



Memorandum

Office of the Provost and VP (Academic)
James Administration Building, Room 504
Tel: 514-398-4177 | Fax: 514-398-4768

TO: Senate

FROM: Professor Angela Campbell, Associate Provost (Equity & Academic Policies)

SUBJECT: Biennial Report on Employment Equity

DATE: May 15, 2019

DOCUMENT #: D18-70

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE Presentation and discussion of employment equity data and recent employment equity initiatives at McGill.

BACKGROUND & RATIONALE McGill's [Employment Equity Policy](#) states:

[T]he University will ensure the implementation of this Policy by:
[...]

- reporting to Senate every two years on the status of employment equity in the various sectors of the workforce.

This Report is submitted in fulfillment of this requirement. The Report further informs Senate of recent related initiatives, and invites reflection on ways forward in regard to this important topic for our University.

PRIOR CONSULTATION N/A

SUSTAINABILITY CONSIDERATIONS N/A

IMPACT OF DECISION AND NEXT STEPS Continued work on the initiatives set out in this report.

MOTION OR RESOLUTION FOR APPROVAL This item is presented for information.

APPENDICES Appendix A: Employment Equity Biennial Report to Senate

Employment Equity Biennial Report to Senate

May 15, 2019

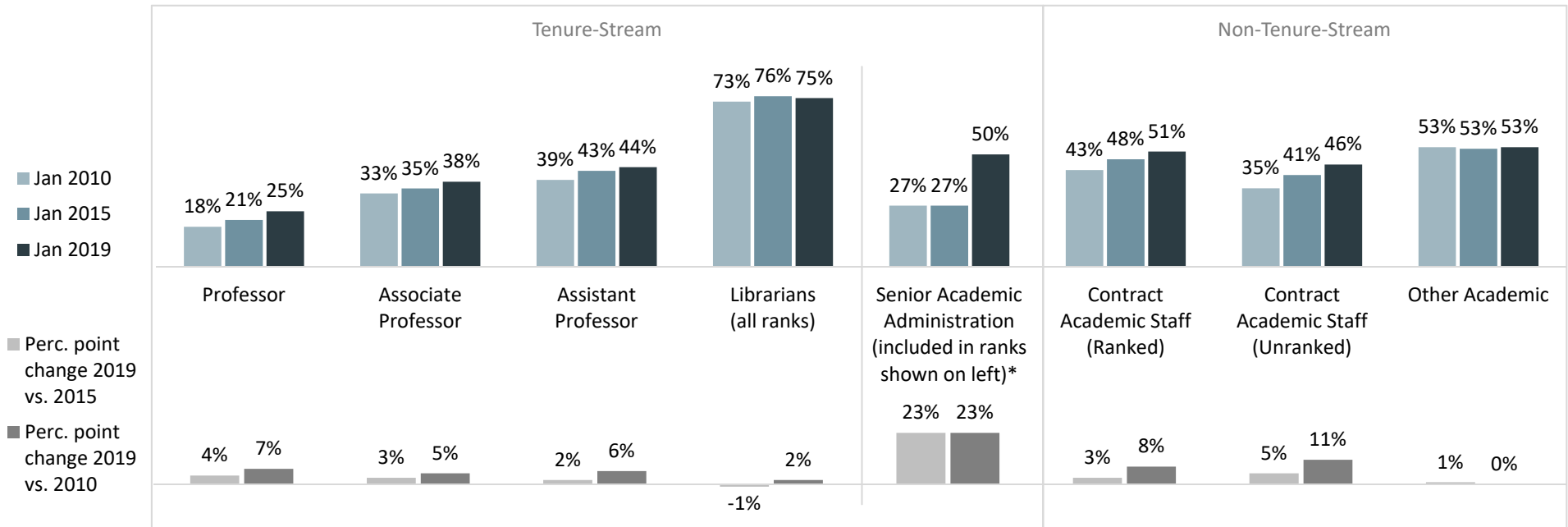
Professor Angela Campbell,
Associate Provost (Equity and Academic Policies)



McGill

Proportion of Women Among Academic Staff

- ▶ Across all academic employment groups, there has generally been steady growth of the proportion of women over the past 10 years.
- ▶ Representation of women in senior academic administrative positions has nearly doubled over time, reaching 50% in January 2019.



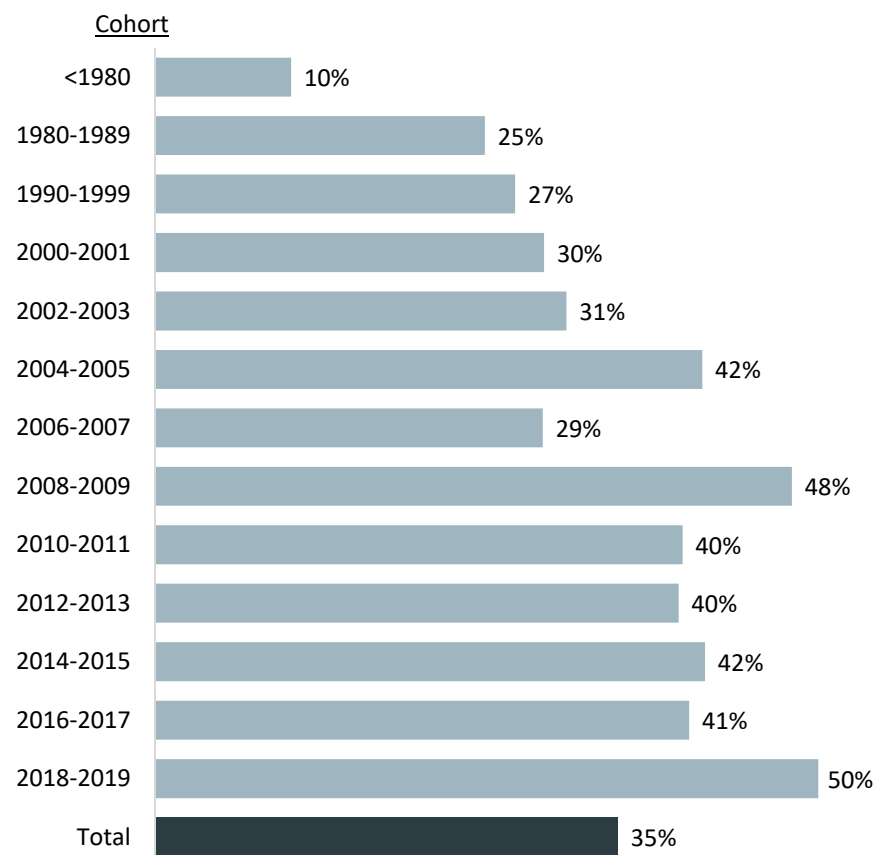
See Table 1 in Appendix for details and data definitions.

*Senior Academic Administration includes Principal, Provost, Vice Principal, Deputy/Associate Provost, Deputy/Associate Vice Principal, and Dean appointments held by tenure-stream academics.

Employment Equity Biennial Report to Senate - May 2019

Proportion of Women Among Tenure-Stream Academics in 2019

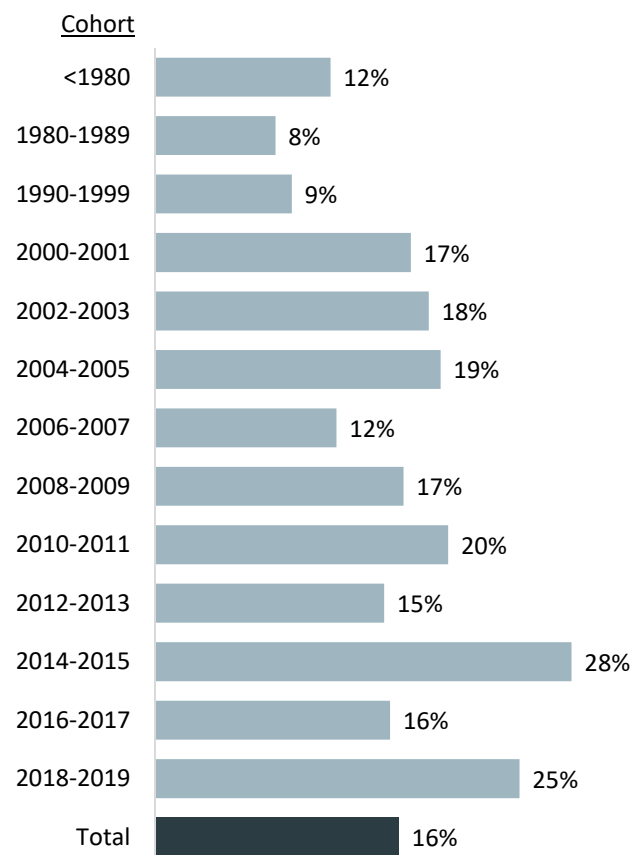
- ▶ The chart on the right shows the proportion of women tenure-stream academics within each *cohort*.
- ▶ All tenure-stream academics in January 2019 are grouped by cohort, defined as the start of their first tenure-stream appointment at McGill. The cohorts are shown by bands of fiscal years.
- ▶ The proportion of women in recent cohorts is considerably higher than that in earlier cohorts; i.e., recent hires are more likely to be women than previously.



See Table 4a in Appendix for details and data definitions.

Proportion of Racialized Persons Among Tenure-Stream Academics in 2019

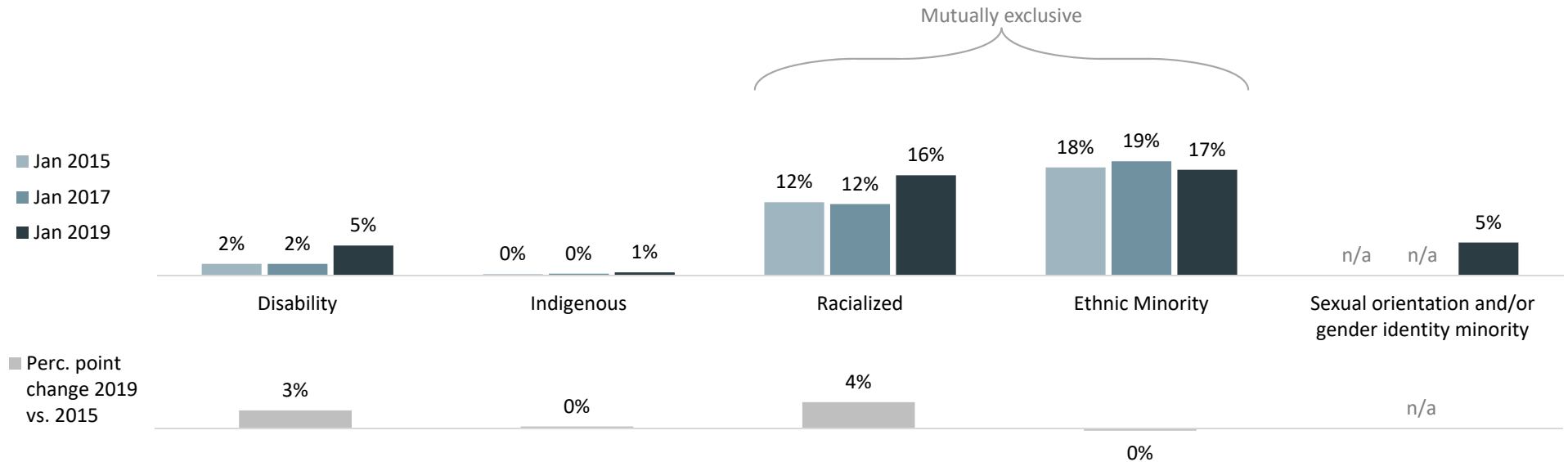
- ▶ The chart on the right shows the proportion of racialized tenure-stream academics within each *cohort*, among those who responded to the employment equity survey.
- ▶ All tenure-stream academics in January 2019 are grouped by cohort, defined as the start of their first tenure-stream appointment at McGill. The cohorts are shown by bands of fiscal years.
- ▶ Generally speaking, the proportion of racialized persons in recent cohorts is higher than in earlier cohorts, with a quarter of the 2018-2019 cohort self-identifying as racialized.



See Table 4b in Appendix for details and data definitions.

Representation of Designated Equity Groups Among Tenure-Stream Academics

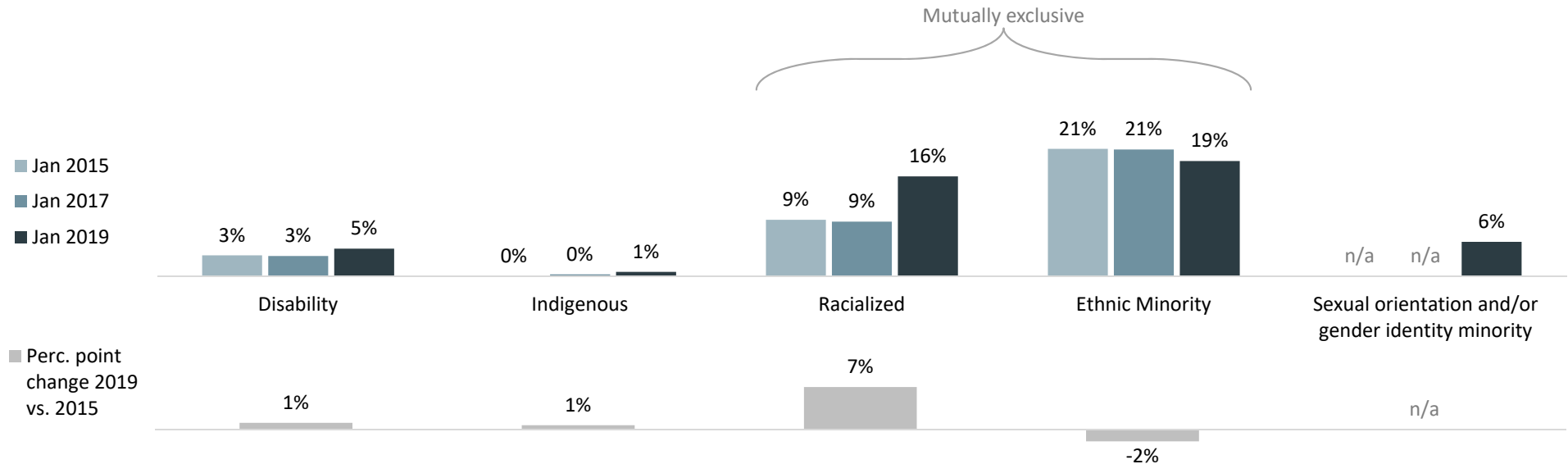
- ▶ Among tenure-stream academics who responded to the employment equity survey, there has been general growth among individuals who self-identify as having a disability or as racialized.



“n/a”: Not applicable; question not asked in Employment Equity Survey prior to August 2017. See Table 3a in Appendix for details and data definitions.

Representation of Designated Equity Groups Among Ranked CAS

- ▶ Among ranked contract academic staff who responded to the employment equity survey, the representation of those self-identifying as racialized has almost doubled over 5 years.



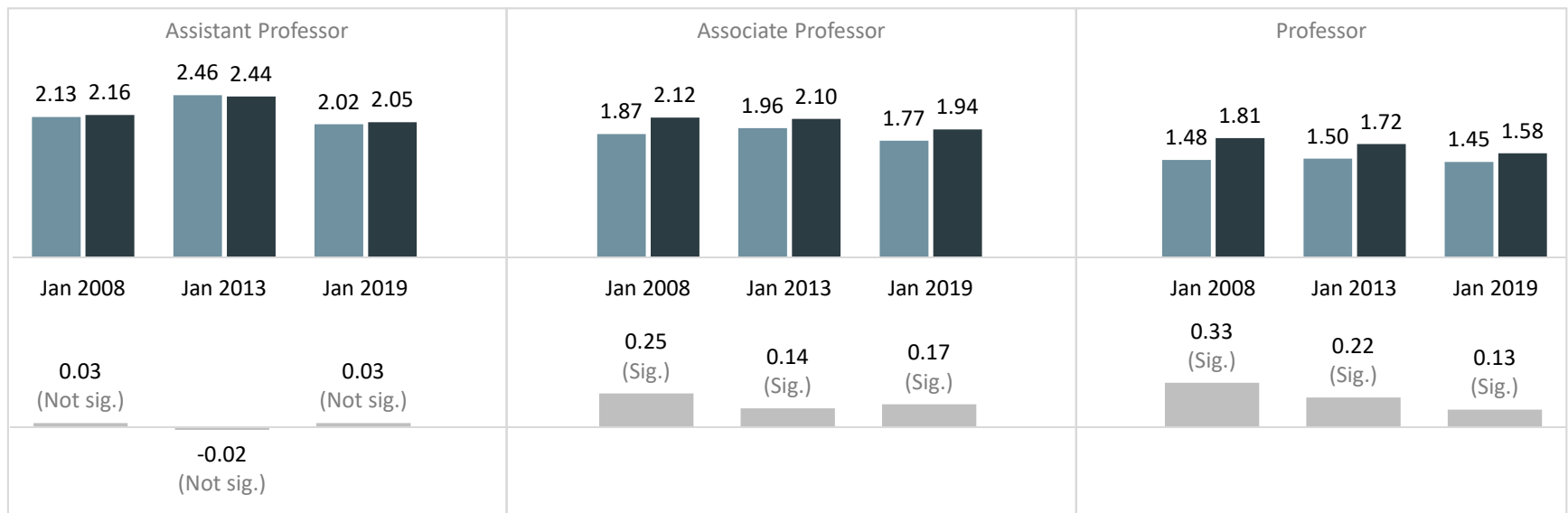
“n/a”: Not applicable; question not asked in Employment Equity Survey prior to August 2017. See Table 3a in Appendix for details and data definitions.

Mean Merit Rating (5-Yr Average) Among Tenure-Stream Professors

- ▶ The chart below shows tenure-stream professors' merit evaluations, averaged over five years, among women and men.
- ▶ In 2019, the mean merit evaluation of women is more favorable across all ranks (in merit ratings, 1 is high and 5 is low). This difference is statistically significant ($p < .05$) at the Associate and Full Professor ranks.

Note that merit rating has a range of 1-5, with 1 being the highest.

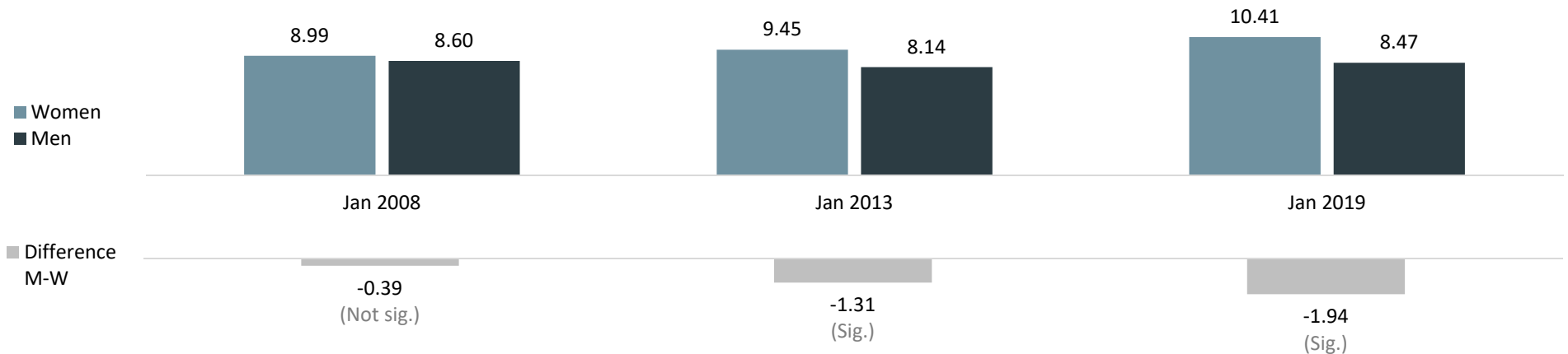
■ Women
 ■ Men
 ■ Difference M-W



See Table 9 in Appendix for details and data definitions.
 Mean merit ratings are t-tested; significance ($Pr > |t|$) tested at .05 level.

Mean Years Between Start as Associate and Start as Full Professor

- ▶ The chart below compares the mean years between starting as Associate Professor and the start of an appointment as Full Professor, for women and men.
- ▶ In 2019, it took women close to 2 years longer to reach the rank of Full Professor compared to men, a statistically significant difference ($p < .05$).
- ▶ The mean time to promotion for women has gradually and consistently increased over the years (detailed trend can be found in Table 7 in the Appendix), to 1.42 years longer than 11 years ago. The mean time to promotion for men, on the other hand, has remained relatively stable over time.

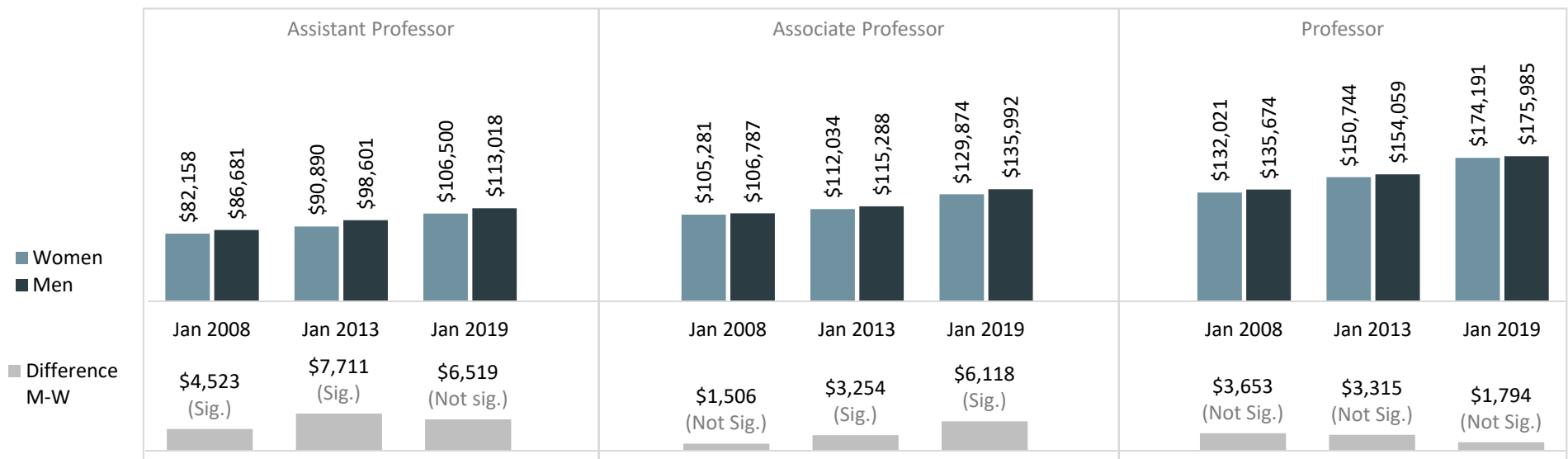


See Table 7 in Appendix for details and data definitions.

Mean years between start as Associate and start as Full Professor are t-tested; significance ($Pr > |t|$) tested at .05 level.

Mean Salary Among Tenure-Stream Professors

- ▶ The chart below compares tenure-stream professors' mean salaries by gender and rank.
- ▶ At this level of comparison, women's salaries are lower than men's across ranks and over time. The gap between men and women has shrunk at the Full Professor rank, grown at the Associate rank, and has been somewhat variable at the Assistant rank.
- ▶ It is important to note that additional variables not shown here contribute to explaining the variance in salary between genders, namely: years since highest degree, years in rank, and especially, disciplinary area/unit.



See Table 8 in Appendix for details and data definitions.
 Mean salaries are t-tested; significance ($Pr > |t|$) tested at .05 level.

Employment Equity Initiatives 2017 to present

- ▶ Creation of two new positions in the OPVPA to support Employment Equity:
 - ▶ Senior Employment Equity Advisor (SEEA) is responsible for development of equitable recruitment, retention, promotion and award strategies across McGill campuses.
 - ▶ Employment Equity Administrator (EEA) develops and implements programs to support recruitment and retention of staff who are members of designated groups.

- ▶ Launch of [new employment equity survey in August 2017](#) with associated communications campaign. This survey allows McGill to collect more refined data and aligns with other U15 models. It further enhances our ability to identify and respond to shortcomings in representation.

- ▶ In response to the Truth and Reconciliation Commission's Call to Actions and in line with McGill's 2017 [Report of the Provost's Task Force on Indigenous Studies and Education](#), six new tenure-track licenses were issued in 2018 in the areas of Indigenous education, languages, governance, and health. This accompanies recent searches and appointments in Law, Art History and Communication Studies, Music, Human Nutrition, Education, Anthropology and Continuing Studies committed to enhancing Indigenous ways of knowing and Indigenous identity at McGill.

Employment Equity Initiatives 2017 to present

- ▶ Employment Equity strategy discussed and supported by senior levels of the University.
- ▶ Coordinated collaboration with Human Resources to ensure alignment and meaningful reach and impact of employment equity for at all staff levels and groups.
- ▶ Employment Equity Oversight Committee and subcommittees created for all staff groups, bringing together representatives from: the OPVPA, HR, and all unions and staff associations to oversee and make recommendations on employment equity progress, policy, and procedures.
- ▶ Collection of applicant equity data strengthened across all job types with a view to the robust implementation of corrective employment equity measures during hiring, in line with McGill's commitments under the *Act Respecting Equity Access to Employment in Public Bodies*.

Employment Equity Initiatives 2017 to present

- ▶ Enhanced training and advising on Employment Equity across the University including:
 - ▶ mandatory training for members of Academic search committees; approximately 600 academic staff trained since Aug. 2017; individual advising for search committee members also offered and provided as needed
 - ▶ collaboration with the [Special Advisor to the Provost on Indigenous Initiatives](#) to provide robust and ongoing support to search committees leading recruitment initiatives in the areas of Indigenous Studies and Indigenous Education
 - ▶ community of practice established to build employment equity awareness and capacity among Human Resource staff; regular exchange with HR Advisors and HR Service Reps on employment equity
 - ▶ training offered to hiring managers via Human Resource's Leadership Development Program and M-Forum
- ▶ Strategies developed and implemented to support active, strategic recruitment of designated group members (e.g., community partnerships, student-focused recruitment, talent searching)

Employment Equity Initiatives 2017 to present

- ▶ Coordination and collaboration to ensure employment equity work dovetails with education, reporting, and community-building initiatives across McGill led by the Senior Equity and Inclusion Advisor, Equity Education Advisors, and the Joint Board Senate Subcommittees, in addition to other University offices.

- ▶ Regular communication and engagement with equity teams within the U15 and beyond to identify emerging trends and share best practices.

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Table 1. Proportion of Women by Employment Classification

Notes:

- (1) Counts are as at January 31 of respective year.
- (2) Emeritus and post-retirement appointments are excluded.
- (3) Student positions are excluded.
- (4) Staff on leave are included.
- (5) "Senior Academic Administration" includes Principal, Provost, Vice Principal, Deputy/Associate Provost, Deputy/Associate Vice Principal, and Dean appointments held by tenure-stream academics.
- (6) "Other" under the "Other Academic" header includes Assistant Professor Special Category, Academic Program Director, Medical Director, and other similar positions.

	Jan 2010			Jan 2015			Jan 2016			Jan 2017			Jan 2018			Jan 2019			Evolution Δ perc. points	
	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women	5-year	10-year
Tenure-stream																				
Professor	621	111	18%	631	132	21%	661	141	21%	685	152	22%	704	164	23%	722	179	25%	4%	7%
Associate Professor	651	213	33%	733	256	35%	713	262	37%	696	258	37%	672	254	38%	662	251	38%	3%	5%
Assistant Professor	349	135	39%	295	126	43%	293	123	42%	291	124	43%	307	131	43%	327	145	44%	2%	6%
Librarian	5	4	80%	2	2	100%	2	2	100%	1	1	100%	1	1	100%	1	1	100%	0%	0%
Associate Librarian	27	19	70%	30	21	70%	34	24	71%	37	26	70%	38	27	71%	36	25	69%	-1%	-1%
Assistant Librarian	32	24	75%	26	21	81%	24	19	79%	18	14	78%	21	15	71%	27	22	81%	1%	6%
Total tenure-stream:	1,685	506	30%	1,717	558	32%	1,727	571	33%	1,728	575	33%	1,743	592	34%	1,775	623	35%	3%	5%
Senior Academic Administration - included above ⁽⁵⁾	22	6	27%	22	6	27%	22	10	45%	23	12	52%	22	12	55%	22	11	50%	23%	23%
Contract Academic Staff																				
Ranked:																				
Professor	26	6	23%	11	2	18%	12	2	17%	11	3	27%	13	4	31%	19	7	37%	19%	14%
Associate Professor	126	31	25%	126	44	35%	121	42	35%	119	45	38%	121	44	36%	140	53	38%	3%	13%
Assistant Professor	416	150	36%	429	181	42%	451	199	44%	437	187	43%	462	208	45%	446	192	43%	1%	7%
Senior Faculty Lecturer	0	0	0%	11	5	45%	14	8	57%	12	7	58%	20	13	65%	21	13	62%	16%	62%
Faculty Lecturer	785	413	53%	1,087	633	58%	1,183	696	59%	1,262	748	59%	1,292	780	780%	1,374	831	60%	2%	8%
Assistant Librarian	13	12	92%	5	5	100%	6	5	83%	6	5	83%	3	3	100%	3	3	100%	0%	8%
GFT(H) - all ranks	997	406	41%	1,259	532	42%	1,301	564	43%	1,310	578	44%	1,353	611	45%	1,386	639	46%	4%	5%
Subtotal:	2,363	1,018	43%	2,928	1,402	48%	3,088	1,516	49%	3,157	1,573	50%	3,264	1,663	51%	3,389	1,738	51%	3%	8%
Unranked																				
Total CAS:	3,286	1,341	41%	3,986	1,834	46%	4,198	1,989	47%	4,319	2,089	48%	4,539	2,263	50%	4,617	2,297	50%	4%	9%
Other Academic																				
Research Assistants/Associates	483	263	54%	471	258	55%	487	263	54%	449	239	53%	469	243	52%	474	265	56%	1%	1%
Course Lecturer/Instructor	791	418	53%	726	370	51%	710	354	50%	680	315	46%	800	385	48%	760	396	52%	1%	-1%
Other ⁽⁶⁾	36	16	44%	39	21	54%	32	20	63%	98	71	72%	42	18	43%	50	22	44%	-10%	0%
Subtotal academic:	6,281	2,544	41%	6,939	3,041	44%	7,154	3,197	45%	7,274	3,289	45%	7,593	3,501	46%	7,676	3,603	47%	3%	6%
Administrative and Support																				
Clerical	999	912	91%	852	759	89%	847	753	89%	896	798	89%	924	813	88%	947	826	87%	-2%	-4%
Executive	33	15	45%	16	9	56%	15	9	60%	16	11	69%	16	9	56%	18	11	61%	5%	16%
Library Assistant	124	88	71%	83	56	67%	82	57	70%	77	53	69%	76	52	68%	76	55	72%	5%	1%
Management/Professional	1,504	952	63%	1,784	1,178	66%	1,792	1,167	65%	1,933	1,268	66%	2,147	1,418	66%	2,287	1,510	66%	0%	3%
Technician	514	246	48%	412	204	50%	402	203	50%	405	206	51%	409	204	50%	400	199	50%	0%	2%
Trades and services	449	65	14%	445	75	17%	448	78	17%	451	78	17%	453	82	18%	451	82	18%	1%	4%
Other	20	11	55%	20	11	55%	23	13	57%	20	10	50%	20	9	45%	18	8	44%	-11%	-11%
Subtotal non-academic:	3,643	2,289	63%	3,612	2,292	63%	3,609	2,280	63%	3,798	2,424	64%	4,045	2,587	64%	4,197	2,691	64%	1%	1%
Total	9,924	4,833	49%	10,551	5,333	51%	10,763	5,477	51%	11,072	5,713	52%	11,638	6,088	52%	11,873	6,294	53%	2%	4%

Table 2. Employment Equity Survey Data Availability

Notes:

(1) Percentages shown are not to be interpreted as response rates at that given point in time. Rather, statistics shown are based on January 31 staff data from respective year with most recently available Employment Equity survey data appended. Survey data from the previous (pre-August 2017) Employment Equity survey are shown for Jan 2017 and earlier; survey data from the current (launched August 2017) Employment Equity survey are shown for Jan 2018 and later.

(2) Emeritus and post-retirement appointments are excluded.

(3) Student positions are excluded.

(4) GFT(H) and unpaid positions are excluded.

(5) Staff on leave are included.

(6) See Table 1 for details on position types included in each category.

		Previous Employment Equity Survey (pre-August 2017)						Current Employment Equity Survey (launched August 2017)			
		Jan 2015		Jan 2016		Jan 2017		Jan 2018		Jan 2019	
		Count	%	Count	%	Count	%	Count	%	Count	%
Tenure-Stream	Responded	1,501	87.4%	1,492	86.4%	1,481	85.7%	1,282	73.6%	1,337	75.3%
	Responded - Opted out	39	2.3%	39	2.3%	38	2.2%	47	2.7%	48	2.7%
	Did not respond	177	10.3%	196	11.3%	209	12.1%	414	23.8%	390	22.0%
	Sub-total:	1,717	100.0%	1,727	100.0%	1,728	100.0%	1,743	100.0%	1,775	100.0%
Contract Academic Staff - Ranked	Responded	327	77.7%	343	75.9%	338	72.4%	258	54.9%	288	57.3%
	Responded - Opted out	5	1.2%	5	1.1%	5	1.1%	14	3.0%	16	3.2%
	Did not respond	89	21.1%	104	23.0%	124	26.6%	198	42.1%	199	39.6%
	Sub-total:	421	100.0%	452	100.0%	467	100.0%	470	100.0%	503	100.0%
Contract Academic Staff - Unranked	Responded	117	73.6%	114	70.4%	109	66.9%	117	65.4%	107	69.5%
	Responded - Opted out	2	1.3%	3	1.9%	3	1.8%	1	0.6%	2	1.3%
	Did not respond	40	25.2%	45	27.8%	51	31.3%	61	34.1%	45	29.2%
	Sub-total:	159	100.0%	162	100.0%	163	100.0%	179	100.0%	154	100.0%
Other Academic	Responded	697	56.5%	652	53.3%	647	52.9%	560	42.8%	604	47.0%
	Responded - Opted out	27	2.2%	24	2.0%	23	1.9%	32	2.4%	38	3.0%
	Did not respond	509	41.3%	548	44.8%	552	45.2%	717	54.8%	642	50.0%
	Sub-total:	1,233	100.0%	1,224	100.0%	1,222	100.0%	1,309	100.0%	1,284	100.0%
Administrative and Support	Responded	3,065	84.9%	3,036	84.1%	3,105	81.8%	2,653	65.6%	2,872	68.4%
	Responded - Opted out	99	2.7%	97	2.7%	99	2.6%	130	3.2%	138	3.3%
	Did not respond	448	12.4%	476	13.2%	594	15.6%	1,262	31.2%	1,187	28.3%
	Sub-total:	3,612	100.0%	3,609	100.0%	3,798	100.0%	4,045	100.0%	4,197	100.0%
Total	Responded	5,707	79.9%	5,637	78.6%	5,680	77.0%	4,870	62.9%	5,208	65.8%
	Responded - Opted out	172	2.4%	168	2.3%	168	2.3%	224	2.9%	242	3.1%
	Did not respond	1,263	17.7%	1,369	19.1%	1,530	20.7%	2,652	34.2%	2,463	31.1%
	Total	7,142	100.0%	7,174	100.0%	7,378	100.0%	7,746	100.0%	7,913	100.0%

Table 3a. Breakdown by Designated Group: Among survey respondents who did not opt out

Notes:

*Question regarding self-identifying as a sexual orientation and/or gender identity minority was only added in the new Employment Equity survey (launched August 2017).

(1) Statistics shown are based on January 31 staff data from respective year with most recently available Employment Equity survey data appended. Survey data from the previous (pre-August 2017). Employment Equity survey are shown for Jan 2017 and earlier; survey data from the current (launched August 2017) Employment Equity survey are shown for Jan 2018 and later.

(2) Percentages are based on those who responded to the survey and did not opt out.

(3) Emeritus and post-retirement appointments are excluded.

(4) Student positions are excluded.

(5) GFT(H) and unpaid positions are excluded.

(6) Staff on leave are included.

(7) See Table 1 for details on position types included in each category.

(8) Questions regarding Indigenous and racialized identity were mutually exclusive prior to 2017; as of 2017 individuals can self-identify at both questions, if applicable. Ethnic minority data are shaped to be mutually exclusive from Indigenous/racialized identity; the latter takes precedence.

Designated Group	Previous Employment Equity Survey (pre-August 2017)						Current Employment Equity Survey (launched August 2017)				Evolution	
	Jan 2015		Jan 2016		Jan 2017		Jan 2018		Jan 2019		Δ perc. points	5-year
	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'		
Tenure-Stream	Disability	28	1.9%	27	1.8%	28	1.9%	63	4.9%	65	4.9%	3.0%
	Indigenous	3	0.2%	4	0.3%	5	0.3%	3	0.2%	7	0.5%	0.3%
	Racialized	180	12.0%	174	11.7%	173	11.7%	197	15.4%	219	16.4%	4.4%
	Ethnic Minority	265	17.7%	268	18.0%	277	18.7%	229	17.9%	231	17.3%	-0.4%
	Sexual orientation and/or gender identity minority	*	*	*	*	*	*	66	5.1%	72	5.4%	n/a
	Sub-total:	1,501	100.0%	1,492	100.0%	1,481	100.0%	1,282	100.0%	1,337	100.0%	
Contract	Disability	11	3.4%	10	2.9%	11	3.3%	13	5.0%	13	4.5%	1.1%
Academic Staff	Indigenous	-	0.0%	1	0.3%	1	0.3%	2	0.8%	2	0.7%	0.7%
Ranked	Racialized	30	9.2%	32	9.3%	30	8.9%	36	14.0%	47	16.3%	7.1%
	Ethnic Minority	68	20.8%	75	21.9%	70	20.7%	40	15.5%	54	18.8%	-2.0%
	Sexual orientation and/or gender identity minority	*	*	*	*	*	*	15	5.8%	16	5.6%	n/a
	Sub-total:	327	100.0%	343	100.0%	338	100.0%	258	100.0%	288	100.0%	
Contract	Disability	-	0.0%	-	0.0%	1	0.9%	6	5.1%	4	3.7%	3.7%
Academic Staff	Indigenous	2	1.7%	2	1.8%	-	0.0%	1	0.9%	-	0.0%	-1.7%
Unranked	Racialized	11	9.4%	11	9.6%	11	10.1%	22	18.8%	20	18.7%	9.3%
	Ethnic Minority	28	23.9%	25	21.9%	26	23.9%	16	13.7%	18	16.8%	-7.1%
	Sexual orientation and/or gender identity minority	*	*	*	*	*	*	9	7.7%	7	6.5%	n/a
	Sub-total:	117	100.0%	114	100.0%	109	100.0%	117	100.0%	107	100.0%	
Other	Disability	7	1.0%	7	1.1%	7	1.1%	16	2.9%	11	1.8%	0.8%
Academic	Indigenous	2	0.3%	-	0.0%	2	0.3%	5	0.9%	7	1.2%	0.9%
	Racialized	100	14.3%	99	15.2%	95	14.7%	120	21.4%	153	25.3%	11.0%
	Ethnic Minority	175	25.1%	160	24.5%	160	24.7%	93	16.6%	90	14.9%	-10.2%
	Sexual orientation and/or gender identity minority	*	*	*	*	*	*	50	8.9%	54	8.9%	n/a
	Sub-total:	697	100.0%	652	100.0%	647	100.0%	560	100.0%	604	100.0%	
Administrative and Support	Disability	69	2.3%	64	2.1%	68	2.2%	142	5.4%	150	5.2%	2.9%
	Indigenous	12	0.4%	14	0.5%	15	0.5%	27	1.0%	31	1.1%	0.7%
	Racialized	424	13.8%	419	13.8%	443	14.3%	542	20.4%	637	22.2%	8.4%
	Ethnic Minority	704	23.0%	709	23.4%	724	23.3%	490	18.5%	510	17.8%	-5.2%
	Sexual orientation and/or gender identity minority	*	*	*	*	*	*	154	5.8%	178	6.2%	n/a
	Sub-total:	3,065	100.0%	3,036	100.0%	3,105	100.0%	2,653	100.0%	2,872	100.0%	
	Total	5,707	100.0%	5,637	100.0%	5,680	100.0%	4,870	100.0%	5,208	100.0%	

Table 3b. Detailed Breakdown by Designated Group: Among survey respondents who did not opt out (2019)

Notes:

(1) Statistics shown are based on January 31, 2019 staff data with most recently available Employment Equity survey data appended. Survey data from the current (launched August 2017) Employment Equity survey are shown.

(2) Percentages are based on those who responded to the survey and did not opt out.

(3) Emeritus and post-retirement appointments are excluded.

(4) Student positions are excluded.

(5) GFT(H) and unpaid positions are excluded.

(6) Staff on leave are included.

(7) See Table 1 for details on position types included in each category.

(8) Ethnic minority data are shaped to be mutually exclusive from Indigenous/ racialized identity; the latter takes precedence.

(9) Detailed categories are multi-select, meaning that respondents can self-identify as belonging to more than one detailed category under each broad category, where applicable.

		January 2019											
		Current Employment Equity Survey (launched August 2017)											
Broad Designated Group	Designated Group - Detailed Categories	Tenure-Stream		CAS - Ranked		CAS - Unranked		Other Academic		Admin and Support		Total (Respondents)	
		Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'
Disability	Disability	65	4.9%	13	4.5%	4	3.7%	11	1.8%	150	5.2%	243	4.7%
	Physical disability	25	1.9%	5	1.7%	1	0.9%	3	0.5%	52	1.8%	86	1.7%
	Invisible disability	34	2.5%	9	3.1%	3	2.8%	4	0.7%	84	2.9%	134	2.6%
	Ongoing medical condition	28	2.1%	4	1.4%	1	0.9%	9	1.5%	75	2.6%	117	2.2%
Indigenous	Indigenous	7	0.5%	2	0.7%	-	0.0%	7	1.2%	31	1.1%	47	0.9%
	First Nations of Canada who are status, treaty, or registered	2	0.1%	1	0.3%	-	0.0%	3	0.5%	11	0.4%	17	0.3%
	First Nations of Canada who are non-status and non-registered	-	0.0%	-	0.0%	-	0.0%	1	0.2%	4	0.1%	5	0.1%
	Inuit	-	0.0%	-	0.0%	-	0.0%	-	0.0%	2	0.1%	2	0.0%
	Métis	4	0.3%	1	0.3%	-	0.0%	3	0.5%	10	0.3%	18	0.3%
	Native Americans from the USA, including status, treaty, or registered, as well as non-status and non-registered	1	0.1%	-	0.0%	-	0.0%	-	0.0%	3	0.1%	4	0.1%
Racialized	Racialized	219	16.4%	47	16.3%	20	18.7%	153	25.3%	637	22.2%	1,076	20.7%
	Arab	22	1.6%	7	2.4%	4	3.7%	20	3.3%	56	1.9%	109	2.1%
	Black	8	0.6%	3	1.0%	1	0.9%	20	3.3%	134	4.7%	166	3.2%
	Chinese	47	3.5%	8	2.8%	7	6.5%	39	6.5%	125	4.4%	226	4.3%
	Filipino	3	0.2%	-	0.0%	-	0.0%	3	0.5%	25	0.9%	31	0.6%
	Korean	15	1.1%	1	0.3%	-	0.0%	5	0.8%	4	0.1%	25	0.5%
	Latin American	16	1.2%	4	1.4%	4	3.7%	21	3.5%	87	3.0%	132	2.5%
	Japanese	16	1.2%	3	1.0%	-	0.0%	2	0.3%	10	0.3%	31	0.6%
	South Asian/East Indian (e.g., East Indian, Pakistani, Sri Lankan)	58	4.3%	13	4.5%	-	0.0%	20	3.3%	96	3.3%	187	3.6%
	Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	10	0.7%	2	0.7%	2	1.9%	6	1.0%	37	1.3%	57	1.1%
	West Asian (e.g., Afghan, Iranian)	16	1.2%	5	1.7%	2	1.9%	10	1.7%	24	0.8%	57	1.1%
	Other Racialized	12	0.9%	1	0.3%	-	0.0%	13	2.2%	82	2.9%	108	2.1%
Ethnic Minority	Ethnic Minority	231	17.3%	54	18.8%	18	16.8%	90	14.9%	510	17.8%	903	17.3%
Sexual orientation and/or gender identity minority	Sexual orientation and/or gender identity minority	72	5.4%	16	5.6%	7	6.5%	54	8.9%	178	6.2%	327	6.3%
	Bisexual	21	1.6%	4	1.4%	2	1.9%	13	2.2%	43	1.5%	83	1.6%
	Gay	32	2.4%	10	3.5%	3	2.8%	28	4.6%	85	3.0%	158	3.0%
	Lesbian	10	0.7%	-	0.0%	-	0.0%	7	1.2%	26	0.9%	43	0.8%
	Queer	18	1.3%	3	1.0%	2	1.9%	11	1.8%	31	1.1%	65	1.2%
	Other sexual orientation	6	0.4%	1	0.3%	1	0.9%	3	0.5%	15	0.5%	26	0.5%
	Gender-variant/Non-binary	5	0.4%	-	0.0%	-	0.0%	4	0.7%	16	0.6%	25	0.5%
	Transsexual	2	0.1%	-	0.0%	-	0.0%	-	0.0%	7	0.2%	9	0.2%
	Two Spirit	1	0.1%	-	0.0%	-	0.0%	-	0.0%	5	0.2%	6	0.1%
	Other gender identity	3	0.2%	6	2.1%	-	0.0%	7	1.2%	20	0.7%	36	0.7%
	Total	1,337	100.0%	288	100.0%	107	100.0%	604	100.0%	2,872	100.0%	5,208	100.0%

Table 4a. Proportion of Women Among Tenure-Stream Academics, by Cohort (2019)

Notes:

(1) Statistics shown are based on January 31, 2019 staff data.

(2) Gender data are drawn from Banner HR.

(3) Population shown is tenure-stream academics.

(4) Staff on leave are included.

(5) Dates of first tenure-stream ranked position at McGill are grouped by fiscal year; larger groupings are used until FY 2000, after which years are grouped into bands of two fiscal years.

Cohort (Date of first ranked position - Fiscal years, grouped)	January 2019			
	Banner HR data			
	Woman		Total	
	Count	%	Count	%
<1980	8	10.3%	78	100.0%
1980-1989	43	25.0%	172	100.0%
1990-1999	72	27.3%	264	100.0%
2000-2001	26	29.5%	88	100.0%
2002-2003	44	31.2%	141	100.0%
2004-2005	61	41.5%	147	100.0%
2006-2007	37	29.4%	126	100.0%
2008-2009	56	48.3%	116	100.0%
2010-2011	36	40.0%	90	100.0%
2012-2013	54	39.7%	136	100.0%
2014-2015	53	41.7%	127	100.0%
2016-2017	53	40.5%	131	100.0%
2018-2019	80	50.3%	159	100.0%
Total	623	35.1%	1,775	100.0%

Table 4b. Detailed Breakdown by Designated Group, by Cohort (2019):
Among Tenure-Stream Academic survey respondents who did not opt out

Notes:

(1) Statistics shown are based on January 31, 2019 staff data with most recently available Employment Equity survey data appended. Survey data from the current (launched August 2017) Employment Equity survey are shown.

(2) Percentages are based on those who responded to the survey and did not opt out. Of 1,775 tenure-stream academics in January 2019, 1,337 responded and did not opt out of the current EE survey (75.0%).

(3) Population shown is tenure-stream academics.

(4) Staff on leave are included.

(5) Dates of first tenure-stream ranked position at McGill are grouped by fiscal year; decade groupings are used until FY 2000, after which years are grouped into bands of two fiscal years.

(6) Ethnic minority data are shaped to be mutually exclusive from Indigenous/racialized identity; the latter takes precedence.

January 2019												
Current Employment Equity Survey (launched August 2017)												
Cohort (Date of first ranked position - Fiscal years, grouped)	Disability		Indigenous		Racialized		Ethnic Minority		Sexual orientation and/or gender identity minority		Total (Respondents)	
	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count	%
<1980	3	5.9%	-	0.0%	6	11.8%	8	15.7%	1	2.0%	51	100.0%
1980-1989	2	1.6%	-	0.0%	10	8.1%	21	16.9%	1	0.8%	124	100.0%
1990-1999	9	4.9%	-	0.0%	17	9.2%	27	14.6%	4	2.2%	185	100.0%
2000-2001	2	3.1%	-	0.0%	11	17.2%	11	17.2%	4	6.3%	64	100.0%
2002-2003	8	7.8%	1	1.0%	19	18.4%	26	25.2%	4	3.9%	103	100.0%
2004-2005	7	5.8%	-	0.0%	23	19.2%	23	19.2%	7	5.8%	120	100.0%
2006-2007	2	2.2%	-	0.0%	11	12.2%	15	16.7%	5	5.6%	90	100.0%
2008-2009	6	6.7%	-	0.0%	15	16.7%	18	20.0%	7	7.8%	90	100.0%
2010-2011	4	6.1%	-	0.0%	13	19.7%	9	13.6%	6	9.1%	66	100.0%
2012-2013	8	7.7%	-	0.0%	16	15.4%	22	21.2%	5	4.8%	104	100.0%
2014-2015	4	4.0%	-	0.0%	28	28.0%	18	18.0%	10	10.0%	100	100.0%
2016-2017	3	3.0%	1	1.0%	16	15.8%	22	21.8%	6	5.9%	101	100.0%
2018-2019	7	5.0%	5	3.6%	34	24.5%	11	7.9%	12	8.6%	139	100.0%
Total	65	4.9%	7	0.5%	219	16.4%	231	17.3%	72	5.4%	1,337	100.0%

Table 5a. Academic Recruitment Statistics, by Designated Group, for Tenure-Stream Positions

Notes:

(1) Data provided by Academic Personnel Office, from the Employment Equity Data Report.

(2) Only data pertaining to tenure-stream position hires are shown.

(3) Ethnic minority is mutually exclusive from Indigenous/racialized identity; the latter takes precedence.

Designated Group	Employment Equity Data Report							
	FY2017-18				FY2018-19 (to-date)			
	Applicants		Offers		Applicants		Offers	
	Count	%	Count	%	Count	%	Count	%
Disability	41	0.7%	0	0.0%	66	1.2%	1	1.6%
Indigenous	37	0.7%	3	5.5%	32	0.6%	2	3.3%
Racialized	942	16.9%	19	34.5%	1011	18.8%	16	26.2%
Ethnic Minority	844	15.2%	19	34.5%	793	14.7%	17	27.9%
Sexual orientation and/or gender identity minority	110	2.0%	4	7.3%	164	3.0%	2	3.3%
Total	5,562	100.0%	55	100.0%	5,390	100.0%	61	100.0%

Table 5b. Academic Recruitment Statistics, by Gender, for Tenure-Stream Positions

Notes:

(1) Data provided by Academic Personnel Office, from the Employment Equity Data Report.

(2) Only data pertaining to tenure-stream position hires are shown.

Gender	Employment Equity Data Report											
	FY2017-18						FY2018-19 (to-date)					
	Applicants		Offers		Hires		Applicants		Offers		Hires	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Woman	1,405	25.3%	20	36.4%	18	40.0%	1,541	28.6%	27	44.3%	18	48.6%
Man	3,588	64.5%	35	63.6%	27	2.7%	3,274	60.7%	34	55.7%	19	51.4%
Gender unknown	569	10.2%					575	10.7%				
Total	5,562	100.0%	55	100.0%	45	42.7%	5,390	100.0%	61	100.0%	37	100.0%

Table 6. Starting Rank at McGill

Notes:

(1) Data are as at January 31 of respective year. Note that an individual may be represented across multiple points in time.

(2) Population shown is tenure-stream professors, excluding GFT(U).

		Assistant		Associate		Full		Total	
		Count	%	Count	%	Count	%	Count	%
Jan 2008	Woman	352	85%	52	13%	9	2%	413	100%
	Man	784	78%	144	14%	75	7%	1,003	100%
Jan 2011	Woman	372	86%	48	11%	11	3%	431	100%
	Man	775	79%	132	13%	76	8%	983	100%
Jan 2013	Woman	400	87%	52	11%	10	2%	462	100%
	Man	787	79%	130	13%	77	8%	994	100%
Jan 2015	Woman	424	87%	49	10%	13	3%	486	100%
	Man	799	80%	129	13%	77	8%	1,005	100%
Jan 2017	Woman	436	87%	52	10%	16	3%	504	100%
	Man	799	80%	123	12%	78	8%	1,000	100%
Jan 2019	Woman	504	86%	63	11%	21	4%	588	100%
	Man	821	80%	130	13%	75	7%	1,026	100%

Table 7. Mean Years Between Start as Associate and Start as Full Professor, with T-Test of Difference Men/Women

Notes:

- (1) Data are as at January 31 of respective year.
- (2) Population shown is tenure-stream professors, excluding GFT(U).
- (3) Principal, Provost, Vice-Principals and Associate Vice-Principals (Provosts) are excluded.
- (4) Significance ($Pr > |t|$) tested at .05 level

		Years
Jan 2008	Women	8.99
	Men	8.60
<i>Difference Men - Women</i>		-0.39 Not sig.
Jan 2011	Women	9.15
	Men	8.28
<i>Difference Men - Women</i>		-0.87 Not Sig.
Jan 2013	Women	9.45
	Men	8.14
<i>Difference Men - Women</i>		-1.31 Sig.
Jan 2015	Women	9.59
	Men	8.13
<i>Difference Men - Women</i>		-1.46 Sig.
Jan 2017	Women	10.00
	Men	8.31
<i>Difference Men - Women</i>		-1.69 Sig.
Jan 2019	Women	10.41
	Men	8.47
<i>Difference Men - Women</i>		-1.94 Sig.

Table 8. Tenure-Stream Professor Mean Salary with T-Test of Difference Men/Women

Notes:

(1) Data are as at January 31 of respective year.

(2) Population shown is tenure-stream professors, excluding GFT(U).

(3) Principal, Provost, Vice-Principals and Associate Vice-Principals (Provosts) are excluded.

(4) Significance ($P > |t|$) tested at .05 level.

		Assistant	Associate	Full
Jan 2008	Women	\$82,158	\$105,281	\$132,021
	Men	\$86,681	\$106,787	\$135,674
<i>Difference Men - Women</i>		<i>\$4,523 sig.</i>	<i>\$1,506 Not sig.</i>	<i>\$3,653 Not sig.</i>
Jan 2011	Women	\$85,778	\$105,776	\$139,325
	Men	\$92,446	\$109,115	\$144,892
<i>Difference Men - Women</i>		<i>\$6,668 sig.</i>	<i>\$3,339 Sig.</i>	<i>\$5,567 Not sig.</i>
Jan 2013	Women	\$90,890	\$112,034	\$150,744
	Men	\$98,601	\$115,288	\$154,059
<i>Difference Men - Women</i>		<i>\$7,711 sig.</i>	<i>\$3,254 Sig.</i>	<i>\$3,315 Not sig.</i>
Jan 2015	Women	\$96,700	\$114,547	\$156,743
	Men	\$101,197	\$118,839	\$160,016
<i>Difference Men - Women</i>		<i>\$4,497 Not sig.</i>	<i>\$4,292 Sig.</i>	<i>\$3,273 Not sig.</i>
Jan 2017	Women	\$104,707	\$126,211	\$167,790
	Men	\$106,951	\$130,786	\$171,842
<i>Difference Men - Women</i>		<i>\$2,244 Not sig.</i>	<i>\$4,575 Sig.</i>	<i>\$4,051 Not sig.</i>
Jan 2019	Women	\$106,500	\$129,874	\$174,191
	Men	\$113,018	\$135,992	\$175,985
<i>Difference Men - Women</i>		<i>\$6,519 Not sig.</i>	<i>\$6,118 Sig.</i>	<i>\$1,794 Not sig.</i>

Table 9. Mean Merit Rating (5-Year Average) Among Tenure-Stream Professors with T-Test of Difference Men/Women;
 Merit rating has a range of 1-5 with 1 being the highest

Notes:

(1) Data are as at January 31 of respective year.

(2) Population shown is tenure-stream professors, excluding GFT(U).

(3) Principal, Provost, Vice-Principals and Associate Vice-Principals (Provosts) are excluded.

(4) Significance ($P > |t|$) tested at .05 level.

		Assistant	Associate	Full
Jan 2008	Women	2.13	1.87	1.48
	Men	2.16	2.12	1.81
<i>Difference Men - Women</i>		<i>0.03 Not Sig.</i>	<i>0.25 Sig.</i>	<i>0.33 Sig.</i>
Jan 2011	Women	2.39	1.96	1.50
	Men	2.45	2.15	1.78
<i>Difference Men - Women</i>		<i>0.06 Not Sig.</i>	<i>0.19 Sig.</i>	<i>0.28 Sig.</i>
Jan 2013	Women	2.46	1.96	1.50
	Men	2.44	2.10	1.72
<i>Difference Men - Women</i>		<i>-0.02 Not Sig.</i>	<i>0.14 Sig.</i>	<i>0.22 Sig.</i>
Jan 2015	Women	2.73	1.83	1.51
	Men	2.75	2.05	1.63
<i>Difference Men - Women</i>		<i>0.02 Not Sig.</i>	<i>0.22 Sig.</i>	<i>0.12 Not Sig.</i>
Jan 2017	Women	3.04	1.81	1.50
	Men	3.33	1.98	1.60
<i>Difference Men - Women</i>		<i>0.29 Not sig.</i>	<i>0.16 Sig.</i>	<i>0.10 Not sig.</i>
Jan 2019	Women	2.02	1.77	1.45
	Men	2.05	1.94	1.58
<i>Difference Men - Women</i>		<i>0.03 Not sig.</i>	<i>0.17 Sig.</i>	<i>0.13 Sig.</i>

Table 10a. Internal Awards to Women Tenure-Stream Professors

Notes:

(1) Data are as at January 31 of respective year.

(2) Expected number based on the proportion of women in the eligible candidates pool.

(3) Ratio of actual over expected.

(4) James McGill Professors also includes new Distinguished James McGill Awards

	Jan 2013			Jan 2015			Jan 2017			Jan 2019		
	Actual	Expected ⁽²⁾	Ratio ⁽³⁾	Actual	Expected	Ratio	Actual	Expected	Ratio	Actual	Expected	Ratio
William Dawson Scholars	10	14	0.7	9	12	0.8	14	14	1.0	18	17	1.1
James McGill Professors	16	21	0.8	16	21	0.8	16	21	0.8	17	25	0.7
Endowed Chairs	14	14	1.0	16	20	0.8	16	21	0.8	20	27	0.7

Table 10b. Canada Research Chair (CRC) Awards to Women Tenure-Stream Professors, by Tri-Council Funding Agency (2019)

Notes:

(1) Data are as at January 31, 2019.

(2) Data represents CRC Tier I and Tier II awards combined.

(3) Target comes from Target-Setting Tool for the Canada Research Chairs Program. Target is for all Funding Agencies combined.

	Jan 2019									
	CIHR		NSERC		SSHRC		Tri-Council Funding Agencies Combined		Target ⁽²⁾	Over (Under) Target
	Count	%	Count	%	Count	%	Count	%	%	perc. points
Woman	22	30%	18	38%	9	38%	49	34%	32%	2%
Man	52	70%	30	63%	15	63%	97	66%		
Total	74	100%	48	100%	24	100%	146	100%		

Table 11a. Internal Awards to Racialized Tenure-Stream Professors (2019)

Notes:

(1) Data are as at January 31, 2019. Racialized self-identification data come from the current Employment Equity survey.

(2) Population shown is tenure-stream professors.

(3) Principal, Provost, Vice-Principals and Associate Vice-Principals (Provosts) are excluded.

	Jan 2019									
	Distinguished James McGill		James McGill Professors		William Dawson Scholars		Endowed Chairs		Total (Underlying population)	
	Count	%	Count	%	Count	%	Count	%	Count	%
Racialized	3	33%	10	11%	2	4%	13	11%	216	13%
Non-racialized	6	67%	85	89%	45	96%	108	89%	1484	87%
Total	9	100%	95	100%	47	100%	121	100%	1,700	100%

Table 11b. Canada Research Chair (CRC) Awards to Racialized Tenure-Stream Professors, by Tri-Council Funding Agency (2019)

Notes:

(1) Data are as at January 31, 2019. Racialized self-identification data come from the current Employment Equity survey.

(2) Data represents CRC Tier I and Tier II awards combined.

(3) Target comes from Target-Setting Tool for the Canada Research Chairs Program. Target is for all Funding Agencies combined.

	Jan 2019									
	CIHR		NSERC		SSHRC		Tri-Council Funding Agencies Combined			Over (Under) Target
	Count	%	Count	%	Count	%	Count	%	Target ⁽²⁾	perc. points
Racialized	14	19%	13	27%	3	13%	30	21%	15%	6%
Non-racialized	60	81%	35	73%	21	88%	116	79%		
Total	74	100%	48	100%	24	100%	146	100%		

Table 12. Mean Salary and Mean Merit Rating (5-year average) with T-Test of Difference Racialized vs. Non-Racialized (2019)
 Merit rating has a range of 1-5 with 1 being the highest

Notes:

(1) Data are as at January 31, 2019. Racialized self-identification data come from the current Employment Equity survey.

(2) Population shown is tenure-stream professors.

(3) GFT(U) Academics are excluded from salary calculations, but included in other counts.

(4) Principal, Provost, Vice-Principals and Associate Vice-Principals (Provosts) are excluded.

		Jan 2019							
		Assistant		Associate		Full		Total	
Merit	Racialized	2.1		1.9		1.4			
	Non-Racialized	2.0		1.9		1.6			
	<i>Difference Non-Racialized - Racialized</i>	<i>-0.1 Not sig.</i>		<i>0.0 Not sig.</i>		<i>0.1 Not sig.</i>			
Mean salary ⁽³⁾	Racialized	\$112,618		\$131,389		\$175,638			
	Non-Racialized	\$109,509		\$133,961		\$175,507			
	<i>Difference Non-Racialized - Racialized</i>	<i>-\$3,109 Not sig.</i>		<i>\$2,572 Not sig.</i>		<i>-\$131 Not sig.</i>			
Count	Racialized	66	30.6%	82	38.0%	68	31.5%	216	100.0%
	Non-Racialized	261	17.6%	580	39.1%	643	43.3%	1,484	100.0%
	Total	327	19.2%	662	38.9%	711	41.8%	1,700	100.0%