

Maydianne C.B. Andrade PhD, FRCGS



Biologist
Equity and Inclusion leader
Social innovator
Science communicator

Maydianne Andrade is a biologist whose research at the University of Toronto Scarborough (UTSC) examines the evolution of species diversity and organismal traits across variable environments. An elected member of the American Academy of Arts & Sciences, Fellow of the Animal Behavior Society (ABS), and of the Royal Canadian Geographical Society (RCGS), she sits on the Scientific Advisory Committee of the Council of Canadian Academies. Her research awards and recognitions encompass the career arc from new investigator to career-long contributions, and she holds the rank of University Professor, the highest academic rank at the University of Toronto, restricted to 2% of faculty.

Professor Andrade's career is marked by innovative leadership, and actualizing best practices for inclusion within and outside the University. As the National Killam Program selection committee Chair, she co-created and operationalized processes for equitable adjudication of research excellence across disciplines. As Vice Dean Faculty Affairs & Equity at UTSC, her oversight of faculty HR for the campus' 19 academic units centred the creation of new processes and programs to increase transparency and inclusive practice. Professor Andrade is founder of the Toronto Initiative for Diversity and Excellence (TIDE), a multi-disciplinary group of faculty volunteers providing data-informed talks, workshops, and practical advice on increasing representation and inclusion in the university, with heavy uptake since 2016. Professor Andrade is a co-founder and inaugural President of the Canadian Black Scientists Network, a national professional society that elevates and supports Black STEM professionals and trainees from across disciplines while connecting them to Black youth and elected Allies. As President, she led development of partnerships with universities, government agencies, community groups, and sponsors, led organization of the annual national conference, and facilitated development of employment pathways to increase Black inclusion in STEM.

A sought-after speaker, Andrade has engaged with broad audiences in a podcast examining issues of equity during the pandemic lockdown (*The New Normal*), interviews and panel discussions on radio (CBC's *Quirks and Quarks*, *Ideas*), and in nature documentaries, including The Nature of Things (arachnologist on *The Great Wild Indoors*, guest host of *First Animals*, content creator, story editor and cast in *Bug Sex: Its' Complicated*).

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FOR DIVERSITY
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 CBSN
RCSN Canadian Black
Scientists Network
Réseau canadien des
scientifiques noirs