



TO: Senate
FROM: Claire Stewart-Kanigan
SUBJECT: Question Regarding Employment Equity
MEETING DATE: November 20th, 2013

PREAMBLE: Whereas, the Employment Equity Policy (hereafter referred to as “the Policy”) expresses McGill’s commitment to “eliminating [both] direct, indirect, and systemic discrimination” (emphasis added), and acknowledges that “employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences” (emphasis added),

Whereas, systemic discrimination creates differential access to standard indicators of employment qualifications for members of the “designated groups” outlined in the Policy,

Whereas, the Principal’s Task Force on Diversity, Excellence and Community Engagement stresses the importance of diversity amongst academic and non-academic staff for the student experience at McGill, and states that “...McGill University depends on a highly diverse community of scholars, students, and staff of exceptional quality to meet new challenges of the twenty-first century. . . [and] without a community comprising individuals with varied backgrounds and viewpoints, we will not be able to achieve the excellence to which we aspire,”

QUESTION: What progress has been made in meeting the goals set out in the Employment Equity Plan following the Federal Contractors Program 2010 compliance review?

How has McGill adjusted its hiring processes to reflect the differentials in access to conventional measures of employment qualification to foster a diversity of backgrounds in the McGill community and support the spirit of the first recommendation of the Principal’s Task Force on Diversity, Excellence, and Community Engagement?
