



**Sub-committee on Women**  
**Annual Report to the Joint Senate-Board Committee on Equity**  
**1 June 2020 – 31 May 2021**



(Submitted by Profs Allison Gonsalves and Sarah Turner, co-chairs. September 2021)

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**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 2020-2021 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 three times virtually during the teaching year. Members were also consulted by email on substantive issues to gain broader representation on issues raised in meetings or that came to the attention of the co-chairs between meetings. Agendas and minutes were recorded. The following topics were addressed amongst others:

**Assessment of Performance (COVID-19 Considerations)** – SSCOW engaged in lengthy discussions and consultations with representatives from MAUT (including incoming president Renee Sieber) to formulate a position on this issue and to communicate our concerns to the special micro-task force on equitable assessment of academic staff. These concerns were brought to the JSBCE and to a special meeting with the micro task-force.

**Covid-19 Concerns generally:** Consultation with PGSS and SSMU students re: equity concerns in light of online learning and care-giving.

**École Polytechnique statement** revised and updated for December 6 in Reporter. Commemoration attended by Allison Gonsalves on behalf of SSCOW. Commemorative speech given by Allison Gonsalves.

**SSCOW Website and Facebook site.** Our website continues to be updated and our Facebook page is active. <https://www.mcgill.ca/senate-subcommittee-women/senate>

**JSBCE Subcommittees:** Relationship building and establishment of shared responses to equity concerns. Chairs met 5 times to discuss the following:

- Concerns re: merit and promotions in light of COVID-19
- Employment equity data collection/reporting
- Restructuring of JBSCE Terms of Reference