



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: Report on Employment Equity

DATE: May 15, 2013

DOCUMENT #: D12-71

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE: Presentation of Employment Equity statistics in the various employee sectors of the McGill workforce.

BACKGROUND & RATIONALE: McGill's Employment Equity Policy requires the periodic submission of a report to Senate on the status of employment equity. The last report was submitted to Senate in 2011. This report provides an update.

MOTION OR RESOLUTION FOR APPROVAL: N/A

PRIOR CONSULTATION: n/a

NEXT STEPS: Board of Governors (for information)

APPENDICES: Appendix A: Report on Employment Equity

McGill University Report on Employment Equity

Implemented in June 2007, McGill's Employment Equity Policy requires the periodic submission of a report to Senate on the status of employment equity in the various employee sectors of the McGill workforce, including academic staff and administrative and support staff. The last report to Senate was presented in 2011; the statistics presented here provide an update, covering 2012-13.

Table 1 gives the proportion of female staff across the various sectors of employees at the University. The proportion of females to males has remained relatively stable in all sectors since 2008, with gradual increases in certain categories (tenure stream Assistant and Associate Professors; Contract Academic Staff Associate Professors; Senior Academic Administration).

Table 2 presents data in terms of designated groups (women, Aboriginal peoples, persons with disabilities, ethnic minorities, visible minorities), based on self-reporting, not broken down by sector (due to the small numbers in certain categories). Again, there has been little change in the proportion of any of the designated groups who have self-reported over the period under examination.

The data used to compile Table 2 come from the "Employment Equity Survey" of McGill employees. As shown in Table 3, non-responses to the survey have diminished over time: approximately 40% in 2008 and 2009, slightly more than 20% in 2010 to 2013. In addition, a small minority refuses to complete the questionnaire. The reliability of the data becomes suspect due to non-responses. In particular, we may be under-reporting membership in some of the designated groups. Furthermore, there are a number of problems with the current survey. After considerable consultation, we have developed a new survey, which will be available online by the end of 2013. Gender identity and minority sexual orientation will be included in this new survey. All McGill employees will be strongly encouraged to complete the new survey once it becomes available.

The mechanism for reporting to the government involves these self-reports through the Employment Equity Survey. In 2012, the Federal Government decided that universities would no longer have to report equity statistics under the Federal Contractors Program (FCP), as we had been doing in the past. We nevertheless continue to track the employment of staff in the designated groups in accordance with the requirements of the Provincial Government, as well as our internal needs.

In addition, since 2009 we have been monitoring recruitment of tenure stream academic staff. Applicants for tenure track positions are invited to complete a survey which asks about membership in designated groups, and departments report to us on how many members of designated groups were included in their short-lists, etc. During the years 2009 to 2012, approximately half of all applicants self-identified as belonging to one or more of the designated groups. We are providing support to academic units on equity in recruitment by means of information sessions to the Academic Leadership Forum, as well as the involvement of the Social Equity and Diversity Education Office (SEDE).

	Total 2008	2008: % female	Total 2009	2009: % female	Total 2010	2010: % female	Total 2011	2011: % female	Total 2012	2012: % female	Total 2013	2013: % female
TT Professor	600	17.3%	593	17.2%	602	18.1%	577	18%	586	17.9%	590	18.0%
TT Assoc Prof	574	30.3%	605	30.9%	649	32.4%	656	32.5%	669	34.4%	710	34.2%
TT Asst Prof	398	37.7%	385	39.2%	385	38.4%	335	40.3%	342	38.9%	310	42.6%
TT Librarian	5	60%	5	60%	5	60%	2	100%	1	100.0%	1	100.0%
TT Assoc Libr	27	74.1%	27	70.4%	27	70.4%	27	66.7%	26	73.1%	25	72.0%
TT Asst Libr	29	72.4%	32	78.1%	33	81.8%	35	82.9%	33	84.8%	33	81.8%
CAS Asst Librarian	8	100%	10	100%	9	88.9%	9	88.9%	4	100.0%	6	100.0%
CAS Prof	9	33.3%	7	42.9%	1	0%	6	33.3%	5	40.0%	6	16.7%
CAS Assoc Prof	45	28.9%	43	32.6%	25	32%	54	40.7%	52	42.3%	52	44.2%
CAS Asst Prof	95	41.1%	108	43.5%	110	47.3%	125	44%	104	41.3%	113	44.2%
CAS Fac Lecturer	222	52.7%	228	52.6%	254	52.8%	254	53.5%	232	56.9%	247	56.7%
CAS unranked	968	53.5%	964	52.7%	921	50.8%	1019	51.5%	929	53.1%	815	50.1%
Clerical	919	91.9%	936	91.2%	928	90.5%	941	90.1%	898	90.4%	913	90.3%
Executive	34	55.9%	32	50%	30	46.7%	16	37.5%	17	41.2%	17	35.3%
Library Assistant	128	71.1%	128	71.1%	112	71.4%	120	71.7%	110	70.9%	99	68.7%
Management	1362	63.7%	1444	64.6%	1584	64%	1620	63.8%	1698	64.0%	1776	63.8%
MUNACA other	22	59.1%	22	54.5%	18	61.1%	20	60.0%	20	60.0%	20	55.0%
Senior Academic Administration	24	25%	22	27.3%	21	28.6%	25	40%	24	41.7%	23	39.1%
Technician	513	48.5%	504	48%	493	48.3%	482	49.2%	463	49.2%	448	48.0%
Trades	429	15.2%	437	14.4%	432	13.9%	438	14.2%	444	14.6%	434	15.7%
Total	6411	51.9%	6532	52.1%	6639	52%	6761	52.4%	6657	52.7%	6638	52.6%

Table 1. McGill University 2008-2013. Proportion of female staff.

Note: TT=tenure stream; CAS=contract academic staff. Does not include nil salary appointments.
Data drawn from Banner, in April of each year.

	F	M	Total 2008	% of 2008	F	M	Total 2009	% of 2009	F	M	Total 2010	% of 2010	F	M	Total 2011	% of 2011	F	M	Total 2012	% of 2012	F	M	Total 2013	% of 2013
ABORIGINAL	10	7	17	0.4%	10	7	17	0.5%	8	9	17	0.3%	8	9	17	0.3%	8	7	15	0.3%	7	7	14	0.3%
DISABILITY	27	38	65	1.7%	22	37	59	1.6%	35	52	87	1.7%	33	44	77	1.5%	35	39	74	1.5%	35	37	72	1.5%
ETHNIC MINORITY	543	374	917	23.5%	529	350	879	23.6%	697	490	1187	23.3%	730	492	1222	23.7%	699	483	1182	23.4%	688	471	1159	23.5%
VISIBLE MINORITY	279	260	539	13.8%	269	244	513	13.8%	379	358	737	14.5%	377	354	731	14.2%	382	339	721	14.3%	382	328	710	14.4%
NO MINORITY	1379	980	2359	60.5%	1325	934	2259	60.6%	1725	1346	3071	60.2%	1748	1354	3102	60.2%	1715	1335	3050	60.5%	1672	1305	2977	60.4%
Total responses	2238	1659	3897		2155	1572	3727		2844	2255	5099		2896	2253	5149		2839	2203	5042		2784	2148	4932	

Table 2. McGill University 2008-2013. Employment breakdown by designated groups

	Total 2008	% of 2008 total	Total 2009	% of 2009 total	Total 2010	% of 2010 total	Total 2011	% of 2011 total	Total 2012	% of 2012 total	Total 2013	% of 2013 total
REFUSALS	92	1.4%	84	1.3%	187	2.8%	186	2.8%	186	2.8%	174	2.6%
NON RESPONSES	2422	37.8%	2721	41.7%	1353	20.4%	1426	21.1%	1429	21.5%	1532	23.1%
Total responses & non responses	6411		6532		6639		6761		6657		6638	

Table 3. McGill University 2008-2013. Refusals and non-responses to Employment Equity Survey

Note: Data drawn from Employment Equity Survey, in April of each year.