



Annual Report to the Joint Senate-Board Committee on Equity

1 June 2015 – 31 May 2016

(Submitted by Assoc. Prof. Susan Gaskin, Chair on Aug. 2, 2016)



Membership 2015-2016

Chair: Susan Gaskin	Civil Engineering and Applied Mechanics
Amberg, Veronica	SEDE
Amsel, Rhonda	Psychology
Bakiri, Sarah	SSMU reps
Baum, Shari	School of Communication Sciences and Disorders
Bede, Jacqueline	MacDonald Campus
Benedetti, Andrea	Medicine
Boruff, Jill	Libraries
Braitstein, Lara	Religious Studies
Glushko, Anastasia	PGSS
Hnatchuk, Darlene	Director, Career Planning Service
Hyde, Sandra	Anthropology
Kok, Roe-Min	Music
Koop, Dora	Management
Lee, Diana H.	McGill Women's Network
Lippman, Abby	Epidemiology, Biostatistics, Occupational Health
MacDonald, Mary Ellen	Dentistry
Manakis, Marie	Law
Narain, Vrinda	Law (on sabbatical)
Strong-Wilson, Teresa	Education
Tannenbaum, Gloria	Pediatrics
Tetrault, Bianca	Harm Reduction Officer
Tozer, Angela	History
Turner, Sarah	Geography (on sabbatical)
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 of SSCOW during the 2015-2016 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 under-valuation of women's achievements remains, particularly in units with lower percentages of women faculty. The issues covered this year are summarized below.

The Subcommittee on Women (SSCOW) met in person 4 times during the teaching year: 3 committee meetings (attendance 4-10) and the 4th was an open meeting on accommodation for primary care responsibilities (attendance >50). Other members were consulted by email on substantive issues to gain broader representation. Work was also carried out with communication by e-mail between these gatherings. Agendas and minutes were recorded.

Open Meeting on Accommodation for Primary Care Responsibilities

An Open meeting was held on January 26, 2016 to discuss accommodation at McGill for primary care responsibilities that was attended by over 50 professors and AP Campbell. Minimum accommodation for family care and primary care is provided for by provincial and federal laws (Canada: http://www.esdc.gc.ca/en/reports/ei/compassionate_care.page#h2.1, Quebec: <http://www.cnt.gouv.qc.ca/en/situations-of-life-at-work/work-and-family-obligations/>). A guideline for tenure track faculty allowing for up to 3 years of 50% load exists at McGill (<https://www.mcgill.ca/apo/deans-and-chairs-guide/temporary-reduced-load>) and was amended in late spring 2016 to tenure track and tenured faculty. Current practise at McGill is on a case-by-case basis and ranges from denial of government minimums to appropriate accommodation leading to loss of university productivity and individual hardship. A sub-committee of SSCOW and the Chairs of the Women's, Disability and Family Care Sub-committees of JBSCE has been formed to gather data on this practice and propose policies or regulations to support reasonable accommodation across the university

Sexual assault policy

The Sexual Assault Policy working group sent their draft policy to SSCOW for comments, which were provided in Sept 2015. In July 2016, SSCOW provided extensive comments and recommendations to AP Campbell on her new draft of the Sexual Violence Policy.

RVH Daycare Proposal

SSCOW collaborated with the Family Care Sub-Committee on a proposal for a private daycare facility at the RVH site (private as there is no possibility of more CPE places provided by the Quebec Government), this was submitted in February 2016 with the support of AP Campbell.

Women in Academic Leadership

The first 'brown bag lunch' discussion series for tenured women academics was held on November 26, 2015, for women in the Faculty of Engineering who make up only 10% of the professoriate (with a loss of 25% of women faculty members (4 individuals) over the previous 3 years). Practises in the Faculty of Engineering appear to lag behind the progress towards equity seen in other Faculties, likely due to the extremely low representation of women (e.g. 4/5 requests for reduced load to accommodate family care were refused, hiring committees do not always include 1 woman, a woman was asked to "donate" back to McGill salary earned from a prestigious guest lectureship...). AP Campbell suggested a "best practices" manual could be prepared for guidance – this excellent idea will form a future project.

Women in Engineering – pilot project

In fall of 2015 S. Gaskin worked with T. Jarrett (SEDE: working 1 day/week in Engineering) on a survey about mentoring practices and preferences. This was presented to the Faculty of Engineering Equity Committee and was subsequently adopted and sent out to the faculty in Engineering in winter 2016.

Hooma Hoodfar

SSCOW collaborated with MAUT in discussions leading to actions of support from MAUT for Professor Hooma Hoodfar, the Canadian-Iranian citizen held in an Iranian jail without access to a lawyer, family or medical care.

Presentations by/participation of SSCOW on women in the professoriate

- Engineering Undergraduate Students (EUS) Equity Committee: “Forum on Diversity and Inclusivity in Engineering”, 6th of October, 2015. Panelist S. Gaskin.
- SSMU Equity Committee “Diversity in Academia”, January 28, 2016. Panelist S. Gaskin.
- Women in Physics (WiP): “Women in STEM”, Feb 5, 2016. Panelist S. Gaskin.
- Institute on Gender, Sexuality and Feminist Studies (IGSF): “Feminist Pedagogy and Professionalism: Solving Heterosexuality and Sexism in Academia”, March 9th, 2016. Panelist S. Gaskin.
- SEDE Office, SSMU, PGSS, Sustainability Projects Fund, McGill Family Care Office: “Family Care Forum”, March 29th, 2016. Participant S. Gaskin.

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> , such as a media release for International Women’s Day on March 8th.