



Sub-committee on Women
Annual Report to the Joint Senate-Board Committee on Equity
1 June 2017 – 31 May 2018
(Submitted by Assoc. Prof. Susan Gaskin, Chair on August 19, 2018)



Membership 2017-2018 Chair: Susan Gaskin, Assoc. Prof., Civil Engineering. Membership: R. Amsel, S. Bakiri, S. Baum, J. Bede, J. Boruff, A. Glushko, A. Gonsalves, D. Hnatchuk, S. Hyde, D. Koop, D. Lee, E. Maciasz, LM. Munter, V. Narain, M. Phyper, J. Pingeton, R. Ridochka B. Tetrault, D. Titone, S. Turner, E. Zorychta.

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
- 2) Initiation and Consolidation of Women's Activities
- 3) Liaison and Networking for Women

Activities of Sub-committee on Women during the 2017-2018 year:

The Sub-committee on Women continues to be active on a broad number of issues. Although most direct/overt discrimination against women has now been removed at McGill, indirect discrimination or under-valuation of women's achievements remains, particularly in units with lower percentages of women faculty. The Subcommittee on Women met in person 4 times (attendance 5-10) during the teaching year. 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. The following topics were addressed.

Gender Summit Conference in Montreal: Attending members summarized the lessons learned as:

- i) As departments, we need to be far more proactive in reaching out to members of diverse groups when hiring.
- ii) Women are not necessarily leaving the workplace because of raising children; it is because of the workplace environment.
- iii) The metrics that we work with (such as for merit) were created by western white men, and are not objective for all groups. This needs to change.

Sexual Violence Policy: The Sub-Committee on Women continues to monitor and provide feed back to the Add Hoc committee (via confidential surveys and interviews) and the Implementation Committee (focus group meeting, consultation on Toolkit).

Policy on Harassment, Sexual Harassment and Discrimination prohibited by law The committee recommends that faculty/student sexual relationships are not allowed in any situations due to the power imbalance between the individuals involved, which may influence the initiation of the relationship and be used to influence subsequent actions.

Maternity leave funding for graduate students and post-docs. Lack of maternity leave funding has been identified as a constraint to the continuation of women in research degrees. A sub-committee is researching policies and approaches at other universities. Fund raising for the project is possible through Development and Alumni Relations (DAR), if a university policy is developed to support the project.

In memoriam, Professor Abby Lippman: We remember Professor Abby Lippman, longtime Chair of SSCOW and active supporter of equity and diversity, who passed away on December 26, 2017.

SSCOW Website Our website continues to be maintained and updated. <https://www.mcgill.ca/senate-subcommittee-women/senate>