

Subcommittee on Women
Annual Report to the Joint Senate-Board Committee on Equity

1 June 2014 – 31 May 2015
(submitted by Professor Sarah Turner, Co-Chair)

Membership 2014-2015

Susan Gaskin, Co-Chair	Civil Engineering and Applied Mechanics
Sarah Turner, Co-Chair	Geography
Amberg, Veronica	SEDE
Amsel, Rhonda	Psychology
Baum, Shari	School of Communication Sciences and Disorders
Bede, Jacqueline	MacDonald Campus
Benedetti, Andrea	Medicine
Braitstein, Lara	Religious Studies
Butler-Kisber, Lynn	Education
Czarnocki, Susan	Libraries/Alumnae
Davis, Linda	School of Social Work
Hnatchuk, Darlene	Director, Career Planning Service
Hyde, Sandra	Anthropology
Jones, Julie	Library (Social Science)
Kok, Roe-Min	Music
Koop, Dora	Management
Lee, Diana H.	McGill Women's Network
Lippman, Abby	Epidemiology, Biostatistics, Occupational Health
Luker, Jana	Executive Director, Student Services
Lungu, Brighita	PGSS
MacDonald, Mary Ellen	Dentistry
Narain, Vrinda	Law
Strong-Wilson, Teresa	Education
Talreja, Ayesha & Katerina Jabbour	SSMU reps
Tannenbaum, Gloria	Pediatrics
Tetrault, Bianca	Harm Reduction Officer
Tozer, Angela	History
Van Lierop, Dea	Urban Planning (Graduate student)
Zorychta, Edith	Pathology/MAUT

Our Mandate

The Senate Subcommittee on Women (SSCOW) makes recommendations to the Joint Senate Board Committee on Equity (JSBCE) on the following topics:

1) Advocacy of Women's Rights and Promotion of Women

- Providing positive action regarding the employment and promotion of women at McGill University
- Promoting equity for women in salary and pension issues
- Monitoring representation of women on University committees and in administrative positions
- Monitoring policy and practices affecting women
- Providing advocacy for the problems of obtaining research funding - Supporting research and teaching on women

2) Initiation and Consolidation of Women's Activities

Will collaborate with the Institute for Gender, Sexuality, and Feminist Studies (IGSF) when there are issues of mutual interest. As well, SSCOW will continue to offer its own advice about and support to the activities of women students and all staff.

3) Liaison and Networking for Women

- Assisting in the sponsorship of conferences on issues pertinent to women in academic and workplace contexts
- Facilitating contact with other women's groups at the University as well as regional and national organizations

It should be noted that we have no budget.

Activities during the year:

SSCOW continues to be active on a broad number of issues. It has been observed that most direct discrimination of women has now been removed at McGill, however indirect discrimination or undervaluation of women's achievements remains. The issues covered this year are summarized below.

The Subcommittee on Women (SSCOW) met in person 4 times during the teaching year with other work carried out by e-mail between these gatherings. Agendas for each meeting were pre-circulated, and minutes of each meeting were recorded. Between 4 and 10 members attended the meetings and all decisions were made by consensus. Other members were consulted by email on substantive issue to gain broader representation.

Completion and success of SSCOW's 2013-2014 focus - gaining SPF funds for a Family Resources Co-ordinator.

The 2013-14 goal of SSCOW had been to gain funding for a Family Resources Co-ordinator from the McGill Sustainability Projects Fund. The work on securing funds for this project continued over into Fall 2014. The proposal was successful in October 2014, and the newly appointed Family Resources Co-ordinator, Ms Tanya Lalonde, is now employed and located at the Social Equity and Diversity Education Office (SEDE). Tanya's role will include creating a central resource for the McGill community that addresses family care issues. A central goal is to assist students and staff meet their childcare needs.

Sexual assault policy

Members of the Sexual Assault Policy working group, who are attempting to create a specific policy on this topic at McGill met with SSCOW members in April 2015 and SSCOW is endorsing their policy proposal.

SSCOW Website updates and communications

- Our website continues to be updated with relevant material and upcoming meetings or seminars of interest. <https://www.mcgill.ca/senate-subcommittee-women/senate>
- Media releases were sent for March 8, International Women's Day.
- We wrote to Deputy Provost Dyens regarding concerns that negotiations over Women Only Gym hours had broken down. We did not receive a response.
- Other documents of interest or concern were circulated among members, discussed and acted upon as relevant.

Women in Academic Leadership

Research continued regarding what resources and workshops are available across North America for women academics to progress and gain support in academic leadership roles (these resources are now

listed and updated on SSCOW website). A 'brown bag lunch' discussion series for tenured women academics will start in Fall 2015, with the first lunch for women in Faculties of Science and Engineering.

SSCOW members on JBSCE working group on systemic bias

The Joint Board Senate Committee on Equity established a working group to investigate whether or not systemic bias affects different groups of tenure track academic staff at McGill University (in reappointment, promotion and tenure, work environment). SSCOW member Vrinda Narain chairs the working group, and SSCOW co-chair Sarah Turner is a member. Although the core focus of the working group is racial bias, the survey also look at gender, sexuality and dis/ability. Working Group outputs will be of direct use to SSCOW.

Sarah Turner
17 August 2015