

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

1 June 2010- 31 May 2011
(submitted by Professor Abby Lippman, Chair)

Membership 2010-2011

Abby Lippman, Chair	Epidemiology, Biostatistics, Occupational Med
Rhonda Amsel	Psychology
Lynn Butler-Kisber	Education
Annmarie Adams	IGSF
Edith Zorychta	Pathology/MAUT
Andrea Benedetti	Epidemiology (on Parental leave part of year)
Kim Brooks	Law (until her move to Dalhousie)
Vrinda Narain	Law (replacing Kim Brooks)
Teresa Strong-Wilson	Education
Charmaine Nelson	Art History (on sabbatical)
Susan Gaskin	Engineering
Dora Koop	Management
Lara Braitstein	Religious Studies
Sarah Turner	Geography: on sabbatical
Jacqueline Bede	Macdonald (sabbatical part of year)
Sandra Hyde	Anthropology
Susan Czarnocki	Libraries/Alumnae
Veronica Amberg	SEDE
Jane Everett	Dean of Students
Emily Gilfallin	SSMU
Erin Lafferty	PGSS
Jana Luker	Student Services
Samantha Cook	Student Services
Diana Lee	McGill Women's Network Group

Mandate of the Subcommittee

The SSCOW continued to work in accord with existing guidelines that required it to make recommendations as appropriate and as resources allowed on the following topics. In light of the revisions of the JBSCE mandate during the year, these were also shortened and revised at the end of the term (see below).

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
- Advancing women's studies issues

2. Initiation and Consolidation of Women's Activities.

The SSCOW collaborates with the Institute for Gender, Sexuality, and Feminist Studies (IGSF) on issues of mutual interest. As well, the SSCOW continues to offer its own advice as appropriate and to support 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

Early in 2011 the mandates for all the Equity Subcommittees were revised to clarify that the SSCOW "shall advise on the development of - or modifications to -University policy regarding women across constituencies of the University and recommend ameliorations to JBSCE." The areas above, given their conformity to the new mandate, will continue to orient the work of the SSCOW.

Meetings

The Subcommittee on Women (SSCOW) met monthly (8 times) from September 2010 through May 2011 with work carried out by e-mail between these gatherings on items identified as either priority or emerging issues. Agendas for each meeting were pre-circulated, and minutes of each meeting were recorded, with copies going to the JBSCE Chair. As our capacity developed, we also posted relevant materials (and notices) on the revised SSCOW website. On average, 10-12 members attended a meeting, and all decisions were made by consensus. We also had an end-of-term social gathering in December 2010 to thank all members and others who had supported the SSCOW during the year. It was especially satisfying to see the wide range of people who took part in SSCOW meetings; these individuals continued to represent all McGill "constituencies."

Overview

SSCOW was active throughout the year primarily in the first and third of its areas of activity. The SSCOW also continued to focus on general issues that affect equity for women at McGill University and in this regard we began to explore reduced work options (or alternative career paths) that would accommodate the needs of all faculty, staff, and students.

This year the SSCOW continued to revise and improve its website, work that continues to ensure the site is relevant, responsive to the needs of women on campus, and current. The SSCOW also supported other initiatives to make the campus "women-friendly" and worked collaboratively with Jana Luker (Student Services) and the SEDE Office when appropriate. We also took part in the new faculty orientation in August 2010, an activity that will remain a regular part of our networking work.

Details about the work of SSCOW during 2009-2010 can be found in the minutes of our meetings as well as in summary reports submitted to the JBSCE during the year.

Pay Equity

SSCOW continues to monitor the range of salaries according to professorial rank. As noted in previous reports, a continuing concern remains the matter of pay equity for *part*

time and non-tenured staff as well as for *non-academic staff*. Unfortunately, we were again unable to move forward on this in 2010-11.

Conciliation Work/Study/Family

Balancing their multiple commitments remains difficult for women students, staff and faculty, and the lack of affordable and local daycare remains a serious concern. We hope that these matters will be addressed in policies emerging from recommendations of the Principal's Task Force. It remains essential to enhance the capacity of the University to recruit and retain women staff, and to provide an equitable experience to women students; in this regard, serious support of "conciliation" policies and childcare arrangements is likely to be essential. During the year we continued to explore possible "alternative career" options that would benefit working women and women students. The working "title" for our deliberations was "end oppression" so that we could take into account structural determinants that continue to impede full inclusion at McGill.

Harassment, Sexual Harassment, and Discrimination

We continue to request that all reports from the Provost on recorded incidents of harassment, sexual harassment, and discrimination include cross-tabulations to show the sex of the complainants and respondents. We are also supportive of continuing surveillance of the Policy in force to ensure that it meets the objectives appropriately.

Employment Equity

The SSCOW continues to note and to be very concerned about the limits of current hiring and promotion practices at McGill, with these concerns underlined by data showing how little progress seems to have been made in attaining inclusion and diversity in academic and non-academic ranks, especially at the higher levels. More needs to be done and the SSCOW believes that affirmative action policies could play an important role. However, while we will continue to advocate for these, more immediate action can be taken if the existing policies already "on the books" are rigorously followed, enforced, and monitored. Importantly, this includes ensuring Chairs and Deans are accountable for their equity practices in such things as recruitment, hiring, retention, and promotion, with their performance in these areas taken into consideration when their work is reviewed. As was noted in the SSCOW and other submissions to the Principal's Taskforce, "excellence" can NOT be attained without equity

Following the deposition of Kathy Cullen's report on the employment of women academics over 4 years ago, SSCOW has tried to continue her work by requesting detailed annual statistics on hiring and promotion of women. The University is to develop a plan for monitoring employment equity, and the SSCOW continues to offer its help in making this a reality. In particular, concerns remain about the extent to which the current hiring processes were adhering to the recommendations first set out by Luc Vinet about the training of Chairs and Hiring Committees on the needs for -- and ways to improve -- equity in recruiting new faculty. The SSCOW would especially like to receive copies of whatever reports are available that indicate numbers of women interviewed, recruited, hired, etc., over the past 5 years so we can determine the success of policies on moving toward equity.

Varia

1. The SSCOW co-sponsored various SEDE events as well as those arranged by the other Equity subcommittees. We also contributed to the 2011=2012 SEDE calendar

and were delighted that the artwork of Emily Clare, a SSCOW student member, will be included.

2. SSCOW has long been aware of the absence of coordination in the nomination of women for various external (and internal) awards and continued its efforts to set up some regular mechanism to facilitate this. This work will continue. Importantly, we will continue to submit names for consideration for Honorary Doctorate Awards – but do hope that the processes for final selection can be clarified, especially in view of concerns about delays in nominees actually getting their awards.

3. In a similar vein, the SSCOW reacted to learning of the male-only speakers list for a mini-Science series and expressed the need for some equity-awareness training by those organizing these and other (e.g., awards) events. It remains essential that inclusion and diversity are principles underlying all such ventures at McGill and that those in charge of putting together such things are “trained” as needed and held accountable.

4. The recommendation from the SSCOW for formal recognition by the University of 6 December and 8 March, important days for women and women’s rights, continues to be institutionalized. Again this year, announcements appeared on the McGill website on both days and the SSCOW continues to work for even more recognition in the future.

Change in Chairs. It was with delight and great enthusiasm that the SSCOW unanimously recommended that Prof. Vrinda Narain (Faculty of Law) be appointed as its new Chair. This recommendation was approved by the JBSCE and she will begin her term in September 2011. The position of “past-Chair” was also approved and Abby Lippman will take on this role to support Prof Narain as she begins her mandate. The SSCOW also proposed that subcommittees consider having Co-Chairs. This would, among other things, better involve students and allow for mentoring of them – as well as be a possible way to spread the workloads.

SSCOW recommends to the JBSCE

- (a) the establishment of an effective University-wide process to specifically address the issues of diversity and equity as they affect faculty, in particular: (i) collecting and tracking relevant data on an annual basis; (ii) faculty recruitment; and (iii) faculty retention, professional development and academic advancement.
- (b) that all written submissions to the Principal’s TaskForce committee and its working groups be made publicly available and that a List of all these be posted.
- (c) that a survey of the gender-related pay equity issues for part time and non-tenured academic staff, and administrative and support staff be undertaken so that any existing anomalies can be adjusted over a three year period. These analyses should be reported to the university community.
- (d) that a process be put in place to monitor ongoing progress on these issues and to provide an annual review that is made available to the JBSCE.
- (e) that mechanisms to promote and coordinate nominations of women for internal and external awards and honors as well as for the selection of speakers for special events be established.