



# Gender Analysis of Boards of Canadian Muslim Charitable Institutions

Dr. Sheema Khan, Director  
April 25, 2024

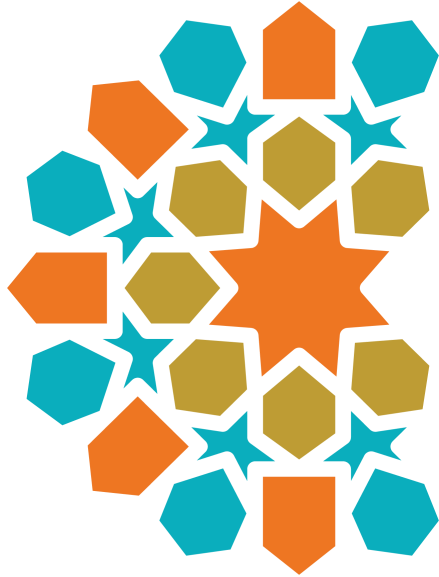


# Team Members & Support

- Sheema Khan
- Lavan Balendran
- Dalia Zeidan
- Kim Eichlin
- Sabha Sajjad-Hazai

In 2020, support was provided by  
the Canadian Council of Muslim  
Women – Ottawa Chapter





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## Search Resources

### Canada Revenue Agency (CRA): List of Charities

- Basic Search
  - [https://apps.cra-arc.gc.ca/ebci/hacc/srch/pub/dsplyBscSrch?request\\_locale=en](https://apps.cra-arc.gc.ca/ebci/hacc/srch/pub/dsplyBscSrch?request_locale=en)
- Advanced Search
  - <https://apps.cra-arc.gc.ca/ebci/hacc/srch/pub/dsplyAdvncdSrch>



# Research Credit

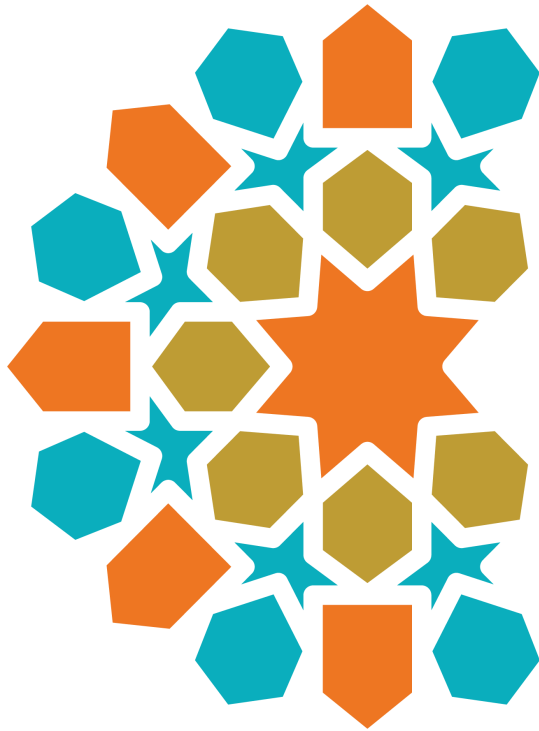
Category	Team Member(s)
Data Compilation	L. Balendran, S. Khan,
Female Officer data	D. Zeidan, L. Balendran
Data Analysis	D. Zeidan, L. Balendran, S. Khan
Charts	D. Zeidan, L. Balendran, S. Khan



# Search Query Details

Type	Field	Search Term	Year
Basic	Name	Mosque	2020, 2022, 2024
Basic	Name	Masjid	2020, 2022, 2024
Basic	Name	Muslim	2020, 2022, 2024
Basic	Name	Musulman	2020, 2022, 2024
Basic	Name	Islam	2020, 2022, 2024
Advanced	Category	Islam	2020, 2022, 2024

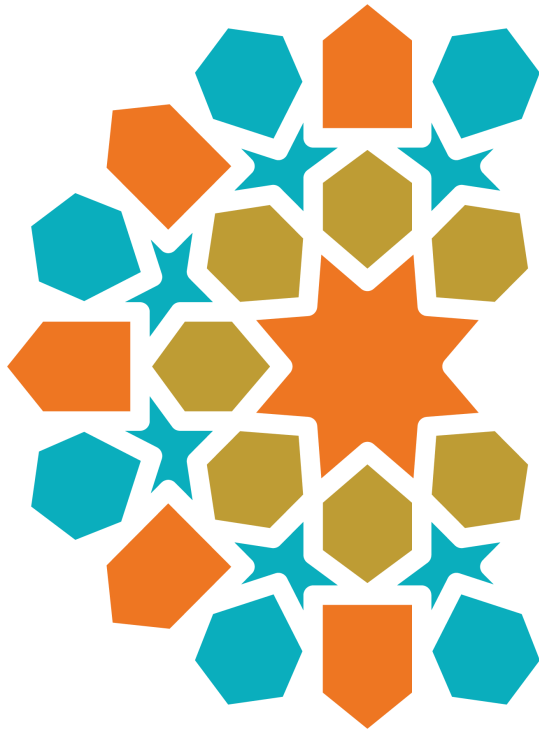




## Data Compilation

- Each search query resulted in a list of registered charitable organizations.
- All search query results were combined; duplicates were removed.

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- Each “hit” (i.e. registered organization) listed a summary of the tax return filed by the organization for each year, dating back to 5 years. For example, a search performed in 2022, provided tax return summaries for the five years 2017, 2018, 2019, 2020 and 2021.
  - The return included a list of office holders (and sometimes, their positions) for each year of the 5-year period.
  - For each year, each listed office holder was analyzed for gender (male or female), based on first name recognition. If required, further analysis was performed using: Google® image search, LinkedIn search and gender analysis of the first name.
  - The board of each registered organization was broken down into the number of males and females, for each tax year from 2014-2022.



## Data Analysis

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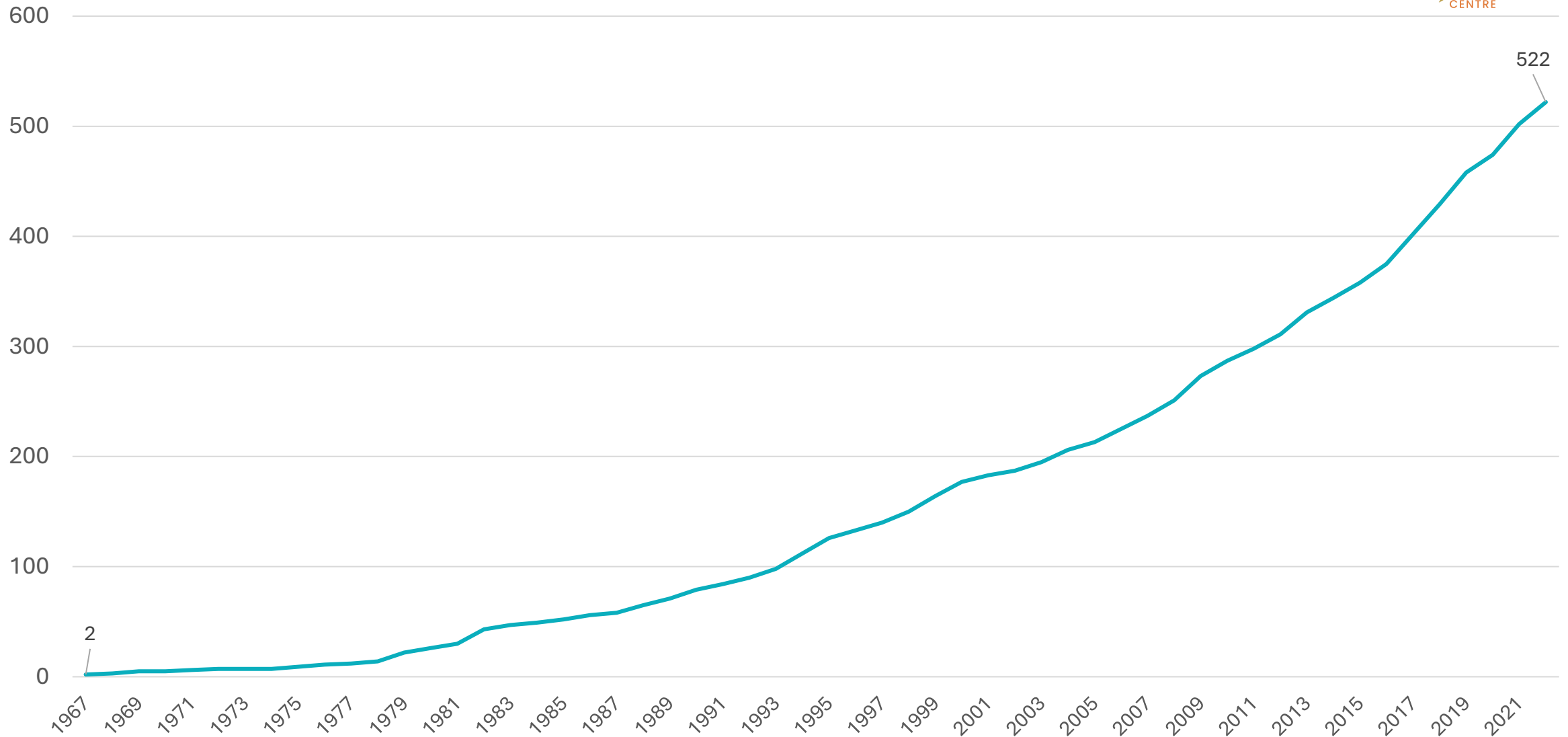
- Analysis of national results from 2014-2022: historical trends, gender make-up, absence of women.
- Analysis of provincial results from 2014-2022: historical trends, gender make-up, absence of women.
- Analysis of municipal results from 2014-2022: historical trends, gender make-up, absence of women.



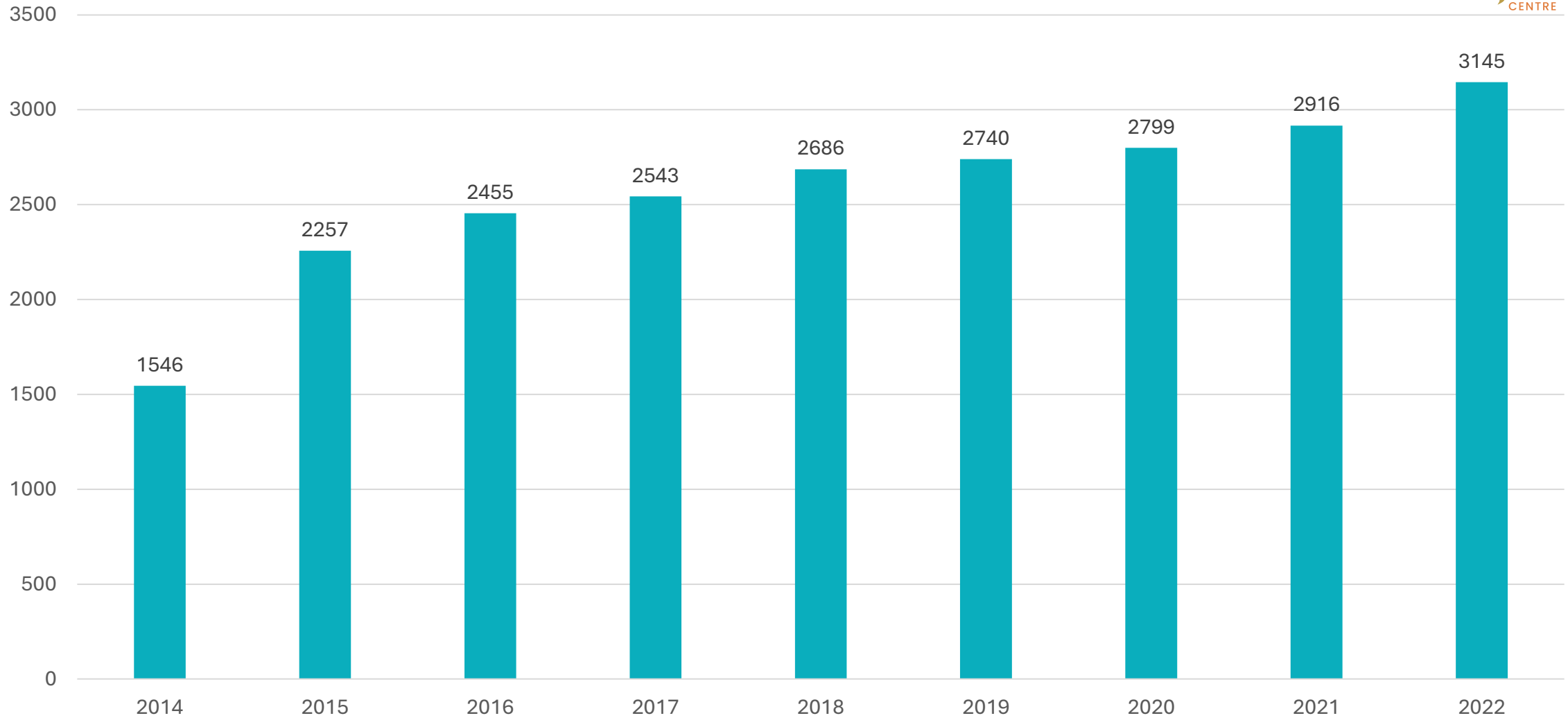
# 2022 National Results



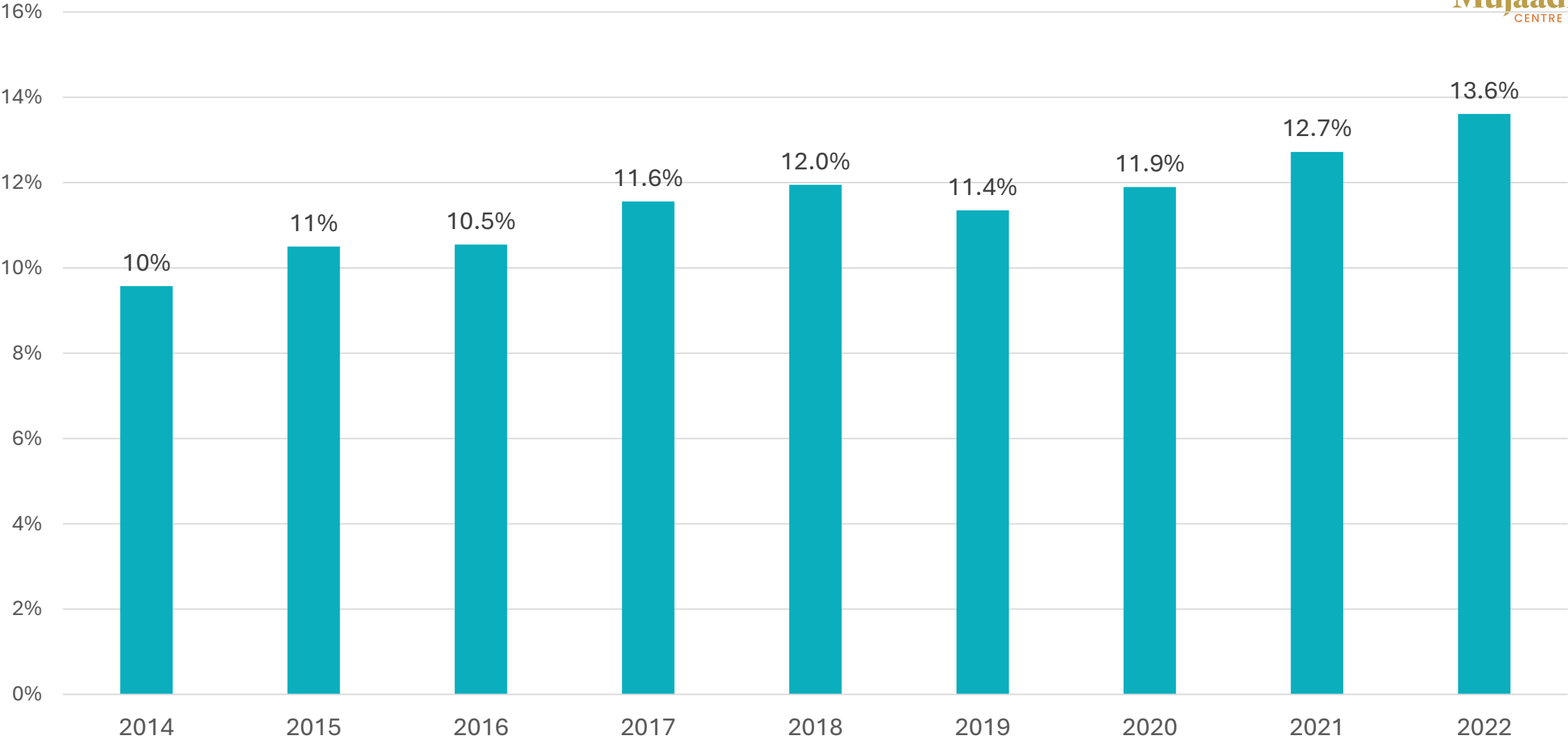
# Number of Registered Charities over Time



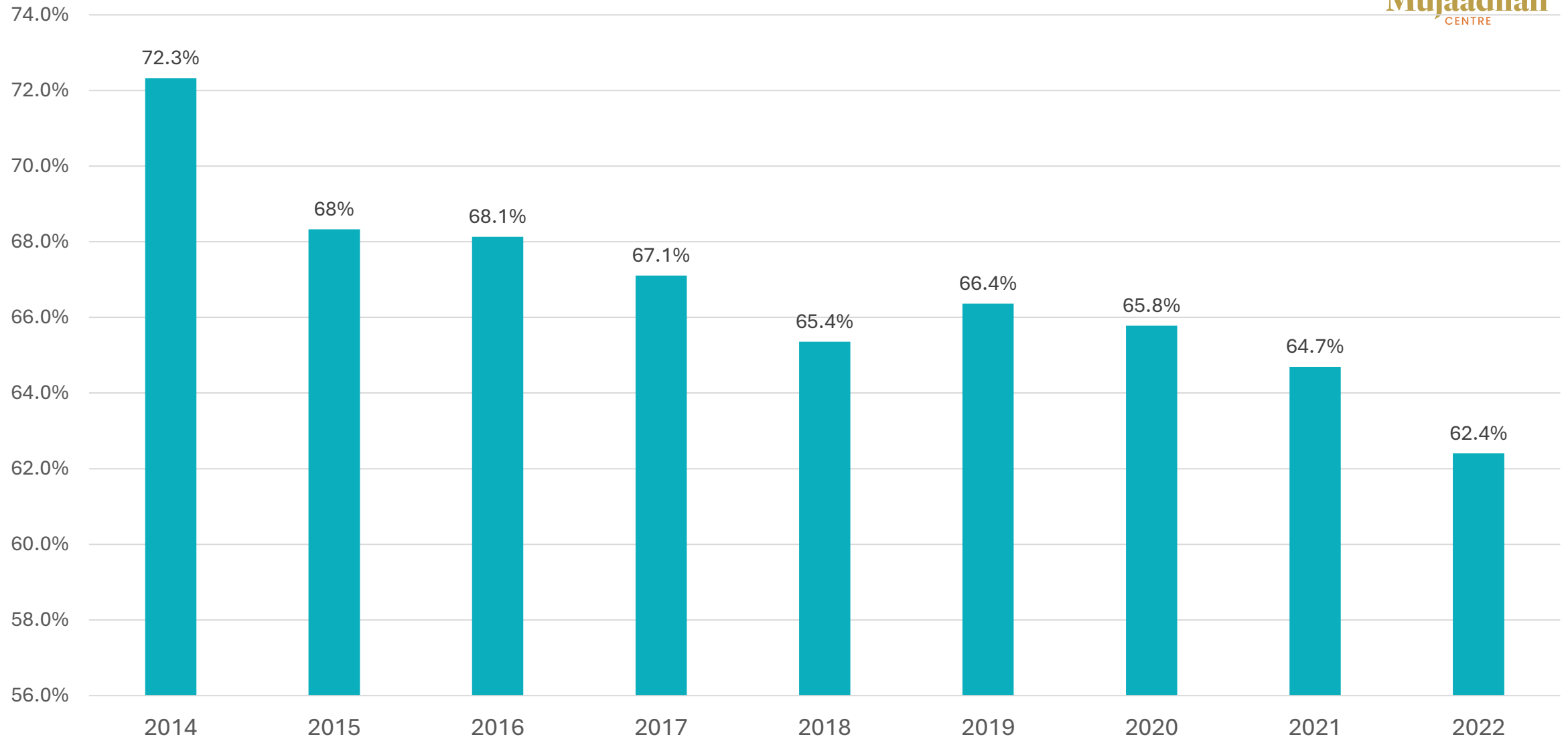
## No. of Board Positions per Year



# Percentage of Women in Board Positions



## Percentage of Organizations with 0 Women

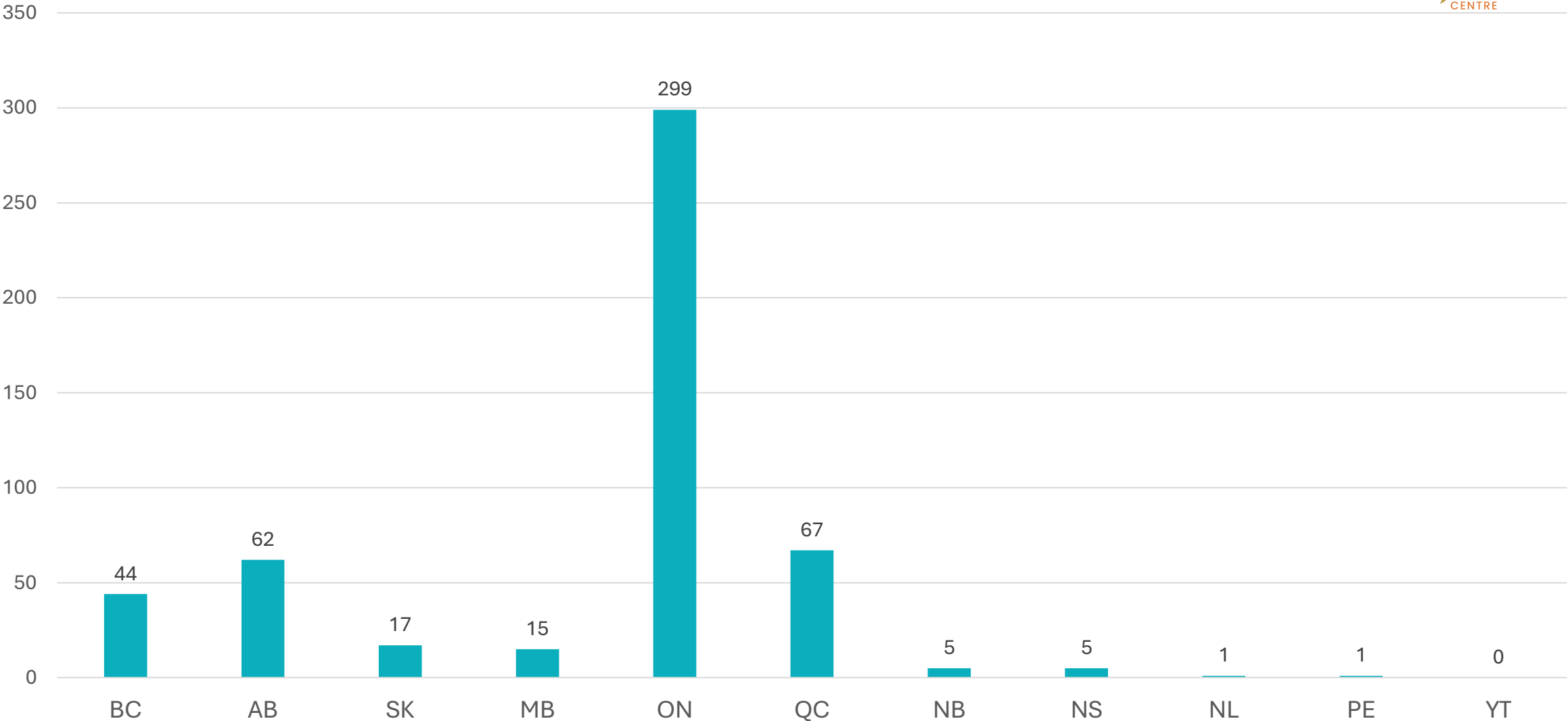




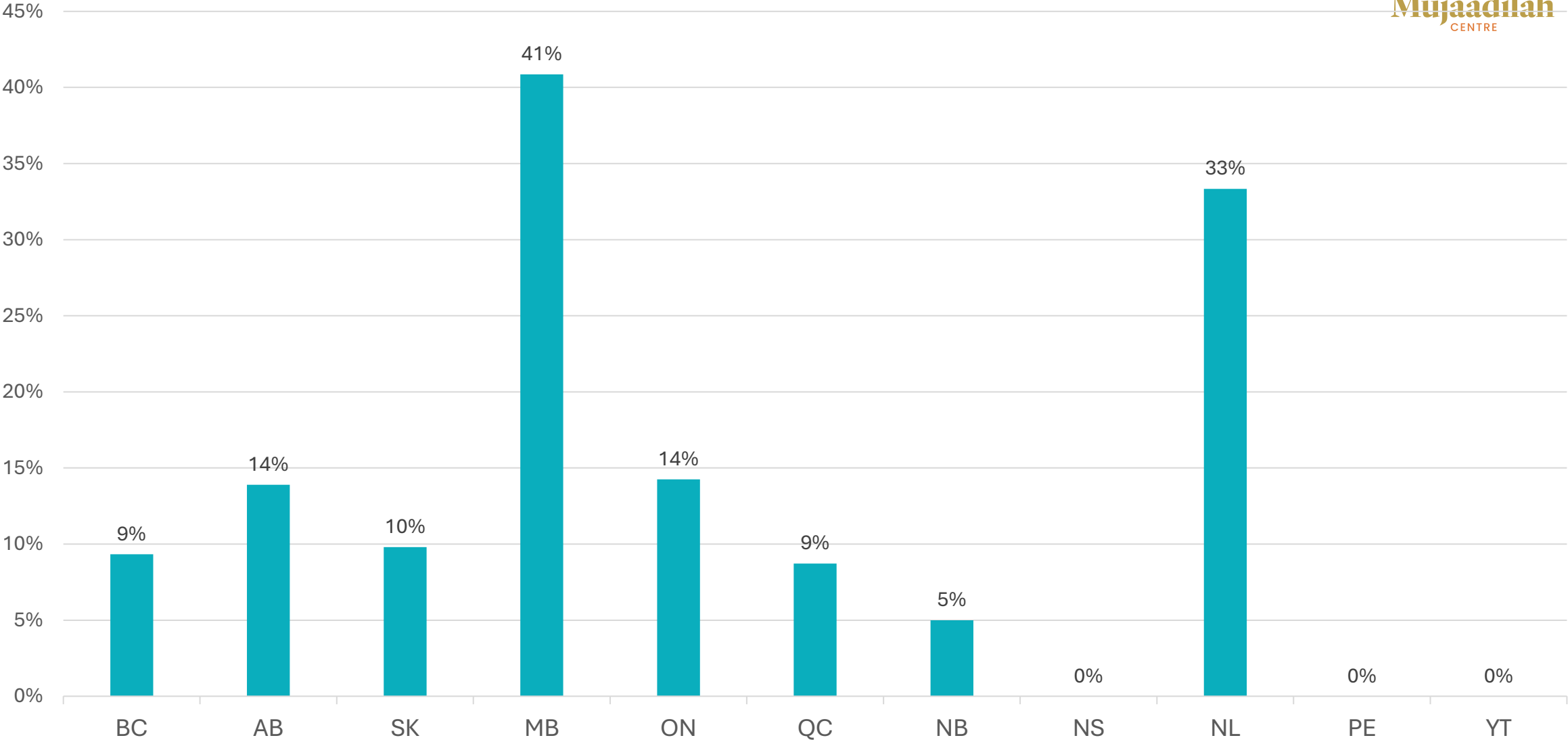
# 2022 Provincial Results



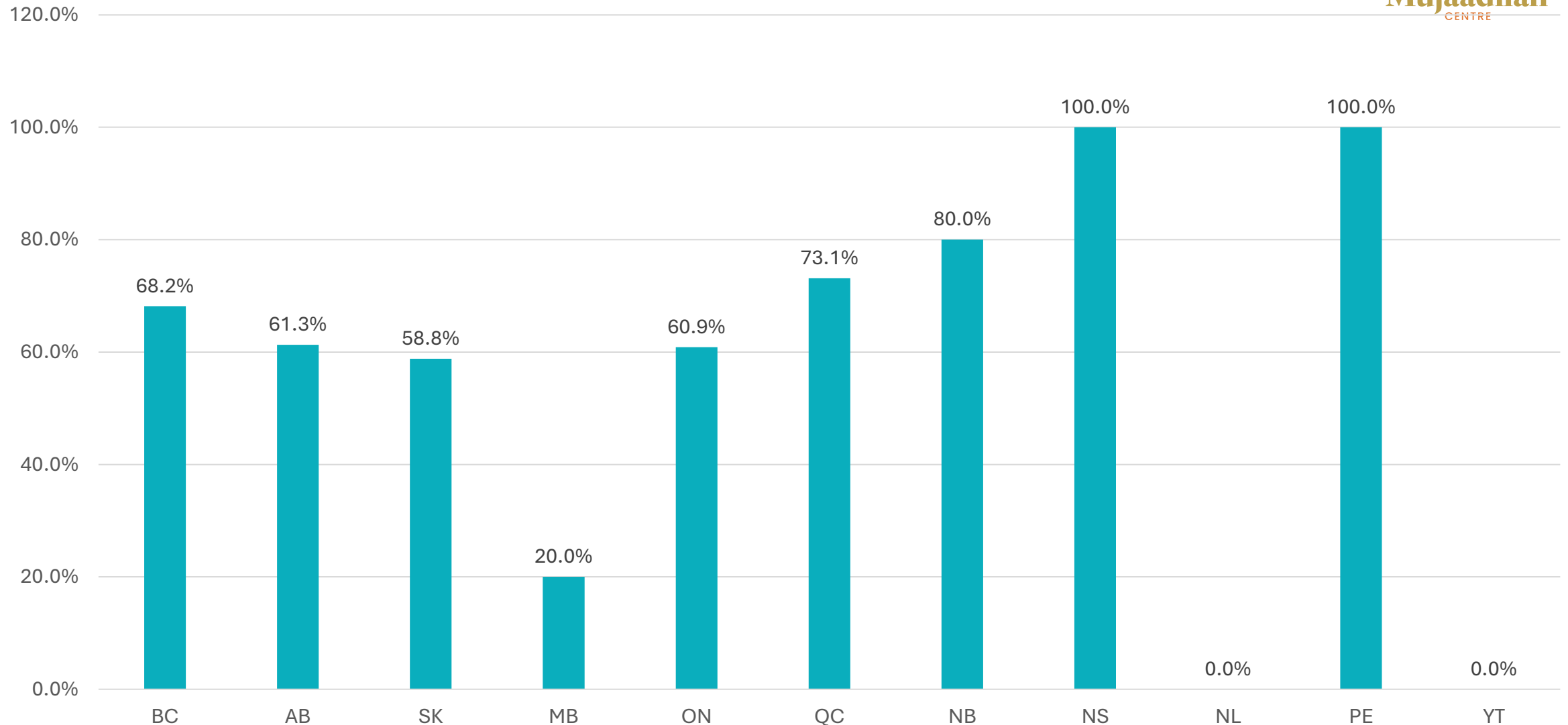
# Number of Provincial Organizations 2022



# 2022: % of Women on Boards



## 2022: Percentage of Organizations with 0 Women





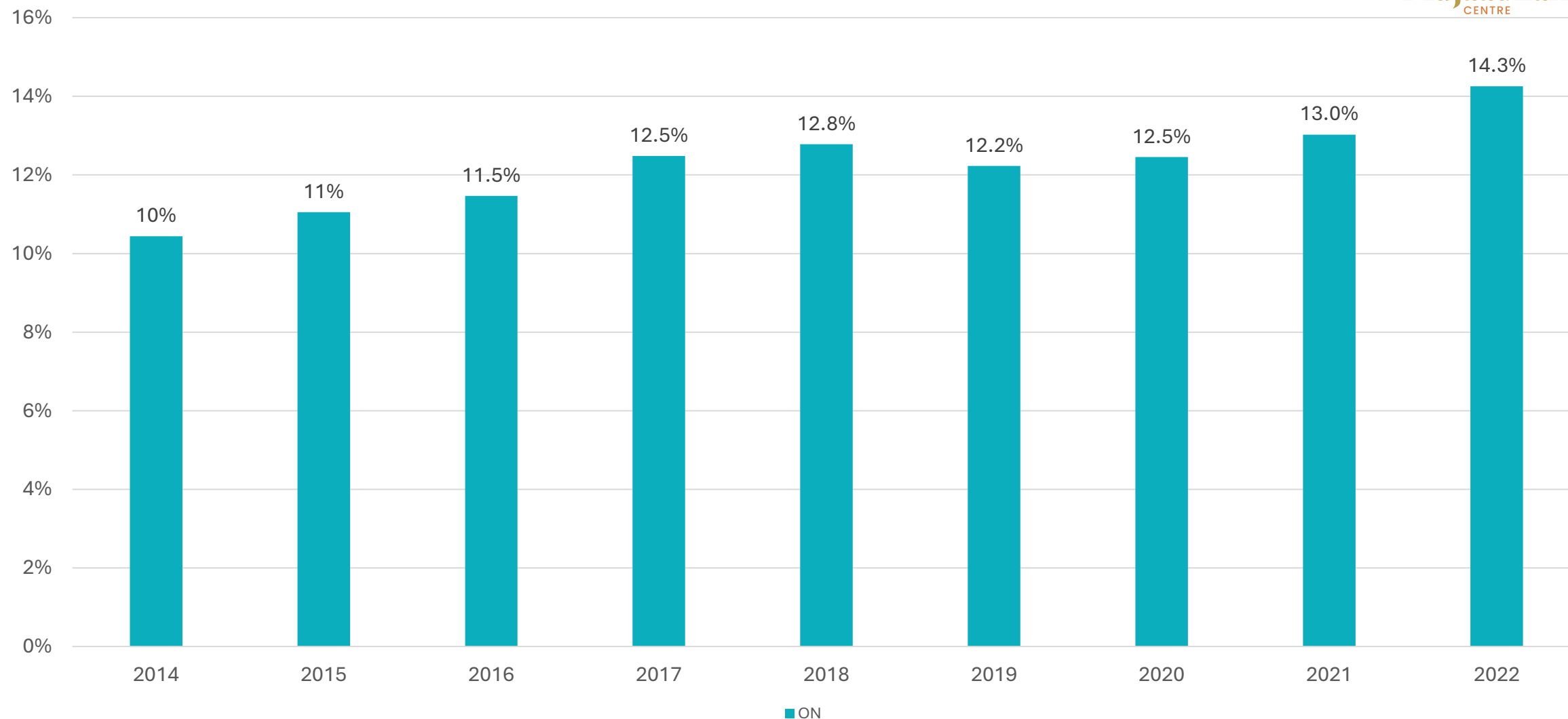


## Provincial: 4 Tiers

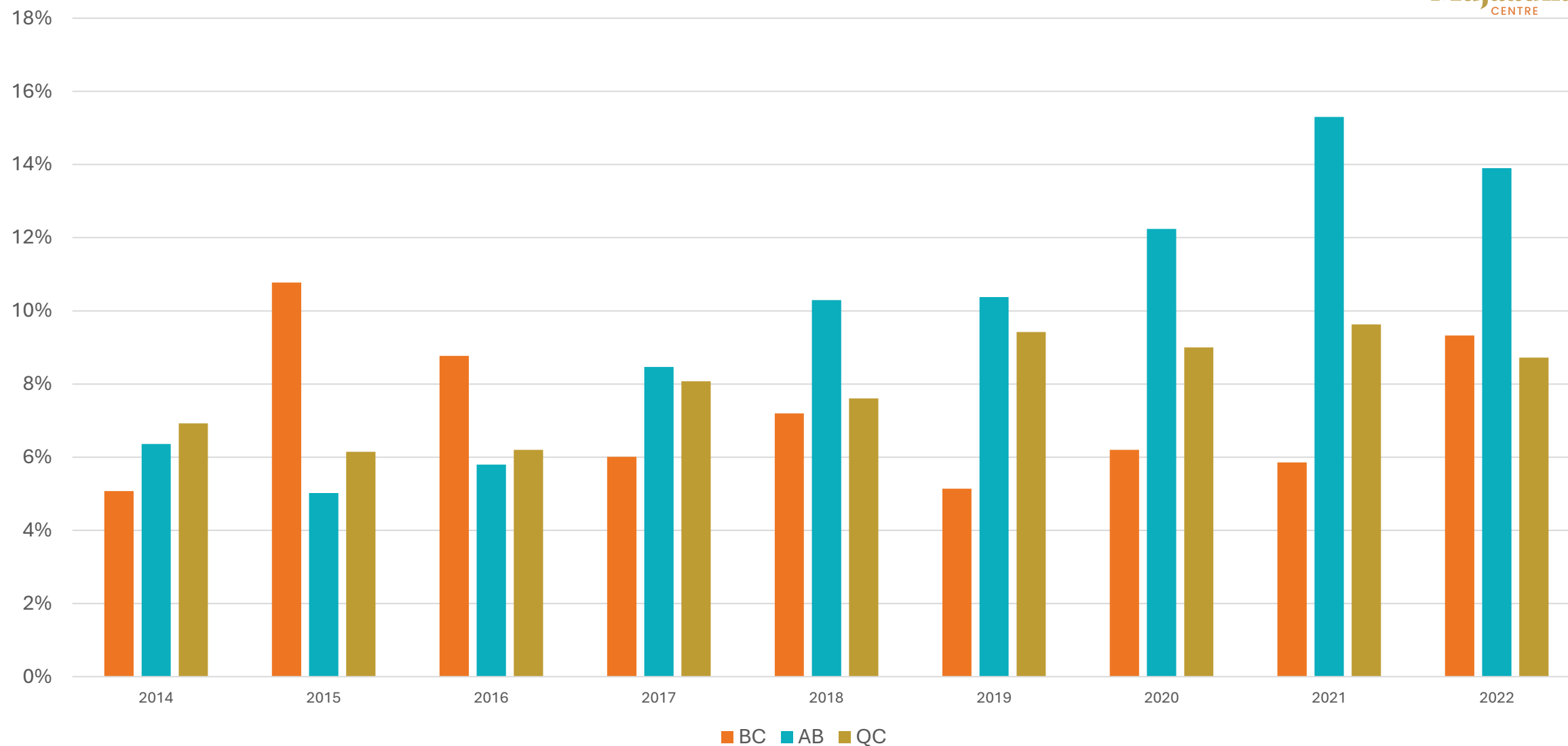
- Tier 1: ON
- Tier 2: BC, AB, QC
- Tier 3: SK, MB
- Tier 4: NS, NB, NL, PEI



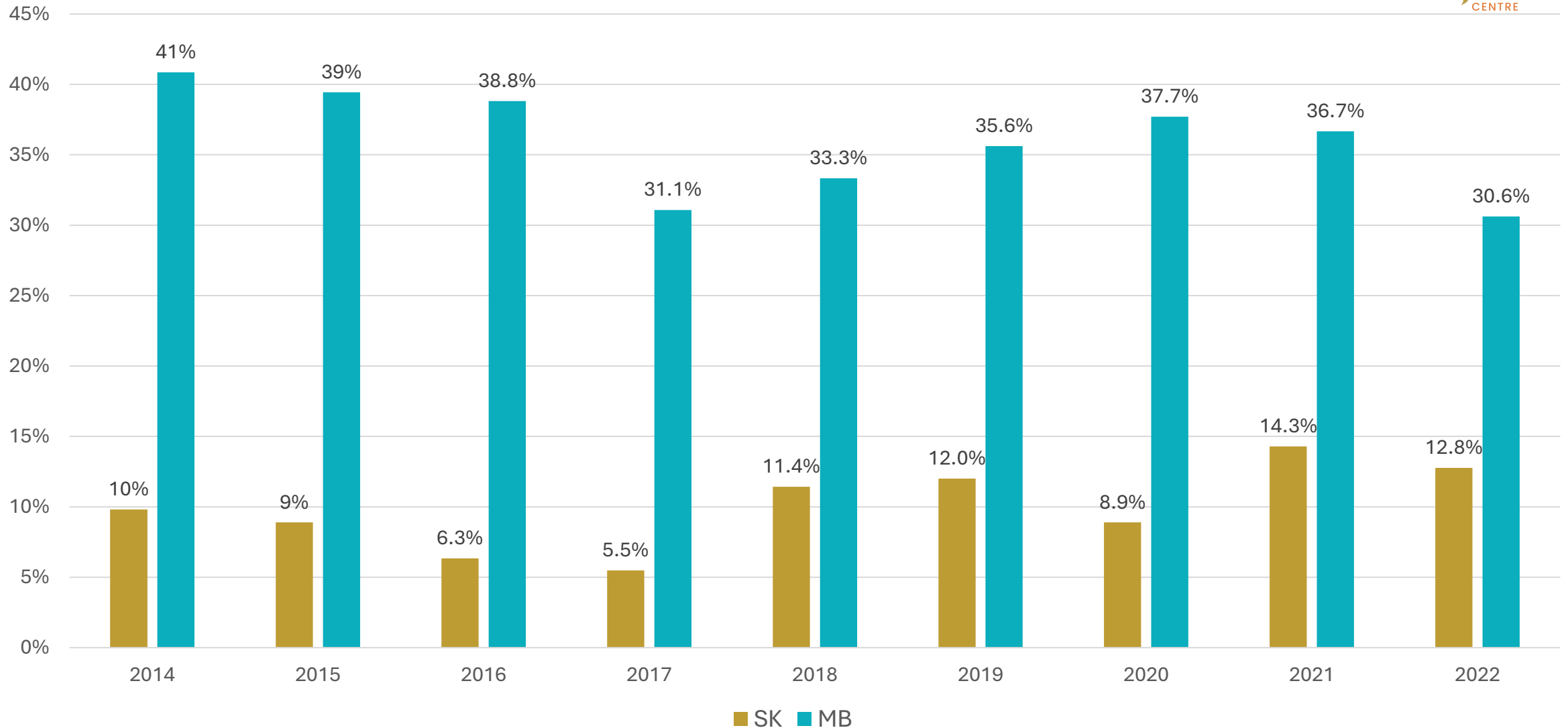
## Tier 1: Percentage of Women on Boards vs Year



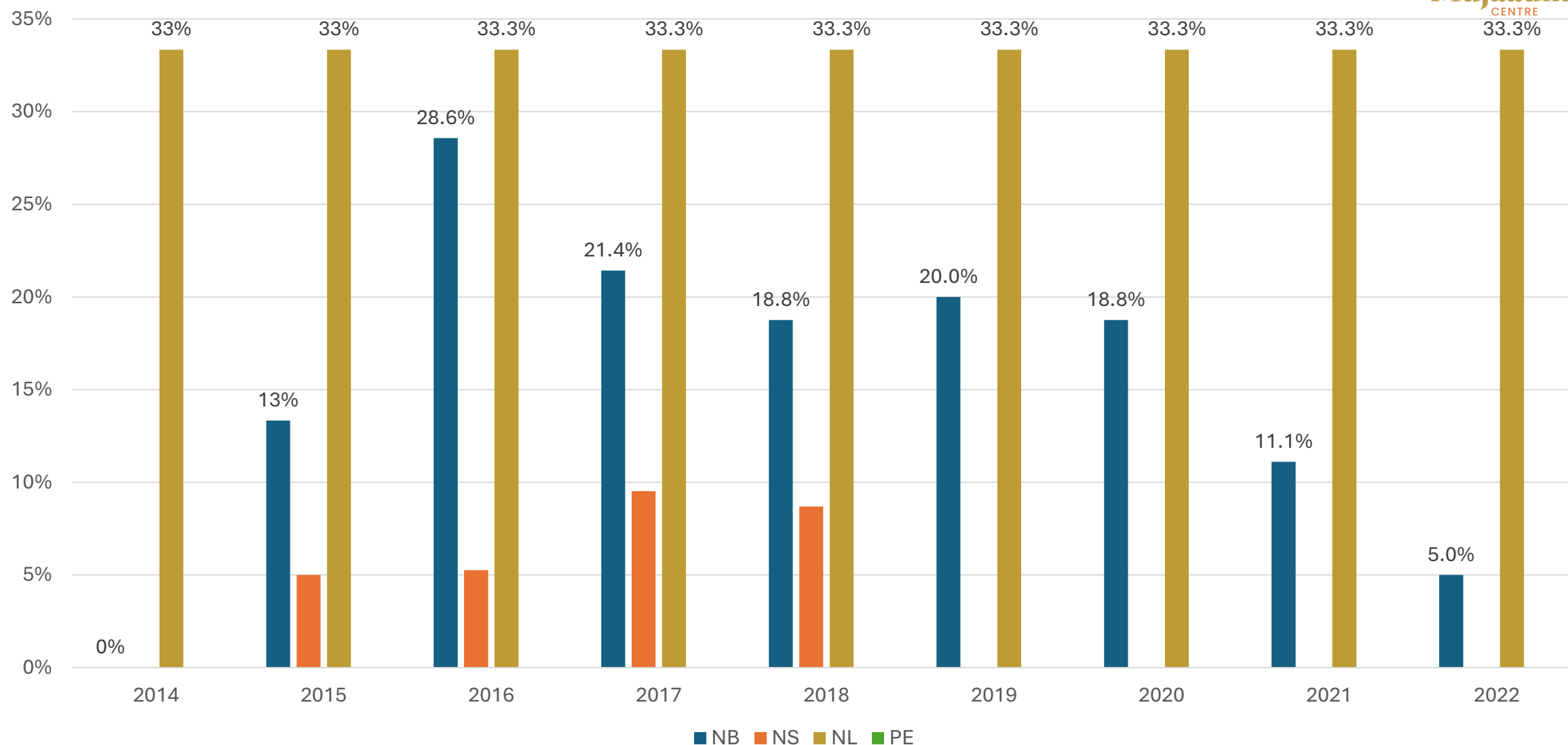
## Tier 2: Percentage of Women on Boards vs Year



## Tier 3: Percentage of Women on Boards vs Year



## Tier 4: Percentage of Women on Boards vs Year





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## 2022 Results: Municipal Tier 1 (7 or more organizations)



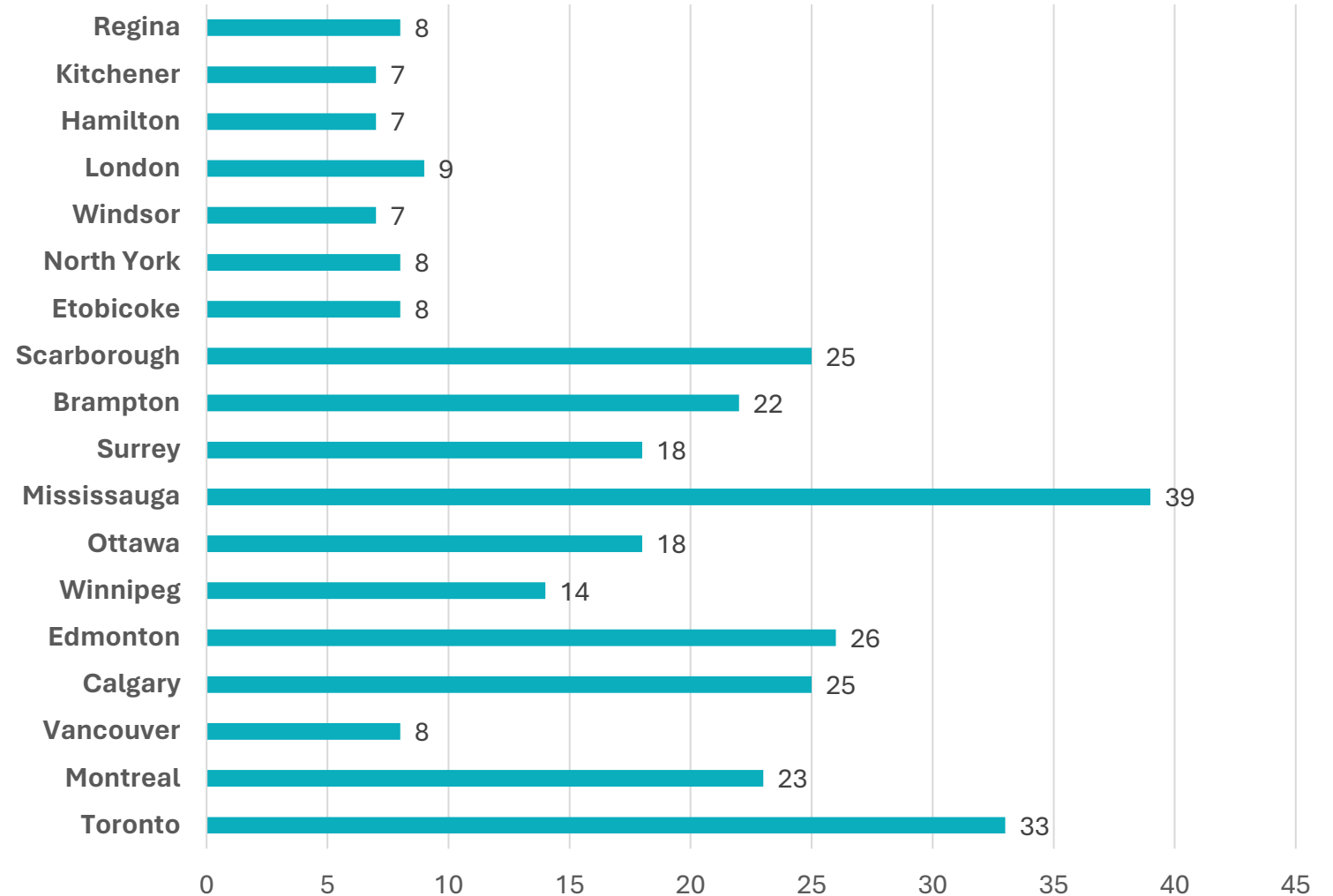


# 2022

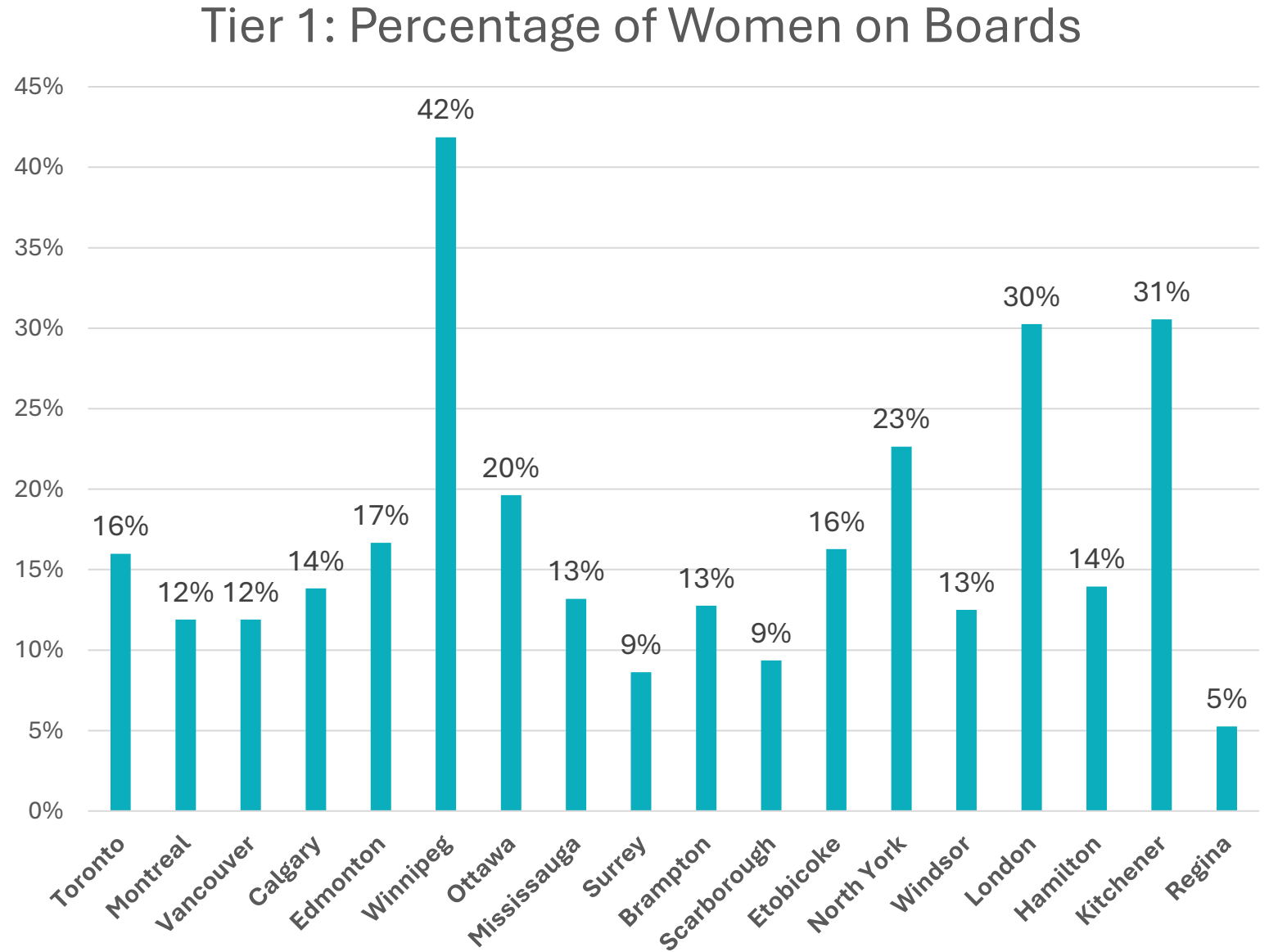
## Tier 1: Cities with 7 or more organizations

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### Tier 1: # of Organizations



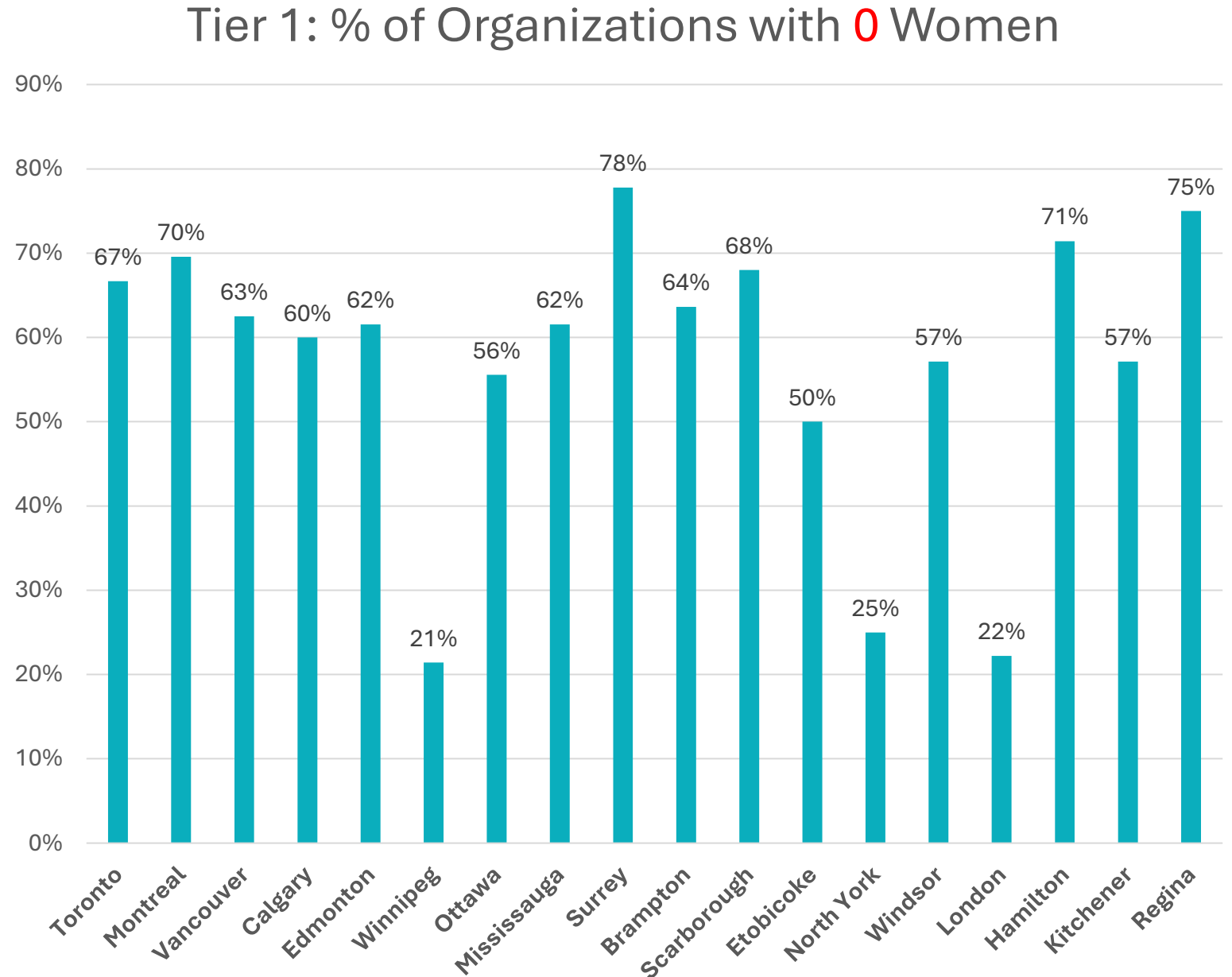
# 2022 Tier 1: % of Women on Boards



# 2022

## Tier 1: % of Organizations with 0 women

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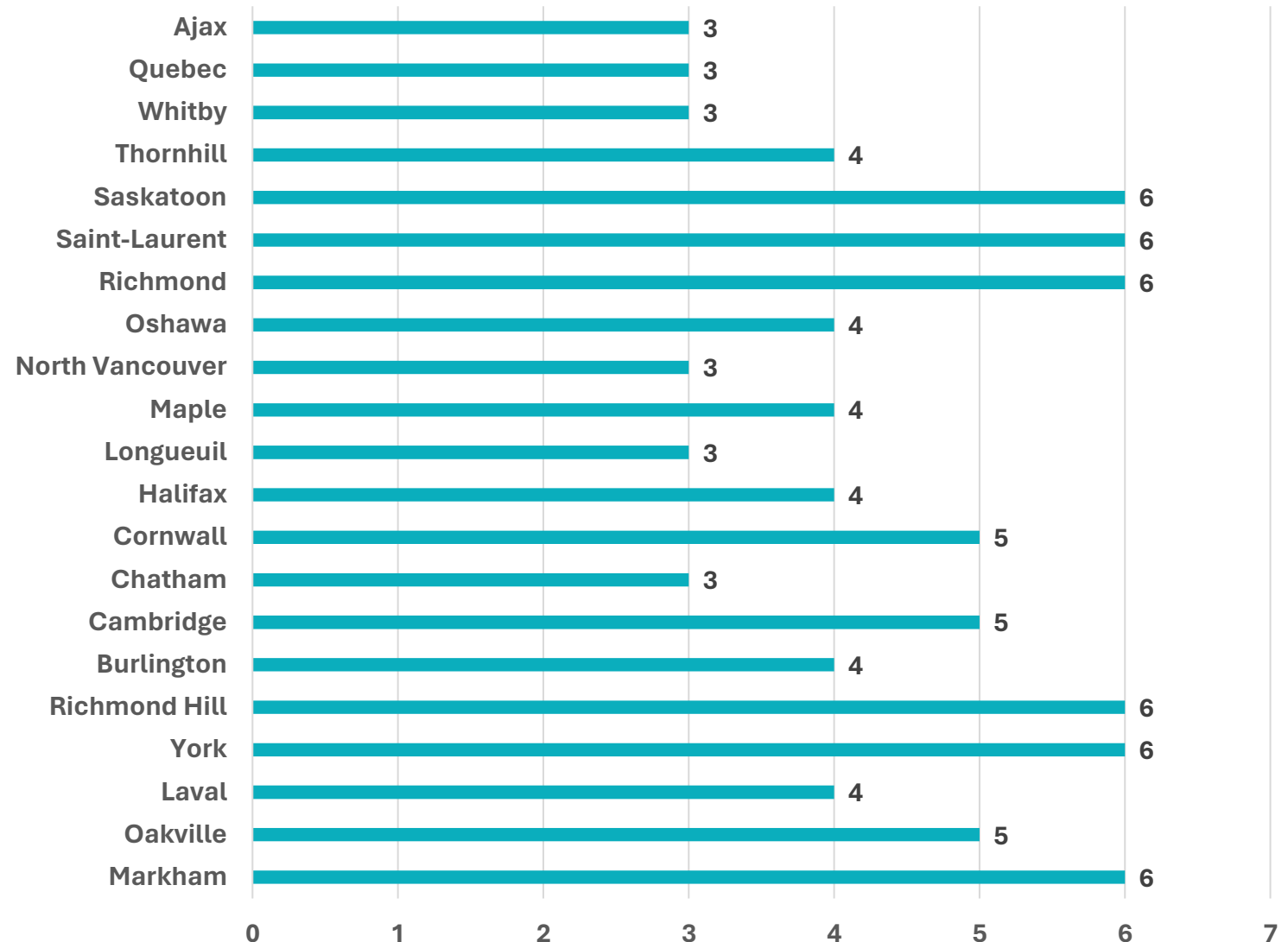
## 2022 Results: Municipal Tier 2 (3-6 organizations)



# 2022 Tier 2: Cities with 3-6 organizations

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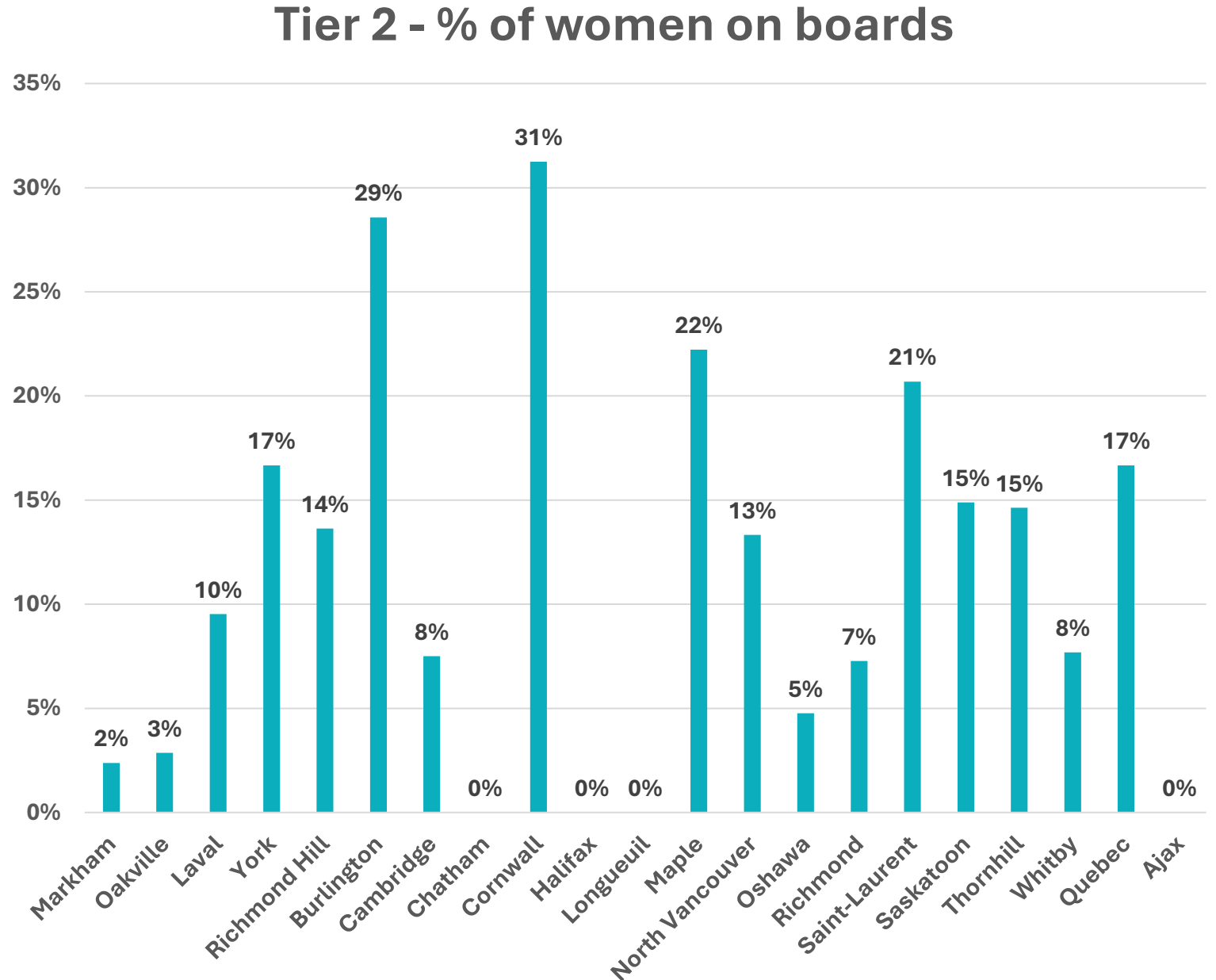
## 2022 Tier 2 - No. of organizations (3-6)





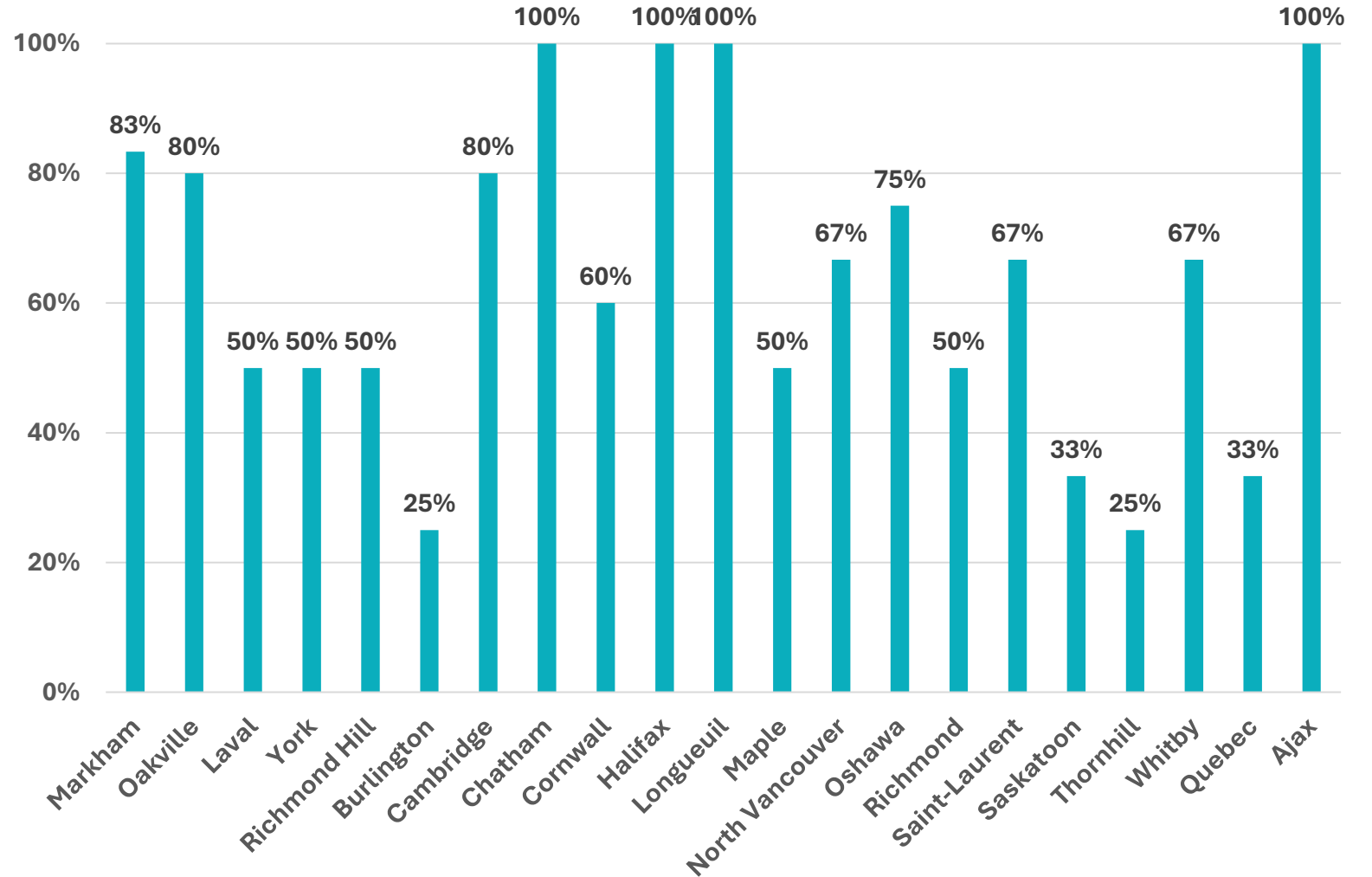
# 2022 Tier 2: % of Women on Boards

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# 2022 Tier 2: % of Organizations with 0 women

## 2022 Tier 2 - % orgs with 0 women



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# Thank You

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