



Memorandum

Provost Office

James Administration Bldg., Room 504

Tel.: 514-398-4177 / Fax: 514-398-4768

TO: Senate

FROM: Lydia White, Associate Provost (Policies, Procedures and Equity)

SUBJECT: 2010-11 Annual Report of the Joint Board Senate Committee on Equity

DATE: December 7, 2011

DOCUMENT #: D11-30

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE: The 2010-11 Annual Report of the Joint Board Senate Committee on Equity is presented for information.

BACKGROUND & RATIONALE: The Joint Board Senate Committee on Equity (JBSCE) is a standing committee whose mandate is to recommend University policy regarding under-represented groups, including women, visible minorities, Aboriginal peoples, and persons with disabilities. It includes 5 subcommittees, two of which have submitted annual reports which are included as appendices to the main report.

In 2010-2011, one of the main activities of the JBSCE was a discussion of the Report of the Principal's Task Force on Diversity, Excellence and Community Engagement. The JBSCE offered a response to the report and suggestions for consideration. The JBSCE also discussed employment equity and McGill's Policy on harassment, sexual harassment and discrimination prohibited by law. The JBSCE also developed guidelines and mandates for subcommittees.

MOTION OR RESOLUTION FOR APPROVAL: N/A

PRIOR CONSULTATION: N/A

NEXT STEPS: Presentation to the Board of Governors

APPENDICES: Appendix A: JBSCE annual report 2010-11, including 4 appendices:

1. Comments on the Report of the Principal's Task Force on Diversity, Excellence and Community Engagement
2. Joint Board Senate Committee on Equity Subcommittee Guidelines
3. Report of the Subcommittee on Queer People
4. Report of the Subcommittee on Women

**MCGILL UNIVERSITY
JOINT BOARD SENATE COMMITTEE ON EQUITY
ANNUAL REPORT TO SENATE AND THE BOARD OF GOVERNORS
2010-2011**

MEMBERSHIP

Chair: Prof. Lydia White, Associate Provost (Policies, Procedures & Equity)
Acting Director of the Office for Students with Disabilities: Ms. Elaine Ransom-Hodges
Human Resources: Ms. Alison Verkade
Acting Coordinator of the First Peoples House: Ms. Paige Isaac

Chairs of Subcommittees:

Subcommittee on Persons with Disabilities: Prof. Tara Flanagan
Subcommittee on First Peoples: not filled
Subcommittee on Queer Persons: Prof. Robert Leckey
Subcommittee on Race and Ethnic Relations: not filled
Subcommittee on Women: Prof. Abby Lippman

Representatives appointed by Senate and Board:

Representative of the academic community appointed by Senate: Prof. Lisa Spanierman
Representative of the non-academic community appointed by Senate: Ms. Lorna Maceachern
Representative of the Board of Governors: Ms. Ann Vroom

Student Representatives:

Undergraduate students (SSMU): Ms. Humera Jabir/Ms. Emily Clare
Graduate students (PGSS): Ms. Erin Sirett
Students at the Macdonald Campus (MCSS): Ms. Clare Wilkening
Continuing Education Students (MACES): Ms. Lucia Chung

Ex Officio:

Ms. Veronica Amberg: Social Equity and Diversity Education Officer

Secretary:

Ms. Mary McDaid: Manager, Academic Personnel

MANDATE

The Joint Committee on Equity shall 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.

MEETINGS

The Joint Senate-Board Committee on Equity met four times (November 30th 2010, February 9th 2011, March 30th 2011, May 17th, 2011).

ACTIVITIES

- i. The Report of the Principal's Task Force on Diversity, Excellence and Community Engagement was discussed at several meetings. It was noted that the Task Force report makes little mention of JBSCE. A response was prepared with some suggestions for action, and submitted to the Provost's office for consideration (Appendix 1).
- ii. Sub-committee guidelines. The mandate and membership of the various JBSCE sub-committees were considered at several meetings. Guidelines for the sub-committees were developed (Appendix 2).
- iii. Employment equity was discussed at several meetings. There was a presentation by Alison Verkade on McGill's compliance with the requirements of the Federal Contractor's Program, as well as discussion of the Employment Equity report presented to Senate in April 2011. Concern was expressed at the apparent lack of increase in the numbers of people falling into the designated groups at McGill over the period covered in this report (2008-2011).
- iv. Presentation by SACOMSS (Sexual Assault Centre of the McGill Students' Society) and discussion of McGill's *Policy on harassment, sexual harassment and discrimination prohibited by law*.
- v. The Subcommittee on Queer Persons drew to JBSCE's attention the fact that the equity self-report form currently used for academic recruitment does not include a question about sexual orientation. There was agreement that such a question should be included and that it is not against the law to do so. Lydia White undertook to have the form changed.

SUBCOMMITTEES

JBSCE expressed concern that two of its subcommittees (Subcommittee on First Peoples; Subcommittee on Race and Ethnic Relations) were currently inactive and had been so for some time. Suggestions were made as to how to revive these subcommittees, suggestions which have borne fruit for the 2011-12 year.

Prof. Tara Flanagan was appointed as Chair of the Subcommittee on Persons with Disabilities, effective January 2011.

The terms of Chairs of two subcommittees came to an end in the summer of 2011: Prof. Robert Leckey, Chair of the Subcommittee on Queer Persons, and Prof. Abby Lippman, Chair of the Subcommittee on Women. JBSCE expressed its appreciation to both of them for all their efforts in guiding and supporting these subcommittees. The following people were appointed to replace them, effective June 2011: Prof. Victor Fan (Subcommittee on Queer Persons) and Prof. Vrinda Narain (Subcommittee on Women).

The reports of these two subcommittees are appended (Appendix 3, Appendix 4).

APPENDICES

Appendix 1: Comments on the Report of the Principal's Task Force on Diversity, Excellence and Community Engagement.

Appendix 2: JBSCE Subcommittee Guidelines

Appendix 3: Report of the Subcommittee on Queer People.

Appendix 4: Report of the Subcommittee on Women.

Joint Board Senate Committee on Equity
Comments on the Report of the Principal's Task Force on Diversity, Excellence and Community
Engagement

At its meetings of March 30th and May 17th 2011, the JBSCE discussed the draft Report of the Principal's Task Force on Diversity, Excellence and Community Engagement. It was agreed that we should present comments for consideration in the administrative response to be undertaken by the University.

The Task Force Report is aspirational in tone and its recommendations are deliberately expressed in terms of broad brushstrokes, rather than in the form of more concrete proposals. We strongly recommend that the administrative response focus more specifically on ways to implement the Task Force recommendations, including a clear indication of priorities, actions to be taken, the timeline that is envisaged, the necessary budget, how progress towards achieving the goals will be monitored, etc.

The Report includes three broad recommendations, each of which has a number of sub-recommendations. The first broad recommendation and its 9 sub-recommendations (see Appendix) can be seen as falling within the scope of the mandate of the JBSCE, as can some of the other recommendations, particularly those relating to the role of the Associate Provost (Policies, Procedures and Equity). However, we note that there is very little mention in the Report of JBSCE or its subcommittees. We suggest that the expertise of the JBSCE and its subcommittees can be made use of, both in the implementation of some of the Task Force recommendations, as well as in the development of concrete proposals. The JBSCE agrees with submissions made to the Task Force, that sustained, concrete and monitored implementation of existing policies in all units is crucial. We also point out that several of the submissions to the Task Force offered concrete suggestions which might usefully be incorporated into the administrative response.

With respect to some of the sub-recommendations:

#1. This recommendation talks about including language that demonstrates a commitment to equity in McGill's policies and plans. In addition, this could provide an opportunity for JBSCE to revisit the Guidelines on Inclusive Language and prepare them in a format that would be more acceptable to the University community. We also note that the Report avoids the use of language recognizing the existence of racism and discrimination. Such issues should be addressed openly.

#2. As this recommendation suggests, it is important to recognize that diversity training is essential. It should be required and must be carried out on many different fronts. In this context, the University should build on existing resources and expertise, such as the SEDE office.

#5. Relevant bodes at McGill must commit to being more proactive about providing nominations of suitable candidates from underrepresented groups for awards and other types of recognition. Furthermore, there is a need for greater sensitivity to the negative impressions that can be created when diversity appears not to have been taken into consideration. For example, the recent mini-science lecture series in the Faculty of Science included no women speakers.

#6. JBSCE applauds the proposal to recruit and retain a more diverse student body and looks forward to an administrative response that takes into account these objectives. We note that little mention is made of visible minorities in the Report and recommend that specific proposals will be geared towards visible minorities, in addition to the groups already identified in the Report.

#8. JBSCE applauds the Task Force's commitment to ensuring physical accessibility on campus. In addition, JBSCE would like to see greater recognition of the needs of persons with non-visible disabilities, and a shift in emphasis towards the concept of *universal design* as a means of diminishing barriers on campus. This is an area where the expertise of the Sub-Committee on Persons with Disabilities can be called upon.

#9. JBSCE and its sub-committees could be involved more formally in the establishment of benchmarks and monitoring of statistics to be presented to Senate and the Board.

July 2011

Appendix

Task Force – Recommendation I

McGill University will demonstrate a firm commitment to the recruitment, retention and professional development of diverse and excellent academic staff, administrative and support staff, and students, placing a strong emphasis on expanding the candidate pools and the pipelines of future candidates to accelerate progress in this regard.

1. Include language that demonstrates our commitment to equity in existing and developing policies– e.g., the Academic Strategic Plan and the Campuses Master Plan.
2. Provide consistent training and information about best practices (of peer institutions and within McGill) relating to diversity across the University, to academic and administrative leaders and members of committees for hiring, promotion, and awards (e.g., CRC chairs, internal McGill chairs, honorary doctorates, etc.). Create meaningful mechanisms for advancing our progress in achieving diversity through these processes.
3. Put in place and provide resources to ensure proactive and sustainable programs aimed at increasing and maintaining diversity in qualified faculty, staff and senior leadership. In particular, ensure that HR has the capacity to carry out this role effectively.
4. Provide information and resources to facilitate the integration of new faculty and staff and their families into the Montreal community, taking into account issues of language and accessibility to community resources including the provision of incentives for French language acquisition.
5. Ensure that mechanisms are in place to nominate excellent candidates representing the full diversity of the community for awards and other types of recognition both inside and outside the University.
6. Support efforts to recruit and retain a more diverse qualified student body, for example, by developing pipelines of future students, including Francophone students and students from underrepresented groups. Promote students adjustment to McGill with transitional year programs for certain incoming students and by developing mentoring programs to connect them with faculty and senior students upon their arrival at McGill. Develop and sustain strong connections to support these efforts through community outreach, admissions offices, and Development and Alumni Relations.
7. Facilitate access to degree programs for outstanding students who have followed nontraditional pathways to education.
8. Demonstrate a strong commitment to significant and sustained progress in making our University physically accessible for those with disabilities by ensuring representation of special needs infrastructure experts on McGill Buildings and Properties Committee of the Board of Governors and the Senate Committee on Physical Development with regard to the planning and implementation of McGill construction and renovation projects; ensure that McGill takes advantage of all opportunities to create improvements in accessibility to all University buildings.
9. Establish benchmarks for diversity and routinely collect relevant information about McGill students, academic staff, administrative and support staff, to be presented annually to Senate and the Board of Governors.

McGILL UNIVERSITY
JOINT BOARD SENATE COMMITTEE ON EQUITY
SUBCOMMITTEE GUIDELINES

MANDATES

Subcommittee mandates, of necessity, flow from the mandate of the 'parent' committee and must be consistent with it.

JBSCE Mandate:

The Joint Board Senate Committee on Equity shall 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.

Sub-committee mandates/terms of reference:

It is proposed that the mandate of each subcommittee read:¹

The Subcommittee on **[name]** shall advise on the development of - or modifications to -University policy regarding **[particular under-represented group]** across constituencies of the University and recommend ameliorations to JBSCE.

SUBCOMMITTEE REGULATIONS

A. Chairs:

1. Chairs of the subcommittees (including co-chairs where appropriate) shall be appointed by JBSCE.
2. Chairs of the subcommittees shall serve for a three (3) year renewable term.
3. Chairs of the subcommittees must convene and attend meetings of their subcommittee, in accordance with section D.
4. Where a subcommittee chair cannot be found or is unable to serve, the Associate Provost may serve as interim chair or may nominate a delegate to do so.

B. Membership

1. Members of the JBSCE subcommittees shall be drawn from the University community.
2. Membership of each subcommittee shall include representation from the constituencies the subcommittee represents and, as appropriate, the offices represented by the ex-officio members of the JBSCE.
3. Membership of each subcommittee shall be approved by JBSCE at the first meeting of each academic year, to ensure conformity with B1.

¹ While this would be the official mandate of the subcommittees, it would not preclude a subcommittee from taking an interest in other matters, such as providing support to particular offices, groups or sectors within the University, pursuing initiatives of interest to particular constituencies, or recommending the appropriate manner in which certain initiatives should be pursued.

4. Exceptionally, and with the approval of JBSCE, a non-member of the University community who has particular knowledge and expertise or a special perspective, may be invited to serve on a subcommittee.
5. Ex-officio members of the subcommittees shall have both voice and vote.

C. Resource Persons:

1. The JBSCE subcommittees may from time to time invite other persons, including if necessary non-members of the University community, to serve as resource persons.
2. Resource persons shall have voice but no vote.

D. Meetings:

Each subcommittee shall meet at least twice per term, the actual number of meetings to be determined according to the needs and interests of the subcommittees.

E. Resolutions:

1. While subcommittees will strive to reach consensus on decisions to be taken, recommendations to be forwarded to JBSCE will be conducted by means of resolutions.
2. Resolutions shall be moved and seconded by members and shall be decided by a majority of members voting on the question.

F. Reporting:

Notes of meetings shall be made available to JBSCE.

Annual Report

The chair of each subcommittee shall report annually in writing to the JBSCE on the work of the subcommittee. These reports will be appended to the JBSCE report to Senate and the Board.

G. Review

Each subcommittee shall review its terms of reference every 3 years, in light of its activities and achievements, and make recommendations, if any, for changes to the terms of reference.

In the event that a subcommittee Chair has not been participating at JBSCE meetings or in the subcommittee, the JBSCE may decide to replace him or her.

JBSCE may recommend the establishment of new subcommittees, if it is deemed that the existing subcommittees do not cover all under-represented groups that might fall under its mandate.

JBSCE may recommend the abolition or amalgamation of existing subcommittees.

Approved, Sept. 29th 2011

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

2010-11

www.mcgill.ca/queerequity

Victor Fan, Chair

1) MEMBERSHIP

We have a dynamic active membership, representing our three chief constituencies of faculty, non-academic staff, and students. The Subcommittee on Queer People included the following:

a) Staff & Faculty Representatives

Natalie Amar (McGill Institute for Gender, Sexuality, and Feminist Studies (IGSF)), Gregg Blachford (Director, Career Planning Services), Prof. Ken Borris (Dept. of English), Samantha Cook (Services for Students), Prof. Victor Fan (Dept. of E. Asian Studies), Megan Fitzgibbon (Library), Prof. Miranda Hickman (Dept. of English), Tynan Jarrett (SEDE Office), Prof. James Krapfl (Dept. of History), Jana Luker (Executive Director, Services for Students), Prof. Robert Leckey (Faculty of Law) (Chair), Dr. Elisabeth Lund Engebretsen (IGSF), Brian McMillan (Library), Prof. Natalie Oswin (Dept. of Geography), Prof. Johanna Ransmeier (Dept. of History), Prof. Nathan Smith (Dept. of Educational & Counselling Psychology), Edmondo Tilli (School of Agriculture), William Raillant-Clark (Media Relations for Scientific Research)

b) Student Representatives

Devin Alfaro (SSMU), Chase Barlet, Willian Burton (*The McGill Daily*), Nick Caivano, Jacks Cheng, Joanna Devaney (PGSS Equity Commissioner), Michael Dodge (PGSS), Mike George (Queer McGill), Jonathan Hann (SSMU delegate), Patrick Scott Horne, Sheehan Moore, Gregory Ko, Scott Scambler, Ryan Thom (Queer McGill), Adam Wheeler (Queer McGill)

2) 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.

3) MEETINGS

The Subcommittee met seven times during 2010-11: September 13, 2010, October 18, November 24, 2010, January 10, 2011, February 16, 2011, March 16, 2011, May 5, 2011.

4) ACTIVITIES

- August 27, 2010: we reached out to new faculty at the New Faculty Orientation Day
- October 1, 2010: hosted the eighth “Return to the Rainbow Reception” during Homecoming Weekend for LGBT alumni, staff, students and their friends at Thomson House
- We continued to support the Safe Space workshops presented by the SEDE office, throughout the 2010–11 academic year

- Throughout the year, we discussed the possibility of nominating an LGBTQ individual to receive an honorary doctorate from McGill
- We discussed possible changes that can be proposed to the websites of Human Resources and other units, in order to better our community
- We discussed the necessity for McGill to set up a mentorship program in order to help students who need advices and help related to gender, sexuality, or safe environment
- We discussed the needs of queer students of color, and proposed to host, in conjunction with the SEDE office and the IGSF, presentations and workshops
- Throughout the year, our Subcommittee gave input on a variety of documents relating to equity issues

5) ACCOMPLISHMENTS

a) **McGill Interdisciplinary Minor in Sexual Diversity Studies** (<http://www.mcgill.ca/sdst/>)

The Subcommittee maintained an active interest in this program. The program is now associated with the Institute for Gender, Sexuality, and Feminist Studies.

b) **Social Equity and Diversity Education (SEDE) Office**

The Subcommittee continues to work closely with Tynan Jarrett, LGBTQ Advisor.

c) **Mentorship and Support for Queer Students**

After a discussion on the need of mentorship and support for queer students, Student Services set up a Staff-Student Mentoring Program for the general student body.

d) **McGill Rainbow Alumni Facebook Page**

The McGill Rainbow Alumni Facebook Page was set up in order to attract and keep in touch with alumni who may contribute to the LGBTQ courses at McGill, and to the University at large.

We have many initiatives underway for 2011–2012 and look forward to sharing news of those in due course.

**Subcommittee on Women
Annual Report to the Joint Senate-Board Committee on Equity**

1 June 2010- 31 May 2011
(submitted by Professor Abby Lippman, Chair)

Membership 2010-2011

Abby Lippman, Chair	Epidemiology, Biostatistics, Occupational Med
Rhonda Amsel	Psychology
Lynn Butler-Kisber	Education
Anmarie Adams	IGSF
Edith Zorychta	Pathology/MAUT
Andrea Benedetti	Epidemiology (on Parental leave part of year)
Kim Brooks	Law (until her move to Dalhousie)
Vrinda Narain	Law (replacing Kim Brooks)
Teresa Strong-Wilson	Education
Charmaine Nelson	Art History (on sabbatical)
Susan Gaskin	Engineering
Dora Koop	Management
Lara Braitstein	Religious Studies
Sarah Turner	Geography: on sabbatical
Jacqueline Bede	Macdonald (sabbatical part of year)
Sandra Hyde	Anthropology
Susan Czarnocki	Libraries/Alumnae
Veronica Amberg	SEDE
Jane Everett	Dean of Students
Emily Gilfallin	SSMU
Erin Lafferty	PGSS
Jana Luker	Student Services
Samantha Cook	Student Services
Diana Lee	McGill Women's Network Group

Mandate of the Subcommittee

The SSCOW continued to work in accord with existing guidelines that required it to make recommendations as appropriate and as resources allowed on the following topics. In light of the revisions of the JBSCE mandate during the year, these were also shortened and revised at the end of the term (see below).

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.

The SSCOW collaborates with the Institute for Gender, Sexuality, and Feminist Studies (IGSF) on issues of mutual interest. As well, the SSCOW continues to offer its own advice as appropriate and to support 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

Early in 2011 the mandates for all the Equity Subcommittees were revised to clarify that the SSCOW "shall advise on the development of - or modifications to -University policy regarding women across constituencies of the University and recommend ameliorations to JBSCE." The areas above, given their conformity to the new mandate, will continue to orient the work of the SSCOW.

Meetings

The Subcommittee on Women (SSCOW) met monthly (8 times) from September 2010 through May 2011 with work carried out by e-mail between these gatherings on items identified as either priority or emerging issues. Agendas for each meeting were pre-circulated, and minutes of each meeting were recorded, with copies going to the JBSCE Chair. As our capacity developed, we also posted relevant materials (and notices) on the revised SSCOW website. On average, 10-12 members attended a meeting, and all decisions were made by consensus. We also had an end-of-term social gathering in December 2010 to thank all members and others who had supported the SSCOW during the year. It was especially satisfying to see the wide range of people who took part in SSCOW meetings; these individuals continued to represent all McGill "constituencies."

Overview

SSCOW was active throughout the year primarily in the first and third of its areas of activity. The SSCOW also continued to focus on general issues that affect equity for women at McGill University and in this regard we began to explore reduced work options (or alternative career paths) that would accommodate the needs of all faculty, staff, and students.

This year the SSCOW continued to revise and improve its website, work that continues to ensure the site is relevant, responsive to the needs of women on campus, and current. The SSCOW also supported other initiatives to make the campus "women-friendly" and worked collaboratively with Jana Luker (Student Services) and the SEDE Office when appropriate. We also took part in the new faculty orientation in August 2010, an activity that will remain a regular part of our networking work.

Details about the work of SSCOW during 2009-2010 can be found in the minutes of our meetings as well as in summary reports submitted to the JBSCE during the year.

Pay Equity

SSCOW continues to monitor the range of salaries according to professorial rank. As noted in previous reports, a continuing concern remains the matter of pay equity for *part time* and *non-tenured staff* as well as for *non-academic staff*. Unfortunately, we were again unable to move forward on this in 2010-11.

Conciliation Work/Study/Family

Balancing their multiple commitments remains difficult for women students, staff and faculty, and the lack of affordable and local daycare remains a serious concern. We hope that these matters will be addressed in policies emerging from recommendations of the Principal's Task Force. It remains essential to enhance the capacity of the University to recruit and retain women staff, and to provide an equitable experience to women students; in this regard, serious support of "conciliation" policies and childcare arrangements is likely to be essential. During the year we continued to explore possible "alternative career" options that would benefit working women and women students, The working "title" for our deliberations was "end oppression" so that we could take into account structural determinants that continue to impede full inclusion at McGill.

Harassment, Sexual Harassment, and Discrimination

We continue to request that all reports from the Provost on recorded incidents of harassment, sexual harassment, and discrimination include cross-tabulations to show the sex of the complainants and respondents. We are also supportive of continuing surveillance of the Policy in force to ensure that it meets the objectives appropriately.

Employment Equity

The SSCOW continues to note and to be very concerned about the limits of current hiring and promotion practices at McGill, with these concerns underlined by data showing how little progress seems to have been made in attaining inclusion and diversity in academic and non-academic ranks, especially at the higher levels. More needs to be done and the SSCOW believes that affirmative action policies could play an important role. However, while we will continue to advocate for these, more immediate action can be taken if the existing policies already "on the books" are rigorously followed, enforced, and monitored. Importantly, this includes ensuring Chairs and Deans are accountable for their equity practices in such things as recruitment, hiring, retention, and promotion, with their performance in these areas taken into consideration when their work is reviewed. As was noted in the SSCOW and other submissions to the Principal's Taskforce, "excellence" can NOT be attained without equity.

Following the deposition of Kathy Cullen's report on the employment of women academics over 4 years ago, SSCOW has tried to continue her work by requesting detailed annual statistics on hiring and promotion of women. The University is to develop a plan for monitoring employment equity, and the SSCOW continues to offer its help in making this a reality. In particular, concerns remain about the extent to which the current hiring processes were adhering to the recommendations first set out by Luc Vinet about the training of Chairs and Hiring Committees on the needs for -- and ways to improve -- equity in recruiting new faculty. The SSCOW would especially like to receive copies of whatever reports are available that indicate numbers of women interviewed, recruited, hired, etc., over the past 5 years so we can determine the success of policies on moving toward equity.

Varia

1. The SSCOW co-sponsored various SEDE events as well as those arranged by the other Equity subcommittees. We also contributed to the 2011=2012 SEDE calendar and were delighted that the artwork of Emily Clare, a SSCOW student member, will be included.
2. SSCOW has long been aware of the absence of coordination in the nomination of women for various external (and internal) awards and continued its efforts to set up some regular mechanism to facilitate this. This work will continue. Importantly, we will continue to submit names for consideration for Honorary Doctorate Awards – but do hope that the processes for final selection can be clarified, especially in view of concerns about delays in nominees actually getting their awards.

3. In a similar vein, the SSCOW reacted to learning of the male-only speakers list for a mini-Science series and expressed the need for some equity-awareness training by those organizing these and other (e.g., awards) events. It remains essential that inclusion and diversity are principles underlying all such ventures at McGill and that those in charge of putting together such things are “trained” as needed and held accountable.

4. The recommendation from the SSCOW for formal recognition by the University of 6 December and 8 March, important days for women and women’s rights, continues to be institutionalized. Again this year, announcements appeared on the McGill website on both days and the SSCOW continues to work for even more recognition in the future.

Change in Chairs. It was with delight and great enthusiasm that the SSCOW unanimously recommended that Prof. Vrinda Narain (Faculty of Law) be appointed as its new Chair. This recommendation was approved by the JBSCE and she will begin her term in September 2011. The position of “past-Chair” was also approved and Abby Lippman will take on this role to support Prof Narain as she begins her mandate. The SSCOW also proposed that subcommittees consider having Co-Chairs. This would, among other things, better involve students and allow for mentoring of them – as well as be a possible way to spread the workloads.

SSCOW recommends to the JBSCE

(a) the establishment of an effective University-wide process to specifically address the issues of diversity and equity as they affect faculty, in particular: (i) collecting and tracking relevant data on an annual basis; (ii) faculty recruitment; and (iii) faculty retention, professional development and academic advancement.

(b) that all written submissions to the Principal’s TaskForce committee and its working groups be made publicly available and that a List of all these be posted.

(c) that a survey of the gender-related pay equity issues for part time and non-tenured academic staff, and administrative and support staff be undertaken so that any existing anomalies can be adjusted over a three year period. These analyses should be reported to the university community.

(d) that a process be put in place to monitor ongoing progress on these issues and to provide an annual review that is made available to the JBSCE.

(e) that mechanisms to promote and coordinate nominations of women for internal and external awards and honors as well as for the selection of speakers for special events be established.