

Data analysis for Question #1 of the Section “The Climate in Your Department”:

“Have you experienced or are you aware of any form of discrimination or sexual harassment in your department?” (Racial/ethnic discrimination, religious discrimination, age-related discrimination, discrimination based on disability, gender or sexuality-related discrimination, sexual harassment, or other)

The current analysis focuses on respondents who have declared to have experienced one form of discrimination or other or declared to have experienced sexual harassment. There were 310 respondents to the survey, 190 of whom skipped the question.

Out of 310 respondents, 48 (15.5%) claim to have experienced gender or sexuality-related discrimination, 19 (6%) claim to have experienced age-related discrimination, 14 (4.5%) claim to have experienced racial/ethnic discrimination, 13 (4.2%) claim to have experienced other types of discrimination, 9 (3%) claim to have experienced religious discrimination, and 5 (1.6%) claim to have experienced disability-related discrimination. Out of 310 respondents, 24 (7.7%) claim to have experienced sexual harassment.

Interestingly, a little over half of respondents who declare having experienced racial/ethnic discrimination are white (Caucasians) while others declare to be of other racial groups. Possibly the ethnic background of some white (Caucasians) may have been the cause for discrimination. Two respondents claim to have been victims of anti-white European (and male) discrimination.

Respondents who claim to have experienced religious discrimination have a variety of religious affiliations or simply declare to be non-affiliated or non-religious. There is no distinguishing characteristic of these respondents.

We were struck by the number of respondents who declare having experienced age-related discrimination. Of those, many speak of the difficulties of reconciling parenthood with academia. Some feel that their young age disqualifies them as “serious philosophers” while others feel that being mature (older) excludes them from being considered for full-time positions (“hiring new blood instead of old dogs”). Some of the younger professors (tenured or tenure-track) complain about being overburdened by committee work given their age. Most of the respondents are aged between 30 and 49. Interestingly, 68 % (13 over 19) are women.

More than half of respondents who claim to have suffered from disability-related discrimination are graduate students and are aged between 30 and 39.

The vast majority of respondents who claim to have experienced gender or sexuality-related discrimination are women. The few men who claim to have been discriminated

against on this count claim that women enjoy preferential treatment due to their gender. The women who claim to have suffered from this type of discrimination are distributed across the categories of graduate student, tenure-track, tenured as well as across all age categories. It appears that only a few are not heterosexual. However, the discrimination they claim to have suffered from appears not to have been caused by their sexual orientation. This also seems to be the case for other respondents. The most common comments pertain to chilly climate, differential treatment, anti-female sentiments, and lack of respect for women's work.

Other types of discrimination included psychological harassment from a colleague, discrimination related to one's degree status (ABD versus PhD), discrimination related to fields of specialization, discrimination vis-à-vis non-native speakers of English, and discrimination against sessional instructors. The vast majority of respondents who claim to have experienced other types of discrimination are women.

Of the respondents who claim to have suffered from sexual harassment, only one is male and about a third are graduate students. Respondents are spread across age groups. They complain about inappropriate comments (including the offer of sexual relationships), inappropriate touching, and, in one instance, physical aggression.

A key finding of our analysis is that 79% (19 out of 24) of respondents who claim to have suffered from sexual harassment also claim to have experienced gender discrimination.

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