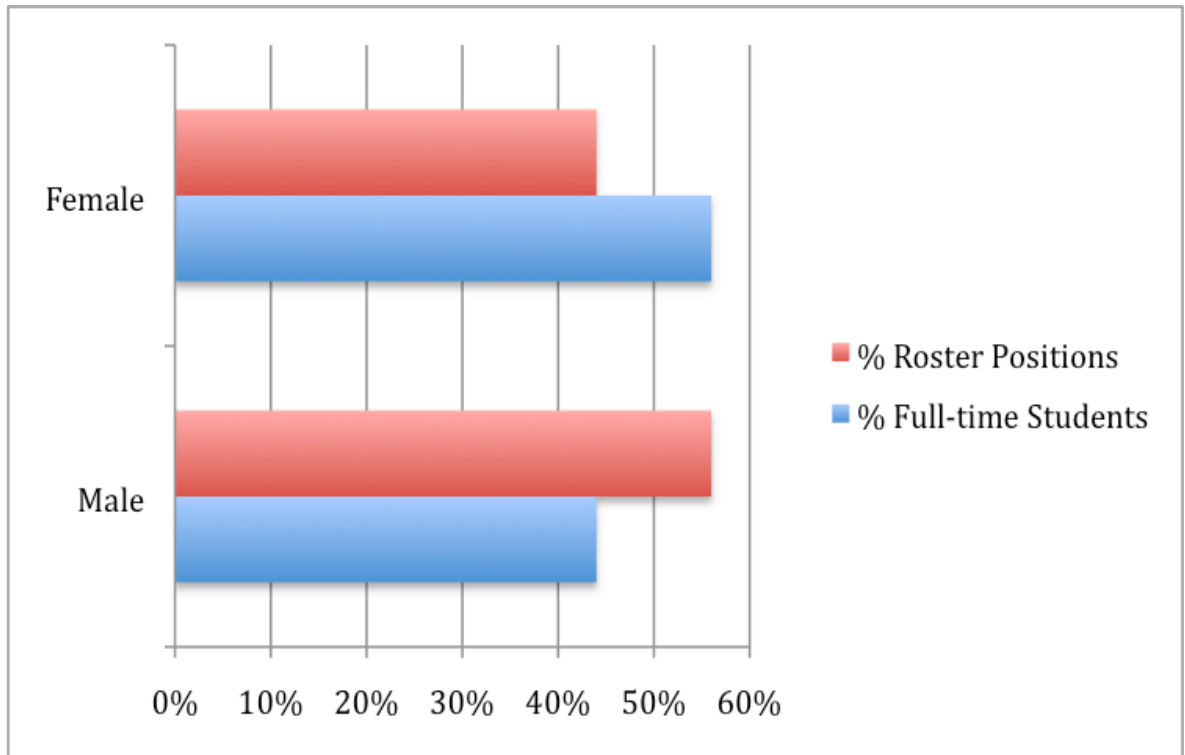


Table 1: CIS/SIC Data

	Male	Female
Full-time Students	340,287 (44%)	435,782 (56%)
Varsity Teams	431	425
Club Teams	36	37
Head Coaches	586 (81%)	134 (19%)
Athletic Directors	43	9

	All Sports	CIS Competition Sports	Other Competition Sports	All Sports (Excluding Football)
Male Roster Positions	9,933 (56%)	7,131 (55%)	2,802 (59%)	7,971 (50%)
Female Roster Positions	7,815 (44%)	5,844 (45%)	1,971 (41%)	7,815 (50%)
Male Positions/ 100 Students	2.9	x	x	x
Female Positions/ 100 Students	1.8	x	x	x

	Male Coaches of Female Teams	Female Coaches of Male Teams
Gender-segregated team	166	2
Co-ed team	167	45
TOTAL	333	47

	Total	Percentage
AFA Funding for Males in CIS/SIC Sports*	\$6,222,771	58%
AFA Funding for Females in CIS/SIC Sports *	\$4,381,848	42%

* Most recent data available: 2009-10

Table 2: Atlantic University Sport (AUS) Data

	Male	Female
Full-time Students	27,581 (42%)	37,376 (58%)
Varsity Teams	59	63
Club Teams	5	6
Head Coaches	92 (84%)	17 (16%)
Athletic Directors	10	1

	All Sports	CIS Competition Sports	Other Competition Sports	All Sports (Excluding Football)
Male Roster Positions	1,259 (52%)	1,165 (53%)	94 (47%)	931 (45%)
Female Roster Positions	1,143 (48%)	1,036 (47%)	107 (53%)	1,143 (55%)
Male Positions/ 100 Students	4.6	x	x	x
Female Positions/ 100 Students	3.1	x	x	x

	Male Coaches of Female Teams	Female Coaches of Male Teams
Gender-segregated team	36	0
Co-ed team	17	4
TOTAL	53	4

	Total	Percentage
AFA Funding for Males in CIS/SIC Sports*	\$1,857,080	59%
AFA Funding for Females in CIS/SIC Sports *	\$1,162,649	41%

* Most recent data available: 2009-10

Table 3: Réseau du sport étudiant du Québec (RSEQ) Data

	Male	Female
Full-time Students	60,534 (42%)	83,497 (58%)
Varsity Teams	65	62
Club Teams	11	10
Head Coaches	85 (86%)	14 (14%)
Athletic Directors	7	1

	All Sports	CIS Competition Sports	Other Competition Sports	All Sports (Excluding Football)
Male Roster Positions	1,584 (58%)	1,080 (59%)	504 (56%)	1,091 (48%)
Female Roster Positions	1,162 (42%)	763 (41%)	399 (44%)	1,162 (52%)
Male Positions/ 100 Students	2.6	x	x	x
Female Positions/ 100 Students	1.4	x	x	x

	Male Coaches of Female Teams	Female Coaches of Male Teams
Gender-segregated team	23	1
Co-ed team	26	5
TOTAL	49	6

	Total	Percentage
AFA Funding for Males in CIS/SIC Sports*	\$719,503	69%
AFA Funding for Females in CIS/SIC Sports *	\$325,174	31%

* Most recent data available: 2009-10

Table 4: Ontario University Athletics (OUA) Data

	Male	Female
Full-time Students	160,673 (45%)	198,916 (55%)
Varsity Teams	206	201
Club Teams	18	19
Head Coaches	275 (81%)	65 (19%)
Athletic Directors	14	5

	All Sports	CIS Competition Sports	Other Competition Sports	All Sports (Excluding Football)
Male Roster Positions	4,805 (56%)	3,086 (54%)	1,719 (60%)	4,134 (53%)
Female Roster Positions	3,728 (44%)	2,579 (46%)	1,149 (40%)	3,728 (47%)
Male Positions/100 Students	3.0	x	x	x
Female Positions/100 Students	1.9	x	x	x

	Male Coaches of Female Teams	Female Coaches of Male Teams
Gender-segregated team	74	1
Co-ed team	86	27
TOTAL	160	28

	Total	Percentage
AFA Funding for Males in CIS/SIC Sports*	\$1,506,455	54%
AFA Funding for Females in CIS/SIC Sports *	\$1,391,749	46%

* Most recent data available: 2009-10

Table 5: Canada West Universities Athletic Association (CWUAA) Data

	Male	Female
Full-time Students	91,499 (44%)	115,993 (56%)
Varsity Teams	101	99
Club Teams	2	2
Head Coaches	134 (78%)	38 (22%)
Athletic Directors	12	2

	All Sports	CIS Competition Sports	Other Competition Sports	All Sports (Excluding Football)
Male Roster Positions	2,285 (56%)	1,800 (55%)	485 (61%)	1,815 (50%)
Female Roster Positions	1,782 (44%)	1,466 (45%)	316 (39%)	1,782 (50%)
Male Positions/100 Students	2.5	x	x	x
Female Positions/100 Students	1.5	x	x	x

	Male Coaches of Female Teams	Female Coaches of Male Teams
Gender-segregated team	33	0
Co-ed team	38	9
TOTAL	71	9

	Total	Percentage
AFA Funding for Males in CIS/SIC Sports*	\$2,107,676	57%
AFA Funding for Females in CIS/SIC Sports *	\$1,533,333	43%

* Most recent data available: 2009-10

Recommendations

- We encourage CIS/SIC, the four regional athletics conferences, and all Canadian university athletics departments to 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.
- Leadership in interuniversity sport is clearly an area of concern, and we encourage CIS/SIC, the four regional athletics conferences, and all Canadian university athletics departments to evaluate and determine how leadership opportunities may be made more available for women in coaching and administration.¹⁰
- Good reasons to move toward proportionality and an increased number of participation opportunities for female athletes have been given in this Report, and in CIS/SIC deliberations between 2002 and 2004. We recommend that CIS/SIC, the four regional athletics conferences, and all Canadian university athletics departments 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.¹¹
- In order to be “just and fair” to the men and women involved, CIS/SIC may wish to consider implementing consequences for failure to implement its Equity and Equality Policy.

Future Plans

The Centre for Sport Policy Studies intends to make this Report the first of a biennial series, and plans to carry out a further study of gender equity in Canadian interuniversity sport in 2013, when gender equity may be assessed against these baseline data.

Further, the Centre plans to prepare a brief supplementary report incorporating funding for male and female student athletes when 2010-11 AFA data become available.

Every effort will be made to incorporate the following into future reports: a) the occupational status of coaches; b) additional data on administrative and coaching staff (e.g., assistant directors of athletics; assistant/associate coaches); and c) current data on AFAs.

Notes

1. There are 11 women's sports, and 10 men's sports: 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.

2. Hogshead-Makar's comment came in response to a *New York Times* article (Thomas, 2011) documenting the ways in which some US universities were subverting Title IX gender equality regulations by fudging data about women's participation.

The use of this quote is not intended to imply that Canadian universities or CIS/SIC have ever provided incorrect gender equity information, and there is certainly no evidence of that. Rather, the suggestion here is that, if an independent agency collects and disseminates equity and equality data, there is no possibility of accusations of self-interest being made with regard to the compilation of data.

3. This, and the following two citations from CIS/SIC meetings are adapted from Beaubier (2004).

4. Since universities may award AFAs in the non-CIS/SIC championship sports, the annual AFA data are also partial.

5. It was not possible to determine the occupational status of head coaches: i.e., full time salaried; part time, salary or stipend; and part time voluntary. Such data are an important element of equity, and should become a part of future reports. Similarly, data are only presented for head coaches, who range from volunteer and player coaches to full time paid coaches. We recognize that assistant/associate coaches range from occasional volunteers to full-time paid staff, and every effort will be made in future reports to capture the full range of coaching positions rather than just head coaches.

6. The inclusion of some club teams in this Report highlights the complex position of club sports in university sport. 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 athletic departments. 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 this Report, data were collected on 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 2010-11.

7. 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 athletic department or the coach. In one case,

Wilfrid Laurier University discontinued its Varsity men's and women's volleyball at the conclusion of the 2010-11 season, and it was not possible to obtain information on the roster size at the start of that season. In total, averages were used for 15 male teams (172 roster positions) and 14 female teams (214 roster positions). The specific teams for which averages were used are noted in the individual university profiles.

8. It should be noted that a handful of institutions include an "unknown" or "unreported" gender category. While socially 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. CIS/SIC (2009-10a) reports on Athletic Financial Awards for 2009-10 indicate a proportion of 46% female and 54% male athletes in CIS/SIC sports. It should be noted that the CIS/SIC AFA reports indicate a lower number of athletes than this Report. This Report 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.

10. A 2009 interview with Acosta and Carpenter helps to put paid to the idea that female athletes prefer male coaches (Pappano & Taylor, 2009).

11. Realistic exceptions here include Royal Military College, where male students predominate, and where the number of participation opportunities per 100 female students is high.

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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, ~~Operations & Development~~ **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

Acadia University

Province: Nova Scotia

Conference: Atlantic University Sport

Varsity Team Nickname: Axemen/Axewomen

	Male	Female
Full-Time Students	1,346 (45%)	1,659 (55%)
Varsity Roster Positions	157 (58%)	116 (42%)
Club Roster Positions	0 (0%)	3 (100%)
Total Roster Positions	157 (57%)	119 (43%)
Total Roster Positions/ 100 Full-time Students	11.7	7.2

	Male	Female
Varsity Teams	5	6
Club Teams	0	1
Head Coaches	10 (100%)	0 (0%)
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: Track and Field (F)

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

NB: Track and Field did not have a head coach

Bishop's University



Province: Quebec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Gaiters

	Male	Female
Full-Time Students	785 (44%)	982 (56%)
Varsity Roster Positions	179 (67%)	87 (33%)
Club Roster Positions	0	0
Total Roster Positions	179 (67%)	87 (33%)
Total Roster Positions/ 100 Full-time Students	22.8	8.9

	Male	Female
Varsity Teams	4	3
Club Teams	0	0
Head Coaches	6 (86%)	1 (14%)
Athletic Director	√	

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



Brandon University

Province: Manitoba

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Bobcats

	Male	Female
Full-Time Students	661 (31%)	1,485 (69%)
Varsity Roster Positions	26 (47%)	29 (53%)
Club Roster Positions	0	0
Total Roster Positions	26 (47%)	29 (53%)
Total Roster Positions/ 100 Full-time Students	3.9	2.0

	Male	Female
Varsity Teams	2	2
Club Teams	0	0
Head Coaches	4 (100%)	0 (0%)
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	6,124 (43%)	8,214 (57%)
Varsity Roster Positions	218 (50%)	214 (50%)
Club Roster Positions	0	0
Total Roster Positions	218 (50%)	214 (50%)
Total Roster Positions/ 100 Full-time Students	3.6	2.6

	Male	Female
Varsity Teams	13	11
Club Teams	0	0
Head Coaches	18 (90%)	2 (10%)
Athletic Director	√	

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

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

NB: Fencing had three head coaches

Cape Breton University



Province: Nova Scotia
Conference: Atlantic University Sport
Varsity Team Nickname: Capers

	Male	Female
Full-Time Students	923 (41%)	1,315 (59%)
Varsity Roster Positions	36 (46%)	42 (54%)
Club Roster Positions	0	0
Total Roster Positions	36 (46%)	42 (54%)
Total Roster Positions/ 100 Full-time Students	3.9	3.2

	Male	Female
Varsity Teams	2	3
Club Teams	0	0
Head Coaches	5 (100%)	0 (0%)
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	10,161 (51%)	9,648 (49%)
Varsity Roster Positions	129 (49%)	135 (51%)
Club Roster Positions	1 (5%)	21 (95%)
Total Roster Positions	130 (45%)	156 (55%)
Total Roster Positions/ 100 Full-time Students	1.3	1.6

	Male	Female
Varsity Teams	9	10
Club Teams	1	1
Head Coaches	12 (71%)	5 (29%)
Athletic Director		√

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

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

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

NB: Golf and Swimming each had two head coaches

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

Concordia University



Province: Quebec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Stingers

	Male	Female
Full-Time Students	10,701 (50%)	10,748 (50%)
Varsity Roster Positions	192 (65%)	105 (35%)
Club Roster Positions	29 (67%)	14 (33%)
Total Roster Positions	221 (65%)	119 (35%)
Total Roster Positions/ 100 Full-time Students	2.1	1.1

	Male	Female
Varsity Teams	6	5
Club Teams	3	2
Head Coaches	13 (100%)	0 (0%)
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: Alpine Skiing* (M/F); Cross Country* (M/F); Golf (M)

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

Dalhousie University

Province: Nova Scotia

Conference: Atlantic University Sport

Varsity Team Nickname: Tigers

	Male	Female
Full-Time Students	6,216 (45%)	7,533 (55%)
Varsity Roster Positions	135 (51%)	130 (49%)
Club Roster Positions	0	0
Total Roster Positions	135 (51%)	130 (49%)
Total Roster Positions/ 100 Full-time Students	2.2	1.7

	Male	Female
Varsity Teams	7	7
Club Teams	0	0
Head Coaches	7 (70%)	3 (30%)
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 head coach(es)*

NB: Cross Country and Track and Field had the same head coach

Lakehead University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Thunderwolves

	Male	Female
Full-Time Students	2,902 (44%)	3,755 (56%)
Varsity Roster Positions	79 (49%)	82 (51%)
Club Roster Positions	27 (49%)	28 (51%)
Total Roster Positions	106 (49%)	110 (51%)
Total Roster Positions/ 100 Full-time Students	3.7	2.9

	Male	Female
Varsity Teams	6	6
Club Teams	2	2
Head Coaches	11 (92%)	1 (8%)
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); Rowing* (M/F)

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

NB: Nordic Skiing had two head coaches

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

Laurentian University



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Voyageurs

	Male	Female
Full-Time Students	2,340 (37%)	3,992 (63%)
Varsity Roster Positions	63 (44%)	80 (56%)
Club Roster Positions	0	0
Total Roster Positions	63 (44%)	80 (56%)
Total Roster Positions/ 100 Full-time Students	2.7	2.0

	Male	Female
Varsity Teams	6	6
Club Teams	0	0
Head Coaches	8 (89%)	1 (11%)
Athletic Director	√	

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

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



McGill University

Province: Quebec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Redmen/Martlets

	Male	Female
Full-Time Students	11,048 (43%)	14,643 (57%)
Varsity Roster Positions	340 (56%)	270 (44%)
Club Roster Positions	12 (32%)	25 (68%)
Total Roster Positions	352 (54%)	295 (46%)
Total Roster Positions/ 100 Full-time Students	3.2	2.0

	Male	Female
Varsity Teams	14	14
Club Teams	2	2
Head Coaches	19 (83%)	4 (17%)
Athletic Director	√	

List of Varsity Teams: 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); Skiing* (M/F); Soccer (M/F); Swimming* (M/F); Synchronized Swimming (F); Track and Field* (M/F); Volleyball (F)

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

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

NB: Squash did not have a head coach

NB: OUA conference averages were used to determine the roster size for men's and women's Squash, as no other RSEQ universities had Squash teams

McMaster University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Marauders

	Male	Female
Full-Time Students	10,495 (45%)	12,805 (55%)
Varsity Roster Positions	426 (62%)	261 (38%)
Club Roster Positions	26 (37%)	44 (63%)
Total Roster Positions	452 (60%)	305 (40%)
Total Roster Positions/ 100 Full-time Students	4.3	2.4

	Male	Female
Varsity Teams	17	16
Club Teams	1	2
Head Coaches	24 (86%)	4 (14%)
Athletic Director	√	

List of Varsity Teams: Badminton* (M/F); Baseball (M); Basketball (M/F); Cross Country* (M/F); Fastpitch (F); Fencing* (M/F); Football (M); Golf* (M/F); Lacrosse (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); Water Polo* (M/F); Wrestling* (M/F)

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

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

** Golf had two head coaches



Memorial University of Newfoundland

Province: Newfoundland

Conference: Atlantic University Sport

Varsity Team Nickname: Sea-Hawks

	Male	Female
Full-Time Students	5,675 (40%)	8,356 (60%)
Varsity Roster Positions	81 (52%)	74 (48%)
Club Roster Positions	7 (50%)	7 (50%)
Total Roster Positions	88 (52%)	81 (48%)
Total Roster Positions/ 100 Full-time Students	1.6	1.0

	Male	Female
Varsity Teams	6	6
Club Teams	2	2
Head Coaches	12 (86%)	2 (14%)
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: Curling (M/F); Track and Field* (M/F)

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

NB: Men's and women's Curling each had two head coaches

Mount Allison University



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

	Male	Female
Full-Time Students	1,025 (39%)	1,598 (61%)
Varsity Roster Positions	126 (63%)	75 (37%)
Club Roster Positions	0	0
Total Roster Positions	126 (63%)	75 (37%)
Total Roster Positions/ 100 Full-time Students	12.3	4.7

	Male	Female
Varsity Teams	5	6
Club Teams	0	0
Head Coaches	7 (88%)	1 (12%)
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 head coach(es)*

Nipissing University



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Lakers

	Male	Female
Full-Time Students	1,156 (31%)	2,597 (69%)
Varsity Roster Positions	82 (63%)	49 (37%)
Club Roster Positions	0	0
Total Roster Positions	82 (63%)	49 (37%)
Total Roster Positions/ 100 Full-time Students	7.1	1.9

	Male	Female
Varsity Teams	5	4
Club Teams	0	0
Head Coaches	7 (100%)	0 (0%)
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 head coach(es)*



Queen's University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Gaels

	Male	Female
Full-Time Students	7,836 (44%)	9,951 (56%)
Varsity Roster Positions	250 (59%)	173 (41%)
Club Roster Positions	103 (46%)	119 (54%)
Total Roster Positions	353 (55%)	292 (45%)
Total Roster Positions/ 100 Full-time Students	4.5	2.9

	Male	Female
Varsity Teams	8	7
Club Teams	11	11
Head Coaches	17 (65%)	9 (35%)
Athletic Director		√

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); 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 head coach(es)*

NB: Conference averages were used to determine the roster size for men's Baseball and men's and women's Curling, Fencing, Figure Skating and Golf



Royal Military College

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Paladins

	Male	Female
Full-Time Students	1,075 (78%)	304 (22%)
Varsity Roster Positions	171 (69%)	77 (31%)
Club Roster Positions	0	0
Total Roster Positions	171 (69%)	77 (31%)
Total Roster Positions/ 100 Full-time Students	15.9	25.3

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

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

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

Ryerson University



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

	Male	Female
Full-Time Students	9,089 (47%)	10,143 (53%)
Varsity Roster Positions	108 (53%)	96 (47%)
Club Roster Positions	0	0
Total Roster Positions	108 (53%)	96 (47%)
Total Roster Positions/ 100 Full-time Students	1.2	0.9

	Male	Female
Varsity Teams	7	8
Club Teams	0	0
Head Coaches	8 (67%)	4 (33%)
Athletic Director	√	

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

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

Saint Francis Xavier University



Province: Nova Scotia
Conference: Atlantic University Sport
Varsity Team Nickname: X-Men/X-Women

	Male	Female
Full-Time Students	1,686 (38%)	2,736 (62%)
Varsity Roster Positions	191 (55%)	154 (45%)
Club Roster Positions	0	0
Total Roster Positions	191 (55%)	154 (45%)
Total Roster Positions/ 100 Full-time Students	11.3	5.6

	Male	Female
Varsity Teams	6	7
Club Teams	0	0
Head Coaches	9 (90%)	1 (10%)
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 head coach(es)*

NB: Cross Country and Track and Field had the same head coach

Saint Mary's University



Province: Nova Scotia
Conference: Atlantic University Sport
Varsity Team Nickname: Huskies

	Male	Female
Full-Time Students	2,892 (50%)	2,917 (50%)
Varsity Roster Positions	163 (55%)	133 (45%)
Club Roster Positions	4 (50%)	4 (50%)
Total Roster Positions	167 (55%)	137 (45%)
Total Roster Positions/ 100 Full-time Students	5.8	4.7

	Male	Female
Varsity Teams	8	6
Club Teams	1	1
Head Coaches	10 (77%)	3 (23%)
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 (M/F)

** Indicates that the men's and women's team shared the same head coach(es)
 NB: Cross Country and Track and Field had the same head coach in 2011-12*

Saint Thomas University



St. Thomas University

Province: New Brunswick

Conference: Atlantic University Sport

Varsity Team Nickname: Tommies

	Male	Female
Full-Time Students	736 (31%)	1,602 (69%)
Varsity Roster Positions	98 (51%)	94 (49%)
Club Roster Positions	0	0
Total Roster Positions	98 (51%)	94 (49%)
Total Roster Positions/ 100 Full-time Students	13.3	5.9

	Male	Female
Varsity Teams	7	6
Club Teams	0	0
Head Coaches	11 (92%)	1 (8%)
Athletic Director	√	

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

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



THOMPSON RIVERS
UNIVERSITY

Thompson Rivers University

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: WolfPack

	Male	Female
Full-Time Students	3,745 (47%)	4,185 (53%)
Varsity Roster Positions	121 (62%)	75 (38%)
Club Roster Positions	0	0
Total Roster Positions	121 (62%)	75 (38%)
Total Roster Positions/ 100 Full-time Students	3.2	1.8

	Male	Female
Varsity Teams	6	5
Club Teams	0	0
Head Coaches	10 (83%)	2 (17%)
Athletic Director	√	

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

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

NB: Cheerleading and men's Soccer each had two head coaches

Trent University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Excalibur

	Male	Female
Full-Time Students	2,253 (35%)	4,110 (65%)
Varsity Roster Positions	157 (53%)	141 (47%)
Club Roster Positions	0	0
Total Roster Positions	157 (53%)	141 (47%)
Total Roster Positions/ 100 Full-time Students	7.0	3.4

	Male	Female
Varsity Teams	9	8
Club Teams	0	0
Head Coaches	11 (85%)	2 (15%)
Athletic Director	√	

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

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

NB: Curling had two head coaches



Trinity Western University

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Spartans

	Male	Female
Full-Time Students	1,183 (42%)	1,615 (58%)
Varsity Roster Positions	95 (57%)	72 (43%)
Club Roster Positions	0	0
Total Roster Positions	95 (57%)	72 (43%)
Total Roster Positions/ 100 Full-time Students	8.0	4.5

	Male	Female
Varsity Teams	6	5
Club Teams	0	0
Head Coaches	9 (90%)	1 (10%)
Athletic Director	√	

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

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

NB: Men's Soccer had two head coaches

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	76 (49%)	80 (51%)
Club Roster Positions	0	0
Total Roster Positions	76 (49%)	80 (51%)
Total Roster Positions/ 100 Full-time Students	4.1	2.5

	Male	Female
Varsity Teams	4	5
Club Teams	0	0
Head Coaches	5 (83%)	1 (17%)
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 head coach(es)*

Université de Montreal

Province: Quebec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Carabins

	Male	Female
Full-Time Students	10,117 (35%)	18,387 (65%)
Varsity Roster Positions	205 (59%)	140 (41%)
Club Roster Positions	2 (22%)	7 (78%)
Total Roster Positions	207 (58%)	147 (42%)
Total Roster Positions/ 100 Full-time Students	2.0	0.8

	Male	Female
Varsity Teams	9	9
Club Teams	1	1
Head Coaches	11 (92%)	1 (8%)
Athletic Director	√	

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

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

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

NB: Track and Field did not have a head coach

Université d'Ottawa/University of Ottawa



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Gee-Gees

	Male	Female
Full-Time Students	11,675 (39%)	18,372 (61%)
Varsity Roster Positions	235 (58%)	170 (42%)
Club Roster Positions	45 (63%)	26 (37%)
Total Roster Positions	280 (59%)	196 (41%)
Total Roster Positions/ 100 Full-time Students	2.4	1.1

	Male	Female
Varsity Teams	6	8
Club Teams	2	2
Head Coaches	14 (88%)	2 (12%)
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)

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

NB: Women's Basketball and women's Volleyball each had two head coaches

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

Université du Québec à Montréal

Province: Quebec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Citadins

	Male	Female
Full-Time Students	8,349 (39%)	13,278 (61%)
Varsity Roster Positions	42 (49%)	44 (51%)
Club Roster Positions	31 (42%)	43 (58%)
Total Roster Positions	73 (46%)	87 (54%)
Total Roster Positions/ 100 Full-time Students	0.9	0.7

	Male	Female
Varsity Teams	3	3
Club Teams	4	4
Head Coaches	6 (67%)	3 (33%)
Athletic Director	√	

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

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

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

NB: Track and Field did not have a head coach

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

Université du Québec à Trois-Rivières



Province: Quebec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Patriotes

	Male	Female
Full-Time Students	2,548 (38%)	4,092 (62%)
Varsity Roster Positions	89 (52%)	81 (48%)
Club Roster Positions	0	0
Total Roster Positions	89 (52%)	81 (48%)
Total Roster Positions/ 100 Full-time Students	3.5	2.0

	Male	Female
Varsity Teams	6	6
Club Teams	0	0
Head Coaches	6 (75%)	2 (25%)
Athletic Director	√	

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

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

Université de Sherbrooke



Province: Quebec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Vert-et-Or

	Male	Female
Full-Time Students	6,198 (47%)	7,037 (53%)
Varsity Roster Positions	222 (60%)	150 (40%)
Club Roster Positions	0	0
Total Roster Positions	222 (60%)	150 (40%)
Total Roster Positions/ 100 Full-time Students	3.6	2.1

	Male	Female
Varsity Teams	10	9
Club Teams	0	0
Head Coaches	11 (92%)	1 (8%)
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 head coach(es)*



Université Laval

Province: Quebec

Conference: Réseau du sport étudiant du Québec

Varsity Team Nickname: Rouge et Or

	Male	Female
Full-Time Students	10,788 (43%)	14,330 (57%)
Varsity Roster Positions	235 (58%)	169 (42%)
Club Roster Positions	6 (18%)	27 (82%)
Total Roster Positions	241 (55%)	196 (45%)
Total Roster Positions/ 100 Full-time Students	2.2	1.4

	Male	Female
Varsity Teams	13	13
Club Teams	1	1
Head Coaches	13 (87%)	2 (13%)
Athletic Director	√	

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

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

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

NB: Cross Country and Track and Field shared the same head coach

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

University of Alberta

Province: Alberta

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Golden Bears/Pandas

	Male	Female
Full-Time Students	14,852 (45%)	17,938 (55%)
Varsity Roster Positions	291 (54%)	243 (46%)
Club Roster Positions	0	0
Total Roster Positions	291 (54%)	243 (46%)
Total Roster Positions/ 100 Full-time Students	2.0	1.4

	Male	Female
Varsity Teams	12	13
Club Teams	0	0
Head Coaches	12 (67%)	6 (33%)
Athletic Director	√	

List of Varsity Teams: Basketball (M/F); Cross Country* (M/F); Curling* (M/F); Field Hockey (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 head coach(es)*



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	387 (62%)	239 (38%)
Club Roster Positions	0	0
Total Roster Positions	387 (62%)	239 (38%)
Total Roster Positions/ 100 Full-time Students	2.5	1.3

	Male	Female
Varsity Teams	15	14
Club Teams	0	0
Head Coaches	20 (87%)	3 (13%)
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 head coach(es)*

NB: Rowing had two head coaches



OKANAGAN

University of British Columbia Okanagan

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Heat

	Male	Female
Full-Time Students	2,018 (42%)	2,766 (58%)
Varsity Roster Positions	59 (53%)	53 (47%)
Club Roster Positions	0	0
Total Roster Positions	59 (53%)	53 (47%)
Total Roster Positions/ 100 Full-time Students	2.9	1.9

	Male	Female
Varsity Teams	4	4
Club Teams	0	0
Head Coaches	5 (63%)	3 (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 Head Coach(es)*

NB: Men's Soccer has two head coaches



University of Calgary

Province: Alberta

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Dinos

	Male	Female
Full-Time Students	12,311 (47%)	13,919 (53%)
Varsity Roster Positions	271 (54%)	232 (46%)
Club Roster Positions	0	0
Total Roster Positions	271 (54%)	232 (46%)
Total Roster Positions/ 100 Full-time Students	2.2	1.7

	Male	Female
Varsity Teams	9	10
Club Teams	0	0
Head Coaches	11 (73%)	4 (27%)
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); 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 head coach(es)

University of Guelph

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Gryphons

	Male	Female
Full-Time Students	7,377 (39%)	11,562 (61%)
Varsity Roster Positions	406 (57%)	304 (43%)
Club Roster Positions	5 (50%)	5 (50%)
Total Roster Positions	411 (57%)	309 (43%)
Total Roster Positions/ 100 Full-time Students	5.6	2.7

	Male	Female
Varsity Teams	16	15
Club Teams	1	1
Head Coaches	18 (72%)	7 (28%)
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 head coach(es)*



University of Lethbridge

Province: Alberta

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Pronghorns

	Male	Female
Full-Time Students	3,115 (43%)	4,171 (57%)
Varsity Roster Positions	92 (47%)	105 (53%)
Club Roster Positions	0	0
Total Roster Positions	92 (47%)	105 (53%)
Total Roster Positions/ 100 Full-time Students	3.0	2.5

	Male	Female
Varsity Teams	6	6
Club Teams	0	0
Head Coaches	7 (70%)	3 (30%)
Athletic Director		√

List of Varsity Teams: Basketball (M/F); Ice Hockey (M/F); Judo (M); 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 head 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	10,178 (46%)	12,035 (54%)
Varsity Roster Positions	235 (59%)	166 (41%)
Club Roster Positions	4 (100%)	0 (0%)
Total Roster Positions	239 (59%)	166 (41%)
Total Roster Positions/ 100 Full-time Students	2.3	1.4

	Male	Female
Varsity Teams	9	9
Club Teams	1	0
Head Coaches	13 (81%)	3 (19%)
Athletic Director		√

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

List of Club Teams: Curling (M)

** Indicates that the men's and women's team shared the same head coach(es)*
NB: Dance and Golf each had two head coaches



University of New Brunswick

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

	Male	Female
Full-Time Students	3,864 (47%)	4,306 (53%)
Varsity Roster Positions	91 (50%)	91 (50%)
Club Roster Positions	19 (48%)	21 (52%)
Total Roster Positions	110 (50%)	112 (50%)
Total Roster Positions/ 100 Full-time Students	2.8	2.6

	Male	Female
Varsity Teams	5	5
Club Teams	2	2
Head Coaches	10 (83%)	2 (17%)
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); Wrestling* (M/F)

** Indicates that the men's and women's team shared the same head coach(es)*
NB: Conference averages were used to determine the roster size for men's and women's Wrestling

University of Ontario Institute of Technology



Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Ridgebacks

	Male	Female
Full-Time Students	3,644 (59%)	2,488 (41%)
Varsity Roster Positions	84 (58%)	62 (42%)
Club Roster Positions	0	0
Total Roster Positions	84 (58%)	62 (42%)
Total Roster Positions/ 100 Full-time Students	2.3	2.5

	Male	Female
Varsity Teams	5	4
Club Teams	0	0
Head Coaches	3 (50%)	3 (50%)
Athletic Director	√	

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

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

University of Prince Edward Island



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

	Male	Female
Full-Time Students	1,352 (38%)	2,196 (62%)
Varsity Roster Positions	75 (39%)	119 (61%)
Club Roster Positions	0	0
Total Roster Positions	75 (39%)	119 (61%)
Total Roster Positions/ 100 Full-time Students	5.5	5.4

	Male	Female
Varsity Teams	4	6
Club Teams	0	0
Head Coaches	6 (67%)	3 (33%)
Athletic Director	√	

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

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

University of Regina



Province: Saskatchewan

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Rams/Cougars

	Male	Female
Full-Time Students	4,717 (39%)	7,327 (61%)
Varsity Roster Positions	196 (60%)	129 (40%)
Club Roster Positions	0 (0%)	5 (100%)
Total Roster Positions	196 (59%)	134 (41%)
Total Roster Positions/ 100 Full-time Students	4.2	1.8

	Male	Female
Varsity Teams	8	8
Club Teams	0	1
Head Coaches	11 (85%)	2 (15%)
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)

List of Club Teams: Curling (F)

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

University of Saskatchewan



Province: Saskatchewan

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Huskies

	Male	Female
Full-Time Students	8,507 (44%)	10,998 (56%)
Varsity Roster Positions	220 (59%)	150 (41%)
Club Roster Positions	4 (50%)	4 (50%)
Total Roster Positions	224 (59%)	154 (41%)
Total Roster Positions/ 100 Full-time Students	2.6	1.4

	Male	Female
Varsity Teams	8	7
Club Teams	1	1
Head Coaches	10 (71%)	4 (29%)
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)

List of Club Teams: Curling (M/F)

** Indicates that the men's and women's team shared the same head 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	4,115 (40%)	6,140 (60%)
Varsity Roster Positions	65 (46%)	76 (54%)
Club Roster Positions	0	0
Total Roster Positions	65 (46%)	76 (54%)
Total Roster Positions/ 100 Full-time Students	1.6	1.2

	Male	Female
Varsity Teams	5	5
Club Teams	0	0
Head Coaches	7 (70%)	3 (30%)
Athletic Director	√	

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

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

NB: Cheerleading had two head coaches



University of Toronto

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Varsity Blues

	Male	Female
Full-Time Students	28,390 (44%)	36,146 (56%)
Varsity Roster Positions	504 (56%)	397 (44%)
Club Roster Positions	0	0
Total Roster Positions	504 (56%)	397 (44%)
Total Roster Positions/ 100 Full-time Students	1.8	1.1

	Male	Female
Varsity Teams	22	24
Club Teams	0	0
Head Coaches	28 (80%)	7 (20%)
Athletic Director		√

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

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

NB: There were two co-ed teams, Cheerleading and Figure Skating, that had only female athletes in 2010-11 and have been counted only as female teams.

University of Victoria

Province: British Columbia

Conference: Canada West Universities Athletic Association

Varsity Team Nickname: Vikes

	Male	Female
Full-Time Students	6,476 (44%)	8,139 (56%)
Varsity Roster Positions	170 (52%)	158 (48%)
Club Roster Positions	0	0
Total Roster Positions	170 (52%)	158 (48%)
Total Roster Positions/ 100 Full-time Students	2.6	1.9

	Male	Female
Varsity Teams	8	8
Club Teams	0	0
Head Coaches	11 (85%)	2 (15%)
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 head coach(es)*

NB: Rowing had two head coaches

University of Waterloo

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Warriors

	Male	Female
Full-Time Students	15,868 (57%)	11,897 (43%)
Varsity Roster Positions	308 (52%)	286 (48%)
Club Roster Positions	0	0
Total Roster Positions	308 (52%)	286 (48%)
Total Roster Positions/ 100 Full-time Students	1.9	2.4

	Male	Female
Varsity Teams	17	17
Club Teams	0	0
Head Coaches	17 (74%)	6 (26%)
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); 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 head coach(es)*

NB: The Waterloo Football team was suspended for the 2010-11 season and is therefore not included in these data

University of Western Ontario

The University of Western Ontario

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Mustangs

	Male	Female
Full-Time Students	11,431 (46%)	13,365 (54%)
Varsity Roster Positions	521 (58%)	380 (42%)
Club Roster Positions	0	0
Total Roster Positions	521 (58%)	380 (42%)
Total Roster Positions/ 100 Full-time Students	4.6	2.8

	Male	Female
Varsity Teams	20	20
Club Teams	0	0
Head Coaches	27 (87%)	4 (13%)
Athletic Director		√

List of Varsity Teams: Badminton* (M/F); Baseball (M); Basketball (M/F); Cross Country* (M/F); Curling* (M/F); Fencing* (M/F); Field Hockey (F); Figure Skating* (M/F); Football (M); Golf* (M/F); Ice Hockey (M/F); Lacrosse (F); Rowing* (M/F); Rugby (M/F); Soccer (M/F); Softball (F); Squash* (M/F); Swimming* (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 head coach(es)*

NB: Fencing, Golf and Tennis each had two head coaches

University of Windsor

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Lancers

	Male	Female
Full-Time Students	5,937 (46%)	6,890 (54%)
Varsity Roster Positions	244 (63%)	144 (37%)
Club Roster Positions	0	0
Total Roster Positions	244 (63%)	144 (37%)
Total Roster Positions/ 100 Full-time Students	4.1	2.1

	Male	Female
Varsity Teams	9	8
Club Teams	0	0
Head Coaches	11 (85%)	2 (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 head 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	49 (52%)	46 (48%)
Club Roster Positions	0	0
Total Roster Positions	49 (52%)	46 (48%)
Total Roster Positions/ 100 Full-time Students	1.2	0.6

	Male	Female
Varsity Teams	3	3
Club Teams	0	0
Head Coaches	4 (67%)	2 (33%)
Athletic Director	√	

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



Wilfrid Laurier University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Golden Hawks

	Male	Female
Full-Time Students	5,611 (44%)	7,009 (56%)
Varsity Roster Positions	319 (59%)	223 (41%)
Club Roster Positions	0	0
Total Roster Positions	319 (59%)	223 (41%)
Total Roster Positions/ 100 Full-time Students	5.7	3.2

	Male	Female
Varsity Teams	12	11
Club Teams	0	0
Head Coaches	16 (84%)	3 (16%)
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); Volleyball (M/F)

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

NB: Cross Country and Indoor Middle Distance had the same head coach

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

York University

Province: Ontario

Conference: Ontario University Athletics

Varsity Team Nickname: Lions

	Male	Female
Full-Time Students	17,309 (40%)	25,668 (60%)
Varsity Roster Positions	294 (58%)	211 (42%)
Club Roster Positions	0	0
Total Roster Positions	294 (58%)	211 (42%)
Total Roster Positions/ 100 Full-time Students	1.7	0.8

	Male	Female
Varsity Teams	11	12
Club Teams	0	0
Head Coaches	16 (94%)	1 (6%)
Athletic Director		√

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

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