

April 2017

Report to CAUT Council

The CAUT Equity Standing Committee was appointed in April 2014. The most recent committee report was in November 2016; we therefore report on activities since that date.

The committee meeting and conference scheduled for February were postponed due to job action by CAUT staff. After the suspension of job action, a teleconference was held in March to deal with urgent business. Business concluded or undertaken since our last report to Council includes the following:

- The committee is in the process of developing equity videos for public education and train-the-trainer programming for member associations.
- The Equity Conference planned for Toronto attracted excellent speakers and the highest number of registrations ever for this event. Unfortunately, it was postponed because of job action. Planning for the rescheduled Equity Forum is ongoing, and we hope to announce the new conference dates soon. We thank the many people who had registered for the conference and apologize for any inconvenience. We hope that everyone will be able to participate in the rescheduled conference.
- The committee invites nominations (new and resubmitted) for this year's Sarah Shorten Award competition. The deadline for receipt of applications is 1 June 2017; details may be found at <https://www.caut.ca/about-us/awards-scholarships/lists/awards-and-scholarships/sarah-shorten-award>. The last award competition garnered a large number of fine nominations, and the award went to Dr. Sunera Thobani, Associate Professor in the Department of Asian Studies and the Institute for Gender, Race, and Sexuality at UBC.
- At November Council, the committee distributed an Equity Survey for associations. Fifty-six (56) associations responded to the survey, with 35 of those reporting (63%) some form of equity committee. However, only 16 (29%) reported that their associations have an equity officer, and only 10 (18%) had an equity officer who is a voting member of the executive. This suggests room for increasing the representation of equity within our local associations.

The three issues most frequently identified as central equity concerns were:

- 21%: lack of representation of equity-seeking groups (especially among tenure-track and tenured faculty);
- 20%: gender pay equity or the gendered wage gap (one indicated this should be expanded to include other equity-seeking groups); and,
- 13%: lack of Aboriginal faculty.

Other issues were also identified: lack of representation of equity-seeking groups among senior administrators, inequality for women, over-representation of marginalized members in CAS, sexual violence policy, student opinion surveys, discrimination and harassment, accessibility and accommodation, insufficient data on equity-seeking groups, indigenization, CRC Chairs, CAS issues, inequity for "Visible Minorities," childcare, better employment equity language, lack of equity language in collective agreements, and lack of equity representation on association executives.

- The deadline for the CAUT Equity Award was 1 February 2017. An excellent group of nominations was received, and the committee selected the award winner as part of its March teleconference meeting. A recommendation is forthcoming to the Executive and Council.
- The committee responded to a revised policy statement on Allocation of Strike Pay.
- The committee received and deliberated upon feedback from other committees on the new Statement on Academic Staff Living with a Communicable Disease.

As was reported in spring 2016, the committee has developed a process for implementing staggered terms to ensure both turnover and continuity among the committee's members. At its February meeting, the Executive Committee approved a committee composition to be recommended to Council. The Co-Chairs were gratified by both the interest of current members in continuing to serve and the large number of new nominations received. Committee Co-Chair Jacqueline Holler has completed two terms (one-year and two-year respectively) and will step down at Spring Council 2017. One nomination has been received for the co-chair position.

To further the work of equity within CAUT and its member associations, the Equity Committee has issued invitations for joint meetings to other committees. The first joint meeting (with the Academic Freedom and Tenure Committee) took place in August 2015. The Equity Committee hopes to meet with other committees in August 2017 to discuss shared concerns and potential collaborations.

Submitted by,
Wesley Crichlow and Jacqueline Holler, Co-chairs