



Memorandum

Office of the Provost and VP (Academic)
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TO: Senate

FROM: Professor Angela Campbell, Associate Provost (Equity & Academic Policies)

SUBJECT: Biennial Report on Employment Equity

DATE: May 10, 2023

DOCUMENT #: D22-72

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE Presentation and discussion of employment equity data and employment equity initiatives at McGill.

BACKGROUND & RATIONALE McGill’s Employment Equity Policy states:

“The University will ensure the implementation of this Policy by reporting to Senate every two years on the status of employment equity in the various sectors of the workforce.”

This Report is submitted in fulfillment of this requirement. It was last submitted to Senate on May 12, 2021. The Report further informs Senate of related initiatives, and invites reflection on ways forward in relation to this crucial issue.

PRIOR CONSULTATION n/a

SUSTAINABILITY CONSIDERATIONS n/a

IMPACT OF DECISION AND NEXT STEPS Report to the HR Committee of the Board of Governors on May 26, 2023. Continue and enhance work on the initiatives set out in this report.

MOTION OR RESOLUTION FOR APPROVAL This item is presented for information.

APPENDICES Appendix A: Biennial Report on Employment Equity

Employment Equity Biennial Report to Senate and the Board of Governors

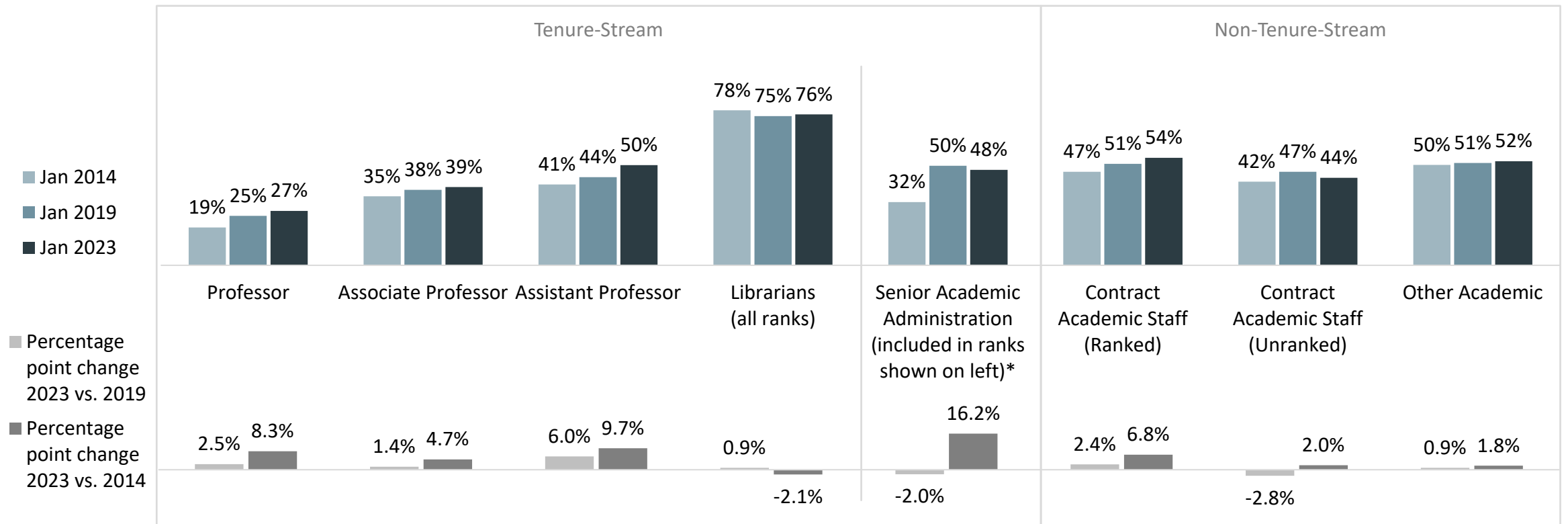
May 10, 2023

Professor Angela Campbell,
Associate Provost (Equity and Academic Policies)



Proportion of Women Among Academic Staff

- ▶ Across all academic employment groups, there has generally been steady growth of the proportion of women over the past 10 years.

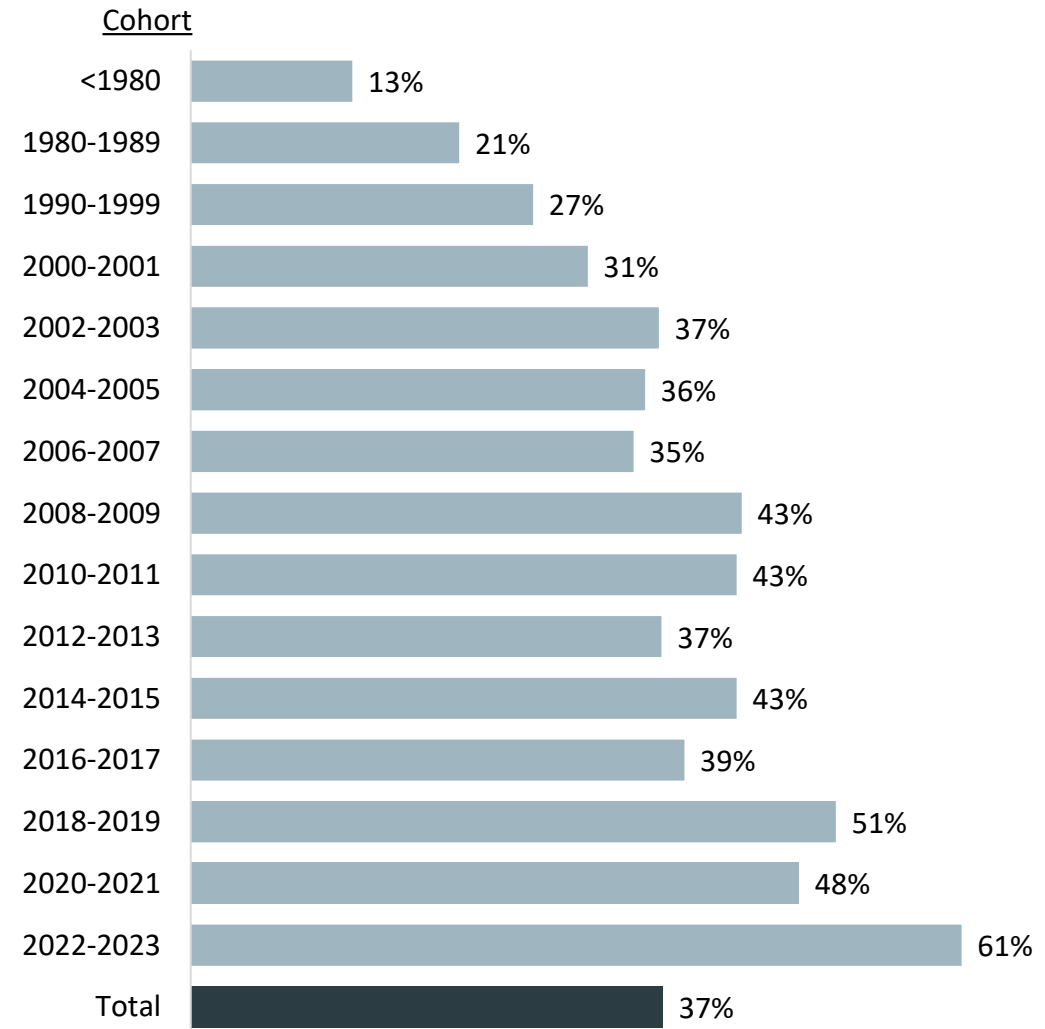


See Table 1 in Appendix for details and data definitions.

*Senior Academic Administration includes Principal, Provost, Vice Principal, Deputy/Associate Provost, Deputy/Associate Vice Principal, and Dean appointments held by tenure-stream academics.

Proportion of Women Among Tenure-Stream Academics in 2023

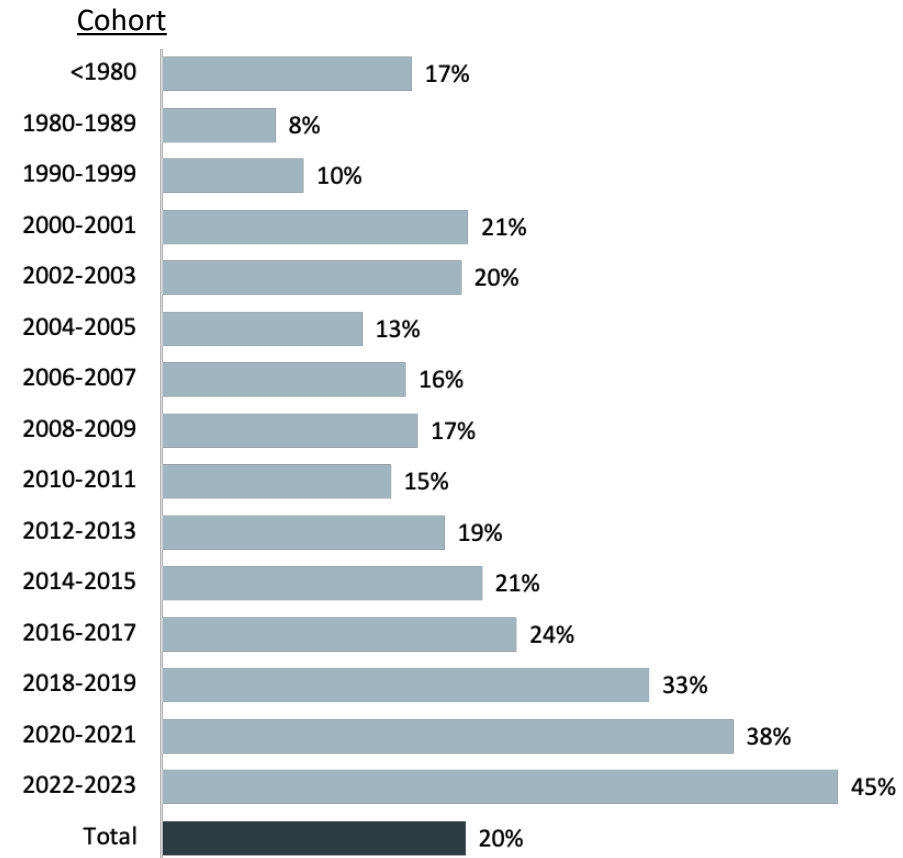
- ▶ The chart on the right shows a snapshot of tenure-stream academics in January 2023, by the year of their first tenure-stream appointment at McGill ('cohort'). **Percentages represent the proportion of women within each cohort.**
- ▶ The proportion of women in recent cohorts is considerably higher than that in earlier cohorts; i.e., recent hires are more likely to be women compared those from past years.



See Table 5a in Appendix for details and data definitions.

Proportion of Racialized Persons Among Tenure-Stream Academics in 2023

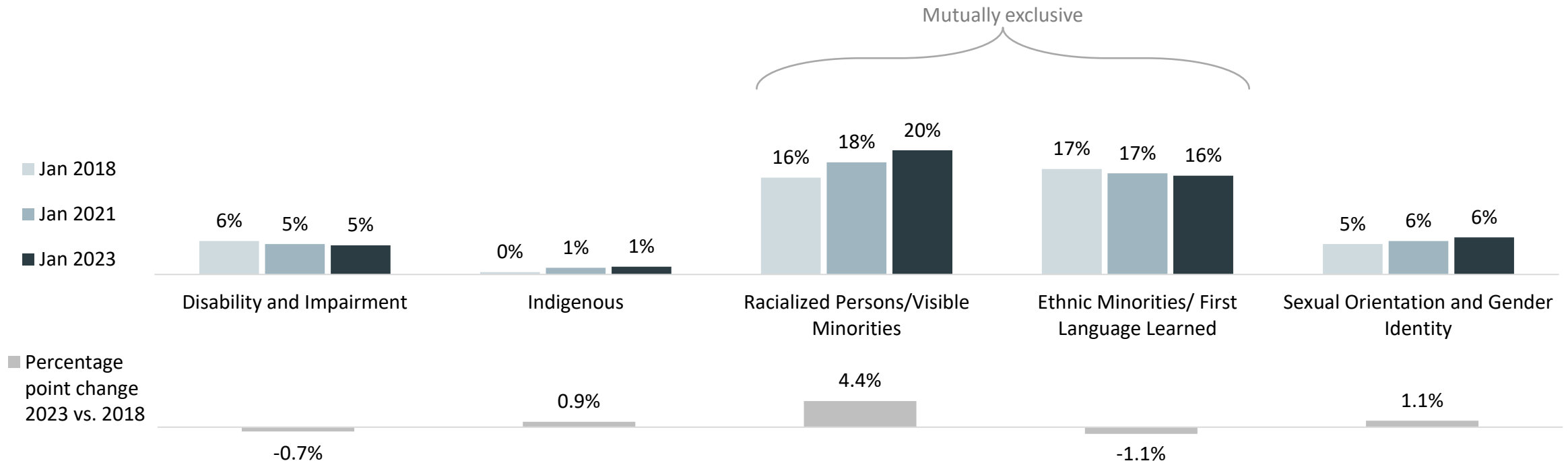
- ▶ The chart on the right shows a snapshot of tenure-stream academics in January 2023, by the year of their first tenure-stream appointment at McGill ('cohort'). Only those who responded to the employment equity survey are included. **Percentages represent the proportion of those who self-identify as racialized within each cohort.**
- ▶ Generally speaking, the proportion of racialized persons in recent cohorts is considerably higher than that in earlier cohorts; i.e., recent hires are more likely to identify as racialized compared to those from past years.



See Table 5b in Appendix for details and data definitions.

Representation of Designated Equity Groups Among Tenure-Stream Academics

- ▶ Among tenure-stream academics who responded to the employment equity survey, there has been growth among individuals who self-identify as racialized and stable representation of other designated equity groups.

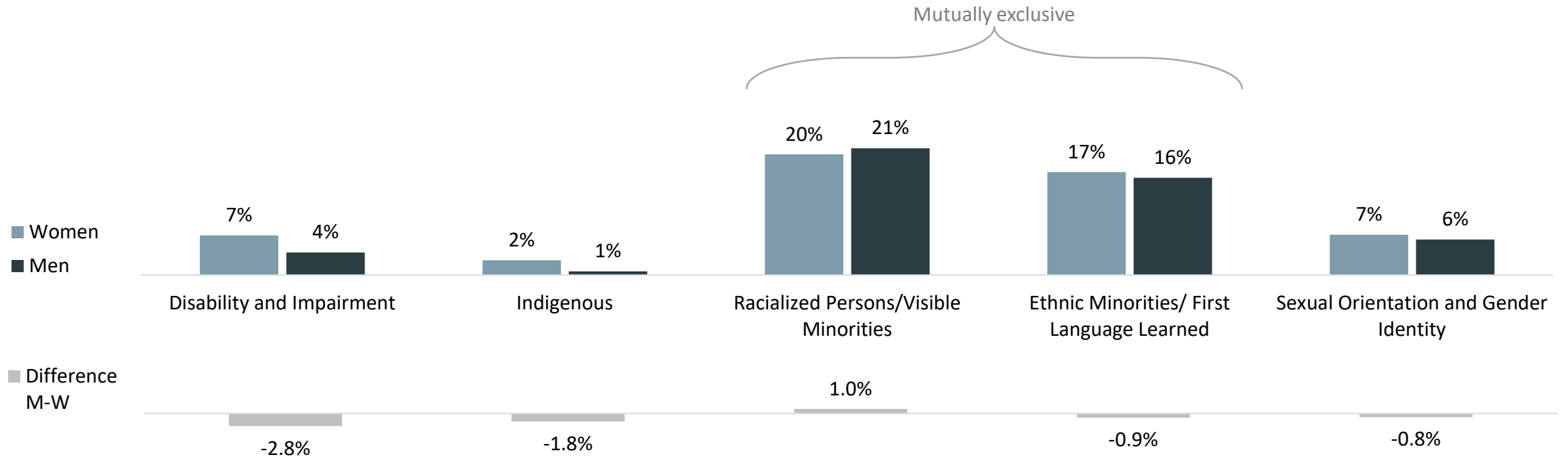


See Table 3a in Appendix for details and data definitions.

Intersectionality of Gender and other Designated Equity Groups Among Tenure-Stream Academics (2023)

- ▶ Among tenure-stream academics who responded to the employment equity survey, representation of designated equity groups is relatively similar between women and men.

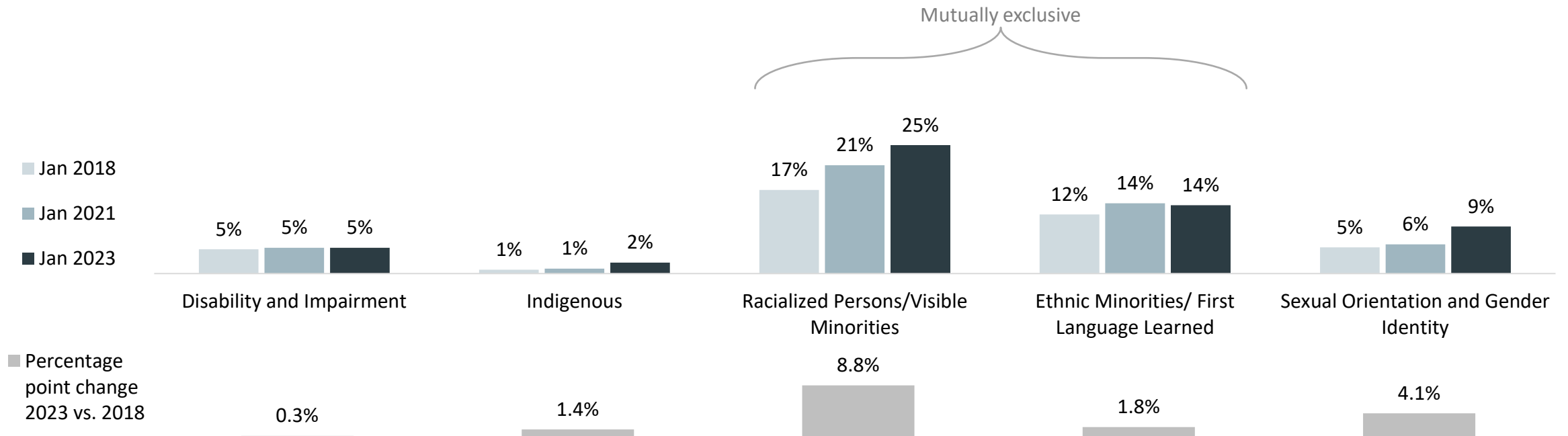
As noted on the new Table 6 in the appendix, gender marker "X" is excluded from the analysis due to small counts (n=1).



See Table 6 in Appendix for details and data definitions.

Representation of Designated Equity Groups Among Ranked CAS

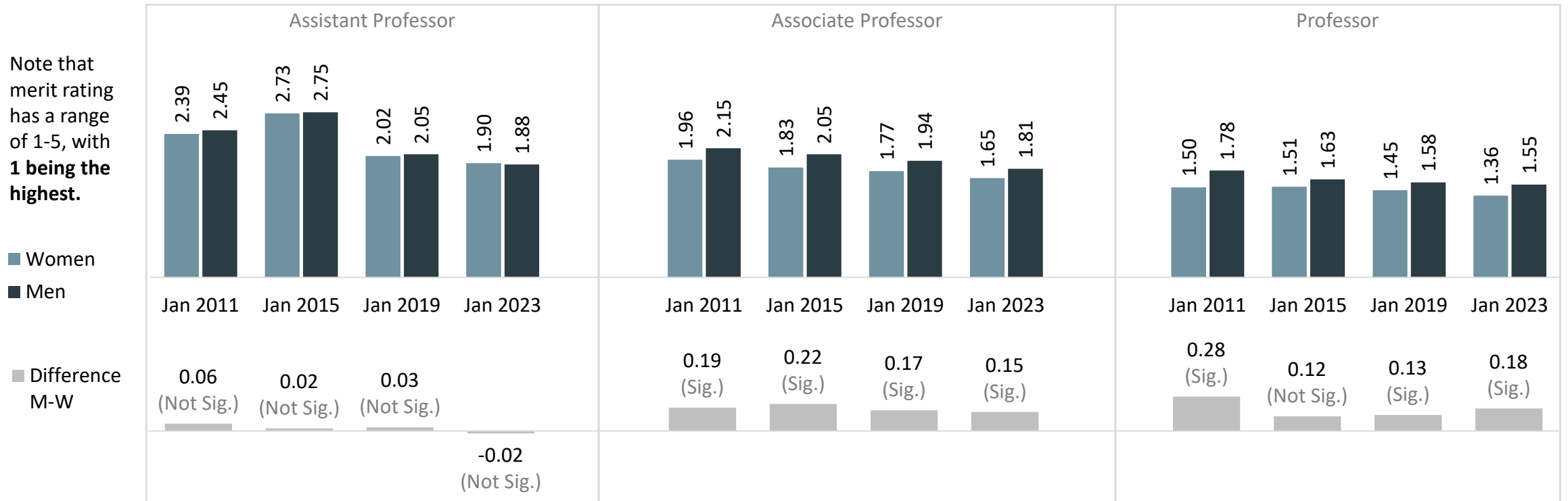
- ▶ Among ranked contract academic staff who responded to the employment equity survey, the representation of those self-identifying as racialized or as a sexual orientation/gender identity minority has increased since 2018.



See Table 3a in Appendix for details and data definitions.

Mean Merit Rating (5-Yr Average) Among Tenure-Stream Professors

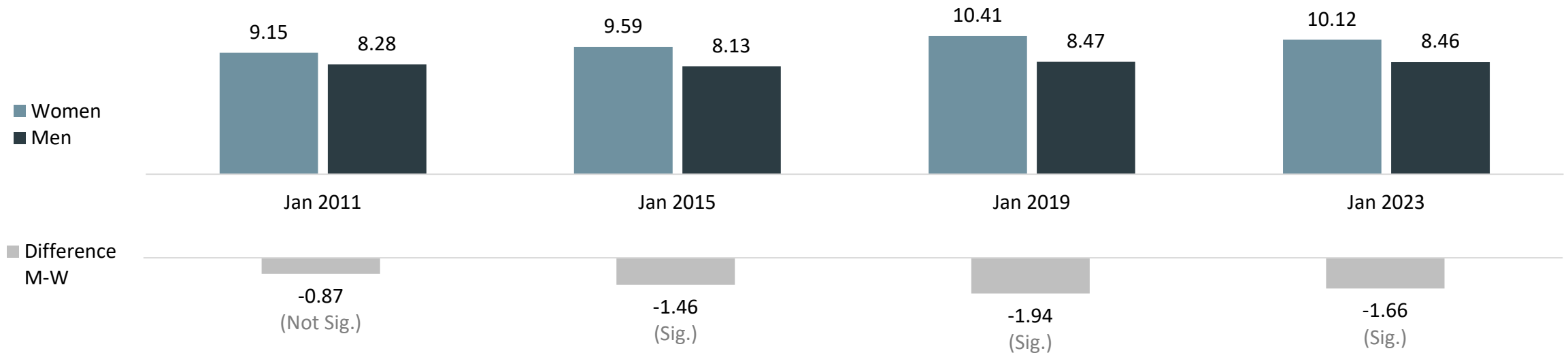
- ▶ The chart below shows tenure-stream professors' merit evaluations, averaged over five years, among women and men.
- ▶ In 2023, the mean merit evaluation of women is more favorable for Associate and Full Professors (in merit ratings, 1 is high and 5 is low). This difference is statistically significant ($p < .05$).



See Table 8 in Appendix for details and data definitions.
 Mean merit ratings are t-tested; significance ($Pr > |t|$) tested at .05 level.

Mean Years Between Start as Associate and Start as Full Professor

- ▶ The chart below compares the mean years between starting as Associate Professor and the start of an appointment as Full Professor, for women and men.
- ▶ In 2023, it took women on average 1.7 years longer to reach the rank of Full Professor compared to men, a statistically significant difference ($p < .05$).
- ▶ The mean time to promotion for women has gradually and consistently increased up until 2019 (detailed trend can be found in Table 7 in the Appendix), after which it started decreasing. The mean time to promotion for men, on the other hand, has remained relatively stable over time.



See Table 7 in Appendix for details and data definitions.

Mean years between start as Associate and start as Full Professor are t-tested; significance ($Pr > |t|$) tested at .05 level.

Employment Equity Initiatives 2021 to Present

Government reporting on McGill's workforce

- ▶ Successfully reporting to *Employment and Social Development Canada* as is required under the [Federal Contractors Program](#), in 2022, pursuant to the *Employment Equity Act*
 - ▶ An analysis of the workforce revealed that increased efforts are especially required for hiring and retaining persons with disabilities, as well as increasing the employment equity survey response rate
- ▶ Next report to the *Commission des droits de la personne et des droits de la jeunesse* (CDPDJ), as is required under the [Programme d'accès à l'égalité en emploi](#), pursuant to the [Act Respecting Equity Access to Employment in Public Bodies](#), to take place in Fall 2023
 - ▶ The 2020 analysis of the workforce revealed that increased efforts are especially required for hiring and retaining racialized persons/visible minorities, particularly within the "professional" category which includes M-level staff and academic staff. We will be reporting on progress made to date, analyzing remaining gaps, and identifying ways forward.

Employment Equity Initiatives 2021 to Present

Successfully moving towards meeting University targets and commitments, including:

▶ [Strategic Academic Plan](#) (2017-2022)

- ▶ Target: 20% representation of tenured and tenure track persons with disabilities, Indigenous persons, and racialized persons by 2022 (using total cohort as denominator)
 - ▶ From 12% representation in 2015 to 21.8% in 2023; the target has been surpassed
- ▶ Target: 25% representation of women with full professorship by 2022
 - ▶ From 20.5% representation in 2017 to 27% in 2023; the target has been surpassed

▶ [Provost's Task Force on Indigenous Studies and Indigenous Education](#) (2017)

- ▶ Target of 35 Indigenous tenure-track or tenured professors for appointment by 2032
 - ▶ There are currently 19 Indigenous professors at McGill, up from 7 in 2019

▶ [Action Plan to Address Anti-Black Racism](#) (2020 - 2025)

- ▶ Target of 5% representation of Black M-level and Executive staff by 2025, and 6.8% by 2032
 - ▶ From 4.1% in 2022, to 4.4% in 2023*

* The % of Black employees in the MPEX/EXEC category is defined as the number employees who self-identified as Black over the total number of equity survey respondents. Note that the data from 2022 and 2023 excludes unionized M1's, a group which was previously counted as MPEX.

- ▶ Target of 40 Black tenure-track or tenured professors by 2025, and 85 by 2032
 - ▶ There are currently 31 Black professors, up from 13 in 2021 and 8 in 2019.

Employment Equity Initiatives 2021 to Present

Focus on increasing representation, retention, promotion, and recognition of ranked CAS and tenure stream faculty who are members of designated groups, using a range of measures including:

- ▶ [The McGill Third Century \(M3C\) Postdoctoral Fellowship program](#) . This program, whose objectives are to support the recruitment of emerging scholars from underrepresented groups who are conducting research directly in connection with addressing structural and direct racism and other forms of oppression in institutional contexts, welcomed its first cohort in Fall 2022
- ▶ Ongoing multi-year, interdisciplinary strategic hiring initiatives in Indigenous Studies and Black and Africana Studies
- ▶ Mandatory employment equity training for members of academic search committees;
- ▶ Individual advising for search committee chairs/members as needed
- ▶ Ongoing equity and anti-racism training and support for Senior Leaders, Deans, and Chairs
- ▶ Mentorship opportunities at the junior and mid-career levels, including:
 - ▶ A successful and well-used central [mentorship network](#) for junior faculty (Provost's Faculty Mentorship Network)
 - ▶ A program for mid-career academics interested in leadership ([Development Initiative for Academic Leadership](#))

Employment Equity Initiatives 2021 to Present

Exit interviews for departing tenure stream faculty were implemented beginning in 2019. Between May 2021 and present, one hundred twenty-three departing faculty (including seventy-seven retirees and forty-six who resigned) were contacted by the Senior Employment Equity Advisor and invited to complete an online survey or indicate if they would prefer a phone or in-person interview. Forty-nine of the faculty who were contacted completed the online survey and another three opted for a phone interview, for a response rate of 42.3%.

The survey contained questions about what drew them to McGill, their experiences while at the university (both positive and negative), and their reasons for leaving, including whether anything could have been done to make them choose to stay.

- ▶ The most common factors that drew faculty to McGill included the reputation of the University; its location; having a personal connection to McGill; and the opportunity to perform desired work, including being offered a position or award, and the opportunity to work in their field of choice.
- ▶ Many appreciated working at McGill because of the outstanding colleagues and excellent students. McGill's intellectually stimulating and collaborative workplace culture was also frequently cited, as was the freedom they were given to pursue their own research.

Employment Equity Initiatives 2021 to Present

Exit Surveys (Continued)

- ▶ When asked what they liked least about working at McGill, the most common answers included the heavy administrative workload, and issues related to a negative culture and climate within their department. Overall workload, unmet salary expectations, and a sense that the research infrastructure was generally underfinanced were other themes that emerged.
- ▶ Retirement was the most common reason given for making the decision to leave. Other reasons included experiencing a difficult or unsatisfactory working environment, and family or personal reasons (in particular a lack of work opportunities for a spouse, health and disability that interfered with ability to work, and geographical constraints).

Overall, exit interviews can be important sources of information and insight into what's working and what requires improvement at McGill. Some faculty also indicated that the interviews were an important part of closure for them and a way for McGill to show appreciation for their contributions and experiences over many decades.

Employment Equity Initiatives 2021 to Present

The equity team and Human Resources are collaborating to ensure the reach and impact of employment equity measures for Support and Admin Staff by:

- ▶ Representing McGill at career fairs for [Indigenous](#) and [Black](#) job-seekers in Quebec and Canada
- ▶ Training for HR Advisers and Direct Service Representatives on improving recruitment practices geared towards attracting and retaining Indigenous staff
- ▶ Enacting a range of measures via the HR Working Group to Address Anti-Black Racism, in particular:
 - ▶ [Internal Internship Pilot Program \(IIP\)](#) for Black MPEX staff career development
 - ▶ Partnership with 8 Black groups and associations across Montreal to disseminate job postings
 - ▶ Partnership with Equity Team to deliver training to HR on anti-Black racism in the workplace
 - ▶ Addition of testimonials of Black staff included on [McGill's career website](#)
 - ▶ Addition of equity-related resources listed on McGill's [onboarding website](#), such as the [Black Staff Toolkit](#) for new hires

Employment Equity Initiatives 2021 to Present

The equity team and Human Resources are collaborating to ensure the reach and impact of employment equity measures for Support and Admin Staff by (Continued):

- ▶ [Employment Equity Community of Practice for HR Professionals](#)
 - ▶ Monthly professional development opportunities for 20 - 30 community of practice members across various faculties and units
 - ▶ Building employment equity awareness and capacity by reviewing McGill employment equity-related policies and discussing topics such as equitable hiring, onboarding trans and non-binary employees, addressing homophobia and transphobia in the workplace, anti-Black racism training, Indigenous inclusion, understanding episodic disabilities, disability justice, accommodations for staff with disabilities, and onboarding staff with disabilities

Employment Equity Initiatives 2021 to Present

Increasing representation and retention of employees from designated groups by enhancing community connections, equity training and advising, including:

- ▶ Continued equity training on hiring and promotion delivered to more than 80 hiring managers via workshops in partnership between the Equity Team and Organizational Development;
- ▶ Continued department and faculty-specific training/advising upon request, delivered by the Senior Employment Equity Advisor
- ▶ Continued strengthening of inclusive workplace climate through [equity education](#); offerings by the Equity Team on topics including accommodating employees with disabilities, gender diversity and inclusive language, being an active bystander, microaggressions in the workplace, and managing challenging EDI moments in the workplace
- ▶ Senior Employment Equity Advisor works to increase the applicant pool diversity in Support and Admin recruitment by disseminating job postings to LGBTQ+ job seekers, and Indigenous, Black and other racialized job seekers within community groups in the Montreal area
- ▶ Wellness Sessions for Black staff and for queer staff were facilitated during the [McGill Health Fair](#) by members of the Equity Team

Employment Equity Initiatives 2021 to Present

Capacity building, support and resources to strengthen inclusion of employees with disabilities

- ▶ The [Central Accommodations Fund](#), established in 2020 and administered by the Accessibility Advisor in the Equity Team, streamlines and standardizes the process for financing workplace accommodations;
- ▶ A working group was launched in Fall 2022 and tasked with reviewing how McGill can better support disability inclusion through the development of a distinct strategic plan intended to build upon commitments made in the 2020-2025 EDI Strategic Plan. Further consultations are set to take place in the spring and summer with a Final Report expected in Fall 2023
- ▶ The Accessibility Advisor offers support and training on a variety of topics tied to disability inclusion, such as onboarding staff with disabilities, disability disclosure, and accommodating employees with disabilities
- ▶ Communications and External Relations has implemented [accessibility standards](#) for all McGill websites
- ▶ The Equity Team and Digital Communications are collaborating to update and consolidate the Accessibility Website. This includes research and curating resources and working with their team regarding programming and universal design (UX)
- ▶ Projects to enhance the physical accessibility of McGill campuses approved and overseen by the [Universal Access Capital Projects \(UACP\) Working Group](#)

Employment Equity Initiatives 2021 to Present

Supporting retention of Black employees

- ▶ Launch of [Addressing Anti-Black Racism website](#) in 2021
- ▶ In accordance with the [ABR Action Plan](#), continued efforts in supporting community-building, retention, and enhancing a sense of belonging of Black faculty and staff through McGill community events and anti-racism training
- ▶ In accordance with the [ABR Action Plan](#), continued outreach to and relationship-building with Montreal's Black communities, most notably through the ABR Community Newsletter
- ▶ Launch of [Black Staff Employee Resource Group \(ERG\)](#) July 2021
- ▶ A negotiations workshop was offered by Jay Hewlin of [The Hewlin Group Inc](#) in collaboration with the Black Staff ERG and the Melville Black Faculty and Staff Caucus
- ▶ Partnership with [Onyx Initiative](#) to disseminate job postings to Black scholars in Canada

Employment Equity Initiatives 2021 to Present

The Office of Indigenous Initiatives

- ▶ In accordance with Call to Action #48 of the [Provost's Taskforce on Indigenous Studies and Indigenous Education \(2017\)](#), the Office of Indigenous Initiatives was created in 2019
- ▶ The [Office of Indigenous Initiatives website](#) was launched in 2020
- ▶ In September 2022, [McGill appointed its first Associate Provost \(Indigenous Initiatives\)](#) to oversee the implementation of the [52 Calls to Action](#) as articulated in the [Provost's Taskforce on Indigenous Studies and Indigenous Education \(2017\)](#)

Employment Equity Initiatives 2021 to Present

Ensuring channels for reporting: The Office for Mediation and Reporting (OMR)

- ▶ In accordance with the [Strategic EDI Plan](#), the OMR continues to offer confidential consultations and investigative and mediation processes, as well as training workshops for faculty and staff, with targeted training for Academic Leadership members, HR, and Security Services
- ▶ The OMR participated in broad University-wide working groups that regularly review the [Policy on Harassment and Discrimination](#) and [Policy Against Sexual Violence](#)
 - ▶ The revised Policy on Harassment and Discrimination was adopted by Senate in Spring 2021
 - ▶ The revised Policy on Sexual Violence was adopted by Senate in Fall 2022
- ▶ The OMR staff has expanded to now include two full-time Harassment and Discrimination Officers tasked with responding to inquiries, conducting intake, and overseeing the resolution of reports filed pursuant to both Policies

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Table 1. Proportion of Women by Employment Classification

Notes:

(1) Counts are as at January 31 of respective year.

(2) Emeritus and post-retirement appointments are excluded.

(3) Student positions are excluded.

(4) Staff on leave are included.

(5) "Senior Academic Administration" includes Principal, Provost, Vice Principal, Deputy/Associate Provost, Deputy/Associate Vice Principal, and Dean appointments held by tenure-stream academics.

(6) "Other" under the "Other Academic" header includes Assistant Professor Special Category, Academic Program Director, Medical Director, and other similar positions.

(7) As a result of the unionization of M1 positions effective September 2022, ~570 unionized M1s were moved from Management/Professional to Clerical.

(8) "Women" refers to legal sex designation in Banner/Workday. The denominator used to calculate the % Women also includes "Men" and gender marker "X". There are n=18 individuals with gender "X" in January 2023.

	Jan 2014			Jan 2019			Jan 2020			Jan 2021			Jan 2022			Jan 2023			Evolution	
	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women	Δ perc. points	5-year
Tenure-stream																				
Professor	620	118	19%	722	179	25%	734	182	25%	740	190	26%	769	208	27%	761	208	27%	3%	8%
Associate Professor	733	254	35%	662	251	38%	666	249	37%	676	260	38%	657	253	39%	664	261	39%	1%	5%
Assistant Professor	322	131	41%	327	145	44%	333	158	47%	328	154	47%	297	141	47%	276	139	50%	6%	10%
Librarian	2	2	100%	1	1	100%	1	1	100%	4	1	25%	4	1	25%	4	2	50%	-50%	-50%
Associate Librarian	26	19	73%	36	25	69%	37	25	68%	35	26	74%	38	29	76%	38	29	76%	7%	3%
Assistant Librarian	31	25	81%	27	22	81%	25	18	72%	23	19	83%	18	15	83%	16	13	81%	0%	1%
Total tenure-stream:	1,734	549	32%	1,775	623	35%	1,796	633	35%	1,806	650	36%	1,783	647	36%	1,759	652	37%	2%	5%
Senior Academic Administration - included above ⁽⁵⁾	22	7	32%	22	11	50%	22	11	50%	24	10	42%	24	11	46%	25	12	48%	-2%	16%
Contract Academic Staff																				
Ranked (Non-Clinical)																				
Professor	6	2	33%	7	2	29%	7	3	43%	9	5	56%	13	6	46%	15	8	53%	25%	20%
Associate Professor	49	26	53%	69	40	58%	67	40	60%	67	36	54%	81	43	53%	91	47	52%	-6%	-1%
Assistant Professor	195	128	66%	203	122	60%	196	117	60%	187	122	65%	185	122	66%	178	124	70%	10%	4%
Senior Faculty Lecturer	5	1	20%	21	13	62%	27	14	52%	30	17	57%	29	18	62%	31	18	58%	-4%	38%
Faculty Lecturer	420	277	66%	300	211	70%	304	212	70%	294	202	69%	303	211	70%	343	235	69%	-2%	3%
Assistant Librarian	7	6	86%	3	3	100%	4	4	100%	4	4	100%	4	4	100%	3	3	100%	0%	14%
Ranked (Clinical - all ranks)	2,122	880	41%	2,774	1,346	49%	2,868	1,423	50%	2,971	1,488	50%	3,060	1,547	51%	3,282	1,688	51%	3%	10%
Subtotal:	2,804	1,320	47%	3,377	1,737	51%	3,473	1,813	52%	3,562	1,874	53%	3,675	1,951	53%	3,943	2,123	54%	2%	7%
Unranked																				
	954	402	42%	1,104	518	47%	983	441	45%	983	424	43%	955	397	42%	985	435	44%	-3%	2%
Total CAS:	3,758	1,722	46%	4,481	2,255	50%	4,456	2,254	51%	4,545	2,298	51%	4,630	2,348	51%	4,928	2,558	52%	2%	6%
Other Academic																				
Research Assistants/Associates	472	256	54%	474	265	56%	497	278	56%	678	397	59%	661	390	59%	678	398	59%	3%	4%
Course Lecturer/Instructor	658	332	50%	760	396	52%	795	401	50%	720	376	52%	788	400	51%	706	346	49%	-3%	-1%
Visiting	85	29	34%	124	41	33%	122	43	35%	28	15	54%	51	22	43%	79	23	29%	-4%	-5%
Other ⁽⁶⁾	43	18	42%	50	22	44%	67	36	54%	4	1	25%	4	3	75%	5	1	20%	-24%	-22%
Subtotal academic:	6,750	2,906	43%	7,664	3,602	47%	7,733	3,645	47%	7,781	3,737	48%	7,917	3,810	48%	8,155	3,978	49%	2%	6%
Administrative and Support																				
Clerical ⁽⁷⁾	850	760	89%	949	827	87%	954	832	87%	869	758	87%	792	689	87%	1,347	1,110	82%	-5%	-7%
Executive	18	8	44%	18	11	61%	22	12	55%	23	12	52%	22	12	55%	24	12	50%	-11%	6%
Library Assistant	84	58	69%	78	57	73%	73	56	77%	66	51	77%	67	50	75%	60	46	77%	4%	8%
Management/Professional ⁽⁷⁾	1,691	1,095	65%	2,289	1,512	66%	2,440	1,654	68%	2,519	1,710	68%	2,656	1,815	68%	2,257	1,486	66%	0%	1%
Technician	419	207	49%	408	206	50%	413	206	50%	393	198	50%	397	202	51%	391	197	50%	0%	1%
Trades and services	445	72	16%	463	83	18%	453	86	19%	438	84	19%	433	82	19%	425	83	20%	2%	3%
Subtotal non-academic:	3,507	2,200	63%	4,205	2,696	64%	4,355	2,846	65%	4,308	2,813	65%	4,367	2,850	65%	4,504	2,934	65%	1%	2%
Total	10,257	5,106	50%	11,869	6,298	53%	12,088	6,491	54%	12,089	6,550	54%	12,284	6,660	54%	12,659	6,912	55%	2%	5%

Table 2. Employment Equity Survey Data Availability

(1) Percentages shown are not to be interpreted as response rates at that given point in time. Rather, statistics shown are based on January 31 staff data from respective year with most recently available Employment Equity survey data appended. Survey data from the current (launched August 2017) Employment Equity survey are shown.

(2) Emeritus and post-retirement appointments are excluded.

(3) Student positions are excluded.

(4) Clinical CAS Ranked and unpaid positions are excluded.

(5) Staff on leave are included.

(6) See Table 1 for details on position types included in each category.

		Jan 2018		Jan 2021		Jan 2023	
		Count	%	Count	%	Count	%
Tenure-Stream	Responded	1,368	78.5%	1,462	81.0%	1,439	81.8%
	Responded - Opted out	59	3.4%	65	3.6%	63	3.6%
	Did not respond	316	18.1%	279	15.4%	257	14.6%
	Sub-total:	1,743	100.0%	1,806	100.0%	1,759	100.0%
Contract Academic Staff - Ranked	Responded	248	73.4%	295	76.0%	356	80.2%
	Responded - Opted out	16	4.7%	18	4.6%	18	4.1%
	Did not respond	74	21.9%	75	19.3%	70	15.8%
Sub-total:	338	100.0%	388	100.0%	444	100.0%	
Contract Academic Staff - Unranked	Responded	123	75.9%	143	77.7%	164	82.4%
	Responded - Opted out	8	4.9%	12	6.5%	9	4.5%
	Did not respond	31	19.1%	29	15.8%	26	13.1%
Sub-total:	162	100.0%	184	100.0%	199	100.0%	
Other Academic	Responded	781	58.9%	1088	77.7%	1165	83.6%
	Responded - Opted out	64	4.8%	65	4.6%	53	3.8%
	Did not respond	481	36.3%	248	17.7%	176	12.6%
Sub-total:	1,326	100.0%	1,401	100.0%	1,394	100.0%	
Administrative and Support	Responded	2,889	71.3%	3,292	76.5%	3,620	80.4%
	Responded - Opted out	207	5.1%	236	5.5%	207	4.6%
	Did not respond	958	23.6%	775	18.0%	676	15.0%
Sub-total:	4,054	100.0%	4,303	100.0%	4,503	100.0%	
Total	Responded	5,409	71.0%	6,280	77.7%	6,744	81.3%
	Responded - Opted out	354	4.6%	396	4.9%	350	4.2%
	Did not respond	1,860	24.4%	1,406	17.4%	1,205	14.5%
	Total	7,623	100.0%	8,082	100.0%	8,299	100.0%

Table 3a. Breakdown by Designated Group: Among survey respondents who did not opt out

Notes:

(1) Statistics shown are based on January 31 staff data from respective year with most recently available Employment Equity survey data appended.

(2) Percentages are based on those who responded to the survey and did not opt out.

(3) Emeritus and post-retirement appointments are excluded.

(4) Student positions are excluded.

(5) Clinical CAS Ranked and unpaid positions are excluded.

(6) Staff on leave are included.

(7) See Table 1 for details on position types included in each category.

(8) Ethnic minority data are shaped to be mutually exclusive from Indigenous/racialized identity; the latter takes precedence.

		Jan 2018		Jan 2021		Jan 2023		Evolution
Designated Group		Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Δ perc. points 2023 vs. 2018
Tenure-Stream	Disability and Impairment	75	5.5%	73	5.0%	69	4.8%	-0.7%
	Indigenous	5	0.4%	16	1.1%	19	1.3%	0.9%
	Racialized Persons/Visible Minorities	217	15.9%	269	18.4%	292	20.3%	4.4%
	Ethnic Minorities/ First Language Learned	237	17.3%	242	16.6%	233	16.2%	-1.1%
	Sexual Orientation and Gender Identity	69	5.0%	80	5.5%	88	6.1%	1.1%
	Sub-total:	1,367	100.0%	1,461	100.0%	1,438	100.0%	
Contract	Disability and Impairment	12	4.8%	15	5.1%	18	5.1%	0.3%
Academic Staff -	Indigenous	2	0.8%	3	1.0%	8	2.2%	1.4%
Ranked	Racialized Persons/Visible Minorities	41	16.5%	63	21.4%	90	25.3%	8.8%
	Ethnic Minorities/ First Language Learned	29	11.7%	41	13.9%	48	13.5%	1.8%
	Sexual Orientation and Gender Identity	13	5.2%	17	5.8%	33	9.3%	4.1%
	Sub-total:	248	100.0%	295	100.0%	356	100.0%	
Contract	Disability and Impairment	7	5.7%	8	5.6%	6	3.7%	-2.0%
Academic Staff -	Indigenous	-	0.0%	3	2.1%	2	1.2%	1.2%
Unranked	Racialized Persons/Visible Minorities	21	17.1%	27	18.9%	31	18.9%	1.8%
	Ethnic Minorities/ First Language Learned	14	11.4%	22	15.4%	22	13.4%	2.0%
	Sexual Orientation and Gender Identity	9	7.3%	8	5.6%	14	8.5%	1.2%
	Sub-total:	123	100.0%	143	100.0%	164	100.0%	
Other	Disability and Impairment	24	3.1%	32	2.9%	52	4.5%	1.4%
Academic	Indigenous	8	1.0%	14	1.3%	11	0.9%	-0.1%
	Racialized Persons/Visible Minorities	172	22.0%	315	29.0%	401	34.4%	12.4%
	Ethnic Minorities/ First Language Learned	106	13.6%	133	12.2%	118	10.1%	-3.5%
	Sexual Orientation and Gender Identity	69	8.8%	113	10.4%	132	11.3%	2.5%
	Sub-total:	781	100.0%	1,088	100.0%	1,165	100.0%	
Administrative and Support	Disability and Impairment	134	4.6%	143	4.3%	166	4.6%	0.0%
	Indigenous	25	0.9%	22	0.7%	33	0.9%	0.0%
	Racialized Persons/Visible Minorities	601	20.8%	784	23.8%	985	27.2%	6.4%
	Ethnic Minorities/ First Language Learned	507	17.5%	548	16.6%	530	14.6%	-2.9%
	Sexual Orientation and Gender Identity	157	5.4%	203	6.2%	275	7.6%	2.2%
	Sub-total:	2,889	100.0%	3,292	100.0%	3,620	100.0%	
	Total	5,408	100.0%	6,279	100.0%	6,743	100.0%	

Table 3b. Detailed Breakdown by Designated Group: Among survey respondents who did not opt out (2023)

Notes:

(1) Statistics shown are based on January 31, 2023 with most recently available Employment Equity survey data appended.

(2) Percentages are based on those who responded to the survey and did not opt out.

(3) Emeritus and post-retirement appointments are excluded.

(4) Student positions are excluded.

(5) Clinical CAS Ranked and unpaid positions are excluded.

(6) Staff on leave are included.

(7) See Table 1 for details on position types included in each category.

(8) Ethnic minority data are shaped to be mutually exclusive from Indigenous/racialized identity; the latter takes precedence.

(9) Detailed categories (except sexual orientation and gender identity) are multi-select, meaning that respondents can self-identify as belonging to more than one (e.g., more than one type of disability).

Designated Group - Detailed Categories	January 2023											
	Tenure-Stream		CAS - Ranked		CAS - Unranked		Other Academic		Admin and Support		Total (Respondents)	
	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'	Count 'Yes'	% 'Yes'
Disability and Impairment	69	4.8%	18	5.1%	6	3.7%	52	4.5%	166	4.6%	311	4.6%
Physical disability or impairment (e.g., coordination, mobility, speech, hearing or visual impairment)	25	1.7%	6	1.7%	-	0.0%	9	0.8%	40	1.1%	80	1.2%
Invisible disability or impairment (e.g., learning disability, psychiatric/mental illness, non-visible physical impairment, developmental impairment)	37	2.6%	12	3.4%	4	2.4%	36	3.1%	112	3.1%	201	3.0%
Ongoing medical condition/chronic illness	27	1.9%	4	1.1%	2	1.2%	16	1.4%	58	1.6%	107	1.6%
Indigenous person of North America	19	1.3%	8	2.2%	2	1.2%	11	0.9%	33	0.9%	73	1.1%
First Nations of Canada who are status, treaty or registered	7	0.5%	4	1.1%	1	0.6%	5	0.4%	12	0.3%	29	0.4%
First Nations of Canada who are non-status and non-registered	-	0.0%	1	0.3%	-	0.0%	-	0.0%	5	0.1%	6	0.1%
Inuit	-	0.0%	1	0.3%	-	0.0%	-	0.0%	3	0.1%	4	0.1%
Métis	8	0.6%	1	0.3%	-	0.0%	5	0.4%	11	0.3%	25	0.4%
Native Americans from the USA, including status, treaty, or registered, as well as non-status and non-registered	4	0.3%	1	0.3%	1	0.6%	1	0.1%	2	0.1%	9	0.1%
Racialized persons/visible minorities	292	20.3%	90	25.3%	31	18.9%	401	34.4%	985	27.2%	1,799	26.7%
Arab	24	1.7%	13	3.7%	4	2.4%	52	4.5%	99	2.7%	192	2.8%
Black (e.g., African, American, Canadian, Caribbean, etc.)	32	2.2%	9	2.5%	6	3.7%	44	3.8%	193	5.3%	284	4.2%
Chinese	65	4.5%	14	3.9%	6	3.7%	57	4.9%	177	4.9%	319	4.7%
Filipino	4	0.3%	-	0.0%	-	0.0%	6	0.5%	44	1.2%	54	0.8%
Korean	20	1.4%	1	0.3%	1	0.6%	7	0.6%	13	0.4%	42	0.6%
Latin American	24	1.7%	10	2.8%	2	1.2%	77	6.6%	152	4.2%	265	3.9%
Japanese	17	1.2%	4	1.1%	-	0.0%	11	0.9%	11	0.3%	43	0.6%
South Asian/East Indian (e.g., East Indian, Pakistani, Sri Lankan)	58	4.0%	18	5.1%	3	1.8%	60	5.2%	125	3.5%	264	3.9%
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	13	0.9%	3	0.8%	2	1.2%	17	1.5%	35	1.0%	70	1.0%
West Asian (e.g., Afghan, Iranian)	25	1.7%	9	2.5%	4	2.4%	43	3.7%	50	1.4%	131	1.9%
Another race/ethnicity	19	1.3%	11	3.1%	3	1.8%	49	4.2%	140	3.9%	222	3.3%
Ethnic minorities/First Language Learned	233	16.2%	48	13.5%	22	13.4%	118	10.1%	530	14.6%	951	14.1%
Sexual Orientation and Gender Identity	88	6.1%	33	9.3%	14	8.5%	132	11.3%	275	7.6%	542	8.0%
Bisexual	29	2.0%	6	1.7%	3	1.8%	33	2.8%	81	2.2%	152	2.3%
Gay	35	2.4%	16	4.5%	4	2.4%	43	3.7%	76	2.1%	174	2.6%
Lesbian	10	0.7%	-	0.0%	-	0.0%	9	0.8%	24	0.7%	43	0.6%
Queer	7	0.5%	3	0.8%	3	1.8%	25	2.1%	46	1.3%	84	1.2%
Another sexual orientation	5	0.3%	4	1.1%	3	1.8%	5	0.4%	24	0.7%	41	0.6%
Non-binary	8	0.6%	1	0.3%	2	1.2%	9	0.8%	32	0.9%	52	0.8%
Trans	-	0.0%	-	0.0%	-	0.0%	2	0.2%	4	0.1%	6	0.1%
Two Spirit	1	0.1%	-	0.0%	-	0.0%	-	0.0%	2	0.1%	3	0.0%
Agender	-	0.0%	-	0.0%	-	0.0%	1	0.1%	2	0.1%	3	0.0%
Another gender identity	6	0.4%	5	1.4%	2	1.2%	21	1.8%	28	0.8%	62	0.9%
Total	1,438	100.0%	356	100.0%	164	100.0%	1,165	100.0%	3,620	100.0%	6,743	100.0%

Table 4. Proportion of Women Tenure-Stream Academics by Faculty (2023)

Notes:

(1) Statistics shown are based on January 31, 2023 staff data.

(2) "Women" refers to legal sex designation in Workday. The denominator used to calculate the % Women also includes "Men" and gender "X".

(3) Population shown is tenure-stream academics.

(4) Staff on leave are included.

Faculty	January 2023			
	Woman		Total	
	Count	%	Count	%
Faculty of Agric Environ Sci	31	34.8%	89	100.0%
Faculty of Arts	137	43.9%	312	100.0%
Faculty of Dental Medicine & Oral HS	12	52.2%	23	100.0%
Faculty of Education	44	61.1%	72	100.0%
Faculty of Engineering	35	21.6%	162	100.0%
Faculty of Law	23	52.3%	44	100.0%
Faculty of Medicine & Hlth Sci	198	34.3%	578	100.0%
Desautels Faculty Management	27	33.3%	81	100.0%
Schulich School of Music	20	31.7%	63	100.0%
Faculty of Science	81	29.2%	277	100.0%
McGill University Libraries	44	75.9%	58	100.0%
Grand Total	652	37.1%	1,759	100.0%

Table 5a. Proportion of Women Among Tenure-Stream Academics, by Cohort (2023)

Notes:

(1) Statistics shown are based on January 31, 2023 staff data.

(2) "Women" refers to legal sex designation in Workday. The denominator used to calculate the % Women also includes "Men" and gender "X".

(3) Population shown is tenure-stream academics.

(4) Staff on leave are included.

(5) Cohort defined using year of first tenure-stream ranked position at McGill; larger groupings are used prior to the year 2000, after which groups of 2 years are used.

Cohort (Year of first ranked position)	January 2023		Total	
	Count	%	Count	%
<1980	7	12.7%	55	100.0%
1980-1989	28	21.1%	133	100.0%
1990-1999	60	26.9%	223	100.0%
2000-2001	34	31.2%	109	100.0%
2002-2003	53	36.8%	144	100.0%
2004-2005	41	35.7%	115	100.0%
2006-2007	40	34.8%	115	100.0%
2008-2009	42	43.3%	97	100.0%
2010-2011	45	42.9%	105	100.0%
2012-2013	40	37.0%	108	100.0%
2014-2015	48	42.9%	112	100.0%
2016-2017	45	38.8%	116	100.0%
2018-2019	75	50.7%	148	100.0%
2020-2021	54	47.8%	113	100.0%
2022-2023	40	60.6%	66	100.0%
Total	652	37.1%	1,759	100.0%

Table 5b. Breakdown of Tenure-Stream Academics by Designated Group, by Cohort (2023):

Among survey respondents who did not opt out

Notes:

(1) Statistics shown are based on January 31, 2023 staff data with most recently available Employment Equity survey data appended.

(2) Percentages are based on those who responded to the survey and did not opt out. Of 1,759 tenure-stream academics in January 2023, 1,438 responded and did not opt out of the survey (81.8%).

(3) Population shown is tenure-stream academics.

(4) Staff on leave are included.

(5) Cohort defined using year of first tenure-stream ranked position at McGill; larger groupings are used prior to the year 2000, after which groups of 2 years are used.

(6) Ethnic minority data are shaped to be mutually exclusive from Indigenous/racialized identity; the latter takes precedence.

Cohort (Year of first ranked position)	January 2023										Total (Respondents)	
	Disability and Impairment		Indigenous		Racialized Persons/Visible Minorities		Ethnic Minorities/ First Language Learned		Sexual Orientation and Gender Identity			
	Count	% 'Yes'	Count	% 'Yes'	Count	% 'Yes'	Count	% 'Yes'	Count	% 'Yes'	Count	%
<1980	2	4.8%	-	0.0%	7	16.7%	5	11.9%	1	2.4%	42	100.0%
1980-1989	-	0.0%	-	0.0%	8	7.6%	21	20.0%	2	1.9%	105	100.0%
1990-1999	7	4.2%	-	0.0%	16	9.5%	23	13.7%	6	3.6%	168	100.0%
2000-2001	4	4.5%	-	0.0%	18	20.5%	20	22.7%	5	5.7%	88	100.0%
2002-2003	5	4.3%	1	0.9%	23	20.0%	25	21.7%	3	2.6%	115	100.0%
2004-2005	6	6.2%	-	0.0%	13	13.4%	19	19.6%	7	7.2%	97	100.0%
2006-2007	6	6.5%	1	1.1%	15	16.3%	13	14.1%	5	5.4%	92	100.0%
2008-2009	4	4.9%	-	0.0%	14	17.1%	17	20.7%	7	8.5%	82	100.0%
2010-2011	6	7.1%	-	0.0%	13	15.3%	11	12.9%	6	7.1%	85	100.0%
2012-2013	4	4.4%	-	0.0%	17	18.9%	22	24.4%	5	5.6%	90	100.0%
2014-2015	5	5.1%	1	1.0%	21	21.4%	16	16.3%	9	9.2%	98	100.0%
2016-2017	6	6.5%	2	2.2%	22	23.7%	15	16.1%	6	6.5%	93	100.0%
2018-2019	6	4.5%	7	5.3%	43	32.6%	12	9.1%	9	6.8%	132	100.0%
2020-2021	1	1.1%	5	5.6%	34	38.2%	12	13.5%	6	6.7%	89	100.0%
2022-2023	7	11.3%	2	3.2%	28	45.2%	2	3.2%	11	17.7%	62	100.0%
Grand Total	69	4.8%	19	1.3%	292	20.3%	233	16.2%	88	6.1%	1,438	100.0%

Table 6. Intersectionality of Gender and other Designated Equity Groups, Among Tenure-Stream Academics (2023):

Among survey respondents who did not opt out

Notes:

(1) Statistics shown are based on January 31, 2023 staff data with most recently available Employment Equity survey data appended.

(2) Percentages are based on those who responded to the survey and did not opt out. Of 1,759 tenure-stream academics in January 2023, 1,438 responded and did not opt out of the survey (81.8%).

(3) Population shown is tenure-stream academics.

(4) Staff on leave are included.

(5) "Women"/"Men" refers to legal sex designation in Workday. Gender "X" is excluded from the analysis due to small counts (n=1).

(6) Ethnic minority data are shaped to be mutually exclusive from Indigenous/racialized identity; the latter takes precedence.

Designated Group	January 2023					
	Women		Men		Total	
	Count	% 'Yes'	Count	% 'Yes'	Count	%
Disability and Impairment	37	6.5%	32	3.7%	69	4.8%
Indigenous	14	2.4%	5	0.6%	19	1.3%
Racialized Persons/Visible Minorities	113	19.7%	179	20.7%	292	20.3%
Ethnic Minorities/ First Language Learned	96	16.8%	137	15.9%	233	16.2%
Sexual Orientation and Gender Identity	38	6.6%	50	5.8%	88	6.1%
Total	573	100.0%	864	100.0%	1,437	100.0%

Note: Gender Marker "X" excluded from analysis due to small counts (n=1).

Table 7. Mean Years Between Start as Associate and Start as Full Professor, with T-Test of Difference Men/Women

(1) Data are as at January 31 of respective year.

(2) Population shown is tenure-stream professors, excluding GFT(U).

(3) Principal, Provost, Vice-Principals, Associate Vice-Principals, and Associate Provosts are excluded.

(4) "Women"/"Men" refers to legal sex designation in Banner/Workday. Gender "X" is excluded from the analysis due to small counts.

(5) Significance ($Pr > |t|$) tested at .05 level.

		Years
Jan 2008	Women	8.99
	Men	8.60
<i>Difference Men - Women</i>		-0.39 Not Sig.
Jan 2011	Women	9.15
	Men	8.28
<i>Difference Men - Women</i>		-0.87 Not Sig.
Jan 2013	Women	9.45
	Men	8.14
<i>Difference Men - Women</i>		-1.31 Sig.
Jan 2015	Women	9.59
	Men	8.13
<i>Difference Men - Women</i>		-1.46 Sig.
Jan 2017	Women	10.00
	Men	8.31
<i>Difference Men - Women</i>		-1.69 Sig.
Jan 2019	Women	10.41
	Men	8.47
<i>Difference Men - Women</i>		-1.94 Sig.
Jan 2021	Women	10.29
	Men	8.44
<i>Difference Men - Women</i>		-1.84 Sig.
Jan 2023	Women	10.12
	Men	8.46
<i>Difference Men - Women</i>		-1.66 Sig.

Table 8. Mean Merit Rating (5-Year Average) Among Tenure-Stream Professors with T-Test of Difference Men/Women;
 Merit rating has a range of 1-5 with 1 being the highest

Notes:

(1) Data are as at January 31 of respective year.

(2) Population shown is tenure-stream professors, excluding GFT(U).

(3) Principal, Provost, Vice-Principals, Associate Vice-Principals, and Associate Provosts are excluded.

(4) "Women"/"Men" refers to legal sex designation in Banner/Workday. Gender "X" is excluded from the analysis due to small counts.

(5) Significance ($Pr > |t|$) tested at .05 level

		Assistant	Associate	Full
Jan 2008	Women	2.13	1.87	1.48
	Men	2.16	2.12	1.81
	<i>Difference Men - Women</i>	0.03 Not Sig.	0.25 Sig.	0.33 Sig.
Jan 2011	Women	2.39	1.96	1.50
	Men	2.45	2.15	1.78
	<i>Difference Men - Women</i>	0.06 Not Sig.	0.19 Sig.	0.28 Sig.
Jan 2013	Women	2.46	1.96	1.50
	Men	2.44	2.10	1.72
	<i>Difference Men - Women</i>	-0.02 Not Sig.	0.14 Sig.	0.22 Sig.
Jan 2015	Women	2.73	1.83	1.51
	Men	2.75	2.05	1.63
	<i>Difference Men - Women</i>	0.02 Not Sig.	0.22 Sig.	0.12 Not Sig.
Jan 2017	Women	3.04	1.81	1.50
	Men	3.33	1.98	1.60
	<i>Difference Men - Women</i>	0.29 Not Sig.	0.16 Sig.	0.10 Not Sig.
Jan 2019	Women	2.02	1.77	1.45
	Men	2.05	1.94	1.58
	<i>Difference Men - Women</i>	0.03 Not Sig.	0.17 Sig.	0.13 Sig.
Jan 2021	Women	2.01	1.75	1.43
	Men	1.93	1.92	1.57
	<i>Difference Men - Women</i>	-0.08 Not Sig.	0.17 Sig.	0.15 Sig.
Jan 2023	Women	1.90	1.65	1.36
	Men	1.88	1.81	1.55
	<i>Difference Men - Women</i>	-0.02 Not Sig.	0.15 Sig.	0.18 Sig.

Table 9. Mean Merit Rating (5-Year Average) Among Tenure-Stream Professors with T-Test of Difference Racialized/Non-Racialized (2023);
 Merit rating has a range of 1-5 with 1 being the highest

Notes:

- (1) Data are as at January 31, 2023. Racialized self-identification data come from the Employment Equity survey.
- (2) Population shown is tenure-stream professors.
- (3) Principal, Provost, Vice-Principals, Associate Vice-Principals, and Associate Provosts are excluded.
- (4) Significance ($Pr > |t|$) tested at .05 level.

		January 2023							
		Assistant		Associate		Full		Total	
Merit	Racialized	1.91		1.68		1.44		1.67	
	Non-Racialized	1.88		1.78		1.50		1.66	
<i>Difference Non-Racialized - Racialized</i>		<i>-0.02 Not sig.</i>		<i>0.10 Not sig.</i>		<i>0.06 Not sig.</i>		<i>-0.01 Not sig.</i>	
Count	Racialized	74	31.1%	102	15.7%	84	11.3%	260	15.9%
	Non-Racialized	164	68.9%	547	84.3%	662	88.7%	1,373	84.1%
	Total	238	100.0%	649	100.0%	746	100.0%	1,633	100.0%