



Sub-committee on Women
Annual Report to the Joint Senate-Board Committee on Equity
1 June 2016 – 31 May 2017



(Submitted by Assoc. Prof. Susan Gaskin, Chair on Aug. 15, 2017)

Membership 2016-2017

Chair: Susan Gaskin	Civil Engineering and App.Mech		
Amsel, Rhonda	Psychology	MacDonald, Mary Ellen	Dentistry
Bakiri, Sarah	SSMU reps	Maciasz, Eva	Admin (IT)
Baum, Shari	School of Communication Sciences and Disorders	Manakis, Marie	Law
Bede, Jacqueline	MacDonald Campus	Munter, Lisa Marie	Pharmacology and Therapeutics
Benedetti, Andrea	Medicine (Epidemiology)	Narain, Vrinda	Law
Bidochka, Roberta	Pharmacology and Therapeutics	Phyper, Megan	SSMU
Boruff, Jill	Libraries	Pingeton, Julia	Family Coordinator SEDE
Braitstein, Lara	Religious Studies	Rao, Daneese	SSMU
Glushko, Anastasia	PGSS	Tannenbaum, Gloria	Pediatrics
Hnatchuk, Darlene	Director, Career Planning Service	Tetrault, Bianca	Harm Reduction Officer
Hyde, Sandra	Anthropology (on sabbatical)	Titone, Debra	Psychology
Kok, Roe-Min	Music	Tozer, Angela	History
Koop, Dora	Management	Turner, Sarah	Geography
Lee, Diana H.	McGill Women's Network	Yard, Shanice	SEDE
Lippman, Abby	Medicine (Epidemiology)(retired)	Zorychta, Edith	Pathology/MAUT

Our Mandate

The Subcommittee on Women 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, the Sub-Committee 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 a limited budget which went towards maintaining our website.



Sub-committee on Women
Annual Report to the Joint Senate-Board Committee on Equity
1 June 2016 – 31 May 2017

(Submitted by Assoc. Prof. Susan Gaskin, Chair on Aug. 15, 2017)



Activities of Sub-committee on Women during the 2016-2017 year:

The Sub-committee on Women continues to be active on a broad number of issues. It has been observed that most direct/overt 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 met in person 4 times during the teaching year: 4 committee meetings (attendance 5-10). 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.

Sexual Violence Policy

The Sub-Committee on Women was actively involved in providing feedback and recommendations to the drafts of the Sexual Violence Policy that was approved by Senate in November 2016. Consultations within the membership and discussions with other interested stakeholders (including MAUT, SSMU, PGSS, SACCOMS) were undertaken. In addition the Sub-Committee participated in a Roundtable meeting on Nov.4 organized by the Provost's office. These led to written recommendations on the drafts of May 2016, September 2016 and October 2016 of the Sexual Violence Policy, which were discussed in meetings with AP Campbell (Equity and Academic Priorities).

Policy on Harassment, Sexual Harassment and Discrimination prohibited by law

The Sub-Committee were consulted about amendments to the policy, which were proposed to defined the responsibilities of a new "Senior Equity and Inclusion Officer", a position created to reduce the administrative load of the Coordinating Assessor and to provide continuity in implementation of the Policy. Comments were initially provided in July 2016 and feedback continued over the year until the amendments were approved by Senate in May 2017. The Sub-Committee continues to provide comments and suggestions for other amendments through a working group on the Policy.

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>
- This year a Facebook page has been initiated and maintained by the student members to provide an alternative forum for disseminating information about relevant events and activities.