

## JOINT SENATE-BOARD COMMITTEE ON EQUITY ANNUAL REPORT TO SENATE 2005-2006

### MEMBERSHIP

The members of the JSBCE for 2005 – 06 were:

Chair: Professor William Foster Associate Provost (as Provost's delegate)  
Director of the Office for Students with Disabilities: Dr. Joan Wolforth  
Executive-Director of the Department of Human Resources: Mr. Robert Savoie  
Coordinator of the First Peoples House: Ms. Waneek Miller

#### **Chairs of Subcommittees:**

Subcommittee on First Peoples: Professor Michael Doxtater  
Subcommittee on Persons with Disabilities: Professor Gregory Reid  
Subcommittee on Queer Persons: Mr. Gregg Blachford  
Subcommittee on Race and Ethnic Relations: Professor Charmaine Nelson  
Subcommittee on Women: Professor Kathleen Cullen

#### **Representatives:**

Representative of the academic community appointed by Senate: Dr. Shree Mulay  
Representative of the non-academic community appointed by Senate: Ms. Lydia Martone  
Representative of the Board of Governors: Mrs. Roshi Chadha

#### **Student Representatives:**

Representing undergraduate students: Mr. Aruna Krishakumar  
Representing graduate students: Mr. Roland Nassim  
Representing students at the Macdonald Campus: **vacant**  
Representing Continuing Education Students: Mr. Rance Linger

#### **Secretary:**

Ms. Diana Dutton, Director, Academic Personnel Office

### MEETINGS

The Joint Senate-Board Committee met four times during 2005-2006:  
September 27, 2005; November 14, 2005, March 1, 2006 and April 18, 2006

### ACTIVITIES AND ACCOMPLISHMENTS

During the 2005-06 year the Committee undertook the following activities:

- Established ties with the newly appointed Social Equity and Diversity Education Officer, Ms. Veronica Amberg. The Officer was invited to attend all meetings of the Committee.
- Provided input via its subcommittees to the Principal's Task Force on Student Life and Learning.
- Continued development of a new educational equity and diversity video to be used in orienting new faculty, administrative and support staff, and students.
- Examined current University policy and practice with respect to equity in hiring; undertook a review of equity policies at other Canadian universities; agreed that it was timely that an employment equity policy be developed for consideration by the appropriate bodies.
- As obtaining employment equity data continued to pose difficulties, explored ways of obtaining the data required to more effectively carry out its mandate which is to

recommend University policy regarding under-represented groups, including women, visible minorities, aboriginal peoples, and persons with disabilities. 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.

#### **SUBCOMMITTEE REPORT SUMMARIES**

**(Note: Complete Subcommittee reports are attached as Appendices):**

##### **SUBCOMMITTEE ON FIRST PEOPLES:**

Report not received.

##### **SUBCOMMITTEE ON PERSONS WITH DISABILITIES:**

Collaborated in the preparation of a set of Emergency Evacuation Procedures for People with Disabilities; met with the Convocation Committee to explore ways in which accommodations for students, parents and guests with disabilities could be effective and readily available (the resulting improvements were implemented in time for the 2006 Convocation.); carried out work on the "Disability Voice Project" designed to ascertain the experience of students, staff and faculty with a disability at McGill through a series of focus groups.

##### **SUBCOMMITTEE ON QUEER PEOPLE:**

Oversaw the introduction of the first course for the new Interdisciplinary Minor in Sexual Diversity Studies; officially launched the Safe Space Program with 9 workshops, a WebCT Vista course and an eNewsletter designed to help McGill staff, faculty and student leaders learn how to create a campus that is free of discrimination on the basis of sexual orientation or gender expression; worked closely with the University Registrar to facilitate the integration of names of common usage into class lists; worked with Building Directors to increase the number of gender neutral/single user washrooms on campus.

##### **SUBCOMMITTEE ON RACE AND ETHNIC RELATIONS:**

Report not received.

##### **SUBCOMMITTEE ON WOMEN:**

Carried out an analysis of gender ratios for full time faculty members by Faculty and by department over the past 3 years; surveyed University childcare trends at several North American universities; developed a website to serve as a resource to families at the University.

#### **JOINT SENATE-BOARD COMMITTEE ON EQUITY CHALLENGES, PLANS AND PRIORITIES FOR 2006-2007**

##### **INTRODUCTION**

Senate requests its "ad hoc" and standing committees to prepare, by November 1st of each year, a brief statement of the problems, plans, and priorities which the committee proposes to engage during the coming academic year; that the University Secretariat distribute all these statements to members of Senate and to the chairs of all Senate committees; that the Steering Committee recommend a procedure by which Senate may receive and consider these statements.

**JSBCE CHALLENGES, PLANS AND PRIORITIES FOR 2006-2007**

The JSBCE's mandate is to *"recommend University policy regarding under-represented groups, including women, visible minorities, aboriginal peoples, and persons with disabilities. 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."*

Therefore, the Committee's plans and priorities for the forthcoming year are:

1. to undertake the development of an institutional employment equity policy for consideration by Senate and the Board;
2. to report to Senate and the Board on the employment of members of under-represented groups as soon as the relevant data is available;
3. to explore ways in which the Committee can (a) obtain more complete data concerning under-represented groups in the University community; and (b) better identify the concerns of all groups, to enable the Committee to make better informed policy recommendations; and
4. to continue the review of the Committee's mandate.

**APPENDICES:**

- Appendix I: Report of the Subcommittee on Persons with Disabilities  
Appendix II: Report of the Subcommittee on Queer People  
Appendix III: Report of the Subcommittee on Women

**APPENDIX I**

**Report to the Joint Senate-Board Committee on Equity from the Subcommittee on Persons with Disabilities 2005-06**

**Mandate of the Subcommittee**

Recommend University policy regarding persons with disabilities and to review the recruitment and status of persons with disabilities at the University and to recommend ameliorations to Senate and the Board of Governors.

We work closely with the Office for Students with a Disability although that office is concerned with students who identify themselves as having a disability while the Subcommittee's mandate includes the complete McGill community; students, staff, and faculty.

**Membership and Meetings**

Greg Reid (Department of Kinesiology and Physical Education) was Chair and members included; Joan Wolforth (Director of OSD); Kevin MacSween (Campus Recreation, Athletics); Jo-anne Sciampacone (Parking Coordinator, Parking Services); Linda Jacobs Starkey (Associate Dean of Students); Veronique Belanger (Assistant Dean, Student Affairs, Faculty of Law); Jim Nicell (Faculty of Engineering); Sophie De Serres (Physical and Occupational Therapy); Chuck Adler (Director, University Planning and Institutional Analysis); Robert Daillaire (Fire Prevention Officer); Nurlan Turdaliev (Economics); Kathleen Tobin (Human Resources); Paige MacDougall (Graduate Student, Anthropology); James MacDougall (Department of Psychology); Alexander Jerabek (Assistant Systems Librarian, Systems Office); and Shani Abada PGSS Representative).

In 2005-06 meetings were held on October 20, November 17, February 15, March 23, and May 3.

**Activities, Achievements, and Challenges**

Our committee is closely tied to the Office for Students with a Disability (OSD) which has a director (Joan Wolforth) and six additional staff. Dr. Wolforth is a member of the Subcommittee and many of the activities and achievements noted below are a result of the fine work of OSD. In fact, Dr. Wolforth presents a comprehensive annual report to the Dean of Students and to the Chair of the Subcommittee. Some highlights from those reports as well as activities of the Subcommittee are included here.

1. The number of students registered with OSD was 591. Students with a medical condition, mental health disability, or learning disability represent the most common disabilities. Unfortunately, Quebec students with learning disabilities, attention deficit disorder, and mental health problems are not eligible for funding from MELS because of a restricted definition of disability based on medical criteria.

2. The students who graduated achieved an average CGPA of 3.15. Many obtain honours and distinctions.
3. In 2005-06, 54% of OSD students originated from outside Quebec and are not eligible for MELS funding. Although some receive support from their home provinces, 16% are international students have no outside source of funding.
4. OSD supervised 2301 special exams in 2005-06.
5. OSD assists students with a disability in many ways such as providing and training notetakers, invigilators, and proofreaders and providing individual assistance for study skills, and effective reading techniques.
6. The Subcommittee worked closely with Robert Daillaire at all meetings in producing a set of Emergency Evacuation Procedures for People with Disabilities, as well as suggesting means for effective distribution of these procedures.
7. Joan Wolforth led the April 21<sup>st</sup> “Diversity in the Classroom” workshop for professors, with Greg Reid acting as one of the discussion leaders.
8. The Subcommittee continued to monitor accessibility on the McGill campus in a number of ways, from discussing the implications of new construction to parking service for those with a disability and the need to maintain physical access of all buildings, to direct contact with university officials if accessibility becomes a neglected area.
9. On behalf of the Subcommittee, Joan Wolforth and Greg Reid met with members of the Convocation committee early in the new year to discuss ways to ensure that accommodations at these very important McGill functions were readily available for students, parents, and guests who may have a disability. The Convocation committee was committed to this and agreed that a more prominent announcement of services available on the convocation website would be helpful, as would receiving a list of graduating students with a disability from OSD. These were implemented for the 2006 convocations.
10. In 2004-05 the Subcommittee began the “Disability Voice Project” designed to ascertain the experience of students, staff, and faculty with a disability at McGill. Two focus groups of students were held in 2005-06 and a full report and summary of the observations and recommendations of the students was presented at the last meeting of the year. Ozlem Arten, a master’s student in Inclusive Education in the Faculty of Education arranged and conducted the focus groups and wrote the initial report with guidance from Subcommittee members. The Subcommittee will further discuss this report and make appropriate recommendations in 2006-07.
11. The second target group of the “Disability Voice Project”, faculty and librarians, became the focus at an April 18 meeting held in conjunction with MAUT. This exploratory meeting was designed to ascertain perceptions of faculty and librarians of how their disability may (or may not) have had an impact during the hiring process, during orientation to the university, and while performing their duties. As a follow-up to this meeting and as a means to connect with more individuals, a brief article was published in the May MAUT Newsletter. It is expected that the Subcommittee will bring forth recommendations regarding faculty and librarians in 2006-07.

APPENDIX II

**REPORT OF THE JOINT SENATE-BOARD COMMITTEE ON  
EQUITY SUBCOMMITTEE ON QUEER PEOPLE  
2005-2006**

[www.mcgill.ca/queerequity](http://www.mcgill.ca/queerequity)

**MEMBERSHIP**

The 2005-2006 members of the Subcommittee on Queer People were:

**Staff & Faculty Representatives:** Gregg Blachford (Student Services) - Chair; Prof. Shari Brotman; Prof. Brian Lewis; Prof. Michael Hoover; Cindy Mancuso (Student Services); Cy-Thea Sand (MCRTW), Vaughn Thomassin (Faculty of Science)

**Student Representatives:** Michael Lubetsky (PGSS); Aruna Krishnakumar (SSMU Student Equity Commissioner); Haley Wightman (Queer McGill); Nick Parrish & Monique (Project Interaction); Tara Sackett (Macdonald campus); Jennifer Drouin (Queer Grad Caucus); Liz Meyer (Safe Space); Josh Pavan; Amy Skinner (Outlaw)

**Alumni Representative:** Ali Di Paolo

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**MANDATE OF THE COMMITTEE**

*To address issues of representation, inclusion and support of lesbian, gay, bisexual and transgendered students, staff and faculty at McGill with respect to academic and non-academic life on campus.*

**MEETINGS**

During 2005-2006, seven meetings of the Subcommittee were held: August 30, October 5, November 17, January 12, February 16, March 30 and May 4.

**ACTIVITIES**

- September 30: Hosted a “Return to the Rainbow Reception” during Homecoming Weekend for LGBT alumni, staff, students and their friends at Thomson House
- December 14: Initiated the first “JSBCE Social Party” for members of all the subcommittees on the JSBCE to get together and share experiences about how each subcommittee works

**ACCOMPLISHMENTS**

- We overviewed the successful first year of the new **Interdisciplinary Minor in Sexual Diversity Studies** and its introductory course SDST 250 - Introduction to Sexual Diversity Studies which had 80 students
- After two years of preparation and after receiving financial support through the Mary H. Brown Fund of Student Services, the **McGill Safe Space Program** was launched:
  - The purpose of this program is to help create a campus that is free of discrimination on the basis of sexual orientation or gender expression

- The program offers a two-hour workshop to faculty, staff and student leaders who would like to learn more about sexual and gender identity diversity on campus and how to become allies for lesbian, gay, bisexual, transgender, two-spirit, intersex and queer (LGBTIQ) people
- The program ran 9 workshops for 45 people (including one workshop to train new facilitators for the program), set up a WebCT Vista course, started an eNewsletter and updated the Safe Space Handbook
- We successfully worked with the McGill Registrar to have “Preferred Names” (along with legal names) on McGill class lists to enable, among others, transgendered students to feel safer in the classroom and on campus
- We worked with Building Managers to increase the number of gender-neutral/single user washrooms on McGill campus (this is now the policy for new McGill buildings) and created a list which is on our website of all such washrooms
- We worked with the Chairs of the other subcommittees of the JSBCE to share ideas about how the subcommittees can present a common front with respect to equity issues on campus.
- We wrote a submission to the Principal’s Task Force on Student Life and Learning on the needs of queer students on campus
- A member of our subcommittee participated in the Working Group on Discrimination and Harassment to bring about a new policy on for McGill and sat on the hiring committee for the new McGill Social Equity and Diversity Education Officer who was hired in Summer 2005.

(Submitted by Gregg Blachford, Chair of Subcommittee on Queer People 2005-2006)

APPENDIX III

**Report to the Joint Senate-Board Committee on Equity from the Subcommittee on Women 2005-2006**

**Mandate**

**Senate Subcommittee on Women**

Reporting to the Joint Senate Board Committee on Equity, the Senate Subcommittee on Women shall make recommendations 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
  - Advancing women's studies issues
2. Initiation and Consolidation of Women's Activities
  - Making recommendations regarding policy for women's studies activities and the co-ordination of efforts to monitor and promote interdisciplinary programs on the study of women
  - Supporting research and teaching on women through support for the activities of the McGill Centre for teaching and Research on Women
  - Keeping Senate informed of research developments by appropriate means
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

**Membership 2005/2006**

Kathleen Cullen <a href="mailto:kathleen.cullen@mcgill.ca">kathleen.cullen@mcgill.ca</a>	(Physiology, Chair)
Abby Lippman <a href="mailto:abby.lippman@mcgill.ca">abby.lippman@mcgill.ca</a>	(Medicine) (on sabbatical 2005-06)
Shaheen Sheriff <a href="mailto:shaheen.shariff@mcgill.ca">shaheen.shariff@mcgill.ca</a>	(Education)
Gloria Tannenbaum <a href="mailto:gloria.tannenbaum@mcgill.ca">gloria.tannenbaum@mcgill.ca</a>	(Medicine)
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 Allison Gonsalves [allison.gonsalves@mail.mcgill.ca](mailto:allison.gonsalves@mail.mcgill.ca) (Graduate Student)

### **Report from the Subcommittee on Women**

As in previous years, the Senate Subcommittee on Women continues to focus on issues that affect equity for women at McGill University. Our major priorities continue to be pay equity for women and strategies to support their hiring and promotion through the ranks. In addition, the committee has explored a number of strategies to help provide assistance to members of the McGill University community who find themselves without convenient daycare.

#### Salary anomalies

We welcome some of the steps towards transparency undertaken by McGill in publishing the range of salaries according to professorial rank. Nevertheless, we continue to be concerned with pay equity for part time and non-tenured staff as well as for non-academic staff. Our objective is to make the salary anomaly exercise an annual process to ensure that pay equity is maintained over the long term.

#### Hiring / Promotion:

The SSCOW has also taken up the issue of hiring equity for women. Although there had been a policy in place during the last 3 years to promote the hiring of women, our committee is concerned that this policy is not being respected within individual departments. A related concern is the progress of McGill women faculty through the professorial ranks. To address this concern, the SSCOW has recently carried out an analysis of gender ratios at McGill University by Department and Faculty over the past 3 years. A summary by Faculty was presented at the Joint Senate-Board Committee on Equity in April 2006. A written report will be submitted in fall 2006.

#### Child Care

The lack of affordable and local daycare remains a serious concern for McGill faculty. Considerable evidence has accumulated to show that convenient daycare is essential for the progress of women through the professional ranks in academia. Appreciation of this issue is reflected in a current trend to expand child care and other support at many North

American Universities (e.g. Harvard, Yale, University of Michigan, UCLA, etc.). At this time, however, the McGill day care facilities are simply not adequate to support the community's present needs. Over the past 3 years, SSCOW has considered different strategies to help provide assistance to members of the McGill University community who find themselves without convenient daycare. To this end, we have developed a website to serve as a resource to families at McGill University. The site includes a forum on daycare, which can be used to facilitate the sharing of caregivers as well as other resources. The site can be found at <http://www.womenresources.mcgill.ca/>

Recommendations: SSCOW recommends to the Joint Senate Board Committee on Equity that the JSBCE request that the University:

- (1) undertake a survey of the gender-related pay equity issue for part time and non-tenured staff as well as for non-academic staff.
- (2) commit itself over the next three years to adjust any anomalies which become apparent from this survey.
- (3) identify those Departments that fail to respect the University policy of increasing the number of women on their staffs. Annual reports should continue to include short list statistics for each new Departmental hire at all levels.
- (4) monitors ongoing progress on these issues and provides an annual review. In particular, annual statistics need to be compiled and made available to SSCOW so that the level of progress is transparent to the McGill community at large.
- (5) adds the development of adequate daycare resources for the McGill community to its list of priorities in the forthcoming fund raising campaign.
- (6) table a progress report on the above in Senate within six months.