

# Maydianne C.B. Andrade PhD, FRCGS



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## Brief Bio

Maydianne C.B. Andrade is an award-winning Biologist and University Professor at the University of Toronto. Her research examines how social and environmental variables shape organismal traits and species diversity. As co-founder and President of the Canadian Black Scientists Network, Professor Andrade advocates for Black innovators, researchers, and trainees in science, technology, engineering, mathematics, medicine and health from across the country. As founder and Co-Chair of the Toronto Initiative for Diversity and Excellence, she has led engaging conversations on equitable and inclusive workplaces for thousands of professionals across sectors inside and outside the University. A sought-after speaker, Professor Andrade's dedication to public engagement includes a podcast, interviews and panels on CBC radio, and creative work on and off screen on nature documentaries. Leadership roles within the University of Toronto have included Vice Dean, Acting Dean, and Special Advisor roles. In January 2026, Professor Andrade will move to York University as the Dean of Science.



University Professor  
Evolution & Ecology Researcher  
Inclusive Practices Educator  
Engaging Public Speaker

**Maydianne Andrade (she/her/they)** holds the University of Toronto's highest academic rank - University Professor, a distinction restricted to 2% of faculty. A **biologist** whose award-winning research is based at the University of Toronto Scarborough (UTSC), Professor Andrade examines the evolution of species diversity across variable environments, and is internationally recognized for her research on black widow spiders. With a PhD in Neurobiology and Behavior from Cornell University, Professor Andrade is an elected member of the American Academy of Arts & Sciences, Fellow of the Animal Behavior Society, and of the Royal Canadian Geographical Society (RCGS). Professor Andrade's awards and recognitions encompass the career arc from new investigator awards to recognitions for sustained contributions to the field, including most recently, Exemplar awards from the Animal Behaviour Society, and from the Centre for the Integrative Study of Animal Behavior.

Professor Andrade's career is marked by innovative leadership and actualizing best practices for inclusion within and outside the University. In 2016, Professor Andrade founded the Toronto Initiative for Diversity and Excellence (TIDE), a multi-disciplinary group of faculty volunteers providing data-informed talks, workshops, confidential counsel, and online resources to support increased inclusive practices in the university. Thousands of faculty, staff, and students at the University of Toronto have engaged with TIDE programming. Outside the University, Professor Andrade has provided evidence-rich talks and workshops supporting action on equity and inclusion across sectors (including municipal governments, federal agencies, hospitals, research institutes, and private sector corporations in fields ranging from law to construction). She is a co-founder and inaugural President of the Canadian Black Scientists Network, and was named a 'Community Champion' by the Black North Initiative. This interdisciplinary network of more than 1000 professionals and graduate students in Science, Technology, Engineering, Mathematics, Medicine & Health (STEMM) works across sectors and with government to increase Black inclusion in STEMM. Professor Andrade's positive impact has been recognized with a Trailblazer Award (Canadian Science Policy Centre) and a Presidential Award for Excellence in Societal Engagement (Canadian Society for Ecology and Evolution).

Professor Andrade values public engagement and has prioritized science outreach throughout her career. Her recent creative outputs include a podcast on navigating the pandemic lockdown (*The New Normal*), interviews and commentaries on CBC Radio (*Ideas, Quirks & Quarks*), and appearances and creative input on several nature documentaries on *The Nature of Things*.

Professor Andrade's leadership includes national service as Chair of the Scientific Advisory Committee of the CCA, and of the National Selection Committee for the Killam Prizes and Dorothy Killam Fellowships, some of Canada's highest scholarly honours. Formal leadership roles at the University of Toronto include Vice Dean Faculty Affairs & Equity, Acting Vice Principal Academic and Dean, and Special Advisor to the Dean on Equity Education & Inclusive Recruitment (UTSC) as well as Special Advisor on EDI to the Dean of the Ontario Institute for Studies in Education. After 25 years of service an impact at the University of Toronto, Professor Andrade will commence a new role as Dean of Science at York University in January 2026.