

**MCGILL UNIVERSITY
JOINT BOARD SENATE COMMITTEE ON EQUITY
ANNUAL REPORT 2015-16**

MEMBERSHIP

The Provost or delegate, Chair: Professor Angela Campbell, Associate Provost (Policies, Procedures & Equity)

The Director of the Office for Students with Disabilities: Ms. Tanja Beck (Acting Director)

The Associate Vice-Principal (Human Resources), or a delegate: Ms. Lynne Gervais

The Coordinator of the First People's House: Ms. Paige Isaac

Associate Director of the Social Equity and Diversity Education Office: Ms. Veronica Amberg

Chairs of Subcommittees:

Subcommittee on Women – Prof. Susan Gaskin

Subcommittee on Persons with Disabilities – Ms. Andrea Miller-Nesbitt

Subcommittee on Family Care - Prof. Audrey Moores

Subcommittee on First Peoples – Mr. Kakwiranóron Cook and Ms. Charlotte Burns

Subcommittee on Racialized and Ethnic Persons – Ms. Adrienne Piggott

Subcommittee on Queer People – Prof. Lynn Kozak (History & Classical Studies, ARTS)

One representative of the academic community appointed by Senate:

Professor Jessica Ruglis (Human Development, EDUCATION) – 2018

One representative of the non-academic community appointed by Senate: Ms. Cindy Mancuso (CAPS) – 2016

One representative of the Board of Governors: Ms. Lili de Grandpre – 2018

SSMU Equity Commissioner or delegate: Marilyn Verghis

PGSS Equity Commissioner or delegate: Régine Debrosse

One Macdonald Campus student: Hannah Berman (Equity Commissioner, MCSS)

One Continuing Studies student: Sean Murphy

Secretary:

Ms. Erin Minnett, Office of the Provost and Vice-Principal (Academic)

TERMS OF REFERENCE

The Joint Committee on Equity shall recommend University policy regarding under-represented groups, including women, visible minorities, Aboriginal peoples, persons with disabilities and persons of minority sexual orientation or gender identity. To this end it shall review the recruitment and status of the under-represented groups at the University and recommend ameliorations to Senate and the Board of Governors.

MEETINGS

The Joint Board Senate Committee on Equity (JBSCE) met four times: October 7th 2015, December 9th 2015, February 10th 2016 and April 27th 2016.

ACTIVITIES

2015-2016 saw a renewal of the Provostial commitment to matters of equity and diversity. In consequence, the JBSCE was active in advising on and facilitating a range of initiatives that have reach across the McGill campuses, with a view to boosting equity and inclusion. Key activities and accomplishment this year included the following:

- Consultation with First Peoples' House and the Subcommittee on First Peoples with a view to developing a statement of Acknowledgement of Traditional Territory. A statement for the University has been developed and will be used as of September 2016.
- Consultation with McGill Human Resources (HR), McGill IT Customer Services (ICS) and the Subcommittee on Queer People (SQP) with a view to facilitating the process for using preferred names in McGill online platforms. In the year ahead, Chairs of the JBSCE and SQP will collaborate with representatives of HR and ICS to explore possible solutions to allow use of preferred names by McGill staff members in myCourses and on McGill ID cards. Students are presently able to use their preferred names in these contexts.
- The fourth competition for the Award for Equity and Community Building took place in May 2016, adjudicated by an ad hoc sub-committee of the JBSCE. There were an impressive number of high quality nominations this year. Details of the award and this year's winners can be found here: <http://www.mcgill.ca/equity-community-award/award-winners>.
- Changes to the Terms of Reference of the JBSCE were explored with a view to rendering these more inclusive. The matter will proceed to Senate in Fall 2016.
- Members provided feedback and insights on a draft Sexual Violence Policy for the University, which will proceed to Senate in Fall 2016.
- Under the leadership of the Subcommittee on Racialized and Ethnic Persons and through collaboration with McGill Teaching and Learning Services, the JBSCE explored modalities for addressing discriminatory comments expressed via student course evaluations. A communiqué will issue to all members of the McGill community in this respect in Fall 2016.
- Members advised and provided feedback on the report produced for Senate's Open Discussion on Employment Equity at McGill.
- Members provided support and suggestions for new initiatives launched by the Provost

and Vice-Principal (Academic) regarding equity training for academic recruitment committees and for committees struck to advise on senior academic appointments.

- With a view to supporting the work of the JBSCE and the work of Assessors appointed under McGill's *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law*, 2015-2016 saw the approval of a new Senior Equity and Inclusion Officer position at McGill. An appointment to this position will be made in Fall 2016.
- The Working Group on Systemic Discrimination, established by JBSCE at the end of 2013-14, completed its final report, drawing on a survey of the experiences and perspectives of tenure track and tenured faculty at McGill. The Report will be presented to Senate at its October 2016 meeting.

SUBCOMMITTEES

All JBSCE sub-committees were active during the year. Their annual reports are attached.

APPENDICES

Appendix 1: Report of the Subcommittee on Family Care

Appendix 2: Report of the Subcommittee on First Peoples

Appendix 3: Report of the Subcommittee on Persons with Disabilities

Appendix 4: Report of the Subcommittee on Queer People

Appendix 5: Report of the Subcommittee on Racialized and Ethnic Persons

Appendix 6: Report of the Subcommittee on Women

2015-16 Annual Report for the JBSCE Subcommittee on Family Care

July 31, 2016

- Subcommittee composition: Brighita Lungu (PGSS), Joan Butterworth (Student services/staff), Benjamin Brunot (SSMU), Carolyn Samuel (education), Michelle Cubano-Guzman (APO), Tanya Lalonde (SEDE), replaced by Julia Pingeton from May 2016, Audrey Moores (MAUT, chair)
- Meetings: 4 meetings took place on Oct 6, Dec 8, 2015 and Feb 11, May 26 2016
- Major actions taken:
 - o had the terms of reference to the JBSCE subcommittee approved
 - o Created, collected information and built the architecture of a new website www.mcgill.ca/familycare. Expected release, Sept 2016
 - o Filed a proposal to the new vision for the Royal Victoria Hospital site, so that child care is included in the future plans, with wide support from PGSS, MAUT, Family Coordinator, SSCOW.
 - o Helped secure that MAUT and Kid's and Company sign a membership agreement (July 2016) which will start taking effect in Sept 2016. It will offer MAUT members privileged access to their facility to relieve daycare need for faculty members.
 - o Entertained dialog with various bodies on family care issues, including the SSCOW or the subcommittee for persons with disability.
- Actions to handle for the 2016-17 year:
 - o Continue and accelerate work to access and help propose solutions in terms of special accommodations for staff with special family care needs
 - o Work on the issue of pregnant women and student with family care attending the OSD office for exams.
 - o Continue efforts to dialog with other bodies. Invite SSCOW or the subcommittee for persons with disability representatives.
 - o Continue the work on evaluation of family care needs at McGill



Sub-Committee on First Peoples

September 2015-May 2016 Annual Report to the *Joint Senate-Board Committee on Equity*

Membership:

Kakwiranó:ron Cook, Indigenous Outreach Administrator, Office of the Dean of Students, co-chair
Charlotte Burns, Records Administrator & Trainer, Enrolment Services, co-chair (on leave)
Haidee Lefebvre, Education PhD student, interim co-chair since May 2016
David Rothwell, Associate Professor, School of Social Work
Jim Howden, Director, First Nations & Inuit Education Program, Faculty of Education
Paige Isaac, Coordinator, First Peoples' House
Allan Vicaire, Indigenous Education Advisor
Bradley Por, law, PGSS representative
Kareem Ibrahim, SSMU representative
Benjamin Kingston, law

Regularly scheduled meetings:

- 1.) September 29, 2015 2.) November 3, 2015 3.) February 9, 2016 4.) April 5, 2016
Ad-hoc meetings were also held on January 12, 2016, and May 5, 2016

Activities:

Traditional Territory Acknowledgement (TTA): After considerable discussion, the sub-committee reached consensus on an ideal TTA to submit to the JBSCE as follows: *"We would like to acknowledge that McGill University is located on land which has long served as a site of meeting and exchange amongst Indigenous peoples, including the Haudenosaunee and Anishinaabeg nations. McGill honours, recognizes and respects these nations as the traditional stewards of the lands and waters on which we meet today."* Members understood that further revision could still happen beyond the level of the subcommittee, and agreed to ameliorate the overall proposal to include the following: consultations with the Indigenous communities that we are honouring; an implementation plan; additional examples from external sources; and mount an overall timeline.

Recommendations template: under development and intended to be used to bring JBSCE initiatives or equity issues related to Indigenous faculty, staff, and students.

Objectives in 2016-2017 as determined in a May 5, 2016 visioning workshop:

- August 2016 consultations with the Kahnawake, Kanehsatake, Akwesasne (Kanien'kehà:ka), Wendake (Huron-Wendat), and Kitigan Zibi (Anishinaabeg) communities regarding Indigenous representation at McGill (such as physical & Traditional Territory Acknowledgement)
- mount website
- explore potential partnerships
- increase membership
- develop support from and for students
- introduce sub-committee during Indigenous Awareness Week Campaign
- finalize the proposal for McGill's Traditional Territory Acknowledgement

Joint Board Senate Committee on Equity, Subcommittee on Persons with Disabilities 2015-2016 Annual Report

Membership

Andrea Miller-Nesbitt (Chair), Veronica Amberg, Philippe Archambault, Jill Barker, Tanja Beck, Biagio D'Onofrio, Patrick Fiorelli, Kareem Ibrahim, Lucyna Lach, Diane Lowden, Kevin MacSween, Lorraine Mercier, Teri Philips, Ria Rombough, Jessica Ruglis, Roberta Thomson.

Mandate

To recommend University policy regarding persons with disabilities and to recommend ameliorations to Senate and to the Board of Governors.

Meetings

The Subcommittee on Persons with Disabilities met 3 times: November 23rd 2015, February 8th 2016, and April 13th 2016. Smaller subgroups met on an as needed basis to work on specific projects.

Activities

- The subcommittee had several discussions about various challenges encountered by faculty and staff requesting accommodations. One of our priorities for 2016-2017 will be updating the document *Guidelines for Accommodation in Employment for Persons with Disabilities*, which was adopted in 2001.
- The subcommittee had several discussions on the availability of information on campus maps for people with reduced mobility. We provided feedback to Campus and Space Planning on ways the current *Campus Accessibility Guides* could be improved. We will continue discussing ways of improving and updating information on campus accessibility.
- The subcommittee has begun work creating a document outlining important considerations for improving the accessibility of events. This document will be used by people planning events at McGill and will help improve the accessibility of events on campus.
- The subcommittee wrote a letter in support of the Office for Students with Disabilities Student Services Innovation Fund application. The funding will be used to support the launch a Universal Design for Learning online toolkit, which will be used by McGill instructors and faculty.
- On April 12th the subcommittee held the event *Breaking Down Barriers: A Film Screening and Discussion on Disability and Access* in collaboration with the OSD and the SSMU. We screened the film *When I Walk* and facilitated a discussion related to disability and access in the McGill context.
- In an attempt to increase representation from people with disabilities within our membership, as well as increase student participation, we successfully recruited 5 OSD registered students (3 undergraduates, 2 graduates) who will be joining the committee for the 2016-2017 year.



McGill University
855 Sherbrooke Street West
Montreal, Quebec, H3A 2T7

www.mcgill.ca/classics
lynn.kozak@mcgill.ca
514.398.4400 x09267

Lynn Kozak
Associate Professor
Department of History and Classical Studies

9 August 2016

2015-6 Report, McGill Joint Board Senate Committee Sub-Committee for Queer People
prepared by Prof. Lynn Kozak, Chair

Meetings: The sub-committee met September 16th, October 13th, November 18th, 13th
January, 18th February, 6th April.

Events: Annual Return to the Rainbow Homecoming event, this year sponsored by SEDE,
attended by around 50; end of Winter Term social with PGSS/ Queer McGill PG working
group.

Proposals: In the JBSCE, we continued to lobby for full implementation of McGill's own
Employment Equity policy. While academic hiring practices have gotten better in terms of
equity under new, clearly defined instructions for the Deans and Chairs, we still await the
revision of the current Equity Employment Survey to include sexual orientation and gender
identity minorities, accompanied by a broad educational campaign for current employees
about this change. We would like to move forward with ensuring equitable hiring practices,
particularly for the LGBTTO community in non-academic positions.

We have continued to press that the successful Preferred Name policy for students be
extended to apply to faculty and staff, and have had fruitful meetings with HR, IT, and
Angela Campbell on this issue, which looks like it might be implemented within the year. In
the meantime, we have expressed concern over failings in the current *ad hoc* system in
place for students, which has demonstrably failed some of our trans* students with systems
randomly reverting to deadnames and delays in fixing this glitches.

We have continued to work on the new Sexual Assault Policy, and I, as chair of our sub-
committee, have taken a seat on the SVPP committee.

We also successfully nominated someone for an honorary doctorate, with approval of
Senate, though we are still waiting to see if a Faculty will include our honoree in a
convocation ceremony.

Ongoing Projects: We will continue to advocate for the implementation of McGill's
Employment Equity policy in the coming year. We remain active in the expansion of the
number of gender-neutral and accessible washrooms on campus, and will continue to
contribute to the development of a policy on sexual assault at McGill. We have also just
begun working with the PGSS and SSMU Equity committees to develop an on-line equity
policy training course for all incoming students.



Joint Board of Governors and Senate Subcommittee on Equity Racialized and Ethnic Persons

2015 – 2016 Annual Report

Submitted by Adrienne Piggott, Subcommittee Chair

1. Membership

Bobby Ansari, Faculty of Medicine
Emil Briones, Faculty of Dentistry (secretary)
Emily Yee Clare, Student Housing and Hospitality Services
Regine Debrosse, PGSS (ex-officio)
Anne-Marie Huynh, Planning and Institutional Analysis
René Iwo, SSMU (ex-officio)
Charmaine Lyn, Faculty of Medicine
Sarah Malik (until January 2016) & Shanice Yarde (starting January 2016), SEDE Office (ex-officio)
Margaret Morgan-Adlam, Faculty of Arts [on leave]
Kathleen Ng, Office of Sustainability
Adrienne Piggott, Procurement Services (chair) (ex-officio)
Haidee Smith-Lefebvre, PGSS
Angela Yu, PGSS

2. Mandate

- 2.1. The primary mandate of the Subcommittee is to make recommendations to the University on affairs relating to Racialized and Ethnic Persons.
- 2.2. The Subcommittee will also foster community engagement and actively promote initiatives that demonstrate McGill's commitment to diversity in the community.
- 2.3. The Subcommittee will endeavor to research and learn from the best practices in peer institutions from creating a climate of diversity leadership.
- 2.4. The Subcommittee will issue an annual report to the McGill community and interim reports as needed.

3. Meetings

September 2015
October 2015
November 2015
December 2015
January 2016
February 2016
March 2016

4. Initiatives

4.1. Terms of Reference JBSCE

4.1.1. Provided substantial feedback on the new JBSCE Terms of Reference, including the redefining of the community targeted by the committee.

4.1.2. Officially changed the name of the Subcommittee to Subcommittee for Racialized and Ethnic Persons, which is more aligned with the names of the other Equity subcommittees.

4.2. Course Evaluations

4.2.1. In collaboration with TLS, the subcommittee has implemented a new procedure for addressing incidents of explicit bias in Course Evaluations. The new procedure was presented to undergraduate student leaders during the 2015-2016 winter semester, and the memo to academic staff has been drafted. The new procedure will be presented to student leaders during the fall semester of 2016-2017 as well.

4.3. Sustainability Projects Fund (SPF) Application

4.3.1. Regine Debrosse is the primary author and project lead on the SPF application that the subcommittee is submitting for a coordinator of diversity and inclusion initiatives for students across the community. The application is in the final stages, and we are hopeful that it will be approved at the start of the 2016 – 2017 academic year.

4.4. Gender Bias in Student Course Evaluations

The committee originally wanted to investigate racialization differences in student course evaluations. As the data from the McGill Employment Equity could not be accessed, it was decided to start the analysis with gender.

The project was completed in collaboration with PIA (responsible for the analysis) and TLS (provider of the student course evaluation data).

In light of the analysis, TLS will look into providing:

- Education on the subject to student leaders;
- Information on how to use course evaluation results for chairs and tenure committee.

4.5. Website and Outreach

4.5.1. Main Website <http://www.mcgill.ca/rep-equity/>

One of the subcommittee's main objectives this year is to increase its presence online to boost visibility. A "Governance" section was added to better inform site visitors of the scope of the committee's mandate and how it related to the University's own policies and guidelines. An "Initiatives" tab was also a new addition to website wherein updates and general descriptions are provided regarding special projects which the subcommittee is undertaking. This section also aims to increase participation from racialized members of the community by providing persons with a variety of options of how to get involved or possibly even join the subcommittee. Finally, a "Resources" section was also added to provide a centralized platform



for racialized members of the community to find resources on programming, community building, and wellness. The website is slated to go live in fall 2016.

4.5.2. Adrienne Piggott and Regine Debrosse both gave radio interviews about the issues faced by racialized and ethnic students in the context of the competitive higher education environment.

4.5.3. Webinar with Global Knowledge on Diversity and Inclusion

4.5.3.1. Members of the University community from Enrolment Services, HR, the JBSCE subcommittees, and several other areas were invited to participate in a webinar on how to make a business case for increasing diversity and inclusion within an organization. After the webinar, a short group discussion was held. There appears to be interest in holding other sessions such as this one, and REP will attempt to plan another one for 2016-2017.

4.5.4. SEDE High School initiative

4.5.4.1. Participated in the SEDE High School mentorship brainstorming initiative. The purpose of this activity was to brainstorm ideas of how to foster community leadership in high school students. Emil Briones and Adrienne Piggott attended.

4.6. New Members

4.6.1. Emil Briones – Academic Affairs Administrator at the Faculty of Dentistry joined the subcommittee summer 2015. They currently serve as the recording secretary of the subcommittee and assists in records keeping.

4.6.2. Haidee Smith-Lefebvre – PhD candidate at the Faculty of Education and also the co-chair of the Joint Board-Senate Subcommittee on Equity, Indigenous Peoples. Haidee joined the subcommittee in the winter 2016 and has provided a key perspective

4.6.3. Shanice Yarde – Equity Education Advisor (Race and Cultural Diversity). Shanice joined the subcommittee winter 2016 replacing outgoing SEDE Equity Education Advisor, Sarah Malik. Shanice worked extensive with Régine Debrosse, PGSS Equity Commissioner, on the Sustainability Fund Application initiative. Shanice, along with Régine and chair Adrienne Piggott, are also on the Black Community Presence project.

4.6.4. Anne Marie Huynh – Assistant Director, PMU, PIA joined the subcommittee Fall 2015. Anne-Marie's expertise in statistical analysis has been crucial in building evidence-based analyses for a number of initiatives for the subcommittee.

4.6.5. Angela Yu – Graduate Student joined the subcommittee in fall 2015. She actively participates in all subcommittee initiatives, but has been instrumental in assisting Regine Debrosse on the SPF application that the subcommittee is currently working on.

4.7. Black Community Presence

4.7.1. Enrolment Services has created a small task force to determine how we can increase the Black Community Presence on campus. The subcommittee chair was invited to sit on the task force. We met once in 2015-2016, but the intention is to meet regularly in the coming academic year to brainstorm effective, inexpensive methods to foster a more inclusive and welcoming environment at the University.

4.8. Sexual Assault Policy

4.8.1. Access barriers (reporting, bureaucracy/lack of visibility)

4.8.2. Pushing for intersectional approach to policy

4.9. Indicators

4.9.1. Tynan’s Study (SEDE)

4.9.2. CUSC results

CUSC is the Canadian University of Survey Consortium that manages undergraduate surveys at the national level. After an initial review, some questions were found to be of interest to the Committee regarding its mandate. For example,

	2016 First-year student (N=764)	2015 Graduating student (N=564)	2014 Middle-year student (N=163)
Visible minorities (total self-identify)	44%	43%	41%
Perception that professors treat students the same regardless of race*	98%	95%	97%

* % agree or strongly agree

As a next step, the Committee would like to investigate further the CUSC survey and to work in collaboration with PIA to analyze some results; in particular, cross-referencing data to self-identified racialized respondents. Evaluating for instance the use of campus medical services, satisfaction of facilities for university-based social activities or satisfaction of facilities for student associations per different racialized groups would help the Committee to direct energy in certain areas to promote McGill’s commitment to diversity in the community.

4.10. Employment Equity Survey

4.10.1. Refined the Employment Equity Survey with Tynan Jarret. We are now waiting for IT to implement the new Self Identification form.

4.11. Community Service Initiative

4.11.1. We are continuing to refine the language of this policy proposal with the intention of presenting it to Senate during the 2016-2017 academic year.

4.12. Mental Health Services

4.12.1. In liaising with Mental Health Services (MHS) and the Office for Students with Disabilities (OSD), Adrienne Piggott and Régine Debrosse have been working with administration to increase resource allocation for specialized mental health support for racialized students. Racism, inequity, and systemic wear is a harsh and highly complex reality that racialized students face – these in turn drain emotional and mental resources for these students. An urgent need for more racialized counselling and therapy staff is key in demonstrating the University’s equitable commitment to its students’ wellness. The effects of systemic oppression require a nuanced lens informed by lived experiences in order to properly and sustainably address. Next year, the subcommittee aims to continue its collaboration with MHS and OSD to address hiring practices that would increase specialized support for students of colour.

4.13. Staff Mentoring (MyWorkplace)

- 4.13.1. At the request of the MyWorkplace team, the subcommittee members proposed some changes to the Mentor and Mentee forms for the new Staff Mentoring initiative created in the context of the MyWorkplace program.

5. Objectives for 2016 - 2017

5.1. Black Community Presence

- 5.1.1. Continue to collaborate with the members of this task force to develop an inexpensive, effective program for a phased approach to increasing the Black Community's presence on campus.

5.2. Collaboration with new Senior Equity and Inclusion Officer (Office of the Associate Provost, Policies, Procedures, and Equity)

The newly created position of Senior Equity and Inclusion Officer under the Office of the Associate Provost also presents opportunities to

5.3. Collaboration with other Subcommittees on Equity on Intersectionality Initiatives

With any equity-related work, intersectionality must be an underpinning that upholds any anti-oppressive effort to properly encapsulate complex identities experiencing equally complex social realities. The subcommittee will be working on start-up projects to incite collaboration with the other subcommittees on equity, namely Indigenous Peoples, Women, Persons with Disabilities, LGBTQ+, and Family Care.

5.4. Updates to Terms of Reference

- 5.4.1. As equity, diversity, and anti-oppression are key ingredients in sustainability as a whole, representation from the McGill Office of Sustainability should be an ex-officio position. Said position is currently being filled by Kathleen Ng, Senior Sustainability Office, who has served as a member-at-large on the subcommittee for a number of years. The subcommittee seeks to institutionalize said representation by amending its terms of reference.

5.5. Participation in Vision 2020 Action Planning (MOOS)

5.6. Leadership Development Program Sustainability Module (Equity and Diversity)

5.7. Staff Mentoring (MyWorkplace)

5.8. Social Media Presence (Twitter, Facebook)

To compliment the website, the subcommittee will be creating social media accounts (Twitter and Facebook) to increase social media outreach and online visibility



Annual Report to the Joint Senate-Board Committee on Equity
1 June 2015 – 31 May 2016
(Submitted by Assoc. Prof. Susan Gaskin, Chair on Aug. 2, 2016)



Membership 2015-2016

Chair: Susan Gaskin	Civil Engineering and Applied Mechanics
Amberg, Veronica	SEDE
Amsel, Rhonda	Psychology
Bakiri, Sarah	SSMU reps
Baum, Shari	School of Communication Sciences and Disorders
Bede, Jacqueline	MacDonald Campus
Benedetti, Andrea	Medicine
Boruff, Jill	Libraries
Braitstein, Lara	Religious Studies
Glushko, Anastasia	PGSS
Hnatchuk, Darlene	Director, Career Planning Service
Hyde, Sandra	Anthropology
Kok, Roe-Min	Music
Koop, Dora	Management
Lee, Diana H.	McGill Women's Network
Lippman, Abby	Epidemiology, Biostatistics, Occupational Health
MacDonald, Mary Ellen	Dentistry
Manakis, Marie	Law
Narain, Vrinda	Law (on sabbatical)
Strong-Wilson, Teresa	Education
Tannenbaum, Gloria	Pediatrics
Tetrault, Bianca	Harm Reduction Officer
Tozer, Angela	History
Turner, Sarah	Geography (on sabbatical)
Zorychta, Edith	Pathology/MAUT

Our Mandate

The Senate Subcommittee on Women (SSCOW) 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

- 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 - Supporting research and teaching on women

2) Initiation and Consolidation of Women's Activities

Will collaborate with the Institute for Gender, Sexuality, and Feminist Studies (IGSF) when there are issues of mutual interest. As well, SSCOW will continue to offer its own advice about and support to 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

It should be noted that we have no budget.

Activities of SSCOW during the 2015-2016 year:

SSCOW continues to be active on a broad number of issues. It has been observed that most direct discrimination of women has now been removed at McGill, however indirect discrimination or under-valuation of women's achievements remains, particularly in units with lower percentages of women faculty. The issues covered this year are summarized below.

The Subcommittee on Women (SSCOW) met in person 4 times during the teaching year: 3 committee meetings (attendance 4-10) and the 4th was an open meeting on accommodation for primary care responsibilities (attendance >50). 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.

Open Meeting on Accommodation for Primary Care Responsibilities

An Open meeting was held on January 26, 2016 to discuss accommodation at McGill for primary care responsibilities that was attended by over 50 professors and AP Campbell. Minimum accommodation for family care and primary care is provided for by provincial and federal laws (Canada: http://www.esdc.gc.ca/en/reports/ei/compassionate_care.page#h2.1, Quebec: <http://www.cnt.gouv.qc.ca/en/situations-of-life-at-work/work-and-family-obligations/>). A guideline for tenure track faculty allowing for up to 3 years of 50% load exists at McGill (<https://www.mcgill.ca/apo/deans-and-chairs-guide/temporary-reduced-load>) and was amended in late spring 2016 to tenure track and tenured faculty. Current practise at McGill is on a case-by-case basis and ranges from denial of government minimums to appropriate accommodation leading to loss of university productivity and individual hardship. A sub-committee of SSCOW and the Chairs of the Women's, Disability and Family Care Sub-committees of JBSCE has been formed to gather data on this practice and propose policies or regulations to support reasonable accommodation across the university

Sexual assault policy

The Sexual Assault Policy working group sent their draft policy to SSCOW for comments, which were provided in Sept 2015. In July 2016, SSCOW provided extensive comments and recommendations to AP Campbell on her new draft of the Sexual Violence Policy.

RVH Daycare Proposal

SSCOW collaborated with the Family Care Sub-Committee on a proposal for a private daycare facility at the RVH site (private as there is no possibility of more CPE places provided by the Quebec Government), this was submitted in February 2016 with the support of AP Campbell.

Women in Academic Leadership

The first 'brown bag lunch' discussion series for tenured women academics was held on November 26, 2015, for women in the Faculty of Engineering who make up only 10% of the professoriate (with a loss of 25% of women faculty members (4 individuals) over the previous 3 years). Practises in the Faculty of Engineering appear to lag behind the progress towards equity seen in other Faculties, likely due to the extremely low representation of women (e.g. 4/5 requests for reduced load to accommodate family care were refused, hiring committees do not always include 1 woman, a woman was asked to "donate" back to McGill salary earned from a prestigious guest lectureship...). AP Campbell suggested a "best practices" manual could be prepared for guidance – this excellent idea will form a future project.

Women in Engineering – pilot project

In fall of 2015 S. Gaskin worked with T. Jarrett (SEDE: working 1 day/week in Engineering) on a survey about mentoring practices and preferences. This was presented to the Faculty of Engineering Equity Committee and was subsequently adopted and sent out to the faculty in Engineering in winter 2016.

Hooma Hoodfar

SSCOW collaborated with MAUT in discussions leading to actions of support from MAUT for Professor Hooma Hoodfar, the Canadian-Iranian citizen held in an Iranian jail without access to a lawyer, family or medical care.

Presentations by/participation of SSCOW on women in the professoriate

- Engineering Undergraduate Students (EUS) Equity Committee: “Forum on Diversity and Inclusivity in Engineering”, 6th of October, 2015. Panelist S. Gaskin.
- SSMU Equity Committee “Diversity in Academia”, January 28, 2016. Panelist S. Gaskin.
- Women in Physics (WiP): “Women in STEM”, Feb 5, 2016. Panelist S. Gaskin.
- Institute on Gender, Sexuality and Feminist Studies (IGSF): “Feminist Pedagogy and Professionalism: Solving Heterosexuality and Sexism in Academia”, March 9th, 2016. Panelist S. Gaskin.
- SEDE Office, SSMU, PGSS, Sustainability Projects Fund, McGill Family Care Office: “Family Care Forum”, March 29th, 2016. Participant S. Gaskin.

SSCOW Website updates and communications

- Our website continues to be updated with relevant material and upcoming meetings or seminars of interest. <https://www.mcgill.ca/senate-subcommittee-women/senate> , such as a media release for International Women’s Day on March 8th.