



# Memorandum

Secretariat  
845 Sherbrooke Street West  
James Administration Building

**TO:** Equity, Diversity, and Inclusion Committee (EDIC)

**FROM:** Professor Mette Bendixen, Chair of the Senate Subcommittee on Women (JBS-SCOW)

**SUBJECT:** SSCOW 2023/2024 Annual Report

**DATE:** November 21, 2024

**DOCUMENT #:** EDIC24-06

**ACTION REQUIRED:**  INFORMATION     APPROVAL/DECISION

<b>ISSUE</b>	A report on SSCOW’s activities during the 2023/2024 academic year.
<b>BACKGROUND &amp; RATIONALE</b>	This report is intended to give EDIC members an overview of the activities and projects spearheaded by SSCOW during the 2023/2024 academic year, as part of the EDIC mandate.
<b>QUESTIONS FOR THE COMMITTEE</b>	Not Applicable
<b>PRIOR CONSULTATION</b>	SSCOW’s activities were led by it’s 2023/2024 co-chairs Prof. Mette Bendixen and Prof. Lisa Munter, with support from SSCOW’s Research Assistant, Steffy Velosa, and carried out in consultation with SSCOW members, including McGill students, faculty, and staff.
<b>SUSTAINABILITY CONSIDERATIONS</b>	SSCOW’s activities help to support the development of sustainable goals in line with McGill’s mission and principles. The subcommittee’s work is directly related to improving UN SDG goals 4. Quality education, 5. Gender Equality, 10. Reduced Inequalities, and 16. Peace, justice, and strong institutions, across policies and practices at the University.
<b>IMPACT OF DECISION AND NEXT STEPS</b>	Not applicable
<b>MOTION OR RESOLUTION FOR APPROVAL</b>	Not applicable
<b>APPENDICES</b>	Appendix A: Senate Subcommittee on Women 2023/2024 Annual Activities report

**Senate Subcommittee on Women  
2023/2024 Annual Activities report**

Written by Steffy Velosa (RA) and Mette Bendixen (Chair)

**1. Meetings held:**

- a. **November 9, 2023**
- b. **April 10, 2024**

**2. Updated Terms of Reference**

Received approval from EDIC on 5 February, 2024

**3. Review of “Provost Working Group on Academic Salary Equity: Final Report” from February 2020**

SSCOW critically examined the latest (2020) report aimed at assessing whether systemic inequities based on gender or any other protected grounds, are reflected in the salaries of tenure track and tenured academic staff. SSCOW’s review introduces concerns on the report related to the statistical methodology, interpretation of findings, and transparency. The review offers constructive feedback and areas of refinement for the next report (expected in 2024 according to the 2020 report).

- The review was shared with Angela Campbell (first author of the report) in July 2024, who forwarded it to colleagues Tynan Jarrett (co-author) and David Wright. Tynan Jarrett established contact with Vanessa Aguilera from McGill’s Committee on Academic Staff Compensation (CASC) and a meeting will be held in November 2024 to discuss next steps.

**4. Merit Project Initiation**

Following the 200+ attendance of the 2023 Faculty Matters session (held on 29 January 2024, co-hosted by the Office of the Provost and Executive Vice-President and MAUT) addressing Academic Performance Assessment and the Annual Merit Exercise, SSCOW sought a collaboration with MAUT to further investigate merit procedures at McGill. We presented our findings from the Salary Equity Report Review at a MAUT meeting on June 12<sup>th</sup> 2024, forging a partnership and securing funds (\$5,000) towards collecting data and conducting an audit using the “Equity-Minded Reform of Faculty Evaluation Policies Audit Resource” by The American Council on Education (2022). Next steps include:

- Securing additional funding to realize the full potential of this project. Funding will cover SSCOW’s research assistant’s salary.
- A survey on faculty merit perspectives distributed by MAUT. SSCOW drafted sample questions to assess the accuracy of McGill’s merit policies in practice, and consulted with MAUT to have some of these questions included in their upcoming annual faculty survey.
- Collecting more departmental merit allocation data.

**5. Initiating intersectional collaborations across all subcommittee chairs through quarterly meetings prior to EDIC meetings**

The EDI Subcommittees had their first meeting on the 24<sup>th</sup> September, 2024, to discuss intersectional issues, and establish an ongoing collaboration. Since our first meeting, we have been working together on requests to the EDIC, and developing strategies on how to best address issues through cross-committee consultations.