

REPORT OF THE EQUITY COMMITTEE - 2005

The toolkit that had been a project of past Equity Committees was finally posted on the CPA website this year. The French version will be posted in the coming year.

Survey

The most laborious project was to conduct an enlarged equity survey amongst all member-departments of the CPA. In 2002, the Equity Committee had undertaken a partial survey of departments and had come up with three recommendations. One of these was that in future surveys the mandate of the Committee should be expanded to include all minority groups. For this reason, this Committee decided to survey the departments on their hiring practices as well as the composition of their student body as well as teaching staff taking into account additional categories. The categories were those of gender, which had been surveyed in the past, as well as visible minorities, persons with disabilities and Aboriginal persons. The survey questions were formulated in the period of January to March and the survey was undertaken in April. We hired a graduate student from Brock University, Jennifer McDonald, who was bilingual; she sent the survey out by email and contacted the departments by email and one time by phone. Her dedication helped increase the response to the survey. Because this survey covered the years 2001 to 2005 and because it was much larger and required more work, it was difficult to get an enthusiastic response to the survey. Possibly the delay given to fill out the survey was too short and the survey covered a period of 4 years in addition to being expanded. Nevertheless, the Committee feels that if the Association takes equity issues seriously, this type of survey needs to be conducted regularly. Some respondents were very helpful with their comments as to the procedure as well as the categories that had been used for the survey. The response rate was slightly below 50%, but we feel that the survey was a success. The cost of the survey was roughly \$600 and this is for the fees paid for the labour to send out the survey and contact all the department by Jennifer McDonald as well as the compilation and analysis of the results with Christine Daigle. The results and recommendations of the survey are included in the summary of the survey results and will be posted on the CPA website.

History of the Equity Survey

In 1990, Louise Marcil was authorized to form a committee to study the hiring policies of departments. A survey was conducted in 1991. Roughly, the results were about 13% women in tenure-track positions, 37% in sessional or limited term positions. Graduate programs had between 26-31% women enrolled. As a result of this, the Equity Committee of 1991 (I think it is important to state the names of the members here: Brenda Baker, Josiane Boulad-Ayoub, Lorraine Code, Michael McDonald, Kathleen Okruhlik, Susan Sherwin, Wayne Sumner and Andrea Purvis made the following recommendations which were accepted by the members at the annual general meeting:

- That by the year 2000, at least $\frac{1}{4}$ of permanent or probationary faculty in any unit be female, and by the year 2010 at least $\frac{3}{8}$ be female.
- That in any decade in any department, at least 50% of permanent or probationary positions be filled by women over the next 25 years.
- That the CPA urge departments to give priority to number 1 as a target and to increase the 50% hiring ratio where required and possible.

Our statistics (you can see the complete ones in the survey report); full professors are at about 13%, associate professors at 28%. However for assistant professors the ratio is 30% in 2001 and increases to 46% in 2004-2005.

We are still low in the number of female students but it is slightly better than it used to be.

Other minority groups fare dismally as you can see in the report of the survey. One of the conclusions that can be drawn is that affirmative action policies have had a positive impact on hiring practices as to gender balance. Departments and/or the Association may want to look into such policies for the other minority groups. I urge everyone to have a look at the survey as well as the report posted on the site.

Workshop

The second endeavour of the Committee was to put together a workshop on spousal hiring policies. The Committee saw fit to have such a workshop because such an issue is often not addressed in hiring policies and it tends to remain invisible except for those who have to live with the consequences. There is a need to have practical guidelines that can help departments make sound hiring decisions; more and more philosophers are confronted to this reality of working in philosophy. In addition, the Committee wanted to have a 'hands on' workshop as opposed to a series of talk on a particular topic. We felt this type of forum would be of most help to departments in the formulation of adequate policies or at least recommendations in dealing with such a pressing issue. The workshop was chaired by Sandra Lapointe and the speakers were Joseph Heath of the University of Toronto, Adèle Mercier of Queens University, Kathleen Okruhlik of the University of Western Ontario and Christine Tappolet of the Université de Montréal. There will be a report summary of the discussions that took place during the workshop. Although the participants did not agree that spousal hiring was an issue of equity in itself, all were in agreement that it does have implications for and may have repercussions on matters of equity. It was recommended that a survey be sent out to departments to find out how they deal with such matters; for example, whether they have had issues of spousal hires, and how they dealt with them, if they are unionized what the collective agreements say about this, and so on. The next Equity Committee will look into doing such a survey.

Conclusion

It is not usual to thank committee members in a report to the Association, but I feel it is warranted at this time because the projects undertaken by the Committee this year were particularly time consuming. Christine Daigle and Jennifer McDonald were instrumental in getting the survey sent out completed; Christine Daigle spent a lot of time analysing the results and writing the final report. Sandra Lapointe was dedicated to getting a forum of experts on questions of spousal hiring and making the workshop a success. Finally, Marc Ramsay supported the efforts of the workshop when I could not attend to it properly. Finally, I would like to thank past Equity Committee members and to remember Louise Marcil. It is thanks to their dedicated efforts that we have been able to increase the number of women faculty in departments and to make departments conscious of equity issues.

The new members of the Equity Committee for 2005-2006 will be: Christine Daigle and Sandra Lapointe will be continuing for the second year of their mandate. Karen Houle and Mark Migotti are starting their 2 year mandate and Mark Ramsay is renewing for another mandate.

Monique Lanoix, Chair
Christine Daigle
Sandra Lapointe
Marc Ramsay