London falls short when it comes to visible minorities holding senior leadership positions in the non-profit and municipal public sectors, according to a new study led by Western researchers Stelian Medianu and Victoria Esses.

The study was initiated by Pillar Nonprofit Network, in partnership with the Hamilton Centre for Civic Inclusion and Volunteer Ottawa, for a program called DiverseCitiy onBoard that looks at increasing representation of diverse groups on boards of directors.

“The most useful part is this baseline approach and the fact that, in the future, if someone should replicate this study using a similar methodology, we can make meaningful comparisons between what’s going on in London now and where we are at a few years from now,” said Medianu, a Western postdoctoral scholar.

The findings will be disseminated in London, Hamilton and Ottawa and will be used to make the case for the importance of considering representation of different groups when positions are being created.

Using the Statistics Canada definition of visible minorities – “persons who are non-Caucasian in race or non-white in colour and who do not report being Aboriginal” – researchers independently rated publicly available photographs of 2,415 identified sector leaders to assess their visible minority status. Non-profits included the voluntary and education sectors, as well as municipal agencies, boards and commissions.

Within the municipal public sector, municipal executives were examined.

In London, only 7.9 per cent of senior leaders in the non-profit and municipal public sectors were identified as visible minorities, compared to 13.1 per cent of the general London population. In Ottawa, only 11.9 per cent of senior leaders in the studied sectors were visible minorities compared to 19.4 per cent of the general Ottawa population. In contrast, it was found that 13.8 per cent of senior leaders in Hamilton were visible minorities, closely aligned with the 14.3 per cent of the general Hamilton population who are visible minorities.

The analyses also looked specifically at the numbers of visible minority women.

“Londoners are particularly lacking in both visible minority representation and visible minority women,” said Esses.

If you look across municipal sectors, senior leadership in city hall does particularly poorly in both visible minority representation and visible minority women.”

- Victoria Esses
When informed stay silent, ill-informed get stage

I f someone people badly need a or newspaper endorsements. Something about editor (more accurately, an editorial board taking a stand in favor of a candidate or cause of some manner—usually their liberal candidate) was shown to receive a lot of personal, political, and emotional dedication from onlookers. But economic collapse, corporate consolidation and competition from alternative media outlets has forced these publishers in just a few decades <!--Insert table here-->.

Unfortunately, those voices which once provided a wide diversity of views have disappeared. In some cases, they have been replaced by single-minded reporters who believe that a single viewpoint can explain any issue. This is troubling for those who value free speech and open debate as essential to democracy.

However, there are still some voices that stand against this trend. The most well-known is perhaps the New York Times. This newspaper has a long history of publishing articles and editorials that challenge the status quo and offer a different perspective on important issues. They are part of a larger network of independent media outlets that continue to offer informed opinions and viewpoints on a wide range of topics.

Nevertheless, the landscape of media has changed dramatically over the past decades, with a concentration on those who subscribe to the same political views. This has led to a narrowing of perspectives and a reduction in the diversity of opinions that are presented to the public.

So, what can be done to counter this trend? One approach is to support independent media outlets that are willing to challenge the status quo and offer a range of viewpoints. This can be done through subscriptions, donations, and support of local news organizations.

In addition, individuals can take a more active role in engaging with media. This includes reading a variety of sources, questioning the assumptions behind headlines, and seeking out diverse viewpoints on important issues.

By doing this, we can continue to support a free and diverse media landscape that is essential to maintaining a healthy democracy.
Toward 2007, the department had grown to the point where the need for a Ph.D. program was evident. In 2007, the department launched its first Ph.D. program in sociology. Since then, the program has expanded to offer Ph.D.s in Demography and in Social Policy.

In the 2010s, the department continued to expand its presence in the field of sociology. The department has added new faculty and new research areas, and it has strengthened its partnerships with other universities and organizations. The department has also become more active in social movements and social justice.

The study concluded that the department has made significant progress in recent years, but there is still work to be done to improve representation in leadership positions. The department continues to work towards more inclusive and diverse representation in all aspects of the university.


duration of a Ph.D. program is expected to be five years. The program is designed to help students develop the skills and knowledge necessary for a career in academia or in other professional fields. The program is also designed to provide students with the opportunity to engage in research and to contribute to the field of sociology.

The program offers a variety of courses and research opportunities, and it is designed to accommodate the needs of students from a wide range of backgrounds. The department is committed to providing a supportive and inclusive environment for all students, and it is working to ensure that all students have the opportunity to succeed.

The program is open to students who have completed a bachelor's degree and have a strong interest in pursuing a career in sociology. The program is also open to students who have completed a master's degree and have a strong interest in pursuing a career in sociology.

The program offers a variety of financial aid options, including scholarships, grants, and loans. The program is also committed to providing students with support and guidance throughout their studies.

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‘Ultrathin’ idea may revolutionize memory devices

A 10 nanometers (nm), the sleek new polymer material Western scientists have developed for use in flash memory devices is 10,000 times thinner than a single human hair and a fraction of the thickness of a typical flash drive.

The organic, carbon-based polymer could revolutionize the production of memory devices for smartphones, tablets and lighter smartphones and tablets. The new design criteria related to these organic polymers also paves the way for devices with greater memory capacity.

As it is light, stable and as small as possible, yet able to contain as much information as we want. At the same time, it must be cheap.”

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All members of Western’s campus community are

invited to attend a town hall meeting which will provide

an update on the current status of the University’s

planning process and a very preliminary high-level

budget outlook for the coming year(s). The town hall

will be an opportunity for open discussion and Q&A.

Tuesday, October 25

from 3:30 pm to 4:30 pm

Lecture Hall 3250

3M Centre

(located between Somerville House and Thames Hall)

A formal presentation will be followed by

a question and answer period.

Please RSVP Gayle Stuebing at

gstuebing@uwo.ca if you plan to attend.

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Astronomers predict possible birthplace of Rosetta comet

BY JEFF RENAUD

When the Rosetta spacecraft, successfully touched down on comet 67P/Churyumov-Gerasimenko on Sept. 26, the news was hailed globally. This historic moment was the result of years of research and dedication, and now the European Space Agency and NASA are eager to learn as much as possible about the curious, complex body that this first comet sample was taken from.

Many of today’s best scientists believe comet 67P/Churyumov-Gerasimenko, which is studied for its rich and varied complex history, a vital information in discovering what kind of material it is made from and how long it has been present in our solar system.

Western astronomers have charted a path that most likely pinpoints the very origins of comet 67P/Churyumov-Gerasimenko, which is vital information in discovering what kind of material it is made from and how long it has been present in our solar system.

The orbit shaped by Joe Weider, considered the foundations of the sport, has been recognized with a number of awards. Ben, the Canada's Canadian Bodybuilding Federation, was honored with the Canadian Bodybuilding Federation, which was founded in 1998, the world's premier bodybuilding organization, the International Federation of Bodybuilding and Fitness, is a direct result of the vision and work of Joe Weider. Joe's protégé, Arnold Schwarzenegger, revitalized the sport in the mid-20th Century, bodybuilding soon became a major part of North American culture.

Joe Weider, considered the founders of the sport, is a great Canadian success story. It is just a few years ago, in 1998, the world's premier bodybuilding organization, the International Federation of Bodybuilding and Fitness, was founded.

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Student turns challenges into global advocacy

BY PAUL MAYNE

A 10-year-old new to Canada, Gunjan Mhapankar frequently faced those “why am I here” moments, a contributor to the loneliness she was often found to be. Vancouver was foreign to her. She even wrote a poem about the social support of her former home.

However, instead of surrendering to that feeling, the now first-year Schulich School of Medicine & Dentistry student Gunjan Mhapankar began her journey of making her new home her own.

In Canada she was old enough to remember the experiences in her past, but she didn’t want to be defined by them. She wanted to go next.

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Novel look into role of academic libraries

BY ADIA TALBOT

There are costs of higher education impact on culture, schools for arts, and libraries. But for the academic library, to be in the public eye, it's not just the academic role, but also the role of preserving culture, said Kristin Hoffmann.

"What once happened still influ-

ences us," said Hoffmann, a librarian at

Western Libraries. "Public libraries would collect the critical works and research, making all

available for any researcher who wants to use them, but it's everyone that works on

them, it's everyone that uses them, that makes it important to us."

And to the academic library, "It's an important role to play. We need to make sure that what we do is visible, it's made available to all of us, as possible.

Kristin Hoffmann, centre, a Western librarian, recently guided a special tour of French Studies at the D.B. Weldon Library, showcasing Western Libraries' collection and archived original works of "Paul et Virginie," a French novel.

The novel was particularly successful in 18th Century and it remained a bestseller, which is why Hoffmann recently guided a special tour of French Studies at the D.B. Weldon Library, showcasing Western Libraries' collection and archived original works of "Paul et Virginie." The novel is a romantic novel by the French author, Jean-Baptiste Hyppolite de Saint-Pierre, first published in 1788. The love story is set on the island of Mauritius, under French rule.

According to Hoffmann, the novel is a romantic novel by the French author, Jean-Baptiste Hyppolite de Saint-Pierre, first published in 1788. The love story is set on the island of Mauritius, under French rule. The novel was particularly successful in 18th Century and it remained a bestseller, and it has been translated into many languages and has influenced art, fashion and architecture.

"This is because the 18th Century had a certain interest in animal rights," Woodward explained. "It's wonderful to see how many people were interested in animal welfare and in modern times, this remains a major interest."
Validation Centre furthers innovation mission of the city

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Canadian Centre for Product Validation Chief Business Officer Bar Bel Caire, BAY0 MARY PIAZ, said the facility’s ability to provide multiple tests simultaneously decreases validation time and accelerates the time to market for industry. “That’s why we’re not a test lab – we’re an innovation centre,” he said. “We will go from a napkin sketch right through to testing process. While others may say, ‘we’ll call you when we’re done,’ Cecil wants a side-by-side partnership from the moment we’re done,” said. “That’s why we’re not a test lab – we’re an innovation centre,” he said. “We will go from a napkin sketch right through to testing process. While others may say, ‘we’ll call you when we’re done,’ Cecil wants a side-by-side partnership from the moment we’re done,” said. “That’s why we’re not a test lab – we’re an innovation centre,” he said. “We will go from a napkin sketch right through to testing process. While others may say, ‘we’ll call you when we’re done,’ Cecil wants a side-by-side partnership from the moment we’re done.”

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New book defines role of Canadian think tanks

BY ADELA TALBOT

I f you are concerned about government policies pertaining to taxes, health care, changes in education or a host of other issues, you need to know something about the motivations of the organizations that have given birth to some of these ideas, stressed a Western Political Science professor in his newest book.

“We tend to talk about interest groups in Canada. We talk a lot about different advocacy organizations. But we’ve neglected to look at think tanks, which have really bridged two different worlds – the academic world, because many people who work at think tanks have academic backgrounds, and the policy-making world,” said Don Abelson.

“These institutions in our country, as in the United States, United Kingdom and other countries, occupy a very important space. It’s that space people need to know more about because these ideas don’t just come out of thin air.”

Abelson, one of Canada’s leading experts in American politics, U.S. foreign policy, interest groups, recently published Northern Lights: Exploring Canada’s Think Tank Landscape. The book is the first systematic examination of think tanks in Canada and follows an earlier publication, Do Think Tanks Matter?, in which Abelson explored the significance of think tanks more broadly, primarily discussing American institutions.

“(Think tanks) are definitely considered a U.S. phenomenon, but the U.S. experience has had a profound impact on policy institutes in our own country. My earlier work tended to focus primarily on the United States, but so little had been written about Canadian think tanks I felt it was time to delve into the subject more deeply,” he said.

The first half of Northern Lights provides a primer for individuals who might not be familiar with think tanks, offering general information and answering some of the most commonly asked questions, like, “What is a think tank?” and “Are all think tanks alike?”

The second half of the book looks at 24 institutional profiles of think tanks in Canada.

“I felt given the lack of literature on the topic, it was important to try and look at what’s going on in our country, to look at the contribution these organizations make, both in shaping public opinion and public policy,” Abelson noted.

“Think tanks have taken root in virtually every country in the world and one of the interesting questions I had going into the project was the extent to which Canadian think tanks have tried to emulate the American experience. In some respects, they’ve tried to do that, but in many ways they’re held on to their own identity.”

American think tanks, for the most part, govern themselves like Fortune 500 companies, he explained. They’re highly competitive, strategic and reluctant to share information with competitors.

Canadian think tanks, in large part because they are smaller in number, appear to be more willing to cooperate with other non-governmental organizations and with each other to try and provide policy solutions to complex policy problems, Abelson said.

“In Canada, we tend to think more in terms of a group interest – whereas the United States tends to focus more on the pursuit of individual interests.”

The question of think tanks’ influence is still very difficult to deal with. In Canada, think tanks have far fewer access points than their American counterparts who have multiple channels to reach different stakeholders, Abelson explained. In Canada, because of the nature of the political system, the access points tend to be far fewer. That’s not to say think tanks in Canada don’t have an impact.

Some think tanks in Canada very few people have heard of because they have a low media profile none the less can have a significant impact on helping to shape legislation. So even though they’re small, by virtue of their expertise, they found a niche and have been able to contribute in significant ways,” he said.

For example, the Caledon Institute in Ottawa has five people and a budget of less than $1 million. It is an organization with expertise in social welfare policy, and they’ve done a lot of good work on advising key members of Parliament and successive cabinets on how to address child-welfare legislation and a whole host of social welfare policies, Abelson explained.

“They’re not media hungry. They don’t have a huge budget but they found an area to develop expertise and an area that’s profoundly important to the country. They provide a steady stream of information to people in positions to make important policy decisions,” he said.

In the United States, the focus tends to be on measuring everything – how many media citations, how often do they testify before congress, how many publications are sold, how many have been downloaded, how many followers does the organization have on social media. In Canada, the obsession with crunching numbers isn’t really there, Abelson continued.

“Canadian (think tanks) need to find a way into the conversation and the way they do that is by going back to the old tradition of think tanks, which is to generate sound and scientific rigorous policy research. We need to draw a distinction between policy output – what these organizations produce – and policy outcomes – decisions that government leaders make.”

At the very core of the issue is informing the public about think tanks and why the work they do matters, he added.

“If you’re concerned at all about the role of ideas in public policy and how they shape our everyday lives – whether those are ideas dealing with education, or transportation, infrastructure or commitments overseas, then you should be concerned about the various organizations whose raison d’etre is to generate and disseminate ideas. We can’t just look at the ideas – we have to look and understand where they come from, how they make their way through the policy-making process and the various interest groups that try to mobilize support for them.”