**Online Appendix 1: Survey Questions**

Gender

*Do you identify as:*

* Male
* Female
* Other/Gender non-binary
* Don’t know / Prefer not to say

Race

*In our society, people are often described by their race or racial background. For example, some people are considered “White” or “Black” or “East/Southeast Asian,” etc. Which race category best describes you? (please select all that apply):*

* Black (i.e. African, Afro-Caribbean, African-Canadian descent)
* East Asian (i.e. Chinese, Korean, Japanese, Taiwanese descent)
* Indigenous (i.e. First Nations, Métis, Inuit descent)
* Latino (i.e. Latin American, Hispanic descent)
* Middle Eastern (i.e. Arab, Persian, West Asian descent, e.g. Afghan, Iranian, Turkish, Kurdish, etc.)
* South Asian (South Asian descent, e.g. East Indian, Pakistani, Bangladeshi, Sri Landan, Indo-Caribbean, etc.)
* Southeast Asian (i.e. Filipino, Vietnamese, Indonesian descent, etc.)
* White (i.e. European descent)
* Another race category (please specify):

Recruitment: <Responses to the question below (including open ended ‘other’ responses) were grouped so that they are categorized as either being encouraged by others to run, or not. >

*When you first decided to run for election, whether in 2018 or earlier, which of the following led you to consider running?*

* Approached by an activist or member of a federal or provincial political party
* Encouraged by family or friends
* Encouraged by members of a community group or association that I belong to
* Concern about a particular public policy issue
* My own initiative. It seemed like the logical next step in my political career
* Belief that I would bring special skills and experience to the job
* Other (please specify)
* Don’t know / Prefer not to say

Progressive Ambition

*Regardless of the outcome of this campaign, are you interested in running as a candidate for any of the following offices in the future? (please select all that apply):*

* Municipal councillor
* Mayor
* Member of Provincial Parliament
* Member of Parliament

Education  
What is the highest level of education you have completed?

* Did not complete high school
* Completed secondary/high school
* Completed technical, community college
* Bachelor’s degree
* Master’s degree
* Professional degree of doctorate
* Don’t know/prefer not to say

Age

In what year were you born? Please enter the year in the box below.

* Don’t know/prefer not to say

Income

Which of the following best indicates your annual HOUSEHOLD income before taxes?

* Less than $25,000
* $25,000-$49,999
* $50,000-$74,999
* $75,000-$99,999
* $100,000-$124,999
* $125,000-$149,999
* $150,000-$174,999
* $175,000-$199,999
* $200,000 or more
* Don’t know/prefer not to say

Children

Do you have children currently enrolled in primary or secondary school?

* Yes
* No
* Don’t know / Prefer not to say

Special needs

Are you a parent of a child (or children) with special needs?

* Yes
* No
* Don’t know / Prefer not to say

**Online Appendix 2: Gender and Racial Minorities by School Board Type**

**Table 2-1: Gender of Candidates by Language and Religion of School Boards**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | **English board** | **French board** | **Public board** | **Catholic board** |
| Men | 55.1% | 55.6% | 52.8% | 59.3% |
| Women & Gender Non-Binary | 44.9% | 44.4% | 47.2% | 40.7% |
| N | 1302 | 196 | 948 | 550 |

\*36 candidates could not be coded for gender

**Table 2-2: Racialized Candidates by Language and Religion of School Boards**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Race** | **English Board** | **French Board** | **Public Board** | **Catholic Board** |
| Racialized | 21.1% | 11.1% | 26.3% | 8.7% |
| White | 78.9% | 88.9% | 73.7% | 91.3% |
| N | 1195 | 162 | 946 | 476 |

\*173 candidates could not have their race verified

**Online Appendix 3: Multivariate Analyses**

Table 3-1 show the results of a series of multivariate logistic regression models (all outcome variables are dummies). The models correspond with the bivariate analyses conducted in the main text of this note. The outcome variable in Model A represents becoming a trustee (winning/being acclaimed versus losing an election), which corresponds with the bivariate analysis in Figure 1. The dependent variable in Model B is whether candidates were encouraged to run for office (see Table 1), while the outcome variables in Models C-F are whether respondents aspire to other (higher) types of office (Table 2).

Explanatory variables include our main theoretical variables (gender and race), as well as a series of sociodemographic controls. All controls are coded as dummies, which the exception of age (which is in years).

Entries report marginal effects.

**Table 3-1: Candidate and Trustee Shares by Gender and Race – Marginal Effects**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Model A**  Becoming a trustee | **Model B**  Encouraged to Run | **Model C**  Aspire to City Council | **Model D**  Aspire to Mayoralty | **Model E**  Aspire to Provincial Office | **Model F**  Aspire to Federal Office |
| Women | 0.139 (0.053)\*\* | 0.164 (0.052)\*\* | -0.021 (0.053) | -0.049 (0.037) | -0.098 (0.044)\* | -0.021 (0.038) |
| Racialized | -0.312 (0.071)\*\* | 0.011 (0.073) | -0.067 (0.071) | -0.021 (0.048) | -0.046 (0.057) | -0.059 (0.052) |
| University educated | -0.080 (0.058) | -0.014 (0.059) | -0.041 (0.055) | -0.027 (0.037) | 0.034 (0.046) | -0.008 (0.040) |
| Age | 0.005 (0.002)\* | -0.005 (0.002)\* | -0.008 (0.002)\*\* | -0.005 (0.001)\*\* | -0.009 (0.001)\*\* | -0.010 (0.001)\*\* |
| High income | 0.141 (0.060)\* | 0.050 (0.063) | 0.012 (0.059) | -0.035 (0.039) | -0.048 (0.048) | 0.036 (0.046) |
| French board | 0.191 (0.105) | 0.014 (0.097) | -0.057 (0.100) | -0.034 (0.075) | -0.157 (0.107) | -0.018 (0.074) |
| Catholic board | 0.065 (0.059) | -0.071 (0.061) | 0.016 (0.057) | 0.047 (0.038) | 0.049 (0.046) | 0.039 (0.041) |
| N | 299 | 299 | 299 | 299 | 299 | 299 |
| Pseudo R2 | 0.1067 | 0.0463 | 0.0498 | 0.0950 | 0.1393 | 0.1785 |

Entries report marginal effects and standard errors (in parentheses)  
\*: p < 0.05, \*\*: p < 0.01