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## Equity and Empowerment: Fostering Real Organizational Change

Chair: Olga Stachova, MOSAIC

Panelists: Magdalene Cooman, World Skills Employment Centre, Ottawa  
Henry Akanko, Hire Immigrants Ottawa  
Sandhya Ghai, MOSAIC



# Aminat Muibi

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GRADUATE STUDENT

UNIVERSITY OF VICTORIA

# Immigrant Accension into Top Leadership

Project by MOSAIC / University of Victoria  
Covering BC

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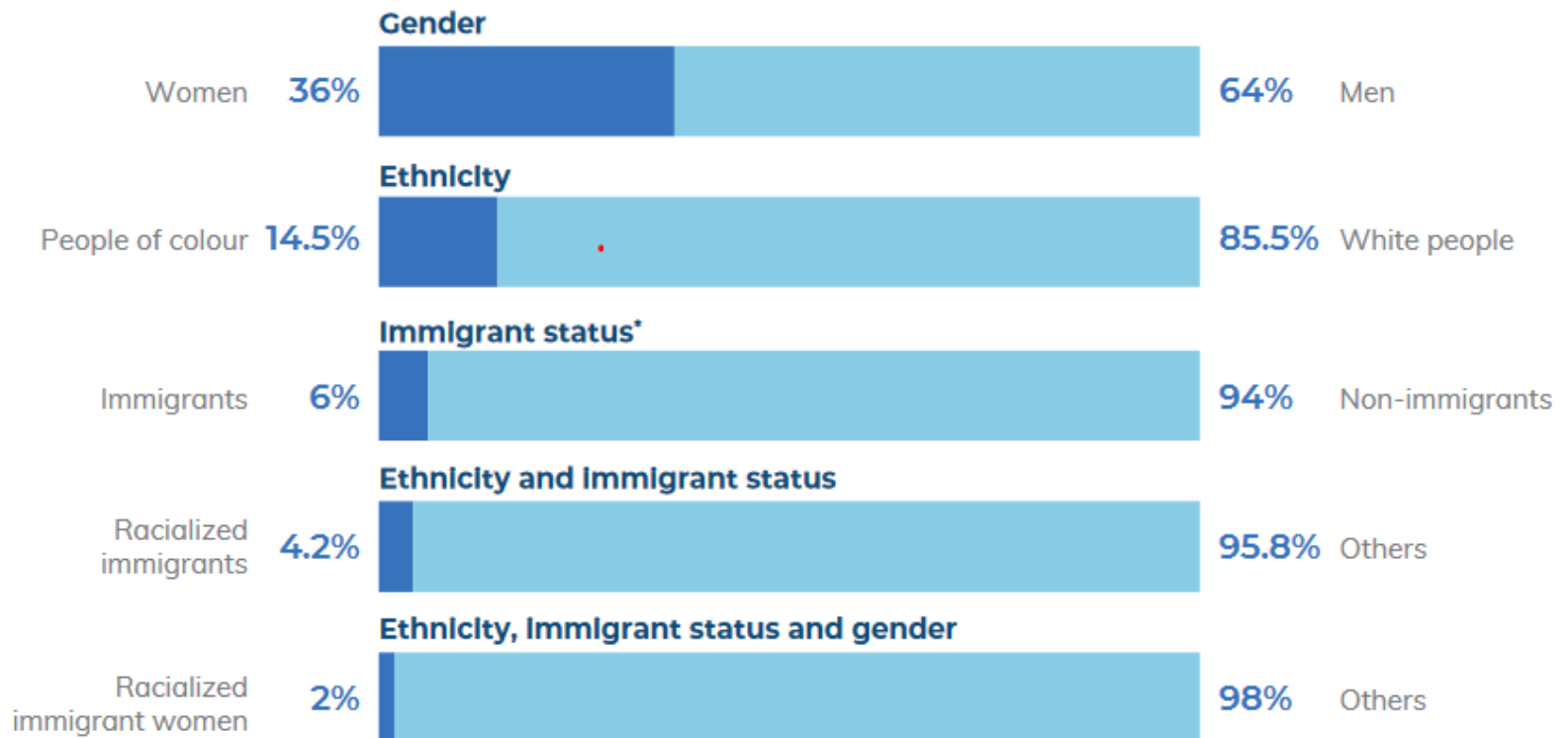
- Dataset of the executive profiles for **708 executives across 97 organizations** from BC's Top Employers
- Immigrant Status: Using Proxy of Undergraduate Location
- Newcomers who immigrated as children would have obtained their bachelor's degree in Canada, so are considered to be part of the domestic pool for this study.
- Separated out individuals who obtained their bachelor's degree from the UK and USA as they usually experience fewer barriers than those from other countries.
- Quantitative data augmented by qualitative interviews

# Building a Corporate Ladder for All

Project by TRIEC

Covering Greater Toronto Area

**Figure 2. GTA public, private and non-profit sectors: Executive profiles**



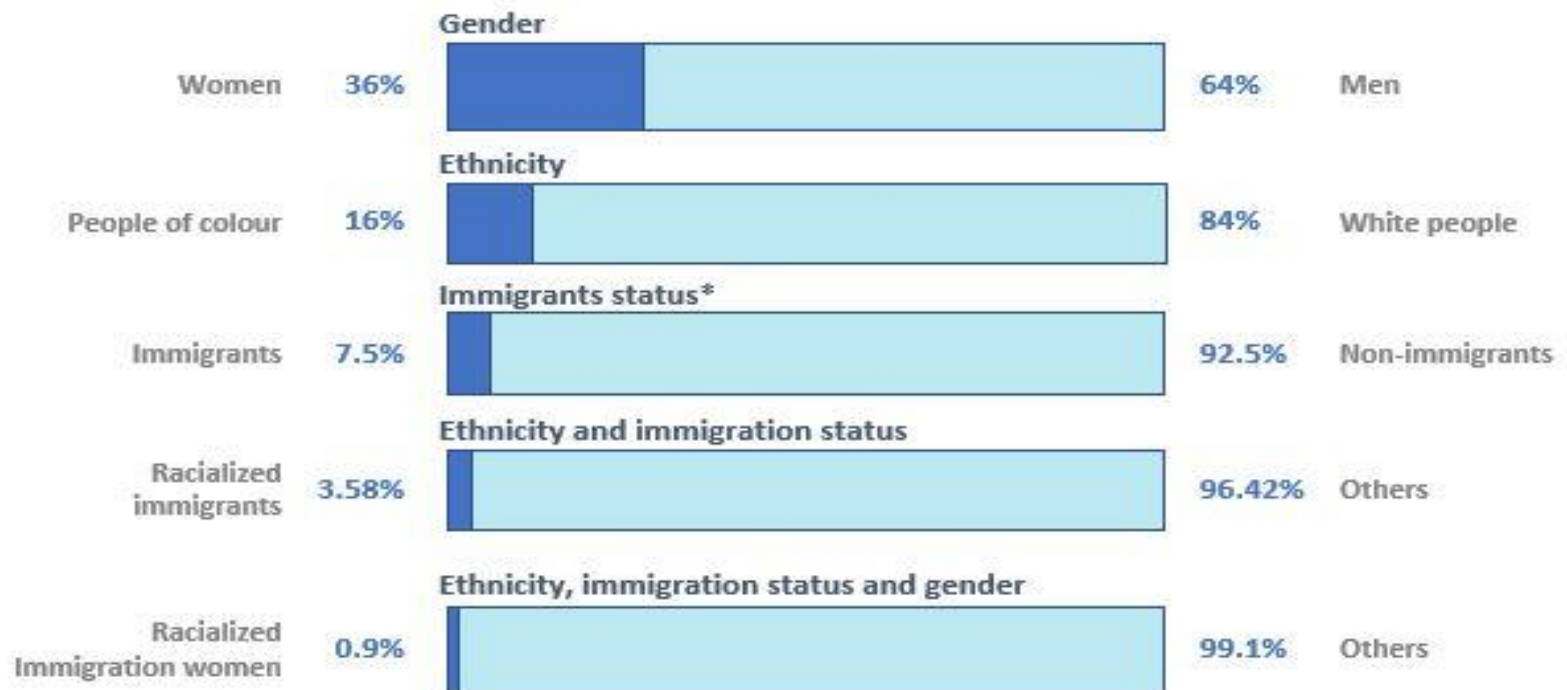
*\*Proxy for immigrants is having a bachelor's degree from abroad*

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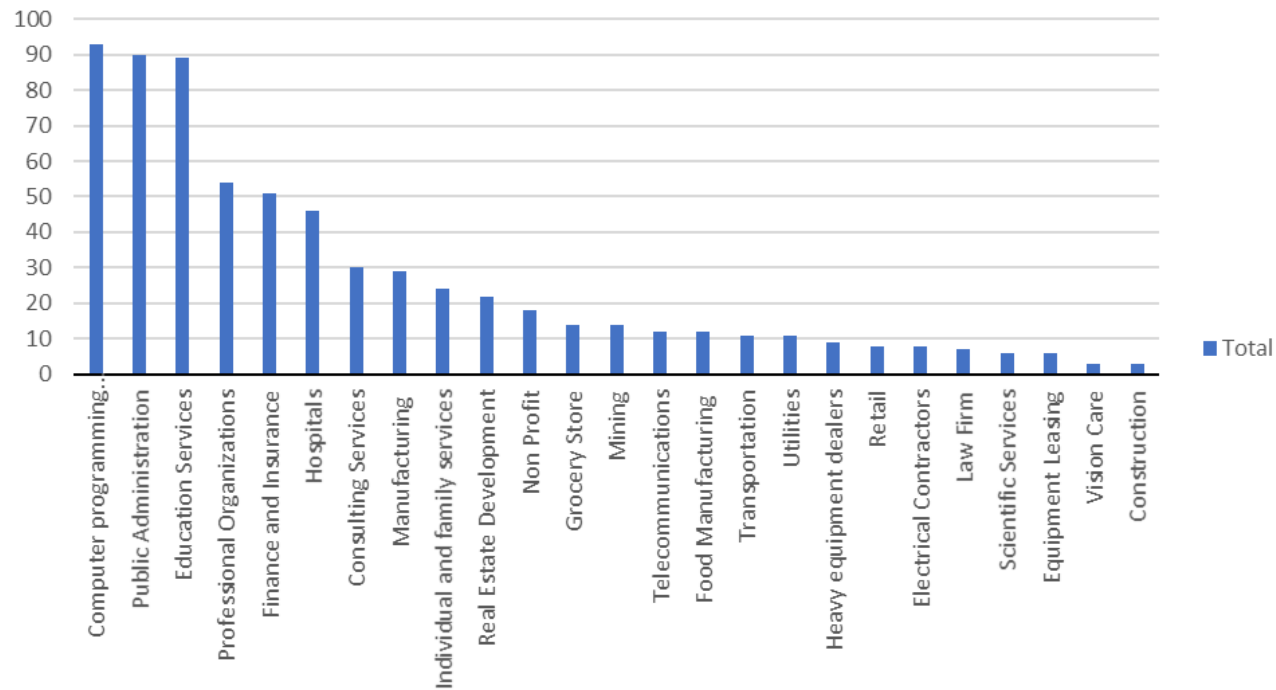
Covering BC

## Metro Vancouver private, public and non-profit sectors: Executive profiles



*\*Proxy for immigrants is having a bachelor's degree from abroad*

**Figure 1- Number of Top Executives Per Sector in the Sample**



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## Key Findings:

- 7.5% of executives were immigrants from countries other than US and UK
- 4% of executives were racialized immigrants
- 1% of executives were racialized immigrant women

## Interview Findings on Key Barriers:

- Implicit bias within organizations
- Limited support for mid-career opportunities
- Ill-defined and non-transparent promotion processes
- Lack of specialized mentorship programs